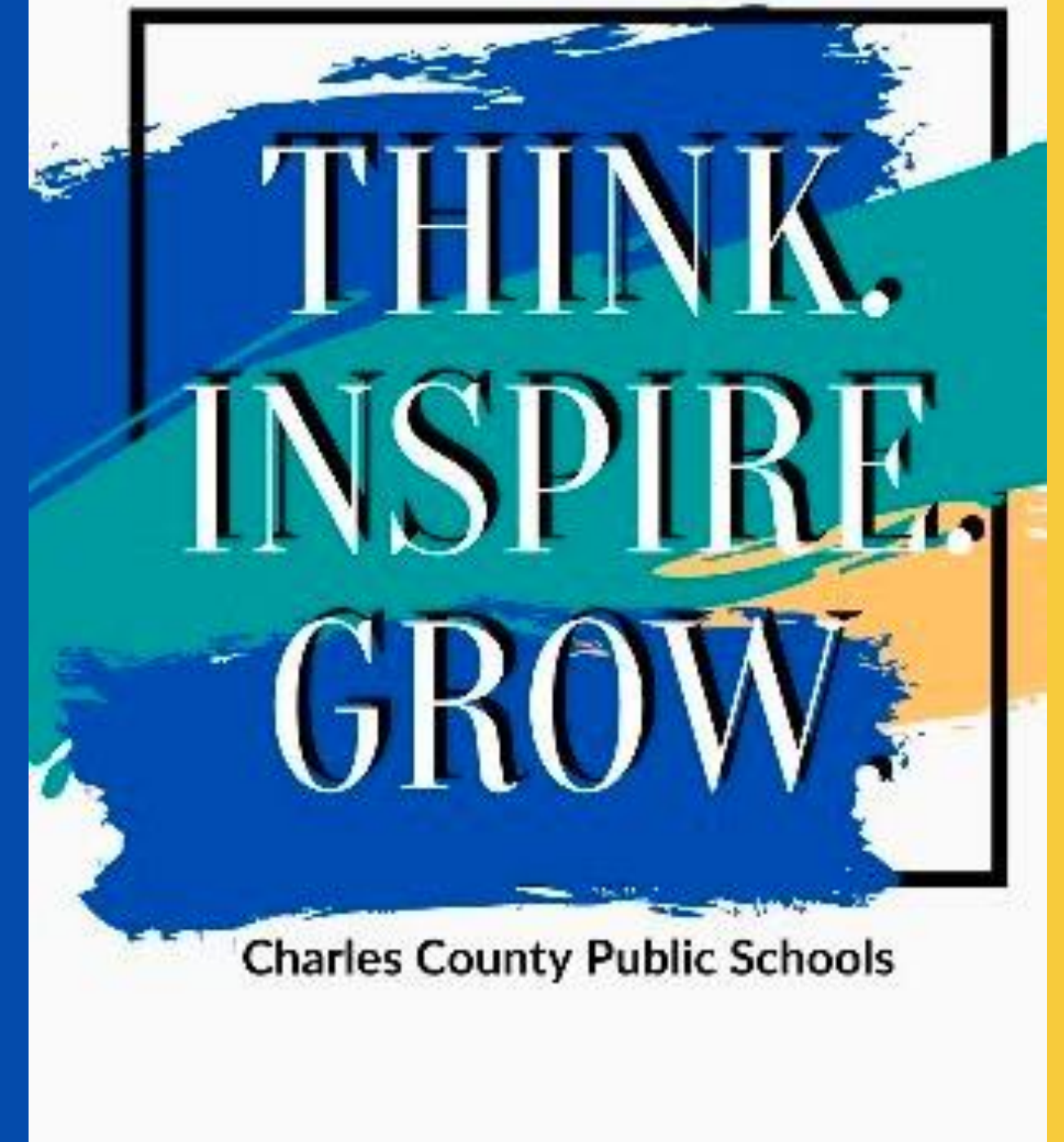


Charles County Public Schools School Climate Plan

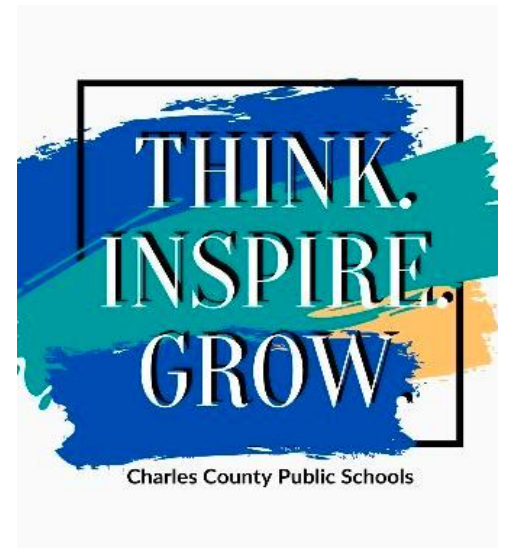
Mt. Hope/Nanjemoy ES
(Updated 03/12/2025)



Always Start With Why ...

The CCPS School Climate Plan provides opportunities for educational leaders to act as agents of continuous improvement to promote each student's academic success and well-being (Standard 10).

The School Climate Plan will allow schools to monitor school climate data to determine successes, challenges, and next steps to ensure schools are environments conducive to learning where students can think, be inspired, and grow.



Continuous School Improvement

The purpose of the CCPS Continuous School Improvement Plan is to provide a comprehensive framework that Mt. Hope/Nanjemoy will use to support teacher capacity, student achievement, and school culture and climate. The continuous improvement processes helps education practitioners agree on specific challenges they face, identify change practices that can address those challenges, implement those change practices, study their implementation and outcomes, and decide whether the change practices are worthwhile and should be implemented or scaled up in their specific contexts.

Continuous improvement is based on the three principles:

1. Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
2. Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
3. Focusing on a series of small changes, combined with ongoing evidence collection and review, can lead to large-scale change (Derrick-Mills, Sandstrom, Pettijohn, Fyffe, & Koulish, 2014; Hawley, 2006; Park, Hironaka, Carver, & Nordstrum, 2013; Snow, Dismuke, Zenkert, & Loffer, 2017).

Data Summary

- What are some key take aways your team discovered while analyzing your school's data?
- What assumptions are you able to make about your school's climate based upon our interpretations of the data?
- What is impacting your school's culture and climate? What changes do you want to see in your data?

Attendance:

- *37% of the student population is identified as chronically absent.*
- *115/309 students (37.2%) enrolled during SY 23-24 did not achieve the expected attendance rate of 94%.*
- *16 students achieved perfect attendance*

Discipline:

- *107 overall referrals during SY 23-24*
- *Top Three Highest Student Referral Areas: Minor Physical Attack on student 25 incidents; Minor Disrespect 24 incidents; Major Disrespect 11 incidents*
- *23/107 incidents were by the former 5th grade class 21%*



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate: Problem of Practice

After reviewing your data, write a problem of practice statement and complete a Fishbone Diagram to clearly define the problem and its root cause(s).

Questions to consider:

- What problem are you trying to address?
- Is the problem clear, specific, and measurable?
- Is the problem clearly articulated?

Problem of Practice sample statement: 115 of 309 (32%) students during SY 23-24 were considered chronically absent.

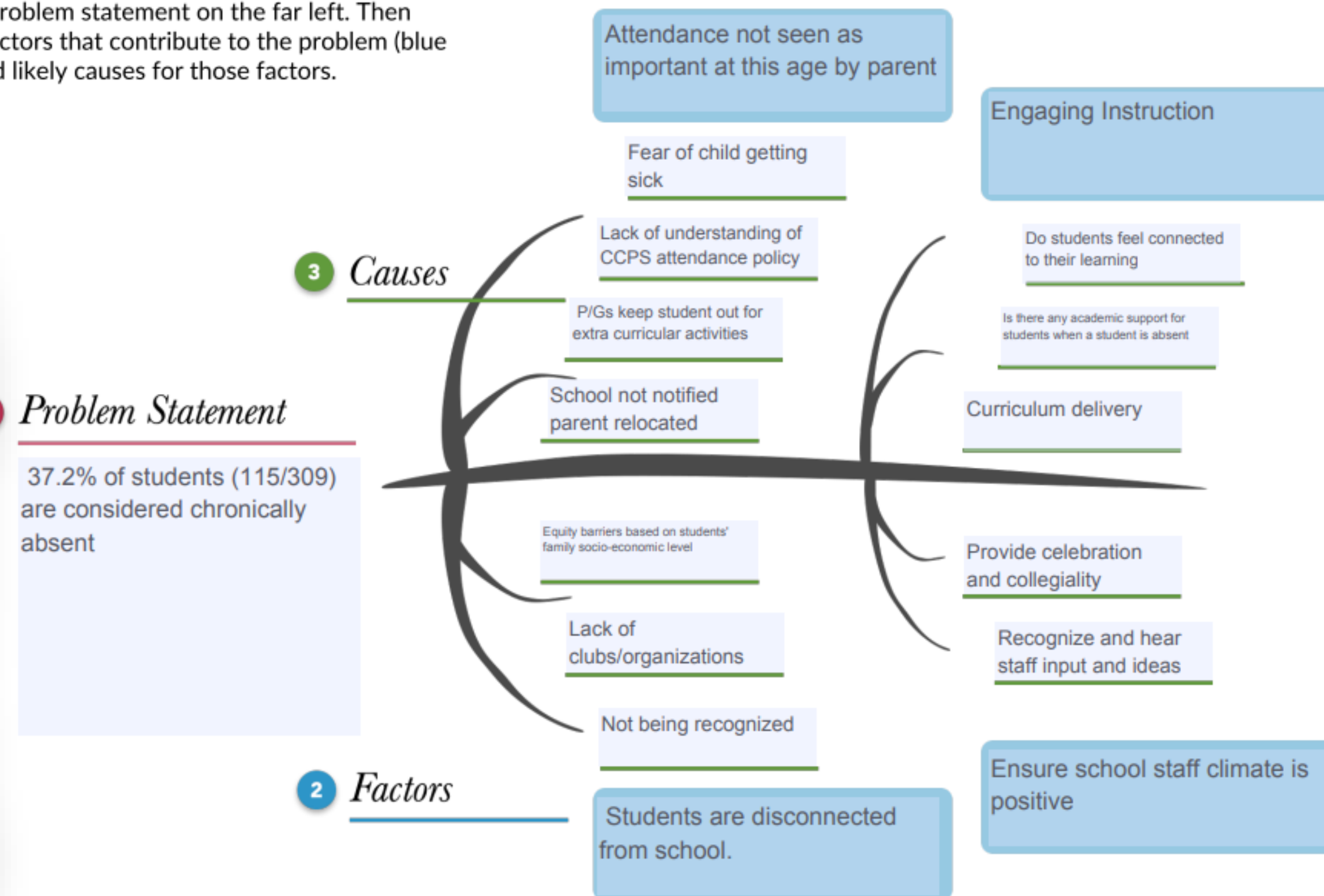


Charles County
Public Schools

Working together to achieve excellence for every student.



complete your own fishbone diagram, begin with the problem statement on the far left. Then identify factors that contribute to the problem (blue boxes) and likely causes for those factors.



Complete your own driver diagram beginning with the aim statement and working through primary and secondary drivers and change practices. Add connecting lines as appropriate. Then, check your logic from right to left: "If [change practice], then [secondary -> primary -> aim]."

1 Aim Statement

2 Primary Drivers

3 Secondary Drivers

4 Change Practices

SY 23-24 overall attendance percentage was 91%, through targeted actions The overall attendance rate will increase in-person attendance for SY 24-25 by 3% achieving a rate of 94%.

Students are disconnected from school

Attendance is not seen as important at this age level for students

Create club opportunities and recruit chronically absent intermediate grade level students to safety patrol

Implement PBIS strategies to ensure recognition of all students at Mt. Hope/Nanjemoy ES

Inform parents of CCPS Attendance Policy and ensure fair enforcement of the policy work closely with attendance committee.

Provide Ps/Gs with information/research at Title I community nights about the importance of attendance.

Establish mentor/CICO with students identified as our highest chronically absent 30+ more days out during SY 23-24

Recruit chronically absent 3rd/4th/5th graders to safety patrol

Daily positive student office referrals with social media shout outs

Assign designated staff to CICO with chronically absent students

Attendance competition between grade levels

Attempt to individually meet with student family if they violate CCPS Attendance Policy

School Climate

Quarter 1 School Climate Action Steps:

- *What practices, if done by everyone, could serve as an umbrella to help us achieve our SMART goal?*
- *What action steps will generate improvement?*

List your Quarter 1 action steps.

- 1. Home visits and attendance challenges for all students that missed 30 or more days of school during SY 23-24.**
- 2. Increase student involvement in clubs and school organizations to provide a reason to come to school. (Ex: Safety Patrol)**
- 3. Attendance Spirit Week Sept 16-20.**
- 4. Targeted incentive days**
- 5. Adding students with attendance concerns to the Wake-Up Mt. Hope/Nanjemoy video announcements.**
- 6. Update community about attendance rates and reward all grade levels that achieve 94% or higher attendance/week**
- 7. Attendance bulletin boards with weekly updated data to make attendance visible to all visitors**
- 8. Create a CICO/mentoring group with chronically absent students and administration/ILT/special areas teachers/front office staff/interventionist**



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate: Data Collection

Quarter 1 Data Collection:

-School Climate Goal --- Using Synergy ATD621 report the overall student attendance percentage will increase by 3% to 94% by the EOY.

-Weekly attendance as compiled by PPW (by grade level and overall school total)

-[Individual weekly monitoring](#) of chronically absent students (20+ days out) from SY 23-24

-Establish engagement in school by recruiting students for the safety committee and any other clubs they may be interested in that are offered or where we can look to create.

-Monthly attendance committee meeting (First Tuesday of the month from 2pm – 3 pm)

-Club/group assignment for chronically absent students as identified addition of any new student violating CCPS Attendance Policy

-Discipline data ---

- As of November 26, 2024 we are averaging 8.66 total referrals per month. We are on track to drop overall referrals for the year by nearly 30% this SY compared to last SY.

- Overall student participation in PBIS Big Event for Qtr 1: **100%**

Additional discipline data: Totals from SY 23-24 - (discipline incidents, dispositions by demographics, violations by demographics)



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate

Quarter 1 School Climate Data Analysis

Data Sources: Synergy Analytics: ATD attendance data reports, Discipline Student Incidents, Student participation in PBIS Big Events

Successes	Challenges	Next Steps
<ul style="list-style-type: none">- Home visits for chronically absent students completed begin building connection to school (14 families)- Emailed P/G CCPS Attendance Policy with highlighted areas about retention based on absences. (Community Newsletter- Celebrating students that met set criteria for attendance incentives- 100% of students made it to the first quarter big event (no major referrals)- On track to decrease referrals school-wide by 30%	<ul style="list-style-type: none">- Found one student's family was evicted and is not returning to Mt. Hope/Nanjemoy ES this SY- Not sure families read/care/believe the attendance policy has any follow through- Scheduling/holding/preparing information for attendance hearing meetings at school- A chronically absent student has missed 33 days of school and had an attendance hearing at school as well as at the BOE- Flu season- We have added 10 additional students to monitor as they at the end of the first cycle as they have surpassed 5 or more days out of school.	<ul style="list-style-type: none">- Monitor P/G involvement at events and day to day- Using attendance monitoring strategies and committee members; continue to offer opportunities for P/G to be informed of the policy and fairly enforce the policy.- Continue with attendance plan.- Add students as necessary we will continue to monitor attendance (daily, weekly, monthly and quarterly) when a student surpasses 7 or more days total out of school they are added to our Tier 3 monitoring group.- Add tips and research about attendance to community newsletters- Invite parents of chronically absent students to school for an activity with the explanation about attendance- Inform parents/community about the school's star rating 4/5 and a big contribution to the reason that we are not 5/5 stars is attendance.

School Climate

Quarter 2 School Climate Action Steps:

List your Quarter 2 action steps.

1. Review student involvement in clubs and school organizations to ensure that students on these clubs will only continue if they continue to come to school. (Ex: Safety Patrol)
2. Attendance Spirit Week – January 2025.
3. Monthly targeted incentive days
4. Adding students with attendance concerns to the Wake-Up Mt. Hope/Nanjemoy video announcements.
5. Update community about attendance rates and reward all grade levels that achieve 94% or higher attendance/week
6. Continue to update the attendance bulletin board weekly
7. Create a CICO/mentoring group with chronically absent students and administration/ILT/special areas teachers/front office staff/interventionist



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate: Data Collection

Quarter 2 Data Collection:

Indicate below what data will be collected to monitor progress towards attainment of the school climate goal?

- School Climate Goal --- Using Synergy ATD621 report the overall student attendance percentage will increase by 3% to 94% by the EOY.
- Weekly attendance as compiled by PPW (by grade level and overall school total)
- [Individual weekly monitoring](#) of chronically absent students (20+ days out) from SY 23-24
- Establish engagement in school by recruiting students for the safety committee and any other clubs they may be interested in that are offered or where we can look to create.
- Monthly attendance committee meeting (First Tuesday of the month from 2pm – 3 pm)
- Club/group assignment for chronically absent students as identified addition of any new student violating CCPS Attendance Policy

Compare discipline data from last year to end date of Cycle 2 to see if there are improvements in behavior as a correlation to attendance.

-Discipline data ---

- As of January 21, 2025 we are averaging 13% fewer referrals than during the 2nd quarter compared to last SY 23-24.
- Overall student participation in PBIS Big Event for Qtr 2: **99.6%** (one student did not participate)

Additional discipline data: Totals from SY 23-24 - (discipline incidents, dispositions by demographics, violations by demographics)



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate

Quarter 2 School Climate Data Analysis

To what extent does the data provide evidence that the strategies are leading to attainment of the smart goal? What conclusions can we make, based on the data?

Data Sources: Synergy Reports ATD 621 & ATD Totals by Student, Analytics Referral by Month data, and the Attendance Committee Notes

Successes	Challenges	Next Steps
<ul style="list-style-type: none">Chronically absent students have dropped by ten students - from SY 24-25 to SY 25-26—12 students currently considered chronically absent compared to 22 at this point last SY.At December Holiday Extravaganza event – Parents informed of attendance rates and reviewed the importance of attendance and discussed star rating effects.Added two students to Safety Patrol that were chronically absent last SY.Monthly grade level attendance challenge winners:<div>Oct 31 – Fourth</div><div>Nov – Second</div><div>Dec – Kindergarten</div><div>Jan – Pre-K</div>	<ul style="list-style-type: none">Percentages of all students present during 2nd quarter fell below the 94% expected state attendance rate:<div>(Oct 31) & Nov – 91.91%</div><div>Dec – 90.52%</div><div>Jan 21 – 90.87%</div><div>Overall 2nd qtr – 91.1% (-2.9%)</div>Discipline referrals increased during 2nd quarter particularly in February compared to the same time last year.	<ul style="list-style-type: none">Continue the following steps: Using attendance monitoring strategies and committee members; continue to offer opportunities for P/G to be informed of the policy and fairly enforce the policy.Continue with attendance plan.Add students as necessary we will continue to monitor attendance (daily, weekly, monthly and quarterly) when a student surpasses 7 or more days total out of school they are added to our Tier 3 monitoring group.Add tips and research about attendance to community newsletters

School Climate

Quarter 3 School Climate Action Steps:

List your Quarter 3 action steps.

1. Review student involvement in clubs and school organizations to ensure that students on these clubs will only continue if they continue to come to school. (Ex: Safety Patrol)
2. Attendance Spirit Days— March 17th (St. Patty's Day) & March 25th (Maryland Day)
3. Monthly targeted incentive days
4. Students with attendance concerns continue to host the Wake-Up Mt. Hope/Nanjemoy video announcements.
5. Update community about attendance rates and reward all grade levels that achieve 94% or higher attendance/week
6. Continue to update the attendance bulletin board weekly (shows weekly attendance leaders)
7. Review & update -- CICO/mentoring group with chronically absent students and administration/ILT/special areas teachers/front office staff/interventionist



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate: Data Collection

Quarter 3 Data Collection:

- School Climate Goal --- Using Synergy ATD621 report the overall student attendance percentage will increase by 3% to 94% by the EOY.

- Weekly attendance as compiled by PPW (by grade level and overall school total)
- [Individual weekly monitoring](#) of chronically absent students (20+ days out) from SY 23-24
- Review Weekly Monthly attendance data at the committee meeting (First Tuesday of the month from 2pm – 3 pm)
- Club/group assignment for chronically absent students as identified addition of any new student violating CCPS Attendance Policy

Compare discipline data from last year to end date of Cycle 3 to see if there are improvements in behavior as a correlation to attendance.

-Discipline data ---

- As of end of third quarter we had a spike in our referrals in February (one student accounted for 14 of the 25 referrals) and we surpassed the referral rate comparison from this SY **(39)** compared to last SY **(27)**.
- Overall student participation in PBIS Big Event for Qtr 3: **98.89%** (three students did not participate)



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate

Quarter 3 School Climate Data Analysis

To what extent does the data provide evidence that the strategies are leading to attainment of the smart goal? What conclusions can we make, based on the data?

Data Sources: Synergy Reports ATD 621 & ATD Totals by Student, Analytics Referral by Month data, and the Attendance Committee Notes

Successes	Challenges	Next Steps
<ul style="list-style-type: none">Held attendance meetings with parents and students to date: 27 total meetingsOne student after attendance meeting had perfect attendance in February.Monthly grade level attendance challenge winners:<div>Jan 23 – Pre-K</div><div>Feb – First grade</div><div>Mar 28 – Second grade</div>Chronically absent students have dropped by ten students - from SY 24-25 to SY 25-26—<u>25 students currently</u> considered chronically absent <u>compared to 31 students</u> at this point last SY.	<ul style="list-style-type: none">Two – Percentages of all students present during 2nd quarter fell below the 94% expected state attendance rate:<div>Jan 23 – 89.82%</div><div>Feb – 89.32%</div><div>Mar 28 – 93%</div><div>Overall 3rd qtr – 90.71% (-3.29%)</div>Discipline referrals increased during 3rd quarter particularly in February compared to the same time last year (noting one SPED student accounted for 14/25 referrals in February).	<ul style="list-style-type: none">Continue the following steps: Using attendance monitoring strategies and committee members; continue to offer opportunities for P/G to be informed of the policy and fairly enforce the policy.Continue with attendance plan.Add students as necessary we will continue to monitor attendance (daily, weekly, monthly and quarterly) when a student surpasses 7 or more days total out of school they are added to our Tier 3 monitoring group.Big Attendance reward for April – Sundae Party (funding provided from outside donor).

School Climate

Quarter 4 School Climate Action Steps:

List your Quarter 4 action steps.

1. **MCAP attendance incentives (in addition to continuing attendance plan)**
2. **Attendance/MCAP Spirit Week – April 28-May 2, 2025**
3. **Continue monthly targeted incentive days**
4. **Adding students with attendance concerns to the Wake-Up Mt. Hope/Nanjemoy video announcements.**
5. **Update community about attendance rates and reward all grade levels that achieve 94% or higher attendance/week**
6. **Continue to update the attendance bulletin board weekly (shows weekly attendance leaders)**
7. **Review - CICO/mentoring group with chronically absent students and administration/ILT/special areas teachers/front office staff/interventionist**



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate: Data Collection

Quarter 4 Data Collection:



Charles County
Public Schools

Working together to achieve excellence for every student.

School Climate

Quarter 4 School Climate Data Analysis

To what extent does the data provide evidence that the strategies are leading to attainment of the smart goal? What conclusions can we make, based on the data?

Data Source:

Successes	Challenges	Next Steps