

Universal Alcorn CS

Charter School Plan

07/01/2019 - 06/30/2022

Charter School Level Plan

Action Plans

Goal #1: Goal #1: Establish a system within the school that ensures consistent implementation of effective instructional practices

Related Challenges:

- Ensure that there is a system within the school that fully ensures consistent implementation of effective instructional practices that meet the needs of all students across all classrooms and aligns with the Pennsylvania Framework for Teaching

Indicators of Effectiveness:

Type: Annual

Data Source: PSSA

Specific Targets: Decrease in achievement gaps

Strategies:

Professional Development

Description:

Professional development on research-based strategies and best practices in literacy and math will be offered to ensure consistent implementation of effective instructional practices that meet the needs of all scholars across all classrooms and aligns with the Pennsylvania Framework for Teaching

SAS Alignment: Instruction

Danielson Framework

Description:

The Danielson Framework will be used as the foundation for assessing and supporting teaching practices. Professional development and coaching on all elements of instructional design will be provided. This will ensure consistent

implementation of effective instructional practices that meets the needs of all scholars across all classrooms and aligns with the Pennsylvania Framework for Teaching.

SAS Alignment: Instruction

Common Planning Time with Instructional Coach

Description:

Common Planning Time (CPT) will be implemented to allow for teachers and the instructional coach to work together to analyze student progress based on data. This will help to identify strengths and concerns, supports and enrichments, and adjust interventions and adapt identified instructional practices within their classrooms to increase student mastery.

SAS Alignment: Instruction

Implementation Steps:

Professional Development regarding Best Practices

Description:

Teachers will meet in groups to address needs and assist one another with strategies and share best practices.

Start Date: 8/27/2017 **End Date:** 6/15/2018

Program Area(s): Professional Education, Teacher Induction, Special Education

Supported Strategies: None selected

Professional Development centering on Danielson's Framework for Teaching

Description:

Educators will participate in a professional development centering on Danielson's Framework for Teaching. Educators will receive distinguished instructional strategies that they are to implement within their classrooms.

Start Date: 8/28/2017 **End Date:** 8/28/2017

Program Area(s): Professional Education, Teacher Induction, Special Education

Supported Strategies: None selected

Grade groups centering on lesson planning

Description:

The instructional coach will meet with teachers on a weekly basis to address individual needs, provide strategies, and share best practices.

Start Date: 9/11/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Evaluating Progress

Description:

Leadership and teachers will meet bi-weekly to monitor scholars progress, identify appropriate interventions, and adjust instructional practices based on analyzed data.

Start Date: 10/2/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Goal #2: Goal #2: Implement a system within a school that fully ensures school wide use of data that is focused on school improvement and the academic growth of all scholars

Related Challenges:

- Ensure that there is a system within the school that fully ensures consistent implementation of effective instructional practices that meet the needs of all students across all classrooms and aligns with the Pennsylvania Framework for Teaching

Indicators of Effectiveness:

Type: Interim

Data Source: Skill-based data trackers and benchmark protocols

Specific Targets: 80% of scholars pass the assessment

Strategies:

Professional Development/Analyzing Data

Description:

Staff and leadership will be selected to facilitate and deliver Professional Development regarding analyzing data over the course of the year.

SAS Alignment: Instruction

Data Analysis Procedures

Description:

Data analysis procedures and protocols will be established and implemented by all teachers, staff, and leadership to ensure all teachers modify and adapt identified instructional practices within their classrooms to increase student mastery and its instruction.

SAS Alignment: Instruction

Implementation Steps:

Professional Development - Data Analysis

Description:

School administrators will present a professional development centering on the importance of consistently collecting, analyzing, and utilizing data. The professional development will provide teachers with their skill-based data trackers and data analysis protocol sheets.

Start Date: 8/29/2017 **End Date:** 8/29/2017

Program Area(s): Professional Education, Teacher Induction, Special Education

Supported Strategies: None selected

Data Analysis Procedures - Establish a Data Team

Description:

A data analysis team will be formed to interpret the data. The team members will include principals, instructional coach, special education liaison, MTSS champion, and the school-based teacher leader.

Start Date: 9/12/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education, Teacher Induction, Special Education

Supported Strategies: None selected

Data Analysis Procedures - Create Data Analysis Protocols

Description:

The leadership team will develop a school wide data protocol based on past protocols that will be used to record data and progress.

Start Date: 8/30/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Data Analysis Procedures - Analyze and Monitor Data

Description:

All teachers, staff, and leadership will analyze all student data to inform decisions for improving scholars learning. Leadership is responsible for monitoring teacher analysis and data.

Start Date: 9/12/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Goal #3: Goal #3: Establish a system within the school that full ensures scholars who are academically at-risk are identified early and are supported by a process that provides interventions based upon student needs and includes procedures to monitor effectiveness.

Related Challenges:

- Ensure that there is a system within the school that fully ensures consistent implementation of effective instructional practices that meet the needs of all students across all classrooms and aligns with the Pennsylvania Framework for Teaching

Indicators of Effectiveness:

Type: Interim

Data Source: MTSS

Specific Targets: Scholars identified as at-risk academically will receive more targeted and differentiated instruction.

Strategies:

Differentiated Instruction

Description:

Differentiated instruction will be implemented school wide by all educators and staff. Lessons will be differentiated by process, product, and conduct to ensure consistent implementation of effective instructional practices. Teachers will use multiple instructional strategies that actively engage and meet scholars learning needs across all classrooms.

SAS Alignment: Instruction

Flexible Grouping

Description:

Research has found that flexible grouping coupled with effective instruction has increased student achievement as well as self-concept.

SAS Alignment: Instruction

Differentiated Instruction Lesson Plans

Description:

Teachers will develop lesson plans that include differentiated practices by process, content, and product, that reflect challenging learning expectations for all scholars. This will ensure students are actively engaged and meet the learning needs of all scholars across all classrooms and aligned with the Pennsylvania Framework of Teaching.

SAS Alignment: Instruction

Comprehensive Extended Day Program

Description:

Scholars will explore extracurricular programs while also receiving targeted instruction in literacy, math, and science.

SAS Alignment: Instruction

Implementation Steps:

Professional Development on Differentiation

Description:

The SEL will provide educator with strategies and resources regarding differentiation.

Start Date: 8/29/2017 **End Date:** 8/29/2017

Program Area(s): Professional Education, Teacher Induction, Special Education

Supported Strategies: None selected

Flexible Grouping - Identifying Students

Description:

The leadership will work with staff to identify scholar groups and strategies.

Start Date: 9/25/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Flexible Grouping - Data Analysis

Description:

Staff will review data and group scholars accordingly

Start Date: 9/12/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Progress Monitoring

Description:

Teachers will continuously collect data and progress monitor their scholars to assess student progress.

Start Date: 9/12/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Goal #4: Goal #4: Establish a system within the school that ensures educators receive timely and effective support and feedback.

Related Challenges:

- Ensure that there is a system within the school that fully ensures consistent implementation of effective instructional practices that meet the needs of all students across all classrooms and aligns with the Pennsylvania Framework for Teaching

Indicators of Effectiveness:

Type: Interim

Data Source: Danielson Framework

Specific Targets: Scholar performance will improve.

Strategies:

Informal and Formal Observations - Observation Protocol

Description:

Leadership will utilize Danielson's Framework for Effective Teaching to conduct informal and formal observations for all classrooms and for all grades and subjects to ensure consistent implementation of effective instructional practices that meet the needs of all students across all classrooms and aligns with the Pennsylvania Framework for Teaching.

SAS Alignment: Instruction

Informal and Formal Observations - Instructional Coaching

Description:

Leadership team will offer instructional coaching to staff or teachers who struggle with implementing effective instructional practices with fidelity.

SAS Alignment: Instruction

Ongoing Instructional Coaching

Description:

Instructional modeling and turn around implementation of effective teaching strategies are provided to struggling teachers.

SAS Alignment: Instruction

Instructional Feedback Weekly Meetings

Description:

The principal and instructional coach will provide timely feedback to teachers about the content of the observation.

SAS Alignment: Instruction

Implementation Steps:

Calendar Implementation

Description:

A year-long walk through calendar will be developed to ensure frequency of visiting classrooms to monitor implementation of effective instruction practices.

Start Date: 9/11/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected

Informal and Formal Observations - Walkthrough Protocol

Description:

The leadership will share and explain walkthrough protocols to all teachers and staff members.

Start Date: 8/30/2017 **End Date:** 8/30/2017

Program Area(s): Professional Education, Teacher Induction

Supported Strategies: None selected

Informal and Formal Observations - Walkthroughs

Description:

The principals will conduct walkthroughs using the Danielson Framework to ensure implementation of effective instructional practices.

Start Date: 9/11/2017 **End Date:** 6/18/2018

Program Area(s): Professional Education

Supported Strategies: None selected