



The University of Texas at Tyler

**UNIVERSITY**  
**ACADEMY**<sup>™</sup> LONGVIEW

2024-2025 UTTUA

Campus Continuous Improvement Plan

MP = Met Progress  
PM = Progress Made, Working Toward Completion  
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## **STATEMENT OF PURPOSE**

The UT Tyler University Academy is a public university charter laboratory STEM Academy authorized to provide K-12 educational programming.

## **VISION STATEMENT**

The UT Tyler University Academy seeks to be a national model for STEM education innovation as a STEM Academy and University Laboratory School.

## **INSTITUTIONAL MISSION**

The UT Tyler University Academy prepares students to be STEM College Ready with a focus on 21st Century skills.

## **INSTITUTIONAL GOALS**

- I. UTTUA will be a model STEM Academy preparing students for the 21<sup>st</sup> Century.
- II. UTTUA will be a model for blended learning and project-based instruction so that learning is rigorous and relevant.
- III. UTTUA will be a model for individualized, collaborative, accelerated learning that prepares students to be STEM College ready.
- IV. UTTUA will be a model for STEM Education and the implementation of Project Lead the Way in Texas at all grade levels.
- V. UTTUA will be a model for university laboratory schools to prepare the STEM Teacher workforce, in-service and pre-service.
- VI. UTTUA will be a research and development laboratory to identify and verify best-practices in STEM Education.

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## School Board Members

Dr. Michael Odell	Dr. Gina Doepker
Dr. Dominick Fazarro	Dr. Joanna Neel
Mr. Eric Semlear	Dr. Yarina Oliveras
Mr. Alan Buckland	Faculty Advisor: Dr. Wes Hickey

## Continuous Improvement Plan Committee

Jo Ann Simmons, Superintendent	Rachel Hawkins, Campus Director
Patricia Davis, Assistant Director	Kelsie Pannell, Instructional Coach
Jennifer Cunningham, Elementary Teacher	Jordan Carns, High School Teacher
Jaime Burke-Hicks, Teacher	Jennifer Stenhouse, Paraprofessional
, Parent	, Parent
Mattie Colan, Community Member	Chris Rhudy, Community Member

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# UT Tyler University Academy Campus Goals

**Goal 1:** At UT Tyler University Academy at Longview, all students will meet, or master, state standards through a STEM lens while maintaining progress to become University ready.

**Goal 2:** At UT Tyler University Academy at Longview, a safe and orderly school climate will be provided, together with a positive learning environment, for all students and employees of the district.

**Goal 3:** At UT Tyler University Academy at Longview, partnerships between the school, home, and community will be promoted to ensure a quality educational experience.

**Goal 4:** At UT Tyler University Academy at Longview, the district will promote high quality, ongoing professional staff development and strategies to maintain highly qualified teachers.

**Goal 5:** At the UT Tyler University at Longview, the district will provide state of the art university lab facilities to support K-12 grade learning focusing on STEM education and university readiness.

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# Comprehensive Needs Assessment Data Documentation

The following data were used to verify comprehensive needs assessment analysis:

Link to all Focus Questions: [click here](#)

## Demographics

- TAPR 2022-2023
- PEIMS Data 2022-2023

## Student Academic Achievement

- TAPR Report 2022-2023
- NWEA Maps Data 2023-2024
- Lexia and IXL data 2023-2024
- Benchmarks 2023-2024
- PEIMS Report 2022-2023
- Tutorial Logs
- RTI Process / MTSS meetings
- Parent Meeting Logs

## Staff Quality, Recruitment and Retention

- TAPR 2022-2023
- Master Schedule 2023-2024
- Job Duties 2023-2024
- PLC Schedule 2023-2024
- Professional Development Agendas
- RTI Meeting Minutes
- Assessment Data
- Salary Schedule

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### **Technology**

- Student Progress Monitoring Spreadsheet
- Teacher Feedback
- Student/Teacher Survey
- Technology Usage Reports
- Professional Development Agenda Minutes

### **Family and Community Involvement/Engagement**

- Surveys 2023-2024
- Design Team Notes
- PTO Meeting Minutes
- Teacher Feedback
- Parent Feedback
- Campus Event Agendas
- Parent Involvement Policy
- School/Parent Compacts

### **School Context and Organization**

- Survey
- Master Schedule
- Skyward Data
- TAPR

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### **School Culture and Climate**

- Parent Surveys- 2022-2023 / 2023-2024
- Teacher Surveys- 2022-2023 / 2023-2024
- Student Surveys- 2022-2023 / 2023-2024
- Teacher Feedback Meetings
- Discipline Reports
- Director Feedback

### **Curriculum, Instruction & Assessment**

- STAAR Data 2022-2023 / 2023-2024
- CDAs 2023-2024
- Math Unit Assessments 2023-2024
- 2023-2024 Curriculum Resources
- PLC Meeting Notes
- BOY/MOY/EOY MAPS Reading and Math
- mClass
- Pre Assessments and Post assessments (STAAR)- Teacher Incentive Allotment
- Benchmarks 2023-2024
- Pre and Post STEMScopes- Teacher Incentive Allotment
- Semester Exams 2023-2024
- HB 1416

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**Campus Goal #1: At UT Tyler University Academy, all students will meet or master state standards while maintaining progress to become University ready.**

Performance Objective A: Embedded Staff Development will support 100% of students in each subgroup reaching approaching, as measured on STAAR Test.

Performance Objective B: Embedded Staff Development will support 60% of students in each subgroup reaching Met, as measured on STAAR Test.

Performance Objective C: Embedded Staff Development will support 30% of students in each subgroup reaching Masters, as measured on STAAR Test.

Performance Objective D: Embedded Staff Development will support 100% of students meeting the Progress Measure, as evaluated on STAAR Test.

<b>Activities</b>	<b>Special Population</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>SM1 Eval</b>	<b>SM2 Eval</b>	<b>EOY Eval</b>
Provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, Special Education, ESL, Economically Disadvantaged, and At-Risk Students.	At-Risk Students	SPED Coordinator, Director, Teachers	August-June	Comp Ed, Dyslexia, IDEA B, Special Ed Allotment, Bilingual, Early Ed Allotment, local and State Funds	Documentation of services provided	Increase academic performance			
Tier 2 and 3 interventions for students who are at-risk due to STAAR	At-risk students	Teachers	Fall 2023	Curriculum Resources/ Curriculum Budget	Percent of students in Tier 2 and 3 interventions	Percent of students at-risk due to STAAR			



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Tier 2 and 3 interventions for students who are at-risk due to ERI	At-risk students	Teachers	Fall 2023	Curriculum Resources/ Curriculum Budget	Percent of students in Tier 2 and 3 interventions	Percent of students at-risk due to ERI			
Explore opportunities to support students who are not eligible to take dual credit to ensure they are University Ready upon graduation.	Secondary Students	Superintendent, Director of CIA, Directors, Director of Special Programs and Leadership, Academic Counselor	August-July	Advanced Placement Curriculum, TSI Data, STAAR data	Enrollment	Success Rates			
Interventions and tutoring for at-risk due to STAAR on ½ day Fridays	At-risk students	Teachers	Fall 2023	Curriculum Resources/ Curriculum Budget	MTSS Spreadsheets/ ½ Day Friday attendance logs	Percent of students at-risk due to STAAR			
Interventions and tutoring for at-risk due to ERI on ½ day Fridays	At-risk students	Teachers	Fall 2023	Curriculum Resources/ Curriculum Budget	MTSS Spreadsheets/ ½ Day Friday attendance logs	Percent of students at-risk due to ERI			

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Intentional K-2 best practices support/PLTW Launch	Teachers	Coaches/ PLTW Launch trainer	PLCs/Oct. PD	Curriculum budget  PLTW Launch Master Teacher training	Observational data	Summative Teacher evaluations  PLTW Launch recognition			
Content-specific training	Teachers and students	Curriculum Director and District Content Specialists	3 times (August PD/Fall planning day/Spring planning day)	Research based and content specific specialist training	Growth in local assessment data	Increased STAAR performance			
Providing students the opportunity to practice STAAR-like questions.	Students	Curriculum team and teachers	All year	Investment in STAAR-like material (Lowman, K-12 Summit, Sirius, and Curriculum Associates)	Growth in local assessment data	Increased STAAR performance			
Provide intentional and aligned professional development and accountability.	All students	Curriculum and IT Coordinator	All year	Curriculum	Technolog y reports and PD surveys	Increased STAAR performance			

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**Campus Goal #2: At UT Tyler University Academy, a safe and orderly school climate will be provided, together with a positive learning environment, for all students and employees of the district.**

**Performance Objective A:** The district will provide ongoing principles and effective practices for school safety and security, measured annually on the safety audit.

**Performance Objective B:** The district will maintain a continuous cycle of improvement through review and evaluation of the safe and orderly environment policy and procedures established, measured annually on the safety audit.

**Performance Objective C:** The district will ensure the safety of all students, faculty, and staff by completing 100% of Campus Drills as measured in the year safety end report.

**Performance Objective D:** The district will provide a healthy environment for all students, faculty and staff aligned with county and state COVID-19 Guidelines.

<b>Activities</b>	<b>Special Population</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>SM1 Eval</b>	<b>SM2 Eval</b>	<b>EOY Eval</b>
Coordination with the University on expansion options for the district.	All Students	Superintendent, Director	August through July	University Funds; Local Funds	Tracking expansion project progress	Additional facilities to support the growing student population.			
Purchase of a six-room portable with office space to provide more space for two sections of K-7th and 8-12	All Students	Superintendent, University	January 2023 - August 2023	University Funds; Local Funds	Installation of the portable facility.	Academic space to support the growth of the campus.			
Implementation of new drop off and dismissal procedures to utilize the new drive extension	All students	Campus Leadership, Campus Staff	August through May	Plans, Smart Dismissal	Time it takes to drop-off and dismiss each day	MOY/EOY Surveys			

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Provide Bullying Recognition/Prevention training to students, staff, and parents.	All	Director, Teachers	August-June	State Funds	Sign-in sheet	Decrease in bullying incidents documented			
All campuses will utilize security cameras to ensure the safety of students and staff.	All	Directors, Staff	August-July		Campuses are equipped with cameras.	Continuous observation of safety risks.			
Implementation and continuation of Emergency Operation Plan and evaluation.	All	Directors, Admins	Monitored Monthly	State Funds	Daily sign-in sheet	Number of incidents			
Monthly Safety Audit	All students	Director of Special Programs and Leadership; Campus Officer	Monthly August through May	Audit Checklist	Data collected from the monthly audit.	Improve the safety protocol on campus and decrease the number of safety concerns noted in monthly audits.			
Each campus will become a Lighthouse school through Leader in Me.	All students	Executive Director of Curriculum, Directors, Lighthouse Teams	August through July	Local Funds	Lighthouse Meetings with Leader in Me Coach; Sign-In Sheets	Lighthouse status by each campus.			

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Providing social and emotional support to students through various district resources and increasing parent awareness of trauma-informed care and social and emotional support services	All	Teachers, Directors, District Staff, Licensed Professional Counselor	August-June	State Funds	Student surveys	Decrease in bullying incidents reported.			
Build in time for extracurricular activities in the Master Schedule for high school.	HS students	Director	August 2024	Space, Staffing	Evidence on Master Schedule	Evidence on Master Schedule			
Provide sponsors with extra support, time, and funding to facilitate the extracurricular activities.	HS teachers	District/ Directors	24-25 school year	Space, Staff, Campus budget or District budget depending on activity	Stipends provided, schedule as evidence of extra time	Stipends provided, schedule as evidence of extra time			
Collaborate across campuses to strengthen extracurricular program.	HS students and HS teachers	Directors/ Teachers	During conferences or afterschool planning time during the school year	Time, space	Meeting agendas	Meeting agendas			

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**Campus Goal #3: At UT Tyler University Academy, partnerships between the school, home, and community will be promoted to ensure a quality educational experience.**

Performance Objective A: 100% of parents will be encouraged to participate in activities throughout the school year.

Performance Objective B: 100% of stakeholders will utilize student management systems to support effective communication between school and home.

Performance Objective C: 100% of students will meet the Foundation High School Program supporting presentation of diplomas as measured on transcripts.

Performance Objective D: 90% of students will receive the Performance Acknowledgement in dual credit on their high school transcript to support college completion.

<b>Activities</b>	<b>Special Population</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>SM1 Eval</b>	<b>SM2 Eval</b>	<b>EOY Eval</b>
Host parent meetings/conferences for each campus throughout the year to support student success.	All	Director, Teachers	August-June	State Funds	Sign-in sheets/Attendee list, Flyers, Emails	Parent participation			
Provide a parent orientation for new families to the school.	All	Directors	August-June	State Funds	Sign-in sheet/Attendee list	Parent participation			
Have a diverse opportunity for parents to serve on various committees.	All	Superintendent, Director	August-June	State Funds	Sign-in sheets/Attendee list, Letters	Parents involved in district decisions			

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Invite parents and field experts to participate in Project Based Learning (PBL) presentation days.	All	Director, Teachers	August-June	State Funds	Schedule of presentations	Understanding of PBL process and content			
Provide and utilize an online system to support effective communication between the school and home so parents can have access to grades and assignments.	All	Director, Teachers, IT Department	August-June	State Funds	Online system reports	Parents feel prepared to assist their child			
Utilize parent/student/teacher compact.	All	Director, Teacher	August	State Funds	Signed contracts	Increase in participation of at-home learning assignments			
Survey parents, students, and staff on district performance.	All	Superintendent	Second Semester	State Funds	Completed surveys	Analysis of survey results presented to Board			
Assist parents completing FAFSA for senior students.	12 <sup>th</sup> grade	Counselor, UT Tyler personnel	Fall	State Funds	Monitor Apply Texas for completion	Parent participation			

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Advisory-Career Academics/College Activities	6th-12 <sup>th</sup> grade	Teachers, Career Counselor, UT Tyler College Advisor	August-June	State, CTE Funds, UT Advisor funded by UT Tyler	Observations	Observations			
Post-Secondary Tours	9th grade	Teachers- UT Tyler, Career Counselor	August-July	State Funds	Calendar of activities	UT Tyler enrollment, CCMR Data			
Provide students opportunities to attend the Career Success Conference at the University of Texas at Tyler.	11th-12th grade	Career Counselor	September	CTE Funds	Registration	Participant evaluations			
Provide training for parents through a variety of formats to reinforce the importance of parent involvement in their child's education.	All	Directors, Teachers	August-July	State Funds	Schedule of trainings and sign-in sheets/ attendee list	Increase parent involvement			
Maintain up-to-date information on the district website and social media platforms.	All	Superintendent, Director, IT Department	August-July	State Funds	Up-dates made by IT Support	Website is up-to-date with current information			



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Ongoing communication between the school and home. In addition, the district will identify certain ½ day Fridays to be devoted to increased parent communication through parent conferences.	All	Superintendent, Director, IT Department	August-July	State Funds	Schedule of calls/recordings and copy of emails	System report analyzing connections made			
Implement Project Lead The Way (PLTW)- Launch, GTT, Engineering, Bio-Medical	All students	Teachers	August-June	State Funds, Title II Funds	Student enrollment	End of course exams			
TSIA student support	Teachers and Students	Teacher/ Director/ Coaches	August-May	TSIA Matrix TSIA Math driven homework	Increase in percentage of students who pass all portions of the TSIA2 test.	Increase the percentage of students who meet CCMR.			
Increase advertisement of school within the community and hold conferences with potential new families to review the model and expectations so that they can make an informed decision about enrollment.	New Students	Directors/ Marketing	August - July	State Funds	Increase in student enrollment.	Increase in student retention.			

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New families and students attend New Student Orientation.	New families and students to our schools	Directors	Late July/August	Campus Funds	Provide a schedule for the day.	Provide a schedule for the day.			
Connect with new families each month in the fall semester to provide support.	New families and students to our schools	Directors	Monthly in the 1st semester	Parent Square	Provide evidence of communication	Provide evidence of communication			

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**Campus Goal #4:** At UT Tyler University Academy, the district will promote high quality, ongoing professional staff development and strategies to maintain highly qualified teachers.

Performance Objective A: 100% of teachers in core academic subjects will be highly qualified, as measured through annual federal reports.

Performance Objective B: 90% of staff will be retained annually, as measured on the annual district report card.

Performance Objective C: 100% of all students will meet the progress measure on STAAR Assessment.

Activities	Special Population	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation	SM1 Eval	SM2 Eval	EOY Eval
Provide incentives to attract highly qualified staff: <ul style="list-style-type: none"> <li>● Health insurance provided</li> <li>● Free college tuition for employees and immediate family</li> <li>● Competitive salary</li> <li>● Loyalty Bonus</li> <li>● Promotion Plan</li> </ul>	Teachers	Superintendent, Director of CIA, Director	August-July	State Funds	Highly qualified staff assigned to core academic areas	Highly Qualified Report			

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Provide teachers with the opportunity to earn a Master’s Degree and/or Doctorate Degree from The University of Texas at Tyler with up to six credit hours per semester for free excluding books and fees. (fees will be covered for 1st Master’s)	Teachers	The University of Texas at Tyler	August-July	Funded by UT Tyler Employee scholarship program	Teachers enrolled in master’s program	Teachers who have Master’s Degree			
Provide teachers support through a personalized coaching model to support the school instructional model: <ul style="list-style-type: none"> <li>● PBL/PrBL</li> <li>● Blended Learning</li> <li>● State Standards</li> </ul>	Teachers	Director of CIA, Distinguished Teachers, Curriculum Instruction Coaches	August-July	State, MIZ Grant, and Blended Learning Grant Funds	Sign-in sheets/Attendee list	Implementation of instructional model; MIZ Grant with personalized learning			
Participation in the TIA grant.	Teachers	Director	September-May	State Funds	Completed evaluations	Improved performance in targeted areas			
Provide opportunity for teachers to be promoted to Distinguished Teacher.	Teachers	Superintendent, Director of CIA, Director	August-July	State Funds	Portfolios submitted for review	Teachers promoted to Distinguished Teacher			

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Provide training on technology equipment, programs available for instruction, and technology coaching.	Teachers	IT Department; Instructional Coaches	August- July	State Funds	Sign-in sheets/Attendee list	Increase integration of technology			
Provide paraprofessionals with required training to ensure they are highly qualified.	Para-professionals	Directors	August- July	Local Funds, Title 1	Training certificate	Certificates of completion			
Increase the number of teachers who are approved to teach dual credit in high school.	Teachers	Executive Director of Curriculum	August - July	Local Funds	Number of teachers qualified to teach dual credit.	Number of teachers teaching dual credit courses.			
PD for interventions and tutorials	Teachers	Curriculum Department	Fall 2023	Curriculum Resources /Curriculum Budget	Percent of students in Tier 2 and 3 interventions	Percent of students at-risk due to STAAR and ERI			
PLC Lead Training	Teachers	Coaches/Director of CIA	August 2022	District created resources	Agenda/Survey	EOY Teacher Survey			

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**Campus Goal #5:** At the UT Tyler University Academy, the district will provide a state-of-the-art university lab facility to support K-12 grade learning focusing on STEM education and university readiness.

Performance Objective A: 100% of student teachers will have the opportunity to complete clinicals at the University Academy and observe project and problem-based learning instruction taught in a K-12 grade setting.

Performance Objective B: 100% of teachers will obtain a master's degree within 8 years of employment, as measured by awarded degrees.

Performance Objective C: All research conducted by University Academy staff will be documented through the portfolio and compiled into an annual report that is reported to the College of Education.

<b>Activities</b>	<b>Special Population</b>	<b>Person Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Evaluation</b>	<b>Summative Evaluation</b>	<b>SM1 Eval</b>	<b>SM2 Eval</b>	<b>EOY Eval</b>
Facilities will provide a design to support Project and Problem-Based Learning, STEM activities, and PLTW activities, as measured by observation and student presentations.	All	Superintendent, Directors, Teachers, UT Tyler	August-July	State Funds, CTE Allotment Funds	Student presentations	Student/Staff survey			

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Continue building relationships with UT Tyler College of Education and Psychology by partnering with professors for research, case studies, lab experiences, and opportunity to participate in counseling/teacher preparation programs	Students	Superintendent, Directors, Teachers, UT Tyler Education Department	August-July	State, CTE allotment Funds, UT Tyler Funds	Schedule of calendar events	Increased involvement and professor partnerships			
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