

Century High School School Improvement Plan 2022-2023

Our Mission:

Every individual at CHS is committed to creating a safe, challenging, yet supportive, learning community. Unique partnerships, a technologically integrated learning environment, and high quality programs link learning to future careers. Students will emerge as dynamic, self-directed learners, responsible citizens, and active participants in a rapidly changing world.

Needs Assessment:

Last year, there was great hope that as a school we could get back to focusing on great teaching practices and strategies but the pandemic consequences lingered. The challenge of being back to school full time while going back and forth between mask requirements was daunting for both students and staff, distracting for students to be actively engaged in education. We know that being back to the building full time is best for students from an educational standpoint but challenged them in ways that they were not prepared for. As a result of another untraditional school year, all community stakeholders are aware and ready to 'reset' to a place where both staff and students feel they are part of an academically successful school environment. In an effort to include everyone within the school building in this process, Surveys were administered prior to the end of the 2021-2022 school year.

On July 13, 2022, the School Improvement Team, consisting of teachers, administrators, non-teaching staff, parents, and community members, held its annual retreat to reflect on the state of the school after three years of pandemic related challenges. The School Improvement Team used the Survey information to identify which data to focus on. School leadership collected generous amounts of significant and meaningful data, which were analyzed to identify trends.

Within Pillar One of Carroll County Public School's Strategic Plan (Pathway Opportunities for Student Success), one of the themes is to improve the proficiency level of MCAP and AP assessments. Based on the team's analysis, we strive to have students be proficient, matching or exceeding pre-pandemic levels. Through best teaching practices, students will understand and apply the learning process leading to increased student achievement. As we continue to rebuild the culture of Century High School (The Century Way) related to Pillar Four of Carroll County Public School's Strategic Plan (Establish Safe, Secure, Healthy, and Modern Learning Environment), discipline data indicates there is a need to strengthen structure and relationships between staff and students.

That information, along with the added realization that:

- Our incoming 9th graders have only completed one full year in a building in middle school (pre-pandemic full year 5th grade).
- Our incoming 10th graders have only completed one full year at CHS and their pre-pandemic last full year was 6th grade.
- Our incoming 11th graders have only had 1 full year of high school and their pre-pandemic last full year was 7th grade.
- Our incoming 12th graders have only had 1 full year of high school. They were in our building until March of their freshman year.

Led to the development of the following School Improvement Plan. This plan focuses on...

School Improvement Goals to Target Areas from Needs Assessment

1. Students will show proficiency on the following exams matching or exceeding pre-pandemic levels from the 2017-2019 school years
 - a. MCAP Algebra 1 (59.83% proficiency) (2017-67%, 2018-52.6%, 2019-59.9%)
 - b. MCAP English 10 (71.5% proficiency) (2017-69.5%, 2018-75.5%, 2019-69.5%)
 - c. MCAP Government (Waiting for help desk)
 - d. MCAP LSMISA (69.5% proficiency) (Waiting for help desk)
 - e. AP Equity and Excellence(49.55% proficiency) (2018-44.5%, 2019-54.6%)
2. Improve student achievement by building the student's capacity to successfully participate in their learning process as measured by a decrease in the number of NHIs as compared to the 2021-22 school year.
3. Rebuild the culture of CHS (The Century Way) through strengthening structure and building relationships between staff and students as measured by a decrease in discipline data as compared to the 2021-2022 school year.

School Improvement Goal		
1. Students will show proficiency on the following exams matching or exceeding pre-pandemic levels from the 2017-2019 school years <ol style="list-style-type: none"> a. MCAP Algebra 1 (59.83% proficiency) (2017-67%, 2018-52.6%, 2019-59.9%) b. MCAP English 10 (71.5% proficiency) (2017-69.5%, 2018-75.5%, 2019-69.5%) c. MCAP Government (Help desk) d. MCAP LSMISA (69.5% proficiency) (Help desk) e. AP Equity and Excellence (McHugh) 		
Strategic Actions	Timeline	Measures of Success / Desired Performance Level
1.1 Content areas collaborate on testing strategies, practice exam material, discuss best teaching practices, provide support to colleagues, help identify students missing skill sets, in order to increase student performance on standardized tests.	Every month starting with our pre-service department meetings in August	100% of teachers will participate in department meetings and should provide updates to their department chair whether they attend the meeting or need to miss.
A. Monthly Department meeting	Monthly August-June	100% of department chairs will post their department meeting notes in Schoology CHS Dashboard upon conclusion of the meeting.
B. Provide time during faculty meetings for content area collaboration.	Monthly September-June	100% of department chairs will post their progress in their monthly notes in Schoology CHS Dashboard.

C. SIT Meetings	1st Wednesday of every month September-June	100% of department chairs or department representative will report out to the SIT team.
-----------------	--	---

1.2 Create and implement a dedicated support structure for students taking standardized tests.		
A. Classroom teachers will provide practice questions with feedback bi-weekly within the classroom setting.	Ongoing from Week 1 of the semester	80% of teachers will provide practice questions bi-weekly.
B. Classroom teachers and students will use the existing flex structure for extra support for students with identified skills gaps.	Flex Days September - June	80% of students with D/Fs are flexed for that academic course.
C. Teachers will identify students who will participate in after school tutoring support through Knight Academic Center and/or with content area staff.	September - June	80% of identified students participate in after school tutoring supports.
D. Classroom teachers will provide practice with the online testing tools in order to adequately prepare students for the standardized assessments.	September - June	100% of teachers in an assessed content will provide online tools practice multiple times throughout the course.

School Improvement Goal		
2. Improve student achievement by building the student's capacity to successfully participate in their learning process as measured by a decrease in the number of NHIs as compared to the 2021-22 school year.		
Strategic Actions	Timeline	Measures of Success / Desired Performance Level
2.1 Each department will create an NHI protocol specific for their content and implement at the start of the school year	Pre-service week	100% of departments create a policy with intentions to immediately implement into their class syllabus and gradebook etiquette. 100% of all departments will report policies to CHS administration, and provide updates at monthly department and SIT meetings.
A. Teachers will use O's in the Teacher Access Center gradebook to represent an NHI to match with the coding of Schoology and enter a comment for a student who	September - June	100% of teachers will implement this practice in 100% of their classes

received a zero on the assignment.		
B. Department check-ins regarding NHI policy, staff participation as implementing practice above, and update on student participation	September - June	100% of staff participation per department participate
2.2 Professional Development and collaboration on best teaching practices and formative assessments	September - June Collaborative Planning and Bimonthly Academy meetings	Increase Collaborative Planning and Bi-monthly meeting attendance. Decrease in NHI data as compared to 2021-2022 school year. Decrease in D/F data as compared to 2021-2022 school year.
A. Teachers will reinforce study skills, executive function skills, process of accessing learning management system (Schoology) to improve academic success and engaged learners.	September - June Collaborative Planning and Bimonthly Academy meetings	Increase Collaborative Planning and Bi-monthly meeting attendance. Decrease in NHI data as compared to 2021-2022 school year. Decrease in D/F data as compared to 2021-2022 school year.

School Improvement Goal		
3. Rebuild the culture of CHS (The Century Way) through strengthening structure and building relationships between staff and students as measured by a decrease in discipline data as compared to the 2021-2022 school year.		
Strategic Actions	Timeline	Measures of Success / Desired Performance Level
3.1 Establishing a supportive school culture.		
A. Staff will uphold consistent expectations for students.	September - June	Anecdotal notes from Staff Meetings (SIT, ILT, Academy, Department, Collaborative planning)

B. Teach and instill in CHS students the expectations of The Century Way in all classes and Advisory	September - June	100% of Advisors will participate and deliver Advisory lessons. Decrease in discipline data as compared to 2021-2022.
C. Building student engagement in the CHS community.	September - June Student Survey September	100% of Advisors will administer the September school survey. 100% of Advisors will share deliver the Becoming Involved lesson and share the CHS Club & Organization document 100% of Advisors will require each Advisee to complete the CHS Online Club Form for at least 1 Club/Organization. Increase in club and organization participation.
D. Teachers will hold at least 10 parent conferences on each academic conference night and advisory conference night. Teachers will record conferences in Student Notes.	Conference Nights for October 6, 2022, February 9, 2023, and February 15, 2023.	Increase in parent participation at Conference nights as compared to 2021-2022
E. Increase parent and student awareness of pathway opportunities for student success including college and career readiness (AP course, completer programs, CTE programs, advanced academic coursework, electives)	Program Promotion Night scheduled for November 10, 2022.	Program promotion attendance

3.2 Update the structure of the bell schedule to be more student and teacher centered		
A. Change the structure of announcements. Advisory days - traditional students read intercom. Flex Days - Advisor directs students to read announcements via email	August	100% of staff participate in new announcement protocol.
B. Add a 9:05 am late bell to the requested flex location.	September - June	Bell schedule to be changed prior to the start of the school year.