

Morrison Academy's School Improvement Plan

*Strategies in **bold** indicate 2010-2011 SIP Emphasis*

	GOAL	STRATEGY
1	<u>Integrated 1a-1e –Strategies</u> (see right) are designed to meet multiple goals 1a-1e	i. Build capacity for assessment and data analysis through a new student management system. (1a-e)
*1a.	<u>Unit-based, coherent, instructional program</u> that regularly requires from faculty documents that include: scope and sequence of learning, learning outcomes, common assessment and assessment data analysis that informs instruction	ii. Require same benchmark assessments for each core subject with unit plans. iii. Review existing unit plans during collaborative planning time and PD days. iv. Write procedure defining the components of the unit based instructional program v. Designate curriculum writers to facilitate collaborative unit plans for elementary science and social studies, middle school math, and elementary, middle school math.
*1b	K-12 subject review that includes <u>vertical articulation</u> .	i. Revise the Curriculum Development Process procedure (110) so that vertical articulation is reflected as a major component of the review process. ii. Plan one session where K-12 meets in subject areas to look for gaps and redundancies. Report back findings. iii. Plan one CPT meeting a semester where elementary meets with middle and middle meets with high school. iv. Implement new curriculum review procedure
*1c.	Consistent application of <u>high yield instructional strategies</u> that are reflective of sound educational practice, with Morrison Christian Academy providing ongoing training and accountability to ensure the delivery of a strong instructional program to the students	i. Emphasize application and reflection on high yield instructional strategies during CPT. ii. Revise procedure 170, Professional Practice Review, so that applications of high yield instructional strategies are a part of the teacher evaluation. iii. Incorporate high yield instructional strategies into walk through observations. iv. Teachers continue to intentionally emphasize appropriate instructional strategies in their lessons. v. Build capacity for the revised teacher professional practice review process which includes new standards.
*1.d	Comprehensive, <u>school-wide assessment program</u> that assesses student learning and aligns with the learning outcomes.	i. Finalize procedure for data storage and analysis. ii. Design school-wide reading, writing and math common assessments.
*1.e	Collaborative systems that routinely <u>analyze a variety of assessment data</u> to inform instruction and improve student learning.	i. Build capacity regarding assessment at the leadership level (PD for SAC & CC). ii. Draft a philosophy of assessment at Morrison iii. Schedule staff PL on assessment and data. iv. Send Team Leaders to training on collaborative protocols. iii. Build capacity regarding assessment at the leadership and teacher level during PL Days, EARCOS workshop, and professional practice review meetings. iv. Implement the School-Wide-Appraisal process in preparation for analyzing data in April system PL and during the May PL half-day goal setting sessions.
*2.	Develop and implement a more systematic and sustainable <u>service program</u> to provide students with increased opportunities to serve outside the school walls.	i. Include a Christian service / authentic Christian living strand in the Bible curriculum. ii. Hire consultants to develop service learning partnerships, particularly for middle school. iii. Explore corporate partnerships. iv. Promote Christian service learning through school youth groups, clubs, or the MS CSL programs. v. Provide support for staff and their families to learn to speak Chinese.
*3.	Review the <u>Mandarin curriculum</u> as part of the subject review process, applying best practices and making improvements that result in a developmentally appropriate, sequential and coherent curriculum where students develop communicative competencies	i. Develop Scope and sequence and resources (K-2). ii. Consider changes to engaged instructional time procedure (#295), including daily instruction for elementary students. iii. Provide professional development o 2010 Chinese Teacher's Academy Summer Training o Use of new materials o Technology integration o Classroom management o Unit writing iv. Pilot language labs on the Taipei and Kaohsiung Campus v. Complete the Mandarin Curriculum Guide
*4.	Ensure that <u>school vision and initiatives are clearly articulated to all Morrison community stakeholders</u> in order to facilitate mutual ownership of these by all members, and to provide consistency among the schools, while allowing variance of implementation based on the unique needs and characteristics of each campus and / or school level	i. Develop a communications strategic plan including a, bilingual, system-wide quarterly. ii. Employ a Director of Communications iii. Develop a mechanism for gathering reports of Christian service student learning programs in order to assess the school's relevance in the broader community. iv. Install symbols of the school's vision on each campus and explain them at PAC meetings and concerts v. Assess stakeholder awareness of school vision and initiatives.
*5.	Review the <u>enrollment policy</u> in light of the declining enrollment of missionary children and changing demographics to ensure the school's future viability – while maintaining the school's vision <i>Recommendation fully met - 09/10</i>	i. Board review of policy #5205 ADMISSION LIMITATIONS ii. Administration research marketing strategies, such as an Open House, to attract the most qualified students in the primary grades. Consider integrating these in the 2010/11 budget. iii. Administration research enrollment incentive, ELL summer camps, ELL Audit and preschool programs. Consider integrating these in the 2010/11 budget. iv. Review admissions protocols and testing instruments.

6	Articulate an integrated, <u>strategic technology plan</u>	<ul style="list-style-type: none"> i. Explore outsourced tech support in order to free Educational Techs to provide more support for teachers. ii. Update the Ed Tech job description & rubric. iii. Engage staff in developing procedures (i.e. Mobile, Skills, Safety, standard classroom equipment and strategic financial plan).
7	Explore the <u>feasibility of providing more special needs services</u> for students whose learning needs are beyond the current policy and program.	<ul style="list-style-type: none"> i. Survey potential student needs. ii. Draft policy for the Board to consider. iii. Develop staffing resources.