

MISSION STATEMENT

Erie Rise Leadership Academy Charter School will educate, prepare, and encourage its students to develop a love for learning through effective teaching and real life experiences as they become college and career ready.

VISION STATEMENT

Our vision is to establish a gender-based school with a strong foundation that produces students who are academically successful, meet and exceed local, state, and national standards and Every Student Succeeds Act expectations. A major focus of the Erie R.I.S.E Leadership Academy Charter School will be to provide a multitude of necessary services to our students and their families. Knowing that our families/parents are the first and primary educators of our students and therefore we will encourage and support a positive home and community learning environment. This will enable our students to successfully accomplish his or her dreams, our schools mission, the needs and goals of their community and the world around them. We want them to experience more of life successes as well as have a positive impact on the world.

EDUCATIONAL VALUE STATEMENTS

STUDENTS

The students at ERLACS will be expected to meet appropriately-challenging yet rigorous academic standards and goals. Students will also be expected to set and reach personal behavioral and social-emotional goals with assistance from teachers, staff, administration, and family members.

STAFF

The teachers and staff at ERLACS are expected to assist students in developing their leadership skills and an awareness of their unique leadership style which will enable students to act responsibly in all aspects of their life and meet present and future challenges in a global society. Teachers will also provide students with opportunities to learn and practice essential leadership skills within a learning community. Additionally, teachers will use culturally-responsive curriculum and teaching techniques and strategies along with 21st Century technology and resources to assist students in meeting rigorous academic standards and goals.

ADMINISTRATION

The administration, with assistance from staff, parents, and the community, will prepare our students to be culturally literate members of society by providing a solid back-to-basics education in an environment that encourages innovation and creativity in teaching, fosters a sense of responsibility to the community and environment, and promotes equity and acceptance. Administration will provide teachers and staff with ample professional development opportunities and access to 21st Century technology and resources. Administration will also provide parents and families with opportunities to be involved in their students' education, and in school events, activities, and decision-making processes.

PARENTS

ERLACS recognizes the importance of parent and family involvement in the overall success of its students. One of the key elements of our program is to engage whole families in the education of the students and in the education of each other as family members. In the process of working together on principles of character and family values, each family member grows and the family grows stronger as a unit. ERLACS will provide opportunities for and encourage parent and family involvement in school activities, events, and decision making processes. Additionally, parents are encouraged to participate in the Rise Family Organization (RFO).

COMMUNITY

ERLACS recognizes the importance of community connection and involvement in the overall success of its students. One of the cornerstones of ERLACS education program, is a

comprehensive and innovative Saturday School Program that will foster community and environmental stewardship. This program, which will require 100% student participation and involve numerous community and environmental groups is our way of teaching students the importance of giving back to the community and protecting the environment in a meaningful and hands-on way.

STEERING COMMITTEE

Name	Position	Building/Group
Aubrey Favors	Interim CEO	ERLACS
Anthony Nicoletta	Business Manager & Title 1 Coordinator	ERLACS
Gabby Malinowski	School Operations Coordinator	ERLACS
Laila Alimahmoodi	Teacher	ERLACS
Ashley Buettner	Teacher	ERLACS
Emily Durovchic	Teacher	ERLACS
Dianntha McCaughtry	Interim Principal/Instructional Coach	ERLACS
Sammantha Monin	Special Education	ERLACS

ESTABLISHED PRIORITIES

Priority Statement

ERLACS will establish a committee whose focus will be to enhance the school's current positive behavior support plan.

Outcome Category

Essential Practices 3:
Provide Student-Centered Support Systems

ERLACS administration will analyze current and potential funding streams to continue to enhance the educational experience of students enrolled at Rise.

Essential Practices 1: Focus on Continuous Improvement of Instruction

ACTION PLAN AND STEPS

Evidence-based Strategy

Identify and secure alternative funding streams (i.e. grants)

Measurable Goals

Goal Nickname

Measurable Goal Statement (Smart Goal)

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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Identify applicable grants	2020-08-03 - 2021-06-30	Mr. Aubrey Favors, Interim CEO Mr. Anthony Nicoletta, Business Manager/Title 1 Coordinator	Charter Choice and PDE website/communications
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Apply for and secure applicable grants	2020-08-03 - 2021-06-30	Mr. Aubrey Favors, Interim CEO Mr. Anthony Nicoletta, Business Manager/Title 1 Coordinator	Charter Choice and PDE website/communications
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Anticipated Outcome

Additional funds to purchase necessary resources and hire additional key personnel to better support students and teachers

Monitoring/Evaluation

Continuous research and identification of applicable grants as well as submitting applications throughout the 2020-2021 school year

Evidence-based Strategy

Implement research-based positive behavior intervention and supports program

Measurable Goals

Goal Nickname	Measurable Goal Statement (Smart Goal)
School Climate	ERLACS will fully implement a research-based school-wide positive behavior intervention and support program with fidelity by the end of the 2022-2023 school year.

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
Assemble a team of educators to begin research on various positive behavior intervention and supports program	2020-08-24 - 2020-09-30	Building Principal Team Leader Social Services Behavior Team	Access to various positive behavior intervention and supports programs for review; common time for team to meet and discuss programs
Select a positive behavior intervention and supports program and provide teachers and staff with professional development on the program	2020-10-05 - 2020-10-30	Building Principal Team Leader Social Services Behavior Team	Access to detailed information relative to the selected program; possible funds to provide professional development by a certified educator (someone who is certified by the program of choice to provide PD)
Communicate program selection and information with parents and families	2020-10-05 - 2020-10-30	Building Principal Team Leader	Access to materials/technology to disseminate information to parents and families relative to the program of

Action Step	Anticipated Start/Completion	Lead Person/Position	Materials/Resources/Supports Needed
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choice

Implement the selected program	2020-11-02 - 2021-06-11	Building Principal Team Leader Teachers/Staff Parents/Families Students	Possible funds to purchase necessary materials/resources in order to implement the program with fidelity; access to on-going professional development opportunities for teachers, staff, and students
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Anticipated Outcome

Implement a successful research-based positive behavior intervention and supports program to increase positive behaviors and decrease unwanted behaviors resulting in an enhanced learning environment with more time-on-task to allow students to grow and achieve success academically

Monitoring/Evaluation

On-going professional development and check-in's with teachers, students, and parents/families for continuous improvement



PROFESSIONAL DEVELOPMENT STEPS AND TIMELINES:

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
ERLACS will fully implement a research-based school-wide positive behavior intervention and support program with fidelity by the end of the 2022-2023 school year. (School Climate)	Implement research-based positive behavior intervention and supports program	Select a positive behavior intervention and supports program and provide teachers and staff with professional development on the program	10/05/2020 - 10/30/2020

APPROVALS & SIGNATURES

Assurance of Quality and Accountability

Assurance of Quality and Accountability

The Building Administrator, Superintendent/Chief Executive Officer and President of the School Board will affirm the following statements.

We affirm that our school has developed a School Improvement Plan based upon a thorough review of the essential practices to advance educational programs and processes and improve student achievement.

We affirm that the action plans that we will be implementing address our specific school needs, include strategies that provide educational opportunities and instructional strategies for all students and each of the student groups, increases the amount and quality of learning time, and provides equity in the curriculum which may include programs, activities, and courses necessary to provide a well-rounded education. These plans address the needs of all children in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

We, the undersigned, hereby certify that the school level plan has been duly reviewed by the Building Administrator, Superintendent of Schools and formally approved by the district's Board of Education, per guidelines required by the Pennsylvania Department of Education.

We hereby affirm and assure that this plan:

- Addresses all the **required components** prescribed by the Pennsylvania Department of Education
- Meets **ESSA requirements**
- Includes **at least one evidence-based strategy that meets one of the three highest levels of evidence outlined in ESSA**
- Has a **high probability of improving student outcomes**
- Has sufficient **LEA leadership and support to ensure successful implementation**

With this Assurance of Quality & Accountability, we request the Pennsylvania Department of Education grant formal approval to implement this plan.

School Board Minutes or Affirmation Statement

2020-08-20;

Signature (Entered Electronically and must have access to web application).

Superintendent/Chief Executive Officer

Aubrey Favors

2020-09-14

School Improvement
Facilitator Signature

Dianntha Jean McCaughtry

2020-09-14

Building Principal Signature

Dianntha Jean McCaughtry

2020-09-14

ADDENDUM A: BACKGROUND INFORMATION TO INFORM PLAN

Strengths

We are focusing on the need for the improvement of test scores which have led us to invest in curriculum specific to test preparation.

Our Special Education population is experiencing growth which we have supported by hiring additional special education staff.

Implementation of Academic Recovery Plans (updated yearly)

We are using multiple assessments to improve student PSSA Test Scores

Based on the assessment scores, the teacher will create a data-driven lesson plan for the student to improve in the areas they are struggling in

Once the student has met the goal, the student will test again in assessment areas to see true improvement and growth.

We are using multiple assessments to improve student PSSA Test Scores

Based on the assessment scores, the teacher will create a data-driven lesson plan for the student to improve in the areas they are struggling in

Once the student has met the goal, the student will test again in assessment areas to see true improvement and growth.

We are using multiple assessments to improve student PSSA Test Scores

Challenges

ERLACS is aggressively pursuing alternative resources and funding streams to hire additional staff and invest in technology to better support students, staff, and parents, enhance the learning environment, and increase student achievement.

ERLACS is setting goals to improve the overall school climate in order to eliminate distractions which take away from students' educational growth opportunities.

Enhance the current school-wide behavior plan - ERLACS is setting goals to improve the overall school climate in order to eliminate distractions which take away from students' educational growth opportunities.

ERLACS is aggressively pursuing alternative resources and funding streams to hire additional staff and invest in technology to better support students, staff, and parents, enhance the learning environment, and increase student achievement.

Strengths

Based on the assessment scores, the teacher will create a data-driven lesson plan for the student to improve in the areas they are struggling in.

Once the student has met the goal, the student will test again in assessment areas to see true improvement and growth.

Since we are K-8, we do not have any graduating cohorts

We do complete career assessments per grade level.

ERLACS provides its teachers and staff with a plethora of data to drive instruction and decision making.

ERLACS has a variety of services in-house including Social Services and a full-time School Psychologist that provide students and families with necessary support.

ERLACS has a variety of 21st Century technology and resources available to students including a 1:1 laptop initiative.

Identify and address individual student learning needs - in the process of identifying learning needs, behavioral and social-emotional needs could be identified and addressed by a counselor and/or behavior specialist (if funding is identified to hire said additional staff)

Build leadership capacity and empower staff in the development and successful implementation of initiatives that better serve students, staff, and the school - encourage specific staff members to research, select, and implement a school-wide positive behavior program to improve

Strengths

the overall climate of the school and increase time-on-task and academic achievement

Partner with local businesses, community organizations, and other agencies to meet the needs of the school - partnerships could provide volunteer opportunities within the school to provide students with necessary support and resources

Most Notable Observations/Patterns

Challenges

Discussion Point

Priority for Planning

Enhance the current school-wide behavior plan - ERLACS is setting goals to improve the overall school climate in order to eliminate distractions which take away from students' educational growth opportunities.

ERLACS recognizes the need to provide a specialized positive behavior support plan and related services to individual students in order to better support and meet their individual behavioral, social emotional, and academic needs.



ERLACS is aggressively pursuing alternative resources and funding streams to hire additional staff and invest in technology to better support students, staff, and parents, enhance the learning environment, and increase student achievement.

While Rise is making academic gains, it recognizes the need to continuously make improvements to the school environment in order to meet demanding academic goals.



ADDENDUM B: ACTION PLAN

Action Plan: Identify and secure alternative funding streams (i.e. grants)

Action Steps	Anticipated Start/Completion Date	
Identify applicable grants	08/03/2020 - 06/30/2021	
Monitoring/Evaluation	Anticipated Output	
Continuous research and identification of applicable grants as well as submitting applications throughout the 2020-2021 school year	Additional funds to purchase necessary resources and hire additional key personnel to better support students and teachers	
Material/Resources/Supports Needed	PD Step	Comm Step
Charter Choice and PDE website/communications	no	no

Action Steps	Anticipated Start/Completion Date	
Apply for and secure applicable grants	08/03/2020 - 06/30/2021	
Monitoring/Evaluation	Anticipated Output	
Continuous research and identification of applicable grants as well as submitting applications throughout the 2020-2021 school year	Additional funds to purchase necessary resources and hire additional key personnel to better support students and teachers	
Material/Resources/Supports Needed	PD Step	Comm Step
Charter Choice and PDE website/communications	no	no

Action Plan: Implement research-based positive behavior intervention and supports program

Action Steps

Anticipated Start/Completion Date

Assemble a team of educators to begin research on various positive behavior intervention and supports program

08/24/2020 - 09/30/2020

Monitoring/Evaluation

Anticipated Output

On-going professional development and check-in's with teachers, students, and parents/families for continuous improvement

Implement a successful research-based positive behavior intervention and supports program to increase positive behaviors and decrease unwanted behaviors resulting in an enhanced learning environment with more time-on-task to allow students to grow and achieve success academically

Material/Resources/Supports Needed

PD Step Comm Step

Access to various positive behavior intervention and supports programs for review; common time for team to meet and discuss programs

no no



Action Steps

Anticipated Start/Completion Date

Select a positive behavior intervention and supports program and provide teachers and staff with professional development on the program

10/05/2020 - 10/30/2020

Monitoring/Evaluation

Anticipated Output

On-going professional development and check-in's with teachers, students, and parents/families for continuous improvement

Implement a successful research-based positive behavior intervention and supports program to increase positive behaviors and decrease unwanted behaviors resulting in an enhanced learning environment with more time-on-task to allow students to grow and achieve success academically

Material/Resources/Supports Needed

PD Step **Comm Step**

Access to detailed information relative to the selected program; possible funds to provide professional development by a certified educator (someone who is certified by the program of choice to provide PD)

yes no



Action Steps**Anticipated Start/Completion Date**

Communicate program selection and information with parents and families

10/05/2020 - 10/30/2020

Monitoring/Evaluation**Anticipated Output**

On-going professional development and check-in's with teachers, students, and parents/families for continuous improvement

Implement a successful research-based positive behavior intervention and supports program to increase positive behaviors and decrease unwanted behaviors resulting in an enhanced learning environment with more time-on-task to allow students to grow and achieve success academically

Material/Resources/Supports Needed

PD Step **Comm Step**

Access to materials/technology to disseminate information to parents and families relative to the program of choice

no yes

Action Steps**Anticipated Start/Completion Date**

Implement the selected program

11/02/2020 - 06/11/2021

Monitoring/Evaluation**Anticipated Output**

On-going professional development and check-in's with teachers, students, and parents/families for continuous improvement

Implement a successful research-based positive behavior intervention and supports program to increase positive behaviors and decrease unwanted behaviors resulting in an enhanced learning environment with more time-on-task to allow students to grow and achieve success academically

Material/Resources/Supports Needed**PD Step** **Comm Step**

Possible funds to purchase necessary materials/resources in order to implement the program with fidelity; access to on-going professional development opportunities for teachers, staff, and students

no no



ADDENDUM C: PROFESSIONAL DEVELOPMENT PLANS

Measurable Goals	Action Plan Name	Professional Development Step	Anticipated Timeline
ERLACS will fully implement a research-based school-wide positive behavior intervention and support program with fidelity by the end of the 2022-2023 school year. (School Climate)	Implement research-based positive behavior intervention and supports program	Select a positive behavior intervention and supports program and provide teachers and staff with professional development on the program	10/05/2020 - 10/30/2020

PROFESSIONAL DEVELOPMENT PLANS

Professional Development Step	Audience	Topics of Prof. Dev
Positive Behavior Intervention and Supports Program Professional Development	Teachers and other school staff	all necessary information to successfully implement the positive behavior intervention and supports program

Evidence of Learning	Anticipated Timeframe	Lead Person/Position
teacher buy-in, successful implementation	10/05/2020 - 10/30/2020	Building Principal Team Leader Social Services Behavior Team

Danielson Framework Component Met in this Plan:

This Step meets the Requirements of State Required Trainings:

Teaching Diverse Learners in an Inclusive Setting

ADDENDUM D: ACTION PLAN COMMUNICATION

Measurable Goals	Action Plan Name	Communication Step	Anticipated Timeline
ERLACS will fully implement a research-based school-wide positive behavior intervention and support program with fidelity by the end of the 2022-2023 school year. (School Climate)	Implement research-based positive behavior intervention and supports program	Communicate program selection and information with parents and families	2020-10-05 - 2020-10-30

COMMUNICATIONS PLAN

Communication Step	Audience	Topics/Message of Communication
Parent and Family Communication	Parents and other family members of students	all necessary information relative to the selected positive behavior intervention and support program selected

Anticipated Timeframe	Frequency	Delivery Method
10/05/2020 - 10/30/2020	Communication will be via a newsletter, RoboCall, school website, and school social media sites with on-going communication and reminders throughout the school year	Other

Lead Person/Position

Building Principal Team Leader Head of Student Assistance Team



ADDENDUM E: COMPREHENSIVE PLAN COMMUNICATIONS

Communication Step	Topics of Message	Mode	Audience	Anticipated Timeline
Website Posting	The full plan will be available for review on the schools website.	Website	Community	Full 2020/2021 sy
