

South Texas Independent School District

South Texas ISD Virtual Academy

2024-2025 Campus Improvement Plan



South Texas ISD
Virtual
Academy

GRADES 6-12

Mission Statement

South Texas ISD's Virtual Academy provides ground breaking instruction paving the way for students to thrive in a changing society.

Vision

STISD Virtual Academy students are exceeding expectations as they pioneer a new direction in education, refining their skills for college and career success.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student Enrollment 2022-2023 TAPR	Count	Percentage
6th	31	14.8%
7th	56	26.7%
8th	63	30.0%
9th	35	16.7%
10th	25	11.9%

Ethnic Distribution:	Count	Percentage
African American	1	0.5%
Hispanic	118	56.2%
White	84	40%
American Indian	1	0.5%
Asian	5	2.4%
Pacific Islander	0	0.0%
Two or More Races	1	0.5%
Sex	Number	Percentage
Female	110	52.4%
Male	100	47.6%

Student information	Number	Percentage
Economically Disadvantaged	87	41.4%
504	21	10%
EB students	28	13.3%
Dyslexia	9	4.3%
Migrant	1	0.5%
Title 1	210	100%

Student information	Number	Percentage
AT-Risk	61	29.0%
CTE	57	27.1%
GT	29	13.8%
Special Education	16	7.6%

Demographics Strengths

The following areas of strength were observed:

- Diverse Student Population
- Exiting EB students
- Few at risk students

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 2 (Prioritized): This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Student Learning

Student Learning Summary

The following was observed:

- Improvement of test scores across some content areas
- need for additional cross-curricular collaboration
- Implementation and increase in AP and Dual enrollment participation
- Need to improve students scoring in the meets and masters.

Student Learning Strengths

Strengths:

- Supportive Special Programs
- Increase in Special Population scores

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. **Root Cause:** The focus may have been on the STAAR and EOC.

Problem Statement 2 (Prioritized): Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. **Root Cause:** Some classes have additional time throughout the school year such as everyday classes.

School Processes & Programs

School Processes & Programs Summary

Curriculum and Instruction support is available to the campus including department/content specialist.

Professional development is provided by the district and campus. Teachers may seek out additional professional development.

Campus faculty meetings, PLCs, and department meetings occur weekly or bi-weekly.

School Processes & Programs Strengths

The following strengths were observed:

- Improvement of test scores in some content areas
- Cross-Curricular Collaboration
- Implementation fo AP/Dual
- Supportive Special Education Department
- Improvement in special population performance.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): There is a need for increased planning time for teachers as multiple preps are required at the campus. **Root Cause:** Smaller campus requires teachers to teach multiple subjects.

Problem Statement 2 (Prioritized): Additional tutorials for students and parents are needed for technology and program usage. **Root Cause:** Many programs are new and require additional guidance.

Problem Statement 3 (Prioritized): There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4 (Prioritized): This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Perceptions

Perceptions Summary

Campus surveys are provided to students.

Perceptions Strengths

The following strengths were observed:

- Diverse student population
- Flexible learning opportunities
- Post Secondary Readiness and Opportunities

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): The need for additional campus surveys would increase communication. **Root Cause:** Additional communication is needed to help with campus development.

Problem Statement 2 (Prioritized): Limited opportunities for students and their families to engage with one another. **Root Cause:** Families are reluctant to participate in social settings.

Problem Statement 3 (Prioritized): There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4 (Prioritized): This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Priority Problem Statements

Problem Statement 1: There is a need to increase student enrollment.

Root Cause 1: The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 1 Areas: Demographics - School Processes & Programs - Perceptions

Problem Statement 2: This is a need for increase community involvement and awareness of the Virtual Academy's existence.

Root Cause 2: The Virtual Academy is a new campus to the district and area.

Problem Statement 2 Areas: Demographics - School Processes & Programs - Perceptions

Problem Statement 3: The need for additional campus surveys would increase communication.

Root Cause 3: Additional communication is needed to help with campus development.

Problem Statement 3 Areas: Perceptions

Problem Statement 4: Limited opportunities for students and their families to engage with one another.

Root Cause 4: Families are reluctant to participate in social settings.

Problem Statement 4 Areas: Perceptions

Problem Statement 5: There is a need for increased planning time for teachers as multiple preps are required at the campus.

Root Cause 5: Smaller campus requires teachers to teach multiple subjects.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Additional tutorials for students and parents are needed for technology and program usage.

Root Cause 6: Many programs are new and require additional guidance.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements.

Root Cause 7: Some classes have additional time throughout the school year such as everyday classes.

Problem Statement 7 Areas: Student Learning

Problem Statement 8: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT.

Root Cause 8: The focus may have been on the STAAR and EOC.

Problem Statement 8 Areas: Student Learning

Goals

Revised/Approved: June 18, 2024

Goal 1: By June 2025, the Virtual Academy will develop plans to grow and expand programs to better serve the students and community.

Performance Objective 1: Analyze demographic trends, enrollment projections, and educational program needs to forecast future facility requirements and identify potential areas of growth and decline.

Evaluation Data Sources: 2024-2025 enrollment reports, new to district parent surveys, marketing reports.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Develop marketing plan that will promote campus educational programs. Research Demographic Trends: Identify reliable sources for demographic data. Analyze trends in population growth/decline.</p> <p>Strategy's Expected Result/Impact: Increase Enrollment</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor</p> <p>Title I: 2.6, 4.1</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 4 - Perceptions 4</p>	Formative		
	Jan	Mar	June

Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Assess Educational Program Needs: Evaluate current educational programs offered. Identify gaps in program offerings based on demographic trends. Consider student interests and future job market demands.</p> <p>Strategy's Expected Result/Impact: Identify, evaluate, and supply program needs.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Problem Statements: Student Learning 1, 2 - School Processes & Programs 2</p>	Formative		
	Jan	Mar	June
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Collaborate with industry professionals and post-secondary institutions to enhance student's career readiness skills and explore future educational opportunities.</p> <p>Strategy's Expected Result/Impact: Increase external workforce and educational opportunities.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, and Counselor.</p> <p>Title I: 2.5, 2.6, 4.2</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2 - School Processes & Programs 4 - Perceptions 4</p>	Formative		
	Jan	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Determine necessary infrastructure requirements in order to support instruction and program needs.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1, 2 - Student Learning 1 - School Processes & Programs 2, 3, 4 - Perceptions 3, 4</p>	Formative		
	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 2: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Student Learning

Problem Statement 1: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. **Root Cause:** The focus may have been on the STAAR and EOC.

Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. **Root Cause:** Some classes have additional time throughout the school year such as everyday classes.

School Processes & Programs

Problem Statement 2: Additional tutorials for students and parents are needed for technology and program usage. **Root Cause:** Many programs are new and require additional guidance.

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Perceptions

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Goal 1: By June 2025, the Virtual Academy will develop plans to grow and expand programs to better serve the students and community.

Performance Objective 2: Create a recruitment plan including materials needed to inform the community of the campus and its opportunities.

Evaluation Data Sources: Recruitment Materials and supplies.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create and purchase needed marketing materials to distribute during community events.</p> <p>Strategy's Expected Result/Impact: Increase enrollment</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Virtual Academy Staff.</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1, 2 - School Processes & Programs 3, 4 - Perceptions 3, 4</p>	Formative		
	Jan	Mar	June
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Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: There is a need to increase student enrollment. Root Cause: The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.</p>
<p>Problem Statement 2: This is a need for increase community involvement and awareness of the Virtual Academy's existence. Root Cause: The Virtual Academy is a new campus to the district and area.</p>
School Processes & Programs
<p>Problem Statement 3: There is a need to increase student enrollment. Root Cause: The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.</p>
<p>Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. Root Cause: The Virtual Academy is a new campus to the district and area.</p>

Perceptions

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Goal 2: By June 2025, the Virtual Academy will enhance their current communication process to effectively engage and inform all relevant parties involved in the education and well-being of students, ensuring clear and consistent flow of information.

Performance Objective 1: Provide regular updates on academic schedules, events, and any changes that may affect students' education.

Evaluation Data Sources: Sign in sheets, flyers, parent newsletters, and communication reports.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Ensure that all information shared is clear, concise, and easily understandable. Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor, Virtual Academy Staff.</p> <p>Title I: 2.4, 2.6, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 2 - School Processes & Programs 2, 4 - Perceptions 2, 4</p>	Formative		
	Jan	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Make sure that communication channels are accessible to all, including those with disabilities or language barriers. Strategy's Expected Result/Impact: Increase communication Staff Responsible for Monitoring: Principal, Dean of instruction, Counselor, Administrator for Public Relations & Marketing</p> <p>Title I: 2.6, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Problem Statements: Demographics 1, 2 - School Processes & Programs 2, 3, 4 - Perceptions 1, 2, 3, 4</p>	Formative		
	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 2: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

School Processes & Programs

Problem Statement 2: Additional tutorials for students and parents are needed for technology and program usage. **Root Cause:** Many programs are new and require additional guidance.

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Perceptions

Problem Statement 1: The need for additional campus surveys would increase communication. **Root Cause:** Additional communication is needed to help with campus development.

Problem Statement 2: Limited opportunities for students and their families to engage with one another. **Root Cause:** Families are reluctant to participate in social settings.

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Problem Statement 4: This is a need for increase community involvement and awareness of the Virtual Academy's existence. **Root Cause:** The Virtual Academy is a new campus to the district and area.

Goal 2: By June 2025, the Virtual Academy will enhance their current communication process to effectively engage and inform all relevant parties involved in the education and well-being of students, ensuring clear and consistent flow of information.

Performance Objective 2: Implement a feedback mechanism for students and parents to share their thoughts, concerns, and suggestions regarding communication processes.

Evaluation Data Sources: Surveys to stakeholders.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement a feedback mechanism for all stakeholders to share their thoughts, concerns, and suggestions regarding communication processes.</p> <p>Strategy's Expected Result/Impact: Positive feedback and suggestions.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor, Staff.</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative		
	Jan	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Regularly evaluate the effectiveness of the communication process through surveys, feedback forms, or data analysis, and make improvements based on the findings.</p> <p>Strategy's Expected Result/Impact: Increased awareness of campus events.</p> <p>Staff Responsible for Monitoring: Principal, Dean of instruction, Counselor</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1, 2</p>	Formative		
	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Performance Objective 2 Problem Statements:

Perceptions

Problem Statement 1: The need for additional campus surveys would increase communication. **Root Cause:** Additional communication is needed to help with campus development.

Problem Statement 2: Limited opportunities for students and their families to engage with one another. **Root Cause:** Families are reluctant to participate in social settings.

Goal 3: By the end of June 2025, the Virtual Academy will enrich formative assessment practices to increase student engagement and achievement in all grade levels by implementing and refining a comprehensive formative assessment system through Professional Learning Communities (PLCs).

Performance Objective 1: The campus will develop and implement a process to facilitate collaboration and encourage ongoing development in teaching and learning.

High Priority

- Evaluation Data Sources:**
1. State assessment data: 2025 STAAR Results and TELPAS reports;
 2. Campus/District data: Eduphoria data reports (checkpoint and benchmark data);
 3. Intervention data reports
 4. PLC sign in sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers engage in PLCs focused on sharing best practices, discussing instructional strategies, and analyzing student data</p> <p>Strategy's Expected Result/Impact: Increase student growth</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2 - School Processes & Programs 1</p>	Formative		
	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 1: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. Root Cause: The focus may have been on the STAAR and EOC.</p> <p>Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. Root Cause: Some classes have additional time throughout the school year such as everyday classes.</p>

School Processes & Programs

Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. **Root Cause:** Smaller campus requires teachers to teach multiple subjects.

Goal 3: By the end of June 2025, the Virtual Academy will enrich formative assessment practices to increase student engagement and achievement in all grade levels by implementing and refining a comprehensive formative assessment system through Professional Learning Communities (PLCs).

Performance Objective 2: Educators will collaborate within Professional Learning Communities to exchange effective formative assessment strategies to enhance student learning and growth.

High Priority

Evaluation Data Sources: PLC's sign in sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will encourage students to reflect on their understanding and progress regularly, using tools such as self-assessment checklists or rubrics.</p> <p>Strategy's Expected Result/Impact: Student goal setting</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2</p>	Formative		
	Jan	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers will encourage students to set Specific, Measurable, Achievable, Relevant, and Time-bound goals to track their progress.</p> <p>Strategy's Expected Result/Impact: Student academic growth.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2 - School Processes & Programs 1</p>	Formative		
	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Performance Objective 2 Problem Statements:

Student Learning

Problem Statement 1: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. **Root Cause:** The focus may have been on the STAAR and EOC.

Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. **Root Cause:** Some classes have additional time throughout the school year such as everyday classes.

School Processes & Programs

Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. **Root Cause:** Smaller campus requires teachers to teach multiple subjects.

Goal 4: By June 2025, the Virtual Academy will enhance the comprehensive Social-Emotional Learning (SEL) program that addresses the needs of students in all grade levels and results in a measurable improvement in students' SEL competencies.

Performance Objective 1: Develop and embed grade-level appropriate SEL strategies through teaching and learning professional development.

High Priority

Evaluation Data Sources: Student and teacher surveys and feedback.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Teachers will review SEL lessons with students during enrichment periods.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselors, Teachers, Students</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 2 - School Processes & Programs 3 - Perceptions 3</p>	Formative		
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: There is a need to increase student enrollment. Root Cause: The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.</p>
Student Learning
<p>Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. Root Cause: Some classes have additional time throughout the school year such as everyday classes.</p>
School Processes & Programs
<p>Problem Statement 3: There is a need to increase student enrollment. Root Cause: The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.</p>

Perceptions

Problem Statement 3: There is a need to increase student enrollment. **Root Cause:** The Virtual Academy is a unique program that serves a particular population. Enrollment will be difficult as we seek out families in which a virtual education setting is ideal.

Goal 4: By June 2025, the Virtual Academy will enhance the comprehensive Social-Emotional Learning (SEL) program that addresses the needs of students in all grade levels and results in a measurable improvement in students' SEL competencies.

Performance Objective 2: Additional Professional development support will be provided to staff members to build knowledge of teaching in a virtual setting.

Evaluation Data Sources: Professional development sessions, walkthroughs, observations, coaching sessions.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Professional Development will be provided to teachers, administrators, and staff. Staff Responsible for Monitoring: Principal, Dean of Instruction, Counselor</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 1, 2 - School Processes & Programs 1, 2</p>	Formative		
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. Root Cause: The focus may have been on the STAAR and EOC.</p>
<p>Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. Root Cause: Some classes have additional time throughout the school year such as everyday classes.</p>
School Processes & Programs
<p>Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. Root Cause: Smaller campus requires teachers to teach multiple subjects.</p>
<p>Problem Statement 2: Additional tutorials for students and parents are needed for technology and program usage. Root Cause: Many programs are new and require additional guidance.</p>

Goal 5: By June 2025, the Virtual Academy will implement a comprehensive and sustainable initiative to enhance student global readiness, ensuring that our students graduate with the knowledge, skills, and perspectives necessary to thrive in an interconnected world

Performance Objective 1: The district will develop and execute teaching methods that promote heightened student involvement through the integration of challenging and applicable material to enrich the educational journey of learners.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Review data to design and modify teaching methods to meet the needs of a varied student population and ensure personalized learning experiences.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2</p>	Formative		
	Jan	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Develop curriculum that prioritizes student centered lessons to promote engagement and relevance in the learning process.</p> <p>Staff Responsible for Monitoring: Principal, Dean of Instruction, Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 2 - School Processes & Programs 1, 2</p>	Formative		
	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

Performance Objective 1 Problem Statements:

Student Learning

Problem Statement 1: Students need assistance in preparing for College Entrance exams such as TSI, ACT, PSAT. **Root Cause:** The focus may have been on the STAAR and EOC.

Problem Statement 2: Improvement of test scores in some subjects such as ELAR, however not all testing subjects are making improvements. **Root Cause:** Some classes have additional time throughout the school year such as everyday classes.

School Processes & Programs

Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. **Root Cause:** Smaller campus requires teachers to teach multiple subjects.

Problem Statement 2: Additional tutorials for students and parents are needed for technology and program usage. **Root Cause:** Many programs are new and require additional guidance.

Goal 6: By June 2025, the Virtual Academy will elevate instructional excellence and student learning outcomes through a comprehensive, dynamic, and sustainable professional development program.

Performance Objective 1: Instructional staff will actively participate in ongoing and targeted professional development opportunities centered around the implementation of formative assessment strategies, fostering the growth of inclusive and supportive learning environments, ultimately improving collaboration and teacher effectiveness.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: The district will include formative assessment strategies in the professional development plan. Staff Responsible for Monitoring: Principal, Dean of Instruction</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 1, 2 - School Processes & Programs 1</p>	Formative		
	Jan	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Teachers will receive professional development to incorporate formative assessments into their lesson planning documents. Staff Responsible for Monitoring: Principal, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Learning 2 - School Processes & Programs 1</p>	Formative		
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>			

Performance Objective 1 Problem Statements:

Student Learning

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School Processes & Programs

Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. **Root Cause:** Smaller campus requires teachers to teach multiple subjects.

Goal 6: By June 2025, the Virtual Academy will elevate instructional excellence and student learning outcomes through a comprehensive, dynamic, and sustainable professional development program.

Performance Objective 2: The campus will provide professional development for teachers that focuses on increasing academic challenges and complexity for students.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Design PD opportunities for teachers that are focused on delivering rigorous instruction to diverse student populations. Staff Responsible for Monitoring: Principal, Dean of Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: School Processes & Programs 1</p>	Formative		
	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 2 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. Root Cause: Smaller campus requires teachers to teach multiple subjects.</p>

Goal 7: By the end of 2025, the Virtual Academy will develop a plan of action that will support the recruitment, development and retention of highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience.

Performance Objective 1: Evaluate and implement changes to support teacher recruitment, induction, and retention.

Evaluation Data Sources: Teacher Turnover Rate, Exit Interviews, Staff Satisfaction Surveys

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Staff Surveys will be conducted throughout the year to monitor campus culture. Strategy's Expected Result/Impact: Positive campus culture. Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I: 2.5, 4.1 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture Problem Statements: School Processes & Programs 1 - Perceptions 1</p>	Formative		
	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Performance Objective 1 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: There is a need for increased planning time for teachers as multiple preps are required at the campus. Root Cause: Smaller campus requires teachers to teach multiple subjects.</p>
Perceptions
<p>Problem Statement 1: The need for additional campus surveys would increase communication. Root Cause: Additional communication is needed to help with campus development.</p>

Goal 7: By the end of 2025, the Virtual Academy will develop a plan of action that will support the recruitment, development and retention of highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience.

Performance Objective 2: Support teachers through the Teacher Incentive Allotment (TIA) system to increase recruitment, induction, and retention.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide informative sessions regarding the TIA system, supportive data, and documentation throughout the school year. Strategy's Expected Result/Impact: Qualifying teachers will meet TIA requirements. Staff Responsible for Monitoring: Principal, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Problem Statements: Student Learning 1, 2 - School Processes & Programs 1 - Perceptions 1</p>	Formative		
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<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 2 Problem Statements:

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