

Kula Aupuni Niihau A Kahelelani Aloha

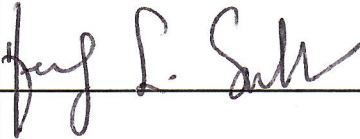

Comprehensive Academic Plan (CAP)

Last Approved Revision: 07/20/20

A. Assurances

- A. **The school's Academic Plan is based on a Comprehensive Needs Assessment** of the entire school. Multiple forms of data including performance, demographic, process, and perception which included measures that are collected and used in the ESSA Hawaii State Plan. For more details, see the Comprehensive Needs Assessment Data Narrative and the CNA Data Report. (SW1)
- B. **The school's Academic Plan is developed with a variety of stakeholders.** Our planning team included parents, members of the community, and individuals who will implement and monitor the plan such as teachers, school leaders, paraprofessionals, and other school staff determined by the school. Planning team members and their roles are listed below (SW2):
1. Hedy Sullivan Poo
 2. Benson Broyles Social Studies/SPED/Music Licensed teacher
 3. Shantel Stevens Elementary Kumu K-2
 4. Kia Matias Para-Professional/Parent
 5. Steven Sullivan Licensed Secondary Math/Science Teacher
- C. **The school's Academic Plan and its implementation will be regularly monitored.** The school is responsible for developing and updating an Implementation Plan that aligns to the Academic Plan. (SW3)
- D. **The school's Academic Plan will be revised as necessary based on student needs.** Any revisions made to this plan will be reviewed with the planning team and shared with the Governing Board. All revisions must be reflected in the school budget plans. (SW3)
- E. **The school's Academic Plan is available to the public while protecting the privacy of students and staff.** This plan is accessible to parents in appropriate languages when practicable. Any private or identifiable information is redacted from the plan prior to posting to your website. (SW4)

By signing below and submitting your plan, you are acknowledging that you understand and agree to the assurances above.

Role	Name	E-Signature	Date
School Leader	Hedy L. Sullivan		7/16/2020
Governing Board Chair	Kuulei Kaaumoana		7/16/2020

B. Overview

- **Student Performance Challenges** (Performance Challenges) describe areas of low student academic achievement that the school is committed to improving. Schools focus on 1-3 challenges.
- **Performance Targets** are goals for improved performance in those challenge areas for the next 3 years.
- **Major strategies** have been designed to address the performance challenges and achieve performance targets. There may be more than one major strategy used to address a performance challenge or alternatively, a single strategy might address more than one performance challenge.
- **Key Actions** support the implementation of the major strategies and describe the milestones necessary to make the strategy work. By identifying the **various funding sources** for each **key action**, schools can consider how best to leverage multiple funding sources for a single school priority. For the purpose of reviewing this document, Federal Programs Team (FPT) and The Hawaii Department of Education are only interested in ensuring allowable use and technical compliance for Federal Title Funds. However, FPT may use the plans to identify commonalities across the charter complex area in order to best utilize complex area funding and to partner with other stakeholders to scale resources and opportunities across the state.
- **The Implementation Plan** (separate from this plan) is a more granular document to be used to drive the short-term work involved in hitting the key actions. By keeping the implementation, a school-facing, flexible document, implementation tasks can be kept current and be modified easily.
- **For schools offering preschool:** While the **Performance Challenges** must be based on the academic performance of K-12th grade students, the strategies and key actions for delivering those strategies can be the same as, or informed by, the strategies in the preschool/early learning grant. By including early learning strategies and funding to support schoolwide strategies, both funding and school improvement focus is aligned and leveraged to have the maximum impact.

NorthwWest Evaluation Association – NWEA is a Common Core State Standards (CCSS) based formative assessment for Math, Reading and Language Usage as well as for science which is based upon Next Generation Science Standards (NGSS).

C. Plan Snapshot

Performance Challenge I

Low Math Growth on NWEA. Three-year RIT score growth on NWEA Math Assessment compared to the 3-year normative growth data is 60%.

Performance Challenge II

Low Reading Growth on NWEA. Three-year RIT score growth on NWEA Reading assessment compared to the 3-year normative growth data is 53%.

Performance Challenge III

Identified Root Causes and Contributing Conditions (CNA)

KANAKA PCS Governance Board (GB) recognizes that high student turnover, high teacher turnovers and the ability to grow local highly effective teaching resources are root causes for low student performance. The KANAKA PCS GB and administration are actively implementing strategically planned efforts that will result in school improvements in the form of high-quality educational opportunities supportive of Olelo Kanaka Niihau, Hawaiian culture, learning to standards from highly effective teachers in a stable facility upgraded to support community needs.

Performance Target SY 2022-2023

Increase Math 3-year RIT Growth to 75%

SY 2021-2022

Performance Target SY 2022-2023

Increase Reading 3-year RIT Growth to 65%

SY 2021-2022

Performance Target SY 2022-2023

90% of Haumana show at least 1 grade level growth in ELA by the end of the year.

SY 2021-2022

Increase Math 3-year RIT Growth to 70%

SY 2020-2021

Increase Reading 3-year RIT Growth to 60%

SY 2020-2021

80% of Haumana show least 1 grade level growth in ELA by the end of the year.

SY 2020-2021

Increase Math 3-year RIT Growth to 65%

Increase Reading 3-year RIT Growth to 55%

70% of Haumana show least 1 grade level growth in ELA by the end of the year.

Major Improvement Strategies to Address Root Causes & Performance Challenges

Teach to the standards, use formative assessment to inform instruction, encourage staff through professional development, increase teacher effectiveness and improve educational delivery with infrastructure.

D. Academic Plan (sw6)

I. Major Improvement Strategy 1: Student Engagement and Knowledge Building

Description: Utilize standards-based resources with reading to engage learning that builds knowledge bases for students that allow them to express and utilize as they strive for higher levels of proficiency

SY 2020-2021: Key Action Steps, Necessary Resources, Funding Sources

Key Actions	Funding Source (indicate all that apply)
A. Continue to improve student understanding of math content using Engage NY math curriculum used in Grades K-2 through instruction that is informed by the NWEA formative assessment.	<input type="checkbox"/> Title I- General 18902 <input checked="" type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input checked="" type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input checked="" type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
B. Continue to improve K-2 student reading abilities using guided level reading levels of Fountas & Pinnell, vocabulary and comprehension building using Smarty Ants or Achieve 3000 based upon ability and informed by NWEA formative assessment.	<input type="checkbox"/> Title I- General 18902 <input checked="" type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input checked="" type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input checked="" type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
C. Fully implement student understanding of math content using Engage NY math curriculum used in Grades 3-5 through instruction that is informed by the NWEA formative assessment.	<input type="checkbox"/> Title I- General 18902 <input checked="" type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input checked="" type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
D. Fully implement improvement of 3-5 student reading abilities using guided level reading levels of Fountas & Pinnell, vocabulary and comprehension building using Achieve 3000 and thought question responses based upon improvement confirmed by NWEA formative assessment.	<input type="checkbox"/> Title I- General 18902 <input checked="" type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input checked="" type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
E. Increase family engagement and communication through the use of Class Dojo and school website.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input checked="" type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
F. Continue to provide Secondary student instruction personalized to fill needs the will move students towards achievement of common core standards proficiency at grade level with instructional needs assessed and grouped by NWEA	<input type="checkbox"/> Title I- General 18902 <input checked="" type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input checked="" type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning

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II. Major Improvement Strategy 2: Develop Hawaii Based Educational Talent

Description: Encourage staff, graduates, alumni and community members to pursue higher education degrees with an eye towards teaching at KANAKA PCS

SY 2020-2021: Key Action Steps, Necessary Resources, Funding Sources

Key Actions	Funding Source (indicate all that apply)
A. Purchase upgraded SMART Board capabilities for classrooms whose equipment is failing or degrading into an unusable condition.	<input checked="" type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
B. Purchase teacher instructional aides to improve student learning opportunities.	<input checked="" type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
C. Encourage existing non-degreed staff to pursue higher education by offering reimbursements for college classes completed with a passing grade.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
D. Offer incentives to staff that are enrolled in college classes that are working towards a bachelor's degree.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
E. Hire local professionals to fill teaching positions.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning
F. Encourage staff with professional development opportunities.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Other grant <input checked="" type="checkbox"/> Title II- Non HQ 20696 <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input checked="" type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> No Funding Needed <input type="checkbox"/> CSI- 18927 <input type="checkbox"/> Early Learning

<p>G. Develop loyal workers that earn higher degrees as school leadership professionals.</p>	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Other grant <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed <input type="checkbox"/> Early Learning
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III. Major Improvement Strategy 3: Facilities Upgrades and Improvements

Description: Provide classroom equipment upgrades as facilities improvements are being made.

SY 2020-2021: Key Action Steps, Necessary Resources, Funding Sources

Key Actions	Funding Source (indicate all that apply)	
<p>A. Upgrade facilities to promote healthy school environments (playground).</p>	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input checked="" type="checkbox"/> Other grant <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed <input type="checkbox"/> Early Learning
<p>B. Upgrade school surroundings to improve campus security and promote a safe external grounds at the facility (Rock Wall).</p>	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input checked="" type="checkbox"/> Other grant <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed <input type="checkbox"/> Early Learning
<p>C. Repair aging roof.</p>	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input checked="" type="checkbox"/> Other grant <input type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed <input type="checkbox"/> Early Learning

IV. Other Improvement Efforts

These improvement efforts may not be directly related to your MAJOR improvement strategies but still require attention and funding. Use this section to describe those efforts and how they are aligned to a need identified through the CNA process.

Key Action Steps & Resources	Rationale Based on Needs Assessment	Funding Source (indicate all that apply)	
Value Added – Olelo Kanaka Niihau language acquisition rubrics	Fully integrated bilingual approach to language acquisition	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Other grant <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed
Olelo Kanaka Niihau language and culturally based student readers	Develop connectedness to Olelo Kanaka Niihau and culture	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Other grant <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed
Maintain and upgrade facility	Promote school pride and ohana connectedness.	<input type="checkbox"/> Title I- General 18902 <input type="checkbox"/> Title I- Fam Eng 18935 <input type="checkbox"/> Title II- Non HQ 20696 <input type="checkbox"/> Title II- PD 20697 <input type="checkbox"/> CSI- 18927	<input type="checkbox"/> Kamehameha Schools <input type="checkbox"/> Other grant <input checked="" type="checkbox"/> Per Pupil/ Gen Funds <input type="checkbox"/> No Funding Needed