



A Challenge Foundation ✦ Academy

# School Improvement Plan

## School Years 2017-2019

# School Improvement Committee

## Committee Position

Director  
Dean of Students  
Teacher (chair)  
Teacher (K-2 representative)  
Teacher (3-5 representative)  
Teacher (6-8 representative)  
EC Teacher  
Specialist  
Teacher Assistant  
PTO Representative

## Name

Ted Duncan  
Kimberly Best  
Camy Stirling  
Katie Delizza  
Katie Gibson  
Kim Hargis  
Kate Shoher  
Amy Winston  
Susan Kicklighter  
Aimee Bush

School Director's Signature: \_\_\_\_\_

School Board Chair Signature: \_\_\_\_\_

## **Mission**

The Mission of Brevard Academy is to prepare its students to achieve academic excellence through the Core Knowledge Sequence. Through a partnership involving students, teachers, and parents the school strives to create citizens with strong moral character and active intellectual inquiry.

## **Vision**

Brevard Academy: A Challenge Foundation Academy (BA-CFA) a K-8 public charter school develops and encourages motivated, intellectually curious students who are skilled in critical thinking, individual expression and problem solving. From their diverse backgrounds, students accept our challenge to pursue personal and academic excellence. Through this pursuit, they become confident members of their community who lead by serving others.

Our Slogan

# Goals Summary

## STUDENT ACHIEVEMENT--Data Team

### Goal--Growth Goal

As a school, 65% of the student body will meet their expected Math MAP growth for the year.

As a school, 70% of the student body will meet their expected Reading MAP growth for the year.

### Goal--Proficiency Goal

As a school, 80% of the student body will show proficiency based on end of year Math MAP scores.

As a school, 90% of the student body will show proficiency based on end of year Reading MAP scores.

As a school, 75% of the 2nd-8th grade student body will show proficiency based on end of year Language MAP scores.

School Strategic Plan Alignment--Goal 1: Academics / Curriculum--Achieve and maintain End of Grade Testing and Annual Year Progress scores in accordance with the North Carolina Department of Public Instruction, while maintaining the mission of motivating children in the pursuit of academic excellence

Strategies	Resources Required/Budget	Timeline	Person(s) Responsible	Means of Evaluation
We will focus on CKLA vocabulary strategies to build proficiency	CKLA Resources. Moby Max Compass Interventionists grades 3rd-8th.	Ongoing	<ul style="list-style-type: none"> <li>• Classroom Teachers and reading team</li> <li>• Instructional Coach, CK coordinator and</li> </ul>	<ul style="list-style-type: none"> <li>• CKLA Vocabulary Assessments</li> <li>• Reading MAP Testing grades 2-8.</li> </ul>

			administration during walkthroughs.	<ul style="list-style-type: none"> <li>Walk-through feedback forms.</li> </ul>
Teach and use the 7 step bar model drawing approach to problem solving in all disciplines	NA	Ongoing	All staff members, and math team	Classroom Observations Classroom Artifacts Lesson Plans
Implement an MTSS model school-wide	MTSS Training	Ongoing	MTSS Team (Dean of Students and EC Coordinator)	MTSS Implementation Guide from NC DPI
Review the LEA Self Assessment quarterly	NA	By the following dates: 10/18/17, 1/2/18, 3/16/18, 4/26/18	Leadership Team	LEA Self-Assessment

SCHOOL CLIMATE--Discipline Team (AIG, Reading, Math, MTSS, and STARS teams)

Goal--Positive Behavior Expectations

As a school, staff and students will work to create a positive learning environment and decrease negativity.

Goal--Staff Morale

We will maintain BOY staff morale.

We will boost staff morale in the winter months.

Goal--Volunteer Training

Goal--Job Responsibilities

School Strategic Plan Alignment--Goal 2: School Management--Create a culture of honest, open, and respectful communication between and within the faculty, administration, board, parents, and PTO.

Strategies	Resources Required/Budget	Timeline	Person(s) Responsible	Means of Evaluation
Create a data tracker for office referral forms	NA	Implement in fall of 2017.	Dean of Students	Regular reviews by leadership team.
Post behavior expectations for shared spaces	Posters \$500.00	Implement by 1st Quarter of 2017.	Discipline Team	Discipline Data
Staff training on increasing recognition of positive behavior and reducing negative	\$500 for classroom incentives.	Beginning of year staff meeting and ongoing.	Classroom Teachers Discipline Team	Paw Praises. Classroom Observations. Classroom Behavior Plans.

feedback				
Develop a peer mediation plan.	TBD	By 1st quarter of 2017-2018.	School Counselor	Middle School Electives
Offer training for staff relating to emotional needs of students	\$1000.00		School Counselor and Administration	
Implement morale-boosting activities	School Equipment	Ongoing	Hospitality Team	Staff Participation
Volunteers will be trained to support the positive school climate	None	Ongoing	Administration Volunteer Coordinator	Volunteer Survey
Front office job responsibilities will be clearly defined	None	August 2017	Administration and front office staff	Procedure handbook and roles defined.
Maintain a Safety Team to review ongoing safety needs of the school	TBD			

ENVIRONMENT--Green Team

Goal--Students will demonstrate social skills and character traits necessary to be a contributing citizen in a global society.

School Strategic Plan Alignment--Goal 1: Academics/Curriculum--BA-CFA will have a community service program that connects its students with their surrounding community and environment on a regular basis.

<b>Strategies</b>	<b>Resources Required/Budget</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Means of Evaluation</b>
Develop a student-led recycling and composting team			Green Team	
Develop an aluminum can fundraiser			Green Team	
Develop plan for composting for fundraising			Green Team	



BREVARD COMMUNITY--Outreach and Service Team

Goal- Students will increase their awareness of community needs.

Goal-Students and teachers will foster a lifelong commitment to community through service.

School Strategic Plan Alignment--Goal 4: Public Relations / Marketing--BA-CFA will have a strong community outreach program.

Strategies	Resources Required/Budget	Timeline	Person(s) Responsible	Means of Evaluation
<p>Each grade will participate in an activity that exposes them to community needs.</p> <p>School wide participation included in grade level hosted events.</p>	None	<p>Ongoing</p> <p>2017-2018</p>	Classroom Teachers	<p>A google doc will be used to track activities and details. (including teacher made photos).</p> <p><a href="#">Outreach/Community Events</a></p> <p>Google doc will provide information so that we may submit activity to the paper if approved.</p>
<p>We will hold annual service days at the school.</p> <p>School Community</p>	Building and Grounds supplies	<p>Ongoing</p> <p>TBD</p> <p>2017-2018</p>	<p>Building and Grounds Supervisor</p> <p>Administration</p> <p>Students</p> <p>Classroom teachers</p> <p>Volunteers</p>	<p>Participation in service day.</p> <p>List of needs and those assigned to grade levels linked here.</p>

				Pictures of the event on social media and submitted to the paper.
Establish consistent participation in Local Events Halloween Fest, Twilight Tour Parade.				

TEACHER COMMUNITY--Leadership/Policy and Procedure

Goal--Build on teacher efficacy within the school

Goal--Develop a Policy and Procedure Manual

School Strategic Plan Alignment--Goal 2: School Management--Within the regular workday, create an effective and productive teacher planning schedule that allows teachers to plan creative lesson plans and coordinate activities.

<b>Strategies</b>	<b>Resources Required/Budget</b>	<b>Time Line</b>	<b>Person(s) Responsible</b>	<b>Means of Evaluation</b>
All teachers will complete a PD plan and self-evaluation		Beginning of year and ongoing	Teachers and Administration	PD plan and self evaluation
All teachers will complete at least one Learning Walk		By Spring Break of 2017	Teachers, Curriculum Coordinator and Team CFA Instructional Coach	Staff Roster
We will develop a policy and procedure manual that is in line with our new campus location. We will make certain that policies represent the mission and vision of Brevard Academy.	None	January 2018	Policy and Procedure Team School Director	Completed manual

Review student/parent handbook annually.	None	Annually in the Spring	Leadership Team	Completed student/parent handbook.
Review Policy and Procedure manual annually.	None	Annually in the summer.	Administration Leadership Team Board of Directors	Completed
Leadership team will be elected annually by team members	None	September Staff Meeting and May Staff Meeting	Whole Staff	

PARENT COMMUNITY--PTO/Volunteer Input Needed

Goal--Increase Parent Involvement

School Strategic Plan Alignment--Goal 6: Parent involvement

<b>Strategies</b>	<b>Resources Required/Budget</b>	<b>Time Line</b>	<b>Person(s) Responsible</b>	<b>Means of Evaluation</b>
Morning and Evening Meetings, partnered with online/call in options.		Year long.		
DOGS (Dad) Committee.		Year long.		
Create smaller sub-committees to support room parents, middle school, and teacher appreciation.		Year long.		

Supporting Documents

BA-CFA Strategic Plan