

STANDARD 4

Standard 4.1

Liberty is at a level three. The hiring, placing, and retaining of qualified teachers is done through consistent standard practices, but there are no standard written policies. The school is staffed with 100% qualified, certified staff members. Personnel use a systematic process to determine the number of staff needed, but the budget limits funding for all necessary positions. This is evidenced through the secondary teachers stretched responsibilities. On average, secondary teachers have 7.7 classes to prep each week. Also, the school is able to fund an art teacher for secondary, and music teacher for the whole school, but does not have qualified professionals for library and resource help as well as computer teachers for the elementary students to promote career and college-ready students.

Standard 4.2

Liberty is at a level three. Instructional time, material resources, and fiscal resources are focused on supporting the purpose and direction of the school. Students have equitable opportunities to attain challenging learning expectations. Efforts toward continuous improvement can be seen through implementation of new programs such as *Go Math!* and Guided Reading.

Standard 4.3

Liberty is at a level three. Maintenance is handled regularly by qualified and certified people. Students, faculty, and staff are all aware of expectations for school maintenance, and documentation is in place. Improvement plans are implemented as needed, and could be more complete.

Evidence for being at a three includes having a regular facilities maintenance technician who is also a certified electrician, inventory of resources, and documentation of inspection requirements. Liberty also has documentation of maintenance requests, posted expectations for students, plans for evacuations, and cleanliness maintained by regular cleaning crew.

Suggestions for improvement include a more formal system for maintenance requests, better tracking of equipment depreciation, and more consistent fire and evacuation drills.

Standard 4.4

Liberty is at a level three. Good progress has been made over the past two years. All teacher in the elementary program have several computers inside their classroom. All teachers in the middle and upper grades have access to a classroom set of mobile laptop computers. There is a classroom set of Mac computers in one classroom. Additional efforts are made to meet the students needs by having scheduled library times for elementary students, computer access for secondary students, use of computers for research in classes, availability for teachers to assist students, and current technologies available to the faculty. These include projectors, multi-media equipment, wide access to copiers and computers, upgraded wireless Internet access, and an Ed-Net program that makes use of interactive devices and large-screen television.

One item that needs to improve is textbook availability. There are some subjects where students are not provided with a book.

Standard 4.5

Liberty is at a level three, but with qualifications. Improvements have been very noticeable over the past few years. Increases in availability and quality of technology are present. Suggestions for improvement include a more formalized request and evaluation procedure for meeting the needs of faculty and students. More awareness of the procedures for improving technology would be useful. Liberty Academy makes use of a very informal evaluation technique that could be enhanced with consistent evaluation and form.

Evidences for this level include an increase in the numbers of computers, both for faculty and students, improvement of the wireless Internet, an increase in equipment, surveys of faculty and students regarding technology needs and desires, and an increase in computer-related courses offered.

Needs include budget evidence showing technology apportionment, and a formal plan for improving technology.

Standard 4.6

Liberty is at a level three. School personnel endeavor to support students in their physical, social, and emotional needs. There are programs in place to help students, such as Special Education, social classes, and Character Education. Programs are evaluated and improvement plans are produced in order to meet the needs of all students.

Standard 4.7

Liberty is at a level three. The school has processes in place for all of the counseling services, but at different levels of effectiveness. Personnel are in place, and monitoring is regular. Personnel work to meet the needs of students. Suggestions for improvement include a more formalized, written procedure available for all shareholders, and more awareness of resources available. Plans for improvement could be better understood.

Additional evidence includes in-class tracking, IEP process requirements, multiple avenues for credit recovery, alternate educational resources, and formal and informal monitoring of student progress. Some planning on behavioral referrals, budget information, and formal descriptions of intake processes are in process.

Improvement suggestions include formalizing procedures by putting them in writing and making them widely available. Also, students and parents could be more aware of the resources available.