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Education Workforce Program Application 2022- 2023 Application Submission

LEAD Applicant Name SkyView Academy
Lead Applicant Code 6365
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UEI # PHYJNNVA225
Requested 94773

Funding Amount	
Type of Education Provider	School District
Region	Metro
Number of districts/LEAs will be served by this program described in this application	1
Number of students represented by the districts/LEAs served by this application	1348
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Narrative Question 1	Well-qualified teachers are essential to implement an effective learning environment. The news is full of stories about educator workforce instability, and it comes as no surprise. The pandemic has created new challenges in ensuring teachers are able to perform their jobs effectively. At SkyView Academy, teachers are faced with new demands every day on their time, expertise, emotional and physical health, and overall well-being. This new stress, along with the long-standing reality that teacher compensation is underfunded, has compounded levels of teacher dissatisfaction. Absenteeism

and classroom transitions have caused significant gaps in the school's ability to provide consistent social and emotional learning and work environments.

As a preschool-12th grade charter school, SkyView Academy is currently operating in its 12th year and is authorized by the Douglas County School District. Charter schools are at a disadvantage when it comes to financial resources, since most charters have a facility expense that requires 15-20% of revenues. Even so, at SkyView Academy, there has been a consistent focus on teacher development and retention. Every year, the school leadership team searches for ways to support, engage, and develop great instructors that will return year after year to serve students.

SkyView collects data from teachers regularly on job satisfaction, professional aspirations, and team effectiveness. This year is the first time teachers are reporting hopelessness about their ability to reach students struggling to reintegrate into in-person learning. It is the first time the emotional health of teachers has come to the forefront. SkyView Academy is prepared to address this issue by continuing a pilot program already in place that extends the reach of current effective teachers and increases the availability of qualified adults to support teachers, students, and staff. Extending the Reach of Effective Teachers & Increasing the Availability of Qualified Adults

**Narrative
Question 2**

SkyView Academy has piloted a new organizational structure this year that includes Deans, Curriculum Leads and Instructional Coaches which allows the school to leverage the talent already in the building. Teachers interested in these roles applied through an internal interview process with the principals and Head of Schools. Opening a new layer of supportive leadership roles has created the opportunity for shared responsibilities, peer coaching, and relief for overwhelmed teachers and students. These master teachers split their time between their usual teaching duties and the new support role and/or spend additional time outside of their classroom duties to accomplish support tasks.

Role of Deans – SkyView Academy Deans efficiently manage student discipline by creating and improving academic and behavior systems. Additionally, they maintain consistent behavior expectations that are clearly communicated to staff, students, and families. They teach students to manage behaviors and make choices that reflect the mission and vision of SVA through a variety of tools including restorative discipline practices and Capturing Kids' Hearts. They assist administration to improve overall quality of instruction through completing teacher evaluations, providing professional development, and coaching teachers in effective classroom management and discipline.

Dean Success So Far – While still in its first year, the implementation of deans has successfully achieved the additional support teachers and students lacked in previous years. As noted in our academic reporting, the relational capacity between students has resulted in better accountability and stronger student achievement academically.

Role of Curriculum Leads - Curriculum and instruction leads work to support classroom teachers in content specific areas. Then, through classroom observation, grade level meetings, and professional development, they build instructional strategies and curriculum level plans directed toward student growth and achievement. Through pre and post assessments, they adjust and modify curriculum scope and sequence to meet the needs of individual classrooms. Finally, they work with teachers to evaluate the effectiveness of strategies implemented in the classroom and differentiate them specifically to each teacher's teaching style.

Curriculum Lead Success So Far – The implementation of Curriculum leads has had a significant impact on the instructional growth of our teachers. Additionally, it has allowed priority focus on content areas that sometimes slips to the back due to focus on math and reading growth and achievement.

Role of Instructional Coaches – Instructional coaches serve the needs of teachers new to SkyView Academy or the profession as well as teachers entering the CDE Induction program. They ensure that new teachers transition from a provisional to professional licensure. They manage a caseload of 3 to 4 teachers, providing continued feedback following the SVA Instructional Rubric. They complete the required observations, hold meetings to support SMART goals established by each mentee, and provide guidance through discussion of topic specific academic journal articles.

**Narrative
Question 3**

Instructional Coach Success So Far - The introduction of instructional coaches has increased new teacher growth and achievement of SMART goals specific to the SVA Instructional Rubric and CDE approved Induction Program.

SkyView Academy seeks to reward and retain these master teachers already in place with a financial incentive. The school will not be able to expand and integrate the pilot program into the base structure of the organization if we can't keep the leaders we train in their roles with our school. This year (2021-22), the school has identified and internally trained 7 Deans, 7 Instructional Coaches, and 12 Curriculum Leads. In total, these 26 master teachers are supporting staff and students in their respective grade level areas which spans Kindergarten through 12th grade. Next year (2022-23), the school would like to spend the bulk of the grant resources to pay each of these master lead teachers a bonus for returning and a stipend for their time spent in additional training. The retention bonus would be paid in two installments (December and May) to ensure we are benefitting from them in their roles for the full school year. The training will take place over 3-days that are offered by the 3rd party provider that the school has had a relationship with since opening in 2010. The Flippen Group, LLC has provided Capturing Kids Hearts training to all new staff members at SkyView Academy each year. They offer additional higher-level training focused on leadership and coaching that will be very effective at continuing to groom these teacher leaders for increased success.

**Narrative
Question 4**

Retaining this group of master teachers that the school has already invested in will allow for expedited results for both teachers and students. By the beginning of the 2023-24 school year, SkyView Academy expects to have fully integrated this new leadership model into the financial and operational framework of the organization and will not be reliant upon grant funds to sustain it.

Master Teacher Retention Goal - 100% of the current cohort of 26 master teachers will return to their positions for the 2022-23 school year.

Teacher Satisfaction Goal - By May 31, 2023, SkyView Academy teachers will report an overall favorability score of 80% or higher in 2 of the Growth and Development indicators of the People Element Staff Satisfaction Survey completed annually in February. The two indicators are:

1. My manager gives me useful feedback on my performance (2022 score = 49%)
2. I don't consider looking for a job elsewhere (2022 score = 56%)

**Narrative
Question 5**

Student Behavior Goal - By May 31, 2023, the overall annual number of discipline referrals across all grade levels K-12 will have decreased by 25%.

SkyView Academy will not need to hire any additional staff to implement the workforce support goals identified above.

**Narrative
Question 6**

SkyView Academy will continue and hopefully expand upon their ongoing partnership with the Flippen Group, LLC. Each of the 26 teachers in the roles of Dean, Curriculum Lead, and Instructional Coach will participate in either the Leadership Blueprint Training or the Coaching Blueprint Training provided by the Flippen Group (www.capturingkidshearts.org). The principals and Head of Schools will also attend along with the team since they are the direct supervisors.

SkyView Academy will continue to utilize the Employee Engagement Survey

4/4/22, 12:38 PM

DCSD Mail - Re: [EXTERNAL] Fwd: Confirmation - Education Workforce Program Application 2022-2023 Application Submission provided by People Element (www.peopleelement.com) to assess teacher satisfaction ratings annually.

File Attachments



**Education Workforce Support Program - assurances_SVA_
DCSDsignaturespending.pdf**

(1482k)



Education Workforce Program - budget workbook_SVAapplication.xlsx

(157k)

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