

El Camino Real Charter Academy
2012-2013 Reauthorization Plan

I. Improved teacher effectiveness to support student achievement with an emphasis on English Language Learners

1. Restructure the bilingual program from current whole class model to a targeted model.
 - Only ELL students will receive 45 minutes daily from certified bilingual teacher while the non-ELL students remain in class room with homeroom teacher for targeted language arts instruction based on individual student data.
 2. Establish individual student and class achievement targets based on NWEA/DIBELS scores.
 - Targets for each student will be based on growth over baseline, for each class by percentage of students making growth over class baseline.
 - All students will have a data folder indicating their progress on achievement measures and each student will be trained in how to read and interpret the data.
 - All classroom teachers will be required to implement weekly improvement cycles (Plan-Do-Study-Act) for weekly classroom content goals.
 - School and grade level targets will be charted and publically displayed at the end of each testing cycle.
 3. Teacher retention procedures will be revised to reflect an emphasis on student achievement and specific skill development.
 - Teachers who do not make classroom student achievement targets will not be invited to continue employment for 2012-13 school year.
 - By January 2014, all ECRA staff must obtain either a TESOL (Teacher of English as a Second Language) or Special Education endorsement in order to maintain employment.
 - From this date forward all new classroom teacher hires must have either a TESOL or Special Ed endorsement.
 4. Review viability of maintaining a K-12 model.
 - If student achievement at the high school level does not meet or exceed 25% growth as measured by NWEA and SBA by Spring 2013, the High School will be suspended for a period of not less than three years.
- II. Increased Family engagement with an emphasis on more honest and transparent communication about effective ways to work with their children.

- Hold monthly, facilitated parent meetings, coordinated by family liaison, administration and Governance Council. Purpose is to share current student achievement results, educate families on how to support their children and to get feedback from parents about ECRA systems.
- Establish a consistent routine and format for school, grade and classroom written communication to families.
- Establish a joint staff and parent task force to evaluate current system of family night offerings and to then restructure those events. Goal will be to increase family participation to 50% of ECRA families by May, 2012.

III. Increase knowledge and effectiveness of the Governance Council

- Revisit/revise current by-laws concerning term limits of members
- Recruit new members from the local community
- Revisit the ECRA mission/vision and goals
- Attend applicable NMSBA and CSA trainings related to governance
- Research exemplar Governance Councils to attend and review their policy and procedures
- Develop a consistent, systemic approach to communication with the administration
- Review Governance Council function, role and school goals.

APPROVED BY EL CAMINO REAL ACADEMY GOVERNING COUNCIL ON JANUARY 19, 2012