



# Toledo Islamic Academy

## School Improvement Plan 2014 – 2017

### Vision Statement

*Empowering students within a healthy, Islamic environment through academic excellence*

### GUIDING PHILOSOPHY

*Continuous Improvement*

- 1) To seek and hire role models, dedicated and highly qualified educators, who demonstrate a commitment to the values and practices of Islam
- 2) Lifelong academic and Islamic learning
- 3) To achieve academic excellence by educating the whole child: physically, socially, spiritually, intellectually and emotionally
- 4) Through our Islamic environment, we celebrate diversity and strive for excellence, meeting the needs of all our students
- 5) To emulate the prophet's teachings, our practices are based on teamwork and collaboration
- 6) To provide visionary leadership through data driven decision making
- 7) To promote and welcome stakeholders' involvement

### Mission Statement

*To develop life-long learners who are responsible and moral citizens within a global community*

### TIA Goals

- 1.) *To implement and utilize Positive Behavior Interventions & supports*
- 2.) *To empower students through character education, spirituality, and self-advocacy*
- 3.) *To build and develop a system of sustained success through utilizing Common Core standards and the Next Generation Assessment*

### Section 1: School Improvement Goals

|                |   |
|----------------|---|
| <b>Goal 1:</b> | To implement and utilize <i>Positive Behavioral Interventions &amp; Supports (PBIS)</i>                                       |
| <b>Goal 2:</b> | To empower students through character education, spirituality, and self-advocacy  |
| <b>Goal 3:</b> | To build and develop a system of sustained success through utilizing Common Core standards and the Next Generation Assessment |

## **SIP Goal Detail**

### **SIP Goal # 1 of 3**

**1.) State the goal. (Use SMART format- Specific, Measurable, Achievable, Results-oriented, Target date).**

By using the PBIS system, students' behavior will be positively modified by 20% which will be measured by analyzing disciplinary reports generated by the database by the end of second semester.

**2.) Describe data sources consulted and a summary analysis of the data that indicate the need for the goal.**

Discipline Committee Recommendations  
PBIS Survey

Research has proven that a school wide implementation of PBIS leads to:

- Reduction in problem behavior
- Increased academic performance
- Increased positive school climate and culture
- Creating a caring community

Horner, R.H., Sugai, G., Todd, A.W., & Lewis-Palmer, T. (2005). School-wide positive behavior support. In L. Bambara & L. Kern (Eds.) *Individualized supports for students with problem behaviors: Designing positive behavior plans*. (pp. 359-390) New York: Guilford Press

**3.) Identify the correlation of the stated school improvement goal to the strategic plan.  
Check all that apply:**

#### **District Goals as part of the strategic plan**

- To seek and hire role models, dedicated and highly qualified educators, who demonstrate a commitment to the values and practices of Islam
- Nurture lifelong academic and Islamic learning
- To achieve academic excellence by educating the whole child: physically, socially, spiritually, intellectually and emotionally
- Meet the needs of all of our students through our Islamic environment. Celebrate diversity and strive for excellence.
- To emulate the prophet's teachings, based on teamwork and collaboration
- To provide visionary leadership, through data driven decision making.
- To promote and welcome stakeholders' involvement.

**4.) Summarize how this goal will be measured. What will be the evidence of goal attainment?**

The goal will be measured by analyzing the reports generated by the A Plus database.

**Action Plan**

| SIP Goal # 1 of 3 (State Goal): <b>To implement and utilize <i>Positive Behavioral Interventions &amp; Supports (PBIS)</i></b> |  |  |  |   |
|--|--|--|--|---|
| <b>Description of Proposed Action/Activity</b> (What is going to be done to address this goal?)                                | <b>Research/Rationale For Activity</b> (Explain how best practices and research justify this activity)   | <b>Results</b> (What will be the evidence of completion of the activity?)  | <b>Resources</b> (Funding Source & Cost) | <b>Timeline</b> (When will the activity occur?) |
| <b>Activity #1 of 2:</b><br><br>Educating teachers and students about the PBIS   | <ul style="list-style-type: none"> <li>• To go over the PBIS basics</li> <li>• To introduce the 3 attributes to staff</li> <li>• To teach staff the definitions of attributes and how to fill out the new forms</li> </ul> | <ul style="list-style-type: none"> <li>• PBIS Training attended by all TIA Staff</li> <li>• PBIS Posters around the school</li> <li>• PBIS Information mailed to all parents.</li> </ul>   | NA                                       | August and September 2014 (In-Service week)     |
| <b>Professional Development:</b><br>Staff Meeting – In-Service   |  |  |  |   |
| <b>Activity #2 of 2:</b><br><br>Positive reward system implementation  | <ul style="list-style-type: none"> <li>• Increased positive behavior by students</li> <li>• Creating a positive climate and environment</li> </ul>   | <ul style="list-style-type: none"> <li>• The PBIS Store</li> <li>• Principal Pride Luncheons</li> <li>• Tiger Stripes Luncheons</li> <li>• Tracking the disciplinary reports (detentions/suspensions) on a monthly basis through electronic reports generated by the A Plus database.</li> </ul> | School general funds                     | Throughout the year on a monthly basis          |
| <b>Professional Development:</b><br><br>Staff Meeting  |  |  |  |   |

## **SIP Goal Detail**

### **SIP Goal # 2 of 3**

**1.) State the goal. (use SMART format- Specific, Measurable, Achievable, Results-oriented, Target date).**

Student empowerment through character education, spiritual experiences, and self-advocacy will be strengthened through activities such as the advisor advisee program, examples of excellence, and student council initiatives. Increased empowerment will be measured through consistency of monthly activities and the number of activities the student council implements, which will be displayed by the end of the 2014/2015 school year

**2.) Describe data sources consulted and a summary analysis of the data that indicate the need for the goal.**

Data consulted:

Research articles

Student need for the opportunity to be involved in decision making

Positive student behavior

Research has shown that empowering students results in:

Cultivating and encouraging leadership skills

Positive transformation for students

Developing the character of students

Improved academic performance

Development of life skills

**Sources:**

Weimer, M. (2014). What's an empowered student? Retrieved on July 21, 2014 from <http://www.facultyfocus.com/articles/teaching-professor-blog/whats-empowered-student/>

**3.) Identify the correlation of the stated school improvement goal to the strategic plan.**

***Check all that apply:***

**District Goals as part of the strategic plan**

To seek and hire role models, dedicated and highly qualified educators, who demonstrate a commitment to the values and practices of Islam

Nurture lifelong academic and Islamic learning

To achieve academic excellence by educating the whole child: physically, socially, spiritually, intellectually and emotionally

Meet the needs of all of our students through our Islamic environment. Celebrate diversity and strive for excellence.

To emulate the prophet’s teachings, based on teamwork and collaboration

To provide visionary leadership, through data driven decision making.

To promote and welcome stakeholders’ involvement

**4.) Summarize how this goal will be measured. What will be the evidence of goal attainment?**

Through empowerment of students through consistency of monthly activities that foster character education, spiritual experiences, and self-advocacy to promote positive transformation for students and improve student behavior.

**Action Plan**

| 1.) SIP Goal # 2 of 3: To empower students through character education, spiritual experiences, and self-advocacy to result in increased community engagement. |  |   |                                   |  |
|---|--|---|-----------------------------------|--|
| Description of Proposed Action/Activity (What is going to be done to address this goal?)  | Research/Rationale For Activity (Explain how best practices and research justify this activity)            | Results (What will be the evidence of completion of the activity?)  | Resources (Funding Source & Cost) | Timeline (When will the activity occur?) |
| <b>Activity #1 of 2:</b><br>Implement the Advisor/Advisee Program which includes guiding students through the Naviance program.                               | <ul style="list-style-type: none"> <li>• Modeled by other schools with high student involvement</li> </ul> | <ul style="list-style-type: none"> <li>• Increased student engagements</li> <li>• Enhancing student/teacher relationship</li> <li>• Increase self-direction / motivation within individual</li> </ul> | NA                                | Monthly staff meetings                   |

|  |  |   |  |                     |
|--|--|---|--|---------------------|
|  |  | <ul style="list-style-type: none"> <li>students</li> <li>Students will be given surveys on the progress of the programs</li> <li>Keeping journals of activities</li> <li>Collecting anecdotal pieces of evidence</li> </ul>   |  |                     |
| <b>Professional Development</b><br>Plan a workshop for teachers to educate them on how to advise students<br>Monthly follow-up during staff meetings |  | <ul style="list-style-type: none"> <li>Teachers provided with a resource “The Advisory Guide” by Rachael Poliner and Carol Miller Liber.</li> </ul>   |  |                     |
| <b>Activity # 2 of 2:</b><br>Broaden the roles and activities of Student Council   | <ul style="list-style-type: none"> <li>Organize sporting events for the basketball league.</li> <li>Fundraise to support student programs.</li> <li>Help build team school spirit through organized pep rallies.</li> <li>Organize college visits.</li> <li>Organize student field trips.</li> <li>Organize charity drives to help the local community.</li> </ul> | <ul style="list-style-type: none"> <li>Increased student engagements</li> <li>Improved student behavior</li> <li>Improved academic performance as they take responsibility for their work</li> <li>Increase self-direction / motivation within individual students</li> </ul> | PTO<br><br>Student Council fundraisers | throughout the year |
| <b>Professional Development:</b><br>Advisor Training<br>Staff meeting<br>Forum group   |  |   |  |                     |

### SIP Goal Detail

### SIP Goal # 3 of 3

1.) State the goal. (use SMART format- Specific, Measurable, Achievable, Results-oriented, Target date).

A system of sustained academic success will be developed by using the Common Core standards and will be measured by an increase in nontraditional assessments as well as the Next Generation Assessments. We expect that eighty percent of our students will be at the proficient level and above by the end of the 2014/2015 school year.

**2.) Describe data sources consulted and a summary analysis of the data that indicate the need for the goal.**

Data consulted:

- Common Core State Standards Initiative
- Data-driven research

According to the Common Core Standard Initiative, the standards are:

1. Research- and evidence-based
2. Clear, understandable, and consistent
3. Aligned with college and career expectations
4. Based on rigorous content and application of knowledge through higher-order thinking skills
5. Built upon the strengths and lessons of current state standards
6. Informed by other top performing countries in order to prepare all students for success in our global economy and society

"Implementing the Common Core State Standards". Common Core State Standards Initiative.  
Retrieved July 31, 2014.

"Ready or Not: Creating a High School Diploma That Counts". Achieve, Inc. December 10, 2004.

Retrieved July 31, 2014.

**3.) Identify the correlation of the stated school improvement goal to the strategic plan.**

*Check all that apply:*

**District Goals as part of the strategic plan**

To seek and hire role models, dedicated and highly qualified educators, who demonstrate a commitment to the values and practices of Islam

Nurture lifelong academic and Islamic learning.

To achieve academic excellence by educating the whole child: physically, socially, spiritually, intellectually and emotionally

Meet the needs of all of our students through our Islamic environment. Celebrate diversity and strive for excellence.

- To emulate the prophet's teachings, based on teamwork and collaboration.
- To provide visionary leadership through data-driven decision making.
- To promote and welcome stakeholders' involvement

**4.) Summarize how this goal will be measured. What will be the evidence of goal attainment?**

To use the Common Core Standards and the next generation assessment to ensure that students receive high quality education and succeed beyond school

### **Action Plan**

| <b>SIP Goal # 3 of 3: To build and develop a system of sustained success through utilizing common core standards and Next Generation Assessment</b> |  |   |  |   |
|---|--|---|--|---|
| <b>Description of Proposed Action/Activity</b> (What is going to be done to address this goal?)   | <b>Research/Rationale For Activity</b> (Explain how best practices and research justify this activity)   | <b>Results</b> (What will be the evidence of completion of the activity?)   | <b>Resources</b> (Funding Source & Cost) | <b>Timeline</b> (When will the activity occur?) |
| <b>Activity #1 of 2:</b><br><br>Curriculum Mapping  | <ul style="list-style-type: none"> <li>• To assist teachers with curriculum alignment, assessment and instruction</li> <li>• To help teachers understand what is taught and when</li> <li>• To allow teachers to reflect upon and adjust their lesson units throughout the year</li> </ul> | <ul style="list-style-type: none"> <li>• Help minimize gaps</li> <li>• Provide alignment of assessment, content and method across years or grades levels and between subjects</li> <li>• Improve delivery and assessment over time</li> </ul> |  | September 30, 2016                              |
| <b>Professional Development:</b><br>Professional development<br>Late starts<br>In-service-days<br>Follow up   |  |   |  |   |
| <b>Activity #2 of 2:</b><br><br>Assessment through project-based learning and formative and summative assessment                                    | <ul style="list-style-type: none"> <li>• To measure whether students are meeting standards</li> <li>• To provide students with the skills and knowledge they</li> </ul>  | <ul style="list-style-type: none"> <li>• Greater ability to meet the individualized needs of students</li> <li>• Increase ability to apply a wider variety of more effective, research-based,</li> </ul>                                      | School general funds                     | Throughout the year                             |

|  |  |   |  |  |
|--|--|---|--|--|
|  | <p>need to succeed</p> <ul style="list-style-type: none"> <li>To provide students with world relevant knowledge</li> </ul> | <p>instructional strategies</p> <ul style="list-style-type: none"> <li>Formative assessment was incorporated as a tool for increasing student learning</li> <li>Increased ability to successfully compete beyond high school</li> </ul> |  |  |
| <p><b>Professional Development:</b><br/> Training through late start<br/> Follow up in department meetings</p> |  |   |  |  |