



Clark County School District

Innovations International Charter School of Nevada Secondary Campus

School Performance Plan: A Roadmap to Success

Innovations International Charter School of Nevada Secondary Campus has established its School Performance Plan for the school year. This plan was developed by the school's continuous improvement (CI) team and informed by a comprehensive needs assessment that included data analysis and meaningful engagement with the school community. It includes the school's goals and process developed during Act 1. The CI team will monitor implementation throughout the school year and evaluate and update the goals at the end of the year.

Principal: Dr. Connie L. Malin

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School Designations: ☒ Title I ☒ CSI (HS) ☐ TSI ☒ TSI/ATSI (MS)

Our SPP was last updated on 10/27/2022



School Demographics and Performance Information

In compliance with federal and state law, Nevada's K-12 Accountability Portal provides detailed information about each school's student and staff demographics and school performance rating, a star rating system based on the Nevada School Performance Framework (NSPF). You can find our School Rating report at http://nevadareportcard.nv.gov/DI/nv/clark/innovations_international_charter_school_of_nv/2022/nspf/ High School and http://nevadareportcard.nv.gov/DI/nv/clark/innovations_international_charter_school_of_nv/2022/nspf/md Middle School .

School Continuous Improvement (CI) Team

The Continuous Improvement Team is made up of a diverse group of school administrators, teachers, staff, caretakers, and students. This team meets regularly to develop, monitor, and continually respond to the school's teaching and learning needs.

Name	Role
<i>Dr. Connie L. Malin</i>	Principal(s) <i>(required)</i>
<i>Nick Didier</i>	Other School Leader(s)/Administrator(s) <i>(required)</i>
<i>Frank Mazurkiewicz, Frank Johnson, Diane Mills, Tim Vicario, Lori Johnson, Saffat Nasir</i>	Teacher(s) <i>(required)</i>
<i>Yudelyn Roman</i>	Paraprofessional(s) <i>(required)</i>
<i>Billy Weston</i>	Parent(s) <i>(required)</i>
<i>Ethan Weston</i>	Student(s) <i>(required for secondary schools)</i>



School Community Outreach

This section highlights our school's deliberate and strategic efforts to engage the broader school community in our continuous improvement efforts by keeping them informed on our progress and learning and eliciting their feedback and perspective.

Outreach Activity	Date	Lessons Learned from the School Community
Mandatory Parent Informational Meetings	July 2023	The SPP will be shared with the community. Lessons Learned will be updated at that time. The SPP will be shared with the community. Lessons learned will be updated at that time.
Parent Open House	July, 2023	



School Goals

The school goals were developed over a series of five events and included opportunities for teachers, parents, and students to share their experience and ideas for improvement. The tables on the following pages capture key aspects of the process the CI team engaged in during the creation of this plan.

NRS 388.408, Section 1 requires principals of public schools which demonstrate low academic achievement of English learner (EL) pupils to establish a corrective action plan (CAP).

AB 219 (a): Root causes of the low levels of achievement among English learners:

AB 219 (b): Plans to address the EL root causes:

AB 219 (c): Attainable quantitative goals and timeline for English learners:

AB 219 (d): Specific actions to improve the achievement of English learners (including monitoring of those actions and persons responsible):

AB 219 (e): Plans to provide professional development designed to address the needs of English learners:

Inquiry Area 1 - Student Success

Part A

Student Success			
	Student Performance	Social and Emotional Learning	Access to Rigorous Texts and Tasks
Data Reviewed	CRT Group Summary Report ACT Report	Annual Climate Survey	Classroom Observations Aligned to Nevada Academic Content Standards
	Areas of Strength: Students want to do well when working hands-on with teachers		
	Areas for Growth: Student attendance in school, student engagement in the classroom, student testing taking skills		
Problem Statement	<p>Student data reported through the NSPF shows that the percent of proficient students in 2021-2022 was 5.6% in math, 25.3% in ELA, and 10% in science. There are achievement gaps between the IEP student group and the All students group of >1.8 points in math and 14.2 points in ELA.</p> <p>Data show that 28.1% of English Learner (current plus former) students were proficient in ELA, while 68.0% of White/Caucasian students were proficient on the 2021-2022 SBAC ELA assessment. There is a 39.9% difference between these student groups scoring proficient in ELA.</p>		



<p>Critical Root Causes</p>	<p>The following are critical root causes noted by Innovations for lack of student success</p> <ul style="list-style-type: none"> ● Lack of depth in the curriculum to give adequate differentiated instructional practices to meet student needs ● Student absenteeism as well as tardiness ● Inconsistency in student, staff, and family accountability prioritizing student learning ● Student lack of motivation to advocate needs and seek extra assistance when needed <p>AB 219 (a): Root causes of the low levels of achievement among English learners: Data show that the English Learner had a 28.1% proficiency rate in ELA as measured by the 2021-2022 SBAC exams. The inconsistent use of language based supports during instruction caused a lower proficiency rate for students in the areas of reading, writing and speaking.</p>
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Part B

Student Success	
<p>School Goal: By the next state mathematics, ELA, and science examinations, Innovations will reduce the performance gap between IEP and non-IEP students by 5% as measured by CRT and ACT scores for grades 6-11.</p> <p>AB 219 (c): Attainable quantitative goals and timeline for English learners: By the next state mathematics, ELA, and Science examinations, Innovations will reduce the performance gap between ELL and non-ELL students by 4% as measured by CRT and ACT scores for grades 6-11.</p>	<p>Aligned to Nevada's STIP Goal: Goal: Nevada's Statewide Plan for Improvement of Pupils goal #3 notes, "All students experience continued academic growth." Innovation's School Goal aligns with this Goal #3.</p>
<p>Improvement Strategy:</p> <p>(1) Innovations will hire a social worker as a flexible team member to support instructional and educational practices while providing mental health services needed to ensure student safety and achievement.</p> <p>(2) Innovations International Charter School will hire one (1) Instructional Coach and one (1) Academic Interventionist to enhance content related instructional programs that support at-risk learners in the school who have been affected by unfinished learning to provide small group or one-on-one instruction for literacy and mathematics supplemental instruction to support learners identified as students in the 40th percentile or lower as measured by MAP testing.</p> <p>AB 219 (b): Plans to address the EL root causes: Innovations will utilize the social worker to support Tier I instruction while assisting with resources and testing skills for students needing language support.. The social worker will partner with the counselor and content level teachers to work with the social, emotional, and academic gaps that have affected their learning and retention of knowledge skills while providing resources and assistance to families as well.</p> <p>Evidence Level (1-Strong; 2-Moderate; 3-Promising; 4-Demonstrates a Rationale): <i>Mental health and wraparound supports - level 4; Academic</i></p>	



interventions - level 3; Exact Path - level 2; MAP Growth Assessments - level (3)

Intended Outcomes: *The following are intended outcomes.*

- *Students will develop skills to become more confident learners*
- *Families and Innovations' staff members will become more engaged with continued community support services*
- *Students will develop a sense of empowerment to advocate their needs while becoming more engaged in looking at the data concerning their academic achievement*
- *Students will increase understanding and mastery of fluency and comprehension for gaining and retaining reading content skills*
- *Students will increase understanding and mastery of application and computation for gaining and retaining mathematic skills*
- *Students will gain more confidence as learners while modeling what has been learned*
- *Students will utilize skills learned in reading and mathematics to pragmatically solve problems using real world problem solving*

Action Steps:

- *Advertise, interview, and hire a school social worker*
- *Utilize the services of the social worker to assist with the social-emotional and mental well-being of students, staff, and families*
- *Utilize the services of the social worker to help with instructional and educational practices at all grade levels through professional development opportunities*
- *Work with students on learning plans discussing futures after high school*
- *The social worker will provide small-group instructional support to students identified as at-risk for behavior problems that interfere with academic success as observed by classroom teachers and brought forward as students who need Tier II support through an RTI plan to achieve social and academic growth*
- *The Instructional Coach and Academic Interventionist will provide Tier II intervention for students who score below the 40th percentile on MAP assessments in ELA and mathematics*
- *Lessen gaps created and noted yearly in MAP testing*

Resources Needed:

- *Grant award given from SB495 to be used for staffing and computer software*
- *Hiring of school social worker, Instructional Coach, and Academic Interventionist*
- *Scheduling times for the above named personnel to work with all stakeholders, analyze data, and provide instruction and mentorships for students, families, and staff*
- *Literacy and mathematics supplemental materials*
- *Space for the Instructional Coach and Academic Interventionist to work*

Challenges to Tackle:

- *Challenge Identified: Lack of consistent student motivation to be an engaged learner*
- *Potential Solution: Implement a schoolwide climate/culture program to recognize and support students and families using a quarterly*



academic recognition assembly to celebrate student achievement

- *Challenge Identified: Student absenteeism*
- *Potential Solution: Form an attendance committee to monitor absenteeism and to send notification home weekly to inform parents of the number of absences students have. Offer incentives to student with perfect attendance or to those who have a 20% improvement in attendance from the previous month*

Equity Supports. What, specifically, will we do to support the following student groups around this goal?

English Learners: **AB 219 (d): Specific actions to improve the achievement of English learners.** Academic vocabulary, modeling and mentoring standards mastery, working with families on mental health issues related to family security, communication methods, basic needs, and student motivation will be actions worked on by Innovations staff. Included in this staff are the EL Department, content area teachers, the counselor, and the school social worker. Academic progress will be monitored through the use of progress reports, report cards, summative and formative assessments, and student work samples in the content areas. Support services utilizing the counselor and the school social worker will be monitored through observation, student and family interviews, and questionnaires/surveys as needed. See additional information in the Addendum for CSI, TSI, and TSI/ATSI schools. See additional information in the Addendum for CSI, TSI, and TSI/ATSI schools.

AB 219 (e): Plans to provide professional development designed to address the needs of English learners: On site professional learning was provided to staff members on strategies and instructional practices in 2022 by the ELL Division staff. Further planned professional development by the ELL Department will be held in February 2023. In addition, the school will provide professional learning sessions which focus on the implementation of specific discourse structures that were introduced in the previous year's professional learning.

English Learners:

- The Academic Interventionist will implement small group intensive instruction using grade level content area texts and RIGGS to connect language acquisition with literacy through daily instruction in phonics, fluency, vocabulary, reading comprehension, listening skills, and speaking skills to increase literacy mastery.
- Title III funding will provide small group instructional assistance to support students in writing skills to assist in formulating well developed responses to performance based skills.

Foster/Homeless:

- The school counselor and social worker will implement wrap-around services to increase student attendance
- The Title I HOPE advocate and social worker will coordinate ongoing services and support while monitoring students' attendance, academic, and social/emotional progress.

Free and Reduced Lunch:

- Licensed and support staff will provide before and after school tutoring for students in the areas of literacy and mathematics
- Title I funding will be used to provide in-school tutoring for at-risk students who are scoring in the bottom 40th percentiles as noted by



their testing results from the MAPs tests given quarterly

Migrant: NA

Racial/Ethnic Minorities:

- Utilize a language learner specialist to provide tiered interventions and acceleration for students
- Utilize an Instructional Coach to provide and model research based instructional methods and support for the teachers, family members, and students

Students with IEPs:

- Co-teaching opportunities are to be provided in the least restrictive environment to ensure students receive grade level instruction with accommodations and modifications identified and individualized on student Individual Education Plans
- Special education staff will participate in grade level PLC meetings to analyze data, instructional strategies and supports, determine students' needs, and plan effective instruction and support services



Inquiry Area 2 - Adult Learning Culture

Part A

Adult Learning Culture			
	Instructional Practice	Instructional Leadership	Systems and Structures that Support Continuous Improvement
Data Reviewed	<i>Collection and Analysis of Student Data</i>	<i>Professional Learning Community Data</i>	<i>Weekly PLC Meeting Discussions and Action Items</i>
	<i>Areas of Strength: Teachers are able to communicate and share their concerns and knowledge gained in the PLC team meetings</i>		
	<i>Areas for Growth: Collaboration, analysis and representation of summative test data</i>		
Problem Statement	<i>The systems and structures currently used for formative data collection, analysis, and use of data to inform instruction is not an adequate predictor of student growth on a consistent basis across multiple grade levels measuring student achievement of grade aligned content standards. Data presented from current formative assessments develop learning paths for students, but the learning paths do not coincide with necessary data in preparation for state-wide assessments.</i>		
Critical Root Causes	<i>The following are critical root causes noted by Innovations as inhibitors of systems in place to meet, analyze, and collaborate on student data.</i> <ul style="list-style-type: none"> <i>Incomplete understanding of data collected to guide instructional practices</i> <i>Formative assessments are not true indicators of standards mastery as students learn how to manipulate the instructional technology with little effort put forth to show what they do/do not learn</i> <i>Comfort and proficiency level of data motivated staff to assist in training teachers on data collection and analysis</i> 		

Part B

Adult Learning Culture	
School Goal: <i>By the end of the school year, nine (9) monthly Impact Team Meetings will be held to provide grade level / content level leaders who will work with their teams on school-wide formative assessments to understand the achievement level of students in grades 6-12.</i>	STIP Connection: <i>Nevada's Statewide Plan for Improvement of Pupils goal #2 notes, "All students have access to effective educators". Innovations' school goal aligns with this goal #2.</i>



Improvement Strategy: *Innovations will form an Impact Team from the Professional Learning Community. Teams to look at various forms of formative and summative data to share with the school's learning community to minimize learning gaps that prohibit students from achieving high levels of standards mastery and academic success.*

Evidence Level (1-Strong; 2-Moderate; 3-Promising; 4-Demonstrates a Rationale): *Analyze data in PLCs - level 2*

Intended Outcomes: *The following are intended outcomes.*

- *Staff members will have the opportunity to discuss grade level and content level standards mastery with an 80% mastery of analysis of data to drive instruction*
- *Staff members will have the opportunity to determine if a systems change is needed to better align formative assessments with yearly summative assessments and expectations for standards mastery and for mastery of skills needed to close the gap on ACT proficiencies*
- *Impact Team leaders will share data analysis with content and grade level teachers to note the gaps and inefficiencies present throughout the school in order to put newer processes in place as needed*

Action Steps:

- *Select Impact Team Members*
- *Hold weekly meetings during PLC times and in a separate meeting to discuss systems and data*
- *Empower teachers through the Impact Team Members to hold candid discussions for school improvement*
- *Share the data school-wide and determine what the next steps are to transforming data to school-wide achievement*

Resources Needed:

- *Incentives / stipends for Impact Team Members*
- *Prepared master schedules to allocate meeting times*
- *Feedback from staff*

Challenges to Tackle:

- *Challenge Identified: Inconsistent use of in-depth data collection, analysis of data, and use of data to drive instructional change*
- *Potential Solution: Master schedule PLC meetings once weekly to look at data collection, analysis, and use of data to drive instructional change using MAPs assessments and Achieve 3000 data*
- *Challenge Identified: Proper communication of results*
- *Potential Solution: Use the Instructional Coach, Academic Interventionist, Impact Team Leaders, and Administration to model and instigate academic conversations of student growth or lack thereof using the RTI 3 Tiered Approach to track student achievement with the teachers in the classrooms*

Equity Supports. *What, specifically, will we do to support the following student groups around this goal?*



English Learners:

- The Academic Interventionist will implement small group intensive instruction using grade level content area texts and RIGGS to connect language acquisition with literacy through daily instruction in phonics, fluency, vocabulary, reading comprehension, listening skills, and speaking skills to increase literacy mastery.
- Title III funding will provide small group instructional assistance to support students in writing skills to assist in formulating well developed responses to performance based skills.

Foster/Homeless:

- The school counselor and social worker will implement wrap-around services to increase student attendance
- The Title I HOPE advocate and social worker will coordinate ongoing services and support while monitoring students' attendance, academic, and social/emotional progress.

Free and Reduced Lunch:

- Licensed and support staff will provide before and after school tutoring for students in the areas of literacy and mathematics
- Title I funding will be used to provide in-school tutoring for at-risk students who are scoring in the bottom 40th percentiles as noted by their testing results from the MAPs tests given quarterly

Migrant: NA

Racial/Ethnic Minorities:

- Utilize a language learner specialist to provide tiered interventions and acceleration for students
- Utilize an Instructional Coach to provide and model research based instructional methods and support for the teachers, family members, and students

Students with IEPs:

- Co-teaching opportunities are to be provided in the least restrictive environment to ensure students receive grade level instruction with accommodations and modifications identified and individualized on student Individual Education Plans
- Special education staff will participate in grade level PLC meetings to analyze data, instructional strategies and supports, determine students' needs, and plan effective instruction and support services



Inquiry Area 3 - Connectedness

Part A

Connectedness			
	Student	Staff	Family & Community Engagement
Data Reviewed	Observations of Student Participation in Family Engagement Events	Observation of Staff Participants in Family Engagement Events	Observation of Family Participation in Family Engagement Events
	Areas of Strength: Parent interaction with other parents and school staff are continued strengths		
	Areas for Growth: Finding multiple times for parents to participate to accommodate work schedules		
Problem Statement	The quantity of parents involved in Innovations' family events is inconsistent, thus not engaging on a regular basis a full buy-in on the part of the families to academically learn, experience, and share in content skills needed by grade levels for student academic achievement		
Critical Root Causes	<p>The following are critical root causes noted by Innovations for the inconsistency of parent engagement in events hosted for families by the school.</p> <ul style="list-style-type: none"> • Second language families have difficulty understanding concepts if there are few or no translators available • Lack of motivation on the part of students to ensure their parents are informed of the family events • Parents may need multiple methods of being informed of the family events • Parents working multiple jobs are unable to attend as they hours of the events may not be conducive to their work schedules 		

Part B

Connectedness	
School Goal: The number of family members attending the Parent and Family Engagement evenings will increase by 15 people each month as measured by sign-in sheets.	STIP Connection: Nevada's Statewide Plan for Improvement of Pupils goal #6 notes, "All students and adults learn and work together in safe environments where identities and relationships are valued and celebrated:. Innovations' School Goal aligns with this goal #6.
Improvement Strategy: Innovations will utilize multiple methods for informing families of engagement events showing a more exciting and positive experience while providing for a hybrid approach to the event allowing for in-person and synchronous presentations of the skills to be	



covered.

Evidence Level (1-Strong; 2-Moderate; 3-Promising; 4-Demonstrates a Rationale): *Creating a positive school climate and culture - level 3*

Intended Outcomes: *The following are intended outcomes.*

- *Engaged learners and families*
- *Confident learners*
- *Relationship building between the homes and school*
- *Student academic achievement*
- *Increased family participation in family engagement events*

Action Steps: *The following are action steps.*

- *Survey families to see what times, days, and types of events they would like to see*
- *Utilize monthly and/or quarterly Parent and Family Engagement Events for effective home-school partnerships that will support and impact student learning*
- *Schedule family events at a variety of times*
- *Make the engagement events more welcoming and interesting for families showcasing student accomplishments*
- *Conduct a family needs assessment*
- *Offer classroom incentives for students who attend with their families*
- *Make media presentation of the events*
- *Interview students, staff, and families to get feedback for the events*
- *Focus communication with families on a positive note to build trust and cooperation between the homes and the school*
- *Include communication to parents with a focus on information regarding student academic standards assessment and learning that parents can use to assist their children in the home*

Resources Needed: *The following are needed resources.*

- *ESSR II money*
- *Extra duty pay for staff*
- *Materials, supplies, and learning kits for families*
- *Child care for families with small children so parents and school-aged children can participate without distractions*
- *Media coverage for the school's website of events held*
- *Transportation to family field trip events as needed*

Challenges to Tackle: *The following are challenges to tackle.*

- *Challenge Identified: Student and family participation and interest in attending family engagement activities*
- *Potential solution: Multiple forms of communicating events and family/student incentives for attending the family engagement activities*



- *Challenge Identified: Collecting and collating the needs survey completed by the parents to schedule topics of interest for family engagement activities*
- *Potential solution: Multiple ways for survey administration and submission and use of PLC and faculty meetings/professional development sessions to collate data received through the needs survey to families*

Equity Supports. What, specifically, will we do to support the following student groups around this goal?

English Learners:

- The Academic Interventionist, Instructional Coach, Administration, EL Department, and staff will implement parent engagement evenings minimally one per quarter to help parents see what their children are learning and to interact with instructional staff on literacy development and homework assistance.
- Information sent home to families will be written in English and Spanish in order to ensure all family members are included members of the school's culture and are aware of family events taking place.
- An interpreter will be made available for families who have English as a second language needs

Foster/Homeless:

- The school counselor and social worker will implement wrap-around services to increase student attendance while working with families on the importance of regular school attendance
- The Title I HOPE advocate and social worker will coordinate ongoing services and support while monitoring students' attendance, academic, and social/emotional progress.
- The social worker and school counselor will work to find community services for families seeking mental health services for children and family members

Free and Reduced Lunch:

- Licensed and support staff will provide before and after school tutoring for students in the areas of literacy and mathematics
- Title I funding will be used to provide in-school tutoring for at-risk students who are scoring in the bottom 40th percentiles as noted by their testing results from the MAPs tests given quarterly
- School staff will keep parents informed of their children's progress through the use of media, phone calls, written information sent home, postings on the school's website, parent-teacher conferences, Class Dojo, and through in-person conferencing as scheduled

Migrant: NA

Racial/Ethnic Minorities:



- Utilize a language learner specialist to provide tiered interventions and acceleration for students
- Utilize an Instructional Coach to provide and model research based instructional methods and support for the teachers, family members, and students

Students with IEPs:

- Co-teaching opportunities are to be provided in the least restrictive environment to ensure students receive grade level instruction with accommodations and modifications identified and individualized on student Individual Education Plans
- Special education staff will establish a minimum of quarterly conference opportunities with parents in order to ensure that parents may ask questions and receive current progress reports

COORDINATION OF FUNDS TO SUPPORT THE PLAN WITH OTHER PROGRAMS

Funding Source	Amount Received for Current School Year	Purpose(s) for which funds are used	Applicable Goal(s)
AB 495 Grant	\$454,114.80	Social Worker	By the next state mathematics, ELA, Science examinations, and ACT test, Innovations will reduce the performance gap between the IEP and non-IEP students by 4
AB 495 Grant	\$454,114.80	Instructional Coach Academic Strategist	<i>By the next state mathematics, ELA, and Science examinations, Innovations will Increase the percent of all students who are proficient by 5% and reduce the performance gap between IEP and non-IEP students by 5% as measured by CRT scores for grades 6-811.</i>
Title I	\$181,260.00	<i>Extended Learning Programs Tutoring</i>	<i>By the next state mathematics, ELA, and Science examinations, Innovations will Increase the percent of all students who are proficient by 5% and reduce the performance gap between IEP and non-IEP students by 5% as measured by CRT scores for grades 6-11.</i>



<i>Title III</i>	<i>\$4,620.00</i>	<i>Tutoring for ELL Students</i>	<i>By the next state mathematics, ELA, and Science examinations, Innovations will Increase the percent of all students who are proficient by 5% and reduce the performance gap between IEP and non-IEP students by 5% as measured by CRT scores for grades 6-11.</i>
<i>ESSR III</i>	<i>\$1,357,773.62</i>	<i>Laptops Curriculum Paraprofessionals Interactive technology Extended Learning Family Engagement</i>	<i>By the next state mathematics, ELA, and Science examinations, Innovations will Increase the percent of all students who are proficient by 5% and reduce the performance gap between IEP and non-IEP students by 5% as measured by CRT scores for grades 3-5.</i> <i>By the end of the school year, nine (9) monthly Impact Team Meetings will be held to provide grade level / content level leaders who will work with their teams on school-wide formative assessments to understand the achievement level of students at each grade level K-5. The number of family members attending the Parent and Family Engagement evenings will increase by 15 people each month as measured by sign-in sheets.</i>