

# Sims Academy of Innovation and Technology



School Year	2016-2017	
Principal	Dr. Douglas L. Blackwell	
Title 1 - Schoolwide		N
Title 1 - Targeted Assistance		N
Non-Title 1		N

Date of Title 1 Parent Informational Meeting		State of Georgia Accountability Status	
Date of Federal Program Stakeholder Needs Assessment		Reward - Highest Performing	N
Date of Approval by School Governance Team		Reward - Highest Progress	N
Date of Initial Submission to BOE		Priority School	N
Date of BOE Feedback		Focus School	N
Date of Final Approval by Executive Cabinet		Graduation Alert School	N
		Subgroup Alert School	N

## Signatures

6/16/2016	Dr. Douglas L. Blackwell
<b>Date</b>	<b>Principal</b>
<b>Date</b>	<b>Superintendent</b>

**Mission Statement:** To create a unique, career-focused environment that inspires all associates to achieve work-ready results while promoting advanced educational opportunities.

**Vision Statement:** Boldly committed to associate success through partnerships, innovation, and technology.

**Sims Academy of Innovation and Technology  
2016-2017 Program Improvement Plan**

**District Strategic Goal Area**  
**District Performance Object 1**  
**Charter Area of Focus**

Goal Area 1 - associate Achievement

Goal Area 1 - associate Achievement: A - Ensure mastery of Common Core Georgia Performance Standards

Critical Thinking Skills

**Increase Academic Achievement for all associates**

SMART Goal	School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs	Person(s) Responsible	Evaluation of Implementation and Impact on associate Learning	
						Artifacts	Evidence
Increase associate passing percentage on EOPAs to 30% based on FY16 data.	Curriculum Planning	Utilize appropriate test prep materials (instructor-created or industry prepared)	Bi-Monthly in the classroom	Vary by program	CTAE instructors	Lesson Plans and Test Prep Materials	Scores from test prep materials
	Curriculum Planning/Assessment	Instructor Collaboration on EOPA Strategies with home high schools	2016-2017	N/A	CTAE instructors/School Administrators	Sign-In Sheets/POW PDF	EOPA Scores
	Curriculum Planning	Crosswalks created by instructors and utilized to prepare for EOPAs	2016-2017	N/A	CTAE instructors	Crosswalk Document	EOPA Scores
	Assessment	Review domain gaps from previous test administration	December 2016/ May 2017	N/A	AP/CTAE instructors	Past EOPA Score Reports	Improve EOPA Domain Scores
Increase the percentage of associates scoring at or above the proficient level on the Biology Milestone Assessment by 25%.	Assessment	Collaborate with the home high school biology instructors on lesson plans and assessments	2016-2017	N/A	Biology instructor	Lesson Plans and common assessments	2016-2017 Biology GMA test results
	Instruction	Utilize data from test results to enhance instruction in Biology	2016-2017	N/A	Biology instructor	GMA Biology data	Lesson Plans
Integrate Math and Literacy strategies into weekly lesson plans in all subjects	Curriculum Planning/ Instruction	Professional Learning on Math and Literacy strategies	2016-2017	N/A	All instructors	Sign-In Sheets	Lesson Plans
Increase the number of associates participating in Work-Based Learning by 20%	Instruction	Promote WBL opportunities in all CTAE classes	2016-2017	N/A	All CTAE instructors/Work-Based Learning Coordinator	Lesson Plans	# of associate requests
	Instruction	Increase # of businesses represented on program specific advisory committees	2016-2017	N/A	All CTAE instructors/CTAE Support Specialist	Advisory Committee Membership List	# of businesses that attend advisory committee meetings
	Instruction	Industry Tours of Local Business Partners	2016-2017	Bus/Van Costs Per Trip	CTAE instructor	Bus Roster	# of associate requests
Cross Curricular Integration projects twice a semester	Instruction	Collaboration among academy instructors	2016-2017	N/A	All instructors	Lesson Plans	Completed Projects

**Sims Academy of Innovation and Technology  
2016-2017 Program Improvement Plan**

**District Strategic Goal Area**  
**District Performance Object 1**  
**Charter Area of Focus**

Goal Area 1 - associate Achievement

Goal Area 1 - associate Achievement: A - Ensure mastery of Common Core Georgia Performance Standards

Critical Thinking Skills

**Increase Academic Achievement for all associates**

SMART Goal	School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs	Person(s) Responsible	Evaluation of Implementation and Impact on associate Learning	
						Artifacts	Evidence
The instructional plan is designed using research-based best practices	Instruction	Meet State DOE requirements	2016-2017	N/A	All instructors	Lesson Plans, TKES Observation	Evidence from classroom observation forms, associate work with instructor commentary, associate test results on formative and summative assessments

**Sims Academy of Innovation and Technology  
2016-2017 Program Improvement Plan**

**District Strategic Goal Area**

Goal Area 2 - Stakeholder Engagement

**District Performance Object 1**

Goal Area 2 - Stakeholder Engagement: B - Foster associate engagement

**Charter Area of Focus**

**Increase the number of business partnerships**

SMART Goal	School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs	Person(s) Responsible	Evaluation of Implementation and Impact on associate Learning	
						Artifacts	Evidence
Increase the number of business partnerships for each CTAE program by 2 for the 2016-2017 school year	Family & Community Engagement	Each course has at least one business partner in the classroom on a monthly basis	2016-2017 - monthly	N/A	Principal, CTAE Instructors, CTAE Support Specialist	Lesson Plans/ Guest speaker approval	Use of partner in daily lesson activity
	Family & Community Engagement	Utilize advisory committees to make recommendations on equipment purchases and best practices in industry	2016-2017	N/A	Principal, CTAE Director, & CTAE Instructors	Advisory Meeting Agenda	Purchases made based on discussion during advisory board meeting
	Family & Community Engagement	Utilize business partners to teach employability/soft skills twice a semester	2016-2017	N/A	CTAE Instructors	Lesson plans	Class activities/instruction
	Family & Community Engagement	Increase the number of different businesses offering job shadowing and work-based learning opportunities	2016-2017	N/A	Principal, CTAE Instructors, CTAE Support Specialist, WBLcoordinator	Business Contacts	Increased numbers in WBL program
	Family & Community Engagement	Provide opportunities for business partners to supply additional support to CTSOs including training, judging, financial needs, equipment needs, etc.	2016-2017	N/A	CTSO Instructors	CTSO involvement	Partners used during CTSO meetings, competitions on local and state level
	Family & Community Engagement	Utilize the Ford NGL partnership to seek new business partners	2016-2017	Funded	Principal, SGT	Completed NGL plan	Using plan as a guide to maximize the impact Sims Academy can provide the community and our associates
Provide industry-specific professional learning to instructors through business partnerships	Professional Learning	Work with Chamber of Commerce to develop pathway specific tours for each CTAE pathway	Fall 2016	N/A	CTAE Director/CTAE instructors/CTAE Support Specialist	Tour Guide per Pathway	Used in instructors lesson to provide career related issues and needs to help prepare associates for the workforce in their pathway of choice
	Professional Learning	Provide instructors in Industry Program for instructors to job shadow	Summer 2017	\$100 stipend per day	CTAE Director	instructors in Industry Program Application	Attend/Document job shadow opportunity through instructors in Industry Program
Incorporate Soft Skills training into daily classroom Instruction	Professional Learning	Provide instructors with a weekly skill to teach.	2016-2017	N/A	All staff members	GA Best Programs, Lesson Plans, TKES Evaluations	During classroom visits an associate should greet all visitors with a brief overview of the daily classroom activities.

**Sims Academy of Innovation and Technology  
2016-2017 Program Improvement Plan**

**District Strategic Goal Area**

Goal Area 3 - Organizational Effectiveness

**District Performance Object 1**

Goal Area 3 - Organizational Effectiveness: B - Ensure effective efficient and transparent continuous improvement process

**Charter Area of Focus**

Effective Use of Technology

**Increase opportunities for associates to attend classes at Sims Academy.**

SMART Goal	School Keys Strands	Actions, Strategies, Interventions	Timeline	Estimated Costs	Person(s) Responsible	Evaluation of Implementation and Impact on associate Learning	
						Artifacts	Evidence
Anually increase associate enrollment at Sims by 15%	Planning/Organization / Family & community	*Visit MS/HS to recruit associates - Registration/Open House	2016-2017	Bus Transportation	CTAE instructors	Classroom Visit Schedule	Registration Numbers/Sign in Sheets
	Planning/Organization	*Advisor/Counselor Training	2016-2017	N/A	School Administration and Staff	Meeting Minutes	Course Registration/Pathway Completers
	Planning/Organization	*Pair Sims Offerings with associate Interest on registration sheets	2016-2017	N/A	Principal / APA / Teacher As Advisor	Documents provided to associates parents, etc.	associate enrollment in multiple pathways paired together with intent
Establish a means of financial, marketing, and promotional support of Sims activities	Planning and Support	Establish guidelines for Board of Directors involvement and develop a potential list of members	2016-2017	N/A	Principal	Sims Academy By-Laws	Members of the Board of Directors

**Sims Academy of Innovation and Technology 2016-2017 Balanced Scorecard**

Goal Area	SMART Goal/Performance Measure	2014	2015	2016	Target 2017	Actual 2017
(Goal Area 1) - associate Achievement: A - Ensure mastery of Common Core Georgia Performance Standards	Increase associate passing rate on EOPAs to 30% based on FY16 data.	N/A	67%	29.60%	30%%	
	Increase the percentage of associates scoring at or above the proficient level on the Biology Milestone Assessment by 25%.	N/A	N/A	13	16	
	Integrate Math and Literacy strategies into weekly lesson plans in all subjects	N/A	N/A	n/a	all	
	Increase the number of associates participating in Work-Based Learning by 20%	N/A	N/A	50	60	
	Cross Curricular Integration projects twice a semester	N/A	N/A	N/A	2	
	The instructional plan is designed using research-based best practices	N/A	N/A	N/A	all	
(Goal Area 2) - Stakeholder Engagement: B - Foster associate engagement	Increase the number of business partnerships for each CTAE program by 2 for the 2016-2017 school year	N/A	N/A	Varies	+2	
	Provide industry-specific professional learning to instructors through business partnersh	N/A	N/A	N/A	opportunitites	
(Goal Area 3) - Organizational Effectiveness: B - Ensure effective efficient and transparent continuous improvement process	Increase associate enrollment at Sims by 15%	N/A				
	Establish a means of financial, marketing, and promotional support of Sims activities	N/A	Established	Established	Utilize	



# Professional Learning Plan

## Sims Academy of Innovation and Technology

### 2016-2017

#### Section 1: Description

*Provide a paragraph describing the purpose of the course. Identify the school improvement goal(s) addressed by this PL course. Identify the associate achievement goals that will be addressed.*

*This course will address many aspects of the School Improvement Plan by guiding instructors while implementing the strategies of a standards based classroom at Sims Academy. Applying the objectives of a standards based classroom will equip instructors with the tools necessary to create in-depth lesson planning, opportunities to increase the DOK of projects, and overall enhance associate achievement. The goals of this course include 1) Supporting instructors for effective planning using a template 2) Increase the percent of associates passing the EOPA to 65% for the testing period; 3) Integrate math and literacy strategies into weekly plans 4) Develop cross curricular projects with different subject 5) Provide a complete understanding of TKES in order for instructors to understand the expectations of classroom instruction and management.*

#### Section II: Improvement Practices/Competencies to be Demonstrated

*List the instructional practices that should be enhanced or improved as a result of participation in this course.  
What will instructors learn/be able to do as a result of these professional learning activities?  
How will associate achievement be improved as a result of these professional learning activities?*

*The course will improve all the instructional practices used by the instructors. A standards based classroom provides multiple instructional practices that instructors would be able to utilize in their class. Those strategies include 1) Applying Research in the Classroom 2) Identifying Similarities and Differences 3) Summarizing and Note Taking 4) Effort and Recognition 5) Homework and Practice 6) Nonlinguistic Representation 7) Cooperative Learning 8) Objectives and Feedback 9) Generating and Testing Hypotheses 10) Cues, Questions, and Advanced Organizers. The result of understanding and applying these practices would maximize the possibility of enhancing associate achievement. Associate achievement would improve as instructors implement the strategies to provide greater understanding of the standards that would lead to higher EOPA results, improved literacy and math skills, and raise the overall graduation rate for all associates.*

--	--	--	--	--	--	--	--	--	--

**Section III: Please check all areas this proposal addresses**

	<b>Required Training</b>	X							
	<b>Field of Certification</b>								
	<b>School/District Improvement Plan</b>	X							
	<b>Annual Personnel Evaluation</b>	X							
	<b>State/Federal Requirements</b>	X							
	<b>Data Analysis Utilized</b>	X							

**Section IV: Activities and Timeline**

See attached table in subsequent tab of workbook

**Section V: On the Job Performance Verification Procedure/Follow-up Activities**

*Describe procedures for evaluating the impact of this professional learning activity on associate achievement and instructor effectiveness.*

*Instructors will utilize weekly lesson plans identifying different strategies. The ability of create the plans using the standards based strategies will enhance the level of understanding for both the instructor and student. The evaluation of instructor's performance using TKES and associate assessments will provide positive results based on the effectiveness of the professional learning activities.*

**Section VI: Mastery Verification**





## Sims Academy of Innovation and Technology 2016-2017 Professional Learning Activities & Timeline

List activities, workshops, etc. with dates, times, location and consultants/facilitators. Be specific. Activities and timeline should accurately reflect the description provided in section I. The PL course should not exceed 60 contact hours. Include the statement: "Based on 10 Contact hours, participants will earn a minimum of 1 PLU and a maximum of 4 PLUs"

Date	Title	Instructor	Participants	Location/Time	Contact Hours
6/16/2016	<a href="#">List of all professional learning dates published (link)</a>				
	Staff Meetings / Testing / Events	Blackwell/Parks	All	1.606 / 2:15 - 3:15	15
	Instructional Technology Training	Parks/Clark	All	1.606 / 2:15 - 3:15	14
	instructors As Advisors Training	Parks/Harris/Summer	All	1.606 / 2:15 - 3:16	7
<b>Tuesday PL Meeting Dates 2:45 p.m. - 3:30 p.m.</b>					
	<b>Date</b>	<b>Topic</b>	<b>Speaker</b>		
	8/1/16	First day follow up	Douglas Blackwell		
	8/9/16	TKES Overview	Michael Parks		
	8/16/16	Google Class	Dylan Clark		
	8/23/16	instructors As Advisors/Georgia Best	M. Harris/C. Summer		
	8/30/16	Faculty Meeting	Douglas Blackwell		
	9/6/16	Collaboration	Michael Parks		
	9/13/16	TKES - Standard 1& 2	Group Leader		
	9/20/16	Google Update	Dylan Clark		
	9/27/16	Faculty Meeting	Douglas Blackwell		

## Sims Academy of Innovation and Technology 2016-2017 Professional Learning Activities & Timeline

List activities, workshops, etc. with dates, times, location and consultants/facilitators. Be specific. Activities and timeline should accurately reflect the description provided in section I. The PL course should not exceed 60 contact hours. Include the statement: "Based on 10 Contact hours, participants will earn a minimum of 1 PLU and a maximum of 4 PLUs"

Date	Title	Instructor	Participants	Location/Time	Contact Hours
	10/4/16	Collaboration	Michael Parks		
	10/11/16	No Meeting - Fall Break	None		
	10/18/16	TKES - Standard 3 & 4	Group Leader		
	10/25/16	Faculty Meeting	Douglas Blackwell		
	11/1/16	Google Update	Dylan Clark		
	11/8/16	No School - Teacher Plan	None		
	11/15/16	Collabortaion	Michael Parks		
	11/22/16	Holiday	None		
	11/29/16	Testing Information	Michael Parks		
	12/6/16	Testing Information	Michael Parks		
	12/13/16	Faculty Meeting	Douglas Blackwell		
	12/20/16	No Meeting - Christmas Break	None		
	12/27/16	No Meeting - Christmas Break	None		
	1/10/17	Collaboration	Michael Parks		
	1/17/17	TKES 5 & 6	Group Leader		

## Sims Academy of Innovation and Technology 2016-2017 Professional Learning Activities & Timeline

List activities, workshops, etc. with dates, times, location and consultants/facilitators. Be specific. Activities and timeline should accurately reflect the description provided in section I. The PL course should not exceed 60 contact hours. Include the statement: "Based on 10 Contact hours, participants will earn a minimum of 1 PLU and a maximum of 4 PLUs"

Date	Title	Instructor	Participants	Location/Time	Contact Hours
	1/24/16	Google U	Dylan Clark		
	1/31/16	Faculty Meeting	Douglas Blackwell		
	2/7/17	Collabortaion	Michael Parks		
	2/14/16	TKES 7 & 8	Group Leadrer		
	2/21/17	Google U	Dylan Clark		
	2/28/17	Faculty Meeting	Douglas Blackwell		
	3/7/16	Collaboration	Michael Parks		
	3/14/16	TKES 9 & 10	Group Leader		
	3/21/16	Google U	Dylan Clark		
	3/28/16	Faculty Meeting	Douglas Blackwell		
	4/4/16	Collabortaion	Michael Parks		
	4/11/16	Testing Information	Michael Parks		
	4/18/17	Spring Break	None		
	4/25/16	Testing Information	Michael Parks		
	5/2/17	Faculty Meeting	Douglas Blackwell		

## Sims Academy of Innovation and Technology 2016-2017 Professional Learning Activities & Timeline

List activities, workshops, etc. with dates, times, location and consultants/facilitators. Be specific. Activities and timeline should accurately reflect the description provided in section I. The PL course should not exceed 60 contact hours. Include the statement: "Based on 10 Contact hours, participants will earn a minimum of 1 PLU and a maximum of 4 PLUs"

Date	Title	Instructor	Participants	Location/Time	Contact Hours
	5/9/17	Faculty Meeting	Douglas Blackwell		
	5/16/17	Faculty Meeting	Douglas Blackwell		