

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 1: By Summer 2025, 90% of students in grades K-2 are on grade level or show 1.5 years of growth on NWEA MAP Reading					
Objective A: By May 2024, 70% of Kindergarten students, 60% of 1 st grade students, and 50% of 2 nd grade students will score at or above grade level or show 1.5 years of growth on NWEA MAP reading.					
Summative Evaluation: EOY MAP Reading data					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Implement weekly professional development model which includes activities such as classroom observations, walkthroughs, coaching sessions, lesson rehearsal and model classroom lessons by instructional coach.	Principal Asst. Principal	FSP	Every 9 weeks	Walkthrough data, data step-back, sign in sheets, Unit assessments, exit tickets, weekly assessments	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide additional instructional coaching by hiring an instructional coach.	Principal, CEO	TCLAS-GR {\$128,700}	July 25, 2022	Employment Agreement; Job Description Sign in Sheet	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Continue hosting PLC meetings to review data such as exit tickets, norming of student work using rubrics, unit assessments, universal screener data.	Principal Instructional Coach CEO	FSP	Weekly	Agenda Sign In Sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Hold instructional rounds for the purpose of calibrating classroom observers.	Principal CEO Instructional Coach Asst. Principal	FSP	Every 9 weeks	Walk through forms; Instructional rounds observations	No Progress Some Progress Significant Progress On Track to Meet Goal
5. Implementation of SEL curriculum such as Changing Perspectives	Counselor CEO	FSP	Every 9 weeks	Counselor's schedule of classes Assessment results	No Progress Some Progress Significant Progress On Track to Meet Goal

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Summative Evaluation: EOY MAP Reading data					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
6. Implement Royal Block Time at the end of the instructional day to provide differentiated instruction to all students	Classroom Teachers	Instructional software such as: Amplify Software Amira Software: Blended Learning Execution grant {\$52,653}; LASO Technology Lending grant {\$26,368}; Blended Learning grant {\$82,732}	Every 3 weeks	Software reports Running records	No Progress Some Progress Significant Progress On Track to Meet Goal
7. Provide intervention services to students struggling to meet state academic standards and to close educational achievement gaps.	Principal Identified 50% interventionists	Title I {\$121,969}	Daily	Software reports Running records	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 2: By Summer 2025, 90% of students in grades K-2 are on grade level or show 1.5 years of growth on NWEA MAP Math.					
Objective A: By May 2024, 70% of Kindergarten students, 60% of 1 st grade students, and 50% of 2 nd grade students will score at or above grade level or show 1.5 years of growth on NWEA MAP math.					
Summative Evaluation: EOY MAP Math Data					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Implement weekly professional development model which includes activities such as classroom observations, walkthroughs, coaching sessions, lesson rehearsal and model classroom lessons by instructional coach.	Principal Asst. Principal	FSP	Every 9 weeks	Walkthrough data, data step-back, sign in sheets, Unit assessments, exit tickets, weekly assessments	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide additional instructional coaching by hiring an instructional coach.	Principal, CEO	TCLAS-GR {\$128,700}	July 25, 2022	Employment Agreement; Job Description Sign In Sheet	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Continue hosting PLC meetings to review data such as exit tickets, norming of student work using rubrics, unit assessments, universal screener data.	Principal Instructional Coach CEO	FSP	Weekly	Agenda Sign In Sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Hold instructional rounds for the purpose of calibrating classroom observers.	Principal CEO Instructional Coach Asst. Principal	FSP	Every 9 weeks	Walk through forms; Instructional rounds observations	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 2: By Summer 2025, 90% of students in grades K-2 are on grade level or show 1.5 years of growth on NWEA MAP Math.					
Objective A: By May 2024, 70% of Kindergarten students, 60% of 1 st grade students, and 50% of 2 nd grade students will score at or above grade level or show 1.5 years of growth on NWEA MAP math.					
Summative Evaluation: EOY MAP Math Data					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
5. Implementation of SEL curriculum such as Changing Perspectives	Counselor CEO	FSP	Every 9 weeks	Counselor’s schedule of classes Assessment results	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Implement Royal Block Time at the end of the instructional day to provide differentiated instruction to all students	Classroom Teachers	Zearn Blended Learning Execution grant {\$52,653}; LASO Technology Lending grant {\$26,368}; Blended Learning grant {\$82,732}	Every 3 weeks	Software reports	No Progress Some Progress Significant Progress On Track to Meet Goal
7. Provide intervention services to students struggling to meet state academic standards and to close educational achievement gaps.	Principal Identified 50% interventionists	Title I {\$121,969}	Daily	Software reports Running records	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 3: By Summer 2025, 90% of students in grades 3-5 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.					
Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.					
Summative Evaluation: Spring 2024 STAAR Reading					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Implement weekly professional development model which includes activities such as classroom observations, walkthroughs, coaching sessions, lesson rehearsal and model classroom lessons by instructional coach.	Principal Asst. Principal	FSP	Every 9 weeks	Walkthrough data, data step-back, sign in sheets, Unit assessments, exit tickets, weekly assessments	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide additional instructional coaching by hiring an instructional coach.	Principal, CEO	TCLAS-GR {\$128,700}	July 25, 2022	Employment Agreement; Job Description Sign In Sheet	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Continue hosting PLC meetings to review data such as exit tickets, norming of student work using rubrics, unit assessments, NWEA 9-week assessments, 1 mock STAAR.	Principal Instructional Coach CEO	FSP	Every 9-weeks	Agenda Sign In Sheets	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 3: By Summer 2025, 90% of students in grades 3-5 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.					
Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.					
Summative Evaluation: Spring 2024 STAAR Reading					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
4. Hold instructional rounds for the purpose of calibrating classroom observers.	Principal CEO Instructional Coach	FSP	Every 9 weeks	Walk through forms; Instructional rounds observations	No Progress Some Progress Significant Progress On Track to Meet Goal
5. Implementation of SEL curriculum such as Changing Perspectives	Counselor CEO	FSP	Every 9 weeks	Counselor's schedule of classes Assessment results	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Implement Royal Block Time at the end of the instructional day to provide differentiated instruction to all students	Classroom Teachers	Instructional software such as: Amplify Software Amira Software Blended Learning Execution grant {\$52,653}; LASO Technology Lending grant {\$26,368}; Blended Learning grant {\$82,732}	Every 3 weeks	Software reports Running records	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 3: By Summer 2025, 90% of students in grades 3-5 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.

Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR reading.

Summative Evaluation: Spring 2024 STAAR Reading

Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
7. Provide extended learning time such as after school, and/or Saturday school for students struggling to meet state standards.	Classroom Teachers Instructional Coach AP	Instructional software such as: Amplify Software Amira Software TCLAS-ESSER III { \$169,000 }	Every 9-weeks	Attendance rosters Extra-duty pay sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
8. Conduct core content review camps every 9-weeks and prior to STAAR to provide hands-on learning opportunities for students.	Classroom teachers Principal	FSP TCLAS-ESSER III { \$169,000 }	Every 9-weeks	9-week assessment results Student data trackers	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 4: By Summer 2025, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Summative Evaluation: Spring 2024 STAAR Math					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Implement weekly professional development model which includes activities such as classroom observations, walkthroughs, coaching sessions, lesson rehearsal and model classroom lessons by instructional coach.	Principal Asst. Principal	FSP	Every 9 weeks	Walkthrough data, data step-back, sign in sheets, Unit assessments, exit tickets, weekly assessments	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide additional instructional coaching by hiring an instructional coach.	Principal, CEO	TCLAS-GR {\$128,700}	July 25, 2022	Employment Agreement; Job Description Sign In Sheet	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Continue hosting PLC meetings to review data such as exit tickets, norming of student work using rubrics, unit assessments, universal screener data.	Principal Instructional Coach CEO	FSP	Weekly	Agenda Sign In Sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Hold instructional rounds for the purpose of calibrating classroom observers	Principal CEO	FSP	Every 9 weeks	Walk through forms; Instructional rounds observations	No Progress Some Progress Significant Progress

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 4: By Summer 2025, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Summative Evaluation: Spring 2024 STAAR Math					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
	Instructional Coach				On Track to Meet Goal
5. Implementation of SEL curriculum such as Changing Perspectives	Counselor CEO	FSP	Every 9 weeks	Counselor’s schedule of classes Assessment results	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Implement Royal Block Time at the end of the instructional day to provide differentiated instruction to all students	Classroom Teachers	Instructional resources such as: Zearn and STAAR resource materials. Blended Learning Execution grant {\$52,653}; LASO Technology Lending grant {\$26,368};	Every 3 weeks	Software reports	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 4: By Summer 2025, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Objective A: By May of 2024, 90% of students in grades 3-7 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Math.					
Summative Evaluation: Spring 2024 STAAR Math					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
		Blended Learning grant { \$82,732 }			

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 5: By Summer 2025, 90% of students in grade 5 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Science					
Objective A: By May 2024, 60% of students in grade 5 will score Approaches and above, 40% Meets and above, and 20% Masters on STAAR Science.					
Summative Evaluation: Spring 2024 STAAR Science					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Implement weekly professional development model which includes activities such as classroom observations, walkthroughs, coaching sessions, lesson rehearsal and model classroom lessons by instructional coach.	Principal Asst. Principal	FSP	Every 9 weeks	Walkthrough data, data step-back, sign in sheets, Unit assessments, exit tickets, weekly assessments	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide additional instructional coaching by hiring an instructional coach.	Principal, CEO	TCLAS-GR {\$128,700}	July 25, 2022	Employment Agreement; Job Description Sign In Sheet	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Continue hosting PLC meetings to review data such as exit tickets, norming of student work using rubrics, unit assessments, universal screener data.	Principal Instructional Coach CEO	FSP	Weekly	Agenda Sign In Sheets	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 5: By Summer 2025, 90% of students in grade 5 will score Approaches and above, 70% Meets and above, and 25% Masters on STAAR Science					
Objective A: By May 2024, 60% of students in grade 5 will score Approaches and above, 40% Meets and above, and 20% Masters on STAAR Science.					
Summative Evaluation: Spring 2024 STAAR Science					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
4. Hold instructional rounds for the purpose of calibrating classroom observers.	Principal CEO Instructional Coach	FSP	Every 9 weeks	Walk through forms; Instructional rounds observations	No Progress Some Progress Significant Progress On Track to Meet Goal
5. Implementation of SEL curriculum such as Changing Perspectives	Counselor CEO	FSP	Every 9 weeks	Counselor's schedule of classes Assessment results	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Implement enrichment Science curriculum science to support regular science instruction.	Principal	PhD Science	Every 9 weeks	Lesson plans	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 6: Ensure teacher quality, recruitment and retention as measured by teacher effectiveness and teacher retention					
Objective A : By May 2024, 85% of teaching staff will be retained.					
Summative Evaluation: Number of teaching staff retained at end of year					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. All teachers will be assigned a mentor.	Principal	Mentor training and materials	3 times per year – BOY/MOY/EOY	Sign-in sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Provide instructional coaching and professional development.	Principal Instructional Coach	TCLAS-GR {\$128,700}	3 times per year – BOY/MOY/EOY	Sign-in sheets Agendas Professional development plan and calendar	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Provide stipend for staff who meet proscribed attendance criteria.	CEO Principal	FSP Teacher attendance criteria	2 times per year at end of fall and spring semesters	Staff attendance records	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Conduct monthly “temperature checks” to	Principal	FSP	Monthly	Sign-in sheets Agendas	No Progress Some Progress Significant Progress On Track to Meet Goal

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Campus Improvement Plan 2023-2024**

Goal 6: Ensure teacher quality, recruitment and retention as measured by teacher effectiveness and teacher retention					
Objective A : By May 2024, 85% of teaching staff will be retained.					
Summative Evaluation: Number of teaching staff retained at end of year					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
address concerns and celebrate success					

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 7: Maintain a positive and safe school culture and climate as measured by student, teacher and parent surveys.					
Objective B: 90% of students, teachers, and parents indicate satisfaction as evidenced by EOY survey results.					
Summative Evaluation: Survey results indicating student, teacher and parent satisfaction					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Host academic nights with focus topics such as: Reading strategies (K-5), primary reading strategies (PK-1), math strategies, curriculum content, software programs, and feedback night.	Principal	FSP	Monthly	Flyers, invitations, agendas, handouts, parent feedback	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Post CIP in English and Spanish in multiple locations including campus website and campus front office. SW2.3	CEO	CIP plan	Quarterly	Sign-in sheets for review of CIP Screenshots of posting with date	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Evaluate and update the Parent and Family Engagement (PFE) Policy with a team of parents and staff. Distribute the PFE policy in English and Spanish at PFE events, on the school website and in the student handbook. SW3.1	Principal	PFE policy	Annually	Sign-in sheets for PFE review Agenda Meeting minutes	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Host Annual Title I meetings and STAAR-focus meetings on different days and at different	CEO Principal	Region 16 PowerPoint	August 24, 2023 at 5:30 pm and September 2,	Sign-in sheets Agendas	No Progress Some Progress Significant Progress

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 7: Maintain a positive and safe school culture and climate as measured by student, teacher and parent surveys.					
Objective B: 90% of students, teachers, and parents indicate satisfaction as evidenced by EOY survey results.					
Summative Evaluation: Survey results indicating student, teacher and parent satisfaction					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
times to include more parents. SW3.2			2022 at 9:00 am	Meeting minutes Power Point	On Track to Meet Goal
5. Survey students, teachers and parents to measure culture and climate satisfaction.	CEO Principal	Survey platform	2 times per year – middle and end	Survey results	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Develop/review/revise the school parent compact with a team of parents and staff. Conduct individual parent/family conferences to discuss the school parent compact as it relates to their child.	Principal Classroom teachers	Region 16 PFE resources	Annually	School-parent compact	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 7: Maintain a positive and safe school culture and climate as measured by student, teacher and parent surveys.					
Objective C: 100% of student, teachers and parents feel safe on campus as evidenced by survey results.					
Summative Evaluation: End of year survey results.					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
1. Conduct active shooter training with staff.	Principal	San Antonio PD and Bexar County Sherriff's office	August 9, 2022	Sign-in sheets Agenda	No Progress Some Progress Significant Progress On Track to Meet Goal
2. Conduct mandatory emergency drills such as hold, lockout, lockdown, evacuation, shelter-in-place, Hazmat	Principal AP	Emergency Operations Plan Campus maps Emergency go kits	Monthly	Texas School Safety Center documentation sheets	No Progress Some Progress Significant Progress On Track to Meet Goal
3. Conduct mass shooter emergency health response training such as Stop the Bleed.	Principal AP	Training provider	Annually	Sign-in sheets Agenda	No Progress Some Progress Significant Progress On Track to Meet Goal
4. Conduct safety audit in conjunction with San Antonio police department.	Principal AP		Annually	Audit results	No Progress Some Progress Significant Progress On Track to Meet Goal

**Royal Academy of Excellence
Campus Improvement Plan 2023-2024**

Goal 7: Maintain a positive and safe school culture and climate as measured by student, teacher and parent surveys.					
Objective C: 100% of student, teachers and parents feel safe on campus as evidenced by survey results.					
Summative Evaluation: End of year survey results.					
Strategies and Action Steps	Person(s) Responsible	Resource	Timeline	Formative Evaluation	Status
5. Provide access control and door ajar alarms for all exterior doors.	CEO Operations Manager	Access control system	August 2022	Random intruder checks	No Progress Some Progress Significant Progress On Track to Meet Goal
6. Survey students, teachers and parents to measure their satisfaction level with campus safety and security.	CEO Principal	Survey platform	2 times per year	Survey results	No Progress Some Progress Significant Progress On Track to Meet Goal