

Empowerment Academy's Annual School Plan for Performance Improvement

The following SMART Performance Goals are those that were selected at the end of SY23-24's Annual School Plan Process.

The process involved bringing together diverse school stakeholders to review the effectiveness of Title I-funded strategies selected in SY22-23 ("SY23") to improve school performance in priority need areas, and then select the strategies to be implemented in SY24 to that end. The review included:

- Evaluating whether our SY23 SMART Performance Goals were met;
- Conducting a comprehensive review of SY23 student and school data to determine Priority Performance Needs for SY23-24 ("SY24");
- Discussing the root causes of the Priority Performance Needs identified to illuminate how those root causes might be most effectively addressed;
- Selecting strategies for SY24 to address the Priority Performance Needs identified;
- Developing SMART Performance Goals for SY24 relating to our Priority Performance Needs; and then
- Determining which of the selected strategies, in whole or in part, and should be funded with our federal grant dollars.

2023-2024

Empowerment Academy Charter School

District: Empowerment Academy Charter School

County: CHARTERS

Team: NA

School Identification: NA

Targeted Subgroup

CDS: 806103994

SW: Y

SMART Goal 1

4% Increase in percentage of Grade 3 and 4 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.

Priority Performance Fewer than half of our Third and Fourth Graders met or exceeded State expectations in English Language Arts

Target Population: Scholars in Grade Levels 3-4 who are behind-grade-level in ELA

Interim Goals

SMART Goal 1

End of Cycle	Interim Goal	Source(s) of Evidence
Nov 15	SY24 Grade 3-4 scholars achieve Cycle 1 benchmark scores that are, on average, 1% higher than their average Cycle 1 benchmark scores as SY23 Grade 2-3 scholars.	MAP ELA Benchmark Assessment
Feb 15	SY24 Grade 3-4 scholars achieve Cycle 2 benchmark scores that are, on average, 2% higher than their average Cycle 2 benchmark scores as SY22 Grade 2-3 scholars.	MAP ELA Benchmark Assessment
Apr 15:	SY24 Grade 3-4 scholars achieve Cycle 3 benchmark scores that are, on average, 3% higher than their average Cycle 3 benchmark scores as SY22 Grade 2-3 scholars.	MAP ELA Benchmark Assessment
Jul 1	4% Increase in percentage of Grade 3 and 4 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.	NJSLA Assessment

Strategy 1 - Hire enough Reading TAs (and enough Staff Substitutes) to ensure that Reading TAs are consistently available to support effective small group reading practice.

Action Steps

SMART Goal 1 - Strategy 1

Step Numbe	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	1	Hire enough Reading TAs to ensure that Reading TAs are consistently available to support effective small group reading practice.	7/1/23	9/5/23	Faculty Recruitment Coordinators
2	1	Hire enough Staff Substitutes to ensure that Reading TAs are not pulled away from being available to support effective small group reading practice.	7/1/23	10/5/23	Faculty Recruitment Coordinator

Budget Items

SMART Goal 1 - Strategy 1

Correspondin g Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Reading TAs	INSTRUCTION - Personnel Services - Salaries / 100-100	\$250,000	Federal Title I (School Allocation)
2	Staff Substitutes	INSTRUCTION - Personnel Services - Salaries / 100-100	\$200,000	Federal Title I (School Allocation)

Strategy 2 - Provide Reading teachers and Reading TAs training in how to

effectively work as a team using small groups to accelerate learning.

Action Steps

SMART Goal 1 - Strategy 2

Step Numbe	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	2	Provide Reading teachers and Reading TAstraining in how to effectively work as a team using small groups to accelerate learning.	8/14/23	8/31/23	LES Principal

Budget Items

SMART Goal 1 - Strategy 2

Correspondin g Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Stipends for Teachers and TAs While Receiving Professional Development Training	INSTRUCTION - Personnel Services - Salaries / 100-100	\$8,000	Federal Title I (School Allocation)

Strategy 3 - Employ a Reading Specialist and more RTI teachers on staff to accelerate the learning of behind-grade-level readers.

Action Steps

SMART Goal 1 - Strategy 3

Step Numbe	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	3	Employ a Reading Specialist and RTI Teachers	7/1/23	9/5/23	Faculty Recruitment Coordinator

Budget Items

SMART Goal 1 - Strategy 3

Correspondin g Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Reading Specialist and RTI Teachers	INSTRUCTION - Personnel Services - Salaries / 100-100	\$200,000	ESSER/ESSER II/ARP

SMART Goal 2

4% Increase in percentage of Grade 5-8 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.

Priority Performance We need to increase the learning of our fifth to ninth grade scholars.

Target Population: Scholars in grades 5-9

Interim Goals

SMART Goal 2

End of Cycle	Interim Goal	Source(s) of Evidence
Nov 15	SY24 Grade 5-9 scholars achieve Cycle 1 benchmark scores that are, on average, 1% higher than their average Cycle 1 benchmark scores as SY23 Grade 4-8 scholars.	MAP ELA Assessment
Feb 15	SY24 Grade 5-9 scholars achieve Cycle 2 benchmark scores that are, on average, 2% higher than their average Cycle 2 benchmark scores as SY23 Grade 4-8 scholars.	MAP ELA Assessment
Apr 15:	SY24 Grade 5-9 scholars achieve Cycle 3 benchmark scores that are, on average, 3% higher than their average Cycle 3 benchmark scores as SY23 Grade 4-8 scholars.	MAP ELA Assessment
Jul 1	4% Increase in percentage of Grade 5-8 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.	NJSLA ELA Assessment

Strategy 1 - Recruit and pay teacher coaching stipends to would-be grade 5-9 department chairs who have been highly effective both as teachers and as peer coaches.

Action Steps

SMART Goal 2 - Strategy 1

Step Numbe	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	1	Offer to pay a coaching stipend to would-be grade 5-9 department chairs who have demonstrated effectiveness both as a teacher and peer coach.	7/1/23	9/5/23	Faculty Recruitment Coordinator

Budget Items

SMART Goal 2 - Strategy 1

Correspondin g Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Department Chair	INSTRUCTION - Personnel Services - Salaries / 100-100	\$42,000	Federal Title I (School Allocation)

Strategy 2 -

< SMART Goal 2, Strategy 2 - Action Steps: NO DATA >

< SMART Goal 2, Strategy 2 - Budget Items: NO DATA >

Strategy 3 -

SMART Goal 3

4% Increase in percentage of Grade 5-8 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.

Priority Performance We need to increase the Math proficiency rates of our fifth to ninth grade scholars.

Target Population: Scholars in grades 5-9 who are behind grade level in Math

Interim Goals

SMART Goal 3

End of Cycle	Interim Goal	Source(s) of Evidence
Nov 15	SY24 Grade 5-9 scholars achieve Cycle 1 benchmark scores that are, on average, 1% higher than their average Cycle 1 benchmark scores as SY23 Grade 4-8 scholars.	MAP Math Assessment
Feb 15	SY24 Grade 5-9 scholars achieve Cycle 2 benchmark scores that are, on average, 2% higher than their average Cycle 2 benchmark scores as SY23 Grade 4-8 scholars.	MAP Math Assessment
Apr 15:	SY24 Grade 5-9 scholars achieve Cycle 3 benchmark scores that are, on average, 2% higher than their average Cycle 3 benchmark scores as SY23 Grade 4-8 scholars.	MAP Math Assessment
Jul 1	4% Increase in percentage of Grade 5-8 Scholars Who Meet or Exceed state expectations on the NJSLA assessment.	NJSLA Assessment

Strategy 1 - Hire Math Support TAs with strong Math skills and implement the "Embedded Tutor Model" of effective tutoring.

2023-2024

Action Steps

SMART Goal 3 - Strategy 1

Step Number	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	1	Hire Math Support TAs	7/1/23	10/5/23	Faculty Recruitment Coordinator

Budget Items

SMART Goal 3 - Strategy 1

Corresponding Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Math Support TAs	INSTRUCTION - Personnel Services - Salaries / 100-100	\$200,000	Federal Title I (School Allocation)

Strategy 2 - Train Math teachers and TAs in how to effectively work as a team using small groups to accelerate learning.

Action Steps

SMART Goal 3 - Strategy 2

Step Number	Strategy	Action Steps	Start Date	End Date	Title(s) Assigned To
1	2	Train Math teachers and TAs in how to effectively work as a team using small groups to accelerate learning.	8/15/23	8/31/23	Director of Education

Budget Items

SMART Goal 3 - Strategy 2

Correspondin g Action Step	Resource / Description	Funding Category / Object Code	Funding Requested	Funding Source
1	Stipends for Math Support TAs and Math Teachers while receiving professional development training.	INSTRUCTION - Personnel Services - Salaries / 100-100	\$16,000	Federal Title I (School Allocation)

Strategy 3 -

< SMART Goal 3, Strategy 3 - Action Steps: NO DATA >

< SMART Goal 3, Strategy 3 - Budget Items: NO DATA >