



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT 2022 – 2023

SCHOOL IMPROVEMENT PLAN 2022.2023

School Improvement Plans remain in effect for two years, but the School Leadership Team may amend as often as necessary or appropriate.

SCHOLARMADE ACHIEVEMENT PLACE OF ARKANSAS CONTACT INFORMATION

School:	Nichols Intermediate Academy of Leadership	4-6	501-404-0012
Address:	2410 S. Battery	Fax Number:	501-244-9097
	Little Rock, AR 72206	School Website:	www.scholarmade.org
Nichols Intermediate: Principal Academy Director Principal:		Hazel Harris	
Senior Director of Achievement		Eltrudia Toliver	
Director of School Culture		Delano Whitfield	
Superintendent		Dr. Phillis N. Anderson	

Committee Position	Name	Email Address
Director of Achievement	Eltrudia Toliver	Eltrudia.toliver@scholarmade.org
Principal	Hazel Harris	Hazel.harris@scholarmade.org
Behavior Interventionist	Artis Dayton	Artis.Dayton@scholarmade.org
Teacher Representative	Keneishia Jefferson	Keneishia.Jefferson@scholarmade.org
Inst. Support Representative	Hayden Dean	Hayden.dean@scholarmade.org
Parent Representative	Natasha Tucker	scholarmade@scholarmade.org

MISSION STATEMENT

Our mission is to prepare scholars through Emotional Intelligence and Personalized Learning to be self-confident, intellectually inquisitive, emotionally intelligent, and academically accomplished beings. Our Scholars will become leaders and problem-solvers who will improve conditions wherever they choose to work and live.

ASSESSMENT DATA SNAPSHOT

Reading: 13% of the students met the Readiness Benchmark; 19% scored Close and 68% of the students scored in the Need Support category. English Language Arts: 32% of students met the Readiness benchmark; 21% scored Close and 48% scored in the Need Support category. Math: 13% of the students met the Readiness Benchmark; 49% scored Close and 38% scored in the Need Support category. Science: 15% of the students met the Readiness Benchmark; 20% scored Close and 66% scored in the Need Support category.



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT 2022 – 2023

SCHOOL PROFILE

ScholarMade Achievement Academy of Arkansas is located in Little Rock, Arkansas and Nichols Intermediate Academy of Leadership serves grades 4-6. Our projected student population is 140 students with demographics are 98% African-American, 1% Hispanic, 2% Other. 10% of our students are considered academically gifted. Approximately 12% identified are identified as students with disabilities or a handicapping condition. Approximately 94% of our students are considered economically disadvantaged this year and both schools are Community Eligibility Provision. Our grade levels consist of two fourth grade classes, two fifth grade classes and two sixth grade classes. Support staff members include art, music, physical education, media, and technology as special area teachers. The average teaching experience for our staff is approximately 5 years with 20 % of our staff having zero to 3 years of experience.

STRATEGIC IMPROVEMENT PLAN: FOR A BETTER TOMORROW

<p>Goal 1: 75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire math, science, English, writing and reading.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> ▪ College- and career-readiness ▪ Academic growth/high academic achievement ▪ Access to rigor ▪ Closing achievement gaps 	<p>Goal 2: TAGG students will meet or exceed all State Performance Targets in math and reading.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> ▪ College- and career-readiness ▪ Academic growth/high academic achievement ▪ Access to rigor ▪ Closing achievement gaps
<p>Goal 3: All Faculty will progress at least one level each year as measured by the SM Talent Development Teaching Fellow system by providing duty-free instructional planning time for every teacher by providing an average of at least five hours of planning time per week for targeted professional development through PLCs and webinars.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> ▪ Proactive recruitment of mission minded staff ▪ Individualized professional development ▪ Leadership development ▪ Multiple career pathways 	<p>Goal 4: Each year students referred for disciplinary actions will decrease by 7% by promoting a positive school climate and a safe learning environment free of bullying and harassing behaviors and to develop Emotional Intelligence competencies through the implementation of The Way and the Light framework.</p> <p>Four focus areas:</p> <ul style="list-style-type: none"> ▪ Physical safety ▪ Social and emotional health ▪ Social Emotional Intelligence competencies development ▪ Cultural competency
<p>Goal 5: Parents will be engaged in their child's education through participation in the Academic Parent-Teacher Team</p> <p>Three focus areas:</p> <ul style="list-style-type: none"> ▪ Academic Parent Teacher Teams ▪ Family engagement ▪ Communication and outreach 	<p>Goal 6: Each year all students will meet their growth goals as measured by NWEA in Math and/or Reading.</p> <p>Three focus areas:</p> <ul style="list-style-type: none"> ▪ Critical Thinking ▪ Personalized Learning ▪ Integrated Curriculum



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT

2022 – 2023

SMART Goal (1):	75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire English and reading.		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> ▪ Full implementation of the Science of Reading using Wit and Wisdom as the primary instructional resources. ▪ Implement a Spelling B initiative to build Scholars phonics, syllable, word understanding ▪ Establish classroom libraries and set aside specific time for read louds; ▪ Monitor Scholars mastery of key benchmarks goals for Map, Sight Words, and Fluency as measured by Souday System Mastery Check System, MAP, and online platforms 	<ul style="list-style-type: none"> ▪ Instructional Coach 	<ul style="list-style-type: none"> ▪ Principal, ▪ Managing Director of Achievement ▪ Instructional Leadership Team/Admin ▪ Teachers 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Use data from Lexia and Edmentum to drive instructions and generate support plans for interventionists in literacy 	<ul style="list-style-type: none"> ▪ Teachers 	<ul style="list-style-type: none"> ▪ Principal ▪ Instructional Coach 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Level Up! Interventions. Students will receive targeted assistance in areas of deficiencies as identified by the several sources of data including NWEA; USA Test Prep, Lexia, Zearn 	<ul style="list-style-type: none"> ▪ Apprentice Teachers and Case Managers 	<ul style="list-style-type: none"> ▪ Instructional Coach 	8/16/2022 to 5/30/2023

SMART Goal (2):	75% of students in testing grades who have been enrolled in the school for 3 years will meet the readiness benchmark on the ACT Aspire math and science by 2021.		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> ▪ Require Teacher use of Scope and Sequence and Pacing Guides with fidelity. ▪ After School Academy will be held for all students who are economically disadvantaged and who have scored below proficient. ▪ Intensive support for 4th, 5th, 6th grade students below grade level/subject through the Intervention program ▪ Frequently assess students understanding of standards taught through a variety of online platform including Edmentum, USA Test Prep, Zearn, Khan Academy, Eureka Math, and Amplify Science. Use data to drive instructions and generate support plans for interventionists 	<ul style="list-style-type: none"> ▪ Instructional Coach 	<ul style="list-style-type: none"> ▪ Principal ▪ Student Support Teacher ▪ Case Managers 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Schedule an additional 60 minutes daily of math instruction weekly delivered through math interventionist ▪ Flexible grouping ▪ During daily enrichment block, change groups monthly or as needed based on skills Differentiated skill groups focus time 	<ul style="list-style-type: none"> ▪ Principal; 	<ul style="list-style-type: none"> ▪ Instructional Coach 	8/16/2022 to 5/30/2023



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT

2022 – 2023

<ul style="list-style-type: none"> ▪ Enhance usage and attainment of Eureka Math online resources and other supplemental resources ▪ Utilize ACT Aspire formative assessment and math games to help close mathematical understanding gaps 	<ul style="list-style-type: none"> ▪ Principal; 	<ul style="list-style-type: none"> ▪ Principal ▪ Instructional Coach ▪ Teachers 	8/16/2022 to 5/30/2023
---	--	--	------------------------

Goal (3):	All Faculty will progress at least one level each year as measured by the SM Talent Development Teaching Fellow system by providing duty-free instructional planning time for every teacher by providing an average of at least five hours of planning time per week for targeted professional development through PLCs and webinars. Goal 2021		
Strategies	Point Person	Personnel Involved	Timeline
Talent Development: <ul style="list-style-type: none"> ▪ ScholarMade will implement a competency-based job-embedded professional development system that engages educators in timely, meaningful learning that meets his or her particular growth needs, improves instruction, and strengthens student outcomes. ▪ Content teachers will receive the Laying the Foundation training to increase their capacity to integrate literacy in content areas and increase levels of rigor and reach higher DOK Levels. 	<ul style="list-style-type: none"> ▪ Principal 	<ul style="list-style-type: none"> ▪ Managing Director of Achievement 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Data disaggregation and professional growth ▪ Weekly in 60-minute planning sessions ▪ Participate in Teacher-to-Teacher Shadowing and Peer Development Support ▪ Ongoing and intensive coaching and development 	<ul style="list-style-type: none"> ▪ Principal; 	<ul style="list-style-type: none"> ▪ Instructional Coach 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Provide DDI (Data Driven Instruction) training and support to staff. ▪ Support teachers in the development of common and formative assessments for DDI purposes 	<ul style="list-style-type: none"> ▪ Principal 	<ul style="list-style-type: none"> ▪ Managing Director of Achievement ▪ Staff 	8/16/2022 to 5/30/2023



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT

2022 – 2023

Goal (4):	Each year students referred for disciplinary actions will decrease by 7% by promoting a positive school climate and a safe learning environment free of bullying and harassing behaviors and to develop Social Emotional Intelligence competencies through the implementation of Emotional Intelligence Framework. Goal 2021		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> ▪ Continue to refine implementation of RTI processes for targeted intervention and extension support of students ▪ Schedule regular SST meetings to track student progress and design interventions ▪ Behaviors and SEL competencies will be tracked using Kickboard. 	<ul style="list-style-type: none"> ▪ Emotional Intelligence Program Manager ▪ Behavioral Intervention 	<ul style="list-style-type: none"> ▪ Student Support Coordinator 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Development of Core Competencies to cultivate positive relationships to prevent Bullying ▪ Implement school wide expectations through Townhalls ▪ Reinforce anti-bullying strategies through EI sessions and small groups. 	<ul style="list-style-type: none"> ▪ Emotional Intelligence Program Manager ▪ Behavioral Intervention 	<ul style="list-style-type: none"> ▪ Principal ▪ School Director ▪ Teachers 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Social Emotional Intelligence ▪ Using The Way and the Light Framework, develop teachers will be equipped to teach Scholars to recognize and manage EI Competencies in students. ▪ Full integration of Emotional Intelligence in school community and playground through The Way and the Light Framework ▪ POWER Sessions with students who exhibit challenging behaviors. 	<ul style="list-style-type: none"> ▪ Emotional Intelligence Program Manager ▪ Behavioral Intervention 	<ul style="list-style-type: none"> ▪ Principal ▪ Teachers 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Provide a minimum of 55 minutes of PE instruction to every class every week ▪ Implement Playworks program which includes daily PE games during Physical Activity time and classroom brain breaks/games 	<ul style="list-style-type: none"> ▪ Physical Education Teachers 	<ul style="list-style-type: none"> ▪ Principal ▪ School Directors 	8/16/2022 to 5/30/2023



NICHOLS INTERMEDIATE ACADEMY OF LEADERSHIP SCHOOL IMPROVEMENT PLAN REPORT

2022 – 2023

SMART Goal (5):	Parents will be engaged in their child’s education through participation in the Academic Parent-Teacher Team		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> ▪ Implement Academic Parent Teacher Teams to increase meaning parental engagement in the academic performance of their child. ▪ APTT Meetings 3 times annually. ▪ Professional development on APTT Model ▪ Support from APTT Coach. 	<ul style="list-style-type: none"> ▪ Behavioral Interventionist 	<ul style="list-style-type: none"> ▪ Principal ▪ School Directors ▪ Instructional Coach ▪ Teachers 	8/16/2022 to 5/30/2023
SMART Goal (6):	Each year all students will meet their growth goals in Math and/or Reading.		
Strategies	Point Person	Personnel Involved	Timeline
<ul style="list-style-type: none"> ▪ Develop small groups in math and reading based on DDI (Data Driven Instruction) ▪ Train additional staff in the implementation Reading Intervention (<i>Sonday Systems</i> as a short-term intervention, that provides daily, intensive, small-group instruction, which supplements classroom literacy teaching.) 	<ul style="list-style-type: none"> ▪ Principal/Asst. Principal ▪ School Directors 	<ul style="list-style-type: none"> ▪ Principal ▪ Student Support Coordinator ▪ Special/Case Managers teachers 	8/16/2022 to 5/30/2023
<ul style="list-style-type: none"> ▪ Develop an intervention block to be used in all grade levels for re-teach and enrichment/extension 	<ul style="list-style-type: none"> ▪ Principal ▪ School Directors 	<ul style="list-style-type: none"> ▪ All staff 	8/16/2022 to 5/30/2023