

DRAFT - University Preparatory Academy Academic/Culture Strategic Plan—Goals & Drivers 7/2016

INSTRUCTIONAL GOALS					DRIVERS					
Data Driven Instruction					<p><u>STEP Drivers</u></p> <ul style="list-style-type: none"> Assign class rosters for step tool Identify space for STEP data wall Create Calendar of Professional Development sessions on Guided Reading and STEP Tool Conduct Guided Reading lesson plan audit Create Calendar of STEP Data Analysis Sessions and Action Plans Schedule team planning sessions for guided reading (oral drills, trends, etc.) Schedule tutoring (Interventionists and Teachers pullouts) Student tracker/binder (Admin, coach, teachers) Share STEP student report Utilize STEP Progress Monitoring Tool <p><u>NWEA</u></p> <ul style="list-style-type: none"> Kindergarten Tech Week Schedule team meetings to review and discuss NWEA and Common Core standards and how they relate to Interim Assessments and Curriculum Share NWEA data and have teachers calculate EOY and MOY goals Share NWEA report with parents Identify space for NWEA data wall – school-wide and class Schedule parent NWEA training session Assign scholars to Orchard Now and Study Island for interventions <p><u>Interim Assessments</u></p> <ul style="list-style-type: none"> Schedule staff PD time to review interim assessments with teachers 					
Measure	Source	Target								
K – 4+ Students will meet STEP benchmarks in Oct., Feb., and June.	% of Students At/Above EOY	Grade:	Sep	Jan						Apr
		K (STEP 3)	0%	30%						95%
		1 (STEP 6)	30%	65%	95%					
		2 (STEP 9)	30%	65%	95%					
		3 (STEP 11)	30%	65%	95%					
		4+ (STEP 12)	30%	75%	95%					
Percentage of K – 8 students will meet NWEA individual growth targets	NWEA Class Data Rosters		ELA	Math	General Science	Concepts and Processes				
		Winter	75%	65%	75%	65%				
		Spring	85%	80%	90%	90%				
Percentage of K – 8 students will meet target levels on Interim Assessments Fall, Winter and Spring.	Interim Assessment Data		ELA	Math	Science					
		Fall	65%	65%	65%					
		Winter	70%	70%	70%					

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			Spring	75%	75%	75%
Percentage of 3 – 8 students proficient/advanced	FSA Data		FSA	ELA 70%	Math 70%	Science 70%

2015-16:

Grade	Math			ELA	
	2014-15	2015-16		2014-15	2015-16
3	10%	9%		10%	24%
4	0%	10%		22%	8% (-2%)
5	30%	4% (+4%)		11%	32% (+10%)
6	9%	18% (-12%)		15%	15% (+4%)
7	8%	6% (-3%)		8%	13% (-2%)
8	21%	11% (+3%)		0%	13% (+5%)

Ideal is to reach 70% composite proficiency for 2016-17. Based on Cohort table above, goals are as follows:

Grade	Math			ELA	
	2015-16	2016-17		2015-16	2016-17
3	10%	50%		24%	50%
4	10%	41%		8%	50%
5	4%	41%		32%	31%
6	18%	31%		15%	60%
7	6%	50%		13%	41%
8	11%	31%		13%	41%

Observation and Feedback

Measure	Source	Target
Avg. # observations/teacher per month	Observation Tracker	4

- Identify (by unit) exit tickets that mimic interim assessment questions and FSA questions
- Schedule data analysis PD and deadline for teachers to submit data analysis and tutoring plans
- Illuminate refresher
- Follow up on Illuminate assessment data and data analysis within 5 school days of administration and scoring.

FSA

- Schedule FSA PD sessions with teams to review sample assessments and assessment standards (Ongoing)
- Create FSA review schedule and calendar with teams (September)
- Create individual performance plans for all scholars in tested grades at level 2 or below (September)
- Create, monitor, and rotate intervention groups based on assessment data (NWEA, Illuminate)
- Hire math specialists/coach (August)
- Model and review extended response and open-item assessment questions and rubric results (Weekly)
- FSA parent meeting all tested grades (Fall and Spring)
- Utilize before-school time for daily Math/ELA tutorial (7:30 – 8:15 AM)
- Complete three mock FSA assessments under testing conditions
- Offer FSA attendance and effort incentives (Testing)
- Utilize Khan Academy and Study Island to track student progress in Math (Weekly)
- Introduce Curriculum Associates Florida Ready workbooks 2-3 times per week (September)

- Create weekly observation schedule and add to outlook
- Schedule time for in the moment feedback and have teachers email reflections then schedule one-on-one

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% of Feedback Measurable, Actionable	Principal's review of Observation Tracker	90%	<ul style="list-style-type: none"> Schedule biweekly feedback sessions <p style="margin-left: 20px;">Feedback</p> <ul style="list-style-type: none"> Video tape feedback sessions with teachers Provide clear bit-sized actionable steps What's the schedule for videoing teachers (DOO can set up cameras and everything) <p style="margin-left: 20px;">Planning for Observation</p> <ul style="list-style-type: none"> Block out 3 hours per week for project time (hide/get away from the building) Use 6 steps of feedback
% of Teachers Receiving Monthly Feedback	Mid-Year Staff Survey	90%	
Student Culture			<ul style="list-style-type: none"> New Enrollee Orientation Schedule parent meeting to student culture and school expectations at the beginning of the school year Model STAR, HALL, Tracking for students, staff and parents during parent meeting, student orientation and staff summer pd Schedule time for staff to model and provide feedback to each other regarding maintaining 100% during summer PD Meet with Dean to train on student culture, organization, bi-weekly joy factors, circle meetings, suspension protocol, send out trackers, uniform policy etc. Conduct a meeting with staff bi-monthly to discuss RTI, tutoring, report cards, parent conferences and advisory calls Begin Virtue of the Month Continue Principal's Advisory Council Introduce and Train Safety Patrol Character Counts Introduce foster grandparent program
Measure	Source	Target	
Avg. score on Student Culture Rubric (Fall, Winter, Spring)	Student Culture Walkthrough	3.0	
% of students in danger of failing/retention	SIS (Report Card or Retention/promotion score card)	10%	
Avg. % of student Out-of-School Suspensions per week as % of student population	SIS	3%	
Student Persistence (student population retention)	SIS	90%	
Average Daily Attendance	SIS	95%	
Avg. send-outs per week as a % of student population	Discipline Trackers	5%	

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	<ul style="list-style-type: none"> Partner with family and community organization to meet social and emotional needs of scholars 												
<p>Staff Culture</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr style="background-color: #1a3d4d; color: white;"> <th style="text-align: center;">Measure</th> <th style="text-align: center;">Source</th> <th style="text-align: center;">Target</th> </tr> </thead> <tbody> <tr> <td>Avg. score on Staff Culture Rubric</td> <td>Staff Culture Rubric (Leadership Team assigned a score)</td> <td style="text-align: center;">3.0</td> </tr> <tr> <td>% of Teachers Who Rate Work Well Beyond Capacity</td> <td>Mid-Year Staff Survey</td> <td style="text-align: center;">5%</td> </tr> <tr> <td>% of Teachers Who Rate Leader as Proficient on staff culture survey questions</td> <td>Mid-Year Staff Survey</td> <td style="text-align: center;">90%</td> </tr> </tbody> </table>	Measure	Source	Target	Avg. score on Staff Culture Rubric	Staff Culture Rubric (Leadership Team assigned a score)	3.0	% of Teachers Who Rate Work Well Beyond Capacity	Mid-Year Staff Survey	5%	% of Teachers Who Rate Leader as Proficient on staff culture survey questions	Mid-Year Staff Survey	90%	<ul style="list-style-type: none"> Meet with DOO to identify areas of weakness in staff culture through school inspection Create year-long calendar of admin led staff morale events and activities Schedule monthly staff yack and snack joy factors for staff appreciation Identify 3-minute staff icebreakers for staff PD sessions and meetings Organize a staff hospitality committee to plan out of school events per quarter Have teachers submit a fall self-reflection survey to identify areas of strength and weaknesses with staff culture Assign teams to lead monthly joy factors with staff
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	plans – use lesson plan rubric)		<ul style="list-style-type: none"> • PD on KIPP Wheatley Module Internalization • PD on KIPP Wheatley Lesson Internalization • Every Module, conduct Module Internalization sessions to provide discuss, complete, review and provide feedback on module internalization plans (Eureka Math and KIPP Wheatley) 															
KIPP Wheatley Module and Lesson Internalization plans complete	- obs/feedback documentation via for each module (6) - obs/feedback documentation via stack audit 7 times a year for lesson plan internalizations	90%																
Eureka Math Module Internalization Module and Lesson Internalization plans complete	- obs/feedback documentation via for each module (6) - obs/feedback documentation via stack audit 7 times a year for lesson plan internalizations	90%																
Professional Development			<ul style="list-style-type: none"> • Create calendar and conduct bi-weekly PDs on guided reading, reading comp, read aloud, reading mastery, habits of discussion, math lesson delivery, science lesson delivery, writing, school culture, data, and planning (as reference by Uncommon Model). • Schedule meeting with Director of Curriculum and Executive Director to review PD calendar. • Include 20 minutes of practice for teachers in PD lesson plan. • Use PD lesson plan template 															
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Managing and Developing Leadership Team			<ul style="list-style-type: none"> • Identify lead teachers who are effective with components of levers (15:1) by September. 															
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	<ul style="list-style-type: none"> • Schedule leadership training on data, feedback and planning with leadership team through leader model. • Schedule school leader monthly meetings through Executive Director. • Schedule weekly leadership team meetings with a preset agenda. • Evaluate leadership team’s development through levers leadership rubric. 									
<p>Principal/DO Partnership</p> <table border="1" data-bbox="109 667 1089 824"> <thead> <tr> <th>Measure</th> <th>Source</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>Avg. score on “partnership” survey questions (given to teachers)</td> <td>Mid-Year Staff Survey</td> <td>3.0</td> </tr> <tr> <td>Avg. score on Principal/DO relationship (given to Principal or DO)</td> <td>Relationship Survey</td> <td>3.0</td> </tr> </tbody> </table>	Measure	Source	Target	Avg. score on “partnership” survey questions (given to teachers)	Mid-Year Staff Survey	3.0	Avg. score on Principal/DO relationship (given to Principal or DO)	Relationship Survey	3.0	<ul style="list-style-type: none"> • Meet with DOO every week (Mondays) to discuss areas of operation and school needs
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