



Successful School Improvement Plan

School Information:

School Name:	Ryan Middle School	Plan Year:	2025-2026; 2026-2027; 2027-2028
City/Village:	Fairbanks	Designation Year:	2025
Principal:	Heather Stewart	Email/phone:	907-452-4751
District:	Fairbanks North Star Borough School District		
District Liaison:	Jennifer Randall	Email/phone:	jennifer.randall@k12northstar.org
Superintendent:	Luke Meinert	Email/phone:	luke.meinert@k12northstar.org
ESSA Designation:	ATSI	TSI Subgroups: (if applicable)	African American

School Mission: Ryan Middle School is a showcase of diversity with a highly dedicated staff that puts students first. Our goal is to provide a rich educational experience for all of our students. We believe our diversity makes us stronger.

School Vision: We envision each and every student achieving academic and life success by personalizing the learning process. *Each and Every Student:* Reach each and every student by working with each individual. *Academic Success:* Improve achievement for all students, close the achievement gaps and provide accelerated learning options. *Life Success:* Prepare every student to contribute to a society as a competent, confident, caring and curious citizen. *Personalized Learning:* Provide flexible and adaptive options, pacing and creative support.



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:

The 2025 ATSI identified subgroup, African American students, will close achievement gaps across all assessed content areas: Reading, Math & Science.

Measure/Indicator(s)	Data Source	Baseline	Target Yr 1 2025-2026	Target Yr 2 2026-2027	Target Yr 3 2027-2028
Reading MAP Scores	Fall, Winter, Spring MAP scores	23-24 MAP 62% of African American students need support in Reading.	Reading MAP scores will improve by 2%.	Reading MAP scores will improve by 3%.	Reading MAP scores will improve by 5%.
Math MAP Scores	Fall, Winter, Spring MAP scores	23-24 MAP 79% of African American students need support in Math.	Math MAP scores will improve by 2%.	Math MAP scores will improve by 3%.	Math MAP scores will improve by 5%.
Science AK STAR Scores	Spring AK STAR scores	23-24 AK STAR 91% of African American students need support in Science.	Science MAP scores will improve by 2%.	Science MAP scores will improve by 3%.	Science MAP scores will improve by 5%.



Strategy #1:

If we develop a robust before and after school program focused on learning- Learning In Focused Time (LIFT) then students will report a stronger connection to and feel safe at school and the stronger connection to school will be evidenced by increased academic engagement and attendance.

Measure/Indicator(s)	Data Source	Baseline	Target Yr 1 2025-2026	Target Yr 2 2026-2027	Target Yr 3 2027-2028
1) Students will report a stronger connection to and feel safe at school.	School Climate survey; supplemental student surveys.	67% of students feel safe at school (2023-2024 School Climate Survey)	70% of students feel safe at school	75% of students feel safe at school	80% of students feel safe at school
2) Students will meet 90% daily attendance.	Attendance Reports	82% Attendance Rate (Powerschool 2024-2025 Attendance Rate) (2023-2024 school report card)	85% attendance rate for subgroup	88% attendance rate for subgroup	90% attendance rate for subgroup
3) Robust LIFT program attracts and retains ATSI Subgroup students.	ASP (2024-2025) and LIFT (2025-2026) attendance reports.	Current 21st CCLC attendance: 4 (15%) ATSI Subgroup students attend ASP Program.	30% of targeted student attend LIFT	50% of targeted students attend LIFT	60% or more of targeted students attend LIFT



Milestones and Actions Year 1 2025-2026

Milestone 1: Teacher, staff & community member recruitment: Teachers and Support Staff take on extra duty with pay to staff LIFT after school to provide structured interventions and enrichment. Community members volunteer to lead specialized activities.

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify & initiate MOA Contract for a LIFT Coordinator	Point of contact between teachers, students and families	Aug. 2025 within first 30 days of school	\$1,500.00 ($\750.00×2 sem.)	Heather Stewart	Bruce Bell
Identify and initiate MOA Contract for up to 2 LIFT teachers	Teachers provide structured interventions and enrichment for targeted students.	Sept. 2025- April 2026	\$8,600.00 ($42.66/\text{hr. B-0 rate} \times 4 \text{ hrs./wk.} \times 25 \text{ wks.}$)	Heather Stewart	Bruce Bell
Identify and initiate extra duty pay for up to 2 support staff for LIFT.	Provide instructional support to LIFT teacher(s) and provide personalized attention to participating students.	Sept. 2025- April 2026	\$4,500.00 (straight time: approx. $\$26.00/\text{hr.}$ 3 hrs./wk. X 25 wks. & overtime: approx. $\$39.00/\text{hr.}$ 2 hrs./wk. X 25 wks.)	Heather Stewart	Bruce Bell
Identify and initiate honorariums for community members to present specialized activities during LIFT.	Specialized activities attract and retain student engagement in the LIFT Program.	Sept. 2025- April 2026	\$1,500.00 ($\100.00 honorarium X 15 activities)	Heather Stewart	Bruce Bell



Milestone 2: Student recruitment, engagement and participation

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify high priority students to invite to participate in LIFT.	30% of identified students participate.	Sept. 2025- April 2026	N/A (Staff time included in Milestone 1)	Heather Stewart	Bruce Bell
Survey families regarding transportation needs.	Transportation barriers will be assessed and remediated.	Sept. 2025- April 2026	\$2,000.00 Funds to be used for taxis, city bus passes, or school bus.	Heather Stewart	Bruce Bell
Initiate quarterly family engagement activities to acknowledge and celebrate LIFT students' successes and growth.	Increased family support and student engagement in academic achievements.	Sept. 2025- April 2026	\$700.00	Heather Stewart	Bruce Bell



Milestones and Actions Year 2 2026-2027

Milestone 1: Teacher, staff & community member recruitment: Teachers and Support Staff take on extra duty with pay to staff LIFT after school to provide structured interventions and enrichment. Community members volunteer to lead specialized activities.

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify & initiate MOA Contract for a LIFT Coordinator	Point of contact between teachers, students and families	Aug. 2026 within first 30 days of school	TBD	TBD	TBD
Identify and initiate MOA Contract for up to 2 LIFT teachers	Teachers provide structured interventions and enrichment for targeted students.	Sept. 2026- April 2027	TBD	TBD	TBD
Identify and initiate extra duty pay for up to 2 support staff for LIFT.	Provide instructional support to LIFT teacher(s) and provide personalized attention to participating students.	Sept. 2026- April 2027	TBD	TBD	TBD



Milestone 2: Student recruitment, engagement and participation

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify high priority students to invite to participate in LIFT.	30% of identified students participate.	Sept. 2026- April 2027	TBD	TBD	TBD
Survey families regarding transportation needs.	Transportation barriers will be assessed and remediated.	Sept. 2026- April 2027	TBD	TBD	TBD
Initiate quarterly family engagement activities to acknowledge and celebrate LIFT students' successes and growth.	Increased family support and student engagement in academic achievements.	Sept. 2026- April 2027	TBD	TBD	TBD



Milestones and Actions Year 3 2027-2028

Milestone 1: Teacher, staff & community member recruitment: Teachers and Support Staff take on extra duty with pay to staff LIFT after school to provide structured interventions and enrichment. Community members volunteer to lead specialized activities.

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify & initiate MOA Contract for a LIFT Coordinator	Point of contact between teachers, students and families	Aug. 2027 within first 30 days of school	TBD	TBD	TBD
Identify and initiate MOA Contract for up to 2 LIFT teachers	Teachers provide structured interventions and enrichment for targeted students.	Sept. 2027- April 2028	TBD	TBD	TBD
Identify and initiate extra duty pay for up to 2 support staff for LIFT.	Provide instructional support to LIFT teacher(s) and provide personalized attention to participating students.	Sept. 2027- April 2028	TBD	TBD	TBD



Milestone 2: Student recruitment, engagement and participation

Actions	Anticipated Outputs	Timeline	Resources/Budget	Person Responsible	Collaborators
Identify high priority students to invite to participate in LIFT.	30% of identified students participate.	Sept. 2027- April 2028	TBD	TBD	TBD
Survey families regarding transportation needs.	Transportation barriers will be assessed and remediated.	Sept. 2027- April 2028	TBD	TBD	TBD
Initiate quarterly family engagement activities to acknowledge and celebrate LIFT students' successes and growth.	Increased family support and student engagement in academic achievements.	Sept. 2027- April 2028	TBD	TBD	TBD



End of Year Reporting Year 1

2025-2026 Year 1 Progress Reporting (To be completed at the end of the school year)

Goal:	The 2025 ATSI identified subgroup, African American students, will close achievement gaps across all assessed content areas: Reading, Math & Science.		
Indicator #1:	Reading MAP Scores	Actual Results:	Comments:
Indicator #2:	Math MAP Scores	Actual Results:	Comments:
Indicator #3:	Science AK STAR Scores	Actual Results:	Comments:

Strategy: If we develop a robust before and after school program focused on learning- Learning In Focused Time (LIFT) **then** students will report a stronger connection to and feel safe at school **and** the stronger connection to school will be evidenced by increased academic engagement and attendance.

1) Students will report a stronger connection to and feel safe at school.	Actual Results:	Comments:
2) Students will meet 90% daily attendance.	Actual Results:	Comments:
3) Robust LIFT program attracts and retains ATSI Subgroup students.	Actual Results:	Comments:

Milestones

% Milestones Completed:



Actions

% Actions Completed:

Changes

Causes and Adjustments during Year 1:

End of Year Reporting Year 2

2026-2027 Year 2 Progress Reporting (To be completed at the end of the school year)

Goal:

Indicator #:		Actual Results:		Comments:	
Indicator #:		Actual Results:		Comments:	

Strategy:

Indicator #:		Actual Results:		Comments:	
Indicator #:		Actual Results:		Comments:	

Milestones and Actions

% Milestones Completed:		% Actions Completed:	
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Causes and Adjustments for Year 2:

End of Year Reporting Year 3

2027-2028 Year 3 Progress Reporting (To be completed at the end of the school year)

Goal:

Indicator #:

Actual Results:

Comments:

Indicator #:

Actual Results:

Comments:

Strategy:

Indicator #:

Actual Results:

Comments:

Indicator #:

Actual Results:

Comments:

Milestones and Actions

% Milestones Completed:

% Actions Completed:



Assurances

By my signature below, I assure that

- **the district has reviewed and approved the school's improvement plan as submitted through GMS,**
- **it meets all requirements based on its Alaska System for School Success score and, if applicable, its designation as a Comprehensive or Targeted Support and Improvement School.**
- **that the district will continue to support the school in the full implementation of the plan as presented, and**
- **the district liaison for school improvement or school principal will contact the DEED School Improvement Specialist for discussion and approval of any significant changes to the plan during the school year.**
- **the district will ensure federal funds are spent in compliance with the [Uniform Grant Guidance](#).**

Superintendent's Signature:

Date:

5/29/25

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:

5/23/25