Texas Leadership Charter Academy

District Improvement Plan

2024-2025 Goals/Performance Objectives

Mission Statement

To create an environment that develops people and instills quality education.

Vision

To see students become leaders in all areas of life

Value Statement

Texas Leadership Public School Values:

Character: “Doing the right thing even when no one is watching.”

Growth: “Continually developing and improving.”

Servant Leadership: “Helping people perform as highly as possible.”

Empowerment: “Giving people the authority and freedom to fulfill their responsibilities.”

Commitment: “Being dedicated to accomplish our mission.”

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District Improvement Plan Goals 2024-2025

Goal 1: Texas Leadership will increase both overall performance and growth metrics on the STAAR/EOC Mathematics assessments on the spring 2025 administration.

Performance Objective 1: Increase the percentage of students meeting or exceeding grade-level expectations (Approaches Grade Level or above) on the STAAR/EOC Mathematics assessments by 5 percentage points from the spring 2024 to spring 2025 administration.

HB3 Goal

Performance Objective 2: Increase the percentage of students achieving expected or accelerated academic growth in mathematics, as measured by the STAAR Progress Measure, by 5 percentage points from the spring 2024 to spring 2025 administration.

Goal 2: Texas Leadership will improve Tier 1 instruction across all classrooms by implementing engaging, rigorous, and active learning strategies, resulting in improved student achievement and participation.

Performance Objective 1: By the end of the school year, 90% of formerly observed T-TESS lessons will demonstrate at least three active learning strategies, as measured by T-TESS observation data.

Performance Objective 2: Increase the percentage of students reporting high levels of engagement by the end of the academic year, as measured by Leader in Me student surveys.

Performance Objective 3: Increase the proportion of rigorous, higher-order thinking tasks in daily lessons across all subject areas by the end of the 2024-2025 school year, as evidenced by classroom walkthrough data and formal classroom observations.

Goal 3: Texas Leadership Public Schools will increase student enrollment and improve campus staff/student retention rates over the next academic year by implementing a "Leading With Heart" initiative that focuses on fostering a supportive and engaging campus community.

Performance Objective 1: Student Enrollment Growth:
Increase new student enrollment by 5% across all TLPS campuses by the end of the next academic year through targeted recruitment strategies, ongoing marketing, and enhanced community outreach programs that highlight the "Leading With Heart" initiative.

Performance Objective 2: Staff Retention Improvement:
Achieve a 15% improvement in staff retention rates across all TLPS campuses within the next academic year by implementing comprehensive professional development programs and creating a more supportive work environment aligned with the "Leading With Heart" initiative.

Performance Objective 3: Student Retention Enhancement:
Improve overall student retention rates by 10% across TLPS campuses by the end of the next academic year through the implementation of personalized student support services, peer mentoring programs, and community-building activities that embody the principles of "Leading With Heart."

Abilene Goals 2024-2025

Goal 1: ABILENE ELEM- GOAL 1
Provide all students with challenging educational experiences and hands-on learning opportunities, focusing on developing skills in reading, writing, and mathematics to increase overall student achievement.

Performance Objective 1: Show 8% growth in both reading and math from the 2024-2025 school year using curriculum, HB1416, IXL, MClass and HB 3 recommendation and requirements for students throughout the year.

HB3 Goal

Goal 2: ABILENE ELEM- GOAL 2
Foster an inclusive, engaged, and positive campus environment for all students and staff members.

Performance Objective 1: Maintain teacher growth and retention for staff on both the Elementary campus with programs that will retain 90% of staff on the campus.

Goal 3: ABILENE ELEM- GOAL 3
Use existing and educational technologies to increase student engagement and academic performance.

Performance Objective 1: Utilizing technology that is available on campus during scheduled times per master schedule--Core content and intervention.

HB3 Goal

Goal 4: ABILENE SECONDARY- GOAL 1
Build strong literacy and math foundations for all students by establishing expectations that will offer rigorous instructional opportunities and active learning to students during the 2024-25 school year

Performance Objective 1: Show 5% growth in both reading and math from the 2024-25 school year using curriculum, assessments and HB 3 recommendation and requirements for students throughout the year.

HB3 Goal

Goal 5: ABILENE SECONDARY - GOAL 2
Create a positive campus culture through the implementation and monitoring effective policies, procedures, and processes.

Performance Objective 1: Maintain teacher growth and retention for staff with programs that will retain 90% of staff.

Goal 6: ABILENE SECONDARY - GOAL 3
Maintain family and community engagement in a manner that empowers families to become stronger advocates for their children and engaged in campus activities.

Performance Objective 1: Maintain Parent and Family Engagement by ensuring each campus has three family events per semester that invites parents onto the campus.

Midland Goals 2024-2025

Goal 1: Texas Leadership of Midland will provide mission-driven leadership that develops the capacity of every leader, teacher, and staff member to deliver rigorous and enriching learning experiences to every student.

Performance Objective 1: By May 2025, district coaches and campus principals will provide necessary exemplars and training to equip all staff with tools to improve their roles.

Performance Objective 2: Campus staff will grow in instructional knowledge and expertise through PLCs

Performance Objective 3: Retain 50% more staff for the 2024-25 school year for each campus, as compared to campus retention rates for the 2023-24 school year.

Goal 2: Texas Leadership of Midland will provide mission-driven practices that ensure schools are safe and secure to drive student & staff attendance and success.

Performance Objective 1: Ensure schools are safe and secure to drive student & staff attendance and success.

Goal 3: Texas Leadership of Midland will strengthen partnerships with our families and communities to invest time and resources to improve student outcomes.

Performance Objective 1: Strengthen partnerships with communities to elevate campus participation and pride.

Performance Objective 2: Strengthen opportunities for engagement and involvement by leveraging our current Parent Lighthouse.

Goal 4: Texas Leadership of Midland by the end of the 24-25 school year, all students will gain an academic growth point according to the new 24-25 accountability system by ensuring that all students are provided quality tier 1 instruction, enrichment, and HB 4516 remediation.

Performance Objective 1: Data Driven Practices will be implemented and tracked to improve student academic outcomes.

San Angelo Goals 2024-2025

Goal 1: SAN ANGELO EL/MS GOAL 1: Mission-driven leadership that develops the capacity of every leader, teacher, and staff member to deliver rigorous and enriching learning experiences to every student.

Performance Objective 1: PLCs will be held 3/4 weeks per month with intentional planning to create purposeful lessons directed toward student needs in every classroom with intentional teacher support.

Performance Objective 2: Vertical Alignment held four times per year (twice per semester).

Performance Objective 3: Using data-driven instruction to provide immediate feedback to students geared toward individual strengths and needs.

Performance Objective 4: Middle School: Students will update, understand, and track their academic and IXL scores, interim tests, and other personal data weekly.

Goal 2: SAN ANGELO EL/MS GOAL 2: Create a safe and secure learning environment that focuses on the social, emotional, and cultural needs of every student.

Performance Objective 1: Increased training, awareness, and fidelity to restorative practices within the classroom.

Performance Objective 2: Behavior MTSS interventions will be utilized for student that need Tier II and Tier III behavior interventions. Discussions will be held every 3 weeks in conjunction with academic MTSS discussions.

Performance Objective 3: Growth in implementing the PBIS process and positive reinforcement campus-wide.

Performance Objective 4: Middle School: Our staff will make significant, supportive connections with students through effective classroom management techniques based on student leadership, staff, and parent feedback from the MRA assessments.

Performance Objective 5: Middle School: We will have monthly parent and student training on such topics as bullying/cyberbullying, social media dangers, healthy habits, etc.

Goal 3: SAN ANGELO EL/MS GOAL 3: Accelerate student learning to sequentially, systematically, and effectively increase the number of students who meet and exceed grade level accountability standards.

Performance Objective 1: In grades 3-5 80% of students will meet individualized growth goals based on IXL by the end of the year in math and reading.

Performance Objective 2: 70% of K-2 students will be reading on (or above) grade level by EOY mCLASS testing.

HB3 Goal

Performance Objective 3: Aggressive monitoring and individual feedback (corrective instruction) given to each student at least once per week.

Performance Objective 4: Middle School: Through PLCs and other staff development, our staff will identify, learn about, and implement best practices regarding writing across the curriculum to meet the criteria for the STAAR constructed responses with a 10% increase on the 2025 STAAR test.

Goal 4: SAN ANGELO HS GOAL 1: Enhance academic instruction and increase student engagement in the classroom to ensure all learners are well-prepared future-ready graduates.

Performance Objective 1: Ensure that students are being provided with grade appropriate, high quality, and engaging instruction.

Performance Objective 2: Increase student growth on all areas of STAAR by at least 10%.

Performance Objective 3: Increase number of students achieving "meets" and "masters" on STAAR assessments. Students performing at "approaches" are still performing below grade level.

Performance Objective 4: Ensure that 100 % students are on track to graduate with an endorsement to reflect they are future-ready graduates with 100% of seniors meeting CCMR.

Goal 5: SAN ANGELO HS GOAL 2: Promote learner academic performance by promoting and providing opportunities for learners to participate in Academic UIL.

Performance Objective 1: Increase academic student performance by promoting and providing opportunities for students to participate in Academic UIL.

Goal 6: SAN ANGELO HS GOAL 3: Cultivate a school community and culture in which all learners, their families, and staff feel connected, engaged, and safe.

Performance Objective 1: To increase parent and community engagement by providing opportunities for parents/community to engage directly, and more frequently with school climate, culture, staff, but most importantly in the work of our students.

Trinity Leadership at Arlington Goals 2024-2025

Goal 1: Arlington Goal 1 Increase student enrollment to foster a growing and enriching educational environment.

Performance Objective 1: By the end of the 2024-2025 school year, parent participation in campus events will improve by 70%.

Goal 2: Arlington Goal 2
Improve student mathematical proficiency and problem-solving skills across all grade levels.

Performance Objective 1: By the end of the 2024-2025 school year, 100% of all students will show progression of growth in MATH as measured by IXL.

Goal 3: Arlington Goal 3
Enhance student performance and demonstrate measurable growth on both math and reading STAAR assessments across all tested grade levels.

Performance Objective 1: By the end of the 2024-2025 school year, 60% of our 3rd-8th students will Meet Grade Level criteria overall in Math and Reading on the STAAR Assessment.

Trinity Leadership at Cedar Hill Goals 2024-2025

Goal 1: CH ELEM GOAL 1 - Trinity Leadership at Cedar Hill Elementary is committed to improving overall performance and growth indicators in the mClass/ IXL/STAAR/EOC Mathematics assessments for the spring 2025 administration.

Performance Objective 1: By the spring 2025 administration, Trinity Leadership Elementary aims to increase the percentage of students meeting or exceeding grade-level expectations in the mClass, IXL, STAAR, and EOC Mathematics assessments by 20% compared to the previous year's results.

Performance Objective 2: Additionally, the school seeks to improve individual student growth indicators by ensuring at least 75% of students demonstrate measurable progress from their baseline assessments at the beginning of the school year.

HB3 Goal

Goal 2: CH ELEM GOAL 2 Trinity Leadership at Cedar Hill Elementary will improve Tier 1 Instruction throughout the school by incorporating dynamic, challenging, and interactive teaching methods, aiming to boost student performance and engagement.

Performance Objective 1: By the end of the school year, 85% of teachers will incorporate at least three dynamic, challenging, and interactive teaching methods in their daily lessons, as evidenced by lesson-plans, classroom walk-through observations, and parent and student surveys, resulting in a 65% increase in student engagement and a 30% improvement in student performance on standardized assessments.

HB3 Goal

Goal 3: CH ELEM GOAL 3 - Trinity Leadership at Cedar Hill Elementary is committed to creating compassionate leaders among staff and students by building leaders with heart, growing minds with care, and fostering futures filled with love.

Performance Objective 1: By the end of the academic year, Trinity Leadership CH Elementary will implement a school-wide program that includes at least three monthly activities or initiatives focused on building empathy, nurturing critical thinking, and promoting kindness. These activities will engage both staff and students in community service projects, and collaborative learning experiences, aiming to increase student and parental participation by 20% and staff involvement by 15% compared to the previous year. The success of these initiatives will be measured through surveys, attendance records, and feedback from participants, aiming to cultivate a more compassionate and inclusive school environment.

Goal 4:
CH MS/HS GOAL 1 Trinity Leadership at Cedar Hill Secondary campus will increase both overall performance and growth metrics on the STAAR/EOC

Mathematics assessments on the spring 2025 administration.

Performance Objective 1: All instructional staff will receive continuous coaching feedback in effective instructional strategies and provide high quality and effective classroom instruction and intervention .

HB3 Goal

Performance Objective 2: Teachers will receive additional math professional development for one of the Region centers.

HB3 Goal

Goal 5: CH MS/HS GOAL 2 Trinity Leadership at Cedar Hill Secondary will improve Tier 1 instruction across all classrooms by implementing engaging, rigorous, and active learning strategies, resulting in improved student achievement and participation.

Performance Objective 1: All instructional staff will receive continuous coaching feedback in effective evidence based instructional practices and provide high quality differentiated intervention.

HB3 Goal

Goal 6: CH MS/HS GOAL 3 Trinity Leadership at Cedar Hill Secondary will improve campus staff/student retention rates over the next academic year by implementing Leader in me that focuses on fostering a supportive, inclusive, and engaging campus community.

Performance Objective 1: By June 2024, Family and Community Engagement in campus events will increase by 50%.

Performance Objective 2: All staff will receive training on effective ways of home to school connections to increase parent participation.