

Hays Consolidated Independent School District

Live Oak Academy

2023-2024



Board Approval Date: November 28, 2023
Public Presentation Date: November 13, 2023

Mission Statement

Educate, Accelerate, Graduate!

Vision

Provide an innovative path to success.

Goals

Goal 1: Hays CISD believes in the achievement, growth, and success of every student.

Performance Objective 1: Through attention to individual student's needs, each campus will demonstrate continuous improvement by showing academic growth and student engagement, including intervention and enrichment. The campus will evaluate and address the individual needs of each student. Student performance will be evaluated in academics; college, career, and military readiness; and character and power skills education.

High Priority

HB3 Goal

Evaluation Data Sources: Student Advising: The district will utilize a career interest profiler to track academic advising beginning the spring semester of 5th grade based on student interest and academic achievement. In June 2024, the district will provide a comprehensive report showing evidence of the academic advising captured through a career interest profiler by campus and grade level.

Student Achievement: In February, a public hearing on TAPR will be held to summarize student academic performance/achievement and accessibility gaps, including the district's college, career, and military readiness counts. In August 2024, the superintendent will present the student growth goals addressing the Hays CISD approaches/meets/ masters % vs. the state performance.

College & Career Readiness: The district will use data from PSAT8 and PSAT to track student progress toward college readiness. SAT and TSIA2 will be utilized to assess college readiness along with attainment of college credit through advanced placement exams, dual credit, and dual enrollment courses. Career readiness will be assessed through the attainment of industry-based certification through CTE courses. The district will monitor progress throughout the 2023-2024 school year and will provide an update on college readiness to the Board by January 2024 for the final 2022 CCMR results.

Professional Development: Campus staff will participate in differentiated Just-in-Time professional development offered by the District in all content areas to support our campus initiatives and student achievement goals. To inform campus professional development, campus administrators will conduct at least 60 minutes of walk-throughs per day. A focus on lesson design and delivery will amplify student learning experiences that will lead to mastery learning and improved student outcomes. Phonics instruction will be required in the primary grades.

Strategy 1 Details

Strategy 1: Reading Language Arts: Implement individualized reading practice in the ELAR classes for 100% of students who were previously not successful on the Eng 1 or Eng 2 EOC.

The staff will implement writing across the curriculum in 100% of all core subjects and 50% of our elective courses.

Strategy's Expected Result/Impact: Increase the percentage of meets grade level on the EOC English I and II tests by 5%.

Staff Responsible for Monitoring: ELA teachers and Instructional Coach

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy - Additional Targeted Support Strategy**

Strategy 2 Details

Strategy 2: Math: An assessment will be administered to 100% of all Algebra 1 re-testers to determine student strengths and weaknesses, improve ability to master deficit objectives, and teach Desmos for testers to address students ability to pass the Algebra I EOC.

Strategy's Expected Result/Impact: Increase the percentage of students passing the EOC in Algebra 1 by 5% in the meets grade level category.

Staff Responsible for Monitoring: Campus Instructional Coach

Math Teachers

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 3 Details

Strategy 3: Science: We will incorporate hands on learning and projects in biology to give 100% of students who need biology credit or need to pass EOC an in-depth opportunity to build skills in science and pass biology EOC.

Strategy's Expected Result/Impact: Increase number of students passing the Biology EOC by 5% in meets grade level category.

Staff Responsible for Monitoring: Campus Instructional Coach

Science Teachers

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

- **Targeted Support Strategy**

Strategy 4 Details

Strategy 4: Social Studies: We will incorporate writing strategies in 100% of our social studies courses to increase higher order thinking skills and student understanding of the content.

Strategy's Expected Result/Impact: Increase the percentage of students scoring meets grade level on the EOC test by 5%.

Staff Responsible for Monitoring: Campus Instructional Coach
Social Studies Teacher

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 5: Effective Instruction

Strategy 5 Details

Strategy 5: Professional Learning Communities: Teachers and staff will meet bi-monthly on Wednesday to discuss student achievement, student progress, and student data.

Strategy's Expected Result/Impact: 100% of Live Oak teachers will participate in each weekly PLC and this will contribute to increased student achievement and continued student progress toward meeting graduation requirements.

Staff Responsible for Monitoring: Principal
Assistant Principal
Instructional Coach

TEA Priorities:

Recruit, support, retain teachers and principals

Strategy 6 Details

Strategy 6: Progress Monitoring: LOA will use google sheets to track every students' progress including credits, course completions, prior grades, current grades, and teacher communication to home.

Strategy's Expected Result/Impact: By the end of first 6 weeks, 100% of teachers will be accessing the data weekly to plan based on student needs and also every student will have at least one home contact each 9 weeks.

Staff Responsible for Monitoring: Instructional Coach
Asst Principal
Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 7 Details

Strategy 7: College, Career, and Military Readiness: LOA will provide individual and group opportunities for all students to take the TSI assessment, take Texas College Bridge courses, apply for college, complete FAFSA, and/or connect to a career pathway.

Strategy's Expected Result/Impact: 100% of seniors apply for college admission or join the workforce or military.

40% of graduates will achieve at least one point on CCMR.

Staff Responsible for Monitoring: District Support Provided by Director of College and Career Readiness and Counseling
Campus Counselor

TEA Priorities:

Connect high school to career and college

- ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 8 Details

Strategy 8: Career and Technical Education: Provide students with an opportunity to take CTE courses and receive certifications.

Strategy's Expected Result/Impact: Increase the number of students who receive credit for a CTE course and at least 5% of graduates will achieve a IBC.

Staff Responsible for Monitoring: CTE teachers

Instructional Coach

Principal

TEA Priorities:

Connect high school to career and college

- ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 9 Details

Strategy 9: Advanced Academics: Live Oak Academy teachers will support students through advanced academics by ensuring that 100 % of students will receive differentiated instruction and accelerated instruction as appropriate for these students.

Strategy's Expected Result/Impact: High achieving students will progress through appropriate coursework and achieve expectations set by teachers and themselves.

Staff Responsible for Monitoring: IC, AP, teachers, and students

TEA Priorities:

Connect high school to career and college

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 10 Details

Strategy 10: Multilingual: All Live Oak Academy teachers will collaborate with students to build success plans that are monitored and visited each nine weeks. 100% of LOA students will receive interventions and/or differentiated coursework developed throughout the year by the IC and teachers based on course progress and classroom success.

Strategy's Expected Result/Impact: All students will receive appropriate instruction based on their needs and abilities.

Staff Responsible for Monitoring: IC and Teachers

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 5: Effective Instruction

Strategy 11 Details

Strategy 11: Special Education: 100% of SPED Case Managers will collaborate with students and families to build success plans that are monitored and visited each nine weeks. Classroom instruction and student coursework will be developed and implemented, and monitored throughout the year by the case manager based on student progress and classroom success.

Strategy's Expected Result/Impact: 100% of all special education students will be successful in their coursework and get back on cohort and or graduate early or on time

Staff Responsible for Monitoring: AP, Principal, SPED Case Managers

TEA Priorities:

Connect high school to career and college

- **ESF Levers:**

Lever 5: Effective Instruction

Strategy 12 Details

Strategy 12: Highly Mobile & At-Risk:

The campus' alternative accountability is designed to have at least 75% of students identified as at-risk. All students receive individualized, self-paced instruction, a learning plan for successful completion of courses, and all faculty maintain supportive relationships to ensure success.

Strategy's Expected Result/Impact: at least 75% of students enrolled at LOA will be classified as at risk in TEAMS.

Staff Responsible for Monitoring: Principal

Assistant Principal

PEIMS Clerk

Goal 2: Hays CISD is dedicated to the safety, mental health, and engagement of all students and staff.

Performance Objective 1: A safe environment must include secure facilities, staff and student training, access to mental health supports, opportunities for all students to be engaged in their school community, and our adopted standard response protocol. The district and each campus will partner with local, state, and federal entities to ensure preparedness related to School Safety and Security.

Evaluation Data Sources: Safety and Security: The Board will receive a brief narrative posted in the Board Blog addressing the updated EOP, including plans for a cybersecurity coordinator along with an overview of district safety protocols and training by the end of September.

Social Emotional Learning: All campuses will implement Social Emotional Learning (SEL) strategies with fidelity and embed SEL best practices across all academic areas. The district will capture information about the SEL Program implemented at each campus. Campuses will track and monitor student participation in extracurricular/club participation, and the district will track discipline and attendance on an ongoing basis. SEL information will be presented in December 2023 to provide a district-wide update.

Strategy 1 Details

Strategy 1: Student Safety: The campus utilizes a safety audit and will implement safety measures as identified in the audit.

Strategy's Expected Result/Impact: Audit will indicate that LOA has 96% of all safety measures in place and campus is implementing the steps to meet 100%.

Staff Responsible for Monitoring: District Support Provided by the Director of School and Student Safety

Campus Principal

Asst. Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 2 Details

Strategy 2: Social Emotional Learning: Live Oak Academy will implement the Believe in You SEL curriculum to all students through our advisory period.

Strategy's Expected Result/Impact: 100% of students at Live Oak will participate in a bi-weekly SEL program in their advisory period. A pre and post survey will be taken and 95% of students will indicate on the survey how much they enjoy school and are happy at Live Oak.

Staff Responsible for Monitoring: District Support Provided by the Director of Counseling Services

Campus Counselor

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Mental Health: CIS will provide 100% of identified LOA students with mental health resources that could include access to outside mental health professionals.

Strategy's Expected Result/Impact: By the end of the school year, 100% of students referred for mental health needs will have been assessed by CIS with strategies implemented and resources shared as needed.

Staff Responsible for Monitoring: CIS

Counselor

Principal

Strategy 4 Details

Strategy 4: Increasing Student Attendance: The campus will monitor attendance data weekly, offer flexible scheduling, create individualized instruction, and meet with students in an effort to increase attendance by 10%.

Strategy's Expected Result/Impact: Increased attendance by 5% and reducing the dropout rate by 2%.

Staff Responsible for Monitoring: Principal and Asst. Principal

ESF Levers:

Lever 3: Positive School Culture

Strategy 5 Details

Strategy 5: Student Engagement: The individualized atmosphere at Live Oak Academy allows students to learn in a more personalized manner with built in supports and mentoring from teachers. This atmosphere will offer 100% of LOA students an individualized curriculum and increase engagement to get students back on track.

Strategy's Expected Result/Impact: 95% of students will indicate that they like their campus on the K-12 insight survey.

Staff Responsible for Monitoring: District Support Provided by the Director of College and Career Readiness

Campus Principal

ESF Levers:

Lever 3: Positive School Culture

Goal 3: Hays CISD is dedicated to treating everyone with respect and dignity.

Performance Objective 1: The campus will foster a welcoming culture of positive engagement and public service. Our campus is committed to customer service with timely and effective communication. Our campus is committed to increasing customer service and client engagement, both internally and externally.

Evaluation Data Sources: The Board will receive timely updates on community and staff outreach. An employee engagement survey will be given and the Board will see the results AND how they will be addressed.

Staff will receive targeted training, after a process review, in the areas of customer service and community relations. HCISD will develop strategies and systems to make this the best place to work, and the plan will be presented to the Board in November.

During the December and June Board meetings, the board will receive a report of the recommendations made to Dr. Wright by the Diversity Advisory Council.

Strategy 1 Details

Strategy 1: School Community Involvement: The school will actively participate with multiple outside organizations to engage in community service and support community organizations.

Strategy's Expected Result/Impact: At least 15% students, teachers, and staff will engage in community service with at least one organizations to support our community.

Staff Responsible for Monitoring: Principal
Assistant Principal

Strategy 2 Details

Strategy 2: Family Engagement/ Parent Involvement: The campus will utilize social media, newsletter, blackboard and parent link to communicate with students and their families.

Strategy's Expected Result/Impact: 90% of parents who complete the survey will comment positively on campus as it pertains to their and their students experience at LOA.

Staff Responsible for Monitoring: District Support Provided by the Communication Specialists and the Director of Community Relations
Campus Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

State Compensatory

Budget for Live Oak Academy

Total SCE Funds: \$3,118.00

Total FTEs Funded by SCE: 1

Brief Description of SCE Services and/or Programs

All Live Oak instructional staff and the counselor are funded with SCE funds as are all LOA instruction-related expenses. Supplemental SCE funds will be used to support additional intensive tutoring for students who have been previously unsuccessful on a STAAR EOC Assessment.

Personnel for Live Oak Academy

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Vicki Williams	Counselor	1

2023-2024 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Doug Agnew	Principal
Administrator	Jim DeChick	Asst Principal
Non-classroom Professional	Shawna Mayerson	Instructional Coach
District-level Professional	Joy Philpott	Director of Advanced Academics
Community Representative	Craig Holloway	
Business Representative	Rob Borrell	
Parent	Brenda Agnew	parent
Classroom Teacher	Gaston Romero	
Classroom Teacher	Natividad Romo	DLT Rep
Secretary	Jana Jennings	secretary
Administrator	Michael Watson	DAO