



# CABOT HIGH SCHOOL

Cabot Public School District

School Improvement Plan

2023 - 2024



Mission Statement: *Graduation Happens HERE! It's about your next step.*

Last Updated: 7/26/2023

## Priority #1

### Improvement Plan Focus Area: Implement Professional Learning Communities

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

*During the 2023-24 school year, Cabot High School will develop a guaranteed and viable curriculum in every course offered.*

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

- Identification of Essential Skills in each course
- Development of Common Formative Assessments in courses with more than one instructor
- Design & Implementation of a system of interventions for students not successful with Tier I instruction

**Team Member(s) Responsible:**

- Henry Hawkins, Principal
- Adam Koehler, Asst. Principal
- SueAnn Whisker, Asst. Principal
- Mike Falcinelli, Asst. Principal
- Tim Harrison, Asst. Principal
- Angela Beason, Asst. Principal
- Melissa Barry, Secondary Academic Interventionist
- PLC Leads

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

*According to 2022-23 Data, 49% of sophomores were below the readiness benchmark in Reading and 69% scored below the benchmark in mathematics portions of the ACT Aspire exam. Furthermore, 61% of juniors were below the college readiness benchmark in Reading and 76% did not meet benchmark in mathematics according to statewide ACT results.*

**Source(s):**

[CHS Data at a Glance \(2023\)](#) [2022 AR School Report Card](#)

## Priority #1

**Improvement Plan Focus Area: Implement Professional Learning Communities**

**Alignment to District Core Belief:**

*\*The academic success of every student in Cabot Public Schools is the top priority of the Cabot School Board.*

*\*Every school in Cabot Public Schools can be a high-performing organization, both academically and operationally.*

*\*Education is a shared responsibility.*

*\*All CPS 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
Expand CHS' Guiding Coalition (Leadership Team) that meets at least each quarter to oversee and support the PLC Process	H. Hawkins S. Whisker M. Barry	July-August, 2023  Support: Ongoing	N/A	Meeting agendas Sign-In sheets
Development of sophomore team goals (Math, ELA, Science)	Building Admin Guiding Coalition	Monthly throughout the first semester	N/A	PLC Goal Document
Alignment of Unit/Course Plans with DESE approved frameworks and district curriculum in ELA & Math	Building Admin Curriculum Team Teacher Workgroups	Summer/Fall 2023	ELA: Team created  Math: Savvas enVision	Work Product Unit Plan Worksheets CHS Learning Dashboard
NWEA/MAP Data-sharing and analysis with non Math/ELA teachers	A. Koehler M. Barry	Fall 2023 Winter 2024 Spring 2024	N/A	Student Progress Spreadsheets
Create CHS Learning Dashboard with Essential Skills, CFA Data and other student-level indicators	A. Koehler M. Barry	Fall, 2023	N/A	<a href="#">Learning Dashboard</a>

**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
Members of Guiding Coalition and administration attend training(s) on PLC Process and RtI	H. Hawkins	Summer & Fall 2023	WDMESC Instructional Budget District Funds	Evidence of learning in PLC agendas and products
Building administrators receive training and support in PLC Process	Curriculum Team	Ongoing	N/A	N/A
Protected work days for each PLC to identify Essential Skills, build CFAs and explore evidence-based strategies and inclusive practices	H. Hawkins S. Whisker A. Koehler A. Beason M. Barry	Fall 2023 Winter 2024 Spring 2024	N/A	Work Products
Embedded teacher support in the PLC Process, unpacking standards, identifying Essential Skills and collaboration	Building Administration Curriculum Team	Initial: Summer 2023 Ongoing throughout school year	N/A	Training Materials Agendas Sign-Ins

## Priority #2

### Improvement Plan Focus Area: Continued Implementation of "Zero Hour" with increased accountability for student-use

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

*During the 2023-24 school year, students needing extra time & support, or, with low grades and missing assignments/assessments will be assigned to specialized Zero Hour sessions.*

**Team Member(s) Responsible:**

SueAnn Whisker (AP, Zero Hour Coordinator)  
Henry Hawkins, Principal  
Teachers & Administrators

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

*Students will utilize Zero Hour to complete missing assignments, receive additional help, make up assessments and use the time to study. Students will be held accountable in a joint effort from teachers, parents and administration.*

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

*Ultimately, students who would benefit the most from Zero Hour choose not to take advantage of the opportunity. They choose to arrive late or socialize with their friends instead. If all students that are at-risk for failing are required to attend Zero Hour, they are more likely to be successful.*

*2nd Semester Data:*

*43% Reduction in Math Failures*

*41% Reduction in Science and Social Studies Failures*

*15% Reduction in English Failures*

*Additional Data:*

*Mid and End of Year Student Surveys*

*Mid and End of Year Faculty Surveys*

**Alignment to District Core Belief:**

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**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
A focus committee will meet at least once per year to discuss data and make recommendations to administration on revisions to Zero Hour policy	S. Whisker H. Hawkins	November/December 2023	None	Meeting Notes
Administration will update Faculty on revised Zero Hour policy and practice.	S. Whisker H Hawkins	August, 2020	None	Back to School Agenda Sign In Sheets
Students will be assigned Zero Hour if they are missing excessive assignments/tests or if they are below acceptable grades.	Content Teachers Administration Parents	Beginning 3rd week of school, ongoing throughout the year		Quarter and Semester Failure Data
*Data Review of current Juniors to track semester failures from 9th through 11th grade	Adam Koehler Admin Team Counselors	Ongoing	None	Continued progress of students
*Weekly "Failure Lists" & Quarterly Failure Reports shared with admin & counselors	Admin Team Counselors	+Ongoing throughout the year	None	Progress of Students Continued Failure Rates At-Risk Referrals
*Students will be assigned Academic Saturday School to make-up work/tests or receive additional help	Beason Medlin Jimmerson Brock Admin Team	+3 Times per semester (Beginning, Middle, End)	\$100 per Instructor per date	Failure data Sign-In Sheets Teacher Lists

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
Data will be collected from staff and student surveys on the effectiveness of zero hour, impact on student achievement, and suggested improvements	Hawkins Whisker Koehler	Spring, 2024	None	Data Analysis
A committee will be developed (Zero Hour 3.0) to study data, suggest revisions to improve student accountability, and investigate scheduling programs	Whisker Hawkins	March-May 2023	\$6,000 rtischeduler.com	Committee Agendas Meeting Notes Training Schedule Scheduler data

Priority #3	
<b>Improvement Plan Focus Area: <u>Focus on Science Of Reading; Literacy - Novel Reading in Science and Social Studies</u></b>	
<p><b>Priority Area:</b> <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <p><i>Students are lacking skills to read critically and for detail. Additionally, students are weak in connecting materials from different texts to analyze common themes, etc.</i></p>	<p><b>Team Member(s) Responsible:</b></p> <p>Henry Hawkins, Principal SueAnn Whisker, Asst. Principal Mike Falcinelli, Asst. Principal Alana Graham, Asst. Principal</p>

### Priority #3

**Improvement Plan Focus Area: Focus on Science Of Reading; Literacy - Novel Reading in Science and Social Studies**

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

*10th Grade ACT Aspire Scores and 11th Grade ACT Scores will increase as a result of students learning Reading strategies across content areas. Additionally, growth will be seen in Fall & Winter NWEA MAP Scores.*

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

*According to 2020-21 NWEA MAP Scores, Cabot High School's 10th graders had a Reading **Mean RIT of 226.7** (Norm 221.5) on the Fall assessment. On the Winter assessment, the **Mean RIT was 225.3** (Norm 222.6).*

*According to 2020-21 ACT Aspire Data, Cabot High School ranked 65th out of 288 high schools across the state in Reading with approximately 36.5% scoring in the "Ready" or "Exceeding" categories.*

*According to Spring 2021 ACT Data, 52% of Juniors met "Readiness" benchmarks in Knowledge of Language on the statewide test. 47% met "Readiness" benchmarks on Conventions of Standard English on the same test. **The mean English Score was 18.6.** In Reading, 40% met "Readiness" in Key Ideas and Details, 36% met "Readiness" in Craft and Structure, and 52% met "Readiness" in Integration of Knowledge and Ideas. **The mean Reading score was 19.8.** (March, 2021)*

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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
Novel Selection for Science Classrooms	Stephanie Jimmerson SueAnn Whisker	Fall, 2018	Building Instructional Fund	Lesson Plans

### 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
Science of Reading Training & Implementation	Henry Hawkins Mike Falcinelli	Ongoing	IDEAS/DESE Modules SOR Assessor Training	Sign in sheets Certificates
#Edulastic and No Red Ink will be used to assess students in ELA and provide individualized instruction on deficiencies	Peggy Medlin Melanie Duerkop	Ongoing	Categorical Funding	Lesson Plans Training Sign-In
On grade level Novel Selection for Social Studies Classrooms	Mike Falcinelli Bennie Brock	Summer & Fall, 2021	Building Instructional Fund Federal Funding (Up to \$15k)	Lesson Plans
Instruction on Reading Strategies to content-area teachers, including domain-specific vocabulary development	Melanie Duerkop Shannon Southard Melinda Ascewicz	Fall 2021	None	Visibility of strategies during CWTs and Walk-Throughs
*Implementing Reading Strategies in content areas	Admin Team Department Chairs PLC Leads	Ongoing throughout 2019-20 and 20-21	None	Lesson Plans CWTs
Focus on Literacy & Reading in Career Tech courses	Nicole Gatewood	Ongoing throughout 2020-21 and 2020-22	Departmental Funds Teacher Supply	Lesson Plans CWT
Alternate Methods of Instruction work in Career Tech & Elective Courses will focus on supporting Reading and Language Arts Instruction	Henry Hawkins Nicole Gatewood Shannon Southard Jill Weir	Spring & Fall 2020	None	AMI Lesson Plans Printable Packets



### 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
#PLCs and Departments will create Beginning, Middle and End activities for each unit that are easily transformable to “at-home” learning materials in case of extended closure. Activities will be versatile, allowing for on-line or paper completion	Henry Hawkins Mike Falcinelli Adam Koehler SueAnn Whisker	Fall, 2020	None	Lesson Plans Printable Packets
**Teachers will use instructional tools, both in-person and digital, to encourage learning through collaborative communication (Google Classroom, Kami, EdPuzzle, etc.	Henry Hawkins Mike Falcinelli Adam Koehler SueAnn Whisker	Ongoing	District site-license Building Instructional Funds	Lesson Plans CWT
+Teachers will collaboratively create an instructional model that includes what will always be seen, sometimes be seen, and never be seen in CHS classrooms.	Henry Hawkins Alana Graham Sueann Whisker	Initial Collaboration - Aug 2020 Ongoing	None	Back to School Agenda CWT Data collected on model visibility Model: <a href="#">CHS Instructional Model</a>
^NWEA/MAP will be used three times per year to monitor Reading growth	A. Koehler P. Waymack M. Barry	Fall Winter Spring	n/a	NWEA/MAP Data

### 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
^Provide support & collaboration between ELA and other core areas to develop instructional tasks focused on improving literacy	S. Whisker M. Barry S. Nguyen	Fall 2022 Fall 2023		

### Priority #4

#### Improvement Plan Focus Area: Focus on "Next Steps" for Seniors

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

*Students are unsure of their plans after graduation. Additionally, students that do have a plan often do not know the steps required to initiate the plan.*

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

*100% of Graduating Seniors will be accepted to college, vocational/trade school, military or workforce.*

**Team Member(s) Responsible:**

Henry Hawkins, Principal  
Nicole Gatewood, Career Tech Coordinator

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

*According to ACT Data, 17% of Juniors met "College Readiness" benchmarks in all four areas (Reading, English, Math, Science) on the statewide test (March, 2021)*

## Priority #4

### Improvement Plan Focus Area: Focus on “Next Steps” for Seniors

**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
Seniors will complete “Next Steps Surveys” three times throughout the year	Nicole Gatewood Peggy Medlin	Fall Winter Spring	None	Survey Results
College Visits by Seniors	Henry Hawkins	Throughout School Year	None	Student Attendance/Documentation Submitted
College & Career Fair	Nicole Gatewood	Fall	None	Vendor Sign-In Photographs
**Registration for rising Seniors will include on-demand videos, containing course & pathway information to assist students in selecting courses	Jeanette Dejesus	Spring 2023	None	Website Videos
**Students will be assisted in various aspects of career exploration & selection through training counselors, staff and teachers, as well as using data from career exploration assessments.	Henry Hawkins Nicole Gatewood	Fall 2023 Spring 2024	Xello Training Career Assessments	“Next Step” Data Training Agendas Assessment Results

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
&Courses will be offered in Math and ELA specifically geared towards students interested in vocational, workforce and/or trades	Henry Hawkins Nicole Gatewood Adam Koehler Dondra James Matthew Yielding	Spring 2021 (Planning) Fall 2021 (Implementation) Fall 2023 (Data Review)	No additional staffing Reallocate existing staff in both Math & ELA within certification area(s).	Master Schedule Course Syllabi Completed tasks/projects
All Sophomores will be offered the opportunity to take the ASVAB. Data will allow students to see their individual interests and aptitudes	Henry Hawkins Nicole Gatewood	Spring	None	Test Data

\*Actions added 11/15/19

#Actions added 5/11/20

\*\*Actions added 4/5/21

&Actions added 10/18/21

Leadership Team	
Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Adam Koehler	Process Manager/Asst. Principal
Henry Hawkins	Principal
Nicole Gatewood	STEM Coordinator / Next Steps Coordinator
SueAnn Whisker	Asst. Principal / Zero Hour Coordinator / Guiding Coalition Lead
Angela Beason	Asst. Principal
Jeanette DeJesus	Counselor / Student Success Plan Coordinator
Melissa Barry	Secondary Academic Interventionist
Tammy Gately	Stakeholder Engagement

## Leadership Team

Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Sheila Nguyen	PLC Lead / English Teacher
Mike Bryant	PLC Lead / Science Teacher
Patricia Mitchell	PLC Lead / Mathematics Teacher
Abbey Lundy	PLC Lead / SpEd Teacher
Cherie Harless	Science Teacher / Guiding Coalition Member
Tasha Rowe	SpEd Teacher / Guiding Coalition Member
Stephanie Wade	CTE Teacher / Guiding Coalition Member