

IV. SCHOOL ACADEMIC PLAN

☐ Attach or insert the school's academic plan or use this suggested template.

☐ **Reflective questions for academic plan**

1. Do the actions/activities align (address) the root causes of low student achievement?

2. Is the academic plan focused and substantive to sustain continuous school improvement?

GOAL 3: School leadership is strategic, visionary, and student-focused.

Objective: School stakeholders demonstrate a commitment to the school mission and vision through participation in important activities and satisfaction with school leadership expressed through school climate data.

Baseline Data:

SY 13-14 Values & Beliefs Survey about LCPCS (on a scale of 1 to 5): All Staff

We have a vision that will realize our mission: 3.4 avg

The vision for this school is clear: 3.2 avg

The vision for this school is shared: 2.8 avg

We have an action plan in place which can get us to our vision: 2.8 avg

SY 15-16 Values & Beliefs Survey about LCPCS (on a scale of 1 to 5): Operational Staff (9 participants)

We have a vision that will realize our mission: 4.2 avg

The vision for this school is clear: 4.3 avg

The vision for this school is shared: 4.0 avg

We have an action plan in place which can get us to our vision: 4.0 avg

Administrators guide the work of the school in accordance with the school's mission: 3.7 avg

SY 15-16 Values & Beliefs Survey about LCPCS (on a scale of 1 to 5): Instructional Staff (11 participants)

We have a vision that will realize our mission: 3.3 avg

The vision for this school is clear: 3.3 avg

The vision for this school is shared: 3.4 avg

We have an action plan in place which can get us to our vision: 3.0 avg

Administrators guide the work of the school in accordance with the school's mission: 3.2 avg

SY 13-14 Values & Beliefs Survey about LCPCS (on a scale of 1 to 5): All students

I feel like I belong at this school: 2.7 avg

Know me well: 2.7 avg

Care about me: 2.7 avg

SY 15-16 Values & Beliefs Survey about LCPCS (on a scale of 1 to 5): Students

(Middle School) When I am at school, I feel that:

Targets:

- 4.0 or higher staff average
- 4.0 or higher student average
- 25% participation in family engagement activities
- 75% participation
- ≤15% think about dropping out

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School: Laupāhoehoe Community Public Charter School (LCPCS)

SY 2016-17

<p>I belong: 3.7 avg My teachers care about me: 3.8 avg My principal cares about me: 3.6 avg (High School) When I am at school, I feel that: I belong: 3.5 avg My teachers care about me: 3.6 avg My teachers know me well: 3.4 avg</p> <p>15% family participation @ 'ohana evening events 60% family participation in Fall Open House Q23 school census data – 20% have ever thought about dropping out of school gr 6-12 2 teachers participated in strategic plan process. Kahele - are these part of the baseline data? was there a 60% participation?</p>					
<p>Strategies: 1. Provide strong school governance systems</p>					
<p>Rationale: By having clear and transparent systems in place, all stakeholders will gain confidence in the vision, mission and action plan.</p>					
Actions/Activities	Measureable Outcomes	Lead	Participants	Expenditure Description and Funding Sources	Timeline/Due Date
Develop the detailed action plan to accompany the 5 year strategic plan	<p>1-year action plan completed with activities funded by the budget</p> <p>3-year proposed action plan</p> <p>Leadership team and lead teachers participate in the development and support of the detailed action plan for the strategic plan</p>	School Director & Business Manager	Gov Board, Staff, Faculty,	<p>School Director State Per Pupil</p> <p>Business Manager State Per Pupil</p>	<p>A: Due Aug 1, 2016 for implementation Aug '15-June '16</p> <p>B: Jan 1, 2016</p>
Re-connect current staff/orient new staff and commit to shared vision (core values & beliefs),	<p>Teachers participate in examining (revising as needed) and supporting the shared vision and schoolwide plan.</p> <p>Student leaders support the shared vision and schoolwide plan.</p>	School Director	Gov Board, Staff, Faculty	School Director State Per Pupil	

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provide a plan for monitoring implementation	100% of students demonstrate growth on SBAC and NWEA				
Complete a Programs & Processes inventory, identify areas of immediate need to revise and/or establish	Inventory, SOP binder, hard copy & google drive	CSI Team	CSI Team Leadership Team	N/A	June-Aug '16
Engage in continuous school improvement processes including analysis of school-wide data that involve all stakeholders	CSI team participates in developing, understanding, and supporting the shared vision and schoolwide plan. Students participate in developing, understanding, and supporting the shared vision and schoolwide plan. 100% of students demonstrate growth on SBA and, NWEA	Governing Board Chair School Director	School Director DCIA Lead Teachers CSI	School Director State Per Pupil Data Coordinator (.5FTE) Title I Supplemental Funds	July '16- June '17
Refine and implement administrator evaluation system	Teachers provide input and support the administrator evaluation system. Teachers receive effective leadership to support their practice. Students provide input and support the administrator evaluation system. Students benefit from effective leadership to support their learning. 4.0 or higher on faculty/staff and student surveys	Governing Board Committee	Governing Board, School Director	N/A	July '16-June '17

Strategies:

2. Stakeholder engagement

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Rationale:

Providing opportunities for all stakeholder to engage and contribute to the on-going improvement of our school is critical to our success, especially given our rural location and limited resources.

Actions/Activities	Measurable Outcomes	Lead	Participants	Expenditure Description and Funding Sources	Timeline/Due Date
All stakeholders are provided opportunities to learn about and participate in key LCPCS initiatives	The vision/core values & beliefs is communicated to all stakeholders upon completion and used as an anchor point at key events (orientation materials and training, during admin week, open house, etc) CSI meetings remain open and advertised Open House continues Monthly Community and Director Meetings Attendance at morning leadership team meetings open to all faculty and staff - M, W, F	School Director	Teachers, students, parents, community	Supplies for 'ohana events \$458 Title1 Parent Involvement Funds \$50,000 PreK Development Grant Parent Involvement Fund	July '16- June '17
Engage the community in ongoing CSI efforts	Results of ongoing CSI efforts are communicated to the community through an array of methods (newsletters, community meetings, electronically, etc.)	CSI Team	CSI Team	N/A	July '16-June '17
Strengthen avenues of communication to be informative, timely and relevant	Bi-weekly newsletter Onecall system (voice/email) Website Social media	Family Engagement and Student Activities Coordinator	Administrative team, teachers	One Call Now communication system \$400 Title1 Parent Involvement Funds Family Engagement and Student Activities Coordinator \$11,000 Title1 Parent Involvement Funds	July '16- June '17

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Pre K - 12 families are provided opportunities to participate in family engagement activities	Monthly preK parent meetings Quarterly family nights Open House	Family Engagement and Student Activities Coordinator	Administrative team, teachers	School Director State Per Pupil Family Engagement and Student Activities Coordinator \$11,000 Title1 Parent Involvement Funds	July '16- June '17

Strategies:

3. All instructional and operational decisions are data-driven for intentionality to ensure limited resources are spent on the top strategic priorities

Rationale:

As a small, new rural school LCPCS has to be extremely cognizant of using limited resources wisely by focusing on top priorities in sequential order we can systematically improve operations and instruction

Actions/Activities	Measureable Outcomes	Lead	Participants	Expenditure Description and Funding Sources	Timeline/Due Dat
Select and put into place an electronic student information system	<p>All students are tracked in the SIS system</p> <p>Faculty and staff keep the SIS system updated on at least a monthly basis</p> <p>Modify to include training,etc.</p>	School Director	School Director Registrar DCIA Data Coordinator	<p>School Director State Per Pupil</p> <p>Registrar State Per Pupil</p> <p>DCIA State Per Pupil</p> <p>Infinite Campus Training \$975 Title I</p> <p>Data Coordinator (.5FTE) See above</p>	July '16- June '17
Ensure information from the SIS system, profiles and PSP's are available to administration in aggregated and disaggregated manner	<p>Student profiles are completed for all students</p> <p>PSPs are completed for designated students</p> <p>Data from the SIS system, portfolios, and PSPs are uploaded into the data tracking system to inform decision making.</p>	Data Coordinator	School Director Registrar Data Coordinator PSP/Transitions Coordinator	<p>School Director State Per Pupil</p> <p>Registrar State Per Pupil</p> <p>Data Coordinator (.5FTE)</p>	July '16- June '17

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				See above PSP/Transitions Coordinator (.5FTE) See above	
The school budget is directly tied to operational and instructional needs.	The school budget is explicitly designed considering the fixed cost of running the school. Subsequent expenses (variable costs) are determined with clear consideration of priorities	School Director Business Manager	School Director Business Manager DCIA	School Director State Per Pupil Business Manager State Per Pupil DCIA State Per Pupil Psychiatrist/ Psychologist See goal 2	July '16- June '17
Create an academic & behavioral shared vision based on core values and beliefs agreed upon by all staff	90% staff participation in Creating a Shared Vision activity Shared Vision documented, reviewed & agreed upon by all staff Implementation plan completed	School Director	All Faculty & Staff	School Director State Per Pupil	July '16