



Successful School Improvement Plan

School Information:

School Name: Alternative Learning Secondary Schools

Plan Year: 2024-2025

City/Village: Fairbanks

Zip Code: 99701

Phone Number: 907-452-2000

Principal: Laurie Beam

Contact Information: laurie.beam@k12northstar.org

District: Fairbanks North Star Borough School District

Superintendent: Dr. Luke Meinert

District Liaison: Jennifer Randall **Phone:** 907-452-2000 X11439

Email: jennifer.randall@k12northstar.org

ESSA Designation: CSI Graduation Rate

TSI Subgroup(s) (if applicable): N/A

School Mission: N/A several programs across the district create this category

School Vision: N/A several programs across the district create this category

School Plan: School plans are built from the 4 Big Conclusions surmised through the program, profile, and practice reviews. This is a 3-year plan based on data collected through the reviews and created in collaboration with school and community members (SCLT).



Goals & Strategies

Goal #1: Increase effectiveness of alternative education educational structures.

Measures: Number of students who are on track to graduate

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Students who graduate	Graduation Rates	32.7%	35%	37%	39%
Students completing courses	Credit Accrual				

Strategy 1.1

Increase staff understanding and capacity for interventions related to barriers to course completion.

Measures: Staff participation in Professional Development

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Select most appropriate, targeted professional conferences for staff to attend.	Travel Records Sign-In Sheets	Limited PD opportunities specific to Alternative Learning	20% of staff	20% of staff	20% of staff



Goal #2: Increase graduation rates for ALS Program students.

Measures: Number of students who graduate

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Students who graduate	ALS student graduation rates.	32.7%	35%	37%	39%

Strategy 2.1

Incorporate formative assessment practices into instruction across all ALS programs.

Measures: Teachers demonstrate understanding and implementation of formative assessments.

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Teachers regularly use formative assessments.	Classroom Observations	Has not been observed	20% of staff	50% of staff	90% of staff

Strategy 2.2

Ensure student accommodation needs are intentionally planned for and supported.

Measures: Teachers demonstrate understanding of and support for student accommodations.

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Teachers regularly review student accommodation needs.	PLC Notes IEP Meeting Notes	Has not been documented.	20% of staff	50% of staff	90% of staff
Teachers regularly incorporate accommodations into daily lessons.	Lesson Plans Classroom Observations	Has not been documented.	20% of staff	50% of staff	90% of staff



Strategy 2.3

Staff understand ALS students’ historical, cultural, and societal contexts; embrace student assets through instruction; and foster relationships with students and families.

Measures: Teachers demonstrate understanding of and support for students’ cultural contexts.

Indicator(s)	Data Source	Baseline	Target Yr 1	Target Yr 2	Target Yr 3
Teachers incorporate students’ cultural considerations and perspectives in instruction.	Lesson Plans Classroom Observations	Has not been observed	20% of staff	50% of staff	90% of staff
Teachers communicate with individual students and/or families at least quarterly.	ParentSquare data reports	Has not been observed	20% of staff	50% of staff	90% of staff



Year 1 Milestones and Actions

YEAR 1 Milestone 1: Increase Grad Rate to 35%.

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
ALS teachers attend the National Alternative Education Association Conference in Tampa, FL	Teachers and staff will increase understanding of the current best practices including: Restorative Justice, SEL targeted to struggling students, and trauma-informed practices.	Oct 16-18, 2023	\$14,275.00	Laurie Beam	ALS Teachers
Teachers will debrief with the director after the conference.	Connect the learning from the conference to next steps for teachers for supporting students in the ALS setting.	Oct - Dec 2023	n/a	Laurie Beam	ALS Teachers
Create a Google Form to capture conference learning and determine next steps	Use Google form to revisit learning highlights throughout the year.	Oct, 2023-May 2024	n/a	Laurie Beam	ALS Teachers



YEAR 1 Milestone 2: Increase ALS staff staff’s professional learning.

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
<p>Five teachers attend the Science of Reading Symposium in Anchorage 2/24 Rev UPDATE Remove SoR Travel/Conference due to scheduling.</p>	<p>Increased understanding of the Science of Reading</p> <p>Support for struggling secondary readers</p> <p>Teachers debrief with the director after the conference, focusing on connecting learning from the conference to next steps for teachers for supporting students in the ALS settings.</p>	<p>N/A Canceled attending SoR due to scheduling overlap.</p>	<p>\$8,400.00</p>	<p>Laurie Beam</p>	<p>ALS Staff</p>
<p>2/24 Rev UPDATE 3 staff travel to the School Climate & Anti Bullying Conference in Atlantic City, NJ</p>	<p>Teachers will increase understanding of the current best practices including: Restorative Justice, SEL targeted to struggling students, and trauma-informed practices and anti-bullying strategies to help staff, support students as they transition from ALS programs to other learning environments.</p> <p>Teachers will debrief with the director after the conference, focusing on connecting learning from the conference to next steps for teachers for supporting students in the ALS settings.</p> <p>Use a Google Form or other collaborative method determined by the director to capture conference learning and determine next steps.</p>	<p>May 21-22 2024</p>	<p>\$7,520.00</p>	<p>Laurie Beam</p>	<p>ALS Staff</p>



Year 2 Milestones and Actions

YEAR 2

Milestone 1: Increase graduation rate to 37%.

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
ALS staff attends two (2) Conferences: the National Alternative Education Association (NAEA) Conference in Tuscan, AZ and School Climate & Anti-Bullying Conference, Atlantic City, NJ.	Increased understanding of the current best practices including: Restorative Justice, SEL targeted to struggling students, trauma-informed practices and anti-bullying strategies.	Oct. 7-9, 2024 & May, 2025-TBD	\$20,617.00	Laurie Beam	ALS Staff
ALS staff debriefs with the director after the NAEA and Anti-Bullying Conferences.	Connect the learning from the conference to next steps for teachers for supporting students in the ALS setting.	Oct-Dec. 2024 & May, 2025	N/A	Laurie Beam	ALS Staff
Google Form is created to capture conference learning and document next steps.	Google form is used to revisit learning highlights and to track implementation throughout the year.	Oct. 2024 - May 2025	N/A	Laurie Beam	ALS Staff
Actively reference and monitor practices against NAEA's exemplary alternative education practices as exemplified by Star of the North's achievement as a National School of Distinction (2024 NAEA award).	Dedicated time at PLCs to review of NAEA's Alternative Education Exemplary Practices. Implementation of targeted practices at ALS Programs as appropriate and feasible.	Oct. 2024 - May 2025	N/A	Laurie Beam	ALS Staff
ALS Staff meeting to review highlights from NAEA to include implementation planning.	A concrete plan for Professional Development and PLCs for ALS Programs grounded in NAEA exemplary alternative education practices.	Nov. 15, 2024	N/A	ALS Program Head Teachers	Laurie Beam



YEAR 2

Milestone 2: Increase credit accrual rates.

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
Identify supplemental materials (as a result of conference attendance/professional development) to support implementation of new strategies.	Increase student engagement with curriculum.	Nov. 2024- March 2025	\$2,145.00	Laurie Beam	ALS Staff
Every 4-6 weeks identify which students are on track to complete course(s).	Targeted, effective and supportive communication school-home and teacher-student to maintain positive momentum towards course completion.	Sept 2024- May 2025	N/A	ALS Teachers	ALS Support Staff
Every 4-6 weeks identify which students are <i>not</i> on track to complete course(s).	Targeted, effective and supportive communication school-home and teacher-student to intervene & adjust efforts towards course completion.	Sept 2024- May 2025	N/A	ALS Teachers	ALS Support Staff
Life skills focus activity for SMART Program students.	Students will complete a menu preparation activity to include: budgeting, culinary skills & family engagement.	Nov. 2024	\$500.00	Africa Beaty	SMART Prog. Staff Amber Hageman



Year 3 Milestones and Actions

YEAR 3

Milestone 1: Increase graduation rate to 39%

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
To accommodate staff turnover: ALS staff-especially new staff- attends two (2) Conferences: the National Alternative Education Association (NAEA) Conference and another conference-TBD.	Increased understanding of the current best practices including: Restorative Justice, SEL targeted to struggling students, trauma-informed practices and anti-bullying strategies.	Fall 2025 & Spring 2026	\$20,000	Laurie Beam	ALS Staff
ALS staff debriefs with the director after the NAEA and TBD Conferences.	Connect the learning from the conference to next steps for teachers for supporting students in the ALS setting.	Fall 2025 & Spring 2026	N/A	Laurie Beam	ALS Staff
Google Form is created to capture conference learning and document next steps.	Google form is used to revisit learning highlights and to track implementation throughout the year.	Fall 2025 - May 2026	N/A	Laurie Beam	ALS Staff



YEAR 3

Milestone 2: Increase credit accrual rates

Actions	Anticipated Outputs	Timeline	Resources - Budget	Person Responsible	Collaborators
Identify supplemental materials (as a result of conference attendance (professional development) to support implementation of new strategies.	Increase student engagement with curriculum.	Nov. 2025- March 2026	\$2,600.00	Laurie Beam	ALS Staff
Every 4-6 weeks identify which students are on track to complete course(s).	Targeted, effective and supportive communication school-home and teacher-student to maintain positive momentum towards course completion.	Sept 2025- May 2026	N/A	ALS Teachers	ALS Support Staff
Every 4-6 weeks identify which students are <i>not</i> on track to complete course(s).	Targeted, effective and supportive communication school-home and teacher-student to intervene & adjust efforts towards course completion.	Sept 2025- May 2026	N/A	ALS Teachers	ALS Support Staff



Reporting

Year 1 Progress Reporting (To be completed at end of school year)

YEAR 1 Goal:

Goal 1: Increase effectiveness of alternative education educational structures.		
Indicator # & Text	Actual Results	Comments
Google Form responses.	5 staff participated in the National Alternative Education Conference 3 Staff will attend School Climate & Anti Bullying Conference	Google Form - We will use the Google form to discuss the conferences and determine next steps.
Graduation Rate Increase	Baseline: 32%	Graduation Rate for 2024-25 TBD

YEAR 1 Strategy:

Strategy 1: Teachers will increase understanding of the current best practices including: Restorative Justice, SEL targeted to struggling students, and trauma-informed practices by attending a National Conference focused on Best Practices for Alternative Education		
Indicator	Actual Results	Comments
Google Form responses.	5 staff participated in the National Alternative Education Conference 3 Staff will attend School Climate & Anti Bullying Conference	Google Form - We will use the Google form to discuss the conferences and determine next steps.



YEAR 1 Milestones and Actions

Milestones and Actions: Milestone 1: Increase Grad Rate to 35% by integrating strategies learned from the conference in support of graduation.	
% Milestones Completed: 75%;	Conference 1 complete, Conference 2 in process
% Actions Completed: 75%	Conference 1, complete Conference 2 in process
Causes and Adjustments for Year 2:	Review Google Form responses and determine next steps to support graduation rate.



Year 2 Progress Reporting (To be completed at end of school year)

YEAR 2 Goal: _____

Indicator	Actual Results	Comments

YEAR 2 Strategy: _____

Indicator	Actual Results	Comments

YEAR 2 Milestones and Actions

Milestone or Action	% Completed	Text/Narrative
Milestones		
Action		
YEAR 2 Causes and Adjustments for Year 2:		



Year 3 Progress Reporting (To be completed at end of school year)

YEAR 3 Goal: _____

Indicator	Actual Results	Comments

YEAR 3 Strategy: _____

Indicator	Actual Results	Comments

YEAR 3 Milestones and Actions

Milestone or Actions	% Completed	Text/Narrative
Milestone		
Actions		
YEAR 2 Causes and Adjustments for Year 2:		



By my signature below, I assure that

- **The district will ensure federal funds are spent in compliance with the Uniform Grant Guidance.**

Superintendent's Signature: _____

Date: _____

8/28/24

By my signature below, I assure that I will support the full implementation of the school improvement plan as submitted through GMS by

- **holding regular School and Community Leadership Team planning meetings,**
- **monitoring the implementation of the actions and tasks according to the timeline, and**
- **communicating with the DEED School Improvement Specialist about the plan's implementation and any anticipated changes to the plan.**

Principal's Signature: _____

Date: _____

8/28/24