



Campus Improvement Plan

2017-2022

This is a live document that will update continuously

RSA Campus Improvement Plan for five years to monitor its long-term goals. The previous years' Campus Improvement Plan summary is available upon request

Description of the School

Radiant STEM Academy is a private accredited Pre-K – High school located in Irving, Texas. We serve communities in North Texas, and currently have families from Irving, Euless, Arlington, Allen, Carrollton, Coppell, Lewisville, Grand Prairie, and Grapevine at our school. Radiant STEM Academy started on August 26, 2014 at 3636 W. Northgate Dr. Irving, TX, 75062 with 76 students from Pre-K – 5th grade and 14 staff members. Every academic year, we added one class section to an elementary grade and one additional grade level to the school. Due to this growth and trend of enrollment, the school decided to move to a new facility at 2001 W. Walnut Hill Lane, Irving, TX, 75038 in October 2016. The current campus has 50,000 sq. ft. to accommodate future growth of the school.

We maintain a low student-teacher ratio in each class to ensure abundant classroom attention shaped to the personality and learning style of each student, instead of the traditional learning style. We have students from diverse ethnic and social backgrounds and adapt instruction to each student's academic needs.

We added 9th grade from 2018-2019 academic year. We offer different high school programs; the early college program is geared towards students earning at least two years of College Level Credit along with High School Credit. Graduation plans are individualized within five endorsement areas; STEM (Health Science & Engineering), Arts and Humanities, Multidisciplinary, Public Services, and Business & Industry. Many students are taking the AP level and Dual Credit courses. Students receive ongoing counseling for college admission processes and post high school preparedness. We provide college entrance tests preparation coaching to students and holds workshops for college application processes. The counselor does weekly academic counseling sessions with students to go over their overall progress.

RSA is proud to have parent partnership and strives to provide a collaborative environment. The school flag was designed by the Sbeit family and the revised Mission Statement was contributed by Mr. Zeshan Chaudhry.

The school administration is responsible for overseeing school functions, such as class curriculum, instruction, student admission, day-to-day school operations, and employment of professional staff. The School Board is a policy-making body and has overall responsibility for financials, staff, facilities, and expansions.

In April of 2017 RSA was accredited by AdvanceEd (Cognia).

School Mission: Developing young men and women with active and creative minds into spiritual, intellectual, and social leaders of tomorrow.



School Vision: Provide a stimulating learning environment with a technological orientation across the whole curriculum, which maximizes individual potential and ensures that students of all ability levels are well equipped to meet the challenges of education and life.

School's Purpose

Radiant STEM Academy has aligned its mission, vision, goals, and philosophy of education. The leaders make sure that curricula, instructional delivery methods, social development, and character education are strongly aligned. The school leader monitors teachers through valid evaluation and observation tools to ensure that the school goals and policies are implemented productively.

We monitor our students' academic growth using data from MAP, STAAR, and curriculum-based assessments to provide structured intervention to help each student's progress and be independent learner.

At Radiant STEM Academy all four of the STEM (Science, Technology, Engineering, and Mathematic) subjects are integrated in Project based leaning style to make learning meaningful. Each day's activities instill a sense of accomplishment, as teachers help students to build a foundation for creative risk-taking strategies. The instructional approach applied is to help students to clarify options for their future studies in engineering, science, and technology fields. We foster the skills and background necessary for success in college and beyond.

Our students participate in several STEM level competitions at the national, state, and local level such as Business Professionals of America, Science and Engineering Fair, Spelling Bee, Lego League, Hour of Code, World Education, Visioneering (SMU host the real-world engineering projects competition for North Texas middle school students) and several school level competitions. Students from KG – High School grade levels have created different technology projects and have presented their projects on STEM Night.

We emphasize character education and provide opportunity for students to grow up in a learning environment that instills respect for others and their surroundings. We start our day with a morning assembly with character education theme. Parents and community members participate in our Character Education program session offered once every month providing a strong partnership to enrich our citizenship values.

The students have demonstrated leadership qualities by running different after school clubs, such as Student Council, National Honor Society, National Junior Honor Society, Red Cross Club, Debate Club, Volley Ball Club, Basket Ball Club, Soccer Club, Baking Club, and after school tutoring help. These clubs work in partnership with local community leaders (Mayor, Fire Chief, Police Chief, different charity/humanitarian organization management, local Islamic Schools' leaders, and other influential community leaders). Some of the students from KG – 5th grade was invited to the City Council to perform the Pledge of Allegiance.



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These clubs have spear headed many drives and raised funds to help with food, pantry program, JDRF (Juvenile Diabetes Research Foundation International), local disasters (tornado and winter storm), earth quake, drought relief, senior citizens shelter, teen advocacy centers, etc.

To foster leadership qualities and awareness in our students, our Middle school students visits the Texas State Capitol in Austin. During the Capitol visit, our students are able to interviews some of the state senators.

The school administration invites speakers to educate the student body on several topics; the history of the African American struggle, substance use awareness, staying healthy, STEM related career fields, Islamic scholars, traffic safety, etc.

All after school programs and activities are approved based on their abilities to promote confidence, leadership skills, and Islamic identity. Students participate in extracurricular such as, fine arts, coding, Apps development, soccer, karate, embroidery, crotchet, and public speaking.

Planning and Decision-Making Committee: 2017 -2022

Name	Title
Dr. Mohammad Mazhar Islamraja	President
Mrs. Ghazala Basharat	CEO
Mr. Mohamoud Egal	Vice President
Mrs. Mazida Malik	Principal
Mrs. Meraj Khan	Administrator
Mrs. Sherrie Hossain	Administrator
Mrs. Heena Chaudhry	Testing Coordinator
Mrs. Iman Kirmani	Teacher
Mrs. Suzi Bsaileh	Teacher
Mrs. Denise Carvin	Teacher
Mrs. Ruwida Howari	Teacher
Mrs. Asra Syeda	Teacher
Mrs. Sana Hye	Academic Counselor
Mrs. Halah Nachawati	Nurse
Dr. Raed Sbeit	Community Member
Dr. Ahed Saleh	Community Member
Mr. Amjad Khan	Parent
Mrs. Nuzhat Hye	Parent
Mrs. Amy Raza	Parent/ PTO President
Mrs. Fariyal Malik	Parent/ PTO Vice President
Mr. Mohammed Mamoon	Parent
Dr. Mustafa Yousuf	Parent



Accomplishments and Growth Areas

Family and Community Involvement	Data Used: Surveys
<p>We work closely with parents and provide several opportunities for them to be involved in several school activities. There are also several events that parents take charge in organizing. We have an active Parent/Teacher Organization, and some of our parents are involved in the Campus Improvement Plan committee.</p>	
<p>Surveys</p>	
<p>Due to a space constrain the Survey Reports are provided in a separate file.</p>	
School Context and Organization	Data Used: Newsletter, Email, Facebook, and Feedback
<p>Feedback from the staff shows positive growth in staff and administration collaboration. RSA focus on building a collaborative team and fostering a positive working environment. The administration publicly acknowledges highly effective teachers and teams for implementations of best practices and creative instructional solutions.</p> <p>The school provides lines of communication through email, newsletter, school Facebook, and the PTO (Parent Teacher Organization). Our principal also has an open-door policy for teacher, parents, and students concerns to be addressed. Additionally, to keep the lines of communication open with parents, we send out newsletter on a weekly basis to inform parents of any events, accomplishments, and other information. Parents receive students' progress update every three weeks. Our administration organized parent meetings to discuss the students' progress and academic needs. Parents are encouraged to participate at events held at the school as well. A school climate survey is also used to receive parents' feedback.</p>	
<p>Accomplishments:</p> <ul style="list-style-type: none"> ❖ The internet speed issue has been resolved ❖ RSA has a technology room and student have access to laptops. Besides laptops in the technology room, all classrooms have received extra laptops. ❖ 40 more laptops were provided to be used by students and are kept on carts. Teachers are supposed to check them out. We are able to provide more Laptops for students' use and we will acquire more as needed ❖ Every classroom is equipped with 9 laptops and technology lab has additional 20 laptops for students' use. ❖ 40 tablets are reserved for Pre-KG and KG students' use. ❖ Every classroom is equipped with a smart TV. ❖ Radiant STEM Academy Technology curriculum is aligned with National Educational Technology Standards (NETS). The technology curriculum of the Radiant STEM Academy includes concept formation and processes expressed by performance indicators. Each level of the curriculum has cross-curricular objectives that encompass hands-on approaches to student learning. Radiant STEM Academy has adopted Computer and Technology Curriculum founded on the National Educational Technology Standards (NETS) developed by ISTE (International Society for Technology in Education) and these standards are correlated with the Texas State Academic Standards for Technology (TEKS). An aim of technology curriculum is to align computer and technology skills and knowledge across grades Pre-K – High School to provide consistency and a snapshot of where students are coming from and where they are heading. 	

- ❖ From 2018-2019 academic year 5th and 4th grade technology standards are raised to the higher standard. Technology standards in these grades are aligned with High School level TEKS (Texas Essential Knowledge and Skill). Details are provided in technology curriculum.
- ❖ Teachers received technology use and implementation training from CEO, department head, and Region 10.
- ❖ Teachers are required to integrate state technology standards (TEKS) and RSA standards in different content areas.
- ❖ Middle – High school has a highly-qualified computer science teacher.
- ❖ RSA has set up an expectation and follow up procedures to monitor students’ technology use and instructional delivery.
- ❖ Middle school students have computer science class where students learn programing. This class has high school credit requirements.
- ❖ Middle - High school students are allowed to bring their own laptops upon going over RSA’s technology use policy and providing signed consent from parents.
- ❖ RSA has purchased several online resources from different publishers.
- ❖ All of the textbooks have online students’ and teachers’ edition with several activities.
- ❖ Pre-K, Quran/Islam, and Arabic department have received enough tablets for every student to use. Tablets are released to the teachers in the beginning of the school year.
- ❖ RSA created its own Arabic Scope and Sequence following TEKS LOTE standards.
- ❖ RSA created its own Islam, and Quran Scope and Sequence following Islamic Organization standards.
- ❖ RSA started offering PSATs, Advance Placements, and Texas Success Initiative assessments to its students from 9th grade level.
- ❖ The Art Curriculum for Elementary and High School has been successfully implemented. We may start an Art pilot program for Middle school in late Spring 2022
- ❖ The goals set for the PE department have been accomplished. RSA boys’ and girls’ basketball teams are currently in competition with other local Islamic School teams. We have invested in various PE equipment for indoor and outdoor activities.
- ❖ Our COVID19 Task Force Team works diligently to keep our school community safe, they closely monitor and keep us updated with current situations.
- ❖ All clubs; BPA, NHS, Student Council, and Red Cross are very active and running smoothly
- ❖ From the Spring Semester of 2022 we added a government course (US Govt) to our High School program.
- ❖ RSA students have won in several academic levels’ competitions at Regional, State, and National levels through Business Professionals of America.

Areas of Growth:

- ❖ Due to Covid19 which affected our budget, there has been a delay in the extension of the gym and cafeteria.
- ❖ To accommodate the growing number of students, we will need more classrooms and restrooms on the 2nd floor of building
- ❖ Hiring a part time guidance counselor for next school year.
- ❖ More parents' involvement in different committees, PTO, and event hosting.
- ❖ Discouraging students' inappropriate social media use
- ❖ Improving Students' attendance



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- ❖ There is a need for a coordinated health program to be implemented to educate students of their growing needs and providing some basic information related to flu, lice, asthma, etc.
- ❖ Due to Covid19 RSA community experienced loss of their family members and friends. This has placed stress and challenges in faculty members, parents, and students lives. Therefore, the plan for the school year 2022-2023 is to focus on developing a common vision, purpose, and direction by ensuring that we focus on excellence and help each other reach the set goals.

Challenges:

To bring back PTO to be active at school. Due to COVID-19 precautionary measure PTO is not engaged and has cancelled most of the on-campus events.

Comprehensive Needs Assessment 2017 – 2022

RSA maintains continuous need assessment for five years to monitor its long-term goals

A Comprehensive Needs Assessment was conducted with the Committee on:

Meeting Date	Purpose	Number of Attendees	Data Sources Examined
12/17/2021	<ul style="list-style-type: none"> Reviewed different crisis managements drills that took place so far and set up the measures to keep on improving Finalized the next crisis management training for teachers Finalized that the teacher will be required to receive 8 hours of the crisis management training provided by Texas State Safety Center https://txssc.txstate.edu/events/sbta-trainings/ 	11	Texas State Safety Center website Drills logs and feedback End of the year logistics
12/1/2020	<ul style="list-style-type: none"> Followed up on COVID-19 positives cases Met with task force core members to discuss the new COVID-19 variant precautionary measures Reviewed building management check list 	6	CDC website building management check list
9/17/2021	<ul style="list-style-type: none"> Followed up on COVID-19 positives cases Reviewed COVID-19 preparedness plan Crisis Management staff training protocols 	6	COVID-19 Handbook and precautionary measures policies Crisis Management Handbook CDC website
8/20/2021	<p>COVID-19</p> <ul style="list-style-type: none"> Precautionary measure Preparedness update Back up person in case of emergency Administration access and training on all necessary component <p>Communication</p> <ul style="list-style-type: none"> Copying rsa.management@radiantstem.com in any mass email, working with vendors, communicating with parents 	4	COVID-19 Handbook and precautionary measures policies Building Management Check list FACTS (Portal System) Event policies Job Description

	<p>regarding general students' absence or health issues.</p> <p>Job Distribution and Responsibilities</p> <ul style="list-style-type: none"> • Creating a job chart <p>Follow up on Building Management</p> <ul style="list-style-type: none"> • Cleaning crew contact information • Day cleaning crew detailed schedule <p>Follow up on Teachers' Absence and Substitute</p> <ul style="list-style-type: none"> • Substitute list with contact information • Notification system • Utilizing staff <p>Event Responsibilities</p> <ul style="list-style-type: none"> • Distributing events to be managed by different administration • Setting time frame to follow up on events preparedness, logistics, and protocols <p>Daily Reporting to Mrs. Mazida Malik</p> <ul style="list-style-type: none"> • Tasks accomplished • Share personal, staff, students, parents, vendors, custodian, etc. concerns • Go over unexpected plan or incidents • Go over any new tasks 		
7/13/2021	<ul style="list-style-type: none"> • Getting ready for on Campus Instruction plan, procedures, and processes 	4	CDC website COVID-19 Handbook and preparedness policies
5/21/2021	<ul style="list-style-type: none"> • After school tutoring requirements and progress monitoring. • Reviewed Middle school course plan. • Reviewed High school course plan. • Finalized the intervention plan for Elementary students due to the loss of academic achievements caused by COVID-19 virtual instruction. 	12	Campus Improvement Plan Different assessment reports Middle School Handbook High School Handbook MAP Data
5/7/2021	<ul style="list-style-type: none"> • Updated on the progress made. • Added new goals that we needed to work on. • Analyzed MAP, STAAR, and PSAT data • Review the STAAR readiness and concerns 	5	Campus Improvement Plan Different assessment reports TEA guidelines for 2021-2022 academic year Curriculum Maps

	<ul style="list-style-type: none"> Set guidelines to reteach the Math and ELAR concepts during the first grading period of 2021-2022 academic year to Elementary and Middle school. Came up with the intervention plans to enhance students learning during and after school time Went over the resources needed to catch up on the instruction and social activities needed. Supplemental resources for advance and At-Risk students. 		TEKS
4/7/2021	<ul style="list-style-type: none"> Reviewed campus needs assessments and updated the goals that were accomplished or needs time to accomplish, some goals were also added or delayed due to COVID-19 unprecedented effect on overall school function; Instructional, budget, building expansion, etc. 	8	CIP
3/16/2021	<p>Urgent meeting called again due to COVID-19</p> <ul style="list-style-type: none"> Went over the protocol to support students who maybe going through hardship due to some family emergency Went over how to provide assistance to teachers in case of their family emergencies Came up with strategies for a support system to help different family members if situations arise Came up with different plan of actions in case the virtual classroom systems or internet are not working Went over monitoring students' progress and attendance Laid out the processes for online assessments (AP, MAP, Final Exam, STAAR/EOC aligned Exams) 	7	Tuition structure Current news CDC website
12/9/2020	<ul style="list-style-type: none"> Spring on campus reopening Finalized events for 2021-2022 academic year 	11	Event Calendar Survey data Task force doctor's advice



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			CDC website
12/3/2020	<ul style="list-style-type: none"> Spring on campus reopening 	10	Survey data Task force doctor's advice CDC website
10/22/2020	<ul style="list-style-type: none"> Spring on campus reopening 	8	Survey data Task force doctor's advice CDC website
10/1/2020	<ul style="list-style-type: none"> Fall on campus reopening Finalized 2021-2022 academic year calendar 	11	Academic Calendar Survey data Task force doctor's advice CDC website
7/14/2020	<ul style="list-style-type: none"> Reponing school planning 	10	Survey data Task force doctor's advice CDC website
7/10/2020	<ul style="list-style-type: none"> Reponing school planning 	10	Survey data Task force doctor's advice CDC website
5/22/2020	<ul style="list-style-type: none"> Set the dates to meet during the summer break to continue monitoring the COVID situation and opening of the school next school year Went over the budget details for this school year The gym will not be constructed in the summer due to COVID-19 related budget constraint. However, extra equipment will be installed for outdoor PE activities The Science lab construction will continue as planned during the summer break 	7	Tuition structure Staff salary Expense details
5/11/2020	<ul style="list-style-type: none"> Finalized events for 2020-2021 academic year Set strategies for Parents Involvement Updated Campus Need Assessments Analyzed PSAT data Went over School Climate Survey 	7	Academic calendar CIP Assessments reports Climate surveys

In the Spring of 2020, we have called for an urgent CIP member meeting in wake of the unprecedented situation that we are facing due to the COVID-19 virus. We were looking for

members' suggestions and help in laying out plans for the remaining three months of the school year. Our top priority is to make sure our students, staff, and other stakeholders are safe and healthy by following the CDC guidelines. The next biggest task is to make sure our students are not suffering academically and are receiving quality education services through virtual sessions. We started preparing for virtual learning option by the end of February following the news. Our faculty members were trained in delivering virtual classrooms and parents from all grade levels were offered training as well on usage by second week of March.

4/9/2020	<p>Urgent meeting called again due to COVID-19</p> <ul style="list-style-type: none"> Went over the importance of parents' involvement in maintaining students' wellbeing Went over students, parents, and staff counseling needs during this stressful time. Went over procedure to keep stakeholders informed of Health Awareness protocols set by CDC Went over the plan to avoid social interaction in close proximity Went over the possibilities of STAAR and EOC assessments to be cancelled by TEA Finalized to cancel the Spring MAP testing and final exams for middle and high. AP exams will be continued because the College Borad has not cancelled, them yet. 	8	<p>CDC website Local News Texas Department of Health</p>
3/29/2020	<p>Urgent meeting called again due to COVID-19</p> <p>Went over the special week one virtual learning survey data to improve the instruction qualities and to assist teachers</p>	11	<p>Week one Virtual Learning Survey</p>
3/10/2020	<p>Urgent meeting called again due to COVID-19 spread at Dallas County</p> <ul style="list-style-type: none"> Reviewed school preparedness Events cancelation Formed special Task Force to manage stakeholders' safety during this unprecedent time. 	10	<p>Local and national news CDC website Academic calendar</p>
2/21/2020	<p>Urgent meeting called due to COVID-19 alarming news</p>	8	<p>Local and national news CDC website</p>

	<ul style="list-style-type: none"> Went over students, staff, parents, and other stakeholder’s safety concerns and protocols to follow Came up with the plan to train all stakeholders (Staff, students and parents) to use virtual learning instructional mode if necessary Finalized the dates for the virtual learning platforms (Zoom and Google Classroom) training to staff, students, and parents Set the strategies for robust staff training and on the use of online resources Set the due dates to finalize expectations, goals, and different logistic of virtual instruction accountabilities Formed special task force Started working on the virtual learning polices, learning expectations, instructional deliveries, managing different accountabilities, and reaching out to parents for their feedback 		
2/12/2020	Review and finalize 2020-2021 academic year calendar	6	2020-2021 academic year calendar 2020-2021 academic year calendar parents survey report
9/26/2019	<ul style="list-style-type: none"> Went over the progress on adding Gym and Science lab from 2020-2021 school year It’s finalized that construction for Gym will start from end of May 2020 during the summer break time and Science Lab work will start from end of June 2020 Went over the elementary teachers receiving Art training at Region 10 Finalized one master Art teacher who went over intense Art training. This teacher will lead Elementary Art department and mentor other teachers 	8	Region 10 training calendar
7/19/2019	<ul style="list-style-type: none"> Review Campus needs assessments 	8	CIP

	<ul style="list-style-type: none"> Review procedures for High school students' academic counseling Set goals for monitoring Teen Health and Social Interaction Went over Climate Survey 		Staff and Parents feedback Surveys School Calendar Youth Mental Health First Aid resources
6/21/2019	<ul style="list-style-type: none"> Reviewed Crisis Management Plan and updated policies Reviewed campus needs assessments and updated the information 	10	Crisis Management Handbook and CIP Record
5/24/2019	<ul style="list-style-type: none"> Went over MAP data Updated High school courses and plans Shared the accomplishments Went over the technology goals and implementation accomplishments Went over the areas of growth Went over academic counselor's responsibilities Reviewed parents' involvement at school Went over teachers' observation data of Arabic and Quran/Islamic Studies instructional delivery effectiveness 	7	MAP Data High School Handbook Technology Standards: National Educational Technology Standards (NETS), ISTE (International Society for Technology in Education), and Texas State Academic Standards for Technology) Arabic Diagnostic Assessments PDAS Reports PTO Meeting Minutes
4/3/2019	Reviewed <ul style="list-style-type: none"> High school courses and programs Internship Program Volunteering opportunities Advance Placement Dual Credit Summer research programs College visits PSAT NMSQT College entrance exams 	10	High School Course Handbook College Board Website for Advance Placement training at UTD (University of Texas at Dallas) Apply Texas DCCCD (Dallas Conty Community College)
1/22/2019	<ul style="list-style-type: none"> High school courses, Dual Credit and Advanced Placement programs Internship Program and Volunteering Academic Counselor 	8	High School Course Handbook College Board Website for Advance Placement

			Dallas County Community College Fall semester students' report Academic Councilor's meetings report
1/25/2019	<ul style="list-style-type: none"> Reviewed campus needs assessments and added some goals needed MAP Fall data analysis summary Reviewed 2019-2020 school calendar Upcoming events and competition update <ul style="list-style-type: none"> ➤ Annual Function ➤ College and Career Awareness ➤ Science Fair ➤ Spelling Bee ➤ Robotics Competition ➤ BPA Competition Updated on Middle and High school courses being offered 	7	CIP School Calendar Event Calendar Middle and High School Course Handbook
12/14/2018	<ul style="list-style-type: none"> Finalized to add Art in Elementary grades and High school from 2020-2021 academic year. In 2019-2020 academic year elementary teachers will be attending workshops at Region 10 to receive required training to teach Art. We will hire high school teacher to teach Art Went to over offer Governments and Economics to high school students from 2021-2022 academic year. As will have enough students by that time. 	9	High School Handbook Parents' and teachers' suggestion
9/20/2018	<ul style="list-style-type: none"> Went over the need to have a bigger gym and science lab from 2020-2021 academic year as our student's population is growing and we will be adding 11th grade. 	6	School Portal Gym and Science teachers' feedback
2/7/2018	<ul style="list-style-type: none"> We over T-TESS teachers' evaluation processes and implementation date. Set the T-TESS training due date T-TESS pilot program will be from 2019-2020 academic year. The implemented will be from 2020-2021 	6	Teacher evaluation handbook PDAS T-TESS website

	academic year. We will not use PDAS from 2020-2021.		
1/24/2018	<ul style="list-style-type: none"> • High school courses and programs • Internship Program and Volunteering Advance Placement Certification • Academic Counselor • Future mission statement plan 	10	High School Course Handbook College Board Website for Advance Placement training at UTD (University of Texas at Dallas)
1/16/2018	<ul style="list-style-type: none"> • Reviewed 2018-2019 school calendar • High school courses, programs, endorsements, volunteering, counseling, etc. 	6	School Calendar Event Calendar High School Course Handbook
12/16/2017	<ul style="list-style-type: none"> • Reviewed campus needs assessments and added some goals needed • MAP Fall data analysis summary • Reviewed 2016-2017 school calendar and provided feedback for 2017-2018 school calendar • Upcoming events and competition update <ul style="list-style-type: none"> ➢ Annual Function ➢ College and Career Awareness ➢ Science Fair ➢ Spelling Bee ➢ Robotics Competition ➢ BPA Competition • Updated on Middle school courses being offered • Update on Arabic and Quran/Islam instructional delivery aligned with RSA standards 	8	CIP School Calendar Event Calendar Middle School Course Handbook Arabic/Quran/ Islam Scopes and Sequences
10/25/2017	<ul style="list-style-type: none"> • MAP Fall data analysis summary • Update on High school course and plans • Accomplishments • Technology Implementation • Arabic instructional delivery • Areas of Growth • Teachers' Certification • Academic Counselor • Parents Involvement • Teachers Evaluation (PDAS) • T-TESS Implementation Processes 	7	MAP Data High School Handbook Technology Standards: National Educational Technology Standards (NETS), ISTE (International Society for Technology in Education), and Texas State Academic Standards for Technology)



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			Arabic Diagnostic Assessments PDAS Reports T-TESS Implementation Documents PTO Meeting Minutes
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Comprehensive Needs Assessment (CNA) Summary 2017-2022

RSA maintains continuous need assessment summary for five years to monitor its long-term goals. The previous years' Comprehensive needs assessment summary is available upon request

Introduction:

Data used to conduct these comprehensive needs assessment were taken from several sources. The data is prepared by Edugence, the Radiant STEM Academy data analysis service provider. Edugence consolidates data from the STAAR, MAP, and RSA student information into the RSA portal. Students' attendance data is also used. Other resources were used such as; surveys, curriculum maps, benchmark analysis, staff feedbacks, and students' intervention plans.

Number of Students Enrolled:	Data Used: Yearly Enrollment Data
2021-2022: 278 Number of students enrolled	
2020-2021: 195 Number of students enrolled (The enrollment went down due to COVID 19 as some parents lost their job. Other parents decided to homeschool their children or send to the school that offer free instruction)	
2019-2020: 267 Number of students enrolled	
2018-2019: 259 Number of students enrolled	
2017-2018: 236 Number of students enrolled	
Number of Staff:	Data Used: Teachers Record from FACTS (Portal System)
2021-2022: 34 Number of Teachers/Faculty	
2020-2021: 31 Number of Teachers/Faculty (Due to couple of teachers opting to work part time we added one teacher to fill the teaching assignment needed)	
2019-2020: 30 Number of Teachers/Faculty	
2018-2019: 26 Number of Teachers/Faculty	
2017-2018: 28 Number of Teachers/Faculty	
Students Attendance:	Data Used: Calendar
2021-2022: 176 Number of Days for students	
2020-2021: 175 Number of Days for students	
2019-2020: 175 Number of Days for students	
2018-2019: 175 Number of Days for students	
2017-2018: 175 Number of Days for students	
Staff Attendance:	Data Used: Calendar
2021-2022: 186 Number of Days for teachers	
2020-2021: 186 Number of Days for teachers	
2019-2020: 187 Number of Days for teachers	
2018-2019: 187 Number of Days for teachers	
2017-2018: 189 Number of Days for teachers	



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The attendance record is posted on first week of June. After the school year ends.

The administration and principal manage attendance records and follow up with the parents if students have lots of absences or tardies. The school requires parents to provide documentation for the reason of absence/tardies. Parents are also required to provide a note from a doctor for excuse absences. In order to raise the attendance of students who are habitually tardy and absent school may require students to attend school during the summer to make up the missed days before promoting to the next grade level. The principal also sets up parent meetings to discuss the next steps for improving their child's attendance rate.

2021 - 2022 Average Daily Attendance

Ongoing as we are still on session: For School Days: 81
The attendance rate for the 2021-2022 school year showed that our Average Daily Attendance (ADA) was 93.34%.

2020 - 2021 Average Daily Attendance

COVID-19: Virtual Learning

The attendance rate for the 2021-2022 school year showed that our Average Daily Attendance (ADA) was 98.13%.

Please note this school year instruction was virtual due to COVID-19.

2019 - 2020 Average Daily Attendance

The attendance rate for the 2019-2020 school year showed that our Average Daily Attendance (ADA) was 96.22%. This school year we implemented Saturday makeup sessions that improved the overall attendance.

Needs Improvement:

We have issues with parents picking up Middle – High school students with elementary grade siblings on Fridays. Middle – High school dismissal time on Friday was 1:30 PM and Elementary dismissal was at 1:00 PM. Parents picked up these group of students early to take them to the mosque for the Friday congregation prayer. Even though the students were able attend the congregation prayer after the designated dismissal time but parents were not cooperative. From next school year we will shorten the Friday assembly and dismissal for all grade level Elementary-High school students will at 1:15 PM. This will prevent Middle-High school students being picked up early.

Please note from Spring on 2020 the instruction was virtual due to COVID-19.

2018 - 2019 Average Daily Attendance

The attendance rate for the 2018-2019 school year showed that our Average Daily Attendance (ADA) was 93.32%

Needs Improvement:

Tardies are still problem and parents travelling with the students before or after long break time (Spring, Thanksgiving, and Winter Breaks) are still a problem. We required the parents to meet with the administration for continuous tardies and travelling issues. From next school year we will require students to attend Saturday make up session. We also notice excessive tardies in the month of Ramadan. From next school year (2019-2020) to reduce this, our school time will start at 8.15 am during the month of Ramadan.

2017-2018 Average Daily Attendance

The attendance rate for the 2017-2018 school year showed that our Average Daily Attendance (ADA) was 92.50%.

Needs Improvement:



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Tardies are still problem. Parents also travel with the students before or after long break time (Spring, Thanksgiving, and Winter Breaks). Due to these reason instructions time is lost for the absent students and it affect their academic progress. We have to use after school or tutoring sessions to catch up with the loss of content in order to close the gaps. Several automated reminders were sent to the parents and we sent email notification as well.

Demographics		Data Used: Students' and Teachers' Record on FACTS		
Student and Teacher Ethnicity: 2021-2022				
Ethnicity	Number of Students	Students Percent	Number of Teachers	Teachers Percent
Asian	198	71%	21	58.50
White	62	22.50%	13	36%
African American	18	6.50%	2	5.50%
Hispanic		1%	N/A	N/A
Not Reported	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Economically Disadvantaged Students	N/A	N/A	N/A	N/A
Limited English Proficiency Students	N/A	N/A	N/A	N/A

Demographics		Data Used: Students' and Teachers' Record on FACTS		
Student and Teacher Ethnicity: 2020-2021				
Ethnicity	Number of Students	Students Percent	Number of Teachers	Teachers Percent
Asian	135	71%	21	70%
White	41	21%	7	23.33%
African American	15	8%	2	6.67%
Hispanic	N/A	N/A	N/A	N/A
Not Reported	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Economically Disadvantaged Students	N/A	N/A	N/A	N/A
Limited English Proficiency Students	N/A	N/A	N/A	N/A



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Demographics			Data Used: Students' and Teachers' Record on FACTS	
Student and Teacher Ethnicity: 2019-2020				
Ethnicity	Number of Students	Students Percent	Number of Teachers	Teachers Percent
Asian	182	68.16%	21	67.75%
White	69	26%	9	29.03%
African American	16	6%	1	3.22%
Hispanic	1	.50%	N/A	N/A
Not Reported	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Economically Disadvantaged Students	N/A	N/A	N/A	N/A
Limited English Proficiency Students	N/A	N/A	N/A	N/A

Demographics			Data Used: Students' and Teachers' Record on FACTS	
Student and Teacher Ethnicity: 2018-2019				
Ethnicity	Number of Students	Students Percent	Number of Teachers	Teachers Percent
Asian	182	71%	19	74%
White	54	21%	6	23%
African American	20	8%	1	3%
Hispanic	N/A	N/A	N/A	N/A
Not Reported	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Economically Disadvantaged Students	N/A	N/A	N/A	N/A
Limited English Proficiency Students	N/A	N/A	N/A	N/A



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Demographics		Data Used: Students' and Teachers' Record on FACTS/Renweb		
Student and Teacher Ethnicity: 2017-2018				
Ethnicity	Number of Students	Students Percent	Number of Teachers	Teachers Percent
Asian	169	72%	21	75%
White	50	21%	5	18%
African American	17	7%	2	7%
Hispanic	1	.50%	N/A	N/A
Not Reported	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Economically Disadvantaged Students	N/A	N/A	N/A	N/A
Limited English Proficiency Students	N/A	N/A	N/A	N/A

Gender Demography: 2021-2022		Data Used: Admission Record on FACTS	
Female Students	Number of Students: 155	Percent of Students: 56%	
Male Students	Number of Students: 123	Percent of Students: 44%	
Gender Demography: 2020-2021		Data Used: Admission Record on FACTS	
Female Students	Number of Students: 102	Percent of Students: 53.40%	
Male Students	Number of Students: 89	Percent of Students: 46.60%	
Gender Demography: 2019-2020		Data Used: Admission Record on FACTS	
Female Students	Number of Students: 150	Percent of Students: 56.18%	
Male Students	Number of Students: 117	Percent of Students: 43.82%	
Gender Demography: 2018-2019		Data Used: Admission Record on FACTS/Renweb	
Female Students	Number of Students: 145	Percent of Students: 56%	
Male Students	Number of Students: 111	Percent of Students: 44%	
Gender Demography: 2017-2018		Data Used: Admission Record on FACTS/Renweb	
Female Students	Number of Students: 130	Percent of Students: 54%	
Male Students	Number of Students: 106	Percent of Students: 46%	

Assessment, Curriculum, and Instruction	Data Use: MAP reports, STAAR Results, PSAT Reports, ABenchmark analysis. The assessment reports are available upon request.
<p>Assessment: RSA analyzes assessment results from common assessments, Advanced Placement, PSAT, benchmarks, MAP, and STAAR, data to drive the instructional focus for teaching in order to increase student achievement. Based on the results from this analysis, teachers will target students for after school tutoring and small group instruction.</p> <p>The Measurement of Academic Progress (MAP) assessment is administered three times a year to KG-8th grade and some of the high school (new students or at risk) students. Analysis of MAP reports helps us to differentiate instruction and improve instructional delivery. MAP data compares each student's performance to the average class performance, the average school district performance at</p>	



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that grade level, and the average national performance at the grade level. In addition, it shows which grade level the student is performing at, the student’s growth from past assessments, and the student’s projected growth. The data also provide objectives the student needs to master to meet the projected growth, and instruction is then tailored to meet individual student needs. We also administer the State of Texas Assessments of Academic Readiness (STAAR) assessments and compare student performance data with MAP data.

These Measurement of Academic Progress (MAP) assessments are administered to the grade level:

- Kindergarten – 2nd Grade: Reading and Math
- 3rd – 7th Grade: Reading, Math, Language Arts (Writing), Science
- 8th Grade: Reading, Algebra I, Language Arts (Writing), Science
- *High School (new students or at risk): Reading, Math (Algebra I or Geometry), Language Arts (Writing), Science (Biology)

Data Use: Fall - Spring MAP reports, PSAT reports, Advanced Placement reports, STAAR Results, Benchmark analysis

*From 2018 - 2019 school year we started administering AP exams and PSAT tests because we have added 9th grade

Due to a space constrain MAP, STAAR, Advanced Placement, and PSAT reports are provided in a separate file.

2021-2022	MAP and STAAR Data Analysis Details
We have not administered STAAR and Spring MAP tests yet	
2020-2021	MAP and STAAR Data Analysis Details
<p>Note: Majority of our students didn’t take the STAAR tests this school year because they were not comfortable to come back on campus due to COVID-19. Therefore, we don’t have sufficient STAAR data for elementary and middle school. MAP data analysis is shared below.</p> <p>Spring MAP Report Analysis: After analyzing the Spring MAP report, we noticed loss of learning in all content areas in all grade levels. Due to the virtual learning this academic year students didn’t master the required state standards. Therefore, we are requiring teachers to reteach the concepts in Math and Reading when students return back for 2021-2022 academic year. We are requiring reteaching Math and Reading concepts and have added extra class period on Fridays for reteaching and reinforcing the skills that needs to be mastered.</p>	
2019-2020	MAP and STAAR Data Analysis Details
<p>Due to COVID-19 TEA (Texas Education Agency) cancelled SATAAR testing this school year. Radiant STEM Academy was also not able to take Spring MAP testing due to COVID-19. Therefore, we don’t have data to these testing.</p> <p>Winter MAP Report Analysis: Data from mid-year (Winter 2020) MAP assessments that were administered in January – February 2020 was used to monitor students’ progress and teachers’ accountability. The data obtained from these assessments demonstrated that students from most of the grade level have progressed significantly in all content areas tested. 3rd and 4th grades did not meet the Math projected growth. 8th grade did not meet the Reading projected growth. 5th grade did not meet the Language Arts (writing) projected growth. 3rd, 4th, 7th, and 8th grades did not meet the Science projected growth.</p> <p>Need to Improve On:</p>	



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- ❖ 3rd and 4th grade teachers will provide more time in helping students individually during group and whole class activities.
- ❖ 3rd and 4th grade students will use class laptops during center times to work on assigned math activities.
- ❖ 3rd and 4th grade teachers will use interactive math activities during morning warmup time.
- ❖ 3rd and 4th grade teachers will update math center and provide sufficient time for students to work on problem solving strategies use manipulatives. Teachers will set goals for students to work on Khan academy
- ❖ 5th grade teacher will assist students and provide more opportunities for students to write for different fun filled purposes. Teacher will dedicate time in helping students individually to conference and go over the skills that needs to be mastered.
- ❖ 8th grade teachers will help students in improving reading comprehension skills by providing more times in teachers assisted reading time.
- ❖ 3rd, 4th, 7th, and 8th grade teachers will emphasize and reading comprehension skills since students were having hard time comprehending the passages. Teachers should let students do lab activities using the reading materials that has the concepts and experiment (activities) expectations.

Need to Improve On:

Curriculum: Teachers will be required to receive training from Region 10 on improving center activities, conferencing with students and differentiating instruction. Department heads will mentor teachers and will provide individualized training during staff developmental days and PLCs. Administration will also help these teachers to receive any needed help and assistance.

2018-2019

MAP and STAAR Data Analysis Details

Note:

- Our students took Algebra I in 8th grade, therefore, we don't administer 8th grade Math STAAR Assessment.
- We added 9th grade this school year. Therefore, from this school year the high school students took Biology and English I EOC Assessments.
- Two students from 8th grade took 7th grade Math STAAR assessment. One of the students who was new to didn't take any STAAR assessments previously because he was homeschooled. The other students didn't pass the 7th grade Math STAAR the last school year. These students were receiving intervention because their Math skills were several grade levels below and was not able to take 8th grade Math or Algebra I. Therefore, they took 7th grade Math STAAR assessment.

Data from mid-year (Winter 2019) MAP assessments that were administered in January – February 2019 was used to monitor students' progress and teachers' accountability. The data obtained from these assessments demonstrated that students from most of the grade level have progressed significantly in all content areas tested. 3rd grade did not meet the Reading projected growth. 4th and 5th grades did not meet the Math projected growth.

Need to Improve On:

- ❖ 3rd grade teachers will help students in improving reading fluency by providing more times in teachers assisted reading time.
- ❖ 3rd grade students will use class laptops during center times to work on assigned reading activities.
- ❖ 4th and 5th grade teachers will use interactive math activities during morning warmup time.
- ❖ 4th and 5th grade teachers will update math center and provide sufficient time for students to work on problem solving strategies use manipulatives. Teachers will set goals for students to work on Khan academy

Need to Improve On:



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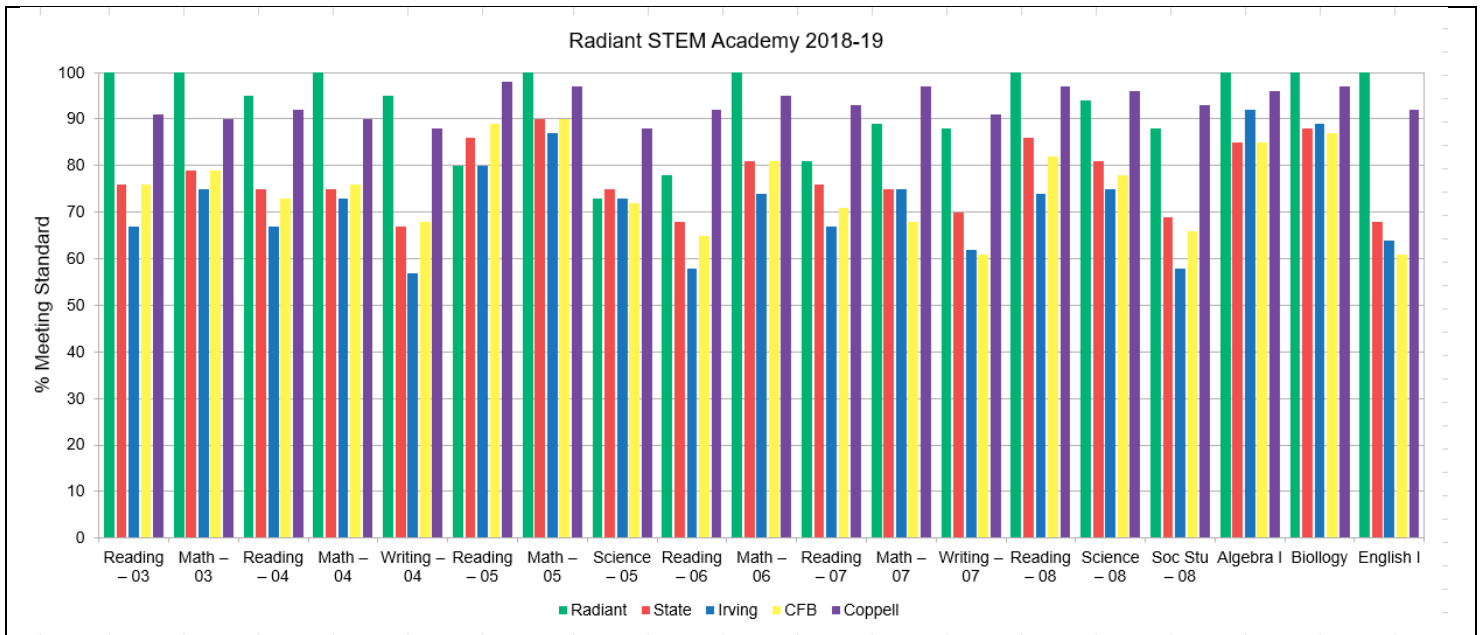
Curriculum: Teachers will receive training on improving center activities to let students practice the skills needed. Teachers will be trained on reteaching the objectives not mastered by students. Administration will require teachers to receive recommended training from Region 10 and will provide individualized training during staff developmental days and PLCs. Administration will also assign mentors for these teachers to receive any needed help and assistance.

Achievement: STAAR 2018-2019 Data

2018-2019 STAAR DATA Analysis										
# of Students	Grade	Subject	Masters		Meets		Approaches		Did Not Meet	
			#	%	#	%			#	%
24	3	Reading	16	67	19	79	24	100	0	0
24	3	Math	9	38	18	75	24	100	0	0
19	4	Reading	9	47	16	84	18	95	1	5
19	4	Math	5	26	12	63	19	100	0	0
19	4	Writing	5	26	15	79	18	95	1	5
15	5	Reading	6	40	7	47	12	80	3	20
15	5	Math	9	60	14	93	15	100	0	0
15	5	Science	4	27	7	47	11	73	4	27
9	6	Reading	2	22	6	67	7	78	2	22
9	6	Math	7	78	8	89	9	100	0	0
16	7	Reading	10	63	12	75	13	81	3	19
18	7	Math	8	44	13	72	16	89	2	11
16	7	Writing	10	63	11	69	14	88	2	13
14	8	Reading	7	50	11	79	14	100	0	0
16	8	Science	6	38	8	50	15	94	1	6
16	8	Social Studies	6	38	7	44	14	88	2	13
16	8	Algebra I	14	88	14	88	16	100	0	0
13	9	Biology	6	46	13	100	13	100	0	0
13	9	English I	4	31	13	100	13	100	0	0



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2017-2018

MAP and STAAR Data Analysis Details

Note:

- Our students take Algebra I in 8th grade, therefore, we don't administer 8th grade Math STAAR Assessment.
- One of the students in 5th grade didn't take Science STAAR test. One of the students in 6th grade didn't take Math STAAR test. Due to some family emergency these students were out of town and didn't attend the school for several days.

Data from mid-year (Winter 2017) MAP assessments that were administered in January – February 2018 was used to monitor students' progress and teachers' accountability. The data obtained from these assessments demonstrated that students from most of the grade level have progressed significantly in all content areas tested. 3rd grade did not meet the Mathematic projected growth. 2nd grade did not meet the Reading projected growth.

Need to Improve On:

- ❖ 3rd grade teachers will use interactive math activities during morning warmup time.
- ❖ 3rd grade teachers will update math center and provide sufficient time for students to work on problem solving strategies use manipulatives. Teachers will set goals for students to work on Khan academy.
- ❖ 2nd grade teachers will help students in improving reading fluency by providing more times in teachers assisted reading time.
- ❖ 2nd grade students will use class laptops during center times to work on assigned reading activities.

Need to Improve On:

Curriculum: Teachers will receive training on improving center activities to let students practice the skills needed. Teachers will be trained on reteaching the objectives not mastered by students. Administration will require teachers to receive recommended training from Region 10 and will provide individualized training during staff developmental days and PLCs. Administration will also assign mentors for these teachers to receive any needed help and assistance.

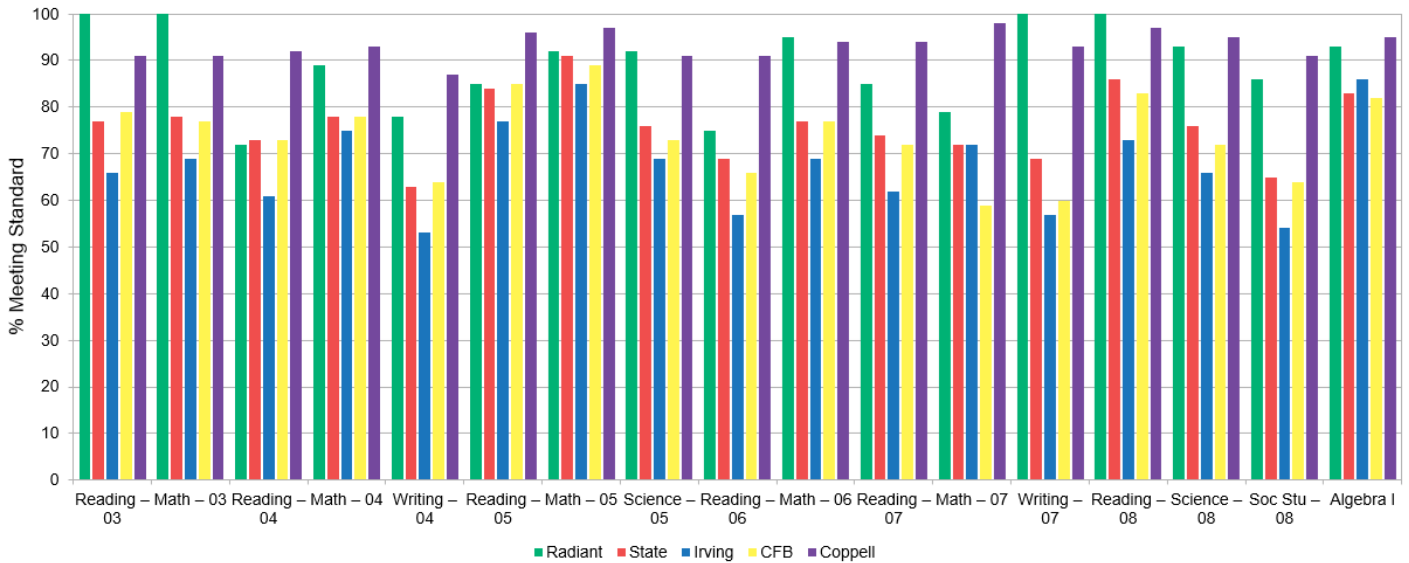


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Achievement: STAAR 2017-2018 Data

2017-2018 STAAR DATA Analysis										
# of Students	Grade	Subject	Masters		Meets		Approaches		Did Not Meet	
			#	%	#	%			#	%
19	3	Reading	6	32	12	63	19	100	0	0
19	3	Math	7	37	15	79	19	100	0	0
18	4	Reading	5	28	8	44	13	72	5	28
18	4	Math	3	17	9	50	14	78	4	22
18	4	Writing	6	33	13	72	18	100	4	22
13	5	Reading	7	54	10	77	11	85	2	15
13	5	Math	9	69	11	85	12	92	1	8
12	5	Science	4	33	7	58	11	92	1	8
20	6	Reading	6	30	9	45	15	75	5	25
19	6	Math	7	37	13	68	18	95	1	5
13	7	Reading	5	38	9	69	11	85	2	15
13	7	Math	3	23	6	46	11	85	3	23
13	7	Writing	3	23	11	85	13	100	0	0
14	8	Reading	7	50	11	79	14	100	0	0
14	8	Algebra I	3	21	7	50	13	93	1	7
14	8	Social Studies	7	50	5	36	12	86	2	14
14	8	Science	4	29	9	64	13	93	1	7

Radiant STEM Academy 2017-18





Campus Improvement Plan

School Culture and Climate

We believe that staff, parents/guardians, and community members all play critical roles in providing effective and high-quality educational experiences for our students. We implement strategies from Character Education. Each month we have a theme that we follow. We implement schoolwide discipline policies with the help of our teachers. The principal has implemented a zero tolerance for bullying. Students also receive counseling by the principal or CEO if there is any misbehavior reported.

Staff Quality, Recruitment, and, Retention	Data Used: Employee Records
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Teachers are encouraged to attend professional development offered by Region 10, Pre-AP, and AP trainings provided by UTD, SMU or by College Board approved organizations. The school increases the teachers' salaries every year according to their performance measured through teacher's the appraisal system, STAAR, PSAT, and MAP assessments results. Teachers receive intensive trainings at the beginning of the school year. The CEO, principal, department heads, and lead teachers also coach, mentor, and provide individual training to the teachers on a needed basis. Professional development also occurs during professional learning community periods. 2014 - 2015 school year all homeroom and subject teacher except Arabic and Quran teachers from PreK – 5th grade attended Code.Org training. This training was aligned with school's Mission and Vision statements of providing interactive and technology advance learning opportunities to our students. Through this training teacher were able to teach basic Computer programing to our students.

Recruitment

The school will pursue to hire 40% Texas Certified teachers by the 2017-2018 school year. Job requirements are posted on website
 Candidate must hold at least a bachelor's degree from accredited institution in educational field or in content specific area.
 Administration reviews the applications.
 Interviews start from January of each year

Retention

2021 - 2022

30 teachers returned for the 2021-2022 school year. 1 of the teachers who left were due to further education and moving to different states.

2020 - 2021

30 teachers returned to the 2020-2021 school year. 6 of the teachers who left were due to further education and moving to different states and Covid-19.

2019 - 2020

32 teachers returned to 2019 -2020 school year. 4 of the teachers who left were due to further education and moving to different state.

2018 - 2019

32 teachers returned to 2018-2019 school year. 2 of the teachers who left were due to further education and moving to different state.

2017 - 2018

29 teachers returned to 2017-2018 school year. 6 of the teachers who left were due to further education and moving to different state.

Staff Quality: 2021 - 2022

100% of our teachers hold a Bachelor's or higher Degree. Six teachers have teacher's certification



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Staff Quality: 2020 - 2021	
100% of our teachers hold a Bachelor's or higher Degree. Six teachers have teacher's certification	
Staff Quality: 2019 - 2020	
100% of our teachers hold a Bachelor's or higher Degree. Seven teachers have teacher's certification	
Staff Quality: 2018 - 2019	
100% of our teachers hold a Bachelor's or higher Degree. Eight teachers have teacher's certification	
Staff Quality: 2017 - 2018	
100% of our teachers hold a Bachelor's or higher Degree. Four teachers have teacher's certification	
Family and Community Involvement	Data Used: Surveys
We work closely with parents and provide several opportunities for them to be involved in some school activities. There are also several events that parents take charge in organizing. We have an active Parent/Teacher Organization, and some of our parents are involved in the Campus Improvement Plan committee.	
Surveys	
Due to a space constrain the Survey Reports are provided in a separate file.	

COVID 19

Goal 5: Implement and layer prevention strategies and prioritize universal and correct use of masks and physical distancing.

Objective 1: Prevention strategies that we can use to help protect students, teachers, and staff, and slow the spread of COVID-19. If prevention strategies are strictly adhered to, K–12 schools can safely open for in-person instruction and remain open.

Summative Evaluation: Students and Staff regularly practice mask and social distance. Staff classroom has extra mask as well as keeping safe distance.

✓ = Complete X= Not Completed	Strategies including PD CDC	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Website, Dallas Health Department	K-12 Students, Staff, and Guest	COVID Responds Team	2021- Current	CDC guidelines, Dallas Health Department	Information sessions, website information, and Newsletter Update: Ongoing

Goal 4: Create live COVID Tracking informational graph

Objective 1: Create data graph with ongoing live, up to date information regarding COVID cases within the school

Summative Evaluation: Information graph went live on Website and Newsletter.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Online information	K-12, Parents, Staff, Guest	COVID Responds Team Lead	Nov. 15, 2021- November 19, 2021	School data information	Newsletter and Website Update: Completed 11/19/2021



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Goal 1: COVID Communications Plan Objective 1: Creating or follow a COVID communication plan to keep employees, customers and the media updated. Summative Evaluation: Able to create a physical copy of handbook regarding communication plan						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Meetings with COVID team-duties assigned	k-12 Students, Staff, and Parents/Guest	Covid Responds Team	Aug. 2021-present	Crisis Management handbook, CDC online information	Email communication, School newsletters, websites Update: Ongoing
Goal 2: COVID information and planning Objective 1: Establish procedures for gathering and analyzing information required to determine the extent of a COVID outbreak and to produce an action plan for prioritization. Provide guidance and procedures to implement broadcasting of emergency information to the campus community. Establish a framework for gathering and reporting damage assessment information to the healthcare services, parents, and staff. Summative Evaluation: Created handbook regarding procedures with COVID						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Continuous monitoring of the CDC and Dallas County information portals.	COVID responds team	COVID Responds Team	March 2019-Present	CDC information portals, Dallas County Health Department, TEA Portals	Email communications, Websites, and newsletters Update: Ongoing
Goal 3: Pandemic School Opening Preparedness Plan Objective 1: To implement the Pandemic School Opening Preparedness Plan made between members of the RSA Crisis Management Team in conjunction with the State and Local Health Departments. Some examples of conditions that may warrant implementing a Pandemic Plan include influenza, meningitis, Norovirus or West Nile outbreaks. Summative Evaluation: Created handbook regarding the safe care of school opening plan						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Continuous monitoring of the CDC and Dallas County information	COVID Responds Team, students, staff, and parents	COVID Responds team	March 2019-Present	CDC information portals, Dallas County Health Department, TEA Portals	Email communications, Websites, and newsletters Update: Ongoing
Building Management						
Goal 1: Adding more classrooms, offices, and restrooms on 2nd floor						



Campus Improvement Plan

Objective 1: To add more classrooms, offices, and restrooms on the 2 nd floor of the facility to accommodate the growing number of students and staff by August of 2023. Summative Evaluation: Require board members to provide funds and to get construction work done.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Open Item	Board members meeting and budget allocation	Elementary – High School Students and Staff	Board Member and administration	8/2021-8/2023	Funds, Board Members, and construction details	Board Members commitment and funds. Update: Open Item
Goal 1: Changing Restroom Stall Objective 1: To have more durable, long, and better-quality stalls Summative Evaluation: Require board members to provide funds and to get the stalls changed.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Board members meeting and budget allocation	Elementary – High School Students	Board Member and administration	8/2021-11/2021	Funds, Board Members, and cafeteria furniture moving help	Board Members commitment and furniture movers. Update: Met the goal
Goal 4: Adding Soccer Posts on the side field Objective 1: To have students play soccer Summative Evaluation: Require board members to provide funds and to get the soccer posts installed.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Board members meeting and budget allocation	Middle – High School Students	Board Member and administration	5/2021-8/2021	Funds, Board Members, and cafeteria furniture moving help	Board Members commitment and furniture movers. Update: Met the goal
Goal 3: Adding Basketball Equipment next to the playground Objective 1: To have students play Basketball outdoor when weather is good Summative Evaluation: Require board members to provide funds and to get the basketball hoops installed.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Board members meeting and budget allocation	Middle – High School Students	Board Member and administration	5/2021-8/2021	Funds, Board Members, and cafeteria furniture moving help	Board Members commitment and furniture movers. Update: Met the goal



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Goal 2: Adding Bigger Cafeteria Objective 1: To move Cafeteria to the Gym in the summer of 2020 once the new Gym is built. Summative Evaluation: Require board members to provide funds and to build the Gym so the cafeteria can be moved to bigger space.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
X	Board members meeting and budget allocation	Elementary – High School Students	Board Member and administration	5/2020-7/2020	Funds, Board Members, and cafeteria furniture moving help	Board Members commitment and furniture movers. Update: Didn't meet the goal because the enrollment went down due to COVID related virtual schooling.
Goal 1: Adding another Gym Objective 1: To build another Gym in the summer of 2020 with all the needed equipment needed for indoor sports. Summative Evaluation: Require board members to provide funds and take care of the vendor and construction work.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
X	Board members meeting and budget allocation	Elementary – High School Students	Board Member and administration	5/2020-7/2020	Funds, Board Members, and Construction works details	Construction contract, Vendor's details, and Board Members commitment. Update: Didn't meet the goal because the enrollment went down due to COVID related virtual schooling.
Health Services						
Goal 1: Mental Health Awareness Workshop Objective 1: To prepare our staff to be aware of signs shown by our students who are mentally affected by various issues related to the pandemic. Summative Evaluation: Require all staff members to attend workshop at Region 10						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



Campus Improvement Plan

✓	PD hours for all teachers	All Staff	Teachers Administration	07/2021 – 09/2021	Region 10	Certificate Update: Met the goal
Goal 1: Community Resources Objective 1: Bringing awareness among parents to work with Irving ISD if student need extra help due to some special need that RSA cannot provide the service on. Summative Evaluation: Working with Irving ISD Special ED department and following up with parents.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Provide information on community resources to parents who may need referrals to outside agencies such as, Irving ISD special ED department.	All students in grades Pre-K - 6 including all Parents Staff	Teachers Administration	10/2017 - 3/2018	Irving ISD special ED contact information,	Follow up with parents and Irving ISD coordinator Update: Met the goal
Goal 1: Health Awareness Program Objective: By March of 2017 RSA should host a Health Awareness program for 4 th – 7 th grade students. Summative Evaluation: Hosting the event and students' participation.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Health Awareness and students counseling on puberty and cleanliness	4 th – 7 th grade students	Health and Islam teachers and principal	3/2016 – 3/2017	4 th – 7 th grade teachers, principal, health professional and certified counselor	Hosting the events and students' participation. Update: We met the goal on March 2017
School Portal System/ FACTS						
Goal 1: Customized Elementary – High School Report Card and Transcript Objective: To have customized report cards and a high school transcript layout to meet our school's standards Summative Evaluation: Customized report cards and high school transcript						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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✓	Meeting with FACTS (school's portal company) And Board Members	Elementary – High School Students	Registrar and Principal	5/2021 – 7/2021	Funds and Principal's approval	Customized report cards and high school transcript Update: Met the goal
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Attendance

Goal 1: Improving Students' Attendance

Objective 1: Working with parents and teachers to ensure that the students' attendance rate is 95% or above.

Summative Evaluation: Administration will monitor attendance records every day on FACTS by 9:00 AM and follow up with parents. Set up automated notification to be sent through an email to parents at 9:30 AM of any tardy and absences.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
X	All teachers will work together in a team to ensure that student attendance rates stay above 95% in each grade level in every six weeks. Administration will also monitor attendance and tardies.	All students from grade Elementary – High School including all Parents Staff	Teachers Office Staff Administration	1/2017- Ongoing	Code of Conduct books	Parents/Teacher conference document. Attendance record and principal/parents conference document. Students will receive extra recess time at the end of each month for being on time. Update: didn't meet the goal.

PTO

Goal 1: Parent Workshop

Objective 1: By September of 2017 RSA should host parent workshops on the topics mentioned in the school climate survey.

Summative Evaluation: Monitor sign in sheets and reminders sent. Monitor the how many times the programs were offered to the parents and parents' feedback.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Provide programs/ workshops for parents	Parents Staff	Teachers, CEO and Principal	3/2016 – 9/2017	Sign in Sheets, parent meeting agendas, school newsletter	Monitor sign in sheet and reminders sent. Monitor the how many times the



Campus Improvement Plan

						programs were offered to the parents. Update: We started the parent workshop from Feb 2017
Survey						
Goal 1: Survey						
Objective 1: During the month of February of each school year, conduct school surveys for parents, teachers, and students						
Summative Evaluation: Analyze survey reports and have surveys record.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	School Climate Survey. Require both parents to take survey.	Elementary – High school students, parents, staff grade parents	Principal, administrator, and CEO	3/2017 – 5/2017	Survey, Google form, school/ teacher newsletters, RSA Facebook, email, PTO meeting, and students	Survey results will be used to monitor parents’ participation. Update: Met the goal
Physical Education						
Goal 1: Forming RSA athletics team						
Objective 1: Engaging Middle – High School students in structured sports to build RSA athletic team to compete with local Islamic School students.						
Summative Evaluation: Formation of girls’ and boys’ sports teams.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Involving parents, training PE teachers, working with local Islamic schools’ leaders and PE teachers	Middle – High School students	Principal and PE Teachers	10/2019- 8/2020	Funds, Meeting with parents, students, local Islamic Schools leaders and PE teachers	Forming of sport teams, meeting minutes, and emails. Update: Delayed due to COVID-19. Met goal fall of 2021
Goal 2: Advancing Middle School Physical Education						
Objectives: For the 2017-2018 academic year, we are looking at an option of hiring a PE teacher for Middle School students to teach advance and competitive level sports						
Summative Evaluation: Hiring a PE teacher for middle school students						



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✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Interviewing and posting job opening	Middles School boys	CEO and Principal	5/2017 - 7/2017	Time	Hiring a PE teacher Update: Met goal fall of 2017

Goal 1: Physical Education Implementation
Objective 1: By September of 2017, KG – 5th grade homeroom teachers should utilize TEKS objectives and implement them during PE activities.
Summative Evaluation: Observations and lesson plans aligned with PE activities will be used to monitor PE program.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Train teachers to advance PE program	Pre-K – 5 th Grade teachers and students	Teachers and principal	5/2017 – 12/2017	Time, principal, CEO, Region 10 PD	Training documentation Observation summary Meeting minutes, Mentoring and follow up document Lesson plan Curriculum Map Update: Met goal fall of 2017

College, Career, & Military Readiness

Goal 2: College, Career Readiness, and Military Standards
Objective 1: By August 2023 KG – High School teachers will implement College, Career, and Military Readiness objectives in instructional deliveries and lesson plans.
Summative Evaluation: Instructional delivery observation and checking lesson plans to monitor CCRMS alignment.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Open Item	Apply College Career, Military Readiness objectives in instructional deliveries, lesson plans,	Teachers in grade Elementary – Middle School	Teachers Principal and CEO	4/2020 – 8/2023	Curriculum map and College Career, Military Readiness Standards Professional developments	Teaching with the written school curriculum. Classroom observation and checking lesson plans



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	professional developments, mentoring, coaching				trainings at Region 10 at school	Update: Open Item COVID virtual learning the implementation is delayed
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Goal 1: Elementary – High School - Focus on Advancing Writing Skills

Objective: By May of 2022, ELAR, Math, Science, and Social Studies teachers will receive training on advancing skills aligned with CCRMS (College, Career, Military Readiness Standards). The implementation will be from the 2022-2023 academic year

Summative Evaluation: Elementary - High School lesson plans should be aligned with CCRMS standards. Administration will monitor implementation progress during curriculum check point meeting.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
On going	Apply College Career, Military Readiness objectives in instructional deliveries, lesson plans, professional developments, mentoring, coaching	Teachers in grade Elementary – High School	Teachers Principal and CEO	1/2019 – 5/2022	Curriculum map and College Career, Military Readiness Standards Professional developments trainings at Region 10 at school	Teaching with the written school curriculum. Classroom observation and checking lesson plans Update: Ongoing Due to COVID virtual learning the training was delayed

Quran, Islamic Studies, Arabic

Goal 7: Highschool Technology used in Islamic Studies Class

Objectives: From the 2021-2022 academic year, teachers will integrate some of the Technology RSA standards in Qur'an/Islamic Studies classes to develop an App to aid foreign Language Learning

Summative Evaluation: Lesson plans, instructional delivery, and grades posted will be used to monitor full implementation of the program

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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Ongoing	Apply RSA standards in instructional deliveries, lesson plans, professional developments, curriculum development, mentoring, inter departmental cooperation	Middle and High School Students	Department Head, CEO, Principal, Teachers	2021- Ongoing	Curriculum map, Computers, TV, Software	Training documentation Observation summary Meeting minutes, Mentoring, Follow up documents, Lesson plans Curriculum Maps Update: Ongoing
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Goal 6: Middle-High school will develop critical thinking skills to apply in religious matters
Objectives: From the 2019-2020 academic year, teachers will integrate some of the critical thinking RSA standards and will provide education to empower students to understand and implement faith-based values in contemporary times
Summative Evaluation: Lesson plans, instructional delivery, and grades posted will be used to monitor full implementation of the program

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Apply RSA standards in instructional deliveries, lesson plans, professional developments, curriculum development, mentoring, inter departmental cooperation	Middle and High School Students	Department Head, CEO, Principal, Teachers and speakers	2019 – ongoing	Curriculum map, Research papers, Yaqeen Curriculum	Training documentation Observation summary Meeting minutes, Mentoring, Follow up documents, Lesson plans Curriculum Maps Update: Ongoing

Goal 5: Pre-K – 5th Quranic reading/recitation will be focused in instructional deliveries and lesson plans
Objectives: From the 2018-2019 academic year, teachers will implement Qur’an RSA standards and the Quran teacher will focus on Quran reading/recitation more than memorization according to the potential of the student to finish reading Qur’an upon graduating from RSA High School.
Summative Evaluation: Lesson plans, instructional delivery, grades posted and assessments reports will be used to monitor full implementation of the program

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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Ongoing	Apply RSA standards in instructional deliveries, lesson plans, professional developments, curriculum development, mentoring, inter departmental cooperation	Students in Elementary – Middle School	Department head, Teachers, Principal, and CEO	1/2019 - ongoing	Curriculum map, Quranic Academic Skills Progress Report, Tajweed Booklet, Qur'an	Training documentation Observation summary Meeting minutes, Mentoring and follow up document Lesson plan Curriculum Map Update: Ongoing
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Goal 4: School-wide PBL for Islamic Studies Department

Objectives: For the 2018-2019 academic year, Islamic Studies teachers will integrate some of Islamic Studies RSA standards and Tarbiyah (Character building) in school wide project

Summative Evaluation: Lesson plans, instructional delivery, and grades posted will be used to monitor full implementation of the program

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Apply RSA standards in instructional deliveries, lesson plans, professional developments, curriculum development, mentoring	Pre-K – High School	Teachers, Principal, and CEO	10/2018 – 3/2019	Curriculum map, Art supplies,	Observation summary Meeting minutes, Mentoring, Follow up documents, Lesson plans Curriculum Maps Update: Met the goal

Goal 3: Pre-K – 5th grade Islamic Studies will be integrated by ELAR teachers

Objectives: From the 2017-2018 academic year, ELAR teachers will integrate some of Islamic Studies RSA standards and the Quran teacher will focus on Quran reading/recitation, Hadith, and Duaa (Prayer), Tarbiyah (Character building) and Tafsir (Meaning of Quran)

Summative Evaluation: Lesson plans, instructional delivery, and grades posted will be used to monitor full implementation of the program

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Accountability meetings and trainings	Pre-K – Middle School ELAR teachers	Pre-K – Middle School ELAR teachers,	5/2017 – 8/2017	Training and time	Lesson plans, walkthroughs, and students'



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			Principal, and CEO			performances (Grades posted) Update: Met the goal
<p>Goal 2: The Arabic and Quran Department will work together to develop basic Arabic Language skills like reading, writing, and understanding grammar in students</p> <p>Objectives: From academic year 2017-2018 Arabic and Qur'an/Islamic Studies teachers will develop strategies to implement some of RSA standards to co-teach basic language skills to develop understanding of Arabic Language to implement ethics in daily lives</p> <p>Summative Evaluation: Lesson plans, instructional delivery, and grades posted will be used to monitor full implementation of the program</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Apply RSA standards in instructional deliveries, lesson plans, professional developments, curriculum development, mentoring, inter departmental cooperation	Pre-K – 9 th Grade Students	CEO, Principal, and Teachers	2017 – ongoing	Curriculum map, Syllabi, Qur'an and Grammar	Training documentation Observation summary Meeting minutes, Mentoring, Follow up documents, Lesson plans Curriculum Maps Update: Ongoing
<p>Goal 1: Quran Competitions</p> <p>Objectives: From Academic Year 2017-2018 Qur'an Department will hold school wide competitions to encourage the memorization of the Qur'an</p> <p>Summative Evaluation: Announcements of Qualifiers and Final Competition with</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Apply RSA standards in instructional deliveries, professional developments, mentoring, Competition	Pre-K – 12 th Grade Students	CEO, Principal, Teachers and Judges	2017– ongoing	Qur'an, Judging criteria	Training documentation Meeting minutes, Mentoring, Follow up documents, Update: Met the goal
ELAR						
<p>Goal 1: Vocabulary Words</p> <p>Objective 1: Increase grade level vocabulary acquisition</p>						



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<p>Summative Evaluation: Analyze High Frequency Words Evaluation and SAT Words Evaluation data. Monitor classroom works, lesson plans, and student learning by analyzing different assessments data to ensure that what has been taught has been learned.</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Increase grade level vocabulary acquisition	Students in grade KG – 8	Teachers and Principal	8/2018 – 5/2019	Vocabulary words list curriculum-based assessments, and supplemental resources provided by teacher	Classroom works and monitoring student learning by analyzing High Frequency Words Evaluation and SAT Words Evaluation, and assessments data to ensure that what has been taught has been learned. Update: Met the goal
<p>Goal 1: KG – 2nd Grade will implement High Frequency Words Objective 1: By fall of 2017 KG – 2nd grade teachers will monitor students’ progress and use High Frequency Words Evaluation provided by RSA Summative Evaluation: 100% of the students from KG-2nd grade should take a High Frequency Words Evaluation three times (Fall, Winter, and Spring) in an academic year. Teachers must provide the documents after each evaluation</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	High Frequency Words accountability training	KG – 2 nd grades students and teachers	KG – 2 nd grades teachers	4/2016 – 8/2016	Training and time	High Frequency assessment documents Update: Met goal fall of 2017
<p>Goal 1: 3rd grade – Middle School SAT aligned vocabulary words Objective: By May of 2017 3rd grade – Middle school teachers will receive training on SAT aligned vocabulary words implementation. The implementation will be from 2017-2018 academic year Summative Evaluation: 100% of the students from 3rd grade – Middle School will use SAT aligned vocabulary words in ELAR. Teachers will take diagnostics assessments three times (Fall, Winter, and Spring) in an academic year. Teachers must provide the documents after each evaluation</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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✓	SAT aligned Vocabulary Words accountability training	3 rd grade – Middle School students and teachers	3 rd grade – Middle School teachers	5/2017 – 8/2017	Training and time	SAT aligned vocabulary words assessment documents Update: Met goal fall of 2017
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Intervention

Goal 1: At Risk Students

Objective: Increase the percentage of success rate of **At Risk** by 80% or better in ELAR and Math

Summative Evaluation: MAP, curriculum-based assessments, benchmarks, and STAAR data will be used to monitor At Risk Students' progress.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
	Increase the percentage of success rate of At Risk by 80% or better in ELAR and Math	Students grade in KG – 6	Teachers Principal and CEO	2/2016	Curriculum map, benchmark, MAP assessments data, and supplemental resources provided by school/teacher	Use MAP and STAAR assessments data. Updating TEKS objectives that will be assessed at the school and state levels. Walkthrough by administration to monitor higher order thinking tasks, lesson differentiation are in place. Using student performance data to identify early mastery of a given academic objective or significant learning gaps. Students performing below grade level are



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						monitored even more frequently. Update: 5/31/2016 100% of 5 th grade students pass Math and Reading assessments.
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Technology

Goal 2: Elementary – High School - Implementing National Educational Technology Standards (NETS) developed by ISTE (International Society for Technology in Education)

Objectives: By August of 2018 technology teachers will apply National Educational Technology Standards (NETS) aligned with TEKS and RSA curricula.

Summative Evaluation: Technology lesson plans and instruction will apply National Educational Technology Standards (NETS) and TEKS. The principal will monitor the progress by checking the lesson plan, PBL overview, students' work, and observing the instructional deliveries.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Teachers training, mentoring, coaching, and self-study	Elementary – High school teachers	Principal and CEO	5/2017-8/2018	Time, principal, CEO, Region 10 PD	Training documentation, checking lesson plan format, PBL overview Mentoring and follow up document Meeting the deadline to accomplish this task: 8/2016 Update: Met goal on 9/2018

Goal 1: Basic technology use training to teachers

Objective 1: By March 2017 all teachers will apply basic technology skills such as: properly used word documents, spreadsheets, and Google Drive

Summative Evaluation: More than 90% of the teachers will apply basic technology skills. CEO will monitor the progress by checking the lesson plan format, PBL overview, and Google Drive post.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Basic technology	Pre-K – 7 th teachers	Principal and CEO	5/2016-9/2017	Time, principal, CEO, Region 10 PD	Training documentation, checking lesson



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	use training to teachers					plan format, PBL overview Mentoring and follow up document Meeting the deadline to accomplish this task: 8/2016 Update: Met goal on 9/2017
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Art

Goal 1: Middle School Art Implementation

Objective 1: From academic year 2022-2023 Middle School will have structured Art course.

Summative Evaluation: Art course will be added on portal system. Middle school will have a designated Art teacher. Lesson plan and Instructional deliveries will be monitors for implementations.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group:	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Teachers' Training, keeping parents and students updated	Elementary & High School students and staff	CEO & Principal	5/2019-7/2023	Fund, hiring Middle school Art teacher	Training documents, Email communication Update: Ongoing

Goal 1: Elementary & High School Art Implementation

Objective 1: From academic year 2020-2021 Elementary and High School will have structured Art course.

Summative Evaluation: Art course will be added on portal system and designated elementary teachers will receive training on implementing Art program. High school will have designated Art teacher. Lesson plan and Instructional deliveries will be monitors for implementations.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group:	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Teachers' Training, Interviewing candidates,	Elementary & High School students and staff	CEO & Principal	5/2019-7/2020	Fund, hiring High school Art teacher	Training documents, Email communication, Hiring a teacher. It was delayed due to COVID-19. We were not able to start the program on 2020-2021 school year. We



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						implemented the program from 2021-2022 school year. Update: Met the goal
Crisis Management						
<p>Goal 7: Virtual Cyber Bullying</p> <p>Objective 1: Define cyberbullying and recognize examples of it, provide help and resources due to the virtual schooling options. Pre-Pandemic</p> <p>Summative Evaluation: Informed all parents, staff, and students about cyberbullying and ways to prevent and/or report. No reports on cyberbullying.</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group:	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Online information including videos, Friday PD Sessions	k-12 students, parents, and staff	Crisis Management Team	August 2020-2021	Online information	Back to school night information session, email communication, newsletters Update: Met the goal
<p>Goal 6: Weekly information sessions to staff and students via Morning Assembly</p> <p>Objective 1: Continuous information regarding awareness, understanding, and preventative measures with questions and answer sessions from students and staff.</p> <p>Summative Evaluation: Communicating with students and staff so that everyone is on the same page made Crisis Management duties easier with 100 percent understanding with regards to drills.</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Update information via online	K-12 Students and Staff	Responsible Crisis Management Team Lead	2018-current	Research information, Crisis Management Handbook	Recorded sessions, newsletter updates Update: Ongoing
<p>Goal 5: Train staff, students, substitutes, volunteers, and parents.</p> <p>Objective 1: Every year host crisis management training in the first week of August during the staff development days to train teachers, students, substitutes, parents, and volunteers to be aware of crisis management plan.</p> <p>Summative Evaluation: Maintain meeting logs and training presentations</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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Ongoing	Schedule training sessions for different stakeholders. Provide overview/ training to all staff members of the crisis team.	All students in Elementary – High School including all Parents Staff	Administrators and crisis team	9/2018- Ongoing	Time Crisis Management handbook Designated room	Meeting logs and training materials Update: Ongoing
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Goal 4: Improve Lock Down Drill.

Objective 1: By the end of November 2018 provide lock down trainings to students and staff.

Summative Evaluation: Have one drill once every month and analyze the procedures and the checklist.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Improve Lock Down Drill. Provide trainings to students and staff. Have one drill once in every month	All students in Elementary – High School including all Staff	Crisis Management team and principal	5/2018 11/2018	Time Crisis Management Materials	Debrief and evaluate with the crisis management team after each drill and document any changes to the plan. Analyze the lock down drill checklist. Update: 3 Drills were efficiently coordinated after 11/4/2018 and we kept improving each time. We passed the last drill. Update: Met the goal

Goal 3: Annual meeting with Irving PD and FD

Objective 1: Meet annually with our local fire station (Irving Station #7) and Irving Police Department to receive their input and evaluation of our school crisis management plan.

Summative Evaluation: Emails sent to Irving PD and FD and meeting documents will be used.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment



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✓	Meet annually with our local fire station (Irving Station #7) and Irving Police Department to receive their input and evaluation of our school crisis management plan. Participate in the training for crisis management at Region 10. Practice crisis management with the Irving Police Department in handling the situation of an armed suspect inside the school building.	All students in Elementary – High School including all Parents Staff	Administrators Campus crisis team	10/2017 - 2/2018	Materials Community information	Documentation of updates and changes made to the crisis management plan. Update: Met the goal
<p>Goal 2: Maintain and update current crisis management plan.</p> <p>Objective 1: By the end of April of each year crisis management team should review the procedures and update the crisis management plan to be implemented in upcoming school year</p> <p>Summative Evaluation: Monitor all drills procedures and update the handbook.</p>						
✓ = Complete	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Maintain and update current crisis management plan . After any crisis, meet with crisis team to debrief the experience, evaluate team	All students and staff in grade Elementary - High School	Administrators School staff crisis team	10/2017 Ongoing	Time Crisis Management Materials	Debrief and evaluate with the crisis management team after each use of the plan and document changes to the plan. The fire and tornado drills are



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	response, and make necessary adjustments to the crisis management plan. Implement practice drills in preparation for a disaster by fire, weather, or other events.					structured and went very well. Update: Ongoing
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Goal 1: Update Crisis Management plan lock down communication plan and implement new strategies: Avoid, Deny, and Defend

Objectives: For the 2017-2018 academic year, the Crisis Management Team will layout the revised plan for Lock Down communication plan. Administration will train teachers to use new strategies on Avoid, Deny, and Defend.

Summative Evaluation: Training teachers to implement Avoid, Deny, and Defend

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Avoid, Deny, and Defend training	PreK – High school teachers	Crisis Management Team	10/2017 – 1/2018	Crisis Management Handbook, Time	Meeting log and training materials. Update: We started the parent workshop from Jan 2018

High School

Goal 7: High School Students Volunteer and Research Opportunities

Objective 1: Providing structured volunteering and research opportunities guidance aligned with students' pathways/endorsement programs.

Summative Evaluation: High School Students Volunteer and Research handbook to guide students.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Academic counselor training and researching resources offered at different universities	High School Students	Principal and Academic Counselor	5/2018-7/2018	Academic Counselor, local businesses leaders contact information, different universities high school	High School Students Volunteer and Research Opportunities handbook Update: Met the goal



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	and local organizations				students research program information	
Goal 6: College Board Exams Objective 1: From the 2018-2019 academic year, start offering PSAT assessments to high school students. Summative Evaluation: Offering PSAT tests according to the College Board expectations, rules, and standards.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Training designated proctors, contacting the College Board,	High school students	CEO, Principal, Academic Counselor, & testing coordinator	4/2018-7/2018	Academic Counselor, testing coordinator, College Board system setup	Tests being ordered, training certificate Update: Met the goal
Goal 4: Offering Dual Credit Courses Objective 1: From August 2018 start offering Dual Credit Courses as mentioned in the High School Handbook. Summative Evaluation: Dual Credit courses being approved by Dallas Community College.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Meetings with Dallas Community Dual Credit Department	High School students	CEO & Principal	1/2018-7/2018	Dual Credit Department availability to meet and following up	Courses being approved and contract finalized. Update: Met the goal
Goal 3: Adding Advance Placement Courses Objective 1: From August 2018 start offering Advanced Placement Courses as mentioned in the High School Handbook. Summative Evaluation: Advanced Placements courses being approved by College Board.						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Teachers Training at local university, coordinating with College Board	Selected High School teachers, incoming high school students	CEO and principal	1/2018-7/2018	AP trainings registration, funds, selected teachers	AP training certificates and the College Board AP courses approval notifications. Update: Met the goal
Goal 2: Hiring Academic Counselor Objective 1: Hire an academic counselor starting from Aug 2018.						



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Summative Evaluation: Job posting, interview and finalizing hiring						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Meeting with board members, training teachers, job interview	Incoming High School students and teachers	CEO and Principal	1/2018-8/2018	Hiring committee and funds	Job posting and interviewing candidates. Update: Met the goal
<p>Goal 1: Adding High School Grades</p> <p>Objective 1: Starting from December, 2017, 8th grade students, teachers, and parents must receive high school orientation information.</p> <p>Summative Evaluation: Monitoring re-enrollment and new enrollment records. Adding one high school grade each school year starting from 2018-2019 – 2021-2022. Order High school teachers’ and students’ resources, and confirmed hiring of the teacher needed.</p>						
✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
✓	Meeting with board members, training teachers, job interview	Incoming High School students and teachers	CEO, Principal, Registrar, Building Manager, and Textbook Coordinator	5/2017 – 12/2017	Teachers, textbooks, furniture, classroom, schedule	Number of students returning. Posting 9 th grade ELAR, Science, Math, Social Studies, Computer Science, and Science teachers job requirements at RSA website, local universities and website. Interviewing candidates for teaching positions. Meeting with curriculum adoption team. Contacting publishers for sample resources. Finalizing



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						publisher/s and vendors for ordering textbooks, furniture, etc. Update: Met the goal
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Ongoing Improvement Plan that needs to be updated and revised every year

Goal 1: Encourage parents and students to read the Student Code of Conduct
Objective 1: At the beginning of the school year, inform parents and students of the RSA behavioral expectations.
Summative Evaluation: Every school year monitor the number of students’ disciplinary referrals to the office, emails to parents, parent’s conferences.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Continue to provide parent and staff member with a Student Code of Conduct to outline behavioral expectations.	All students in grade Elementary – High School including all Parents Staff	Teachers Administration, and principal	2/2018/- Ongoing	Code of Conduct books School and class newsletter Welcome packet Classroom management policies	Decrease the amount of office referrals and communicate clear discipline expectations through knowledge of school discipline policies. Update: Ongoing

Goal 1: Pre-K, KG, Middle and High School Night
Objective 1: By the end of February of each year conduct transition meetings for the incoming middle and high school students and their parents.
Summative Evaluation: Hosting Pre-k, KG, middle, and high school nights on different dates, informing parents and students through school and teacher’s newsletter, going over meeting document, and analyzing attendee record.

✓ = Complete X= Not Completed	Strategies including PD	Targeted group	Staff / Persons Responsible	Timeline start/end	Resources needed: Human/ fiscal	Evidence of monitoring/ attainment
Ongoing	Conduct transition meetings for incoming Prek, KG, middle, and high school students	Incoming Pre-K, KG, 6 th , and 9th grade students including parents and staff	Pre-K, KG, 6 th , and 9th teachers, CEO and principal	3/2017- Ongoing	Sign in Sheets, parent meeting agendas, school newsletter	Meeting document, hosting middle school, Pre-K and KG information sessions. Update: Ongoing



Campus Improvement Plan

	and the parents.					
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