Marshall Academy

Student Learning Goals

School Leadership/Board Worksheet

**Strategic Goal #1: *Marshall Academy will develop virtuous students by offering a purposeful, rigorous, and systematic educational program that fosters sequential, logical, and expressive thinking***

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| **Objective #1: Research the components of a classical education and re-integrate applicable components, formally and consistently, into the educational program** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Address Social Studies CurriculumK-5 | * Monitor full implementation of new Social Studies curriculum
* Review/analyze data of M-STEP from 17-18 in comparison to 16-17
 | Observe a Social Studies lesson, monthly, in grades K-6August 2018 and annually, thereafter | * Administration/Curriculum Coach (3 each/month)
* SIP Team
 | * Time
* More biographies
* Grants for books
* State data reports
 | Approx. $500-900 each set or $2,500-4,000 total |
| #2: Address Science Curriculum | * Receive Science Kit Updates
* Monitor full implementation of Science curriculum
* Coach teachers on integrating reading and writing into Science
 | As available (yearly, as kit is updated)Observe a Science lesson monthly - grades K-7Yearly | * Curriculum Coach/Admin (3 each/month)
* Administration
 | * Trainings
* Time
* Professional development time
 | $2,500 – 3,000 per update (PD, teacher binders, supplies) |
| #3: Implement formal professional learning | * Identify Classical Model presenters
* Conduct Classical Model seminars
* Conduct literary focus training/reading instruction through anchor texts
 | One yearlyOne in 2018/2019Once, annually | * Administration
* Board of Director Members
* Administration
* Curriculum Coach
 | * Time
* Space
* Printing
 | $4,850 if Great Books used (could lessen if joint venture with ISD) |
| **Objective #2: Examine reading materials to determine their relevancy in today’s world and to a classical education** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Review classroom literature sets | Align classroom literature sets to historical studies | January 30 – February 16, 2018 | * Grade Level Teachers
* Curriculum Coach
 | * History outlines
* Book sets
 | N/A |
| #2: Replace classroom texts that do not align or are out of date | Find alternatives to texts that do not fit within the history outline (can move books up and down grade levels when appropriate) | February 16th – May 2018 | * Grade level teacher
* High school English teacher(s)
* Curriculum coach
* Headmaster
 | * First utilize book sets on hand before requesting a purchase
* Scholastic Orders for $1
 | $1,500 max(one book per grade to replace, a set of 30, $10 max per book) |
| **Objective #3: Ensure the full utilization of intervention programs for struggling students** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Engage in professional learning for teachers and intervention aides | * Procure a list of training opportunities
* Sign up teachers and aides for trainings
 | Yearly with new staff and returning staff provided by resources | Headmaster | * ISD
* GVSU
* FSU
 | $800 (from professional development budget) |
| #2: Develop logs for paraprofessionals | Create and keep logs of interventions and time spent with students | Throughout the year; adjust as needed; submit weekly | * Aides
* Headmaster
 | Paper | Minimal (i.e. paper, printing)  |
| #3: Improve intervention model | * Update CARE Team and Child Study Process
* Create outline of intervention process
* Train/assign role of intervention tracking (behavior and academic)
* Train staff in intervention processes and monitor progress
* Revise intervention process
* Update intervention process
 | 2017-2018 school yearSummer of 2018Summer of 2018Fall 2018 and throughout yearWinter/Spring 2019Summer 2019 | * Special Ed Department
* Behavior coach
* Administration
* Leadership Team
* ISD support (PBIS and MTSS services) with SIP Team
* SIP Team
 | Time | PD planning and time and subs for SIP team – approx. $250 |
| **Objective #4: Expand collaborative educational opportunities (CACC, dual enrollment, BCMSC, etc.)** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Implement online dual enrollment (with Schoolcraft College) | * Identify candidates among juniors and seniors
* Create a process for enrollment
 | Spring of previous year (annually) | * High School Teachers
* Administration
 | * Schoolcraft College course catalog
* Enrollment timetable for Winter term 2018
 | Cost per credit hour: Budget three students @ three credit hours/student x $102/credit hour = $918/semester |
| #2: Continued dual enrollment with KCC, Olivet and Albion College | * Clarify procedures for dual enrollment
* Communicate with staff and parents
* Keep records on enrollment and track in student information system
 | Summer 2018Summer/Fall 2018Ongoing | * Administration
* Administrative Assistant
 | * KCC College Advisors
* Olivet College Advisors
* Albion College Advisors
 | Cost/credit hour |
| #3: Assess transportation for CACC Enrollment | Research transportation options | 2017/2018 School year | Mr. Rubley | Van/Bus | $20,000 - $40,000 cost of vehicle operating costs (i.e. fuel, maintenance, insurance, driver, hours, etc) |
| #4: Implement BCMSC dual enrollment | * Arrange tour/information sharing with administration of BCMSC
* Secure spots
 | November 2017Spring 2018 (for 2019/2020 school year) | * Headmaster
* Carrie Knobloch
 | * Time
* Transportation arrangements
 | .5 FTE/student who attends |
| #5: Implement KCC Early College program | * Meet with KCC Director
* Complete paperwork to apply for Early College
 | October 2018June 2018 | Headmaster | Unknown | Possible increase in funding – full FTE students in Early college |

***Strategic Goal #2:******Marshall Academy will cultivate an environment that strengthens the social, emotional and academic supports for all students, while respecting and understanding individual needs***

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| **Objective #1: Better leverage the integrated learning approach, ensuring consistent implementation of its restorative practice alignment** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Use restorative practice and ILA to support student needs | * Skype with Drs. Neal and Tara
* Continued training of support staff in behavioral interventions
 | Twice per month | * Headmaster
* Dr. Neal
 | * Title Funds
* Webcam
 | $1,500/month |
| #2: Use restorative circle model to build the community | * Train staff
* Build into schedule
 | Three times per week with each class | * Classroom teacher
* Behavior Coach
 | Time | $0 |
| #3: Mold the ILA approach of strengths and growth areas into the behavior model and support documents | Create documents of support | Fall (annually) - update as needed | Behavior Coach | Time | $0 |
| **Objective #2: Ensure Academy is engaging all relevant and applicable community resources** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Refine mentoring program  | * Build across ages program and positive actions curriculum
* Connect with mentoring lead – Mr. Harry Bonner
* Check-in weekly with program leaders
 | By Fall 2018 | * Athletic Director
* Behavior Coach
 | * Space
* Time
 | N/A |
| #2: Leverage Albion College connections, specifically in the areas of facilities use for summer and recreational programs | * Meet with President Ditzler
* Meet with summer program community leaders
* Create liability waivers for student use
* Communicate and coordinate with Albion College Recreation Director
 | January 2018January 2018March 2018March 2018 | * Headmaster
* Athletic Director
 | * Transportation
* School Attorney
 | * Summer Program: $3,997.50 (employee wages) + $500.00 (stipend) – Total Cost: $4,537.50
* Rate of Pay: $12.50/hour + $500.00 transportation fee
 |
| #3: Develop relationship with Grace Health | Apply for a counselor to be on site | By the 2018-2019 School Year | * Headmaster
* Behavior Coach
 | * Space
* Time
 | N/A (they bill Medicaid) |
| #4: Develop relationship with Summit Pointe | * Communicate need for counselor
* Meet with administration to discuss cost
 | By April 2018(back up to Grace Health)By April 2018 | * Headmaster
* Behavior Coach
 | * Space
* Time
 | Unknown at this time |
| **Objective #3: Ensure Academy students are embracing diversity in the classroom by engaging in deeper conversation around multi-culturalism** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Use restorative circle model to build the community | * Train staff
* Build into schedule
 | Three times/week with each class | * Classroom teachers
* Behavior Coach
 | Time | $0 |

***Strategic Goal #3: Marshall Academy will establish a vibrant educational community by fully collaborating with parents and families as partners in the learning and development of their child/children***

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| **Objective #1: Encourage full investment from parents/guardians in the education of their child/children** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Implement parent meetings when students are struggling – staffings/behavior team | Update child study process | January | * Special Education – Marta Best
* Special Education (Speech) – Missy Neynaber
* Behavior Coach – Sara Burtis
 | Paper | $0 |
| #2: Begin using communication planners | * Order Planners
* Distribute planners
* Communicate expectations to teachers, students and parents
 | August (annually)September (annually) (start in 2nd grade)Quarterly (annually) in newsletters | * Office Staff
* Teachers
 | * Planners
* Time
 | $500 ($2.50/elementary, $2.00/HS) |
| #3: Prepare Monday folders and newsletters | * Orientate new staff
* Train parents on use through open houses and conferences
 | As neededBeginning of each year and throughout school year | * Headmaster
* Curriculum Coach
* Teachers
 | * Folders
* Newsletters
 | N/A |
| #4: Administer parent teacher conference surveys | * Create survey instrument
* Develop questions that address conference timing (after fall conferences)
* Administer survey
* Review/analyze results
 | Prior to beginning of each school yearPrior to beginning of each school yearFollowing fall conferenceUpon receiving results | * Headmaster
* Office Staff
 | Google forms | N/A |
| #5: Inform parents on relevant law or program changes and/or implementation | * Assess current communication practices
* Identify and/or refine communication modality
* Communicate through modality, timely and effectively
 | April 2018April/May 2018As needed (potentially at fall screener and during January and May progress monitoring)  | * Teachers
* Headmaster
 | TBD | N/A |
| #6: Create summer packets for students and families | * Request materials from teachers
* Begin compiling materials in folders
* Communicate with families
* Send packets home with students
 | February 2018By End of May 2018 (then yearly)May/June YearlyJune (not last week of school) | * Headmaster
* Teachers
* Office Staff
 | * NWEA Skills
* Time
* Paper
 | $0 |
| **Objective #2: Articulate expectations regarding school to home accountability** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Leverage social media for updates | Communicate with teachers and staff | At least weekly | Administrative assessment/front desk | Technology/Internet | $25.00/boosted posts on Facebook – approximately $200.00 total |
| #2: Improve Website to ensure high quality | Review Website regularly | Quarterly | * Headmaster
* Office Staff
 | Internet | $0 |
| #3: Better leverage technology for effective communication(s)  | * Develop a system for sharing on social media – frequency
* Share frequently
* Remind App Use for updates
* Skyward emails for world events/school events
 | Weekly updatesAs determined through need(s)As necessaryAs necessary | Office staff | Technology/Internet | $0 in kind |
| **Objective #3: Leverage satisfied parents in marketing and re-directing the academic perceptions of the Academy** |
| **Initiatives** | **Actions** | **Timeframe** | **Responsibility** | **Resources** | **Projected Costs** |
| #1: Implement parent forums | * Schedule dates and establish topics
* Invite parents
* Hold forum(s)
 | By Spring break – identify dates and topicsBy end of April 2018 (annually)Forum in May on school culture and others (annually) | * Dates: Headmaster and Administrative Assistant
* Topics: Behavior Coach and Headmaster
* Communication: Front Office
 | * Space
* Time
* Food
* Babysitting
* Transporta-

tion | * Food: $500.00
* Babysitting: Volunteers?
* Transportation: $50.00
 |
| #2: Parent Presentation in Albion | * Select Date
* Communicate with Mr. Bonner
* Communicate with parents
 | By end of February 2018March of 2018At least two weeks prior | Administration | Time | Food: $100.00 |
| #3: Engage parents in marketing strategies | * Parents speaking to the newspaper on positives – set a date
* Interview Headmaster and Behavior Coach on mission and vision
 | March (open enrollment) - yearlyMarch 2018 | Marketing committee | Marketing materials (to share with parent) | N/A |
| #4: Establish parent ambassador group  | * Create a list of positive parents (teachers identify 1-3 parents that might accept being an ambassador)
* Draft an invitation
* Parent ambassador meeting/orientation (assign to rooms/grade levels)
 | List by April 2018 (then yearly)Early May 2018Meeting in May 2018 (then yearly)Connect over summer with new enrollments | * Headmaster
* Teachers
* Behavior Coach
 | Time | Food for meeting $50.00  |