

TEXAS SCHOOL OF THE ARTS

District/Campus Improvement Plan

2022/2023

Our mission is to inspire a lifelong passion for learning and empower students to achieve academic excellence through an arts-based education.



Betsy Compton, Principal - Paul Gravley, Superintendent
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TEXAS SCHOOL OF THE ARTS

Mission

TeSA's Mission- Our mission is to inspire a lifelong passion for learning and empower students to achieve academic excellence through an arts-based education.

Vision

TeSA's Vision- Our vision is to inspire artistically talented students with a lifelong passion for learning, empowering them to achieve academic and artistic excellence.

Nondiscrimination Notice

TEXAS SCHOOL OF THE ARTS does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

TEXAS SCHOOL OF THE ARTS Site Base

Name	Position
Compton, Betsy	Principal
Murray, Julie	Instructional Specialist
Rigney, Mickey	Edgecliff Village Mayor
Wozniak, Jessica	TeSA Parent
Kilgore, Kelsey	Theatre Teacher
Young, Rebecca	2nd Grade Teacher
Smith, Sarah	Counselor
Smith, Tammy	Receptionist/PEIMS Clerk

TEXAS SCHOOL OF THE ARTS

Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 1. TeSA teachers will utilize TEKS-aligned curriculum and instructional planning documents to create and implement rigorous instruction for all subjects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize TEKS Resource System to create and implement aligned and rigorous instruction in Math, Reading, Science, and Social Studies. (Title I TA: 1,3) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	ongoing	(F)Title I - \$9,000	Criteria: lesson plans, instructional planning calendars
2. TeSA Science Teachers will also utilize PhD Science in Kindergarten-5th grade as a curricular resource for class instruction. (Title I TA: 1,3,5,6) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.3,5.4)		August-May		Criteria: lesson plans & classroom observations
3. TeSA Math Teachers will also utilize Eureka Math in Kindergarten-5th grade as a curricular resource for class instruction. (Title I TA: 1,5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	August-May		Criteria: lesson plans & classroom observations
4. TeSA Math Teachers will also utilize ThinkUp! as a supplementary resource for 4th-5th grade students needing accelerated instruction due to HB4545. (Title I TA: 1,5) (Target Group: 1st,2nd,3rd,4th,5th) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	October-May	(S)State Compensatory - \$1,000	Criteria: lesson plans & classroom observations
5. TeSA ELAR Teachers will also utilize Wonders in Kindergarten-5th grade for class instruction. (Title I TA: 1,5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	August-May		Criteria: lesson plans & classroom observations
6. TeSA ELAR Teachers will utilize Daily 5 in their daily instruction. (Title I TA: 1,5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.1,5.3)	Core Subject Teachers	August-May	(F)Title IIA Principal and Teacher Improvement - \$1,200, (S)State Compensatory - \$2,000	Criteria: lesson plans & classroom observations
7. TeSA Teachers will have professional learning opportunities provided for each curricular resource available, as well as, Daily 5 and other instructional strategies. (Title I TA: 6) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 2.1,5.2,5.3)	Instructional Specialist	ongoing	(F)Title IIA Principal and Teacher Improvement - \$3,200	Criteria: faculty survey data

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 1. TeSA teachers will utilize TEKS-aligned curriculum and instructional planning documents to create and implement rigorous instruction for all subjects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. TeSA teachers will plan TEKS-based field trips for each grade level. (Title I TA: 4,7) (Target Group: All) (ESF: 3.4,4.1)	Core Subject Teachers	ongoing	(F)ESSER Funds - \$6,000	Criteria: lesson plans
9. Additional supplies, materials, furniture, and technology will be purchased to set up an additional MTSS flexible-use room to meet the needs of all SPED, Dyslexia, 504, EB, and At-Risk students. (Title I TA: 1) (Target Group: ESL,EB,SPED,AtRisk,Dys,504) (Strategic Priorities: 2) (ESF: 4.1,5.3,5.4)	Principal	ongoing	(F)IDEA Special Education - \$5,000	Criteria: MTSS lesson plans & student/parent survey data
10. All teachers will provide explicit vocabulary instruction, use word walls to teach content area vocabulary, and teach strategies for increasing literacy through their subject area. (Title I TA: 1,3) (Target Group: All) (ESF: 4.1,5.1,5.3)	Teacher(s)	ongoing	(F)Title III Bilingual / ESL - \$1,000	Criteria: lesson plans, classroom observations

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 2. TeSA teachers will conduct beginning, middle, and end of the year testing for all students and use the data to plan instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA teachers will give the Measure of Academic Progress (MAP) assessment at the beginning, middle, and end of the year for K-5th Grade Math, K-5th Grade Reading, and 5th Grade Science. (Title I TA: 1,3,5) (Target Group: K,1st,2nd,3rd,4th,5th) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	BOY, MOY, EOY	(F)ESSER Funds - \$5,000	Criteria: MAP reporting data
2. TeSA teachers will use CLI Engage as a diagnostic assessment tool for Kindergarten Math and K-2nd Grade Reading. (Title I TA: 1,3) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	BOY, MOY, EOY		Criteria: CLI Engage reporting data
3. TeSA teachers will use the Lift Off/Education Galaxy diagnostic testing to identify areas of need for targeted online instructional strategies. (Title I TA: 1,3) (Target Group: 2nd,3rd,4th,5th) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	ongoing	(S)State Compensatory - \$5,400	Criteria: Education Galaxy reporting data
4. TeSA will hire substitute teachers to continue instruction during early childhood testing dates while teachers focus on assessing students. (Title I TA: 1,2) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 2.1,4.1,5.3)	Principal	BOY, MOY, EOY	(S)Local Funds - \$97,000	Criteria: evidence of lesson plans and testing data
5. TeSA teachers will have training opportunities for all testing platforms and associated technology. (Title I TA: 1,4,6) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,4.1,5.3)	Instructional Specialist	ongoing	(F)Title IIA Principal and Teacher Improvement - \$1,200	Criteria: faculty/staff survey results
6. TeSA Fine Arts teachers will utilize the TEKS through the CEDFA framework to create and implement rigorous instruction. (Title I TA: 1,2) (Target Group: All) (ESF: 4.1,5.1)	Teacher(s)	ongoing	(O)Local Districts - \$500	Criteria: lesson plans, classroom observations

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 3. To support the mission of the school, more financial and curricular support will be provided for the fine arts classes to better support students' artistic and developmental needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Music, scripts, costumes, props, and supplies will be purchased to support student TEKS exploration in the classroom and during performances. (Title I TA: 1) (Target Group: All) (ESF: 4.1,5.1)	Teacher(s)	ongoing	(S)Local Funds - \$7,000	Criteria: lesson plans & performance videos/pictures
2. Arts-based field trips will be utilized to align with Fine Arts TEKS. (Title I TA: 1,2) (Target Group: All) (ESF: 3.4,5.1)	Teacher(s)	ongoing	(F)ESSER Funds - \$5,000	Criteria: lesson plans
3. To align with the mission of the district and the Fine Arts TEKS, professional artists will be contracted to perform and/or offer master classes for our students. (Title I TA: 1,5) (Target Group: K,1st,2nd,3rd,4th,5th) (ESF: 3.4)	Principal	ongoing	(O)Local Districts - \$2,500	Criteria: lesson plans, activity calendar

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 4. TeSA students' learning needs will be supported in all circumstances.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A Remote Conferencing Instructional Aide will be hired to help students in the classroom, prepare instructional materials for class, and run the Remote Conferencing online platform for students with a contagious disease. (Title I TA: 1) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 2.1,4.1)	Principal	August-May	(F)ESSER Funds - \$22,000	Criteria: personnel records, lesson plans
2. Additional TEKS-based books, math manipulatives, and science materials will be purchased to support and enhance classroom instruction. (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Instructional Specialist	ongoing	(F)Title III Bilingual / ESL - \$2,000, (S)State Compensatory - \$3,500	Criteria: lesson plans, campus inventories
3. Teachers will utilize strong tier 1 instructional strategies and organizational tools to support all students. (Title I TA: 1,3) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.1)	Teacher(s)	ongoing	(S)State Compensatory - \$1,000	Criteria: lesson plans, classroom observations
4. Student iPads and accessories will be repaired or replaced as needed to ensure all online curricular resources and instructional platforms can be used in class with fidelity. (Title I TA: 1,2) (Target Group: K,1st,2nd) (ESF: 4.1,5.1)	Principal	ongoing	(F)ESSER Funds - \$5,000	Criteria: lesson plans, technology reports
5. Student Chromebooks and accessories will be repaired or replaced as needed to ensure all online curricular resources and instructional platforms can be used in class with fidelity. (Title I TA: 1) (Target Group: 3rd,4th,5th) (Strategic Priorities: 1,2) (ESF: 2.1,4.1)	Principal	ongoing	(F)ESSER Funds - \$10,000	Criteria: lesson plans, technology records
6. The RtI Committee will review data with teachers every grading period and make specific plans for all Tier 2 and Tier 3 students. (Title I TA: 1,3,8) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.4)	Counselor(s), Instructional Specialist, Principal, Teacher(s)	ongoing	(S)State Compensatory - \$500	Criteria: RtI committee minutes, student logs

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 5. TeSA teachers will have the tools they need to deliver quality, rigorous instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA certified teachers will be given the opportunity and learning support to obtain their ESL Supplemental Certificates. (Title I TA: 6) (Target Group: EB) (Strategic Priorities: 1) (ESF: 2.1)	Principal	ongoing	(F)Title III Bilingual / ESL - \$1,000	Criteria: personnel records
2. TeSA highly-qualified teachers will be given the opportunity and learning support to earn EC-4, EC-6, or Special Education Certifications. (Title I TA: 6) (Target Group: All,SPED) (Strategic Priorities: 1) (ESF: 2.1)	Principal	ongoing	(F)Title IIA Principal and Teacher Improvement - \$1,000	Criteria: personnel records
3. TeSA teachers will have the opportunity to pursue professional learning opportunities through ESC Region 11. (Title I TA: 6) (Target Group: All) (ESF: 2.1)	Instructional Specialist, Principal	ongoing		Criteria: personnel records, Region 11 reports
4. The Instructional Specialist will provide feedback and coaching for all teachers. (Title I TA: 2,3) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.1,2.1)	Instructional Specialist	ongoing	(F)ESSER Funds - \$60,000	Criteria: coaching notes, calendared meetings

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Goal 1. During the 2022-2023 school year, all students will make one year's academic growth.

Objective 6. In following HB4545 guidelines, TeSA will offer individually focused accelerated instruction for students in both Reading and Math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA will offer additional compensation for teachers to plan and implement data-based, individual and small group instruction outside of school hours. (Title I TA: 1,6) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.3)	Core Subject Teachers, Principal	September-May	(F)ESSER Funds - \$5,000	Criteria: Accelerated Instruction plans, faculty & student surveys
2. TeSA will provide students enrolled in Accelerated Instruction through HB4545 snacks and additional reading and math supplies and materials. (Title I TA: 1,5) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.3)	Instructional Specialist, Principal	October-May	(F)ESSER Funds - \$2,000	Criteria: Accelerated Instruction plans, attendance rosters

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Goal 2. TeSA will retain the majority of all hired teachers and staff from the 2022-2023 to the 2023-2024 academic year.

Objective 1. Teachers will have input in all grade-level decisions and most campus-wide decisions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers and staff members will have the opportunity to provide feedback through membership in various self-selected campus committees. (Title I TA: 5) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Teacher(s)	ongoing		Criteria: committee minutes, faculty meeting agendas, & faculty survey data
2. Effective communication through PLCs, faculty meetings, email, and weekly principal's newsletters will keep teachers informed of all expectations, events, and opportunities within the school. (Target Group: All) (ESF: 2.1)	Principal	ongoing	(S)Local Funds - \$89	Criteria: survey data, agendas, emails, & archived newsletters

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Goal 2. TeSA will retain the majority of all hired teachers and staff from the 2022-2023 to the 2023-2024 academic year.

Objective 2. Teachers will have the opportunity for extra duty pay for various campus events and programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Opportunities will be available for teachers to earn additional compensation for extra duties. (Title I TA: 5) (Target Group: AtRisk) (Strategic Priorities: 1,2) (ESF: 2.1,4.1)		ongoing	(S)Local Funds - \$1,000	Criteria: personnel records & faculty survey data
2. Teachers will earn a stipend for completion of Reading Academy during the 2022-2023 academic year. (Title I TA: 1,5,6) (Target Group: All) (Strategic Priorities: 2) (ESF: 5.1,5.2)	Principal	June	(F)ESSER Funds - \$9,000	Criteria: Region 11 reports

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Goal 2. TeSA will retain the majority of all hired teachers and staff from the 2022-2023 to the 2023-2024 academic year.

Objective 3. Pre-recorded webinars, online instruction, and face-to-face opportunities will be provided and encouraged for all teachers and staff through ESC Region 11, TEA, and other private organizations as applicable.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Diversity training, including focuses on various learning abilities, medical conditions, race, and gender, will be provided for all teachers and staff. (Title I TA: 6) (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1,2.1)	Principal	ongoing	(F)Title IIA Principal and Teacher Improvement - \$600	Criteria: PD agendas & faculty survey data
2. School-Specific nursing training will be provided for the Campus Nurse. (Title I TA: 6) (Target Group: All) (ESF: 2.1)	School Nurse	October-May	(F)ESSER Funds - \$600	Criteria: personnel records
3. Training on how to utilize all available technological devices and equipment, as well as, online programs and platforms, will be provided for all teachers and staff. (Title I TA: 6) (Target Group: All) (ESF: 2.1)	Principal	ongoing	(F)Title IIA Principal and Teacher Improvement - \$600	Criteria: PD agendas, faculty/staff survey data

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Goal 2. TeSA will retain the majority of all hired teachers and staff from the 2022-2023 to the 2023-2024 academic year.

Objective 4. Selected teachers will have the opportunity to hold a leadership position as a Team Lead or Committee Chair.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Team Leads will lead PLCs and serve as the communication liaison with the administrative team. (Title I TA: 2) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Department Heads, Principal	ongoing	(S)Local Funds - \$700	Criteria: PLC minutes, calendared events
2. Committee Chairs will lead all committee meetings and lerve as the communication liaison with the administrative team. (Title I TA: 2) (Target Group: All) (ESF: 2.1)	Principal, Teacher(s)	ongoing	(S)Local Funds - \$500	Criteria: Committee meeting minutes, calendared events

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Goal 3. During the 2022-2023 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

Objective 1. Teachers will utilize a social/emotional program and strategies to provide a common language and structure for social/emotional growth.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA teachers will have access to a Tribes Learning Communities book and receive ongoing training through faculty meetings and professional learning. (Title I TA: 1,4) (Target Group: All) (ESF: 3.2)	Counselor(s)	ongoing	(O)Local Districts - \$300	Criteria: Student referral rates to the office and the counselor.
2. TeSA will move forward with year two of a three-year Positive Behavior and Interventions Support (PBIS) integration, utilizing the acronym STAR to highlight desired and avoided behaviors. (Title I TA: 4,6) (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1,1.2,2.1,3.1,3.2,3.3)	Principal	ongoing	(F)Title IV Safe and Drug Free - \$1,500	Criteria: Student referral rates

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Goal 3. During the 2022-2023 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

Objective 2. The health and safety needs of all students and staff will be met while in the school building.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Replacement air filters will be purchased for every filtration system on campus to filter the air for disease, dust, and allergens. (Title I TA: 3) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.1)	Principal	ongoing	(F)ESSER Funds - \$2,500	Criteria: COVID reporting, financial records
2. Offender check software will be updated to be used when checking in visitors to better protect the safety of all students and employees. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.1)	Principal	October	(F)Title IV Safe and Drug Free - \$1,985	Criteria: Surveying parents and staff regarding level of safety and security.
3. The perimeter doors will be routinely maintained or repaired to ensure the ability to close and lock properly. (Target Group: All)	Principal	ongoing	(F)Title IV Safe and Drug Free - \$1,500	Criteria: facility reports
4. The wood chips on the playground will be replaced with a higher quality material. (Target Group: All)	Principal	October	(F)Title IV Safe and Drug Free - \$5,000	Criteria: safety committee minutes, facility reports
5. Monthly extermination services will be increased to eliminate ongoing pest issues. (Target Group: All)	Principal	ongoing		

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Goal 3. During the 2022-2023 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

Objective 3. The Sunshine Committee will support the well-being of all teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The TeSA Sunshine Committee will provide celebration treats, small surprises, activities, and support for faculty and staff. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Counselor(s)	ongoing		Criteria: calendared events, staff surveys

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Goal 4. During the 2022-2023 academic year, TeSA will maintain financial efficiency and integrity.

Objective 1. TeSA will utilize specific procedures for all aspects of spending and tracking campus-allotted funds.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A TeSA-specific requisition request form will be utilized for teachers/staff to request needed items. (Title I TA: 1,4,8) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.3,3.4,4.1,5.1,5.3)	Teacher(s)	ongoing		Criteria: faculty/staff survey data & finance records
2. An additional TeSA-specific check request form will be utilized when funds are needed to be paid by check instead of PO or credit card. (Title I TA: 1,4,7,8) (Target Group: All) (Strategic Priorities: 2) (ESF: 3.3,3.4,4.1,5.1,5.3)	Teacher(s)	ongoing		Criteria: faculty/staff survey data & financial records
3. The administrative team will utilize usage reports and faculty survey to determine the need to renew all current supplemental curricular programs. (Title I TA: 2,8) (Target Group: All) (ESF: 4.1)	Counselor(s), Instructional Specialist, Principal	June		Criteria: usage reports, survey data

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Goal 4. During the 2022-2023 academic year, TeSA will maintain financial efficiency and integrity.

Objective 2. TeSA will create accountability between all administrative staff and positions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal will meet weekly with the Instructional Specialist to review academic purchase requests and identify additional needs. (Title I TA: 1,4,8) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.1,1.2,4.1,5.1,5.3)	Principal	ongoing	(F)ESSER Funds, (S)State Compensatory	Criteria: meeting agendas, notes & financial records
2. The TeSA Principal will meet weekly with the Budget Clerk to review the status of all requisitions, purchase orders, and pending purchases. (Title I TA: 1,8) (Target Group: All)	Principal	ongoing		Criteria: meeting agendas, notes & financial records
3. The TeSA Principal will meet monthly with the Finance Director to review all local, state, and federal budgets. (Title I TA: 1,8) (Target Group: All)	Principal	ongoing		Criteria: meeting agendas, notes, & financial records

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Goal 4. During the 2022-2023 academic year, TeSA will maintain financial efficiency and integrity.

Objective 3. The Principal will create clear expectations and procedures for using, fixing, and replacing all technological devices in order to be fiscally responsible.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. An inventory will be maintained to track device purchases and their current working condition and place in the building. (Title I TA: 2) (Target Group: All) (ESF: 1.2)	Principal	ongoing		Criteria: physical evidence & faculty/staff survey data
2. A help-ticket system will be utilized to track all technology needs. (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.2.5.1)	Principal	ongoing	(F)ESSER Funds	Criteria: faculty/staff survey data, meeting agendas & physical evidence

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Goal 5. During the 2022-2023 school year, TeSA will increase parent and community engagement.

Objective 1. The TeSA Principal and Teachers will maintain consistent communication with parents throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal will send a weekly newsletter, titled "Monday Message," through the Smore platform. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing	(O)Local Districts - \$79	Criteria: parent survey data & archived newsletters
2. TeSA academic teachers will send grade-level newsletters or the link to an updated website weekly. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Core Subject Teachers	ongoing		Criteria: parent survey data & archived newsletters
3. The Remind platform will be utilized to send emails and text message to students' families. (Title I TA: 7) (ESF: 3.4)		August	(S)Local Funds - \$1,250	Criteria: parent survey data & Remind data reports
4. Translation services will be purchased to better communicate with families who prefer to speak in a language other than English. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	October	(F)IDEA Special Education - \$800	Criteria: faculty/staff survey data & parent survey data
5. Teachers and the Principal will coordinate with the TCA+A Communications Manager to publish pictures, videos, and information on the website and Facebook page. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal, Teacher(s)	online		Criteria: meeting agendas, faculty/staff survey data, & parent survey data

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Goal 5. During the 2022-2023 school year, TeSA will increase parent and community engagement.

Objective 2. TeSA will increase opportunities for family involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal will attend monthly Parent Teacher Organization (PTO) meetings to represent the campus and work directly with the PTO President and/or committee members on PTO events. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing		Criteria: Meeting agendas & parent survey data
2. TeSA will host in-person and online performances and events in which parents and community members are invited to attend. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing		Criteria: lesson plans, playbills/flyers, & parent survey data
3. TeSA will invite volunteers to help in classrooms, the workroom, library, and at campus performances and events. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Teacher(s)	ongoing		Criteria: visitor check-in log, faculty/staff survey data, & parent survey data
4. The TeSA Principal will identify one returning TeSA family per grade level to serve as a "Family Ambassador" for new TeSA families. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing		Criteria: parent survey data

Comprehensive Needs Assessment

Student Achievement

Student Achievement Strengths

1. TeSA's accountability ratings increased in every category from the last ratings in 2019 to the scores released in the spring of 2022.
2. TeSA's RtI program utilizes clear tier 2 and tier 3 intervention strategies, leading to individual student growth in almost all cases.
3. TeSA's tiered teacher support program provides scaffolded help for teachers to best meet students' needs.

Student Achievement Weaknesses

1. TeSA struggles with a changing population from year to year, with significant turnover noted in the 3rd-5th grade population.
2. TeSA does not have a replacement plan for older student devices, which are starting to have significant issues sometimes leaving students without access to technology in class while they are being repaired.
3. Many TeSA teacher devices are outdated and having issues connecting to the SMARTBoard and/or Document Camera, causing teachers to have to teach technology-free or share their devices with others.

Student Achievement Needs

1. Additional literacy materials and supplies are needed to support Emergent Bilingual students.
2. Additional instructional materials, supplemental aides, and manipulatives are needed in 4th & 5th grades to support HB 4545 Accelerated Instruction.
3. Hands-on Science Kits and STEAM materials are needed for additional focused instruction and STEAM projects in all grade-levels.

Student Achievement Summary

Spring 2022 STAAR Analysis=

<https://docs.google.com/document/d/1J9NjCeftNul2ulxO2WCqAz6JnKr9ReqxJua-8q6uGMI/edit?usp=sharing>

School Culture and Climate

Comprehensive Needs Assessment

School Culture and Climate Strengths

1. The 2022-2023 year is the 2nd year TeSA is utilizing the PBIS model. There seems to be good teacher support and positive student reactions.
2. All teachers have access to a security radio, and there is a non-verbal system set up to notify administration of classroom concerns.
3. TRIBES Learning Communities curriculum is being utilized campus-wide to provide SEL strategies.

School Culture and Climate Weaknesses

1. Instructional tools, charts, rewards, and additional adult support are lacking for students identified with behavior needs through RtI, 504, or SPED.
2. The school nurse continues to have gaps in her knowledge regarding COVID and her role as a campus nurse versus the role of a clinic nurse.
3. Most teachers new to TeSA are in the process of finishing an alternative teaching certification program and have gaps in their knowledge and skills.

School Culture and Climate Needs

1. The “Go-Kits” created in 2021-2022 need to be updated to replace the used items to remain ready for emergencies (including flashlights, batteries, and first aid kits).
2. Additional training is needed for our campus nurse.
3. Additional training and instructional supports and supplies are needed regarding classroom management, functional behavior analysis, behavior improvement plans, and behavior management plans.

School Culture and Climate Summary

Overall, the culture of TeSA is very positive. Small changes and additional supports will go a long way in continuing to provide a safe and positive environment for all students and staff.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

1. A grade level teacher is included in interviews of new teachers.
2. The Staff Sunshine Committee supports staff throughout the school year through the sharing of cards, birthday cakes, snacks, and other small treats.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Strengths (Continued)

3. Teachers are given choices in their committee involvement so they feel they have a voice in campus decisions.

Staff Quality, Recruitment and Retention Weaknesses

1. Teachers are paid approximately \$10,000-\$15,000 less than other districts in the geographical area. Teachers are aware of this financial discrepancy and look for ways to supplement their income.
2. Teachers frequently need to rely on their personal laptops or phones due to the outdated technology on campus. Teachers also frequently must use their own hot spot for consistent wifi in the building.
3. Diagnosticians, SLPs, LSSPs, and OTs are contracted positions with frequent changes and little control at the campus level for scheduling.

Staff Quality, Recruitment and Retention Needs

1. More paraprofessional support is needed for help in the classroom and student supervision during lunches and recess periods.
2. Technology and wifi upgrades are needed for classrooms and teacher-issued devices.
3. A specific mentoring program needs to be developed to support new teachers.

Staff Quality, Recruitment and Retention Summary

2022-2023 Staff

- 1 Principal
- 1 Counselor
- 1 Instructional Specialist
- 2 Office Support Staff
- 1 Facility Manager
- 1 Custodian
- 1 Special Programs Coordinator
- 2 Special Programs Teachers
- 1.5 Special Programs/Remote Conferencing Aides
- Contracted OT, PT, SLP, Diagnostician, & School Psychologist as needed
- 3 Kinder Teachers

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

4 1st Teachers
5 2nd Teachers
2 3rd Teachers
2 4th Teachers
2 5th Teachers
1 PE Teacher
4 FA Teachers

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

1. TEKS-Resource System Instructional Planning Calendars are utilized for all grades and available contents.
2. State-adopted textbooks and materials and accompanying professional development are used in every available subject.
3. The Instructional Specialist did a great job providing information and training for all early childhood and STAAR testing so that all teachers and students were ready for testing.

Curriculum, Instruction and Assessment Weaknesses

1. Math/Science teachers are learning two completely new curricular programs.
2. Some teachers do not understand how to use data to plan instruction.
3. Technology is not consistently available for online programs due to outdated devices and lack of consistent wifi.

Curriculum, Instruction and Assessment Needs

1. More training and support is needed for Eurkea Math, PhD Science, and Wonders.
2. More training is needed for teachers to understand how to use DMAC and how to interpret class and state test data.
3. Technology and wifi upgrades are needed for consistent use of online programs.

Curriculum, Instruction and Assessment Summary

Comprehensive Needs Assessment

Instructional Materials

https://docs.google.com/document/d/13I35X1-_oSt2ToLAJc4XUIKZT4U2gu3MtMUMB_q668c/edit?usp=sharing

Family and Community Involvement

Family and Community Involvement Strengths

1. Communication to families is consistently sent weekly by the grade-level team and Principal.
2. There are at least two evening events planned by the campus each semester.
3. The Parent Teacher Organization (PTO) holds multiple events throughout the year.

Family and Community Involvement Weaknesses

1. Due to COVID, there have been very few community events since prior to 2020.
2. As a charter school, our students come from various cities within about a 20 mile radius and do not identify with the geographical community of the school.
3. Many of our Korean and Spanish speaking families must rely on their children to serve as translators at school events and campus meetings.

Family and Community Involvement Needs

1. Volunteers are needed in the classroom and in the workroom to help with teacher needs.
2. Translation services are frequently needed for our Spanish and Korean speaking families.
3. More community awareness of our campus is needed in our general geographical area.

Family and Community Involvement Summary

There is a great working relationship between the PTO and campus with multiple combined efforts to create a community of our TeSA families. The City of Edgecliff Village's Mayor is also well-known by the campus administration, and a line of communication is open for concerns and future planning for the geographical community.

Comprehensive Needs Assessment

School Context and Organization

School Context and Organization Strengths

1. Fine arts curriculum and performances are rigorous and engaging.
2. The master schedule allows for all K-5th students to engage in the fine arts and PE.
3. The master schedule allows for "focus group" time for all 1st-5th grades, which includes time to meet HB 4545 requirements, as well as other targeted instruction.

School Context and Organization Weaknesses

1. The use of the cafeteria as a gym limits the flow of lunches and PE classes.
2. The disproportionate grade-level sizes required some fine arts and PE classes to be mixed grade-level.
3. The nature of being an audition-based school means the student population and demand for specific grade/subject teachers can change significantly from year to year.

School Context and Organization Needs

1. TeSA needs more paraprofessionals to help students and support teachers.
2. TeSA needs more paraprofessionals and/or volunteers to monitor lunch and recess.
3. Increasing enrollment to be full in every grade with a wait list would allow for better future planning.

School Context and Organization Summary

<https://www.artsacademics.org/academies/tesa/tesa-academics/>

Technology

Technology Strengths

Comprehensive Needs Assessment

1. All 3rd-5th grade students have 1:1 access to a chromebook.
2. All K-2nd grade students have 1:1 access to an iPad.
3. All classrooms are equipped with a laptop, SMARTBoard, and document camera.

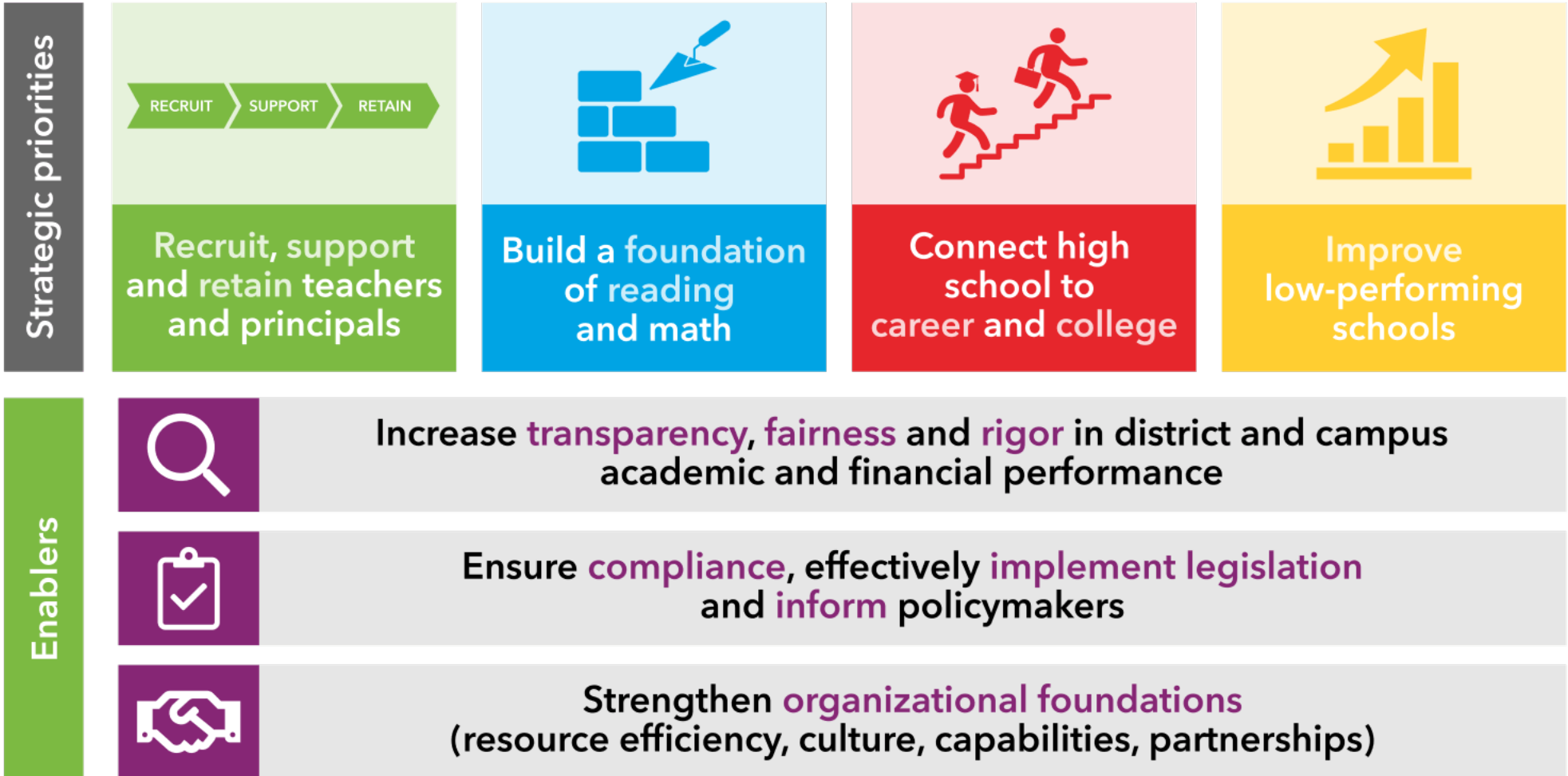
Technology Weaknesses

1. The campus quadrupled student technology from the 2019-2020 year to the 2020-2021 school year, but now many of those devices are having significant issues and are frequently out of commission for weeks at a time.
2. Some teacher laptops are unable to hold a charge and need to be plugged in at all times, restricting their ability to move around the classroom.
3. All classrooms have SMARTBoards, however bulbs frequently burn out throughout the year or projectors break down and are unusable for weeks at a time until the IT department can get them fixed.

Technology Needs

1. Additional Chromebooks and iPads are needed to replace the devices purchased in 2018 and prior.
2. New teacher/staff laptops are needed to replace the most outdated versions with unknown purchase dates.
3. New SMARTBoards (or similar other brand) and document cameras are needed to replace the current devices that are no longer worth the cost of repairs.

Every child, prepared for success in college, a career or the military.



**adapted from TEA Strategic Plan - <https://tea.texas.gov>*

Resources

Resource	Source
ESSER Funds	Federal
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
Title IV Safe and Drug Free	Federal
Local Districts	Other
State Compensatory	State