



Manatee Academy's 2023-2024 School Improvement Plan Summary

Manatee Academy's Mission Statement: *The mission of Manatee Academy is to ensure all students graduate from a safe and caring school, equipped with the knowledge, skills, and desire to succeed.*

2023-2024 School Improvement Goal: If Manatee Academy focuses on providing high quality teaching and learning, strengthening equitable practices, and addressing elements to ensure a safe and caring school, then students will fully engage in learning aligned to the depth and rigor of the standards, resulting in gains and a positive culture and environment for all.

Area of Focus 1: ESSA Subgroup specifically relating to English Language Learners- As a subgroup, Our ELL students are not achieving at the same rate as their grade level peers. Our ELL Students are performing below the 41% proficiency. In 21-22 ELL students scored 27% proficient as compared to All students who scored 52% proficient

- **Rationale:** If ELL students have more individualized support and additional assistance is provided by assigned staff members, then students within the targeted subgroup will demonstrate academic growth.
- **Action Plan:**
 - Grade levels will have data meetings to look at and monitor data in relation to goals in order to adjust instruction and interventions as needed.
 - Monitored data through PM1 and 2, Unit Assessments, iReady/Success Maker.
 - Identified students in Middle School that are performing below grade level are in an intensive reading class.
 - Students will be given tiered and monitored additional support along with their grade level instruction.
 - The RtI blocks will be staggered this year in order to increase the number of staff available in each block, this will allow for smaller groups and more targeted interventions.
 - Instructional Coaches will work with classroom teachers to ensure that ELL accommodations are planned and used in daily lessons.

Area of Focus 2: Positive Culture and Environment specifically relating to Teacher Retention and Recruitment

- An area of focus is to recruit and retain highly qualified teachers. We would like to retain 90% of our instructional staff this year.

- **Rationale:** With a heavy focus on Collaborative Learning and Planning (CLP) teacher retention will improve. This increases capacity and knowledge of the grade levels which translates to higher student achievement.
- **Action Plan:**
 - The principal sends out weekly surveys to teachers to assess teacher needs and to get a read on teacher culture.
 - Teachers will have weekly CLP meetings with team members, instructional coaches, and administrators.
 - Create Teacher Focus Groups
 - Monitor and address the majority of concerns during monthly Faculty Council meetings.
 - Voluntary PD's will be offered throughout the year based on teacher need, schoolwide focus, teacher interest and classroom walkthroughs.

Area of Focus 3: ESSA Subgroup specifically relating to Students with Disabilities- As a subgroup, students with disabilities (SWD) are not achieving at the same rate as their grade level peers. Our SWD are performing

below the 41% proficiency. In 21-22 SWD scored 19% proficient as compared to All students who scored 52% proficient.

- **Rationale:** With a heavy focus on Collaborative Learning and Planning (CLP) teacher retention will improve. This increases capacity and knowledge of the grade levels which translates to higher student achievement.
- **Action Plan:**
 - Grade levels will have data meetings to look at and monitor data in relation to goals in order to adjust instruction and interventions as needed.
 - Data will be reviewed quarterly to assess student needs and next steps.
 - Students will be given tiered and monitored additional support along with their grade level instruction.
 - Teachers will participate in weekly Collaborate Learning with the Literacy Coach.
 - Teachers look at the critical content of the standards and create lesson plans for whole group and small group instruction.
 - Teachers will plan using Savvas, iReady and My Path.

Resources: Administration, instructional coaches, academic and behavioral Tier 2 and Tier 3 interventions, fulland part-time interventionists, school counselors, full-time school-based mental health counselor, dean/conduct counselor, availability of evidence-based intervention and instructional materials, technological resources, CLP times, district-created assessments, school, district, and state professional learning opportunities, and grant funding to provide supplementary resources.

Approved by Manatee Academy's School Advisory Council on September 19, 2023