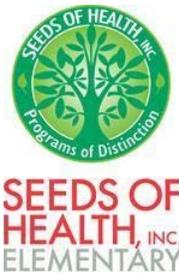# Seeds of Health Elementary

School Growth Plan and Report

Year:2017-2018

PREPARED FOR

Office of Charter Schools

University of Wisconsin-Milwaukee

School Profile

Seeds of Health Elementary serves students in grades K4-8th. There are two campuses that make up Seeds of Health Elementary; Windlake Elementary which serves students K4-3 is located at 2433 South 15th Street with Jim Kotsonis as the school principal and Windlake Academy which serves students grades 4-8 is located at 1445 South 32nd Street with Theresa Yurk as the school principal. The school opened in 1996 as a Milwaukee Public School Partnership and in 2007 became a charter school. The board chair for Seeds of Health Elementary is David Hase.

The emphasis of Seeds of Health Elementary School is to cultivate the full potential of urban children in mind, body and character through research-based best practices that develop the knowledge, skills and dispositions important to academic, social and economic success. The Seeds of Health Elementary Program works with parents and the community to provide the students with an educational experience that prepares them to be lifelong learners and positive contributors to society.

The Seeds of Health Elementary Program is strongly committed to excellence in helping urban children become successful members of society and positive community stewards. Through relationships with families and the community we provide a research based, developmentally appropriate program that allows each child's physical, emotional, social and intellectual needs to be developed to his/her full potential. Our child centered approach enhances creativity, self-esteem, skills and relationships needed to lead a life of promise and purpose in stewardship to oneself, family and community.

At-a-Glance School Performance Framework Data

Priority Area(s) of Growth: (Check the priority area(s) in need of greatest growth)

 X Student Achievement - Performance on State Assessment in reading and/or math

 X Student RIT Growth Targets - Improvement over time on MAP Assessment in reading and/or math

 X Student RIT Growth for Significant Sub-groups – Student subgroups closing gaps in reading and/or math

___ Student Post-Secondary Readiness – Performance in attendance and graduation

1.0 Annual School Growth Goals

Annual school growth goals flow from the strategic goals, as well as, analysis of academic performance framework results and identify improvement efforts to be undertaken during the fiscal year. The school should have **three to five** measurable goals including at least one reading goal and one math goal.

Note: Item f for each goal along with Section 2.0 should be completed at the end of each school year and submitted as a part of the School Growth Report due August 1st of each year.

1.1 (required)

a. Annual Growth Goal: To improve academic achievement in reading for all students including subgroups.
b. Background Data Analysis: According to 2016-2017 MAP results and data compiled by UWM, Seeds of Health Elementary students grew at a percentage of 123.4% in the area of Reading for Hispanic students and 134.1% in the subgroup for Special Education students.
c. Approaches/Strategies (What will you do to achieve the goal?): Throughout the school year there are scheduled late start days in which staff meet bi-monthly to discuss goals and instructional strategies. Seeds of Health Elementary focuses on (1) Improving the development of pre reading and early reading skills in Pre-K through 3rd, (2) Improving the development and application of grade level reading skills for all students as well as remediation for targeted struggling readers in grades 1-8, (3) Creating more opportunities for students, especially in their upper elementary years to use their literacy skills across content areas, (4) Offering more EL support for learners who are struggling to acquire the necessary literacy skills, and (5) Promoting recreational reading as a viable activity for our students.
d. Success Indicator (How will you know that you are making progress toward achieving the goal?): Seeds of Health Elementary has opted to MAP test during the winter testing window in order get a midyear data point to analyze the current growth and make adjustments to instructional practices as needed to ensure the learning needs of all students are being met. Other key indicators of success will include, but not limited to; students will demonstrate the ability to determine word choice based on ability to recognize appropriate sentence structure, students will demonstrate the ability to read for meaning, students will demonstrate the ability to use decoding skills, students will demonstrate understanding of various text examples, NEWSELA, student Lexile's for grades 4-8 will demonstrate steady improvement, students will participate in a wider variety of reading activities, annual ACCESS testing to support needs of EL learners, and intervention curriculum provided for special education students.

e. Growth Goal Monitoring and Data Analysis (When are goals monitored? What data will be used? What does the data indicate about your current efforts?): Seeds of Health Elementary creates data boards post all three MAP windows in which teachers dissect the data to inform their instruction. Seeds of Health Elementary has demonstrated growth in MAP reading, however we are not performing consistently at a rate of 110% in order to close the achievement gap for all students.

f. End of Year Annual Growth Goal Results and Data Analysis (Based on your school's approaches, success indicator and monitoring data, what are the overall results of your annual growth goal? What are your next steps?):   According to 2017-2018 MAP data Seeds of Health Elementary students grew at a percentage of 106.8% for Hispanic students and 72.6% for Special Education students. We did not meet our goal for the year. This is an alarming drop since the previous year. Next steps; must increase differentiation in Tier I instruction to ensure meeting the needs of all students (including the subgroups), increase of students in Tier 2 reading intervention, and increase instructional support for EL students.

1.2 (required)

Annual Growth Goal: To improve academic achievement in mathematics for all students including subgroups.

Background Data Analysis: According to 2016-2017 results and data compiled by UWM, Seeds of Health Elementary students grew at a percentage of 116.2% for Hispanic students and 139.6% for Special Education students.

Approaches/Strategies (What will you do to achieve the goal?): Seeds of Health Elementary has adopted Great Minds as the new k-8 math curriculum. Once a month during late start days staff will work through the nuances of the curriculum in order to deliver instruction to meet the needs of all students, discuss goals, and allow for cross grade level collaboration.
Great Minds math curriculum will be a cohesive k-8 curriculum that will allow teachers to build on student learning from year to year in order to further close the achievement gap.

Peer observations will be completed by the math teacher leaders and allow for teachers to collaborate on utilizing best instructional strategies.

Success Indicator (How will you know that you are making progress toward achieving the goal?): Seeds of Health Elementary has opted to MAP test during the winter testing window in order get a midyear data point to analyze the current growth and make adjustments to instructional practices as needed to ensure the learning needs of all students are being met.

Other key indicators of success will include, but not limited to; students will demonstrate knowledge of basic facts appropriate to their grade level, students will demonstrate knowledge of a consistent problem solving process, students will demonstrate comfort in attempting a wide variety of math problems, students will demonstrate improved performance in decoding and solving word problems. Online educational resources of Front Row, Aleks (grades 6-8) and Zearn (grades 1-5) will be enhanced to supplement math curriculum.

Growth Goal Monitoring and Data Analysis (When are goals monitored? What data will be used? What does the data indicate about your current efforts?): Seeds of Health Elementary creates data boards post all three MAP windows in which teachers dissect the data to inform their instruction. Seeds of Health Elementary has demonstrated growth in MAP math, however we are not performing consistently at a rate of 110% in order to close the achievement gap for all students.

End of Year Annual Growth Goal Results and Data Analysis (Based on your school's approaches, success indicator and monitoring data, what are the overall results of your annual growth goal? What are your next steps?): According to 2017-2018 MAP data Seeds of Health elementary grew at a percentage of 120.9% for Hispanic students and 90.0% for Special Education students. We are closing the achievement gap for Hispanic students at a greater rate than previous years, but did not meet our goals for Special Education students. Next steps; year 2 of implementation of new math curriculum, support Special Education students with basic math skills to increase knowledge, and to increase differentiation in Tier 1 math instruction.

1.3 (required)

Annual Growth Goal: To create a cohesive transition plan for 8th grade students as they prepare for high school.

Background Data Analysis: The transition from 8th grade to high school is key point in the students' academic careers and it is essential that we are supporting students and families through the process.

Approaches/Strategies (What will you do to achieve the goal?): All Seeds of Health high school principals, upper elementary principal, and executive director created an action plan in order to provide a smooth transition of all SOHE students to SOH high schools.

Seeds of Health Elementary will visit all SOH high schools to meet administration, get a tour of the buildings, and meet current students (former Windlake Academy students) of the SOH high school. SOHE will hold a parent night in which all Seeds of Health high schools will be in attendance in order to provide information to families.

Students will receive assistance with the high school application process, 7th and 8th grade teachers will attend high school departmental meetings in order to assure smooth transition of curriculum, and all 8th grade families will attend a SOH High School open house.

Success Indicator (How will you know that you are making progress toward achieving the goal?): All 8th grade students will enroll and be accepted by Seeds of Health high schools. All 8th grade students will attend presentation of high schools, and all 8th grade students will attend a high school's open house.

Growth Goal Monitoring and Data Analysis (When are goals monitored? What data will be used? What does the data indicate about your current efforts?): Attendance is taken at all events; families not in attendance will be provided a reminder about the next date and data will be collected on student admission paperwork ensuring that all students apply to a high school.

End of Year Annual Growth Goal Results and Data Analysis (Based on your school's approaches, success indicator and monitoring data, what are the overall results of your annual growth goal? What are your next steps?):   Based on student high school enrollment for the 2017-2018 8th grade class, 88% of students are attending a Seeds of Health High School. This results in 40 of the 45 students graduating from 8th grade. The 5 remaining students are also enrolled in high schools. Our next steps is to continue the plan we had in place for the current school year; 8th grade students tour all Seeds of Health high schools in September (field trip during school day), high schools hold parent meeting at Academy, Associate Principal supports all students in completing high school application forms and ensures parent signatures, and all Academy students attend Seeds of Health High School Open Houses in Oct.

2.0 Mobility Rates

2.1 Student Mobility

Year	Total Students Enrolled at ANY Point in the Year	Number of Students who Transferred In After 3rd Friday	Number of Students who Transferred Out After 3rd Friday	Within-Year Mobility Rate (In+Out)/Total
2017-18	470	31	32	13.4%

Year	Number of Students Enrolled at the End of the Previous Year who COULD Return this Year (Not Graduated)	Number of Students from Previous Year who DID Return and Stayed Through the End of the Current Year	Between-Year Stability Rate Number who DID Return/Number who COULD Return
2017-18	391	343	87.7%

2.2 Faculty and Staff Mobility

NOTE: Include all instructional/academic staff and faculty in the counts below, including administrators.

Year	Total Faculty at ANY Point in the Year	Number of New Faculty After 3rd Friday	Number of Faculty who Left After 3rd Friday	Within-Year Mobility Rate (In+Out)/Total
2017-18	35	0	0	0%

Year	Number of Faculty Employed at the End of the Previous Year who COULD Return this Year (Not Let Go)	Number of Faculty from Previous Year who DID Return and Stayed Through the End of the Current Year	Between-Year Stability Rate Number who DID Return/Number who COULD Return
2017-18	35	32	91.4%