

**CNMI PUBLIC SCHOOL SYSTEM  
SCHOOL-WIDE IMPROVEMENT PLAN**



**School Name:**

**School Year:**

**Da'ok Academy**

**2017-2018**

**Overview:**

The overall objective of this plan is to improve the quality of instruction, student support, and staff professional development in order to effectively achieve the mission of Da'ok Academy. Formerly known as the Alternative Education Program, Da'ok Academy High School is now established as an official Public School System high school, made to provide an alternative learning setting for students not succeeding the general school population while continuing to meet their educational needs. Students in Da'ok Academy have been referred for academic, social, emotional, behavioral, and attendance reasons. The structure of the school serves as an intervention to help students remain on track towards graduation.

For School Year 2017-2018, Da'ok Academy has a new school administration with a new principal, vice principal, and counselor. This plan reflects the vision of the new administration and goals set for the new school year.

This details the instructional materials needed to facilitate engaging and enriching classroom activities. The program plan will use instructional materials including academic assessments, reference materials, mobile devices, digital technology hardware and software for instructional use, and other curricular research-based strategies/materials.

Professional development needs to be provided to the teaching, counseling, and administrative staff at Da'ok Academy to ensure that proper training and support is provided for faculty to grow and expand their skills to provide the best quality of services for students. With the implementation of the Every Student Succeeds Act, adoption of PSS' primary instructional resources for the system, and implementation of new programs, training and support needs to be provided to all of the instructional staff.

As a school that works with at-risk youth, training and support is needed for intervention and management in cases of social and emotional problems, substance abuse, bullying, truancy, and other at-risk factors.

**BUDGET ALLOCATION BREAKDOWN**

**Personnel Budget**

**Local**

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**Personnel Budget**

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**Local Budget**

**Operations Allocation: \$27,489.00**

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**Federal Budget**

**Allocation: Wellness: \$2,497**

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**Federal Budget**

**Parent Engagement: : \$2,000**

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**Federal Budget**

**Allocation: CTE: \$2,240**

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*\*Da'ok Academy currently does not have a PTSA Officers and a bank account.*

**Goal 1:**

Effective & Efficient Operations: All students and staff will have the available resources and services that support the school's purpose and direction to ensure student success.

**School Quality Factors:**

Clear Direction, Resource Management, Implementation Capacity, High Expectations

**Measurable Objective 1:**

To establish an efficient system that would enable smooth daily school and administrative operations by utilizing 75% of SWP budget by the first semester and the last 25% by July 31, 2018 as measured by School Expense Log.

**Evidence** - List data that support the Goal and Objective(s):

\$0 of the local and federal allocations was spent during School Year 2016-2017  
 School Expense Log for School Year 2017-2018

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Not Met	To date, 52.54% of the SWP has been spent.	12/29/17	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 2 (March 31)**

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

Status	Progress Notes	Created on	Created by
Not Met	To date, 72.71% of the SWP has been spent. Remaining balance will be used to renew licenses and purchase materials by the end of the school year.	3/26/18	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Not Met	To date, all of SWP has been either spent or encumbered.  However, because 75% of funds were not spent or encumbered before the end of December, the objective was not met.	6/29/18  10/22/18	Eric Evangelista Jonathan Aguon  Jonathan Aguon

**Strategy 1:**

Establish standardized operating procedures that create effective practices that support the daily operations, scheduled events, and time management of the school. With these procedures, staff are encouraged to complete administrative tasks if the process is efficient and effective. Further, these procedures would reduce frustration by reducing variability of processing tasks. The completion of tasks will result in staff feeling empowered about their work.

**Research Cited:**

“Can Standard Operating Procedures Be Motivating? Reconciling Process Variability Issues and Behavioural Outcomes.” Taylor & Francis, [www.tandfonline.com/doi/abs/10.1080/14783360500054236](http://www.tandfonline.com/doi/abs/10.1080/14783360500054236).

*Add updates of strategies if changed.*

**Activities:**

Form 07182017 -

*This form is to be used alongside the “CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans”*

<b>Activity</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Amount Budgeted</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
Purchase of Materials and Supplies (operations supplies)	Procurement	10/02/2017	07/31/2018	\$950	Local	Administration
Printing of Student Handbook and Staff Handbook	Policy and Process	04/01/2018	07/31/2018	\$600	SWP	Administration
Access to printing/copy machines to support school operations	Technology	10/2/2017	07/31/2018	\$840	SWP	Administration
Technology Maintenance	Technology	10/2/2017	07/31/2018	\$400	SWP	Administration

**Activities Progress Update 1 (December 31)**

<b>Status</b>	<b>Progress Notes</b>	<b>Created on</b>	<b>Created by</b>
In progress	Purchase of Materials and Supplies (operations supplies)	12/28/17	Eric Evangelista Jonathan Aguon
Completed	<b>Printing of Student Handbook and Staff Handbook</b> - handbooks have been printed and distributed	12/28/17	Eric Evangelista Jonathan Aguon

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

Completed	<b>Access to printing/copy machines to support school operations</b> - Toner has been purchased to last the school year.	12/28/17	Eric Evangelista Jonathan Aguon
In progress	<b>Technology Maintenance</b> - Software such as Office has been purchased. Updating or replacing peripherals is on-going.	12/28/17	Eric Evangelista Jonathan Aguon

### Activities Progress Update 2 (March 31)

Status	Progress Notes	Created on	Created by
In progress	Purchase of Materials and Supplies (operations supplies) - Most of requested materials and supplies have been procured and secured. Few devices and graduation materials are pending procurement.	03/26/18	Eric Evangelista Jonathan Aguon
In progress	<b>Technology Maintenance</b> - All devices are updated with Office software and necessary drivers. All teachers need access to a portable optical drive. It is pending procurement. PO is almost complete.	03/26/18	Eric Evangelista Jonathan Aguon

### Activities Progress Update 3 (July 31)

Status	Progress Notes	Created on	Created by
Completed	Purchase of Materials and Supplies (operations supplies) - All graduation materials and staff-requested materials procured.	06/21/18	Eric Evangelista Jonathan Aguon
Completed	<b>Technology Maintenance</b> - All devices are updated with Office software and necessary	06/21/18	Eric Evangelista Jonathan Aguon



	drivers. Portable optical drive already procured.		
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**Goal 2:**

Parental Engagement and Community Partnership - Da'ok Academy will engage families and community members in meaningful ways to improve their student's education and inform parents and the public of student success.

**School Quality Factors:**

Efficacy of Engagement, Healthy Culture

**Measurable Objective 1:**

By the end of June 2018, Da'ok Academy will increase parent and community engagement from 0% to 20% or higher (8 parents or more) as measured by the event attendance log.

**Evidence - List data that support the Goal and Objective(s):**

Attendance sheet of parent events  
 (4 PTSA meetings, 4 mid-progress open house events, 4 report card open house events, 1 parent summit)  
 Parent attendance and involvement was not documented for school year 2016-2017.

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Not Met	Da'ok Academy has had the first quarter mid-progress report and report card open house events. Eight parents showed up for the mid-progress report. The report card of three	12/29/17	Eric Evangelista Jonathan Aguon

	students were picked up. For second quarter, a mid-progress report open house was held, but only one parent picked up the reports.		
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**Measurable Objective Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Not Met	For the third quarter open house, only two parents showed up to pick up report cards. An aggressive effort was demonstrated through parent notices, parent calls, and announcements to students were made.	03/26/18	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Not Met	On May 10th, Da'ok Academy held a Parent Summit to review the SWP, graduation, and end of year reflection. 8 parents were in attendance which meets the objective of increasing parental involvement to 8 parents. While this is a small number, it is still growth.	06/21/18	Eric Evangelista Jonathan Aguon

**Strategy 1:**

Community outreach and partnership - Da'ok Academy will develop partnerships with outside agencies, organizations, and individuals who can provide support for our students beyond from the regular services provided at the school. In the past, Da'ok Academy (as the Alternative Education Program) did not document community outreach or partnership efforts. Research shows that "Parent, family, and community involvement in education correlates with higher academic performance and school improvement. When schools, parents, families, and communities work together to support learning, students tend to earn higher grades, attend school more regularly, stay in school longer, and enroll in higher level programs."

McREL defines Purposeful Community as “one with collective efficacy and capability to develop and use assets to accomplish goals that matter to all the community members through agreed-upon processes. McREL reminds us that schools have many assets to accomplish new goals or changes that they want to complete.”

**Research Cited:**

“The Enduring Importance of Parental Involvement.” *NEA Today*, 29 Apr. 2015, neatoday.org/2014/11/18/the-enduring-importance-of-parental-involvement-2/.

“Elements of Effective Practice for Mentoring™.” *Go to MENTOR.*, www.mentoring.org/program-resources/elements-of-effective-practice-for-mentoring/.

“Parent, Family, Community Involvement in Education” (pp. 1-4, Issue brief No. PB11). (2008). *Washington, DC: NEA Education Policy and Practice Department.* [http://www.nea.org/assets/docs/PB11\\_ParentInvolvement08.pdf](http://www.nea.org/assets/docs/PB11_ParentInvolvement08.pdf)

Marzano, R, et al. “School Leadership That Works: From Research to Results.” *McRel.* [https://www.mbaea.org/documents/filelibrary/bett\\_msit/july\\_23\\_24\\_2007/Purposeful\\_Com\\_Collective\\_Efficacy.pdf](https://www.mbaea.org/documents/filelibrary/bett_msit/july_23_24_2007/Purposeful_Com_Collective_Efficacy.pdf)

*Add updates of strategies if changed.*

**Activities:**

<b>Activity</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Amount Budgeted</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
Community Organization Mentorship & Partnership	Community Engagement & Parental Involvement	10/02/2017	06/05/2018	\$2,000	CG: Parent Engagement	Administration & Teachers
Mid-Progress & Report Card	Parental Involvement	10/02/2017	06/05/2018	\$0	N/A	Administration & Teachers

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*This form is to be used alongside the “CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans”*

Days						
Graduation Ceremony	Parental Involvement	10/02/2017	06/01/2018	\$3,600	Local	Administration & Teachers
PTSA	Parental Involvement	10/02/2017	06/05/2018	\$400	Local	Parents & Teachers

**Activities Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
In progress	<b>Community Organization Mentorship &amp; Partnership</b> - An anti-bullying presentation and Department of Public Health Outreach event on HIV/STD prevention, glucose/blood pressure testing, and family planning were conducted. A mentorship program is currently being planned.	12/29/17	Jonathan Aguon
Completed	<b>Mid-Progress &amp; Report Card Days</b> - Da'ok Academy has had the first quarter mid-progress report and report card open house events. For second quarter, a mid-progress report open house was held with the report card open house scheduled after grades are submitted.	12/29/17	Jonathan Aguon
In progress	<b>Graduation Ceremony</b> - To be held at the end of the school year.	12/29/17	Jonathan Aguon
In progress	<b>PTSA &amp; Summit</b> - The first PTSA October 5, 2017 was held. Unfortunately, no parents attended. The second PTSA meeting scheduled for December was postponed to January due to	12/29/17	Jonathan Aguon

	a busy calendar.		
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**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
In progress	<p><b>Community Organization Mentorship &amp; Partnership</b> - CNMI Scholarship and SHEFA conducted presentations to inform students about scholarship opportunities. The Northern Marianas College presented on the higher education options at the local college. The Commonwealth Cancer Association presented on the health risks of oral cancer and screen a local documentary on victims and patients with oral cancer. 500 Sails presented on its program that serves to teach the people of the CNMI the traditional practice of navigation and wayfinding. Da'ok can continued mentorship and tutoring through a partnership with Project PROA.</p>	3/26/18	Jonathan Aguon
In progress	<p><b>Graduation Ceremony</b> - To be held at the end of the school year. A venue has been secured (Pacific Islands Club for June 1, 2018). Diplomas and graduation regalia is in the procurement process.</p>	3/26/18	Jonathan Aguon
In progress	<p><b>PTSA &amp; Summit</b> - The third quarter PTSA meeting was rescheduled to fourth quarter due to several scheduling conflicts. A Da'ok Parent Summit is in the planning phase.</p>	3/26/18	Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

Status	Progress Notes	Created on	Created by
Completed	<p><b>Community Organization Mentorship &amp; Partnership</b> - April, May, and June was full of activities and presentations from the community. A highlight was the DFEMS collaboration for a Fire to Inspire Basketball Challenge between Da'ok Academy and DFEMS. The following are the events that the school coordinated:</p> <ul style="list-style-type: none"> <li>● Acheive3000 celebration</li> <li>● HIV/STD prevention</li> <li>● Chamorro/Carolinian Cultural Affairs collaboration for coconut leaf weaving</li> <li>● Voter Registration</li> <li>● DFEMS presentation</li> <li>● Chamorro cooking demonstration</li> <li>● Chief Justice Alexandro Castro presentation</li> <li>● DPS Presentation</li> <li>● CNMI SBDC presentation</li> <li>● Fire to Inspire DFEMS Basketball Challenge</li> </ul>	6/21/18	Jonathan Aguon
Completed	<p><b>Graduation Ceremony</b> - Da'ok Academy successfully held its first graduation ceremony where it conferred diplomas from the school</p>	6/21/18	Jonathan Aguon
Completed	<p><b>PTSA &amp; Summit</b> - Da'ok Academy held its first parent Summit on May 10, 2018. 8 families of students were in attendance.</p>	6/21/18	Jonathan Aguon

**Goal 3:**

High Student Performance - All students will be provided equitable access to rigorous learning experiences aligned to common

core standards to enhance learning, thinking, and life skills to college and career readiness.

**School Quality Factors:**

Impact of Instruction, High Expectations, Clear Direction, Implementation Capacity Resource Management

**Measurable Objective 1:**

Da'ok Academy will demonstrate an increase in the school's average Lexile scores of all Language Arts students by **8%** (62 lexile points) as measured by Achieve3000 Levelset (pre-assessment) data by 06/05/2018.

**Evidence** - List data that support the Goal and Objective(s):

Lexile data from Achieve3000

9th Grade: 611L

10th Grade: 648L

11th Grade: 776L

12th Grade: 782L

**Initial School LevelSet Average: 733L**

Expected Post-test Score: 795L

**Measurable Objective Progress Update 1 (December 31)**

<b>Status</b>	<b>Progress Notes</b>	<b>Created on</b>	<b>Created by</b>
Not Met	October Average Lexile: 790L November Average Lexile: 789L <u>December Average Lexile: 804L</u>  Increase from Pretest as of December: 71L	12/29/17	Jonathan Aguon

	<p>Initial Expected Post-test Score: 795L  <u>Current Expected Post-test Score: 795L</u></p> <p><b>On track to meet goal</b></p>		
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**Measurable Objective Progress Update 2 (March 31)**

<b>Status</b>	<b>Progress Notes</b>	<b>Created on</b>	<b>Created by</b>
Met	<p>January Average Lexile: 814L            February Average Lexile: 825L  <u>March Average Lexile: 832L</u></p> <p>Increase from Pretest as of March: 99L (832-733)</p> <p>Initial LevelSet average: 733L            Initial Expected Post-test Score: 795L  <u>Current Expected Post-test Score: 810L</u></p> <p><b>On track to surpass goal</b></p>	3/26/18	Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

<b>Status</b>	<b>Progress Notes</b>	<b>Created on</b>	<b>Created by</b>
Met	<p>April Average Lexile: 826L            May Average Lexile: 832L</p> <p><b>Post Test Average: 801L</b>            Goal of 795L is met.</p>	6/21/18	Jonathan Aguon

**Strategy 1:**



**Differentiated Instruction and use of technology**

Da'ok Academy will use data to evaluate, assess, and implement instruction that improves student achievement. Achieve3000 has been proven to be a power educational tool that allows students to monitor their own academic growth. The program “steadily increase students' ability to read, comprehend, apply and communicate information derived from complex text.” An independent research group confirmed these findings by adding, “Achieve3000 offers cloud-based, differentiated learning solutions that deliver grade-appropriate lessons to the entire class, while simultaneously tailoring them according to each student's precise reading level. The company offers solutions for learners of all ages, from pre-kindergartners to adult learners, and serves approximately two million students worldwide.”

**Research Cited:**

“Independent Study - Achieve3000® Improves Students' Literacy Growth.” *Achieve3000*, [www.achieve3000.com/news/independent-study-shows-achieve3000-significantly-improves-students-literacy-growth/](http://www.achieve3000.com/news/independent-study-shows-achieve3000-significantly-improves-students-literacy-growth/).

“How it Works.” *Achieve3000*, <http://www.achieve3000.com/how-it-works/>

*Add updates of strategies if changed.*

**Activities:**

<b>Activity</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Amount Budgeted</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
Achieve3000 Licenses	Assessment	10/02/2017	06/05/2018	\$2,250	SWP	Administration and teachers
Progress Monitoring (Data Dialogue)	Academic Support Program	10/02/2017	06/05/2018	\$450	N/A	Administration and teachers
Train staff and proctor ACT Aspire	Assessment	10/02/2017	05/25/2018	\$0	N/A	Administration and teachers
Purchase of	Technology	10/02/2017	06/05/2018	\$10,000	SWP	Administration

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Chromebooks & lockers						and teachers
Purchase and implementation of Renaissance Learning (Star Reading and Star Math)	Academic Support Program	10/02/2017	06/05/2018	\$5,930	SWP	Administration and teachers
Procurement of instructional materials and supplies	Academic Support Program	10/02/2017	06/05/2018	\$5,000	SWP	Administration and teachers
Procurement of technology tools	Technology	10/02/2017	06/05/2018	\$3,000	SWP	Administration
CTE Instructional Materials	Academic Support Program	10/02/2017	06/05/2017	\$2,240	CTE	Teachers

### Activities Progress Update 1 (December 31)

Status	Progress Notes	Created on	Created by
Completed	<b>Achieve3000 Licenses</b> - Licenses purchased and currently used in the classroom.	12/29/17	Jonathan Aguon
In Progress	<b>Progress Monitoring (Data Dialogue)</b> - Two data dialogue sessions were held to review the Achieve 3000 pre-test results and ASVAB results.	12/29/17	Jonathan Aguon

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

Completed	<b>Train staff and proctor ACT Aspire</b> - ACT Aspire was set up and proctored for Interim I	12/29/17	Jonathan Aguon
In Progress	<b>Purchase of Chromebooks &amp; lockers</b> - Not yet procured	12/29/17	Jonathan Aguon
Completed	<b>Purchase and implementation of Renaissance Learning (Star Reading and Star Math)</b> - Licenses purchased and accounts set up. Training and implementation will start at the beginning of third quarter.	12/29/17	Jonathan Aguon
In Progress	<b>Procurement of instructional materials and supplies</b> - Instructional supplies such as markers, calculators, and chart paper is on-going.	12/29/17	Jonathan Aguon
In Progress	<b>Procurement of technology tools</b> - Computer peripherals such as USB adapters, CD drives, speakers, and laptops have been made. Budgeted amount not exhausted.	12/29/17	Jonathan Aguon
In Progress	<b>CTE Instructional Materials</b> - purchase of CTE-aligned math supplemental books was processed. Order not yet received.	12/29/17	Jonathan Aguon

**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
In Progress	<b>Progress Monitoring (Data Dialogue)</b> - A data dialogue session was conducted to review progress on ACT Aspire Interim 2 results, Achieve3000 progress, and STAR Reading and	3/26/18	Jonathan Aguon

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

	Math results.		
In Progress	<b>Purchase of Chromebooks &amp; lockers</b> - Both PO's are processed; awaiting delivery	3/26/18	Jonathan Aguon
Complete	<b>Procurement of instructional materials and supplies</b> - All requested materials and supplies have been procured. This includes the materials for the STEM projects.	3/26/18	Jonathan Aguon
In Progress	<b>Procurement of technology tools</b> - Most computer peripherals have been purchased. Awaiting PO for CD drives and display adapters.	3/26/18	Jonathan Aguon
Complete	<b>CTE Instructional Materials</b> - purchase of CTE-aligned math supplemental books was processed. Order received.	3/26/18	Jonathan Aguon

### Activities Progress Update 3 (July 31)

Status	Progress Notes	Created on	Created by
Complete	<b>Progress Monitoring (Data Dialogue)</b> - A data dialogue reviewing the data on the SWP was conducted on June 8, 2018 with all Da'ok teachers.	6/21/18	Jonathan Aguon
Complete	<b>Purchase of Chromebooks &amp; lockers</b> - Both PO's are processed; awaiting delivery	6/29/18	Jonathan Aguon
Complete	<b>Procurement of technology tools</b> - All technology tools have been procured.	6/21/18	Jonathan Aguon

### Goal 4:

Form 07182017 -

This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"

Safe and Orderly Schools - all students will be provided a safe, clean, and healthy environment conducive to learning.

**School Quality Factors:**

Health Culture, Implementation Capacity, Resource Management, Impact of Instruction

**Measurable Objective 1:**

75% of the recommendations for repair and maintenance will be completed by July 2018 as measured by School Monitoring Report.

**Evidence** - List data that support the Goal and Objective(s):

% completion of tasks completed of the School Monitoring Report from SY 2016-2017

School Maintenance and Repair List:

- Repainting of building
- Buffing of floors
- A/C repair and maintenance
- Water dispenser cleaning
- Replacement of lights
- Organization of storage room
- Changing of damaged ceiling tiles
- Replacement of doors and handles/knobs

**Measurable Objective Progress Update 1 (December 31)**

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*This form is to be used alongside the "CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans"*

Status	Progress Notes	Created on	Created by
Not Met	School monitoring was requested to FDM on November 01, 2017 for OAS to conduct a school monitoring. A visit has not been made by Office of Administrative Service.	12/28/17	Jonathan Aguon

**Measurable Objective Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Not Met	As of this progress update, FDM/OAS has not formally conducted the school monitoring. However, VP office wall and door constructed. Floors were buffed over the Christmas break. Awaiting PO for materials to construct wall and door in H-3 restroom hallway.	3/26/18	Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Not Met	<p>As of this progress update, FDM/OAS has not formally conducted the school monitoring. Mr. Evangelista has communicated with the Acting Associate Commissioner of Administrative Services who acknowledged that a formal monitoring was not done during the school year but an inspection will be done over the summer.</p> <p>The wall and door construction for H-3 restroom is put on hold for consideration for student usage for new school year to accommodate for anticipated increase in student enrollment.</p>	6/21/18	Jonathan Aguon

**Strategy 1:**

School Facility Maintenance Management: All building facilities will need to be maintained during the school year. Repairs and maintenance will need to be performed as assessed. A plan for ensuring that all repairs and maintenance tasks will be created along with a timeline to ensure that all facilities are sanitary and in safety compliance.

Research has shown that school facility maintenance affects educational, physical and fiscal outcomes of the school. “Cleaning and maintenance of schools is vitally important and is often underemphasized and underperformed. Students feel better going to clean classes and sitting in clean desks and surroundings. Sanitation in schools is important because children face unique health hazards, especially respiratory infections, asthma attacks, skin disease, and diarrheal outbreaks.” Having a focus on school facility maintenance is both a daily and long-term priority for Da’ok Academy.

**Research Cited:**

“Planning Guide for Maintaining School Facilities.” *National Center for Education Statistics (NCES) Home Page, a Part of the U.S. Department of Education*, nces.ed.gov/pubs2003/maintenance/index.asp.

Berry, M, “Healthy School Environment and Enhanced Educational Performance.” [https://www.ciriscience.org/a\\_314-Healthy-School-Environment-and-Enhanced-Educational-Performance](https://www.ciriscience.org/a_314-Healthy-School-Environment-and-Enhanced-Educational-Performance)

*Add updates of strategies if changed.*

**Activities:**

<b>Activity</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Amount Budgeted</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
Maintenance schedule of air conditioners	Other	10/02/2017	06/05/2018	\$1,000	Local	Administration
Cleaning services &	Other	10/02/2017	06/05/2018	\$7,460	Local	Administration

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supplies for restrooms						
Facility Maintenance	Other	10/02/2017	06/05/2018	\$7,800	Local	Administration

**Activities Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Completed	<b>Maintenance schedule of air conditioners</b> - current PO existing for maintenance; A/C units cleaned in December.	12/28/17	Jonathan Aguon
In progress	<b>Cleaning services</b> - PO processed for floor cleaning, waxing, and buffing	12/28/17	Jonathan Aguon
In progress	<b>Facility Maintenance</b> - fan vents for restrooms need to be purchased and installed	12/28/17	Jonathan Aguon

**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Complete	<b>Cleaning services</b> - Floor wax and buffing done over Christmas break.	3/26/18	Jonathan Aguon
In progress	<b>Facility Maintenance</b> - fan vents for restrooms purchased; some materials are pending before FDM can be contacted to install.	3/26/18	Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
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Complete	Facility Maintenance - fan vents for restrooms are installed	8/07/18	Jonathan Aguon
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**Measurable Objective 2:**

100% compliance of all tasks and recommendations made by Emergency Preparedness Task List and School Monitoring Report by June 10, 2017.

**Evidence** - List data that support the Goal and Objective(s):

Percent completion of tasks completed of the Emergency Preparedness Task List and School Monitoring Report from SY 2016-2017.

Emergency Preparedness Task List:

- Fire extinguisher recharging and tagging
- Smoke detector replacement and battery change
- First aid kits
- Covering of all open outlets/conduits
- Printing and posting of all emergency signage

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Not Met	All emergency preparedness preparation has been done to be within compliance of DFEMS Fire Code. Activity for security cameras is not completed.	12/28/17	Jonathan Aguon

**Measurable Objective Progress Update 2 (March 31)**

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Status	Progress Notes	Created on	Created by
Not Met	Fire Watch Log maintained daily. Mr. Evangelista attended the Fire Watch training. Security cameras not yet procured. They will be procured by May 2018.	3/26/18	Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Not Met	Fire Watch Log maintained daily. All emergency and building safety activities completed. Assessment for quotations for security cameras made. Only one assessment has been done but no quotation submitted as of this date.	6/29/18	Jonathan Aguon

**Strategy 1:**

School inspection and compliance: Inspect the entire school premises for tasks that need to be completed to ensure school safety compliance. All tasks will be compiled to create a plan to address all issues and reach compliance.

Da’ok Academy is entrusted to provide a safe learning environment for our students and must have standard operating procedures for maintaining this safety. “By having plans in place to keep students and staff safe, schools play a key role in taking preventative and protective measures to stop an emergency from occurring or reduce the impact of an incident. Although schools are not traditional response organizations, when a school-based emergency occurs, school personnel respond immediately.”

**Research Cited:**

“Guide for Developing High-Quality School Emergency Operations Plans.” *Readiness and Emergency Management for Schools*, U.S. Department of Education, Office of Safe and Healthy Students, June 2013, [rems.ed.gov/docs/REMS\\_K-12\\_Guide\\_508.pdf](https://www.rems.ed.gov/docs/REMS_K-12_Guide_508.pdf).

*Add updates of strategies if changed.*

**Activities:**

Form 07182017 -

*This form is to be used alongside the “CNMI PSS Standard Operating Procedures (SOPs) for School-Wide Improvement Plans”*

Activity	Activity Type	Begin Date	End Date	Amount Budgeted	Funding Source	Staff Responsible
Emergency Preparedness Task Completion	Policy and Process	10/02/2017	06/05/2018	\$1,330	Local	Administration
Security Cameras & radios	Other	10/02/2017	06/05/2018	\$2,100	Local	Administration
Fire Watch Log	Other	10/02/2017	06/05/2017	0	N/A	Administration

#### Activities Progress Update 1 (December 31)

Status	Progress Notes	Created on	Created by
Completed	<b>Emergency Preparedness Task Completion</b> - All fire extinguishers are recharged and properly charged. Emergency procedures are all posted. First-aid kits purchased.	12/28/17	Eric Evangelista Jonathan Aguon
In progress	<b>Security Cameras &amp; Radios</b> - PO for radios completed but items are backordered. Cameras not yet ordered.	12/28/17	Eric Evangelista Jonathan Aguon
Completed	<b>Fire Watch Log</b> - Fire watch is consistently updated on a daily basis.	12/28/17	Eric Evangelista Jonathan Aguon

**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
In progress	<b>Security Cameras &amp; Radios</b> - PO for radios completed but items are still backordered, followed up in February. Cameras not yet ordered. They will be procured by May 2018.	3/26/18	Eric Evangelista Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
In progress	<b>Security Cameras &amp; Radios</b> - PO for radios completed but items are still backordered. Procurement for security cameras has started with request for quotation.	4/21/18	Eric Evangelista Jonathan Aguon

**Measurable Objective 3:**

70% of our students will participate in our Positive Youth Behavior Activities as measured by the attendance rate of these events.

**Evidence** - List data that support the Goal and Objective(s):

Attendance rate based on student attendance sheets  
 Event permission slip and agenda  
 Event pictures

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
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Not Met	Several activities have been scheduled for the second semester. More activities will be scheduled through the year.	12/28/17	Eric Evangelista Jonathan Aguon
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**Measurable Objective Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Met	A field trip was scheduled and held on March 22nd (83% of students participated). Students visited historical sites and engaged in team building activities. Two students attended Youth For Youth Live Conference on Guam to learn about leading issues for youth in the Marianas and to be young leaders as positive role models. They will be involved in organizing a CNMI Youth Summit on April 6th.	3/26/18	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Met	Objective Met (see previous objective)	4/21/18	Eric Evangelista Jonathan Aguon

**Strategy 1:**

Positive Support for Youth: Providing positive learning experiences will be coordinated by the school counselor to encourage and foster positive and safe behaviors. These events include inspirational speakers, mentorship luncheons, activities that involve themes such as teambuilding, anti-bullying, anti-drug, and positive self-esteem.

In most Alternative Education (AE) programs, the typical modes of behavior modification are punitive in nature but research shows that a positive approach has been a more effective to behavior management. "AE programs can provide important behavior support for youth with specific and special learning and behavior needs; however, evidence-based practices must be organized so

that youth, staff, and family members can benefit. This PBIS framework offers a means of achieving this organizational effectiveness and efficacy.”

**Research Cited:**

Simonsen, B., & Sugai, G. (2013). PBIS in Alternative Education Settings: Positive Support for Youth with High-Risk Behavior. *Education & Treatment Of Children*, 36(3), 3-14.

*Add updates of strategies if changed.*

**Activities:**

Activity	Activity Type	Begin Date	End Date	Amount Budgeted	Funding Source	Staff Responsible
Positive Youth Behavior Activities	Behavior Support Program	10/02/2017	05/15/2018	\$2,497	CG: Wellness	Counseling
Positive reinforcement incentives	Behavior Support Program	10/02/2017	06/05/2018	\$800	Local	Administration & teachers

**Activities Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
In progress	<b>Positive Youth Behavior Activities</b> - Anti-bullying presentations by Gerard Van Gils and Officer Jason Tarkong were successfully conducted. Teen Dating Violence presentation (scheduled for December 20) was cancelled and possibly scheduled for January	12/28/17	Eric Evangelista Jonathan Aguon
In progress	<b>Positive Reinforcement Incentives</b> - a Thanksgiving and Christmas lunch were	12/28/17	Eric Evangelista Jonathan Aguon

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	provided to students for a positive school experience. Other incentives for recognizing positive behavior are in the planning phase.		
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**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Completed	<b>Positive Youth Behavior Activities</b> - Two students attended Youth For Youth Live Conference on Guam to learn about leading issues for youth in the Marianas and to be young leaders as positive role models. They will be involved in organizing a CNMI Youth Summit on April 6th.	3/26/18	Eric Evangelista Jonathan Aguon
Completed	<b>Positive Reinforcement Incentives</b> - A field trip was scheduled and held on March 22nd. Students visited historical sites and engaging in team building activities.	3/26/18	Eric Evangelista Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Complete	All activities completed (see previous progress update)	6/21/18	Eric Evangelista Jonathan Aguon

**Goal 5:**

High Qualified and Effective Personnel - All CNMI PSS personnel will demonstrate certifications and professional growth as we develop towards being a more purposeful community that supports student learning.

**School Quality Factors:**

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Resource Management, Implementation Capacity, High Expectations

**Measurable Objective 1:**

By June 2018, 75% of teachers and staff will demonstrate certifications and professional growth by earning a minimum of 60 or more professional development hours as measured by their PD logs.

**Evidence** - List data that support the Goal and Objective(s):

Da'ok Academy does not have any data collected for teacher PD hours.

**Professional Development Accountability Sheets**

ELEOT Data

Power Walkthrough Data

McRel Teacher Evaluation

Teacher Professional Development Plan

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Not Met	All teachers given the PD tracking sheet. Non-violent Crisis Management training conducted (8 hours). Teachers attended State-wide PD (8 hours).	12/28/17	Jonathan Aguon

**Measurable Objective Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
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Not Met	In addition to the regular PD sessions at the school, all Da'ok staff attended the Rigor & Relevance training at Marianas High School library on February 21st.	3/26/18	Eric Evangelista Jonathan Aguon
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**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Met	All staff completed at least 60 hours of professional development. Both principal and vice principal received their Professional Administrator certification in April. 75% of staff (five out of eight) are highly qualified.	6/29/18	Eric Evangelista Jonathan Aguon

**Strategy 1:**

Individualized Professional Development - Based on the teachers evaluations and observations conducted using the ELEOT, Power Walkthrough, and McRel Teacher Evaluation, an individualized professional development plan will be developed to identified areas of professional growth and for certification.

“Professional development refers to many types of educational experiences related to an individual’s work . . . In education, research has shown that teaching quality and school leadership are the most important factors in raising student achievement. For teachers and school and district leaders to be as effective as possible, they continually expand their knowledge and skills to implement the best educational practices. Educators learn to help students learn at the highest levels.”

Research Cited:

“Linking Teacher Evaluation to Professional Development: Focusing on Improving Teaching and Learning.” *Center on Great Teachers & Leaders*, May 2012, [www.gtcenter.org/sites/default/files/docs/LinkingTeacherEval.pdf](http://www.gtcenter.org/sites/default/files/docs/LinkingTeacherEval.pdf).

Mizell, H, “Why Professional Development Matters.” *Learning Forward*.  
[https://learningforward.org/docs/pdf/why\\_pd\\_matters\\_web.pdf](https://learningforward.org/docs/pdf/why_pd_matters_web.pdf)

Add updates of strategies if changed.

**Activities:**

Activity	Activity Type	Begin Date	End Date	Amount Budgeted	Funding Source	Staff Responsible
Classroom observation	Professional Learning	10/2/17	4/15/18	\$0	N/A	Principal
Teacher evaluation	Professional Learning	10/2/17	4/15/18	\$0	N/A	Principal
Praxis guide and materials	Professional Learning	10/2/17	4/15/18	\$300	SWP	Administration
School level professional development	Professional Learning	10/2/17	4/15/18	\$3,200	Local	Administration

**Activities Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Completed	<b>Classroom Observation</b> - Mr. Evangelista conducted classroom observations between November 6 through November 30, 2017.	12/28/17	Eric Evangelista Jonathan Aguon
In progress	<b>Teacher Evaluation</b> - Not yet conducted. Formal observations with teacher will be conducted in second semester after review of the McRel Teacher Evaluation. Principal is not yet given access by HRO.	12/28/17	Eric Evangelista Jonathan Aguon

In progress	<b>Praxis Guide</b> - materials not yet procured	12/29/17	Eric Evangelista Jonathan Aguon
In progress	<b>School-level professional development</b> - Room rental for PD not yet made.	12/28/17	Eric Evangelista Jonathan Aguon

**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
In progress	<b>Teacher Evaluation</b> - Not yet conducted. Formal observations with teacher will be conducted in the fourth quarter. Principal given training by VP on accessing the McRel Teacher Evaluation site. All teaching staff completed their self-assessment.	3/26/18	Eric Evangelista Jonathan Aguon
In progress	<b>Praxis Guide</b> - materials not yet procured	3/26/18	Eric Evangelista Jonathan Aguon
In progress	<b>School-level professional development</b> - Room rental for PD not yet made.	3/26/18	Eric Evangelista Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Completed	<b>Teacher Evaluation</b> - All teachers have had at least two formal evaluations by the principal using the McRel teacher evaluation tool.	6/29/18	Eric Evangelista Jonathan Aguon
Completed	<b>Praxis Guide</b> - Purchase order is completed and given to vendor; awaiting delivery from vendor	6/29/18	Eric Evangelista Jonathan Aguon
Completed	<b>School-level professional development</b> - End	6/29/18	Eric Evangelista

	of year PD conducted at PIC. Staff collaborated on the school diagnostic assessment for accreditation		Jonathan Aguon
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**Goal 6:**

High Performing and High Reliability Systems - Da'ok Academy will engage all stakeholders in accountability and monitoring to ensure continuous improvement.

**School Quality Factors:**

Clear Direction, High Expectation, Implementation Capacity

**Measurable Objective 1:**

By the end of the school year, 100% of the objective progress updates will be completed by the established due dates as measured by the School-Wide Improvement Plan.

**Evidence** - List data that support the Goal and Objective(s):

- Progress updates
- Staff Meeting minutes

**Measurable Objective Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
Not Met	Progress updated completed by the deadline	12/29/17	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
Not Met	Progress updates completed before the deadline. This is marked as "Not Met" because the year is not yet over. However, updates are progressively monitored. Work sessions scheduled to update it before the deadline.	3/31/18	Eric Evangelista Jonathan Aguon

**Measurable Objective Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
Met	Progress updates were done in a timely manner.	6/29/18	Eric Evangelista Jonathan Aguon

**Strategy 1:**

Creation and maintenance of the school-wide plan  
School accountability is one of the requirements under No Child Left Behind (NCLB). Therefore, the CNMI Public School System mandates school accountability on academic achievement be closely monitored using the School-Wide Improvement Plan (SWP) that is used for accreditation. Da'ok Academy will continue to create and maintain its school wide plan by having all stakeholder involved in the process.

Research Cited:  
"Accreditation, Accountability, and Continuous Improvement." *AdvancED*,  
[www.advanc-ed.org/source/accreditation-accountability-and-continuous-improvement](http://www.advanc-ed.org/source/accreditation-accountability-and-continuous-improvement).

*Add updates of strategies if changed.*

**Activities:**

Activity	Activity Type	Begin Date	End Date	Amount Budgeted	Funding Source	Staff Responsible
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eProve surveys	Community Engagement	10/2/17	6/5/18	\$0	N/A	Administration
Advanc-Ed school diagnostic	Other	10/2/17	6/5/18	\$0	N/A	Administration
SWP Progress Notes	Other	10/2/17	6/5/18	\$0	N/A	Administration

**Activities Progress Update 1 (December 31)**

Status	Progress Notes	Created on	Created by
In progress	eProve surveys and school diagnostic not yet conducted. No parents attended the first PTSA for the eProve survey.	12/28/17	Jonathan Aguon
	SWP Progress notes completed	12/29/17	Jonathan Aguon

**Activities Progress Update 2 (March 31)**

Status	Progress Notes	Created on	Created by
In progress	eProve surveys and school diagnostic not yet conducted. They will be done at the planned Da'ok Parent Summit for April 27, 2018.	3/26/18	Jonathan Aguon
	March SWP Progress notes completed.	3/26/18	Jonathan Aguon

**Activities Progress Update 3 (July 31)**

Status	Progress Notes	Created on	Created by
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Completed	All progress updates are done in a timely manner. Results and updates were shared with staff on June 7, 2018. Final progress updates were completed on June 29, 2018.	6/29/18	Jonathan Aguon
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**Goals Summary:**

#	Goal Name	Goal Details (Number of SQF, Number of Objectives, Number of Strategies, Number of Activities)	Goal Type (Organizational or Academic)	Total Funding
1	Effective and Efficient Operations - All students and staff will have the available resources and services that support the school's purpose and direction to ensure student success.	<p><b>SQF:</b> Clear Direction, Resource Management, Implementation Capacity, High Expectations</p> <p><b>Objectives:</b> To establish an efficient system that would enable smooth daily school and administrative operations by utilizing 75% of SWP budget by the first semester and the last 25% by July 31, 2018 as measured by School Expense Log.</p> <p><b>Strategies:</b> Establish standardized operating procedures that create effective practices that support the daily operations, scheduled events, and time management of the school. With these procedures, staff are encouraged to complete administrative tasks if the process is efficient and effective. Further,</p>	Organizational	<p>\$2,790</p> <hr/> <p>\$950 (Local)</p>

		<p>these procedures would reduce frustration by reducing variability of processing tasks. The completion of tasks will result in staff feeling empowered about their work.</p> <p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1) Purchase of Supplies and Material</li> <li>2) Printing of Staff and Student Handbook</li> <li>3) Access to printing/copy machines to support school operations.</li> <li>4) Technology Maintenance</li> </ol>		<p>\$600 (Federal)</p> <p>\$840 (Federal)</p> <p>\$400 (Federal)</p>
2	<p>Parental Engagement and Community Partnership - Da'ok Academy will engage families and community members in meaningful ways to improve their student's education and inform parents and the public of student success.</p>	<p><b>SQF:</b> Efficacy of Engagement, Health Culture</p> <p><b>Objectives:</b> By the end of June 2018, Da'ok Academy will increase parent and community engagement from 0% to 20% or higher (8 parents or more) as measured by the event attendance log.</p> <p><b>Strategies:</b> Community outreach and partnership</p> <p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1) Community organization mentorship partnership</li> <li>2) Mid-progress/Report Card Day</li> <li>3) Graduation</li> <li>4) Establish PTSA organization</li> </ol>	Organizational	<p>\$5,800</p> <hr/> <p>\$1,800 (Federal)</p> <p>\$0</p> <p>\$3,600 (Local)</p> <p>\$400 (Federal)</p>
3	High Student Performance - All students	<b>SQF:</b> Impact of Instruction, High	Academic	\$28,870



	<p>will be provided equitable access to rigorous learning experiences aligned to common core standards to enhance learning, thinking, and life skills to college and career readiness.</p>	<p>Expectations, Clear Direction, Implementation Capacity Resource Management  <b>Objectives:</b> Da'ok Academy will demonstrate an increase in the school's average Lexile scores of all Language Arts students by <b>8%</b> (62 lexile points) as measured by Achieve3000 Levelset (pre-assessment) data by 06/05/2018.  <b>Strategies:</b> Differentiated instruction and use of technology.  <b>Activities:</b>  1) Achieve3000 licenses  2) Progress Monitoring  3) ACT Aspire training and proctoring  4) Purchase of Chromebooks &amp; storage locker  5) Purchase Renaissance licenses  6) Purchase of instructional materials and supplies  7) Technology Tools  8) CTE Instructional materials</p>		<hr/>           \$2,250 (Federal) \$450 (Federal) \$0  \$10,000 (Federal)  \$5,930 (Federal) \$5,000 (Federal)  \$3,000 (Federal) \$2,240 (Federal)
4	<p>Safe and Orderly Schools - all student will be provided a safe, clean, and healthy environment conducive to learning.</p>	<p><b>SQF:</b> Health Culture, Implementation Capacity, Resource Management, Impact of Instruction  <b>Objectives:</b> (1) 775% of the recommendations for repair and maintenance will be completed by</p>	Organizational	\$22,987 <hr/>

		<p>July 2018 as measured by School Monitoring Report. (2) 100% compliance of all tasks and recommendations made by Emergency Preparedness Task List and School Monitoring Report by June 10, 2017. (3) 70% of our students will participate in our Positive Youth Behavior Activities as measured by the attendance rate of these events.</p> <p><b>Strategies:</b> School Facilities Management; School Inspection and Compliance; Positive support for youth</p> <p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1) Maintenance schedule of air conditioners</li> <li>2) Cleaning services &amp; supplies for restrooms</li> <li>3) Facility Maintenance</li> <li>4) Emergency Preparedness Task Completion</li> <li>5) Security Cameras &amp; radios</li> <li>6) Fire Watch Log</li> <li>7) Positive Youth Behavior Activities</li> <li>8) Positive reinforcement incentives</li> </ol>		<p>\$1,000 (Local)</p> <p>\$7,460 (Local)</p> <p>\$7,800 (Local)</p> <p>\$1,330 (Local)</p> <p>\$2,100 (Local)</p> <p>\$0</p> <p>\$2,497 (Federal)</p> <p>\$800 (Local)</p>
5	High Qualified and Effective Personnel - All CNMI PSS personnel will	<b>SQF:</b> Resource Management, Implementation Capacity, High	Organizational	\$3,500

	demonstrate certifications and professional growth as we develop towards being a more purposeful community that supports student learning.	<p>Expectations</p> <p><b>Objectives:</b> By June 2018, 75% of teachers and staff will demonstrate certifications and professional growth by earning a minimum of 60 or more professional development hours as measured by their PD logs.</p> <p><b>Strategies:</b> Individualized Professional Development Activities:</p> <ol style="list-style-type: none"> <li>1) Classroom observation</li> <li>2) Teacher evaluation</li> <li>3) Praxis guide and materials</li> <li>4) School level professional development</li> </ol>		<p>\$0</p> <p>\$0</p> <p>\$300 (Federal)</p> <p>\$3,200 (Local)</p>
6	High Performing and High Reliability Systems - Da'ok Academy will engage all stakeholders in accountability and monitoring to ensure continuous improvement.	<p><b>SQF:</b> Clear Direction, Efficacy of Engagement, High Expectations, Resource Management</p> <p><b>Objectives:</b> By the end of the school year, 100% of the objective progress updates will be completed by the established due dates as measured by the School-Wide Improvement Plan.</p> <p><b>Strategies:</b> Creation and maintenance of the school-wide plan</p> <p><b>Activities:</b></p> <ol style="list-style-type: none"> <li>1) eProve surveys</li> <li>2) Advanc-Ed school diagnostic</li> <li>3) SWP Progress Notes</li> </ol>	Organizational	<p>\$0</p> <hr/> <p>\$0</p> <p>\$0</p> <p>\$0</p>

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