

# School Plan 2018-2019 - Ignite Entrepreneurship Academy

---

## School Plan Approved

---

### School Plan Approval Details

---

**Submitted By:**

Heidi Long

**Submit Date:**

2018-10-09

**Admin Reviewer:**

Karen Rupp

**Admin Review Date:**

2018-10-09

**District Reviewer:**

Karen Rupp

**District Approval Date:**

2018-10-09

**Board Approval Date:**

2018-10-09

## Goal #1 Goal

---

Implement the use of an instructional coach to provide mentoring and support to teachers in all areas associated with Utah Professional Learning Standards. This qualified instructional coach will provide formative observations, create targeted and individualized goal areas with teachers, and assist with constructive feedback to promote the implementation of effective teaching practices and continuous growth.

## Academic Areas

---

- Reading
- Mathematics
- Writing
- Technology
- Science
- Social Studies

## Measurements

---

Teachers will collaborate with the instructional coach to write a professional growth plan that will include a professional goal and an instructional goal. Mid-year growth reflections and an end-of-year professional growth analysis will be conducted. Based on the stated goals, all IEA teachers will implement evidence-based practices that effectively meet the unique academic and behavioral needs of students, as evidenced by at least three informal observations and two formal evaluations by the end of the school year.

## Action Plan Steps

---

1. Hire a qualified part-time instructional coach at a rate of 16-24 hrs/week for a 28-week contract.
2. Coordinate with Executive Director and Curriculum Director (administrative leadership team) to create a coaching cycle including all teachers.
3. Instructional coach will meet with individual teachers to discuss strengths and areas for improvement.
4. Instructional coach will collaborate with each teacher to assist in developing a professional growth plan including a professional goal and an instructional goal.
5. Plan and implement a minimum of two professional development sessions by educational experts in the fields of classroom management and highly effective instructional practice.
6. Provide substitute teachers to provide time and resources for teachers to work with instructional coach on professional growth plans at a rate of 4 days per month for 28 weeks.
7. Instructional coach will complete a minimum of three observation/feedback cycles that align with each teacher's professional growth plan.
8. Purchase technology (4 IPADS) that will allow effective training and mentoring tools including video capability, observation documenting, and evaluation completion, at a cost of \$1397 each.
9. Administrative leadership team will meet with instructional coach and teacher to review end of year summation of growth plan and instructional/professional progress.
10. Administrative leadership team will perform two formal evaluations for each teacher to measure progress towards meeting goals.

## Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	Instructional Coach-\$20,000 + Payroll taxes (\$2,000) *Part-time position 16-24 hrs/week *One coach will assist 15 teachers *28-week contract	\$22,000
Professional and Technical Services (300)	-A minimum of two professional development sessions by educational experts in the fields of classroom management and highly effective instructional practice, totaling no more than \$2,250. -Provide substitute teachers for 4 days per month at a rate of \$75/day for the remainder of the school year. Substitute teachers will provide time and resources for teachers to work with instructional coach on SMART goals and implementation of effective instructional techniques.	\$4,050
Technology Related Hardware/Software (< \$5,000 per item) (650)	(4) IPADS for observation/reflection tools \$1397 each for use with videotaping lessons and instructional strategies for reflection and analysis by teacher, instructional coach, and administrative team.	\$5,588
	Total:	\$31,638

## Goal #2 Goal

Increase effective classroom instruction using Montessori methodology and materials in all classrooms through individualized training by a Montessori-trained professional and by participation in a Montessori certification program.

## Academic Areas

- Reading
- Mathematics
- Writing
- Science
- Fine Arts
- Social Studies
- Health

## Measurements

Currently, 28% of IEA teachers are Montessori certified. At the end of the academic year, 70% of teachers will be Montessori-certified in their assigned area of teaching. By the end of the academic year, 80% of classroom teachers will receive marks of 'effective' or 'highly effective' on their summative evaluation.

## Action Plan Steps

1. Hire a qualified and certified Montessori support staff member for a frequency of 2 days a week and 8 hours per day, totaling \$13,200.
2. Provide a computer for Montessori support staff member for progress tracking and observational protocol.
3. Create a rotation cycle for teachers to receive observations, feedback cycles, and practical training in Montessori methodology
4. Incorporate substitute teachers into the classroom to provide coaching meetings, modeling sessions, and classroom observations for lead classroom teachers; 4 days of substitute teacher pay per month for 6 months at a rate of \$75 per day will be utilized.
5. Implement an informal and formal observation protocol to assess and improve effectiveness of classroom instructional practice.
6. Register non-certified teachers in a Montessori-certification program and fund up to \$1,500 per registered teacher towards program enrollment

and/or curriculum fees.

7. Monitor progress of registered teachers in participation and completion of required courses

## Expenditures

Category	Description	Estimated Cost
Salaries and Employee Benefits (100 and 200)	Montessori-certified support staff member-up to \$12,000+\$1,200 (payroll taxes) for services provided at a frequency of 2 days a week and 8 hours per day.	\$13,200
Professional and Technical Services (300)	Substitute coverage for teachers to provide time for coaching meetings with Montessori support staff member, modeling and practice sessions, and classroom observations of other Montessori teachers; Provide 4 days of substitute teacher pay per month for 6 months at a rate of \$75/day, totaling \$1800 for the academic year -Fund 50% of Montessori certification program for non-certified educators in the area of their teaching assignment. Total allocation to be no more than \$6,000 collectively.	\$7,800
Equipment (Computer Hardware, Instruments, Furniture) (730)	Computer for tracking and data collection by Montessori support member	\$751
	Total:	\$21,751

## Summary of Estimated Expenditures

Category	Estimated Cost (entered by the school)
Salaries and Employee Benefits (100 and 200)	\$35,200
Professional and Technical Services (300)	\$11,850
Technology Related Hardware/Software (< \$5,000 per item) (650)	\$5,588
Equipment (Computer Hardware, Instruments, Furniture) (730)	\$751
Total:	\$53,389

## Funding Estimates

Estimates	Totals
Estimated Carry-over from the 2017-2018 Progress Report	\$0
Estimated Distribution in 2018-2019	\$53,389
Total ESTIMATED Available Funds for 2018-2019	\$53,389
Summary of Estimated Expenditures For 2018-2019	\$53,389
This number may not be a negative number Total ESTIMATED Carry Over to 2019-2020	\$0

*The Estimated Distribution is subject to change if student enrollment counts change.*

## Funding Changes

*There are times when the planned expenditures in the goals of a plan are provided by the district, a grant, or another unanticipated funding source leaving additional funds to implement the goals. If additional funds are available, how will the council spend the funds to implement the goals in this plan?*

Any increase in funds will be used to increase the amount of time and frequency that our instructional coach and Montessori support staff member are available for teacher support and professional improvement.

## Publicity

- School newsletter
- School website
- Other: Please explain.
  - Informational session or notification to Parent/Teacher Organization

## Council Plan Approvals

Number Approved	Number Not Approved	Number Absent	Vote Date
6	0	2	2018-10-02

## Amendment

Need to amend this school plan?

No Comments at this time

[BACK](#)