

School Grade Action Plan 2017-2018



SARASOTA MILITARY ACADEMY

SARASOTA MILITARY ACADEMY SCHOOL GRADE ACTION PLAN 2017-2018

This document provides a school grade action plan for Sarasota Military Academy. The action plan has three components; the Academy, SMA Prep Middle School and SMA High School. The overall goal for Sarasota Military Academy is to, once again, obtain the status of an "A" school.

Sarasota Military Academy Prep School Grade Action Plan 2017-2018

Sarasota Military Academy Prep received a "C" grade with 423 points out of 800 in the 2016-17 school year. This calculated to be 53% of total points earned which was 1% away from a "B" grade. A review of our data indicates that the mathematics components dropped significantly in both learning gains categories. An additional area of concern for math is the acceleration component. In order to show improvement in this area, an increase in enrollment for advanced courses is necessary in addition to earning a "passing" score of level 3 or higher. Our 2017 state assessments also show low gains in our English Language Arts components with a 52% in overall ELA gains and only 40% in ELA gains for the lowest quartile. Although the percent remained steady from the previous year's assessments, this component will remain an area of focus on our school improvement plan.

The two areas that have contributed to our improvement are science, and in previous years, social studies achievement. Science educators set their goals to increase inquiry-based lessons and focus on developing student-centered unit plans. Additionally, the department addressed the curriculum to include a spiral review of previous years' standards along with weekly test question practice. Their goal of increasing by 4% was achieved by raising their science assessment from 51% to 57%, a 6 point increase in 2017. Finally, the 2017 testing did not include the social studies achievement component due to scheduling changes for Civics. This is an area where SMA Prep has done well in previous years. By adding this component back into the school calculation for the upcoming year, we believe our total will be impacted by a 2% or greater increase.

Component	2016	2017	Diff
ELA Achievement	60	60	0
Math Achievement	71	67	-4
Science Achievement	51	57	6
Social Studies Achievement	77	N/A	0
Middle School Acceleration	42	40	-2
ELA Learning Gains	51	52	1
ELA Learning Gains of the Lowest 25%	41	40	-1
Mathematics Learning Gains	68	57	-11
Mathematics Learning Gains of the Lowest 25%	65	50	-15
TOTAL:	526	423	-26
PERCENT:	58%	53%	-6%
GRADE:	B	C	
Possible points:	900	800	
Points needed for an "A" (62%):	554	493	
B = 54% to 61% of points:	482 - 553	432 - 492	
C = 41% to 53% of points:	365 - 481	328 - 431	

SMA Prep Goals and Action Plan

Mathematics:

By the year 2018, SMA Prep has a goal of raising mathematics achievement by a minimum of a 4% point increase for all students when less than 70% are currently demonstrating: a) proficiency (levels 3, 4 & 5) and b) an annual learning gain on the FSA Mathematics Assessment. There will also be a minimum of 4% point increase in the number of students demonstrating a learning gain in the lowest quartile.

Component	2017 % ACTUAL	2018 % GOAL
Math Achievement	67	71
Math Learning Gains	57	61
Math Learning Gains Lowest 25%	50	54

English Language Arts:

By the year 2018, SMA Prep has a goal of raising English Language Arts achievement by a minimum of a 4% point increase for all students when less than 70% are currently demonstrating: a) proficiency (levels 3, 4 & 5) and b) an annual learning gain on the FSA ELA Assessment. There will also be a minimum of 4% point increase in the number of students demonstrating a learning gain in the lowest quartile.

Component	2017 % ACTUAL	2018 % GOAL
ELA Achievement	60	64
ELA Learning Gains	52	56
ELA Learning Gains Lowest 25%	40	44

Middle School Acceleration

By the year 2018, SMA Prep’s goal is to raise the Middle School Acceleration component by a minimum of 10% points. In order to increase points in this area, the number of “eligible” students must be enrolled in accelerated classes such as Algebra 1 and Geometry, and then pass the End-of-Course exam with a level 3 or higher. Although SMA Prep had a 100% passing rate for participants in accelerated classes in 2016-17, there were a lower number of “eligible” students enrolled in those courses.

Component	2017 % ACTUAL	2018 % GOAL
MS Acceleration	40	50

Predicted Categories	2018	2019	2020
Algebra I (7th grade)	18	22	22
Algebra I (8th grade)	50	62	84
Geometry	8	18	22
Eligible 8th Grade Students	120	130	140
Accelerated Score	$\frac{18+50+8}{120+18+8}$ $76/146 = 52\%$	60%	70%
6th Grade Advanced Math	65	88	100
7th Grade Advanced Math	42	66	88

Research-Based Strategies:

- 1) **I-Ready** - provides an “adaptive diagnostic for reading and mathematics that pinpoints student needs down to the sub-skill level, and ongoing progress monitoring shows whether students are on track to achieve end-of-year targets.” (<https://www.curriculumassociates.com>) All students will complete three diagnostic assessments in both reading and math beginning earlier in the year. This earlier time frame will allow students and teachers to use the data to inform differentiated instruction and, more importantly, to build each learner's understanding and development of their own goals based on skill mastery. Teachers have received professional development by Curriculum Associates experts prior to the start of school and will continue to receive support on best practices for progress monitoring, instruction, and practice.
- 2) **Khan Academy** - is an online supplemental tool used by math teachers to provide continued practice using a platform that spirals skill-sets across grade levels to support skill mastery. This coupled with review of FSA-style test questions more frequently throughout the year will provide students with a better understanding of FSA testing expectations and more testing practice. This ongoing formative assessment approach in math will also provide learners with more opportunities to fill in skill gaps.
- 3) **USA Test Prep** – is an online diagnostic system to provide performance data and curriculum mastery reports in preparation for our end-of-course exams in Civics, Algebra 1, and Geometry. We will also be using the online curriculum resources to support all middle-level science classes.
- 4) **Visible Learning** – a concept that focuses on using data to improve teacher performance and student outcomes. Assessment data is viewed by both teacher and learner as feedback to accelerate student learning. Collective teacher efficacy and student self-efficacy are required if an impact is to be expected. SMA Prep will offer professional development focusing on Visible Learning approaches to using data.
- 5) **Data Conferencing** – As a component of Visible Learning, all students will participate in data conferencing and documentation with their teachers to develop strategies for their specific learning goals. Helping students develop self-awareness and understanding of their own progress is an important step in developing a growth mindset for learning. We will also place an emphasis on improving communications with parents about their child’s progress so that they can be an active participant in their improvement.

- 6) **Intensive Classes** - Struggling learners will use i-Ready's adaptive learning component to continue monitoring progress through formative assessments and teacher direct support in intensive classes. Intensive math and ELA instructors will work closely with students' regular mathematics and language arts teachers to provide high-quality instruction with academic interventions for level 1 and 2 learners.
- 7) **Acceleration Strategies** - Our increased eligibility for accelerated courses requires a change of strategy so that larger numbers of 8th-grade students are placed in Algebra 1 who received a 3 or higher in the previous year's FSA math assessment. To address this issue, SMA Prep has added an additional Algebra I section and has increased eligible students to take advanced math classes in their 6th and 7th grade years. If SMA Prep is expected to prepare more students to achieve at accelerated levels by 8th grade, restructuring how students progress through math must begin in 6th grade and extend through high school.

Summary

SMA Prep administration will offer support through professional development, guidance on recording feedback and data through ManageBac, working directly with students and families concerning placement in either accelerated or intensive programs, and promoting the development of formative processes over definitive learning outcomes. The overarching goal of 21st education is to produce engaged, inquiry driven, self-directed lifelong learners. Improvement of the school's grade is currently locked into test outcomes which do not provide indications of the full scope of successful teaching and learning. However, through the above detailed action plan, SMA Prep intends to show an increased school grade for the 2017-18 school year in addition to using a more efficient and effective learning framework with increased support that can sustain higher expectations over time.

**Sarasota Military Academy High School
School Grade Action Plan 2017-2018**

Sarasota Military Academy High School received a "C" grade with 525 points out of 1,000 in the 2016-17 school year. This calculated to be 53% of total points earned which was 1% away from a "B" grade. A review of our data indicates that two areas contributed greatly to the school grade. The first is the college and career acceleration component decreased significantly by 17 points. In order to show improvement in this area, an increase in enrollment for advanced courses is necessary in addition to earning a "passing" score as well as appropriate placement of students in classes. Science is the second component which decreased by 5 points. There is a renewed focus on team planning and professional development in this area. Our state assessments have shown a decline in our math components with a 30% in overall learning gains and only 29% in gains for the lowest quartile. Reorganization of math progression has taken place as well as implementation of USA Test Prep Software and tutoring with the National Honor Society.

SMA High School Goals and Action Plan

Component	2017 % ACTUAL	2018 % GOAL
ELA Achievement	56	61
ELA Learning Gains	53	57
ELA Learning Gains Lowest 25%	52	56

Component	2017 % ACTUAL	2018 % GOAL
Math Achievement	42	50
Math Learning Gains	30	35
Math Learning Gains Lowest 25%	29	35

Component	2017 % ACTUAL	2018 % GOAL
Science	60	65

Component	2017 % ACTUAL	2018 % GOAL
Acceleration	34	47

- 1) **College and Career Acceleration** - The counseling team has established parent and student meetings several times a year beginning in the 9th grade so students and parents can understand their post-secondary options at a much earlier stage. Providing the framework and requirements to achieve their individual goals, more cadets will be in a position where they can not only participate in accelerated courses, but will be able to be successful as well. By meeting with the counselors and understanding choices while in high school, students along with their families will be able to develop a plan to increase participation at STC, SCF, and our accelerated courses that are offered on our campus several years prior to eligibility. Our Block schedule also allows students to seamlessly enroll in a dual enrollment program in either the Fall or the Spring as long as the prerequisites are met to also increase participation in that program. A special focus will be on the students who need additional encouragement to participate in an accelerated course and provide the support that is needed for success. Finally, each semester, cadets are selected to participate in a field trip opportunity to Suncoast Technical College to discover the possibilities and options that are available through that avenue.

- 2) **ELA Achievement** - An additional Intensive Language Arts teacher has been hired for the 2017-2018 school year. This will allow for approximately 50 additional students to take the course and have a higher success rate on the Florida Standards Assessment in English Language Arts (FSA-ELA). Renewed focus on literacy throughout the campus and increased focus on vocabulary.

- 3) **Math Achievement** - Reorganization of math progression to allow for Liberal Arts Math to be taken as a bridge between Algebra 1 and Geometry. This will allow students to master skills and build a solid foundation in math before progressing to Geometry and Algebra 2. Renewed focus on tutoring provided by the National Honor Society.

- 4) **USA Test Prep** - This is a research-based software that has been purchased for the 2017-2018 school year and will be utilized in English, math, social studies and science classes. Students will be able to supplement classroom instruction and teachers will be able to gather and analyze data for progress monitoring and summative assessments. This is also a resource that will allow teachers to differentiate instruction that will meet the needs of individual students.

- 5) **Visible Learning** - Book study on Visible Learning by John Hattie is being led by an instructional leader in conjunction with Dr. Wendy Katz. Professional development will be provided throughout the year.

- 6) **Increased Presence on Classrooms** - In order to increase administrative presence in classrooms and around campus, the evaluation list has been redistributed among the administrative team. The administrative team will increase ongoing observations and will focus on a strong sense of literacy incorporated in all content areas and will have an additional "Task predicts performance," which means student tasks should be a predictor of their performance on later activities and assessments.

**Sarasota Military Academy
School Grade Action Plan 2017-2018**

The following action plan is an overall plan that encompasses both campuses. As a newly combined charter, we recognize the importance of an extremely strong combined effort from each campus and will be graded as such. In addition, support and communication among the administrative staff, Executive Director of Schools and the Board of Directors is imperative.

Academy Goals and Action Plan

1) Curriculum and Instruction

- a. High school returned to a 4x4 block schedule
- b. Revised math course progression grades 6-12
- c. Increase availability of technology
 - a. Additional computer lab on high school campus
 - b. Additional laptops on Prep campus
 - c. Long range planning for technology
 1. Five additional laptop carts (3 HS/2 Prep)
 2. Individual student devices 1:1
- d. Data Driven Instruction
 - a. Data Dashboard professional development 12 October, 2017
 - b. i-Ready purchased for 2016-2017 school year. Additional professional development in place to provide greater access to data analysis and greater impact on student achievement
 1. Math and ELA
 2. Administered three times a year
 3. Weekly data chats with students and development of individual goals
 - c. USA Test Prep purchased for both campuses for the 2017-2018 school year as a resource for instructional purposes and progress monitoring
 1. ELA, math, social studies and science
 2. Quarterly progress monitoring
 3. Weekly data chats with students and development of individual goals
 - d. Winter EOC assessments will provide timely feedback and analysis of student achievement for instructors and administrators.

2) **Attendance**

- a. Decrease excessive absenteeism which will in turn increase attendance and student achievement
 - a. Revised tardy policy established (HS)
 - b. Revised attendance incentives established/PBS (Prep)
 - c. Cadet to cadet mentoring program incentive to attend school
 - d. PBS increased focus on attendance and school spirit
- b. Create a "Charter Consortium" to employ a Truancy Officer
- c. The latest research indicates the use of text messaging as a tool of communication to parents/guardians has had a positive impact on attendance and student achievement. According to a Hechinger Report by Berman and Rogers, texting parents whose students are consistently absent decreased chronic absenteeism by 10-15% across grades K-12. In addition, students whose parents received texts regarding missed assignments or had a low grade point average increased attendance rates on average 17% and course failures dropped about 40%.
 - a. Faculty and staff on each campus are investigating the most appropriate tool possible. The high school is strongly considering the use of Remind as it now allows for two way communications. The middle school is considering Remind and DoJo.

3) **Professional Development**

- a. I-Ready
 - a. Purchased 2016-2017 per faculty request
 - b. Additional PD for increased data analysis for the 2017-2018 school year
- b. USA Test Prep
 - a. Purchased 2017-2018 per faculty request
- c. All PLC's (Professional Learning Communities) have been restructured with faculty and staff input in order to create high impact instruction and data analysis.
- d. Visible Learning book study for all administrators and some staff to be incorporated in PLC and PD discussions
- e. Increased ManageBac training on unit planning (Prep)
- f. PD materials placed in media centers
- g. Promote more Sarasota County PD offerings
- h. PD needs survey
- i. Hire and retain highly effective instructors

- a. Increased SCIP mentors
- b. Increased salary schedule
- c. Increased focus on school culture and team building
(Escape Room Team Building)
- j. Administrator from each campus attended Data Dashboard training on 12 October, 2017

4) **Educational Leadership**

- a. Increased collaboration among the administrative teams.
- b. Increased visibility throughout the campus via walkthroughs, observations and class period transitions.
- c. Increase number of highly effective and effective teachers
 - a. Provide immediate support and resources as indicated by data collected with walkthroughs and observations
 - b. Provide PD as indicated by survey
 - c. Provide release time to observe high performing classrooms
- d. Three Academy employees are participating in the 2017-2018 Sarasota County School District Educational Leadership Cohort.

5) **Pupil Support Services**

- a. Increase support services
 - a. Mentoring partnership with JOY (Join Our Youth) and the Church of the Palms
 - b. Increased mentoring with SMA National Honor Society
 - c. Build mentoring program, "Power Hour", with high school cadets mentoring middle school cadets
 - d. Education Foundation of Sarasota County
 - 1. Classroom grants submitted for the 2017-2018 school year
 - a. Prep: 10/Classroom; 1 School-Wide
 - b. HS: 3/Classroom
 - 2. The Giving Partner
- e. Parent Teacher Cadet Council (PTCC)
 - 1. Increased grants for classrooms and activities
 - 2. Wreaths Across America

6) **Human Resources and Staffing**

- a. Increase instructional and support staff
 - a. Additional teaching unit for Intensive Language Arts (HS)
 - b. Additional Counselor (Prep)
 - c. Additional Spanish instructor (Prep)
 - d. Additional Occupational Therapist (HS/Prep)
 - e. Additional ESOL instructor (HS)