



CABOT HIGH SCHOOL

Cabot Public School District

School Improvement Plan

2024 - 2025



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

Last Updated: 4/3/2024

Priority #1	
Improvement Plan Focus Area: <u>Implement Professional Learning Communities</u>	
<p>Priority Area: <i>Based on the identified focus area, what issue needs to be addressed to achieve the goal?</i></p> <p><i>During the 2024-25 school year, Cabot High School will develop a guaranteed and viable curriculum in every course offered.</i></p>	<p>Team Member(s) Responsible:</p> <p>Mike Falcinelli, Principal Adam Koehler, Asst. Principal SueAnn Whisker, Asst. Principal Nicole Gatewood, CTE Coordinator Tim Harrison, Asst. Principal Angela Beason, Asst. Principal Mike Sprawls, Asst. Principal Mike Nash, Asst. Principal</p> <p>PLC Leads</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">- 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	
<p>Root Cause(s): <i>What is the heart of the issue? What evidence supports this conclusion?</i></p> <p><i>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.</i></p> <p>Source(s): CHS Data at a Glance (2023) 2022 AR School Report Card</p>	

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	M. Falcinelli S. Whisker	July-August, 2024 Support: Ongoing	N/A	Meeting agendas Sign-In sheets
Development of PLC Team Goals (All subjects)	Building Admin Guiding Coalition	Monthly, throughout school year	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 2024	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	Fall 2023 Winter 2024 Spring 2024	N/A	Student Progress Spreadsheets
Maintain CHS Learning Dashboard with Essential Skills, CFA Data, and other student-level indicators	A. Koehler	August 2024 - May 2025	N/A	Learning Dashboard

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	M. Falcinelli	Summer & Fall 2024	WDMESC Instructional Budget District Funds	Evidence of learning in PLC agendas and products
Building administrators receive training and support in PLC Process	CPS 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	M. Falcinelli S. Whisker A. Koehler A. Beason	Fall 2023 Winter 2024 Spring 2024 Fall 2024	N/A	Work Products
Embedded teacher support in the PLC Process, unpacking standards, identifying Essential Skills and collaboration	Building Administration CPS Curriculum Team	Initial: Summer 2023 Ongoing throughout 2024-25 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 2024-25 school year, students needing extra time & support, or, with low grades and missing assignments/assessments will be assigned to specialized Zero Hour sessions.

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. More students will be on track with on-time credits.

Team Member(s) Responsible:

SueAnn Whisker (AP, Zero Hour Coordinator)
Mike Falcinelli, Principal
Teachers & Administrators

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.

Sem1 2023-24 Key Data Points:

*** 248 total failing Sem1 grades - the lowest since data tracking began in 2017*

*** 98.2% (pass rate school-wide)*

*** Core class failures decreased 31% compared to last year*

Qtr3 2023-24 Key Data Points:

*** 506 total failing grades, out of 15977 graded courses (96.8% pass rate school-wide)*

*** This is the lowest number of 3rd Qtr failures since 2018-19*

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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 M. Falcinelli	November/December 2024	None	Meeting Notes
Administration will update Faculty on revised Zero Hour policy and practice, including guidance on using the RTI Scheduler.	S. Whisker M. Falcinelli	August, 2024	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

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
*Students will be assigned Academic Saturday School to make-up work/tests or receive additional help	Doss Nguyen Amis Brock Admin Team	As needed based on mid-term failure data	\$100 per Instructor per date	Failure data Sign-In Sheets Teacher Lists
Data will be collected from staff and student surveys on the effectiveness of zero hour, impact on student achievement, and suggested improvements	Falcinelli Whisker Koehler	Spring, 2024	None	Data Analysis
A committee will be developed (Zero Hour 4.0) to study data, suggest revisions to improve student accountability, and investigate scheduling programs	Whisker Falcinelli	March-May 2024	\$6,000 rtischeduler.com	Committee Agendas Meeting Notes Training Schedule Scheduler data

Priority #3

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

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

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.

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

10th Grade English ATLAS 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.

Team Member(s) Responsible:

Mike Falcinelli, Principal
SueAnn Whisker, Asst. Principal
Adam Koehler, Asst. Principal
Malloreay Jones, Curriculum Team

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 Furthermore, 61% of juniors were below the college readiness benchmark in Reading according to statewide ACT results.

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
Science of Reading Training & Implementation	Mike Falcinelli	Ongoing	IDEAS/DESE Modules SOR Assessor Training	Sign in sheets Certificates

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
Edulastic and No Red Ink will be used to assess students in ELA and provide individualized instruction on deficiencies	Sheila Nguyen Melanie Duerkop	Ongoing	Categorical Funding	Lesson Plans Training Sign-In
Science Literacy Lessons implemented throughout the year	SueAnn Whisker Science teachers	Ongoing	None	Lesson Plans
Continued use of on grade level Novel for Social Studies Classrooms	Mike Falcinelli Mike Nash Bennie Brock	2024-25	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	Ongoing and as needed	None	Visibility of strategies during CWTs and Walk-Throughs
Implementing Reading Strategies in content areas	Admin Team Department Chairs PLC Leads	Ongoing throughout 2023-24 & 2024-25	None	Lesson Plans CWTs
Focus on Literacy & Reading in Career Tech courses	Nicole Gatewood	Ongoing throughout 2023-24 & 2024-25	Departmental Funds Teacher Supply	Lesson Plans CWT

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
Teachers will use instructional tools, both in-person and digital, to encourage learning through collaborative communication (Google Classroom, Kami, EdPuzzle, etc.	Mike Falcinelli Adam Koehler SueAnn Whisker	Ongoing	District site-license Building Instructional Funds	Lesson Plans CWT
Teachers will collaboratively identify Essential Standards in each unit of study and work to ensure ALL students achieve at a high level	Mike Falcinelli Alana Graham SueAnn Whisker	Summer 2024	None	Back to School Agenda CWT Data collected on model visibility Model: CHS Instructional Model
NWEA/MAP will be used three times per year to monitor Reading growth	A. Koehler P. Waymack	Fall Winter Spring	n/a	NWEA/MAP Data
Provide support & collaboration between ELA and other core areas to develop instructional tasks focused on improving literacy	S. Whisker S. Nguyen	Fall 2022 Fall 2023 Fall 2024		

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 who 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:

Mike Falcinelli, 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, 25% of Juniors met “College Readiness” benchmarks in all four areas (Reading, English, Math, Science) on the statewide test (February, 2024)

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 Sheila Nguyen	Fall Winter Spring	None	Survey 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
College Visits by Seniors	Mike Falcinelli Mike Sprawls	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 2024	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.	Mike Falcinelli Nicole Gatewood	Fall 2023 Spring 2024 Fall 2024	Xello Training Career Assessments	"Next Step" Data Training Agendas Assessment Results
Courses will continue to be offered in Math and ELA specifically geared towards students interested in vocational, workforce and/or trades	Mike Falcinelli Nicole Gatewood Adam Koehler Dondra James John White	Summer/Fall 2024	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	Mike Falcinelli Nicole Gatewood	Spring 2024	None	Test Data

Leadership Team	
Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
SueAnn Whisker	Process Manager / Asst. Principal / Zero Hour Coordinator / Guiding Coalition Lead
Mike Falcinelli	Principal
Nicole Gatewood	CTE Coordinator / STEM Coordinator / Next Steps Coordinator
Adam Koehler	Asst. Principal / Student Success Coordinator
Angela Beason	Asst. Principal
Mike Nash	Asst. Principal
Mike Sprawls	Asst. Principal
Jeanette DeJesus	Lead Counselor
Tammy Gately	Stakeholder Engagement / English 10 PLC Lead
Sheila Nguyen	English Dept Chair
Leslie Doss	Math Dept Chair
Denise Amis	Science Dept Chair
Bennie Brock	Social Studies Dept Chair
Helen Goodman	Fine Arts Dept Chair
Danielle Johns	Foreign Language Dept Chair
Abbey Lundy	SPED PLC Lead
Mike Bryant	Biology PLC Lead
Aaron Dickinson	Chemistry PLC Lead
Dana Stiles	Geometry PLC Lead
Lindsey Peerson	Algebra II PLC Lead

Leadership Team	
Team Member's Name	Team Member's Role (Admin, Teacher, Community Member, etc.)
Sarah Hillenburg	American History PLC Lead
Alec Park	World History PLC Lead
Twyla Kester	Senior English PLC Lead
TBA	Junior English PLC Lead
Tasha Rowe	SpEd Teacher
Stephanie Wade	CTE Teacher
Beth Hicks	CTE Teacher