

Rhodes School for the Performing Arts

District Improvement Plan

2023-2024 Goals/Performance Objectives/Strategies



Rhodes School
for the **Performing Arts**

Mission Statement

To develop critical thinkers who have the character to lead.

Vision

Rhodes School for the Performing Arts will be a model of educational excellence that develops students into people of integrity, who contribute to good of society, and who are equipped to successfully compete in the global marketplace.

Value Statement

Key Educational Elements:

- Provide an academically sound arts-rich curriculum that allows students to develop appreciation and skill in the fine arts.
- Allow students to study a variety of genres in the performing and visual arts, including art, music, dance, and drama.
- Develop comprehensive personal achievement plans for all RSPA students.
- Offer an interdisciplinary, project-based learning approach that requires students to demonstrate mastery of a wide range of skills in multiple subject areas, including math, language arts, fine arts, geography, science, and technology.

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Goals

Goal 1: Academic Improvement:

The LEA will increase performance scores on STAAR by June 2024.

Performance Objective 1: The LEA will improve the performance of SPED students by 10%. The students receiving special education services will increase their performance by 10% on STAAR assessments by June 2024.





Current SPED Scores:

- 3rd ELA - 33%, Math- 17%
- 4th ELA- 27%, Math- 34 %
- 5th ELA- 37%, Math- 43%, SCI - 17%
- 7th ELA-83%, Math- 33%
- 8th ELA -%, Math %,
- SCI-%
- Soc.St.-%

HB3 Goal

Evaluation Data Sources: DBAs, Mock STAAR, and 2024 STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: The LEA will incorporate HQIM in all subject areas. Strategy's Expected Result/Impact: The HQIM will help close learning gaps and accelerate instruction. Staff Responsible for Monitoring: C&I Department, At-Risk Coordinator, Instructional Specialist, Principals, Teachers Funding Sources: 279- TCLAS (ESSER III) - 279 - TCLAS (ESSER III)</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Special Education training will be provided to teachers at the beginning of the year. Strategy's Expected Result/Impact: Teachers will be better equipped and more aware of the students' needs and how to address their needs. Staff Responsible for Monitoring: Special Education Director</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: The LEA will encourage and provide means for staff to work with students in small groups. RTI specialists conduct small group sessions with students to help close academic gaps.</p> <p>Strategy's Expected Result/Impact: Academic gaps will be closed.</p> <p>Staff Responsible for Monitoring: Special Education Director, At-Risk Coordinator, Teachers, Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Academic Improvement:

The LEA will increase performance scores on STAAR by June 2024.

Performance Objective 2: The LEA will increase performance scores by 10% on the following STAAR assessments for all students by June 2024.

Current Scores:

3rd ELA 60%, Math 42%

4th ELA 61%, Math 46 %

5th ELA 70%, Math 70%, SCI 61%

6th ELA 79%, Math 50%





7th ELA 91%, Math 71%

8th ELA 94%, Math 94%, SCI 90%, SS 61%

HB3 Goal

Evaluation Data Sources: DBAs, Mock STAAR, and 2024 STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: The LEA will provide good Tier 1 sound teaching. Strategy's Expected Result/Impact: Academic gaps will be identified and closed by the classroom teacher. Staff Responsible for Monitoring: Teachers, C&I Campus Staff, At-Risk Coordinator, Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will take NWEA B.O.Y. to identify academic challenges. To pair with prior year STAAR data to identify students at risk for academic failure. Identified students will be served by an RTI Specialist beginning the first six weeks of school. Strategy's Expected Result/Impact: Students previously identified as at-risk, scores will improve by M.O.Y. Staff Responsible for Monitoring: Teachers, RTI Specialists, C and I Dept. Heads, & Principle Problem Statements: Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<p>Strategy 3: C&I Coaches will tutor at-risk students beginning in Spring 2024 and work with the teacher in the Fall of 2023 Strategy's Expected Result/Impact: Coaches will help with learning lost in the spring and will train teachers by modeling how create and to analyze assessment data in order to differentiate learning for each student. Staff Responsible for Monitoring: Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: The LEA will promote the teaching and repetition of math facts. Math facts will be visible throughout the campuses. Strategy's Expected Result/Impact: Students will increase score in Math. Staff Responsible for Monitoring: Teachers, Principals, LEA/Campus-based C&I.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: The LEA will promote attendance incentives and announce competition winners of the attendance awards.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Recruit and Retain Teachers: The LEA will attract and retain highly qualified and talented employees who will advance and promote academic and character education for all students. Strategy's Expected Result/Impact: The LEA will hire more highly qualified teachers which will have an impact on equity and quality of instruction for all students. Staff Responsible for Monitoring: Superintendent, HR Problem Statements: Student Learning 2 Funding Sources: Contracted HR services - 255 - Title II, Part A	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Problem Statements:

Student Learning
Problem Statement 1: RSPA must close academic gaps Root Cause: The LEA needs more intensive small group instruction to close academic gaps.
Problem Statement 2: The LEA must hire and retain teachers. Root Cause: The State of Texas has a teacher shortage.





Goal 1: Academic Improvement:

The LEA will increase performance scores on STAAR by June 2024.

Performance Objective 3: The LEA will increase performance scores by 10% on the following STAAR assessments for ESL students by June 2024.

HB3 Goal

Evaluation Data Sources: Student Performance on STAAR Scores in all subject areas tested.

Strategy 1 Details	Reviews			
<p>Strategy 1: The LEA will ensure that bilingual dictionaries are available to all ESL students.</p> <p>Strategy's Expected Result/Impact: Student will be able to translate vocabulary which will help increase comprehension.</p> <p>Staff Responsible for Monitoring: ESL Teacher, Teacher, C&I Campus-based</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The LEA will encourage teachers to obtain content and language training to better understand best practices for teaching ESL students.</p> <p>Strategy's Expected Result/Impact: Teachers will gain understanding of how to incorporate strategies in their lessons to help ESL students to increase comprehension.</p> <p>Staff Responsible for Monitoring: ESL Teachers, C&I staff, Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: The LEA will provide professional development with the following vendors: Region 4 and surrounding Educational Centers throughout Texas District C & I District level Special Populations STAAR Training Lead4Ward P-Tess/T-Tess Harris County Department of Education and (others)</p> <p>Strategy's Expected Result/Impact: District level staff will provide teachers and staff with current professional development to remain relevant in their area of expertise.</p> <p>Staff Responsible for Monitoring: C&I, Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: Well-Rounded Education:

The LEA will provide a well-rounded education for scholars and families.

Performance Objective 1: The LEA will increase the awareness for families to utilize the LEA's Counselor/ Social Worker to provide wrap-around services. These services will help students and families get help and assistance needed post-pandemic.


Evaluation Data Sources: Surveys


Strategy 1 Details	Reviews			
<p>Strategy 1: RSPA will provide McKinney-Vento and Title I related services to students who have been identified as homeless.</p> <p>Strategy's Expected Result/Impact: Students' needs will be met and students will be able to focus on their academics.</p> <p>Staff Responsible for Monitoring: Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Prevention of over-use of discipline: The LEA will train Principals on steps to take when discipline is needed for students with special needs. The LEA will promote restorative discipline practices and character education.</p> <p>Strategy's Expected Result/Impact: The training and practices will prevent the overuse of discipline and keep students in the classroom to continue instruction.</p> <p>Staff Responsible for Monitoring: Special Education Director, Principals, Teachers (Character Education), Counselor.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: The LEA will supplement field experience costs.</p> <p>Strategy's Expected Result/Impact: Students will have more real-world exposure and be able to connect those experiences to classroom experiences.</p> <p>Staff Responsible for Monitoring: Principals, teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: The Counselor/Social Worker will work with 8th-grade students to develop a transition plan for 9th-grade. Field trips to the high school will be planned to help students with future career and secondary academic plans.</p> <p>Strategy's Expected Result/Impact: The students will be ready to transition to high school and be on the right</p>	Formative			Summative
	Nov	Jan	Mar	June

academic path for their future career choice.
Staff Responsible for Monitoring: Counselor

N/A

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 2: Well-Rounded Education:

The LEA will provide a well-rounded education for scholars and families.

Performance Objective 2: The LEA will promote Parent, Family & Community Engagement.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: The LEA will partner with community services to provide opportunities and necessities to all students (Prioritizing homeless and struggling families); Free immunizations to the community Host a Thanksgiving luncheon for families Give free turkeys for Thanksgiving Free uniforms Food from the local food bank Shopping sprees Provide ways for families to help with community service events. Provide information on resources for the holidays. Send out information via newsletters on resources available to the community throughout the year. Provide surveys to ensure we are meeting the parents' needs: by asking questions like: "What are we not doing that you want to see?" Provide an opportunity for the students/parents to meet with the Principals /Superintendent to ask what they want to see. Strategy's Expected Result/Impact: These actions will provide more community engagement for the LEA. Staff Responsible for Monitoring: School Support Officer, Title 1 Coordinator, Principals, Communication Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The LEA will provide more parent engagement opportunities for families and the community such as: District Block Party SLEDS Fine Arts Programs Health and Fitness Community Events Cultural Events Strategy's Expected Result/Impact: The more caregivers are involved with the scholars' learning, the more student success is expected. Staff Responsible for Monitoring: Superintendent, School Support Officer, Principals, and Fine Arts Director</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: The LEA will promote Parent & Family Engagement by providing: Homework help night; Family newsletters on how to help at home ; Offering bi-monthly meetings for parents after school with free babysitting services and snacks served; Classes to help parents with resume writing and health awareness by exercising via dancing; The Parent & Family Engagement Policy; Universal parent contact log; Rhodes Parents University; Face-to-face lunch and learn (30 minutes of academic/ 30 minutes of social interaction of lessons with Counselor/ Superintendent/Principal) ; Painting with the twist; Take your parents to school day. PFE Training</p> <p>Strategy's Expected Result/Impact: These actions will provide more parent & family engagement for the LEA. Staff Responsible for Monitoring: School Support Officer, Principals</p>	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 2: Well-Rounded Education:

The LEA will provide a well-rounded education for scholars and families.

Performance Objective 3: The LEA will provide a well-rounded program of instruction to meet the academic needs of all students (i.e. fine arts and S.T.E.A.M.).

Evaluation Data Sources: Science Fair, Annual Theater Production, and Spring Recitals





Strategy 1 Details	Reviews			
<p>Strategy 1: All students will participate in Science fair and Spring Recitals. Students grades 2 -8 will participate in the annual Winter Production.</p> <p>Strategy's Expected Result/Impact: Improved school attendance; Student survey shows at least 80% satisfaction with RSPA</p> <p>Staff Responsible for Monitoring: Fine arts teachers and Dept. Head, and principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
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Goal 3: Safety:

The LEA will establish and implement a safety plan to maintain safe and secure schools throughout the district.

Performance Objective 1: The LEA will have a written plan of action that staff can easily read in case of an emergency.

Evaluation Data Sources: Easy to read flow charts/plans of actions.

Strategy 1 Details	Reviews			
<p>Strategy 1: Each campus will develop a customized chart /plan of action for emergencies. Strategy's Expected Result/Impact: Assist/direct/prepare staff on what to do if a crisis should arise. Staff Responsible for Monitoring: Principals, Counselors, Teachers, Paras, Nurse, Peims</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The LEA will provide fencing, lighting, a buzzer system, cameras, Remind 101 (a mass communication system)/(Constant Contact) for the campuses. Strategy's Expected Result/Impact: Schools will be safer from outside threats. Staff Responsible for Monitoring: Safe Schools Manager, Maintenance Department, Principals, IT Director</p>	Formative			Summative
	Nov	Jan	Mar	June
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Goal 4: School Culture-Team Building

The LEA will promote healthy school culture and conduct team-building experiences for staff members.

Performance Objective 1: The LEA will host annual events to promote culture and team-building events. EX:

Leadership Retreat

Staff Retreat

Staff Orientation





Back to School Rally

Attend PDs to keep the staff up to date with policies concerning Charter Schools.

Evaluation Data Sources: Remind, Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: The LEA will contract with a 3rd party vendor to train leaders on how to work with staff conflicts and how to become better leaders.</p> <p>Strategy's Expected Result/Impact: The LEA will be able to retain staff members.</p> <p>Staff Responsible for Monitoring: HR, Superintendent, School Support Officer</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The LEA will continue to be transparent and accurate in communication. The LEA will use the following methods to communicate with families:</p> <ul style="list-style-type: none"> Communication Specialist Website Monthly Bulletin Remind School Mint Social Media Chalk Talk <p>Strategy's Expected Result/Impact: All stakeholders will be informed of the activities of the LEA.</p> <p>Staff Responsible for Monitoring: Communication Specialist</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: The LEA will continue to provide a new teacher mentor program that will help provide educational equity. The mentor will work with new and tenured educators that struggle in certain areas.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to learn about their roles and expectations as a teacher at The Rhodes School for the Performing Arts. Tenured teachers will be able to learn best practices and evolve in their craft.</p> <p>Staff Responsible for Monitoring: New teacher mentor</p> <p>Problem Statements: Student Learning 2</p> <p>Funding Sources: New Teacher Mentor - 282-ESSER III</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

 No Progress
 Accomplished
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Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 2: The LEA must hire and retain teachers. Root Cause: The State of Texas has a teacher shortage.</p>





Goal 4: School Culture-Team Building

The LEA will promote healthy school culture and conduct team-building experiences for staff members.

Performance Objective 2: The LEA will plan for new teachers who join RSPA mid-year by training them before they enter the classroom.

Evaluation Data Sources: Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: C&I Department and the campus Principals will be responsible for training the new teachers a week prior to entering the classroom; The Principal will provide a checklist for new employees; The Principal will provide a mentor; C&I Coaches will train on curriculum; The Lead Teacher will train on Web-smart Grade-book</p> <p>Strategy's Expected Result/Impact: New teachers will be prepared to work efficiently prior to entering the classroom.</p> <p>Staff Responsible for Monitoring: C&I, Principals, Mentor, Coaches, Lead Teacher</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Goal 4: School Culture-Team Building

The LEA will promote healthy school culture and conduct team-building experiences for staff members.

Performance Objective 3: The LEA will promote effective communication and various modes of communication to reach all stakeholders.

Evaluation Data Sources: Surveys