

Cabot Junior High South
Cabot Public Schools
2020-2021 School Improvement Plan

Our Mission: It is evident that learning for all is our core purpose.

- It is the Mission of Cabot Junior High South to educate, support, and prepare all students to become productive citizens, critical thinkers, problem solvers, and successful life-long learners.

Our Vision: We have a shared understanding of and commitment to the school we are attempting to create.

As a collaborative learning community, CJHS will be a school where:

- We implement effective and innovative teaching strategies that engage and challenge ALL students.
- We monitor student progress to be prescriptive with interventions for ALL students.
 - We ensure the highest level of growth for ALL students, faculty, and staff.
- We commit to the general well-being of ALL students

Collective Commitments: We have made commitments to each other regarding how we must perform and collaborate in order to achieve our shared vision.

We will:

- Create formative assessments and analyze the data to plan and develop future instruction.
- Utilize a variety of instructional strategies to promote student success.
- Engage in meaningful staff development.
- Reflect upon and improve teaching practices regularly to ensure student growth.
- Be positive, contributing members of our collaborative team.
- Communicate intentionally and continuously with parents and stakeholders.
- Create and maintain a safe and positive learning environment.

- Establish and Cultivate positive, meaningful relationships with students and peers
- instill in students the ability to understand that outcomes are a result of actions

School Wide Goals: We will monitor the following indicators to mark our progress.

- Increase individual success and growth for both students and adults.
- Implement a peer observation system to grow as individuals and professionals.
- Design and implement initiatives to develop the “whole child”
- Develop and implement a guaranteed and viable curriculum for ALL students
 - Create a system to monitor student achievement
- Create and utilize a tiered RTI pyramid to support PRIDE Intervention

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 SOR into all content areas.

Team Member(s) Responsible:

- Dr. John West
- Mande Carmical
- Lance Schichtl

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 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, 61% of CJHS students (55% of 7th graders/67% of 8th graders) were considered “Ready” or “Exceeding” according to ACT Aspire.

Alignment to District Core Belief:

CJHS’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

<p>All CJHS Teachers will be trained in science of reading, SOR to demonstrate proficiency in scientific reading instruction as related to their subject area.</p>	<p>Dr. John West Mandee Carmical Lance Schichtl</p>	<p>Ongoing Beginning with the 2018-2019 school year, teachers will be trained through approved ADE IDEA videos.</p>	<p>CPS will provide training opportunities for teachers.</p>	<p>Feedback will be provided by Admin.</p>
<p>All CJHS students will receive intervention and/or enrichment based upon their individual needs in reading.</p>	<p>Dr. John West Mandee Carmical Lance Schichtl</p>	<p>Ongoing</p>	<p>Daily 37 minute, PRIDE TIME, intervention block built into the master schedule.</p>	<p>ACT Aspire and MAP data will also be used to group students for intervention and/or enrichment.</p>

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:

- Dr. John West
- Mande Carmical
- Lance Schichtl

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

- Overall improvement to culture and climate at CJHS.
- 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.

Alignment to District Core Belief:

CJHS'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	Dr. John West Mandee Carmical Lance Schichtl Terena Woodruff	2020-2021 school year	District Funds	All staff members will attend CKH training upon starting the school year. CKH representatives will conduct site visits with Process Champions to evaluate and improve CKH protocols at CJHS.
New faculty and staff members will be trained in CKH protocol.	Dr. John West	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.	Dr. John West	July 2021	District Funds	Attendees will present ideas to staffulty members through professional development opportunities. CJHS Renaissance Team will be created to evaluate effectiveness of programs/building culture.
The CJHS Renaissance	Jared Walters	Monthly	Bookstore Funds	Survey students, staff,

Team will work to create incentives and recognition programs for students and staff.	Reed Fisher			and faculty to determine effectiveness of the program and make changes as necessary.
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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, Carrie Lowery
- 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.
- CJHS will have a functioning Parent Resource Center for parents and community members.

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

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

According to CJHS 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.
- 14% of students receive special education services.
- 8.5% 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:

CJHS'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	Mandee Carmical Carrie Lowery	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	Mandee Carmical	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 CJHS and support them with their child's learning at home.
Develop a Parent Resource Center	Carrie Lowery	Ongoing	Parental Involvement Funds	Survey parents to determine what resources are most needed.

				<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>
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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
- CJHS 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 CJHS was closed for on-site instruction,

- A common learning platform is needed
- A common form of communication to students and families is needed
- Training for teachers to improve their proficiency in technology

Alignment to District Core Belief:

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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.	Carrie Lowery - 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.	Dr. John West Mandee Carmical Lance Schichtl	June 2020-May 2021	N/A	<p>Continuous collection of data and feedback from staff, parents, and students to improve online learning opportunities.</p> <p>Administration will observe/monitor online opportunities teachers provide students and provide feedback.</p> <p>Administration will communicate expectations to staff, students, and parents</p>

				regarding online learning in the event of an extended closure.
Develop an equitable system of accountability for student learning during extended closures.	CJHS 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>CJHS 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.	Dr. John West Mandee Carmical Lance Schichtl	Ongoing	N/A	<p>Administration will provide opportunities for teachers to work within their PLCs to create online lessons for the blended learning environment.</p> <p>Administration will provide feedback and guidance for teachers as needed.</p>
Develop online resources for parents to help	CJHS Leadership Team	Ongoing	N/A	Survey parents, teachers, and community members

<p>support student learning at home.</p>				<p>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>
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CJHS 2020-2021 Leadership Team

Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Dr. John West	Principal
Mandee Carmical	Assistant Principal
Lance Schichtl	Assistant Principal
Amy Youngblood	Community Member
Carmen Jones	Community Member
Adam Collie	Teacher
Maggie Beck	Teacher
Joyce Permenter	Classified Staff Member