

Trinity Basin Preparatory
District Improvement Plan
2024-2025



Mission Statement

The mission of Trinity Basin Preparatory is to inspire every student to do more, expect more, and be more.

Vision

The vision of Trinity Basin Preparatory is to provide meaningful educational choice to families across Texas. We do this by building and maintaining a system of charter schools that are academically successful and financially strong. Trinity Basin Preparatory will be a safe, sustainable, innovative, and successful charter district, empowering students and their families with educational opportunity.

Value Statement

To make our mission a reality, every student and employee of Trinity Basin Preparatory is expected to exemplify the following core values of a TITAN:

1. Truthful: We seek and speak the truth. We operate with integrity and honesty.
2. Innovative: We are creative and use resourcefulness in solving problems.
3. Tenacious: We are unshakable, determined, and we possess true grit.
4. Accountable: We are transparent in our actions and are accountable to each other.
5. Nurturing: We build relationships and deeply care about all members of the TBP family.

Table of Contents

Goals 4

 Goal 1: Provide All Students with Equitable Access to Grade Level Instruction 4

 Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness 7

 Goal 3: Foster and Sustain Safe and Strong School Culture and Environment 11

 Goal 4: Evaluate District Budget and Implement a Comprehensive Financial Plan 15

 Goal 5: Sustainable Operational Systems and Procedures 17

 Goal 6: Recruit, Retain, and Develop High Quality Staff 20

State Compensatory 24

 Budget for District Improvement Plan 24

Goals

Goal 1: Provide All Students with Equitable Access to Grade Level Instruction

Performance Objective 1: All PreK-6th grade learners will be provided high quality Tier 1 instruction that is aligned to the TEKS

High Priority

Goal 1: Provide All Students with Equitable Access to Grade Level Instruction

Performance Objective 2: All subpopulation indicators will meet the academic targets in Closing the Gaps on the 2025 A-F Accountability Ratings (all, two lowest performing, "high focus" group).

High Priority

Goal 1: Provide All Students with Equitable Access to Grade Level Instruction

Performance Objective 3: Implement a comprehensive Lesson Internalization Framework to ensure that 100% of educators effectively internalize, adapt, and deliver lessons aligned with curriculum standards, fostering consistent and high-quality instruction across all classrooms.

High Priority

Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 1: Multiple modalities of qualitative and quantitative data will be analyzed and utilized to respond to the needs of all learners

Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 2: Campus instructional leaders utilize training and ongoing district coaching to support the implementation of instructional leadership systems (feedback on instructional materials alignment and use, data-driven instruction, leading effective professional development, and observation and feedback).

Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 3: Instructional leaders will provide professional learning, coaching, and support for classroom educators in implementation of Tier 1 instructional strategies with specific focus on small group instruction and using formative assessments in the classroom.

High Priority

Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 4: Continue progress on HB3 Board Goals (Early Literacy, Math, CCMR)

High Priority

HB3 Goal

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 1: Continued training and support for understanding, implementing, and evaluating the effectiveness of MTSS will occur.

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 2: Strengthen monitoring systems for attendance of learners, communication to families, and focused efforts on the creation of attendance intervention plans.

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 3: Create and implement an extensive community engagement plan

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 4: Maintain updated EOP and all required District safety, security, and wellbeing practices

Strategy 1 Details	Reviews			
Strategy 1: Security protocols will be reviewed with principals often to adjust to program's first year and ensure proper execution Strategy's Expected Result/Impact: District wide understanding of security protocols Staff Responsible for Monitoring: Safety and Security Manager	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Documentation of door logs, drills and other requirements will be constantly monitored Strategy's Expected Result/Impact: State compliance on Safety and Security requirements.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Prompt reporting of needed repairs for any maintenance related issues. Strategy's Expected Result/Impact: Statistics will be reviewed using Incident IQ and show tickets handled in a timely manner	Formative			Summative
	Nov	Feb	May	July
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Evaluate District Budget and Implement a Comprehensive Financial Plan

Performance Objective 1: Increase revenue by 3%

High Priority

Evaluation Data Sources: Skyward data, TEA data, Donation platforms

Strategy 1 Details	Reviews			
Strategy 1: Explore untapped rebate opportunities, local grants, and donations.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Invest in student recruitment opportunities to increase enrollment and state dollars	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Monitor student data and programs to maximize state funding.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Exhaust federal funds for all current year programs.	Formative			Summative
	Nov	Feb	May	July
	N/A			
0% No Progress 100% Accomplished Continue/Modify Discontinue				

Goal 4: Evaluate District Budget and Implement a Comprehensive Financial Plan

Performance Objective 2: Reduce overhead costs by 1% and Improve Net Profits.

High Priority
Evaluation Data Sources: Skyward payroll data, purchasing data, credit card data.

Strategy 1 Details	Reviews			
Strategy 1: Continually analyze payroll data, capital expenditures, and travel costs and determine needs based on data.	Formative			Summative
	Nov	Feb	May	July
	N/A			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 5: Sustainable Operational Systems and Procedures

Performance Objective 1: Create consistent and scalable legal policies and procedures

Strategy 1 Details	Reviews			
Strategy 1: Develop structured training and compliance documentations for effective implementation of policies and procedures.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Create systems, structure, and focus for departmental support of campus leadership.	Formative			Summative
	Nov	Feb	May	July
	N/A			
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 5: Sustainable Operational Systems and Procedures

Performance Objective 2: Expand our impact to meet regional needs, providing more students with the essential support needed for academic success.

Goal 5: Sustainable Operational Systems and Procedures

Performance Objective 3: Encourage community and donor support by highlighting TBP's strong reputation for effectively serving students and promoting community and educational equity.

Goal 6: Recruit, Retain, and Develop High Quality Staff

Performance Objective 1: Increase the percentage of highly qualified and diverse teacher candidates by 15% over the next school year.

Strategy 1 Details	Reviews			
Strategy 1: Develop a Targeted Recruitment Plan: partner with universities, attend job fairs, and engage with professional networks to attract candidates from diverse groups and high-demand specialties.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Implement Early Hiring Incentives: Offer signing bonuses to attract certified teachers and differentiate bonuses for high-need position, such as special education educators.	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Enhance Recruitment & Marketing Campaign: Create a district branding campaign that highlights the district's commitment to innovative teaching practices, support structures, and professional growth & development. Leverage social media platforms to reach a wider audience of prospective educators.	Formative			Summative
	Nov	Feb	May	July
	N/A			
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 6: Recruit, Retain, and Develop High Quality Staff

Performance Objective 2: Staff have a positive viewpoint of TBP and their work.

Strategy 1 Details	Reviews			
Strategy 1: 80% of all staff "Agree" or "Strongly Agree" that they have the resources they need to do their job effectively	Formative			Summative
	Nov	Feb	May	July
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: When surveyed, 80% of stakeholders report that they would positively recommend TBP to their peer group	Formative			Summative
	Nov	Feb	May	July
	N/A			
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Goal 6: Recruit, Retain, and Develop High Quality Staff

Performance Objective 3: Increase employee diversity by 5% annually to reflect the student population

Goal 6: Recruit, Retain, and Develop High Quality Staff

Performance Objective 4: Obtain an annual increase of 10% in employee retention rates.

State Compensatory

Budget for District Improvement Plan

Total SCE Funds: \$9,366,357.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

Accelerated programs are funded with SCE: before and after school tutoring, pull out sessions, specialized curriculum, and experienced personnel. Positions include instructional aides and specialists