

Principles, Strategies and Action Steps (REQUIRED)

Highland Free School (108775000) Charter District - FY 2024 - **Medium Risk** - LEA Integrated Action Plan (LIAP) - Rev 6

Plan Items

P 1) Principle 1 - Effective Leadership

Details

Primary Need: Effective leaders maintain strong professional ethics and integrity to shape a vision of academic success for all students. They analyze and attack challenges and manage systems to position the school and students to achieve at high levels. They set clear, measurable and attainable goals. They create a cadre of high-quality teachers and cultivate leadership in others. The field of education is constantly evolving and the administration needs to be kept abreast of the changes and best practices.

Root Cause: Education is always evolving. Administration needs professional development opportunities to be informed about best practices in the education.

Needs Statement: Administration needs professional development opportunities to be informed about best practices in the education.

Desired Outcomes: An administrator will attend professional developments in best practices and the current educational rules during FY24.

SMART Goal: During FY24 the lead administrator will attend professional developments in best practices and the current educational rules.

S 1.1) Strategy 1.1

Details

Strategy Description: Administrator-Led Professional Development

AS 1.1.1) Admin-Directed Training - Title II-A Retention

Details

Action Step Description: Teacher/ADMIN Led Professional Development: Teacher/ADMIN Led Professionals Development- Using the following resources, teachers and administrators will select their own learning path for well rounded education [ReadWriteThink, Keys to Literacy, and Annenberg Learner, KQEd Teach, Arizona Department of Education, OK2Ask, Library of Congress, SimpleK12, ASCD, Carnegie Learning, NCTM, NSTA, NCTE, NAESP, e-IEP pro, and ASA]. Before the training, Teachers/Admin must first submit a request to the administration. Teachers/Admin will be paid \$25 per hour extra duty pay (plus mandated benefits) each upon submission of the reflection and completion of follow-up forms. Note: Learning will happen during off-duty time.

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 1/1/2024 to 6/30/2024

ESSA Evidence:

S 1.2) Strategy 1.2

Details

Strategy Description: Coordination of Services

AS 1.2.1) Coordinator of Services

Effective Use of Technology

Homeless

Migrant

Recruitment

SIAP Targeted

Title III/ELL

Well Rounded

Details

Action Step Description: Highland will assign a coordinator of services that will work with ESEA and other programs (including general education, MOWR, Early Childhood Education, Homeless, Title I, Page 2 of 11 4/28/2023 11:41:47 PM P 2) Principle 2 - Effective Teachers and Instruction Details
Primary Need: We need well trained staff to ensure that students are taught by effective instructors.
Root Cause: Constantly evolving landscape in education. Needs Statement: We need to train all

teachers in ELA and math best practices, as well as Trauma Sensitive Practices/SEL, and PBLs. Desired Outcomes: All teachers and aides will be able to effectively utilize newly learned educational strategies to educate and provide support to students and families as needed. [Also- By June 2022, 100% of teachers and aides will be trained in current best practices in the following areas: math, PBLs, and SEL/Trauma Sensitive Practices. 100% of teachers will be trained in the ELA curriculum.] SMART Goal: Status Progress Note Added By Date Added Title II, and Title IV-a, and IDEA) to make sure that services and support are integrated appropriately and effectively. The person in this position must coordinate and integrate services provided under this part with other educational services at the local educational agency or individual school level, such as services for English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths, in order to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program. The coordinator will ensure that tutoring sessions from Title I and MOWR are scheduled to maximize funding and support as many students as efficiently as possible (eliminating redundancies) as well as scheduled to minimize the removal of children from the regular classroom during regular school hours. The coordinator will also coordinate professional development activities authorized under this part (Title II-A) with professional development activities provided through other Federal, State, and local programs.

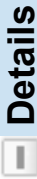
Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	Teresa Rodriguez has been assigned as the coordinator of services since the beginning of the school year.	Teresa Rodriguez	1/7/2024 4:35:09 AM

P 2) Principle 2 - Effective Teachers and Instruction



Details

Primary Need: We need well trained staff to ensure that students are taught by effective instructors.

Root Cause: Constantly evolving landscape in education.

Needs Statement: We need to train all teachers in ELA and math best practices, as well as Trauma Sensitive Practices/SEL, and PBLs.

Desired Outcomes: All teachers and aides will be able to effectively utilize newly learned educational strategies to educate and provide support to students and families as needed. [Also- By June 2024, 100% of teachers and aides will be trained in current best practices in the following areas: math, ELA, Hands-On STEM, and SEL/Trauma Sensitive Practices.]

SMART Goal: By June 2024, 100% of teachers and aides will be trained in current best practices in the following areas: math, ELA, Hands-On STEM, and SEL/Trauma Sensitive Practices.

5 2.1) Strategy 2.1

Details

Strategy Description: Training Galore- staff will be trained in the new curricula and best practices. Highland wants to make sure that teachers have the opportunity for professional growth and improvement in order to attract, select, place, support, and retain excellent educators. Professional development will be chosen based on the needs of the school (needs are determined by a variety of stakeholder input, assessment data, and current local/state/national mandates and needs). Based on the needs assessment, professional development may include the effective implementation of curriculum, classroom management, current academic best practices, opportunities to build capacity, etc..

2.1.1) MEAD Conference Training

Title II-A
Retention

Details

Action Step Description: Teachers and aides will attend the MEAD (Mathematics Educator's Appreciation Day) (offered by UArizona Center for Recruitment and Retention of Mathematics Teachers (CRR)) virtual professional development and will be paid \$100 extra duty pay (plus mandated benefits) each upon submission of the reflection and completion of follow-up forms. Forms will be stored in the Professional Development binder. Note: Conference will happen during off-duty time.

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 12/1/2023 to 3/24/2024

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	Conference attended. Certificates collected. Currently filling out PD reflection forms.	Teresa Rodriguez	3/13/2024 2:45:31 PM
In Progress	12/22/23- All staff has signed up for conference.	Teresa Rodriguez	1/7/2024 4:36:08 AM

AS 2.1.2) SEL/Trauma Informed

Title IV-A

Retention

Safe & Healthy



Details

Action Step Description: This in-house professional development in SEL/Trauma Informed learning will use webinars from Transforming Education's Trauma Informed SEL Toolkit as well as resources from the National Center for Safe Supportive School Environments. Teachers and aides will be paid extra duty pay (plus mandated benefits) each upon submission of the reflection and completion of follow-up forms. Forms will be stored in the Professional Development binder. Note: Conference will happen during off-duty time.

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

Status	Progress Note	Added By	Date Added
Completed	Completed.	Teresa Rodriguez	3/13/2024 2:49:06 PM
In Progress	Staff has attended the SEL/Trauma Informed training. Follow-up professional development reflection will be completed in the next couple of weeks.	Teresa Rodriguez	1/7/2024 4:37:20 AM

AS 2.1.3) Aide-Led Professional Development

Title II-A Retention

 **Details**

Action Step Description: Aide Led Math/ELA Professionals Development- Using the following resources, aides will select their own learning path for best practices in math and/or ELA [using the following online resources: NCTM, and PBS Learning Media (including Reading Rockets), ReadWriteThink, Keys to Literacy, and Annenberg Learner] Aides will use the "Aide Led Professional Development- Record Form" to track learning (including time, source, and PD reflections) and will submit it to admin.


Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

AS 2.1.4) Teacher Led ELA Professionals Development-

Title II-A Retention

 **Details**

Action Step Description: Teacher Led ELA Professionals Development- Using the following resources, teachers and aides will select their own learning path for best practices in ELA [ReadWriteThink, Keys to Literacy, and Annenberg Learner]. Teachers will be paid (plus mandated benefits) each upon submission of the reflection and completion of follow-up forms.


Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

AS 2.1.5) Hands-On STEM

Title IV-A Well Rounded

 **Details**

Action Step Description: Hands-On STEM Training: Staff will be trained in Hands-on STEM (Including 3 Act Math Tasks, Rich Math Tasks, and Instant STEAM Challenges).

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

Status	Progress Note	Added By	Date Added
Completed	Completed	Teresa Rodriguez	3/13/2024 2:50:31 PM
In Progress	PD has been offered and attended- 10/11 and 12/22. Professional development reflections will be completed in the next couple of weeks.	Teresa Rodriguez	1/7/2024 4:40:28 AM

AS 2.1.6) Teacher/ADMIN Led Professionals Development

Title II-A
Retention

Details

Action Step Description: Teacher/ADMIN Led Professionals Development- Using the following resources, teachers and administrators will select their own learning path for well rounded education [ReadWriteThink, Keys to Literacy, and Annenberg Learner, KQEd Teach, Arizona Department of Education, OK2Ask, Library of Congress, SimpleK12, ASCD, Carnegie Learning, NCTM, NSTA, NCTE, NAESP, e-IEP Pro, and ASA]. Before the training, Teachers/Admin must first submit a request to the administration. Teachers/Admin will be paid \$25 per hour extra duty pay (plus mandated benefits) each upon submission of the reflection and completion of follow-up forms. Note: Learning will happen during off-duty time.

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 1/15/2024 to 6/30/2024

ESSA Evidence:

P 3) Principle 6 - Family and Community Engagement

 **Details**


Primary Need: We need well rounded support for students and families.

Root Cause: There is not enough well-rounded support easily accessible to teachers and parents. There is just not enough time to fit it all in.

Needs Statement: The school needs to provide curricular resources and experiences for teachers and parents to help support well- rounded education for the students

Desired Outcomes: Highland will provide curricular resources and experiences for teachers and parents to help support well-rounded education- which will be reflected in positive growth in parent approval rating in well-rounded areas (compared to spring 2023 parent surveys).

SMART Goal:

 **3.1) Strategy 3.1**

 **Details**

Strategy Description: Family Night Events

 **3.1.1) Family Night Supplies and Staffing**

Title IV-A

Well Rounded

 **Details**

Action Step Description: Family Night Supplies and Staffing: Highland will purchase hands-on materials for 16 family activity events. Each night should have supplies for students and their families for well rounded educational experiences. These events will provide engaging hands-on experiences for families to help with parental involvement. Additional resources and support materials will be given to families to help them continue to provide enriching well-rounded educational experiences at home. Title IV will pay extra duty pay for the event (plus benefits).

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

Status

Progress Note

Added

Date

		By	Added
In Progress	Experimental Schools Corporation of Arizona has paid for resources for the events! Yay! [Except for the STEM night- paid for by tax credit monies]. Events run so far: 9/28/23 STEM Family Night 3-Oct Tambourines 10/17/23 Binoculars 26-Oct Crazy Hat 14-Nov Paint Night 29-Nov Playdough Comics 12/5/23 Hand Puppets 12/14/23 Masks	Teresa Rodriguez	1/7/2024 4:44:35 AM

S 3.2) Strategy 3.2

Details

Strategy Description: Middle School Transition Support

AS 3.2.1) Middle School Transition Support

Details

Action Step Description: Highland will distribute a support document that will provide guidance to families on transitioning to middle school. A copy of the guidance document will be stored in the ESSA binder in the IAP section and the date and method of delivery will be recorded (by the director).
 Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)
 Timeline: 2/1/2024 to 5/31/2024
 ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	Document created- will update in the spring before sending out to families.	Teresa Rodriguez	1/7/2024 4:45:22 AM

P 4) Principle 2 - Effective Teachers and Instruction

Details

Primary Need: We need more well rounded teaching resources that are easy for teachers to implement in their classrooms.

Root Cause: Hard to find time to create well rounded experiences.

Needs Statement: We need to create more teacher friendly lessons in art and foreign language and sign language.

Desired Outcomes: A curriculum team will create lessons/experiences in PBLs, art, STEM Challenges (for in class and at home), and foreign language. Funding will also cover prep for take-home STEAM activity packs and classroom STEM challenge resources. Teachers will have easy to use curricular materials to implement well-rounded education in their classrooms. [Which will be reflected in positive growth in parent approval rating in well-rounded areas (compared to spring 2023 parent surveys)]

SMART Goal:

S 4.1) Strategy 4.1

[-] **Details**

Strategy Description: Well Rounded Curriculum

AS 4.1.1) Well Rounded Curriculum

Title IV-A

Well Rounded

[-] **Details**

Action Step Description: Providing students with a well-rounded education: Highland will have a committee of teachers develop learning modules/lessons for the students that provide well-rounded multiple-intelligence opportunities. A curriculum team will create lessons/experiences in PBLs, art, STEM Challenges (for in class and at home), and foreign language. Funding will also cover prep for take-home STEAM activity packs and classroom STEM challenge resources. Teachers will have easy to use curricular materials to implement well-rounded education in their classrooms. The committee will develop lessons that can be used in class and with distance learning. Title IV-a funds will be used to cover extra duty pay for teachers plus mandated benefits. Lessons created will be logged in the ALEAT binder. [Which will be reflected in positive growth in parent approval rating in well-rounded areas (compared to spring 2023 parent surveys)]

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 7/31/2024

ESSA Evidence:

P 5) Principle 4 - Effective Curriculum

- Details

Primary Need: We need more awesome, easy to use resources for well rounded learning that can be used by teachers and students

Root Cause: Difficult to fit into school budget.

Needs Statement: We need to purchase awesome curriculum that can be implemented in school that will help our students blossom into well rounded adults :)

Desired Outcomes: Highland will purchase enrichment support materials in art, science, social studies, and music. These resources will be used by teachers to create well-rounded educational experiences that focus on multiple intelligences and will keep kids engaged and focused in class [which will be reflected in positive growth in parent approval rating in well-rounded areas (compared to spring 2023 parent surveys)].

SMART Goal:

S 5.1) Strategy 5.1

- Details

Strategy Description: Well Rounded Resources

AS 5.1.1) Well Rounded Resources

Title IV-A

Well Rounded

- Details

Action Step Description: In order to enrich and provide a more well rounded curricula, we will purchase: 1) Mystery Science (year license) 2) Subscriptions to NearPod for their awesome well-rounded resources 3) Brainpop teacher subscriptions 4) Flocabulary subscription to help with all subjects (lessons let to song in various topics including Social studies, science, health, etc.) 5) Social

Studies Weekly- subscriptions 6) MyOn News subscriptions for older class (for current events and historical milestones of the day) 7) Explore Learning Science Simulations subscription
Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)
Timeline: 6/24/2023 to 6/30/2024
ESSA Evidence:

P 6) Principle 5 - Conditions, Climate & Culture

Details

Primary Need: Homeless children and youth need to be supported

Root Cause:

Needs Statement: Homeless children and youth need to be supported.

Desired Outcomes: Highland will set aside funding to support homeless and youth to ensure that homeless students are able to access curriculum.

SMART Goal:

S 6.1) Strategy 6.1

Details

Strategy Description: Homeless Set Aside

AS 6.1.1) Homeless Set Aside

Title I LEA
Homeless

Details

Action Step Description: Highland will set aside at least \$100 to help support the enrollment, attendance, and success of homeless children and youths, in coordination with the services the LEA is providing under the McKinney-Vento Homeless Assistance Act. The monies will be used to provide transportation for homeless students (i.e. bus passes).

Person Responsible for this Action Step: Teresa Rodriguez (Organization Role: Director)

Timeline: 7/1/2023 to 6/30/2024

ESSA Evidence:

Status	Progress Note	Added By	Date Added
In Progress	Amount has been set-aside. Homeless status has been checked upon enrollment.	Teresa Rodriguez	1/7/2024 4:48:26 AM