



CABOT PANTHER ACADEMY

Cabot Public School District
School Improvement Plan

Mission Statement:

The mission of Cabot Panther Academy is to reimagine education by providing an environment that inspires every student to reach their full potential by building relationships, as well as teaching academics and life skills. By helping students identify their own unique strengths and abilities, we will help guide them to becoming successful and productive citizens.

Priority #1	
Improvement Plan Focus Area: Focused instruction to improve reading	
Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i> Teacher understanding of reading instruction.	Team Member(s) Responsible: Carrie Lair Mallorey Jones Mike Sprawls Breanne Selah Kathy Motes Kathy Peters Dana Marvin Beverly Williams Jeff Shaver Austin Taylor Ashley Vann John Panter Carson Gill Allison James LJ Tarrant Kristen Sumler Jeri Munnerlyn Rita House Tori Willborg Nicole True Kimberly Passini Emily Madar Michelle Hobbs Tyler Hill
Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i> Students will have access to high quality instruction that will help them across all content areas.	

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

The heart of the issue is that reading is a fundamental skill that impacts all subject areas. Reading is a skill that all students need in order to be successful in life. According to our 2021 ASPIRE data, our students struggle in the area of reading. Our 7th grade reading scores were 50% Ready or Exceeding. This data reflects the 2 students who were tested. The 8th grade reading scores were 59% Ready or Exceeding and represent the 17 students who were tested. The 9th grade reading scores were 69% Ready or Exceeding and reflect 26 students tested. The 10th grade reading scores were 66% and this reflects the 53 students who were tested.

Alignment to District Core Belief:

Our reading focus is aligned to several beliefs:

*Academic success for every student is a priority for our district.

*Every school can be a high-performing organization, both academically and operationally.

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 Cabot Panther Academy teachers trained in SOR (Science of Reading) in order to demonstrate proficiency in scientific reading instruction as related to their subject areas.	Carrie Lair Mallorey Jones	2022-2023 SCHOOL YEAR	CPS will provide training opportunities utilizing the IDEAS portal.	Observations by the administrative team.
All ALE students will participate in 60 minutes of independent reading time each week. Their reading selections will be	Carrie Lair Mallorey Jones Kathy Peters	2022-2023 SCHOOL YEAR	Increased selection of books and text complexity to meet the needs of various reading levels. Time allotted in the master schedule to allow for	Students will be pre-assessed in August to determine their current reading levels using teacher created assessments, Edmentum Diagnostic

based on their individual reading levels.			independent reading time.	Assessments, and NWEA MAP Data. Interim test data throughout the 2022-2023 school year will help determine if students are reading according to their grade level.
All Cabot Panther Academy teachers trained in SOR (Science of Reading) will incorporate the training they received into their curriculum.	Breanne Selah Kathy Peters Dana Marvin Beverly Williams Austin Taylor Emily Madar Allison James	2022-2023 SCHOOL YEAR	Teachers will utilize small group instruction to increase exposure to content rich vocabulary through the study of morphology; prefixes, suffixes, base words	Vocabulary assessments built into each unit of Edmentum.
Students will receive interventions based on their individual needs in the area of reading.	Breanne Selah Kathy Peters Dana Marvin Beverly Williams Austin Taylor Emily Madar Allison James	2022-2023 SCHOOL YEAR	Edmentum Exact Path No Red Ink Flexible scheduling allowing for individualized intervention times.	Diagnostic testing data and NWEA MAP Scores to determine the level of mastery for each student.
All students in grades 7-10 will participate in MAP testing. Data will be used to help identify struggling readers or those with reading difficulties. (Act 1268)	Carrie Lair Mallorey Jones Dyslexia Interventionist Diem Scott	2022-2023 SCHOOL YEAR	MAP Dyslexia Interventionist Diem Scott	
Dyslexia screenings as	Carrie Lair	2022-2023 SCHOOL YEAR		

requested by parents or according to those identified in need according to MAP data.	Mallorey Jones			
All students will participate in NWEA MAP interim assessments, as well as pre/post tests.	Breanne Selah Kathy Peters Dana Marvin Beverly Williams Austin Taylor Emily Madar Allison James	2022-2023 SCHOOL YEAR September 2022 January 2023 April 2023	MAP Interim Testing	Students will be assessed in Reading and Math three times a year to determine if students are performing at their current grade level. Interim test data, as well as pre/post test data, will help determine if students are making growth towards reading goals.
Students will receive content based reading lessons with an emphasis on morphology and etymology.	Breanne Selah Kathy Peters Dana Marvin Beverly Williams Austin Taylor Emily Madar Allison James	2022-2023 SCHOOL YEAR	Edmentum	Diagnostic testing data to determine the level of mastery for each student.
Students will read district selected novels for their grade level, and participate in small group discussions about the text.	Breanne Selah Kathy Peters	2022-2023 SCHOOL YEAR	ALE funds used for purchasing novels for each grade level.	Students will be assessed on vocabulary from the novel as well as other ELA standards appropriate to their grade level.

Priority #2

Improvement Plan Focus Area: Focused Strategies for Nontraditional Learning	
<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <p>Making sure that students have the opportunity for anywhere/anytime learning.</p>	<p>Team Member(s) Responsible: Carrie Lair Mallorey Jones</p>
<p>Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i></p> <p>Students will have access to high quality instruction based on their individual needs no matter their location.</p>	
<p>Root Cause(s): <i>What is the heart of the issue? What evidence supports this conclusion?</i></p> <p>The heart of the issue is that every school must be prepared to meet the needs of the whole child in a setting that may be outside of the traditional classroom. In the spring of 2020, due to Covid19, learning across our district and the state of Arkansas moved to distance learning. Once learning reconvened in fall 2020, the need for continued digital learning options was necessary. In fall 2021, we moved digital learning under our school umbrella to ensure we were providing students with direct instruction remotely, consistency, and the opportunity to feel safe in their chosen learning environment.</p>	
<p>Alignment to District Core Belief:</p> <p>Our reading focus is aligned to several beliefs</p> <ul style="list-style-type: none"> *Academic success for every student is a priority for our district. *Every school can be a high-performing organization, both academically and operationally. 	

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
Technology Surveys regarding device and connectivity availability for students at home.	Carrie Lair Mallorey Jones	2022-2023 SCHOOL YEAR	Google Forms	
Parent Surveys needed to address parent input regarding blended learning.	Carrie Lair Dana Marvin	2022-2023 SCHOOL YEAR	Google Forms	
Staff survey regarding connectivity availability at home.	Carrie Lair	August/September 2022	Google Forms	
Flexible scheduling that allows time for interventions that may be needed due to lost learning as a result of Covid.	Carrie Lair	2022-2023 SCHOOL YEAR	Flexible scheduling allowing for individualized intervention times, as needed.	Interim testing data NWEA data Edmentum Diagnostics Targeted Exact Path Intervention

Priority #3

Improvement Plan Focus Area: Focused Strategies for Increasing Parental Involvement & Student Engagement

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

Parents need access to items that will help them engage their student in the learning process outside of the normal school day, and have information available that will help them understand and relate to issues faced by their students.

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

Parents will have access to materials that help them connect with their students' academic needs and SEL needs.

Team Member(s) Responsible:

**Carrie Lair
Nicole True
Kimberly Passini
Dana Marvin**

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

The heart of the issue is that a large majority of our parents want to help their students be successful, but are limited in their ability to help their student with curriculum being delivered through Edmentum due to their lack of technology awareness. Many parents have asked for items that they can take home and use with their student in order to become more engaged in the education of their student.

Alignment to District Core Belief:

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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
Creation of a Parent Center in the building to provide materials and services for parents that will help them engage with their students.	Carrie Lair	2022-2023 SCHOOL YEAR	ALE funds used for display items such as brochure holders and magazine racks.	
Parents and students will be encouraged to engage in conversations at home with one another..	Carrie Lair Dana Marvin	2022-2023 SCHOOL YEAR	ALE funds used for books and materials.	Monthly checkout report and parent survey after returning items.
Students will engage in educational board games at home with parents to increase parental involvement.	Carrie Lair Dana Marvin	2022-2023 SCHOOL YEAR	ALE funds used for educational board games	Monthly checkout report and parent survey after returning items.
Creation of a LiveBinder to include digital versions of counseling resources, parent and community resources, college and career resources, and F.A.C.E. (Family and Community Engagement) Plan.	Dana Marvin	2022-2023 SCHOOL YEAR	Cabot Public Schools website	Resources are updated monthly to ensure all information is up to date.
Parents and students will	Carrie Lair	September 2022	Google Forms	

<p>be encouraged to complete HRS (High Reliability Schools) surveys to share feedback for the school in multiple areas.</p>		<p>February 2023</p>		
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Priority #4

Improvement Plan Focus Area: Focused Strategies for Implementing PLCs

<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <p>Teachers need specific time to collaborate and share their pedagogical knowledge with each other to help increase student achievement and success.</p>	<p>Team Member(s) Responsible: Carrie Lair Mallorey Jones</p>
<p>Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i></p> <p>Teachers will participate in a bi-weekly professional learning community with their teaching partners. The PLC operates on a set of norms built by the PLC participants, and all teachers participate and share information that will help benefit student learning and success academically, socially, and emotionally.</p>	

Root Cause(s): *What is the heart of the issue? What evidence supports this conclusion?*
The heart of the issue is that teachers can utilize each other to help promote student learning and student engagement, but they are limited to the time constraints of the school day and do not have proper training/guidance on how a PLC functions.

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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
Create a schedule with specific times for teachers to rotate through PLCs every two-weeks.	Carrie Lair Mallorej Jones	AUGUST 2022	RTI Scheduler App	Guiding Coalition meetings held bi-weekly PLC agenda
Meet with teachers to help guide the PLC experience, model what participation should look like, go over expectations for PLCs	Carrie Lair Mallorej Jones	ONGOING THROUGHOUT THE YEAR AS WELL	Solution Tree Resources	Guiding Coalition meetings held bi-weekly PLC agenda Collective Norms Create a list of “look-fors”
Begin PLC meetings and have admin observe to help with the implementation process	Carrie Lair Mallorej Jones	AUGUST 2022 Ongoing throughout the school year	Solution Tree Resources gathered from RTI and PLC training	Guiding Coalition meetings held bi-weekly PLC agenda
Create surveys for	Carrie Lair	AUGUST 2022	Google Forms	Guiding Coalition

teachers to gauge the effectiveness of PLCs and send them out for feedback	Mallore Jones Allison James Rita House Dana Marvin Nicole True	OCTOBER 2022 DECEMBER 2022 FEBRUARY 2023 APRIL 2023	Survey Monkey	meetings held bi-weekly PLC agenda Survey Results
Compare student NWEA MAP data and course grades from before the PLC implementation to current data	Carrie Lair Mallore Jones	ONGOING	NWEA MAP Data Course Grades for Students	Analyze NWEA Map data during Guiding Coalition bi-weekly meetings

Priority #5	
Improvement Plan Focus Area: Focused Strategies to enhance Social Emotional Learning and Trauma Informed Best Practices	
<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <p>As a school that serves primarily at-risk students, it is essential that the faculty and staff are knowledgeable and equipped with best trauma informed practices to better serve our student population.</p> <p>Desired Outcome: <i>When fully implemented, what will be different as a result of addressing this priority?</i></p> <p>When fully implemented, students will have access to faculty and staff that are prepared to meet their needs regardless of what they might be. We will see less discipline issues and more students that feel comfortable with our staff and confident in their educational experience at Cabot Panther Academy.</p>	<p>Team Member(s) Responsible:</p> <p>Carrie Lair Mallore Jones Mike Sprawls Nicole True Kimberly Passini Breanne Selah Kathy Motes Kathy Peters Dana Marvin Beverly Williams Jeff Shaver Austin Taylor Ashley Vann John Panter Carson Gill Allison James LJ Tarrant Kristen Sumler Jeri Munnerlyn Rita House Tori Willborg Emily Madar Michelle Hobbs Tyler Hill</p>

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

The heart of the issue is that we have seen an increase in at-risk students in our setting that could benefit from having access to more resources and support. Allowing each of our teachers to become experts in trauma informed best practices gives our students a higher likelihood of success both inside and outside of the classroom.

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Priority #5 Actions

Action to Address the Root Cause & Outcomes	Team Member(s) Responsible	Timeline	Resources and/or Funding(include fund source)	Progress Monitoring Data
Back to School PD focusing on ACES in Education	Carrie Lair Mallorey Jones Nicole True	August 2022	Wade Knox Children's Advocacy Center	
Advisory lessons geared toward coping with stress, dealing with anxiety, etc.	Carrie Lair Mallorey Jones Mike Sprawls Nicole True Kimberly Passini Breanne Selah Kathy Motes Kathy Peters Dana Marvin Beverly Williams Jeff Shaver Austin Taylor Ashley Vann John Panter Carson Gill Allison James LJ Tarrant Kristen Sumler Jeri Munnerlyn	2022-2023 SCHOOL YEAR	REACH Curriculum	

	Rita House Tori Willborg Emily Madar Michelle Hobbs Tyler Hill			
Emphasis on building relationships with all students	Carrie Lair Mallory Jones Mike Sprawls Nicole True Kimberly Passini Breanne Selah Kathy Motes Kathy Peters Dana Marvin Beverly Williams Jeff Shaver Austin Taylor Ashley Vann John Panter Carson Gill Allison James LJ Tarrant Kristen Sumler Jeri Munnerlyn Rita House Tori Willborg Emily Madar Michelle Hobbs Tyler Hill	2022-2023 SCHOOL YEAR		
Implementing pieces of Capturing Kids Hearts <ul style="list-style-type: none"> ● Social Contract ● 4 questions ● Positive Reinforcement 	Carrie Lair Mallory Jones Mike Sprawls Nicole True Kimberly Passini Breanne Selah Kathy Motes Kathy Peters Dana Marvin Beverly Williams Jeff Shaver Austin Taylor Ashley Vann John Panter Carson Gill Allison James LJ Tarrant Kristen Sumler Jeri Munnerlyn	2022-2023 SCHOOL YEAR	Capturing Kids Hearts Summer PD for teachers that have not been trained Back to School refresher	

	Rita House Tori Willborg Emily Madar Michelle Hobbs Tyler Hill			
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Leadership Team

Team Member's Name	Team Member's Role
Carrie Lair	Process Manager - ACE/ALE Principal
Mallorey Jones	ACE/ALE - Assistant Principal
Dana Marvin	ACE/ALE - Classroom Teacher
Rita House	ACE/ALE - Classroom Teacher
Allison James	ACE/ALE - Special Education Teacher
Nicole True	ACE/ALE - School Counselor