

CHAPTER 5 – SCHOOL-WIDE ACTION PLAN

OVERVIEW

Since opening its doors in 2004, Golden Eagle Charter School has relentlessly pursued educational excellence and personalized learning for all of our student populations; traditional homeschool students, independent study students, site students, and hybrid students. The teaching staff and administration are educational reformers at heart and never tire of critically examining all aspects of the program, developing improvement plans and implementing those plans. It is how we have always run our school, and through analysis and reform GECS is at the very core of our operating principles. We are innovative, flexible and focused on refining our programs to produce the best in student learning.

Our focus group meetings, parent and student surveys, parent and student meetings, Governance Council and Leadership Team Meetings provided a number of ways for stakeholders to participate in the WASC process. The evidence and feedback was analyzed by our Leadership Team, who then decided on our goals and designed our action plan. Finally, after our WASC visit, the leadership team incorporated feedback from the visiting committee to revise the action plan. Golden Eagle Charter School's goals are:

Goal 1: Reading and Writing Skills

Students will increase reading and writing skills. Specifically, students will read and comprehend complex literary and informational texts, independently and proficiently, at grade level by increasing reading fluency and close reading skills. Students will produce clear and coherent narrative, expository, and argumentative writing in which the development and organization are appropriate to task, purpose, and audience.

Goal 2: Math Skills

Students will make sense of problems and persevere in solving them by increasing math skills and developing strategies for solving complex problems. This includes understanding and applying technical vocabulary and developing stamina in problem-solving.

Goal 3: Parent Training

GECS parents will increase their skill set to help teach their children and help them be successful in school by attending parent trainings.

Goal 4: College and Career Ready

GECS will improve academic success and college and career readiness by increasing opportunities for a-g courses, AP classes, academic and career counseling, and career exploration.

Goal 5: Evaluating Curriculum and Instruction

GECS Administration and staff will develop criteria for evaluating the rigor, standards alignment, and quality of instructional materials and teaching methods used across all school programs and educational approaches.

GOAL 1: Reading and Writing Skills

Students will increase reading and writing skills. Specifically, students will read and comprehend complex literary and informational texts, independently and proficiently, at grade level by increasing reading fluency and close reading skills. Students will produce clear and coherent narrative, expository, and argumentative writing in which the development and organization are appropriate to task, purpose, and audience.

Rationale: STAR, CAHSEE, reading assessments and iReady data indicate gaps in reading and writing skills. In order to produce graduates who read skillfully and engage with text and write confidently and well GECS must help students improve their reading fluency, reading comprehension, and writing skills.

SLOs Addressed: 1,2,5,6,10,14,15,16,18

| Action Strategies | Evidence of Success | Responsibility | Timeline |
|---|--|-------------------------------------|--|
| Analyze results from CAASPP, reading assessments and iReady, and discuss how to use results to drive instruction | Discuss at PLC meetings | All staff | August 2015 and ongoing |
| Develop and implement parent training on teaching reading and writing | Ongoing parent trainings (annual homeschool conference and other events) | Leadership Team and homeschool EFs. | August 2015 and ongoing |
| Set iReady 8 th grade graduation benchmark | Updated 8 th Grade Graduation Paperwork | Leadership Team | September 2015 |
| Increase support available for low income, struggling students by providing more time with EF and/or Reading Specialist | Reading plans | Reading specialist, EFs | September 2015 and ongoing |
| Give schoolwide reading assessments for students scoring 2 or more levels below in iReady. Set-up reading plans for struggling readers. | Reading assessments, reading plans. | Reading Specialist, EFs | September 2015 and ongoing. |
| Implement mid-year iReady benchmark test for 8 th grade. Discuss at LT if other grades should be mandatory as well. | iReady mid-year results | All staff | October 2015 – Discussion January 2016 – implement test |
| Develop school-wide writing tasks and assessment, grades 6-8 | School-wide writing tasks and rubrics, % of students completing them | Leadership Team and ELA staff | January 2016 |
| Schedule a weekly writing lab at both North and South County sites | Writing Lab schedule | ELA staff | January 2016 and ongoing |
| Develop a system for tracking reading and writing assessment data. | Data | Director, Reading Specialist. | May 2016 and ongoing |
| Develop reading incentive program to acknowledge and | Number of students participating in | Leadership Team | May 2016 |

| | | | |
|--|--|-------------------------------|-----------------------|
| reward student reading | program. | | |
| Develop a yearly plan for professional development in teaching writing | Professional Development plan | Leadership Team | May 2016 and Annually |
| Develop course outlines for high school English courses for homeschool students and submit for a-g approval | Approved a-g courses | School Coordinator | August 2016 |
| Teachers will become highly qualified in ELA, for grade levels in which they serve students, by completing VPSS courses and/or subject matter tests. | Completion Certificates, HQT List | Director | September 2016 |
| Develop school-wide writing tasks and assessment, grades 9-12 | School-wide writing tasks and rubrics, % of students completing them | Leadership Team and ELA staff | January 2017 |
| Research and evaluate Common Core ELA curriculum. Distribute to EFs and homeschool parents. | List of high quality Common Core ELA curriculum | Leadership Team and ELA staff | May 2017 |
| Train teachers and parents on using Common Core curriculum identified above | Training agendas – staff and parents. | Leadership Team | September 2017 |
| Develop school-wide writing tasks and assessment, grades 3-5 | School-wide writing tasks and rubrics, % of students completing them | Leadership Team and ELA staff | January 2018 |

GOAL 2: MATH Skills

Students will make sense of problems and persevere in solving them by increasing math skills and developing strategies for solving complex problems. This includes understanding and applying technical vocabulary and developing stamina in problem-solving.

Rationale: STAR, CAHSEE, Strand Camp (intervention) assessments and iReady data indicate gaps in math skills. Figuring out how to help homeschool students be successful at math is a complex task that GECS has been working on for several years. In order to produce graduates who know and apply mathematical concepts and skills to solve real world problems, GECS must develop and carry out a plan to help students be successful in math.

SLOs Addressed: 5,6,7,8,9,10,11,12,13,18,19

| Action Strategies | Evidence of Success | Responsibility | Timeline |
|---|--|---|--|
| Develop and refine action plan for homeschool math. Carry out annual math plan. | Math Action Plan | Leadership Team, homeschool EFs, Math specialists | April 2015 Annual Plan – August 2015 and ongoing |
| Develop and implement parent training on teaching math. | Ongoing parent trainings (annual homeschool conference and other events) | Leadership Team and homeschool EFs. | August 2015 and ongoing |
| Analyze results from CAASPP and iReady, and discuss how to use results to drive instruction | Discuss at PLC meetings | All staff | August 2015 and ongoing |
| Inform staff of benchmark assessment for Algebra I/Math I | Staff Training Agenda | Director | Fall staff training, August 2015 |
| Give schoolwide math assessments for students scoring 2 or more levels below in iReady. Set-up math plans for struggling math students. | Reading assessments, reading plans. | Reading Specialist, EFs | September 2015 and ongoing. |
| Increase support available for low income, struggling students by providing more time with EF and/or Math Specialist | Math plans | Math specialist, EFs | September 2015 and ongoing |
| Set iReady 8 th grade graduation benchmark | Updated 8 th grade paperwork | Leadership Team | September 2015 |
| Implement mid-year iReady benchmark test for 8 th grade. Discuss at LT if other grades should be mandatory as well. | iReady mid-year results | All staff | October 2015 – Discussion January 2016 – implement test |
| Develop and implement | Benchmark assessment | Leadership Team | January 2016 |

| | | | |
|---|--|---|--|
| Algebra I/Math I benchmark assessment | | and math specialist | |
| Increase opportunities for collaboration among math teachers | Schedule of classroom visits and PLC work | Math staff | January 2016 |
| Develop more opportunities for group problem-solving activities, both in-person and online | Schedule of problem-solving activities, increasing student attendance. | Math specialist and math staff | April 2016 and ongoing |
| Develop a system for tracking math assessment data. | Data | Director, Coordinator, Math Specialist. | May 2016 and ongoing |
| Identify a few commonly used curricula, correlate material to state standards, and develop supplementary materials as needed (for use with homeschool students) | Standards correlation charts and supplemental materials | Math specialist | June 2016 – grades 5&6; June 2017 – grades 4&7 June 2018 – grades 3 &8 |
| Teachers will become highly qualified in math for grade levels in which they serve students by completing VPSS courses and/or subject matter tests. | Completion Certificates, HQT List | Director | September 2016 |
| Develop math incentive program to acknowledge and reward student work in math | Student attendance | Leadership Team | May 2017 |
| Research and evaluate Common Core math curriculum. Distribute to EFs and homeschool parents. | List of high quality Common Core math curriculum | Leadership Team and math staff | May 2017 |
| Develop course outlines for high school Math courses for homeschool students and submit for a-g approval | Approved a-g courses | School Coordinator | August 2017 |
| Train teachers and parents on using Common Core curriculum identified above | Fall staff training | Leadership Team | September 2017 |

GOAL 3: Parent Training

GECS parents will increase their skill set to help teach their children and help them be successful in school by attending parent trainings.

Rationale: Homeschool parents are greatly involved in teaching their children daily. GECS needs to give them training to help them increase their knowledge of teaching methods, educational technology use, assessment, curriculum, and college and career planning. Site based program parents are also involved in teaching their child and helping them be successful in site classes. They also need to be trained on how to help their child with study skills and college and career planning.

SLOs Addressed: 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,18,19,

| Action Strategies | Evidence of Success | Responsibility | Timeline |
|--|---|--|-----------------------------------|
| Hold annual homeschool conference for parents | Increasing the percent of homeschool parents that attend the annual conference. Conference feedback surveys. | Leadership Team, Homeschool EFs | August/September 2015 and ongoing |
| Site student parents will receive training on how to help their child be successful in learning | Site Orientation and Site Staff Meeting Agendas, site staff meeting notes. | 6-12 MS Site Staff 6-12 Yreka Site Staff K-5 MS Site Staff | August/September 2015 and ongoing |
| Plan quarterly trainings for homeschool parents, round-table discussions and possible online asynchronous training (e.g. webinars) | Trainings held and percentage of homeschool parents attending; increasing attendance. | Leadership Team Homeschool EFs | January 2016 and ongoing |
| Develop a training plan for homeschool EFs to work on with parents, including assessment toolkit. | EFs report on success with the families they work with. PLC Meetings. | Leadership Team Homeschool EFs | January 2016 and ongoing |

GOAL4: College and Career Ready

GECS will improve academic success and college and career readiness by increasing opportunities for a-g courses, AP classes, academic and career counseling, and career exploration.

Rationale: With the changing economy, it is more important than ever for students to continue their education beyond high school. Most of the new jobs created in the information economy require some training or education beyond high school. Furthermore, workers with at least a bachelor’s degree earn, on average, approximately \$457 more per week, or nearly \$2000 more per month, than workers with only a high school diploma (Bureau of Labor Statistics, 2013: http://www.bls.gov/emp/ep_chart_001.htm). In order to prepare our students to be successful in the modern global economy, students must be ready for post-secondary education.

SLOs Addressed: 1,2,3,4,5,7,8,9,10,11,12,13,14,15,16,17,18,19,24

| Action Strategies | Evidence of Success | Responsibility | Timeline |
|--|---|--|---------------------------|
| Develop a-g courses for site programs for VAPA and Foreign Language | Courses on the U-C a-g approved course list | Program Managers and Academic Counselor | August 2015 |
| Develop a-g courses for home-study students for English and math | Courses on the U-C a-g approved course list | Academic Counselor | September 2015 |
| Add a requirement to high school project that students schedule a meeting with the Academic Counselor | High school project packet with counselor meeting requirement | Leadership Team | September 2015 |
| Create multi-year plan for college visits (2-3 per year for high school, 1 per year for middle school) | College tour schedule | Academic Counselor and Leadership Team | November 2015 and ongoing |
| Develop high school orientation program/workbook with annual checklists for high school success and college and career planning | Workbook | Academic Counselor with input from Leadership Team | January 2016 |
| Train EFs on 4-year high school plan, a-g requirements, financial aid applications, and other aspects of college application process | EF trainings | Academic Counselor | August 2016 and ongoing |

| | | | |
|--|--|---|----------------|
| Develop additional AP course (for a total of 2 AP courses offered) | AP course outline | GECS teaching staff | September 2016 |
| Develop a-g approved courses for home-study students for social studies | Courses on the U-C a-g approved course list | Academic Counselor | September 2016 |
| Develop a-g approved courses for home-study students for science | Courses on the U-C a-g approved course list | Academic Counselor | September 2017 |
| Develop additional AP courses and/or identify affordable online options | AP course outlines | GECS teaching staff and Leadership Team | September 2018 |
| Explore options for career exploration, including internships within the community, and assess the feasibility of developing an internship program | Plan for internship program or findings from study | Academic advisor, Leadership Team | June 2019 |

Goal 5: Evaluating Curriculum and Instruction

GECS Administration and staff will develop criteria for evaluating the rigor, standards alignment, and quality of instructional materials and teaching methods.

Specifically, staff will develop checklists by subject of required components that must be included in any GECS-approved curriculum or combination of instructional materials for use at the high school level. Administration will redesign staff evaluations to include criteria for evaluating EF proficiency in effective instructional methods and other pedagogical skills.

Administration and site program managers will develop criteria and methods to evaluate the quality of instruction and materials in site classes.

SLOs addressed: 1,2,3,4,5,7,8,9,10,11,12,13,14,15,16,18,21

| Action Strategies | Evidence of Success | Responsibility | Timeline |
|--|----------------------------|--|-------------------------|
| Develop checklists by subject of required components that must be included in GECS-approved curriculum | Checklists | High School staff within each discipline | Spring 2015 – Fall 2015 |
| Train teachers on using checklists to evaluate curriculum used for high school courses, both site-based and independent study | Trainings held | Leadership Team | Fall 2015 and ongoing |
| Develop criteria to assess quality of instructional methods and materials used by site teachers, including EF staff and electives teachers | Evaluation criteria | Site managers and leadership team | Fall 2016 |
| Develop criteria to assess effectiveness of instructional methods used, as well as the extent and quality of EF support for training parents in instructional practices. | Evaluation criteria | Leadership team | Spring 2017 |
| Revise annual staff evaluation to include criteria above. | Evaluation criteria | Leadership Team | Fall 2017 |
| Implement new teacher evaluation system. | Teacher evaluation forms | School Director and School Coordinator | Spring 2018 |

ACTION PLAN TIMELINE

| | |
|--|---|
| <i>2015 April</i> | Goal 2 Math: Develop and refine action plan for homeschool math. |
| <i>2015 May</i> | Goal 5: Curriculum & Instr.: Develop checklists for curriculum for high school level courses. |
| <i>2015 August</i> | Goal 2 Math: Inform staff of benchmark assessment for Algebra I/Math I Goal 4 College & Career: Develop a-g courses for site programs for VAPA and Foreign Language |
| <i>2015 August and Ongoing</i> | Goal 1 ELA: Analyze results from CAASPP, reading assessments and iReady, and discuss how to use results to drive instruction Goal 1 ELA: Develop and implement parent training on teaching reading and writing Goal 2 Math: Carry out annual homeschool math plan. Goal 2 Math: Develop and implement parent training on teaching math. Goal 2 Math: Analyze results from CAASPP and iReady, and discuss how to use results to drive instruction Goal 3 Parent Training: Hold annual homeschool conference for parents Goal 3 Parent Training: Site student parents will receive training on how to help their child be successful in learning Goal 5: Curriculum & Instr.: Train teachers on using checklists to evaluate curriculum for high school courses (during fall staff training), and ongoing as needed. |
| <i>2015 September</i> | Goal 1 ELA: Set iReady 8 th grade graduation benchmark Goal 2 Math: Set iReady 8 th grade graduation benchmark Goal 4 College & Career: Develop a-g courses for home-study students for English and math Goal 4 College & Career: Add a requirement to high school project that students schedule a meeting with the Academic Counselor |
| <i>2015 September and Ongoing</i> | Goal 1 ELA: Increase support available for low income, struggling students by providing more time with EF and/or Reading Specialist Goal 1 ELA: Give schoolwide reading assessments for students scoring 2 or more levels below in iReady. Set-up reading plans for struggling readers. Goal 2 Math: Give schoolwide math assessments for students scoring 2 or more levels below in iReady. Set-up math plans for struggling math students. Goal 2 Math: Increase support available for low income, struggling students by providing more time with EF and/or Math Specialist |
| <i>2015 October</i> | Goal 1 ELA: Implement mid-year iReady benchmark test for 8 th grade. Discuss at LT if other grades should be mandatory as well. Goal 2 Math: Implement mid-year iReady benchmark test for 8 th grade. Discuss at LT if other grades should be mandatory as well. |
| <i>2015 November and Ongoing</i> | Goal 4 College & Career: Create multi-year plan for college visits (2-3 per year for high school, 1 per year for middle school) |
| <i>2016 January</i> | Goal 1 ELA: Implement mid-year iReady benchmark test for grades determined at October LT. |

| | |
|---------------------------------|--|
| | <p>Goal 1 ELA: Develop school-wide writing tasks and assessment, grades 6-8</p> <p>Goal 2 Math: Implement mid-year iReady benchmark test for grades determined at October LT.</p> <p>Goal 2 Math: Develop and implement Algebra I/Math I benchmark assessment</p> <p>Goal 2 Math: Increase opportunities for collaboration among math teachers</p> <p>Goal 4 College & Career: Create and distribute a workbook for home-study students for college and career planning</p> |
| 2016 January and Ongoing | <p>Goal 1 ELA: Schedule a weekly writing lab at both North and South County sites</p> <p>Goal 3 Parent Training: Plan quarterly trainings for homeschool parents, round-table discussions and possible online asynchronous training (e.g. webinars)</p> <p>Goal 3 Parent Training: Develop a training plan for homeschool EFs to work on with parents.</p> |
| | |
| 2016 April and Ongoing | Goal 2 Math: Develop more opportunities for group problem-solving activities, both in-person and online |
| 2016 May | Goal 1 ELA: Develop reading incentive program to acknowledge and reward student reading |
| 2016 May and Ongoing | <p>Goal 1 ELA: Develop a system for tracking reading and writing assessment data.</p> <p>Goal 1 ELA: Develop a yearly plan for professional development in teaching writing</p> <p>Goal 2 Math: Develop a system for tracking math assessment data.</p> |
| 2016 June | Goal 2 Math: Grades 5-6 - Identify a few commonly used curricula, correlate material to state standards, and develop supplementary materials as needed (for use with homeschool students) |
| 2016 August | <p>Goal 1 ELA: Develop course outlines for high school English courses for homeschool students and submit for a-g approval</p> <p>Goal 5 Curriculum & Instr.: Develop criteria for evaluating instructional methods and materials used by site teachers.</p> |
| 2016 August and Ongoing | Goal 4 College & Career: Train EFs on 4-year high school plan, a-g requirements, financial aid applications, and other aspects of college application process |
| 2016 September | <p>Goal 1 ELA: Teachers will become highly qualified in ELA, for grade levels in which they serve students, by completing VPSS courses and/or subject matter tests.</p> <p>Goal 2 Math: Teachers will become highly qualified in math for grade levels in which they serve students by completing VPSS courses and/or subject matter tests.</p> <p>Goal 4 College & Career: Develop additional AP course (for a total of 2 AP courses offered)</p> <p>Goal 4 College & Career: Develop a-g approved courses for home-study students for social studies</p> |

| | |
|-----------------------|--|
| 2017 January | Goal 1 ELA: Develop school-wide writing tasks and assessment, grades 9-12 |
| 2017 May | <p>Goal 1 ELA: Research and evaluate Common Core ELA curriculum. Distribute to EFs and homeschool parents.</p> <p>Goal 2 Math: Develop math incentive program to acknowledge and reward student work in math</p> <p>Goal 2 Math: Research and evaluate Common Core math curriculum. Distribute to EFs and homeschool parents.</p> <p>Goal 5 Curriculum & Inst: Develop criteria to assess effectiveness of instructional methods school-wide, as well as effectiveness of support given by EF to homeschool parents.</p> |
| 2017 June | Goal 2 Math: Grades 4 and 7 - Identify a few commonly used curricula, correlate material to state standards, and develop supplementary materials as needed (for use with homeschool students) |
| 2017 August | Goal 2 Math: Develop course outlines for high school Math courses for homeschool students and submit for a-g approval |
| 2017 September | <p>Goal 1 ELA: Train teachers and parents on using Common Core curriculum identified above</p> <p>Goal 2 Math: Train teachers and parents on using Common Core curriculum identified above</p> <p>Goal 4 College & Career: Develop a-g approved courses for home-study students for science</p> |
| 2018 January | <p>Goal 1 ELA: Develop school-wide writing tasks and assessment, grades 3-5</p> <p>Goal 5 Curriculum & Instr: Revise staff evaluation form</p> |
| 2018 June | <p>Goal 2 Math: Grades 3 and 8 - Identify a few commonly used curricula, correlate material to state standards, and develop supplementary materials as needed (for use with homeschool students)</p> <p>Goal 4 College & Career: Develop additional AP courses and/or identify affordable online options</p> <p>Goal 5: Curriculum & Instr: Implement revised staff evaluation procedure.</p> |
| 2019 June | Goal 4 College & Career: Explore options for structured internship program and assess feasibility of implementing such a program |