



Schutz American School 2015/2016 Annual Improvement Plan Goals

Mission: The mission of Schutz American School family is to empower all of our student with the knowledge, skills, and confidence to fulfill their life-long aspirations and to act to better their communities.

School Motto: "Schutz is Family"

Core Values: At Schutz American school we believe the education we provide will give our culturally diverse student body the means to grow intellectually, emotionally, physically and socially. We believe in maintaining the sense of family and community that makes Schutz an understanding, cooperative and healthy environment.

1. Family is foundational for shaping the individual.
2. Each individual has immeasurable intrinsic worth.
3. Every individual has the potential and responsibility to contribute
4. Each individual is responsible for his/her choices.
5. Respect for self and others are essential for any community.
6. Any community is enriched by its diversity and strengthened by its ability to unite for a common cause.
7. Creativity and perseverance lead to success.
8. Learning how to learn in a changing world is an essential life-long process.
9. Integrity is vital for a community to thrive.

All School Goals:

1. Implement new annual school improvement process aligned to SAS mission, core values, accreditation recommendations, and strategic plan goals that provides a clear focus for the improvement efforts and resources of the school and leads to identifiable improvements in student learning. AR1, SP1.2 *(An annual school improvement is implemented that aligns with the SAS mission, core values, accreditation recommendations and strategic plan goals that provides a clear focus for the improvement efforts and resources of the school and leads to identifiable improvements in student learning.)*

2. Improve reading comprehension across all grades and subject areas in the school. SP1.3 *(Annual learning improvement targets in reading comprehension are developed and implemented resulting improved learning.)*

3. Integrate appropriate technologies throughout the school to support student learning. SP1.5 *(The Schutz community will be better informed through consistent structures of communication and management. Constituents will be able to manage the required documentation and communication through simple, transparent, and technologically supported systems. Students will gain additional benefits through the consistent applications of a standard set of technologies. Infrastructure improvements will continue as solidity in this area is a critical need to support all other school technology initiatives.)*

4. Implement new student supervision and discipline policy. SP2.1 *(A clear and consistently applied policy will help all parties help students meet behavioral expectations. A technologically supported system of documentation will be in place according to the newly*

defined policy. Communication regarding student behavioral concerns will be consistent, timely and easily accomplished.)

5. Develop and implement a new Professional Learning Policy and Program that addresses identified individual and school development priorities, is based on good practice in teaching and learning, is linked to teacher appraisal, and contributes to improvements in student learning. AR5, AR7, SP1.2 (An effective professional learning program for all academic staff is developed, funded, and implemented that addresses identified individual and school development priorities, is based on good practice in teaching and learning, is linked to teacher appraisal, and contributes to improvements in student learning.)

6. Develop and implement a new standards based teacher appraisal system. SP3.5 (A comprehensive standards-based appraisal system for teachers is developed and implemented which is aligned with the mission and values of the school. The appraisal system is transparent, fair, and workable and promotes professional development and high standards of performance.)

7. Conduct a review of best instructional practices for English as an additional language learners and needs assessment of current services and make a recommendation for the development and implementation of school-wide ELL program and services. SP1.3, AR7 (A comprehensive review of best practices and needs assessment are conducted resulting in a recommendation for the development and implementation of school-wide ELL program and services.)

8. Conduct a review of best practices in Mathematics education and our school-wide Mathematics program and make recommendation for the development and implementation of new curriculum, resources, and instructional practices. SP1.2, AR4 (There is a vertically and horizontally aligned math curriculum and assessments, Pk-12, that aligns with our school standards, learner outcomes, and is supportive of our specific student population.)

9. Continue to develop and implement school admissions and exit policies and practices to ensure that all admitted students demonstrate the ability to access and benefit from the schools' learning program. (School admissions and exit policies and practices are enacted to ensure that all admitted students demonstrate the ability to access and benefit from the school's learning program.)

10. Clarify the roles and responsibilities of full-time teachers and review and align the programs and schedules at each division to most efficiently and effectively meet the learning needs of students. (The definitions of full-time teachers in the ES, MS, and HS are developed. New schedules are developed to most efficiently and effectively deploy staff.)

Elementary School Goals:

1. Further develop and implement positive student behavior management program. SP2.1 (The use of the PBIS student behavior management program will maintain effective discipline and foster a safe and positive environment for students and staff focusing on discipline, character education, and service that supports the mission and core values.)

Middle School Goals:

1. Institute one on one laptop program. SP1.5 (Schutz Middle School students will use a school provided Chromebook as a technology platform in all core classes starting this year. Supplemental resources will be identified and implemented. The Technology Integration Specialist will coach all Middle School teachers, as well as other interested teachers, on the tools and techniques associated.)

High School Goals:

1. Review and establish common assessment and grading practices. AR6 *(There are written common assessment and grading practices for the high school.)*

Operational Goals:

1. Complete new Meloy Hall classrooms and Walters Hall staff apartments project.

SP1.1 *(The new classrooms and apartments are ready for use by the beginning of the 2016.17 school year.)*

2. Develop short to mid-term facilities usage plan to accommodate increased student enrollment. SP1.1 *(A facilities usage plan for the next ten years is developed.)*

3. Establish Master Facilities Plan timeline and project plan. SP1.1 *(A MFP timeline and project plan are created.)*

4. Enhance fire safety system and equipment. *(New fire extinguishers are deployed and a new fire safety system is installed.)*

5. Install emergency exit structure for the Villa. *(New Villa emergency exit structure is installed.)*

6. Renovate school swimming pool and pool area. *(The swimming pool renovation project is completed on time and on budget.)*

7. Upgrade Auditorium sound system. *(The sound system is installed.)*

8. Initiate classroom furniture replacement project. SP1.1 *(A multi-year plan for the replacement of all classroom furniture is implemented, beginning with the high school.)*

9. Initiate resident apartment furniture replacement project. *(A multi-year plan for the replacement of resident apartment is implemented.)*

10. Conduct review of the Finance Office functioning and practices and develop and implement recommendations to enhance/improve effectiveness. *(A review is completed resulting in the development and implementation of recommendations to enhance/improve the effectiveness of the Finance Office.)*