

Duluth Edison Charter Schools School Improvement Plan 2015-16

OVERVIEW

Staff at Duluth Edison Charter School (DECS) is committed to academic and personal excellence for every student. We understand what it means to be a lifelong learner and participate in ongoing professional development goal setting, learning and reflection in each school year. Teamwork and collaboration are critical in this regard. Related to this all staff have professional development goals determined by November 1 and evidence completion of these goals through a professional portfolio at the end of the year. These personal professional goals are created to align with the school goals outlined here.

STUDENT ACHIEVEMENT

MCA GOAL: The percentage of North Star students enrolled on October 1 on all MCA assessments in reading will go from 59.5 percent proficient or exceeds to 65.2 percent.

MCA GOAL: The percentage of North Star students enrolled on October 1 all MCA assessments in math will go from 54.1 percent proficient or exceeds to 60.1 percent.

MCA GOAL: The percentage of Raleigh students enrolled on October 1 on all MCA assessments in reading will go from 67.4 percent proficient or exceeds to 70.4 percent.

MCA GOAL: The percentage of Raleigh students enrolled on October 1 on all MCA assessments in math will go from 70.7 percent proficient or exceeds to 73.7 percent.

MAP GOALS:

65 percent or more of the students a teacher instructs will meet their RIT targets within a 1 point range from fall to spring in math on the NWEA MAP

65 percent or more of the students a teacher instructs will meet their RIT targets within a 1 point range from fall to spring in reading on the NWEA MAP.

Response to Intervention GOALS:

ADSIS Math goal -- 50 percent of students in grades three through eight receiving direct ADSIS intervention in math will earn a positive individual growth z score on the MCAs.

Reading Intervention Goals:

40 percent of students in grades 6-8 receiving ADSIS reading intervention will exceed their fall to spring RIT score growth projection as measured by the NWEA MAP.

Leveled Literacy Intervention (LLI) goal:

92% of the LLI student at North Star and 90% of the LLI students at Raleigh in grades K-5 will show expected growth from the start of the intervention to the end of the year as measured by the LLI assessment. This is a four percent gain from 14-15 accomplishments.

Action Strategies	Driver	Timeline	Evidence	Status
Develop and implement a student friendly protocol for test administration	Tammy Carla Danielle	Ongoing	Expectations matrix	
Train all teaching staff how to utilize MAP and MCA data to inform instruction related to differentiation, stations, and small groups	Admin team	August training for leads, ongoing in house and content area meetings	Training schedule	
Implement response to intervention programming (RTI) in math and reading through academy teams targeting students with highest academic needs as based on MCAs, MAP and DIBELS data with a goal of enhancing their skills	Tammy Matt Carla Kristin	Weekly meetings	Weekly meeting notes Spread sheet Progress reports	
Review students potentially eligible for accommodations or alternate assessments and make decisions, arrangements, assure that this is continual throughout the year	Sped IEP teams 504 teams	IEP status	Testing group lists	
Classroom and individual student goals set in math and reading by students related to skill needs and utilizing MAP data	Teacher s with admin support	First goals by first quarter SLCs and shared with parents	Goal statements	
Implementation of math and reading corps programs at both schools focused on meeting needs of students approaching	Ann Katie D Peter L	Schedule developed and service begin by September 15	Schedule Assessments	

proficiency to show growth to proficiency				
Implementation of math and reading interventions for high needs special education students based on MCA, MAP and DIBELS data (and other available data) focused on enhancing their skills	IEP Teams sped intervention team	Services begin at start of school year		
Ongoing monitoring of attendance data with interventions based on student needs	Katie B Faye S Jill M	First official review October 1	Monitoring chart Letters Action plans	
Implementation of Eagle's Nest programming at both schools focused on student engagement and learning	Brianne Anne Bonnie Carla Matt Danielle Kristin	Program begins early September at North Star August 25 at Raleigh	Program schedule	
Implementation of research-based special education teaching models (e.g.alternative classes, co-taught classes, etc.) including training and quarterly review of student progress.	Rachel Sped leads Sped teachers Gen Ed co-teachers	Ongoing and quarterly review meetings	Training schedule Quarterly reports	

CURRICULUM AND ASSESSMENT

GOAL: Teaching staff at DECS will implement the Minnesota standards in their subject area(s) at a proficient or exemplary status for the grade level they are teaching as measured by observations of administrators and curriculum leads and evidenced in lesson planning and student classroom assessments.

Action Strategies	Driver	Timeline	Evidence	Status
Implementation of new Every Day Math curriculum for grades K-5 through ongoing training and coaching differentiated by teacher levels (new vs. veteran)	Tammy Carla Megan	August training and ongoing	Training schedule Coaching notes	
Develop and implementation of standards based learning for JA math students	Carla math teachers	August training and ongoing	Report cards	
Monthly co planning and PD meetings of K-5 staff, JA content area and specialist content area teams to ensure standards alignment	Grade level or subject area lead	Begin in August during PD days	Meeting notes	
Monthly data meetings with individual teacher or House/content team (based on needs) and administrator(s) to interpret and plan for classroom and individual needs	Tammy Matt Carla Danielle Ann Megan E	Begin after first MAP tests are complete	Meeting notes	
All new to DECS teaching staff participate in new teacher training and assigned a mentor. Mentor works with new teacher for the school year related to curriculum planning and other needs.	Admin team plan training Jayme T coordinat e mentor program	August 11-13 is new teacher training, meet and begin working with mentors here	Training schedule Mentor meeting schedule	
Specialist teachers intentionally plan for implementation of math (highest need) and reading skills into their programming	Lead teacher and teachers	Plan in August and September, move forward from there	Calendar and lesson plans	

LEARNING ENVIRONMENT

GOAL: DECS Staff will implement the PBIS framework for all areas of school life framed in the context of “be safe, be kind and be responsible,” our core values (respect, responsibility, compassion, courage, justice, hope, wisdom, and integrity) and the Olweus anti-bullying program as measured by the PBIS Self Assessment Survey (SAS).

Action Strategies	Driver	Timeline	Evidence	Status
Training for all staff related to Olweus program per MN requirement	Bonnie	August 19, ongoing	Meeting materials Sign in sheet	
PBIS school wide teams formed and implemented in each building for ongoing monitoring of the program	Heather R Kristin R	Team formed first month of school	Agendas Planning outline	
Focused training for monitors and enhanced programming for North Star recess and cafeteria areas	Steve L Noah Ryan D	Begin training and planning in August, ongoing	Monitor training schedule Recess activities	
Development and implementation of ongoing JA positive incentives focus	Heather R Carla Steve L	Develop first quarter plan by students start date, ongoing work after this		
Implementation of Second Step program into all kindergarten classrooms	Behavior interventionist K teachers Tammy R	Planning in August and September, ongoing from there	Lesson plans	
Implementation of RTI behavior interventions for students with high numbers of office referrals	Heather R Steve L Chris F Katie M Kristin R Carrie P Christy G	Ongoing for returning students with needs, new students assigned and graduated based on RTI data	Schedules Lesson plans	
Implementation of para professional mentoring and training program	Rachel K Brooke P	First trainings in August, mentor	Meeting schedules Mentor pairings	

focused on providing tools and instruction to work in our learning environment		pairings then, ongoing		
Addition to staff of two cultural liaisons to work with school staff and Black and American Indian students and their families	Heather R Rachel Bonnie	Hired by September 1, ongoing		

TECHNOLOGY

GOAL: DECS staff will implement a technology rich learning environment for students focused on an understanding of digital citizenship and the skills of collaboration, communication, creativity & innovation, critical thinking & problem solving. One measure of this will be all teachers successfully completing their technology PD goal.

Implementation of grade level technology standards programming including a co taught session with Steve O at least every 4-6 weeks.	Steve O Teacher s	First lessons begin September	Class schedule	
Digital citizenship training for all students based on Google Apps programming	Harold Steve O Teacher s	First weeks of school for JA students, ongoing	Schedule Training modules	
Implementation of Google Apps in all classroom settings	Steve O Teacher s		Lesson plans	
STEM pilot program for Raleigh 4 th and 5 th graders will complete 4 design challenges throughout the year	Dale Erin Danielle Steve O	Planning underway, begins first week of school	Lesson plans and projects	
I-Pad stations for primary academies implemented in math and reading to meet academic needs of students	Tammy Danielle Teacher s	Begins in September	Lesson plans	
Innovation Studio programming piloted at both schools	Harold Steve O Danielle	Begins in September	Lesson plans, calendar, projects and products	

COMMUNICATION

GOAL: DECS Staff will communicate our mission of academic and personal excellence to all stakeholders through a variety of means.

Mission statement made visible in school buildings	Administrators	First week of school	Mission banners posted, mission statement printed and shared with staff	
New web site launched and updated regularly	Harold Bonnie ADs Faye S	Launch by end of first quarter		
Develop and implement plan for utilization of other social media to enhance school's message	Bonnie Danielle Faye	Plan by October 1		
SLC conferences held in first and third quarters involving parents, students and teachers with goal of 94 percent or greater participation	Classroom and home base teachers	November April	Completion schedule to determine participation rate	
All teachers create a web site connected to school site to communicate with their students' families	Harold Steve O Teachers AD's	October PD days for training,	Sites	
North Star kindergarten pilot of pre meetings with families prior to start of school	Tammy R Kinder teachers	August	Schedule Notes and planning sheets	
Communicate all required Title information to parents per NCLB laws	Matt P	Communication plan drafted by October 1, ongoing	Communication plan, documents	
Hold a minimum of two caregiver events a semester per building	Administrators	Calendar of events drafted by October 1	Calendar Event agendas	