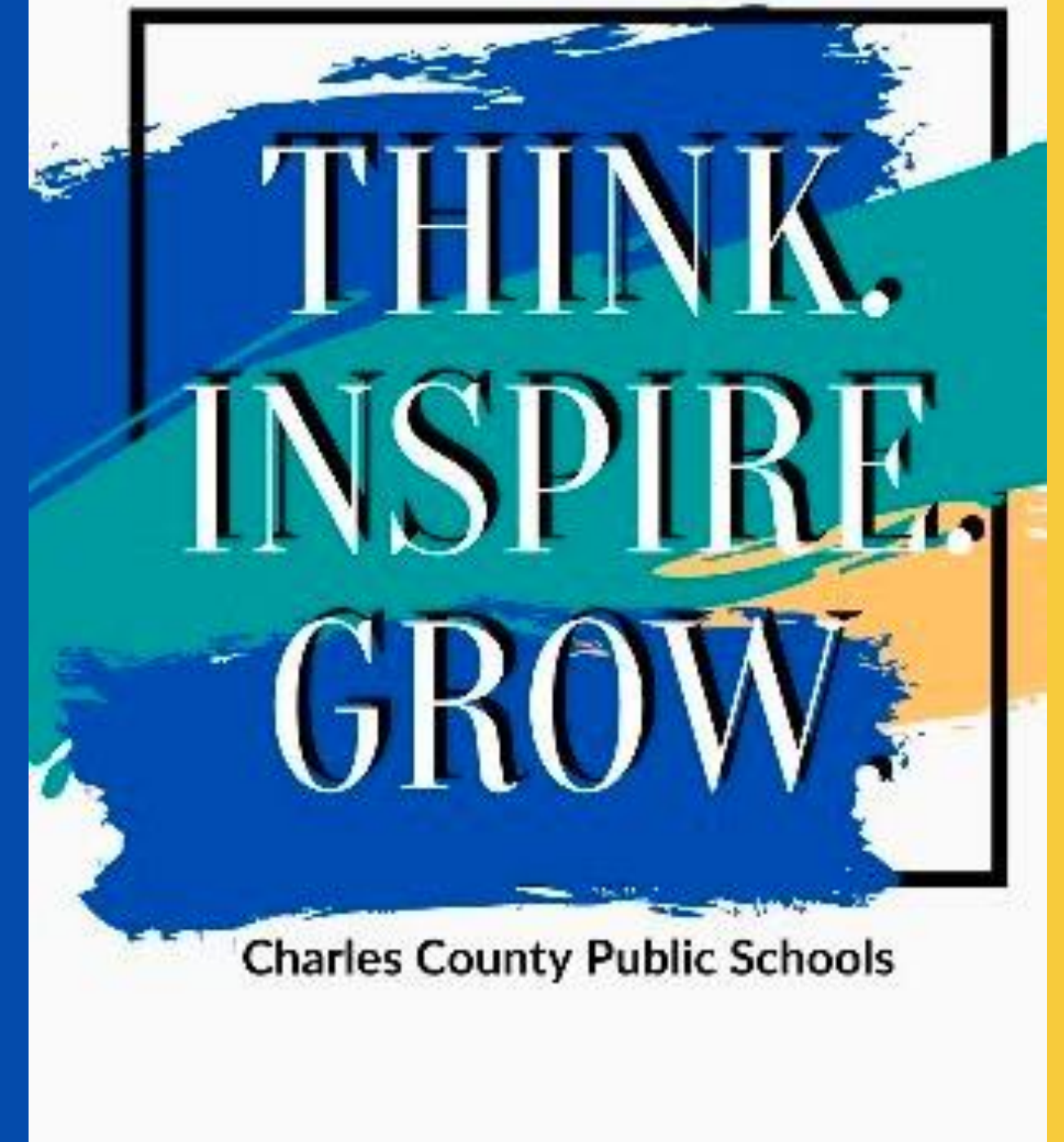


# Charles County Public Schools School Climate Plan

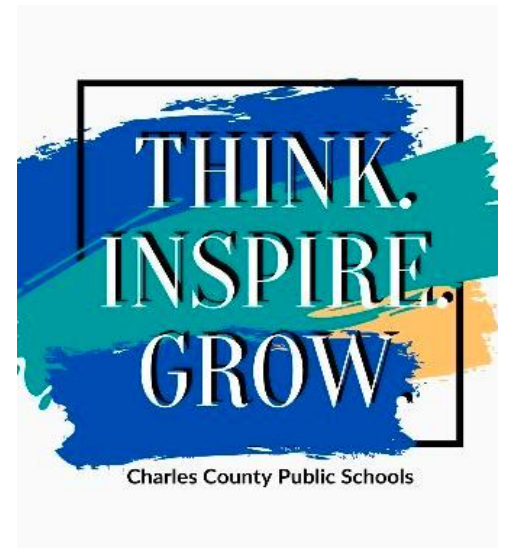
Theodore G. Davis  
Middle School



# 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 [Theodore G. Davis MS](#) 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).



- Theodore G. Davis Middle School was identified in 2022 as an Additional Targeted Support and Improvement (ATSI) school by MSDE for our underperforming student group, students with disabilities. The school has put in place strategies to support these students, including providing high quality intervention programs and additional materials and resources for small group instruction. This plan will continue for 3 school years until this targeted group shows enough growth on MCAP.



# 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?

*List 4-5 concise data points that identify school climate areas of need.*

- *199 students chronically absent last year grades 6-8*
- *83 students in the 18.5 to 22.5 window of absences*
- *IEP students chronically absent*
- *Active students (clubs/organizations) on chronically absent list*



**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?

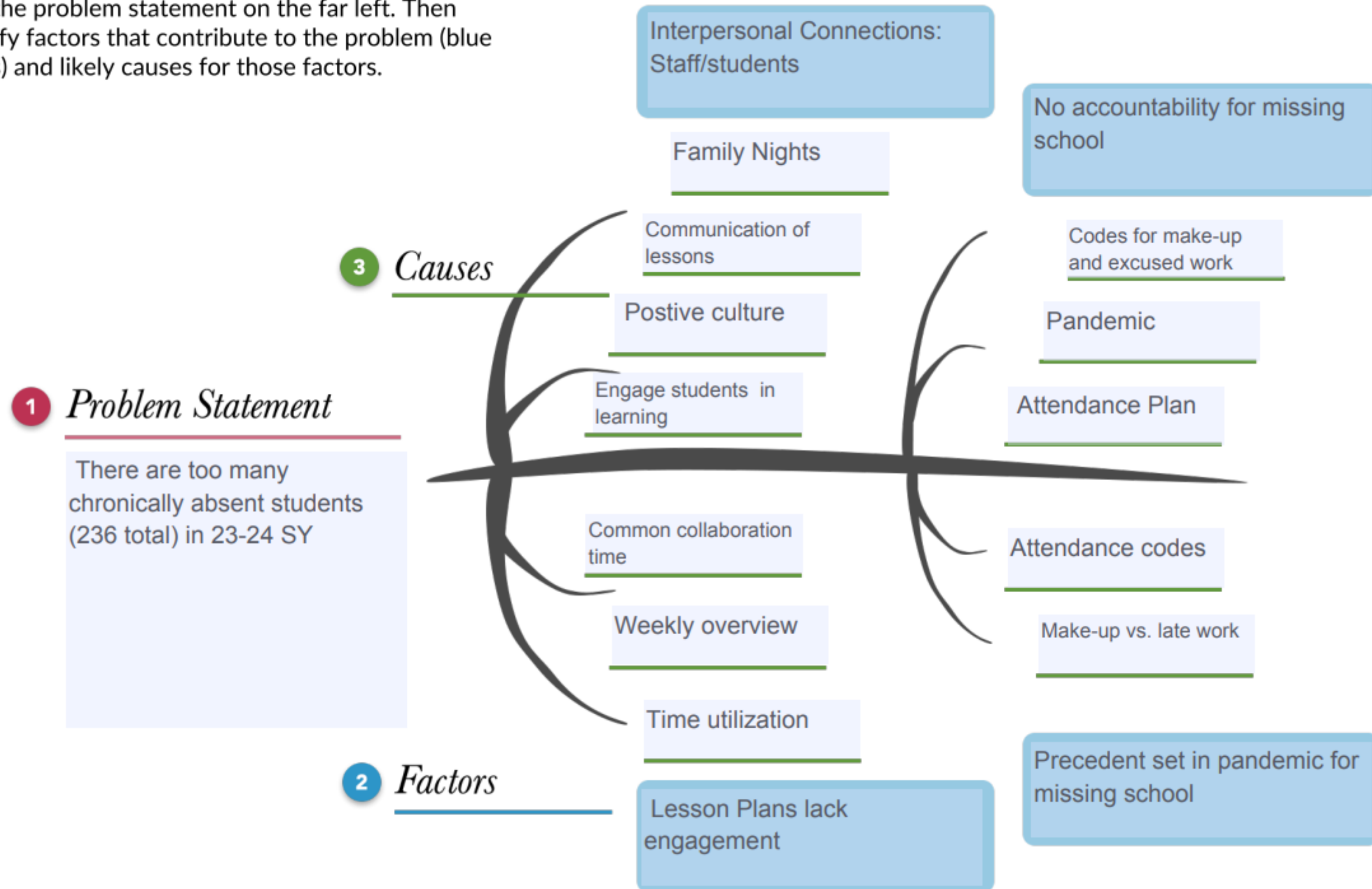
**Problem of Practice sample statement:** 75% of dispositions in grades 6 – 8 are assignments to our In-School Intervention room due to the inconsistent implementation of tier one and tier two interventions.



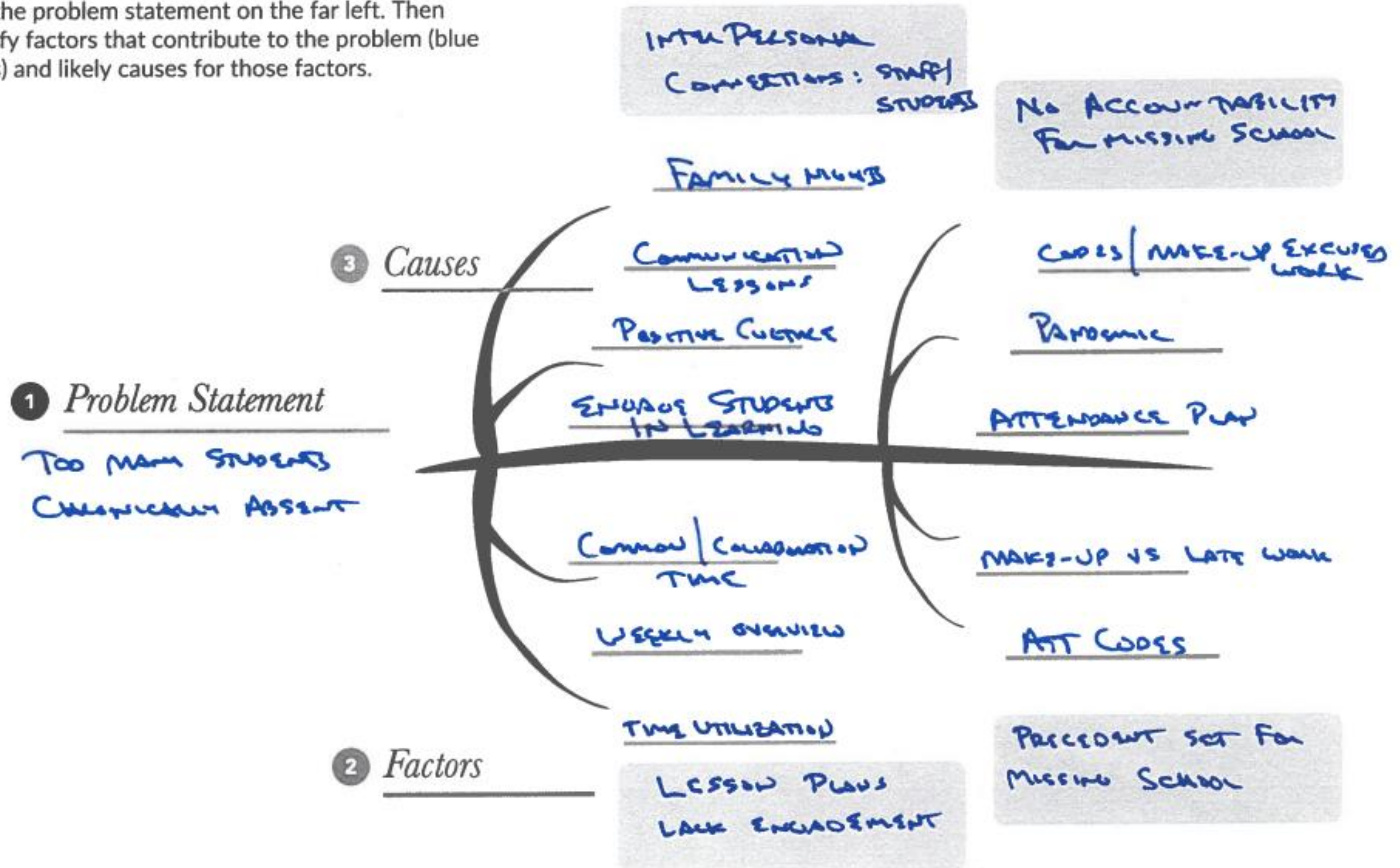
**Charles County**  
Public Schools

*Working together to achieve excellence for every student.*

To 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.



To 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.





# Develop a SMART Goal

The Smart Goal is the specific goal developed in response to the problem statement that guides improvement efforts. It should describe what the team wants to achieve, what metric will be used to measure achievement, and by how much the team wants to increase or decrease that metric.

**Make sure your SMART Goal is:**

- **S**pecific
- **M**easurable
- **A**chievable
- **R**elevant
- **T**ime-bound: Unlike instructional SIP goals, school climate goals are for the full school year (with periodic embedded data monitoring)

**Insert your school's SMART goal, primary, and secondary drivers into the Driver Diagram.**

1

Smart Goal

2

Primary Drivers

3

Secondary Drivers

4

Change Practices

- ATTENDANCE: CULTURE/CLIMATE  
SCHOOL IMPROVEMENT  
GOAL

WE WILL WORK TO  
DECREASE THE  
NUMBER OF  
CHRONICALLY ABSENT  
STUDENTS FROM 21% IN  
23-24 TO 16% IN 24-25

STUDENTS LACK A  
CONCEPT TO SCHOOL

NO ACCOUNTABILITY  
FOR MISSING SCHOOL

LACK OF A  
POSITIVE CULTURE

LACK OF PARTICIPATION  
IN AFTER SCHOOL  
ACTIVITIES

LESSON PLANS ARE  
NOT ENGAGING

ATTENDANCE TEAM  
LACKED FOCUS

CAN MAKE-UP WORK  
WHEN EXCUSED... NO  
PENALTY

FOCUS OF INTER-PERSONAL  
CONNECTIONS: PARENT  
MEETINGS (TWO-TIME)

SEPTEMBER  
ACTIVITY FAIR  
(9/12): COMMUNITY

WEEKLY OVERVIEW  
FOCUS ON LP IN  
24-25

ATTENDANCE PLAN  
IN PLACE  
5/10/15/10 DAYS

LASO: ACCOUNTABILITY  
FOR WORK... STUDENTS  
CAN'T MISS

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

The SIT at DMS will work to decrease the number of chronically absent students from 21% to 16% for the 24-25 SY

Students lack a connection to school

No accountability for missing school

Lack of a positive culture

Lack of participation in after school activities

Lesson plans are not engaging

Attendance team lacked focus

Can make-up work when excused there is not penalty

Focus on inter-personal connections - parent nights

September activity fair 9/12

Weekly overview

Attendance plan

LASW protocol, accountability for work, students can't miss school

# Smart Goal: Davis MS – School Climate

---

In 24-25, the climate committee at Davis MS will decrease the number of chronically absent students from 21% in 23-24 to 16%.

Climate committee – Student Services, Administration, Check-in Teachers/Staff Members

Attendance Improvement Plan:

- At 5 Days Absent – Letter goes Home. Counselor has discussion/warning with student about what will happen if they get to 10 Days absent.
- At 10 Days Absent – Letter goes Home. AP will have a discussion with student/parent and give the students name to the attendance coordinator. Attendance coordinator will then place student into the Attendance Check-In Program. Students will receive incentives for coming to school all 5 days each week.
- At 15 Days Absent – Letter goes Home. AP will have an attendance meeting with Student and Parent and an attendance contract will be created.
- At 18 Days Absent – Student will have violated the attendance contract and will be sent to an attendance hearing at Central.

All students that were absent from 18.5 – 20.5 days last year will be spoken to about their attendance and talk to them and their parents about decreasing their days. By the PPW. Returning 6<sup>th</sup> and 7<sup>th</sup> Graders.

The Check In Program is a list of students is given to a teacher that the students will check in with every morning. This attendance list will then be collected by the attendance coordinator and compared to the Synergy Attendance of record. The students who come to school and check in all 5 days will receive a treat on Friday.

The Attendance Contract will state that if the student misses 3 additional days then they will be taken to an attendance hearing at the board.



# 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.**

**Implement the attendance improvement plan: admin**  
**Identify the attendance coordinator: Ms. Norris – Teacher: Admin Intern**  
**Meet with students on the chronically absent list from 23-24: PPW**  
**Buy in from staff through back-to-school week PD: Mitchell**  
**Communicate planning schedule with teachers: ILT**



**Charles County**  
Public Schools

*Working together to achieve excellence for every student.*

# School Climate: Data Collection

## Quarter 1 Data Collection:

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

Weekly attendance reports  
Number of students on 5, 10, 15, 18 day level of the attendance improvement plan  
Walk through/visits by admin/ILT and mentor teachers to ensure planning is executed through engaging lessons  
Club reports in Synergy – students participating in after school activities  
Number of events sponsored for students to participate in throughout the year.

After quarter 1:

- 1. Current number of students on 5-day plan: 116
- 2. Current number of students on 10-day plan: 11
- 3. Current number of students on 15-day plan: 3
- 4. Current number of students at 18 days: 1
- 5. Club reports in Synergy to be updated by Mast quarterly– students participating in after school activities (rosters given by sponsors): How many students currently: TBD – Reports not uploaded yet
- 6. 329 students had perfect attendance for quarter 1: 33%
- 7. School attendance rate: 95.66 %, chronically absent rate: 11 %

For the 2<sup>nd</sup> quarter we plan to: Continue the weekly attendance reports (run every Friday) and reviewing with Student Services in the weekly meeting scheduled for 9:00 am. Ms. Norris will continue to be coordinator, Mr. Mast runs reports and meets with the teams (Student Services/Admin).



Charles County  
Public Schools

Working together to achieve excellence for every student.

# School Climate

## Quarter 1 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
<p>At the end of quarter one, in order to be on pace with our 16% number of chronically absent students, the percentage of students that reach the 5 day criteria.</p> <p>Communication with Parents/Community about importance of good attendance</p> <p>End of quarter perfect attendance celebration: 329 students out of 1004 – 33%</p> <p>Weekly attendance reports – Davis sits at #1 MS in the county for attendance rate: 95.71%</p>	<p>Excused vs. unexcused absences</p> <p>Communication with Parents/Community about importance of good attendance</p> <p>End of quarter perfect attendance celebration: 329 students out of 1004 – 33%: can be higher now that they know about celebrations - - - communication to community.</p>	<p>Adopt, adapt, adjust plan according to how check in goes first quarter.</p> <ol style="list-style-type: none"><li>1. Roll out attendance plan</li><li>2. Contact returning chronically absent students</li><li>3. Get check in staff</li><li>4. Give incentives</li><li>5. Plan celebrations</li></ol> <p>Get more people involved (staff) in becoming a mentor/CICO people for students at 10 days</p> <p>Run lists weekly to get kids off chronically absent list as they accrue days present at school</p>

# School Climate

## Quarter 2 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 2 action steps.**

- 1. Presentation on 11/4: State of Attendance at Davis MS with full staff**
- 2. Perfect Attendance Celebration 11/7: Celebrate all students who had perfect attendance quarter 1 – donuts/juice (329 students)**
- 3. Weekly Student Service meetings including admin to discuss those on 5, 10, 15, 18 day plans.**
- 4. Ms. Norris (teacher, admin intern) takin on students who need a check in at day 10 missed.**
- 5. Continue Attendance Improvement Plan**



**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?*

17.1 % students on chronically absent list

94.53% attendance rate for the year

24% students had perfect attendance for quarter 2



**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 Source:

Successes	Challenges	Next Steps
<p>Still #1 attendance rate among MS's in CCPS.</p> <p>Weekly meetings with student services and admin continue to take place. Individual cases are handled more regularly with team approach.</p> <p>Quarter 2 perfect attendance celebration planned for February 7th 1st block.</p>	<p>The number of chronically absent students went up from 11% to 17%. Our attendance rate went down from 96% to 94%.</p>	<p>Get in contact with parents of "bubble" chronically absent kids. If they attend 2 straight weeks they are off the list. AP's/counselors will incentivize attendance for the next two weeks.</p>

# School Climate

## Quarter 3 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 3 action steps.**

**Plan a celebration for quarter 3. Students with perfect attendance for 3rd quarter only. We will promote and target all students. Data will be pulled weekly for student services/admin meetings.**

**Continue to meet with kids who hit the 10-day mark only. Admin puts students on contract through Ms. Norris (attendance coordinator).**

**Meet weekly (Friday's 1st block) to discuss as a team (student services/admin).**

**Continue to pull data weekly – perfect attendance/chronic absent/school attendance rate**



**Charles County**  
Public Schools

*Working together to achieve excellence for every student.*

# School Climate: Data Collection

## Quarter 3 Data Collection:

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

23% students had perfect attendance for quarter 3

15.6% students on chronically absent list

93.71% school attendance rate for the year



**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 Source:

Successes	Challenges	Next Steps
2 <sup>nd</sup> best attendance rate in the county  Student Services brainstorming ideas for encouraging attendance at the end of the school year (still meeting every other Friday)	Code 13  Students out on Medical  Students on chronically absent list at 2 schools  Staff attendance rate	Create a schedule for the end of the school year to encourage attendance

# School Climate

## Quarter 4 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 4 action steps.**

**Ms. Norris (attendance coordinator) continues to move kids in and out of plans**

**Mr. Mast (AP) calling all kids on list with (14-17) absences to encourage attendance (incentivise).**

**Our school leaders are currently planning events for 6/10, 6/11, and 6/12 to encourage attendance the final week of school:**

**6/10 – Grade Level Assemblies to kick off 25/26**

**6/11 – PBIS Battle of the Classes Event**

**6/12 – Student Vs. Staff Basketball Game**

**6/13 – 8<sup>th</sup> grade celebration, 6<sup>th</sup>/7<sup>th</sup> grade cheers on the final walk down the hall in am**



**Charles County**  
Public Schools

*Working together to achieve excellence for every student.*

# School Climate: Data Collection

## Quarter 4 Data Collection:

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

\_\_\_\_\_ students had perfect attendance for quarter 4

\_\_\_\_\_ students on chronically absent list

\_\_\_\_\_ school attendance rate for the year



**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