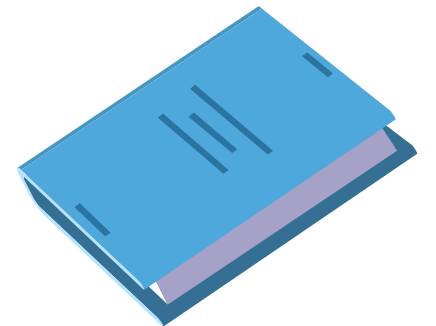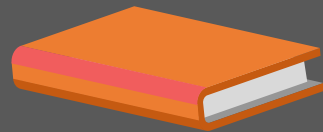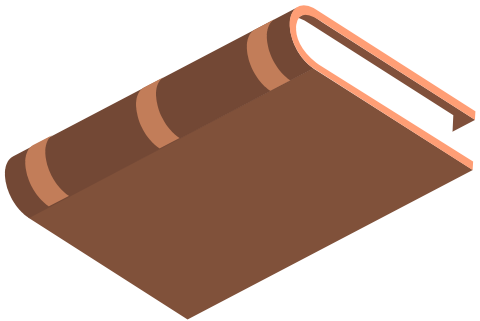# Scuola Vita Nuova

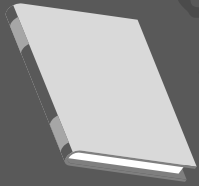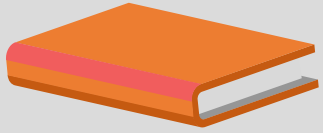## School Report

September 19, 2022

Mission: To provide a safe, healthy, collaborative community of engaged learners who are inspired academically while fostering a supportive network for its families.

School Report Topics

- Enrollment – 98% Capacity
- Academics
- Climate & Culture
- Social Emotional Learning
- School Improvement Planning
- Teacher Vacancies
- Facility – Project Updates

Addressing Academic Achievement Through Opportunity
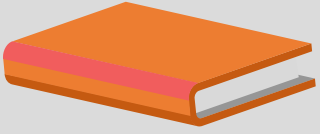
The Academic Achievement Plan outlines what Scuola Vita Nuova must do to achieve or vision and mission, and defines a cohesive structure. We have identified four instructional priorities to frame our work:

1. Literacy across the curriculum
2. Balanced math program
3. Student centered science
4. Social emotional learning

Literacy Across the Curriculum

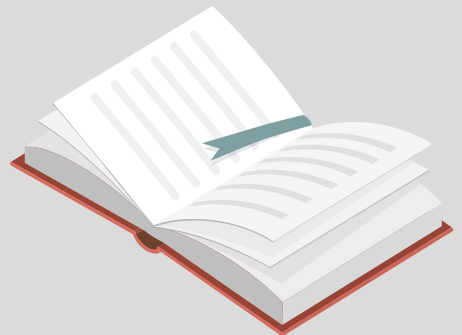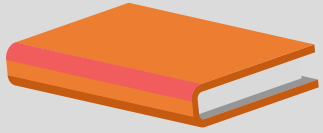Literacy is the foundation on which all academic achievement rests. Therefore, effective literacy instruction is central to SVNs commitment to improving student achievement. Instruction focuses on the five major components of reading (phonemic awareness, phonics, fluency, vocabulary and comprehension), with a goal of establishing all students as fluent, grade-level readers. Other key components of the literacy program include:

- Screening and diagnostic assessments that allow for targeted small – group instruction
- Continuous monitoring and re-grouping to meet students' specific literacy needs
- Shared data-tracker recording student progress in Pathways, STAR Reading, writing and Lexia
- Small-group intervention to accelerate progress in student and higher literacy needs
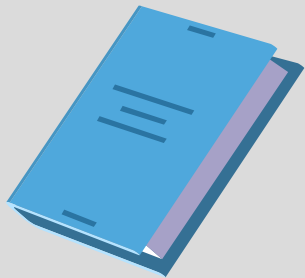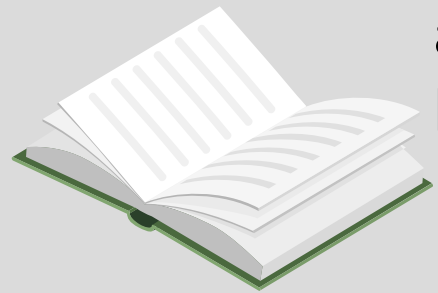
Our Approach: Talent Management Lifecycle

We believe an equitable and inclusive environment,

with consistent talent processes, systems of accountability and support,

fosters high levels of satisfaction and retention.

Our diagnostic explores all points in the talent management lifecycle.

edfuel
TALENT AS A CATALYST FOR CHANGE

ORG-WIDE TALENT STRATEGY & STAFFING MODELS

DIVERSITY, EQUITY, INCLUSION, & ANTIRACIST PRACTICES

RETENTION

TALENT DIAGNOSTIC & EQUITY AUDITS

SUCCESSION PLANNING

COMPETENCY MODELS

THE TALENT LIFE CYCLE

We believe that equitable, inclusive, and antiracist talent systems create the conditions for all staff (and therefore students) to thrive.

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TALENT AS A CATALYST FOR CHANGE

PERFORMANCE EVALUATION

COMPENSATION & BENEFITS

TALENT DEVELOPMENT & COACHING

RECRUITMENT

ONBOARDING & OFFBOARDING

HIRING

Inputs

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TALENT AS A CATALYST FOR CHANGE

HR Data

- Organizational Chart
- Job Descriptions
- Interview Materials (e.g. candidate schedule, interview questions)
- Benefits Summary
- Coaching Priorities & Templates
- Salary Schedule
- SVN Dashboard
- Retention Data for SY16-17 - SY21-22

Interviews

- Superintendent
- Director of Finance and Operations
- Director of Student & Family Support Services
- Director of Curriculum & Professional Development

Surveys

- Instructional Coach and Teacher Survey

High Level Focus Areas

- **Onboarding & Offboarding**
- **Hiring**
- **Recruitment**

Recommendation: Create an Employee Value Proposition

Recommendation

Engage with SVN's current staff to create and leverage an Employee Value Proposition to support recruitment and continued strong retention and embed it across recruitment, hiring, and onboarding.

Anticipated Impact

With a clearly defined employee value proposition, SVN will be able to support recruitment efforts to increase the number of high quality and diverse staff who apply for open positions and support continued strong retention through leveraging a positive and collaborative staff culture.

Sample Deliverables

- Define and document EVP based on lived experiences of staff members
- Update and revise careers webpage and job descriptions that included EVP
- Update recruitment and hiring materials that include EVP (i.e. marketing collateral, interview guides, etc.)

CULTURE Insight Survey

will be administered in October 2022

Transforming Systems

- Trauma Organized – Unconsciously organized around traumatic, toxic stress reactions which undermines organization's mission.

- Trauma Informed – Shared language that defines, normalizes, recognizes and responds to trauma.

- Healing Communities – Policy, procedure, services and treatment apply understanding of trauma.

CERTIFICATE OF COMPLETION

This is to certify that

Nicole Goodman

Has pursued studies and completed all the requirements

Trauma Informed Care for Helping Professionals

MENTAL HEALTH
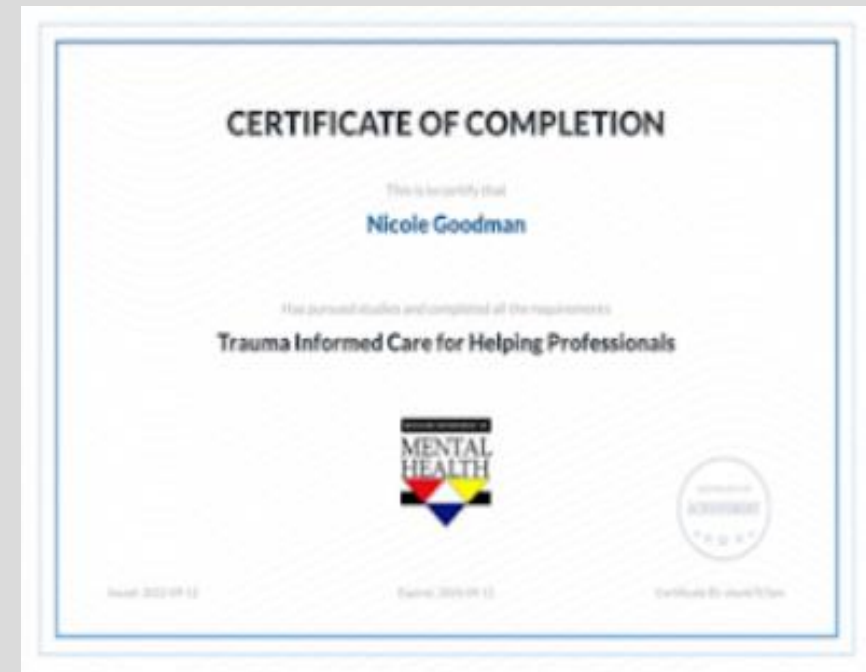
TRAUMA INFORMED TEACHING

Trauma-informed teaching starts with an understanding of how trauma can impact learning and behavior. With this approach, educators think about what student behavior may be telling them. And they reflect on their teaching practices to find ways to better support students who may be experiencing trauma.

TRAUMA INFORMED TEACHING

- Trauma-informed teaching considers how trauma impacts learning and behavior.
- Trauma can slow down or completely stop our ability to learn.
- Kids experiencing trauma are more likely to fall behind in class or get in trouble for behavior issues.

Meeting SEL Needs

- Engaging parents
- Student Success Team Referral process
- Responding to individual student needs
- Providing resources
    - Partnership with Mattie Rhodes
    - Family Support
    - Community Resources
    - Care to Learn

Supporting Health & Wellness Needs

- SVN's Health Aide conducts student wellness checks and works closely with families to address concerns.

- Staff will make referrals to the Student Success Team based on social, emotional, academic or health needs of the students.

- Resources are available to meet immediate hunger, health or hygiene needs through SVN's Care to Learn program.

- SVN partners with Mattie Rhodes Center to provide a mental health professional, individual, family therapy, crisis intervention services to students and families as referred, and psycho-education groups and group therapy services as indicated.

Student Success Team Referral

Referral to Student Success Team

Student Information:

Name:	Teacher:	Grade:	DOB:

Languages:	Primary Language in home:	WIDA Scores (if applicable):

Student History: (if applicable)

Attendance Percentage: Days Absent: Days Tardy:	Received or Receiving Special Education:	Prior School Attended/Grade: Ever Been Retained/Grade:

Parent Contacts Made re: Concerns

Date:	Date:	Date:
Type: Phone call / Face to Face	Type: Phone call / Face to Face	Type: Phone call / Face to Face
Topic:	Topic:	Topic:

X Check applicable student strengths:	Academic/other strengths:
Can work independently	
Is able to follow directions	
Is self-motivated	
Stays on task	
Works cooperatively with others	

Areas of Concern (check all that apply)

X	Academic	X	Physical	X	Social/Emotional	X	Communication
	Reading		Fine/Gross Motor		Aggressive		Articulation/Speech
	Math		Physical Handicap		Withdrawn		Oral Language

Spelling	Hyperactivity	Peer Relationships	Fluency/Stuttering
Writing	X Health	Language	Voice
Study Skills	Hearing	Acting Out	Listening Skills
Task Completion	Vision	Attention	Receptive Language
Attention Span	Medical Concern	Following Directions	
Other:	Other:	Other:	Other:

State concern(s) in specific, observable, measurable terms. Example of Academic: Student completes 1 of 5 assignments independently, Student recognizes 5 of 25 letters, Student accuracy rate when reading grade level text is below 90%, etc. Example of Behavioral: Follows directions 50% of the time, has hit others 2 times in last 3 weeks (include dates).

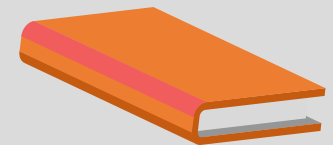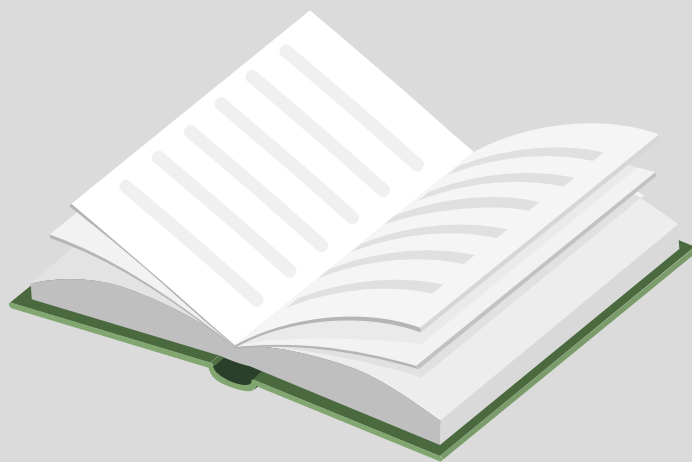### Documentation of Interventions & Progress Over Time

Attach Documentation of Interventions utilized, as well as work samples, assessment data, and any other documents that may support your concern.

Student:	Teacher:	Grade:

Intervention/Strategies Tried:	Date Begun	Date Ended	Data & Comments (Was it successful):

Team Meeting Notes

Next Steps	Date Begun/Ended	Growth Goal

Meeting Notes

Action Items
- Set next meeting date
- Contact parents re: results and strategies moving forward
- Implement strategies and track progress

Dean of Student Culture

The Dean of Student Culture is responsible for collaborating with the school community - parents, students and teachers – to assist students in discovering their voice, finding academic success, and developing their individual identities. The Dean of Student Culture's work involves program planning and development, community/public relations, interacting and articulating within the school system, implementing a continuum of services that will focus on providing an opportunity for optimal development of the "whole" child and ensure the implementation of valued services by focusing on general health as well as mental health and wellness.

Staff Updates

- P.E.
- ESL
- 4th Grade – provisionally certified teacher (Grow Your Own)
- K-8 Principal

Hispanic Heritage Month!

We are excited to celebrate Hispanic Heritage Month! The 2022 theme is "Unidos: Inclusivity for a Stronger Nation," to honor the cultures and contributions of both Hispanic and Latina/o/x Americans as we celebrate heritage rooted in all Latin American countries. This month, at SVN, we will be organizing activities to recognize the amazing contributions and influence of Hispanic Americans to the history, culture, and achievements of the United States.

HISPANIC HERITAGE MONTH

SEPTEMBER 15TH - OCTOBER 15TH

SVN FAMILY LEARNING NIGHT

Visit classrooms & learn about:
Title 1 / ESL Programming
Homework Expectations
Behavior Expectations
Grade Level Standards

SEPTEMBER 22, 2022
5:30 PM - 7:00 PM

Scuola Vita Nuova Charter School
SVN

CLASSROOM TEACHERS WILL PRESENT INFORMATION AT
5:30
6:00
6:30
TO ALLOW FAMILIES TO VISIT MULTIPLE CLASSROOMS!