



**CABOT MIDDLE SCHOOL SOUTH**  
Cabot Public Schools  
2021-2022 School Improvement Plan

Mission Statement: “The core purpose of Cabot Middle School South is to be the reason that every student is educated, encouraged, and empowered to reach their highest level of success, both inside and outside of the classroom.”

## Priority #1

**Improvement Plan Focus Area:** Focused reading instruction across all content areas.

**Priority Area:** *Based on the identified focus area, what issue needs to be addressed to achieve the goal?*

- Teachers will implement components of RISE into all core content areas.

**Team Member(s) Responsible:**

- Matt Sheets
- Kasey Hill

**Desired Outcome:** *When fully implemented, what will be different as a result of addressing this priority?*

- All teachers will be equipped to identify and support struggling readers.
- Students will receive instruction and support with reading, writing, and speaking skills across all content areas.

**Root Cause(s):** *What is the heart of the issue? What evidence supports this conclusion?*

In the past, reading has been seen as a subject area by itself. However, reading is a fundamental skill that is necessary for all students across all subject areas and is essential to being academically prepared for college and beyond.

- For the 2018-2019 school year, 46% of CMSS students (41% of 5th graders/52% of 6th graders) were considered “Ready” or “Exceeding” according to ACT Aspire.
- In September 2021, 52.9% of CMSS teachers surveyed felt that Reading was the one curriculum area in which our students needed the most support.
- ACT Aspire scores were not available for the 2019-2020 school year. NWEA MAP results for reading have indicated a slight increase in the Reading Mean RIT scores from last year’s 5th grade students/current 6th grade students.

**Alignment to District Core Belief:**

CMSS’s reading focus is aligned to several of the CPS Core Beliefs.

1. Academic success for every student is the top priority.
2. Education is a shared responsibility.
3. All children have the opportunity to be academically prepared to reach their dreams.

### Priority #1 Actions

Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
All CMSS Teachers will be trained in RISE to demonstrate a proficiency in scientific reading instruction as related to their subject area.	Matt Sheets Mandy Green Kasey Hill	Ongoing  Beginning with the 2018-2019 school year, teachers will be trained by an ADE approved RISE Trainer.	CPS will provide training opportunities for teachers.	Teachers will be observed for the implementation of RISE Components.  Feedback will be provided by Admin.
All CMSS students will receive intervention and/or enrichment based upon their individual needs in reading.	Kasey Hill CMSS IIF (TBD)	Ongoing	Daily 40 minute intervention block built into the master schedule.  Phonics First Structures trained teachers to provide targeted instruction for students demonstrating critical needs.  Diagnostic Decision Tree	Students will be assessed with universal screeners to determine their individual needs.  ACT Aspire and MAP data will also be used to group students for intervention and/or enrichment.
All CMSS Teachers will demonstrate proficiency of RISE components in their direct instruction to students.	Matt Sheets Mandy Green Kasey Hill	Ongoing  Beginning with the 2021-2022 school year, teachers will be observed for proficiency of RISE components	Teachers will consult the 3-6 SmartCard provided by the Department of Education and Cabot Public Schools.  RISE resources provided through training and ADE.	Observation, evaluation, and coaching by administrators through informal and formal means.  Admin/IIF will review lesson plans and provide feedback for integrating literacy skills through

				<ul style="list-style-type: none"><li>● Grade-level texts (fiction/non-fiction)</li><li>● Domain specific vocabulary</li><li>● Writing, listening, and speaking through collaborative communication among all students.</li></ul>
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## Priority #2

**Improvement Plan Focus Area:** School Culture and Climate

**Priority Area:** *Based on the identified focus area, what issue needs to be addressed to achieve the goal?*

- Full implementation of Capturing Kids Hearts protocol across the building by all members of faculty and staff.

**Team Member(s) Responsible:**

- Matt Sheets
- Mandy Green
- Kasey Hill

**Desired Outcome:** *When fully implemented, what will be different as a result of addressing this priority?*

- Overall improvement to culture and climate at CMSS.
- Higher staff attendance rates.
- Lower disciplinary action totals for students.
- Staff/faculty operates within a collaborative environment, with all members having a voice.

**Root Cause(s):** *What is the heart of the issue? What evidence supports this conclusion?*

Through informal conversations and observations, many teachers expressed they feel disconnected from their colleagues who teach different grade levels and subject areas despite being housed in the same building.

According to the Needs Assessment Survey sent to all staff and faculty members,

- 13.7% of staff/faculty members surveyed indicated they felt neutral about engaging in deliberate efforts to create a positive school climate.
- 13.7% of staff/faculty members surveyed indicated they felt neutral or slightly disagreed that they can approach problems as a team.
- 21.6% of staff/faculty members surveyed indicated they felt neutral or slightly disagreed that they are considered a valuable voice and resource to improving the climate of CMSS.

**Alignment to District Core Belief:**

CMSS's culture/climate focus is aligned to several of the CPS Core Beliefs.

1. Every school in Cabot Public Schools can be a high performing organization, both academically and operationally.
2. All schools can be safe learning environments where every student and adult is valued and respected.
3. Visionary leadership creates a dynamic environment.
4. Effective relationships are powerful.

Priority #2 Actions				
Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
All staff members will be trained through the Capturing Kids' Hearts (CKH) program	Matt Sheets Amy Morrow Kasey Hill Terena Woodruff	2019-2020 school year	District Funds	All staff members will attend CKH training upon starting the school year.  30 staff members will attend Process Champions professional development for additional training for the CKH process.  CKH representatives will conduct site visits with Process Champions to evaluate and improve CKH protocols at CMSS.
Process Champions will meet periodically throughout the school year to ensure the fidelity of CKH protocols.	Morgan Gill	Ongoing	N/A	Informal surveys and conversations with students, staff, and faculty.  Address areas of

				concerns from all staff/faculty members.
New faculty and staff members will be trained in CKH protocol.	Mandy Green	Ongoing, Beginning of each school year	District Funds	New staff members will work with their team of teachers when implementing strategies in their classrooms.  Administration will explain and support new teachers in implementation of CKH protocol.
Staffulty members will attend the Jostens National Renaissance Conference for ideas to implement for students and staff for the upcoming year.	Matt Sheets	July 2022	District Funds	Attendees will present ideas to staffulty members through professional development opportunities.  CMSS Renaissance Team will be created to evaluate effectiveness of programs/building culture.
The CMSS Renaissance Team will work to create incentives and recognition programs for students and staff.	Renaissance Committee Chairman (TBD)	Monthly	Bookstore Funds	Survey students, staff, and faculty to determine effectiveness of the program and make changes as necessary.

### Priority #3

**Improvement Plan Focus Area:** Resources for parents to support student learning at home.

**Priority Area:** *Based on the identified focus area, what issue needs to be addressed to achieve the goal?*

- Resources for parents.
- Increased involvement of parents within the school building.
- Increased parental involvement and support for students at home.

**Team Member(s) Responsible:**

- Family Engagement Facilitator, Kendra Colston
- Administration

**Desired Outcome:** *When fully implemented, what will be different as a result of addressing this priority?*

- An increased number of parents are involved in student learning.
- CMSS will have a functioning Parent Resource Center for parents and community members.
- Parents will feel supported and equipped to support student learning at home.

**Root Cause(s):** *What is the heart of the issue? What evidence supports this conclusion?*

CMSS's student population is represented by a wide variety of ethnic/cultural backgrounds, ability levels, and parental support at home.

According to the Needs Assessment Survey sent to all staff and faculty members,

- 23.5% of staff/faculty members surveyed indicated they did not feel adequately trained, equipped, and resourced to meet the academic needs of students strictly through an online platform.

According to CMSS building statistics,

- 5% of students speak another language other than English at home. (Including: Chinese, Mandarin, Spanish Tagalog, Vietnamese, and Korean)
- 23% of students have been identified as receiving free/reduced lunch.



- 18% of students receive special education services.
- 5% of students have a current 504 Accommodation Plan in place.

According to the High Reliability Schools Survey conducted by the Arkansas Department of Education parents/guardians indicated

- They felt neutral in regards to having formal ways to provide input regarding the optimal functioning of the school.
- They felt neutral/disagreed that the school asks their opinions about how the school should function.

**Alignment to District Core Belief:**

CMSS’s culture/climate focus is aligned to several of the CPS Core Beliefs.

1. The academic success of every student in Cabot Public Schools is the top priority of the Cabot School Board.
2. Every school in Cabot Public Schools can be a high performing organization, both academically and operationally.
3. Education is a shared responsibility.
4. All CPS children have the opportunity to be academically prepared to reach their dreams.
5. Effective relationships are powerful.

Priority #3 Actions				
Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
ACSIP Committee will review the School Parent and Family Engagement Plan	Kasey Hill Kendra Colston	Bi-Annually	N/A	Committee members will work with the Parent/Family Engagement Facilitator to review the plan and suggest improvements.
ACSIP Committee will review the High Reliability Schools Survey	Kasey Hill	Annually	N/A	Committee members will analyze the results from the survey and develop ways to improve parental involvement.  Develop a survey to specifically seek ways to

				involve parents at CMSS and support them with their child's learning at home.
Develop a Parent Resource Center	Matt Sheets	Ongoing	Parental Involvement Funds	<p>Survey parents to determine what resources are most needed.</p> <p>Survey ESL/ELL teachers to determine what resources would be most helpful.</p> <p>Review list of items being regularly checked out by parents. Seek new items for parent use.</p>
<p>Provide training, tutorials, and resources to parents to support learning at home.</p> <p>Encourage and equip teachers to use uniform methods of online instruction for all students.</p>	Kendra Colston Tonya Driskill Administration	Ongoing	N/A	<p>Survey parents and teachers on level of comfortability/familiarity with various platforms.</p> <p>Monitor use of various online platforms to determine most used and effective methods to deliver instruction/support learning at home.</p>

## Priority #4

**Improvement Plan Focus Area:** Enhance Digital Learning Experiences for Students

**Priority Area:** *Based on the identified focus area, what issue needs to be addressed to achieve the goal?*

- Communication between teachers and families to support learning during times of remote learning
- Engaging lessons for continued student learning during extended closures for on-site instruction
- Increased parental involvement and support for students at home.

**Team Member(s) Responsible:**

- Administration
- CMSS Leadership Team

**Desired Outcome:** *When fully implemented, what will be different as a result of addressing this priority?*

- All teachers will be proficient in providing online and engaging support for student learning.
- Students will continue high engagement of learning and mastery of skills through online instructional means
- Parents will have access to relevant and meaningful resources to support student learning at home.

**Root Cause(s):** *What is the heart of the issue? What evidence supports this conclusion?*

According to a School Engagement Survey after CMSS was closed for on-site instruction,

- 52% of parents agreed they felt supported by their child's school during the COVID-19 pandemic.
- 32% of parents did not feel supported by their child's school during the COVID-19 pandemic.
- 58% of parents agreed the school staff provided ample communication during the remote learning due to the COVID-19 pandemic.
- 37% of parents did not feel the school staff provided ample communication during the remote learning due to the COVID-19

pandemic.

**Alignment to District Core Belief:**

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2. Every school in Cabot Public Schools can be a high performing organization, both academically and operationally.
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**Priority #4 Actions**

Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding (include fund source)	Progress Monitoring Data
Survey parents regarding communication and support for online learning during COVID-19 pandemic.	Family Engagement Facilitator	Ongoing	N/A	Administration and FEF will disaggregate data collected.
Provide professional development opportunities for staff to broaden and enhance student learning through online platforms.	Administration	June 2020-May 2021	N/A	Continuous collection of data and feedback from staff, parents, and students to improve online learning opportunities.  Administration will observe/monitor online opportunities teachers provide students and provide feedback.

				Administration will communicate expectations to staff, students, and parents regarding online learning in the event of an extended closure.
Develop an equitable system of accountability for student learning during extended closures.	CMSS Leadership Team	Ongoing	N/A	<p>Teachers will communicate with parents and students on a regular basis throughout the school year.</p> <p>Teachers will collect data and provide feedback to administration regarding levels of student engagement in the event of extended closures of on-site instruction.</p> <p>CMSS Leadership Team will work with district personnel to communicate clear expectations of student engagement during extended closures.</p>
Teachers will work within PLCs to develop engaging, online lessons.	Matt Sheets Mandy Green Kasey Hill	Ongoing	N/A	Administration will provide opportunities for teachers to work within their PLCs to create online lessons for the blended learning environment.

				<p>Professional Development will be provided to all teachers regarding HRS strategies, applicable across all learning environments.</p> <p>Administration will provide feedback and guidance for teachers as needed.</p>
Develop online resources for parents to help support student learning at home.	CMSS Leadership Team	Ongoing	N/A	<p>Survey parents, teachers, and community members to determine what resources are being utilized and what areas need improvement.</p> <p>Administration will disaggregate data in order to provide the most useful information to parents.</p>

**CMSS 2019-2020 Leadership Team**

<b>Team Member's Name</b>	<b>Team Member's Role (Admin, Teacher, Community Member, etc.)</b>
Matt Sheets	Principal
Amy Morrow	Assistant Principal
Kasey Hill	Assistant Principal
Scharidi Barber	Community Member
Morgan Gill	Teacher
Bobby Holland	Teacher
Ashley Zimmerman	Classified Staff Member

**CMSS 2020-2021 Leadership Team**

<b>Team Member's Name</b>	<b>Team Member's Role (Admin, Teacher, Community Member, etc.)</b>
Matt Sheets	Principal
Mandy Green	Assistant Principal
Kasey Hill	Assistant Principal
Jenny Risher	Community Member
Morgan Gill	Teacher
Bobby Holland	Teacher
Ashley Zimmerman	Classified Staff Member