

Cedars International Academy



District Improvement Plan 2018-2019

Our Mission Statement: *Cedars International Schools* inspire and nurture a child's natural love for learning. We do this by providing a safe, supportive social and academic community where children are given the resources and opportunities to reach their full potential as they grow to be life-long learners.

Our Vision: All children can and will learn in the village we build through community, communication, continuity, and commitment.

Cedars International Academy-Governance Council

Name	Position
Ms. Donna Bowen	Staff Representative
Ms. Kelli Moreno	8 th grade Parent
Ms. Leslie Cortez	KG & 4 th grade Parent
Ms. Elizabeth Sanchez	3 rd , 7 th and 9 th Parent
Ms. Ashleah Sanchez	9 th grade Student
Ms. Alexa Sanchez	7 th grade Student
Ms. Elenor Harden	HS Teacher
Ms. Emilia Warren	8 th Grade Student
Mr. Chris Capers	6-7 Teacher
Ms. Mercado Elizabeth	12 th Grade Parent
Mr. Benjamin Lagunes	12 th Grade Student
Mr. Varghese Panachakunnil	District Superintendent

Comprehensive Needs Assessment

Component	Summary	Strengths	Needs	Data Source
Demographics	Total Enrollment- 548 Economically Disadvantaged- 406 Bilingual- 62 ELL- 162 Special Education- 46 GT- 10 504- 40 RTI-68 At-Risk- 288	Increase of 27 students this school year.	Increase of GT students	PEIMS
Curriculum, Instruction and Assessment		Project Based Learning	Strengthen the writing curriculum across all programs	STAAR results, PBMAS, TAPR
Student Achievement	3 rd grade Reading- 72% 3 rd grade Math- 80% 4 th grade Reading- 91% 4 th grade Writing- 60% 4 th grade Math- 70% 5 th grade Reading- 92% 5 th grade Math- 100% 5 th grade Science- 98% 6 th grade-Reading- 70% 6 th grade Math-67% 7 th grade Reading- 73% 7 th grade Writing-64% 7 th grade Math-61% 8 th grade Reading-87% 8 th grade Math-80% 8 th grade Science-53% 8 th grade Social Studies- 43% EOC English I-88% English II – 79% Algebra I-98% Biology I-96%	Science	Writing	STAAR results, PBMAS, TAPR

	US History-93%			
Culture and Climate	Student and Staff survey information	Increase project-based learning activities	Increase staff retention	PEIMS, campus surveys
Staff Quality, Recruitment and Retention	Teachers-40 Teacher Aide-6 Counselor-6 Staff-14 Administrators- 5	All of the teachers have their Bachelors degree and also have their certification or enrolled in an alternative certification program	All teachers will be ESL certified	certifications
Family, Community Involvement	Events	STAAR Rdg, Math Science Fair Cultural Nights	Increase involvement in PTO and Governance Council	Sign-In sheets
School Context Organization	Maintenance, Safety and Security	Contacts within APD and Travis County Key folks trained in CPR/AED at both campuses Disaster Plans in place Active monitoring of facilities	All teachers and staff need Safety and Emergency training. New software and cameras needed to make sure all areas are visible and monitored. Better coordination with outside emergency agencies. EMT for both campuses.	Disaster drills FEMA resources TEA and Governmental benchmarks Emergency Threat Analysis
Technology	Coding Curriculum, one to one devices	<ul style="list-style-type: none"> All high school students and teachers have iPads All high school classrooms have Apple TVs 	<ul style="list-style-type: none"> iPads and Chromebooks do not allow coding natively, requiring app, plug-in, or browser-based solutions Browser-based solutions typically require internet 	

		<p>to display iPad content</p> <ul style="list-style-type: none">• All middle school students have Chromebooks• All middle school classrooms have TVs with Chromecasts to display Chromebook and PC content• Fiber internet service at both campuses• Robust WiFi coverage at both campuses <p>Teacher (Ms. Vardhini) dedicated to coding curriculum for Crowley Campus, initially focused on middle school</p>	<p>access, but some allow limited offline functions</p> <ul style="list-style-type: none">• Chrome OS has not been directly supported by Google for coding and relies on 3rd party developers <p>Teacher buy-in is critical</p>	
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Formative and Summative Evaluation Analysis

Objective 1		Academic Achievement across the curriculum content areas				Critical Success Factors (CSF)		Formative (FE) and Summative Evaluation (SE)		
SMART Goal 1 (Performance Measure)		By the end of the school year, 25% of the students would be at a Masters Level on their STAAR examination.				1-Improve Academic Performance 2-Increase Use of Quality Data		2- Met and Exceeds		
Quarterly Goals (1-4)										
TEA Strategic Priorities		Build a foundation of reading and Math				3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time		1-Met 0.5-In progress		
TEA Accountability		Student Achievement and School Progress				6-Improve School Climate 7-Increase Teacher Quality		0-Did Not Meet		
Activities	Person(s) Responsible	Resources/Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Implement the Writing Process in all grade levels and pacing guide to ensure academic success		PBMAS, STAAR results	8/20	5/31	Curriculum, Instruction and Assessment , Student Achievement	Title I Part A Title III Part A		1		

Provide 1 full-time Reading Specialist / Instructional Specialist for 2018-2019 & Interventionist to support teachers in providing RTI for identified students reading below grade level as determined by Universal Screener, 2018 STAAR results, and other campus data sources	Superintendent, Principal	PBMAS, STAAR results	8/20	5/31	Curriculum, Instruction and Assessment , Student Achievement	Title III Part A		1,2,7		
Provide a Think Global PBL Coach to assist in implementing PBL to fidelity and increasing student achievement in reading, math, writing, science, and social studies.	Superintendent	Summative – STAAR Results	8/20	5/31	Curriculum, Instruction and Assessment , Culture and Climate			1,6,7		
Provide Elm/MS teachers with PBL and PD	Principal and PBL Coach Advanced Reasoning	Summative - Coaching conference notes	8/20	5/31	Curriculum, Instruction and Assessment ,	IDEA Part B, (F)Title I Part A, (F)Title II Part		1,6,7		

Trainings and coaching.	In Education: Business Partnership				Culture and Climate	A, (F)Title III				
PBIS will be implemented in all grade levels.	Administrators and teachers	Decrease in office referrals	8/20	5/31	School Context Organization, Culture and Climate	Title I Part A and General Charter Funds		1, 6		
Interactive Journals and Structured Learning Time will be used to support organizational and study skills	Teachers	Report	8/20	5/31	Student Achievement			1,5		
Purchase technology to support strategic initiatives. Seamless 1-to-1 integration across all grades (Chromebooks Elementary and Middle School, iPads for High School).	Superintendent, Principals, Technology Director	Budget Reports	8/20	5/31	Technology	Title I Part A, Title II Part A, Title III Part A, General Charter Funds		1		
Implement coding curriculum across district, adapted to learning	Superintendent, Principals, Technology Director		8/20	5/31	Technology	General Funds		1		

abilities of each grade level with end result of graduating high school students having authored and published a working iOS app or website.										
Provide 2 instructional aides to assist with small groups in reading and math for identified students needing supplemental support.	Superintendent, Principal	Walkthroughs.	8/20	5/31	Student Achievement	Title I Part A		1		
Purchase appropriate STAAR material in order to improve student performance on STAAR to highest rating.	Assistant Principal, Principal, Special Ed Teachers, Superintendent(s)	STAAR Results	8/20	5/31	Curriculum, Instruction and Assessment Student; Achievement	IDEA Part B, (F)Title I Part A, (F)Title II Part A, (S)General Charter Funds		1		
Provide summer school for students.	Principal, Superintendent		8/20	5/31	Student Achievement; School Context Organization	Title I Part A		1,5		

Provide after school and Saturday school tutorials	Principal		8/20	5/31	Student Achievement; School Context Organization	Title I, Part A		1,5		
Provide PSAT 8/9, PSAT10, PSAT NMSQT, and SAT Day through The College Board	Dean of Students PBL Teachers	Order and Submitted Exams: Remind, Website, Emails, Calendar	8/20	5/31	Student Achievement			1		
Provide Dual Credit Courses with UT Onramps and ACC	Principal Dean of Students PBL Teachers Colleges	MOUs, transcripts	8/20	5/31	Student Achievement			1		
Provide retention stipends in March.	Superintendent	Retention Bonus	8/20	5/31	Staff Quality, Recruitment and Retention	Title II, Part A		3,7		
Pay for Teachers and paras to be HQ & ESL certified if needed	Superintendent		8/20	5/31	Staff Quality, Recruitment and Retention	Title II Part A Title III Part A		3,7		

Formative and Summative Evaluation Analysis

Objective 1	Academic Achievement for students in all programs	Critical Success Factors (CSF)	Formative (FE) and Summative Evaluation (SE)
SMART Goal 2 (Performance Measure)	ESL/Bilingual program-Increased student success as measured by diagnostic/alternative assessments and STAAR/TELPAS writing by 5% at the end of 2018-2019 school year.	1-Improve Academic Performance 2-Increase Use of Quality Data	2- Met and Exceeds
Quarterly Goals (1-4)			
TEA Strategic Priorities	Build a foundation of reading and Math	3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time	1-Met 0.5-In progress
TEA Accountability	Closing the Gaps	6-Improve School Climate 7-Increase Teacher Quality	0-Did Not Meet

Activities	Person(s) Responsible	Resources/Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Assistant Principal/ELL Coordinator will attend training on rules, regs., and Director Training to improve ELL program	Assistant Principal/ELL Coordinator		8/20	5/31	School Context Organization	Title III, Part A		3		
STAAR Data and TELPAS Desegregation	Classroom Teacher	DMAC	8/20	5/31	Curriculum, Instruction and			1,2		

					Assessment					
Rosetta Stone Implementation	ELL Coordinator Classroom Teachers	RS Webinar	8/20	5/31	Curriculum, Instruction and Assessment	Title III	\$9,000	1,5,7		
Writing Academy Curriculum Purchase	K-7 Classroom Teachers	Daily Writing Writing across content areas	8/20	5/31	Curriculum, Instruction and Assessment	Title I		1,5,7		
After School Tutorials for ELL's	Classroom teachers	TELPAS Domains	8/20	5/31	Student Achievement	Title III	\$2,300	5		
Region 13 ELL Trainings	ELL Coordinator Classroom Teachers	Region 13 Calendar	8/20	5/31	Curriculum, Instruction and Assessment	Title III		3,7		
LPAC Accommodations Training	ELL Coordinator	TEA PowerPoint	8/20	5/31	Curriculum, Instruction and Assessment			3,7		

Formative and Summative Evaluation Analysis

Objective 1	Academic Achievement for students in all programs	Critical Success Factors (CSF)	Formative (FE) and Summative Evaluation (SE)
SMART Goal 3 (Performance Measure)	Special Education program- Increased student success as measured by diagnostic/alternative assessments and STAAR by 2% at the end of 2018-2019 school year.	1-Improve Academic Performance 2-Increase Use of Quality Data	2- Met and Exceeds
Quarterly Goals (1-4)			
TEA Strategic Priorities	Build a foundation of reading and Math	3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time	1-Met 0.5-In progress
TEA Accountability	Closing the Gaps	6-Improve School Climate 7-Increase Teacher Quality	0-Did Not Meet

Activities	Person(s) Responsible	Resources/Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Learning Lab to address student needs in various core subjects (e.g. homework assistance)	Sped Coordinator, inclusion teacher, teacher assistants	Progress monitoring, data tracking, progress notes	8/20	5/31	Curriculum, Instruction and Assessment, Student Achievement	IDEA		1,5		
Individualized instruction as needed- students are instructed in	Sped Coordinator, inclusion teacher, teacher assistants	Progress monitoring, data tracking, progress notes	8/20	5/31	Curriculum, Instruction and Assessment,	IDEA		1,5		

designated sped room when additional one-on-one support is required as evidenced by teacher observations					Student Achievement					
Special Education teachers will attend Region 13 trainings to improve the Special Education program. Special Education Coordinator will attend Special Education Director meetings at Region 13.			8/20	5/31	Staff Quality, Recruitment and Retention	IDEA		3,7		

Formative and Summative Evaluation Analysis

Objective 1	Academic Achievement for students in all programs	Critical Success Factors (CSF)	Formative (FE) and Summative Evaluation (SE)
SMART Goal 4 (Performance Measure)	504/RTI program program-Increased student success as measured by diagnostic/alternative assessments and STAAR by 2% at the end of 2018-2019 school year.	1-Improve Academic Performance 2-Increase Use of Quality Data	2- Met and Exceeds
Quarterly Goals (1-4)			
TEA Strategic Priorities	Build a foundation of reading and Math	3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time	1-Met 0.5-In progress
TEA Accountability	Closing the Gaps	6-Improve School Climate 7-Increase Teacher Quality	0-Did Not Meet

Activities	Person(s) Responsible	Resources/Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Provide intense, extended, intervention for at-risk students including STAAR failures as well as students identified subgroups such as ELL and Special Education.	Reading Specialist, Assistant Principal, Special Education Director	Summative – STAAR Results Summative - Schedules	8/20	5/31	Curriculum, Instruction and Assessment, Student Achievement			1,2,5		
Differentiate instruction for identified populations:	All Teachers	Summative – Walkthroughs	8/20	5/31	Student Achievement			1,2,5		

GT, 504, SPED, At-Risk, Dyslexia, Speech, LEP, and others.										
Conduct RTI meetings every other nine weeks to identify students at risk and prescribe interventions.	RTI Committee, Counselor, Principal, Reading Specialist, Assistant Principal	Summative - RTI Agenda	8/20	5/31	Student Achievement			1,2,5		
Utilize universal screenings to identify at-risk students and track progress of interventions using Exact Path, Circle, Fountas & Pinnell, Edmentum	teachers	Exact Path, Circle, Fountas & Pinnell, Edmentum	8/20	5/31	Student Achievement			1,2,5		
Writing Academy Curriculum Purchase	K-7 Classroom Teachers	Daily Writing across content areas	8/20	5/31	Curriculum, Instruction and Assessment			1,7		

Formative and Summative Evaluation Analysis

Objective 2	Maintain efficient and effective operations for all departments and campuses- School Safety and Security	Critical Success Factors (CSF)	Formative (FE) and Summative Evaluation (SE)
SMART Goal 1 (Performance Measure)		1-Improve Academic Performance 2-Increase Use of Quality Data	2- Met and Exceeds
Quarterly Goals (1-4)			
		3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time	1-Met 0.5-In progress In progress
TEA Accountability		6-Improve School Climate 7-Increase Teacher Quality	0-Did Not Meet

Activities	Person(s) Responsible	Resources/ Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Preventive safety actions to successfully fulfill our primary mission, which is educating students: safety drills, cameras, limited public access, arrival and dismissal procedures.	Admin, Safety Officer, Teachers and staff		8/20	5/31	Demographics, Culture and Climate, School Context Organization			3,6		
These preventative measures include planning, drilling and	Admin, Safety Officer, Teachers, APD officers		8/20	5/31	Demographics, Culture and Climate, School			3,6		

<p>training for a variety of emergencies be coordinated with local law enforcement: Emergency Management Drills</p>					<p>Context Organization</p>					
<p>SEL Lessons</p>	<p>Maria Elisa Hernandez, M. Ed. School Counselor</p>	<p>Second Step (Committee for Children)</p>	<p>8/20</p>	<p>5/31</p>	<p>Culture and Climate, School Context Organization</p>			<p>3,6</p>		

Formative and Summative Evaluation Analysis

Objective 3		Ensure Effective Communications among schools, family and community				Critical Success Factors (CSF)		Formative (FE) and Summative Evaluation (SE)		
SMART Goal 1 (Performance Measure)		At the end of 2018-2019, parent participation in school activities and events will increase by 5%				1-Improve Academic Performance 2-Increase Use of Quality Data		2- Met and Exceeds		
Quarterly Goals (1-4)										
TEA Strategic Priorities						3-Increase Leadership Effectiveness 4-Increase Family/Community 5-Increase Learning Time		1-Met 0.5-In progress		
TEA Accountability						6-Improve School Climate 7-Increase Teacher Quality		0-Did Not Meet		
Activities	Person(s) Responsible	Resources/Evidence	Start Date	End Date	Evidence from CNA	Funding Source	Funding Amount	CSF	FE	SE
Ensure each teacher provides parents with communication on a monthly basis or as needed to support.	Teachers and Principal and Dean of Curriculum and Instruction	Remind, Echo, Emails, Calls	8/20	5/31	Family, Community Involvement, School Context Organization			4,6		
Cedars will have monthly Parent Involvement Committee Meetings to illustrate the instructional staff's dedication to working	Principal, teachers, and PIC (all parents)	Summative-Remind, Echo, Emails, Calls	8/20	5/31	Family, Community Involvement, School Context Organization			4,6		

with parents and community.										
Conduct positive phone calls the first month of school to establish rapport with parents.	Teachers	Parent Communication Log Teacher Call Outs	8/20	5/31	Family, Community Involvement, School Context Organization			4,6		
All parents will be welcome to visit the classrooms and encouraged to sit on panels for student presentations	Teachers	Volunteer forms, Teacher Call Outs, Emails, District and Campus Websites	8/20	5/31	Family, Community Involvement, School Context Organization			4,6		
Host educational parent nights and Invite parents to volunteer on campus.	Principal and teachers	Sign-In sheet Teacher Call Outs, Emails, District and Campus Websites	8/20	5/31	Family, Community Involvement, School Context Organization			4,6		
Use social media, school website, teacher newsletter and Remind 101 to	Principal, Dean of Curriculum and Instruction, and teachers	Sign-In sheet Teacher Call Outs, Emails, District and Campus Websites	8/20	5/31	Family, Community Involvement, School Context					

inform parents of school events.					Organiza tion					
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