

## Executive Director Goals for 2018 – 2019 School Year Mid-Year Update

**Overarching Goal:** *Fostering Growth and Achievement*

### Academic Growth

*Goal: Continue to increase rigor through improved use of differentiation, co-teaching, reflection, feedback/coaching, and professional development.*

- Demonstrate 10% increase in overall growth for all students from .95 in 17-18 to 1.045 in 18-19. Results for 2017-2018 from state report are shown below.

All Exploris Students	Overall	Met Growth	School Growth Index Score 0.95
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- Overall school growth can also be demonstrated through formative and summative assessments (e.g. EOG/BOG, MAP, mClass, portfolio, in-class assessments, and survey data as measured by the informal walkthroughs, observation, instructional rounds process, and teacher reflection.
  - ✓ **MAP mid-year testing in progress, results will be shared in March**
  - ✓ **mClass mid-year testing in progress, results will be shared in March**
  - ✓ **2 Portfolio conferences held at each grade level demonstrating student growth**
  - ✓ **Increased use of EVAAS, Map, mClass, and formative assessment data to inform teacher plans for differentiated instruction**
- Implement staff feedback process with fidelity, (Personal Growth Plans, Instructional Rounds, Observations, and Feedback Cycle)
  - ✓ **Personal growth plans developed for all staff**
  - ✓ **Instructional Rounds held in October focused on examining teacher and student talk time**
  - ✓ **Daily Informal Observations**
  - ✓ **83 PGP and Coaching Feedback Observations held with all staff**
- Implement co-teaching professional development by December 2018.
  - ✓ **4 Co-teaching workshops were held in August, October, November, and December**
  - ✓ **Additional staff PD offered on ADHD, Social Learning, Mindfulness, Using Data for Differentiation, Social Justice Teaching,**

### School Culture & Climate

*Goal: Staff and students thrive because their needs are met. The school environment is one in which staff and students are safe, joyful, and engaged.*

- ✓ Survey results will show that students and staff report a 90% or higher level of fulfillment to be learning and teaching at The Exploris School as measured by staff survey.
- ✓ **Staff survey fielded in February to assess climate and culture - 92.8 % expressed that they get personal sense of satisfaction and fulfillment from the work they do at Exploris.**
- ✓ **3 students surveys fielded to assess culture and climate**
  - **192 Responses in MS to student survey in December**
  - **103 Responses in ES grades 3-5**
  - **113 Responses in ES grades K-2**
- ✓ **87.6% of K-2<sup>nd</sup> graders reported that teachers would notice if they were having trouble learning something**
- ✓ **92.3% of 3<sup>rd</sup> – 5<sup>th</sup> graders agree it is important to do well in classes**
- ✓ **92.7% of Middle School students reported appreciation of school**
- Retain 90% or more of staff that are a mutual fit through August 2019 (81.25% in 17-18; 9/48 employees) based on exit interviews
  - ✓ **To date 1 out of 53 employees have resigned from Exploris**
  - ✓ **1 Retirement at EOY, and 1 career change at EOY**
- Increase core instruction in social-emotional learning (SEL) through the use of an additional counselor by implementing at least 12 lessons per grade level by June 2019.
  - ✓ **42 SEL Lessons in Grades K-8 completed by 2/12/19**
  - ✓ **SEL lessons have been attributed to identifying and helping to resolve bullying behaviors**

### **Enrollment Planning/Equity**

*Goal: Increase SES diversity to represent the Wake County community and supports low-income families*

- Implement a weighted lottery and online lottery system to maintain a minimum of 10% enrollment of students qualifying as economically disadvantaged by June 2019.
  - ✓ **As of 2/19/19 1,209 applications received for 87 openings, 78 identified as EDS**
  - ✓ **Weighted Lottery Approved and Online System Operation for 3/1/19 Lottery**
- Implement PD and training for staff and Board to better understand needs of economically diverse families by March 2019.
  - ✓ **Equity and Diversity Community Evening event held 12/6/18**
  - ✓ **Meet and Greet Community Event at Chavis Heights – 12/14/18**
  - ✓ **Teaching Tolerance Training for all staff held 2/18/19**
  - ✓ **3 Evening and 6 Daytime tours held to recruit prospective families**
  - ✓ **Recruiting brochure and informational flyers**
  - ✓ **Book Study with Equity and Diversity Committee and parents - Raising White Kids: Bringing Up Children In A Racially Unjust America''**

### **Scaling Resources**

*Goal: Maintain our fiscal viability and create long-term plans that support school growth*

- Manage all resources to ensure that EOY budget target of \$13,000 surplus is achieved while balancing staffing, facility, technology, and instructional supply needs.
  - ✓ **EOY Surplus projection as of 2/12/19 - \$89,094**
  - ✓ **Cashflow shows cash on hand for 66 days**
- Ensure teachers have sufficient access to instructional technology, including computers, devices, printers, software and internet access as measured by an increase on Teacher Working Condition survey results from 58.8% to at least the 80% state average as measured by school survey.
  - ✓ **Mid-year staff survey results – grew from 58.8 to 71.4%**
- Ensure teachers have sufficient training to fully utilize instructional technology. Increase Teacher Working Condition Survey result of 40.6% to at least 75% as measured school survey.
  - ✓ **Offered Google PD for all staff on 10/2/18 to earn Google App Certification**
  - ✓ **Staff responses increased from 40.6 % to 62% have sufficient training to fully utilize instructional technology**
- Develop a 2019 – 2024 strategic plan by April 2019.
  - ✓ **Strategic Plan under development**
  - ✓ **62% of Parents (194) and 98% (331) 3<sup>rd</sup> – 8<sup>th</sup> grade student surveys were completed**
  - ✓ **4 Focus Groups Held - Board, Staff, and 2 student focus groups held**
  - ✓ **Steering Committee met 2/9 and 2/21 to refine strategic plan**
- Retain and research new grant funds and partnerships to implement innovative resources to support school goals and student needs.
  - ✓ **Partnership with Fletcher Academy offering literacy intervention has demonstrated student growth**
  - ✓ **Successfully applied and received Special State Reserve Funds to add an additional teaching partner for 1<sup>st</sup> Grade student**
  - ✓ **Applied for State Mental Health Grant and received funding for 1 additional counselor to provide Social and Emotional curriculum and lessons**
  - ✓ **Received grant to partner with Wake County Communities in School to provide a success coach for at risk students**
  - ✓ **Partnered with NCSU to have 3 student teachers support Exploris this year**
  - ✓ **Partnered with UNC TEACHH program to support EC staff better meet student needs**
  - ✓ **Letter of Intent submitted 2/13/19 for NC ACCESS expansion subgrant and Exploris has been offered opportunity to complete full grant**
  - ✓ **Team forming to complete NC ACCESS expansion subgrant due 3/31/19**