

## Morrison Academy School Improvement Plan 2015-2020

**Goal 1** - Enhance the connections between students and godly mentors, resulting in a more significant impact on all areas of students' lives.

**Student Benefit:**

- Every secondary student has a connection with an adult and small group that knows their needs and is available for encouragement and advice

**Vision for Our Learner:**

- Spiritual Discerner; Moral and Ethical Citizen, and Wise and Responsible Steward

**Outcomes:**

- A program that provides secondary student with a godly adult and/or small group led by a godly adult
- Students reflect Christ's wisdom and character on an assessment

**Mentoring Program Goals for Task Force**

- Research what Morrison is currently doing with mentoring and advisory that is resulting in more significant whole person impact on students.
- Research best practices for helping to create positive connections between students and a godly mentor.
- Develop a philosophy and program that enhances the connections between students and a godly
- Update the SIP timeline for implementing and PL for the program.

Year	Objective	Evidence	Person Responsible	PL	Resources
2015-16	• Research and development on what makes a quality secondary advisory program	Proposal to SAC that includes philosophy statement, procedures, criteria of success, scheduling, and staffing,	Dir C & PL	Send teams to conferences, visit schools, professional journals	Finances for PL
	• Adopt an assessment of student character and wisdom	Assessment	Dir C & PL	Assessment tool	Finances for assessment
	• <i>Develop MS advisory program that includes Biblically-based curriculum, schedule, staffing, etc.</i>	MS advisory program guide	Dir C & PL	None	MS resources
2016-17	• <i>Introduce, collaborative planning, and professional learning for entire MS staff</i>	MS Units for each topic	Principals	MS advisors on program	Unit materials PL materials
	• Develop HS advisory program that includes curriculum, schedule, staffing, etc. • Survey HS students to identify needs and issues facing HS students today	HS advisory program guide	Principals	HS advisors on program	
2017-18	• <i>Implementation and evaluate MS program</i>	End of year evaluation data Revised MS program guide Revised MS units	Principals	New MS teachers on program	Units
	• Introduce, collaborative planning, and PL for entire HS staff	HS Units for each topic	HS Principals	HS advisors on program	Unit materials PL materials
2018-19	• <i>Implement adjustments to MS program</i>	End of year evaluation data MS units	Principals	New MS teachers	
	• Implementation and evaluation of HS program	End of year evaluation data Revised HS program guide Revised HS units	HS Principals	New HS teachers	

2019-20	<ul style="list-style-type: none"> <li>Implement adjustments to MS and HS program</li> </ul>	End of year evaluation data MS and HS units	EMS and HS Principals		
2020-21	<ul style="list-style-type: none"> <li>Annual evaluation of program success</li> </ul>	Survey data results	School Improvement Coord.	None	

**Goal 2** - Create a climate of innovation that embeds service and experiential learning into the curriculum, resulting in enhanced learning experiences that address the personalized learning interests and aptitudes of the whole child.

**Student Benefit:**

- Through broad experiences in an enhance curriculum every secondary student has the opportunity to identify and explore their passions and gifting across the curriculum

**Vision for Our Learner:**

- Life-Long Learner, Critical and Creative Thinker, and Effective Communicator

**Outcomes:**

- Students engage in innovative teams using technology.
- Students engage in experiential learning, service learning, and internships.
- Seniors articulate their passions and gifting.
- Integrate experiential learning, service learning, and technology into curriculum units.
- Comprehensive capstone projects for students in eighth and twelfth grade.

**Personalized Learning Goals for Task Force**

- Research what Morrison is currently doing with service, experiential learning, and technology integration that addresses the personalized learning interests and aptitudes of the whole child.
- Research best practices in how to create a climate of innovation that embeds service, experiential learning, and technology integration into the curriculum that addresses the personalized learning interests and aptitudes of the whole child.
- Develop a philosophy and program that creates a climate of innovation that embeds service, experiential learning, and technology integration into the curriculum that addresses the personalized learning interests and aptitudes of the whole child.
- Update the SIP timeline for implementing and PL for the program.

Year	Objective	Evidence	Person Responsible	PL	Resources
2015-16	<ul style="list-style-type: none"> <li>Research and development on what makes a quality experiential curriculum</li> </ul>	Proposal to SAC that includes philosophy statement, procedures, criteria of success, scheduling, staffing, list of partner organizations, FTE	Dir C & PL	Send teams to conferences, visit schools, professional journals	Finances for PL Teams of teachers
	<ul style="list-style-type: none"> <li>Develop comprehensive <i>teams of innovation</i> system</li> </ul>	Program guide for <i>teams of innovation</i>	Dir C & PL	None	Finances for task force stipends
2016-17	<ul style="list-style-type: none"> <li>Introduce, collaborative planning, and professional learning</li> </ul>	List of units with common experiences	Experiential Learning Coordinator	Experiential learning basics	New part time FTE
	<ul style="list-style-type: none"> <li>Identify and support teams that design innovative unit/courses/learning experiences</li> </ul>	Grant proposals, pictures, reflections	Principals	None	\$10,000 USD Instructional Grants of Innovation

2017-18	<ul style="list-style-type: none"> <li>Implement and evaluate common experiential activities within MS and HS units</li> </ul>	Evaluative data	Principals		
2018-19	<ul style="list-style-type: none"> <li>Research and development on what makes a quality capstone project</li> </ul>	Proposal to SAC	Dir C & PL	Send teams to conferences, visit schools, professional journals	Finances for PL Teams of teachers
	<ul style="list-style-type: none"> <li>Explore internships for Seniors – connected with Senior Bible course</li> </ul>	Executive Summary	Dir C & PL		
2019-20	<ul style="list-style-type: none"> <li>Create common capstone project for 8<sup>th</sup> and 12<sup>th</sup></li> </ul>	Capstone project handbook			
2020-21	<ul style="list-style-type: none"> <li>Continue developing capstone projects</li> <li>Share with stakeholders</li> </ul>	Revised capstone project handbook	Principals	Updates shared with teachers, students, & parents	

**Goal 3** - Strengthen a standards-based approach to learning that includes assessment, recording and reporting practices that inform and support student learning.

**Student Benefit:**

- Students are aware of their learning progress and make appropriate adjustments

**Vision for Our Learner:**

- Life-Long Learner; Critical and Creative Thinker; Effective Communicator

**Outcomes:**

- Students regularly access PowerSchool.
- Students and teachers report adjustments in their learning and instruction.
- Increase student and parent satisfaction
- A complete recording and reporting system.

**No Task Force This Year**

- Director of Curriculum and Professional Learning will do extensive research and plan for the 2016-17 task force.

Year	Objective	Evidence	Person Responsible	PL	Resources
2015-16 2016-17	<ul style="list-style-type: none"> <li>Research and development on effective standards-based reporting and recording practices</li> </ul>	Proposal to SAC that includes philosophy statement, procedures (purposes, zeroes, late work, redo work, extra credit, define grading & scoring processes, averaging, grading symbols, recording what, report cards, progress report, etc.)	Dir C & PL	Send teams to conferences, visit schools, professional journals	Finances for PL Teams of teachers
	<ul style="list-style-type: none"> <li>Survey staff on how they implement current Morrison reporting and recording of student learning</li> </ul>	Survey data	Dir C & PL	None	Survey Monkey
2017-18	<ul style="list-style-type: none"> <li>Develop a comprehensive and clear 3 year implementation and professional learning plan</li> </ul>	Implementation and professional learning proposal to SAC	Dir C & PL	MA reporting and recording	Task force

	<ul style="list-style-type: none"> <li>Develop a website that explains Morrison's standards-based reporting and recording</li> </ul>	System website	Dir Com,	Location & accessing	None
2018-19	<ul style="list-style-type: none"> <li>Year 1: Professional learning for EMS staff</li> </ul>	PL calendar PL learning targets Teacher reflections	Dir C & PL	Purpose, expectations, strategies, etc.	PL materials
	<ul style="list-style-type: none"> <li>Year 1: Share plan with stakeholders</li> </ul>	Presentation files	Principals		
2019-20	<ul style="list-style-type: none"> <li>Year 2: Implementation HS</li> </ul>	PowerSchool Files	Principals	Based on implementation plan	
2020-21	<ul style="list-style-type: none"> <li>Year 3: Implementation</li> </ul>	PowerSchool Files	Principals	Refine	

**Goal 4:** That the Administration and Faculty expand training for teachers on all three campuses in how to more effectively analyze site-based learning data, resulting in the use of conclusions to inform learning goals and drive school improvement efforts.

**Student Benefit:**

- Students are aware of their learning progress and make appropriate adjustments.

**Vision for Our Learner:**

- Life-Long Learner; Critical and Creative Thinker; Effective Communicator

**Outcomes:**

- Teachers regularly access PowerSchool and Rubicon Atlas.
- Teachers report adjustments in their learning and instruction.
- Teachers are more confident in analyzing assessment data to inform instruction.

Year	Strategies	Evidence	Person Responsible	PL	Resources
2015-16	a. Provide professional learning for PL coaches on effective data analysis within PLC's.	PL coaches' meeting agendas Common protocol document	Director of Curriculum and Professional Learning	Send teams to conferences, visit schools, professional journals	Finances for PL Teams of teachers
	b. Review procedure 154 Professional Learning and Team/Department Meetings to strengthen MA's professional learning community (PLC) efforts and plan appropriate professional learning.	Proposed revisions for procedure 154	Director of Curriculum and Professional Learning	NA	Survey Monkey
2016-17	<ul style="list-style-type: none"> <li>Use PL time to learn how to use procedure 154 and common protocols for analyzing site-based learning data within PLCs</li> </ul>	PL Calendar PL Focus document PL Agendas PL Coaches' Feedback	Director of Curriculum and Professional Learning	Learn common protocols for analyzing site-based learning data	Time during PL