

Goal: Excelsior Academy will increase its 2024-2025 RISE ELA scores by three percent by improving language arts practices.

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.

Our baseline measurement is our 2022-2023 RISE language arts scores, which was at 44 percent student proficiency.

Action Plan Steps:

1. 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 be paid to instructors (paras) who teach reading/ELA challenge level groups, and assist licensed teaching staff in ELA classes. Salaries and benefits will be paid to reading coaches. (\$202,522.95)
2. Middle school students identified as needing reading and ELA support attend an additional ELA Skills class to build reading skills.
3. Elementary students receive 60 minutes of daily reading instruction in smaller, challenge-level groups based on their academic needs.
4. EA has implemented 95%, Heggerty, Reading Mastery Transformations, Acadience progress monitoring, and intervention programs that focus on targeting deficiencies and filling holes quickly.
5. Implementation of the LETRS training.
6. Teachers administer formative assessments that are built into 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.
7. 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.
8. 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.
9. 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.
10. Purchase curriculum to support language arts and reading programs.

Estimated Expenditures: \$202,522.95 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.