

DAPSS



Delaware Academy of Public Safety and Security

Action Plan for Improved Achievement

Focused on

Minority Sub-Groups

Prepared by request of the Charter School Accountability Committee

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Action Plan for Improved Achievement by Minority Sub-Groups

Process	Purpose	Time line/Due Date	Responsible	Completion
A. Review and collect all data as it pertains to minority progress at DAPSS (formal and informal)	Achievement is linked to both quantitative data ie. Test/grades but also other factors such as class enrollment/attendance /AP class/extracurricular etc.	Nov-January 2015	School Leadership Team	
B. Nominate Cross-curricular committee leads for SubGroup Support Team - SST	Target focus of select staff to overall plan and time line goals	December 2015	Head of School	
C. Review other school success plans for minority academic improvement	Use of learning community time to review other high school success strategies	Start December 2014-March 2015	Leadership Teams	
D. Interview focus group of minority cadets	Build on student perceptions of obstacles to success	October 2014	Board Members	*in progress
E. Create a Draft Needs Assessment based on data review, focus groups and other	Compile findings from evidence	April 2015	SubGroup Support Team-- SST	
F. Share results with total faculty	Increase staff awareness to issues hindering sub group success	April – May 2015	SubGroup Support Team-- SST	
G. Compile Needs and set priorities	Strategies responses to evidence	May -June 2015	SubGroup Support Team— SST and Administration	Budget Implications

H. Compare target needs with best practices Establish an intervention steps	Develop response to learned obstacles	July –August 2015	SubGroup Support Team— SST and Administration	
I. Establish key milestones goals and benchmarks to assess progress	Accountability for implementation	July –August 2015-16	SubGroup Support Team— SST and Administration	
J. Evaluate implementation	Quarterly review depending on targets and goals	October/January - /March/May	SubGroup Support Team— SST and Administration	
K. Adjust for success	Quarterly or annually depending on targets	May 2016	Leadership Team	

Guiding Questions/ Consideration

A.	Key Questions / Considerations	Notes
Review and collect all data as it pertains to minority progress at DAPSS (formal and informal)	<ol style="list-style-type: none"> 1. Review of historical DCAS/SBA data 2. Do we have entry level placement data? Report card data? 3. What courses are most difficult (i.e. Spanish) 4. Do we have participation rates in AP/Dual enrollment? 5. Do we have data on mission support i.e. Rates of participation in public safety items 	

B.	Key Questions / Considerations	Notes
Nominate Cross curricular committee leads SubGroup Support Team -SST	<ol style="list-style-type: none"> 1. Do members represent all content areas? 2. Do members have experience in minority education? 3. Are members driven to close achievement gap ? 4. Establish a Chair and Calendar which adheres to our plan 	Administrative member selection is key *increase responsibility may require extra stipend as we move to 2015-16

C.	Key Questions / Considerations	Notes
Review other school success plans for minority academic improvement	<ol style="list-style-type: none"> 1. This process can begin simultaneous to SST work 2. Use as foundation for PLC/staff discussion during planning time 	Administration may seek outside support to self-assess current status

D.	Key Questions / Considerations	Notes
Interview focus group of minority cadets	<ol style="list-style-type: none"> 1. This work began in October and will continue as we work forward. 2. It is important to get a range of cadet insights from both top performers and those who struggle. 	Board Members are leading these visits and giving feedback to administration and SST will be linked in as plan develops.

E.	Key Questions / Considerations	Notes
Create a Draft Findings based on data review, focus groups and other	<ol style="list-style-type: none"> 1. SST must lead efforts to compile data 2. SST can explore the multiple data point and rank order issues as well as potential resolutions. 	

F.	Key Questions / Considerations	Notes
Share results with total faculty	<ol style="list-style-type: none"> 1. Depending on progress this meeting can be a dinner meeting the week of April 1 and bank time to leave early on April 2. 2. Engage curriculum groups to join and expanded SST 	This gathering will be a touchstone to generate outcome efforts

G.	Key Questions / Considerations	Notes
Set priorities and target areas Part 1	<ol style="list-style-type: none"> 1. This could include priorities by content area, and school wide. 2. Important that this group be an extended SST 3. Keep key question in mind—with addressing these areas improve achievement? 	Budget implications

H.	Key Questions / Considerations	Notes
Compare target needs with best practices Establish an intervention steps Part 2	<ol style="list-style-type: none"> 1. When determining interventions, make effort to support action with “research based” criteria 	

I.	Key Questions / Considerations	Notes
Establish key milestones goals and benchmarks to assess progress	<ol style="list-style-type: none"> 1. Establishing progress points is important to maintain motivation for change. 2. SST should be prepared to weigh data and efforts to limit the “this to will pass” approach. 	

J.	Key Questions / Considerations	Notes
Evaluate implementation	<ol style="list-style-type: none"> 1. Leadership Team attention throughout the term 	

K.	Key Questions / Considerations	Notes
Adjust for success	<ol style="list-style-type: none"> 1. Making the SST group and plans part of general school planning 	