**School Improvement Plan 2017-2018**
American Renaissance School

Our Vision: To be the best choice for education in North Carolina

Our Mission: To ensure a standard of academic excellence by providing a nurturing environment that allows each child to reach his or her fullest potential as students and citizens.

2017-2018 SIT Team Members: Cathy Berkley, Hannah Brantley, Kim Smyth, Kate Czerwinski, Jenn Lloyd, Mike Davis, Casey Clendenin, April Beukes, Stephanie Hummel, Rob Orrill
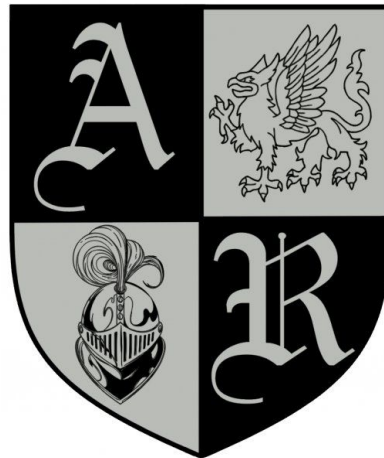
State BOE Goal: Every student in the NC Public School System graduates from high school prepared for work, further education, and citizenship.

Strategic Goal 1: ARS will meet or exceed the growth standard as reported by NC report card each year.
Objective #1 - Every teacher evaluated using EVAAS will analyze teacher diagnostic data to identify quintile(s) where gains can be made or improved.
Objective #2 - Every teacher evaluated using EVAAS will analyze data projections of current students to drive instruction to be within one standard error of growth standard in each quintile as presented in teacher diagnostic data.

ACTION STEPS *updated annually	TIMELINE *Continuously & Annually	RESOURCES	PERSONS RESPONSIBLE	EVALUATION
1.1 a) Teachers will understand and identify areas of need and improvement of quintiles as indicated in teacher diagnostic report in EVAAS 1.1 b) Teachers will use data from school wide assessments to adjust teaching needs accordingly with focus on the identified quintiles	Daily Weekly Quarterly	PD on understanding EVAAS data EVAAS Database Lesson Plan books Quality Assessments aligned to state standards PLC Meetings Curriculum Maps MAP Tests iStation Assessments	Grades 3-8 Math/ELA, 5 and 8 Science Teachers	End of grade or course scores MAP, NC Check ins, iStation results EVAAS Data
1.2 a) Teachers identify current students projections using EVAAS data to drive instruction. 1.2 b) Teachers will plan lessons that align to the Common Core State Standards	Yearly	PLC Meetings MTSS folders for Renaissance Time AIG Resources Classroom Assessments Lesson plans Curriculum Maps Schoolnet Data	Math/ELA Teachers RT Teachers	End of grade or course scores MAP, NC Check ins, iStation results Data from classroom assessments EVAAS data

State BOE Goal: Every student has a personalized education.

Strategic Goal 2: By June 2018, 60% or more of our students will be in Tiers 4, 1, or 1 with Interventions, 25% or less will be in Tier 2, and 15% or less will be in Tier 3 based on MTSS model.

Objective 2.1 Baseline data and formative assessments will be used to track students and identify those with needs and use to drive classroom instruction.

Objective 2.2 Intervention/Enrichment time will be used to address MTSS needs.

Objective 2.3 Continue use of the Reading Wonders program for consistency and strengthening of CORE instruction.

Objective 2.4 Vertical planning and ELA content area planning for sharing out of ideas and best practices.

ACTION STEPS *updated annually	TIMELINE *Continuously and Annually	RESOURCES	PERSONS RESPONSIBLE	EVALUATION TOOLS COMPLETED ACTIONS *Noted in Red
2.1 MAP and Formative Assessments	Weekly Quarterly Annually	MAP Assessments NC Check-Ins EOG Scores Schoolnet Assessments Classroom Assessments AR/Star Testing Reading Wonders Diagnostic Assessment Reading Wonders Weekly Assessments Reading Wonders Unit Assessments Dibels HELPS program Read Theory/Works	MTSS Coordinator Testing Coordinator ELA Teachers	Formative Assessments/MAP results used to determine MTSS tier plans EOG Scores (unavailable until January) Peer Mentors, Vertical Team Discussions. Shared out examples in PLCs, set student goals. Use of data for small groups, differentiation MTSS plans and progress monitoring
2.2 Intervention and Enrichment Time	Daily/Weekly Yearlong	Formative Assessments MAP Data MTSS Tier Plans/Progress Monitoring Reading Wonders Differentiated Readers Reading Wonders Differentiated Assessments Reading Wonders Diagnostic Assessments/System	All staff	MTSS Plans MTSS Progress Monitoring Observational Small Group Instruction

2.3 Continue use of Reading Wonders program	Daily instruction Yearlong	Online and hard copy of Reading Wonders materials Program PD for any new staff or changes to program	K-5 ELA Teachers	Observational Continued use of program K-5
2.4 PLC - Vertical and Grade Level	Weekly/Quarterly Yearlong	Common Core Essential Standards Reading Wonders materials MAP and Formative Assessments EVAAS EOG scores MTSS Progress Monitoring Forms	All K-8 Teachers MTSS Coordinator EC Director	Observations Weekly PLCs

Strategic Goal 3: By June 2018, 55% or more of our students will be in Tiers 4, 1, or 1 with Interventions, 30% or less will be in Tier 2, and 15% or less will be in Tier 3 based on MTSS model as measured by math MAP data.

Objective 3.1 We will use baseline and formative assessment to track students and identify those with needs and use to drive classroom instruction.
Objective 3.2 Intervention/Enrichment time will be used to address MTSS needs.
Objective 3.3 Continue use of the enVisionMATH program for consistency and strengthening of CORE instruction..
Objective 3.4 Vertical planning and Math content area planning for sharing out of ideas and best practices.

ACTION STEPS *updated annually	TIMELINE *Continuously & Annually	RESOURCES	PERSONS RESPONSIBLE	EVALUATION
3.1 MAP and Formative Assessments	Weekly Quarterly Annually	MAP Assessments NC Check-Ins EOG Scores Schoolnet Assessments Classroom Assessments Xtra Math TenMarks enVision Quick Checks enVision Common Core Review enVision Diagnostic Assessments iStation Catchup Math	MTSS Coordinator Testing Coordinator Math Teachers EC Director	Formative Assessments/MAP results used to determine MTSS tier plans EOG Scores (unavailable until January) Peer Mentors, Vertical Team Discussions. Shared out examples in PLCs, set student goals. Use of data for small groups, differentiation MTSS plans and progress monitoring
3.2 Intervention and Enrichment Time	Daily/Weekly Yearlong	Formative Assessments MAP Data MTSS Tier Plans/Progress Monitoring enVision Enrichment/Reteaching documents enVision Diagnostic Intervention System	All staff	MTSS Plans MTSS Progress Monitoring Observational Small Group Instruction

3.3 Continue use of enVisionMATH program	Daily instruction Yearlong	Online and hard copy enVision materials Program PD for any new staff or changes to program enVision bridging materials to align changes to the CCSS	K-8 Math Teachers	Observational Continued use of program K-8.
3.4 PLC - Vertical and Grade Level	Weekly/Quarterly Yearlong	Common Core Essential Standards enVision materials MAP and Formative Assessments EVAAS EOG scores MTSS Progress Monitoring Forms	All K-8 Teachers MTSS Coordinator EC Director	Observations Weekly PLCs

State BOE Goal: Every student, every day has excellent educators.

Strategic Goal 4: ARS will create and maintain a positive school climate to attract, train and retain quality teachers and staff.
Objective 4.1 - Develop and implement a plan to attract and hire quality staff.
Objective 4.2 - Develop and implement a professional development plan that meets the needs of all staff.
Objective 4.3 - Develop and implement a plan for enhancing a positive school climate.

ACTION STEPS *updated annually	TIMELINE *Continuously & Annually	RESOURCES	PERSONS RESPONSIBLE	EVALUATION
4.1 a) Methods of attracting and hiring new staff will be evaluated by necessary parties. 4.1 b) Administration will seek out alternative ways to connect with potential high quality candidates. 4.1 c) A plan for interviewing potential candidates will be established and used for all openings. 4.1 d) New staff will be hired based on established procedures.	Yearly	Existing career fair documents Interview plan and questions College connections (education departments) Potential Use of Student Teachers	Administrative Team Interview committee	Annual Teacher Evaluations (NCESS) Data that shows the number of qualified candidates interviewed for a position

4.2 a) Administration and staff will determine the professional development needs of the staff by conducting a survey. 4.2 b) The survey results will be used to plan professional development opportunities for the staff throughout the school year. 4.3 c) Differentiated professional development based on survey results. 4.3 d) Staff members will use resources available to meet individual professional development needs.	Yearly	Survey for needs Available dates for PD True North Logic	Administrative Team All staff members	Survey results Calendar-PD events that represent data from survey Feedback after PD
4.3 a) Staff members will collaborate with RAP, sunshine committee, PBIS and staff to plan events and celebrations. 4.3 b) PBIS will develop and implement additional staff recognition activities.	Yearly	Simple recognitions and celebrations	RAP Sunshine Committee PBIS committee Administrative Team	Teacher Working Conditions Survey Calendar of events Survey throughout the year

State BOE Goal: Every school district has up-to-date financial, business, and technology systems to serve its students, parents, and educators.

Strategic Goal 5: ARS will work to improve the financial systems to serve all stakeholders.
Objective 5.1 - The annual operating budget will have a two percent surplus each year which will be dedicated to the reserve fund, with the goal of increasing the surplus dedicated to reserve fund by as much as 10%.
Objective 5.2 - ARS will have a reserve equal to three months operating expenses by 2020.
Objective 5.3 - ARS will increase unrestricted development income by 20% each year.

ACTION STEPS *updated annually	TIMELINE *Continuously & Annually	RESOURCES	PERSONS RESPONSIBLE	EVALUATION
5.1 ARS will have a surplus each fiscal year and dedicate to reserve fund.	Yearly	Budget Expense Reports	Finance Committee Executive Director Board Members	Budget Ledger
5.2 ARS will have a reserve equal to three months operating expenses by 2020.	Yearly	Budget Expense Reports	Finance Committee Executive Director Board Members	Budget Ledger Savings Reports
5.3 Unrestricted Development - We will increase our fundraising goal by 15% each year.	Yearly	Fundraising calendar Alumni database Gift chart	Board Development/Fundraising Committee Executive Director RAP	Fundraising money per event Total money raised through annual fund

State BOE Goal: Every student is healthy, safe, and responsible.

Strategic Goal 6: School Safety: We will reduce the number of office referrals and out of school suspensions by 10%
Objective 1 - PBIS committee K-8 will assist the school in the on going system of PBIS and tracking behavior through the number of office referrals and the number of classroom rewards earned.
Objective 2 - MTSS committee K-8 will assist the school in implementing behavior plans as an early intervention.

ACTION STEPS *updated annually	TIMELINE	RESOURCES	PERSONS RESPONSIBLE	EVALUATION
6.1 a) Ongoing PBIS system K-8 Classroom managed/office managed referrals K-8 6.1 b) Class rewards K-5 6.1 c) Individual rewards K-8 6.1 d) Timely and consistent implementations of PBIS plan	Yeary Monthly PBIS meetings and notes	PBIS tickets and individual rewards/system Number of office referrals recorded in Powerschool Trainings to develop understanding and implementation of PBIS model. (K-8 staff) Training for functional behavior assessment (EC Department)	PBIS team Elementary and Middle school staff	PBIS meetings notes and minutes recorded and shared with staff Classes have tracked tickets earned and received rewards (k-5) Students have tracked tickets earned and received rewards (6-8) Tracking office referrals through Powerschool and reported out in PBIS meetings.
6.2 a) MTSS implementation K-8 6.2 b) Individual interventions 6.2 c) Individual behavior plans	Yearly Implementation of interventions and behavior plans	Teacher documentation of behaviors Documentation of behavioral interventions. Implementation of behavior plans. Staff development for MTSS academic and behavior components	MTSS team Elementary and Middle school staff	Follow steps in plan Revisit and reflect on effectiveness of plan Tracking office referrals through Powerschool and reported out in MTSS meetings.