

# Harvest Preparatory 2021-2022 Campus Improvement Plan

## FY21-22 Campus Improvement Committee

Alexis McMiller - Principal  
Michael Harrison - Instructional Coach  
Veronica Trevino- Administrative Assistant  
Judith Hicks-Special Education Teacher  
Jamie Lamb – Kindergarten/1<sup>st</sup> Grade Teacher  
Tiffany Alexander – Kindergarten/1<sup>st</sup> Grade Teacher  
Tamara Dixon-Franklin – 2<sup>nd</sup> Grade Math Teacher  
Arma Porter – 2<sup>nd</sup> Grade ELA Teacher  
Amanda Orezza- 3<sup>rd</sup>/5<sup>th</sup> Grade ELA Teacher  
Roberto Gonzalez – 3<sup>rd</sup>/5<sup>th</sup> Grade Mathematics Teacher  
Treat Carrier- 4th ELA Grade Teacher  
Derhiava Gibson - 4th Math Grade Teacher

Jessica Montes – 3<sup>rd</sup>/6<sup>th</sup> Math Grade Teacher  
Juana Gonzalez – 3<sup>rd</sup>/6<sup>th</sup> ELA Grade Teacher  
Brandon Sparks-Moffett – Interventionist  
Brooklyn Pope-Fine Arts Teacher  
Craig Jones- Physical Education Teacher  
Frida Romero- SPED Aide  
Sheena Archie – Nutritionist Aide  
Rosario Hernandez - Instructional Aide  
Emiliy Arzola – Academic Aide  
Community Member - Harvest Time Church, James Jordan  
Business Member – Alfred- TORCH Lifestyle  
Parent Members – Yvette Knotts

**2021-2022 Annual Title I Parent Meeting, September 21, 2021 @ Harvest Preparatory, 9:00 a.m. & 5:00 p.m.**

**2021-2022 Annual Title I Parent Meeting, January 25, 2022 @ Harvest Preparatory, 9:00 a.m. & 5:00 p.m.**

## FAMILY & COMMUNITY INVOLVEMENT

Parent and community involvement is an integral factor to the campus and district success. There are numerous opportunities for parents and community members to become active participants such as: **Open House – September 30, 2021, Fitness Night- January 2019, Hispanic Heritage Celebration September-October, 2021, Book Fair- October 24-31, 2021, Career Day- January 2022, Holiday program December 17, 2021, Black History Program- February 2022, Cinco de Mayo- May 2022**

A variety of opportunities for parent/community involvement in decision making exists through the Campus Performance Improvement Committee, and through a variety of campus & district committees. Arrow uses varied formats to communicate district and campus information to parents. Among these are the following: district website, campus website, Parent Portal, Facebook, newsletter, School Messenger, and Student Thursday Folders.

**Harvest Preparatory Academy  
Campus Improvement Plan Goals  
2021-2022**

<b>Performance Goal #1: DEMOGRAPHICS</b>	Arrow Academy- Harvest Preparatory Academy (HPA) will close the achievement gap by 25% and students will display a higher level of academic proficiency of 50% above last year in core areas of reading, writing, math and science.
<b>Objective:</b>	<ol style="list-style-type: none"> <li>1. Increase the passing rate of student groups (ethnicity (Black, White, Hispanic, Asian), Eco. Dis, Special Education, 504, at-risk) on Math, Reading/Writing and Science standardized testing to 85%.</li> <li>2. HPA will analyze student data and use results to guide instruction to increase academic proficiency, Index 1 proficiency, and Index 4 Closing the Gaps.</li> <li>3. HPA will utilize current and potential technology resources to develop student academic skills and increase student achievement.</li> <li>4. HPA will provide additional push-in or pull-out support for students from instructional aides focusing on RTI level of performance and assessments</li> <li>5. HPA will implement class size reduction in highest need areas</li> <li>6. HPA will utilize School Messenger to inform parents of updates to meetings and notices weekly about communication of school and students' topics of interest in school accountability, progress and support</li> </ol>

Strategy/Action	Person(s) Responsible	Resources	Timelines	Evidence of Implementation (Formative)	Evidence of Impact (Summative)
1. Bi-weekly PLC meetings to analyze student work and determine best instructional strategies and use formative data to monitor progress.	Principal, Instructional Coach, and Department Chairs	A.S.T.R.O.S Benchmark Assessments. MAPS Reports, STAAR Reports, Odyssey Reports, Running Records, Student Work at least 2 times per month TEKS Resource System - \$2,152 SCE DMAC - \$1,272 SCE	Weekly meetings Review MAP's Fall, Winter and Spring Data	Agendas and notes Campus meeting calendar Data talk worksheets	Student improvement on Unit Tests, ASTROS Benchmark Assessments STAAR, STAAR A, Running Records from BOY to EOY, Fall, Winter & Spring MAP data Review Summative data 3 times per year
2. Instructional team will meet to align classroom processes, Lesson Plans, resources and technology	Principal, Instructional Coach, Bilingual Coordinator, Teacher Specialist	Instructional Coach– Title I Bilingual Coordinator & Teacher Specialist – Title III SPED Aide – IDEA B	planning during June and July and throughout the school year August -May	Instructional Framework document, agendas, and sign-in sheets	Instruction is more aligned to student needs as evidenced through small group lesson plans, student achievement

3. HPA will incorporate computer assisted learning	Principal, Instructional Coach, Bilingual Coordinator, Teacher Specialist, Technology Director	Compass \$10,495, SCE Raz Kids \$4,310 SCE MAPS \$2,625 SCE	30% of daily instruction which will be monitored weekly	Data Usage Reports	Student Improvement on quizzes, classroom and State assessments
4. HPA will provide extended learning opportunities that may include tutoring during or after school, RTI, and Summer School.	Teacher Specialist, Instructional Coach, Teachers, Bilingual Coordinator, Tutor aides	Compass \$10,495, SCE Raz Kids \$4,310, SCE  TRICE Tutors, \$21,600, Priority Tutors, \$6,075, Priority Tutors, ESSER III Instructional Aide, SCE Summer School Tutoring, \$30,000, SCE	Daily push-in or pull-out by instructional aide and Academic aide	Weekly Schedule, Attendance Roster, Intervention binder for plans and anecdotal notes	Increased performance on assessments, Running Records, MAPs and State Assessments

<b>Performance Goal #2: SCHOOL CULTURE &amp; CLIMATE</b>	<p>Harvest Preparatory Academy teachers will be highly qualified and we will continue to recruit and retain certified/highly qualified personnel who possess or will pursue ESL certification within the school year.</p> <p>100% of teachers will be highly qualified/ certified.</p> <p>All HPA's staff will receive training in Capturing Kids Hearts, TRICE writing and Guided Math, benchmark review and alignment to lesson plans and use of technology.</p> <p>HPA will provide a climate that is safe and drug free and conducive to learning with ongoing drug free events and presentations of awareness for all students.</p>
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Strategy/Action	Person(s) Responsible	Resources	Timeline	Evidence of Implementation (Formative)	Evidence of Impact (Summative)
1. Focused instructional strategy support to increase effective teaching.	Principal, Instructional Coach, Teacher PLC teams, and Instructional Aids	TEKS Resource System:  Lesson plan activities aligned to the TEKS, vertical/PLC team meetings	Weekly	weekly lesson plans and anecdotal records, sign in sheets	Increased student achievement
2. Implement a mentor program for all teachers with less than 5 years' experience	Teachers Principal Instructional Coach	Content resources, Technology resources and Professional Books (Teach Like a Champion and Next Step to Guided Reading). Instructional Coach	Monthly	Mentor sign-in sheets, planning sessions, Mentor/Mentee evaluation form	End of year survey  Teacher observations
3. Conduct regularly scheduled fire, disaster & lock down drills	Principal	Emergency operation plan  Fire Drill Schedule	Monthly (fire drills) Bi-monthly (rotating disaster & lock down)	Fire Drill Log  Crisis Handbook	100%Compliance
4. Provide drug, alcohol & tobacco educational programs (such as Red Ribbon Week)	Principal, Ancillary Teachers, and Parent volunteers	Volunteers, guest speakers, Red Ribbon Week materials Parent Involvement \$350 Title I	Fall, Spring & Winter (in accordance with state & national calendars)	Documentation of activities  Copy of activities and materials	Student pledges at the end of each program, student feedback & evaluation of each program
5. All staff members will be familiar with the Arrow Academy student handbook, hold students to the campus expectations	All staff	Classroom time & Student Handbook CKH \$2,000 Title II	Introduction—first 2 months of school Implementation—year long	Dialogue between staff and administration at faculty meetings	CKH checks, affirmation per teacher feedback

6. All non- ESL certified staff to seek certification. Schedule and register non-ESL teachers for certification exam prior to Nov.2021	Teachers Principal	Mentoring by certified staff, practice test training.	Bi- weekly tutorials, Monthly practice tests	ESL registration for certification. Calendars, agendas from meetings.	Teacher acquires ESL certification. District reimbursement upon passing score
7. All staff members will implement CKH strategies to provide positive intervention approaches to daily behavior and actions	All staff	Incentives - \$ (general)	August 2021- June 2022	Student Behavior Charts, Student Recognition Ceremonies, Social Contracts	Semester and End of the year discipline reports

<b>Performance Goal #3: CURRICULUM, INSTRUCTION, &amp; ASSESSMENT</b>	<p>Harvest staff will ensure through rigorous monitoring high-quality, learner-centered, rigorous curriculum aligned to written, taught and assessed expectations in each unit and lesson.</p> <ol style="list-style-type: none"> <li>Teachers will consistently differentiate instruction for all students by incorporating a variety of instructional strategies designed with their learners in mind each week and multiple times in each unit.</li> <li>Faculty members will be more effective with their usage of technology software as a part of the academic environment and part of the planning process.</li> <li>Faculty will receive ongoing opportunities to engage in quality professional development in literacy, math, writing and science.</li> <li>Faculty will design classroom and intervention lessons using a backwards design model so that all instruction aligns with the level of the TEKS and STAAR.</li> <li>Create Professional development calendar that will provide opportunities for ongoing PD which need based and will assist staff in the development of strategies that will increase student success on STAAR, ASTROS and MAP testing.</li> <li>HPA will conduct weekly peer observations, so teachers are able to share and observe best practices of their peers.</li> <li>HPA will provide an additional 20-minutes of intervention for students provided by ancillary teachers.</li> </ol>
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Strategy/Action	Person(s) Responsible	Resources	Timeline	Evidence of Implementation (Formative)	Evidence of Impact (Summative)
1. Ongoing PD in Lesson Design and planning, Balanced Literacy, Instruction three times a month	Principal and Instructional Coach and all content teachers  Consultant-TRICE	TRICE: \$16,900 Title II Lesson plan activities aligned to TEKS	Weekly planning meetings during the school year August 2021– May 2022	Coaching calendar, agenda and sign-in sheets, data walks and weekly lesson review	Instruction is aligned to student needs, evidenced through SG lesson plans and student achievement in MAPS, running records, data walks and external coaching. Ongoing updates on feedback and progress.
2. At least 30% of the students' learning day will utilize the learning technologies available at their grade level, Utilize interactive whiteboards.	Teachers Principal Arrow Tech Coordinator	MAPS - \$2,625 SCE RAZ Kids - \$4,310, SCE Compass - \$10,495, SCE Mentoring Minds \$9,036 410 STEM Scopes - \$512 SCE	Daily	Monthly usage reports shared with staff & discussed at faculty meetings	Compass Data Technology reports MAP data ASTROS/ Benchmark Data
3. Teachers disaggregate assessment data to monitor student progress. Plan their lessons. Target intervention strategies for underachieving students	Teachers  Instructional coach  Principal	Department/faculty meetings, PLC in-house staff development days STAAR Test Maker - \$869 MAP - \$2,625 SCE RAZ Kids - \$4,310 SCE Compass - \$10,495 SCE DMAC - \$1,272 SCE StemScope - \$512 SCE	Monthly, following the first round of Map testing (Sept 2021)	Formative reports submitted to campus principal which tracks student progress and teacher intervention strategies	STAAR Results ASTROS/ Benchmark Data RTI, Running records, LLI, Go Phonics, StemScope

4. Lesson plans will be aligned to the TEKS for each grade level/content area and will utilize the In Focus Document from TEKS Resource System along with daily lesson plan template. Lesson Plans will reflect writing across the curriculum and a standardized approach to writing and the teaching strategies. vocabulary.	Teachers  Instructional coach  Principals	Lesson Plans alignment (Title II ) TRICE - \$16,900 Title II  MAP- \$2,625 SCE RAZ Kids - \$4,310 SCE Compass – \$10,495 SCE STEM Scopes - \$512 SEC	Weekly	Weekly checks on lesson plans, weekly walkthroughs, as well as dialogue at the faculty meetings regarding exemplar lessons, etc. PLC focus will be on the backwards design for lesson planning	Summative meetings with teachers following teacher observations
5. Disaggregate the following to ascertain areas of strengths and weaknesses in language usage and writing: <ul style="list-style-type: none"> <li>• Unit Tests</li> <li>• MAP</li> <li>• Compass</li> <li>• District Snapshot</li> </ul>	Principal Teachers Instructional Aides Instructional Coach	MAP - \$ 2,625 SCE Compass - \$ 10,495 SCE	Weekly, Monthly and yearly reports Sept-May	District calendar. Weekly checks, daily walkthroughs. Documentation, and Progress Reports/MAP, Running Records, Unit tests, Report Cards.	Classroom Walks, lesson plans, RtI documentation, and Progress Reports/MAP, Running Records, Unit tests, Report Cards.
6. Harvest will increase Reading performance in the Hispanic student population from approaches to meets by 25% and 25% in Math from 2018-2019 school year STAAR results.	Instructional Coaches, Teachers, Instructional Coach, Principal	ESL supplies/PD \$500 Title III		Increase in STAAR performance in the number of students reaching meets criteria: benchmark assessments meeting standards expectations in grades K-6, weekly journal review, A-Z formative assessment results validate standards progress	Provide checks for understanding for all students in formative assessment strategies such as prompts. Instructional coaches monitoring lesson plans for embedded writing and reading in all core subjects. Daily focus in software in small group instruction at one table in the rotation of each core subject area. ESL training in fall for all sites.

<b>Performance Goal #4: PARENT &amp; COMMUNITY INVOLVEMENT</b>	<p>Harvest Preparatory will actively increase through solicitation and outreach engagement parent and community involvement in the school as compared to 2020-21.</p> <p>Harvest will introduce Hispanic Parent Night to address language gap when discussing homework and behavior.</p> <p>Harvest staff -will create a network of parent and community involvement in both the educational environment and in special campus activities.</p> <p>Harvest staff- will improve on-going parent communication that is designed to build positive relationships, motivated students and high confidence between families and the school through community events on site and in partnership with our local partners.</p>
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Strategy/Action	Person(s) Responsible	Resources	Timeline	Evidence of Implementation (Formative)	Evidence of Impact (Summative)
1. Provide Quarterly Parent/Teacher/Student Academic Goal Setting Conferences	Principal  Arrow Tech Coordinator Teachers	Title I cost of flyers	September 2021 Jan. 2022	Agendas Sign-in sheets	Program evaluations & surveys
2. Title 1 Annual Meeting for all parents to participate in action planning committees involving student achievement and policies	Principal Teachers Parents Volunteers	Cost of refreshments Title I	Fall 2021 Open House, Spring Open House April 2022 Technology Info meetings Oct 2021	Communication flyers and sign-up sheets	Sign in sheets
3. Campus Improvement Team to improve and provide information in a language and format that is understood.	Principal Parent Volunteers (1 from K-3 & 1 from 4-6)	Volunteers	October 2021 Jan 2022	Bi-monthly CIT meetings	Year-end attendance as well as parent feedback about our CIP and its implementation
4. Monthly Parent Roundtable meetings to receive parental and community input regarding student achievement.	Parents & Principal	Fliers & snacks	September-December 2021 & January – May 2022		



**HPA  
BUDGET SUMMARY**

<b>Budget</b>	<b>Amount</b>
<b>Title I</b>	
Instructional Coach	75,000
Parent Involvement	350
<b>Title I, School Improvement (Priority)</b>	
TRICE (tutoring)	21,600
Emergenetics Profiles	6,496
Tutors	6,075
<b>Title II</b>	
TRICE	16,900
CKH	2,000
<b>Title III</b>	
ESL Supplies	500
ESL PD	
<b>Instructional Allotment</b>	
*pending new adoption*	-
<b>Compensatory Education</b>	
Compass/Edgenuity	10,495
StemScopes/Accelerate Learning	512
MAPS	2,625
TEKS Resource	2,152
Mentoring Minds	9,036
STAAR Test Maker	869
RAZ Kids	4,310
DMAC	1,272
Summer School	30,000
<b>IDEA B</b>	
Assessment/Evaluations	6,000
SPED Aide	22,000