

Grapevine-Colleyville ISD

Collegiate Academy

2018-2019 Goals/Performance Objectives/Strategies

Accountability Rating: Met Standard

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Social Studies

Top 25 Percent: Comparative Closing the Gaps



Mission Statement

Collegiate Academy's vision is for all scholars to demonstrate college readiness by obtaining a high school diploma and an associate's degree which will prepare them for a commitment to lifelong learning.

Vision

Collegiate Academy believes in Excellence, Equity, and Empowerment for all students, so they will reach their life goals now and in their future.

Core Beliefs

Inspiring our CA community to discover their highest potential.

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Goals

Goal 1: LEAD 2021 Personnel Strategy: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

Performance Objective 1: CA PLC will meet weekly by departments or all faculty to review student data for progress, gaps and achievement.

Evaluation Data Source(s) 1: STAAR TSI Course passing rates

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA teachers will collaborate together to design lessons with rigor and differentiation to support student progress, close learning gaps and increase student achievement	Academic Dean Director	Increase STAAR scores, TSI passing rates, and amount of college credit earned				
2) CA teachers will research in the fall a variety instructional practices in teams to improve student engagement to support student achievement and success. Teachers will be responsible to lead PLC in the spring semester to present to their colleagues their strategies and best practices.	Academic Dean Director	Increase STAAR scores, TSI passing rates, and amount of college credit earned Student engagement and attendance				
						

Goal 1: LEAD 2021 Personnel Strategy: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

Performance Objective 2: Continue to establish a campus where cultural diversity is accepted and celebrated.

Evaluation Data Source(s) 2: Clubs, student leadership and ambassadors are representative of our diverse demographics.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) SOAR	CA teachers Counselor	students learn to accept each other and establish a safe caring culture				
2) CA STUCO activities	STUCO Sponsor Director Academic Dean	Student attendance at events represent all CA demographics				
3) Pathway to Success classes attend TCC Cultural Fairs throughout the school year	Pathway to Success Teachers Academic Dean Director	CA students attend multiple Cultural Fairs per year				
						

Goal 1: LEAD 2021 Personnel Strategy: We will purposefully hire, continually train, and hold accountable all GCISD staff to ensure the fulfillment of the GCISD mission and strategic objectives.

Performance Objective 3: Collegiate Academy will expand our branding and messaging across the district to improve recruitment of target demographics

Evaluation Data Source(s) 3: Collegiate Academy will increase the number of First Generation College Goers, Economically Disadvantaged Students, African American and Hispanic Students, and Male students

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA Student Ambassadors will mentor 5th grade students at Bear Creek Elementary to begin building relationships and interest in Collegiate Academy	CA Student Ambassador Sponsor Director	Establishing a bigger presence in the district so all stakeholders are aware of the opportunity to receive a high school diploma and an associates degree at the same time.				
2) Collegiate Academy will establish partnerships with local businesses to provide internships for our senior students	Director Counselor	Provide a real world experience for our students with possible job offers and create more interest for attending Collegiate Academy because of the opportunity.				







Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 1: CA will provide targeted support to all students not yet TSI Reading, Writing, and Math complete so they can achieve the scores needed to enroll in their Composition I and College Algebra courses during their junior year.

Evaluation Data Source(s) 1: WYN Documentation, Graduation Rates, STAAR & TSI Scores

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) WYN - CA's embedded in the school day tutorial time that provides students with assistance in mastering the objectives needed to meet TSI requirements in Math, Reading and Writing.</p>	Academic Dean TSI Coordinator	Improve and accelerate rate at which students become 100% TSI met.				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) CA will graduate more than 70% of their class of 2019 with a high school diploma and an associates degree by providing targeted instruction and support.</p>	Director/Counselor	100% of all CA students class of 2019 will graduate in May 2019 with a high school diploma and 70% with an associates degree				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>3) Study Halls and Friday School study groups for students with the following needs: Guided Comprehension: Previewing Material One-on-One Learning Instructional Support Make-up Work Students with a 75 or below</p>	Academic Dean Academic Tutor	Improved student engagement and learning. Greater success in college and high school courses. STAAR, TSI, SAT, ACT				
		Problem Statements: Demographics 1 Funding Sources: 211 - ESEA Title I, Part A - 0.00				
		Problem Statements: Demographics 1 Funding Sources: 211 - ESEA Title I, Part A - 0.00				

4) Friday School: CA will hold TSI review sessions throughout the year during our Friday school session. TSI Bootcamps	Academic Dean TSI Coordinator TSI Bootcamp teachers	Improve and accelerate rate at which students become 100% TSI met.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Performance Objective 1 Problem Statements:


Demographics	
Problem Statement 1: Improvement in closing the achievement gap in state and national assessments	Root Cause 1: CA is an ECHS that targets At Risk, SES, and First generation college goers

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 2: CA will be a physically and emotionally safe learning environments that is free from bullying and in which expectations are clearly communicated.

Evaluation Data Source(s) 2: All bullying incidents follow the Bullying protocol and flow sheet

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) All CA administrators are trained in the Bullying protocol.	Director Academic Dean	CA is a safe and emotionally safe campus for all learners				
2) Ongoing awareness in SOAR (advisory) for students to learn how to prevent bullying and how to report it	SOAR teachers Counselor	Decrease in instances of bullying on CA campus				
						

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 3: CA will meet all State and Federal Accountability Safeguards with an emphasis on ELL students and/or identified as Economically Disadvantaged.

Evaluation Data Source(s) 3: STAAR, TELPAS, TSI

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 1) Math and Reading support classes	CA highly qualified teachers Director Academic Dean	Close the performance gap on STAAR TSI, SAT, ACT, PSAT				

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 4: Dyslexia screening and assessment procedures will be followed according to district guidelines.

Evaluation Data Source(s) 4: All administration will be trained on how to access data to help campus identify dyslexic students

Summative Evaluation 4:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA 504 coordinator will maintain current 504 plans to support dyslexic students and assist students with TCC NE support through the TCC NE SAR (Student Accessibility Resources)	Academic Dean	CA students will receive support in a timely manner				

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 5: 100% of CA students will attend college readiness classes to participate in career exploration activities, research colleges, apply for scholarships, prepare for four year college admission and be accepted to a least one four year university by the end of their senior year.

Evaluation Data Source(s) 5: College admission letters, scholarships

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 9th grade students participate in Career Cruising, big future.collegeboard.org, onetonline.org, college websites, and campus visits	Pathway to Success teachers	100% of 9th grade students identify careers of interest, reaseach at least 2 colleges, and visit 2 colleges				
2) 10th grade students create resumes on raise.me, bigfuture.collegeboard.org, or Career Cruising, college visits	Pathway to Success teachers	100% of CA 10th grade students have resumes and have visited 2 four year colleges				
3) 11th grade students write at least two college essays and identify at least 5 colleges of interest, complete paper copies of the FAFS, and ApplyTEexas and/or Common Application, take an SAT/ACT test, request letters of recommendation and meet with their assigned college coach	Pathway to Success teachers	100% of CA 11th grade students have 2 college essays, prepared to apply to universities and opportunity for an overnight college visit.				
4) 12th grade students are admitted to a least three four year universities or trade school and apply for scholarships . Students will meet with an advisor from the TCC NE Transfer Center and will participate in a "How to do college as a debt-free as possible" workshop	Pathway to Success teachers	100% of CA 12th graders receive at least one college admission or trade school admission letter and 1 scholarship				
5) Junior and Senior Students will have opportunities to visit with US Military recruiters	Pathway to Success teachers	Students will know the benefits of military service as both a career choice and a college funding option				
6) Apply Phoenix Workshop/Celebration will be held in the fall semester	Counselor, College Coaches, and Pathway to Success teachers	Increase the number of students that apply for college admissions/scholarships before priority deadlines				
						

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 6: 100% of CA freshmen and Sophomores will participate in a mentor program through Big Brothers Big Sisters Mentor 2.0

Evaluation Data Source(s) 6: 100% of CA freshmen and sophomores will have a one to one mentor to support them through their first year of high school and college

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA has partnered with BBBS to provide a mentor to every freshmen and sophomore and a BBBS facilitator to present a character class on our campus	CA Pathway to success teacher BBBS Director Academic Dean	CA freshmen and Sophomores are socially and emotionally supported in their high school and college experience.				

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 7: 100% of CA students will meet with CA college/high school advisor to create a semester by semester graduation plan to make sure students earn a high school and associates degree

Evaluation Data Source(s) 7: 100% of CA students will be enrolled in high school and and college courses to meet graduation requirements for high school diploma and associate degree

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 6 1) CA has added a College Advisor to meet with each CA student to create a personalized graduation plan.	Counselor College Advisor	Students will be enrolled in the most appropriate classes for academic success and earn more college and high school credits than previous year.				
Problem Statements: Demographics 1 - Curriculum, Instruction, and Assessment 1 Funding Sources: 211 - ESEA Title I, Part A - 0.00						

Performance Objective 7 Problem Statements:


Demographics
Problem Statement 1: Improvement in closing the achievement gap in state and national assessments Root Cause 1: CA is an ECHS that targets At Risk, SES, and First generation college goers
Curriculum, Instruction, and Assessment
Problem Statement 1: CA needs a process for gathering data that drives increased student engagement and measure active learning opportunities while aligning it with the TCC requirements for the Associate's degree Root Cause 1: CA works to create a seamless experience between the high school and college, but it is difficult to share data

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 8: CA will improve attendance at both high school and college classes by implementing systematic monitoring strategies.

Evaluation Data Source(s) 8: Improve over all attendance to 97%

Summative Evaluation 8:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop voluntary attendance reporting partnerships with TCC NE professors through collaboration with the Director of Academic Affairs for TCC NE.	Academic Dean	CA college course attendance 97%				
2) Implement Optional Flexible School Day Program for CA Seniors	CA Attendance Clerk Academic Dean	Improved attendance of 97%				
						

Goal 2: LEAD 2021 Learning Plan Strategy: We will facilitate a process that carries out the development, implementation, and realization of a personal learning plan that includes goals within the areas of academics, campus activities, and workforce/community involvement for every student to accomplish the GCISD mission and strategic objectives.

Performance Objective 9: CA will improve student performance on the PSAT by implementing a PSAT preparation program for all students

Evaluation Data Source(s) 9: CA will increase the number of students achieving college SAT requirements for college admission

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Utilize Study Hall periods and WYN for PSAT Prep classes	PSAT Prep teacher Academic Dean	Students aware of the benefits of preparing for PSAT and greater understanding of the test.				
Problem Statements: Demographics 1						
Funding Sources: 211 - ESEA Title I, Part A - 950.00						
						

Performance Objective 9 Problem Statements:

Demographics
Problem Statement 1: Improvement in closing the achievement gap in state and national assessments Root Cause 1: CA is an ECHS that targets At Risk, SES, and First generation college goers

Goal 3: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 1: The gap between student performance and the federal system safeguard expectation will be reduced by 25% for English Language Learners.

Evaluation Data Source(s) 1: STAAR TSI

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Continue to train teachers in ELL differentiation strategies to improve ELL academic success	Director Academic Dean	STAAR TSI				
Problem Statements: Student Achievement 1 Funding Sources: 211 - ESEA Title I, Part A - 0.00						

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: ELL students under perform other CA student populations Root Cause 1: CA ELL students are striving to not only pass state exams, but TSI and college courses







Goal 3: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 2: Continue to implement a plan to enhance "student voice" as a mechanism for feedback at Collegiate Academy

Evaluation Data Source(s) 2: 100% teacher participation in 2017-2018

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Google Surveys - 100% of CA teachers have anonymous Google Surveys asking students what helps them in class, what does not help them in class, do they feel like the teacher cares about their learning, and other suggestions on how to help their learning process	Director Academic Dean CA Teachers	CA teachers incorporate student voice into lesson design by re-designing lessons to meet student feedback				
2) Teacher Hires - students sit in on a practice lesson by a potential new hire and give their feedback afterwards by filling out a survey and talking with the hiring committee	Director Academic Dean	CA student voice in hiring decisions				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 3: LEAD 2021 Curriculum Strategy: We will transform from a teaching platform to a learning platform by designing engaging, differentiated work for students toward the accomplishment of the GCISD mission and strategic objectives.

Performance Objective 3: Pilot Project Based Learning through 10 and 11th grade Math and Science classes. In addition, teachers piloting the program will gather resources and provide support fo other teachers to facilitate PBL at Collegiate Academy

Evaluation Data Source(s) 3: Teachers will implement two to four projects each semester

Summative Evaluation 3:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Collegiate Academy will create a culture of Project Based Learning for CA students.	Lead PBL Teacher Director	Teachers will provide PBL opportunities for their students and two teachers will receive additional at PBL world the summer of 2019.				

Goal 4: LEAD 2021 Communications Strategy: We will create a plan that customizes communication methods and messages for students, parents, teachers, administration, and community to communicate and support the GCISD mission and strategic objectives.

Performance Objective 1: CA will utilize a campus website coordinator to ensure the campus site is consistently updated with event information, testing information and other important reminders.

Evaluation Data Source(s) 1: parent survey
review of website by Academic Dean and counselor

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA will designate a campus website coordinator to consistently update the school's site with event information, district survey links, and other important reminders.	Academic Dean Campus Website Coordinator	The CA website will be updated on a regular basis and will result in increased parental awareness of opportunities and important dates.				
						

Goal 4: LEAD 2021 Communications Strategy: We will create a plan that customizes communication methods and messages for students, parents, teachers, administration, and community to communicate and support the GCISD mission and strategic objectives.

Performance Objective 2: CA will implement a process for our bilingual Parent Liaison to contact parents/guardians both in person and electronically concerning attendance, academic progress, and event invitations in homes where families speak languages other than English.

Evaluation Data Source(s) 2: Increased participation in district surveys
Increased participation at CA events

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA Academy will utilize a bilingual Parent Liaison to communicate with parents/guardians in person and through electronic communications to encourage and facilitate the parents response to district surveys.	Principal Academic Dean Counselor	CA will have increased parental participation from parents speaking languages other than English at home.				
Problem Statements: Demographics 1		Funding Sources: 211 - ESEA Title I, Part A - 0.00				

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Improvement in closing the achievement gap in state and national assessments Root Cause 1: CA is an ECHS that targets At Risk, SES, and First generation college goers

Goal 5: LEAD 2021 Technology Strategy: We will integrate technology, including student mobile wireless computing devices, into every aspect of the student academic experience to support the GCISD mission and strategic objectives.

Performance Objective 1: CA staff will design learning experiences which seamlessly integrate technology into the curriculum.

Evaluation Data Source(s) 1: sharing of lessons in PLC using the Rigor and Relevance Rubric

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) CA Teachers will design Quad D lessons that incorporate a variety of technological tools/resources and that provide students choice in creating products that demonstrate their learning.	Teachers Principal Academic Dean	Students are more engaged in classrooms where they create products for a real-world audience.				
2) Teachers will use google classroom to enrich their learning experience through technology and prepare them for technology demands of the college classroom	Classroom teachers Academic Dean Pathway to Success Teachers Director	Students are proficient with online tools and learning. CA students are able to use TCC Blackboard, online textbooks, homework and study aides which leads to college success. Increased college passing rates				

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	1	1	WYN - CA's embedded in the school day tutorial time that provides students with assistance in mastering the objectives needed to meet TSI requirements in Math, Reading and Writing.
2	1	2	CA will graduate more than 70% of their class of 2019 with a high school diploma and an associates degree by providing targeted instruction and support.
2	1	3	Study Halls and Friday School study groups for students with the following needs: Guided Comprehension: Previewing Material One-on-One Learning Instructional Support Make-up Work Students with a 75 or below