

Thurman Francis Arts Academy/Magnet School for the Arts Annual Plan (2018 - 2019)

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TFAA will prepare students for college and career readiness by increasing awareness of the importance and how the ACT will impact their future.
 This goal will continue to focus on preparing our students for post-secondary. TFAA middle school staff will focus their efforts on providing all students with the resources necessary to prepare them to take the ACT in high-school. With the new Ready Graduate requirement, we will also focus on ensuring all students have access to information and resources needed to be successful on the ACT.

Strategy	Action Step	Benchmark Indicator	Person Responsible	Estimated Completion Date	Funding Source	Notes
Staff and Personnel TFAA guidance counselors will educate students and parents on the importance of and logistics to preparing for the ACT.	ACT prep TFAA guidance counselors will educate students and parents on the importance of and logistics to preparing for the ACT.	Guidance plans, and parent meeting logs	Emily Gill	10/31/2018	N/A	
Instructional Materials and Resources TFAA will provide instructional materials and resources to assist teachers, parents, and students in reaching ACT, and graduation rate goals.	End of Course (EOC) offerings TFAA will offer Integrated Math I & II courses designed to prepare students for instruction at the High School level and ACT test items.	EOC scores	Ronald Napper, Leslie Sparks	05/29/2019	N/A	
Stakeholder Collaboration TFAA will collaborate with parents, community organizations and other stakeholders to assist students in transitions from middle school to high school.	Transitioning TFAA will collaborate with parents, community members, teachers, and students about transitioning from middle to high school.	Guidance plans	Emily Gill	12/19/2018	N/A	

TFAA will increase ELA achievement to meet the double AMO targets and maintain level 5 value-added scores to ensure all students in grades K-8 are prepared for the next grade level expectations.
 This goal will continue to focus on moving all students and all subgroups towards reading on grade-level and being prepared for the challenging standards they will encounter in the next grade or content area. In K-8, the overall goal is to increase from 72.4% to 73.4% in the ALL students Subgroup. Specific focus will be placed on elementary 3-5 by increasing the achievement goals for reading in 4th and 5th grades. Fourth grade with a goal of increasing ELA proficiency from 61.7% to 63.0%, and 5th grade from 59.6% to 63.0%. Specific focus will be placed on increasing achievement in 3-5 ELL ELA. ELL will increase ELA proficiency from 31.6% to 35.0%. Specific focus in grades 6th-8th will be placed on increasing overall proficiency in all grades and all subgroups from 83.0% to 85.0%.

Strategy	Action Step	Benchmark Indicator	Person Responsible	Estimated Completion Date	Funding Source	Notes
Staff and Personnel TFAA will provide staff and personnel who will work to help students access resources needed to enhance ELA achievement and growth.	ELL instruction TFAA ESL students will receive direct instruction from only one highly-effective ESL teacher. Master schedule adjustments allow for consolidation of ESL instructional times that eliminate the need for a second itinerant instructor.	WIDA ACCESS data, TNReady scores, Easy CBM benchmarking data	Wendy Gurley	05/01/2019	N/A	
Instructional Materials and Resources TFAA will provide instructional materials and resources to assist teachers, parents, and students in reaching ELA achievement and growth goals.	Reading level assessments TFAA will utilize the Fountas & Pinnel assessment kits to determine specific reading levels for all students and analyze growth patterns.	F & P benchmark scores, Easy CBM screening data, TNReady scores.	Malinda Tuttle	05/15/2019	Local instructional budget monies	
Professional Development TFAA will provide on-going specific professional development specifically designed to help ensure teachers and leaders are prepared to help students in reaching ELA achievement and growth goals.	Teacher training TFAA teacher-leaders will re-deliver ELA-specific training to staff in Read to Be Ready, Pre-AP ELA training, Orton-Gillingham methodology, creating rigorous ELA tasks, and Instructional Agility.	PD agendas, PLC agendas, Lesson plan analyses	John McCann	03/07/2019	N/A	

TFAA will increase math achievement to meet the double AMO targets and maintain level 5 value-added scores to ensure all K-8 students are prepared for the next grade level expectations.

This goal will continue to focus on moving all students and all subgroups towards on grade-level math performance and being prepared for the challenging standards they will encounter in the next grade or content area. In grades 3-5 Math, increase the All Students category from 70.4% to 75.0%. Specific focus will be placed on 4th grade achievement by increasing 4th grade proficiency from 59.4% to 65.0% In grades 6-8 Math, increase the All Students category from 93.4% to 95.0% . Specific focus will be placed on 8th grade math achievement by increasing proficiency from 88.7% to 96.0% in the ALL students category.

Strategy	Action Step	Benchmark Indicator	Person Responsible	Estimated Completion Date	Funding Source	Notes
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<p>Staff and Personnel TFAA will provide staff who will work to help students access resources needed that are proven to enhance math achievement and growth.</p>	<p>Increased time for Math instruction Master schedule adjustments for 4th and 5th grades allow for increased Math instructional time. Students in those grade-levels will also decrease the number of teachers seen daily from 5 to 2 or 3.</p>	<p>Easy CBM benchmark data, CFA data, TNReady scores.</p>	<p>John McCann</p>	<p>08/08/2018</p>	<p>N/A</p>	
<p>Professional Development TFAA will provide on-going specific professional development specifically designed to help ensure teachers are prepared to help students in reaching math achievement and growth goals.</p>	<p>Math Professional Development District Math specialist will provide training, modeling, and observational feedback to TFAA math teachers in "Number Talks" and utilization of the I-Ready math program.</p>	<p>PD agendas and plans, communication from Math specialist, I-Ready reports.</p>	<p>John McCann, Malinda Tuttle, Susan Loveless</p>	<p>05/15/2019</p>	<p>District funds</p>	

TFAA will recruit, retain, and train effective teachers to support our growing and diverse student population.
This goal will continue to focus on ensuring we have effective teachers in every classroom. This includes a focus on recruiting high-performing teachers while providing leadership opportunities, training, and incentives to retain TFAA's highly-effective educators to maintain over 90% of our teachers scoring a level 4 or 5 with the TEAM evaluation system.

Strategy	Action Step	Benchmark Indicator	Person Responsible	Estimated Completion Date	Funding Source	Notes
<p>Recruitment TFAA will seek to employ those teachers who are proven to be highly-effective educators.</p>	<p>Recruitment TFAA will attend the district recruitment fair in February 2019, employ a team setting for all interviews, and carefully analyze all resumes and references. TFAA will give preference to applicants with a history of high performance scores.</p>	<p>Staffing reports, TEAM observation data, reference checks.</p>	<p>John McCann</p>	<p>08/01/2018</p>	<p>N/A</p>	
<p>Employment Incentives TFAA will work to retain high-quality teachers with incentives and professional</p>	<p>Incentives TFAA leaders will provide high levels of support, professional development, and motivation to</p>	<p>School climate surveys</p>	<p>John McCann</p>	<p>12/19/2018</p>	<p>N/A</p>	

development geared towards strengthening their abilities as highly-effective educators.	create a positive culture among the faculty.					
Professional Development for Teachers, Building Leaders, and District Administrators TFAA will provide high-quality professional development designed to equip teachers in educating ALL students in all subgroups.	Professional development TFAA will provide high-quality, local professional development designed to equip teachers and classified staff in educating at-risk students and our growing diverse population.	Professional development plans and agendas, in-service agendas, PLC agendas, TEAM observation data.	John McCann	03/07/2019	N/A	
Digital Learning and Teaching The TFAA, Building Level Instructional Technology Coach will provide intensive, collaborative, job-embedded, data driven and classroom-focused professional development, instructional coaching, and mentoring targeting best practices in digital learning and teaching.	Digital learning TFAA will continue to provide training in "Blended Learning" classroom applications and support the use of appropriate technology in all classroom settings.	Professional Development plans and records, Lesson Plan analyses, TEAM observation data.	Stephanie Smith	12/19/2018	N/A	

TFAA will implement strategies to ensure all students receive a well-rounded education and have the opportunity to learn.

This goal will continue to emphasize increasing all students' opportunity to learn on a daily basis. The focus of this goal will include decreasing chronic absenteeism rates from 3.0% to 2.0% by promoting positive behavior and health supports to keep students in the classroom and ready to learn. In addition, TFAA will continue to focus on the English Language Learner subgroup to include decreasing chronic absenteeism rates from 10.3% to 3.6%. The goal includes looking at how TFAA is utilizing supplementary services and enrichment programs to promote a well-rounded education for ALL students.

Strategy	Action Step	Benchmark Indicator	Person Responsible	Estimated Completion Date	Funding Source	Notes
Providing Resources to Students, Families, and Schools Students, families, and schools will be provided resources to enhance student attendance, positive behavior, and healthy	Family Resources The guidance office will communicate to families and make available district approved resources for families who are chronically absent, or those who	Communication with families, and communication logs	Laurette Hughes, and Emily Gill	05/17/2019	N/A	

lifestyles to enhance academic achievement and remove barriers.	may not be getting their physical, or social-emotional needs met.					
Professional Development TFAA will provide on-going specific professional development specifically designed to help ensure teachers and leaders are equipped in working with behavior, attendance, motivational, physical and mental health, issues that may be preventing academic success.	Social/emotional welfare training TFAA will provide training from a licensed child psychologist in helping children and adolescents deal with anxiety and depression.	Professional development and in-service plans and agendas. PLC agendas and minutes.	Laurette Hughes	08/01/2018	N/A	
Increasing Attendance and Opportunity to Learn for students TFAA will provide resources designed to support personnel and staff as they work to increase student attendance.	Truancy plans TFAA will develop and employ a specific plan designed to decrease the chronic absenteeism rate and provide incentives for good attendance.	Attendance reports each quarter	John McCann, Kelly Hood, Laurette Hughes	09/27/2018	Local funds	