



2017-2018 Strategic Plan

Mission – At Academy 360, we are driven by the mission to develop student’s minds, bodies, and characters so they may lead healthy and fulfilling lives in school, college, and beyond.

Vision – Our vision is to set a new precedent for how a school serves the NE Denver community. Through placemaking and community partnerships, continually expanding our wrap-around services, and growing to serve pre-natal through 5th grade – and eventually cradle to career – we seek to provide a 360-degree education.

Academy 360 seeks to serve the unique needs of our community and to engage family and community members in the educational development of our students.

We want to create a safe, equitable school community where the following are true:

- Students and staff want to be here;
- True mind, body, character (360) learning is taking place;
- The narrative of our children and our community is transformed.

Key Initiatives & Metrics for 2017-18

1. Rigor	<ul style="list-style-type: none"> • Students engage in academic discussion, thoughtful work, and high level questioning. 	<ul style="list-style-type: none"> • iStation <ul style="list-style-type: none"> a. 75% on proficiency by end of year b. 70% of students make 1+ years of growth c. 50% of students make 1.5+ years of growth • MAPS <ul style="list-style-type: none"> a. Reading: 35% average or above b. Math: 30% average or above • Mid-year & EOY teacher evaluations based on Rigor Rubric.
2. SEL	<ul style="list-style-type: none"> • Students can self-regulate, persevere through struggles, and collaboratively solve problems to better our community. 	<ul style="list-style-type: none"> • ISS & OSS % (less than 3% of unique incidents for ISS and less than 3% of unique incidents for OSS). • ISS incidents (A360 will reduce its ISS incidents from 63 (Y16-17) to 40 (Y18-19.)) • Average Daily Attendance (goal is 95%, +6% yoy).
3. Team Culture	<ul style="list-style-type: none"> • The A360 team feels valued, supported, and effective. 	<ul style="list-style-type: none"> • Monthly staff surveys (Goal: 80% positive responses on aligned questions) • Staff retention (Goal: 80% retention of staff, for controllable variables)

Rigor

Students engage in academic discussion, thoughtful work, and high level questioning.

Implementation

Standards Alignment

Teachers understand grade level standards and use student-friendly terms for proficiency.

Lesson Planning

Teachers create lesson plans focused on a defined learning target with an aligned formative assessment (and all components on template: hook, intro, guided practice, independent practice, opportunities for listening/ speaking/ reading/ writing).

Academic Discussion

Lessons include opportunities for students to engage in vocabulary-rich academic conversation with peers.

Students can support their ideas with concrete explanations and evidence and build on or challenge the ideas of others using academic language.

Thoughtful Work

Lessons intentionally prepare students to complete a range of high-quality learning tasks.

Students demonstrate their ability to analyze, synthesize, and/or evaluate new instructional content through various options to represent their thinking.

High-Level Questioning

Lessons provide opportunities for students to respond to a range of questions that increase in rigor and levels of thinking.

Students can fully explain and justify their thinking when responding to and creating questions that demonstrate a range of levels of thinking (Blooms).

Formal Metrics

- iStation
 - a. 75% on proficiency by end of year
 - b. 70% of students make 1+ years of growth
 - c. 50% of students make 1.5+ years of growth
- MAPS
 - a. Reading: 35% average or above
 - b. Math: 30% average or above
- Running Records: Students below grade level will have RR weekly. Students who are proficient will have biweekly RR.
- CBM: Measured by interventionists based upon skill need (student specific).

Informal Measures/Observable Actions

- Mid-year & EOY teacher evaluations based on Rigor Rubric.

SEL

- Students can self-regulate, persevere through struggles, and collaboratively solve problems to better our community.

Implementation	Formal Metrics
<p>Routines & Procedures Systematically implement school-wide and classroom routines & procedures to create a culture of safety and consistency.</p> <p>Teachers implement Super 8 with fidelity.</p> <p>Clean, organized, and student friendly work spaces.</p> <p>MTSS System Weekly meeting with key stakeholders.</p> <p>PBIS supports and advice for teachers about the referral and data collection processes.</p> <p>Weekly meeting of all Tier II SEL intervention groups as designated by MTSS team.</p> <p>Discipline System System is implemented with fidelity.</p> <p>SEL Morning Instructional Block Teachers are implementing the SEL curriculum daily.</p>	<ul style="list-style-type: none">• ISS & OSS Incidents (less than 3% of unique incidents for ISS and less than 3% of unique incidents for OSS).• A360 will reduce its ISS incidents from 63 (Y16-17) to 40 (Y18-19).• Average Daily Attendance (goal is 95%, +6% yoy). <p>Informal Measures/Observable Actions</p> <ul style="list-style-type: none">• OR & AR Office Referrals• Classroom Tracking Sheet (Teachers→SEL Coordinator)• Principal observes SEL blocks• Tier II SEL intervention groups progress monitoring• MTSS progress monitoring & documentation• Observation of classrooms and shared spaces to ensure feng shui (DOW)

Team Culture

- The A360 team feels valued, supported, and effective.

Implementation

Shared Leadership

- Clear roles
- Shared and defined ownership over all prioritized initiatives (ownership areas align with passions)

Constructive Communication

- Clear communication pathways
- Actionable two-way feedback between supervisors and supervisees
- Teach & Practice courageous conversations – take initiative to give and receive feedback, and implement feedback

Culture of Support

- System for acknowledgments & celebrations (of all team members)
- Clear goals & celebrations for meeting monthly or quarterly team goals
- Intentional team building through req and non-req team outings
- Clear, consistent, and strategic PD, Coaching, Routines & Procedures

Formal Metrics

- Monthly staff surveys (Goal: 80% positive responses on aligned questions)
- Staff retention (Goal: 80% retention of staff, for controllable variables)

Informal Measures/Observable Actions

- 1:1s informally to check in on if people are feeling valued, supported, and/or effective
- Shared ownership
- Attendance at non-required social outings or school-related events
- Acknowledgments / Celebrations
- Relationships