#### Fort Worth Independent School District 2019-2020 Campus Improvement Plan

Principal: White, Rodney Campus Name: 083 - Young Men's Leadership Academy Executive Director: Rian Townsend

#### Fort Worth ISD Mission Statement

Preparing ALL students for success in college, career, and community leadership.

#### Vision

Igniting in Every Child a Passion for Learning

#### **Student Outcome Goals**

Early Literacy - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2019. Middle Grade Math - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2019.

College and Career Readiness - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.

School	ol Profile					
Student Enrollment by Program						
Attendance Rate: 96.5 Career and Technology: 67.7						
Special Education: 3.4	Percentage of at-risk students: 59.8					
Dual Language/ESL: 4.5	Percentage of English Language (EL) students: 4.5					
Gifted and Talented: 29.6	Percentage of economically disadvantage students: 63.8					
2019-2020 Campus	Site-Based Committee					
Name	Role					
Rodney White	Principal					
Nelson Walker	Campus Non-Teacher Professional					
Linda Iglehart	Parent					
Brittany Hatcher	Campus Non-Teacher Professional					
Christopher Smith	Teacher					
Albert Canales	Teacher					
Reverend Bruce Datcher	Community Representative					
Ty Stimpson	Business Representative					
Cissy Mattingly	District Level Staff					
Oscar Adams	Parent					
Makala Denefield	Parent					
Penni Askew	Parent					
Tonnette Coleman Rachelle Blackwell	Parent Parent					
	lity Summary					
	emy. The 85th Texas Legistation pased House Bill (HB) 22, establishing three domains for measuring performance of campuses:					
Begining with 2019-2020, campuses will receive a rating of A-F for overall performance, as well as performance in each domain.						
Click here for the TEA Accountability Resource Page						
State Accountability Ratings by Domain	Overall Performance Accountability Rating					
Domain 1: Student Achievement 79	86 - Met Standard					
Domain 2: School Progress 85						
Domain 3: Closing The Gaps 88						
Campus Distin	ction Designations					
Academic Achievement in Mathematics: 0 Postsecondary Readiness: 0						
Academic Achievement in Science: 1 Top 25 Percent: Comparative Closing the Gaps: 1						
Academic Achievemet in Englih Language Arts/Reading: 0						
Top 25 Percent: Comparative Academic Growth: 0						
Campus Assurances and Certific	ation for the 2019-2020 School Year					

I certify acceptance and compliance with all provisions set forth by:

the Fort Worth ISD School Board; the Texas Education Code; Yes Title I, Part A; and

Turnaround Plans

Click here to see the full Guide to Campus Assurances

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

# **Comprehensive Needs Assessment Summary for 2019-2020**

		_			
Area Reviewed	Summary of Strengths What were the identified strengths?	Wh	Summary of Needs at were the identified areas needing improvement or areas of weakness?		Priorities  /hat are we going to intervene? If addressed, this need will create the most impact.
Demographics	<ol> <li>Strong recruitment if minority young men who can benefit from the standards that YMLA creates.</li> <li>Valuing the cultures of all of our young men by hosting cultural awareness summits and programs.</li> <li>The staff represents the student population accept for one subgroup.</li> <li>5.</li> <li>6.</li> </ol>	3. 4. 5.	Recruit Hispanic teachers to reflect our growing hispanic population of students.  Have one cultural awareness student lead summit during Conventus a month. Student led discussions will help formalize topics and spark interest in engagement for all stakeholders.  Continue to recruit at Title 1 schools that have low socio-economic status students, to ensure our school targets a population that needs tis educational opportunity.	2.	Have the AVID Site Team train the school on WICOR strategies and all of the components needed to be an AVID Site school.  Have summer planning meetings with select HS young men (juniors and seniors) so that HS Conventus is sustainable and student led for maximum engagement from our HS stakeholders.  Train the tested content areas on the use of MOL's in their PLC's and how to track the data for strategic planning purposes to increase academic growth, particularly in Reading.
Student Achievement	1. Cyclic A B Honor Roll ceremonies each 6 weeks for MS and semester HS trips are scheduled for AB honor roll scholars for semester 1 and 2 alike.  2. Students who achieve A B Honor Roll for the 6 weeks are designated to become Principal or Dean of Instruction for the Day based on essay writing about why they are most qualified for the leadership opportunity.  3. Students who receive college acceptances and scholarship offers and recognition are highlight on our scholarship wall of fame in the front of the building.  4.  5.  6.	2.	Ensure all students are aware of how the scholarship process and College Acceptance Program goes from student input. Students from recent graduation will be asked to come back and speak about their college experiences.  Ensure the SAT prep is a focus for all students thru teacher training from Princeton Review. (Current grant that Mr. Scott is writing for teacher trainings and MBeam system for vocabulary development.) SAT prep needs to be a sound focus for all school wide and not just the juniors and seniors.  All teachers will use AVID WICOR strategies embedded in lesson plans and evidenced by student work samples that are upload into a shared drive.MOL's in the form of All In Learning, are used to show mastery of the essential questions and SE's daily in % form.	8. 9. 10.	

	MS students are referred	cademic performance. These d as students of the week. ee dress code fo having a 3.5 ng men are paying close		Place a pristine focus for the middle school on tracking merits and demerits for PRIDE incentive purposes to motivate young men to do what we want instead of having punitive consequences for their mistakes.  To eliminate Friday Night Lights, have cyclic three		
School Culture and	Conventus Fratrum, scho both middle school and h positive school culture of	ool wide morning meeting for nigh school to help sustain a f leadership and collegiality.		week competitions for all of the high school young men for incentives based on 1. Dress Code, AB Honor Roll % and Attendance % by three week periods.		
Climate	4.		3.	Make sure that the high school Conventus Fratrum is		
	5.			all student led, by ensuring that we have summer planning with different groups of young men so they		
	6.		4.	create the content and delivery expectations.		
			5.			
			6.			
	All 1 (C)			E 39.1		
	All staff know the results     One Instruction.			Facilitate more walkthroughs from administration to meet the 7 per week goal with quality feedback for		
	assess and spread effec	chers are empowered to be	2.	growth purposes.  Have cyclic training every two weeks on WICOR strategies that are effective so that the staff can learn how to utilize the new AVID lesson planning tool to		
Staff Quality/	YMLA Dream Team Boo Differently, where every present to the staff.	ok Study on how Boy's Learn department has a chapter to		show evidence of the student work they are producing from the strategies. Train the team on how to use the Google Calendar as an organizational tool for all young men to utilize with their chromebooks.		
Professional	4.			Train the staff on the new streamlined expectations		
Development	5.			for Conventus while justifying the purpose of the meeting from a staff perspective. Train the team in		
	6.			merits and demerits and HS on how to notate data from the competitive look fors that administration will be using to create a competitive environment.		
			4.	·		
			5.			
			6.			
	Following the scope and Curriculum Frameworks testing	sequence of the FWISD for fidelity to the formative		Training the instructional staff on how to utilize Lead4ward for the utilization of MOLs to show evidence of mastery for the aligned daily formative		
	2. Use of All In Learning as	a Data Assessment tool to		assessment to the objective.		
Curriculum, Instruction, and	gauge quickly the studer  3.	nts mastery.		Training the team to become more proficient in AVID strategies so that quality student evidence may be used for Site Team visits.		
Assessment	4.		3.			
	5.		4.			
	6.		5.			
			6.			

	1.	Parent ratings on FaceBook about the school are high.	1.	Host parent events on the same set date every month so that parents will have more of a connection with the campus.
	2.	PTSA membership is higher than ever with 108 parents involved.	2.	Continue to support and prioritize the needs of the
Family and	3.	FWAS Program allows more parental activities and engagement.		FWAS program to ensure that we have additional avenues to increase parental participation and
Community	4.		3.	contact.
Involvement	5.			
	6.		4.	
	6.		5.	
			6.	
	1.	6 SBDM meeting s every year to ensure that stakeholder input is valued when doing different school initiatives and budget movement.	1.	Create a different focus for PLC meetings to ensure that teacher ownership is present for student work and grades received.
	2.	PLC cyclic meetings every 3 weeks to ensure that students needs are being met in the most efficient way.	2. 3.	
School Context and	3.			
Organization		the campus, in which the school budget cannot assist.	5.	
	4.		6.	
	5.			
	6.			

## Academic Excellence Goals

#### Fort Worth Independent School District 2019-2020 Academic Excellence Goals Action Plan

Campus Name: 083 - Young Men's Leadership Academy Principal: White, Rodney Executive Director: Rian Townsend

	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	Math -Percent of students in Grades 6-8 performing on or above grade level standard on their STAAR Math assessment will increase from 22% to 30% by 2019.	89.34	52.79	11.17	30% Masters	
SMART Goals	College and Career Readiness - Percent of graduates who have met the criteria for CCMR indicator, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2019.				66%	

		Strategies	for Improvement	ent				
Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
Title I	Expose students to college and career ready field trips to enhance their academic performance. This will motivate them and give them insight on what a college and career culture entails.	Schedule and get all trips approved from central administration	Principal	5/5/2020		1,000	On Target	
	Submit a written grant to the FWISD Grants Department which will afford YMLA to contract a tutoring company called "Victory Prep" to enhance our SAT scores by hiring highly successful SAT tutors that will teach classes on our master schedule to targeted scholars	Meet with the YMLA Advisory Board for approval and support. Write the grant for 40k to the Sid Richardson Foundation and submit to the FWISD Grants Department before July 31, 2019. Schedule the class on the master schedule once the grant is approved.						
	Create a schedule of 2 TSI prep Saturdays per semester to increase TSI success on our campus, targeting seniors who have not passed the TSI. The goal is to obtain 100-% TSU passing before the end of the year.	Meet with Mrs. Miles and our CCRC Coach, Mr. Lowe and have them organize, schedule and invite selected students to the prep classes on Saturdays based on need.	Instructional Leadership	3/5/2020			Incomplete	
Title I	Using AVID WICOR Strategies, ensure that all math teachers are using quick writes for students to summarize their unit or concept learnings to enhance mastery and infuence structured writing to support the ELA department and mastery in Reading and WRiting.	Have math teachers bring quick writes with other student work to PLC meetings as data to inform reteaching and "know/show" charts for student performance.	Teacher(s)	5/6/2020	Title I	0	Not Started	
Title I	Order supplemental library books and materials to support our AVID program.	Give the Librarian her yearly allocation.	Other	10/31/2019	Title I	7,000	Not Started	
Title I	Acquire professional subs for teacher pullouts to ensure that learning walks for campus consistency, small group pullouts and parent teacher conferences and coverage for college field trips happen regularly.	Schedule them and document attendance.	Principal	12/10/2019	Title I	5,000	Below Target	
Title I	Hire teachers to work the SAT/PSAT/TSI and scholarship writing campus for the campus. Also hire teachers to work family nights and Saturday Schools. We will also implement after school tutoring.	Schedule the events and have the teachers commit to the dates, while targeting students assigned.	Teacher(s)	2/3/2020	Title I	6,000	On Target	

8	Title I	Provide teachers and opportunity to learn and observe different AVID model schools to ensure we meet our year 1 goals for AVID campus. Enure effective Conventus planning happens for the HS and MS scholars on a weekly basis. Provide opportunities for teachers t do inhouse PLC pullouts.	Schedule out assigned time for planning and collaboration.	Principal	4/8/2020	Title I	2,000	On Target	
9	Title I	Develop an organizational tool and extension curriculum for all GT students to track their academic progression at YMLA. This school wide composition notebook will be beneficial for our GT students to track the extension assignments that the teachers give them.	Identify students and schedule them for Duke TIP testing and ensure their needs are met for extension purposes.	Instructional Leadership	4/7/2020	Gifted & Talented	916	On Target	
10	CTE	Ensure that our CTE strand materials/supplies are specific and in house to ensure that our students can apply their learning on the district and teacher aligned CTE activities.	Have teacher do a needs assessment and order what we need for our specific strand of CTE.	Teacher(s)	12/10/2019	СТЕ	3,254	On Target	
11	SPED	Ensure our SPED scholars have the appropriate supplies they need to function seamlessly in an inclusion setting.	Work with lead Inclusion teacher to ensure our materials match the needs of the students in the SPED program.	Instructional Leadership	12/4/2019	Special Education	726	On Target	
12	Title I	Purchase ELL and ESL strategy books for our teacher develop to utilize with our bilingual students.	Do a needs assessment with ELA and content teachers to see what is needed to enhance the educational opps for our scholars.	Teacher(s)	12/12/2019	Bilingual	246	Not Started	
13	Title I	Order supplies needed for the administrative offices to function appropriately.	Meet with office staff and fulfill their needs to ensure the main office and all other offices within the school function appropriately.	Principal	2/19/2020	Local (Basic Allotment)	11,818	On Target	
14									
15									

Progress Monitoring Schedule: BOY (August 19 - November 1) MOY (November 4 - February 14) EOY (February 18 - May 28)

#### **BOY Status:**

Principal Evidence: The data from MAP testing, BOY assessment thru FWISD and campus, as well as Edugence scores for all middle school scholars as a baseline to use with formative assessment daily data to drive PLC action planning. Create a tracking form for all MS. scholars for Readiness Standards to ensure mastery and targeted instruction.

form for all MS. scholars for Readiness Standards to ensure mastery and targeted instruction.

Leadership Feedback:

MOY Status:
Principal Evidence:
eadership Feedback:
EOY Status:
Principal Evidence:
eadership Feedback:

### Mission Goals

### Fort Worth Independent School District 2019-2020 Mission Goals Action Plan

Campus Name: 083 - Young Men's Leadership Academy Principal: White, Rodney Executive Director: Rian Townsend

**SMART Goals** 

Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
Percent of students at grade level or above in Reading will increase from	10% mastery	25% mastery	EOY

			Strategies	for Improveme	ent				
	Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)
1	Title I	Order general supplies for teachers so they can effectively service our students. Purchase Edmentum for the Math department so they can teach and spiral back the Readiness standards which prove low thru BOY/MOY and formative assessments throughout the year. It gives the scholars the extended practice and differentiation that the kids need and meets them where they are. Supplies will allow teachers to purchase uniform supplies for all students to meet their needs in every content area across the campus. Ensure that supplies are readily available in the main office as well for students who have the need.	Allocate and distribute budgeted amounts to each department within the school with equity so that all students are serviced in every area of the school.	Teacher(s)	5/5/2020	Title I	41,175	Below Target	
2		Ensure AVID/CTE strategies will be incorporated daily in every teachers lesson and delivery to influence more of a campus wide approach to scholars reading/writing and speaking in every content area with prescribed annotation strategies. Ensure this happens by sending teachers to model trainings and model AVID schools.	Schedule and send select staff to different venues to see exemplars of our sought after campus goals.	Teacher(s)	3/20/2020			Not Started	
3	Title I	Have professional development book study for professional learning for all YMLA. staff.	Order the book study materials. "GRIT"	Principal	9/25/2019	Title I	1,000	On Target	
4	Title I	For administrative professional development purposes, seek out leadership ASCD conferences and technology conferences to enhance the tookits of all YMLA stakeholders.	Schedule and get approval for administrative professional development.	Principal	9/25/2019	Title I	3,000	On Target	
5	Title I	Send professional counselors to counseling conferences they select which fit inside of our mission of student leadership	Schedule and get conference approved.	Instructional Leadership	1/7/2020	Title I	1,000	Below Target	
6	Title I	Interview and hire a quality parent liaison from a pool of quality candidates. This position will enhance parental communication and serve parents needs on the campus.	Get with HCM and hire someone from the approved FWISD hiring process.	Student Support Services	3/3/2020	Title I	8,280	Incomplete	
7	Title I	Ensure the parent liaison has a budget to serve parents with the appropriate and approved resources thru Title 1.	Meet regularly with parent liaison on parent events and supplies requested for administrative approval.	Student Support Services	1/7/2020	Title I	4,389	Incomplete	
8									
9									
10									

1						
2						
3						
4						
5						
	Progress Monito	oring Schedule: BOY (August 19	- November 1) MOY (Nov	ember 4 - February 14)	EOY (February 18 - May 28)	
BOY Status:						
Principal Evidence: P	PLC expectations and minutes from Reading Pementation.	LC's, which will track MOL's of data from F	Readiness standards. Teachers will	document "know" and "show"	charts holistically for their classes, wi	ith evidence of student work to ensure
eadership Feedback	k:					
MOY Status:						
Principal Evidence:						
_eadership Feedback	k:					
EOY Status:						
Principal Evidence:						
Leadership Feedback	k:					

### **Learning Environment Goals**

#### Fort Worth Independent School District 2019-2020 Learning Environment Goals Action Plan

Campus Name: 083 - Young Men's Leadership Academy Principal: White, Rodney Executive Director: Rian Townsend

SMA	<b>NRT</b>	Goa	ls

by Deadline Campus Needs Goals and Measures (Baselines-X and Targets-Y) Baseline (BOY) to Target Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the 3 a year 6 a year 5/20/2020 School Profile from PBIS - The number of 'Duplicate Out of School Suspension (OSS) Events', as documented in FWISD Cycle Reports, will decrease for target 23% 5/20/2020 15% student groups from Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from 85% 100% 5/20/2020

	Strategies for Improvement										
S	itudent Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Attachment (implementation artifacts)		
1	Title I	Ensure that our Go Center and our College Readiness Coach has all of the supplies to ensure that our school reflects AVID and our college going culture. Ensure that our at risk student are college ready by having all of the necessary supplies to be organized and prepared for college.	Calendar our the events and do a needs assessment with our CCRC.	Instructional Leadership	5/20/2020	SCE	2,191	On Target			
2		Have a succinct merit/demerit program in the middle school which will track positive behavior and celebrate different PRIDE's based on their data for behavioral targets which improve attendance and instructional outcomes.	Create a merit/demerit committee that tracks and ensures merits/demerits are utilized and at the forefront of everything we do to improve scholar behavior in the middle school.								
3		Health teachers will have a data transparency chart up in the PE area to show the progress of all students taking the Fitness Gram.	Ensure that the data is updated by six weeks in the PE area								
4	Title I	Create student print areas on the campus where students can print their student products in the areas of student work, college readiness applications and scholarship info.	Allocate areas for students to utilize these resources and have them monitored by staff for appropriate usage.	Student Support Services	3/19/2020	Title I	4,000	On Target			
5	Title I	Ensure that we have all materials purchased for student incentive activities, such as AB Honor Roll and Student and PArent Attendance and Recognition Ceremonies.	Order the appropriate supplies needed from the admin strand 199.23	Principal	2/4/2020	Local (Basic Allotment)	11,817	Incomplete			
6											
7											
8											
9											
10											
11											
12											
13											
14											

15							
	Progress Monitoring S	chedule: <b>BOY</b> (August 19 - No	rember 1) MOY (Nover	mber 4 - February 1	4) <b>EOY</b> (Febru	ary 18 - May 28)	
BOY Status:							
	dar dates/ agendas and sign in sheets for all pare spreadsheet with evidence of the physical merit						
Leadership Feedback: • Ad	dd Target Strategy and Action Step for Health Go	al					
MOY Status:							
Principal Evidence:							
Leadership Feedback:							
EOY Status:							
Principal Evidence:							
Leadership Feedback:							

### 083 - Young Men's Leadership Academy

→ Budget	Local (Basic Allotment)	SCE	CTE	Bilingual	Gifted & Talented	Special Education	Title I	TOTAL Allotment
Allotment Summary →	\$ 23,635.00	\$ 2,191.00	\$ 3,254.00	\$ 246.00	\$ 916.00	\$ 726.00	\$ 77,063.50	\$ 108,031.50

Fort Worth Independent School District 2019-2020 Campus Improvement Plan

**Budget Summary** 

Principal: White, Rodney

Executive Director: Rian Townsend

### **Summary by Fund Source**

Fund Source →	Local Basic Allotment	SCE State Compensatory Education	CTE	Bilingual	Gifted & Talented	Special Education	Title I	GRAND TOTAL budgeted in CIP
Academic Excellence Goals	\$ 11,818.00	-	\$ 3,254.00	\$ 246.00	\$ 916.00	\$ 726.00	\$ 20,000.00	\$ 36,960.00
Mission	-	-	-	-	-	<u>-</u>	\$ 58,844.00	\$ 58,844.00
Learning Environment Goals	\$ 11,817.00	\$ 2,191.00	-	-	-	-	\$ 4,000.00	\$ 18,008.00
Total Allocated	\$ 23,635.00	\$ 2,191.00	\$ 3,254.00	\$ 246.00	\$ 916.00	\$ 726.00	\$ 82,844.00	\$ 113,812.00
Percent Budgeted	100%	100%	100%	100%	100%	100%	108%	105%

Other Funding Sources	Source	PTA/PTO	Community Partner	Corporate	Non-Profit	FWCP	School Improvement	Other	Total
	Amount	-	-	-	-	-	-	-	