



# **Martin Luther King Jr. Academy for Excellence**

## **Program Improvement Plan**

### **EXECUTIVE SUMMARY**

#### **PROGRAM IMPROVEMENT PLAN SUMMARY**

The Martin Luther King Jr. Academy's comprehensive school improvement plan focuses on improving student academic achievement, attendance, and behavior. Student achievement will be improved by concentrating efforts on improving academic instruction and strengthening the delivery of curriculum. On-line Credit Recovery will continue to be offered to high school students and development and implementation for middle school students. Courses will continue to be offered through eSchool and efforts will continue in establishing a partnership with BCTCS to offer some of these courses for dual credit. Training will be provided to teachers in the area of behavior management to improve student behavior. Incentives, rewards, and parent involvement will continue to be implemented in order to improve student behavior and attendance.

#### **PROGRAM IMPROVEMENT PROCESS SUMMARY**

A committee began the comprehensive school improvement planning process by reviewing the consolidated plan for 2006-2008 to determine which goals and objectives should be continued, adjusted, or removed. Information was gathered from student and teacher surveys, testing data, observations, and Infinite Campus. Mathematics and Humanities continued to be identified as areas of concern. The committee determined that a majority of the current plan is still appropriate. Goals in Curriculum/Instruction, Student Support, and Technology were continued with a few modifications. Most objectives were continued as well with a few objectives being eliminated and some being combined to eliminate redundancy.

#### **PROGRAM IMPROVEMENT PLANNING COMMITTEE**

Mr. Mark Sellers, Director  
Mr. Derek Potter, Associate Director  
Miss Rita Stamey, Academic Dean, Technology Coordinator  
Mr. Ronald Cheek, Behavior/Curriculum Specialist  
Mr. Cisco Bryant, Home Community Liason  
Mrs. Debbie Sauber, Youth Service Center Coordinator  
Mrs. Kathy Christian, High School Reading Teacher  
Mr. Tammy Conley, Special Education Teacher  
Mr. Tim Reckart, Middle School Social Studies Teacher, Technology Coordinator  
Mr. Quincy Murdock, Social Worker  
Mr. Michael Clark, Instructional Assistant  
Dr. Bob Munroe, School Psychologist  
Ms. Pat Scott, Academic Dean  
Mr. Timothy Middleton, High School Social Studies Teacher

**Action Component A. Curriculum/ Instructional Program**

District Name   Fayette   Component Manager   Rita Stamey  

School Name   Martin Luther King Jr. Academy   Date   June 2, 2008  

<b>Priority Need</b>	<b>Goal (Addresses the Priority Need)</b>
<p>The primary need for the Martin Luther King Jr. Academy is the development of a comprehensive curriculum/instructional plan designed to meet each student's academic and socio-behavioral needs.</p>	<p>To increase by 5% the number of students at Martin Luther King Jr. Academy scoring at or above grade level on an assessment of reading and math.</p>

<b>Causes and Contributing Factors</b>	<b>Objectives with Measures of Success</b>
<p>A1. According to teacher surveys and observations, 95% of the teachers at MLK Academy feel that their students need high academic expectations based on KDE standards.</p>	<p>A1. By June 2010 the students of MLK Academy will receive developmentally appropriate academic instruction that is both rigorous and engaging in relation to KDE standards. Successful achievement will be evidence by teacher lesson plans, student work samples, writing portfolio analysis and an increased number of students earning credits and being promoted.</p>
<p>A2. According to transfer grades and the needs assessment document, 95% of the students who arrive at MLK Academy do so with a high failure rate. According to teacher surveys, transitioned students need to be effectively prepared for success at their regular high school.</p>	<p>A2. By June 2010 the number of students who permanently transition back to their home school from MLK Academy will increase by 10%.</p>
<p>A3. According to SRI data, 66% of the students tested at MLK Academy scored below grade level in reading during May of 2008. According to STAR Math data, 87% of the students tested at MLK Academy scored below grade level in reading during May of 2008.</p>	<p>A3. By June 2010 there will be a 10% increase in the number of students scoring at or above grade level in reading and mathematics.</p>
<p>A4. According to teacher surveys, 95% of MLK Academy students have deficiencies in technical/career explorations. An alternative program audit in February 2006 indicated a lack of instruction in Arts &amp; Humanities and Music.</p>	<p>A4. By June 2010 the students at MLK Academy will receive technical/career guidance and educational opportunities and instruction in humanities.</p>

**Action Component A. Curriculum/ Instructional Program**

District Name Fayette Component Manager Rita Stamey  
 School Name Martin Luther King Jr. Academy Date June 2, 2008

**Strategies/Activities**

Objective Label	Strategy/Activity	Expected Impact in Terms of Progress and Success	Responsible Person	Start Date	End Date	Estimated Resources and Costs
A1	MLK Academy will use the Program of Studies and the Core Content for Assessment to develop lesson plans.	The instructional design of the program will be comprehensive and practical. Evidence to be seen in the 10% improved failure rate and a 10% increase in the number of students being promoted.	Director, P.D. Coordinator. Teachers	June 2008	May 2010	P.D.
A2	ESS and Credit Recovery will be offered to students at MLK.	Students will be better prepared academically for transition, given that that they will have had extended learning and the opportunity to recover courses that they have failed. This will be measured by the number of courses for which they recover credit.	Director, ESS Coordinator, Academic Dean	June 2008	May 2010	ESS Grant

A3a	Reading and Math level data for every student will be collected and analyzed using SRI a minimum of three times a year.	More efficient and consistent means of assessing reading and math will be utilized. This information will be used to adjust teaching strategies.	Director, Academic Dean, Teachers	June 2008	May 2010	
A3b	Students receive Reading Instruction as an elective class in addition to a Language Arts Class. Students will receive an elective in Applied Mathematics.	A second Mathematics teacher will be added. Evidence of student performance will be seen in a 10% increase in the number of students performing on grade level in Mathematics.	Director, Academic Dean, Teachers	June 2008	May 2010	
A4a	School-to-career concept will be addressed by the YSC and in Co-Op. Students will be visited on the job site by the Job Coach or Co-Op Coordinator.	Students will be taught the skills necessary to succeed in the job market. 10% more students will be able to retain their jobs.	YSC Coordinator, Co-Op Coordinator, Job Coach	June 2008	May 2010	YSC Grant

A4b	Core Content for Arts & Humanities will be aligned and embedded in appropriate courses during MS & HS Team Meetings	Documentation of embedded content will be included on lesson plans. Improvement will be seen on KCCT Humanities scores.	Director, Academic Dean, Teachers	June 2008	May 2010	
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**Action Component B. Student Support**

District Name     Fayette     Component Manager     Rita Stamey    

School Name     Martin Luther King Jr. Academy     Date     June 2, 2008    

<b>Priority Need</b>	<b>Goal (Addresses the Priority Need)</b>
According to the School Needs Assessment Survey a priority need is to improve strategies that support appropriate student behaviors so that the rate of disciplinary actions is reduced.	To improve student behavior, increase attendance, reduce the number of S.A.F.E. referrals, and create a positive learning environment.

<b>Causes and Contributing Factors</b>	
B1. According to internal records, 80% of MLK students have received at least one discipline referral. Most of our students have behavioral and anger management problems, poor social skills, and a lack of self-control.	B1. By June 2010 the percentage of students receiving discipline referrals will be reduced by 5%.
B2. Of the 80% of students receiving discipline referrals at MLK, 66% of those referrals are related to violent/aggressive behaviors and 30% of the behaviors are disruptive/defiant.	B2. BY June 2010 the percentage of referrals related to violent/aggressive behaviors will be reduced by 10% and the number of disruptive/defiant behaviors by 5%
B3. According to internal records 72% of MLK students have had 9 or more absences. The attendance rate at MLK Academy is 70%.	B3. By June 2010 attendance will increase to 80% and the number of students with 9 or more absences will decrease by 5%.

**Action Component \_B. Student Support\_\_\_\_\_**

District Name \_\_Fayette\_\_\_\_\_ Component Manager \_\_Rita Stamey\_\_\_\_\_

School Name \_Martin Luther King Jr. Academy\_\_\_\_\_ Date \_June 2, 2008\_\_\_\_\_

**Strategies/Activities**

<b>Objective Label</b>	<b>Strategy/Activity</b>	<b>Expected Impact in Terms of Progress and Success</b>	<b>Responsible Person</b>	<b>Start Date</b>	<b>End Date</b>	<b>Estimated Resources and Costs</b>
B1b & B2b	Teachers will receive staff development on utilizing the redirect system, emphasizing the use of positive reinforcement, consistency, and director expectations of staff.	Teachers will be more effectively prepared to re-direct misbehavior. This will assist in reducing the number of discipline referrals by 5%.	Director, P. D. Coordinator	June 2008	May 2010	P. D.
B3a	MLK Academy will continue to make phone calls to absentees and home visits to students with chronic attendance problems. Work with District Court Judges and Truancy Assessment Center.	Data will be collected and attendance will improve.	Social Workers	June 2008	May 2010	
B3b	Student incentives and rewards will be increased. Recognition of good attendance, Student of the Week, and other incentives will be utilized.	Student attendance will increase by 2% given their participation in incentive/reward activities.	YSC Coordinator	June 2008	May 2010	YSC Grant

**Action Component \_C. Technology\_\_\_\_\_**

District Name \_Fayette\_\_\_\_\_ Component Manager \_Tim Reckart\_\_\_\_\_

School Name \_Martin Luther King Jr. Academy\_\_\_\_\_ Date \_June 2, 2008\_\_\_\_\_

<p><b>Priority Need</b></p> <p>According to student and teacher surveys, technology is a priority need of the students and teachers at MLK Academy. The surveys also indicate that students and teachers need training in the use of technology in order to address academic and instructional needs.</p>	<p><b>Goal (Addresses the Priority Need)</b></p> <p>After receiving training in the use of technology, teachers will use technology as an instructional tool. Since all teachers will incorporate educational technology into the curriculum, all students will be more effectively exposed to the use of educational technology.</p>
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<p><b>Causes and Contributing Factors</b></p> <p>C1. According to the needs assessment survey, 85% of the students at MLK Academy come from low socio-economic backgrounds and have little exposure to technology.                  C2. According to the needs assessment survey, teachers have a difficult time addressing the needs of each student in their multi-level/subject classrooms.</p>		<p><b>Objectives with Measures of Success</b></p> <p>C1. By June 2010 all students of MLK Academy will demonstrate the ability to use technology through various assignments, reports, and other projects.                  C2. By June 2010 all teachers of MLK Academy will use technology and instructional software designed to aid in addressing specific and individual academic needs.</p>	
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**Action Component \_C. Technology\_\_\_\_\_**

District Name \_\_Fayette\_\_\_\_\_ Component Manager \_\_Tim Reckart\_\_\_\_\_

School Name \_Martin Luther King Jr. Academy\_\_\_\_\_ Date \_\_June 2, 2008\_\_\_\_\_

**Strategies/Activities**

<b>Objective Label</b>	<b>Strategy/Activity</b>	<b>Expected Impact in Terms of Progress and Success</b>	<b>Responsible Person</b>	<b>Start Date</b>	<b>End Date</b>	<b>Estimated Resources and Costs</b>
C1a & C2a	Software and internet based resources that have been proven to increase student achievement will be available to students.	Student achievement will increase by 10% as measured by grades in content areas and student work samples.	Director, Academic Dean, School Technology Coordinator	June 2008	May 2010	
C1b & C2b	Exposure to instruction in video technology will continue in addition to new technologies. Use of United Streaming/KET Encyclomedia.	Students will be exposed to various forms of technology.	Director, Academic Dean, School Technology Coordinator	June 2008	May 2010	