

# Herman J Russell West End Academy

**Mission;** We, the faculty, staff and community of Herman J Russell West End Academy are committed to working together relentlessly as we strive to continuously improve student achievement creating a momentous impact where every child's unique gift is nurtured.

**Vision;** We envision a professional learning community dedicated and committed to providing the right teaching for our students to get the right learning at the right time.

## SMART Goals

Increase HJR student growth by 3% when comparing Fall 2021 to Spring 2022 Map Reading Assessment

Increase HJR student growth by 3% when comparing Fall 2021 to Spring 2022 Map Math Assessment

Decrease student suspension rate from 1.32 to .5 by May 2022

## APS Strategic Priorities & Initiatives

**Fostering Academic Excellence for All**  
Data Curriculum & Instruction Signature Program

**Building a Culture of Student Support**  
Whole Child & Intervention Personalized Learning

**Equipping & Empowering Leaders & Staff**  
Strategic Staff Support Equitable Resource Allocation

**Creating a System of School Support**  
Collective Action, Engagement & Empowerment

## School Strategic Priorities

1. **Improve student mastery of core content knowledge (ELA/ Literacy, Math, Science & Social Studies)**
2. **Close the Student Achievement Gap with Regular Education Students and Students with Disabilities**
3. **Implement an effective STEM enriched curriculum to drive interdisciplinary and project based teaching and learning approaches**

1. **Foster a positive school culture through a collaborative, inclusive, and responsive school culture embracing the diverse communities and stakeholders that comprise the Herman J. Russell West End Academy family**

1. **Prepare and develop knowledgeable staff focused on quality teaching**
2. **Build teacher capacity in core content areas (ELA, Math, Science & Social Studies)**
3. **Recommend high-quality staff for vacant positions**

1. **Ensure systems and resources are aligned to school priorities**

## School Strategies

- 1a. Implement with fidelity APS Instructional Practices and Units of Study with an emphasis on literacy and math
- 1b. Implement Lexile monitoring, vocabulary strategies, daily reading and writing, R.A.C.E. strategy and utilization of components of the writing rubric in all content areas including connections classes
- 1c. Use math manipulatives to move students from the concrete to the representational and abstract
- 1d. Incorporate a cumulative spiral review of computation skills to re-teach basic math concepts from previous grade levels as well as review on grade level standards.
- 2a. Increase the number of SWD students in the inclusion setting to ensure that the students receive standards based instruction in core content
- 2b. Increase the usage of instructional software to address the reading and math deficits of SWD students according to an individualized learning plan
- 3a. Create a STEM team comprised of the Principal, STEM Teachers-(Math, Science, Literacy and Technology) and Science/Math Instructional Coaches, STEM Support Specialist.
- 3b. Provide on-going professional development for STEM teachers
- 3c. STEM teachers work collaboratively to create and/or develop projects for STEM students
- 3d. STEM students given opportunities to compete in local, district and national STEM competitions
- 3e. Increase STEM students' exposure to a unique and explicit curriculum (e.g. advanced academics, agriculture, biotechnology, computer programming engineering, and information technology)

- 1a. Create a shared responsibility and commitment among staff and HJRWEA stakeholders, to the vision and mission of the school.
- 1b. Create an environment where students and staff are engaged through an understanding and application of their strengths.
- 1c. Implement Social and Emotional Learning (SEL) for students and staff to foster an environment of academic success and positive reinforcement (e.g. anti-bullying/cyber bullying forums, character ed., community service)
- 1d. Create opportunities for staff to participate in professional development which aligns with our PBIS/SEL initiative (Mindset/ De-escalation Training)
- 1e. Create additional student clubs and organizations that merges with S.T.E.A.M (Science, Technology, Engineering, Arts and Mathematics) and athletics.

1. Provide instructional resources (personnel, time, and technology, and materials) to support teacher efficacy and student achievement through professional learning and monitoring.
2. Provide high quality job embedded professional learning regarding Standards Based Instruction, APS Definition of Teacher Excellence and Mathematical Practices.
- 3a. Recruit and retain high quality teachers who contributes in student's extra-curriculum activities beyond the school day ( e.g. mentorship opportunities, athletic coaches, club/organization sponsors)
- 3b. Check professional references and look at previous student performance data, if applicable
- 3c. Model a lesson as a component of the interview

- 1a. Build and align systems and resources to identify and address root causes to promote social and academic growth
- 1b. Build systems and resources to support core academics and STEM implementation