

Universal Vare Charter School

Charter School Plan

07/01/2018 - 06/30/2021

Charter School Level Plan

Action Plans

Goal #1: Establish a system within the charter school that fully ensures classrooms are staffed with highly qualified teachers and that student needs drive decisions about teacher placement.

Indicators of Effectiveness:

Type: Interim

Data Source: weekly observations and feedback; Formative assessments on their teacher quality and performance in the classroom; Annually student survey

Specific Targets: Performance based assessments

Strategies:

Teacher Quality Improvement Strategy

Description:

All teachers seeking certification will complete PDE 425 Non-Certified Instructional Plan

SAS Alignment: Instruction

Implementation Steps:

Observation and Feedback

Description:

Weekly Observation and Feedback meetings to provide additional supports in teacher development, and support the PDE425 plan for Non-Certified Instructional Staff

Start Date: 9/9/2013 **End Date:** 6/19/2015

Program Area(s): Professional Education, Teacher Induction, Special Education, Student Services, Educational Technology

Supported Strategies:

- Teacher Quality Improvement Strategy

Goal #2: 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

Related Challenges:

- Ensure there is a system in place to provide adequate support for novice teachers, particularly those coming to the school without the prerequisite training in pedagogy.
- Ensure that there is a system within the school that fully ensures school-wide use of data that is focused on school improvement and the academic growth of all students.
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- Ensure that there is a system in the school and/or district that fully ensures the principal is enabled to serve as a strong instructional leader who, in partnership with the school community (students, staff, parents, community, etc.) leads achievement growth and continuous improvement within the school.
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Indicators of Effectiveness:

Type: Interim

Data Source: Informal, Formal and walk-through's will be conducted along with professional development that focuses on Best instructional practices for teachers.

Specific Targets: Walk through, informal and formal observation data and support of the Instructional coaches to help plan and implement the best practices.

Strategies:

High Quality Professional Development for Teachers

Description:

"Many of the professional-learning designs that show improvements in teaching and learning include some kind of regular collaboration among teachers in a school or across grade levels—sometimes with an instructional leader—to work on better strategies and practices for teaching." (Source: <https://cdn.americanprogress.org/wp-content/uploads/2013/07/DeMonteLearning4Teachers-1.pdf>) Jenny DeMonte July 2013. Resource: <http://effectivestrategies.wiki.cau.org/Professional+Development>

SAS Alignment: Safe and Supportive Schools

Implementation Steps:

Observation and Feedback

Description:

Weekly Observation and Feedback meetings to provide additional supports in teacher development, and support the PDE425 plan for Non-Certified Instructional Staff

Start Date: 9/9/2013 **End Date:** 6/19/2015

Program Area(s): Professional Education, Teacher Induction, Special Education, Student Services, Educational Technology

Supported Strategies:

- High Quality Professional Development for Teachers

Goal #3: Hire Instructional Coaches to support teachers with best instructional practices, co-planning of highly engaging instruction and peer feedback.

Related Challenges:

- Ensure there is a system in place to provide adequate support for novice teachers, particularly those coming to the school without the prerequisite training in pedagogy.
- Ensure that there is a system in the school and/or district that fully ensures the principal is enabled to serve as a strong instructional leader who, in partnership with the school community (students, staff, parents, community, etc.) leads achievement growth and continuous improvement within the school.
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- 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: Sign in sheets to review teacher coach data and instructional goals. Co-Meeting and planning with the teachers and instructional coaches.

Specific Targets: Through the use of observation data, the administrative team will be able to review if teachers are making changes with best instructional practices and are implementing co-planned lessons with fidelity.

Strategies:

Instructional Coaching

Description:

Kansas Coaching Project: Instructional coaches are on-site professional developers who teach educators how to use proven instructional methods. To be successful in this role, coaches must be skilled in a variety of roles, including public relations guru, communicator extraordinaire, master organizer and, of course, expert educator. (Source: <http://instructionalcoach.org/about/about-coaching>) Resource: <http://effectivestrategies.wiki.caiu.org/Professional+Development>

SAS Alignment: Assessment, Curriculum Framework, Instruction, Materials & Resources

Implementation Steps:

Observation and Feedback

Description:

Weekly Observation and Feedback meetings to provide additional supports in teacher development, and support the PDE425 plan for Non-Certified Instructional Staff

Start Date: 9/9/2013 **End Date:** 6/19/2015

Program Area(s): Professional Education, Teacher Induction, Special Education, Student Services, Educational Technology

Supported Strategies:

- Instructional Coaching

Goal #4: In order to promote positive school climate, the school will hire an assistant dean to support the work of the dean in maintaining a positive and strong scholar climate. This addition will further support teacher's knowledge of classroom management strategies and implementation within the classroom in order to improve instructional practices to support scholar achievement.

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.
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- Ensure there is a system in place to provide adequate support for novice teachers, particularly those coming to the school without the prerequisite training in pedagogy.
- Ensure that there is a system within the school that fully ensures school-wide use of data that is focused on school improvement and the academic growth of all students.
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Indicators of Effectiveness:

Type: Annual

Data Source: Performance Evaluation Tool

Specific Targets: Decrease in the number of suspensions and disciplinary incidents as well as increased parental involvement in scholar behavior.

Strategies:

SAS: Safe and Supportive Schools

Description:

Safe and Supportive Schools supplies resources and exemplars to promote active student engagement in a safe and positive learning environment. Areas within the element include the following: (Source:

<http://www.pdesas.org/SafeSupportiveSchools/Overview?setCode=pde-safe>)

Resource: <http://effectivestrategies.wiki.caiu.org/Safe+and+Supportive>

Positive Behavior Support Program (PBS) Domains 2 and 4 will be offered through Grade Group meetings and Professional Development will be implemented schoolwide to ensure a safe, supportive, and orderly learning environment for all students. The principal, educators, and school community members will collaboratively utilize the PBS framework to guide the selection, integration, and implementation of the best evidence based academic and behavioral practices for improving important academic and behavior outcomes for all students. This includes a range of intervention strategies that are designed to prevent problem behaviors, while teaching socially appropriate alternative behaviors. The PBS program will ensure that the principal and all other educators implement a system that includes a response team for the implementation of positive and proactive supports and interventions.

SAS Alignment: Safe and Supportive Schools

Implementation Steps:

Establish School Norms through effective PBIS systems

Description:

PBIS systems will be implemented throughout the school with the purpose of establishing school norms. Scholars will follow school wide expectations throughout the school and staff members will reinforce systems.

Start Date: 9/1/2017 **End Date:** 6/20/2018

Program Area(s): Teacher Induction, Student Services

Supported Strategies:

- SAS: Safe and Supportive Schools