

ENVISION ACADEMY

Measure N Commission Presentation



Presented by Laura Robell, Principal
Presented to Measure N Commission

May 5, 2016

Design Process Narrative

The Envision Academy Principal invited key teacher, parent and student leaders to collaborate with Envision's Chief Academic Officer to identify goals for increasing student achievement and improving student academic outcomes. This Design Team engaged in meetings and activities to articulate EA's vision for the future, including:

- ☐ Site visits to innovative schools to observe and gather information
- ☐ Interviews with students and parents
- ☐ Surveying the entire student body to gather baseline information
- ☐ Design and brainstorm sessions with staff and administrators
- ☐ Piloting personalized learning strategies in select courses in both 2014-15 and 2015-16
- ☐ Planning to roll out similar programs in additional courses and subjects

Focus Areas We Want To Shift

- Decrease the skill gap of students in Literacy and Math
- Increase the “cognitive lift” of students in classrooms and in student products
- Increase teacher capacity to both address skill gaps and engage in deep, conceptual, project-based learning
- Increase Lower Division student awareness and experience with college and career options
- Increase teacher capacity to use restorative practices in their classrooms to build student agency

Root Causes and Goals

Root Causes

- Students enter high school reading, writing and doing math significantly below grade level
- Need to address teacher capacity to both accelerate skills and engage in deeper learning
- Lack of capacity to deeply engage lower division students in college and career exploration
- Lack of teacher experience with Restorative Justice practices

Goals for Next Year

- Increase student performance on internal benchmarks by 15% from beginning to end of year.
- Increase teacher capacity to address skill gaps within our project-based learning model as measured through classroom observations
- Increase lower division student awareness of college and career options as measured by student survey
- Decrease referrals by 25% by training teachers in RJ practices

Instructional Focus and New Design Features

Continued and deepened focus on student's "cognitive lift" in the classroom.

- A personalized learning instructional coach to support teacher practice through observation and feedback, instructional planning support, modeling instruction and professional development.

Deepen the college and career focus, particularly in Lower Division.

- Envision Academy will hire a College and Career Assistant Counselor to create programming for Lower Division students on college and career and increase quality and accessibility of WLE internships.

Deepen Restorative Justice practices across the school.

- Envision Academy will train teachers (previously we've trained administration) on Restorative Justice practices in order to support Tier 2 and Tier 3 students in the classroom to meet academic and behavioral goals.

Immediate Action Plan

1. Every teacher will be assigned an instructional coach, be observed and engage in feedback conversations regularly to build and change teacher capacity to accelerate & personalize learning.
2. Teachers will analyze data from our internal benchmarks and create an instructional plan based on that data.
3. Envision's professional development will be by a cycle of inquiry to support the goals of increasing student achievement by increasing students' "cognitive lift" in classrooms.
4. A College and Career Counselor will be hired and will work to design programming for Lower Division advisories and building on the current WLE process.
5. Staff will be trained in Restorative Justice practices.

EVERY STUDENT THRIVES!



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