

3507 Student Retention Policy

1. Purpose

- a. The purpose of this policy is to outline the commitment and strategies of Karl G. Maeser Preparatory Academy (Maeser) to maximize student retention and support every student in achieving academic success and graduating prepared for their future endeavors. We believe that a proactive, multi-faceted approach is essential to keeping students engaged, supported, and enrolled.

2. Guiding Principles

- a. Maeser is committed to:
 - i. Providing a rigorous, high-quality academic environment that challenges and supports all learners.
 - ii. Fostering a safe, inclusive, and positive school culture where every student feels valued, respected, and connected.
 - iii. Recognizing the importance of mental, emotional, and social well-being in academic success.
 - iv. Building strong partnerships with families and the community to create a network of support for students.
 - v. Addressing barriers that may impede a student's ability to remain enrolled and succeed.
 - vi. Empowering students by providing them with a voice and choices in their educational journey.

3. Key Strategies for Student Retention

- a. Maeser will implement the following strategies to promote student retention:
- b. Academic Excellence and Support
 - i. High-Quality Instruction: Deliver engaging, standards-aligned instruction designed to meet diverse learning needs.
 - ii. Early Intervention: Implement systems to identify students facing academic challenges early, particularly in foundational skills like literacy and numeracy, and provide timely, targeted support.
 - iii. Attendance Monitoring: Actively track student attendance and promptly address absenteeism through communication with students and families, identifying underlying issues.
 - iv. Tutoring and Academic Assistance: Offer accessible tutoring programs and academic support resources before, during, or after school to help students overcome learning obstacles.
 - v. Credit Recovery: Provide clear pathways and support for students needing to recover credits to stay on track for graduation, including flexible options where appropriate.
- c. Positive School Culture and Well-being
 - i. Advisory/Mentoring Program: Maintain a robust advisory or mentoring program where students build strong, supportive relationships with a dedicated faculty member who monitors their academic progress, social-emotional well-being, and overall school engagement.
 - ii. Mental Health Services: Ensure access to school-based mental health

professionals (counselors, social workers, psychologists) and provide resources, referrals, and support groups to address students' mental and emotional health needs.

- iii. Positive School Climate: Actively cultivate a respectful, safe, and inclusive school environment through positive behavior interventions and supports (PBIS), anti-bullying programs, and activities that promote a sense of belonging and community.
 - d. Family and Community Partnership
 - i. Family Engagement: Proactively communicate with families regarding student progress, attendance, and school events. Offer opportunities for families to be involved in the school community and their child's education through workshops, volunteer opportunities, and parent-teacher conferences.
 - ii. Community Resources: Connect students and families with relevant community resources (e.g., libraries, health services, youth organizations, social services) that can provide additional layers of support.
 - e. Addressing Barriers
 - i. Identifying Needs: Implement processes (e.g., through the advisory program, counseling services) to identify students facing potential barriers to attendance and participation, including financial hardships (e.g., school fees, supplies, transportation), housing instability, or health issues.
 - ii. Resource Navigation: Assist families in navigating and accessing available school and community resources to mitigate identified barriers. Explore options for fee waivers, supply assistance, or transportation solutions where feasible.
 - f. Student Engagement and Voice
 - i. Student Input: Create formal and informal channels for students to provide feedback on school policies, activities, and their learning experiences (e.g., student government, surveys, feedback sessions).
 - ii. Choice in Learning: Offer a variety of courses, electives, and extracurricular activities that align with student interests and post-secondary goals, allowing for meaningful choices in their educational path.
4. Implementation and Review
- a. This policy will be implemented through the coordinated efforts of administration, faculty, counseling staff, and support personnel. Key components, such as the advisory program, attendance monitoring, and academic support systems, will be integrated into daily school operations.
 - b. This Student Retention Policy will be reviewed annually by school leadership, faculty representatives, and the school board (or governing body) to assess its effectiveness and make necessary adjustments based on data analysis and feedback from students, families, and staff. Retention data, attendance records, academic performance, and climate surveys will inform the review process.
5. Conclusion

- a. Karl G. Maeser Preparatory Academy is dedicated to the success and well-being of every student. Through the implementation of this comprehensive retention policy, we strive to create an environment where students feel supported, engaged, and empowered to persist through challenges, complete their high school education, and achieve their full potential.

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