CONTINUOUS IMPROVEMENT PLAN

2019 - 20

TABLE OF CONTENTS
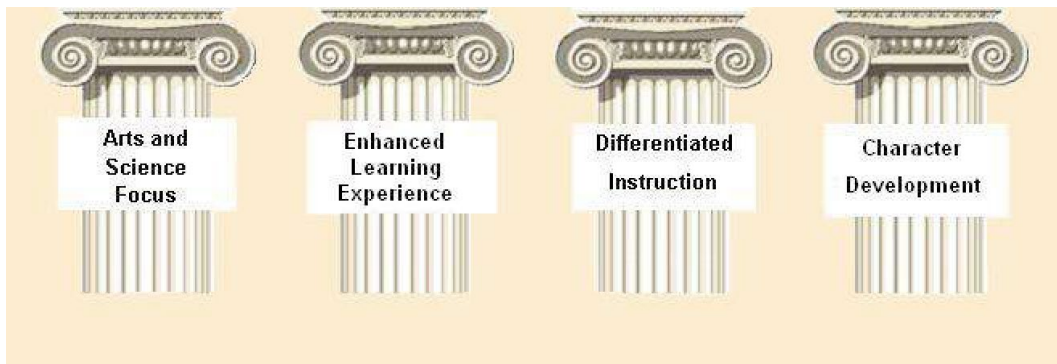
Mission, Vision and Pillars

Mission

DaVinci Academy of Arts and Science will awaken a passion for learning through an enriched and individualized approach to education. Students, parents and teachers will work together to ensure positive character development and build a strong foundation for higher education.

Vision

DaVinci Academy of Arts and Science will be known and respected for providing a dynamic educational experience in which students become lifelong learners with a sense of responsibility to society.

Pillars

DaVinci Academy has four pillars that provide focus and direction to achieving our charter: Arts and Science Focus, Enhanced Learning Experience, Differentiated Instruction and Character Development.

Development of a Continuous Improvement Plan

This Continuous Improvement Plan is the result of an extensive look at the following questions:

- Where are we now? How well is our school functioning? How well are our students performing?
- What do we believe about how we teach and how our students learn? Is this belief supportive of our mission and guiding principles?
- What are our goals? What do we want students to know, do and understand?
- Is our current program helping or hindering student achievement of those goals?
- How can we best support teachers in helping students to meet these goals?
- How will we know when we have succeeded?

In working to answer these questions, a plan for specific, intentional changes to instruction, curriculum and teacher training can help to serve as a road map that will lead to improved teacher effectiveness and student success.

Strategic Objectives

Academic

1. Continuous growth on STEP Literacy Assessment
   a. Increase in the percentage of students in Grades K – 3 who achieve at least one year's growth (two steps) during the course of the school year on the STEP Literacy Assessment
      i. 2018 – 19 percentage: 79%

2. Continuous progress in student achievement in reading and math as indicated by nationally-normed NWEA scores
   a. Increase the percentage of students in Grades 2 – 8 scoring above the national median on the Reading MAP
      i. 2018 – 19 percentage: 68%
   b. Increase in the percentage of students in Grades 2 – 8 scoring above the national median on the Math MAP
      i. 2018 – 19 percentage: 68%

3. Continuous growth in student achievement on Minnesota Comprehensive Assessment
   a. The percentage of students in grades 4 – 8 achieving high growth in reading on the MCA will exceed the percentage of students achieving low growth.
      i. 2018 – 19 percentage high growth: 28.5%
      ii. 2018 – 19 percentage low growth: 30.4%
   b. The percentage of students in grades 4 – 8 achieving high growth in math on the MCA will exceed the percentage of students achieving low growth.
      i. 2018 – 19 percentage high growth: 24.6%
      ii. 2018 – 19 percentage low growth: 31.8%

Professional Development

1. At least 100% of all staff employed for at least one academic year shall receive professional development each year, as demonstrated by school records.
   a. 2018 – 19 percentage: 100%

2. At least 80% of eligible teachers that met or exceeded expectations based on DaVinci Academy's professional standards including performance, participation and value added beyond the job description will be retained.
   a. 2018-19 percentage: 85% retained

3. Ensure the professional development needs of instructional staff are met by providing opportunities to participate in high quality professional development including:
   a. There will be a minimum of 15 professional development days built into the school calendar.
      i. PD days in 2018-19: 15
   b. 100% of instructional staff will participate in grade level PLC's with a minimum on one meeting each week.
      i. Teachers participating in PLC's in 2018-19: 100%

4. All staff will serve on at least one school-based committee.
   a. Percentage of teachers on committees on 2018-19: 62%

5. All new teachers will be assigned a mentor teacher as well as participate in weekly meetings with the instructional coach.
   a. Percentage of new teachers working with a mentor teacher in 2018-19: 100%

Culture and Community

1. *Each year, at least 80% of all parents returning the annual survey will indicate overall satisfaction with the school.*
    a. *2018-19 percentage: 96%*

2. *Each year, the school will maintain at least 95% student attendance rate.*
    a. *2018 – 19 percentage: 90%*

3. *Increase the percentage of students enrolled in after-school programs*
    a. *2018-19 percentage: 39%*

4. *Increase the involvement and engagement of the community in arts and science through residencies, presentations, field trips, school visits and community/school events.*
    a. *Number of events in 2018-19: 14*

Organizational Sustainability

1. *1.* Achieve a 25% fund balance over the next four years.
   - *a.* Fund balance at end of 2018-19: 22.2%

2. *2.* Increase the retention rate of K – 7 students
   - *a.* Retention rate in 2018-19: 93%

3. *3.* Manage increased student population and facility size to minimize disruption and ensure student safety.

School Improvement Strategies

Academic Improvement Strategies

In order to improve our academic performance, we have implemented the following strategies:

1. WIN (What I Need) time
   a. In grades 2 – 5, we have added a period of 30 minutes each day for all students to receive instruction in foundational skills in reading with which they may be struggling. Students are grouped on the basis of need and the support provided is very intentional. RTI teachers are involved in this period and are using the Fountas and Pinnell Leveled Literacy program in small groups. Students are assessed frequently to ensure they are in the receiving the correct support.
2. STEP Literacy Training
   a. As many of our teachers are new since the expansion, they have not had in-depth training in STEP. This year we moved to the digital platform for the program and have a trainer working with us throughout the school year, including three on-site visits.
3. Data Coach
   a. To continue and further the emphasis on data-driven instruction, we have hired a data coach to work with teachers on the data collection process and then utilizing that data to differentiate instruction.
4. MAP Skills
   a. We have instituted the MAP Skills program to assist teachers in progress monitoring skills in all reading and math standards.

Professional Development Improvement Strategies

1. *Instructional Coach*
   a. To assist teachers, especially new teachers, with classroom management and curriculum implementation, we have hired an instructional coach to work with K – 8. The instructional coach holds weekly meetings with all new teachers and is in classrooms throughout the school day helping to problem-solve and give feedback on instructional strategies.
2. *Professional Development Days*
   a. Prior to the start of the school year, we have three days of professional development with just new teachers and then one full week with all staff. During this time, we focus on the areas we feel will be most beneficial in not only starting the school year on a positive note, but also on topics that will provide a solid foundation to build upon.
   b. Throughout the school year, we have numerous days set aside for professional development. A great deal of time and planning goes into each of these days to ensure that we are offering training that is relevant and most beneficial to all staff.
3. *Mentor Teachers*
   a. Along with the instructional coach, each new teacher is assigned a mentor teacher. The mentor teacher is generally a veteran teacher who is in the same grade level or in the same department. The new teacher and mentor teacher have weekly meetings and the mentor teacher does some observations for feedback as well. The instructional coach works with the mentor teachers to make sure that everyone is working toward a common goal.

Culture and Community Improvement Strategies

1. Extracurricular activities
    a. To help boost the interest in extracurricular activities, we have reached out to the community to bring in some more specialized offerings, such as Working with Drones, Messy Science, Chess Club and Coding. Staff members also offer a wide variety of courses after school.
2. Intramural Sports
    a. We have added an intramural sports program to complement our competitive basketball program. Some of the intramural sports offered have included dodgeball, volleyball and soccer.
3. Residencies
    a. We are dedicated to bringing in more residencies in the arts and sciences throughout the school year. We have started to make connections with various organizations and look for grants that will help to make these residencies a possibility.

Organizational Sustainability Improvement Strategies

1. Sustainability Committee
    a. To best make use of the new facilities and ensure that we have a successful plan moving forward, we are putting together a committee to look at space availability though the growth phase. This committee will look at changes that need to be made from year to year to ensure sustainability and feasibility.
2. Strategic Planning
    a. Each month, the board, through the finance committee, stays apprised on the school budget and works to make strategic decisions around that budget. Each November, the Executive Director works with the board and the administrative team to make adjustments to the budget to ensure a positive fund balance at the end of the school year.