

TEXAS SCHOOL OF THE ARTS

District/Campus Improvement Plan

2023/2024

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



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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
May, Amy	Counselor
Wozniak, Jessica	TeSA Parent
Kilgore, Kelsey	Fine Arts Lead Teacher
Young, Rebecca	Diagnostician/Special Populations Coordinator
Staub, Bethany	LPAC Chair/Academic Events Coordinator
Soza, Samantha	Grade-Level Lead Teacher

TEXAS SCHOOL OF THE ARTS

Goal 1. During the 2023-2024 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 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	(S)State Compensatory - \$1,000	Criteria: lesson plans & classroom observations
3. Heggerty materials will be utilized for direct phonics instruction. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)State Compensatory - \$500	Criteria: lesson plans
4. Zaner-Blozer Handwriting materials will be utilized for direct handwriting instruction for all students. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)State Compensatory - \$650	Criteria: lesson plans
5. All teachers will utilize Vocabulary Workshop to 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 - \$6,000	Criteria: lesson plans, classroom observations
6. The Reading Intervention teacher will work with the Instructional Specialist to maintain guided reading binders for each K-2 classes, containing materials needed for targeted guided reading across all reading levels in each homeroom. (Target Group: All) (Strategic Priorities: 2)	Dyslexia specialist, Instructional Specialist	October-January	(S)Local Funds - \$200	Criteria: inventory list
7. K-1st teachers will utilize Reading Eggs for supplemental online tier 1 instruction. (Target Group: K,1st) (Strategic Priorities: 2)	Teacher(s)	ongoing	(F)Title III Bilingual / ESL - \$1,232	Criteria: lesson plans
8. TeSA Science Teachers will also utilize PhD Science in Kindergarten-5th grade as a	Teacher(s)	August-May	(S)PhD Science Grant - \$16,000	Criteria: lesson plans & classroom observations

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Goal 1. During the 2023-2024 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
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)				
9. Teachers will utilize Scholastic Science Spin as a supplemental science resource for all students. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)State Compensatory - \$450	Criteria: lesson plans
10. 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	(S)Blended Learning Grant - \$21,872	Criteria: lesson plans & classroom observations
11. K-1st teachers will utilize Math Seeds for tier 1 online supplemental instruction. (Target Group: K,1st) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)State Compensatory - \$1,694	Criteria: lesson plans
12. Teachers will utilize Scholastic News as a supplementary Social Studies resource for all students. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)Local Funds - \$0	Criteria: lesson plans
13. Additional supplies, materials, furniture, and technology will be purchased to separate Dyslexia Services and Special Education services into two different classroom spaces instead of a shared space. (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
14. The instructional specialist will work with teachers to choose an online typing and TEKS-based computer applications program to be utilized in all grade levels. (Target Group: All) (Strategic Priorities: 2)	Instructional Specialist, Teacher(s)	August-November	(S)Blended Learning Grant - \$1,300	Criteria: finance records, usage reports

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Goal 1. During the 2023-2024 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	(S)State Compensatory - \$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	(S)Local Funds - \$0	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 - \$13,000	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 - \$100	Criteria: lesson plans, classroom observations

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Goal 1. During the 2023-2024 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 - \$5,000	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	(S)Local Funds - \$1,500	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. (Target Group: K,1st,2nd,3rd,4th,5th) (ESF: 3.4)	Principal	ongoing	(S)Local Funds - \$600	Criteria: lesson plans, activity calendar

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Goal 1. During the 2023-2024 school year, all students will make one year's academic growth.

Objective 4. TeSA students' learning needs will be supported through tiered instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 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
2. 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 in whole and small groups. (Title I TA: 1,2) (Target Group: K,1st,2nd) (ESF: 4.1,5.1)	Principal	ongoing	(S)Blended Learning Grant - \$5,000	Criteria: lesson plans, technology reports
3. 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 in whole and small groups. (Title I TA: 1) (Target Group: 3rd,4th,5th) (Strategic Priorities: 1,2) (ESF: 2.1,4.1)	Principal	ongoing	(S)Blended Learning Grant - \$10,000	Criteria: lesson plans, technology records
4. The Rtl 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: Rtl committee minutes, student logs
5. A Diagnostician/Special Populations Coordinator will be hired to oversee all SPED & 504 plans and students, ensuring compliance is met and students have the tools and services needed to be successful, as well as to complete requested/required testing for students with identified concerns. (Target Group: EB,SPED,Dys)	Principal	August	(F)IDEA Special Education - \$60,000	Criteria: personnel records
6. Additional supplies, materials, furniture, and technology will be purchased to separate Dyslexia Services and Special Education services into two different classroom spaces instead of a shared space. (Target Group:	Special Ed Teachers	September-October	(F)IDEA Special Education - \$5,000	Criteria: observation, inventory lists

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Objective 4. TeSA students' learning needs will be supported through tiered instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EB,SPED,Dys,504) (Strategic Priorities: 2)				
7. Teachers will utilize Learning A-Z/Raz+ ELL as a tiered ELAR resource for all students. (Target Group: ESL,SPED,AtRisk,504) (Strategic Priorities: 2)	Teacher(s)	ongoing	(F)Title III Bilingual / ESL - \$2,800	Criteria: lesson plans, usage reports
8. The Dyslexia teacher will work with the Principal to purchase mandatory and supplementary materials needed for dyslexia services utilizing the Take Flight curriculum. (Target Group: Dys) (Strategic Priorities: 2)	Dyslexia specialist, Principal	ongoing	(F)IDEA Special Education - \$1,500	Criteria: finance records, materials inventory

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Goal 1. During the 2023-2024 school year, all students will make one year's academic growth.

Objective 5. TeSA teachers will have the tools and training 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 - \$500	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 - \$100	Criteria: personnel records
3. Teachers without certification will be given the opportunity to pursue certification through an approved Texas alternative certification program (Target Group: All) (Strategic Priorities: 1)	Principal	August-May	(S)Grow Your Own Grant - \$6,000	Criteria: personnel records
4. TeSA teachers will have the opportunity to pursue professional learning opportunities through ESC Region 11. (Target Group: All) (Strategic Priorities: 1)	Instructional Specialist, Principal	ongoing	(F)Title IIA Principal and Teacher Improvement - \$10,000	Criteria: personnel records, Region 11 reports
5. TeSA Teachers will have professional learning opportunities provided for each curricular resource available, as well as other instructional strategies. (Target Group: All) (Strategic Priorities: 1,2)	Instructional Specialist	ongoing	(F)Title IIA Principal and Teacher Improvement - \$2,400	Criteria: personnel records, Region 11 contracts
6. The Dyslexia Teacher will pursue Take Flight training to become fully certified through the Take Flight program. (Target Group: Dys) (Strategic Priorities: 2)	Dyslexia specialist	ongoing	(F)IDEA Special Education - \$1,500	Criteria: personnel records, Take Flight evaluations

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Goal 1. During the 2023-2024 school year, all students will make one year's academic growth.

Objective 6. In following HB1416 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	(S)State Compensatory - \$5,000	Criteria: Accelerated Instruction plans, faculty & student surveys
2. TeSA will provide students enrolled in Accelerated Instruction through HB1416 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	(S)State Compensatory - \$1,500	Criteria: Accelerated Instruction plans, attendance rosters

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Goal 1. During the 2023-2024 school year, all students will make one year's academic growth.

Objective 7. To support academic growth beyond the classroom, TeSA will offer optional academic events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA will hold a local spelling bee and participate in the regional spelling bee. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	October-February	(S)Local Funds - \$100	Criteria: participation records
2. TeSA will hold a discovery fair, in which students can create an invention or participate in a living history museum. (Target Group: All) (Strategic Priorities: 3)	Instructional Specialist	November	(S)Local Funds - \$100	Criteria: participation records
3. TeSA will hold a science fair, in which students must use the scientific process outside of school hours and then present their findings to their classmates and adjudicators. (Target Group: All) (Strategic Priorities: 2,3)	Instructional Specialist	April	(S)Local Funds - \$100	Criteria: participation records
4. TeSA will provide students with the option to participate in the Noetic Math Competition, competing against students across the nation. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	March	(S)Local Funds - \$200	Criteria: participation records
5. TeSA will provide a stipend for a teacher to oversee all administrative duties for academic events. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	August-May	(S)Local Funds - \$500	Criteria: personnel records
6. TeSA teachers will plan TEKS-based field trips for each grade level. (Target Group: All) (Strategic Priorities: 2,3)	Teacher(s)	ongoing	(S)Local Funds - \$3,000	Criteria: lesson plans, transportation records

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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. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	ongoing	(S)Local Funds - \$0	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 - \$129	Criteria: survey data, agendas, emails, & archived newsletters
3. One teacher will be identified as the Yearbook Coordinator and receive a small stipend to oversee the creation of the annual yearbook publication. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	August-May	(S)Local Funds - \$500	Criteria: personnel records

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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)	Principal	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 2023-2024 academic year. (Title I TA: 1,5,6) (Target Group: All) (Strategic Priorities: 2) (ESF: 5.1,5.2)	Principal	June	(S)State Compensatory - \$3,000	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)Title IIA Principal and Teacher Improvement - \$300	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 - \$2,500	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 - \$1,500	Criteria: Committee meeting minutes, calendared events

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Goal 3. During the 2023-2024 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 three 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
3. Selected teachers and administrators will be trained in CPI Nonviolent Crisis Intervention. (Target Group: SPED,AtRisk)	Counselor(s)	September-January	(F)Title IV Safe and Drug Free - \$400	Criteria: certification records
4. The Counselor will participate in the New Counselor Cohort and additional PD through Region 11 in order to develop a campus-specific counseling program. (Target Group: All)	Counselor(s)	August-April	(F)Title IIA Principal and Teacher Improvement - \$250	Criteria: personnel records

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Goal 3. During the 2023-2024 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	(S)Local Funds - \$3,500	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. Monthly extermination services will be increased to eliminate ongoing pest issues and a biohazard team will be hired to remove droppings found in the ceiling and air filter system. (Target Group: All)	Principal	ongoing	(S)Local Funds - \$5,000	Criteria: finance records, visitor logs
5. Emergency first aid kits and stop the bleed kits need to be replenished/replaced in all classrooms and common spaces. (Target Group: All)	School Nurse	October	(F)Title IV Safe and Drug Free - \$2,500	

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Goal 3. During the 2023-2024 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 2023-2024 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. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)Local Funds - \$0	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. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)Local Funds - \$0	Criteria: faculty/staff survey data & financial records
3. The Principal and Instructional Specialist will utilize usage reports and faculty survey to determine the need to renew all current supplemental curricular programs. (Target Group: All) (Strategic Priorities: 2)	Instructional Specialist, Principal	June	(S)Local Funds - \$0	Criteria: usage reports, survey data

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Goal 4. During the 2023-2024 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		Criteria: meeting agendas, notes & financial records
2. The TeSA Principal will meet monthly with the Finance Director to review all local, state, and federal budgets. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: meeting agendas, notes, & financial records

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Goal 4. During the 2023-2024 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. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	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	(S)Local Funds - \$2,500	Criteria: faculty/staff survey data, meeting agendas & physical evidence
3. A triplicate form will be utilized to track maintenance requests and completion of projects in the building. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$100	Criteria: review of forms & completed work

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Goal 5. During the 2023-2024 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 through the Smore platform. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing	(O)Local Districts - \$129	Criteria: parent survey data & archived newsletters
2. TeSA academic teachers will send grade-level newsletters or the link to an updated website weekly. (Target Group: All) (Strategic Priorities: 1)	Core Subject Teachers	ongoing	(S)Local Funds - \$0	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) (Target Group: All) (ESF: 3.4)	Principal	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 - \$160	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 and print paper materials as needed. (Target Group: All) (Strategic Priorities: 1)	Department Heads, Principal, Teacher(s)	online	(S)Local Funds - \$500	Criteria: meeting agendas, faculty/staff survey data, & parent survey data

TEXAS SCHOOL OF THE ARTS

Goal 5. During the 2023-2024 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. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: Meeting agendas & parent survey data
2. TeSA will host 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	(S)Local Funds - \$2,000	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 and maintain their notarized volunteer paperwork. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	ongoing	(S)Local Funds - \$100	Criteria: visitor check-in log, faculty/staff survey data, & parent survey data

Comprehensive Needs Assessment

Demographics

Demographics Strengths

TeSA is a growing campus with a diverse population.

Demographics Weaknesses

Texas School of the Arts' biggest weakness is teacher recruitment and retention. Our teacher salaries are \$10,000-\$15,000 less than surrounding school districts. A secondary weakness is the retention of students. Each year, approximately 50% of all 2nd grade students leave the school due to auditioning for another fine arts district, which begins in 3rd grade. This causes issues with morale, competition, and inconsistent funding and materials.

Demographics Needs

TeSA needs to retain current teachers and recruit a more diverse population of teachers for the future.
TeSA needs a more consistent student population to better plan for long-term curriculum and facility needs.

Demographics Summary

TeSA Student Demographics 2020-2021

Black 137
White or Hispanic 99
Asian 33
American Indian 16
Hawaiian/South Pacific 4
SPED 16
504 10
At-Risk 75
Dyslexia 7
LEP 42
RTI 29
Eco Disadvantaged 79
Military 14

Comprehensive Needs Assessment

Demographics Summary (Continued)

TeSA Student Demographics 2021-2022

Black 99
White or Hispanic 191
Asian 27
American Indian 7
Hawaiian/South Pacific 3
SPED 15
504 14
At-Risk 37
Dyslexia 8
LEP 32
RTI 30
Eco Disadvantaged 69
Military 15

TeSA Student Demographics 2022-2023

Black 63
White or Hispanic 190
Asian 19
American Indian 0
Hawaiian/South Pacific 1
SPED 28
504 14
Dyslexia 15
LEP 39
RTI 57
Eco Disadvantaged 32
Military 16

Student Achievement

Comprehensive Needs Assessment

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. As of September 2023, accountability ratings for the 2022-2023 school year are not available.
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>

Spring 2023 STAAR Analysis=

(not complete until Accountability Ratings are released)

<https://docs.google.com/document/d/1OFMrUVRvrcnUvvMZg7t81juPfNoAjMgay12SGwVmCQQ/edit?usp=sharing>

School Culture and Climate

Comprehensive Needs Assessment

School Culture and Climate Strengths

1. The 2023-2024 year is the 3rd 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 are learning several new online programs and need additional PD and assistance.
3. Most SMARTBoards were purchased when the building was built in 2013 and cannot be upgraded enough to work with new laptops. This causes frustration for teachers as they have to plan other options.

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 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

2023-2024 Staff

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

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

4 1st Teachers
4 2nd Teachers
4 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. All teachers need more understanding of utilizing TEKS-Resource System with fidelity.
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/or login difficulties.
4. Substitutes do not have access to the same online programs as teachers unless a teacher gives away private information.

Curriculum, Instruction and Assessment Needs

1. More training and support is needed for TEKS-Resource System & all curricular programs.
2. More training is needed for teachers to understand how to use DMAC and how to interpret class and state test data.
3. Technology 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/1Y5TS8jgo4D-7e6Vey2NjcU5-a7e1wapaAKeh9E09uVQ/edit?usp=drive_link

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 1416 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.

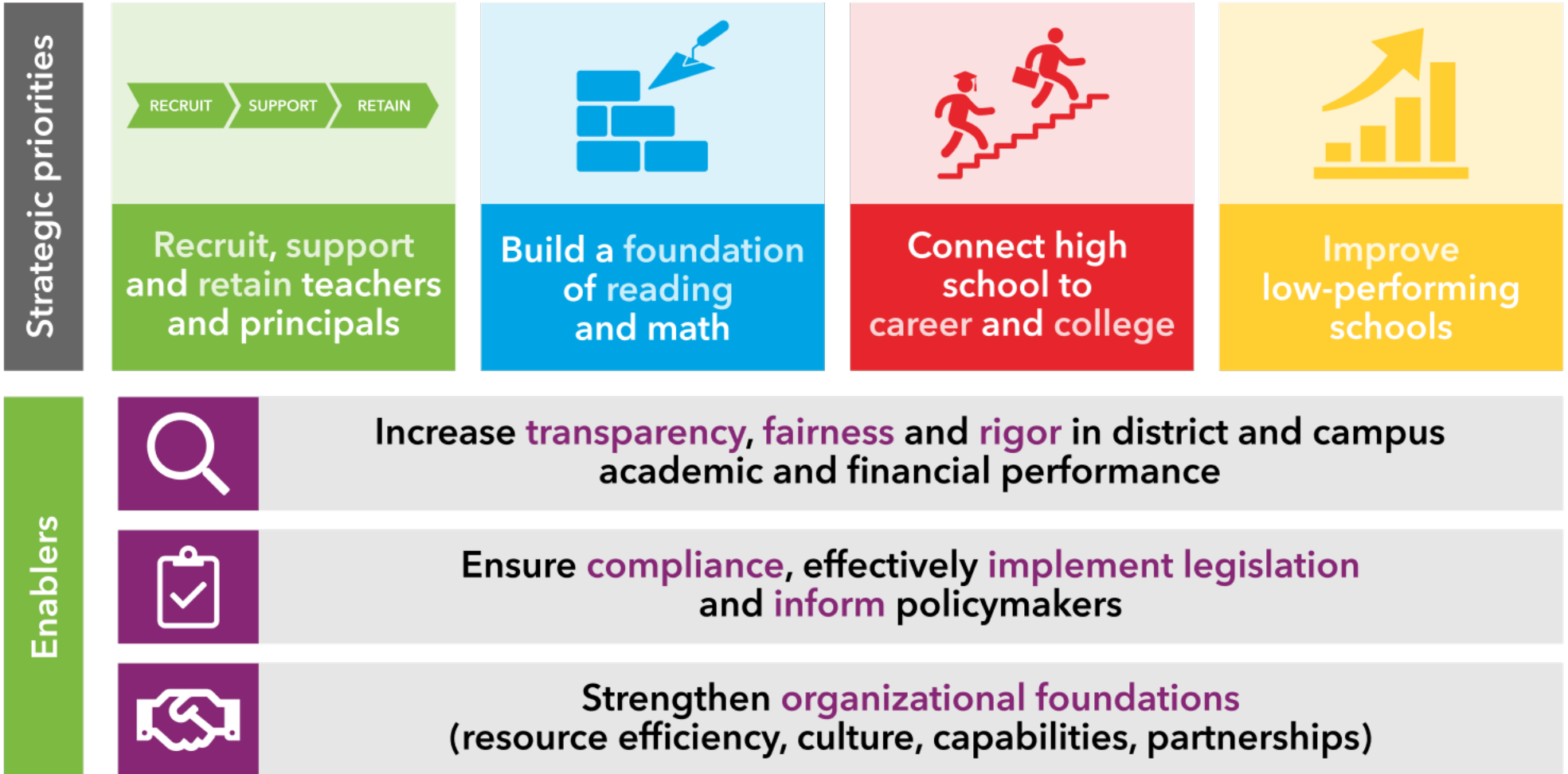
Technology Weaknesses

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
Local Funds	State
State Compensatory	State