



DuBois Integrity Academy  
6504 Church Street, Suites 1 & 2  
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# DuBois Integrity Academy Federal Program Schoolwide Plan SY 2023 - 2024

*Deepening Our Focus on Student Learning*



June 2023



### Needs Assessment/ Data Review Results

Prioritized Needs	Data Source	Participants Involved	Communication to Parents and Stakeholders
Academics	GMAS Data Teacher Surveys MAP Data	Leadership Instructional Coaches Teachers EIP Staff Students	Parent Engagement Curriculum Nights Video Informational Sessions
High-Quality Future-Focused Education Program	MAP Data Likert Scale Scores GMAS Math and Science Data	Leadership Instructional Coaches Teachers Students Business Partners	Parent Engagement
Higher Learning Environment	Career Profiles GMAS Data Perception data from all stakeholders Career Day surveys	STEM Team Leadership Instructional Coaches Teachers Students Business Partners School Counselors	Parent Engagement Career Day Video Informational Sessions (Zoom, Microsoft Teams, WebEx, Podcasts, YouTube, etc.)



**SMART GOAL #1 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

Georgia School Performance Standard	Action/Strategies	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation
		Artifacts	Evidence	
<b>GOAL</b>	<p><b>INCREASE STUDENT ACHIEVEMENT AT ALL LEVELS</b></p> <ul style="list-style-type: none"> <li>DIA students who score Proficient and above in Reading, Mathematics, and 5th grade Science on the <i>Georgia Milestone State Test</i> will increase by 5% between 2023 and 2024 Test Administration.</li> <li>DIA students' RIT score in Reading, Mathematics, and Science on the <i>Measures of Academic Progress (MAP)</i> will increase by 10 points between Fall and Spring Test Administrations.</li> <li>DIA teachers will provide interventions for the students who are failing or at-risk of meeting the state academic standards</li> </ul>			
<p><b>Curriculum Standard 1:</b> Uses systematic, collaborative planning processes so that teachers share and understanding of expectations for standards, curriculum, assessment, and instruction</p> <p><b>Assessment Standard 2:</b> Uses a balanced system of assessments including diagnostic, formative, and summative to monitor learning and inform instruction.</p> <p><b>Instruction Standard 3:</b> Establishes and communicates clear learning targets and success criteria aligned to Georgia Standards of Excellence.</p> <p><b>Professional Learning Standard 2:</b> Establishes a culture of collaboration among administrators and staff to enhance individual and collective performance</p>	<p><b>Curriculum:</b></p> <ul style="list-style-type: none"> <li>Teachers will continue to collaboratively plan using the Georgia of Excellence Standards in all subject areas using the curriculum pacing guides.</li> <li>Teachers will continue to participate in various professional development sessions including Social Emotional Learning, Multi-Tiered Support Systems (MTSS), and Special Education to enhance their knowledge of how to serve diverse students.</li> </ul> <p><b>Assessment:</b></p> <ul style="list-style-type: none"> <li>Teachers will continue to use a balanced system of assessments including diagnostics, formative, and summative to monitor learning and inform instruction.</li> <li>DIA will continue the Kindergarten Round-Up program which identifies students in need of Early Intervention Program (EIP) prior to entering kindergarten</li> </ul> <p><b>Instruction:</b></p> <ul style="list-style-type: none"> <li>Teachers will continue to implement Blended Instruction: Face to face teaching and technology-assisted instruction.</li> <li>Teachers will continue to provide various learning strategies such as direct instruction, flexible grouping, differentiated instruction, academic (high</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum pacing guides</li> <li>Student work</li> <li>Common assessments</li> <li>Data Analysis</li> <li>Assessment data</li> <li>Grade-level meeting notes</li> <li>Leadership meeting notes</li> <li>Student Data Notebooks</li> </ul>	<p><b>School Leaders Demonstrate:</b> Deep understanding of the curriculum that is being taught in Reading, Math, Social Studies, and Science at each grade level along with the pacing guides.</p> <p><b>Teachers Demonstrate:</b> Clearly communicating the learning targets and the criteria and the criteria required to master the standards in Reading, Math, Social Studies, and Science.</p> <p>Consistent implementation of common assessments and benchmark assessments throughout the school year.</p> <p><b>Students Demonstrate:</b> Articulation of the learning targets in Reading, Math, Social Studies and Science through the use of a data notebook</p>	<ul style="list-style-type: none"> <li>On-going monitoring of articulation of both teachers and students of the learning targets in Reading, Math, Social Studies, and Science.</li> <li>Teachers teach according to designed curriculum documents and pacing guides at each grade level.</li> <li>Evidence of teachers establishing clear learning targets and success criteria for students.</li> <li>Students can articulate what they need to do to gain mastery of the standard</li> <li>EIP teachers are in all grades K-5 to provide interventions for failing or at risk students. In middle school, Math 180 and Read 180 interventions are being implemented.</li> </ul>



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	<p>frequency) tutoring, Early Intervention Programs (EIP)</p> <ul style="list-style-type: none"><li>• Teachers will continue to provide personalized learning plans (differentiated instruction) that incorporate monitoring and achievement growth.</li></ul>			
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**SMART GOAL #2 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

<b>GOAL</b>	<p><b>ENSURE A HIGH-QUALITY FUTURE-FOCUSED EDUCATION PROGRAM</b></p> <ul style="list-style-type: none"> <li>DIA teachers will inform students of the prevalence of educational technology in the contemporary world by integrating technology-infused teaching and learning strategies into the daily life of the classroom as evidenced by teacher lesson plans, classroom observation tools, and students’ artifacts.</li> <li>DIA administrators will utilize educational and informational technology to communicate effectively with parents and the community using various forms of social media platforms (Google Meets, Podcasts, YouTube, etc.) to encourage stakeholders to “get” and stay connected to the school’s mission and vision as evidenced by quantity and quality of social media views, comments, and feedback.</li> <li>DIA administrators will magnify and facilitate better student and operational performance schoolwide and ensures all teachers and students become exemplary users of educational technology as evidenced by high-quality professional development, teacher lesson plans, classroom observation tools, and students’ technology proficiency and learning assessments.</li> </ul>			
<b>Georgia School Performance Standard</b>	<b>Action/Strategies</b>	<b>Evaluation of Implementation and Impact on Student Learning</b>		<b>Monitoring Actions of Implementation</b>
		<b>Artifacts</b>	<b>Evidence</b>	
<p><b>Instruction Standard 6:</b> Uses appropriate, current technology to enhance learning.</p>	<ul style="list-style-type: none"> <li>Teachers will integrate technology into lessons</li> <li>Teachers will continue to implement project-based learning.</li> <li>Administrators will effectively communicate with parents using technology platforms</li> <li>Administrators will make technology-based (driven) professional development sessions available for teachers.</li> <li>Students will always have one-to-one technology</li> </ul>	<ul style="list-style-type: none"> <li>Likert Scale scores</li> <li>Student work samples</li> <li>Lesson plans</li> <li>Classroom observations</li> <li>Meeting recordings</li> <li>Professional Development agendas and sign-in sheets</li> </ul>	<p><b>School Leaders Demonstrate:</b> Deep understanding of the curriculum and current professional development sessions needed</p> <p><b>Teachers Demonstrate:</b> Deep understanding of educational technology platforms.</p> <p><b>Students Demonstrate:</b> Technology produced activities.</p>	<ul style="list-style-type: none"> <li>Classroom observations</li> <li>Documented school events</li> </ul>



**SMART GOAL #3 (Specific, Measurable, Attainable, Results-Based, and Time-Bound)**

Georgia School Performance Standard	Action/Strategies	Evaluation of Implementation and Impact on Student Learning		Monitoring Actions of Implementation
GOAL				
DEVELOP AN ENVIRONMENT THAT PROMOTES HIGHER LEARNING				
<ul style="list-style-type: none"> <li>100% of DIA teachers will create and facilitate an environment whereby students can discuss their future goals using their unique voices and insights to help them better analyze and understand college and career opportunities.</li> <li>100% of DIA teachers will infuse “college-going” learning activities in their classrooms daily to set and maintain high expectations for student learning and achievement as evidenced by weekly lesson plans and classroom observation tools.</li> <li>100% of DIA teachers will utilize the “<i>Teach Like a Champion</i>” (TLAC) and “<i>Positive Behaviors Incentive System</i>” (PBIS) to promote and maintain a schoolwide positive and compelling teaching and learning culture as indicated by classroom observation tools, and documented school events.</li> </ul>				
		Artifacts	Evidence	
<p><b>Curriculum Standard 2:</b> Design curriculum documents and aligns resources with the intended rigor of the required standards</p> <p><b>Instruction Standard 1:</b> Provides a supportive and well-managed environment conducive to learning</p> <p><b>Instruction Standard 8:</b> Establishes a learning environment that empowers students to actively monitor their own progress.</p>	<ul style="list-style-type: none"> <li>Teachers will implement college preparedness activities in their lessons</li> <li>Teachers will continue to utilize the TLAC &amp; PBIS strategies</li> </ul> <p><b>2023-2024 Career Requirements</b></p> <p><b>Career Clusters-</b> Elementary students K-4<sup>th</sup> grade will explore concepts and careers in the 17 Career Clusters (Videos, Power Point Presentations, etc.)</p> <p><b>Career Portfolio-</b> All 5<sup>th</sup> grade students will complete a Career Portfolio. Each student’s Career Portfolio will consist of a research essay and project. The Career Portfolio provides students the opportunity to conduct research and present information about a career of interest.</p> <p><b>My Career Plan-</b>My Career Plan provides middle school students with easy access to career assessments, the Individual Graduation Plan (IGP), and other academic and career planning tools within YouScience. Through My Career Plan:</p> <ul style="list-style-type: none"> <li>Grade 6 students take the YouScience Snippet to meet the Interest Inventory requirement.</li> <li>Grades 7 and 8 take the YouScience Snapshot to meet Interest and Aptitude Inventory requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Classroom observations</li> <li>Meeting recordings</li> <li>Professional Development agendas and sign-in sheets</li> <li>Classroom artifacts</li> </ul>	<p><b>School Leaders Demonstrate:</b> Deep understanding of the TLAC and PBIS programs and strategies.</p> <p><b>Teachers Demonstrate:</b> Deep understanding of career profiles</p> <p><b>Students Demonstrate:</b> Deep understanding of TLAC, PBIS, and Career profiles.</p>	<ul style="list-style-type: none"> <li>Weekly lesson plan checks</li> <li>Classroom observations</li> <li>Documented school events</li> </ul>