Jubilee Academies

Jubilee San Antonio

2026-2027 Campus Improvement Plan

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Comprehensive Needs Assessment

Demographics

Summary

Our campus is a public charter school serving grades PK-12, with an enrollment of 1,054 students located in the 78222 zip code, within the East Central ISD public school system. We pride ourselves on being a safe, drug-free environment where students can thrive academically and personally. Our stakeholders include families and the broader community, reflecting our commitment to partnership and collaboration. Additionally, our special programs align seamlessly with the philosophy and beliefs of our dedicated teachers and administrators, ensuring that we provide a cohesive and supportive educational experience for all students.

Ethnicity		Subgroups	
Hispanic/Latino	87.19%	Economically Disadvantaged	89.18%
Black/African American	6.36%	LEP	13.66%
White	4.55%	G/T	5.03%
Asian	0.76%	SPED	10.44%
Two or More	1.04%	Military	1.52%
American Indian - Alaskan Native	0.09%	Immigrant	2.09%

Staff

0 years of experience- 6%

1-5 years of experience- 67%

6-10 years of experience- 13%

11-20 years of experience- 8%

20+ years of experience- 1%

Gender

Male Staff- 19%

Female Staff- 78%

Degree

1) Bachelors- 51%

2) Masters- 17%

3) Ph.D. or Ed.D.- 1%

4) No Degree- 27%

Ethnicity/Race

African American- 8%

Hispanic- 50%

White- 40%

Two or more races- 2%

Special Populations

Homeless: .85%

Immigrant: 2.09%

Migrant: 0.76%

Title I: 100%

Military Connected: 1.52%

At-Risk: 71.16%

Bilingual/ESL Education: 0%

Gifted & Talented Education: 5.03%

Special Education: 10.44%

Parents/Guardians

Median age 34, English & Spanish speaking

Median income is 50K, 16/7% live in poverty

Renteras 14% single income

Owners 20% with 5% increase every other year

Labor market: 93.8

Non labor: 5K

Unemployed: 4K

Community

In the 78222 zip code, the median income is approximately $46,000. 41% of the community are employed full time, 21% part-time and 38% have no earnings.

The community ethnicity is 23% white, 14% African American, 60% Hispanic with other races making up the remaining percentages.

Major businesses in the area are the Holt company, local restaurants, and regular large retail chains in the City Base area.

Crime data on a 1 to 10 scale with 1 being the safest shows our area is around a 7.

Strengths

Our campus embodies a cohesive vision of support for special programs, fostering an inclusive environment that celebrates our diverse student population and accommodates varied socioeconomic backgrounds. This commitment to inclusivity is further strengthened by the fact that approximately 70% of our teachers are degreed professionals, ensuring high-quality instruction and a robust educational experience for all students. Together, these strengths create a supportive and enriching atmosphere that promotes success for every learner.

Problem Statements Identifying Demographics Needs

	Problem Statement	Root Cause
1 ★	Jubilee San Antonio demonstrates elevated turnover in teacher of record positions.	Inconsistent implementation of campus-wide culture systems and a lack of clearly defined accountability structures for staff, resulting in variable expectations, limited follow-through, and inconsistent coaching and feedback cycles.
2 ★	Jubilee San Antonio demonstrates low student attendance rates across grade levels.	Ineffective and inconsistently implemented attendance systems, including limited progress monitoring, unclear ownership, and inconsistent engagement with students and families.
3 ★	Jubilee San Antonio is not consistently meeting enrollment targets.	Absence of a structured and proactive enrollment system, including limited ownership of recruitment, retention, and family engagement efforts.

★ = Priority

Student Learning

Summary

Student learning data at Jubilee San Antonio reflects low performance on local benchmarks and STAAR at the Meets level, with inconsistent MAP growth across content areas. While Advanced Academics outcomes (dual credit, IBC, and college acceptance) are strong, performance gaps persist among Special Education and Emergent Bilingual students. Additionally, student persistence rates indicate inconsistent retention of students throughout the year. These trends highlight the need for stronger systems for data-driven instruction, targeted intervention, and student support.

Strengths

Jubilee San Antonio demonstrates strong performance in Advanced Academics, including high dual credit completion, 100% IBC attainment, and 100% college acceptance. MAP data shows evidence of student growth in select areas, indicating the potential for increased achievement with consistent implementation of instructional systems. The campus has a strong foundation in college readiness that can be leveraged to improve outcomes across all student groups.

Problem Statements Identifying Student Learning Needs

	Problem Statement	Root Cause
1 ★	Jubilee San Antonio demonstrates low performance in Domain II (Meets and Masters), with less than 60% of students meeting grade-level expectations.	Inconsistent implementation of data-driven instruction, including limited use of assessment data to inform instruction, reteach, and targeted interventions.
2 ★	Jubilee San Antonio performs below state averages on STAAR assessments and MAP growth measures, with inconsistent academic growth across student groups.	Lack of cohesive systems for progress monitoring, targeted intervention, and differentiation, particularly for Special Education and Emergent Bilingual students.
3 ★	Jubilee San Antonio demonstrates inconsistent delivery of high-quality Tier I instruction across classrooms.	Inconsistent implementation of professional development, lesson internalization, and coaching systems, resulting in variable instructional quality and execution.

★ = Priority

School Processes & Programs

Summary

The campus has established robust policies and procedures for personnel management and recruitment, utilizing job fairs, online postings, staff incentive referrals, and district-led events to attract highly qualified candidates. Interviews are conducted by the administrative team, often involving teachers, and new hires participate in a comprehensive five-day onboarding process that equips them with essential educational tools. Each new teacher is assigned a mentor and engages in the Mentor/Mentee Program, with additional support provided by department chairs. Clearly defined roles and responsibilities are outlined in job descriptions to ensure staffing expectations are met.

In terms of professional development, the campus offers training in special programs in collaboration with local education organizations, focusing on instructional delivery and continuous support through various coaching initiatives. Weekly data meetings and professional learning communities facilitate ongoing collaboration and internalization of lessons, led by the administrative team. The campus leadership team, which includes 35% new members, is undergoing training to enhance instructional practices.

Student programs are tailored to meet diverse needs, with tools for tracking academic progress and targeted support for at-risk students through a multi-tiered system. Gifted and talented programs, special education support, and dyslexia interventions are available, along with dual credit opportunities and after-school enrichment activities. The campus provides essential academic courses and offers guidance to high school students in preparing for their future paths, including college and career readiness initiatives.

Technology integration is a priority, with a goal of having one electronic device cart per classroom to enhance instruction and student engagement. The campus maintains a master schedule that protects instructional time, allowing for professional learning communities during school hours. Enrichment programs, transition support for students, and effective classroom management strategies are also implemented to foster a positive learning environment. Counseling services and awareness initiatives address issues such as bullying, ensuring a supportive atmosphere for both students and staff.

Strengths

Strengths

Personnel - Policy and Procedures

Jubilee Academies actively encourages recruitment through employee referral incentives, facilitating a collaborative effort to attract qualified candidates. To support new teachers in their transition, an onboarding process is in place that ensures they are ready to engage with students from day one. Each grade level and content area, including electives, is assigned a department chair who provides essential instructional and campus support. Additionally, a mentor/mentee program is available to offer further guidance to new staff.

Professional Practices

At Jubilee San Antonio, we prioritize ongoing professional development and collaboration through weekly data meetings, referred to as Think Tanks, held every Thursday for each campus, alongside regular professional learning communities. These meetings are led by the administrative team, which continues to receive training to enhance instructional strategies and practices. Professional development includes training for special programs in collaboration with the San Antonio Cooperative, focusing on instructional delivery and the Texas Instructional Leadership initiative. On-site support and coaching are also provided by staff from Education Service Center 20 in subjects like Math, Reading/Language Arts, Science, and Social Studies.

The Campus Leadership Team (CLT) process involves staff answering guiding questions, creating a summary of strengths, and identifying areas for improvement. Staff members conduct a protocol using the "5 Whys" method to determine problem statements and root causes, with stakeholders divided into small groups to contribute their insights.

Programs and Opportunities for Students

Jubilee San Antonio's gifted and talented program is effectively implemented, providing robust services and support for advanced learners. Our multi-tiered system of support and response to intervention practices are integrated into a progress monitoring schedule, allowing for tiered assistance to students. The school offers a competitive curriculum aligned with the Texas Essential Knowledge and Skills and adheres to established practices and expectations. Various tools, such as data trackers and Sirius, help students monitor their progress towards goals.

JSA was awarded a Gear Up Grant, which supports early awareness and readiness for post-secondary opportunities. Additionally, we have established a dual credit program through partnerships with local community colleges, enhancing academic pathways for our students.

Protecting Instructional Time

Our campus operates under a unified master schedule that encompasses elementary, middle, and high school levels. Teachers are provided with conference periods, and professional learning communities meet campus-wide on designated days. Grade-level and departmental support is available during these conference periods, along with a mentor/mentee program for both new and experienced teachers. The Principal and Assistant Principals lead professional learning communities with their assigned grade levels, ensuring that each administrator sets goals for their appraisees. Tutorials are offered both after school and during the third period in secondary education as part of our response to intervention strategies.

Instructional/Curriculum Support

We utilize a range of resources and support systems, including DMAC, Stemscopes, and Lead4ward, to enhance instructional practices. Education Service Center 20 provides support for positive school culture initiatives, assessments, and planning sessions. Ongoing professional development focuses on standards, best instructional practices, and data analysis, including strategies for gifted and talented students.

Problem Statements Identifying School Processes & Programs Needs

	Problem Statement	Root Cause
1 ★	The JSA team fails to consistently make effective use of planning periods.	Inconsistent protocols for lesson internalization and data-driven planning.
2 ★	JSA lacks full engagement of all instructional stakeholders in the PLC process.	Inconsistent calendaring and planning with stakeholders.
3 ★	JSA lacks consistent tutoring and enrichment support for students.	There are unclear and inconsistent tutoring plan to include funding, resources, training, and implementation calendar.

★ = Priority

Perceptions

Summary

We are enhancing our school culture by emphasizing a 97% attendance goal through incentive programs like the Mentor-Mentee initiative and New Teacher Academy, alongside regular grade-level data meetings and weekly Professional Learning Communities (PLCs) for collaboration. Our commitment to a positive climate includes social-emotional counselors, the JSA Robotics Club, Math Olympics, a Writing Academy, and various athletic programs, with student achievements celebrated at All-Star ceremonies every nine weeks. Gear Up college field trips and 1:1 technology access further enrich the learning experience. We believe in providing a safe, consistent learning environment while respecting students' beliefs through Determined Density Values (DDV) programs. Additionally, we will analyze our staff turnover rate compared to previous years, discuss mentoring outcomes, and summarize climate and culture survey results. Our parent and guardian engagement initiatives, such as I-Lead parent conferences and the Gear Up Family Empowerment Hour, aim to strengthen partnerships with families.

Strengths

Our campus is strengthened by a range of initiatives and resources that foster student success and safety. We provide 1:1 technology for students, ensuring they have the tools necessary for modern learning. Our dedicated social-emotional counselors support student well-being, while we celebrate growth and attendance through various incentives, reinforcing our commitment to a positive school culture. With a remarkable 100% graduation rate and a low dropout rate of just 0.6%—well below the state average of 1.9%—we are proud to maintain a graduation rate of 96.2%, significantly higher than the state’s 90%. Communication with parents is prioritized through weekly Principal Updates and a comprehensive monthly calendar shared via School Messenger, Schoolmint, email, mail, and our digital marquee. Additionally, our strong retention rates and supportive programs like the Mentor-Mentee initiative and New Teacher Academy enhance staff development. We also prioritize safety with an entry control system that includes staff swipe cards, locked classroom doors, surveillance cameras, and a doorbell system to alert front staff of visitors. Together, these strengths create a nurturing and secure environment for our students.

Problem Statements Identifying Perceptions Needs

	Problem Statement	Root Cause
1 ★	The Jubilee- San Antonio community has minimal access to and knowledge of Social Emotional Learning development.	Lack of SEL initiatives & awareness due to staffing inconsistencies.
2 ★	Jubilee- San Antonio has a low rate of parent and community engagement campus-wide	Inconsistent parent and community communication.
3 ★	Jubilee- San Antonio averages below 97% ADA.	Lack of accountability and incentives for students

★ = Priority

Priority Problem Statements

	Problem Statement	Root Cause
1 ★	JSA lacks consistent tutoring and enrichment support for students.	There are unclear and inconsistent tutoring plan to include funding, resources, training, and implementation calendar.
2 ★	JSA lacks full engagement of all instructional stakeholders in the PLC process.	Inconsistent calendaring and planning with stakeholders.
3 ★	The Jubilee- San Antonio community has minimal access to and knowledge of Social Emotional Learning development.	Lack of SEL initiatives & awareness due to staffing inconsistencies.
4 ★	Jubilee- San Antonio has a low rate of parent and community engagement campus-wide	Inconsistent parent and community communication.
5 ★	Jubilee- San Antonio averages below 97% ADA.	Lack of accountability and incentives for students
6 ★	Jubilee San Antonio performs below state averages on STAAR assessments and MAP growth measures, with inconsistent academic growth across student groups.	Lack of cohesive systems for progress monitoring, targeted intervention, and differentiation, particularly for Special Education and Emergent Bilingual students.

7 ★	Jubilee San Antonio demonstrates low performance in Domain II (Meets and Masters), with less than 60% of students meeting grade-level expectations.	Inconsistent implementation of data-driven instruction, including limited use of assessment data to inform instruction, reteach, and targeted interventions.
8 ★	Jubilee San Antonio demonstrates inconsistent delivery of high-quality Tier I instruction across classrooms.	Inconsistent implementation of professional development, lesson internalization, and coaching systems, resulting in variable instructional quality and execution.
9 ★	Jubilee San Antonio demonstrates low student attendance rates across grade levels.	Ineffective and inconsistently implemented attendance systems, including limited progress monitoring, unclear ownership, and inconsistent engagement with students and families.
10 ★	Jubilee San Antonio demonstrates elevated turnover in teacher of record positions.	Inconsistent implementation of campus-wide culture systems and a lack of clearly defined accountability structures for staff, resulting in variable expectations, limited follow-through, and inconsistent coaching and feedback cycles.
11 ★	The JSA team fails to consistently make effective use of planning periods.	Inconsistent protocols for lesson internalization and data-driven planning.
12 ★	Jubilee San Antonio is not consistently meeting enrollment targets.	Absence of a structured and proactive enrollment system, including limited ownership of recruitment, retention, and family engagement efforts.

★ = Priority

Goals

Goal 1 Recruit, retain, and support most qualified and effective staff.

Performance Objective 1

Jubilee San Antonio will recruit, develop, and retain highly qualified instructional and non-instructional staff through consistent implementation of clear accountability systems, high-quality coaching and feedback cycles, and strong campus culture systems.

Strategy 1

Implement a structured, campus-wide coaching system that ensures all instructional staff receive weekly, observation-based feedback aligned to T-TESS and campus instructional priorities.

Strategy's Expected Result/Impact: Improved teacher effectiveness as evidenced by increased T-TESS proficient/accomplished ratings, 100% of instructional staff receiving weekly coaching and feedback, increased staff retention, and measurable gains in student achievement.

Staff Responsible for Monitoring: Principal (oversight and accountability), Assistant Principal of Instruction and Instructional Coach (daily implementation and monitoring), with support from the Campus Leadership Team.

Funding Sources: FSP 420-PIC 11 Regular Allotment, , 211 - Title I, Part A,

Title I: 2.5.2

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

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Strategy 2 ☑ Targeted Support Strategy ☑ Results Driven Accountability

Jubilee- San Antonio will assign a department head to support first year and new teachers.

Strategy's Expected Result/Impact: Increased teacher support
Continuous teacher growth
Increased staff retention

Staff Responsible for Monitoring: Mentors
Academic Dean
Assistant Principal

Funding Sources: FSP 420-PIC 11 Regular Allotment,

Title I:

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

ESF Levers: Lever 2: Talent Retention and Strategic Staffing

Formative Reviews

November	January	March	June

Strategy 3 ☑ Results Driven Accountability

Jubilee- San Antonio will implement a campus mentor/mentee program to support "new" teachers.

Strategy's Expected Result/Impact: Increased teacher support
Continuous teacher growth
Increased staff retention

Staff Responsible for Monitoring: Mentors
Academic Dean
Assistant Principal

Funding Sources: Mentor Stipends 211 - Title I, Part A, $5,000

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 3: Integrated Student Support Systems, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Strategy 4

Jubilee- San Antonio will offer retention stipends for Secondary high-need positions such as Secondary RLA, Secondary Science, Secondary Math, and Jubilee Excellence Incentive Pay (JEI)

Strategy's Expected Result/Impact: Retain Highly Qualified Effective Staff

Staff Responsible for Monitoring: Campus Administration

Funding Sources: JEI Stipends 211 - Title I, Part A, $60,000

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

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Performance Objective 2

Jubilee- San Antonio will provide 100% of teachers with professional development, coaching, and resources to differentiate lessons for all students and support them academically.

Strategy 1

Jubilee- San Antonio will provide instructional staff members with professional development from various district-approved agencies and vendors in order to gain the knowledge and expertise related to high performing and high-quality practices.

Strategy's Expected Result/Impact: Increased student achievement.
Improved teacher practices and procedures.

Staff Responsible for Monitoring: Academic Dean and Administrative Assistant.

Funding Sources: Support/Professional development from approved vendors 211-ES ESF Grant, 211-13-6239-00-001-4-30-0-EF, , Support/Professional development for instructional staff 211 - School Improvement Grant,

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Goal 2

Jubilee Academies will build a strong foundation of academic skills in reading, math, science, and social studies. "Know every learner. Teach every learner. Intervene with impact."

Performance Objective 1

Jubilee- San Antonio will use student assessment data from MAP, STAAR, and other data sources across content areas to monitor the growth rate of all student demographic groups.

Evaluation Data Source: MAP Data
STAAR Scores

Strategy 1 ☑ Targeted Support Strategy

Jubilee- San Antonio will host weekly data meetings to identify and monitor sub population groups in each content area.

Strategy's Expected Result/Impact: Increased student achievement

Staff Responsible for Monitoring: Member of Student Learning Committee

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Performance Objective 2

Jubilee San Antonio will provide 100% of teachers with differentiated and targeted support through professional learning communities.

Strategy 1 ☑ Targeted Support Strategy ☑ Additional Targeted Support Strategy

Jubilee- San Antonio will provide 100% of teachers with protected time for training and support with lesson alignment & formative assessment (LAFA) and data-driven instruction (DDI).

Strategy's Expected Result/Impact: Improved classroom instructional practices
Increased positive student outcomes
Increased student achievement

Staff Responsible for Monitoring: Administrator(s)
Academic Coaches

Funding Sources: Support for Contracted Substitute Services 211-ES ESF Grant, 211-11-6294-00-001-4-30-0-EF, $5,365

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Strategy 2

Jubilee-San Antonio will provide extra-duty pay to instructional staff in order to support at-risk students who are failing or do not meet graduation requirements.

Strategy's Expected Result/Impact: Increased student achievement
Positive student outcomes

Staff Responsible for Monitoring: Academic Dean, Assistant Principals

Funding Sources: Extra Duty for Saturday Camps 211 - School Improvement Grant, 211-11-6119-00-001-3-XX-3-SI, $7,400, Extra Duty for Saturday Learning Labs/PLCs 211-ES ESF Grant, 211-11-6116-00-001-4-30-1-EF, $10,000

Formative Reviews

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Strategy 3

Jubilee- San Antonio will develop a professional learning community calendar for core content and elective teachers in order to provide targeted content support.

Strategy's Expected Result/Impact: Increased student achievement
Positive student outcomes

Staff Responsible for Monitoring: Campus leadership, Principal, and Admin.

Formative Reviews

November	January	March	June

Performance Objective 3 ☑ High Priority

Jubilee-San Antonio will implement, purchase and use instructional tools, programs, and technology devices to enhance the teaching and learning experience for students and provide individualized and targeted support.

Strategy 1

Jubilee- San Antonio will purchase intervention/enrichment resources such as but not limited to, Learning A-Z and STAAR prep instructional materials for grades K-12th and intervention, in order to enhance the learning experience for students.

Strategy's Expected Result/Impact: Increased Positive student outcomes.
Increased student engagement.
Increased fluency and comprehension.

Staff Responsible for Monitoring: Principal
Teachers
Academic Dean
Administrative Assistant

Funding Sources: Intervention Online STAAR 2.0 Prep 211 - School Improvement Grant, $15,720

Formative Reviews

November	January	March	June

Strategy 2

By the end of the 2023-2024 school year, Jubilee- San Antonio will purchase general supplies, materials, and/or updated technology and technology supports for 100% of classrooms in order to increase and align student achievement and outcomes from various vendors.

Strategy's Expected Result/Impact: Increased student achievement
Increased positive student outcomes.

Staff Responsible for Monitoring: Administrative Assistant
Academic Dean
Department Chairs

Funding Sources: General supplies for lesson internalizations and weekly data meetings 211-ES ESF Grant, 211-11-6399-00-001-4-30-0 -EF, $6,309, Solar Eclipse Glasses 211 - Title I, Part A, 211-61-6399-00-001-4-30-00, $1,519.23, General Supplies 211 - School Improvement Grant, 211-11-6399-00-001-3-XX-0 -SI, $1,542.25

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Strategy 3

Jubilee- San Antonio will fund student clubs such as E-Clubs and Tech. Clubs for all students in grades PK-12th during the 2023-2024 school year.

Strategy's Expected Result/Impact: Increased student achievement in Science and other subject areas.
Increase in student enrollment.

Staff Responsible for Monitoring: Science Department Lead
Principal
Assistant Principal
Academic Dean

Funding Sources: supplies for e and tech clubs FSP 420-PIC 11 Regular Allotment, $5,000

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Strategy 4

Jubilee- San Antonio will build and maintain a campus garden, to include all students in grades PK-12th, during the 2022-2023 school year.

Strategy's Expected Result/Impact: Increased knowledge of plant, animal, and insect biology.
Increased student achievement
Positive student outcomes

Staff Responsible for Monitoring: Access Facilitator
Academi Dean

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

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Performance Objective 4 ☑ High Priority

Jubilee San Antonio will increase Bilingual/ESL student progress in TELPAS, and STAAR.

Evaluation Data Source: TELPAS, STAAR

Strategy 1

Jubilee- San Antonio will provide Bilingual/ESL students with supplies/materials/software that targets second language acquisition to newcomers or beginners proficiency level students in the program.

Strategy's Expected Result/Impact: Increase growth in our bilingual students' second language acquisition.

Staff Responsible for Monitoring: Director
Principal
LPAC Admin
EL Coordinator
EL Interventionist
EL Paraprofessional

TEA Priorities: Build a foundation of reading and math

Formative Reviews

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Strategy 2

Jubilee- San Antonio will provide a tutorial program for English Learners that are struggling academically.

Strategy's Expected Result/Impact: Increase growth english language acquisition

Staff Responsible for Monitoring: Director
Principal
LPAC Admin
EL Coordinator
EL Interventionist
EL Paraprofessional

Formative Reviews

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Performance Objective 5

Jubilee- San Antonio will implement a GT Program to provide a fidelity of services in order to meet the

needs of our gifted and talented students.

Evaluation Data Source: An increase in meets and masters in our STAAR results.

Strategy 1

Jubilee- San Antonio will offer professional development to all the GT staff and administration in order to meet the educational needs of the GT population.

Strategy's Expected Result/Impact: Increase satisfaction in parental surveys.

Staff Responsible for Monitoring: Assistant Principal
Academic Dean
GT Coordinator
GT Teacher(s)

Formative Reviews

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Strategy 2

JSA will provide resources and materials for projects for our Gifted and Talented students.

Strategy's Expected Result/Impact: Increases in meets and masters STAAR results.

Staff Responsible for Monitoring: Associate Superintendent of Curriculum and Elementary Curriculum Director.

Funding Sources: G/T instructional materials FSP 420-PIC 21 Gifted and Talented (G/T), 420-11-6399-00-001-2-21-0-00, $5,000

Formative Reviews

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Performance Objective 6

Jubilee- San Antonio will strengthen the Multi-tiered Support System (MTSS) and Positive Behavior Intervention Support (PBIS) process by providing training to all teachers in the beginning of the year, and continue to support instructional staff throughout the year.

Strategy 1 ☑ Targeted Support Strategy ☑ Results Driven Accountability

Provide RTI training and PBIS training to all staff at the beginning of the year, and throughout the year as needed.

Strategy's Expected Result/Impact: RTI will be implemented effectively by 100% of the staff.

Staff Responsible for Monitoring: Special Programs Coordinator and Academic Dean

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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Strategy 2

Jubilee-San Antonio will purchase resources and materials that directly support and impact positive behavior intervention support for students in grades PK-12.

Strategy's Expected Result/Impact: Less disciplinary incidents
Increased positive student outcomes.

Staff Responsible for Monitoring: PBIS committee
Cafeteria staff and monitors
Administrative team

Funding Sources: supplies and resources for PBIS support FSP 420-PIC 11 Regular Allotment, $1,000

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

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Goal 3

Jubilee Academies will create high performing schools and connect all students to career and college pathways. "believe in more. Expect more. Achieve more."

Performance Objective 1

Jubilee- San Antonio will increase the academic performance and preparation for postsecondary education of GEAR UP students.

Strategy 1

Jubilee- San Antonio will offer and create opportunities for students to experience educational field trips, college tours, and student workshops.

Strategy's Expected Result/Impact: Increase student achievement
Increased positive student outcomes

TEA Priorities: Connect high school to career and college

Formative Reviews

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Strategy 2

Jubilee- San Antonio will create academic enrichment opportunities for students in the GEAR UP cohort including, but not limited to, tutoring.

Strategy's Expected Result/Impact: Increased student outcomes
Increased student achievement

Staff Responsible for Monitoring: Gear Up Site Coordinator
Administrative Team

Funding Sources: Professional Development ECHS, $1,000, ECHS Resources ECHS, $90,000

Formative Reviews

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Performance Objective 2

Jubilee- San Antonio will increase GEAR UP students' education expectations and students' and their

families' knowledge of postsecondary education, options, preparation, and financing.

Strategy 1

Jubilee- San Antonio will provide students and their families access to workshops, resources, and events regarding postsecondary education, financial literacy, STEM, use of technology, and mental health services.

Strategy's Expected Result/Impact: Increased exposure to higher education
Positive student outcomes.

TEA Priorities: Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

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Performance Objective 3

Jubilee-San Antonio will create opportunities for students to participate in dual enrollment and dual credit courses through post-secondary institutions.

Strategy 1

Jubilee- San Antonio will begin to offer OnRamps dual enrollment courses for secondary students (9th-12th).

Strategy's Expected Result/Impact: Increased student achievement.
Increased CCR.

Staff Responsible for Monitoring: Assistant Principal- Curriculum
Academic Counselors

Funding Sources: Stipend for OnRamps course FSP 420-PIC 11 Regular Allotment, $8,000

TEA Priorities: Connect high school to career and college

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June

Goal 4

Jubilee Academies will provide a safe and secure environment focused on physical and mental well being for both students and staff to support student success. "Reach them, keep them, see them succeed."

Performance Objective 1 ☑ High Priority

Jubilee- San Antonio will create monthly parent engagement events to increase family engagement, parental involvement, and community outreach by 30%.

Evaluation Data Source: Flyers. Sandwich Boards, Sign in Sheets, Feedback Survey

Strategy 1

Jubilee- San Antonio will host at least four family engagement nights to promote positive student outcomes and school community outreach.

Strategy's Expected Result/Impact: Increase family engagement.

Staff Responsible for Monitoring: Parent liaison

Funding Sources: Family engagement nights FSP 420-PIC 11 Regular Allotment, $2,000

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November	January	March	June

Strategy 2

Jubilee- San Antonio will sponsor a Parent Teacher Organization (PTO) to increase parent involvement and support Jubilee- San Antonio educational programs and events.

Strategy's Expected Result/Impact: Increased parent involvement.

Staff Responsible for Monitoring: Parent Liaison
Gear Up Coordinator
Administration

Formative Reviews

November	January	March	June

Strategy 3

Jubilee- San Antonio will host at least two parent conferences and one student led conference to discuss the curriculum, goals and expectations for the school year, the child's academic progress, and the assessments and data results of the child.

Strategy's Expected Result/Impact: Increased parent involvement
Increased student achievement

Staff Responsible for Monitoring: Teachers
Academic Dean
Administrative Team

Formative Reviews

November	January	March	June

Strategy 4

JSA will hire a parent liaison to assist with the school-community connections and operations and to provide support to families within our school system.

Strategy's Expected Result/Impact: Increased parent engagement and involvement.

Staff Responsible for Monitoring: Principal and Administrative Assistant

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November	January	March	June

Performance Objective 2 ☑ High Priority

JSA will host award ceremonies/events that recognize students for student achievement, attendance, and other school-related accomplishments/recognitions every six weeks cycle.

Evaluation Data Source: May, 2022
Ascender

Strategy 1

Teachers will recognize students with awards and other incentives based on Jubilee Academies'

student achievement standards.

Strategy's Expected Result/Impact: A higher percentage of students will achieve A and A/B honor roll.

Staff Responsible for Monitoring: Teachers, PEIMS department, and administration

Formative Reviews

November	January	March	June

Strategy 2

Jubilee San Antonio will recognize classrooms and individual students with 96% or better ADA.

Strategy's Expected Result/Impact: Attendance will be increased.

Staff Responsible for Monitoring: Teachers, PEIMS, and administration

Formative Reviews

November	January	March	June

Performance Objective 3 ☑ High Priority

Jubilee- San Antonio will develop systems to track and respond to data weekly. This will include student tacking, teacher tracking, as well as leader tracking to ensure that we are on track to be a high performing school by June.

Evaluation Data Source: Improve vertical alignment across campus, student trackers, data wall, executive tracker. Parent partnerships.

Strategy 1

Jubilee- San Antonio will conduct weekly quizzes to determine misconceptions and create a reteach plan to address the gaps.

Strategy's Expected Result/Impact: Increase data

Staff Responsible for Monitoring: Students / Teachers /Admin

Funding Sources: General Supplies FSP 420-PIC 11 Regular Allotment, $2,000

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 2: Talent Retention and Strategic Staffing, Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June

Strategy 2

Jubilee- San Antonio will have student work analysis meetings after every major assessment to develop teacher skill of pin pointing student misconceptions.

Strategy's Expected Result/Impact: Increased positive student outcomes
Increased student data
Build teacher capacity to spot misconceptions

Staff Responsible for Monitoring: Teachers / Leaders

Funding Sources: Extra Duty for Data Analysis meetings FSP 420-PIC 11 Regular Allotment, $2,500

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 2: Talent Retention and Strategic Staffing, Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June

Strategy 3

Jubilee-San Antonio will provide training for leadership/administrators in order to support campus instructional initiatives such as coaching and teacher professional development.

Strategy's Expected Result/Impact: Increased student outcomes
Increased tier I instruction

Staff Responsible for Monitoring: Principals
Assistant Principals
JSA Finance Team

Funding Sources: PD for administrators FSP 420-PIC 11 Regular Allotment, $4,000

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June

Performance Objective 4 ☑ High Priority

Develop and implement a "Positive Attendance Culture" initiative across the school, focusing on early intervention and family engagement.

Committees

Committees

CNA/CIP Committee

Meeting Logs

Date	Location	Sign In Sheet	Notes
April 2, 2026 @ 12:00 PM	Chugani Office	scan_nerina.chugani_2026-04-02-12-02-51.pdf	4_2 CNA_CIP MEETING.pdf
February 11, 2026 @ 2:30 PM	Secondary Conference Room	02112026_Sign In Sheet.pdf	2_11 CNA_CIP MEETING.pdf

Members

First Name	Last Name	Position	Committee Role
Audrey	Gallego	AP	Member
Brooke	Garza	Student	Member
Vanessa	Johnson	Parent	Member
Oscar	Joens	Teacher	Member
Catherine	Dunsford	Paraprofessional	Member
Abigail	Padilla	SPED Staff	Member
Brandon	Sheppard	Student Services	Member
Luis	Orozco	Administrator -Asisstant Principal	Member
Nerina	Chugani	Administrator - Principal	Chairperson

Funding Summary

Funding Summary

FSP 420-PIC 11 Regular Allotment

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1		--	$0.00
1	1	2		--	$0.00
2	3	3	supplies for e and tech clubs	--	$5,000.00
2	6	2	supplies and resources for PBIS support	--	$1,000.00
3	3	1	Stipend for OnRamps course	--	$8,000.00
4	1	1	Family engagement nights	--	$2,000.00
4	3	1	General Supplies	--	$2,000.00
4	3	2	Extra Duty for Data Analysis meetings	--	$2,500.00
4	3	3	PD for administrators	--	$4,000.00
				Sub-Total	$24,500.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	**-$24,500.00**

FSP 420-PIC 21 Gifted and Talented (G/T)

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
2	5	2	G/T instructional materials	420-11-63 99-00-001 -2-21-0-00	$5,000.00
				Sub-Total	$5,000.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	**-$5,000.00**

FSP 420-PIC 22 State Career & Technical Ed (CTE)

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 23 State Special Education (SpEd)

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 25 State Bilingual/ESL

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 30 State Comp Ed (SCE)

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 36 Early Education

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 37 Dyslexia

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 38 CCMR Outcomes Bonus

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 91 ATHLETIC

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

FSP 420-PIC 99 Undistributed

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

211 - Title I, Part A

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1		--	$0.00
1	1	3	Mentor Stipends	--	$5,000.00
1	1	4	JEI Stipends	--	$60,000.00
2	3	2	Solar Eclipse Glasses	211-61-6399-00-001-4-30-00	$1,519.23
				Sub-Total	$66,519.23
				Budgeted Fund Source Amount	$0.00
				+/- Difference	**-$66,519.23**

211 - School Improvement Grant

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Support/Professional development for instructional staff	--	$0.00
2	2	2	Extra Duty for Saturday Camps	211-11-6119-00-001-3-XX-3-SI	$7,400.00
2	3	1	Intervention Online STAAR 2.0 Prep	--	$15,720.00
2	3	2	General Supplies	211-11-6399-00-001-3-XX-0 - SI	$1,542.25
				Sub-Total	$24,662.25
				Budgeted Fund Source Amount	$41,162.25
				+/- Difference	**$16,500.00**

263 - Title III, ELA

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
				--	$0.00
				Sub-Total	$0.00
				Budgeted Fund Source Amount	$0.00
				+/- Difference	$0.00

211-ES ESF Grant

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Support/Professional development from approved vendors	211-13-6239-00-001-4-30-0-EF	$0.00
2	2	1	Support for Contracted Substitute Services	211-11-6294-00-001-4-30-0-EF	$5,365.00
2	2	2	Extra Duty for Saturday Learning Labs/ PLCs	211-11-6116-00-001-4-30-1-EF	$10,000.00
2	3	2	General supplies for lesson internalizations and weekly data meetings	211-11-6399-00-001-4-30-0 - EF	$6,309.00
				Sub-Total	$21,674.00
				Budgeted Fund Source Amount	$63,539.00
				+/- Difference	**$41,865.00**

ECHS

Goal	Performance Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	Professional Development	--	$1,000.00
3	1	2	ECHS Resources	--	$90,000.00
				Sub-Total	$91,000.00
				Budgeted Fund Source Amount	$100,000.00
				+/- Difference	**$9,000.00**

Jubilee San Antonio School Parent and Family Engagement Policy ESSA Section 1116 2026-2027

1. Jubilee San Antonio shall jointly develop with, and distribute to, parents and family members of participating children a written parent and family engagement policy, agreed on by such parents, that shall describe the means for carrying out the requirements of ESSA Section 1116 subsections (c) through (f). Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. Such policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school. Section 1116 (b)(1) & (e)(5)
2. Jubilee San Antonio shall convene an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation under this part and to explain the requirements of this part, and the right of the parents to be involved; Section 1116 (c)(1)
3. Jubilee San Antonio shall offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided under this part, transportation, childcare, or home visits, as such services relate to parental involvement; Section 1116 (c)(2)
4. Jubilee San Antonio shall involve parents, in an organized, ongoing, and timely way, in the planning, review, and improvement of programs under this part, including the planning, review, and improvement of the school parent and family engagement policy and the joint development of the schoolwide program plan under section 1114(b) (Campus Improvement Plan), except that if a school has in place a process for involving parents in the joint planning and design of the school's programs, the school may use that process, if such process includes an adequate representation of parents of participating children; Section 1116 (c)(3)
5. Jubilee San Antonio shall provide parents of participating children—
   (A) timely information about programs under this part.

(B) A description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the achievement levels of the challenging State academic standards; and

(C) If requested by parents, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practicably possible; Section 1116 (c)(4)

6. If the schoolwide program plan (Campus Improvement Plan, CIP) under section 1114(b) is not satisfactory to the parents of participating children, submit any parent comments on the plan when the school makes the plan available to the local educational agency. Section 1116 (c)(5)

7. To ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve student academic achievement, Jubilee San Antonio shall: Section 1116 (e)

(i) Provide assistance to parents of children served by the school, as appropriate, in understanding such topics as the challenging State academic standards, State and local academic assessments, the requirements of this part, and how to monitor a child's progress and work with educators to improve the achievement of their children. Section 1116 (e)(1)

(ii) Provide materials and training to help parents to work with their children to improve their children's achievement, such as literacy training and using technology (including education about the harms of copyright piracy), as appropriate, to foster parental involvement; Section 1116 (e)(2)

(iii) Educate teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school; Section 1116 (e)(3)

(iv) To the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children; Section 1116 (e)(4)

(v) Provide such other reasonable support for parental involvement activities as parents may request. Section 1116 (e)(14)

Although ESSA statute does not require the School Parent and Family Engagement Policy to be approved by the school board, the LEA may require Board adoption. Refer to your "policy on policies" and follow the more restrictive requirement.

IMPORTANT NOTE: This template will assist a school when developing a school parent and family engagement policy. For purposes of TEA validation, the school policy validation will review the items in this template as well as items that are a part of the school-parent compact. For more details contact your title I, Part A ESC contact.

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What is Family School Compact?

A school - Family Compact for Achievement is an agreement that parents, students, and teachers develop together. It explains how parents and teachers will work together to ensure all our students meet or exceed grade-level standards.

Effective compacts:

- They are linked to the objective of the campus improvement plan.
- They support the students learning skills.
- They are linked to the objectives of the campus improvement plan.
- They share strategies that parents can use at home
- Explain how teachers and parents will communicate about student progress.
- Describe opportunities for parents to volunteer, observe, and participate in the classroom.

Jubilee San Antonio Administration
4427 Chandler Rd
San Antonio, Tx 78222

210-278-3880

Mrs. Joanna Aguirre
Principal

Building Alliances

Jubilee- San Antonio strives to build strong, lasting partnerships with the school community. To achieve this, the school will take the following actions:

- Implement communication with classes through Parent Square and a weekly newsletter.
- Hold multiple parent conference sessions during the beginning middle and end of year.
- Host monthly parent socials

Communication about Student Learning

Jubilee- San Antonio is committed to frequent, two - way communication with families about their children's learning. Some of the ways parents and teachers communicate throughout the year are:

- Daily communication folder / file
- Weekly phone calls or messages on Parent Square
- Updates on the school website and current grades on the Parent Portal

School-Parent-Student Compact 2026-2027

JUBILEE SAN ANTONIO

JUBILEE ACADEMIES

Our Goals for Student Achievement

District Goals

Jubilee Academies will provide students with access to a guaranteed, viable standards - aligned curriculum that increases academic achievement and provides a multi - tiered system of support.

Jointly Developed

Jubilee - San Antonio parents, students and staff meet monthly to discuss student learning needs based on current grade - level data as well as campus updates. Feedback from these meetings is used in the development of the Parent Compact. Jubilee-San Antonio must maintain open lines of communication, with focus on positive outcomes for students. Parent feedback is always appreciated.

Building Alliances

If you would like to volunteer, participate, and/or observe in a classroom, please contact us at 210-278-3880. Complete a Parent/Volunteer Application on our website.

Teachers, Parents, Students – Together for Success

In Home

Jubilee San Antonio staff collaborated with our families to develop these ideas for how families can support student success in reading and math:

- Practice daily mathematical operations of addition/subtraction and multiplication.
- Practice spelling and write complete sentences.
- Read with my child every day and ask basic comprehension questions such as who, what, when, where, and why/how. Reading will boost achievement in all academic areas.
- Participate in a board or card game at home to encourage critical thinking and teamwork, for example, playing Uno, Checkers, or Chess.
-

As a parent/legal guardian

I will send my child to school before 7:45 A.M. My child will be considered tardy after this time. I will send a note to the school if my child is absent. I will have only five days to return the note after my child returns to school

Students:

- They will immediately report any form of bullying activity to any adult in the area, including cyberbullying. This includes any bullying activity they may witness. Report information immediately.
- I will comply with and adhere to all school protocols.
- I agree to use my full name and be respectful to my teachers and classmates.