

Academic Improvement Plan

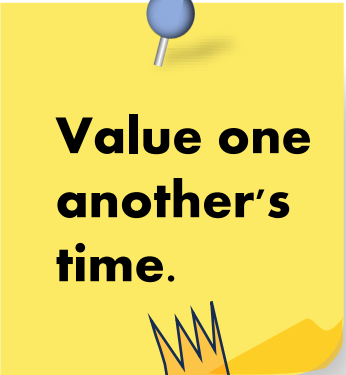
SY 2023-24

August 14th, 2023



CRD Academic Team Norms

We will...



Value one another's time.




Be present and purposeful.



Create, embrace and respond to policy collectively.



Give space for all voices.




Embrace a growth mindset.




Consistently reinforce norms.



Through interactions, physically and digitally.



Through specific goals and adjourning with purpose.



Presume positive intentions and be open to feedback. Keep conversations confidential.

Philosophy of Education at CRD

At Cristo Rey Dallas, we believe in a student-centered approach to learning. In order to master material, students need to be actively interacting with material, practicing skills, and collaborating with each other. We always ask ourselves: “Who is doing the heavy lifting in this classroom? The teacher or the students?”

Academic Vision

Learning at CRD is guided by instructors and discovered by students.

Learning is:

- **Purposeful** – Do all students understand how this lesson connects to their academic formation? To their holistic formation?
- **Metacognitive** – How are students thinking about their learning? How are they reflecting?
- **Rigorous** – Are all students being pushed to their academic limit? A little beyond?
- **Empowering** – How are students' voices prioritized in the classroom? How are they being prepared to achieve their full potential?

The Instructional Core

How does the teacher think about and adapt the content? Why did the teacher choose the content?



What do students do with the content? How are they thinking about content? What are students trying to accomplish?

How do teachers and students interact? What kind of thinking does the teacher require of students? How does the teacher respond to students' thinking?

Grade Level Commitments: Freshmen Team

- As a freshman team we hope our parents and students will embrace change, encourage growth and develop open communication.
- As a freshman team we hope to support each other with check-ins. We hope to pick up a team member before they feel like they are drowning. We will respect each other's time and differences. And we will do our best for our students, each other, and ourselves.
- As a freshman team we hope our students feel safe in our classes, can speak up and/or ask for help when needed. By the end of the year, we hope our students understand the importance of a planner. It should be a habit to turn assignments in on time.

Grade Level Commitments: Sophomore Team

Goals for the Year: Commitments to students and families

- Communicate more often with parents
- Welcome email to parents with name, contact info, office hours, etc.
- Consistency (individually and as a team) with bathrooms, cell phones
- Continue keeping track of student progress and needs

Goals for the year: Commitments to each other

- Collaboration with sophomore team about struggling (and excelling!) students

Grade Level Commitments: Junior Teachers

For students and families:

- As an 11th grade team, we commit to 1) Updating gradebooks with the appropriate amount and types of assignments throughout the year 2) Increasing positive parental contact and 3) Encouraging students to achieve grades that will enhance their prospects during the college application process.

Grade Level Commitments Senior Teachers

- Ensure that 100% of the students graduate and have a successful senior year.



Key Performance Indicators

Increase College Completion

New KPI for 2021! - College Readiness Measure

1 **INTERNAL** MEASURE OF COLLEGE READINESS

3.0+ GPA

and



1 **EXTERNAL** MEASURE OF COLLEGE READINESS

1+ SAT benchmarks

OR

3+ on 1 or more AP Exam(s)*

Starting fall 2022, proficiency on SVMU MARS tasks will be added as another external measure

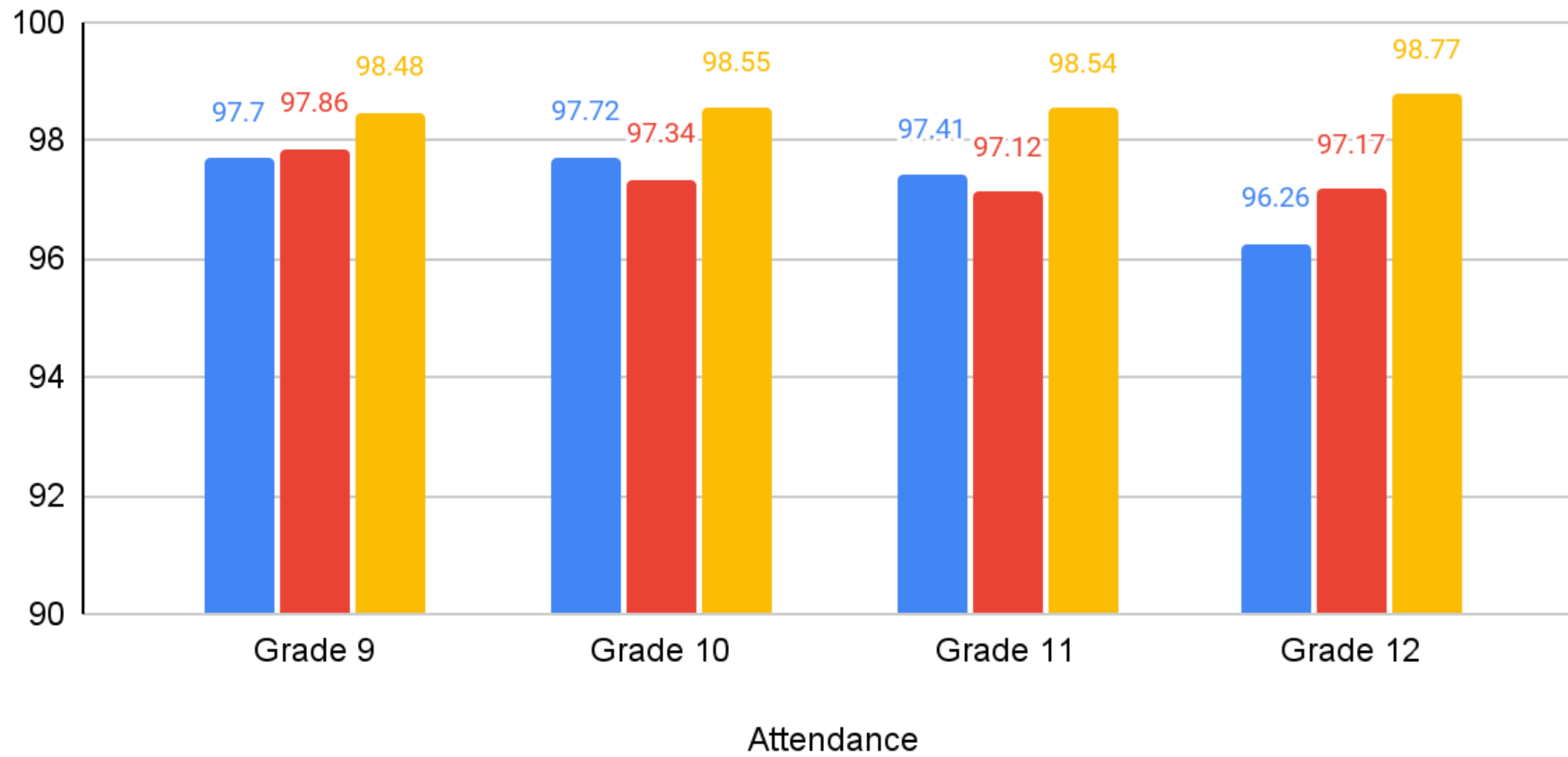


Measures of Academic Success

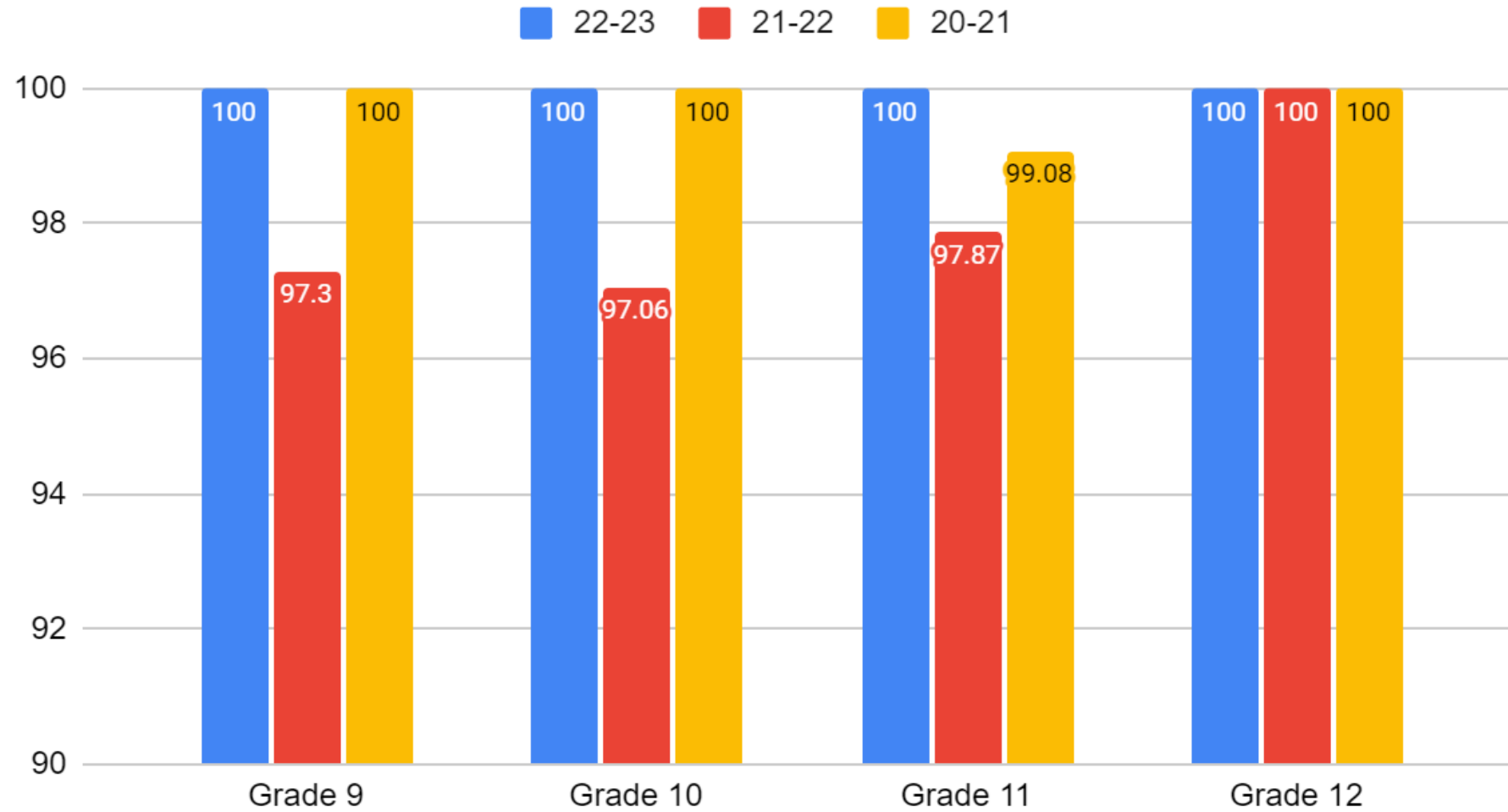
Measure	Description	CRD Goal	Baseline Data
KPI #1 Attendance	Percentage of students grades 9-12 who are regularly attending CRD.	98%	97%
KPI #2 GPA	Percentage of students grades 9-12 who have a GPA of 3.0 or higher	60%	46%
KPI #3 Academic Progress > 70%	Percentage of students who are in good academic standing and passing all their classes with a 70% or above at the end of the school year.	100%	98%
KPI #4 College Acceptance	Percentage of students from the Class of 2024 that are admitted to a 4-year college.	100% (Network Goal 80%)	97%
KPI # 5 Graduation from CRD	Percentage of students from the Class of 2024 that graduate from CRD without needing summer remediation.	100%	100%
KPI #6 College Readiness	Percentage of students achieving a 3.0 GPA and 1+ on SAT benchmark or 3+ on an AP exam.	50%	36%

Percentage of Attendance

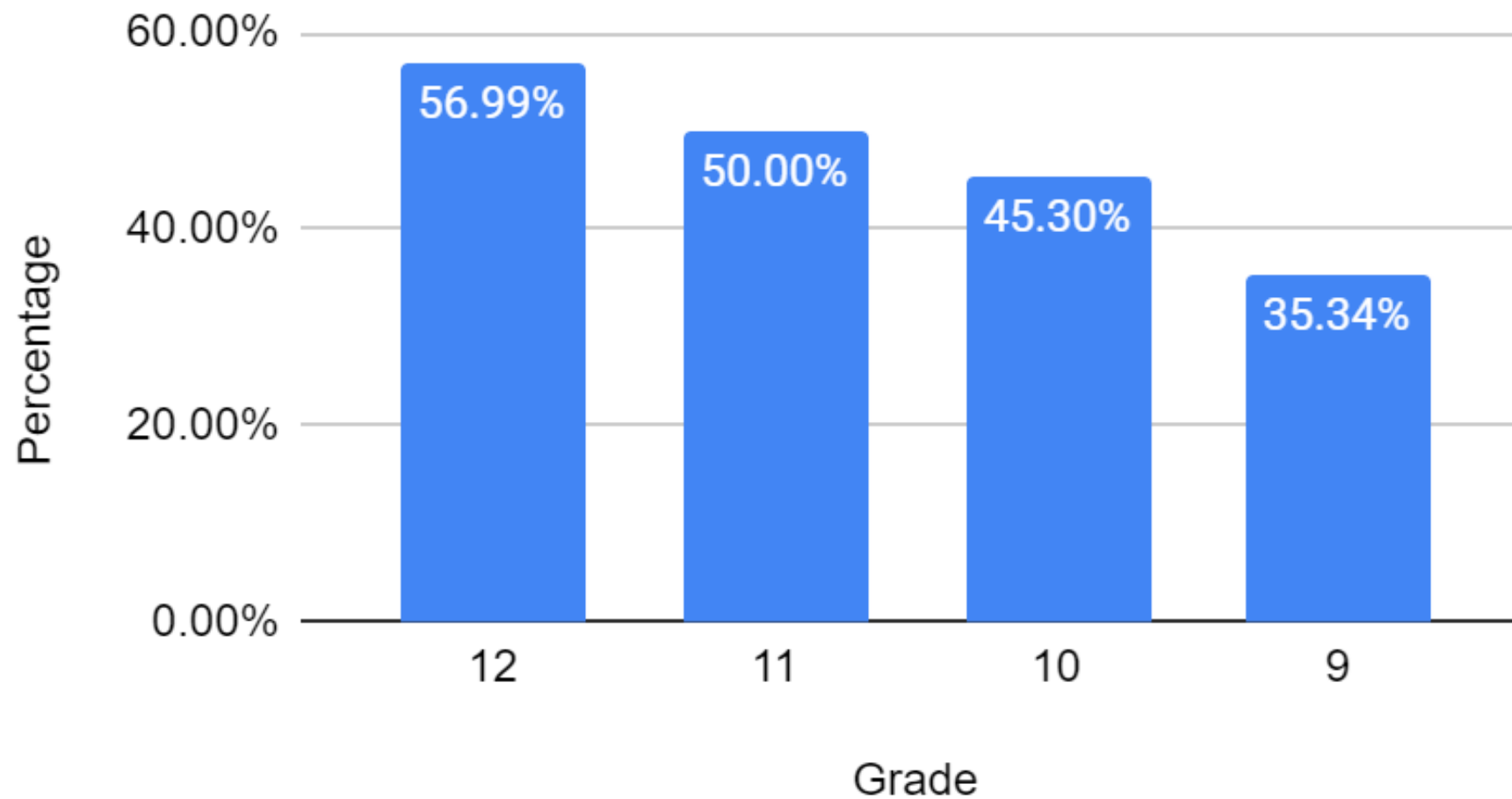
■ 22-23 ■ 21-22 ■ 20-21



Percentage of Students in Good Academic Standing



22-23 Percentage Above 3.0



AP SCHOOL SUMMARY DATA

	2019	2020	2021	2022	2023
Total AP Students	252	251	271	191	229
Number of Exams	512	478	572	386	469
AP Students with Scores 3+	132	168	145	138	127
% of Total AP Students with Scores 3+	52.38	66.93	53.51	72.25	55.46

College Guidance SAT Scores

Class of 2022 Mean Score

965

Met Both Benchmarks	23%
Met ERW (480)	56%
Met Math (530)	29%
Met None	38%

National Mean
1144

Met Both Benchmarks	63%
Met ERW (480)	84%
Met Math (530)	65%
Met None	14%

Class of 2023 Mean Score

985

Met Both Benchmarks	25%
Met ERW (480)	61%
Met Math (530)	28%
Met None	36%

National Mean
1146

Met Both Benchmarks	66%
Met ERW (480)	85%
Met Math (530)	69%
Met None	12%

Class of 2024 Mean Score

1008

Met Both Benchmarks	36%
Met ERW (480)	74%
Met Math (530)	38%
Met None	25%

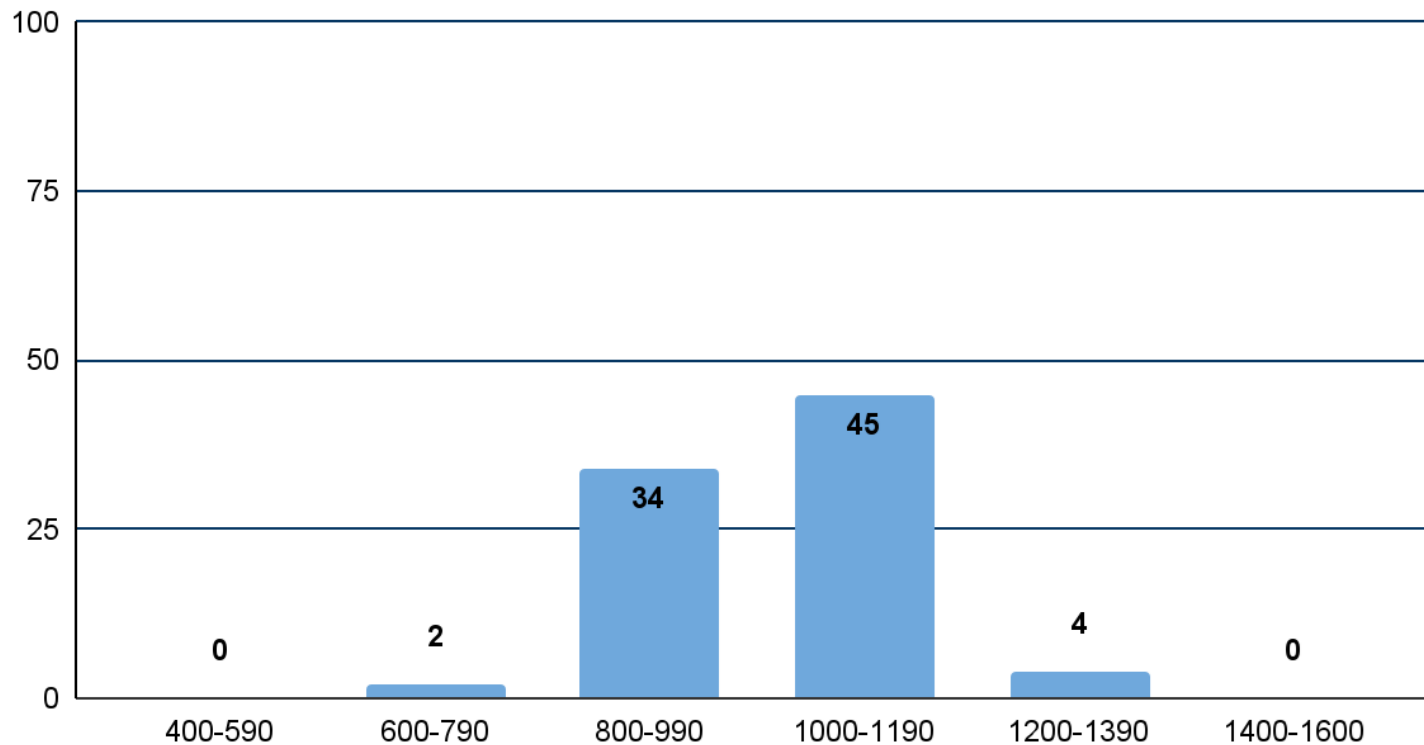
National Mean
1149

Met Both Benchmarks	66%
Met ERW (480)	88%
Met Math (530)	67%
Met None	10%

College Guidance

SAT Scores

Distribution of Scores

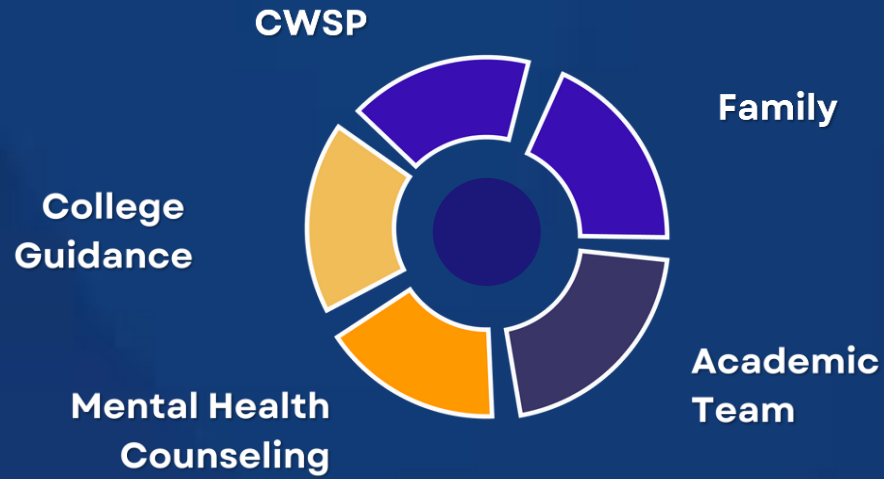


Class of 2024
Mean Section Scores
(200-800)

EBRW	515
Math	492

National
Mean Section Scores (200-
800)

EBRW	583
Math	566



100% Acceptance

2019

96%

2020

100%

2021

100%

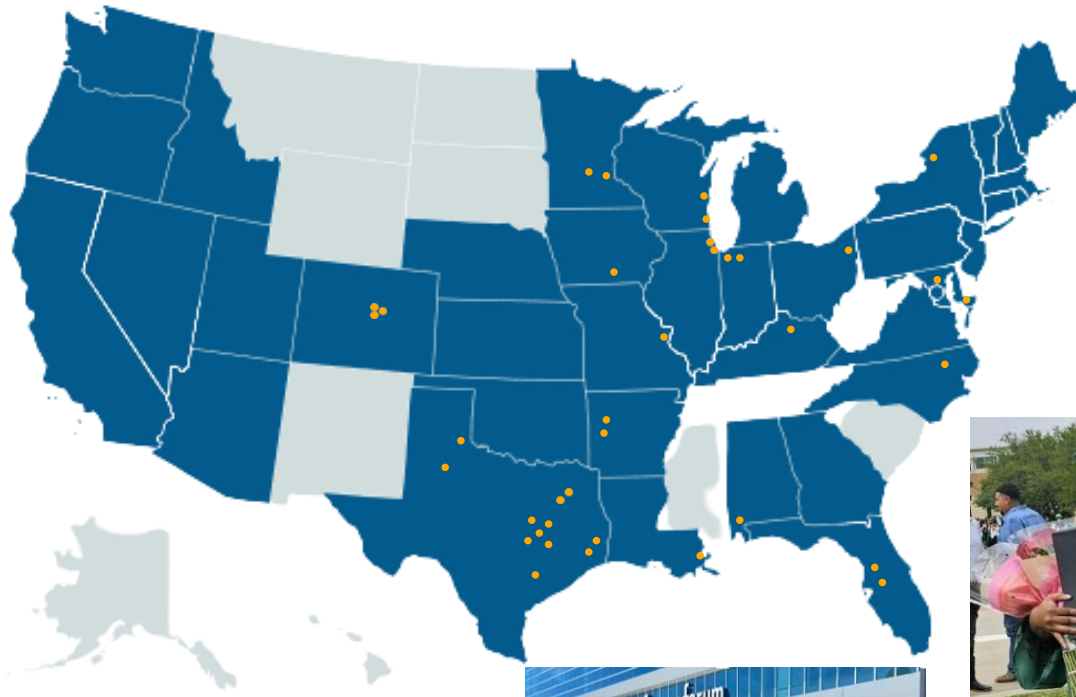
2022

100%

2023

100%

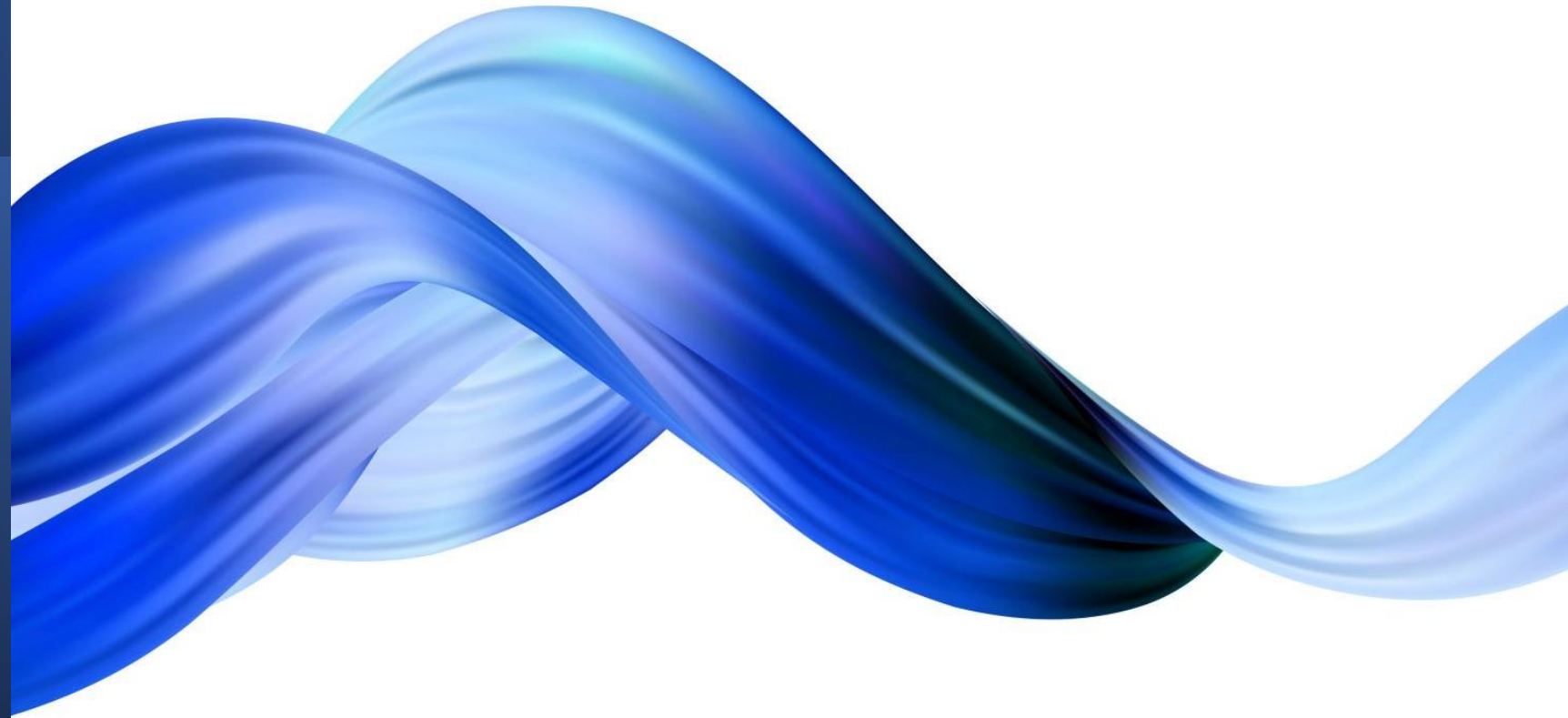
College Success Team



College Guidance Enrollment & Persistence

SY 2023-2024

Instructional Coaching



Objectives



Building a sustainable model that elevates our collective practice.



Incentivizing professional growth.



Capitalizing on resources from Region 10 (Laura Kile)

Learning Communities for the School Year

Cognia Accreditation Review

Learning Goal: We will engage in a continuous improvement process over the course of the SY 23-24 to strengthen our professional practice, identify areas of improvement, and embrace collegiality and collaboration on behalf of CRD learners (*Cognia Standards: 5, 6, 7*).

Virtue Based Restorative Discipline

Learning Goal: We will use our learning of the *Virtue Based Restorative Discipline* process to cultivate and sustain a culture of respect, fairness, equity, inclusion, and self-reflection for all CRD students that aligns with our Catholic identity and school mission (*Cognia Standards 1-5*).

Learning Communities for the School Year

Instructional Coaching

Learning Goal: We will cultivate a campus culture of coaching, collegiality, and growth in support of our CRD students (*Cognia Standards 5-6*).

Implementing Mastery Learning

Learning Goal: We will collaborate and offer practical ideas (e.g., through learning walks, classroom observations, group discussions) on how mastery learning can be used in a broad array of teaching and learning contexts to help all students learn excellently (*Cognia Standards 17,21,22, and 23*).

A Partnership Approach to Improving Instruction

TRUST



A Partnership Approach to Improving Instruction at CRD

Instructional Coach

- Reflective process
- Identify focus areas of growth based on a review of student achievement data.
- Set measurable performance goals for the year.
- Conduct formal observation (s).
- Conduct End of Year Review.
- **Observe: Classroom sweeps, lesson feedback, focused observations**
- **Model, Co-Plan, Co-teach, Strategies in Action**
- **Reflect: Listening ear, Data digs, Coaching conversations**

Teacher Mentor

- Collegial, non-evaluative
- Thought partner
- Identify focus areas for collaboration
- Assist new teacher with onboarding to CRD School Culture
- **Observe: Classroom sweeps, lesson feedback, focused observations**
- **Model, Co-Plan, Co-teach, Strategies in Action**
- **Reflect: Listening ear, Data digs, Coaching conversations**

Professional Growth at CRD: SY 23-24

Level	Tenure	PD
New Teacher at CRD	Year 1 and Year 2	<ul style="list-style-type: none">• Teacher is assigned an Instructional Coach for weekly coaching sessions.• Teacher is required to attend all CRD PD/Team Meetings.
Professional Growth	Year 3 and beyond	<ul style="list-style-type: none">• Teacher is required to attend all CRD PD/Team Meetings• Teacher is encouraged to seek new PD opportunities through Region 10 , CRN, College Board and other venues.
Distinguished Teacher	Teachers with a minimum of 5 years at CRD AND who have consistently shown excellence through classroom observations, student performance data, and leadership.	<ul style="list-style-type: none">• Teacher is required to attend all CRD PD/Team Meetings and strongly encouraged to take on a leadership role.• CRD Distinguished teachers are encouraged to serve as Mentors for Year 1 and Year 2 teachers.• Teacher is encouraged to seek new PD opportunities through Region 10 , CRN, College Board and other venues and present new learnings at CRD.

Classroom Observation Calendar

Week of August 21 st and 28th	Introductory Meetings/Goal Setting
October/November	Fall Formal Evaluations
December/January	Reflect on First Semester Coaching/Goals
March/April	Spring Formal Evaluations
On-going	Learning Walks/Informal Evaluations

Learning Goals

Teacher:

<input checked="" type="checkbox"/> SELF: what's a goal you will achieve?		
Goal: Mention two goals that you have for yourself for the new school year? (think professionally or personally)	Plan: What (daily) actions will you take to adhere to your goals?	Steps: How will you monitor or check that you are on the desired path? How will you course-correct if you are veering off of your desired route?
1.		
2.		

CRD Curriculum SY 23-24

[CRD Lesson Plan](#)

[CRD Curriculum](#)

[CRN Assessments](#)

[Curriculum Audit](#)

PD Calendar for the Year



CRISTO REY
DALLAS COLLEGE PREP