

### FY24/25 Goals

(based on CNA results)

#### Math Goal:

Maintain and/or increase student proficiency levels in Math, including subgroups.

- Action Steps:
  - Facilitate JH math collaborations to articulate individual classroom instructional strategy goals to help bring consistency with use of best practices to the math program as a whole.
  - Continue to provide support for teachers with implementation of new Pearson math curriculum
  - Design and implement a new teacher support structure for an oncoming first year math teacher next year.

#### ELA Goal:

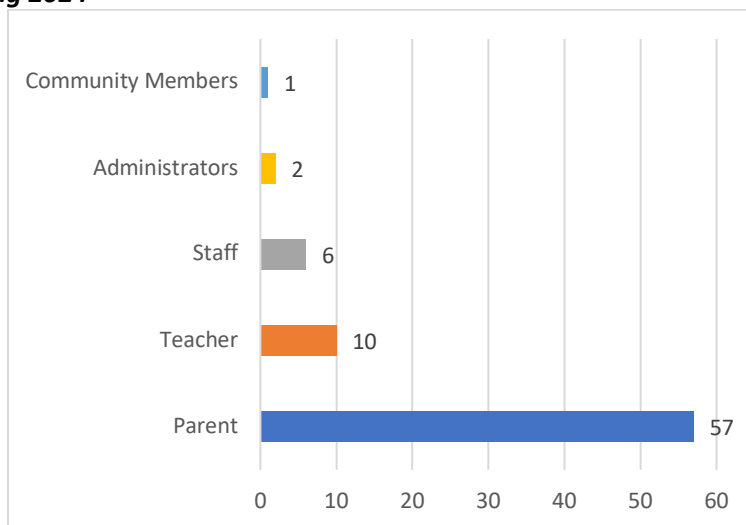
Maintain and/or increase student proficiency levels in ELA, including subgroups

- Action Steps:
  - Design follow-up support strategies for staff with implementing interventions learned from the FY 23/24 PD in the Linda Mood Bell system of teaching reading.
  - Plan time into the elementary PD calendar for teachers to work on getting their Literacy Endorsement.
  - Facilitate collaborative sessions with K-3 teachers to refine the use of the MOWR data letters distributed to parent.

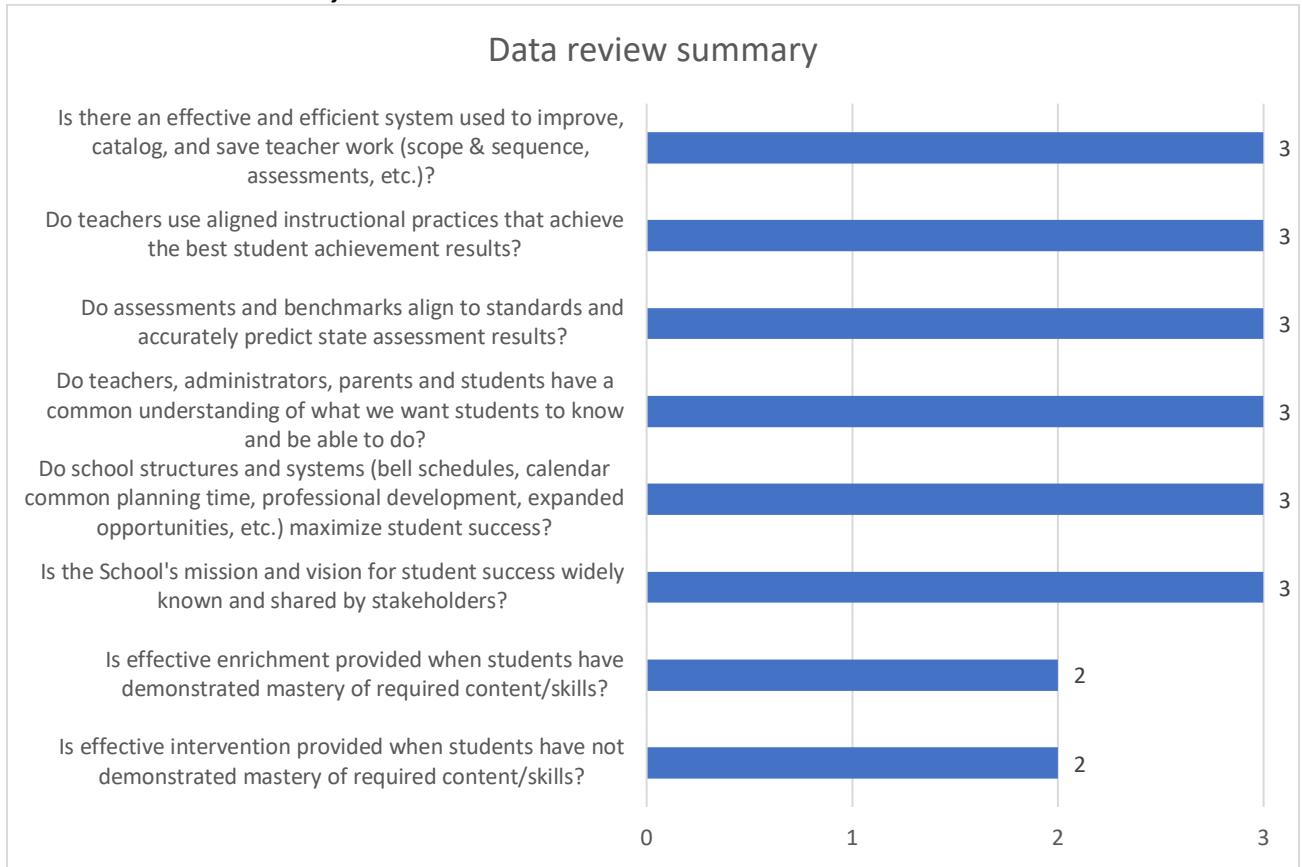
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## Masada’s Comprehensive Needs Assessment (CNA) Results

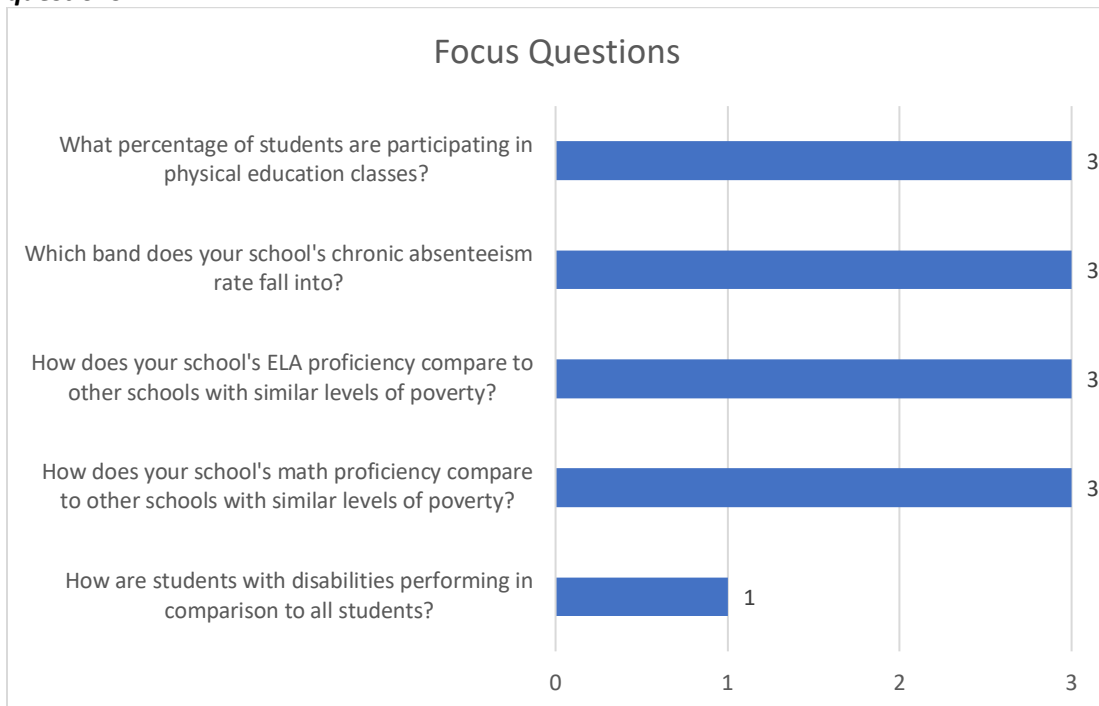
### Stakeholders – Spring 2024



**Data team review summary**



**Focus questions**



Positive school experiences (sampled) from stakeholder surveys:

- Culture and climate of rigorous learning expectations.
- Love the Teachers
- I like that the student, parents and teachers meet and create goals for each trimester with a reward attached.
- Love working here. I feel very loved and supported, but still hold to a high expectation of professionalism.
- Masada is like a home away from home for our children and I really appreciate being welcomed as a parent for SEPs and other parent school activities. Thank you.
- I love working here! The support from other teachers and admin is phenomenal. We have a great program that I am proud to be a part of.
- Masada is one of the best schools. We really appreciate you. The love and care that goes into our children is amazing
- Shared value system with teachers, deeply caring teachers and staff. Positive Action has also rendered great results with my student—please continue to focus on self-concept and growth mindset.
- Teachers work so hard to help the kids.
- I appreciate that struggling students always get help

Challenging school experiences (sampled) from stakeholder survey

- I feel elementary students are in school longer than necessary for state requirements. Friday school is unnecessary. With a few small changes in scheduling, the required hours could be met without school on Fridays.
- Teachers need a raise in their income.
- The class sizes are getting large
- Too much homework & pushing School Blue Ribbons while children get left behind & shamed.
- It's challenging to not have a regular substitute at the Jr High level. The paraprofessionals have to drop student interventions regularly to cover and that is hard for kids and teachers that need the support.
- I feel that if the student does not have an IEP, they do not get the help they need during the day.
- The school struggles to engage high achieving students.
- I would really like to see some teaching happening in PE for the junior high kids. My kids tell me they don't do much except during tournaments and then the ninth graders are the ones who teach them how to play not the teacher. Some of the ninth graders are real jerks to the younger kids about it and don't know how to teach basketball and they shouldn't have to.
- I wish there was more support available for homework after school. Also, I've never been a fan of signing homework slips. It would be nice if these could be eliminated and a better system of accountability implemented.
- Bullying tends to be on the rise. Cyber bullying by students is on the rise and needs to be addressed.
- My students spend too much time doing homework in the evenings. It takes them at least an hour if not more and they are only 9 years old.

***If you would like to share ideas or suggestions with Administration  
please send an email to [leannet@masadaschool.com](mailto:leannet@masadaschool.com)***