



Cabot Freshman Academy
Cabot Public School District
School Improvement Plan

Mission Statement: Graduation Starts Here: Every Student, Every Credit, Every Day

Priority #1	
Improvement Plan Focus Area: Science of Reading/Reading Across the Curriculum; Continued intervention, remediation and enrichment through C2G/Pre-AP classes	
<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i> CFA ACT Aspire reading scores have remained stagnant over the two years. Although students read in their ELA classes, it was determined that there is limited reading in other content areas and electives.</p>	<p>Team Member(s) Responsible:</p> <p>Ahna Davis- Principal John Shirron- Asst. Principal Kevin Floyd- Asst. Principal Linda Young- English Chair Scott Wells- Math Chair Debbie Stewart- Social Studies Chair Anthony Shepherd- Science Chair Jamie Shelton- Electives Chair</p>
<p>Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i></p> <ul style="list-style-type: none">* Increase in reading scores on mandated exams and classroom exams; MAP, PSAT, PreAP Checkpoints* Increase in content area reading* Increase in comprehension/analyzation skills	

<p>Root Cause(s): <i>What is the heart of the issue? What evidence supports this conclusion?</i></p> <p>Students have difficulty understanding non-fiction text, illustrations, technical texts, etc. ELA teachers are charged with teaching students to read and understand texts. However, all content areas can play <i>a part in implementing reading skills</i>. All subject areas require various forms of reading and comprehension.</p> <p>Evidence:</p> <ul style="list-style-type: none"> * ACT Aspire Scores- Stagnant * Comprehension on exams/ADI Labs/Technical Readings- Below Average * CFU during classroom discussion 	
<p>Alignment to District Core Belief:</p> <ul style="list-style-type: none"> * Every school and classroom in the Cabot School District will be student-centered with a laser like focus on student achievement. * Providing students with the necessary tools needed to be successful academically 	

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
Increase Content Area Reading through EdPuzzle and Pear Deck; Newsela	Ahna Davis- Principal Kevin Floyd- Asst. Principal John Shirron- Asst Principal Department Chairs	2020-PRESENT	\$2500 for District Curriculum/Building Fund	<ul style="list-style-type: none"> * Classroom Walkthroughs * Classroom Assessments * PSAT Data * Interim Data * PearDeck Data

Priority #2

Improvement Plan Focus Area: Promoting A Positive School Culture Through Relationships/Positive Interaction

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

Due to the increase in student needs (ex. Trauma, mental health, lack of stable home conditions, etc.), the need to build positive relationships and establish a positive school culture is a necessity in the success of students academically, socially and behaviorally.

Team Member(s) Responsible:

Ahna Davis- Principal
Kevin Floyd- Asst. Principal
John Shirron- Principal
Stephanie Harper- Counselor
Angie Simon- Counselor
De Tonnessen
Jamie Shelton
Jennifer Akers
Jane Balgavy
Barbie Walker

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

- * Increase in attendance/retention
- * Increase in obtained credits
- * Increase in academic interest
- * Decrease in discipline referrals

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

Over the last three years, CFA has experienced an increase in discipline referrals and a decline in attendance. Teachers have expressed an interest in increasing relationships and working on the culture in their classrooms. School culture plays a vital part in the success of students both in and out of the classroom.

Evidence:

- * Discipline referral data
- * Attendance data
- * At Risk data
- * On- Time Credit data

* COVID has made this piece of our improvement plan more difficult; activities we would normally do have not taken place this year due to the restriction on crowds and gatherings; However, smaller activities that involve no contact or minimal student interaction have taken place.

Alignment to District Core Belief:

- * **Effective Relationships are of importance**
- * **All schools can be safe learning environments where every student and adult is valued and respected.**
- * **Every school and classroom in the Cabot School District will be student-centered with a laser like focus on student achievement.**

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
Renaissance Conference- Orlando, Florida	Ahna Davis Kevin Floyd Lisa York Angie Simon Stephanie Harper Jane Balgavy De Tonnessen Jamie Shelton Barbie Walker Amber Pirnique	2019-2020 School Year- Evaluation May 2020 through 20-21 School Year	Building Fund- Instructional and Activity Accounts	* Attendance Data * Credit Data- 1st Semester * Discipline Referrals * Implemented: Academic Incentive Cards School Wide Culture Team Flair for Learning Program Adulting Day Various Student/Faculty incentive programs based on academics
* TEACHERS HAVE				* THROUGHOUT COVID

<p>EXPRESSED INTEREST IN TRAUMA/SOCIAL EMOTIONAL PROFESSIONAL DEVELOPMENT. OUR BUILDING IS CURRENTLY RESEARCHING PD AND/OR BOOKS FOR BOOK STUDY TO ALLOW THEM ACCESS TO INFORMATION ON THIS SUBJECT.</p>				<p>19, ALL OF OUR STAFF COMMUNICATED WITH PARENTS AND STUDENTS VIA ZOOM, EMAIL, PHONE CALLS, TEXTS, POSTCARDS, ETC.</p> <p>* BUILDING CREATED A COVID 19 CONTACT LIST VIA GOOGLE DOCS</p>
<p>Character Strong Virtual PD</p>	<p>Ahna Davis Kevin Floyd Angie Simon Stephanie Harper John Shirron</p>	<p>June 2021</p>	<p>Building Fund-Instructional</p>	<ul style="list-style-type: none"> * Attendance Data * Discipline Referrals * C2G Class time discussions

<p>Priority #3</p>	
<p>Improvement Plan Focus Area: Addressing the Digital Divide for Learning (COVID-19)</p>	
<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i> With the advancement of COVID-19, it became clear that not all students had access to digital online</p>	<p>Team Member(s) Responsible: Ahna Davis- Principal John Shirron- Asst. Principal</p>

learning or were proficient in using technology to acquire knowledge in core and elective subject areas; parents of students also expressed frustration with assisting their student with online learning; Issues to Focus on: Technology for all students including but not limited to chromebooks and internet access, training for students and parents in the use of a variety of online learning platforms, teacher professional development for creating effective digital lessons and the use of various platforms

Kevin Floyd- Asst. Principal
Ben Keller- English Chair
Scott Wells- Math Chair
Debbie Stewart- Social Studies Chair
Anthony Shepherd- Science Chair
Jamie Shelton- Electives Chair
Angie Simon- Counselor
Stephanie Harper- Counselor

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

- * All students will have access to digital learning
- * Increase comprehension of the online learning platform (s)
- * All teachers will have the knowledge and skills to provide effective digital lessons and the use of various platforms (ex. Google classroom, hangouts, APEX, etc.)
- * Parents will acquire knowledge to assist their child at home with online learning

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

Our school was not fully equipped to handle the switch to online learning due to COVID-19 mid year. If we had prior planning, our school's reaction and deliverance to online instruction would have been completely different. Also, meeting the needs of all students via online learning became challenging because not all students had access to wifi or technology at home. Paper copy mail outs were issued to students who were not able to access wifi in their homes. Parents also expressed frustration with using the various online learning platforms because they were not trained nor had any knowledge on how to help their child maneuver and navigate the online learning sites.

Evidence:

- * Google Survey administered to all parents and staff
- * Data gathered from the latest school closure due to COVID-19 (via grades, student welfare checks, teacher thoughts, etc.)

* The use of different platforms for digital learning which made learning challenging and time consuming

Alignment to District Core Belief:

- * Every school and classroom in the Cabot School District will be student-centered with a laser like focus on student achievement.
- * Providing students with the necessary tools needed to be successful academically

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
Provide 1-on-1 technology to all students at CFA	Ahna Davis- Principal Kevin Floyd- Asst. Principal John Shirron- Asst Principal Department Chairs Tiffinie Taylor- Librarian	2020-2021 School Year	Funds will be sourced through CPSD Technology Department	* Check-off for all students to make sure they have a device and access to home internet * Continue to check on students technology stability throughout the year

<p>Training for students and parents on online platforms</p>	<p>Ahna Davis- Principal Kevin Floyd- Asst. Principal John Shirron- Asst Principal Department Chairs Tiffinie Taylor- Librarian</p>	<p>2020-2021</p>	<p>Varies depending on which platform will be utilized (ex. Google Classroom); estimated cost \$0</p>	<ul style="list-style-type: none"> * Surveys to parents/students as follow-up * Continuous online/in-person support for technology and platform use
<p>Professional Development for teachers in the areas of digital learning and learning platforms</p>	<p>All certified staff</p>	<p>2020- Continuous</p>	<ul style="list-style-type: none"> *Cost of digital platform (varies) *Use of lead teachers already in the building who are trained or have knowledge in using various digital platforms 	<ul style="list-style-type: none"> * Surveys to faculty and staff * Observations via online lessons and instruction * Student/Parent surveys * Quality of work produced by students

Leadership Team

Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Ahna Davis	Principal
John Shirron	Assistant Principal
Kevin Floyd	Assistant Principal
Linda Young	English Chair
Scott Wells	Math Chair
Debbie Stewart	Social Studies Chair
Anthony Shepherd	Science Chair
Jamie Shelton	Electives Chair