

Principal's Report
Update to the IMSA Board of Trustees
Dr. Comfort Akwaji-Anderson

August 2022

The Principal’s Office and Academic team are taking many steps and multiple approaches to ensure the success of all students at IMSA this year. We will strive to create a welcoming, inclusive, and affirming learning environment for students. We will continue professional development with faculty and academic staff that aligns with our academy priorities, such as the “Diverse and Dynamic Learning Environments through the Lens of Innovation” Workshop on August 15, 2022 and regular engagements throughout the academic year with Dr. Thomas Guskey on grading and assessment.. We will evolve and develop our curriculum, instruction, and academic support to meet the needs of our students. We will also continue to improve our co-curricular programs, such as Titan Crew, to support the academic and socioemotional well-being of our students. Lastly, while we want all of our students to succeed, we will place particular emphasis on ensuring positive outcomes for our CLED students.

Faculty/All Academics Meeting & Professional Development Schedule - Academic Year 2022-2023

The schedule highlights dates and times for faculty meetings, all academic division meetings and professional development sessions intended to develop and support faculty. The schedule also includes sessions for the All Academics meeting where all departments under the Principal’s office come together to allow for discussion and collaboration pertaining to our goals as a larger department.

Team Coordinators

On August 8-9th, the PO welcomed and completed two days of orientation for seven new Team Coordinators (TCs).

<i>Academic Department</i>	<i>Name of Team Coordinator(s)</i>
<i>English</i>	<i>Eric Rettberg</i>
<i>Fine Arts/Wellness</i>	<i>Mary Myers</i>
<i>History/SS</i>	<i>Patrick Kearney</i>
<i>Math/CS</i>	<i>Matthew McCutcheon, Namrata Pandya</i>
<i>Science</i>	<i>Scott Campbell</i>
<i>World Languages</i>	<i>Joseph Marshall</i>

As part of this orientation, Team Coordinators read chapters in the following texts: Breaking with Tradition: The Shift to Competency-based Learning in PLCs at Work. A third orientation date is scheduled for Thursday, August 17 with an agenda that includes a discussion of Grading for Equity: What It is, Why It matters, and How It Can Transform Schools and Classrooms. These discussions will build upon the TCs understanding and capacity to lead their discipline teams in addressing the academic priorities of recruiting and retaining CLED students.

→ → **Academic Intervention Monitoring for IMSA CLED Student Success**

→ → The Principal's Office will:

- → • Have a list of all 2022-2023 CLED students for P.O. internal usage to monitor the course loads and progress of those students.
- → • Add a standing item to P.O. Weekly meetings to review trends in CLED student data: students at-risk, faculty with high number of at-risk CLED students, etc.
- → • Proactively schedule a staffing for any CLED student with one or more at-risk grades, even if a staffing would not be called for under typical circumstances.
- → • Proactive identification of advocates for non-EXCEL students at-risk.
- → • Share 2021-2022 CLED data with faculty earlier in the year - first meeting, to set the tone for the urgency to support our CLED population.
- → • The Strategies Team will be implementing new approaches to support and document the support of all at-risk students, such as creating dedicated profiles and targeted interventions for students who have any grades that are at-risk for multiple weeks at any point within a semester, even if the weeks are nonconsecutive.
- → • Provide alternative locations/ times and supports for CLED students as needed.
- → • Monitoring and modification of CLED EXCEL student/ advocate pairings as needed.
- → • Continued training of Faculty and Staff on Cultural Competence, Competency-based learning and grading.
- → • Team Coordinators will work together and with their respective discipline teams to analyze current practices and implement modifications to increase the success of all students.