



Notice of Regular Meeting
Conference Room
November 17, 2025 4:00 PM

Item Description

Call Meeting to Order

Pledges

1. U.S. Pledge of Allegiance
2. Texas Pledge of Allegiance

Invocation

Open Forum

Parental Comment Portal

Superintendent's Report

1. CAPS/ Enrollment
2. General Updates

Consent Agenda

1. Financial Reports for October 2025
2. Board Meeting Minutes of October 20, 2025
3. Amendment to Policy Group 4.103 Whistleblower Protection

Action Items

1. Consider approval of Campus Improvement Plan for A+ Academy Secondary 25/26 SY
Dr. Lunie Nelson, A+ Academy Secondary
2. Consider approval of Campus Improvement Plan for A+ Elementary 25/26 SY
Robby Wilson, A+E Principal
3. Consider approval of Targeted Improvement Plan for A+ Elementary 25/26 SY
Robby Wilson, A+E Principal
4. Consider approval of Campus Improvement Plan for Inspired Vision Academy Secondary 25/26 SY
Miguel Pena, IVAS Principal
5. Consider approval of Targeted Improvement Plan for Inspired Vision Academy Secondary 25/26 SY
Miguel Pena, IVAS Principal
6. Consider approval of turn around plan for Inspired Vision Academy Elementary for 25/26 SY
Marcus Edwards. IVE Principal
7. Consider approval of Campus Improvement Plan for Inspired Vision Academy Elementary 25/26 SY
Marcus Edwards. IVE Principal
8. Consider Approval of Resolution for the Creation of a Local Student Health Advisory Council (SHAC)
9. Consider approval of HB3 Board Goals- Inspired Vision Academy SY 25/26
10. Consider approval of HB3 Board Goals- A+ Academy SY 25/26

Closed Session

1. Section 551.076. Deliberations Regarding Security Devices or Security Audits — District Vulnerability Assessment
2. Section 551.076. Deliberations Regarding Security Devices or Security Audits- Intruder Detection Audit
3. Section 551.074. Deliberations regarding Personnel Matters — New Board Members
4. Section 551.072. Deliberations about Real Property

Reconvene in to Open Session

1. Consider and take possible action regarding Security Devices/Security Audits— District Vulnerability Assessment
2. Consider and take possible action regarding Security Devices/Security Audits — Intruder Detection Audit.
3. Consider and take possible action regarding Personal Matters — New Board Members
4. Consider and take possible action regarding Personal Matters — Real Property

Adjourn

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 557, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on:

_____, Superintendent / CEO

BOARD MEETING -AUDIENCE PARTICIPATION SIGN-UP

The Board shall allow public comment on specific agenda items where a member of the public desires to speak. Notice must be submitted to Board Secretary, Mrs. Linda Davis no less than ten (10) minutes before the start of the meeting by email apluscharterschools@aplus-cs.org

District Response

Campus Specific Response

R10 emphasis or clarity

District Information	(section completed by the DCSI preferably)
District Name	Inspired Vision Charter Schools
Name of the person completing this form	Vonda Hayes
Email of responder	vonda.hayes@aplus-cs.org
Role of the responder	DCSI
Name of Campus requiring a Turnaround Plan	Inspired Vision Elementary

<u>Needs Assessment</u>	<p>Please indicate the type of needs assessment conducted for each SI-identified campus in the school system following the release of 2025 preliminary state and federal ratings.</p> <p><i>ESF Diagnostics from July 1, 2022 to present are valid.</i></p>	<p>IF Locally Conducted Needs Assessment- I assure that all locally conducted needs assessments met the requirements in Section 39A.053 of the Texas Education Code, and the results of the local needs assessment are available upon request.</p>
	<p>ESF Diagnostic and Local Classroom Review Or Locally Conducted Needs Assessment</p>	<p>Yes</p>

<u>Stakeholder Engagement</u>	I assure that the district provided notice to parents, the community,	I assure that the board conducted a hearing regarding the plans for	Be prepared to upload written comments received from	Board approval date
--------------------------------------	--	--	--	---------------------

	and stakeholders that each campus received an unacceptable performance rating for two consecutive years and is required to submit a campus turnaround plan and requested assistance from parents, the community, and stakeholders in developing the campus turnaround plan(s).	each campus identified for school improvement to notify the public of the insufficient performance of the campus, the improvements in performance expected by the agency, and the intervention measures or sanctions that may be imposed if the performance does not improve within a designated period , the board solicited public comment on each turnaround plan, and the board posted the plan(s) on the district website prior to the hearing.	stakeholders (can be hand written or typed-like responses from a Google form).	
	Yes	Yes		11/17//25

<u>Student Outcome Goals</u> <u>Optional Goal Setting Resource</u>	Enter the campus-wide goal for the All Grades ELA/Reading Meets Grade Level or Above	Enter the campus-wide goal for the All Grades Math Meets Grade Level or Above STAAR	Enter the 2025-2026 Component Points campus goal for the Academic Achievement	Enter the 2025-2026 Component Points campus goal for the Growth Status Component of	Enter the 2025-2026 Component Points campus goal for the ELP Status Component of	Enter the 2025-2026 Component Points campus goal for the Student Success Status
---	---	--	---	---	--	---

	STAAR Performance rate for the 2025-2026 school year.	Performance rate for the 2025-2026 school year.	Component of Domain III.	Domain III.	Domain III.	Component of Domain III.
	43%	38%	25	28	50	31

<u>School Improvement Strategy</u>	Please select the strategy or strategies you will implement for this campus.	Which, if any, grants has your school system been awarded to support this strategy?	Which, if any, grants has your school system applied for (or intends to apply for) to support this strategy?	Please name any organizations you are working with to build capacity and support strategy implementation .	What are the names and roles of district and campus staff members responsible for capacity building, and what percent of their role is dedicated to supporting implementation of the school improvement strategy?	Please describe the organization's or staff member's experience and track record in school turnaround (moving a campus from failing to meet standards to meeting and/or exceeding standards).
	<i>Question to consider: Will the school improvement strategy selected reasonably improve student outcomes quickly enough that the campus would not be escalated to</i>				<i>Recommended: At least 50% of their role should be dedicated to the implementation of the strategy on the campus (cannot be current principal or AP, unless role was</i>	

	<i>a sanction?</i>				<i>added specifically to support SI).</i>	
	Intensive ... ▾	Instruction... ▾	School Im... ▾	Region 10	Name/Role/%	
	ACE-Acce... ▾				<p>ONLY COMPLETE IF there is no organization listed in column 3 of this section</p>	<p>ONLY COMPLETE IF the organization named in column 3 of this section is not an ESC or on the state approved provider list.</p> <p>COMPLETE IF district/campus staff is carrying out the strategy</p>

Curriculum and Instruction	Please select the adopted curriculum.	Is this the curriculum that will be implemented for the duration of the plan?	How many instructional minutes per week are required/recommended for implementation of this curriculum?	How many instructional minutes per week are in the master schedule for curriculum delivery, and does this amount of minutes meet the required/recom	How many instructional days are included in the 2025-2026 calendar?	Please describe the assessment plan for the impacted campus(es).
--	---------------------------------------	---	---	---	---	--

				mended number of minutes?		
	HMH Stem scopes	No If no- What new curriculum will be adopted? When will the district adopt the new curriculum? This information will be available in Spring 2026.	400	400	175 If there are fewer than 165 instructional days in the 2025-2026 calendar, what steps will the district take to ensure a 165-day calendar is adopted and implemented in 2026-2027?	The campus will assess the students through weekly exit tickets.This will allow for streamlined data collection. The District will assess the students every six weeks through District Common Assessments.

Curriculum and Instruction, Continued	Will the campus implement a PLC structure?	How will PLCs be organized (by grade level, content area, etc.)?	How frequently will PLCs occur?	Who will facilitate PLCs?	Who is required to attend PLCs?	Please describe the PLC protocol to be used.
	Yes	Content	Weekly <i>Recommended: Weekly at a minimum</i>	Principal and <i>Lists the roles</i>	All content area <i>Lists the roles</i>	<i>Recommended: The PLC protocol should include time for lesson internalization and student work analysis.</i>
	Yes	Content	Weekly	Principal and	All content area	LAFa Protocol

				Assistant Principals	teachers, AP assigned to that content area.	

<u>Capacity Building</u>	Campus principal name	Years of experience as a campus principal	Campus principal turnaround experience	Principal Manager name	Years of experience as a principal manager	Principal manager turnaround experience
	Marcus Edwards	2	0	Dr.Vonda Hayes	8	8

Capacity Building, Continued	% of teachers on the campus who: -have more than 2 years experience -are certified -are TIA designated teachers 3 separate percentages % / % / %	Please describe your planned training/PD sessions (and who delivers and attends) for: –Principal manager –Principal –Other campus admin (assistant principals, instructional coaches) –Teachers	How will you differentiate training for inexperienced (uncertified, less than 2 years in role) and/or ineffective teachers/ leaders ?	What tool will be used to evaluate implementation of the training (for example, classroom walkthrough tool, leadership coaching tools)? What look fors will be included in this tool? <i>Suggested look fors: aligned to RBIS, curriculum implementation requirements</i>	How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback? <i>Goal: Observation and feedback at least once/2 weeks.</i>	What capacity building supports related to supporting students in special populations will teachers and administrators receive?

	95/ 40/ 9	<p>All staff attended district training in August 2025.</p> <p>Admin staff attended School wide culture and observation and feedback management trajectory training in July 2025.</p> <p>Admin staff attended observation and feedback and rigor trajectory training in September 2025.</p> <p>Admin staff and district personnel attended Design Studio in August/September/October .</p> <p>Principal and Campus Improvement Facilitator attended</p>	<p>All teachers are Tiered 1-3 based on STAAR scores and Obs/Feedback. Uncertified teachers and inexperienced teachers will receive training support from the District Curriculum Team in addition to attending training at Region 10 based on their individual needs. Additionally, the admin and Campus Instructional Leadership team will provide training after school based on trends identified during campus walkthroughs.</p>	T-Tess, Get Better Faster Waterfall.	Bi-Weekly	<p>On campus EB interventionist and SPED inclusion teachers will attend training and determine how to best support teachers. They will provide specific feedback to teachers.</p>
--	-----------	---	---	--------------------------------------	-----------	---

		<p>Accountability Summit in September 2025. Campus Improvement Facilitators will attend Charter School Conference in October and will provide academic strategies learned to campus leaders.</p> <p>The District Curriculum Team will provide ongoing content training support for administrators and teachers during the 2025-2028.</p>				
--	--	--	--	--	--	--

<p><u>Milestones</u></p>	<p>Please share the key milestones for this strategy for 2025-2026 School Year:</p>	<p>Please share the key milestones for this strategy for 2026-2027 School Year:</p>	<p>Please share the key milestones for this strategy for 2027-2028 School Year:</p>
--	--	--	--

<p>Planning: Aug - Oct 2025 - Formed campus leadership team clear roles and responsibilities aligned to instructional leadership, operations, and school culture needs and goals.</p> <p>65% of the Instructional Leadership Team calendar is focused on instructional tasks.</p> <p>The team established a system for tiering and tracking teacher needs and development.</p> <p>The Campus Instructional Leadership Team will meet weekly during Campus Improvement Plan and Turnaround Plan development.</p> <p>The campus instructional leadership team will meet monthly to discuss instructional and operational systems and provide strategies and action items for improvement.</p> <p>The campus admin team developed systems and protocols for arrival, dismissal, and cafeteria procedures and staff duty expectations to improve school culture.</p> <p>The campus will recruit members for the Parent In Action (PIA) Committee.</p> <p>The administrators and teachers will</p>	<p>Planning: Aug- Oct 2026 Continue and refine Campus Leadership Team clear roles and responsibilities aligned to instructional leadership, operations and school culture needs and goals.</p> <p>75% of the Instructional Leadership Team calendar is focused on instructional tasks</p> <p>The admin team will use teacher tracking tool with fidelity to track observation and feedback cycles protocols.</p> <p>The Campus Instructional Leadership Team will meet weekly during Campus Improvement Plan and Turnaround Plan evaluation and updates.</p> <p>The campus instructional leadership team will meet monthly to discuss instructional and operational systems and provide strategies and action items for improvement.</p> <p>The campus admin team will refine systems and protocols for arrival, dismissal, and cafeteria procedures and staff duty expectations to improve school culture.</p> <p>The campus will recruit members for the Parent In Action Committee</p>	<p>Planning: Aug-Oct. 2027 The Campus Leadership Team will have clearly defined roles and responsibilities aligned to instructional leadership goals, operations, and school culture needs and will be implemented with fidelity.</p> <p>80% of the Instructional Leadership Team calendar is focused on instructional tasks.</p> <p>The admin team will continue to use a teacher tracking tool with fidelity to track observation and feedback cycles protocols.</p> <p>The Campus Instructional Leadership Team will meet weekly to develop/refine the Campus Improvement Plan and Turnaround Plan based on current student achievement data.</p> <p>The campus instructional leadership team will meet monthly to discuss instructional and operational systems and provide strategies and action items for improvement.</p> <p>The campus admin team will continue to implement systems and protocols for arrival, dismissal, and cafeteria procedures and staff duty</p>
--	--	---

<p>conduct data analyses meetings to target students for interventions.</p> <p>Nov-Feb 2026 The campus administrative team conducts and tracks 8 observations with feedback cycles bi-weekly.</p> <p>Campus administrative team meets monthly to address teacher tiers based on observation and feedback cycles and has actionable next steps for leadership team and teachers.</p> <p>Campus administrative team will meet weekly to review learning objectives, demonstration of learning, exemplars, and exit tickets to ensure alignment to TEKS.</p> <p>Region 10 will provide professional development for administrators and teachers based on the campus needs.</p> <p>Feb - May 2026 Implementation support for instructional leaders: Two one on one coaching sessions with the Region 10 consultant principal and principal manager.</p> <p>Two support visits with Region 10 consultant and principal and principal manager.</p>	<p>(PIA).</p> <p>The administrators and teachers will conduct data analyses meetings to target students for interventions.</p> <p>.</p> <p>Nov-Feb 2027 The campus administrative team will continue to conduct and track 8 observations with feedback cycles bi-weekly.</p> <p>Campus administrative team meets monthly to address teacher tiers based on observation and feedback cycles and has actionable next steps for leadership team and teachers.</p> <p>Campus administrative team will meet weekly to review learning objectives, demonstration of learning, exemplars, and exit tickets to ensure alignment to TEKS.</p> <p>Region 10 will provide professional development for administrators and teachers based on the campus needs.</p> <p>.</p> <p>Feb - May 2027 Implementation support for instructional leaders: Two one on one coaching sessions with the Region 10 consultant</p>	<p>expectations to improve school culture.</p> <p>The campus will recruit additional members for the Parent In Action (PIA) Committee.</p> <p>The administrators and teachers will conduct data analyses meetings to target students for interventions.</p> <p>Nov-Feb 2028 The campus administrative team will continue to conduct and track 8 observations with feedback cycles bi-weekly.</p> <p>Campus administrative team meets monthly to address teacher tiers based on observation and feedback cycles and has actionable next steps for leadership team and teachers.</p> <p>Campus administrative team will continue to meet weekly to review learning objectives, demonstration of learning, exemplars, and exit tickets to ensure alignment to TEKS.</p> <p>Region 10 will provide professional development for administrators and teachers based on the campus needs.</p> <p>Feb - May 2028 Implementation</p>
--	--	---

<p>March - June 2026 DCSI attends 5 walkthroughs with campus leadership. Region 10 consultants will provide updates to the superintendent and DCSI with progress updates Monthly.</p> <p>Capacity Building: Weekly PLCs will focus on curriculum, TEKS alignment, and lesson internalization.</p> <p>District Curriculum Coach will work with experienced math teachers with 15 or more years of experience.</p> <p>Dean of instruction coaches Tier-3 teachers and uncertified teachers who are struggling with curriculum alignment and lesson internalization.</p> <p>The Assistant Principal coaches Tier-3 reading teachers who struggle with curriculum alignment and internalization.</p> <p>Region 10 provided training on best practices for teachers struggling with alignment using TCMPC (TEKS Resource).</p> <p>On September 26, Emerging Bilingual interventionists will provide training on TELPAS testing to all teachers.</p> <p>Aug-May 2026 every three weeks Campus improvement team will do learning walks and provide feedback to</p>	<p>principal and principal manager.</p> <p>Two support visits with Region 10 consultant and principal and principal manager.</p> <p>March - June 2027 DCSI attends 5 walkthroughs with campus leadership. Region 10 consultants will provide updates to the superintendent and DCSI with progress updates Monthly.</p> <p>Capacity Building: Weekly PLCs will focus on curriculum, TEKS alignment, lesson internalization and dress rehearsals.</p> <p>District Curriculum Coaches will support content area teachers who need assistance with delivery and instruction.</p> <p>The Dean of Instruction will continue to work with Tier-3 teachers and uncertified teachers who are struggling with curriculum alignment and lesson internalization.</p> <p>The Assistant Principal coaches Tier-3 Reading teachers who struggle with curriculum alignment and internalization.</p> <p>Implementation:</p>	<p>support for instructional leaders: Two one on one coaching sessions with the principal manager.</p> <p>Two support visits with Region 10 consultant for the principal manager.</p> <p>March - June 2028 DCSI attends 5 walkthroughs with campus leadership. DCSI will provide updates to the superintendent monthly.</p> <p>Capacity Building: Weekly PLCs will focus on refining the alignment of curriculum materials and TEKS with fidelity.</p> <p>District Curriculum Coaches will continue to support content area teachers who need assistance with delivery and instruction.</p> <p>The Dean of Instruction will continue to work with Tier-3 teachers and uncertified teachers who are struggling with curriculum alignment and lesson internalization.</p> <p>Assistant Principal will continue coaching Tier-3 Reading teachers who struggle with curriculum alignment and internalization.</p> <p>Implementation:</p>
---	---	---

<p>Admin and Tier- 3 teachers.</p> <p>Aug- May 2026 SPED Lead will conduct training for all teachers on differentiating lessons and small groups for SPED students bi-weekly</p> <p>Implementation: September of 2025 -75% of our teachers will implement rehearsals in PLCs per LAFA protocol September-May Admin team will use Get Better Faster Waterfall</p> <p>Ongoing Support/Coaching: Tier 3 teachers and uncertified teachers will receive coaching and Obs/Feedback bi- weekly from the admin and District Curriculum Team.</p> <p>Student Assessment: District Common Assessments Data Campus Based Assessments Weekly Exit Tickets</p>	<p>85% implementation of LAFA protocol September-May Admin team will use Get Better Faster Waterfall</p> <p>Ongoing Support/Coaching: Tier 3 teachers and uncertified teachers will receive coaching and Obs/Feedback bi- weekly from the admin and District Curriculum Team.</p> <p>Student Assessment:District Common Assessments Data Campus Based Assessments Weekly Exit Tickets</p>	<p>100% implementation of LAFA protocol</p> <p>September-May Admin team will continue to use Get Better Faster Waterfall to provide immediate feedback for walkthroughs and coaching with fidelity.</p> <p>Ongoing Support/Coaching: Tier 3 teachers and uncertified teachers will receive coaching and Obs/Feedback bi- weekly from the Admin and District Curriculum Team.</p> <p>Student Assessment:District Common Assessments Data Campus Based Assessments Weekly Exit Tickets</p>
---	---	--

<p><u>Performance Management</u></p>	<p>Please describe how district and campus leaders will monitor the successful implementation of this plan.</p>	<p>Who will be responsible for reviewing progress towards the milestones described in the previous section?</p>	<p>How frequently will progress toward milestones be reviewed?</p>	<p>How will milestone progress data be collected?</p>	<p>How will milestone progress data be shared with district leadership and other relevant stakeholders?</p>
--	---	---	--	---	---

					<i>Recommended: Progress metrics shared with Superintendent and other key leaders at least once per semester.</i>
	In addition to the bi-weekly observations by assistant principals and instructional coach, the principal manager and principal will conduct weekly walk throughs. The district School Improvement Team will conduct walk throughs every three weeks. The DCSI will meet with the district School Improvement Team and superintendent monthly to discuss plan progress and student data.	DCSI	Twice a Month	Observation and feedback trackers District Common Assessments. Obs/Feedback Walkthroughs LAFA protocol during PLC's	Monthly meetings with DCSI and superintendent.

<u>Resources</u>	Please share the required costs to implement the plan and source of funds . <i>List all additional costs associated with</i>	If the strategy is contingent on a grant funding source, what is your alternative funding or implementation plan if you do not receive the grant? How would your
------------------	---	---

	<i>implementing the school improvement strategy (e.g., stipends, instructional materials, training/professional development costs, costs for additional staff positions created to implement the strategy, etc.)</i>	district still support and execute this strategy?
	45,500 TIL Grant is source of Funds LASO 3 Instructional Leadership Pathway	TIL Grant year 2 LASO 3 Instructional Leadership Pathway

Additional Information	(Optional) Please share any additional information about your strategy that was not included in the prior sections. You may also upload documents.