

# 2024-2025 School Improvement Plan *at a glance*

## State Report Card

Meets Expectations

66.6



# Mary McLeod Bethune Academy

Grades Served: K3-Grade 8  
Principal: Kasongo Kalumbula

1535 N. 35th St.  
Milwaukee, WI 53208



## School Improvement Focus

### Instruction

#### Science-Based Early Literacy Instruction

Theory of action: If we implement science-based early literacy instruction, including phonemic awareness and comprehension, then teachers and staff will use data to determine instructional strategies to monitor student progress. As a result, students will develop strong reading foundational skills as evidenced by district screeners by the end of the 2024-2025 school year.

### Culture and Climate

#### Mentoring

Theory of action: If we implement student group mentoring, including morning meetings, then teachers and staff will greet students with a preferred personalized greeting and provide a sharing opportunity. As a result, students will participate in a sharing opportunity where they will feel valued and respected, making them eager to be part of the school community as evidenced by observations of in-classroom morning meetings and increased attendance by the end of the 2024-2025 school year.

## School Vision and Values

### School Vision

At Mary McLeod Bethune Academy, we strive to always be a K-8 school that is highly regarded for its academic excellence and for its contribution in actively serving and improving the community in which it operates.

### School Values

Mary McLeod Bethune Academy values the safety and well-being of staff, students, families, and the community while honoring the inherent dignity and worth of every individual, advocating for social justice through active civic engagement, and embracing a lifelong journey of transformative learning that positively impacts both us and the world around us.

## Long-Term Goals

### ACCELERATING LEARNING

1. Schools will demonstrate a 5% increase in the number of students who score *meeting/advanced* in math and English language arts (overall and disaggregated by groups) on the state assessments for each consecutive year from the spring of the previous year to the spring of the current year.
2. Schools will demonstrate a 10% decrease in the number of students who score *developing* in math and English language arts (overall and disaggregated by groups) on the state assessments for each consecutive year from the spring of the previous year to the spring of the current year.

### CULTIVATING EQUITABLE LEARNING ENVIRONMENT

1. Schools will maintain a 95% attendance rate.
2. Schools will have 100% of students regularly attending (90% of the time).
3. Schools will reduce the percentage of Black/African American students receiving behavior referrals (ODRs) by 10% by the end of the school year through the use of equitable practices as part of a multi-tiered system of support.

### Submit Feedback

Your feedback is important  
and helps us to improve.