



**Faith West Academy
Campus Improvement Plan
2019-2020**

Reverence, Respect, and Responsibility

Mission and Purpose Statement

Mission Statement: Excellence without compromise shall be defined as being equipped to fulfill each student's God-given potential. Compromise shall be defined as anything other than God's design.

Purpose Statement: Simply stated, the purpose of Faith West Academy is to provide EDUCATIONAL EXCELLENCE for our students in a CHRISTIAN ENVIRONMENT.

His divine power has granted to us all things that pertain to life and godliness, through the knowledge of him who called us to his own glory and excellence ~ 2 Peter 1:3

Planning and Comprehensive Needs Assessment: Summary of Findings

Prioritized Areas of Concern	
Areas of Concern	Data Source
New family communication	2018-2019 CIP, new family survey
Individualized Instruction	2018-2019 Survey Data
New teacher mentoring/coaching program	2018-2019 Survey Data
Qualified Teachers/nepotism	Survey Open-Ended Responses
Use of data for improvement in student learning Annual student and school performance report	2018-2019 Survey Data Analysis

Goal 1: Faith West Academy will continue efforts to reach stakeholders through a variety of different mediums, focusing on new families and communication from principals.

Addresses standards 1.3, 2.5

Summative Evaluation: Stakeholder Survey, May 2019

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evidence of Progress
Continued creation of Annual Financial Report	<ul style="list-style-type: none"> Business Administrator 	Fall 2019		Spring 2019 survey
Communication regarding ongoing teacher training	<ul style="list-style-type: none"> Director of Curriculum 	ongoing		Future publications of Eagle Flyer
Teacher Spotlight	<ul style="list-style-type: none"> Newsletter editor 	Begin in October		Future publications of Eagle Flyer
New Family Communication	<ul style="list-style-type: none"> Admissions Marketing Team 	Enrollment Period for 2019	<ul style="list-style-type: none"> Marketing budget Up-to-date documents 	<ul style="list-style-type: none"> In-person welcome letters and packets as well as via mail Responses to new family/returning family survey in fall of 2019 New Family Welcome Dinner
Community Presence	<ul style="list-style-type: none"> Administration Admissions Marketing Team 	Ongoing	<ul style="list-style-type: none"> Katy Moms Network Katy Community Impact Katy Magazine 	<ul style="list-style-type: none"> Facebook stats

Goal 2: Faith West Academy will increase efforts to differentiate instruction and to provide individualized instruction to students

Addresses Standards 13, 3.9, 4.6

Summative Evaluation: Stakeholder Survey, May 2019

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evidence of Progress
Increase staff training	<ul style="list-style-type: none"> • Director of Curriculum • Academic Advisor 	<ul style="list-style-type: none"> • “The Future is Now” TCEA training (Aug. 2019) with follow up in January 2019 	Professional development budget	<ul style="list-style-type: none"> • Successful implementation of program judged by student and teacher response
Introduce new technology	<ul style="list-style-type: none"> • Teachers • IT Staff 	<ul style="list-style-type: none"> • Ongoing 	Curriculum Budget	<ul style="list-style-type: none"> • TCEA certified teacher on campus • Evidence of staff-to-staff observations using TCEA tech integration rubrics

Goal 3: Faith West Academy will continue to ensure the hiring and training of highly-qualified teachers

Addresses Standards 1.3, 2.6, 3.7, 4.1

Summative Evaluation: Stakeholder Survey, May 2019

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evidence of Progress
Ongoing professional development for all staff	Director of Curriculum	Ongoing	Professional development budget	<ul style="list-style-type: none"> • Completion of 50+ hours of PD by all full-time teachers • Review in summative teacher evaluations • Dedicated time for learning from, using, and discussing the results of instruction and student work • Improvement results in instructional practices and student performance as indicated by grades and standardized test scores
Ongoing pre-AP and AP training for pre-AP/AP classroom teachers	Director of Curriculum	Ongoing	Professional development budget, Title II funds	<ul style="list-style-type: none"> • Increased AP test scores • Increased scores on PSAT 7/8/9
On-going supervision and evaluation of current staff	Principals	Ongoing		Formative and summative teacher evaluations
Continued commitment to hiring quality teachers	Principals	Ongoing		Formative and summative evaluations of new teachers
New teacher mentoring and coaching program	Administrative Team	Began during 2018-2019 school year, continuing for 2019-202 school year		<ul style="list-style-type: none"> • Beginning and end of year survey of new teachers • Used data from last year's end of year survey to modify current mentoring program

Shift to MAP testing	Administrative Team Teachers	First assessment late September 2019	Curriculum budget	<ul style="list-style-type: none"> • Student performance September 2019 • Teacher training • Comparative data from three testing dates
Teacher Evaluation Program (FWA-TESS)	Principals	Training August 2019 for 2019-2020 school year implementation		<ul style="list-style-type: none"> • FWA-TESS training and products • Formative and summative classroom evaluations
Gifted and Talented Program	Teachers	On going	Curriculum budget	<ul style="list-style-type: none"> • Continued education of staff to meet the needs of GT students in the regular academic classroom
Literacy Instruction Training	Elementary Teachers	Ongoing	PD budget, Title II funds	<ul style="list-style-type: none"> • Ability of teachers to easily integrate best literacy practices in classrooms • Increase in reading levels throughout the year

Goal 4: Utilize data to improve student learning and teacher instruction

Addresses Standards 1.3, 5.2, 5.3, 5.4, 5.5

Summative Evaluation: Fall 2018 and spring 2019 standardized test scores

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evidence of Progress
Overall analysis of standardized test score data	Administrative Team	Summer 2019	Various standardized test results	<ul style="list-style-type: none"> • Meeting minutes • Increase in standardized test scores for 2019-2020 school year
Continued use of stakeholder surveys	<ul style="list-style-type: none"> • Administrative team • Campus Improvement Team 	Fall 2019 survey	Stakeholder surveys	<ul style="list-style-type: none"> • Completion rate of surveys • Update of Campus Improvement Plan
Systematic and comprehensive communication regarding student and school performance	<ul style="list-style-type: none"> • Administrative team 	Winter 2020	<ul style="list-style-type: none"> • Data from standardized tests • Survey data 	<ul style="list-style-type: none"> • Annual student and school performance report
Increasing data sources	<ul style="list-style-type: none"> • CIT 	Fall 2019-Spring 2020	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Completion of Student and School Performance Report