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| #2 Effective Teachers  Need Statement- Dobson academy needs support school- wide.  Professional Growth and Development  PLC  Teacher Retention  Classroom Management  Administrative Support  Curriculum   Lack of alignment with Dobson Academy Vision   Lack of structure during interviews   Need refined interview tools   Need support staff/ funding   Admin time constraint/ not enough staff   Not enough support for classroom walkthroughs  Need support staff/ funding  Admin time constraint/ not enough staff   Lack of school wide training   Lack of curriculum usage consistently   No official PLC across multi- grade levels   Lack of mentorship   |  | | --- | |  |    Lack of school- wide procedures   Lack of vertical articulation/ planning time  Lack of accountability of implementation of PD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  | Admin time constraint/ not enough staff |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  | Need support staff/ funding |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  | No designated mentors/ processes |  |  |  |  |  |  |  |  |  |  |  |
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| Desired Outcome- Dobson Academy will gain school wide administrative support to complete tasks.   |  | | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  |  |  |  |  |  | **Fishbone Diagram** | | | |  |  |  |  |  |
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| #4 Effective Curriculum  Need Statement- Dobson academy needs new curriculum and support to measure effectiveness of curriculum implementation.  Lack of ELA curriculum  Lack of ongoing training  Lack of Social Studies curriculum  Lack of Math curriculum  Lack of Science curriculum   Board approval   Money   Money/ board approval   enrollment  Enrollment shortage   Money   Board approval   Not enough support for classroom walkthroughs  Admin time constraint   Board approval   Money  Enrollment shortage  Enrollment shortage   Board approval   Money   |  | | --- | |  |    No set feedback to improve upon  No set curriculum across grade bands   Enrollment shortage  Lack of administration observation of curriculum implementation |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| Desired Outcome- Dobson academy will purchase effective and rigorous curriculum in lacking core subjects.   |  | | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  | #6 Family and Community Engagement  Need Statement- Dobson Academy needs stronger partnerships with outside sources.  Community Outreach  Title 1 Resources  Facility Rentals  Volunteers  Community Partners/ Tax Donations  Support Services  Lack of knowledge   Lack of resources   Lack of rentals   Lack of advertising   Lack of manpower   Lack of knowledge   Lack of sponsorship  Lack of knowledge  Lack of research  Lack of knowledge   Lack of research   Lack of partnerships   It was the law   FCC requirements- too long   |  | | --- | |  |    Time consuming for approval  Lack of time/ designees   Lack of time/ designees   No effective communication |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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|  | Desired Outcome- Dobson Academy will partner with outside sources to provide funding to our school.   |  | | --- | |  | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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