

**Masada Charter School, Inc. (088759000) Charter District - FY 2023 - Low Risk - Masada Charter School (088759101) Charter School - School Integrated Action Plan (SIAP) - Rev 2**

Fiscal & Program Tagging

**Plan Items**

**P** 1) Principle 1 - Effective Leadership

**- Details**

Primary Need: School and district leaders need to implement an effective continuous improvement process to evaluate and adjust all LEA systems.

Root Cause: Annual review of progress required for program sustainability and growth.

Needs Statement: Masada leaders are expected to help shape the LEA and School level visions related to academic success for all students. To accomplish this, they analyze data, programs, staffing, and other systems to best position the school and students to achieve at high levels. Leaders set clear, measurable and attainable goals by implementing an annual planning and improvement process. The planning includes conducting a comprehensive needs assessment and using a variety of data points and stakeholder input to examine areas of need, strength, opportunities, and change. School leaders use the results of their needs assessment to then develop an actionable, evaluated plan.

Desired Outcomes: The school and district leaders will implement strategies to review their status and then implement an effective plan of improvement that includes monitoring and evaluation.

SMART Goal:

**S** 1.1) Strategy 1.1

**- Details**

Strategy Description: Masada Charter School will conduct a comprehensive needs assessment process that leads to an integrated action plan.

**AS** 1.1.1) Strategic Planning

N/A

**Details**

Action Step Description: Each year, Masada will initiate a planning process consisting of a gap analysis of student achievement in reading, writing, and mathematics; a school improvement survey that measures areas of strength, growth, improvement, and need; a professional development needs assessment that determines interest and need for job-embedded training; and a parental involvement survey that garners feedback and input on overall school performance from the parent community. The administrator will organize facilitation of a planning session with key stakeholders to participate in a historical review of specific elements of Masada's program and create both short and long-term goals to be implemented.. We will use the results of the Comprehensive Needs Assessment and other assessment and evaluation tools to determine areas of growth and improvement and set goals, strategies, and action steps for the Integrated Action Plan.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

1.1.2) Monitoring and Evaluation

N/A

**Details**

Action Step Description: Action Step Description: Masada will measure the effectiveness of schoolwide goals and monitor the progress of strategies and action steps using formative and summative assessment and evaluation tools. Masada will implement the Integrated Action Plan with fidelity as ensured through teacher evaluations and observations, student progress monitoring, school surveys, compliance checks, and formative assessment results.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

2) Principle 2 - Effective Teachers and Instruction

**Details**

Primary Need: 2.2 Teachers have shared knowledge of the content standards, curricula, and social emotional learning practices.

Root Cause: Masada will provide a scaffolded SEL curriculum and train teachers in the effective implementation of the SEL curriculum in order to address rising SEL concerns and needs. - Masada does not have a scaffolded SEL curriculum laying out SEL developmental needs and articulating SEL skills.

Needs Statement: Teachers will receive training and support around the learning and implementation of SEL standards and competencies.

Desired Outcomes: Through the training and implementation of an SEL (Positive Action) Curriculum, Masada will increase teacher knowledge and awareness of SEL standards, skills, and competencies to enable teachers to effectively instruct students in the SEL curriculum and hold students accountable for their learnings.

SMART Goal:

## **S** 2.1) Strategy 2.1

### **-** Details

Strategy Description: Masada will conduct a professional development needs assessment that surveys all staff on their expertise, interest, and need for professional development in best practices and instructional strategies.

## **AS** 2.1.1) Professional Learning Opportunities

Title I LEA

Prof Dev

TI SW1

### **-** Details

Action Step Description: Using LifeLong Learning, Masada provides ongoing professional development for teachers in math, language arts, and classroom assessment. Teachers participate in Action Research projects using the PDSA, (plan, do study, act) cycle of personalized learning, tailored to a specific need the teacher has identified through the use of personal classroom data. Teachers will receive regular and personalized coaching sessions around the research project and the implementation of the learning obtained from it. This method of professional development is continuous and job-embedded. At Masada, this method has proven to improve student achievement,

teacher effectiveness, and overall school performance. Title I and Title II funds will be used to enhance Masada's individualized professional development for teachers.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 2.1.2) Technology Plan  
Effective Use of Tech

**Details**

Action Step Description: Administration will provide teachers with time in collaborative teams to explore technology resources and tools. Teachers will evaluate the purpose and function of the tools in relation to their usefulness as instructional tools or as tools to assist with student learning. Teachers will submit technology resources that are useful in the implementation of Masada's program to the Tech. department to be housed in a resource bank.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 2.1.3) Monitoring and Evaluation  
Prof Dev

**Details**

Action Step Description: Each teacher participates in regular coaching sessions around their project. Each teacher submits summaries of their work to the Administrator of Supervision & Instruction for review and feedback and presents a summary of their work to their peers. Teachers will receive performance pay for this work. The Technology Administrator will compile the technology resources into a bank that can be accessed by all teachers. The Administration will conduct a review process and monitor the Action Research Projects of each teacher and evaluate the impact and determine areas of strength, growth, need, and improvement.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**P** 3) Principle 3 - Effective Organization of Time

**- Details**

Primary Need: Our school year/calendar is organized to maximize instruction. The school/year calendar is organized and structured to support professional learning, and teacher planning and collaboration; it is also structured to maximize instructional time and support academic interventions schoolwide.

Root Cause: Teacher training and growth cannot occur without allocated time for the projects to be embedded within the school day/year. Struggling students need additional time and instruction to make adequate progress.

Needs Statement: Masada organizes its time to support academic success for all students. Effective organization of time means that teachers and staff have time to participate in PD, collaborate, and to plan for both their students and themselves. This principle also ensures that Masada students have appropriate instructional and non-instructional time to support their learning and growth.

Desired Outcomes: Teachers have sufficient time to engage in professional learning, collaboration, and planning to support their students and their professional practice.

SMART Goal:

**S** 3.1) Strategy 3.1

**- Details**

Strategy Description: Masada's professional contract day is structured to support professional learning for all teachers and staff.

**AS** 3.1.1) Calendar  
LEA Instr Prog

**- Details**

Action Step Description: Masada develops a fiscal calendar that supports professional learning opportunities, provides grade level collaboration time, structures teacher learning through Action Research Projects, and supports both peer and professional coaching.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**S** 3.2) Strategy 3.2

**- Details**

Strategy Description: Masada's school day is organized to maximize instruction.

**AS** 3.2.1) School Day

LEA Instr Prog

**- Details**

Action Step Description: Action Step Description: The Administration will provide resources that will give instructional support and structure time for school-wide interventions. Additional support for student academic achievement or supplementary interventions will be implemented for students who are struggling academically.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 3.2.2) Staffing and Parapros

Title I LEA

TI SW1

**- Details**

Action Step Description: Masada employs appropriately qualified instructional aides who support the math and reading achievement of all students. Masada will pay for salaries and benefits for Title I appropriately certified aides (1.0 FTE each), under the direction of TIQ teachers, to assist with Title I math and reading activities in our school. In addition, appropriately qualified teachers monitor and evaluate student interventions and track individual progress. Teachers also provide supplemental support for students (e.g., summer school).

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 3.2.3) Transition Services

N/A

**- Details**

Action Step Description: Masada serves students in grades K-9. School leaders integrate funding, materials, and school-based activities to support student learning and their transition to the next academic level. The school supports, coordinates, and integrates its Title I services with early childhood education programs (e.g., MOWR). In addition, all of Masada's strategies for effective instruction and assessment as described in the IAP are designed to facilitate students' effective transitions from the middle grades to high school.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 3.2.4) Monitoring and Evaluation

N/A

**- Details**

Action Step Description: School leadership team reviews schoolwide programs for evidence that the school day provides students with maximized instructional activities. Instructional leaders and teachers will continuously measure the level of time and opportunities available to plan and collaborate, then adjust as needed.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**P** 4) Principle 4 - Effective Curriculum

**- Details**

Primary Need: 4.1 Our written curricula provide access to a well-rounded education that fully maximizes the potential of the education for all students.

Root Cause: Masada does not have a research based, scaffolded curriculum in SEL to give teachers common training and understandings of the skills, competencies, and abilities that are appropriate for student emotional

growth and development

Needs Statement: The administration will purchase a research based SEL curriculum for all grade levels at Masada

Desired Outcomes: All teachers and staff at Masada will have a well developed, research based SEL curriculum to guide the instruction of SEL learning and competencies and provide a common foundation for all conversations and activities in SEL with parents and students at Masada

SMART Goal:

**S** 4.1) Strategy 4.1

**- Details**

Strategy Description: Masada will conduct a professional development needs assessment that surveys all staff on their expertise, interest, and need for professional development in best practices and instructional strategies.

**AS** 4.1.1) Professional Learning Opportunities  
Prof Dev

**- Details**

Action Step Description: Masada will work with LifeLong Learning & Ass. To provide all teachers and staff members with training around the principles and elements of establishing and maintaining high expectations for students.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 4.1.2) Monitoring and Evaluation  
N/A

**- Details**

Action Step Description: Each teacher participates in regular coaching sessions around their project. Each teacher submits summaries of their work to the Administrator of Supervision & Instruction for review and feedback and presents a summary of their work to their peers. Teachers will receive



performance pay for this work. The Administration will conduct a review process and monitor the Action Research Projects of each teacher and evaluate the impact and determine areas of strength, growth, need, and improvement.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

## **S** 4.2) Strategy 4.2

### **-** Details

Strategy Description: To help provide all students with inclusive, equitable and challenging learning opportunities, we will acquire materials, supplies, and technological resources to support student learning.

### **AS** 4.2.1) Student Supplies

Title I LEA

TI SW1

#### **-** Details

Action Step Description: Supplemental general instructional classroom supplies in support of math and reading such as books and paper.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

### **AS** 4.2.2) Technology Plan

Effective Use of Tech

#### **-** Details

Action Step Description: Masada leaders will ensure that staff and students are proficient in the use of technology. As feasible, teachers will be trained and also obtain materials to assist with the integration of technology into the curriculum.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 4.2.3) Monitoring and Evaluation

N/A

**Details**

Action Step Description: The primary evidence used to monitor and evaluate the student materials will be student knowledge and improvement as shown in our benchmark assessments. The evaluation of technology will be conducted during principal observations to ensure technology is being used effectively.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**P** 5) Principle 5 - Conditions, Climate & Culture

**Details**

Primary Need: 5.5 Our school offers services to fully support the academic and social emotional needs of students

Root Cause: The onset of the COVID-19 Pandemic has produced an effect on the culture and climate of Masada of an increase in student/teacher anxiety, depression, and social emotional needs.

Needs Statement: Masada will implement an SEL curriculum designed to have a positive impact on the culture and climate of the school and train teachers in SEL implementation to develop student skills to communicate and solve problems effectively within their social environments which will empower them socially and increase their engagement in school.

Desired Outcomes: Teachers, students, and parents at Masada will engage in learning SEL skills and competencies thereby gaining skills and using tools effectively which will have a positive impact on school safety and improve attendance and student engagement in school.

SMART Goal:

**S** 5.1) Strategy 5.1

**Details**

Strategy Description: Inclusive schools are conducive to student learning, fulfillment, and well-being, as well as professional satisfaction, morale, and effectiveness. We will provide intensive supports, services, and activities for all students and those from special services (e.g. special education, FRL, bottom 25th quartile, homeless.)

**AS** 5.1.1) Monitoring and Evaluation

N/A

**Details**

Action Step Description: In order to monitor and evaluate the school's climate and culture initiatives, school leaders will include measures in its annual CNA and its annual parent meeting which provides an opportunity for stakeholders to provide written or verbal feedback on the school's performance. This data is reviewed and revisions made in Masada' integrated action plan.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**S** 5.2) Strategy 5.2

**Details**

Strategy Description: Masada will create an effective school climate and culture by training teachers and staff around the principles and elements of high expectations for student learning. Title IV-A funds are being transferred into Title IA activities to support this strategy.

**AS** 5.2.1) High Expectations

N/A

**Details**

Action Step Description: Students will participate in activities using technology that support the equitable access to concepts and materials unavailable in a rural area.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**P** 6) Principle 6 - Family and Community Engagement

**- Details**

Primary Need: Our school creates and maintains positive collaborative partnerships among families, communities and school to support student learning. Engaging families and the community as an essential component of school operations.

Root Cause: Rural school, limited community resources.

Needs Statement: In order to improve outcomes for our students, Masada engages parents, families, and community members in its activities. Family and Community Engagement is an essential component of improving outcomes for children and youth. Effective family and community engagement is a reciprocal partnership among families, communities, and schools that reflects a shared responsibility to foster children's development and learning. Masada will share results with all stakeholders and develop goals, strategies, and action steps of the Integrated Action Plan with input and feedback from staff and parents. The principal presents and reviews student data with grade bands.

Desired Outcomes: Students know that families and other educational stakeholders share an invested interest in data-based decisions guiding their education path to CCR through consistent communication. Masada will improve family and community engagement by providing multiple opportunities for all to participate in different activities including site-based decision making and family engagement activities. Masada will develop formal communication guidelines to support regular and effective school to home communications. Masada maintains high levels of family and community engagement and it is a part of the school's mission in providing positive educational outcomes for its students.

SMART Goal:

**S** 6.1) Strategy 6.1

**- Details**

Strategy Description: Masada will improve stakeholder relations by providing opportunities for all members of the school community to participate in site-based decision making and provide input and feedback regarding overall school performance as measured by levels of stakeholder engagement, feedback, and input.

**AS** 6.1.1) Family Engagement

LEA Fam/Com

 **Details**

Action Step Description: Masada will provide parent training opportunities through breakout sessions designed to meet the needs parents have in learning the elements of Masada's program and how to support student learning and progress through Masada's program.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 6.1.2) Meaningful Communication

LEA Fam/Com

 **Details**

Action Step Description: The Administration will develop formal communication guidelines and structures for teachers to use for school to home communications that explain the critical elements of Masada's program and their implementation.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence:

**AS** 6.1.3) Monitoring and Evaluation

LEA Fam/Com

 **Details**

Action Step Description: Annual parent feedback will be gathered on school to home communications and their effectiveness.

Person Responsible for this Action Step: LeAnne Timpson (Organization Role: Director)

Timeline: 7/1/2022 to 6/30/2023

ESSA Evidence: