



ANGELIA ROSS

2019 COHORT MEMBER

Principal of International Newcomer Academy

BUILDING CULTURE

IN A V.U.C.A ENVIRONMENT

Target Audience

Campus-wide (To include Staff, Teachers, and Scholars)

Interventions

- Implemented Campus-wide House System
- Enhanced relationships through mentorship

Resources Utilized

- Additional House Leaders
- Staff professional development
- Student Leader training
- Weekly advisory lessons and meetings

PROJECT OUTCOMES

ENHANCE SENSE OF BELONGING

For 2020-21 school year, INA Panorama Survey showed the campus outperformed the district in 5 key categories:

- Social awareness (66%)
- Engagement (62%)
- Sense of Belonging (62%)
- Teacher Student Relationships (77%)
- Emotional Regulation (47%)

INCREASE STUDENT ENGAGEMENT

- From the 2019-20 school year to the 2020-21 school year INA's:
 - Average daily attendance increased from 76% to 97%
 - Student passing rate increased consistently, with nearly 98% of students passing by the end of the 4th six weeks

SUPPORTIVE TEACHER-STUDENT RELATIONSHIPS

- Strong student to teacher relationships were built through the newly designed house system
- In 2020-21, INA's supportive-teacher student relationships at 77% outperformed the district average of 58% significantly.

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presentation link:



INA House Roster 2020-2021

Alturismo (Black) Google Class Code D5vhxn7 Meet link https://meet.google.com/lookup/hys45yuxzt	Amistad (Red) Google Class Code Canz4vo Meet link https://meet.google.com/lookup/eu54ah27md	Isibindi (Green) Google Class Code Bvjq2o7 Meet link https://meet.google.com/lookup/c4q3bzflxu	Reveur (Blue) Google Class Code Xy6wkqh Meet link https://meet.google.com/lookup/aa5c6emgib
Jaramillo (9th Grade)	Herrera (8th Grade)	Wilson (9th Grade)	Maldonado (8th Grade) (TL)
Do-Nguyen (7th Grade)	Mancilla (9th Grade)	Peters (6th Grade)	Freeman (9th Grade)
Smith (6th Grade)	Mata (8th Grade)	Desmond (7th Grade)	Theadore (Elective)
Fox (9th Grade)	Every (TA)	Tran (7th Grade)	Fabela (9th Grade)
Ross (Team Lead)	Smolcic (6th Grade)	Little (Elective)	Das (TA)
Alcala (TL)	LaFarge (Elective)	Brown (TL)	Rosas (TA)
Jhangiani (TL)	Anderson (TA)	Lemmons	Olivo (9th Grade)
Henry	P.Preston	Turner (TL)	Bradford (Elective)
Al-Atrash (Liaison)	Fontanez	Renteria	Alatini (TL)
Rivera (Secretary)	Lawrence (TL)	Dibi (Counselor)	Munoz
Garza	C. Garza	De La Paz (Intervent.)	Treviño (Nurse)
Townsend (CCR)	Shuler (Counselor)	V. Wilson (Cnsl. Clerk)	Sao (C. Officer)
	Guerrero (TL)		

INTERNATIONAL NEWCOMER ACADEMY



ESSENTIAL FIVE

1. Respect the students, the teachers, the school, and yourself by using positive language and actions.
2. Advocate for yourself
3. Be on time, on task, and prepared to learn everyday.
4. Your voice and opinions are important. Participate in learning everyday.
5. Take pride in your work, be neat, clean, and organized.



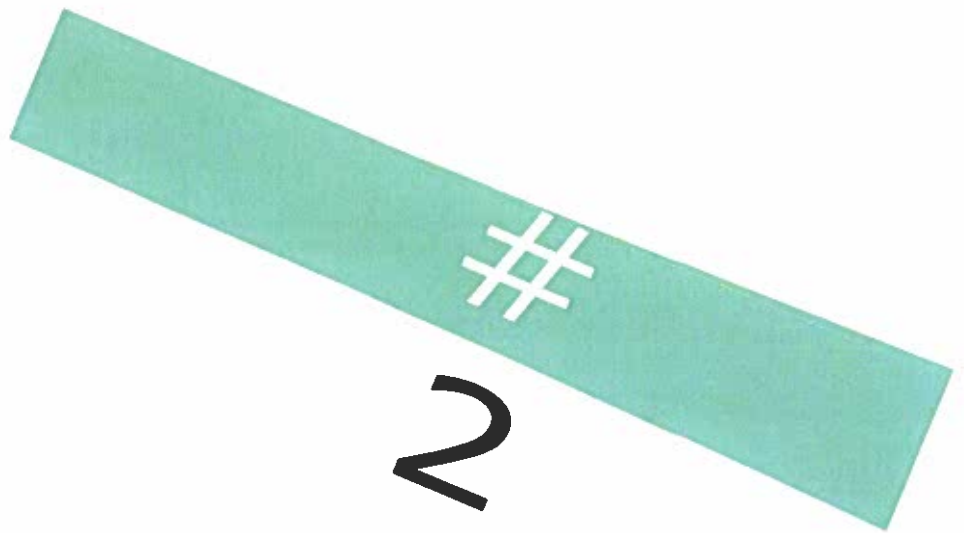


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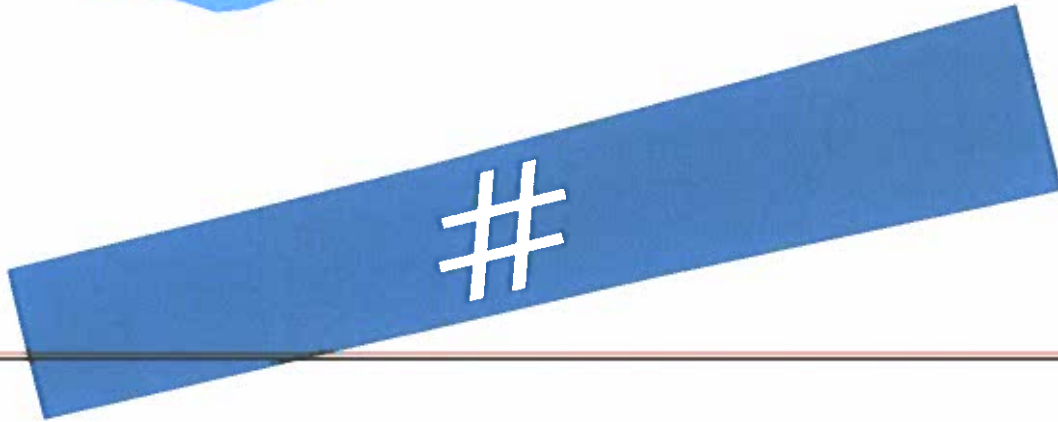
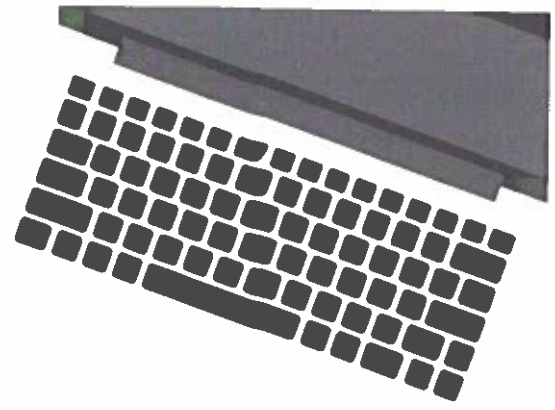
**Respect the students,
the teachers, the school,
and yourself by using
positive language and
actions.**



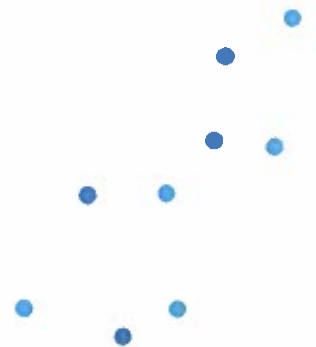


Advocate for yourself and others.



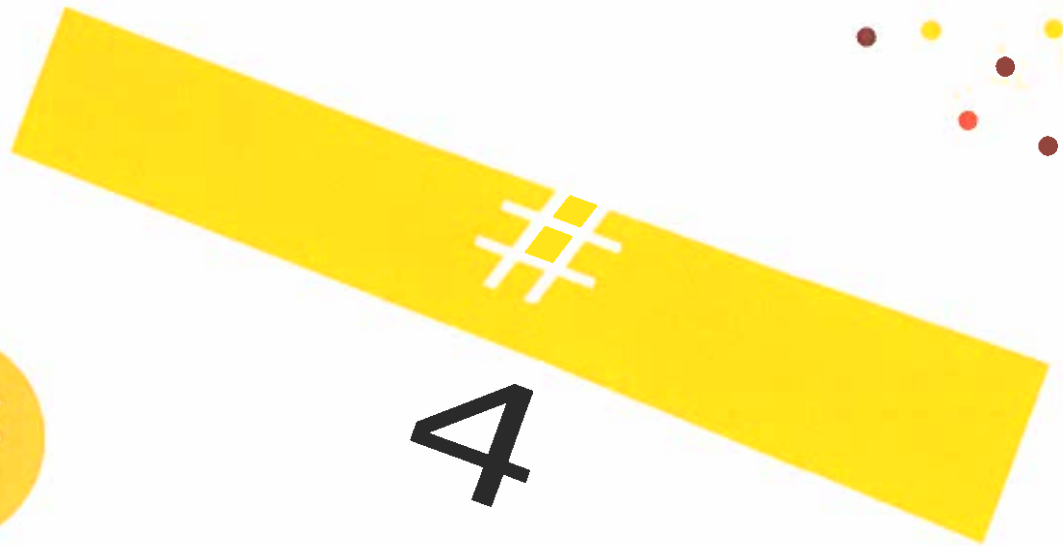


**Be on time, on task, and
prepared to learn
everyday.**

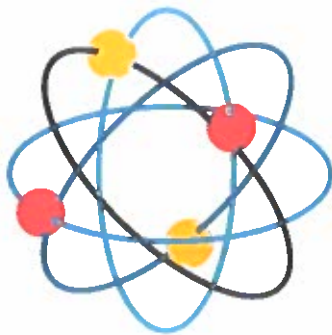




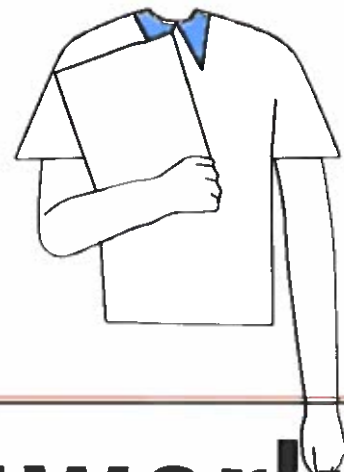
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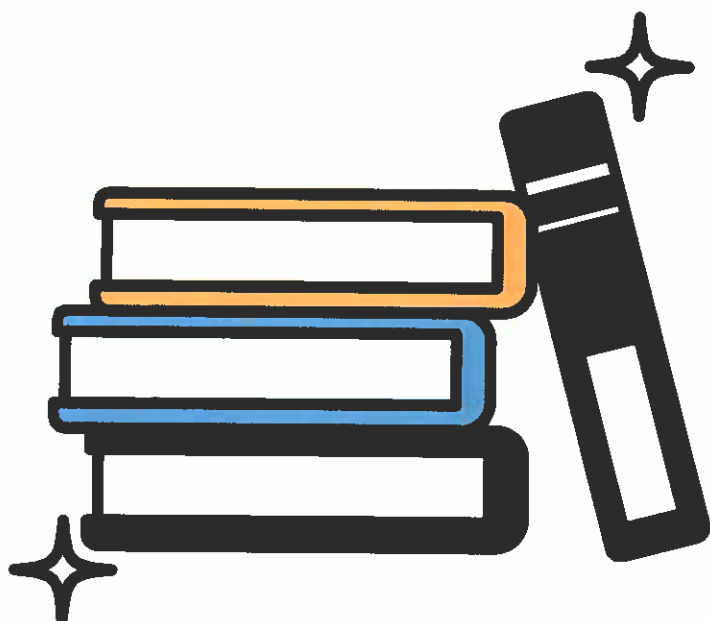
**Your voice and opinions
are important.
Participate in learning
everyday.**



5



**Take pride in your work.
Be neat, clean, and
organized.**



INA Advisory/House Schedule 2020-2021

College and Careers Townsend									
Guidance Lessons Shuler, Dibi, Delapaz, Trevino									
Campus & House Meetings									
Monday	Tuesday	Wednesday	Thursday		Friday		Essential	Topic	Word of the Weel
5-Oct			7-Oct		9-Oct	Whole	House Intro		
			14-Oct		16-Oct	House	Essential #1	Respect yourself,each other,	Respect
	20-Oct		23-Oct	Whole*					
		28-Oct			30-Oct	House*	Essential#2	Advocate for yourself and others	Advocate
	3-Nov		5-Nov	Whole					
		11-Nov			13-Nov	House	Essential#3	Be on time, on task, and prepared to learn every day	Preparedness
	17-Nov		19-Nov	Whole					
Thanksgiving Break									
30-Nov		2-Dec			4-Dec	House	Essential#4	Your voice and opinions are important. Participate in learning every day	Courage
			10-Dec	Whole					
14-Dec		16-Dec			18-Dec	House	Essential#5	Take pride in your work, be neat, clean, and organized	Pride
Christmas Break									
			8-Jan	Whole					
11-Jan		13-Jan			15-Jan	House	House Power	Confident, Passionate, Dreamers	Dreamers
		20-Jan			22-Jan	Whole			
			28-Jan	House			Dragon Trait	Perserverance	Acheive
		3-Feb			5-Feb	Whole			
8-Feb			11-Feb	House			House Power	The Power of Empowering Others	Empowerment
			18-Feb	Whole					
22-Feb		24-Feb			26-Feb	House	House Power	Kindness of Heart, Strength of a True Warrior	Strength
			4-Mar	Whole					
8-Mar		10-Mar			12-Mar	House	House Power	The Strength and Courage of a Lion	Courage
Spring Break									
			25-Mar	Whole			House Power	The Strength and Courage of a Lion	Courage

INA Advisory/House Schedule 2020-2021

			1-Apr	House					
			8-Apr	Whole			Dragon Trait		Respect
12-Apr		14-Apr	15-Apr		16-Apr	House			
		21-Apr			23-Apr	Whole	Dragon Trait		Leadership
27-Apr			29-Apr	House					
3-May					6-May	Whole	Dragon Trait		Self Determination
			13-May	House					
17-May		19-May			21-May	Whole			
	25-May		27-May	House					
	1-Jun		3-Jun	Whole					
7-Jun					11-Jun	House			
	15-Jun		17-Jun	Whole					
Advisory									
2:04 pm-2:45 pm									
Homework Help/RTI									
2:50pm-3:40pm									



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Goals of Our Houses

- ❖ Ensure that our school has a small feel
- ❖ Promote positive relationships & mentoring for students
- ❖ Promote positive relationships between staff & students
- ❖ Instill Dragon Pride
- ❖ Boost character development

Structure of Our Houses

- ❖ Groups of Dragons on our campus – a culture of belonging where accomplishments earn points for yourself and your house
- ❖ A system to embrace new students, teach values, norms, rules, and behavior
- ❖ A community for all age groups with older students fostering and modeling behaviors for younger students

Structure of Our Houses cont'd

- ❖ Healthy competition, teamwork, and pride through accomplishments.
- ❖ Opportunities for celebrating, rewarding, and confidence building.

Components of Our Houses

House Traditions are decided upon by the House members and are added to or modified year after year.

For example: Each group can have a secret tradition where the Student House Leader writes their own words of wisdom in a notebook. Each year the notebook passes to the next SHL.

This special notebook is for HSL's eyes only. Each House can also have other unique traditions.

Components of Our Houses

House Chants & Cheers are created and unique to each House. Each House is encouraged to choose a song/chant with their own lyrics/words. Adding dance steps is fun also.

To get ideas for your House Chant or Cheer, links that correspond to your House are available.

Components of Our Houses

Student House Leaders are also unique to each house. This is an important position as SHLs are crucial in helping their house members by being a positive role model.

Their insight will be an important contribution not just for themselves but for the members of their House.

For example, camaraderie and achievement among student members will increase.

House Championship

Houses compete against one another in a variety of competitions during the school year. Individual students can accumulate points for their House based on behavior and academic success.

Points will also be awarded for deeds that demonstrate the 5 Essentials of INA. Points are tracked for each student and tallied together by each House to determine the winner.

At the end of the year, the House with the most points wins the House Championship — and all of the honor and glory that comes with it!

Awarding Points

Standard Points:

1 POINT: Getting a difficult question correct, picking up trash without being asked, being the first one to clap for another, etc.

Above & Beyond Points:

2 - 4 POINTS: Winning a class competition, befriending a new student, cleaning up the class without being asked, improving behavior

5-7 POINTS: Making a perfect score on a major test, showing up to a community service project and working extremely hard all day, overwhelming display of good character

Awarding Points

Special Points

8-9 POINTS: Best performance on a class project, being named MVP of a school team or club

10 POINTS: Highest grade on a final exam, winning a school wide competition, demonstrating an iconic display of character, or no behavior referrals (for a quarter)

Awarding Points

Ultra Points!

15 POINTS: A-B Honor Roll

25 POINTS: ALL A Honor Roll, Spirit Day Best Costume, Best House Costumes/Decorations, Best Spirit Day Cheer.

Essential 5



We looked at "RCA's Essential 55" and created "INA's Essential 5."

The Essential 5 are skills that we believe will develop self efficacy and help students be successful inside and outside of the class.

The Essential 5 will create a strong foundation for school culture and student pride.

#1 RESPECT the students, the teachers, the classroom, technology, and yourself by using positive language and positive actions.



Examples:

- Meeting the school's dress code and wearing it correctly (no inappropriate outfits)
- Acknowledge and greet others - Good morning! Hello! Eye Contact
- Put your left hand on your heart as someone says "hello" or "good morning"
- Use the restroom when needed
- Encouraging and empowering classmates

#2 Advocate for yourself.



Examples

- Asking for help when you don't understand something.
- Talking to someone when something is making you upset.
- Standing up for what you believe is right.

#3 Be on time, on task, and prepared to learn everyday. When you enter the classroom, be ready to start class.



Examples

- Be ready to learn materials in class or with technology.
- Turn your phone off and put it in your backpack. All electronic devices must stay in backpacks at all times during class and hallway unless the teacher directs it to use for educational purposes.
- Turn work in on time.
- Have your ID in all times.

#4 Voice and opinions are important participate in learning every day.



Examples

- Take responsibility for your actions (don't blame others)
- Stay with your designated teacher and meet up at designated times
- Monitor voice level
- Use materials appropriately and according to directions


#5 Take pride in your work: be neat, clean and organized.




Examples:

- Clean up after yourself
- Turn in your best work

Points for Essential 5



- **Essential 1 Respect**
Adhering to expectations
- **Essential 2 Advocacy**
Being a voice for peers
- **Essential 3 Preparedness**
Arrive to class on time
Consistently have materials ready
- **Essential 4 Participation**
Consistent engagement in lesson
- **Essential 5-Pride**
Demonstration of Self Accountable Behavior



House Overview



House of the Givers

First Student Leader: TBD

First Staff House Leaders: Susan Alcala & Mahika Jhangiani

Heritage: Brazil

Power: Empowering Others

Language: Portuguese

Symbolic Animal: Snake

House History



Altruismo traces its origins to the rainforests of the Amazon, where a group of powerful Brazilians were given the name because of the Portuguese meaning behind it: "the Givers." This special group is known for striking a balance between bold strength and altruistic giving — a team that knows that real power comes not from looking out for yourself but from empowering others. They care deeply about lifting others up, but they also maintain a fiercely competitive spirit and pride.

Tradition: Holiday Potluck - Students and families bring cultural dishes to share in a true Altruismo giving fashion.

Cheer

We are Altruismo, A-L-T-R-U-I-S-M-O, Altruismo we give a hand!

Chants

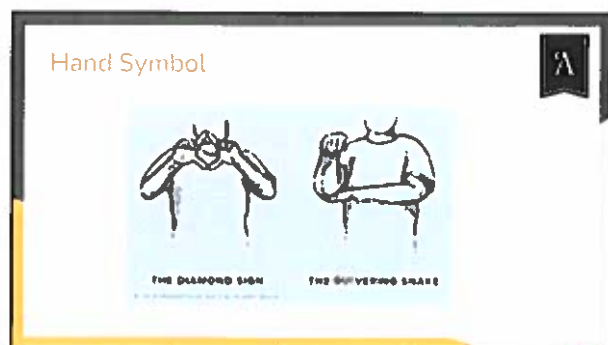
A-L-T-R-U-I-S-M-O, Altruismo you know what I mean!

We got our own house we got our own style

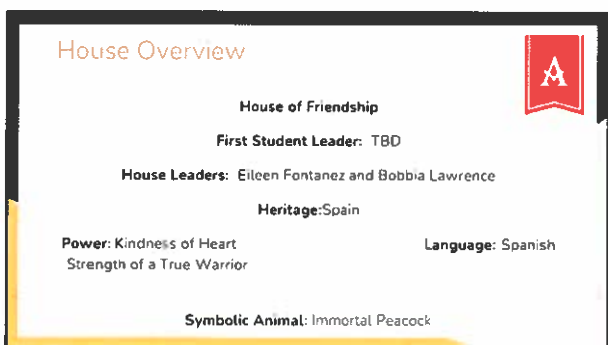
Work hard give hard we the best house

Black out on your block BLACK OUT!

Black out on your block BLACK OUT!







House History



Amistad is the House that originates from Spain

A group of individuals that are quiet but powerful, they are known most for their kindness of heart. This is why, in the language of their ancestry, their name means "friendship" extremely intelligent, creative, friendly, and competitive. Amistad is a very diverse group! The encouragement is for each student to find his or her own feathers and discover their brilliance. While students may enter timidly, they learn to become brave as they find their true selves.

Cheers

A-M-I-S-T-A-D

We're the House of Amistad and we're friendly

We pledge to protect each other through comradery

Proud as a peacock we never quit

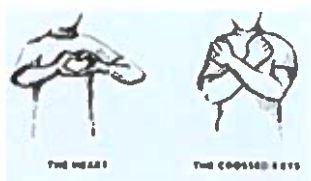
Cross our hearts we're all about friendship

Chants

Amistad is who we are... We are the best house by far!



Hand Symbol



The Heart

The Compassion





House Overview

I

House of Courage

Heritage: South Africa

First Student Leader:

First Staff Leader: Larisa Turner, Akotiah Brown

Kathy Lemons

Power: Courage of a Lion

Language: Zulu

Symbolic Animal: Mute Swan & Lion

House History

I

Isibindi is a tight-knit group of individuals, like a pride of African lions, where family means everything

The House's symbolic animals, the mute swan and the lion, serve to empower incoming members. While new students might be quiet or shy at first, the longer that they are in the House, the more they begin to display the characteristics of strength and bravery.

In Zulu, Isibindi means "courage." The dichotomy of sharing symbolic animals between the gentle and beautiful swan and the proud and courageous lion is what makes Isibindi so unique. It is a House that inherits the legend and influence of both Shaka Zulu as well as Nelson Mandela. It is a House that knows when to be strategic and creative, or when to pull back and be reserved, but also when to go full force with power and strength. This is why Isibindi welcomes creative and quiet kids and turns them into leaders over time. They learn that, like the mute swan, their quiet creativity can be harnessed to speak volumes in its own way

Chants

Who are we? I S E R V I D E

Who are we? C O M M U N I T Y


Who are we? F A M I L Y

Who are we? L E A R N E R S

Cheers

WE give POWER! We give Strength! We are FAMILY!
I S E R V I D E

Hand Signal



"WHO YOU WITH" SIGN



House Overview

R

House of Dreamer

First Student Leader: TBD

House Leads: Juan Guerrero and Ema Alarín

Heritage: France

Power: Confident, Passionate

Language: French

Symbolic Animal: Wolf

House History

R

Rêveur is a royal House whose name in French means "dreamers" or "idealist" because the members who fill this group are students filled with freedom and wild abandon who recognize their dreams and will let nothing stand in the way of achieving them.

This can be seen in the unicorn, which is on the center of the House's crest, a powerful creature who is almost impossible to tame. Similarly, the House of Rêveur is a House of passion.

Chant

R

Whose house...
Re-veur! (x2)
R-E-V-EUR!
Levitas, boom!

Cheer

Can't be tamed riding high we're the ultimate dragons in the sky,
R-E-V-EUR house of Reveur that's who we are!

