Telos Academy State of the Company Report 2016

**Goal 1: Mission alignment**

**Objective 1.1** Create a vision statement that aligns to the Telos mission **COMPLETED**

**Objective 1.2** Display and teach the vision statement to students **COMPLETED**

**Evidence 1.1** The new vision statement for Telos Academy is *empowering students toward lifelong learning*. This vision was developed to give clarity to the kind of change we would like to see within Telos Academy students.

**Evidence 1.2** Currently the vision statement is being stenciled in the academy and taught to students through weekly Home Room group discussions.

**Goal 2: Adequate resources**

**Objective 2.1** Examine physical resources and areas to improve **COMPLETED**

**Objective 2.2** Develop a capital improvement list **COMPLETED**

**Evidence 2.1** Several changes and recommendations have been made to improve areas of the academy to benefit students. First, the computer lab was converted to a Health and History classroom. Second, the administrative office was modified to include special education support and counseling services. The administrative team now works together in one place and students can find easy access to one of many staff throughout the day. Third, the board approved expenditures for art paintings and pictures hung throughout the academy to improve the look and feeling in the basement. Fourth, discussions have continued about better conditions for teaching. There has been talk of new school construction, converting certain areas into usable classrooms, and bringing more light into the basement. Specifically, we have explored converting the gym to a science classroom, the break room to a math classroom, and the science room to a break room. Currently we do not have enough classrooms for each teacher.

**Evidence 2.2** Telos Academy developed a TASK (Teacher ASK) list over the past year with the help of the newly developed Telos Academy Board. The list identifies equipment and supply items needed by department. A website containing these items has been created at *Telosacademy.org.* See attachment 2.2 TASK List.

**Goal 3: Management of student behavior**

**Objective 3.1** Protect the emotional safety of students **COMPLETED**

**Objective 3.2** Develop and implement the Bully Response **COMPLETED**

**Objective 3.3** Review Pockets of Poison **COMPLETED**

**Objective 3.4** Define classroom rules **COMPLETED**

**Objective 3.5** Utilize the Break Room effectively **INCOMPLETE**

**Evidence 3.1** A Bully Response blueprint was created to protect the emotional safety of students in the classroom. There is a zero tolerance for bullying or harassment in school. We follow this blueprint if there are observed problems. See attachment 3.1 Bully Response.

**Evidence 3.2** The Bully Response blueprint has been utilized when problems of bullying or harassment have occurred. The overall feeling is good among students with few incidences occurring. See attachment 3.1 Bully Response.

**Evidence 3.3** Discussion around Telos Academy’s Pockets of Poison include; entitlement, disruptions in scheduling , thinking errors (i.e. Telos is not a real school), and inconsistency on holding students to expectations.

**Evidence 3.4** Each classroom has a poster that identifies expectations and supports in four areas: honesty, care, cooperation, and respect. A citizenship rubric was also developed to set a student behavior standard in the classroom.

**Incomplete 3.5** The academic team created check out sheets for students needing breaks from school. Unfortunately, the break room is a catch all and not fully set up to properly assist students who may need quiet downtime, proper intervention, or one-on-one support to get back on track. Accountability worksheets have failed, staff have not been properly trained, and resources within the break room are lacking. More work is needed in this area.

**Goal 4: School wide assessment and progress monitoring**

**Objective 4.1** Develop a working assessment in each department **INCOMPLETE**

**Objective 4.2** Establish school-wide grading guidelines **COMPLETED**

**Objective 4.3** Develop school wide citizenship rubric **COMPLETED**

**Incomplete 4.1** Teachers have developed some student assessments to gauge academic ability and proficiency. However, more effort needs to be focused in this area.

**Evidence 4.2** Telos Academy successfully created and implemented a school-wide grading guideline. See attachment 4.1 Grading Guideline.

**Evidence 4.3** Telos Academy successfully created and implemented a school-wide citizenship rubric. See attachment 4.3 Citizenship Rubric.

**Goal 5: Professional development**

**Objective 5.1** Refine collaboration to include student management issues **COMPLETED**

**Objective 5.2** Merge Utah State and Telos Academy evaluation system **COMPLETED**

**Objective 5.3** Develop a teacher codex **COMPLETED**

**Objective 5.4** Provide Entry Years Enhancement support to new teachers **COMPLETED**

**Objective 5.5** Develop professional development schedule matrix **COMPLETED**

**Evidence 5.1** Academic wheels are created weekly by teachers and sent to the clinical team for review. Student protocols are reviewed frequently and some students attend academic excellence meetings with their therapist for in-depth teacher training. See attachment 5.1 Academic Wheel.

**Evidence 5.2** Telos Academy has an established teacher evaluation standard. See attachment 5.2 Teacher Standards.

**Evidence 5.3** The academic adviser successfully developed a Teacher Codex of terms. This process is ongoing. See attachment 5.3 Teacher Codex.

**Evidence 5.4** Every provisional teacher (first three years) has been assigned a mentor teacher. EYE requirements are reviewed weekly with these teachers by the mentor teacher. See attachment 5.4 Entry Years Enhancement

**Evidence 5.5** The executive director of Telos created a uniform professional development schedule for all departments to be on the same page of training simultaneously. See attachment 5.5 Professional Development Schedule.

**Goal 6: Protecting instructional time**

**Objective 6.1** Develop a plan to decrease daily disruptions to instruction **INCOMPLETE**

**Objective 6.2** Utilize instructional time effectively **COMPLETED**

**Evidence 6.1** During the accreditation process Telos Academy was put on notice to address and correct high amounts of daily classroom interruptions. The solution to this problem has not been found. Student absenteeism rates are high with a constant flow of traffic in and out of the classroom during class time. Contributing factors include medical runs, therapy sessions, check outs, home passes, athletic events, and lack of student motivation.

**Evidence 6.2** Instructional time is precious and a great importance has been placed on utilizing it well. Teaching start to finish, bell activities, daily summaries, and well-designed lesson plans have brought much success.

**Goal 7: Focus on best practices**

**Objective 7.1** Disclose what is being taught by subject **COMPLETED**

**Objective 7.2** Establish clear classroom routines **COMPLETED**

**Objective 7.3** Focus on time-on-task learning **COMPLETED**

**Objective 7.4** Work effectively with individual student diagnosis’ **COMPLETED**

**Evidence 7.1** All subjects have disclosure statements for students and parents. This information is found on the Telos Academy website [www.telosacademy.weebly.com](http://www.telosacademy.weebly.com)*.*

**Evidence 7.2** A classroom routines document has been created and utilized. See attachment 7.2 Classroom Routines.

**Evidence 7.3** Every effort has been made to assist students in maintaining time-on-task behavior during instruction. Excellent resources within each classroom that guide teachers in maintaining time-on-task behavior include; ADHD guide, Processing Approach, Relationship Continuum, and established rules and supports. See attachment 7.3 ADHD, attachment 7.3 Relationship Continuum, attachment 7.3 Processing Approach, attachment 7.3 Classroom Rules and Supports.

**Evidence 7.4** PTP reports, psychoeducational testing, academic wheels, protocols academic summaries, and treatment team reports, provide useful information for understanding each student. Weekly trainings have been the forum for learning how to accommodate students based on the individual student diagnosis.

**Goal 8: Effective Communication**

**Objective 8.1** Clear communication is our focus **COMPLETED**

**Evidence 8.1** Telos academy has created a communication system that is clear, concise, and concrete. Such evidence is found in daily treatment team updates through the academic advisor reports. There is a focus on return and report with the right team members involved in this communication.

**Goal 9: Anthem House support**

**Objective 9.1** Students from Anthem House will receive adequate support **COMPLETED**

**Evidences 9.1** An advisor meets weekly with the Anthem and academic directors to discuss each student individually. Student progress is reviewed and summary reports created by the advisor for parents and team members. A weekly flex list is created after student meetings to help students keep with the academic pace.