

Richards School for Young Women Leaders

Campus Improvement Plan

2020/2021



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DMAC Solutions ®

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Campus Mission

The Ann Richards School for Young Women Leaders dedicates itself to prepare young women to attend and graduate from college, commit to a healthy and well-balanced lifestyle, leader with courage and compassion and solve problems creatively and ethically in support of our global community.

Campus Values

College, STEM, Wellness, Leadership

Texas Public Education Mission Statement

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child. (TEC Title 2, Ch 4, Sec.4.001)

Austin Independent School District Mission

Austin ISD educates more than 80,000 students and embraces 129 diverse school communities in one of the fastest-growing metroplexes in the country. In partnership with our families and our community, AISD's mission is to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to society. We partner with world-class universities, innovative businesses, nonprofit organizations and engaged community leaders to prepare our students for college, career and life.

Comprehensive Needs Assessment

Student Achievement

Student Achievement Data Sources

Disaggregated STAAR Data
Graduation Rates disaggregated by stud. grp.
Semester Exam Grades
Staff (TELL) Survey results

Student Achievement Strengths

AP for all
Graduation Rate
Passing Rate

Student Achievement Weaknesses

Need to break down AP passing rates for all student groups and develop intervention strategies.

Student Achievement Needs

Develop AP Committee to look at data and come up with systemic 6-12 approach to AP Success.

Student Achievement Summary

Continue rigorous academic program virtually.

Comprehensive Needs Assessment

School Culture and Climate

School Culture and Climate Data Sources

District Family Survey results
Staff (TELL) Survey results
Staff Development

School Culture and Climate Strengths

99% Staff say there is an atmosphere of mutual trust and respect.
100% Staff say my school is a good place to work.
94% Students say they feel safe at my school.

School Culture and Climate Weaknesses

Looking at policy from all lenses to make sure that we are creating a space for all girls to find their voice and speak their truth.

School Culture and Climate Needs

Continue to maintain an atmosphere of mutual trust and respect while making the safest logistical plan during a pandemic.

School Culture and Climate Summary

Develop ways to continue connection and community, both virtually and in-person. Create Focus groups to ask students about their feelings of belongingness and acceptance.
Create policy that ensures all students feel part of our community.

Staff Quality, Recruitment and Retention

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Data Sources

% teacher turnover
Community Demographics
Highly Qualified Staff
PPfT results for teachers

Staff Quality, Recruitment and Retention Strengths

Professional and effective staff willing to create and innovate to improve student performance.

Staff Quality, Recruitment and Retention Weaknesses

Ethnic diversity of staff does not match ethnic diversity of student population.

Staff Quality, Recruitment and Retention Needs

Recruit diverse staff

Staff Quality, Recruitment and Retention Summary

Look at hiring and recruitment practices to ensure that staff and student diversity are a closer representation.

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Goal 1. (Strong School Leadership and Planning (ESF Lever 1)) Effective campus instructional leaders with clear roles and responsibilities develop, implement, and monitor focused improvement plans that address the causes of low performance.

Objective 1. (ESF Essential Action 1.2) Focused plan development and regular monitoring of implementation and outcomes

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop plan to keep students and staff safe, with the ability to transition and pivot to different learning modalities. (Target Group: All) (Strategic Priorities: 1)	Assistant Principal(s), Principal	Ongoing		Criteria: Graduation rate, college acceptance rate

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- Goal 2.** (Effective, Well-Supported Teachers (ESF Lever 2)) Campus leadership retains effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.
- Objective 1.** (ESF Essential Action 2.1) Recruit, select, assign, induct, and retain a full staff of highly qualified educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop hiring practices that ensure a diverse set of candidates are included in interview process. (Target Group: All) (Strategic Priorities: 1)	Administrators	June 2020		Criteria: Retain or increase current diversity of staff.

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Goal 3. (Positive School Culture (ESF Lever 3)) Positive school culture requires compelling and aligned vision, mission, goals and values, explicit behavioral expectations and management system, proactive and responsive student support services, and involved families and community.

Objective 1. (ESF Essential Action 3.1) Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Taking care of our staff and students by focusing on a wellness centered and trauma informed environment. (Target Group: All) (Strategic Priorities: 1)	Administrators	Ongoing		Criteria: Tell Survey and staff surveys

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Goal 4. (High Quality Curriculum (ESF Lever 4)) All students have access to a TEKS-aligned, guaranteed and viable curriculum, assessments, and resources to engage in learning at appropriate levels of rigor.

Objective 1. (ESF Essential Action 4.1) Curriculum and assessments aligned to TEKS with a year-long scope and sequence

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create flexible, coherent curriculum that can be adapted to a variety of learning environments including: virtual, in-person, blended/hybrid. The curriculum will be efficient hyper-focused on non-negotiable standards and experiences. (Target Group: All) (Strategic Priorities: 2,3)	Principal	August - June		Criteria: Maintain campus TEA rating of A

SY 20-21 CIP Developers List

Name	Position
Weirsema, Anah	Academic Dean
Day, Isadora	Assistant Principal
Mauser, Shawn	Librarian
DiCuffa, Jill	Project Specialist
Heineman, Eric	College Counselor
Anderson, Mara	Parent Support
Langley, Jaime	Teacher
Rutz, Christena	Counselor
Banda, Sonya	Parent
Guilick, Charlotte	Parent
Martinez, Elaine	Parent
White, Jeanne	Community Rep.