



Overarching Principle and Goal

To re-establish and re-commit to our mission to Empower Warrior Intellectuals through upholding our rigorous academics and high expectations in instruction and culture

Rationale:

SY23 School Wide Goals

Karla's Goal

Professional Actions

Leadership Priority: Cultivate Culture of Excellence through leadership team capacity building and development

Measures of Success:

- 10% increase in Staff sense of belonging as measured by the Youth Truth Survey
- 10% increase in staff rating of their supervision support by the Youth Truth Survey
- 90% staff retention (for those who are asked back)
- 95% leadership retention (for those who are asked back)

- By September 2022 rollout survey to school leadership team to gather data on areas they would like to receive more PD to increase their operational effectiveness in ensuring psychological safety, professionalism, and excellence in the workplace
- By end of first quarter of SY23 (October 2022) in collaboration with each leader, identify strengths, growth opportunities and stretch goals based on prior year performance, needs for team and community tied to specific role responsibilities
- By November 2022 Redesign supervision for leaders to focus on SMARTIE execution of identified growth opportunities and stretch goals
- By November 2022 support and model for leadership team establishment of monthly problem of practice protocol meetings to enable cross collaborative problem solving and visibility into work streams across leadership team
- By December 1, 2022 analyze September survey data alongside individual leader data collected by end of October 2022 to identify differentiated PD needs for leaders and provide support through combination of 1:1s with karla, external opportunities and/or consultants utilizing protocols and supervision tools
- Rollout quarterly temperature check surveys to gather data from instructional and non-instructional staff on leadership team effectiveness, workplace culture and opportunities for growth and stretch
- By February of 2023 survey leadership team on progress toward goals and efficacy of new initiatives



	<p>to their work: problems of practice, targeted 1:1s and PD supports designed to grow their practice</p> <ul style="list-style-type: none"> • By March of 2023 implement feedback from leadership team regarding new initiatives
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Instructional Priority: Lead Educational Program in execution of what rigorous instruction looks like and feels like for student achievement

<p>Measures of Success:</p> <ul style="list-style-type: none"> • Math: +1.2 years of growth on NWEA MAP from Fall to Spring • Math: Growth by 5% in SBAC scores or 12% proficiency overall. • MAP Reading (% of students reading at grade level - 40th percentile or above) <ul style="list-style-type: none"> ◦ MAP Reading (% of students reading at grade level) <ul style="list-style-type: none"> ■ Overall 21-22 = 39% ■ Goal 22-23 = 54% 	<ul style="list-style-type: none"> • By August of 2022 establish bi-weekly Coaching sessions for ILT members to ensure they keep rigor at the forefront of all instructional coaching and PD and have space to engage in cross collaborative problem of practice conversations to build capacity • By August of 2022 rollout schedule of Head of School observations for each teacher at ARISE once a quarter to ensure feedback, transparency and clarity around expectations for rigor and priority plans • Establish ILT Data Dive sessions once per quarter to analyze student outcome data and modify priority plans and actions
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School Culture Priority: Ensuring the ARISE mission is tangibly demonstrated in student school culture

<p>Measures of Success:</p> <ul style="list-style-type: none"> • Increase ADA from 88 to 95% • 20% Reduction in average daily count of students with 1-3 class AUs from baseline of 51 to 40 • 20% Reduction in average daily count of students for Enrichment AUs 	<ul style="list-style-type: none"> • Establish ALT/CLT Data Dive sessions once per quarter to analyze student outcome data and modify priority plans and actions • Establish and train SPEC process and data analysis cycles • Train and support Academic Counselors, RJ team, and SPEC to engage families in increasing attendance • By September 2022 model regular practice and expectation for school staff to access and discuss attendance dashboard at weekly PDs and understand overall impact to school culture and instructional rigor • By October 2022 establish a calendar for Head of School solicitation of family feedback through combination of 1:1s, focus group, survey and SLC meetings.
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