

Recent Notable Accomplishments and Implementations

Ceremonies

- Honor Code Assembly on both campuses
- College Signing Day Celebration
- Senior Privilege Recognition
- Seniors "Walk the Halls" of Japonica
- Dignified Graduation ceremony

Academics

- Academic integrity
 - Improved academic culture
 - Established an Honor Code
 - Began a student elected Honor Council
- Academic success
 - Students consistently exceed their projected academic performance (even when coming in without a solid foundation)
- ACT score increased every year since 2013
- Capped class size appropriate for grade level
- Curriculum mapping complete and annually reviewed
 - Frequent grade level / department meetings
 - Faculty annually checks to make sure there are no gaps between grade levels
- Improvements on Japonica
 - Improved reading instruction and new programs
 - Increased STAR scores on Japonica
 - Increased rigor in Pre-K: testing, sight words
 - Added a K2 program
 - Added remedial specialists
 - Added a Thanksgiving Feast for families
- Improvements on University
 - Implemented a rotating schedule
 - Morning assemblies for announcements
 - Continuing Education Units for our Upper School
 - We now have competitive academic teams
 - AP Scholars
 - National Merit Finalist and Commended Scholars
 - State and regional recognition in robotics
 - Teacher of the Year (twice)
 - Additional electives offered on University
 - Biomed program has grown
 - Driver's Ed program
 - ACT Prep class
 - Personal Communication class

- Required Health Class
- Established Learning Lab
- Student recognition each week (Cat Eyes)
- Program for students with learning differences
- Student run assemblies
- Service hour requirements

Faculty and Staff

- Exceptional faculty
 - Dedicated to student success
 - Work as a team
 - Grade level cooperation
- Teacher evaluations are substantive and aligned on both campuses
- Increased salary for teachers on Japonica and University
- Added a Human Resource Specialist
- HR policies and job descriptions have been established
- Special subject teachers' schedules have been adjusted to reflect a full work week
- Added aides where needed
- Teachers feel more supported by administration
 - Administrative support with student/parent issues
 - Faculty feels that administration is more professional
- Implemented a school wide budgeting process for faculty, staff, and coaches
- Teachers are more aware of the finances required to run a school
 - Teachers have taken financial responsibility
 - More aware of money spent when making classroom budgets
- Teachers are continually informed on school operations
- Teachers have a clear understanding of the importance and relationship of retention and attrition
- Some perks for teachers have been put into place that also help save the school money
 - Covering classes for each other, working gates for sporting events, etc.
- Faculty are able to enjoy social events together
- Faculty and parent involvement in minor discipline issues including "The Line"

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Professional Development

- Patsy Hamilton Endowment for Professional Development
- Title 2 funds awarded allow for additional opportunities

Athletics

- Improved YDL program
- Renamed and reorganized C.L.A.W.S.
- Football team under new direction
 - Team has had a change in character
 - Most impressive season in the school's history
- Renegotiated contract with Mobile County Commission for the rental of West Mobile Park resulting in significant savings
- Band marches for football
 - Beginning to acquire the equipment necessary for a quality music program to flourish
- Cheerleading involvement in games
- Athletic Scholarships
- State Championships in athletics- golf, baseball, volleyball, tennis, and runner up in basketball
- Competitive Track and Field program as well as Cross Country program
- State recognition in archery
- School spirit has increased. We have won spirit awards at play-offs and championship games, robotics competitions, etc.
 - Increased student participation in Pep Rallies

Seniors

- Naval Academy Appointment
- Scholarship money average per student increased from \$41,849 in 2013 to \$108,671 in 2017
- Increased ACT score average
- Increased recruiting visits from to 30+
- 100% college placement

Facilities

- Implemented a better maintenance program on Japonica to help maintain facilities
 - Established clean areas for our students
 - Removed excess clutter
 - Pest control
 - Added a cleaning company to clean each night
- Outsourced landscaping services on both campuses
- Security cameras installed on both campuses
- Bell systems work

- Implementation of digital maintenance request (ticket system)
- Created a facility rental policy
 - Implemented a facility rental application and approval process
- Remodeled multiple bathrooms on Japonica
- Courtyard project on Japonica
- Upgraded fencing and paved parking/drive on Japonica
- Made improvements to breezeways on Japonica
- Improved lower school drainage issue
- Upper school front lawn
- Added Clinical Skills Lab on University
- Plans for area outside of Student Services on University
- Gradually improving athletic facilities

Technology

- Modernized technology
 - We are now a Mac school
 - Tech Lab was updated with Macs
 - We added a mac computer to every classroom K4-5th grade
 - We systematically updated our infrastructure pieces
 - Mimio/Smart Boards in all classrooms
- Tech savvy faculty and students
 - We started an integrated cloud based school
 - Google calendar for faculty instead of redundant email reminders
- BYOD program in place
- Japonica teachers began using Digital components of the Wonders Reading program to facilitate school to home connection
- Increased presence on social media
- Increased digital communication
- Switched to Blackbaud, the premier operating system used in schools throughout the country

Dining Hall MMI

- Lunch accounts are more accurate
- Better quality food
- Portion sizes are better
- New kitchen manager
- Great staff

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Admissions

- Added Re-Enrollment Days
- New quality families/students
- Realistic approach to identifying existing students that have special circumstances/needs that would warrant them finding a different school that could better meet their needs
- We are not holding on to students who cannot pay their bills or are not here to improve their education
- Partnered with 3W International and initiated a foreign exchange program
- Partnerships with Scholarship for Kids and Alabama Opportunity Scholarship Fund
- Better communication on Japonica (not as many email errors that require resend, times, dates, locations...)
- Revamped and fine tuned Carpool procedures on Japonica to alleviate frustration from parents and teachers
- Reliable short bus transportation
- Opportunity to showcase student talent on stage: music, theater, performances/shows
- Holding on to traditions of older students visiting lower campus
- We are projecting a new and better image
 - More professional on all fronts
 - Faculty feels that administration leads by example

Discipline

- Honor Code
 - The Line on University
- Positive yet firm approach to discipline
- Better student behavior

Other

- Student involvement has increased (clubs, conducting Friday assemblies, announcements, etc.)
 - Chapel band - allowing students to play a leadership role
 - Implemented programs for 5th grade leadership: Green Team, Safety Patrol, and 5th Grade Ambassadors
- Re-structured SL+ on Japonica and added Stay and Play
- After school enrichment opportunities on Japonica
- Implemented Camp Wildcat
- Revised our financial aid policy and tuition remission policy
- Outsourced student billing services to Smart Tuition
- Increased **Appropriate** Parental Involvement
 - Courtyard project
 - Surveys
 - PPST (Positive Parent Group)
 - room moms
- Increased security by limiting gate keys, adding cameras, and we provided professional development in case of an emergency
- Better use of resources
 - More use of digital messaging
 - Recycling programs
- Dedicated to improving marketing efforts
- Better communication between school and parents
- Partnership with The University of Mobile Early Childhood program and Springhill College of Nursing. They both send their candidates regularly to observe.