



2025-2026 Action Plan

Baylor College of Medicine Biotech Academy at Rusk

Shelby Steward

School Action Plan – Needs Assessment

District philosophy and guiding framework:

Core Beliefs

Vision

Theory of Action

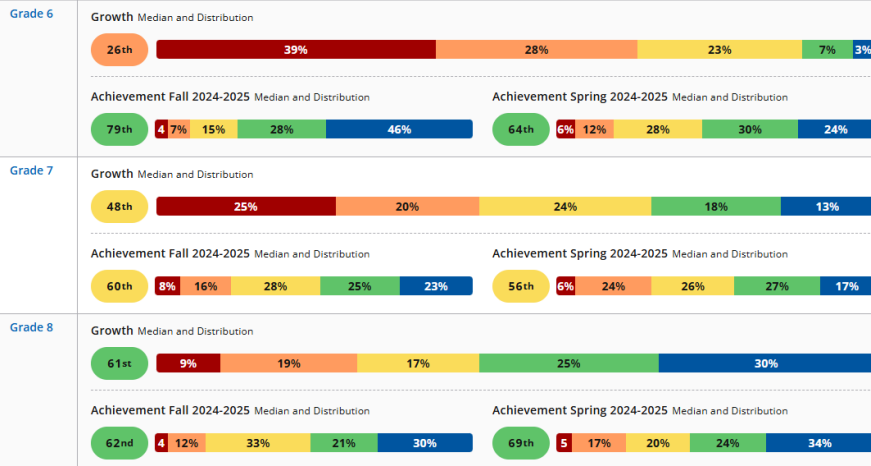
Needs related to student achievement data

Writing Across all Contents
 Supports for our EB population
 Data-rich conversations
 Support in 6th and 7th Grade Math on STAAR and NWEA Map

STAAR Data 2025-2026

Test	App+	Meets+	Masters
STAAR Reading	89	66	35
STAAR Math	76	43	13
STAAR Science	92	70	39
STAAR Social Studies	66	32	22

NWEA Map Scores Fall to Spring

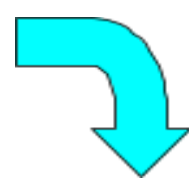
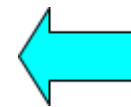


Needs related to improving the quality of instruction

Low Domain II average on spots/IRT
 Using Engagement Strategies with fidelity
 Aggressively Monitoring and giving feedback in real time



Parameters and metrics established by the District



System evaluation (philosophy, processes,
implementation, capacity)

Staff/Family Engagement
Leadership Density

Key Actions

Improve the quality of instruction
Increase staff capacity
Increase parent engagement

School Action Plan Template

KEY ACTION ONE	Key Action <i>(Briefly state the specific goal or objective.)</i>
	<p>Improve the quality of instruction</p>
	<i>Indicators of success (Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● By the end of the academic year, 60% of teachers will score 6/10 or higher in Domain II (Monitor & Adjust and Engage & Deliver) of the spot, as measured by the monthly average spot score for second semester. ● By the end of the academic year, 50% of students will score an average of 5/10 or higher on ECRs on STAAR Reading. ● By the end of the academic year, 30% of EB students will meet their individual growth target on 2-8 NWEA MAP Reading.
	<i>Specific actions – school leaders (What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Offer monthly PD on Engage & Deliver and Monitor & Adjust in PLC. ● Campus leaders will identify four low spotted teachers a month to provide additional coaching based on spot data collected on Domain II ● Campus leaders will create a schedule for instructional walks to allow teachers to observe exemplary classrooms every six weeks. ● Campus leaders will collect SCRs bi-weekly to grade, giving feedback and identifying trends in writing. ● Feedback given on spot observations and in the classroom will be centered on Domain II.
	<i>Specific actions – staff (What specific action steps will the staff take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Teachers will implement SCRs at least twice a week in every lesson. ● Teachers will calibrate on scoring and provide feedback for SCRs & ECRs during PLC at least once a month. ● ELA Teachers will give students an ECR at least once a month. ● Teachers will demo lessons in PLC focusing on Domain II at least twice a month. ● Teachers will implement three engagement strategies with fidelity in every lesson.

Key Action One: Staff Development

Who: The campus leadership team – principal, Tier 2 leaders and tier 1 teachers

What: The campus will engage in professional development that targets student engagement strategies, SCRs and Domain II.

When: Beginning August 2025 (Preservice) – May 2026

Where: BCM Biotech Academy at Rusk/Baylor College of Medicine

Key Action One: Budget

Proposed item	Description	Amount
Staff development	Engagement strategies, SCRs	\$0
Materials/resources	Index cards, whiteboards, Lead4ward guides, whiteboards, expo markers and small erasers	\$5,000
Purchased services	Lead4ward	\$500
Other	Training at Baylor College of Medicine	\$0
Other	HISD curriculum/ HISD Purchased curriculum	\$0
TOTAL		\$5,500
Funding sources:		

KEY ACTION TWO	Key Action <i>(Briefly state the specific goal or objective.)</i>
	Increase teachers' instructional capacity in data driven instruction.
	Indicators of success <i>(Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● By the end of the academic year, teachers will use data to make decisions regarding instruction resulting in a 20% increase on DSAs from December to May. ● By the end of the academic year, 30% of students will grow at least one level of proficiency, as defined by previous school year TELPAS composite to current school year TELPAS composite. ● By the end of the academic year, 8th grade students will increase the overall student achievement average in NWEA MAP Math by 10% from BOY to EOY.
	Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Campus leaders will facilitate training sessions on data literacy and data-driven decision-making for teachers. ● Campus leaders will facilitate Data Dives using the campus data protocol every three weeks in PLC. ● Train teachers on how to aggressively monitor using a campus-wide system during August PD. ● Track student performance on DOLs and district/OnTrack assessments weekly. ● Provide resources and tools that support scaffolding and differentiation.
	Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Using district created/Ontrack test bank assessments to monitor student progress. ● Tracking DOL data weekly to target skills for the second teach. ● Implement supports such as sentence starters, and visual aids in lessons daily. ● Aggressively monitor during every lesson, identifying low mastered TEKS to spiral in the next lesson.

Key Action Two: Staff Development

Who: The campus leadership team – principal, Tier 2 leaders and tier 1 teachers

What: The campus will engage in professional development on how to collect, read and respond to data. Teachers will be trained on how to collect and respond to student data in real time during direct instruction. Instructional strategies such as scaffolding and differentiation will be used to close gaps.

When: Beginning August 2025 (Preservice) – May 2026

Where: BCM Biotech Academy at Rusk

Key Action Two: Budget

Proposed item	Description	Amount
Staff development	Vocabulary integration, ELPS, Formative/Summative assessment data digs	
Materials/resources	Rubric posters/anchor charts; poster maker materials – ink, special paper	\$5,000
Purchased services	N/A	
Other	OnTrack/ HISD Data Rich Resources	\$0
Other		
TOTAL		\$5,000

Funding sources:
6399000000

KEY ACTION THREE	Key Action <i>(Briefly state the specific goal or objective.)</i>
	Increase parent engagement
	<i>Indicators of success (Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● By December 2025, 100% teachers will have established a standardized method of communication for parents. ● By the end of the academic year, the campus will hold at least 5 family oriented events to encourage community. ● By the end of the academic year, the campus will provide parents with campus updates weekly via newsletter.
	<i>Specific actions – school leaders (What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Teachers will use ParentSquare to communicate with parents on classroom updates. ● Campus leaders will facilitate training on how to develop and maintain rapport with parents. ● The campus will plan out family engagement events for the 2025-2026 school year. ● Our campus SIR will update parent contact information to increase access to families. ● Campus leaders will track weekly campus newsletters sent out to parents.
	<i>Specific actions – staff (What specific action steps will the staff take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Teachers will send at least two updates a month to parents. ● Teachers will collaborate with school leaders to highlight student achievement within the school newsletter at least once a month. ● Teachers will participate in at least two family engagement events for the school year (one each semester).

Key Action Three: Staff Development

Who: The campus leadership team – principal, Tier 2 leaders and tier 1 teachers

What: The campus will develop systems to address communication with parents regarding academics, events, and discipline.

When: Beginning August 2025 (Preservice) – May 2026

Where: BCM Biotech Academy at Rusk

Key Action Three: Budget

Proposed item	Description	Amount
Staff development	Parent communication by content/grade level, Campus Committees, Campus-wide newsletter	
Materials/resources	snacks, water, and coffee	\$900
Purchased services		
Other	Smore	Personal out of pocket cost
Other	Possip survey, Remind app	\$0
TOTAL		\$900

Funding sources:
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