

# Morrison Continuous School Improvement Plan 2021-27

## Area of Improvement #1: Standard 7: Indicators 7.1, 7.3,

Character, Values, and Spiritual Formation of Students

**GOAL:** Foster a culture of Christ-centered instruction and Spiritual Formation that embraces God's ongoing work.

**Student Benefit:** Develop a biblical worldview; provide opportunities to serve others and develop a Christ Like attitude toward all people; and encourage students to grow to be more like Christ, in order to live in right relationship with God, others, and themselves in every dimension of life.

Spiritual Formation at Morrison Academy is the ongoing work of God, through His Spirit, by which we—in cooperation with Him—become more aware of God's presence as we grow to be more like Christ, in order to live in a right relationship with God, others, and ourselves in every dimension of life.

### Vision for Our Learner:

Christ Follower, Critical and Creative Thinker, Moral and Ethical Citizen, Wise and Responsible Steward

### Outcomes:

- Comprehensive plan to approach Spiritual Formation
- Training in biblical integration
- Support of spiritual growth in students and teachers
- Safe environment for students to pursue God

Year	Action	Who is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
2021-22	Gather feedback and information on spiritual ethos from all constituents and determine implications and what actions are needed	Director of Learning Superintendent School Improvement Coordinator Principals	Survey platform Time and opportunities	May 2022	Survey data Documentation of feedback
	Plan for continued teacher training in Christian Philosophy of Education and Biblical Integration	Director of Learning Superintendent Principals Learning Coaches	Professional Learning time CPE and BI teacher resources	May 2022	Documentation of Professional Learning Training
	Campus chaplains meet quarterly to plan and discuss Spiritual Formation needs and opportunities (broaden the SF goals/coalition of	Director of Learning Campus Chaplains	Scheduled meeting time	May 2022	Documentation of meetings and goals.

	staff, create the urgency for SF)				
	Encourage the continuity between SF TF and Bible TF	Director of Learning Bible TF Chair	Bible TF	May 2022	Bible TF Meeting Notes
	Pray for the Spiritual Formation, revival, salvation of staff and students at leadership meetings (SAC, board, etc.)	Superintendent Board Chair Principals Director of Learning	NA	May 2022	Meeting notes
2022-23	PPR discussion about CPE and BI	Principals	PPR documents	May 2023	PPR goal documents
	BI training using "What if Learning"	Learning Coaches Director of Learning Chaplains Principals	Time for training Access to WhatifLearning.com	May 2023	Teacher surveys
	Use Christian philosophies of education to improve Spiritual formation	Teachers Principals	Time for planning and reflection	May 2023	End of year PPR discussion documentation
	Evaluate the types of data available on Spiritual Formation and make suggestions for adjustments to data gathering	School Improvement Coordinator Director of Learning Superintendent	Surveys	May 2023	Documentation of suggestions and adjustments
	Campus chaplains meet quarterly to plan and discuss Spiritual Formation needs and opportunities	Director of Learning Campus Chaplains	Scheduled meeting time	May 2023	Documentation of meetings and goals
2023-24	PPR discussion about CPE and BI	Principals Teachers	PPR documents	May 2024	End of year PPR discussion documentation
	BI training using "What if Learning"	Principals Learning Coaches Director of Learning Teachers	Time for training Access to WhatifLearning.com	May 2024	PL meeting notes
	Gather, analyze, and evaluate data related to Spiritual Formation. Make suggestions for adjustments and changes to program	School Improvement Coordinator Director of Learning Superintendent Principals	Surveys Focus groups	May 2024	Documentation of suggestions and adjustments

		Chaplains			
2024-25	PPR discussion about CPE and BI	Principals Teachers	PPR documents	May 2025	End of year PPR discussion documentation
	BI training using "What if Learning"	Principals Learning Coaches Director of Learning Teachers	Time for training Access to WhatifLearning.com	May 2025	PL meeting notes
	Evaluate the effectiveness of Spiritual Formation initiatives and make suggestions for future improvement	School Improvement Coordinator Director of Learning Superintendent Principals Chaplains	Surveys Focus groups	May 2025	Documentation of suggestions and adjustments
2025-26	PPR discussion about CPE and BI	Principals Teachers	PPR documents	May 2026	End of year PPR discussion documentation
	BI training using "What if Learning"	Principals Learning Coaches Director of Learning Teachers	Time for training Access to WhatifLearning.com	May 2026	PL meeting notes
	Evaluate the effectiveness of Spiritual Formation initiatives and make suggestions for future improvement	School Improvement Coordinator Director of Learning Superintendent Principals Chaplains	Surveys Focus groups	May 2026	Documentation of suggestions and adjustments
2026-27	PPR discussion about CPE and BI	Principals Teachers	PPR documents	May 2027	End of year PPR discussion documentation
	BI training using "What if Learning"	Principals Learning Coaches Director of Learning Teachers	Time for training Access to WhatifLearning.com	May 2027	PL meeting notes
	Evaluate the effectiveness of Spiritual Formation initiatives and make suggestions for future improvement	School Improvement Coordinator Director of Learning Superintendent Principals Chaplains	Surveys Focus groups	May 2027	Documentation of suggestions and adjustments

## Area of Improvement #2:

### Standard 3: Home and Community Relationships and Student Services

Strengthen opportunities for robust two-way communication among all stakeholders.

**GOAL:** Develop, implement, and monitor a system of effective two-way communication between leadership and the school employees and stakeholders to establish a beneficial culture of open and transparent dialogue.

#### Student Benefit:

Robust and effective two-way communication will develop a collective energy to drive student achievement and create a superior learning environment for our students.

#### Vision for Our Learner:

Christ Follower, Effective Communicator, Critical and Creative Thinker, Lifelong Learner, Moral and Ethical Citizen, Wise and Responsible Steward

#### Outcomes:

Structured opportunities to have face to face communication and open dialogue for stakeholders to listen to, understand, and speak about key issues and decisions in order to adjust, support, and strengthen student learning.

Year	Action	Who is Responsible?	Resources Needed	Action Due Date	Evidence of Progress
2021-22	Offer more opportunities for candid and anecdotal two-way communication	Director of Learning Superintendent Principals	Survey platform Time and opportunities	May 2022	Survey data Documentation of feedback
	Superintendent will regularly visit all campuses and be available for informal discussions with staff and leadership	Superintendent	Focus groups Scheduled times	May 2022	Teacher surveys
	Make plans for a Support Services monthly communication with updates and affirmation and showcase of best practice on each campus	Director of Communication Director of Learning Superintendent Director of Finance Director of Communication Director of Human Services	Time for discussion of plans	May 2022	Documentation of plan for monthly communication
2022-23	Support Services monthly communication with updates, affirmation,	Director of Communication Director of Learning Superintendent	Communication plan Design expertise or platform	May 2023	Record of monthly communication

	and showcase of best practice on each campus	Director of Finance Director of Communication Director of Human Services			
	Quarterly Q and A or focus group sessions with SS on each campus	Superintendent	Assistance scheduling events Time Meeting venues	May 2023	Meeting notes and presentations
	Develop and analyze data gathering methods to determine stakeholder satisfaction with communication	School Improvement Coordinator Director of Learning	Personnel with skills in data analysis	May 2023	Gathered data Documentation of suggested changes
2023-24	Support Services monthly communication with updates, affirmation, and showcase of best practice on each campus	Director of Communication Director of Learning Superintendent Director of Finance Director of Communication Director of Human Services	Communication plan Design expertise or platform	May 2024	Record of monthly communication
	Quarterly Q and A or focus group sessions with SS on each campus	Superintendent	Assistance scheduling events Time Meeting venues	May 2024	Meeting notes and presentations
	Analyze data regarding communication and determine ways to strengthen two-way communication with stakeholders	School Improvement Coordinator Director of Learning Superintendent	Surveys Data Expertise in analysis	May 2024	Gathered data Documentation of suggested changes
2024-25	Analyze data regarding communication and determine ways to strengthen two-way communication with stakeholders	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	May 2025	Gathered data Documentation of suggested changes
	Implement needed communication changes	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	May 2025	Documentation of communication initiatives
2025-26	Analyze data regarding	School	Surveys	May 2026	Gathered data

	communication and determine ways to strengthen two-way communication with stakeholders	Improvement Coordinator Director of Learning	Data Expertise in analysis		Documentation of suggested changes
	Implement needed communication changes	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	May 2026	Documentation of communication initiatives
2026-27	Analyze data regarding communication and determine ways to strengthen two-way communication with stakeholders	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	May 2027	Gathered data Documentation of suggested changes
	Implement needed communication changes	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	May 2027	Documentation of communication initiatives

### Area of Improvement #3:

#### Standard 5: Instructional Program and Resources (5.7 and 5.8):

Analyze learning data to inform instruction and drive school improvement efforts.

**GOAL:** Implement schoolwide structures and procedures to disaggregate and analyze data, and communicate analyzed results in order to ensure decisions are data-based, focused on improved student achievement and overall school improvement.

This includes but is not limited to:

- Professional learning on strategies and approaches for effective data analysis
- Analysis of all standardized assessment data on a regular basis
- Multiple means to assess and analyze non-academic expected student outcomes [VFOLs].
- Enhancing assessment and analysis of data related to the development of the whole child from a distinctively Christian perspective.

**Student Benefit:** Support and improve learning for all students through the analysis of data to discover areas of strengths and weaknesses.

#### Vision for Our Learner:

Christ Follower, Effective Communicator, Critical and Creative Thinker, Lifelong Learner, Moral and Ethical Citizen, Wise and Responsible Steward

#### Outcomes:

Clear usage of data to inform instruction and improve student achievement and drive school improvement.

Year	Action	Who is Responsible?	Resources Needed	Evidence of Progress
2021-22	Provide training for teachers in analyzing classroom instructional data	Director of Learning	Professional Learning time	Documentation of campus professional learning
	Document any data analysis events in SAC and Board meetings	SAC Board Superintendent	Assigned person to document	Meeting notes and minutes Admin Report
	Assign data analysis narrative writer to analyze VFOL-related SWA data used at a system level	Director of Learning	FTE	Analysis reports
	Bible Task Force analyze and document SWA Christ Follower data in decision making	Bible Task Force SAC	Task Force meeting time	Task Force documents SAC Meeting notes
2022-23	Analysis of standardized testing to support student learning	Director of Learning School Improvement	Time Applicable data	Analysis

		Coordinator Principals		
	Development of classroom data goals	Director of Learning Principals Learning Coaches Teachers	Time Applicable data	PPR goals
	School leaders receive and share training on effective data analysis	Principals Learning Coaches Director of Learning Superintendent	Learning Resources	Meeting minutes
	Effective Teaching PL goal and meetings focus on data analysis	Director of Learning Learning Coaches Principals	Time and applicable resources	PL meeting notes
	Analyze the types of data Morrison gathers and determine its use and value	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	Gathered data Analysis data
	Make suggestions for data gathering improvements and changes	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	Gathered data Documentation of suggested changes
2023-24	Continue to train and support teachers in data usage to inform student learning	Director of Learning Principals Learning Coaches	Time and applicable resources	PL meeting notes PPR goals
	Make adjustments to school programs, procedures, and policies based on data gathered	SAC Board of Trustees Campus Team Leaders	Data Recommendations from data analysis	Data Meeting minutes
	Analyze data gathering and analysis of VFOLs Make suggestions for changes and improvements	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	Gathered data Documentation of suggested changes
	Adjust data gathering and analysis methods according to suggestions made in the previous year	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	Documentation of adjustments
2024-25	Continue to train and support teachers in data usage to inform student learning	Director of Learning Principals Learning Coaches	Time and applicable resources	PL meeting notes



	Adjust VFOL data gathering and analysis methods	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	Gathered data Documentation of adjustments
	Make adjustments to school programs, procedures, and policies based on data gathered	SAC Board of Trustees Campus Team Leaders	Data Recommendations from data analysis	Data Meeting minutes
	Analyze the gathering and analysis of data related to the development of the whole child from a distinctively Chrisan perspective and make suggestions for changes and improvements	School Improvement Coordinator Director of Learning Principals Superintendent	Surveys Data Expertise in analysis	Gathered data Documentation of suggested changes
2025-26	Continue to train and support teachers in data usage to inform student learning	Director of Learning Principals Learning Coaches	Time and applicable resources	PL meeting notes
	Adjust gathering and analysis of data related to the development of the whole child from a distinctively Chrisan perspective based on previous year's suggestions	School Improvement Coordinator Director of Learning	Surveys Data Expertise in analysis	Gathered data Documentation of adjustments
	Make adjustments to school programs, procedures, and policies based on data gathered	SAC Board of Trustees Campus Team Leaders	Data Recommendations from data analysis	Data Meeting minutes
2026-27	Evaluate use of data at all levels	SAC Board of Trustees Campus Team Leaders	Surveys Data Expertise in analysis	Gathered data Documentation of suggested changes

**Area of Improvement #4:**  
**Standard 5: Instructional Program and Resources (5.2)**

**GOAL:** Develop curriculum documents that contain all required elements of Indicator 5.2, consistent across the school for every course taught to ensure a consistent learning experience for all Morrison students.

This is a 1 year goal.

**Student Benefit:**

Teachers will have immediate access to curriculum resources which have been regularly reflected on and modified for optimum student learning.

**Vision for Our Learner:**

Christ Follower, Effective Communicator, Critical and Creative Thinker, Lifelong Learner, Moral and Ethical Citizen, Wise and Responsible Steward

**Outcomes:**

Central location for curriculum documents that is routinely checked and updated.

Year	Action	Who is Responsible?	Resources Needed	Evidence of Progress
2021-22	CCC groups will work on updating information in the Curriculum Database Shared Drive	Director of Learning Principals Learning Coaches Curriculum Database Coordinators	Time for CCC and use of Shared Drive	Curriculum Database
	Director of Learning will ensure the use of Curriculum Database Shared Drive to house all aspects of the indicator 5.2 in all courses by May 2022 for completion of this goal (in accordance with procedure 110 and 148)	Director of Learning	Shared Drive	Curriculum Database
	Initial CCC group deadline for templates, resources, and assessments January 21, 2022	Director of Learning Teachers	Shared Drive	Curriculum Database
	Teachers will be assigned to complete any missing components to the curriculum documents by April 2022	Director of Learning Curriculum Database Coordinators	Shared Drive	Curriculum Database
2022-27	Maintain Curriculum Database	Director of Learning Principals Learning Coaches Taskforce Members CCC	Shared Drive Meeting Time	Curriculum Database

## Area of Improvement #5:

### Standard 3: Home and Community Relations and Student Services (3.9)

**GOAL:** Develop and implement a monitoring system for the management of the caseloads of the campus-wide Learning Specialists in order for all students to receive equitable access to the curriculum.

This is a 1 year goal.

#### Student Benefit:

Students will receive equitable access to needed learning help.

#### Vision for Our Learner:

Effective Communicator, Critical and Creative Thinker, Lifelong Learner

#### Outcomes:

Central location for ILP cases and intervention needs.

Year	Action (Year 1)	Who is Responsible?	Resources Needed	Evidence of Progress
2021-22	Learning Specialists will discuss and determine the system and need for the monitoring management of caseloads	Director of Learning Diagnostician Learning Specialists	Time to meet	Caseload tracking document
	Assign system caseload management to the Diagnostician	Director of Learning	FTE	Caseload tracking document
	The Diagnostician will share Learning Specialists' caseload management and suggestions with Principals to ensure equitable access	Diagnostician		Caseload tracking document
	Research current models of learning support	Director of Learning Diagnostician Learning Specialists	Time and research opportunities	Learning Specialists meeting notes
	The Director of Learning and the Diagnostician will collaborate to develop suggested wording for caseload limit standards procedure updates	Director of Learning Diagnostician Learning Specialists	Time FTE	Procedure change documentation
2022-27	Continue to monitor Learning Specialists' caseloads and adjust if necessary	Principals Superintendent Director of Human Services	FTE	Caseload tracking document