



CABOT MIDDLE SCHOOL SOUTH
Cabot Public Schools
2022-2023 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.
- All students will demonstrate proficiency in reading according to standardized testing platforms.

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 2020-2021 school year, 69.6% of 5th graders and 71.8% of 6th graders were considered “Ready” or “Exceeding” according to ACT Aspire. Although both of these percentages are above the state average (69% of 5th graders/68% of 6th graders), they are still below the district average (72% of 5th graders/73% of 6th graders).
- Reading was one curriculum area in which teachers felt students needed the most support.
 - September 2021: 52.9% Reading
 - November 2022: 44.2% Reading
 - Other choices included Writing (14%), Science, Math (16.3%), and Social Studies.
- During a Needs Assessment Survey from November 2021, teachers indicated a need for additional reading training to best meet the academic needs of 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 the Administration.
All CMSS students will receive intervention and/or enrichment based upon their individual needs in reading.	Kasey Hill Heather Singleton	Ongoing	Daily intervention block built into the master schedule. 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 2022-2023 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"> ● Grade-level texts ● Domain specific vocabulary ● Writing, listening, and speaking through collaborative communication among all students.

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?*

- Overall improvement to culture and climate at CMSS among all stakeholders.

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

- Higher staff attendance rates.
- Lower disciplinary action totals for students.
- Staff fully operates within a collaborative environment, with all members having a voice.
- 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

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

Through informal conversations and observations, many teachers expressed the inconsistencies in the implementation of CKH protocols. There are varying opinions in regards to educational philosophies and expectations of middle school students.

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

- 20.9% felt neutral about CKH protocols being consistently implemented throughout CMSS.
- 4.7% felt neutral in regard to faculty and staff members engaging in deliberate efforts to create a positive school climate.
- 16.3% felt neutral in regard to our current situation matching our vision of what is possible.

Since March 2020, campus visitors have been denied access to volunteering and/or visiting with students (i.e. lunch, class parties). Through the CKH National Showcase Schools performance survey, several parents indicated this as negatively impacting their perception of the school culture and climate.

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 Case & 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	2019-2020 school year	District Funds	<p>All staff members will attend CKH training upon starting the school year.</p> <p>30 staff members will attend Process Champions professional development for additional training for the CKH process.</p> <p>CKH representatives will conduct site visits with Process Champions to evaluate and improve CKH protocols at CMSS.</p>
Process Champions will meet periodically throughout the school year to ensure the fidelity of CKH protocols.	Morgan Gill	Ongoing	Embedded professional development sessions throughout the school year.	<p>Informal surveys and conversations with students, staff, and faculty.</p> <p>Address areas of concerns from all staff/faculty members.</p>
New faculty and staff members will be trained in CKH protocol.	Mandy Green	Ongoing, Beginning of each school year	District Funds	<p>New staff members will work with their team of teachers when implementing strategies in their classrooms.</p> <p>Administration will explain and support new teachers in implementation of CKH protocol.</p>

<p>The CMSS Renaissance Team will work to create incentives and recognition programs for students and staff.</p>	<p>Renaissance Committee Chairman (TBD)</p>	<p>Monthly</p>	<p>Bookstore Funds</p>	<p>Survey students, staff, and faculty to determine effectiveness of the program and make changes as necessary.</p>
<p>Provide staff members with professional development on topics affecting student behaviors: trauma, mental health, social/emotional, etc.</p>	<p>Kasey Hill</p>	<p>Ongoing</p>	<p>Bookstore Funds</p>	<p>Survey staff to determine critical need areas.</p> <p>Administration will follow-up with staff on effective use of training and/or resources.</p> <p>Staff will be given collaborative opportunities to share with staff members successes and obstacles.</p>
<p>Collect and review disciplinary action totals. Data collected will be compared to determine impact of CKH program on student discipline.</p>	<p>Matt Sheets Mandy Green Kasey Hill</p>	<p>Ongoing</p>	<p>N/A</p>	<p>Administration will review disciplinary action totals and disaggregate data for trends/patterns.</p> <p>Administration and teachers will have ongoing conversations in PLC meetings regarding discipline data, specific students, etc.</p> <p>Administration will review and communicate building disciplinary policies and expectations.</p>
<p>Develop a staffulty Social Contract</p>	<p>Matt Sheets</p>	<p>Annually, Beginning of each school year</p>	<p>N/A</p>	<p>The Principal will model and lead discussions to create a CMSS Staffulty Social Contract.</p> <p>Staffulty members will hold each other accountable to the Social</p>

				<p>Contract, as they would their students in their classrooms.</p> <p>Each year, a new Social Contract will be created and implemented.</p>
<p>Develop a peer mentoring system at CMSS to foster a self-managing student body and positive peer interactions.</p>	Amy Strohmeier	Ongoing	N/A	<p>At the end of the school year, 5th grade teachers will nominate students to mentor incoming students.</p> <p>Counselors will work with 5th grade teachers to pair struggling students with a peer mentor.</p> <p>Feedback and data will determine effectiveness of the program. Information will be used for decision making and potential changes to the program.</p>

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, Mike Singleton
- IIF, Heather Singleton
- 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 CMSS building statistics,

- 5% of students speak another language other than English at home. (Including: Chinese, Mandarin, Spanish Tagalog, Vietnamese, and Korean)
- 3% of students receive ELL/LEP services.
- 41% of students have been identified as receiving free/reduced lunch.
- 2% of students are considered homeless.
- 18% of students receive special education services.
- 10% of students have a current 504 Accommodation Plan in place.

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 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 parental involvement 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 Mike Singleton	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	Survey parents to determine what resources are most needed. Survey ESL/ELL teachers to determine what resources would be most helpful.

				Review list of items being regularly checked out by parents. Seek new items for parent use.
<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>	<p>Mike Singleton Tonya Driskill Administration</p>	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>

CMSS 2021-2022 Leadership Team

Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Matt Sheets	Principal
Mandy Green	Assistant Principal
Kasey Hill	Assistant Principal
Barbara Johnson	Community Member
KC Rose	PTO President
Morgan Gill	Teacher
Bobby Holland	Teacher
Ashley Zimmerman	Classified Staff Member