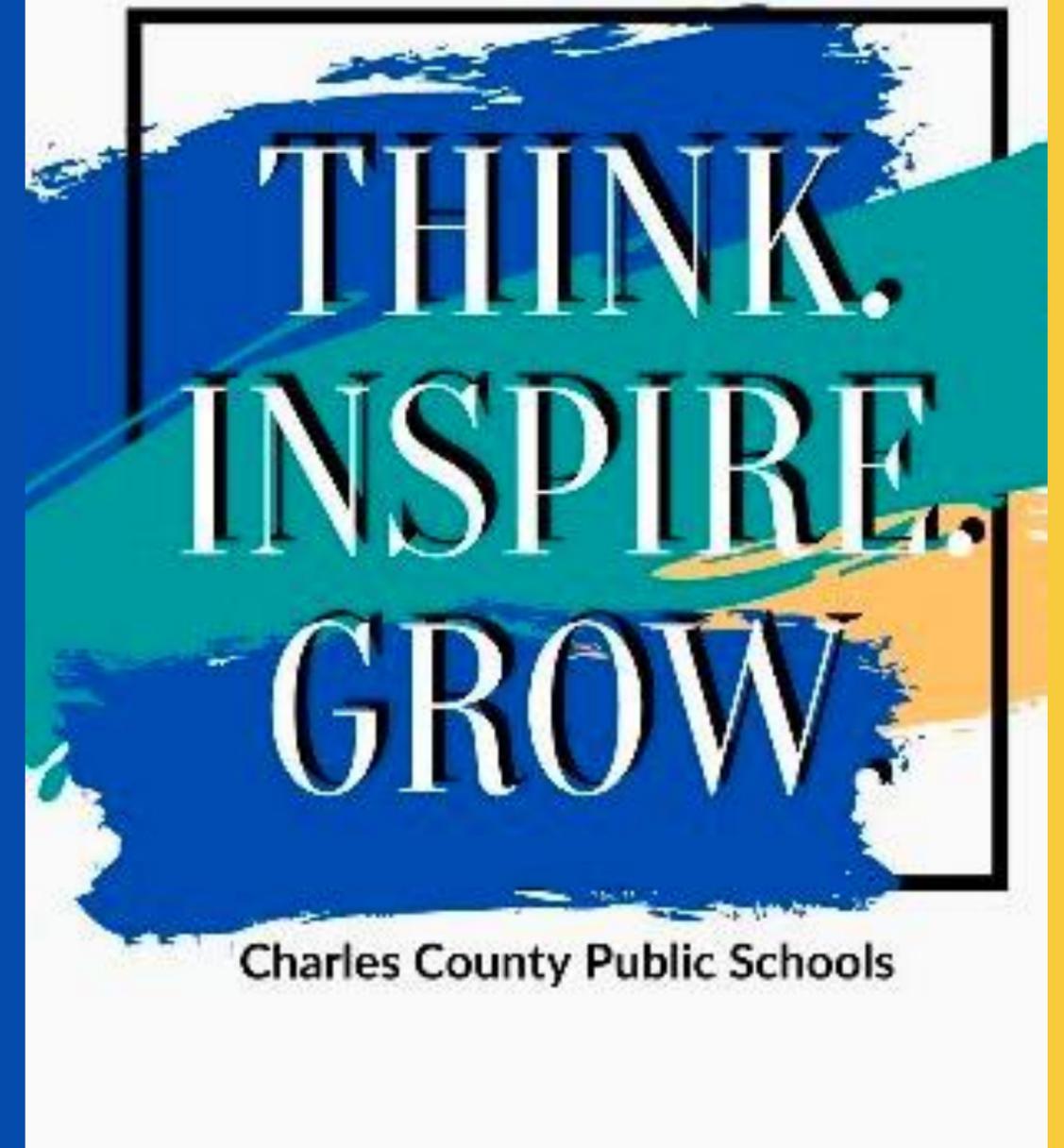


Charles County
Public Schools
School Improvement Plan
Cycle 1

St. Charles High School



Spartan Strong!

The 2025-2026 school year is off to a great start!

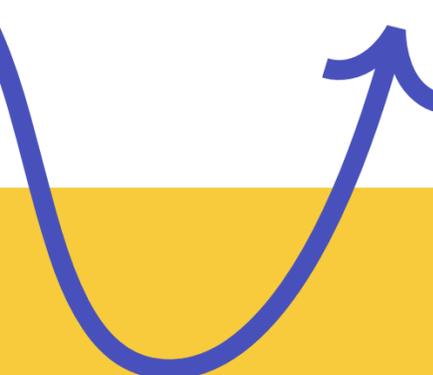
From AP score celebrations, MJROTC formations, play preparations, marching band trophies, athletic victories- we do not know where to start celebrating our students, their achievements, and their dedication to learning and growing.

We know there is more to come and we cannot wait to see what this year continues to bring!



Why Continuous School Improvement

- ✓ School Improvement is the blueprint schools use to guide decision – making to impact important markers of successful schools - student achievement, absenteeism, teacher retention and development, school climate and culture, parental involvement, resource allocations, and systems and structures (Grissom, Egalite, & Lindsay, 2021).
- ✓ Each school develops a School Improvement Plan (SIP). The SIP identifies priority goals, instructional and culture strategies, and supports schools will implement to raise student achievement and prepare students for college and career pathways.
- ✓ This work starts at the elementary school and continues through high school.



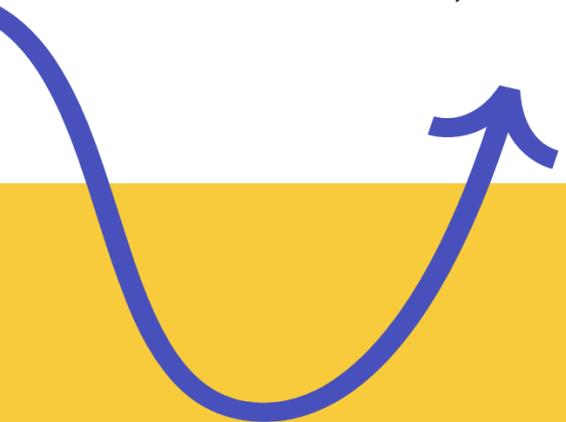
Charles County
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Working together to achieve excellence for every student.

Why Continuous School Improvement

Continuous improvement is based upon three core principles:

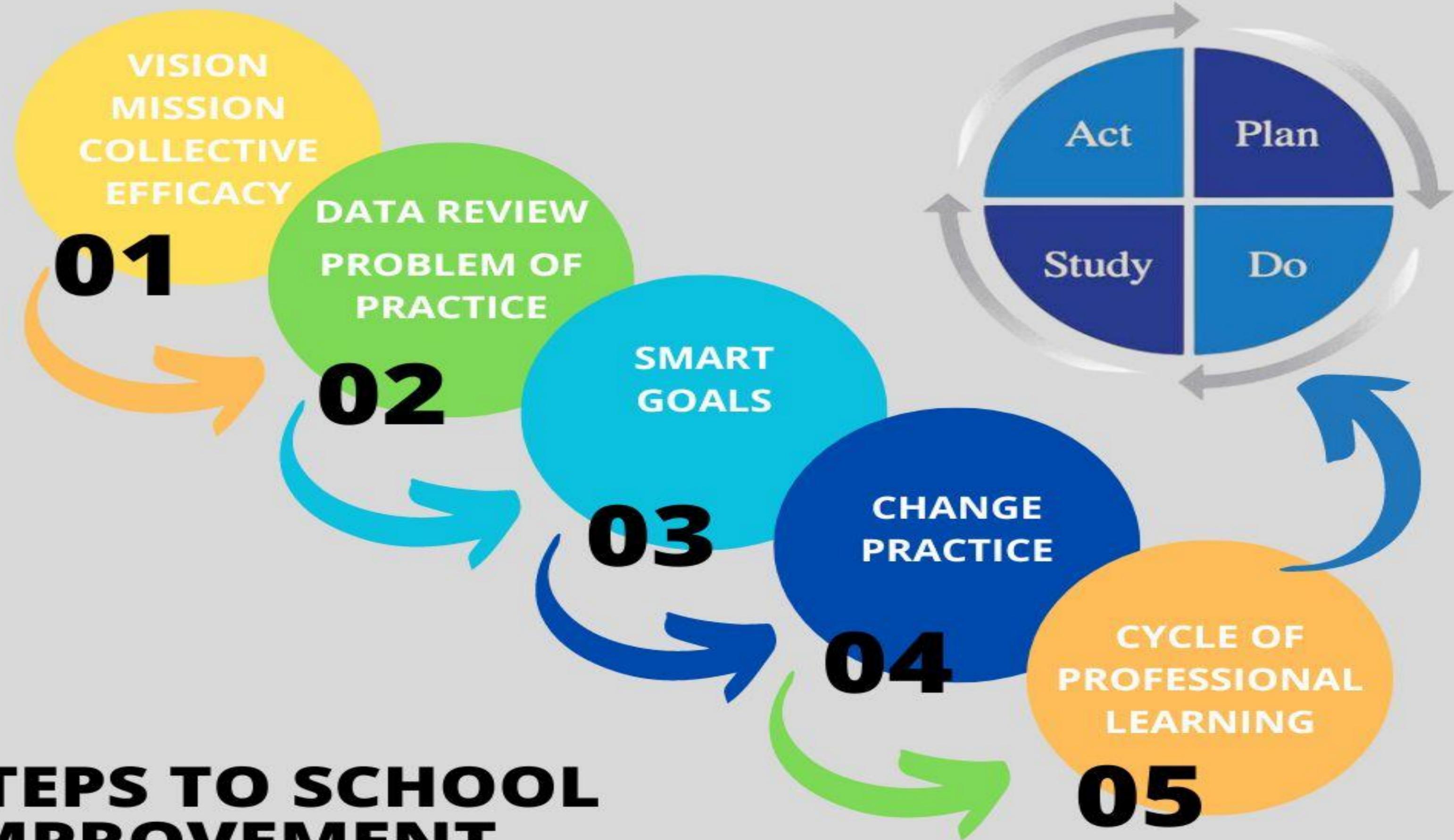
- ✓ Change takes time and involves collective effort (Bryk et al., 2015; Katz, Earl, & Jaafar, 2009).
- ✓ Change is context-specific and therefore requires constant adaptation, data collection, and learning (Bryk et al., 2015).
- ✓ Focusing on a series of small changes, combined with ongoing evidence 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).



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STEPS TO SCHOOL IMPROVEMENT



St. Charles High School: Vision, Mission, Collective Efficacy Statements

Vision: At St. Charles High School all stakeholders share the responsibility of preparing our students for college and careers. The mission of St. Charles High School is to build a safe, equitable, and collaborative educational community where students experience rigorous instruction, acquire cultural awareness, and develop responsibility and professionalism that prepares them for life-long learning.

Mission: The mission of St. Charles High School is to build a safe, equitable, and collaborative educational community where students experience rigorous instruction, acquire cultural awareness, and develop responsibility and professionalism that prepares them for life-long learning.

Collective Efficacy Statement: Through the continuous school improvement process, St. Charles High School will create a consistent collaborative environment where individual needs of staff are identified, supported, and evaluated in a way that promotes accountability and growth. Together, we will identify areas of strength and growth, collaboratively plan, implement, monitor our efforts, elevate morale, and celebrate our successes. We will consistently commit to our school and community, personally and professionally.



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Area of Focus

Dear Parents and Guardians,

We are committed to improving our students' proficiency in English Language Arts and Algebra I. Recent MCAP data show that many students are not meeting proficiency levels and we recognize the need to strengthen the alignment between classroom instruction and targeted interventions to better support every learner.

To achieve this, we are focusing on:

- ✓ Aligning instruction with state standards to ensure that lessons directly support the knowledge and skills assessed on the MCAP.
- ✓ Providing targeted interventions that address individual learning needs and close specific skill gaps.
- ✓ Enhancing teacher collaboration and planning to ensure consistent and effective instructional practices across all classrooms.

By prioritizing these areas, we aim to increase student proficiency, build academic confidence, and ensure that all learners are well prepared for success. With your support and partnership, we can continue to create a strong, supportive learning environment where every student thrives.

Thank you for your continued trust and collaboration in your child's education.

Sincerely,
St. Charles High School



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Data Summary

In the chart, please include five concise data points that identify the areas of need.

English Language Arts Data Overview	Mathematics Data Overview
MCAP ELA Scores	MCAP Algebra I and II Scores
BASE Line Student Data	BASE Line Student Data
Student Work Samples	Student Work Samples
Student Common Assessment Data	Student Common Assessment Data
Student Grades	Student Grades



School Problem of Practice & Smart Goals

ELA Smart Goal

- 60% of students tested will be identified as proficient or distinguished learners, by increasing 10% in the Spring 2026 exam administration.

Algebra I Smart Goal

- 10% of students tested will be identified as proficient or distinguished learners, by increasing 8% in the Spring 2026 exam administration.



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Cycle 1: Change Practice & Cycle of Professional Learning

Change Practice

- Teachers will plan and deliver lessons that align with MSDE standards.

Cycle of Professional Learning # 1 Overview

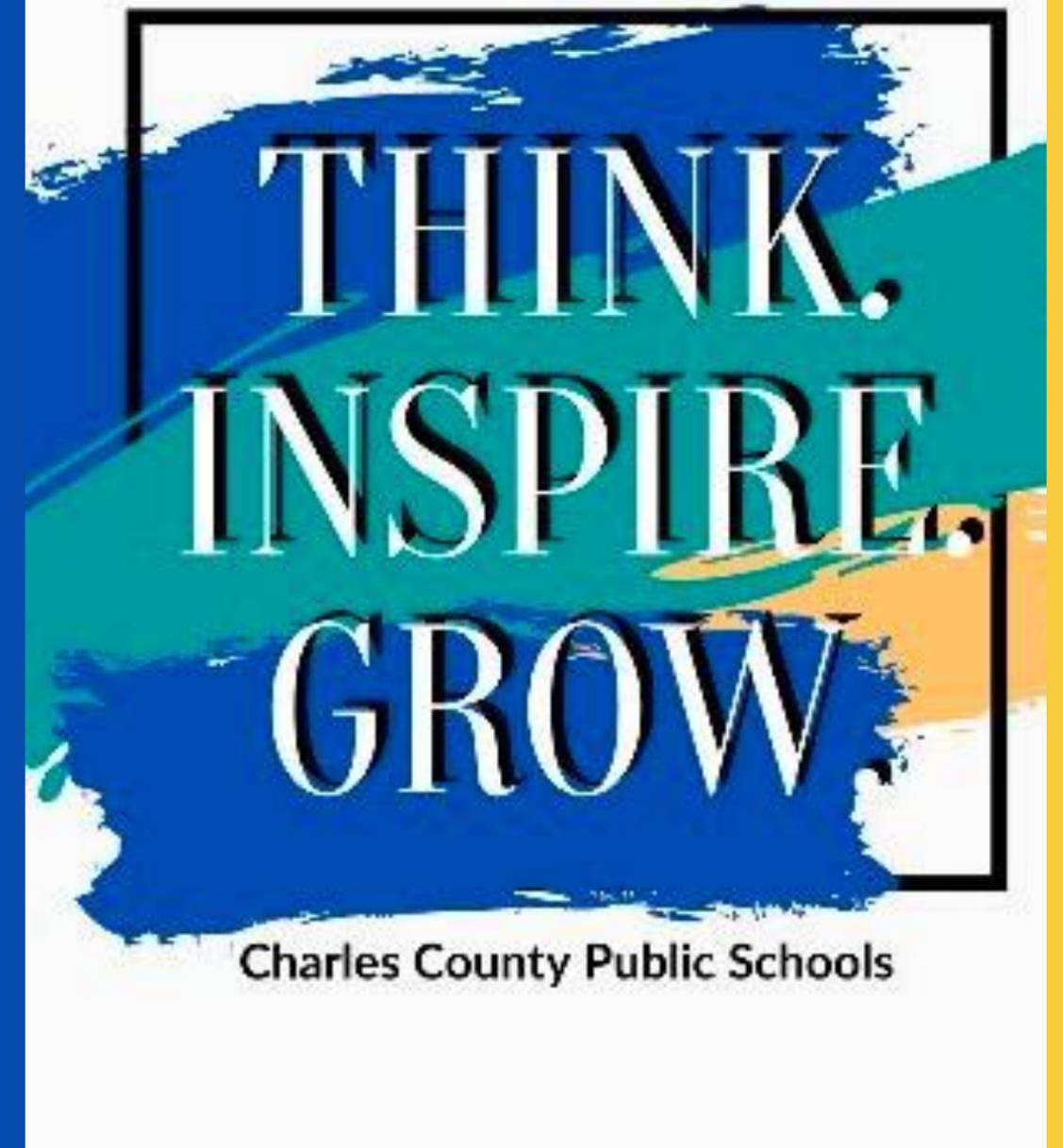
- Information on standards-based instruction, lesson planning, and non-negotiables given at beginning of the year PD
- Professional development opportunities for staff that is differentiated and provide differentiated materials based on student and staff needs
- PD at the start of the year surrounding aspects of standard-based lessons (clear objectives and essential questions, aligned assessments, data-driven decision making, differentiation, and rigor)
- Designated collaborative planning for departments and subject areas on how to align curriculum to state standards

Cycle 1: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)
Lesson plans and instruction aligned with state standards.	Students able to identify the standards and meet success criteria set by the teacher.
Teachers will unpack the content standards for students.	Students will ask questions to clarify their thinking.
Interactive and engaging lessons, using proven effective strategies.	Students active and engaged in learning.
Teachers will model the thinking necessary to complete tasks, like writing or solving equations	Demonstrate skills needed to answer questions and provide evidence for thinking.
Teacher will provide frequent feedback from formative and summative assessment opportunities.	Student will be able to provide feedback to the teacher, peers, and themselves for academic growth.

Charles County
Public Schools
Culture & Climate Cycle 1

St. Charles High School



Culture & Climate Overview

Data Overview

Data points to consider to build our culture and climate goals were:

- Student Attendance
- Discipline Data
- BASELine Survey Data
- Behavioral Health Referrals

Culture & Climate Area of Focus

To increase student engagement, use of tier one and two strategies, and administrative presence in the classrooms will reduce referrals for class cutting. We hope by building an engaging and active school building, students will recognize the want and need to be in the classroom at all time, thereby reducing referrals in class cutting.

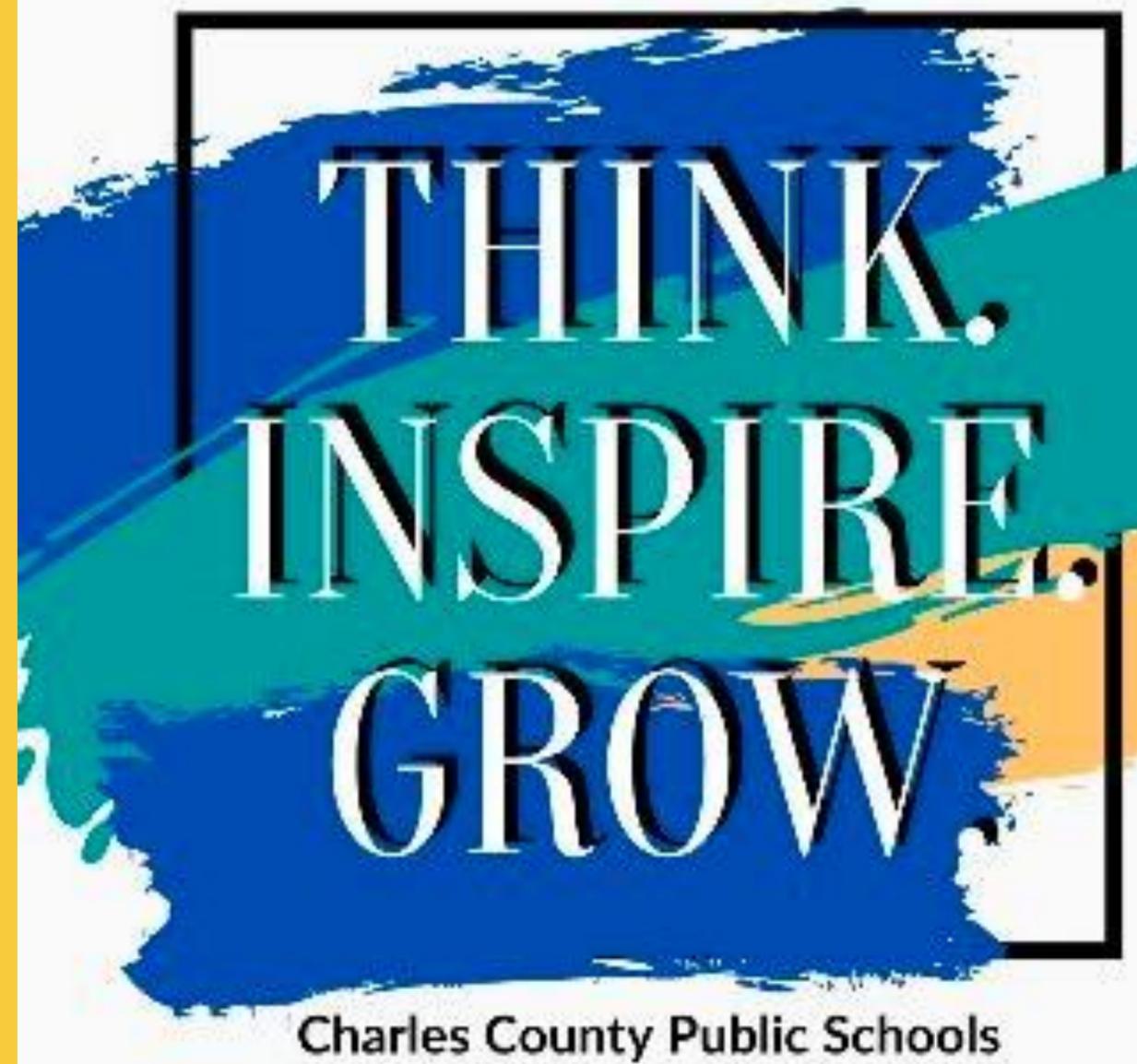
Smart Goal

Referrals for class cutting will reduce by 10% by the end of the school year by implementing changes in the classroom and stress on academics as a building.

Action Steps

- 1 Identification of students in grades 10-12 who were frequently issued referrals for class cutting for meetings with Student Services and administration to set goals.
- 2 Frequent communication between parents, students, Student Services, and administration for students of concern.
- 3 PBIS incentives- creating competitions for grade-levels or by floors regarding good attendance.
- 4 Encouraging announcements daily about the power of attendance. Visible signs in the halls about attendance.

THANK
YOU FOR
REVIEWING
OUR PLAN!

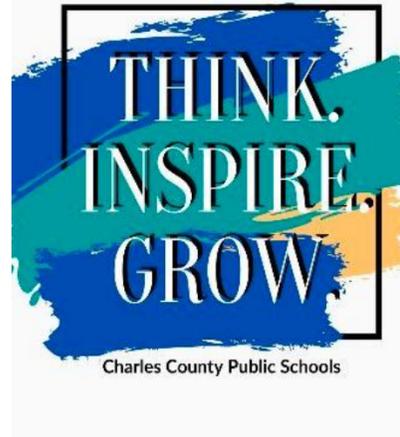


Working Together To Achieve Excellence For Every Student . . .

We Appreciate Your Partnership!

Directions

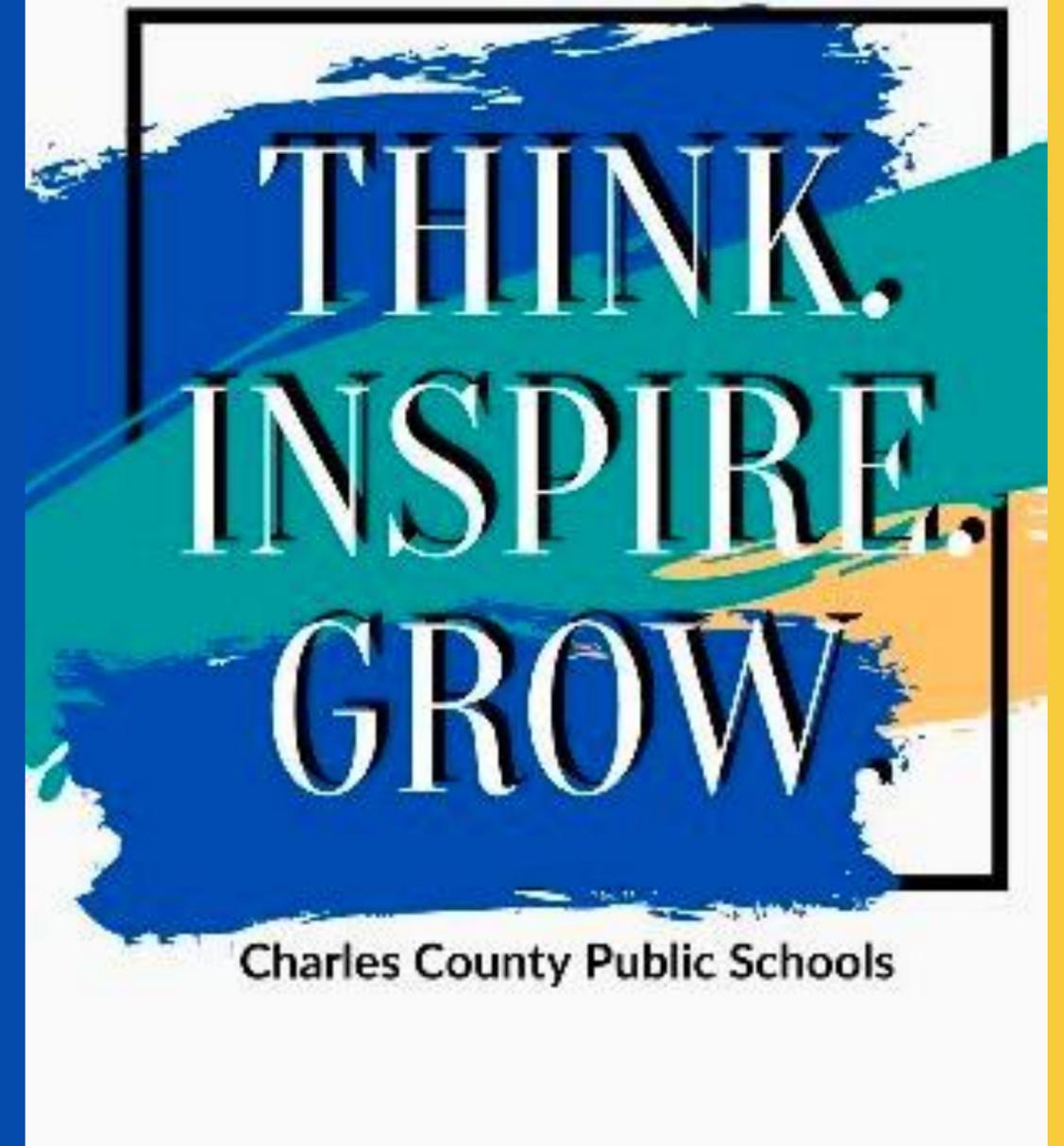
- ✓ Update Cycle 2
- ✓ Use your SIP to update the slides.
- ✓ Adjust formatting of slides as needed. Make an effort to put the required information on one slide without overloading the page. The goal is to deliver a concise parent friendly presentation.
- ✓ Share this presentation with your school community
- ✓ Please have your Public Relations Liaison upload the presentation to the school website by January 9.
- ✓ Update Cycle Outcomes at conclusion of cycle.
- ✓ Update each cycle.
- ✓ Delete this directions slide.



**Delete This Slide
Before Presenting**

Charles County
Public Schools
School Improvement Plan
Cycle 2

Insert School
Name Here



Place a catchy heading here ...

- Principals are brand ambassadors for their schools. Share good news about your school!
- You can include pictures of school happenings and tell your audience about school successes. Pictures would be nice touch!

Have a little fun with this slide!



Cycle 2: Change Practice & Cycle of Professional Learning

Change Practice

- Insert Change Practice

Cycle of Professional Learning # 2 Overview

- Insert strategies that teachers will learn and execute to improve student achievement. This should be an overview of the cycle of professional learning. Broad steps. Highlight the major strategies and areas of focus.



Cycle 2: Anticipated Outcomes

Anticipated Outcomes (Educators)	Anticipated Outcomes (Students)



Cycle 2: Outcomes

Cycle Areas of Growth	Cycle Celebrations

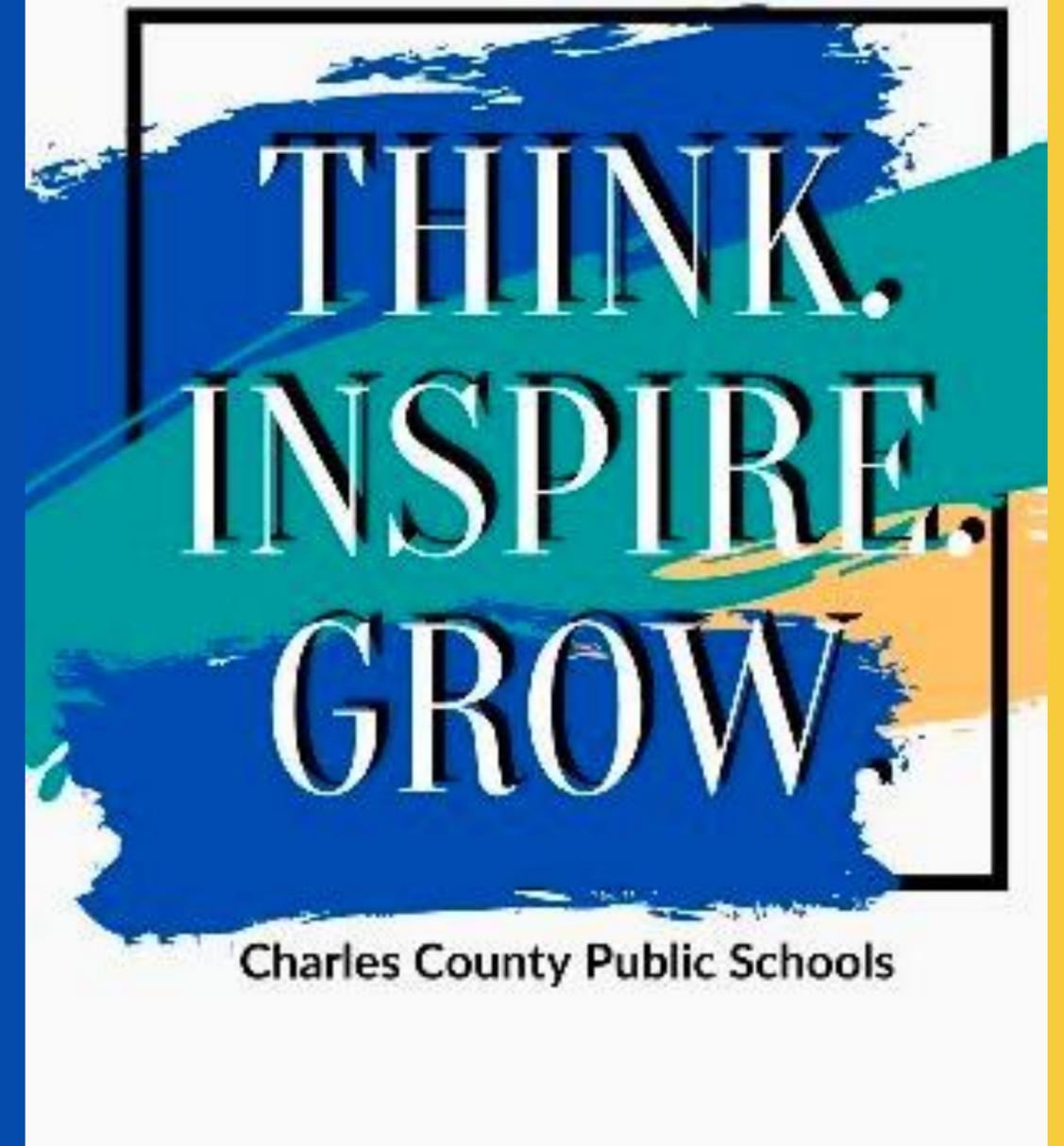
Next Steps

- Insert next steps based upon the findings



Charles County Public Schools Culture & Climate Cycle 2

Insert School
Name Here



Culture & Climate Overview

Data Overview

Culture & Climate Area of Focus
(Write as a brief statement explaining the why for your school's work. Refine the problem of practice in a manner that is easily understood for parents (repeat the AI Steps). Delete these directions after making the revisions.)

Smart Goal

Action Steps

1

2

3

4

Culture & Climate Cycle 2: Outcomes

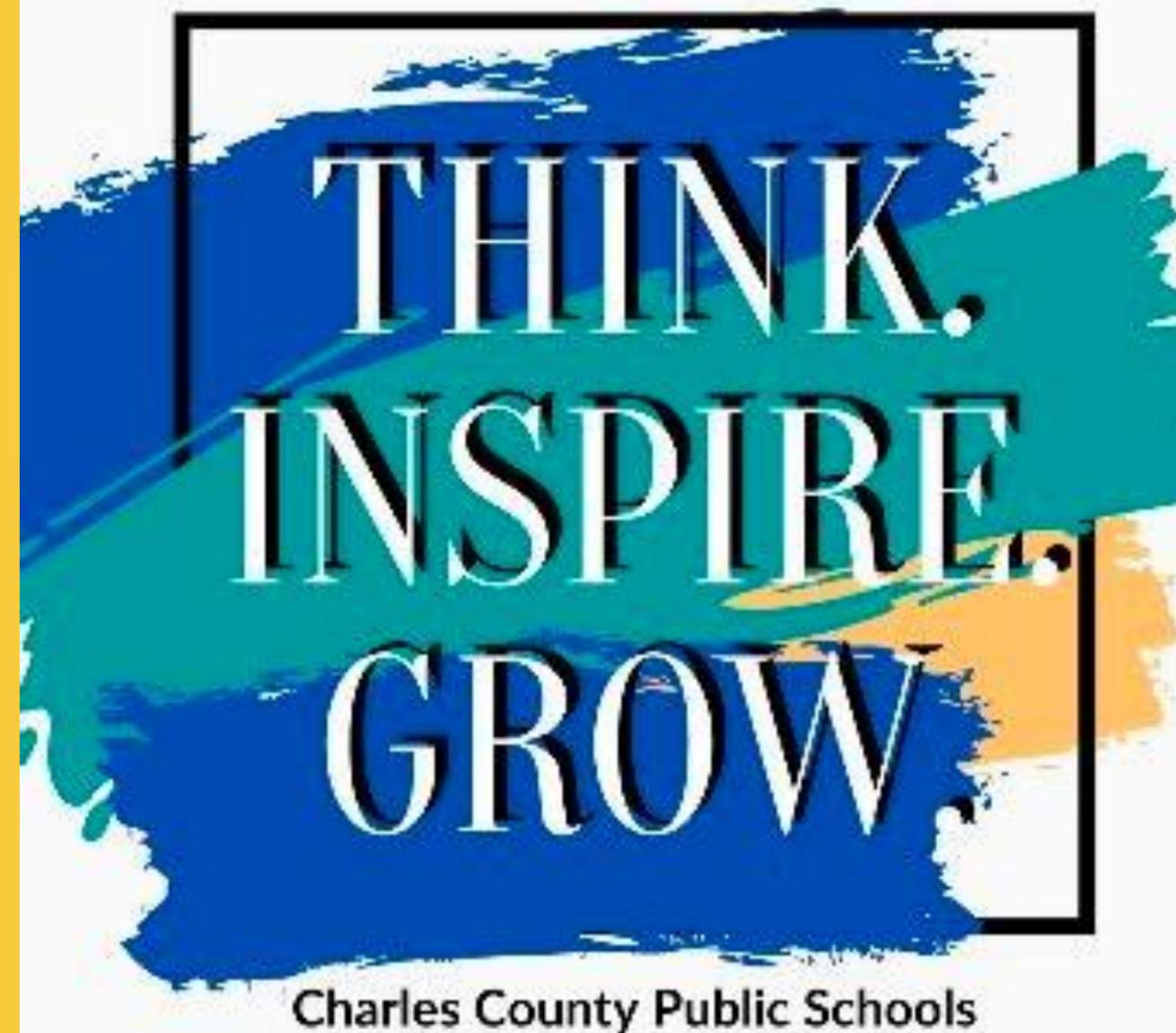
Cycle Areas of Growth	Cycle Celebrations

Next Steps

- Insert next steps based upon the findings



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