

LENA | Chapel Hill  
POPE | Academy



# CAMPUS IMPROVEMENT PLAN

2021-2022

# Mission, Vision, Values

## Title I Schoolwide Component Codes

CNA – Comprehensive Needs Assessment	IHQ – Teaching by Highly Qualified Staff	PD – Professional Development	PI – Increasing parental involvement
TPA – Involvement of teachers in testing decisions	CI – Coordination and Integration of Federal, State, and Local Programs and Resources	PTS – Transitions	SA – Monitoring student progress and providing additional assistance
AHQ – Strategies to Attract Highly Qualified Staff	RS – School Reform Strategies	EII-ESSER II	EIII-ESSER III

**CHAPEL HILL ACADEMY  
CAMPUS IMPROVEMENT PLAN 2021-2022**

**Goal #1: Ensure Chapel Hill Academy increases by a minimum of 10% proficiency per year in both ELAR and MATH on the state accountability test.**

**Goal #2: All students will possess and utilize the social emotional skills needed to be successful at home, school, and in the community.**

**Goal #3: All campus policies and procedures are always upheld to ensure safety and maximize a productive and effective learning community.**

**Goal #4: Retain over 80% of enrolled scholars during the year and meet count day enrollment goal.**

**Goal #5: Retain 90% of highly effective teachers, 85% of our effective teachers and 90% of our highly effective and effective leaders at CHA.**

## **Goal #1**

**Ensure Chapel Hill Academy increases by a minimum of 10% proficiency per year in both ELAR and MATH on the state accountability test.**

- Eighty five percent of students will recover the COVID-19 learning loss to be on or above grade level in Reading at the end of the 2021-2022 School year by utilizing a variety of evidence based instructional resources and practices to enhance student performance.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Improve identification/instruction of students who may have Dyslexia diagnosis	Dyslexia Specialist	Title I Local	October 2021-June 2022	Evaluation results Pull Out logs	Student growth Test results	Six weeks	IHQ, SA, CNA
Renew contract Lexia English, Lexia Reading, Pathblazer, NWEA, TPRI, Fountas and Pinnell	Classroom teachers MIS Development	Local funds ESSER	August 2021-June 2022	Observation Student generated reports Student log-in reports	Student progress report	Monthly	SA, RS, PD
Continue utilization of enhanced web-based data system & test bank for benchmark testing & statewide assessment	Principal Asst Principal, Instructional Coaches Math, ESL Spec	DMAC	August 2021-June 2022	Disaggregated data Tests	Student growth Test results	Aug, Oct, Jan, March, & May	RS, SA
Utilize research-based curriculum for ELAR-Amplify (K-8) and MATH Eureka (K-8)	PLA, Principal, Instructional Coaches	Local	August 2021-June 2022	PLCs, Classroom walkthroughs, Student work	Unit tests, MAP test, STAAR	August, Jan, May	

## **Goal #1**

**Ensure Chapel Hill Academy increases by a minimum of 10% proficiency per year in both ELAR and MATH on the state accountability test.**

- Eighty five percent of students will recover the COVID-19 learning loss to be on or above grade level in reading at the end of the year by closely monitoring and assessing student progress. These students will receive high quality instruction while also determine the appropriate level for struggling students.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Administer progress monitoring for K-8 identified students using Rtl model	Classroom teachers Lit Spec	NWEA/ST AAR	September 2022-June 2022	Generated reports Lesson plans	Student Growth on BOY, MOY and EOY MAP assessment	BOY MOY EOY	SA, IHQ
After-school tutorials provided to identified students (HB4545)	Amy Miller, Education and Research Data Coordinator	TCLAS Local	Jan. 2022-June 2022	Time & Effort log Written parental consent	Student improvement on measured skills	Jan May	SA, IHQ, RS
Diag will conduct assessments to determine eligibility for special services	Diag SpEd Teacher	IDEA-B	Sept 2021-June 2022	SpEd referrals FIE's	Student growth	Six weeks	SA, TPA
Utilize Reading Interventionists to support Tier III scholars	Instructional Specialists	Fountas and Pinnell  ESSER	August 2021-June 2022	BAS assessment, LLI results	Increase in student reading scores	Weekly	EII, EIII
ESL Specialists will support identified students	ESL Specialists	Local Title III	August 2021-June 2022	Pull out logs	Increase in reading scores on MAP, STAAR assessments, TELPAS	Weekly	SA

## **Goal #1**

**Ensure Chapel Hill Academy increases by a minimum of 10% proficiency per year in both ELAR and MATH on the state accountability test.**

- Eighty five percent of students will be on or above grade level in Math at the end of the 2021-2022 school year by closely monitoring and assessing student progress on mid module and module assessments. Teachers will provide high quality instruction and determine appropriate levels of support for struggling students.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Provide PD on research based best practices for teaching math	Math Specialist, Instructional coach	Eureka Carnegie	August 2021- June 2022	Sign In Sheets Lesson Plans	Walkthroughs Teacher Led small group inst	Weekly	PD, AHQ, IHQ, RS
Administer assessments, benchmarks, & progress monitoring in Math	Math Specialist, Instructional coach	Local Title I	June 2022	Completed assessment Benchmark Data	Student growth Benchmark Results	Sept, Nov, Feb, May	SA, IHQ, RS
Provide in-school intervention time for Math	Math Specialist	Title IA	August 2021- June 2022	Time & Effort Log Written Parental Consent SITM Schedule	Improvement in academic achievement Observation	Weekly	IHQ, RS, SA
Provide leadership, collaboration, & innovation in math curriculum & instruction using research based best practice for teaching math	Math Instructional Coach Instructional Specialist	Local Funds	August 2021- June 2022	Sign In roster Lesson plans	Walk through Teacher led sm. group instr. Student growth	Weekly	PD, AHQ, IHQ, RS, SA

## **Goal #1**

**Ensure Chapel Hill Academy increases by a minimum of 10% proficiency per year in both ELAR and MATH on the state accountability test.**

- Close achievement gaps in math and reading so that 85% of students from all ethnicities and socioeconomic levels achieve Satisfactory performance on all STAAR tests by ensuring that staff utilizes culturally responsive pedagogy and build resiliency in students from all backgrounds.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Provide cultural competency training for all staff	SFSC	Local	October 2021-June 2022	Attendance logs PD agenda	Student performance	Six weeks	AHQ, IHQ, PD, SA, RS
Provide on-going evidence based instructional practice PD to close achievement gaps in all content areas	Asst. Principal, Instructional Specialists	Local	August 2021-June 2022	Book studies Observation, PLA Coaching Cycle Meeting notes	Student performance Teacher evaluations	Six weeks	IHQ, PD, RS, SA
Utilize evidence-based program for Social Emotional Learning (Second Step)	SFSC	Local Title IV	January 2022-June 2022	Observations Lesson Plans	DESSA-SS evaluation results	BOY EOY	IHQ, AHQ, PD, PI, CNA
Involve families in student academic success by providing enrichment focused activities in conjunction with PTA activities	Principal Acad Coord SFSC Teachers PTA	Local PTA	August 2021-June 2022	PTA rosters Agendas Program flyers	Community feedback Participation Observation	Monthly	PI, SA



## **Goal #2**

**All students will possess and utilize the social emotional skills needed to be successful at home, school, and in the community.**

- Chapel Hill Academy will provide social and emotional support to scholars and families as needed by using the MTSS Model to identify and support scholars that need academic and behavioral support.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Refer students and families to Lena Pope Counseling Program as needed	Principal, Student and Family Services Coordinator	Local Funds Title IV	October 2021-June 2022	Referral Forms Visit Logs	Positive school environment Decrease in office referrals	Weekly	SA, PI
Train staff to identify students & families needing social services, i.e.: CPS referral & other relevant topics	Student and Family Services Coordinator	Local Funds	January 2022	Staff sign in	Students will receive appropriate referrals	Monthly	SA, PI
Continue to implement Bullying Prevention Program as a school wide approach	SFSC Consultant BPCC Principal Lena Pope Counseling SCSC	Title IV	October 2021-June 2022	Staff Training Rosters Student Training Handbooks	Student work Office Referrals	Daily	PD, RS, AHQ, SA
Social Emotional Learning Program will continue to be implemented School Wide to enhance school attachments, reduce at risk behaviors, & promote positive development	SFSC, Principal, Dean of Culture and Climate	Title IV	October 2021-June 2022	Lesson plans Observation SEL committee meeting minutes	Decreased office referrals	Six Weeks	PD, CNA, PI, IHQ, AHQ, RS

### **Goal #3**

**All campus policies and procedures are always upheld to ensure safety and maximize a productive and effective learning community.**

- All operations on the campus will provide a safe and secure environment by implementing safety protocols regarding staff and visitors an also meeting the state expectation of conducting required emergency drills

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Staff & students will continue to participate in monthly emergency drills, i.e., evacuation/reverse evacuation/lockdown/ shelter in place	Dean of Operations/Ad min Staff	Staff	August 2021- June 2022	Drill Logs	Safe & timely evacuations	End of every Month (Aug-May)	CNA
Personal Protective Equipment (Masks, Hand sanitizer, desk shields, etc.) will be available for all students and school staff	Dean of Operations/C HA Admin	CRF and Local	August 2021- June 2022	All staff will have access to	Increase use of school staff wearing masks, Reduction in COVID cases	Every Month	
Continue to secure all locking doors in front lobby & provide electronic key fobs/identification badges to all CHA staff	CHA/Lena Pope staff	Local Funds	August 2021	Key Fob Distribution log Observation Identification badges	No unauthorized access to student areas	Daily	CNA, CI
All volunteers with direct, individualized access to students undergo background checks prior to 1st volunteer opportunity	Lena Pope staff/ SFSC	Local Funds	August 2021- June 2022	Approved volunteer applications Raptor Volunteer log	All authorized visitors will have a visitor's badge	Daily	CNA
Ensure appropriate signage for entry door, playground and access gate are visible and inform all of safety expectations.	Dean of Operations/Le na Pope Operations	Local	August 2021- June 2022	Signage will be visible on doors, playgrounds, and access gates.	No unauthorized access to student areas	Daily	CNA
Establish a School Wide Positive Behavior Intervention Plan to increase desired behaviors and minimize disruptive behaviors	Dean of Culture and Climate/CHA Behavior Interventionist	Title IV	August 2021- June 2022	Routine use of Kickboard to document positive and off task behaviors,	Reduction in classroom referrals		Title IV,

## Goal #4: Retain over 80% of enrolled scholars during the year and meet count day enrollment goal.

- Provide opportunities to continue to engage parents and families in the educational process by coordinating family and school events and establishing an active Parent Teacher Association.

Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timeline	Title I T.A. Components
Hold Parent Conferences on early release days to discuss student progress on report cards	CHA staff	Teachers	October 2021 February 2022	Documentation Parent sign in School calendar	Increased knowledge of student prog.	Each semester	PI, RS,
Host "Meet the Teacher Night" week before school	CHA/Lena Pope staff	PTA Staff Local	August 2021 and September 2021	Sign in sheet	Increased comfort level at school	One time event	PI, RS
Host Family Math & Science Night	CHA staff	Staff Local	April 2022	Sign in sheet Fliers	Increased PI in Math/Science	One time event	PI, RS, CI
Host Literacy Night	CHA Staff, Instructional Coaches	Staff, Local	February 2022	Sign In sheets, Fliers,	Increase in ELAR scores	One Time Events	PI, RS, CI
Provide and utilize school calendars for families	CHA staff Parents Students	Principal Staff input Local	August 2021- June 2022	Included in weekly newsletter	Increased awareness of school events	Daily	PI, RS
Hold minimum of 5 monthly PTA meetings	PTA PTA Liaison	PTA funds	September 2021-May 2022	Meeting minutes Meeting agenda	Community feedback Participation Observation	Monthly	PI
Include music program or other family/academic focused activities in conjunction with PTA meetings	PTA Teachers PTA Liaison	PTA CHA staff Students	September 2021-May 2022	Program flyers / announcements Parent sign-in sheets; call out system	Community feedback Participation Observation	Monthly	PI
Support & promote PTA fundraising	PTA CHA staff PTA Liaison Students	PTA funds	May 2022	PTA Treasury reports Fundraising flyers/brochures	Fundraising goals met	Monthly	PI
Communicate instructional needs for funding consideration	Teachers PTA Liaison	PTA funds	Dec 2021	Meeting agendas minutes	Desired instructional material	monthly	PI, IHQ

## **Goal #4**

### **Retain over 80% of enrolled scholars during the year and meet count day enrollment goal.**

- Strengthen current & develop new partnerships within the community to create enrichment opportunities for our students by collaborating with the Development Department for opportunities for community outreach

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Invite parents, business, and community members to serve as Reading Friends	CHA/Lena Pope staff Principal Development Dept.	Community Parents Staff Local Funds Volunteers	August 2021- June 2022	Sign-In sheet Photographs	Increased student interest in Literacy	Monthly	PI
Host Monthly Parent event at school	PLA, CHA, Lena Pope Principal	Local Funds Community members	August 2021- June 2022	Emails Thank You notes	Student and Parent Feedback Thank you notes	Monthly	PI
Develop partnerships with community neighbors to increase awareness of CHA	Student/Family Services Coordinator/ Intern	Local Funds	August 2021- June 2022	Mileage log Documentation of visits Contact list	Increased awareness with new partnerships	Monthly	PI
Identify and support special student populations (Special Ed, 504, Dyslexia and ESL)	Dyslexia Specialist, Math Specialist, Lead Sp. Ed Teacher, ESL Specialist, etc.	Local Funds Title IV	August 2021- June 2022	504 Accommodation, Special Ed IEPs Evidence of small group support and inclusive services	Increase in student growth and scores in math and reading at or above grade level	BOY MOY EOY	

**Goal #5:**

**Retain 90% of highly effective teachers, 85% of our effective teachers and 90% of our highly effective and effective leaders at each school in the region.**

- Retain and recruit certified and highly qualified administrative and instructional staff.

<b>Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Completion Date</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Benchmark Timeline</b>	<b>Title I T.A. Components</b>
Recruit, hire, and retain experienced and highly qualified and highly effective teachers for all instructional positions	PLA Principal, Asst. Principal, Instructional Specialists, and Instructional Coaches	Local	August 2021- June 2022	Letter of Hire Website, PD Staff roster Interview logs	PLA Coaching Cycle, Mid-Year Eval and End of Year Eval.	June, 2022	IHQ, PD, RS, CNA, AHQ
Provide assistance & guidance to teachers with Instructional Coaching	Principal, Asst. Principal, Instructional Specialist, Instructional Coaches	Local Funds RSSP	August 2021- June 2022	PLA Coaching Cycle, PLA Evaluation	Professional Learning Communities, New Teacher Cohort, Classroom implementation of After School PD	Monthly	IHQ, PD, RS, CNA, AHQ
Provide ongoing research-based, relevant Prof Dev to all staff in areas specific to their content area and grade level (Small Group, Fundamental 5)	PLA, Principal, Asst. Principal, Instructional Specialist, Instructional Specialists	Local Funds Staff	August 2021- June 2022	Sign in rosters Certificates	Observation Walk-throughs	Monthly	PD, HQ, RS