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| #2 Effective TeachersNeed Statement- Dobson academy needs support school- wide. Professional Growth and DevelopmentPLCTeacher RetentionClassroom ManagementAdministrative SupportCurriculum 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 walkthroughsNeed support staff/ fundingAdmin 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

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 Lack of school- wide procedures Lack of vertical articulation/ planning timeLack 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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| #4 Effective Curriculum Need Statement- Dobson academy needs new curriculum and support to measure effectiveness of curriculum implementation. Lack of ELA curriculumLack of ongoing trainingLack of Social Studies curriculumLack of Math curriculumLack of Science curriculum Board approval Money Money/ board approval enrollmentEnrollment shortage Money Board approval Not enough support for classroom walkthroughsAdmin time constraint Board approval MoneyEnrollment shortageEnrollment shortage Board approval Money

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 No set feedback to improve uponNo set curriculum across grade bands Enrollment shortageLack 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 OutreachTitle 1 ResourcesFacility RentalsVolunteersCommunity Partners/ Tax DonationsSupport Services Lack of knowledge Lack of resources Lack of rentals Lack of advertising Lack of manpower Lack of knowledge Lack of sponsorshipLack of knowledgeLack of researchLack of knowledge Lack of research Lack of partnerships It was the law FCC requirements- too long

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 Time consuming for approvalLack 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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