



PROMESA

ACADEMY CHARTER SCHOOL
2023-2024 STRATEGIC PLAN



Unit #1 Safety

Draw a picture

an accessory that protects eyes from chemical or biological splatters		goggles
structure that flushes the eyes and face with water to remove chemicals		eye wash
safety rules that prevent against hurting, injury or loss		safety
fire extinguisher that sprays chemicals to put out uncontrollable fires		fire extinguisher
protective gloves that prevent chemical or biological splatters		protective gloves
emergency that needs immediate action or assistance		emergency

Care on lines and glue in notebook
@ science decides

Unit #1 Safety

eye wash		eye wash
safety		safety
fire extinguisher		fire extinguisher
protective gloves		protective gloves
emergency		emergency

Care on lines and glue in notebook
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Welcome to Promesa Academy Charter School 2023-2024 Strategic Plan, a beacon of innovation and excellence in academics. In the heart of San Antonio's most challenged zip code, we stand strong, driven by an unwavering commitment to transform the lives of our students and break the cycle of limited opportunities.

Since our humble beginnings in 2017, the outpouring of support from the San Antonio community has been nothing short of remarkable. From funders to families, organizations to individuals, our vision has been embraced with open arms. Together, we are determined to rewrite the future for the children in our community.

When we selected the 78207 zip code for our launching school, we recognized the urgent need to address the alarming risk of high school dropout rates and limited access to a future of choice and opportunity. The data paints a stark reality – 50% of adults over 25 lack a high school degree, while a mere 4% hold a bachelor's degree or higher. This is the battleground where we have chosen to make a difference!

Amidst the challenges, we have emerged as one of the most diverse schools in San Antonio, a city marked by racial and economic segregation. Beyond our community, families from across the city willingly drive to Promesa Academy, drawn by the transformative educational model we have created. This diversity is a source of strength and enlightenment for our students, staff, and families, fostering powerful learning experiences.

Now, as we embark on the creation of our 2023-2024 Strategic Plan, we recognize the pivotal role it plays in shaping our instructional and operational systems. We are resolute in our quest to keep Promesa Academy ahead of the curve, ensuring the success of our students today and tomorrow. This plan serves as our guiding roadmap, aligning our daily work with our priorities, beliefs, and overarching vision – to provide all students with the equitable and enriching education they deserve.

A month of meticulous review, identifying strengths, and pinpointing areas for improvement have culminated in this prudently crafted Strategic Plan. We have engaged key stakeholders, including district and school leaders, educators, and community members, to guarantee a comprehensive perspective. Armed with these insights, we move forward with a steadfast focus on opening more elementary sites and middle schools, expanding our transformative impact.

United by a shared vision, Promesa Academy Charter School ensures that every kindergarten through fifth-grade student receives rigorous and engaging academics, high-quality instruction, and an unwavering commitment to excellence. We believe that through this foundation, our students will excel in middle and high school, walk across the stage at college graduation, and embark on a life defined by boundless opportunities.

Together, let us rise to the challenge, fueled by motivation and inspiration to do whatever it takes for our students. The Promesa journey has only just begun, and we are ready to seize this moment to forge a brighter tomorrow.

Respectfully,

Isaac W. Williams, Ed.M.
Interim-CEO/Superintendent
Promesa Academy Charter School



Terrors of the deep



Marine hatchetfish

Marine hatchetfish live at depths of 100 to 18,000 feet (30 to 5,500 meters). Small cilia called parapneustes, on the undersides of their bodies give off tiny spots of light that point downward.



Barbeled dragonfish

Barbeled dragonfish live in oceans at depths of up to 4,920 feet (1,500 meters). The female has a long, thin, lower jaw.



The barbeled dragonfish has a long, thin, lower jaw.

Fun fact!
The young of some barbeled dragonfish have eyes that are as big as their bodies.





PRIORITY ONE

Foster student academic growth and provide comprehensive support through a wide range of opportunities.

COMMITMENT STATEMENT

At Promesa Academy Charter School, fostering student academic growth and providing comprehensive support are the cornerstones of our commitment. We are determined to ensure that every student experiences remarkable academic growth during the 2023-2024 academic year. In our early grades, from K to 2, we utilize innovative tools such as iReady and MCLASS testing to accurately assess student growth. Meanwhile, in grades 3 to 5, our primary focus lies in ensuring that our students excel in the STAAR Reading and Math exams, with special emphasis on 4th and 5th grade annual and accelerated growth. To accomplish this priority, we wholeheartedly invest in professional development opportunities that empower our educators, equipping them with the pedagogical skills necessary to inspire and guide their students towards their full potential. Moreover, we are dedicated to sourcing and utilizing high-quality instructional resources that enhance the learning experience and facilitate growth across all grade levels. Our campus instructional leadership plays a pivotal role in this commitment, leading by example and fostering a supportive environment that encourages collaboration, innovation, and effective teaching practices. Their expertise and guidance will help shape and align our strategies to maximize academic growth. To ensure our commitment remains on track, we have implemented a comprehensive system of progress monitoring. Daily assessments through exit ticket platforms and quarterly progress measure exams allow us to measure and analyze student growth consistently, empowering us to intervene with targeted support whenever necessary. Promesa Academy Charter School embraces the challenge of fostering academic growth in our students. Our commitment to this priority is unwavering, and we are prepared to invest the necessary resources, cultivate our faculty's expertise, and employ data-driven approaches to ensure the success of every student. Our dedication will lay the foundation for their bright future and pave the way for lifelong learning and achievement.

STRATEGIC OBJECTIVES

- 1.1** Facilitate educators' access to high-quality, grade-level aligned, and rigorous instructional resources.
- 1.2** Foster multiple opportunities for educators to receive coaching and professional development in internalizing lessons and delivering purposeful initial instruction.
- 1.3** Provide comprehensive support to teachers in implementing and executing purposeful initial instruction and strategic re-teaching.
- 1.4** Establish robust data tracking and monitoring mechanisms to empower decision-making for improving student outcomes.
- 1.5** Utilize data-driven insights to implement targeted student interventions, ensuring tangible academic growth.





PRIORITY TWO

Attract, coach, and enhance the professional development of all staff members to ensure their satisfaction, high performance, and long-term retention of effective teachers within the organization.

COMMITMENT STATEMENT

As our charter aims to stabilize and expand in the San Antonio region, we are steadfast in our commitment to attracting, coaching, and enhancing the professional development of our valued staff members. We recognize that our organization's success rests on the collective strengths of our dedicated team. With an unwavering focus on satisfaction, high performance, and long-term retention of effective teachers, we are determined to create an environment that fosters growth, excellence, and fulfillment. To achieve this, we will pursue individuals with a proven track record of delivering results, individuals who exude a deep passion for education, and individuals whose intrinsic drive aligns with our overarching vision. We understand that our students deserve nothing less than the very best, and it is our resolute mission to provide them with an exceptional educational experience. Through a comprehensive approach to professional development and ongoing coaching, we will invest in the growth and success of each and every team member. We believe that by nurturing their talents, equipping them with the necessary tools, and fostering a culture of continuous learning, we empower our educators to reach new heights of effectiveness and impact. Moreover, we strive to cultivate an environment where high-quality educators feel valued and inspired to remain with us on our collective journey. Recognizing the immense value they bring to our students' lives, we are committed to creating a supportive and inclusive atmosphere that amplifies their contributions and recognizes their achievements. Together, with relentless determination and an unyielding commitment to excellence, we will attract, coach, and enhance the professional development of our staff members. By ensuring their satisfaction, nurturing their growth, and establishing an ecosystem that promotes long-term retention, we will build a community of educators who stand as beacons of success, and who make a lasting impact on the lives of our students.

STRATEGIC OBJECTIVES

- 2.1** Prioritize the recruitment of exceptional individuals who have a proven track record of delivering positive outcomes and resonate with our organizational vision.
- 2.2** Foster a culture of continuous professional development by offering ample growth opportunities to all our staff members.
- 2.3** Promote effective communication among teachers, emphasizing the importance of a positive and supportive school culture, and ensuring their satisfaction and engagement.
- 2.4** Establish strategies to retain accomplished teachers who consistently achieve commendable results with their students, recognizing and valuing their contributions to our institution.

Post-it

EASY TAB

super sticky

TACHES & PENCHES

super collantes

BLOC DE NOTES

súper adhesivos

CONT. 30 25 IN/PO/PULG. X 30 IN/PO/PULG.
(63,5 cm x 76,2 cm) 5,2 FT/PI/P (0,483 m²)

THIRD GRADE CHARTER

In third grade, we want to feel included, respected and happy. To feel included, we will show kindness and empathy. To feel respected, we will listen and treat others how we want to be treated. To be happy, we will support and celebrate each other.

mpary

JeSuah

JeSuah

Sebastian





PRIORITY THREE

Cultivate a positive school culture that instills a sense of belonging and motivate students to excel academically and personally.

COMMITMENT STATEMENT

Through our unwavering commitment to doing what is best for our students every single day, we are steadfastly dedicated to cultivating a positive school culture. Our mission is to instill in our students a sense of belonging and motivate them to excel academically and personally. We understand that a supportive and empowering environment fosters growth and success. Our focus lies in ensuring that every student feels safe, both physically and emotionally, within our school walls. We prioritize the well-being of every individual, creating an atmosphere where they can thrive. We firmly believe that education extends beyond the classroom. To contribute to the whole-child development, our dedicated educators go above and beyond their roles, nurturing not only academic growth but also the physical, social, and emotional well-being of each student. We recognize the importance of collaboration and partnership. By actively involving our families and the wider community, we adapt to the unique needs of our students. Through open communication and shared responsibility, we create a united front focused on the success of every learner. Our ultimate goal is to inspire our students to become lifelong learners, eager to enroll back into our school year after year. By creating a culture of excellence and a genuine desire for personal growth, we lay a foundation for their future success. Together, we commit to fostering a school culture where every student is respected, supported, and challenged to reach their full potential. We are dedicated to cultivating an environment that empowers our students to soar academically and personally, forever leaving an indelible mark on their lives.

STRATEGIC OBJECTIVES

- 3.1** Uphold and prioritize the physical, emotional, and mental well-being of all our students through comprehensive safety and security measures.
- 3.2** Cultivate diverse avenues for holistic development beyond academic pursuits, fostering the growth of the entire student.
- 3.3** Empower students to take ownership of their education by providing robust tools and resources to track and enhance their academic progress.
- 3.4** Nourish a thriving culture that engenders sustained student enrollment year after year, recognizing and promoting the continual desire of students to be part of our educational community.





PRIORITY FOUR

Establish and sustain a systematic, long-term approach to organizational development, expansion, and the overall impact of our charter.

COMMITMENT STATEMENT

We are resolutely committed to establishing and upholding a systematic, long-term approach to organizational development, expansion, and the overall impact of our charter. Our unwavering goal is to implement robust organizational and operational mechanisms that ensure the enduring sustainability, continual enhancement, and even wider reach of our charter. Our singular focus is to create an exceptionally effective school model, enabling us to extend our services by opening additional elementary schools. This expansion allows us to provide even more families with an outstanding educational experience, empowering young minds and nurturing a lifelong love of learning. To solidify our commitment, we aim to obtain the Texas Education Agency's approval for our charter renewal. By diligently adhering to rigorous academic, operational, and financial performance standards, we will position ourselves favorably to apply for a Charter Amendment. This pivotal step will grant us the opportunity to open middle schools, thus ensuring a comprehensive K-8 student experience for our beloved school community. In our relentless pursuit of excellence, we pledge to remain unwavering, harnessing an inspirational spirit and embracing a Spartan-like mindset. Through a systematic, long-term approach, we will forge ahead, leaving an indelible impact on the lives of our students, families, and the educational landscape as a whole.

STRATEGIC OBJECTIVES

- 4.1** Develop and implement a comprehensive Campus/District Improvement Plan that guarantees the continuous enhancement of Promesa Academy Charter School while remaining closely aligned with our overarching strategic plan.
- 4.2** Successfully secure a charter renewal from the Texas Education Agency, solidifying our commitment to providing exceptional education and ensuring our continued operation within the state's educational ecosystem.
- 4.3** Establish a robust organizational structure that serves as the bedrock for stability and facilitates future expansion efforts. By building a strong foundation, we cultivate an environment conducive to sustained growth and innovation, enabling us to deliver an unparalleled educational experience to an increasing number of students.
- 4.4** Attain a performance rating that not only meets but surpasses the criteria set by the Texas Education Agency, positioning Promesa Academy as an exemplary educational institution. Achieving this distinction not only garners recognition but also opens doors for future expansion opportunities as a trusted provider of quality education.





PRIORITY FIVE

Promote financial transparency and implementation streamlined processes to ensure the equitable distribution of network resources.

COMMITMENT STATEMENT

As we embark on our journey to shape a better future for our network, we are unwavering in our commitment to promoting financial transparency and implementing streamlined processes that ensure the equitable distribution of resources. Our dedication stems from our desire to maintain our "A" rated performance for financial responsibility with the Texas Education Agency. Collaboration with our community stakeholders lies at the heart of this commitment. By fostering strong partnerships, we will strive to generate private donations that align with the vision of our schools. Through responsible spending, we aim to maximize the impact of every dollar, ensuring that our resources are utilized efficiently and effectively. Attendance is a critical factor in student success, and we remain determined to motivate our students to attend school every day. By focusing on achieving an average daily attendance rate of 93% or above, we will create an environment that fosters engagement, growth, and achievement. Recognizing the importance of financial sustainability, we will actively seek out grants that can support the ambitious goals we have set forth for our network. These grants will enable us to further enhance the educational experiences of our students and provide them with the resources they need to thrive. Moreover, a healthy enrollment model is crucial for meeting the financial needs of our community. By continually assessing and adapting our enrollment strategies, we will ensure that we can meet the demands of our network while delivering the quality education our students deserve. Through our commitment to financial transparency, streamlined processes, responsible spending, student motivation, grant-seeking, and a healthy enrollment model, we will forge a path towards equitable resource distribution. With determination and dedication, we will create an environment that empowers all members of our network to thrive and realize their full potential.

STRATEGIC OBJECTIVES

- 5.1** Attain an exceptional "A" rating from the Texas Education Agency for our Financial Standard by demonstrating responsible organizational spending and meticulous financial practices.
- 5.2** Forge new partnerships while maintaining existing collaborations with community funders to secure sustainable funding that aligns with our organization's vision and mission.
- 5.3** Elevate average daily attendance to exceed the threshold of 93%, ensuring that every student is motivated and supported to attend school consistently.
- 5.4** Attain full enrollment by diligently executing comprehensive enrollment strategies, thereby ensuring that our network is completely enrolled by the commencement of the 2024-2025 school year.