



DORAL ACADEMY

IMAGINATION. INNOVATION. EXCELLENCE.

Doral Academy of Texas

www.doralacademytx.com

Mission: The mission of Doral Academy of Texas is to deliver an exceptional educational experience that engages students in rigorous learning through STEM education, empowering them to be lifelong learners and successful future leaders.

Vision: The vision of Doral Academy of Texas is to set the standard for outstanding student achievement while preparing students to become creative problem solvers by emphasizing the interconnections between science, technology, engineering, and math; therefore, preparing students to be ready for the challenges of an ever-evolving world.

District & Campus Improvement Plan 2023-2024



School Improvement Committee Members:

- Jennifer DeSousa, Superintendent/Principal
- Christina Garza, Assistant Principal
- Mari Eyhorn, School Counselor
- Catherine Lawson, SPED Case Manager
- Sherin Burns, SEL Coordinator
- Jhenisse Moreno, PBIS Coordinator/ Parent/Community Engagement Specialist
- Tasheika Morris, Athletic Coordinator
- Nancy Nehring, School Nurse
- Katy Mejia, K-2 Interventionist/RtI Coordinator
- Tammy Meyer, Instructional Coach

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

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 the future in the social, economic, and education 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.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

OBJECTIVE 1: Parents will be full partners with educators in the education of their children.

OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students. Through that curriculum, students will be prepared to succeed in a variety of postsecondary activities, including employment and enrollment in institutions of higher education.

OBJECTIVE 5: Educators shall cultivate in students an informed American patriotism and lead students in a close study of the founding documents of the United States and Texas. The purpose of this objective is to:

- (1) increase students' knowledge of the deepest and noblest purposes of the United States and Texas;
- (2) enhance students' intellectual independence so that students may become thoughtful, informed citizens who have an appreciation for the fundamental democratic principles of our state and national heritage; and
- (3) guide students toward understanding and productive functioning in a free enterprise society.

OBJECTIVE 6: Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE 7: The state's students will demonstrate exemplary performance in comparison to national and international standards.

OBJECTIVE 8: School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE 9: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

OBJECTIVE 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

OBJECTIVE 11: The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students.

Data Sources Reviewed: Data Analysis of the 2022-2023 STAAR administration, iReady Data, DIBELS Data, ADA, Parent/Guardian Survey, Student Survey, Discipline Data, and additional sources.

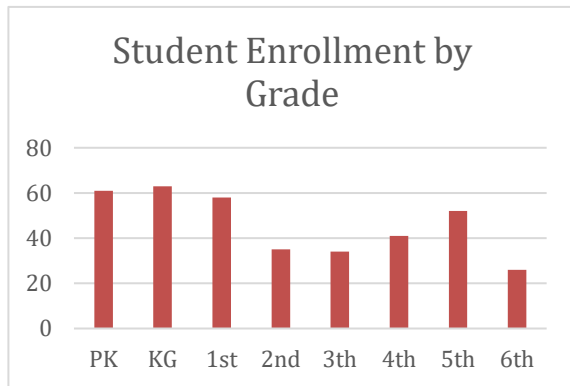
School Information

Principal: Jennifer DeSousa

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Address: 1333 Firecracker Drive Nuda, TX. 78610

P: 512-436-3881



Student Enrollment by Ethnicity & Eco Dis



- Amer Indian/Alaskan
- Black/African Amer
- White
- Two or More
- Asian
- Hispanic/Latino
- Hawaiian/Pac Islander

Student Enrollment by Ethnicity



- Amer Indian/Alaskan
- Black/African Amer
- White
- Two or More
- Asian
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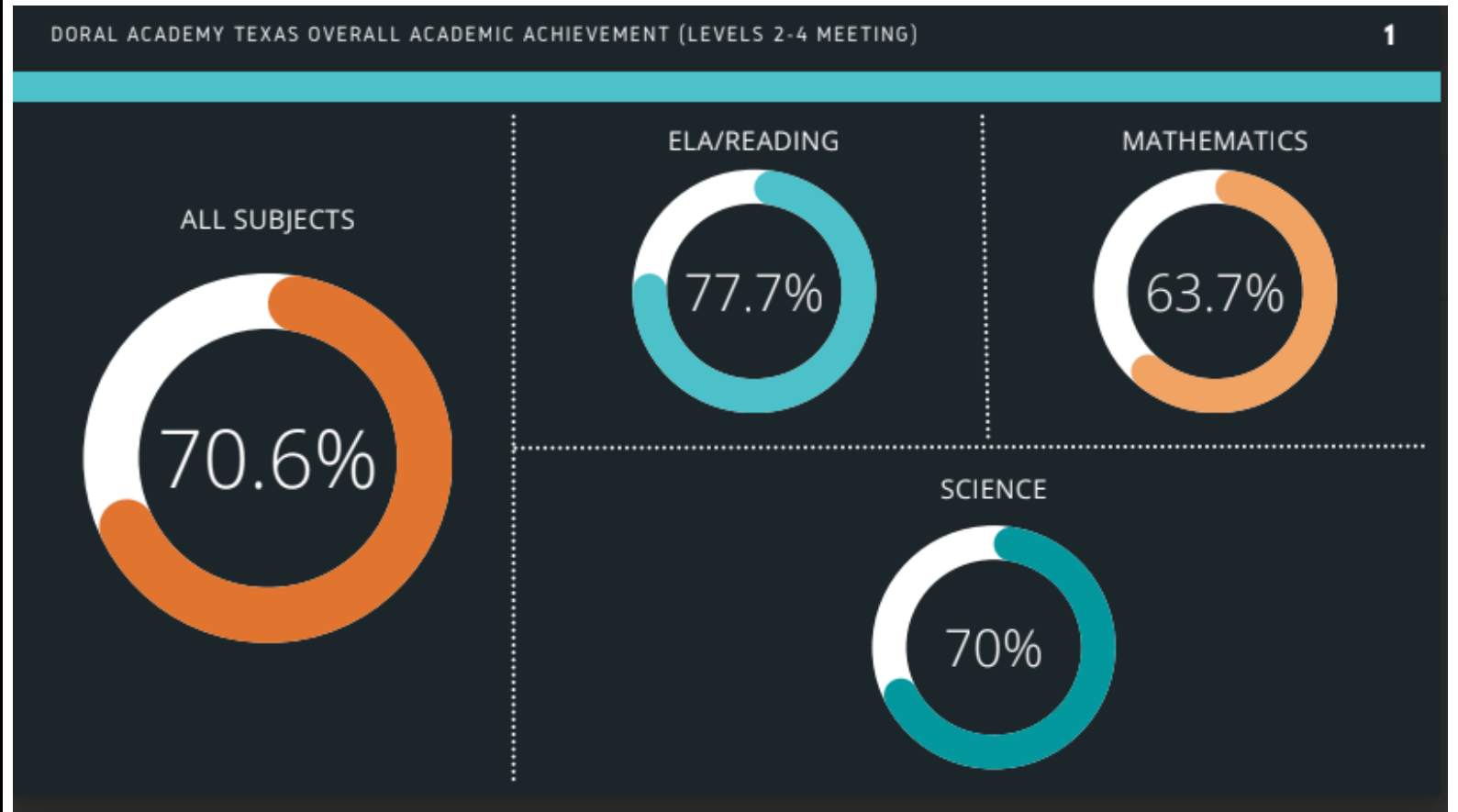
Student Achievement reported 2022-2023

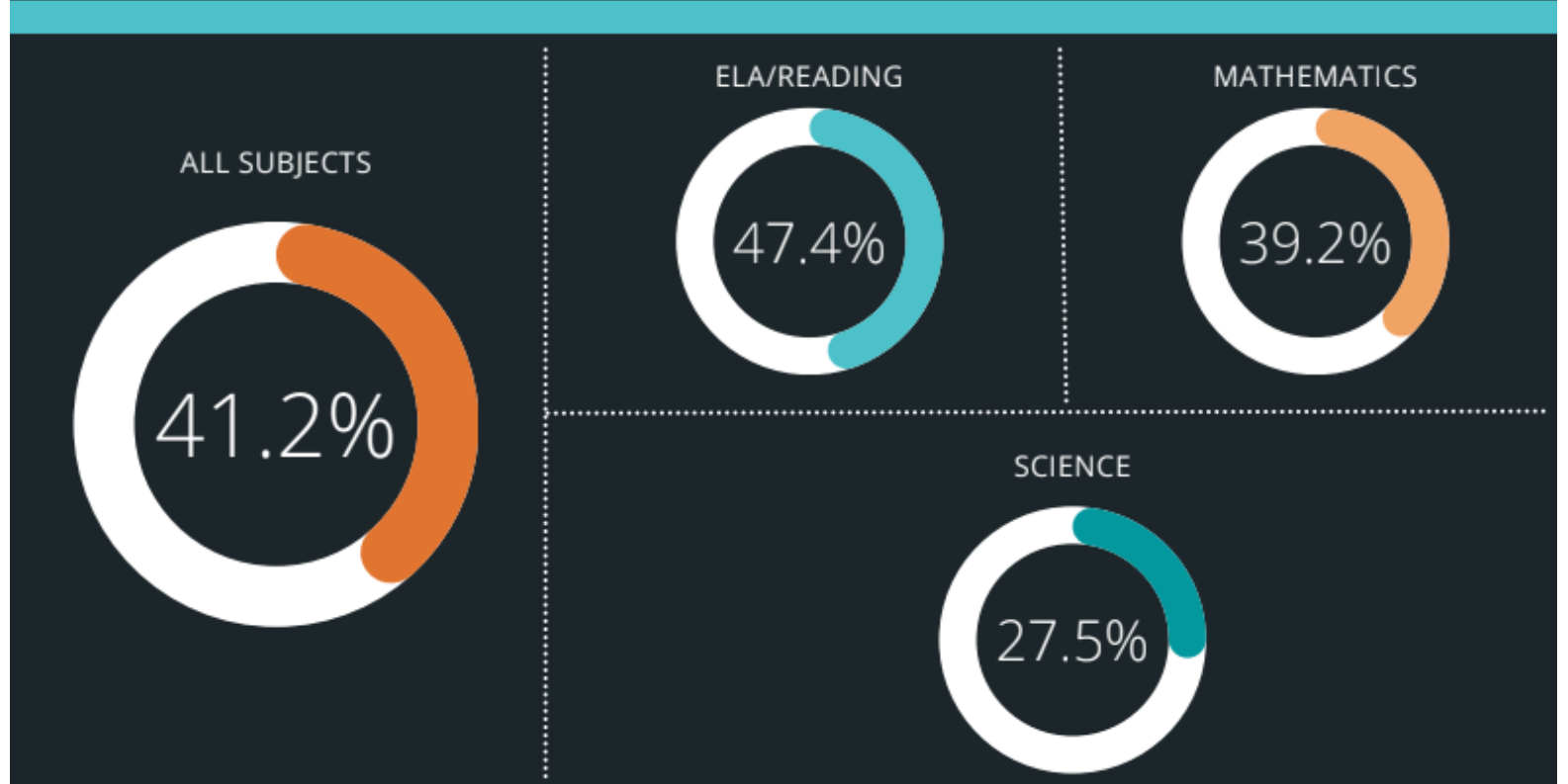
STAAR Reading, Mathematics, and Science

Summary: During the 2023-2024 academic year, Doral Academy will decrease the overall academic achievement by 10% in students achieving approaches (Level 2) in RLA, Mathematics, and Science.

During the 2023-2024 academic year, Doral Academy will increase the overall academic achievement by 10% in students achieving Meets and Masters (Levels 3 and 4) in RLA, Mathematics, and Science.

During the 2022-2023 academic year, the students of Doral Academy were evaluated by the STAAR assessment. The results indicate that 70 percent of students achieved a performance level categorized as Approached, Meets, or Masters (Level 2,3,4). The results indicate that 41 percent of students achieved a performance level categorized as Meets and Masters (Level 3,4).



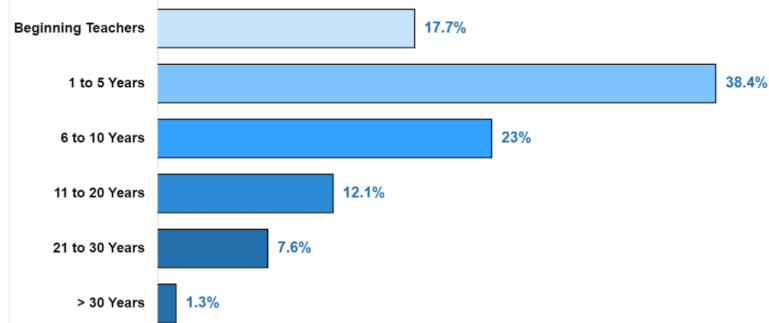


Advanced Placement

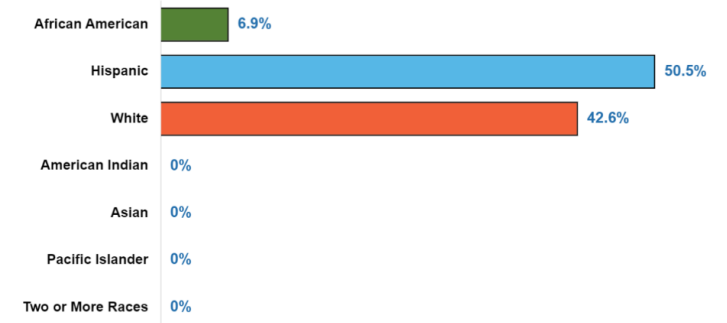
Not applicable during the 2022-2023 school year.

<p>CCMR</p>	<p><i>Not Applicable 2022-2023 School Year</i></p>			
<p>Graduation Rate</p>	<p><i>Not Applicable 2022-2023 School Year</i></p>			
<p>School Culture: Staff Data collected in 2022 - 2023 indicates the Student to Teacher ratio was 18/1.</p>	<p>Number of Students Per Teacher 18.4</p>	<p>Number of Full-time Staff 148.6</p>	<p>Number of Full-time Teachers 79.2</p>	<p>Average Teacher Salary \$58,473</p>
<p>School Culture and Climate: Family Engagement</p>	<p>Communication to Staff and Students Daily: Morning Announcements, Posters, Fliers, and Social Media. Communication to Staff: Weekly Emails, PLC Meetings, Department Meetings, Faculty Meetings, Committee Meetings, Doral GroupMe App, and Staff Mailboxes.</p>			

Teachers by Years of Experience,



Teachers by Race/Ethnicity



	<p>Communication to Parents/Guardians/Families: Monthly Smore Newsletter from the Principal, Class Dojo and School Messenger notifications from teachers, clubs, sports, and school announcements. Guardian/Teacher conferences scheduled quarterly (or when needed),</p> <p>Title I Parent/Family Nights: Annual Title I Meeting, Monthly Parent Academies</p> <p>Information related to the following topics:</p> <ul style="list-style-type: none"> ● Overview of the Title I Program including goals and how Title I funding supports students. ● Family Involvement and Rights - access to curriculum, assessments, and qualifications of teachers ● Curriculum and Instruction - overview of the school programs and opportunities ● Resources and support - tutoring, tutorials, online links for assistance ● Family involvement - volunteer opportunities, parent organizations, and school activities. <p>Events and Outreach Initiatives: Fall Fest, Curriculum Nights, STEM Nights, Art Gallery Showcase, GT Showcase, Quarterly Honor Roll Assemblies, Volunteer Appreciation Luncheon, Guest Speakers</p> <p>Extracurricular Activities: Charter League sports programs including Basketball, Soccer, Volleyball (boys and girls) Cheerleading and Spirit Squad.</p> <p>Student Club: Art club, Cooking Club, Chess Club, Gaming Club, E-Sports, Lego Club, Makerspace Club.</p>
<p>School Culture and Climate: School Safety</p>	<p>Monthly Safety Drill Schedule: Fire, Hazardous Weather, Hard Lock-Down, Soft Lock-Down.</p> <p>Quarterly Safety School Meetings: Team Members including Principal, Assistant Principals, Dean of Students, Student Services Coordinator, IT coordinator, Facilities manager, Teacher Lead, Security Department, and Parent/Community Outreach Specialist.</p> <p>School Safety Parent/Family Night</p> <p>Anonymous Reporting Site</p>

	<p>Intrado: Application downloaded on all staff devices. Anyone can send the alert that there is an emergency on campus that requires immediate assistance from emergency services.</p> <p>Anti Bullying Plan and Committee: Counselors develop and implement the anti-bullying plan including anonymous reporting, TEA approved protocol to identify bullying, parent/family information nights, age-appropriate classroom presentations.</p> <p>Communication Systems: two-way radios, intercom systems, email alerts, school messenger and Intrado alerts, and call-out notifications</p>
<p>Recruit and Retain Highly Effective Staff:</p> <p>New Teacher Academy</p> <p>Recruitment Fair</p> <p>Professional Development</p>	<p>New Teacher Academy: Started 2023-2024 school year. Link to the handbook:</p> <ul style="list-style-type: none"> ● Tailored to training and support, helping new teachers acclimate to the profession. ● Topics covered during monthly PD sessions with Mentor: classroom management, curriculum development, understanding diverse learner needs, student formative and summative assessments. ● Experienced mentors guide new teachers monthly and act as a direct support. ● Career support leads to new teachers with more confidence and resilience, resulting in a higher retention rate. <p>Professional Development Plan:</p> <ul style="list-style-type: none"> ● Needs assessment including staff surveys, classroom observations, and student achievement are used to indicate where professional growth is needed. ● Aligned to the school’s mission, vision, and academic goals. ● Differentiated Training based on experience levels. ● Focus on Best Practices and building up community experts and encouraging collaboration. ● Consistently receive and act on feedback and evaluations of current professional development opportunities. <p>Doral’s teachers will be able to earn a designation through the Teacher Incentive Allotment starting 2024-2025.</p>

- K-8 Reading and Math
- Grade 5 Science Teachers

Curriculum, Instruction, Assessment

Doral educators have access to curriculum approved by the state and rooted in research across all subjects. Curriculum Materials include:

Reading		Math		Science		Social Studies
Reading Wonders K-5th		(O) (C) Go Math K-7th		(O) (C) Stemscopes K-7th		(O) (C) Studies Weekly
(C) Think Up 3rd-7th		(O) Think Up 1st-7th		(O) Think Up 3rd-7th		(O) (C) Texas History
(O) iReady K-7th		(O) iReady K-7th		(C) Think Up 5th		(O) (C) Teaching Strategies PreK
(O) (C) Study Sync 6th-7th		(C) Think Up 3rd-7th		(O) (C) Teaching Strategies PreK		
(O) Think Up 1st-7th		(C) Glencoe 6th-7th				
(C) Spring board 6th-7th		(O) (C) Teaching Strategies PreK			(O) Online Component	
(O) (C) Reading Horizons K-3rd					(C) Student Consumable	
(O) Sound City						
(O) (C) Teaching Strategies PreK						

Doral’s educators will access all curriculum and applications through a single-sign on application: Clever and Colegia.

<p>School Mission and Vision</p>	<p>Doral Academy will provide: opportunities to utilize varied learning styles throughout all courses; a safe, positive, and caring school environment conducive to learning (see www.doralacademyschools.org), opportunities for students to experience success, learning, and leadership; differentiated instruction to meet the needs of all learners; data-driven, standards-based, and student-centered instruction; meaningful and innovative teaching to produce a lifelong passion for learning; reinforcement and reflection methods to assist students in making connections and develop higher order thinking skills by helping them analyze and synthesize data using depth of knowledge skills; hands-on, project-based, and multi-media instructional delivery methods; opportunities for students with language barriers, low performance, or special needs to review, revisit and reapply knowledge at their own pace, if needed, through intervention and after school tutoring aimed at raising achievement levels of students who perform poorly.</p>
<p>Technology:</p>	<p>Doral is committed to preparing all learners for the 21st Century. A technology rich learning environment helps students develop their skills in information literacy, teaches students how to find, evaluate, and use information effectively. Students learn digital citizenship, online safety, and responsible use of technology.</p> <p>Student Devices: 50 Student PCs (computer labs), 135 Chromebooks (School Purchased), and 16 Chromebooks (Donors Choose), 60 iPad, and 32 Clear Touch Panels distributed to classrooms for daily use.</p> <p>Teacher Devices: Laptops, Desktops, Smart Boards, Document Cameras, and Laboratory Equipment.</p>

Comprehensive Needs Assessment Summary

School Year: 2023-2024

Student Achievement: Aligned to Texas Public Education Goals 1-4, Aligned to Texas Public Education Objectives 2, 4, 7.

Goal #1: By the end of the 2023-2024 school year, 45% of all students will earn a performance level (Meet or Master) on the STAAR Assessment.

Goal #2: By the end of the 2023-2024 school year, 75% of all students will earn a performance level of (Approaches, Meet, or Master) on the STAAR Assessment.

Strategies and Steps

Increase student achievement in all areas including reading, mathematics, and science.

- Curriculum Alignment - create Instructional Focus Calendars for all subject and grade levels in reading, mathematics, science.
- Data-Driven Instruction - analyze assessment data to identify areas of weakness and tailor instructional strategies accordingly. Use formative assessments to continuously monitor student progress and adapt teaching methods (TFARS).
- Targeted Intervention Programs - after school tutoring, small-group instruction or individual learning plans.
- Professional Development - provide ongoing professional development for educators to enhance their teaching techniques in reading, math, science and social studies.
- Technology Integration - use educational technology to supplement learning, providing interactive resources and adaptive programs that cater to diverse learning styles.
- Cross-Curricular Integration - interdisciplinary connections between subjects helps students understand the practical application of skills learned in one subject to another.

Monitoring Timeline and Responsibilities	Curriculum Alignment	<ul style="list-style-type: none"> - Instructional Coaches will develop an IFC for each grade level (Completion August 1, 2023) - Lead Teachers will meet to adjust the IFC through the school year according to additional dates and interruptions to the learning calendar. - School Principal, Assistant Principal, and Instructional Coach, will conduct walkthroughs each week to monitor the instruction and timeline for each IFC.
	Data-Driven Instruction	<ul style="list-style-type: none"> - Students will take a BOY assessment in reading and mathematics prior to September 30th. - Teachers will meet during their PLCs to discuss data trends, challenges, and strategies they will implement to meet the needs of their diverse learners. - Instructional Coaches will meet with teachers to assist with instructional strategies monthly - The RTI specialist will meet with each PLC team monthly to analyze struggling students and strategies implemented for improvement. - Paraprofessionals will be utilized for small-group instruction, intervention, and tutoring.
	Professional Development	<ul style="list-style-type: none"> - Teachers will receive 10 days of professional development prior to the beginning of the school year. Topics will include (iReady, Curriculum Projects, Lesson Planning, and RtI) - Ongoing professional development is scheduled through the school year on each ½ day. Topics are on an as-needed basis (Curriculum Integration, Data-driven instruction, Instructional Strategies) - Instructional Coaches and Assistant School leaders will keep a log of all professional development opportunities, sign-in sheets, and agendas)
	Technology Integration	<ul style="list-style-type: none"> - Each classroom will have access to technology (5x laptops per room), smart board for

		<p>lesson presentation and interaction, document cameras for projecting lessons)</p> <ul style="list-style-type: none"> - Students and staff will utilize the Clever SSO software to access all programs and applications. - Assistant School leaders will monitor the technology use during walkthroughs - Instructional Technology coordinators will monitor the distribution and access to all devices.
	Cross-Curricular Integration	<ul style="list-style-type: none"> - Teacher leads will meet monthly during PLC time to learn how to integrate the SLAM lesson model and application - CCMR Coordinator and specialist will provide teachers access to all integrated lessons.
Resources	Core Curriculum Materials, Supplemental Curriculum Materials, Data Trackers, Technology, Software, and leadership team members.	
Federal Program Support	Title I funding will assist in the purchase of instructional materials, personnel used for RTI management, small-group instruction, tutoring, and technology resources.	
<p>Student Achievement Goal: College, Career, and Military Readiness. Aligned to the Texas Public Education Goals 1 - 4, Aligned to the Texas Public Education Objectives; 1, 3, 7.</p>		

Not Applicable during the 2023-2024 school year.

Strategies and Steps

- Career Guidance and exploration - comprehensive career counseling and exposure to various professions. Students will have an opportunity to learn about different career pathways, offered internships, participate in job shadowing, and guest speaker programs. The CCMR department will enroll students into career pathways starting in Grades 6 - 8. When students enter Grade 9 the CCMR department will help them select a graduate plan.
- College Preparation program - CCMR department will offer support for students through assistance with standardized testing, essay writing, and financial aid applications. SAT/ACT preparation courses and resources.
- Dual Credit and Advanced Placement Courses - expand access to rigorous courses, such as dual credit and Advanced Placement classes, enabling students to earn college credit while in high school
- Industry Certifications - students will have opportunities to attain industry-recognized certifications relevant to their career interests. Collaborate with local industries to provide certification programs and apprenticeships.
- Military Readiness Programs - Military branches will offer information sessions, mentorship programs, and guidance for students interested in military service. Provide support for ASVAB preparation and enlistment processes.
- Parent/Guardian Information Nights - CCMR will host a fall and spring parent engagement night informing them about the various pathways available post-graduation and involve parents/families in the planning process. Information will be posted on the school's website and parents/families can reach out to the CCMR department, Assistant School Leaders for support.
- Tracking Systems - the CCMR department will track all students entering 7th grade providing targeted support for students that are at-risk of not meeting academic guidelines.

Monitoring Timeline and Responsibilities

College and Career Exploration

Students entering grade 6 will have college and career exploration exposure through SLAM lessons embedded within their core classes. Students entering grade 7 and 8 will have the opportunity to participate in electives designed to support their college and career goals, Students entering grade 9 - 12 will select a graduation plan aligned to their future college or

	career goals. The CCMR department will meet with each student in the spring semester to select courses for the following school year.
College Preparation Program	Students that earn a Level 1 (Did Not Meet) will be assigned an accelerated coursework in Reading and/or Mathematics. Scheduling will begin when STAAR scores are released.
Dual Credit and Advanced Placement Courses	<i>Not Applicable during the 2023-2024 school year.</i>
Industry Certifications	<i>Not Applicable during the 2023-2024 school year.</i>
Military Readiness	<i>Not Applicable during the 2023-2024 school year.</i>
Parent/Guardian Info Night	Fall and Spring family information nights highlighting programs, opportunities, college and career pathways.
Tracking systems	<p>Student data tracker to capture the following information:</p> <ul style="list-style-type: none"> ● Meet Texas Success Initiative (TSI) Criteria in ELA/Reading and Mathematics. A graduate meeting the TSI college readiness standards in both ELA/reading and mathematics; specifically, meeting the college-ready criteria on the TSIA1 and/or TSIA2 assessment, SAT, ACT, or by successfully completing and earning credit for a college prep course as defined in TEC §28.014, in both ELA and mathematics. ● Earn Dual Course Credits. A graduate completing and earning credit for at least three credit hours in ELA or mathematics or at least nine credit hours in any subject. ● Meet Criteria on Advanced Placement (AP)/International Baccalaureate (IB) Examination. A graduate meeting the criterion score on an AP or IB examination in any subject area. Criterion score is 3 or higher for AP and 4 or higher for IB. ● Earn an Associate Degree. A graduate earning an associate degree by August 31 immediately following high school graduation. ● Complete an OnRamps Dual Enrollment Course. A graduate completing an OnRamps dual enrollment course and qualifying for at least three hours of university or college credit in any subject area. See Appendix H for additional information. ● Earn an Industry-Based Certification. A graduate earning an industry-based certification under 19 TAC §74.1003. See Appendix J for a complete list of approved IBCs. ● Graduate with Completed Individualized Education Program (IEP) and Workforce

		<p>Readiness. A graduate receiving a graduation type code of 04, 05, 54, or 55, which indicates the student has completed his/her IEP and has either demonstrated self-employment with self-help skills to maintain employment or has demonstrated mastery of specific employability and self-help skills that do not require public school services.</p> <ul style="list-style-type: none"> • *Enlist in the Armed Forces. A graduate enlisting in the U.S. Army, Navy, Air Force, Coast Guard, or Marines. • Graduate Under an Advanced Diploma Plan and be Identified as a Current Special Education Student. A graduate who is identified as receiving special education services during the year of graduation and whose graduation plan type is identified as a Recommended High School Plan (RHSP), Distinguished Achievement Plan (DAP), Foundation High School Plan with an Endorsement (FHSP-E), or Foundation High School Plan with a Distinguished Level of Achievement (FHSP-DLA). • Earn a Level I or Level II Certificate. A graduate earning a level I or level II certificate in any workforce education area. See Appendix D or H for additional information
Resources	<p>2020 21 ECHS Blueprint 6.8.20 Final (texas.gov)</p> <p>Advanced Placement Courses, Curriculum, and Training.</p>	
Federal Program Support	<p>CCMR personnel training, TSAI test prep and resources, Tutoring for students, Additional teaching staff for accelerated reading and mathematics courses.</p>	
<p>School Improvement Goal: School Culture and Climate. Aligned to Texas Public Education Objectives 1 and 8.</p>		

Goal #1: By the end of the 2023-2024 school year, all parents and families surveyed will increase their satisfaction score by 10% reported for the previous school year.

Goal #2: By the end of the 2022-2023 school year, all staff and students surveyed will increase their satisfaction score by 10% compared to the previous school year.

<p>Strategies and Steps</p>	<ul style="list-style-type: none"> ● Monthly Parent/Family Newsletter ● Weekly Staff Newsletter ● Daily Student Announcements ● Website maintained with the current academic, athletic, and activity calendars. ● Family Engagement Events - Fall Festival, Spring Festival, Grandparent Day, Military Appreciation, Donuts with Dads, Father Daughter Dance, Muffins with Moms, Thanksgiving Meal, Holiday Events. ● Staff Aligned to Safety and Security: Dean of Students, Security Staff, Facilities Staff, School Counselor, School Social Worker, IT staff. ● School-wide Initiatives: Anti-bullying Curriculum, Anti-bullying club, Youth Mental Health First Aid training for all staff, Anonymous Reporting and Threat Assessment training. ● School Safety Upgrades: shatter-proof film for all exterior doors, electronic door locks, walkie-talkie for all staff, safety drill schedule, Safety Team Meeting Monthly. 	
<p>Monitoring Timeline and Responsibilities</p>	<p>Communication and Outreach</p>	<p>Student club oriented around morning announcements and updates for staff and students Principal weekly update emailed to staff Monthly parent/family newsletter generated by key personnel from the leadership team (Principal, Assistant Principal, Dean of Students, Counselors, CCMR, Clubs, etc.)</p>
	<p>Family Engagement Events</p>	<p>Calendar of activities and events planned during the month of July. Calendar shared with all students, staff, and families. Community Partner engagement from the Parent/Community Engagement specialist.</p>

	School-wide initiatives	Anti-bullying Campaign (School Social Worker and School Counselor deliver age-appropriate curriculum to all students during their elective or social studies courses) Anti-bullying Committee for Middle School Students Youth Mental Health First Aid training Threat Assessment Training for Threat Assessment Team Anonymous Reporting - link on website and box outside the school counselor's door.
	School safety upgrades	District Safety Committee: shatter proof film for all exterior doors.
Resources	<ul style="list-style-type: none"> ● Personnel, Threat Assessment Team, School Counselor, Leadership Team members. ● Training Region 13 ● Activity Calendars ● Community Partnerships 	
Federal Program Support	School-based personnel, resources for family engagement nights, Fall Festival planning and resources, anti-bullying resources, Region 13 partnership.	