

North Little Rock Academy

2020-2021 School Improvement Plan

Goal One: To improve student attendance to impact the ESSA index, graduation rate, and on-time credits

Rationale

Poor attendance is the most common issue that negatively impacts academic achievement, graduation, and the ESSA index. If students are not in school, there is a likelihood that they will not be academically successful. Poor student attendance requires immediate attention, if students are to be successful.

Evidence used to support addressing the rationale

- *Attendance transcripts denoting poor attendance*
- *Academic transcripts with “AT” denoting students passed the course but lost credit(s) due to missing too many days*
- *Interim reports/report cards reflecting poor grades due to attendance issues*

Action steps:

- *Identify attendance issues from attendance transcripts and teacher attendance logs*
- *Meet with students to determine reasons for attendance issues*
- *Determine the number of lost credits due to days missed (ATs)*
- *Create contracts to address credits lost (ATs) for attendance issues as well as setting terms of the contract*
- *Conference with the student concerning the contract*
- *Have the student and parent agree and sign the contract*
- *Send a copy to the Counselor to place in the student’s record’s file for documentation*
- *Reassign credits after the student has fulfilled the terms of the contract*

Note: After Hours is REQUIRED as part of the “Student Contract”

Goal two: To improve ACT/ACT Aspire scores

Rationale

About 90% of NLR Academy’s students are “in need of support” or “close” on ACT Aspire and lack basic skills fundamentals. If The Academy is to effectively address test scores, we must improve skills in the areas of reading, language arts, and math.

Action steps

- *Provide professional development for staff in increasing rigor, effective instructional strategies, etc.*
- *Use NWEA and ACT data to identify student deficits to determine effective instructional strategies, level of rigor, and a plan for implementation*

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- *Provide daily testing preparation in understanding what is being asked and how to address various test questions*
- *After Hours tutoring for intensive support and credit recovery*
- *Host ACT/Aspire Boot Camps (Saturdays) to provide intensive support for deficits skills*
- *Hire a consultant for intensive support and Boot Camp(s)*
- *Constant/consistent interim and mock testing*

Evidence used to support addressing the rationale

- *Teacher-directed assessments using research/digital-based assessments (i.e. retired ACT retired exams, IXL, Learning Farm, etc.)*
- *NWEA Maps*
- *ACT/Aspire Formative (interim) results*
- *ACT/Aspire Summative results*

Goal Three: Improving the graduation rate

Rationale

The ultimate goal of public school education is to graduate students with essential skills to be successful and productive to function in the workforce after a post-high school educational program. North Little Rock Academy's focus is to get students back on track to meet on-time graduation requirements to aid in meeting the ESSA index for graduation.

Evidence used to support addressing the rationale

- *Credit deficiency (academic student transcripts)*
- *Loss credits due to poor attendance (academic transcripts)*
- *Poor academic performance (attendance transcripts)*
- *Not on grade level (academic transcripts)*
- *Dropout risk (student records)*

Action steps

- *Identify barriers that negatively impact student graduation status*
- *Develop a student action plan*
- *Create student contracts with terms, conditions, and timelines that must be met, with a major concentration on attendance*
- *Provide tutoring support in After Hours*
- *Provide credit recovery opportunities*

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Goal Four: Provide Effective Professional Development for the Staff

Rationale

Professional development is about life-long learning and growing as an educator. As an educator, you always have the potential to progress, refine your teaching skills, and attain new skills. Professional development is necessary, as new teaching information, techniques, and methods are continually being updated and changed. Teachers' application of new knowledge will directly affect students. Also, classroom achievement increases when teachers take part in development that is focused on addressing the major learning challenges of their students. Not only does this development help educators update their skills and hone their craft, but it also improves student success.

Evidence used to support addressing the rationale

- *To improve knowledge and skills in order to educate our students*
- *Professional Growth Plans (EdReflect)*
- *Teacher Surveys*
- *Classroom Walkthroughs/Observations*

Action steps

- *Identify staff's needs*
- *Provide Blended Learning PD*
- *Provide APEX Training*
- *Provide Novice Teachers with Mentors*