

## **CP ACADEMY LEADERSHIP TEAM PRIORITIES**

**12-4-06 draft in progress**

**2006-07 STUDENT ACHIEVEMENT GOAL:** The average GPA of each grade level in CP Academy will increase by 10% each year.

**2006-07 STUDENT EQUITY GOAL:** 100% of students who enter CP Academy with math skills at basic level or below basic according to 8<sup>th</sup> grade STAR test math scores will be able to meet the minimum (UC) college math requirement by the end of their senior year (successfully completing 3 years of high school math with a “C” or better).

**GOAL 1: INSTRUCTIONAL LEADERSHIP: By June 2007, the CP Academy staff will implement approaches to curriculum, instruction, and professional development that support high student achievement & equity, as evidenced by meeting the following objectives:**

- Objective 1: All CP Academy teachers will receive individualized, actionable feedback and support to improve curriculum and classroom instruction as follows:
  - To identify areas of growth and development, every CPA teacher will participate in peer observations for at least 2 full days per year, including use of a pre- and post-observation conference protocol.
  - All CPA teachers will develop differentiated instructional practices through their participation in attuning meetings focused on student case studies, and through grade level meetings that discuss teacher practice.
  - All CPA teachers who are not eligible for alternative evaluation will receive actionable feedback on their practice through classroom observations by Denise (*schedule and frequency to be determined*).
  - All CPA teachers will receive actionable feedback on their practice from the strategic learning coach, Dave Stevens, including guidance on assessment methods and coaching on differentiated instruction.
  - BTSA support will be provided to eligible CPA teachers (Jackie).
- Objective 2: The foundations of the CP Academy curriculum will be outlined by the end of the year in a written document that maps whole school outcomes (by consensus of all constituencies) >>> departmental outcomes >>> course outcomes >>> course assessments >>> graduation portfolio.
- Objective 3: CP Academy will develop a math program this year that places all incoming 9<sup>th</sup> graders in IMP 2 so that all students can complete 3 years of high school math and have access to CP Academy calculus. To achieve this objective, the leadership team will liaison with CP Academy math teachers and their collaborators from another school(s), and will consider the possibility of establishing an IMP 1 class.
- Objective 4: A professional development plan focused on the objectives above will be designed by the leadership team and implemented during staff meetings and district staff development. The PD plan will emphasize differentiated instruction and increasing the cultural capital of students, while aligning curriculum with course, departmental, and whole school outcomes.

**GOAL 2: EQUITY-CENTERED PROFESSIONAL LEARNING COMMUNITY: By June, 2007, the CP Academy staff will strengthen equity-centered professional learning community that models distributed leadership, collaboration, relational trust, and empowerment, as evidenced by meeting the following objectives:**

- Objective 1: Before winter break, the CP Academy Leadership Council and staff will approve revised annual achievement and equity goals. The leadership team will coordinate development and

implementation of a plan that defines who will monitor which data, for what purpose, and on what timeline during the year. To support this objective, CP Academy will identify a team that will receive training in the new Data Wise software.

- Objective 2: The leadership team will promote relational trust among staff by developing new teacher induction procedures (based on focus groups with teachers who entered CP Academy within the past two years) and by offering opportunities for social time at least once per semester.
- Objective 3: The leadership team will increase its proficiency in using and supporting teacher, parent, and student leaders to use “best practices” for developing agendas and facilitating meetings throughout the year.

**GOAL 3: FAMILY AND COMMUNITY PARTNERSHIPS: By June 2007, CP Academy will strengthen equitable and efficient distributed leadership and the collaborative partnership between staff, students, parents and community, as evidenced by meeting the following objectives:**

- Objective 1: The leadership team will arrange training for at least one paid parent advocate for each grade level, who will each make weekly calls to the families of 10 students with low GPA’s.
- Objective 2: The leadership team will insure that all teachers post all assignments on the CP Academy website and/or the PTSA Homework Site and keep a two week assignment board in the classroom.
- Objective 3: The leadership team will arrange for public exhibitions of student work, including a Student Showcase and senior exhibitions, all in the spring.
- Objective 4: The leadership team will support the Leadership Council, Parent Council and student leadership class to meet regularly, establish strategic priorities and work plans, and successfully implement their goals.

**GOAL 4: ACADEMIC, SOCIAL, AND EMOTIONAL SUPPORT FOR STUDENT LEARNING: By June 2007, policies will be implemented to better support struggling students, increase post-secondary opportunities, and create a more equitable school culture, as evidenced by meeting the following objectives:**

- Objective 1: The leadership team will coordinate the development of a student support plan that includes the following elements: attuning protocols using All Kinds of Minds; grade level teams monitoring student cohorts; teachers monitoring individual students; after school CP Academy Homework Center; and a CAHSEE support plan.
- Objective 2: A plan for CP Academy advisories in the 2007-08 school year will be established by the end of the current school year based on a proposal developed by a cross-constituent subcommittee.
- Objective 3: By the end of the year, the leadership team will produce a written document outlining universal instructional practices to support good academic organization and academic behavior (e.g., SLANT, PIRATES, binder policy).
- Objective 4: By the end of the first semester, the leadership team will coordinate with staff to establish school-wide protocols for behavior intervention.