Spring Branch Independent School District

Spring Branch Academy Of Choice

2024-2025

Mission Statement

In SBISD, our promise to our entire community is to inspire minds and shape lives by improving academic performance of all students, graduating all high school students, and preparing all students with the qualifications and skills necessary to enter college or post-secondary training and exit successfully.

Vision

Academy of Choice will be a premier learning community of proud stakeholders who cultivate academic excellence, share responsibility and challenge each other to continually grow.

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Academy of Choice (AOC) is a district program that serves students who desire personalized, non-traditional learning opportunities in grades 9-12 within the Spring Branch Independent School District (SBISD).

Number of Students Supported:
2023-2024: 132 total students (HS only)
2022-2023: 144 total students (HS only)
2021-2022: 157 total students (6 8th grader students, 151 HS students)
Source: Skyward and Campus Cumulative Reports

Demographics Strengths

The demographic strengths of AOC include

- a small, alternative learning environment for targeted high school students across the district
- a diverse learning environment that represents each high school in the district
- lower student-to-teacher ratios than comprehensive high schools

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is little flexibility in master scheduling, and teachers often cover multiple preps.   **Root Cause:** The small size of the campus limits our course offerings.

Problem Statement 2: Fostering a sense of community at AOC can be challenging at times.   **Root Cause:** We serve students from across the district, and we are not associated with one area.

Student Achievement

Student Achievement Summary

Academy of Choice (AOC) is a district program that currently serves students in grades 9 through 12 who desire personalized, non-traditional learning opportunities. AOC provides an important home for students who wish to accelerate, catch up, or simply benefit from a smaller learning environment. Students attending AOC also have an opportunity to participate in the district's CTE campus and UIL activities at their home campus (pending eligibility). AOC high school students receive their diplomas from their home campus and are eligible to participate in extracurricular activities offered at their home campus (based on scheduling availability). Academy of Choice focuses its attention on two target populations – 9th and 10th grade students who need an opportunity to earn additional credit through an accelerated schedule, and seniors who need to recover credits to graduate on time. AOC students benefit from a small school environment and emphasis on student ownership, goal-setting, collaborative projects, and mentorship.

Student Achievement Strengths

Strengths associated with student achievement include

- Students are placed in smaller classes and receive specific academic and behavioral support.
- Students have the benefit of four, full accelerated semesters each school year.
- Students recover credits and graduate.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Some students are identified as SPED once they come to AOC, which usually means they have very large learning gaps at that point. **Root Cause:** Students with different learning needs are not always easy to identify in larger classes on a larger campus.

Problem Statement 2: It is not uncommon for students to not experience success right away when they come to AOC. **Root Cause:** Typically, it takes about a semester for students to acclimate to a new academic setting.

Staff Recruitment and Retention

Staff Recruitment and Retention Summary

The Talent strategy is to recruit and retain the best employees at **AOC** to support students. For employees and support personnel, this includes recruitment processes and hiring practices to develop and retain staff to meet the unique needs of each department and/or campus. Increased creativity and flexibility in our staffing, compensation, and benefit plans will help SBISD attract and retain qualified individuals. In order to meet our strategic goals, attract and retain the best talent, we focus our efforts on the following key areas:

- Recruitment and Retention of instructional, non-instructional, paraprofessional, and auxiliary staff
- Onboarding processes
- Staffing and Performance Management
- Competitive Compensation and Benefits
- Benefits Training Opportunities

Number of Teachers:

2023-2024:26
2022-2023: 26
2021-2022: 22.75
Source: Approved Staffing Report

Staff Recruitment and Retention Strengths

Strengths related to staff recruitment and retention include

- small campus environment that promotes collegiality amongst staff
- support for teachers with professional development
- systematic coaching cycles in addition to required TTESS

Problem Statements Identifying Staff Recruitment and Retention Needs

Problem Statement 1: Teachers at AOC regularly teach two or more preps.   **Root Cause:** We need a broad scope of courses and only have a limited number of teachers to offer those courses.

Problem Statement 2: Teachers at AOC can become burnt out my multiple preps, accelerated schedule, and only supporting students who have been academically unsuccessful. **Root Cause:** We are a small campus who only accepts students who are behind on credits, which creates a high-need learning environment.

Family and Community Engagement

Family and Community Engagement Summary

FAMILY ENGAGEMENT

Spring Branch Academy of Choice provides a sustained and strategic focus on educating, engaging and empowering families that are aligned with the SBISD Family E3 framework, focusing on building the capacity of families and staff to work together supporting students on their journey to academic success. The Share a Smile Customer Service commitments are embedded into the Family E3 expectations, emphasizing the importance of customer service at our campus. The campus Translation and Interpretation Procedure asserts our commitment to provide families with information they can understand. Families are invited to attend campus and district events.

COMMUNITY ENGAGEMENT

Spring Branch Academy of Choice works closely with the SBISD Community Engagement Division to support meaningful, strategic two-way engagement of families, community members, partners, and volunteers. The district traditionally has a large and very committed network of partners and 12,000+ volunteers. We welcome and value volunteers who serve on our campus as mentors and tutors to support student success.

Family and Community Engagement Strengths

Strengths related to family and community engagement at AOC include

- hosted family events such as orientation, open house, financial aid workshops, and career day
- implemented family engagement strategies using Remind, call outs, mailers, and positive parent contact
- family feedback indicates that our families are satisfied with our communication and opportunities provided to their student

Problem Statements Identifying Family and Community Engagement Needs

Problem Statement 1: Despite efforts to build an AOC community outside the school building, it remains challenging to engage community members on a consistent basis. **Root Cause:** We are a district program, not a neighborhood school, and many people are unfamiliar with the work we do.

Problem Statement 2: Despite our best efforts to build communication with families, engaging all of our families on a consistent basis remains a challenge. **Root Cause:** AOC students are typically with us for a shorter period of time, and some parents have become frustrated with school, in general, and their child's academic struggles by the time they get to AOC.

Goals

Goal 1: STUDENT ACHIEVEMENT. Academy Of Choice students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: During each nine-week semester in the 2024-2025 school year, 90% of all credits attempted will be earned.

In the 2023-2024 school year, the percentage of credits earned was as follows:
Semester 1 (August-October) - 91%
Semester 2 (October-December) - 87%
Semester 3 (January-March) - 85%
Semester 4 (March-May) - 80%

In the 2022-2023 school year, the percentage of credits earned was as follows:
Semester 1 (August-October) - 90.91%
Semester 2 (October-December) - 93.05%
Semester 3 (January-March) - 91.51%
Semester 4 (March-May) - 93.4%
Summer (June) - 77%

In the 2021-2022 school year, the percentage of credits earned was as follows:
Semester 1 (August-October) - 85%
Semester 2 (October-December) - 79%
Semester 3 (January-March) - 80%
Semester 4 (March-May) - 79%
Summer (June) - 96%

Evaluation Data Sources: Student Transcripts

Strategy 1 Details

Strategy 1: We will continue our systematic approach to intervention and a collaborative RtI process on campus to ensure that every child is being effectively served.

A.) Regularly scheduled, collaborative meetings to discuss RtI progress/movement
B.) Data- tracking related to RtI will be utilized, including more specific behavioral responses to intervention

    Strategy's Expected Result/Impact: Increased student growth and achievement, greater teacher efficacy

    Staff Responsible for Monitoring: Principal
Assistant Principal
Teachers

    Funding Sources: - 199 PIC 26 - AEP Services - $25,000

Strategy 2 Details

Strategy 2: Advisory period for mandatory tutorials, CCMR extension through Texas College Bridge, or online course work through Edgenuity.

    Strategy's Expected Result/Impact: improved focus and performance on assignments; alternative paths to CCMR through partnership with Texas College Bridge; earning of additional credits required for graduation.

    Staff Responsible for Monitoring: Teachers
Principal
Assistant Principal

Strategy 3 Details

Strategy 3: High-quality, first-time instruction supported by resources and educational experiences

    Strategy's Expected Result/Impact: increased student achievement resulting in less need for intervention

    Funding Sources: - 199 PIC 26 - AEP Services - $53,287

Strategy 4 Details

Strategy 4: Focused "boot camps" aligned to STAAR EOC testing needs

    Strategy's Expected Result/Impact: increased student achievement on EOC tests

    Staff Responsible for Monitoring: Principal
Assistant Principal
MCLs
Teachers

Strategy 5 Details

Strategy 5: Offer CTE courses that either include or build to an industry-based certification

    Strategy's Expected Result/Impact: Several students will leave AOC with certifications that can be used in the work force.

    Staff Responsible for Monitoring: CTE teacher

Principal

Assistant Principal

    Funding Sources: - 199 PIC 22 - Career & Technology - $610

Goal 2: STUDENT SUPPORT. Academy Of Choice students will benefit from multi-tiered systems of support.

Performance Objective 1: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE: By June 2025, Academy Of Choice will implement at least three strategies that advance the focus on Core Characteristics for every child.

Evaluation Data Sources: Campus calendar and newsletters

Strategy 1 Details
Strategy 1: Academically Prepared- Students will have the opportunity to earn 10+ credits per year through block scheduling and advisory. **Strategy's Expected Result/Impact:** students are able to get back on cohort quickly; increased 4 year graduation rate **Staff Responsible for Monitoring:** Counselors Administration

Strategy 2 Details
Strategy 2: Ethical and Service Minded- Students will participate in community service activities while at Academy of Choice (including beach clean-up and education through SPLASH and our community garden). **Strategy's Expected Result/Impact:** Students will be able to give back to their community and learn about long term impacts of their actions. **Staff Responsible for Monitoring:** Teachers Administration **Funding Sources:** - 199 PIC 26 - AEP Services - $2,500

Strategy 3 Details
Strategy 3: Persistent and Adaptable- By coming to AOC, students are recommitting to their educational success. To help in these efforts, AOC staff will encourage growth, recognize grit, focus on relationship building, and promote an individualized approach to graduation. **Strategy's Expected Result/Impact:** More students will choose to come to AOC in order to experience success and develop grit. **Staff Responsible for Monitoring:** Teachers Counselors Administrators

Goal 2: STUDENT SUPPORT. Academy Of Choice students will benefit from multi-tiered systems of support.

Performance Objective 2: POST-SECONDARY PLANNING: Academy Of Choice students will engage in activities that will prepare them to meet graduation requirements to pursue a viable post-secondary outcome.

    Evaluation Data Sources: Naviance Reports, Skyward Reports

Strategy 1 Details

Strategy 1: Advisory period for mandatory tutorials, CCMR extension through Texas College Bridge, or online course work through Edgenuity.
     Strategy's Expected Result/Impact: improved focus and performance on assignments; alternative paths to CCMR through partnership with Texas College Bridge; earning of additional credits required for graduation
     Staff Responsible for Monitoring: Teachers
 Principal
 Assistant Principal

Strategy 2 Details

Strategy 2: Financial aid seminars on campus for parents/students
     Strategy's Expected Result/Impact: greater awareness of post-secondary financing options
     Staff Responsible for Monitoring: Counselors

Strategy 3 Details

Strategy 3: Adulting and Career Days (student event created to expose students to different post-secondary options) and related events
     Strategy's Expected Result/Impact: increase student awareness around post-secondary options
     Staff Responsible for Monitoring: Counselors
 	
     Funding Sources: - 199 PIC 26 - AEP Services - $2,000

Strategy 4 Details

Strategy 4: Industry Based Certifications through CTE courses offered on campus
     Strategy's Expected Result/Impact: Several students will leave AOC with certifications that can be used in the work force.
     Staff Responsible for Monitoring: CTE teacher
 Principal
 Assistant Principal

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 1: SAFE SCHOOL ENVIRONMENT: Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.

    Evaluation Data Sources: Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans

Strategy 1 Details
Strategy 1: Revise campus discipline management plan and discipline flowchart.
Strategy's Expected Result/Impact: increase awareness of processes and procedures related to discipline
Staff Responsible for Monitoring: Principal
Assistant Principal
Leadership Team

Strategy 2 Details
Strategy 2: Student Code of Conduct assemblies held quarterly to provide information related to discipline management and discipline flowchart
Strategy's Expected Result/Impact: increase awareness of processes and procedures related to disciplinary expectations
Staff Responsible for Monitoring: Principal
Assistant Principal

Strategy 3 Details
Strategy 3: Integrate Incoming Student Contract with acknowledgement of expectations into new student application process.
Strategy's Expected Result/Impact: Increased awareness of expectation while at Academy of Choice
Staff Responsible for Monitoring: Counselors
Assistant Principal
Principal

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 2: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

    Evaluation Data Sources: Campus Safety Committee roster and calendar

Strategy 1 Details
Strategy 1: Campus safety committee will meet or provide feedback monthly to review drill performance, weekly door sweep issues, and county/district/fire marshal audits (as applicable).
Strategy's Expected Result/Impact: Safer campus with increased awareness and understanding from staff   **Staff Responsible for Monitoring:** Principal   Safety Officer

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Maintain Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

    Evaluation Data Sources: Campus emergency operation procedures documents

Strategy 1 Details
Strategy 1: EMERGENCY OPERATIONS PROCEDURES: Campus EOP will align to the best practices from Texas School Safe Center and the Standard Operating Procedures.
Strategy's Expected Result/Impact: Campus EOP turned in and filed by September 1st.   **Staff Responsible for Monitoring:** Administrators Safety Officer

Strategy 2 Details
Strategy 2: EMERGENCY OPERATIONS PROCEDURES: Update campus EOPs annually and train staff at the start if each school year.
Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP.   Staff training documents maintained. EOP submitted by September 1st.   **Staff Responsible for Monitoring:** Administrators Safety Officer Safety Committee

Goal 4: FISCAL RESPONSIBILITY. Academy Of Choice will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

    Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Strategy 1 Details
Strategy 1: Conduct frequent budget meetings with Administrative Assistant to review and manage money.
Strategy's Expected Result/Impact: Error free records; Documentation of purchases and orders.   **Staff Responsible for Monitoring:** Principal Administrative Assistant

Campus Funding Summary

199 PIC 22 - Career & Technology					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	5			$610.00
				Sub-Total	$610.00
				Budgeted Fund Source Amount	$610.00
				+/- Difference	$0.00
199 PIC 26 - AEP Services					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1			$25,000.00
1	1	3			$53,287.00
2	1	2			$2,500.00
2	2	3			$2,000.00
				Sub-Total	$82,787.00
				Budgeted Fund Source Amount	$82,787.00
				+/- Difference	$0.00
				Grand Total Budgeted	$83,397.00
				Grand Total Spent	$83,397.00
				+/- Difference	$0.00