

# TEXAS SCHOOL OF THE ARTS

## District/Campus Improvement Plan

### 2024/2025

*Our mission is to inspire a lifelong passion for learning and empower students to achieve academic excellence through an arts-based education.*



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# TEXAS SCHOOL OF THE ARTS

## **Mission**

*TeSA's Mission- Our mission is to inspire a lifelong passion for learning and empower students to achieve academic excellence through an arts-based education.*

## **Vision**

*TeSA's Vision- Our vision is to inspire artistically talented students with a lifelong passion for learning, empowering them to achieve academic and artistic excellence.*

### Nondiscrimination Notice

TEXAS SCHOOL OF THE ARTS does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# TEXAS SCHOOL OF THE ARTS Site Base

Name	Position
Compton, Betsy	Principal
Murray, Julie	Instructional Specialist
May, Amy	Counselor
Young, Rebecca	Diagnostician/Special Populations Coordinator
Carter, Danielle	TeSA Parent
Kilgore, Kelsey	Fine Arts Lead Teacher
Soza, Samantha	Grade-Level Lead Teacher
Ogden, Robin	Grade-Level Lead Teacher
Meacham, Daphne	Grade-Level Lead Teacher
Cowan, Mandy	Grade-Level Lead Teacher
DeLuna, Laura	Grade-Level Lead Teacher

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 1.** TeSA teachers will utilize TEKS-aligned instructional planning documents, curriculum, and materials to create and implement rigorous instruction for all subjects.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize TEKS Resource System to create and implement aligned and rigorous instruction in Math, Reading, Science, and Social Studies. (Title I TA: 1,3) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	ongoing	(F)Title I - \$9,000	Criteria: lesson plans, instructional planning calendars
2. TeSA ELAR Teachers will also utilize Wonders in Kindergarten-5th grade for class instruction. (Title I TA: 1,5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	August-May	(S)State Compensatory - \$1,000	Criteria: lesson plans & classroom observations
3. TeSA ELAR Teachers will utilize Heggerty for direct phonics instruction. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	ongoing	(S)State Compensatory - \$500	Criteria: lesson plans
4. TeSA ELAR Teachers will utilize Zaner-Blozer Handwriting materials for direct handwriting instruction for all students. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	ongoing	(S)EMAT - \$679.32	Criteria: lesson plans
5. TeSA Science Teachers will utilize Savvas Science in Kindergarten-5th grade as a curricular resource for class instruction. (Title I TA: 1,3,5,6) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.3,5.4)	Core Subject Teachers	August-May	(S)EMAT - \$38,500	Criteria: lesson plans & classroom observations
6. TeSA Science Teachers will utilize Scholastic Science Spin as a supplemental science resource for all students. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	ongoing	(S)State Compensatory - \$450	Criteria: lesson plans
7. TeSA Math Teachers will utilize Eureka Math in Kindergarten-5th grade as a curricular resource for class instruction. (Title I TA: 1,5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1)	Core Subject Teachers	August-May	(S)Blended Learning Grant - \$21,872	Criteria: lesson plans & classroom observations
8. TeSA Social Studies Teachers will utilize Scholastic News as a supplementary Social Studies resource for all students. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	ongoing	(S)Local Funds - \$0	Criteria: lesson plans
9. Core Subject Teachers will implement the	Core Subject Teachers	August-	(S)EMAT - \$10,487	Criteria: finance records, usage

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
new Technology TEKS within their core curriculum and through Tech Apps for Texas during a designated time within the grade-level schedule. (Target Group: All) (Strategic Priorities: 2)		November		reports
10. 4th-5th Grade Social Studies teachers will utilize My World Social Studies Extension consumables to supplement instruction in the classroom. (Target Group: 4th,5th) (Strategic Priorities: 2)	Core Subject Teachers	August-May	(S)EMAT - \$848.20	Criteria: lesson plans, student work

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**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 2.** TeSA teachers will conduct beginning, middle, and end of the year testing for all students and use the data to plan instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA teachers will give the Measure of Academic Progress (MAP) assessment at the beginning, middle, and end of the year for K-5th Grade Math, K-5th Grade Reading, and 5th Grade Science. (Title I TA: 1,3,5) (Target Group: K,1st,2nd,3rd,4th,5th) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	BOY, MOY, EOY	(S)State Compensatory - \$5,000	Criteria: MAP reporting data
2. TeSA teachers will use the CLI Engage platform (TX-KEA = K & TPRI = 1st-2nd) as a diagnostic assessment tool for Kindergarten Math and K-2nd Grade Reading. (Title I TA: 1,3) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	BOY, MOY, EOY	(S)Local Funds - \$0	Criteria: CLI Engage reporting data
3. TeSA teachers will use the Lift Off/Education Galaxy diagnostic testing to identify areas of need for targeted online instructional strategies in Reading and Science. (Title I TA: 1,3) (Target Group: 2nd,3rd,4th,5th) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	ongoing	(S)State Compensatory - \$5,400	Criteria: Education Galaxy reporting data
4. TeSA will hire substitute teachers to continue instruction during early childhood testing dates while teachers focus on assessing students. (Title I TA: 1,2) (Target Group: K,1st,2nd) (Strategic Priorities: 2) (ESF: 2.1,4.1,5.3)	Principal	BOY, MOY, EOY	(S)Local Funds - \$13,000	Criteria: Away From Duty Forms, Substitute Payroll
5. TeSA teachers will have training opportunities for all testing platforms and associated technology. (Title I TA: 1,4,6) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,4.1,5.3)	Instructional Specialist	ongoing	(F)Title IIA Principal and Teacher Improvement - \$1,200	Criteria: faculty/staff survey results

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 3.** To support the mission of the school, fine arts classes will be adapted to better support students' artistic and developmental needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Music, scripts, costumes, props, and supplies will be purchased to support student TEKS exploration in the classroom and during performances. (Title I TA: 1) (Target Group: All) (ESF: 4.1,5.1)	Teacher(s)	ongoing	(S)Local Funds - \$5,000	Criteria: lesson plans & performance videos/pictures
2. Arts-based field trips will be utilized to align with Fine Arts TEKS. (Title I TA: 1,2) (Target Group: All) (ESF: 3.4,5.1)	Teacher(s)	ongoing	(S)Local Funds - \$1,500	Criteria: lesson plans
3. To align with the mission of the district and the Fine Arts TEKS, professional artists will be contracted to perform and/or offer master classes for our students. (Target Group: K,1st,2nd,3rd,4th,5th) (ESF: 3.4)	Principal	ongoing	(S)Local Funds - \$600	Criteria: lesson plans, activity calendar
4. Fine Arts and PE Teachers will have the opportunity to attend content-specific training outside of the district. (Strategic Priorities: 1)	Teacher(s)	November-April	(S)Local Funds - \$1,000	Criteria: training certificates

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 4.** TeSA students' learning needs will be supported through tiered, targeted instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TEKS-based books with math and/or science themes will be purchased and used in small groups and independent reading time to support literacy in all core-subjects. (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4.1,5.3)	Core Subject Teachers	ongoing	(F)Title III Bilingual / ESL - \$500	Criteria: lesson plans, campus inventories
2. Student iPads and accessories will be repaired or replaced as needed to ensure all online curricular resources and instructional platforms can be used in class with fidelity in whole and small groups. (Title I TA: 1,2) (Target Group: K,1st,2nd) (ESF: 4.1,5.1)	Principal	ongoing	(S)Blended Learning Grant - \$5,000	Criteria: lesson plans, technology reports
3. Student Chromebooks and accessories will be repaired or replaced as needed to ensure all online curricular resources and instructional platforms can be used in class with fidelity in whole and small groups. (Title I TA: 1) (Target Group: 3rd,4th,5th) (Strategic Priorities: 1,2) (ESF: 2.1,4.1)	Principal	ongoing	(S)Blended Learning Grant - \$10,000	Criteria: lesson plans, technology records
4. The Rtl Committee will review data with teachers every grading period and make specific plans for all Tier 2 and Tier 3 students. (Title I TA: 1,3,8) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.4)	Counselor(s), Instructional Specialist, Principal, Teacher(s)	ongoing	(S)State Compensatory - \$500	Criteria: Rtl committee minutes, student logs
5. The Special Populations Coordinator will oversee all SPED & 504 plans, ensuring compliance is met and reporting concerns and new student needs based on goals and accommodations to the Principal bi-monthly. (Target Group: SPED,Dys,504) (Strategic Priorities: 2)	Principal	August	(F)IDEA Special Education - \$60,000	Criteria: calendar, finance records
6. The Special Populations Coordinator will receive a stipend to serve the campus as a certified educational diagnostician, performing all required testing and meeting with the Principal bimonthly to review timelines and	Principal	ongoing	(F)IDEA Special Education - \$3,000	Criteria: outlook calendar, student records



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**Objective 4.** TeSA students' learning needs will be supported through tiered, targeted instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
concerns. (Target Group: All,SPED,Dys,504) (Strategic Priorities: 2)				
7. Teachers will utilize Learning A-Z/Raz+ ELL as a tiered ELAR resource for all students. (Target Group: ESL,SPED,AtRisk,504) (Strategic Priorities: 2)	Teacher(s)	ongoing	(F)Title III Bilingual / ESL - \$2,800	Criteria: lesson plans, usage reports
8. The Dyslexia teacher will work with the Principal to attend required training and purchase mandatory and supplementary materials needed for dyslexia services utilizing the Take Flight curriculum. (Target Group: Dys) (Strategic Priorities: 2)	Dyslexia specialist, Principal	ongoing	(F)IDEA Special Education - \$8,600	Criteria: finance records, materials inventory
9. All teachers and administrators will utilize Project Education to track, meet, and report on students within GT, Rtl, 504, SPED, and/or LPAC. (Strategic Priorities: 2)	Core Subject Teachers, Dyslexia specialist, Instructional Specialist, Principal, Special Ed Teachers	ongoing	(F)IDEA Special Education - \$10,000	Criteria: usage reports, student reports
10. Training specific to best practices for academic success for students with Autism and ADHD will be provided by a contracted presenter to all teachers. (Target Group: SPED,504) (Strategic Priorities: 1,2)	Principal	September	(S)Local Funds - \$0	Criteria: Region 11 MOU

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 5.** TeSA teachers will have the tools and training they need to deliver quality, rigorous instruction aligned to the TEKS and STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA certified teachers will be given the opportunity and learning support to obtain their ESL Supplemental Certificates. (Title I TA: 6) (Target Group: EB) (Strategic Priorities: 1) (ESF: 2.1)	Principal	ongoing	(F)Title III Bilingual / ESL - \$1,600	Criteria: personnel records
2. TeSA highly-qualified teachers will be given the opportunity and learning support to earn EC-4, EC-6, or Special Education Certifications. (Title I TA: 6) (Target Group: All,SPED) (Strategic Priorities: 1) (ESF: 2.1)	Principal	ongoing	(S)State Compensatory - \$600	Criteria: personnel records
3. TeSA teachers will have the opportunity to pursue professional learning opportunities through ESC Region 11. (Target Group: All) (Strategic Priorities: 1)	Instructional Specialist, Principal	ongoing	(F)Title IIA Principal and Teacher Improvement - \$10,000	Criteria: personnel records, Region 11 reports
4. TeSA Teachers will have professional learning opportunities provided for each curricular resource available, as well as other instructional strategies. (Target Group: All) (Strategic Priorities: 1,2)	Instructional Specialist	ongoing	(S)State Compensatory - \$2,500	Criteria: personnel records, Region 11 contracts
5. 3rd-5th grade teachers will participate in training to better understand STAAR content, format, and grading. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	October-March	(S)State Compensatory - \$1,200	Criteria: training certificates
6. TeSA teachers will learn and utilize selected techniques from Teach Like a Champion in order to focus on academic excellence and positive culture campus-wide. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)State Compensatory - \$200	Criteria: faculty meeting slides, observations
7. New Kindergarten Teachers will attend the Region 11 New Early Childhood Teachers Academy to increase their teaching skills, connect with other teachers, and have additional non-evaluative observations and coaching sessions with professionals. (Target Group: K) (Strategic Priorities: 2)	Core Subject Teachers	ongoing	(S)State Compensatory - \$300	Criteria: training certificates

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**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 5.** TeSA teachers will have the tools and training they need to deliver quality, rigorous instruction aligned to the TEKS and STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Substitutes will be hired so that new teachers have the opportunity to observe and learn from veteran teachers selected by the Instructional Specialist. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers, Instructional Specialist	ongoing	(S)Local Funds - \$500	Criteria: Away From Duty Forms
9. TeSA Science Teachers will attend training with a contracted professional to learn best practices for blended learning within the scope of the new Science TEKS. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	August	(S)Blended Learning Grant - \$300	Criteria: Region 11 MOU

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 6.** In following HB1416 guidelines, TeSA will offer individually focused accelerated instruction for students in both Reading and Math.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA will offer additional compensation for teachers to plan and implement data-based, individual and small group instruction outside of school hours. (Title I TA: 1,6) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.3)	Core Subject Teachers, Principal	September-May	(S)State Compensatory - \$5,000	Criteria: Accelerated Instruction plans, faculty & student surveys
2. TeSA will provide students enrolled in Accelerated Instruction through HB1416 additional reading and math supplies and materials. (Title I TA: 1,5) (Target Group: AtRisk) (Strategic Priorities: 2) (ESF: 5.3)	Instructional Specialist, Principal	October-May	(S)State Compensatory - \$1,500	Criteria: Accelerated Instruction plans, attendance rosters

# TEXAS SCHOOL OF THE ARTS

**Goal 1.** During the 2024-2025 school year, all students will make one year's academic growth.

**Objective 7.** To support academic growth beyond the classroom, TeSA will offer optional academic events.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA will hold a local spelling bee and participate in the regional spelling bee. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	October-February	(F)Title III Bilingual / ESL - \$200	Criteria: participation records
2. TeSA will hold a discovery fair, in which students can create an invention or participate in a living history museum. (Target Group: All) (Strategic Priorities: 3)	Instructional Specialist	November	(S)Local Funds - \$100	Criteria: participation records
3. TeSA will hold a science fair, in which students must use the scientific process outside of school hours and then present their findings to their classmates and adjudicators. (Target Group: All) (Strategic Priorities: 2,3)	Instructional Specialist	April	(S)Local Funds - \$100	Criteria: participation records
4. TeSA will provide students with the option to participate in the Noetic Math Competition, competing against students across the nation. (Target Group: All) (Strategic Priorities: 2)	Core Subject Teachers	March	(S)Local Funds - \$300	Criteria: participation records
5. TeSA will hold a Multilingual Poetry Slam during the school day for students. (Target Group: ESL) (Strategic Priorities: 2)	Principal	February	(S)Local Funds - \$0	Criteria: activity calendar
6. TeSA will provide a stipend for a teacher to oversee all administrative duties for academic events. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	August-May	(S)Local Funds - \$500	Criteria: personnel records

# TEXAS SCHOOL OF THE ARTS

**Goal 2.** TeSA will retain the majority of all hired teachers and staff from the 2024-2025 to the 2025-2026 academic year.

**Objective 1.** Teachers will have input in all grade-level decisions and most campus-wide decisions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers and staff members will have the opportunity to provide feedback through membership in various self-selected campus committees. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	ongoing	(S)Local Funds - \$0	Criteria: committee minutes, faculty meeting agendas, & faculty survey data
2. Smore will be used for effective communication through weekly principal's newsletters, keeping teachers and families informed of all expectations, events, and opportunities within the school. (Target Group: All) (ESF: 2.1)	Principal	ongoing	(S)State Compensatory - \$129	Criteria: survey data, agendas, emails, & archived newsletters
3. One teacher will be identified as the Yearbook Coordinator and receive a stipend to oversee the creation of the annual yearbook publication. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	August-May	(S)Local Funds - \$500	Criteria: personnel records
4. Remind will be used to streamline communication to all families. (Target Group: All)	Principal, Teacher(s)	year-round	(S)State Compensatory - \$1,500	Criteria: Remind logs/reports

# TEXAS SCHOOL OF THE ARTS

**Goal 2.** TeSA will retain the majority of all hired teachers and staff from the 2024-2025 to the 2025-2026 academic year.

**Objective 2.** Pre-recorded webinars, online instruction, and face-to-face opportunities will be provided and encouraged for all teachers and staff through ESC Region 11, TEA, and other private organizations as applicable.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. School-Specific nursing training will be provided for the Campus Nurse. (Title I TA: 6) (Target Group: All) (ESF: 2.1)	School Nurse	October-May	(S)Local Funds - \$600	Criteria: personnel records
2. Training on how to utilize all available technological devices and equipment, as well as, online programs and platforms, will be provided for all teachers and staff. (Title I TA: 6) (Target Group: All) (ESF: 2.1)	Principal	ongoing	(S)Blended Learning Grant - \$600	Criteria: PD agendas, faculty/staff survey data

# TEXAS SCHOOL OF THE ARTS

**Goal 2.** TeSA will retain the majority of all hired teachers and staff from the 2024-2025 to the 2025-2026 academic year.

**Objective 3.** Selected teachers will have the opportunity to hold a leadership position.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Grade-Level Lead Teachers and the Fine Arts Lead Teacher will lead PLCs and serve as the communication liaison between their colleagues the administrative team. (Title I TA: 2) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Department Heads, Principal	ongoing	(S)Local Funds - \$2,500	Criteria: PLC minutes, calendared events
2. Committee Chairs will lead all committee meetings and lerve as the communication liaison between the committee members the administrative team. (Title I TA: 2) (Target Group: All) (ESF: 2.1)	Principal, Teacher(s)	ongoing	(S)Local Funds - \$1,500	Criteria: Committee meeting minutes, calendared events
3. The Testing Assistant will work directly with the Campus Testing Coordinator and District Testing Coordinator to complete assigned tasks. (Target Group: All) (Strategic Priorities: 1,2)	Instructional Specialist, Teacher(s)	ongoing	(S)State Compensatory - \$500	Criteria: calendared meetings, project completion



# TEXAS SCHOOL OF THE ARTS

**Goal 3.** During the 2024-2025 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

**Objective 1.** The emotional and social needs of all students will be met while in the school building.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TeSA will utilize Positive Behavior and Interventions Support (PBIS) to highlight desired behaviors and teach the character TEKS. (Title I TA: 4,6) (Target Group: All) (Strategic Priorities: 1) (ESF: 1.1,1.2,2.1,3.1,3.2,3.3)	Principal	ongoing	(S)State Compensatory - \$1,500	Criteria: Student referral rates
2. Selected teachers and administrators will be trained in CPI Nonviolent Crisis Intervention. (Target Group: SPED,AtRisk)	Counselor(s)	September-January	(S)State Compensatory - \$500	Criteria: certification records
3. The Counselor will participate in the New Counselor Cohort and additional PD through Region 11 in order to develop a campus-specific counseling program. (Target Group: All)	Counselor(s)	August-April	(F)Title IIA Principal and Teacher Improvement - \$250	Criteria: personnel records
4. The Counselor will teach grade-level specific guidance lessons, focused on school expectations and the Character TEKS. (Target Group: All) (Strategic Priorities: 1)	Counselor(s)	ongoing	(S)State Compensatory - \$200	Criteria: calendared events, lesson plans
5. The Counselor will train and lead a therapy dog on campus two days per week in order to visit classrooms and common spaces and provide comfort to individual students. (Target Group: All) (Strategic Priorities: 1)	Counselor(s)	ongoing	(S)Local Funds - \$0	Criteria: observation

# TEXAS SCHOOL OF THE ARTS

**Goal 3.** During the 2024-2025 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

**Objective 2.** The health and safety needs of all students and staff will be met while in the school building.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Replacement air filters will be purchased for every filtration system on campus to filter the air for disease, dust, and allergens. (Title I TA: 3) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.1)	Principal	ongoing	(S)Local Funds - \$3,500	Criteria: COVID reporting, financial records
2. Offender check software will be updated to be used when checking in visitors to better protect the safety of all students and employees. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1,3.1)	Principal	October	(F)Title IV Safe and Drug Free - \$1,985	Criteria: Surveying parents and staff regarding level of safety and security.
3. The perimeter doors will be routinely maintained or repaired to ensure the ability to close and lock properly. (Target Group: All)	Principal	ongoing	(F)Title IV Safe and Drug Free - \$1,500	Criteria: facility reports
4. Monthly extermination services will be utilized to mitigate ongoing pest issues inside and outside of the building. (Target Group: All)	Principal	ongoing	(S)Local Funds - \$5,000	Criteria: finance records, visitor logs
5. Emergency first aid kits and stop the bleed kits need to be replenished/replaced in all classrooms and common spaces. (Target Group: All)	School Nurse	October	(F)Title IV Safe and Drug Free - \$1,000	
6. Air conditioning units will be replaced due to evidence of mold and failure to heat/cool consistently. (Target Group: All)	Principal	Sept-May	(F)Title IV Safe and Drug Free - \$10,000, (S)Local Funds - \$90,000	Criteria: installation records

# TEXAS SCHOOL OF THE ARTS

**Goal 3.** During the 2024-2025 school year, TeSA will provide a safe and nurturing environment for students, teachers, and staff.

**Objective 3.** The administrative team will support the well-being of all teachers and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The TeSA Sunshine Committee will provide celebration treats, small surprises, activities, and support for faculty and staff. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Teacher(s)	ongoing	(S)Local Funds - \$0	Criteria: calendared events, staff surveys
2. The administrative team will provide opportunities to connect and socialize during every PD day. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$50	Criteria: PD agendas
3. The administrative team will provide holiday-themed activities, rewards, and treats. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: calendared events

# TEXAS SCHOOL OF THE ARTS

**Goal 4.** During the 2024-2025 academic year, TeSA will maintain financial efficiency and integrity.

**Objective 1.** TeSA will utilize specific procedures for all aspects of spending and tracking campus-allotted funds.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. A TeSA-specific requisition request form will be utilized for teachers/staff to request needed items. (Target Group: All) (Strategic Priorities: 2)	Teacher(s)	ongoing	(S)Local Funds - \$0	Criteria: faculty/staff survey data & finance records
2. The Principal and Instructional Specialist will utilize usage reports and faculty survey to determine the need to renew all current supplemental curricular programs. (Target Group: All) (Strategic Priorities: 2)	Instructional Specialist, Principal	June	(S)Local Funds - \$0	Criteria: usage reports, survey data
3. The Principal and Special Populations Coordinator will meet at least twice per month to review student and contractor expenses related to SPED, 504, and the referral process. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: calendared meetings

# TEXAS SCHOOL OF THE ARTS

**Goal 4.** During the 2024-2025 academic year, TeSA will maintain financial efficiency and integrity.

**Objective 2.** TeSA will create accountability between all administrative staff and positions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal will meet weekly with the Instructional Specialist to review academic purchase requests and identify additional needs. (Title I TA: 1,4,8) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.1,1.2,4.1,5.1,5.3)	Principal	ongoing	(S)Local Funds - \$0	Criteria: meeting agendas, notes & financial records
2. The Principal will meet monthly with the Business Manager to review all local, state, and federal budgets. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: meeting agendas, notes, & financial records

# TEXAS SCHOOL OF THE ARTS

**Goal 4.** During the 2024-2025 academic year, TeSA will maintain financial efficiency and integrity.

**Objective 3.** The Principal will create clear expectations and procedures for using, fixing, and replacing all technological devices in order to be fiscally responsible.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. An inventory will be maintained to track device purchases and their current working condition and place in the building. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: physical evidence & faculty/staff survey data
2. A help-ticket system will be utilized to track all technology needs and repairs. (Title I TA: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 1.2,5.1)	Principal	ongoing	(S)Blended Learning Grant - \$2,000	Criteria: faculty/staff survey data, meeting agendas & physical evidence
3. A triplicate form will be utilized to track maintenance requests and completion of projects in the building. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$100	Criteria: review of forms & completed work

# TEXAS SCHOOL OF THE ARTS

**Goal 5.** During the 2024-2025 school year, TeSA will increase parent and community engagement.

**Objective 1.** The TeSA Principal and Teachers will maintain consistent communication with parents throughout the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal and all TeSA academic teachers will send grade-level newsletters or the link to an updated website weekly. (Target Group: All) (Strategic Priorities: 1)	Core Subject Teachers	ongoing	(S)Local Funds - \$0	Criteria: parent survey data & archived newsletters
2. Translation services will be purchased to better communicate with families who prefer to speak in a language other than English. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	October	(F)Title III Bilingual / ESL - \$200	Criteria: faculty/staff survey data & parent survey data
3. Teachers and the Principal will coordinate with the TCA+A Communications Manager to publish pictures, videos, and information on the website and Facebook page and print paper materials as needed. (Target Group: All) (Strategic Priorities: 1)	Principal, Teacher(s)	online	(S)Local Funds - \$0	Criteria: meeting agendas, faculty/staff survey data, & parent survey data

# TEXAS SCHOOL OF THE ARTS

**Goal 5.** During the 2024-2025 school year, TeSA will increase parent and community engagement.

**Objective 2.** TeSA will increase opportunities for family involvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Principal will attend monthly Parent Teacher Organization (PTO) meetings to represent the campus and work directly with the PTO President and/or committee members on PTO events. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: Meeting agendas & parent survey data
2. TeSA will host performances and events in which parents and community members are invited to attend. (Title I TA: 7) (Target Group: All) (ESF: 3.4)	Principal	ongoing	(S)Local Funds - \$6,500	Criteria: lesson plans, playbills/flyers, & parent survey data
3. TeSA will invite volunteers to help in classrooms, the workroom, library, and at campus performances and events and maintain their notarized volunteer paperwork. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	ongoing	(S)Local Funds - \$100	Criteria: visitor check-in log, faculty/staff survey data, & parent survey data
4. Parents will be invited to all extracurricular academic events during the school year. (Target Group: All) (Strategic Priorities: 1)	Principal	ongoing	(S)Local Funds - \$0	Criteria: newsletter publications
5. TeSA families will be invited to represent TeSA by participating in the Fort Worth COWTOWN and CALF runs. (Target Group: All) (Strategic Priorities: 1)	Teacher(s)	October & February	(S)Local Funds - \$0	Criteria: newsletter publications



# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

1. TeSA serves a diverse population.
2. Many siblings and cousins are part of the same campus.

### Demographics Weaknesses

1. TeSA employee demographics do not match the students' demographics.
2. Due to the changing population from year to year, it is difficult to plan for future needs.

### Demographics Needs

1. TeSA needs to recruit a more diverse population of teachers as positions are available in the future.
2. TeSA needs a long-term plan for recruitment.

### Demographics Summary

#### TeSA Student Demographics 2020-2021

Black 137  
White or Hispanic 99  
Asian 33  
American Indian 16  
Hawaiian/South Pacific 4  
SPED 16  
504 10  
At-Risk 75  
Dyslexia 7

# Comprehensive Needs Assessment

## Demographics Summary (Continued)

LEP 42  
RTI 29  
Eco Disadvantaged 79  
Military 14

### TeSA Student Demographics 2021-2022

Black 99  
White or Hispanic 191  
Asian 27  
American Indian 7  
Hawaiian/South Pacific 3  
SPED 15  
504 14  
At-Risk 37  
Dyslexia 8  
LEP 32  
RTI 30  
Eco Disadvantaged 69  
Military 15

### TeSA Student Demographics 2022-2023

Black 63  
White or Hispanic 190  
Asian 19  
American Indian 0  
Hawaiian/South Pacific 1  
SPED 28  
504 14  
Dyslexia 15  
LEP 39  
RTI 57  
Eco Disadvantaged 32  
Military 16

### TeSA Student Demographics 2023-2024

Black 75  
Hispanic/Latino 115  
White 96  
Asian 19  
American Indian 1

# Comprehensive Needs Assessment

## Demographics Summary (Continued)

Hawaiian/South Pacific 0  
SPED 49  
504 25  
Dyslexia 28  
LEP/ELL 26  
RTI 36  
Eco Disadvantaged 28  
Military 16

## Student Achievement

### Student Achievement Strengths

1. 2023-2024 MAP data shows our K-5th overall achievement scores are higher than the majority of other participating schools the United States, scoring in the 72nd percentile for Reading and 70th percentile for Math.
2. 2023-2024 STAAR data shows our 3rd-5th Student Achievement rating is 83% and Academic Growth is 85%. All TeSA students identified as a general education student met the minimum passing standards on both their Reading and Math STAAR exams.

### Student Achievement Weaknesses

1. TeSA struggles with a changing population from year to year, with significant turnover noted in the 3rd-5th grade population.
2. TeSA 3rd-5th grade teachers are the only one teaching their grade and subject, so they are unable to lesson plan, collaborate, and troubleshoot curriculum with a peer.

### Student Achievement Needs

# Comprehensive Needs Assessment

## Student Achievement Needs (Continued)

1. Additional materials and supplies are needed for all students, and specifically designed instructional supports are needed for students considered at-risk or identified within a special population, such as 504, SPED, and/or EB.
2. Professional learning opportunities, and books, supplies, and materials are needed for teachers to learn and utilize best practices in the classroom.

## Student Achievement Summary

### TeSA STAAR 2024

Overall = 83%  
Student Achievement = 83%  
School Progress = 85%  
Academic Growth = 85%  
Relative Performance = 56%  
Closing the Gap = 78%

## School Culture and Climate

### School Culture and Climate Strengths

1. TeSA has utilized safety grant funds to add fencing, apply shatter-resistant film to the windows, add a school zone, and hire a full-time security officer.
2. Since TeSA started utilizing Positive Behavior Interventions & Supports (PBIS) in the 2021-2022 school year, discipline infractions have decreased every year.

### School Culture and Climate Weaknesses

1. Instructional tools, charts, rewards, and additional adult support are lacking for students identified with behavior needs through RtI, 504, or SPED.
2. The cross-over of 3rd-5th grades between TeSA and FWAFA continues to cause morale concerns for both students and staff.

# Comprehensive Needs Assessment

## School Culture and Climate Needs

1. Additional training and instructional supports and supplies are needed regarding classroom management, functional behavior analysis, behavior improvement plans, and behavior management plans, specifically for students identified as part of a special population, such as SPED, 504, or RtI.
2. Additional training, as well as, supplies and materials are needed for the Counselor to develop a campus-wide program and implement ongoing guidance lessons in K-5th grades.

## School Culture and Climate Summary

Overall, the culture of TeSA is very positive. Small changes and additional supports will go a long way in continuing to provide a safe and positive environment for all students and staff.

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Strengths

1. From 2023-2024 to 2024-2025, 100% of all administrators and staff stayed at TeSA.
2. From 2023-2024 to 2024-2025, only three teachers left TeSA. Two of the three teachers left the profession and one teacher was promoted to an administrative position at FWAFA.

### Staff Quality, Recruitment and Retention Weaknesses

1. Teachers are paid approximately \$10,000-\$15,000 less than other districts in the geographical area. Teachers are aware of this financial discrepancy and look for ways to supplement their income.
2. Teachers work a longer school day than many others and still need to take work home to complete due to less aides and district-level support than other schools in the area.

### Staff Quality, Recruitment and Retention Needs

# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention Needs (Continued)

1. More paraprofessional support is needed for help in the classroom and student supervision during lunches and recess periods.
2. Campus/district administrative positions are needed to support teachers and students.

## Staff Quality, Recruitment and Retention Summary

### 2024-2025 Staff

- 1 Principal
- 1 Counselor
- 1 Instructional Specialist
- 1 Special Populations Coordinator
- 1 Nurse
- 1 Office Support Staff
- 1 Facility Manager
- 1 Custodian
- 1 Kitchen Manager
- 1 Part-time Kitchen Assistant
- 3 Special Education/Dyslexia Teachers
- 1 Special Populations Aide
- Contracted OT, PT, SLP, & School Psychologist as needed
- 3 Kindergarten Teachers
- 4 1st Teachers
- 4 2nd Teachers
- 3 3rd Teachers
- 3 4th Teachers
- 2 5th Teachers
- 1 PE Teacher
- 4 FA Teachers

## Curriculum, Instruction and Assessment

### Curriculum, Instruction and Assessment Strengths

# Comprehensive Needs Assessment

1. TEKS-Resource System Instructional Planning Calendars are utilized for all grades and available contents.
2. State-adopted textbooks and/or Open Education Resources (OER) and materials and accompanying professional development are used in every available subject.

## Curriculum, Instruction and Assessment Weaknesses

1. Some teachers do not use TEKS-Resource System and/or the state-approved curriculum with fidelity.
2. Some teachers do not consistently use data to plan instruction.

## Curriculum, Instruction and Assessment Needs

1. More training and support is needed for TEKS-Resource System & all curricular programs.
2. More training is needed for teachers to understand how to use online programs, such as DMAC and Project Education, and how to interpret class and state test data.

## Curriculum, Instruction and Assessment Summary

### Instructional Materials by Tier

**Tier 3**  
**ELAR:** Progress Learning: Liftoff, Heggerty Interventions, Spire and Take Flight, Zaner-Bloser  
**Math:** Zearn

**Tier 2**  
**ELAR:** Countdown to STAAR, Project Learning: Liftoff, Heggerty Interventions, Forde-Ferrier Ultimate Mastery & RtI Interventions, Raz-Plus, Wonders  
**Math:** Zearn, Forde-Ferrier Math Readiness, ThinkUp Math

**Tier 1**  
**ELAR:** TEKS- Resource System, Wonders, Heggerty, Progress Learning, Raz Plus, Zaner Bloser  
**Math:** Eureka Math, Zearn  
**Science:** TEKS- Resource System, Savvas Texas Experience Science, Progress Learning, Science Spin  
**Social Studies:** TEKS- Resource System, MyWorld Social Studies,

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Summary (Continued)

**Technology:** Tech Apps for Texas

**Music:** Quaver

**Cross Curricular:** Discovery Education, Scholastic News, TexQuest

## Family and Community Involvement

### Family and Community Involvement Strengths

1. TeSA has a very active PTO, frequent campus visitors, and a variety of events open to families.
2. Communication to families is consistently sent weekly by the grade-level team and Principal.

### Family and Community Involvement Weaknesses

1. Although the PTO is very active, the same small group of parents do the majority of the volunteer work.
2. As a charter school, our students come from various cities within about a 20 mile radius and do not identify with the geographical community of the school.

### Family and Community Involvement Needs

1. More volunteers are needed in the classroom and in the workroom to help with teacher needs.
2. More community awareness of our campus is needed in our general geographical area.

## Family and Community Involvement Summary



# Comprehensive Needs Assessment

## Family and Community Involvement Summary (Continued)

There is a great working relationship between the PTO and campus with multiple combined efforts to create a community of our TeSA families. The City of Edgecliff Village's Mayor is also well-known by the campus administration, and a line of communication is open for concerns and future planning for the geographical community.

## School Context and Organization

### School Context and Organization Strengths

1. The master schedule allows for all K-5th students to engage in the fine arts and PE daily, correlating to rigorous and engaging curriculum and performances.
2. The master schedule allows for "focus group" time for all K-5th grades, which includes time to meet HB 1416 requirements, as well as other targeted instruction.

### School Context and Organization Weaknesses

1. The use of the cafeteria as a gym limits the flow of lunches and PE classes.
2. The nature of being an audition-based school means the student population and demand for specific grade/subject teachers can change significantly from year to year.

### School Context and Organization Needs

1. TeSA needs more paraprofessionals to help students and support teachers.
2. Increasing enrollment to be full in every grade with a wait list would allow for better future planning.

### School Context and Organization Summary

<https://www.artsacademics.org/academies/tesa/tesa-academics/>

# Comprehensive Needs Assessment

## Technology

### Technology Strengths

1. All 3rd-5th grade students have 1:1 access to a Chromebook and all K-2nd grade students have 1:1 access to an iPad.
2. All classrooms are equipped with a laptop, interactive board, and document camera.

### Technology Weaknesses

1. iPads and Chromebooks frequently need repairs.
2. The phone lines go down several times per year.

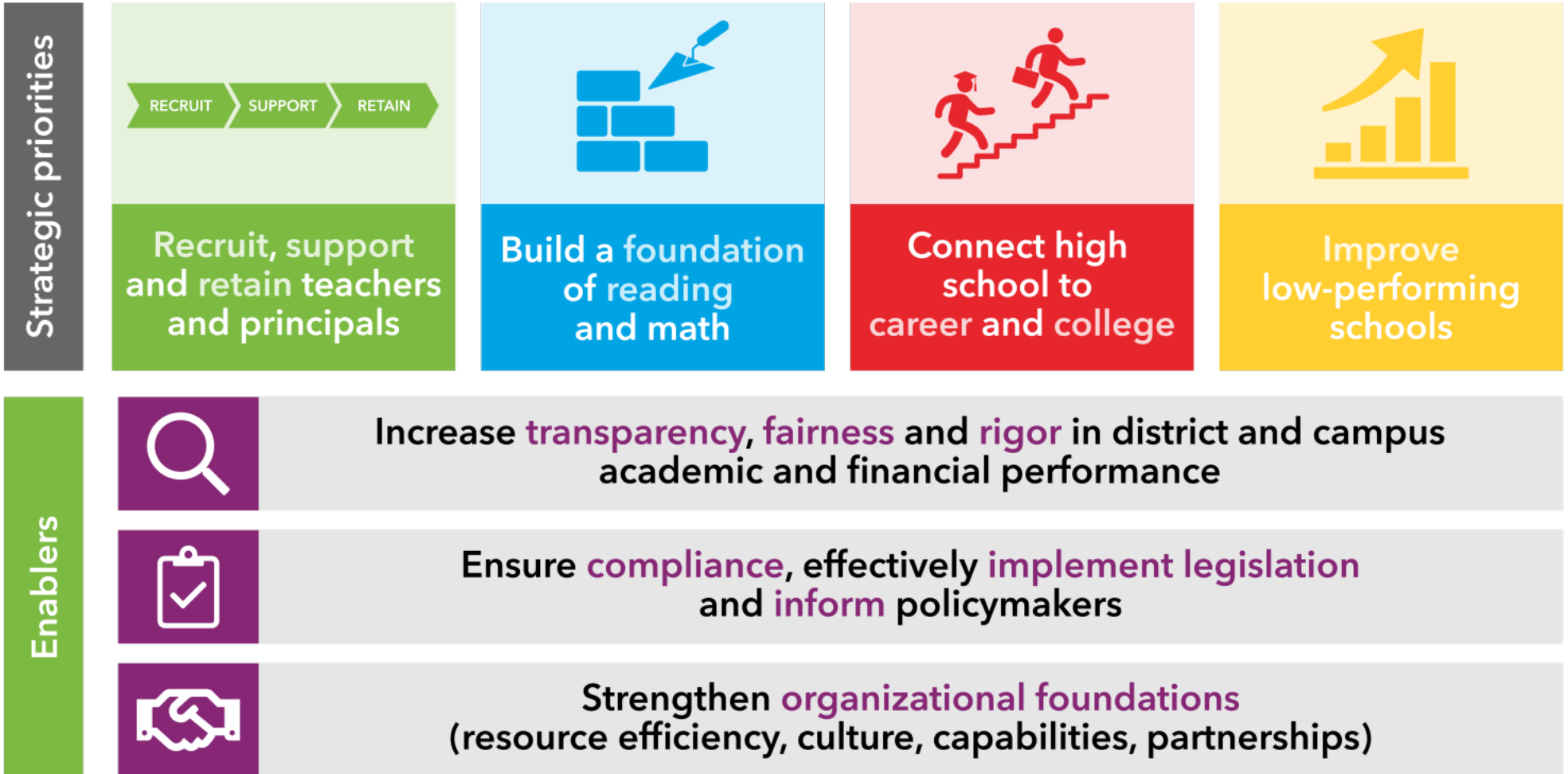
### Technology Needs

1. Upgrades are needed in the server room to protect the security of the devices and systems.
2. Some teachers need more training to use student and teacher-facing technology with fidelity.

### Technology Summary

Significant funding has been spent over the past few years to upgrade student and teacher technology. A blended learning approach is used across all subjects, integrating technology daily.

# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*

# Resources

Resource	Source
ESSER Funds	Federal
IDEA Special Education	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
Title IV Safe and Drug Free	Federal
Local Districts	Other
Local Funds	State
State Compensatory	State