LISA Academy North Middle-High 2023-2024
School Improvement Plan

Middle School		
Indicator	**2024 GOAL**	**2023 Score**
Letter Grade	A	B
Overall ESSA Score	75.94	72.73
Weighted Achievement	67.42	61.14
Value-Added Growth	85.86	84.38
SQSS	62.73	60.96

High School		
Indicator	**2024 Goal**	**2023 Scores**
Letter Grade	A	B
Overall ESSA Score	73.80	69.67
Weighted Achievement	58.28	52.99
Value-Added Growth	83.58	81.85
4-Yr Graduation Rate	97	83.72
5-Yr Graduation Rate	95	98.21
SQSS	64.65	61.30

Goal 1 - Weighted Achievement				
Administration	**Principal**	**Dean of Academics**	**Dean of Students**	**Dean of College Counseling**
Name	Ersin Apuhan	Madeline Smith	Hallee Hughes	**Other Supportive Staff** Teal Lovelady Goksel Dundar Ismail Demir
	ELA Coach	**Math Coach**	**Science Coach**	
Name	Britney Flud	Amanda Goodwin	Bayram Demir	
Current Data:	We used data information found on MySchoolInfo and Aspire data from 2023. Please see our Goal Setting sheet for our projections for 2024.			
SMART Goal:	In Middle and High school, we will maintain ELA scores and raise math scores.			

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	In High school we will improve ACT and AP scores.			
Steps	**Action Plan**	**Who is responsible for this task**	**Start date**	**Completion Date**
☐	1. Classroom teachers will provide after-school tutoring weekly for the students who are struggling.	Teachers	09/2023	05/2024
☐	2. All teachers will use ATLAS classroom tools to complete all released items before the state testing dates.	Teachers	11/13/2023	05/27/2024
☐	3. Classroom teachers will pull students who were “in need of support” for small groups during RTI time.	Teachers	08/09/2023	04/23/2023
☐	4. Teachers will give homework each week to support and stimulate life-long learning outside of a classroom setting.	Teachers	11/06/2023	05/2024
☐	5. Highly Qualified Curricular Materials (HQIMs) will be utilized with fidelity in Math, ELA, and Science courses, serving as the primary resource to meet state standards.	Teachers	08/2023	05/2024
☐	6. ELA will hold interventions within the classroom, relying on Ms. Thomas for assistance with IEP students and with others as applicable. Student groups are revised after NWEA testing as needed.	Teachers, Ms. Thomas	08/09/2023	04/23/2024
☐	7. Math will have assistance from interventionists who may pull out or push in as needed. Mrs. Lydia will also help with IEPs and other students as needed. Student groups are revised after NWEA testing as needed.	Teachers, Ms. Lydia	08/09/2023	04/23/2024
☐	8. We will encourage reading by incentivizing reading analysis via	All staff	09/2023	05/2024

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	Google Form. The QR code has been shared with all ELA teachers, posted around the school, and added periodically on social media.			
☐	9. Fall Data Meetings: fall data meetings will be held with Math, ELA, and Science teachers to determine students' areas of need and ways to help grow their content knowledge. We held content group meetings to discuss best practices and intervention approaches. We also held 1:1 meetings with teachers, and we discussed how they can meet their students' needs with differentiation. We helped the new teachers make plans for intervention. For teachers who worked with LISA last year, we analyzed their test data from 2022-2023 to identify areas in which they may increase their content and pedagogical knowledge.	Smith, coaches, teachers	Fall: 09/26/2032	Fall: 10/09/2
☐	10. Spring Data Meetings: We will hold data meetings after our second ATLAS interim. During this, we will discuss with teachers our expectations for the two weeks of test prep, which of their students need to attend mini skill-building events (such as bootcamps; full plans TBD), and plans for intensive intervention.	Smith, coaches, teachers	02/29/2024	03/08/2024
☐	11. Admin and coaches will perform regular observations and provide feedback to teachers relating to pedagogy and content. We will ensure HQIMs are being used as primary sources of instruction. Curriculum support will be provided where needed.	Admin and coaches	Weekly	May 2024
☐	12. Counselors will hold ACT boot camps with high schoolers and the teacher of our ACT Math course will use OntoCollege materials more effectively to increase ACT scores.			
☐	13. High school will use practice tests from CollegeBoard to prepare for the tests.	Teachers and counselors	01/2024	05/2024

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Additional Supports	Curriculum specialists will create useful NWEA and ATLAS reports to easily help teachers and coaches identify students who are in need.	Bilal, Jenkins, Eren	After every assessment	
When will the team review this goal/plan?	We will review our progress on our goals after NWEA and ATLAS Interims.	Admin and coaches	May 2024	July 2024
Follow up	If we are not able to meet our goal, we will review approaches to interventions and implementation of curriculum.	Admin	May 2024	July 2024

Goal 2 - Value Added Growth				
Administration	**Principal**	**Dean of Academics**	**Dean of Students**	**Dean of College Counseling**
Name	Ersin Apuhan	Madeline Smith	Hallee Hughes	**Other Supportive Staff** Teal Lovelady Goksel Dundar Ismail Demir
	ELA Coach	**Math Coach**	**Science Coach**	
Name	Britney Flud	Amanda Goodwin	Bayram Demir	
Current Data:	We used data information found on MySchoolInfo and Aspire data from 2023. Please see our Goal Setting sheet for our projections for 2024.			
SMART Goal:	Students will grow scores on NWEA tests for all assessments given this year as a predictive indicator of success on the summative ATLAS.			
Steps	**Action Plan**	**Who is responsible**	**Start date**	**Completion**

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		for this task		Date
☐	Intervention See #6 and #7 above	Interventionists (content teachers and SpEd)	09/2023	05/2024
☐	Data meetings See #8 and #9 above.	Smith, coaches, teachers	09/26/23 01/25/2024	10/02/23 02/10/2024
	Effective use of HQIMs See #5 above			
☐	In coaches' weekly 1:1 meetings, they will review HQIM assessment data (or other data gathered such as ALEKS) to determine modifications that could be helpful in the classroom or in intervention.	Coaches, teachers	09/2023	05/2024
☐	After Winter NWEA, students who did not grow between fall and winter will be requested to attend mandatory tutoring. If they do not come, parents will be notified.	Coaches, admin, teachers	01/22/2024	ATLAS Interim 2
☐	Students who do not demonstrate mastery of essential standards and/or show growth indicated by ATLAS Interim 2 will be put on intensive intervention plans during test prep weeks, will be asked to come to the skill bootcamps.	Academic team	04/2024	05/2024
☐	The inclusion model for grades 6-8 will increase rigor, and they will receive context support from the general education teachers as well as modification and accommodation support from the intervention specialists who previously served as their primary content teachers in math and ELA.	Teachers, Ms. Thomas, Ms. Shelton	09/20/2023	05/2024

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☐	ELL students will receive printed mini lessons that they will complete with their ELA teacher to further grow English language acquisition.	Teachers, Ms. Washington (ELL coordinator)	10/15/2023	05/2024
Additional Supports	Curriculum specialists should provide suggested methods for test prep weeks including materials for ATLAS essential standards, weekly schedule of tasks, reteach methods, and ways to prevent brain drain.	Bilal, Jenkins, Eren	04/01/2024	04/01/2024
When will the team review this goal/plan?	May 2024	Admin and coaches	May/2024	July/2024
Follow up	If we are not able to meet our goal of being A schools, we will review data from the past two years to determine gaps in our planning, potentially other sources of obstacle for our academic success. To help improve, we will find helpful PDs and create teacher improvement plans for those who did perform to expectation.	Admin, coaches	July 2024	July 2024

Goal 3 - School Quality and Student Success				
Administration	**Principal**	**Dean of Academics**	**Dean of Students**	**Dean of College Counseling**
Name	Ersin Apuhan	Madeline Smith	Hallee Hughes	**Other Supportive Staff** Teal Lovelady Goksel Dundar Ismail Demir
	ELA Coach	**Math Coach**	**Science Coach**	

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Name	Britney Flud	Amanda Goodwin	Bayram Demir	
Current Data:	We used data information found on MySchoolInfo and Aspire data from 2023. Please see our Goal Setting sheet for our projections for 2024.			
SMART Goal:	HS: Students will take more AP classes, be considerate of their GPAs as well as ACT scores with support of counselors and administrators. Students will also be present more. MS: Science and ELA teachers will grow Science scores by encouraging reading inside and outside the classroom.			

Steps	Action Plan	Who is responsible for this task	Start date	Completion Date
☐	Students will meet with their counselors to discuss academic progress and future goals. Freshmen and Sophomores will meet once a semester. Juniors and Seniors will meet once a quarter.	Counselors	08/09/2023	05/2024
☐	Competition between high school students with incentives for the best high school ACT scores.	Counselors, Elkan	Before ACT tests begin	After ACT results come in
☐	Senior and junior classes will work on scholarship and entrance essay writing.			
☐	We are providing AP Seminar for 10th graders to help them get used to AP courses so they will consider taking more in the future.	Academics	08/09/2023	05/2024
☐	To increase attendance, we are providing jeans days and creating assemblies to make normal school days more exciting.	Admin	08/09/2023	05/2024
☐	Recognize student interests by hosting events such as Fall Fest, Arts Night, Language and Culture Fest, and Science Fair to show support of	Admin, teachers, coaches, all staff	08/09/2023	05/2024

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	students by teachers and administrators to make students feel more engaged in school culture and more likely to attend regularly.			
Additional Supports	District administration can visit campus more often to provide feedback and ideas about increasing ACT scores and AP involvement.	Mr. Turkmen, Mr. Bilal, Mr. Agam	08/09/2023	05/2024
When will the team review this goal/plan?	We will review it in May with a new data set. As the year progresses, we may change our approach to incentivising ACT scores if the competition doesn't prove useful.	Deans and Principal	May/2024	July/2024
Follow up	If we are not able to meet our goal, we will find other ways to encourage our high schoolers to be successful.	Admin	May/2024	July/2024

Goal 4 - Graduation (High School ONLY)				
Administration	**Principal**	**Dean of Academics**	**Dean of Students**	**Dean of College Counseling**
Name	Ersin Apuhan	Madeline Smith	Hallee Hughes	**Other Supportive Staff** Teal Lovelady Goksel Dundar Ismail Demir
	ELA Coach	**Math Coach**	**Science Coach**	
Name	Britney Flud	Amanda Goodwin	Bayram Demir	
Current Data:	We used data information found on MySchoolInfo and Aspire data from 2023. Please see our Goal Setting sheet for our projections for 2024.			
SMART Goal:	We will have 97% graduation rate.			

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Steps	Action Plan	Who is responsible for this task	Start date	Completion Date
☐	Counselors will contact withdrawn seniors to get proof of graduation to share with the state.	Counselors/Mr. Elkan	10/01/2023	11/01/2023
☐	Counselors will meet with seniors at least once a quarter to ensure graduation credentials. For all other high schoolers, counselors will meet at least once a year to discuss credit accomplishment trajectory.	Counselors	08/09/2023	04/20/2023
☐	Towards the end of the school, enrolling students to the summer school for credit recovery and giving end of the course tests to seniors who are missing credits for a course they already took.	Counseling Department	4/1/2024	6/30/2024
Additional Supports	Funds for graduation ceremony and enough time to work with West to organize the event and save as much money and time as possible.	District	April 2024	May 2024
When will the team review this goal/plan?	May 2024	Admin, counselors	May 2024	July 2024
Follow up	Revise our meeting structure and items discussed with students in meetings.	Admin	May 2024	July 2024

Goal 5 - Collective Teacher Efficacy				
Administration	**Principal**	**Dean of Academics**	**Dean of Students**	**Dean of College Counseling**

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Name	Ersin Apuhan	Madeline Smith	Hallee Hughes	**Other Supportive Staff** Teal Lovelady Goksel Dundar Ismail Demir
	ELA Coach	**Math Coach**	**Science Coach**	
Name	Britney Flud	Amanda Goodwin	Bayram Demir	
Current Data:	Feedback forms from parents and staff, responses to PLC, data meeting behaviors and attitudes.			
SMART Goal:	Teachers and parents will consider themselves more supported by the end of this year.			

Steps	Action Plan	Who is responsible for this task	Start date	Completion Date
☐	Hold bi-monthly data PLC in multiple ways including data disaggregation, intervention and reteach methods, plans to teach ATLAS informed standards to make 50% of students meet most of the standards.	Admin, coaches, teachers	08/2023	05/2024
☐	Hold grade-level pedagogy PLCs once a month to discuss holistic needs for students and help one another come up with solutions.	Teachers	10/27/2023	05/2024
☐	Review survey results from staff and students and implement solutions for the common problems.	Admin	10/2023	06/2024
☐	Give teachers the opportunity to lead and learn new skills through PD and PLC.	Admin, coaches, teachers	10/2023	05/2024
	Address issues with teachers on individual basis rather than reprimand the whole group.	Admin	08/2023	05/2024
Additional Support	Survey feedback, flexibility with PLC time, approval of PD time	District	10/2023	05/2024
When will the team review this goal/plan?	May 2024			
Follow up	Analyze our test data and survey results to see how well our efforts to support and include teachers and families strengthened efficacy.	Admin	05/2024	07/2024