

Summary

This School Improvement Team meeting covered several key areas of school operations and planning. Principal Legrand presented the school's performance data, showing improvement in six of eight achievement areas with an overall increase from 49 to 51 points, though the school maintained a D grade as growth metrics decreased. The team reviewed the school improvement plan's strategic focus areas, including academic environment, prosocial environment, physical environment, and personal/professional growth, with a hyper focus on instructional coaching and PLCs this year. A significant portion of the meeting focused on allocating the \$14,000 non-athletic stipend budget, with the team deciding to maintain last year's tiered structure based on position types and requirements.

The PTSA portion included updates on their ambitious \$15,000 fundraising goal for the year, details about their major Topgolf fundraiser on October 26th, and a treasurer's report showing a current balance of \$2,582.53. The team also discussed upcoming fundraisers including Chick-fil-A Spirit Day on October 1st and a Chipotle event in November, both offering 25% of proceeds to the school. Principal Legrand emphasized the need for increased parent involvement through CMS volunteer registration and PTSA membership.

Action items

- Stitt, Randy B.: Seek clarity on the graduation coordinator stipend, including where the money comes from and the timeline.
 - Follow-Up - Graduation coordinators are not paid. A stipend would need to be configured through NAS guidelines.
- Stitt, Randy B.: Send follow-up email with slide deck, August meeting minutes, and an action item to confirm membership on the school improvement team.

Decisions

- The School Improvement Team will continue meeting virtually to improve accessibility for parents and accommodate the administrative team's schedule.
- The team agreed that stipends should vary based on time commitment, student participation, and event load rather than being the same amount for all positions.
- The School Improvement Team decided to maintain the same stipend allocation model from the previous year, with amounts varying by position type (\$1000 for dance, \$500 for academic clubs, \$200 for student clubs, etc.).

Rocky River HS - SIT Recap - Sept. 2025

High School (Traditional) Enrollment = 1,501-2,000		
Activity	Stipend	Number per School
Band/Orchestra (outside of marching band)	\$2,000	1
Dance	\$1,000	1
Choral Music Director	\$1,000	1
Drama/Theater/Musical Director	\$2,000	1
SGA/Student Council/Gov Advisor	\$1,000	1
Yearbook Advisor	\$1,000	1
Academic Club Sponsor	\$500	10
Student Club Advisor	\$200	8

- The team will move forward with the current stipend table for fine arts teachers, while seeking additional clarity on the graduation coordinator position.
- Two fundraisers confirmed: Chick-fil-A Spirit Day on October 1st at Albemarle Road and Mint Hill locations, and Chipotle fundraiser in November from 4-8pm, both offering 25% of proceeds to the school.
- The PTSA Topgolf fundraiser will be held October 26th (moved from the original September 13th date) to allow more time for ticket sales.
- The PTSA board voting was closed at the end of the meeting, with results to be shared by Dr. High via email.

Topics

School Performance Data and Improvement Plan

- Principal Legrand presented recently released school improvement data from the state. This data informs the school's progress from last year and guides efforts for the current academic year, serving as the foundation for the school improvement plan.
- The state's school grading system was explained: 80% of the grade comes from achievement metrics and 20% comes from academic growth. Principal Legrand noted the school has potential to become an "A" school with community effort.
- The school improved in six of eight achievement areas compared to the previous year (shown in green on their chart). The two areas without improvement were graduation rate and math course rigor. Overall, there was a 2-point increase from 49 to 51 in achievement.
- The school's performance composite improved from 49 to 51 (80% of school grade), with achievement score rising from 39 to 41. However, growth decreased from 66.9% last year to 50% this year (20% of school grade).
- Despite gaining two points in achievement, the school lost two points in growth, resulting in the same total score and maintaining a D grade. To reach C status, the school needs a total score of 55. 0:21:15

Rocky River HS - SIT Recap - Sept. 2025

- Principal Legrand identified student comprehension as a key challenge to growth. The school is implementing academic monitoring strategies and providing targeted support for multilingual learners to address this barrier. 0:22:17

Strategic Focus Areas and Instructional Approach

- The district identified four focus areas for all schools: academic environment, prosocial environment, physical environment, and personal/professional growth, which form the foundation of the school's improvement efforts. 0:24:11
- Capturing Kids Hearts (CKH) serves as the school's social-emotional curriculum, focusing on building relationships and community in classrooms through strategies like greeting students at the door, sharing "good things," and "Affirmation Fridays." 0:25:33
- The school is taking a hyper focus on instructional coaching and purposeful PLCs this year. PLCs meet twice weekly to discuss instructional planning and data analysis among teachers of the same subject. 0:29:44
- A tiered coaching approach has been implemented, categorizing teachers based on experience and content taught. The school partners with UNC Charlotte and CMS Talent Development to provide targeted coaching, with priority on ELC, EL, ACT-aligned and graduation-mandated courses. 0:32:04
- The school implemented three-phase coaching cycles per semester: foundations (establishing baseline data), deepening practice (analyzing student work), and sustainability/leadership (gradual release to teacher leaders). 0:34:10

Non-Athletic Stipend Allocation

- The district provides funds for teachers performing duties outside their contractual obligations through non-athletic stipends. These support teachers advising student organizations and clubs but do not include coaching or other stipended roles. 0:36:26
- For the current year, the school has been allocated \$14,000 in non-athletic stipends based on enrollment size, a significant increase from last year's \$6,500. The team needs to decide whether to use the previous structure or develop a new approach. 0:38:10
- Eligibility criteria were outlined: only certified exempt staff (teachers, facilitators, counselors, deans) qualify. Principals, assistant principals, and non-exempt staff are not eligible. Double stipends and stipends for tutoring are prohibited. 0:39:57
- Important stipend restrictions: PTAs and booster clubs cannot supplement the approved stipend amounts, and all stipends must be processed through the finance department. Cash payments outside the system are prohibited as unethical and illegal. 0:41:09
- The stipend system is designed to compensate staff for time spent with students outside the instructional day rather than for activities that take away from classroom instruction. The team agreed to maintain the current allocation structure. 0:56:07
- The School Improvement Team has the authority to approve or deny stipend requests based on demonstrated impact. If club sponsors cannot show their work and impact, they would not receive the stipend at all. 0:54:06

PTSA Updates and Fundraising

Rocky River HS - SIT Recap - Sept. 2025

- The PTSA set an ambitious fundraising goal of \$15,000 for the year, with focus areas including scholarships, student initiatives, family engagement, and staff appreciation. 1:06:39
- Their biggest fundraiser will be a Topgolf event on October 26th (moved from Sept 13th), with individual tickets at \$25 and bay rentals at \$125 for up to six people. One sponsor has been secured so far. 1:07:06
- The PTSA treasurer reported a carryover of \$2,681.89 from last year. Current bank balance is \$2,582.53, with \$2,027.27 income in August from memberships, donations, sponsorship (\$1,200), and t-shirt sales. 1:08:20
- Two major fundraisers were announced: Chick-fil-A Spirit Day on October 1st (all day at Albemarle Road and Mint Hill locations) and a Chipotle fundraiser in November (4-8pm), both offering 25% of proceeds to the school. 1:03:24
- Concerns were raised about low PTSA membership (only eight members in August), with Principal Legrand expressing desire to increase membership significantly over the next month. 1:15:35

School Involvement and Upcoming Events

- The school is actively seeking increased parent involvement this year, with a request for all parents to register as CMS volunteers to facilitate participation in chaperoning, proctoring, and other support activities. 1:01:18
- Specific support needs identified included connections with restaurants/catering companies for athletic pregame meals, hygiene products and snacks for students in need, and resources for teacher appreciation initiatives. 1:02:07
- Curriculum Night scheduled for September 30th from 5:30-6:30pm to provide parents an opportunity to meet teachers face-to-face and learn about classroom activities. 1:04:36

School Improvement Team Structure

- Attendees were asked to sign in via a link shared in the chat for Title 1 record-keeping purposes. Some parents noted difficulty accessing the form as it appeared to be restricted to CMS accounts. 0:05:03
- The school's vision, mission and four pillars of excellence were reviewed: leadership excellence, instructional excellence, systems excellence, and cultural excellence. The school motto "The Raven Way" and theme "Excellence is the expectation. Excellence without exception" were highlighted. 0:07:37
- The SIT login information for Indistar (which houses the school improvement plan) was shared. It was noted that this is a public document and living document where every dollar spent from the school account must be notated. 0:07:47
- Seven parents expressed interest in serving on the School Improvement Team. Parent representatives introduced themselves, including parents of students in 9th, 11th and 12th grades, demonstrating representation across multiple grade levels. 0:09:01
- A Google form will be sent to staff to confirm the School Improvement Team membership. The team agreed to continue with virtual meetings as they're more

Rocky River HS - SIT Recap - Sept. 2025

accessible for parents and better for the administrative team who have been at school since early morning. 0:11:42