

Goal: Excelsior Academy will improve our language arts program and increase our end of year RISE ELA scores. The goal will be completed by the end of the school year.

Academic Areas: ELA

Describe the data and/or other relevant indicators supporting the decision of the council to identify this (these) academic area(s) as a 'most critical academic need.' What measurement(s) will be used to quantify student academic progress and success.

Data from RISE, Acadience Reading, and in-program diagnostic assessments are discussed in monthly board meetings. This regular review shows that English Language Arts subjects have consistently been the most critical academic need. By concentrating resources in ELA subjects, students will recover learning loss from the pandemic and achieve a greater success in all other academic areas.

Excelsior Academy will use RISE results to measure progress in ELA classes. Our baseline measurement is our 2021-2022 RISE language art scores, which showed 42 percent student proficiency. Our completed measurement will be to show growth in the RISE scores for 2023-2024.

Action Plan Steps:

1. Middle school students who have been identified as needing reading and ELA support attend an additional ELA skills class that builds reading skills.
2. Elementary students receive 60 minutes of daily reading instruction in smaller, challenge-level groups based on their academic needs.
3. Teachers administer formative assessments that are built into our reading/ELA curriculum. Students are given a reading or sound fluency every five lessons. This data is collected on a spreadsheet and shared with the literacy coach and administrator. Based on the student's progress, instruction will be differentiated to meet the needs of each student throughout the school year.
4. Each grade level team sets a RISE goal at the beginning of the school year. As benchmarks are administered, data is analyzed to determine gaps. Lesson plans can be adjusted to focus instruction to close the achievement gap.
5. Teachers who teach RISE subjects receive mentoring from master teachers who have shown success in their RISE administration. Monthly meetings are held to review lesson plans, benchmark data, and provide encouragement.
6. EA provides a robust academic coaching and mentoring program. All teachers receive regular coaching visits throughout the school year. This program holds each teacher to the same high performance standard. Coaching and mentoring visits improve the ability of the teacher to present lessons that are clear and concise. Academic coaches help teachers improve their teaching and delivery skills, behavior and time management skills, classroom-specific problem-solving skills, and teaching techniques for diverse learners.
7. Purchase curriculum that supports the language arts and reading programs.
8. Salaries and benefits will be paid to licensed teaching staff who not only implement all the steps listed in the plan but also teach a rigorous ELA curriculum throughout the school day. Salaries and benefits will also be paid to instructors (paras) who teach reading/ELA challenge level groups, and assist licensed teaching staff in ELA classes. (\$201,335.68)

Estimated Expenditures: \$201,335.68 for teacher salaries and benefits

Increased Distribution: Priority will be given to the remainder of the ELA teacher salaries. Any other remaining funds will be used to purchase ELA curriculum programs.