

Plan Overview

Plan Item

G 1) Attendance

SMART Goal:

Orion Academy will decrease the percentage of chronically absent students 5% year over year for the next 3 years by creating and implementing an attendance program to track attendance. The attendance liaison will work with families and students throughout the year to check in and ensure students are making it to school. In addition, Orion Academy will create parent education programs to provide parents with courses to assist them in better understanding the impact of student absence. Through the use of community partnerships, Orion Academy will connect with local agencies to create care plans, and provide transportation to students experiencing homelessness in an effort to reduce absenteeism. Staff at Orion Academy will also undergo professional development to equip staff with the abilities and the tools needed to connect with students and foster relationships that will offer students a safe space and encourage them to want to come to school.

Root Cause(s):

Supports with attendance and chronically absent students.

Student Measure:

Orion Academy will compare absenteeism routinely year over year, with frequent status updates. Data will be pulled bi-weekly to keep track of those most at-risk. Notice of missed homework assignments or failing grades will also be an indicator of potentially an underlying absentee issue.

Adult Implementation Measure:

Staff at Orion Academy who will be participating in the attendance program will meet biweekly to review attendance rates over the previous two weeks and to look out for those students who are chronically absent or at-risk of being so.

Fiscal Resources	Grant	Notes	2023	2022	2023
Consolidated					
Title I-A Improving Basic Programs	\$244,510	\$244,510			
Title-I Non-competitive, Supplemental School Improvement	\$33,000	\$00			
Title II-A Supporting Effective Instruction	\$18,467	\$18,467			
Consolidated Total:	\$295,977	\$262,977			
Grand Total:	\$295,977	\$262,977			

S 1.1) Review and Update to School Calendar and Start Time

Description:

Tardiness impacts the numbers in terms of absentee rates. Orion Academy will look at data surrounding absenteeism and tardiness to determine whether or not it would be helpful to move the start time of the school day back to give both students and parents an opportunity to start the day off on the right note.

S 1.2) School Climate and Supports

Description:

Orion utilizes two behavior support specialists who are on call to mitigate negative interactions and step in as needed for conflict resolution and classroom support. Behavior specialists along with the school social worker provide mental health support and check ins. Orion Academy will utilize these behavior specialists as well as the attendance liaison to create and implement an attendance program with fidelity. This program will also include a leadership team that will consist of key staff within the school to focus on attendance across all grade levels. Parent education programs will be used to offer understanding

as to why it is so important for kids to come to school, and how absenteeism impacts th education.

Link(s) to Vulnerable Youth Population:

Students with Disabilities, Homeless Youth, Foster Children, English Language Learners & Immigrant/Migrant Students, Low-Economic Status Students

[AS] 1.2.1) Parent Engagement

Description:

Orion Academy will hold a number of parent and family engagement events in an effort to encourage participation in the school community, with the ultimate goal of helping parents understand how chronic absenteeism and tardiness impacts the education of the child.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS] 1.2.2) Achievement and Behavior Support Specialist

Description:

Orion will employ Achievement and Behavior Support Specialists, who will work with students whose behaviors significantly interfere with their academic growth in core content areas, which results in educational time loss or other challenges to academic achievement. The Title I/Achievement and Behavior Support Specialists will assist students in the responsible-thinking process, allowing students to be proactive in making choices that lead to academic success. These ABSSs will also work to foster positive relationships and connections with their students to create a safe space for students as well as to encourage student attendance.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS] 1.2.3) Academic Intervention Coaches

Description:

Orion Academy will employ Academic Intervention Coach staff, who will provide intervention staff with supplemental, individualized coaching throughout the year. Intervention staff will learn how to use data to differentiate instruction in the classroom, utilize effective instructional strategies that meet the varying needs of educationally disadvantaged students, and other core teaching and learning components as necessary.

Grant

Consolidated

Title I-A Improving Basic Programs

Title-I Non-competitive, Supplemental School Improvement

Title II-A Supporting Effective Instruction

[AS] 1.2.4) Homeless Set-Aside

Description:

The Homeless Student Set-Aside will be used to help students remove the barrier to their success in school by providing them with school uniforms and necessary clothing, medical services and supplies, and school supplies. The school will identify homeless students that could benefit from these types of services/materials.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS] 1.2.5) Attendance Liaison

Description:

Orion will employ an Attendance Liaison, who will work collaboratively with Title I students and parents/guardians to proactively monitor attendance and implement strategies to reduce chronic absenteeism. Will monitor student attendance; coordinate outreach (phone calls, home visits); implement a school, family, and community support system to remove attendance barriers; and will provide education opportunities for parents/guardians of Title I students.

Grant**Consolidated****Title I-A Improving Basic Programs****[AS] 1.2.6) Social Worker**

Description:

Orion will employ a Social Worker. The Social Worker will work with students who experience difficulty in the school and community setting as a result of social-emotional or family issues that result in educational time loss or other challenges to academic achievement.

Grant**Consolidated****Title I-A Improving Basic Programs****[AS] 1.2.7) Communities in Schools Liaison**

Description:

Communities in Schools (CIS) partnership to support social emotional, academic, and community needs for families. CIS is a national organization known for its work to connect students and their families with community resources. They build relationships with non-profits, foundations, outside agencies, and other community advocates.

[S] 1.3) School Improvement Planning

Description:

The school staff, parents, and other stakeholders are involved in the School Improvement Plan process through formal Title I School Improvement meetings held in the spring of each year, in which data is reviewed and needs are assessed based on employee satisfaction surveys, student performance data, and parent satisfaction data.

[AS] 1.3.1) Evaluation and Consultation

Description:

The school will evaluate the implementation of the Schoolwide Plan and programs through its school improvement process. The school improvement team and the staff will analyze results of EOG and NWEA to determine if school improvement goals were met. Regularly staff will identify students with the greatest need and use data to determine whether or not those students are achieving the standards. Appropriate supports will be put into place to support students not making gains. The school improvement process at the school will be ongoing, and components will be reviewed and revised to assess continuous student improvement. Team meetings, staff meetings, and in-service days will be used for the staff to share in the evaluation process.

[AS] 1.3.2) Address Needs Identified in Decision Framework

Description:

The school will introduce several new supplemental programs between 2021-2023 to differentiate instruction and increase academic achievement and proficiency for low-performing subgroups, particularly African American students, Free & Reduced Lunch Eligible students, and LEP students. These needs are identified in the Decision Framework.

[G] 2) English Language Arts

SMART Goal:

Orion Academy's K-3 students struggle with phonics, vocabulary, fluency, and reading comprehension. Data is based on assessments such as such as Aimswebplus, NWEA, and I-Ready Diagnostic assessments. Orion Academy will utilize both small group instruction and individual learning plans, as well extended learning time to improve phonemic awareness and see a decrease of students on RIMP

and those being retained in grade 3 by 2023.

Root Cause(s):

Students arrive at school without phonological awareness, the awareness to distinguish between letter sounds, lack of rhyming awareness and basic letter sounds.

Student Measure:

Orion Academy will increase the use of progress monitoring tools such as Aimswebplus. They will also look at K-3 literacy assessments and NWEA map assessments to pinpoint which students are most at-risk. Once individual learning plans have been made for at-risk students, student progress will be monitored routinely.

Adult Implementation Measure:

Classroom observations: Leadership at Orion Academy will look for cognitive engagement with students, ensuring at-risk students are receiving small group time. Staff will have one on ones between supervisors and their reports where individual learning plans for students can be reviewed and status updates can be given. Staff will undergo professional development and leadership will look for techniques learned to be implemented in the classroom.

Fiscal Resources	Grant	Notes	2022	2023
Consolidated				
Title I-A Improving Basic Programs			\$88,306	\$88,306
Title II-A Supporting Effective Instruction			\$33,467	\$33,467
IDEA-B Special Education			\$56,433	\$56,433
IDEA Early Childhood Special Education			\$97	\$97
Consolidated Total:	\$178,303	\$178,303		
Grand Total:	\$178,303	\$178,303		

[S] 2.1) Curriculum, Instruction and Assessment

Description:

Orion Academy will work with National Heritage Academies' Curriculum and Instruction team to successfully implement Individual Learning Plans for students in need of intervention.

Link(s) to Vulnerable Youth Population:

Students with Disabilities, Homeless Youth, Foster Children, English Language Learners & Immigrant/Migrant Students, Justice Involved Youth, Low-Economic Status Students

[AS] 2.1.1) Implementation of Research-Based ELA Programs and Strategies

Description:

Orion Academy will implement research-based ELA programs and strategies for academically at-risk students. All programming and curricula used will be tied to state standards.

[AS] 2.1.2) Paraprofessionals

Description:

Orion Academy will employ Paraprofessionals who will work under the direct supervision of a properly licensed teacher. They will provide the following types of instructional assistance: 1) One-on-one or small-group instruction for eligible students within the regular classroom, and 2) One-on-one or small-group instruction for the general student population, ONLY if it allows the regular classroom teacher to work individually or in smaller groups with the most academically at-risk students in order to increase student achievement in core content areas.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS] 2.1.3) Subscriptions

Description:

Orion will purchase supplemental online subscriptions to intervention and progress-monitoring tools for use with at-risk students in order to increase academic proficiency in grades K-8 in all core

content areas.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS 2.1.4] Intervention Program Supplies/Materials

Description:

Supplemental intervention programs use intense, direct instruction in a small-group setting along with group activities and independent exercises. Orion will also use classroom materials, staff laptops to be used in intervention classrooms, high-interest books, and chapter/book library bins.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS 2.1.5] Summer and Before/After School Learning Programs

Description:

Studies show students from low-income families are more likely to lose two to three months' worth of reading proficiency over the summer than their peers from higher-income families. To reduce the effect of summer learning loss, Orion will provide a summer program and before/after school tutoring. This program will be implemented by properly licensed teachers.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS 2.1.6] IDEA-A-B

Description:

Orion Academy will use IDEA-B funds for occupational therapy, speech, psychology and instructional (resource room) contracted services.

Grant

Consolidated

IDEA-B Special Education

[AS 2.1.7] IDEA Early Childhood Special Education

Description:

Orion Academy will use IDEA ECSE funds for small group intervention and tutors

Grant

Consolidated

IDEA Early Childhood Special Education

[S 2.2] Professional Capital

Description:

Orion Academy will send staff to specific phonemic professional development opportunities and ensure those practices learned are implemented in the classroom with fidelity.

Link(s) to Vulnerable Youth Population:

[AS] 2.2.1) Professional Development

Description:

Orion will provide ongoing, high-quality professional development for administrators, teachers, and other staff. All professional development activities throughout the year are specifically selected by leadership and teaching staff because they address what have been identified as the most crucial needs of the school. Professional development activities selected will strengthen the skills of teaching and intervention staff in terms of differentiation of instruction and implementing a multi-tiered system of support for the most academically at-risk students. Improvement in teaching strategies and skills will naturally result in a reduction of the achievement gap.

Grant

Consolidated

Title II-A Supporting Effective Instruction

[AS] 2.2.2) Financial Incentives

Description:

Bonuses will be awarded to high-performing teachers, as well as teachers who are participating in professional development outside of the regular school year/contracted hours and/or school improvement planning (BLT/CSLT meetings) to positively impact the performance of students in the school. Bonuses will be awarded to attract and retain certified teachers using Title IIA funds. Max amount per bonus is \$8,000.

Grant

Consolidated

Title II-A Supporting Effective Instruction

[S] 2.3) On the Spot Coaching

Description:

During classroom observations, leadership will intervene and provide coaching and guidance to classroom teachers as an issue arises. The hope is to correct something on the spot and move forward with successful implementation of the new process.

[AS] 2.3.1) Academic Intervention Coaches

Description:

Orion Academy will employ Academic Intervention Coach staff, who will provide intervention staff with supplemental, individualized coaching throughout the year. Intervention staff will learn how to use data to differentiate instruction in the classroom, utilize effective instructional strategies that meet the varying needs of educationally disadvantaged students, and other core teaching and learning components as necessary.

Grant

Consolidated

Title I-A Improving Basic Programs

Title II-A Supporting Effective Instruction

[G] 3) Mathematics

SMART Goal:

Orions Academy's K-3 students are not proficient in math, or struggle with concepts such as addition with regrouping, subtraction with borrowing, basic math facts, mental math, rounding, place value, counting, counting cardinality. Meanwhile, students in grades 4-12 struggle with abstract concepts, while showing more growth in concrete concepts. Orion Academy will utilize both small group instruction and individual learning plans, as well as extended learning time to improve math understanding for at-risk students and see a decrease of students on individual learning plans by 2023. Orion Academy will also work to strengthen staff implementation of math processes through the use of professional development opportunities and routine check ins. assessments.

RootCause(s):

Student arrive unable to: A· Perceptual Subitizing (seeing a small amount of objects and knowing how many without need of counting) A· Conceptual subitizing (the ability to organize or reorder objects in your mind. To take perceptual subitizing to make sense of visuals we don't know) A· Comparing objects' sizes, distances, quantities... A· Composing '|lchr(38)|' decomposing shape (both 2D or 3D) A· Recognizing, building, copying symmetry designs (line or rotational) A· Recognizing '|lchr(38)|' performing rotations '|lchr(38)|' reflections. A· Constructing '|lchr(38)|' recognizing objects from different perspectives A· Orienting ourselves, giving '|lchr(38)|' following directions from various perspectives. A· Match objects one to one with numbers A· Visualizing 3D figures given 2D nets

Student Measure:

Orion Academy will increase the use of progress monitoring tools such as Aimswebplus. They will also look at weekly/biweekly classroom assessments to pinpoint which students are most at-risk. Once individual learning plans have been made for at-risk students, student progress will be monitored routinely. Staff will look for students working together to problem solve in the classroom.

Adult Implementation Measure:

Classroom observations: Leadership at Orion Academy will look for cognitive engagement with students, ensuring at-risk students are receiving small group time. Staff will have one on ones between supervisors and their reports where individual learning plans for students can be reviewed and status updates can be given. Staff will undergo professional development and leadership will look for techniques learned to be implemented in the classroom.

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Consolidated Total:			\$178,303	\$178,303	
Grand Total:			\$178,303	\$178,303	

§ 3.1) Curriculum, Instruction and Assessment

Description:

Orion Academy will work with National Heritage Academies' Curriculum and Instruction team to successfully implement Individual Learning Plans for students in need of intervention.

Link(s) to Vulnerable Youth Population:

Students with Disabilities, Homeless Youth, Foster Children, English Language Learners & Immigrant/Migrant Students, Justice Involved Youth, Low-Economic Status Students

AS 3.1.1) Implementation of Research-Based Math Programs and Strategies

Description:

Orion Academy will implement research-based math programs and strategies for academically at-risk students. All programming and curricula used will be tied to state standards.

Grant	Notes	2023	2022	2021
Consolidated				
Title I-A Improving Basic Programs				
Title II-A Supporting Effective Instruction				
AS 3.1.2) Paraprofessionals				
Description:				

Grant

Title I-A Improving Basic Programs

Title II-A Supporting Effective Instruction

AS 3.1.2) Paraprofessionals

Description:

Orion Academy will employ Paraprofessionals who will work under the direct supervision of a properly licensed teacher. They will provide the following types of instructional assistance: 1) One-on-one or small-group instruction for eligible students within the regular classroom, and 2) One-on-one or small-group instruction for the general student population, ONLY if it allows the regular classroom teacher to work individually or in smaller groups with the most academically at-risk students in order to increase student achievement in core content areas.

Grant

Consolidated

Title I-A Improving Basic Programs

[AS] 3.1.3) Subscriptions

Description:

Orion will purchase supplemental online subscriptions to intervention and progress-monitoring tools for use with at-risk students in order to increase academic proficiency in grades K-8 in all core content areas.

Grant**Consolidated**

Title I-A Improving Basic Programs

[AS] 3.1.4) Intervention Program Supplies/Materials

Description:

Supplemental intervention programs use intense, direct instruction in a small-group setting along with group activities and independent exercises. Orion will also use classroom materials, staff laptops to be used in intervention classrooms, high-interest books, and chapter book library bins.

Grant**Consolidated**

Title I-A Improving Basic Programs

[AS] 3.1.5) IDEA-B

Description:

Orion Academy will use IDEA-B funds for occupational therapy, speech, psychology and instructional (resource room) contracted services.

Grant**Consolidated**

IDEA-B Special Education

[AS] 3.1.6) IDEA Early Childhood Special Education

Description:

Orion Academy will use ECSE funds for small group intervention and tutors.

Grant**Consolidated**

IDEA Early Childhood Special Education

[S] 3.2) Professional Capital

Description:

Orion staff will attend professional development opportunities specific to the conceptual understanding of mathematics, and using with fidelity the tactics they have learned in the classroom.

Link(s) to Vulnerable Youth Population:

Students with Disabilities, Homeless Youth, Foster Children, English Language Learners & Immigrant/Migrant Students, Justice Involved Youth, Low-Economic Status Students

[AS] 3.2.1) Professional Development

Description:

Orion will provide ongoing, high-quality professional development for administrators, teachers, and other staff. All professional development activities throughout the year are specifically selected by leadership and teaching staff because they address what have been identified as the most crucial needs of the school. Professional development activities selected will strengthen the skills of teaching and intervention staff in terms of differentiation of instruction and implementing a multi-tiered system of support for the most academically at-risk students. Improvement in teaching strategies and skills will naturally result in a reduction of the achievement gap.

Grant

Consolidated

Title II-A Supporting Effective Instruction

3.2.2) Preparation

Description:

Math teachers will work through math problems prior to giving them to the class to ensure that they better understand the problem. When a student is struggling and seeking help, the teacher will have solved the problem ahead of time and be prepared to troubleshoot with their student on the spot.

3.2.3) Financial Incentives

Description:

Bonuses will be awarded to high-performing teachers, as well as teachers who are participating in professional development outside of the regular school year/contracted hours and/or school improvement planning (BLT/CSLT meetings) to positively impact the performance of students in the school. Bonuses will be awarded to attract and retain certified teachers using Title IIA funds. Max amount per bonus is \$8,000.

Grant

Consolidated

Title II-A Supporting Effective Instruction

3.3) On the Spot Coaching

Description:

During classroom observations, leadership will intervene and provide coaching and guidance to classroom teachers as an issue arises. The hope is to correct something on the spot and move forward with successful implementation of the new process.

3.3.1) Academic Intervention Coaches

Description:

Orion Academy will employ Academic Intervention Coach staff, who will provide intervention staff with supplemental, individualized coaching throughout the year. Intervention staff will learn how to use data to differentiate instruction in the classroom, utilize effective instructional strategies that meet the varying needs of educationally disadvantaged students, and other core teaching and learning components as necessary.

Grant

Consolidated

Title I-A Improving Basic Programs

Title II-A Supporting Effective Instruction

Plan Function

ODE Plan Review Status

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