

Esperanza Cyber Charter School

24-25 School Improvement Plan Draft

Mission and Vision

Mission

The charter organizer, Nueva Esperanza’s (NEI) educational mission prepares students in grades Kindergarten through twelve to meet the challenges of living creatively and productively in an increasingly technologically sophisticated and interconnected world. The mission is a result of over 30 years of working in and with the North Philadelphia and Latino community. Community residents (defined by those who live in 19140) have been plagued by a 48% graduation rate, households with an adjusted gross income of \$23,489 (2012), and 64% below or 50% below the poverty line. Under/unemployment and inadequate/interrupted education have created significant barriers in achieving lifelong success. NEI initially sought to address issues that are known causes of systemic poverty and under-education by applying for a cyber school charter, which was approved in 2012 as Esperanza Cyber Charter School (ECCS). Since September 2012, ECCS has touched the lives of students, helping to break the cycle of poverty and under-education through its educational mission preparing them to find a successful path from school to college or career.

Vision

Esperanza Cyber Charter School (ECCS) aspires to be the best K-12 cyber school in Pennsylvania serving the least of these. Academic growth and removing barriers to success are the schools top priorities.

Goals for Graduation, English Language Arts, Mathematics, and English Language Learners

Graduation 3-Year Goals and First Year Quarterly Targets 2024-2025

Target Year 1: 2024-2025	Target Year 2: 2025-2026	Target Year 3: 2026-2027	
With data reflecting the 22-23 school year, ECCS will increase graduation rates for the 4 year cohort from 53.3% to 58.3%.	With data reflecting the 23-24 school year, ECCS will increase graduation rates for the 4 year cohort to 63.3%.	With data reflecting the 24-25 school year, ECCS will increase graduation rates for the 4 year cohort to 68.3%.	
Target 1st Quarter 2024-2025	Target 2nd Quarter 2024-2025	Target 3rd Quarter 2024-2025	Target 4th Quarter 2024-2025
In 24-25 SY, 75% of students in grades 9 through 12 will be on track to earn credits and be promoted	In 24-25 SY, 80% of students in grades 9 through 12 will be on track to earn credits and be promoted.	In 24-25 SY, 85% of students in grades 9 through 12 will be on track to earn credits and be promoted.	With data reflecting the 22-23 school year, ECCS will increase graduation rates for the 4 year cohort from 53.3% to 58.3%.

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

English Language Arts 3-Year Goals and First Year Quarterly Targets 2024-2025

Target Year 2024-2025	Target Year 2025-2026	Target Year 2026-2027	
By the end of the 24-25 school year, 37% of students testing will grow 30 points or more on the ELA PSSA's. By the end of the 24-25 school year, 20% of 11th grade students will score proficient or advanced on the Literature Keystone Exams.	By the end of the 25-26 school year, 47% of students testing will grow 30 points or more on the ELA PSSA's. By the end of the 25-26 school year, 23% of 11th grade students will score proficient or advanced on the Literature Keystone Exams.	By the end of the 26-27 school year, 57% of students testing will grow 30 points or more on the ELA PSSA's. By the end of the 26-27 school year, 26% of 11th grade students will score proficient or advanced on the Literature Keystone Exams.	
Target 1st Quarter 2024-2025	Target 2nd Quarter 2024-2025	Target 3rd Quarter 2024-2025	Target 4th Quarter 2024-2025
By the end of October 2024, there will be at least 15% of students on grade level in grades K-11 using the NWEA Map ELA Diagnostic.	By the end of December 2024, 20% of K-11 students enrolled on or before October 1, 2024, will meet their NWEA Map ELA growth goals.	By the end of April 2025, 30% of K-11 students enrolled on or before October 1, 2024, will meet their NWEA Map ELA growth goals.	By the end of the 24-25 school year, 37% of students testing will grow 30 points or more on the ELA PSSA's. By the end of the 24-25 school year, 20% of 11th grade students will score proficient or advanced on the Literature Keystone Exams.

Mathematics 3-Year Goals and First Year Quarterly Targets 2024-2025

Target Year 2024-2025	Target Year 2025-2026	Target Year 2026-2027	
By the end of the 24-25 school year, 32% of students testing will grow 30 points or more on the Math PSSA's. By the end of the 24-25 school year, 5% of 11th grade students will score proficient or advanced on the Algebra 1 Keystone Exams.	By the end of the 25-26 school year, 42% of students testing will grow 30 points or more on the Math PSSA's. By the end of the 25-26 school year, 7% of 11th grade students will score proficient or advanced on the Algebra 1 Keystone Exams.	By the end of the 26-27 school year, 52% of students testing will grow 30 points or more on the Math PSSA's. By the end of the 26-27 school year, 10% of 11th grade students will score proficient or advanced on the Algebra 1 Keystone Exams.	
Target 1st Quarter 2024-2025	Target 2nd Quarter 2024-2025	Target 3rd Quarter 2024-2025	Target 4th Quarter 2024-2025
By the end of October 2024, there will be at least 10% of students on grade level in grades K-11 using the NWEA Map Math Diagnostic.	By the end of December 2024, 20% of K-11 students enrolled on or before October 1, 2024, will meet their NWEA Map math growth goals.	By the end of April 2025, 30% of K-11 students enrolled on or before October 1, 2024, will meet their NWEA Map math growth goals.	By the end of the 24-25 school year, 32% of students testing will grow 30 points or more on the Math PSSA's. By the end of the 24-25 school year, 5% of 11th grade students will score proficient or advanced on the Algebra 1 Keystone Exams.

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

English Language Learner 3-Year Goals and First Year Quarterly Targets 2024-2025

Target Year 2024-2025	Target Year 2025-2026	Target Year 2026-2027	
By the end of the 24-25 school year, 10% of students will meet their English Proficiency growth target through ACCESS.	By the end of the 25-26 school year, 15% of students will meet their English Proficiency growth target through ACCESS.	By the end of the 26-27 school year, 20% of students will meet their English Proficiency growth target through ACCESS.	
Target 1st Quarter 2024-2025	Target 2nd Quarter 2024-2025	Target 3rd Quarter 2024-2025	Target 4th Quarter 2024-2025
By the end of October 2024, 20% of students in ELD classes will increase their IXL ELA benchmark by 3.5%.	By the end of December 2024, 20% of students in ELD classes will increase their IXL ELA benchmark by 7%.	By the end of April 2025, 20% of students in ELD classes will increase their IXL ELA benchmark by 10.5%.	By the end of the 24-25 school year, 10% of students will meet their English Proficiency growth target through ACCESS.

Graduation Action Plan Draft

Priority Statement	If data is used to identify at-risk high school students, in order to identify, implement, and monitor appropriate academic and behavioral interventions, then students are more likely to graduate on time.
Measurable Goal	With data reflecting the 22-23 school year, ECCS will increase graduation rates for the 4 year cohort from 53.3% to 58.3%.
PA Essential Practices	EP 04: Identify and address individual student learning needs. EP13: Implement a multi-tiered system of supports for academics and behavior
Evidence Based Strategy	Early Warning Intervention and Monitoring System (https://www.evidenceforpa.org/strategies/ewims)

Action Step		Anticipated Start/Completion Date	
Prepare for Credit Recovery System Implementation by finalizing credit recovery details, guidelines, and APEX course logistics		2024-08-01	2024-08-26
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

HS Principal and Director of Curriculum	Credit recovery curriculum, APEX	No	No
Action Step		Anticipated Start/Completion Date	
Leaders of family coaches, SET, and guidance plan together to develop the roles and responsibilities contributing to the Academic Support Team to determine how each role best supports students and their graduation goals.		2024-08-01	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Rolling agenda, job descriptions	No	No
Action Step		Anticipated Start/Completion Date	
Leaders of family coaches, SET, and guidance plan together to build the Academic Support team. The team includes Guidance, SET, and FC's, Climate Specialist.		2024-08-01	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Rolling agenda	No	No
Action Step		Anticipated Start/Completion Date	
Identify retained students and assign them to family coach's caseloads.		2024-08-19	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	PowerSchool reports	No	No
Action Step		Anticipated Start/Completion Date	
Educate teachers/staff, students, and parents on credits, graduation requirements, and Keystone Exams.		2024-08-19	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Presentations, brochures, online resources	Yes	No
Action Step		Anticipated Start/Completion Date	
Communicate the school plan to stakeholders using a one page document that is emailed to families, in addition to being presented during staff onboarding and at Back to School night.		2024-08-19	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Family & Community Engagement	PD calendar, School Improvement Plan	No	Yes
Action Step		Anticipated Start/Completion Date	
The leaders contributing to the Academic Support Team will collaborate regularly		2024-08-19	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
The academic support team will collaborate regularly to support students' graduation goals.		2024-08-19	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Continue to collaborate with the 9th grade team and advance the development of the 9th grade academy.		2024-08-19	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal	Rolling agenda, school calendar	No	No

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Action Step		Anticipated Start/Completion Date	
Implement the pilot plan for complete APEX Credit Recovery implementation for retained students.		2024-08-26	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	APEX system	No	No
Action Step		Anticipated Start/Completion Date	
Track senior graduation requirements and post-secondary plans to ensure seniors meet graduation requirements, Act 158 compliance, and have post-secondary plans.		2024-08-26	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Guidance Counselor	PowerSchool, graduation trackers	No	No
Action Step		Anticipated Start/Completion Date	
Consistently communicate and celebrate achievements of graduation action steps.		2024-09-16	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Academic Supports	Rolling agenda, celebration Padlet, high school staff meeting agenda, leaders agenda	No	Yes
Action Step		Anticipated Start/Completion Date	
The implementation team will meet bi-weekly to track the progress of the action steps and propose next steps to address any concerns.		2024-10-01	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Implementation Leader	Bi-weekly implementation tracker, action steps	No	No
Action Step		Anticipated Start/Completion Date	
Develop a tracking team to examine and modify data tracking for students withdrawing from school in grades 8 through 12.		2024-10-07	2024-11-04
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
PIMS Administrator	PowerSchool, dropped student tracker	No	No
Action Step		Anticipated Start/Completion Date	
The tracking team will devote time each week to tracking students who withdrew and did not enroll in another school.		2024-10-07	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
PIMS Administrator	PowerSchool, dropped student tracker	No	No
Action Step		Anticipated Start/Completion Date	
High school grade teams, including instructional staff, family coach, SET, and enrollment or attendance as needed, will meet monthly to discuss and monitor at-risk students based on failure reports and teacher referrals.		2024-10-07	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal	PowerSchool failure reports, referrals	No	No
Action Step		Anticipated Start/Completion Date	
High school teachers will track and report student failures to the HS principal each quarter.		2024-10-25	2025-03-31
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal	Gradebooks	No	No
Action Step		Anticipated Start/Completion Date	

Esperanza Cyber Charter School 24-25 School Improvement Plan Draft

Implement community building initiatives by organizing grade trips, college visits, a career fair, and check-in meetings with homeroom teachers.		2024-10-28	2025-01-31
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & Director of Academic Supports	School calendar	No	No
Action Step		Anticipated Start/Completion Date	
Enhance family and student communication by ensuring communication plans are effectively informing families about student progress and support options.		2024-10-01	2025-05-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Family coach & SET member	PowerSchool, family coach tracking sheet	No	No
Action Step		Anticipated Start/Completion Date	
Evaluate and assess the effectiveness of the credit recovery system and APEX pilot by gathering feedback from students, teachers, and family coaches.		2025-02-03	2025-02-28
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Guidance Counselor	Survey, focus group	No	No
Action Step		Anticipated Start/Completion Date	
Review and adjust the Credit Recovery system and community building initiatives based on data and feedback.		2025-05-01	2025-05-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & Director of Academic Supports	Surveys, focus groups	No	No

Anticipated Output	Monitoring/Evaluation (People, Frequency, and Method)
Rolling agendas, Student graduation plans, Dropped student tracker, student schedules, Training modules for graduation, Keystone Exams, and credits, One-page flyer communicating school plan, Implementation tracker, College visits calendar, PowerSchool communication logs, Student failure reports, Family coach caseload tracker, High School announcement board	Bi-weekly implementation team will monitor the implementation steps in order to adjust the plan accordingly. Monthly and quarterly monitoring of progress toward goals will occur in order to adjust the plan accordingly. Students passing credit recovery classes to graduate on time. Academic Support team trackers.

Mathematics/English Language Arts Action Plan Draft

Priority Statement	If ECCS utilizes data to inform decisions related to instruction, school planning, and professional development, provides appropriate systems and supports, and engages stakeholders in the process, then teachers and students will monitor student growth and achievement, identify trends of strengths and weaknesses, and adjust instruction accordingly.
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Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Measurable Goal	<p>By the end of the 24-25 school year, 37% of students testing will grow 30 points or more on the ELA PSSA's.</p> <p>By the end of the 24-25 school year, 20% of 11th grade students will score proficient or advanced on the Literature Keystone Exams.</p> <p>By the end of the 24-25 school year, 32% of students testing will grow 30 points or more on the Math PSSA's.</p> <p>By the end of the 24-25 school year, 5% of 11th grade students will score proficient or advanced on the Algebra 1 Keystone Exams.</p>
PA Essential Practices	<p>EP 03: School teams use a collaborative process to analyze a variety of assessment data (including diagnostic, formative, and summative) in order to monitor student learning and adjust programs and instructional practices.</p> <p>EP04: Identify and address individual student learning needs.</p>
Evidence Based Strategy	Using Student Achievement Data to Support Instructional Decision Making (WWC Guide 12)

Action Step		Anticipated Start/Completion Date	
Partner with IU 13 in assisting to establish data structures.		2024-07-02	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Data Analyst	Data inventory, other resources provided	No	No
Action Step		Anticipated Start/Completion Date	
Create a process for teachers to track and monitor student's performance in assignments/mastery checks, the follow up process, and strategies to use based on the results of the data.		2024-08-01	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Principals	Data inventory, school calendar, rolling agendas	No	No
Action Step		Anticipated Start/Completion Date	
Construct a professional learning scope and sequence for data review and analysis.		2024-08-01	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Professional Learning Coordinator	School calendar, PD calendar	Yes	No
Action Step		Anticipated Start/Completion Date	
School and network leaders will develop technical assistance plans with Mass Insight.		2024-08-01	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Supervisor of Math & School Improvement	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Provide guidance to teachers on accessing and navigating MAP data.		2024-08-19	2024-09-03

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & MTSS Coordinator	NWEA Map accounts, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
School and classroom leader boards set up to track minutes spent on reading.		2024-08-19	2024-09-20
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	Beanstack reading program	No	No
Action Step		Anticipated Start/Completion Date	
Meet with K-2 teachers to determine appropriate design of data notebook		2024-08-19	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	School Calendar	No	No
Action Step		Anticipated Start/Completion Date	
Utilize professional learning time for ongoing communication of CSI plans and strategies, needed adjustments, and celebrations.		2024-08-19	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Supervisor of Math & School Improvement	PD Plan, School improvement plan	No	Yes
Action Step		Anticipated Start/Completion Date	
Professional Learning: Train teachers in the analysis of MAP data.		2024-09-03	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & MTSS Coordinator	NWEA Map accounts, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Provide training to teachers on the framework for conducting data meetings.		2024-09-03	2024-10-16
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Data Analyst & CAO	Structure for data meetings, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
Mass Insight will provide 1-2 implementation specialist engagements each month (as directed by the Technical Assistance Plan).		2024-09-03	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Supervisor of Math & School Improvement	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Convene monthly monitoring meetings with the school leadership and Mi team members (monthly or quarterly) to support and monitor implementation and progress toward goals.		2024-09-03	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Supervisor of Math & School Improvement	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Conduct bi-weekly MTSS data meetings to review students in process.		2024-09-16	2025-06-06

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	Rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Leaders meet regularly to monitor academic outcomes.		2024-10-01	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO	Rolling agenda, school calendar, data	No	No
Action Step		Anticipated Start/Completion Date	
Bi-weekly grade level or content level data meetings use the provided structure to assess data, analyze grade-level trends, identify students for additional instruction, and adjust instruction using summative and formative classroom assessment data.		2024-10-01	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Principals	Classroom data, rolling agenda, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Utilize the MAP adapted tool to analyze benchmark data and set student goals using the digital notebook tracker.		2024-10-01	2024-10-31
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & MTSS Coordinator	Digital notebook, MAP tool, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
Time is allocated to teach students how to use the digital notebook tracker.		2024-10-15	2024-11-03
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Principals	Digital notebook tracker, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Guide teachers to set student goals in MAP and introduce digital notebook tracker		2024-10-01	2024-11-01
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & MTSS Coordinator	NWEA Map accounts, digital notebook tracker	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Utilize the Data notebooks to track student goals.		2024-11-01	2024-11-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
HS Principal & MTSS Coordinator	Digital notebook tracker, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
The implementation team will meet bi-weekly to track the progress of the action steps and propose next steps to address any concerns.		2024-10-01	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Implementation Leader	Bi-weekly implementation tracker, action steps	No	No
Action Step		Anticipated Start/Completion Date	
Grades 6-8: Design accelerated learning for bubble students in MTSS period.		2024-10-28	2025-01-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Principal	Curriculum, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Co-teachers will collaborate in teams during PLC's to analyze data and determine flexible grouping for students based on the data. The data will be used in planning differentiated instruction and activities where each co-teacher leads a group.		2024-09-03	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Co-teaching Principal	Rolling agenda, school calendar, data	No	No

Anticipated Output	Monitoring/Evaluation (People, Frequency, and Method)
Rolling agendas, Digital Notebook Tracker, MAP adapted tool, Data structure, PD plan, Technical Assistance Plan, Implementation Tracker, Student data reports, Instructional coach meetings	Bi-weekly implementation team will monitor the implementation steps in order to adjust the plan accordingly. Monthly and quarterly monitoring of progress toward goals. On a monthly basis, the implementation team will update the instructional leaders to inform student progress and necessary adjustments in the action steps. Rolling agendas will capture adjustments in instruction followed up with classroom walkthroughs and observations.

English Language Learner Action Plan Draft

Priority Statement	If we consistently utilize and implement the SIOP strategies across our instructional practices in all content areas, then students, especially our English Language Learners, will accelerate their academic language growth and development.
Measurable Goal	By the end of the 24-25 school year, 10% of students will meet their English Proficiency growth target through ACCESS.
PA Essential Practices	EP 03: School teams use a collaborative process to analyze a variety of assessment data (including diagnostic, formative, and summative) in order to monitor student learning and adjust programs and instructional practices. EP04: Identify and address individual student learning needs.
Evidence Based Strategy	Sheltered Instruction Observation Protocol (https://www.evidenceforpa.org/strategies/siop-model)

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Action Step		Anticipated Start/Completion Date	
Construct a professional learning scope and sequence for implementing SIOP strategies.		2024-08-01	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Professional Learning Coordinator & Professional Learning Coordinator	School calendar, PD plan	Yes	No
Action Step		Anticipated Start/Completion Date	
Teachers will ensure assessments in all content areas include a writing question or section.		2024-08-26	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Curriculum	Curriculum documents for different content areas	No	No
Action Step		Anticipated Start/Completion Date	
A structure for schoolwide vocabulary lesson presentation will be implemented for consistency among grade bands.		2024-08-19	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	Vocabulary resources, PD calendar	No	No
Action Step		Anticipated Start/Completion Date	
Writing instruction will begin with The Writing Revolution sentence strategies in the core content areas.		2024-08-19	2024-10-25
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Curriculum	PD Calendar	No	No
Action Step		Anticipated Start/Completion Date	
Students in ELD classes will take the IXL ELA diagnostic to determine skill plan in IXL.		2024-08-26	2024-09-30
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Coordinator	IXL, school calendar	No	No
Action Step		Anticipated Start/Completion Date	
Students in ELD classes will practice their skill plan in IXL weekly.		2024-09-09	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Coordinator	IXL	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Supporting English Learners with Learning Disabilities		2024-08-19	2024-08-23
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Professional Learning Coordinator	School calendar, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Lesson Delivery (SIOP)		2024-08-14	2024-08-23
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Professional Learning Coordinator	School calendar, PD plan	No	No
Action Step		Anticipated Start/Completion Date	

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Conduct Parent Cafes for the parents of English Learners, providing workshops on school practices, technical information and guidance to actively monitor their student, college information, and engagement activities. Special "VIP" sessions are available for one-on-one assistance and/or personalized concerns to be addressed.		2024-09-09	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Family Engagement & Transition Specialist	School calendar, ELD events calendar, Google Meets, room reservations, supplies needed for each event	No	No
Action Step		Anticipated Start/Completion Date	
Use PLC time to determine opportunities for increased rigor and grade level content in the ELD curriculum.		2024-08-19	2025-10-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Coordinator & Director of Curriculum	PLC rolling agenda, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Teachers will collaborate and complete a peer review of the implemented vocabulary structure.		2024-10-28	2025-01-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Professional Learning Coordinator	School calendar, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Professional Learning: Providing feedback to students		2024-10-28	2025-01-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Professional Learning Coordinator	School calendar, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Use PLC time to focus on reteaching instruction.		2024-10-28	2025-01-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Professional Learning Coordinator	School calendar, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Teachers will offer texts with at least two differentiated reading levels to enable students to access content.		2024-10-28	2025-01-17
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	School calendar, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Teachers will collaborate and complete a peer review on giving feedback to students.		2025-01-21	2025-03-21
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Professional Learning Coordinator	School calendar, PD Plan	No	No
Action Step		Anticipated Start/Completion Date	
Each teacher will integrate a modified assignment option that incorporates SIOP strategies like word banks, sentence starters, and visuals, as guided by the ELD Professional Coordinator following data analysis.		2025-01-21	2025-03-21
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Professional Learning Coordinator	Lesson plans, class assignments and activities	No	No
Action Step		Anticipated Start/Completion Date	

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Professional Learning: SIOP components addressed throughout the year		2024-08-19	2025-05-23
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
ELD Professional Learning Coordinator	School calendar, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
Teachers using the Savvas curriculum will use the Savvas assessments to confirm appropriate rigor and differentiation.		2024-09-03	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Director of Curriculum	Savvas curriculum	No	No
Action Step		Anticipated Start/Completion Date	
Teachers will offer texts with at least three differentiated reading levels to enable students to access content.		2025-03-24	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
MTSS Coordinator	School calendar, PD plan	No	No
Action Step		Anticipated Start/Completion Date	
The implementation team will meet bi-weekly to track the progress of the action steps and propose next steps to address any concerns.		2024-10-01	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
Implementation Leader	Bi-weekly implementation tracker, action steps	No	No
Action Step		Anticipated Start/Completion Date	
Utilize professional learning time for ongoing communication of CSI plans and strategies, needed adjustments, and celebrations.		2024-08-19	2025-06-06
Lead Person/Position	Material/Resources/Supports Needed	PD Step?	Com Step?
CAO & Supervisor of Math & School Improvement	Rolling agenda, school plan	No	Yes

Anticipated Output	Monitoring/Evaluation (People, Frequency, and Method)
Rolling agendas, PD Calendar, Lesson plans, Student assignments and activities, IXL reports, Parent Engagement sign-in sheets, Peer review records, Savvas reports, School Improvement plan meeting agendas	Bi-weekly implementation team will monitor the implementation steps in order to adjust the plan accordingly. Monthly and quarterly monitoring of progress toward goals. On a monthly basis, the implementation team will update the instructional leaders to inform student progress and necessary adjustments in the action steps. Rolling agendas will capture adjustments in instruction followed up with classroom walkthroughs and observations.

Esperanza Cyber Charter School
24-25 School Improvement Plan Draft

Professional Development Plan

Annual Professional Development Sessions to be offered as required by Pennsylvania:

- Language Literacy Acquisition for All Students
- Teaching Diverse Learners in Inclusive Settings
- Trauma-informed Care Training
- Professional Ethics Program Framework Guidelines
- Culturally Relevant and Sustaining Education Program Framework Guidelines
- Structured Literacy Program Framework Guidelines

Trainings for the 2024-2025 School Year

- Educate teachers/staff, students, and parents on credits, graduation requirements, and Keystone Exams.
- Sheltered Instruction Observation Protocol training on the 8 components: Lesson Preparation, Building Background, Comprehensible Input, Strategies, Interaction, Practice Application, Lesson Delivery, and Review & Assessment
- Data informed decision making: Data review and analysis, including goal setting

Other trainings to include:

- McKinney-Vento training (Improving awareness and identification of students who are homeless)
- Act 9 training (The training aims to educate students, faculty and staff on their rights and responsibilities to address, report and prevent sexual misconduct and foster a safe and respectful environment.)