Forsyth County Schools

A safe, connected, and thriving community for all

Alliance Academy for Innovation

2023-2024

School Improvement Plan

Principal: Karl Mercer

School Mission/Vision Statement(s):

- **Vision:** Empowering students to connect the learning of today with the careers of tomorrow.
- **Mission:** Providing unique and innovative pathways for students to own their future in college, career, and life.

School Belief Statements:

- Responsible, respectful, and resourceful actions shape productive citizens.
- Cross-curricular collaboration provides innovative learning experiences.
- Positive relationships create meaningful connections and a sense of belonging.
- Family and community partnerships are critical to continuous improvement.

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FCS Goal Area: Social & Emotional Health

FCS Performance Objective C: Promote respect, wellness, and balance for staff and students.

Major Focus: Establish healthy and positive connections among students and staff by promoting The Avenger Way.
Performance Measures:

- Planning and training for implementation of PBIS

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Develop and implement student and staff schedules that allow for balance (preplanning, lunch, A/B schedule, recess). • Embed The Avenger Way into our behavior expectations and recognitions for students and staff (Amazing Avengers).	• Start the process of developing The Avenger Way into a recognized PBIS program. • Embed The Avenger Way into our behavior expectations and recognitions for students and staff (Amazing Avengers).

Performance Measures: Year-End Results

2022-2023 (Baseline):

- Plan for implementation of PBIS (The Avenger Way)

2023-2024:

- Planned and trained staff for implementation of PBIS, administered the PBIS perception survey, and developed a behavior expectations matrix.

Reflection on Results:

The Avenger Way is our PBIS framework at Alliance Academy for Innovation. This year we worked towards planning and training for implementation of PBIS. We formed a PBIS committee comprised of staff members from various departments. This committee went through all the necessary training with Metro RESA during the school year. We surveyed the staff and students for baseline data, developed a behavior expectation matrix, and planned for school-wide implementation. We continued to enhance The Avenger Way with daily student and staff shoutouts on the morning announcements, installed recognition boards in the main hallway, and celebrated our faculty and students of the month (Amazing Avengers). This year we look forward to our first year as a Tier One PBIS School and continuing to embed the Avenger Way in our daily practices.

We continued to implement a variety of actions that promote wellness and balance for our school community. Schedules were created that allowed students time for remediation, tutoring, and self-reflection during the school day (MARVEL). We maximized staff planning time throughout the year (preplanning schedule, power planning days, and professional learning time) and found ways to remove extra duties. We will continue to adjust our practices in response to feedback from the staff.

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FCS Goal Area: Climate, Culture, & Community

FCS Performance Objective B: Work collaboratively with all people to promote inclusivity, school pride, and belonging.

Major Focus: Intentionally create a positive school environment where every staff member and student feels known and valued.

Performance Measures:

- Obtain a 5-Star Climate Rating as Measured by CCRPI
- Analyze Georgia Student Health Survey (GSHS) results

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Plan and host regular events promoting connection between staff, students, and families. • Use social media to promote positive relationships and community connections. • Work with FCS Community Engagement department to develop and implement professional learning focused on awareness of the many cultures represented in our school.	• Plan and host regular events promoting connection between staff, students, and families. • Use social media to promote positive relationships and community connections. • Work with FCS Community Engagement department to develop and implement professional learning focused on awareness of the many cultures represented in our school.

Performance Measures: Year-End Results

(Include sub-group data where applicable)

2022-2023 (Baseline):

- N/A – State Not Reporting CCRPI Climate Star Rating
- FCS did not administer GSHS

2023-2024:

- Waiting on 2024 CCRPI results to be released
- 87.49% overall positive responses on the GSHS

Reflection on Results:

Strong relationships continue to be the foundation of our daily work. As a staff, our celebration team planned multiple events that promoted fellowship and supported our work. We hosted events with our colleagues at ACE to foster a stronger relationship between our communities. Our positive presence on social media is an important part of how we communicate and connect with the community at large. Alliance students attend schoolwide events that build a sense of connection and have opportunities to provide feedback and participate in the decision-making processes at our school. Some examples include serving on LSC and PTSO, SGA, Principal's Council, Superintendent's Council and student focus groups. We connected with Alliance families through Coffee with Counselors, Information Nights, grade level parent meetings and LSC and PTSO. Our staff participated in professional learning to improve our understanding of the many cultures that make up our community and continue to work towards best practices to ensure that all our students and staff are Safe, Connected, and Thriving in the Alliance community.

We anticipate receiving a 5-star climate rating when CCRPI is released. Our overall positive rating of 87.49% on the Student Health Survey indicates we are progressing towards meeting this goal. We would like to highlight the following areas where our results exceeded 90% in positive responses and impacted the Learner Experience at Alliance Academy:

- Peer to peer interactions
- Clean, safe, and organized learning environment
- High standards for achievement

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student achievement

Major Focus: Utilize the PLC model to increase student achievement.

Performance Measures:

- Increase the percentage of students performing at Proficient or above as measured by Content Mastery in CCRPI.
- 100% of Content Teams complete the focused action form at least once per month.
- Maintain 100% graduation rate.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Monitor student achievement through Content Teams. • Increase teacher efficacy through our content and Connections Teams and sharing best practices during professional learning to improve student achievement. • Provide daily opportunities for tutoring, reassessing, recovery, and remediation through MARVEL Academy. • Monitor and provide feedback to Content Teams as they complete the focused action form.	• Monitor student achievement through Content Teams. • Increase teacher efficacy through our content and Connections Teams and sharing best practices during professional learning to improve student achievement. • Provide daily opportunities for tutoring, reassessing, recovery, and remediation through MARVEL Academy. • Monitor and provide feedback to Content Teams as they complete the focused action form.

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

	2023				2024			
	Amer Lit	Algebra	Biology	US History	Amer Lit	Algebra	Biology	US History
Asian / Pacific	91.18%	95.71%	95.85%	96.13%	CCRPI Content Mastery results will be released later this year			
Hispanic	72.41%	76.66%	69.69%	68.18%				
White	75.42%	87.25%	84.77%	86.51%				
ED	57.14%	81.47%	75.86%	40.00%				
SWD	31.25%	75.00%	70.00%	60.00%				
All Students	**80.39%**	**91.23%**	**89.72%**	**90.11%**				

2023-2024:

- 2024 Graduation Rate will be release in October, 9% of Content Teams completed the focused action form

Reflection on Results:

The PLC process is the backbone of our instructional planning. Every Wednesday afternoon during the school year, our staff either meets in their Content Teams, Cross-Curricular Teams, or for school-wide professional learning. Content Teams are required to record their meeting minutes in a Google Form. Although our Content Teams met weekly, we did not meet our goal of 100% of Content Teams completing the focused action form at least once per month. There were opportunities for staff to share best practices through the weekly staff newsletter and professional learning meetings. At our weekly admin meetings, we reviewed the number of students failing one or more courses. We used this data to create an action plan for remediation and recovery approaches to best address student needs (MARVEL Academy, daily MARVEL time, student conferences, and individualized course success plans). We anticipate an overall increase in the percentage of students performing at proficient or above in Content Mastery when CCRPI is released. In reviewing our 2024 EOC scores, the percent of students that scored at proficient or above increased in American Literature, Biology and US History. We saw an increase in students that scored at the Distinguished Level on American Literature and US History. In Biology, we saw a reduction of 4.6% of students scoring at the Distinguished Level and slight decrease of 0.65% in students scoring at Developing and above. We plan to address this area of need through the Content Team process and professional learning. We anticipate having a 2024 Graduation Rate of 100%.

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FCS Goal Area: The Learner Experience

FCS Performance Objective A: Increase student growth

Major Focus: Prepare our students for college and career through exposure to multiple pathways.

Performance Measures:

- Increase the percentage of graduates completing 2 or more pathways.
- 100% of Connections Teams complete the connections reflection form each semester.

Action Steps

Semester #1 Action Steps	Semester #2 Action Steps
• Utilize community and business partnerships to make career connections through the development of an AAI Advisory board. • Host parent and student informational meetings. • Create opportunities for students to learn about available pathways. • Facilitate cross-curricular collaboration to better prepare students for college and career. • Monitor and provide feedback to Connections Teams as they complete the connections reflection form.	• Utilize community and business partnerships to make career connections through the development of an AAI Advisory board. • Host parent and student informational meetings. • Create opportunities for students to learn about available pathways. • Facilitate cross-curricular collaboration to better prepare students for college and career. • Monitor and provide feedback to Connections Teams as they complete the connections reflection form.

Performance Measures: Year-End Results

(Include data for the school and each sub-group)

	2023		2024	
	Total	Percent	Total	Percent
Black	4	66.7%	3	50.0%
Hispanic	3	16.7%	11	40.7%
Multi Racial	3	37.5%	2	66.7%
Asian / Pacific	27	29.3%	58	59.2%
White	58	43.3%	55	47.0%
SWD	12	52.2%	6	40.0%
All Students	**95**	**36.8%**	**130**	**51.4%**

- 44% of Connections Teams completed the connections reflection form each semester.

Reflection on Results:

Our vision is to empower students to connect the learning of today with the careers of tomorrow. This idea drives our work every day. Our focus on the above action steps has resulted in an exceptional increase of 14.6% of students completing at least two CTAE pathways before graduation. Although our Connections Teams met monthly and delivered cross-curricular lessons, we did not meet our goal of 100% of teams completing the reflection form. During the 2023-24 school year, we formed a school Advisory Board that consists of staff, students, and community business partners. This Advisory Board is planning activities and events to enhance cross-curricular connections and work to develop and promote partnerships between the school and business community. This group will be instrumental in the success of our future work. We encourage our students to explore and learn about all the CTAE pathway opportunities Alliance Academy offers through Experience Alliance, the Elective Fair, and our classroom guidance meetings. Next year we plan to refine the process of providing feedback to our Connections Teams. Additionally, we look forward to implementing full day cross-curricular activities for our students (Shield Days).