

2020-2021

Nichols Intermediate Academy of Leadership School Improvement Plan Report



Schools Improvement Plan 2020-2021

School Improvement Plans remain in effect for two years, but the School Leadership Team may amend as often as necessary or appropriate.

ScholarMade Achievement Place of Arkansas Contact Information			
School:	Nichols Intermediate Academy of Leadership	4-6	501-404-0012
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	Little Rock, AR 72206	School Website:	www.scholarmade.org
Nichols Intermediate: Principal Academy Director Principal:		Delano Whitfield	
Director of School Improvement and Achievement		Eltrudia Toliver	
Director of Leadership and Operations		Brad Burl	
Superintendent:		Dr. Phillis N. Anderson	
Committee Position	Name	Email Address	
Director of School Improvement and Achievement	Eltrudia Toliver	Eltrudia.toliver@scholarmade.org	
Nichols Intermediate Principal Academy Director	Delano Whitfield	Terri.guy@scholarmade.org	
Director of Leadership and Operations	Brad Burl	Brad.burl@scholarmade.org	
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Mission Statement

Our mission is to prepare scholars through innovative leadership and effective teaching to be self-confident, intellectually inquisitive, emotionally intelligent, and academically competent beings. Our Scholars will become leaders and problem-solvers who will improve conditions wherever they choose to work and live.

Assessment Data Snapshot

Due to COVID19, there is no summative data for the 19.20 SY. According to the 2018-2019 ACT Aspire Summative, baseline scores for the first year of operation in the areas of ELA and Reading revealed that 55% of the students met the Readiness category in English Language Arts; 40% scored in the Close category and 5% scored in the in needs support category. Reading results revealed that 13% met the readiness mark; 12% scored Close and 75% of the students are in the needs support category. The baseline scores for the first year of operation in the areas of Math revealed that 25% of the students met the Readiness category; 47% scored Close and 28% scored in the 'in needs support' category. Science results revealed that 13% met the readiness mark; 10% scored Close and 77% of the students are in the needs support category.

School Profile

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ScholarMade Achievement Academy of Arkansas is located in Little Rock, Arkansas and Nichols Intermediate Academy of Leadership serves grades 4-6. Our projected student population is 125 students with demographics are 98% African-American, 1% Hispanic, 2% Other. 10% of our students are considered academically gifted. Approximately 12% identified are identified as students with disabilities or a handicapping condition. Approximately 94% of our students are considered economically disadvantaged this year and both schools are Community Eligibility Provision.. Our grade levels consist of two fourth grade classes, two fifth grade classes and two sixth grade classes. Support staff members include art, music, physical education, media, and technology as special area teachers. The average teaching experience for our staff is approximately 5 years with 60 % of our staff having zero to 3 years of experience.

Strategic Improvement Plan 2020: For a Better Tomorrow

<p>Goal 1: 75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire math, science, English, writing and reading.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> • College- and career-readiness • Academic growth/high academic achievement • Access to rigor • Closing achievement gaps 	<p>Goal 2: TAGG students will meet or exceed all State Performance Targets in math and reading.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> • College- and career-readiness • Academic growth/high academic achievement • Access to rigor • Closing achievement gaps 		
<p>Goal 3: All Faculty will progress at least one level each year as measured by the SM Talent Development Teaching Fellow system by providing duty-free instructional planning time for every teacher by providing an average of at least five hours of planning time per week for targeted professional development through PLCs and webinars.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> • Proactive recruitment of mission minded staff • Individualized professional development • Leadership development • Multiple career pathways 	<p>Goal 4: Each year students referred for disciplinary actions will decrease by 7% by promoting a positive school climate and a safe learning environment free of bullying and harassing behaviors and to develop Emotional Intelligence competencies through the implementation of The Way and the Light framework.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> • Physical safety • Social and emotional health • Social Emotional Intelligence competencies development • Cultural competency 		
<p>Goal 5: Parents will be engaged in their child's education through participation in the Academic Parent-Teacher Team</p> <p>Three focus areas:</p> <ul style="list-style-type: none"> • Academic Parent Teacher Teams • Family engagement • Communication and outreach 	<p>Goal 6: Each year all students will meet their growth goals as measured by NWEA in Math and/or Reading.</p> <p>Three focus areas:</p> <ul style="list-style-type: none"> • Critical Thinking • Personalized Learning • Integrated Curriculum 		
<p>SMART Goal (1):</p>	<ul style="list-style-type: none"> • 75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire English and reading. 		
<p>The baseline scores for the first year of operation in the areas of ELA and Reading revealed that 55% of the students met the Readiness category in English Language Arts; 40% scored in the Close category and 5% scored in the in needs support category. Reading results revealed that 13% met the readiness mark; 12% scored Close and 75% of the students are in the needs support category.</p>			
<p>Strategies</p>	<p>Point Person</p>	<p>Personnel Involved</p>	<p>Timeline</p>

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<ul style="list-style-type: none"> • Full implementation of the Science of Reading using Benchmark Literacy and Wit and Wisdom as the primary instructional resources. • Implement a Spelling B initiative to build Scholars phonics, syllable, word understanding • Establish classroom libraries and set aside specific time for read alouds; • Monitor Scholars mastery of key benchmarks goals for Map, Sight Words, and Fluency as measured by Souday System Mastery Check System, MAP, and online platforms 	Principal Academy Director	<ul style="list-style-type: none"> • Director of Achievement Instructional Leadership Team/Admin • Teachers 	8/13/2020 to 5/30/2021
<ul style="list-style-type: none"> • Use data from Learning A-Z to drive instructions and generate support plans for interventionists 	Teachers	Principal Academy Director Director of Achievement	8/13/2020 to 5/30/2021
<ul style="list-style-type: none"> • Level Up! Interventions. Students will receive targeted assistance in areas of deficiencies as identified by the several sources of data including NWEA; ACT Aspire Formative Assessments; Moby Max assessments. 	Student Achievement Specialists	Director of Achievement	8/13/2020 to 5/30/2021
SMART Goal (2):	75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire math and science by 2021.		
The baseline scores for the first year of operation in the areas of Math revealed that 25% of the students met the Readiness category; 47% scored Close and 28% scored in the in needs support category. Science results revealed that 13% met the readiness mark; 10% scored Close and 75% of the students are in the needs support category.			
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> • Require Teacher use of Scope and Sequence and Pacing Guides with fidelity. • After School Academy will be held for all students who are economically disadvantaged and who have scored below proficient. • Intensive support for 4th, 5th, 6th grade students below grade level/subject through the Intervention program • Frequently assess students understanding of standards taught through a variety of online platform including Zearn, Khan Academy, Eureka Math, and Amplify Science. Use data to drive instructions and generate support plans for interventionists 	Principal	Academy Director Director of Achievement Director of Student Support	8/13/2020 to 5/30/2021
<ul style="list-style-type: none"> • Schedule an additional 40 minutes daily of math instruction delivered through a Digital Learning Course. • Flexible grouping • During daily enrichment block, change groups monthly or as needed based on skills 	Principal; Academy Director t	Data Specialist Principal	8/13/2020 to 5/30/2021

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Differentiated skill groups focus time			
<ul style="list-style-type: none"> Enhance usage and attainment of Eureka Math online resources and other supplemental resources Utilize ACT Aspire formative assessment and math games to help close mathematical understanding gaps 	Principal; Academy Director	Principal Academy Director Teachers	8/13/2020 to 5/30/2021
Goal (3):	All Faculty will progress at least one level each year as measured by the SM Talent Development Teaching Fellow system by providing duty-free instructional planning time for every teacher by providing an average of at least five hours of planning time per week for targeted professional development through PLCs and webinars. Goal 2021		
Strategies	Point Person	Personnel Involved	Timeline
Talent Development: <ul style="list-style-type: none"> ScholarMade will implement a competency-based job-embedded professional development system that engages educators in timely, meaningful learning that meets his or her particular growth needs, improves instruction, and strengthens student outcomes. Through content specialization, teachers will teach two core subject pairs: math/science or language arts/social studies, this approach allows specialized teachers to become masterful at understanding these content standards will provide more time for planning and collaboration. Content teachers will receive the Laying the Foundation training to increase their capacity to integrate literacy in content areas and increase levels of rigor and reach higher DOK Levels. 	Principal; Academy Director	Director of School Improvement and Achievement	8/13/2020 to 5/30/2021
<ul style="list-style-type: none"> Data disaggregation and professional growth Weekly in 60-minute planning sessions Participate in Teacher to Teacher Shadowing and Peer Development Support Ongoing and intensive coaching and development 	Principal; Academy Director	Director of School Improvement and Achievement	8/24/2020 to 5/30/2021
<ul style="list-style-type: none"> Provide DDI (Data Driven Instruction) training and support to staff. Support teachers in the development of common and formative assessments for DDI purposes 	Principal	Director of Achievement, Academy Director Staff	07/18-5/19
Goal (4):	<ul style="list-style-type: none"> Each year students referred for disciplinary actions will decrease by 7% by promoting a positive school climate and a safe learning environment free of bullying and harassing behaviors and to develop Social Emotional Intelligence competencies through the implementation of Emotional Intelligence Framework. Goal 2021 		

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Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> Continue to refine implementation of RTI processes for targeted intervention and extension support of students Schedule regular SST meetings to track student progress and design interventions Behaviors and SEL competencies will be tracked using KickBoard. 	Culture Coordinator	Director of Student Support	8/24/2020 to 5/30/2021
<ul style="list-style-type: none"> Development of Core Competencies to cultivate positive relationships to prevent Bullying Implement school wide expectations through TownHalls Reinforce anti-bullying strategies through EI sessions and small groups. 	Culture Coordinator	Principal Academy Director Teachers	8/24/2020 to 5/30/2021
Social Emotional Intelligence <ul style="list-style-type: none"> Using The Way and the Light Framework, develop teachers will be equipped to teach Scholars to recognize and manage EI Competencies in students. Full integration of Emotional Intelligence in school community and playground through The Way and the Light Framework POWER Sessions with students who exhibit challenging behaviors. 	Counselor and SEI Teacher	Principal Academy Director Teachers	8/24/2020 to 5/30/2021
<ul style="list-style-type: none"> Provide a minimum of 55 minutes of PE instruction to every class every week Implement Playworks program which includes daily PE games during Physical Activity time and classroom brain breaks/games 	Physical Education Teachers	Principal Academy Director	8/24/2020 to 5/30/2021
SMART Goal (5):	<ul style="list-style-type: none"> Parents will be engaged in their child's education through participation in the Academic Parent-Teacher Team 		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> Implement Academic Parent Teacher Teams to increase meaning parental engagement in the academic performance of their child. APTT Meetings 3 times annually. Professional development on APTT Model Support from APTT Coach. 	Culture Coordinator	Principal Academy Director Director of Achievement	8/24/2020 to 5/30/2021
SMART Goal (6):	Each year all students will meet their growth goals in Math and/or Reading.		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> Develop small groups in math and reading based on DDI (Data Driven Instruction) Train additional staff in the implementation Reading Intervention (<i>Sunday Systems</i> as a short-term intervention, that provides daily, intensive, small-group instruction, which supplements classroom literacy teaching.) 	Academy Director and Director of Achievement	Principal Special teachers	8/13/2019 to 5/30/2020

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<ul style="list-style-type: none">• Develop an intervention block to be used in all grade levels for re-teach and enrichment/extension	Principal	All staff	8/13/2019 to 5/30/2020
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