



Brillante Academy Campus Improvement Plan

Address: 706 N Los Ebanos Rd, Mission, TX. 78572

School Support Team

Name	Role
Ana Karen Salinas	Superintendent
Liz Troncoso	School Principal
Cynthia Valencia	Director of TX Seton Initiatives
Liz Tesla	PK4 Teacher
Ana Castillo	Kindergarten Teacher
Patricia Gonzalez	1st Grade Teacher
Isabel Strong	Kindergarten Teacher
Karely Rodriguez	Operations Manager
Mariza Cantu	PEIMS Coordinator
Dulce Salinas	Student & Family Engagement Manager
Trevor Sorensen	CFO
Katie Hernandez	Director, Talent & Advancement

CNA Team Members & CIP Team Members

Name	Role
Ana Karen Salinas	Superintendent
Liz Troncoso	Principal
Karely Rodriguez	Operations Manager
Cynthia Valencia	Seton Director of Programs
Dulce Salinas	Family and Engagement Manager
Stephanie Arjona	1st Grade Teacher
Ana Castillo	Kindergarten Teacher

Parent and Family Engagement Committee

Name	Role
Dulce Salinas	Student & Family Engagement
Esmeralda Turrubiates	Parent
Julie Crum	Parent
Saira Gutierrez	Parent
Maxine Ochoa	Parent

Mission

We are on a mission.

Brillante Academy, a dual language school in the classical tradition, helps students to grow intellectually, socially, and physically into young men and women of good character and spirit, and to be prepared for excellence in high school, college, and beyond.

Vision

Our goal/vision is for Brillante students to lead lives of excellence, virtue, purpose, and impact. We will accomplish this through the best instructional practices we've tested across the country; a longer school day and year; technology-based blended learning to deliver individualized instruction; a dual language immersion program; a robust classical curriculum; outdoor play and exploration; intensive support and coaching of teachers; and a robust character education program, centered around five core virtues and five root beliefs.

Brillante Academy

Comprehensive Needs Assessment

School Profile

Brillante Academy is a campus in Mission Texas. Brillante Academy opened its doors in 2023. Brillante Academy is projected to serve 375 students in grades PK3 - 2nd during the 2024-2025 school year, an increase from the previous year of 200. The campus is an elementary school.

Comprehensive Needs Assessment Process

Brillante Academy's comprehensive needs assessment process is described below. The school support team evaluated the 2023-2024 data. We reviewed the following data:

Attendance
Discipline
Staff Quality
Economically Disadvantaged
ELs
Parent Participation
Report Cards
Special Student Populations – 504, Special Education, GT
Staff Development
Standardized Tests
Surveys and Interviews of Students/Staff/Parents
Teacher Turnover Rates
RTI
Testing/Bell Schedule & Master Schedule
Technology Inventory

Documentation of the process includes the agenda and sign-in sheets. The School Support Team met on June 14, 2024 and again on June 19, 2024, to develop the CNA. The meetings were held in the campus conference room starting at 1:00 p.m. on both dates. We plan to meet again on September 13, 2024, January 17, 2025, and April 18, 2025, to review and revise the CNA as needed.

At the first meeting on June 14th, the school support team reviewed the purpose of a CNA and agreed upon the data to review. At the second meeting on June 19th, the school support team reviewed the listed data and prioritized the information into strengths and problems. The team came to a consensus on three main priorities. A Root Cause Analysis was completed on the top three priorities.

The School Support Team reviewed the data listed above to identify areas of strengths and problems.

Demographics:	<p>Strengths: We have many programs available like PK3,PK4, SPED, and dual language Classrooms available to meet the students' needs. Our campus is a dual language campus meaning that all students are able to learn in both English and spanish. All of our grade levels showed a 100% growth on their End of Year scores.</p> <p>Total Enrollment: 201 Students Female: 90 Male: 110 Hispanic 196 Economically Disadvantaged: 146 Special Education: 20</p>
	<p>Problems: This first year Brillante Academy had many students with low attendance. As a school we tried various ways to meet with parents and inform them about the importance of their child coming to school daily. The reason many were out were due to illnesses, lack of transportation, or not being fully informed that attendance was mandatory.</p>

Student Achievement:	Strengths: 75% of PK3-1st grade students at Brillante have achieved proficiency in literacy and mathematics, as measured by the English and Spanish curriculums. These students have effectively developed their skills in a 50/50 dual language program.
	Problems: At Brillante, we have determined a more compact phonics curriculum to address the ongoing struggle in student progress monitoring assessments regarding literacy. Our Brillante students require access to challenging literature that will facilitate their development as self-sufficient and fluent readers.
Family and Community Involvement:	Strengths: The strength of school family and community involvement lies in its ability to create a collaborative environment where parents, educators, and community members work together for the benefit of students. This collaboration enhances student learning by providing additional support, resources, and diverse perspectives that enrich educational experiences. It fosters a sense of shared responsibility for student success, promoting a holistic approach to education that considers both academic and social-emotional development. Ultimately, school family and community involvement strengthens relationships and builds a supportive network that contributes to a positive school culture and improved student outcomes.
	Problems: Family and community involvement in a school setting can encounter several challenges. Limited communication between educators and families can hinder parental engagement in their children's education. Additionally, differing expectations and priorities among families and school staff may lead to misunderstandings or conflicts regarding educational goals and strategies. Economic disparities among families can also impact their ability to participate in school activities or support fundraising efforts. Finally, logistical issues such as conflicting schedules or transportation barriers can further restrict the involvement of both families and community members in school events and initiatives. Overcoming these challenges requires fostering open communication, building mutual trust, addressing socio-economic barriers, and creating inclusive opportunities for involvement that accommodate diverse needs and circumstances.

<p>Curriculum, Instruction, and Assessment:</p>	<p>Strengths: Teachers have undergone thorough training to facilitate fidelity to every curriculum. Internal and state-recommended assessments have been utilized to recognize and address individual students' needs. Wit and Wisdom and Eureka, two curricular programs, have incorporated research-based techniques to ensure a rigorous and engaging learning environment.</p> <p>Research-based instructional strategies have been implemented in grades K-1, leading to enhanced lesson delivery and best practices, supported by our local ESC provider.</p> <p>Support from the Strong Foundations Grant framework has helped in developing HQIM implementation with fidelity by providing consistent training sessions and support for teachers.</p> <hr/> <p>Problems: The need for adequate Professional Learning Communities (PLCs) at Brillante has been acknowledged. The implementation of proper PLCs would enhance the proficiency in scaffolded instruction, with a thorough exploration of internal and state-recommended assessments like MAP and Dibels.</p> <p>Teachers had to attend training for RBIS implementation at our local ESC provider, causing a problem with co-teacher coverage due to the lack of substitute teachers.</p>
<p>Staff Quality, Recruitment and Retention:</p>	<p>Strengths: Brillante Academy places a strong emphasis on hiring teachers who not only possess excellent academic qualifications, but also demonstrate a commitment to student-centered learning and cultural diversity. Brillante uses comprehensive job descriptions that outline specific qualifications and skills required for each teaching position, ensuring alignment with the school's vision. Continuous professional development opportunities are provided to enhance teaching skills, keep up with educational trends, and foster personal growth. In addition, Brillante fosters a supportive and inclusive work environment where teachers feel valued and supported. Regular feedback sessions, mentoring programs, and team-building activities contribute to a positive workplace culture.</p> <hr/> <p>Problems: As a founding school year, we are faced with challenges and a lot of our staff need to take initiative and overcome obstacles faced by being our first year operating. Unlike other well established organizations, Brillante is putting in place all departments this first year and there</p>

	could be delays on answers or supplies, this can put a stress on teachers who might want to resigned. This is an area of improvement.
School Culture and Climate:	Strengths: Brillante Academy follows the love and logic approach to foster a love for learning in the classroom. In addition, we implement the virtues-based lessons every week to recognize and follow Brillante Academy's core virtues.
	Problems: It was recognizable that we needed to enhance our behavior protocol at Brillante. The love and logic approach was not been implemented with fidelity so some items had to be adjusted.
School Organization:	Strengths: Brillante Academy focuses on building and constantly delivering value to our students, teachers, staff, parents, and community through continuous improvement.
	Problems: Our operations department needed some adjustments at the beginning of the year to make sure cleanness of the school was a priority to keep our students and staff healthy and safe.
Technology:	Strengths: As Brillante Academy continues to expand and adapt, we strive to meet the demands of contemporary society. We are dedicated to assisting our students in their academic endeavors by supplying Chromebook devices to all enrolled students. Our operations department ensures that every student receives a Chromebook at no charge at the start of the school year.
	Problems: Brillante Academy provides an effective on-campus system for students working on their computers. However, the absence of IT personnel on-site may complicate addressing specific technology issues. As we refine our requirements on campus, we should consider establishing an on-site IT department.

Summary of Identified Problems and Related Strategies (The Bridge)

There is an identified problem in the areas of K and 1st-grade reading in regards to blending and segmenting which are part of the early literacy component. Based on the prioritized problem the school support team identified several intervention strategies:

- o Supplement curriculum.
- o Develop a new coaching cycle.
- o Backward plan for the new curriculum of reading mastery.
- o Professional learning communities focused on peer coaching.

Another identified problem is in the area of school organization. School cleanliness was identified as an area of growth, including daily cleaning of facilities and classroom disinfection. Based on the prioritized problem the school support team identified several intervention strategies:

- o New schedule for our custodians.
- o Worked to create a new calendar for operations staff.
- o Created logs for staff to sign in and out after deep cleaning of facilities.

Our third identified problem is in the area of culture and climate. Through staff surveys, we identified that our behavior approach was not very consistent. As a result, not all classrooms were implementing our behavior protocol. The school support team identified several intervention strategies:

- o Teachers and staff attend training around love and logic.
- o A behavior flow chart was created and implemented amongst all grade levels.
- o The leadership team does weekly rounds to check for full implementation.

CIP and PFE Information

The campus improvement plan was initially created on June 14, 2024

It will be reviewed during the 2024 – 2025 school year on the following dates:
September 13, 2024, January 17, 2025, and April 18, 2025.

The campus improvement plan will be available at the following locations:

Campus and District Front Office and Campus Website. We will notify all parents of our CIP through our automated messaging system and social media.

The CIP is available in English and Spanish per our translation policy.

The Parent and Family Engagement (PFE) Policy will be provided to parents at the following events:

Annual Title I Meeting, Open House, and provided in the registration packet.

The policy will outline how the school plans to implement the parent and family engagement program. The policy will include the following components:

- Holding an annual meeting
- Providing a flexible number of meetings
- Involving parents in an organized, ongoing, and timely manner in the planning, review, and enhancement of the parent and family engagement program.
- Sharing timely information about parent and family engagement activities
- Providing information to parents about curriculum and assessment
- Offering additional meetings with parents upon request to discuss decisions regarding their child's education
- Ensuring that Title I parents have the right to be involved in the development of the Parent and Family Engagement Policy
- Providing a copy of the policy, which was reviewed and revised with parents and other stakeholders last spring. It was distributed at the beginning of the meeting and is also available on our campus website.

Parents can find a copy of the PFE Policy at the following locations:

District and Campus Website, the Campus Front Office. The PFE will be available in English and Spanish per our translation policy.

Parents are welcome to participate in the Parent and Family Engagement Committee. They are invited to join the committee starting in October. Invitations are sent home to all parents in September. The committee meets twice a year: October and February. The purpose of the October Meeting is to evaluate the PFE plan and to plan for the current year. The February meeting is to review and evaluate the plan.

Title 1

Objectives for Title 1 Meetings:

- We will be informing parents about the school's participation in Title I, Part A.
- We will explain the requirements of Title I, Part A.
- We will also explain the rights and opportunities as parents and families to be involved in your child's learning and achievement

Comprehensive Needs Assessment

Brillante Academy will conduct a thorough needs assessment on an ongoing basis. We will gather data from various sources to guide our instructional planning process and to shape the Campus Improvement Plan. Administrators, Leaders, and teachers collaborate with our district assessment office to collect this data. We will identify areas of strength and need throughout the school year and at the beginning of each new year. It's worth noting that student academic growth in reading has been evident in the 2023-2024 school year.

Regular monitoring and revision

- Analyze Goals and Objectives: Review current goals and objectives to identify those that have been achieved, those that are still in progress, and those that require adjustments.
- Gather Data: Collect and analyze data on student performance, attendance, behavior, and other relevant metrics.
- Identify Strengths and Weaknesses: Determine areas of success and areas needing improvement.

Revision: Be flexible and willing to make changes based on what the data shows.

Increased learning time and robust and character-rich education:

Ensuring systems in place support and maximize student learning experiences at Brillante Academy. Utilizing the integrated supports present in our daily learning environment, such as tier 1, 2, and 3 supports, as well as support for students with special needs to guarantee equity in the learning environment for everyone. Also, incorporating our core virtues into every lesson to ensure that we are instructing with integrity and upholding our Vision and Mission.

TITLE 1 COMMITTEE	
Name	Role
Ana Karen Salinas	Superintendent
Liz Troncoso	Principal
Karely Rodriguez	Operations Manager
Mariza Cantu	PEIMS Manager
Dulce Salinas	Family and Engagement Manager
Isabel Strong	Teacher
Patricia Gonzalez	Teacher

The Goals of 2024-2025

Student Achievement

Goal 1: Brillante Academy offers a comprehensive 50/50 dual language instructional program for all students, aiming for a 78% increase in literacy and mathematical academic success.

Objective: Students are expected to demonstrate a 5% improvement in their performance on the MAP and DIBELS/MCLASS assessments for this academic year.

Family and Community Engagement

Goal 2: Brillante Academy will provide a learning community that is inclusive of parents to strengthen the home-school connection.

Objective: Increase school communication with parents and increase the number of parents/guardians attending Brillante Academy Parent meetings by 30%.

School Culture and Climate

Goal 3: Brillante Academy will promote and guarantee a wholesome learning experience that upholds the school's climate, emphasizing a love and logic perspective to nurture the student's mental, physical, and emotional well-being, in support of our vision and mission.

Objective: By August 2025, all staff and campus administrators will receive culture and climate training that will foster Brillante's vision of the love and logic approach.

Student Achievement

Goal 1: Brillante Academy offers a comprehensive 50/50 dual language instructional program for all students, aiming for a 78% increase in literacy and mathematical academic success.

Objective: Students are expected to demonstrate a 5% improvement in their performance on the MAP and DIBELS/MCLASS assessments for this academic year.

Activity/Strategy	Personal Responsible	Timeline	Resources	Evaluation
-------------------	----------------------	----------	-----------	------------

Implement curriculum-compliant standards to ensure adherence to the curriculum's scope and sequence.	*PK-2nd grade Teachers *Instructional Coaches *School Principal	Monthly starting in August of 2024- May 2025	*Wit & Wisdom *Eureka *PHD Science *Estrellita *Reading Mastery *Transformations	*Weekly Lesson Plan *Feedback Cycle
After examining the student data for ALL STUDENTS , a personalized instructional plan will be developed to target each student's individual needs and aid in achieving their specific learning goal.	*PK-2nd grade Teachers *Instructional Coaches *School Principal	*September 2024 *January 2025 *May 2025	*MAP *DIBELS	*Progress monitoring windows
Conduct proactive monitoring of students enrolled in the Response to Intervention (RTI) or 504 programs, in order to confirm appropriate assignments of accommodations and interventions.	*All instructional staff *LSSP *Resource Teachers *School Principal	*Six-week grading period *September 2024 *January 2025 *May 2025	*Brillante RTI Flow Chart *Brillante 504 Policy through SuccessED	*Progress report through internal observations
Integrate research-based instructional strategies and methodologies that aid the learning of every student.	*Kinder-2nd grade instructional staff *Great Minds Instructional Coaches *School Principal	Monthly starting in August of 2024- May 2025	*Wit & Wisdom *Eureka *PHD Science	*Weekly Lesson Plan *Feedback Cycle
Implementing effective Professional Learning Communities at every grade level is vital in	*All instructional staff *Curriculum Coaches *School Principal	Monthly ½ progressional development starting in August of 2024- May 2025	*Great Minds Scope & Sequence *Reading Mastery Transformation Scope	*Grade Level Bi-Weekly Check-ins

promoting teacher growth and collaboration.			& Sequence/ Backwards plan	
---	--	--	-------------------------------	--

Family and Community Involvement

Goal 2: Brillante Academy will provide a community that is inclusive of parents to strengthen the belief that parents are the first educators.

Performance Objective 2: Increase school communication with parents and increase the number of parents/guardians engaging in parent meetings/activities by 10%.

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
Promote attendance our district/campus level parental meetings and District Parent Conference in order to address topics such as but not limited to: State and Federal Academic Requirements, Improved Student Achievement, Parent Accountability, Compulsory Attendance Requirements, Parenting Partners, Child Nutrition/Healthy Eating Habits, Health Information/ Immunizations, Bullying/Cyberbullyin	Family Engagement Manager	Once every 6 weeks	Family Resources	Attendance Feedback surveys

g, Internet Guidelines, Communication, Homework/Grade Policies.				
Newsletters	Family Engagement Manager	Weekly	SMORE	Data after parents have opened and read the newsletter.
Coffee with Principal	Family Engagement Manager Principal	Once every semester		Attendance Feedback surveys

School Culture and Climate

Goal 3: Brillante Academy will promote and guarantee a wholesome learning experience that upholds the school's climate, emphasizing a love and logic perspective to nurture the student's mental, physical, and emotional well-being, in support of our vision and mission.

Objective: By August 2025, all staff and campus administrators will receive culture and climate training that will foster Brillante's vision of the love and logic approach.

Activity/Strategy	Person Responsible	Timeline	Resources	Evaluation
Culture and Climate Training	Principal Superintendent	August 2024	*Love and Logic *Brillante's Brilliant Behaviors *Brillante's Core Virtues	Brillante Instructional Excellence Milestones: M1-Known, Loved, & Served

			*Teach Like a Champion Workshop	
Facilitate Bi-Weekly Assemblies: Core Virtue Focused	Principal Homeroom Teachers	Bi-Weekly	Core Virtue Calendar	Brillante Instructional Excellence Milestones: Core Virtue Calendar