

North Carolina Virtual Academy

School Improvement Plan

September 2021- June 2023

Mission: NCVA is a community of students, families and educators dedicated to expanding educational choice through innovative and technology rich instructional practices, and accountable for developing each student’s full potential for academic and post- secondary success.

K12/Stride Mission: To transform learning for every student through inspired teaching and personalized learning.

School Demographic Data:

- Free/Reduced Lunch: 57%
- Exceptional Children Population: 12%

GRADE LEVEL	American Indian or Alaska Native		Asian		Black or African-American		Hispanic or Latino		Multi-racial		Native Hawaiian or Other Pacific Islander		Undefined		White or Caucasian		Grand Total Students in grade							
Row Label	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male								
10th Grade	2	1	3	2	3	5	41	33	74	4	4	8	1	1	2	1	3	4	78	63	141	237		
11th Grade	1	2	3	4	1	5	29	20	49	12	10	22		3	3	1		1	74	46	120	203		
12th Grade		3	3	1	1	2	13	10	23	5	4	9	1		1	1		1	43	42	85	124		
1st Grade	3	4	7	8	4	12	50	61	111	9	18	27	8	6	14	3		3	68	55	123	297		
2nd Grade	5	3	8	4	10	14	66	49	115	7	5	12	5	5	10		2	2	1	1	62	52	114	276
3rd Grade	1	3	4	2	3	5	65	50	115	6	14	20	12	7	19		1	1	61	78	139	303		
4th Grade	2	2	4	7	5	12	42	48	90	3	7	10	4	7	11	2		2	65	65	130	259		
5th Grade	4	1	5	2	7	9	45	53	98	9	8	17	9	6	15	2		2	66	89	155	301		
6th Grade	5	3	8	2	7	9	52	58	110	18	13	31	7	8	15	1		1	91	85	176	350		
7th Grade	3	5	8	3	1	4	50	62	112	12	9	21	5	5	10	1	1	2	67	80	147	304		
8th Grade	3	4	7	5	4	9	50	56	106	16	17	33	6	2	8		1	1	74	65	139	303		
9th Grade	5	3	8	4		4	38	43	81	17	10	27	2	2	4		2	2	63	74	137	263		
Kindergarten	2	3	5	4	4	8	30	33	63	4	13	17	10	19	29	1	1	2	1	1	42	48	90	215
Grand Total	36	37	73	48	50	98	571	576	1147	122	132	254	70	71	141	13	11	24	2	2	854	842	1696	3435

2021-2023 School Professional Staff Count

Total Staff: 204

Bachelor's Degree: 61

Master's Degree: 77

Doctorate: 2

Head of School: Katharine Gomersall

Principals: Kelly Shanahan (ES), Ingrid Rodrigues (MS), and Tasha Parnell (HS), Stacey Bryant (EC), Lea King (SST)

SIP approved by School Improvement Team on September 21, 2021; Goals updated and approved on September 20, 2022

Goal Summary: For the 2021-2023 school years, NCVA will focus on improvement goals that closely align with North Carolina Department of Public Instruction's school improvement goals in three major categories: Academic Achievement and Growth, Teacher Recruitment and Retention, and Student and Family Engagement. This strategic plan is a work in progress and will continue to be developed and implemented through the work of NCVA's School Improvement Team. As a school, we will use the Stride Pathways Framework to meet our goals for the school year leading to school improvement and student achievement.

North Carolina Virtual Academy School Improvement Plan Goals

Academic Excellence Goals:

- Goal 1: Maintain or increase year over year proficiencies in reading, math, science, and ACT required state assessments.
- Goal 2: Achieve 95% of eligible students participate in state assessments each year.
- Goal 3: Maintain or reduce the achievement gap among subgroups each year.
- Goal 4: Maintain or reduce the withdrawal rate of students each year.
- Goal 5: Maintain or improve the 4-year graduation cohort rate each year.
- Goal 6: Maintain or increase the number of students participating in enrichment programs and courses from the previous year such as advanced, honors, AP, CCP, CTE, art classes, elective classes, and activities.

Teacher Recruitment and Retention Goals:

- Goal 1: Maintain or reduce teacher turnover rate from the previous school year.
- Goal 2: Maintain or increase teacher satisfaction and morale as measured by pulse check ratings each reporting period over the previous year.
- Goal 3: Build rapport with 3 NC colleges and universities with accredited teaching programs to increase faculty and staff diversity to be representative of the students served.

Student & Family Engagement Goals:

- Goal 1: Maintain or increase the parent satisfaction as measured by pulse check ratings each reporting period over the previous year.
- Goal 2: Maintain or increase the number of opportunities for learning coaches to volunteer for school events and enrichment activities.
- Goal 3: Maintain or increase opportunities for students to be actively involved in school social and enrichment activities.

School Improvement Team Membership

Committee Positions	Name	School Department
Administration Leadership	Katherine Gomersall	Head of School
	Kelly Shanahan	ES Principal
	Stacey Bryant	Special Programs Principal
	Lea King	AA Student Support Team
	Tasha Parnell	HS Principal
	Kristina Rodrigues	MS Principal
	Christina Nash	Curriculum Coordinator Lead
Operations Team/Meeting Secretatry	Laura Zuber	Operations Specialist
SIT Chair/Process Manager	Amanda O'Brien	Mentor Lead Teacher
Teacher Representatives	Whitney House	ES Lead Teacher
	Taylor Romans	ES Lead Teacher
	Sarah Delamar	4th Math Teacher
	Jessica Puryear	1st ELA, Math Remediation Teacher
	Chelsea Spiker	8th Science Teacher
	Carla Oakley	Teacher - 6th Grade Math
	Katie Royal	HS Lead Teacher
	Erin Talbert	HS Social Studies Teacher
Rhonda Crute	HS Math Teacher	
Special Programs Representatives	Shanna Cater	Lead Teacher Special Programs
	Angela Eiland	Teacher - High School EC ELA
	Michele Adams	2nd-3rd Reading Interventionist
Community and Student Support Representatives	Jillian Davenport	Community Engagement Coordinator
	Marah Barrow	9th-12th Student Support Advisor
	Whitney Cress	Counselor - Elementary
Student Representatives	R. Sawyers	
Parent Representatives	Marie Feimster	
	Lindsay Miller	
	Simon Sowell	

2020-2022 EOG-EOC Proficiency and Participation Data

Year	Participation	3rd		4th		5th			6th		7th		8th			High School				ACT	Graduation Rate
		Reading	Math	Reading	Math	Reading	Math	Science	Reading	Math	Reading	Math	Reading	Math	Science	Math 1	English 2	Biology	Math 3		
SY20-21 actuals	>95	46.9	27.4	46.5	20.2	42.8	19.8	48.5	49.2	31.8	53.1	40.5	57.1	22.1	73.7	53.9	56.1	42.3	26.5	56.3	77.5
SY21-22 actuals	>95	42.5	38.33	50.71	33.65	40.73	28.92	60.64	46.58	31.96	50.19	31.32	51.44	27.78	74.64	41.6	58.9	51.4	34.4	38.9*	81.9
STATE																33.1	57.9	52.1	53.4		
SY22-23 actuals (FALL)																52.27	63.89	49.23	45.35		

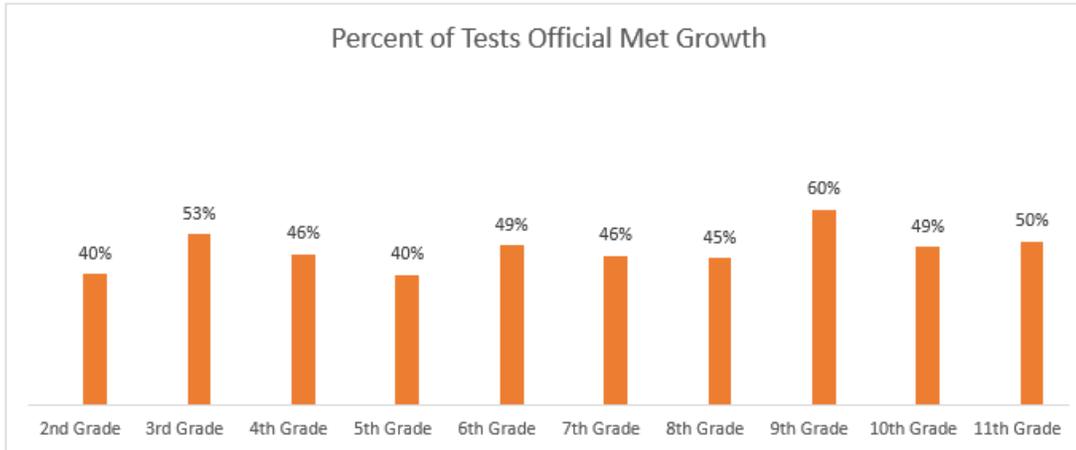
* this year DPI changed proficiency on ACT to 19 vs 17 as it was in the past. If calculated at 17, our score would be 55.6%

2022 EOG-EOC Subgroup Data

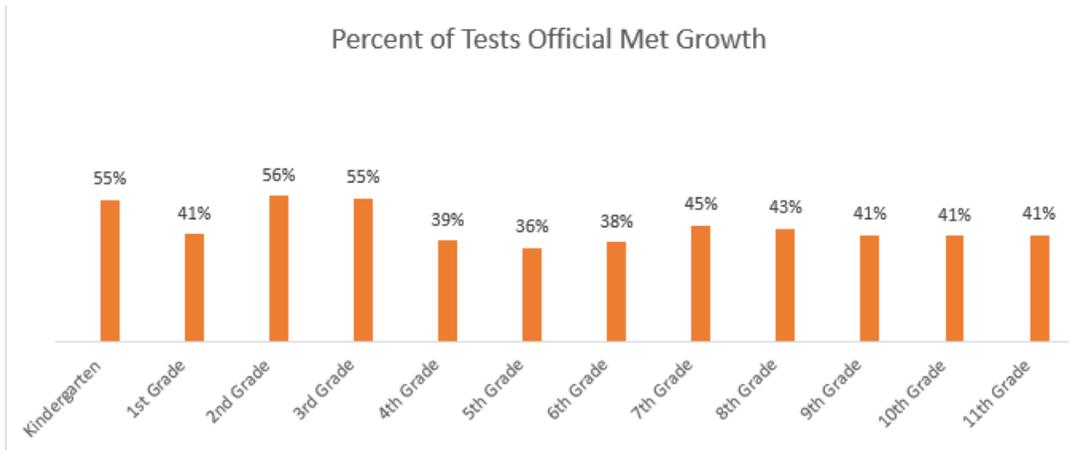
	NCVA students Proficiency	Gender	Male	Female	Ethnicity	Black	White	Asian	American Indian or Alaska Native	Native Hawaiian/Other Pac Islander	Hispanic	Multi-Racial	Gen Ed/ EC Students	Gen Ed students	EC students
3rd Reading	42.50%		34.40%	48.76%		42.27%	37.84%	100.00%	0.00%	0.00%	46.15%	56.25%	46.48%	11.11%	
3rd Math	38.33%		34.40%	40.50%		35.05%	35.14%	100.00%	0.00%	0.00%	46.15%	56.25%	41.78%	11.11%	
4th Reading	50.71%		42.73%	56.07%		35.90%	56.88%	70.00%	66.67%	50.00%	50.00%	40.00%	53.00%	5.88%	
4th Math	33.65%		33.64%	31.78%		24.36%	37.61%	70.00%	33.33%	50.00%	20.00%	0.00%	34.50%	11.76%	
5th Reading	40.73%		36.50%	43.59%		31.03%	42.74%	71.43	20.00%	0.00%	50.00%	50.00%	43.29%	4.35%	
5th Math	28.92%		29.20%	27.35%		17.24%	33.87%	57.14%	20.00%	0.00%	37.50%	33.33%	31.17%	0.00%	
5th Science	60.64%		57.66%	61.54%		54.02%	62.10%	71.43%	20.00%	0.00%	68.75%	75.00%	63.20%	21.74%	
6th Reading	45.58%		40.41%	50.00%		31.91%	50.68%	57.14%	22.22%	100.00%	60.00%	54.55%	49.04%	20.51%	
6th Math	31.96%		34.25%	27.92%		19.15%	35.81%	42.86%	0.00%	0.00%	40.00%	63.64%	33.33%	15.38%	
7th Reading	50.19%		39.47%	60.83%		40.00%	52.71%	100.00%	50.00%	0.00%	76.47%	38.46%	53.56%	15.15%	
7th Math	31.32%		25.00%	37.50%		22.00%	37.21%	66.67%	25.00%	0.00%	29.41%	30.77%	33.89%	6.06%	
8th Reading	51.44%		52.74%	52.74%		36.08%	58.96%	42.86%	57.14%	N/A	64.29%	57.14%	54.51%	16.00%	
8th Math	27.78%		27.50%	28.03%		17.20%	35.40%	0.00%	0.00%	N/A	42.31%	42.86%	29.52%	12.00%	
8th Science	74.64%		77.61%	71.92%		67.01%	81.34%	85.71%	57.14%	N/A	71.43%	71.43%	77.65%	44.00%	
Math 1	47.44%		46.60%	48.21%		45.07%	50.47%	75.00%	33.33%	33.33%	45.00%	25.00%	52.63%	8.00%	
Math 3	34.55%		36.99%	33.05%		31.03%	37.38%	42.86%	0.00%	0.00%	25.00%	66.67%	36.36%	13.33%	
English 2	58.99%		66.30%	53.97%		0.00%	64.89%	75.00%	60.00%	66.67%	57.14%	50.00%	63.16%	32.14%	
Biology	51.42%		53.76%	49.58%		41.79%	55.37%	75.00%	40.00%	75.00%	50.00%	66.67%	54.74%	22.73%	

Growth Data

Math NWEA growth from SY2021-2122



Reading NWEA growth from SY2021-2122



Comprehensive Plan from NC Star:

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		High expectations for all staff and students			
KEY	A1.07	ALL teachers employ effective classroom management and reinforce	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Teachers plan "Community Before Curriculum" days into their curriculum	Full Implementation 12/13/2022		

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Grade and Content level Professional Learning Communities (PLCs) will	Limited Development 02/17/2021		
		Priority Score: 2 Opportunity Score: 2	Index Score: 4		
How it will look when fully met:		All PLC's will create, revise, and share standard aligned lessons and	Objective Met 02/02/23	Christina Nash	08/02/2021
Actions					
	2/17/21	The Instructional leadership and Curriculum Specialists will conduct weekly	Complete 08/01/2021	Lauren Acome	04/01/2021
<i>Notes:</i>		Completed walkthrough/observation form is placed into each teachers' files			
Implementation:			02/02/2023		
<i>Evidence</i>		11/15/2021			
<i>Experience</i>		11/15/2021			
<i>Sustainability</i>		11/15/2021			

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Student support services			
KEY	A4.01	The school implements a tiered instructional system that allows teachers	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		NCVA teachers will focus on Tier 1 of the MTSS levels of support and will be	Limited Development 02/17/2021		
		Priority Score: 2 Opportunity Score: 2	Index Score: 4		
How it will look when fully met:		Master Schedule, instructional delivery, and data analysis processes will	Objective Met 02/02/23	Marisel Richter	06/01/2022
Actions					
	2/17/21	The Student Support Team, led by Lea King, will monitor student progress in	Complete 06/30/2022	Lea King	06/30/2022
<i>Notes:</i>		The student support team will use the RDM tracker to document teacher			
	2/17/21	Teachers and support team will utilize NWEA assessments and NC Check-ins	Complete 06/25/2022	Amanda Gray	06/30/2022
<i>Notes:</i>					
Implementation:			02/02/2023		
<i>Evidence</i>		2/17/2021			
<i>Experience</i>		2/17/2021			
<i>Sustainability</i>		2/17/2021			
KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The Student Support Team (Advisors) will create a proactive approach to	Limited Development 02/17/2021		
		Priority Score: 2 Opportunity Score: 2	Index Score: 4		
How it will look when fully met:		MTSS Tier 1, Tier 2, Tier 3, and the new Advisor model will be fully	Objective Met 01/24/23	Whitney Cress	06/01/2022
Actions					
	2/17/21	Leadership team will spend professional development time being trained on	Complete 06/01/2022	Whitney Cress	06/01/2022
<i>Notes:</i>					
Implementation:			01/24/2023		
<i>Evidence</i>		1/24/2023			
<i>Experience</i>		1/24/2023 - Each grade band has a MTSS team with Math and ELA			
<i>Sustainability</i>		1/24/2023 - We will continue to evaluate the effectiveness of our MTSS,			

Comprehensive Plan from NC Star:

KEY	A4.16	The school develops and implements consistent, intentional, and on-	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		We have plans in place for our 8th to 9th transition with our Freshman	Limited Development 12/13/2022		
<i>How it will look when fully met:</i>					
<i>Actions</i>					
<i>Notes:</i>					

Core Function: Dimension B - Leadership Capacity

Effective Practice: Strategic planning, mission, and vision

KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Nov 2022- We have a school improvement team that meets on the third	Full Implementation 11/08/2022		
KEY	B1.03	A Leadership Team consisting of the principal, teachers who lead the	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Nov 2022-	Full Implementation 11/08/2022		

Core Function: Dimension B - Leadership Capacity

Effective Practice: Distributed leadership and collaboration

KEY	B2.03	The school has established a team structure among teachers with specific	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Nov 2022- Each grade band is led by an Academic Administrator (AA) and a	Full Implementation 11/08/2022		

Core Function: Dimension B - Leadership Capacity

Effective Practice: Monitoring instruction in school

KEY	B3.03	The principal monitors curriculum and classroom instruction regularly	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Nov 2022-	Full Implementation 11/08/2022		

Core Function: Dimension C - Professional Capacity

Effective Practice: Talent recruitment and retention

KEY	C3.04	The LEA/School has established a system of procedures and protocols for	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		2023 - Relationships are in the works with 3 universities. Stride is	No Development 11/08/2022		
<i>How it will look when fully met:</i>		The school will have at least 3 point of contacts at universities that they can		Tasha Parnell	06/30/2023
<i>Actions</i>			0 of 1 (0%)		
	1/24/23	Spring recruitment fair		Tasha Parnell	06/30/2023
<i>Notes:</i>					

Core Function: Dimension E - Families and Community

Effective Practice: Family Engagement

KEY	E1.06	The school regularly communicates with parents/guardians about its	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Monthly school newsletter sent to students and families about upcoming	Full Implementation 11/15/2021		