



2014/2015 New Generation Christian School's Improvement Plan

Findings from testing, parent and student survey, and staff feedback: ITBS testing indicates that in elementary the average gains were 1.1, 1.7 and 1.3 in Reading, Language Arts, and Math respectively. In Elementary, there was 52% of the student population that advanced 1 year or more in Reading, 60% of the students gained more than one year in Language Arts, and 57% in Math gained more than one year.

In middle school, the average gains were 1.1, 2.3 and 2.3 respectively in Reading, Language Arts, and Math. In middle school, 90% of the student increased more than a year in Math, Reading, and Language Arts.

In high school, the average gains were 2.3, 1.9, and 2.0 in Reading, Language Arts and Math respectively. In high school, 86% of the student population gained more than one year in Reading, 82% of the students in Language Arts, and 68% of the student population gained more than one year in Math.

This is impressive, as better than 50% of the student population in attendance at New Generation are labeled Exceptional Students, which traditionally do not make year for year academic gains. It was determined that elementary scores were significantly depressed related to one teacher's scores that were particularly low across domains. Numerically this class affected the scores as much as 30% in the students making adequate progress.

Findings from parent and student surveys: At the end of the school year, parents and students were surveyed to gain input from them regarding how the school/staff were performing in meeting their needs. Student and parent surveys are attached. Student surveys were administered for every teacher that the student had, and students were encouraged to be honest, and no student names were given. The findings indicated that the students were very pleased with the teachers that were helping them. The findings ranged from 4.1 to 4.7 on a 5 point scale. Areas of strengths were: respect for students, helping when needed, and demonstrating care and concern. Parents scores were equally as impressive in that they averaged a 4.3 overall satisfaction on a 5 point scale. The weakest area listed was "extracurricular activities," averaging a 3.5. Strengths were: "staff has a positive impact on my child's behavior," "teachers build positive relationships with students," "I feel welcomed," and "I know what the teacher expects," all in the 4.8 range.

With this information, department heads and management gathered together to determine the current standings for the school, as well as plan interventions for areas of concerns and desired growth. Areas of growth that staff identified as needed program enhancements were: technology, online curriculum, and diversification of electives. Areas of concerns were: individual staff performances on testing instruments, extracurricular activities, and stabilization of program after the flood.

Technology: Currently there are limited computers, approximately 12 student desktops and all staff have a laptop, but some are failing and wireless is spotty due to needing more access points.

Plan: Staff would like to move to more technology in class, including tablets in elementary and a minimum of one computer lab in middle and high school. By the beginning of the 2015 school year, 64 tablets and 30 laptops/desktops will be purchased.

Amended Plan 8/14: After reviewing budget and online curriculum needs, the plan was changed to do a one-to-one ratio of computers to students.

Amended Plan 9/14: Columbia County School board informed us that they will be providing chromebooks for all ESE students as a part of the IDEA funding.

Online curriculum/electives: Currently there is no online programming, and electives are limited do to staff credentialing.

Plan: Administration and department heads will investigate and choose an online curriculum for, at a minimum of, diversification of electives and possible core curriculum replacement/augmentation and/or enhancements.

8/14: Staff adopted Compass Learning and school will be purchasing computers/tablets for every student. This will allow us to offer many different electives, as well as offer augmentation for curriculum areas. Compass Learning offers the ability to test and place students in curriculum similar to what New Gen does and allows teachers to set 80% mastery criteria.

Staff testing scores: Two staff scores were below par of 80% or higher of student improvement : One elementary teacher and the high school math teacher. The high school math teacher is the acting administrator and this probably contributed to the suppressed scores. The elementary teacher is physically limited and appears unable to properly manage her class as a result.

Plan: Over summer months, try to find qualified high school math teacher to allow administrator to come out of classroom. Move elementary teacher to tutoring program, and replace her in the classroom.

Amended: 8/14 No math teacher was found, so it was decided to promote Jessica Talbott to administration (Principal), which will allow Dr. Gorman to focus in on math coursework. Ms. McKeon was not moved to tutoring position, but was given a full time aid to act as her assistant in helping with behavioral management.

Extracurricular Activities: There is really no extracurricular activities.

Plan: Over the summer, implement a minimum of 6 extracurricular activities.

Stabilization of program after the flood: The summer of 2012 New Generation flooded, leaving a need to raise funds and move location. This past summer was the summer of the move and a major transition for the school. The school has struggled financially as a result, causing staff to go without pay, be laid off, and many other hardships. In addition, every structure of the program has had to be moved, revamped, and readdressed. This has been challenging on so many levels. In addition, New Generation has seen the greatest growth, increasing nearly 100%.

Plan: Add to the current professional development plan to include incentives to reward staff for longevity, taking on additional duties, work ethic, and other such variables.

Develop method of intermittent recognition for staff to increase motivation.