

School Improvement Plan



2015-2016

2015-2016 *through* 2016-2017

School Improvement Plans remain in effect for two years, but a School Leadership Team may amend as often as necessary or appropriate.

Draft Due: September 28, 2015	Final Copy Due: October 26, 2015
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2015-2016 Cato Middle College High School Improvement Plan Report

Contact Information			
School:	Cato Middle College High School	Courier Number:	#334
Address:	8120 Grier Road, Suite 171-B	Phone Number:	980-343-1452
	Charlotte, NC 28235	Fax Number:	980-343-1453
Learning Community	East	School Website:	http://schools.cms.k12.nc.us/catoHS/Pages/Default.aspx

Principal:	Alicisa Johnson
Learning Community Superintendent:	Kondra Rattley

School Improvement Team Membership

From GS §115C-105.27: "The principal of each school, representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot....Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff."

Committee Position	Name	Email Address	Date Elected
Principal	Alicisa Johnson	Alicisa.johnson@cms.k12.nc.us	8/26/15
Assistant Principal Representative	NA	NA	
Teacher Representative	Angela Bates	Angela.bates@cms.k12.nc.us	8/26/15
Teacher Representative	Traci Amick	Traci.amick@cms.k12.nc.us	8/26/15
Teacher Representative	Jacob Margolis	jacob.margolis@cms.k12.nc.us	8/26/15
Teacher Representative	Latarsha Hoefer	Latarsha.lewis@cms.k12.nc.us	8/26/15
Teacher Representative	Lynne Nickoloff	Lynne.nickoloff@cms.k12.nc.us	8/26/15
Teacher Representative	Richard Messer	Richard.messer@cms.k12.nc.us	8/26/15
School Counselor	Brianne Van Lauwe Erb	Brianne1.vanlauwe@cms.k12.nc.us	8/26/15

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Inst. Support Representative	Tasha Sherrill	Tashas.sherrill@cms.k12.nc.us	8/26/15
Teacher Assistant Representative	NA	NA	
Parent Representative	Gee Smith	Gee.smith@aonhewitt.com	8/26/15
Parent Representative	Cynthia Mahdi	cthomasmahdi@aol.com	8/26/15
Parent Representative	Dee Bonner	msdbonner@gmail.com	8/26/15
Parent Representative	Darrell Holmes	camdarrell@gmail.com	8/26/15
Parent Representative	Tracy Ruse	tracyaruse@yahoo.com	8/26/15
Parent Representative	Roland Grannum	Grannum1@yahoo.com	8/26/15
Parent Representative			
Parent Representative			

Vision Statement

District: CMS provides all students the best education available anywhere, preparing every child to lead a rich and productive life.

School: Cato Middle College High School will provide students with a challenging academic environment where they can also earn college credit while still in high school to prepare them for success as 21st Century Learners.

Mission Statement

District: The mission of CMS is to maximize academic achievement by every student in every school.

School: Cato Middle College High School will provide a supportive, flexible and academically enriched environment to prepare mature, motivated and responsible students for completion of high school requirements while successfully earning college credit through a challenging curriculum that promotes intellectual growth in a college environment.

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Shared Beliefs

- To unite a community of learners intent on pursuing academic and career aspirations.
- To provide students with a solid foundation for college life.
- To help students prepare for a life-long career.
- To expose students to a variety of career opportunities and courses typically not available to them in high school.
- To provide students the support services needed to be successful in high school and college courses.
- To assist students to become self-directed and to become responsible for their education.
- To help students to understand the connection between school, work and career choices.

SMART Goals

- Cato Middle College High School will provide a duty free lunch period for every teacher on a daily basis.
- Cato Middle College High School will provide duty-free instructional planning time for every teacher with the goal of providing an average of at least five hours of planning time per week.
- Cato Middle College High School will provide a positive school climate by promoting a safe learning environment free of bullying and harassing behaviors.
- Cato Middle College High School will have a 100% Graduation Rate in 2015-2016.
- Cato Middle College High School will increase the percentage of AP exams passed with a score of 3 or above to at least 65%.
- Cato Middle College High School will demonstrate an average proficiency of 80% on NC Final Exams in December and May by participating in Reading Apprenticeship professional development and implementing relevant strategies.

Assessment Data Snapshot

Cato Middle College High School has had a 100% graduation rate for the 2010-2011, 2011-2012, 2012-1013 and 2013-2014 school years. CMCHS had a 98.6% graduation rate for the 2014-2015 school year.

In 2013, 68.6% of students who took the AP exam scored a 3 or higher. In 2014, 53.1% of students scored a 3 or higher and last year (2015), 54.1% of students scored a 3 or higher.

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Profile

Cato Middle College High School (CMCHS) is a Cooperative Innovative High School as part of the North Carolina Career and College Promise where students are provided the opportunity to earn college credit while completing their high school diploma requirements. CMCHS opened in 2007 with an enrollment of 57 students. The school reached its cap enrollment of 200 students at the beginning of the 2013-2014 school year. CMCHS is located on the campus of Central Piedmont Community College Cato Campus. The student body consists of students coming from over 20 high schools in Mecklenburg County and reflects the diverse community in which it serves: 50.5% African American, 24.5% White, 8.9% Asian, 9.4% American Indian, and 6.3% Multi-Racial. The CMCHS staff consists of six certified teachers, a certified counselor, school secretary and principal. Students apply for admission to CMCHS. To be eligible to apply to CMCHS, students must pass the CPCC Placement Test or another approved assessment and have an un-weighted GPA of 2.5 or above.

The purpose of CMCHS is to provide students with the opportunity to earn college credit while still in high school. The staff members at CMCHS view their role as gatekeepers between high school and college; therefore, classes are designed to challenge students intellectually as well as prepare them for the demanding rigor of the typical college class. All high school classes are taught in 90 minute blocks and at the Honors and Advanced Placement levels. The average CMCHS graduate earns an average of 30 college credits prior to leaving high school.



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TENTATIVE* Revised Strategic Plan Goals

Goal 1: Maximize academic achievement in a personalized 21st century learning environment for every child to graduate career and college ready.

Focus Areas: College and Career Readiness, Academic Growth/High Academic Achievement, Access to Rigor, Closing Achievement Gaps

Goal 2: Recruit, develop, and retain a premier workforce.

Focus Areas: Recruitment, Professional Development, Retention, New Career Pathways, Leadership Development

Goal 3: Cultivate partnerships with families, businesses, and faith-based or community organizations to provide a sustainable system of support and care for each child.

Focus Areas: Family Engagement, Communications, Partnership Development, Philanthropic Foundation

Goal 4: Promote a system-wide culture of safety, high engagement, customer service, and cultural competence.

Focus Areas: Physical Safety, Social and Emotional Health, High Engagement, Customer Service, Cultural Competency

Goal 5: Optimize district performance and accountability by strengthening data use, processes and systems.

Focus Areas: Effective & Efficient Processes and Systems, Strategic Management of District Resources, Data Integrity and Utilization, School Performance Improvement, Disproportionality

Goal 6: Inspire and nurture learning, creativity, innovation and entrepreneurship through the expansion of strategic school design.

Focus Areas: Learning everywhere, all the time, Innovation and Entrepreneurship, Strategic School Design

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SMART Goal (1): <i>Duty Free Lunch for Teachers</i>	Provide a duty-free lunch period for every teacher on a daily basis.			
Strategic Plan Goal:	Goal #2: Recruit, develop, and retain a premier workforce			
Strategic Plan Focus Area:	Recruitment, Retention			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:				

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
Ensure teachers have a duty free lunch period by incorporating lunch period in Master Schedule.	Principal Alicisa Johnson	Master Schedule	No Cost	Teachers	Aug. 10 2015 – May 25, 2016



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SMART Goal (2): <i>Duty Free Instructional Planning Time</i>	Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours.			
Strategic Plan Goal:	Goal # 1: Maximize academic achievement in a personalized 21 st century learning environment for every child to graduate career and college ready.			
Strategic Plan Focus Area:	Academic Growth/High Academic Achievement			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:				

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
Incorporate daily planning time for teachers into the schedule.	Principal Alicisa Johnson	Master Schedule	No Cost	Teachers	Aug. 10 2015 – May 25, 2016



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SMART Goal (3): <i>Anti-Bullying / Character Education</i>	Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors.			
Strategic Plan Goal:	Goal #4: Promote a system-wide culture of safety, high engagement, customer service and cultural competence.			
Strategic Plan Focus Area:	Physical Safety, Social and Emotional Health,			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:				

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Bully Liaison / Bully-prevention	Principal Johnson and Counselor Van Lauwe	Zero violations for CMCHS	No Cost	Principal and Counselor	Aug. 10 2015 – May 25, 2016
2. Character Education	Principal Johnson and Counselor Van Lauwe	All students are familiar with CMS Character Development Handbook.	No Cost	Principal, Teachers, Counselor	Aug. 10 2015 – May 25, 2016
3. School Health Team	All CMCHS Staff Members	All student health and learning needs are identified and addressed	No Cost	All CMCHS staff	Aug. 10 2015 – May 25, 2016

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SMART Goal (4):	Increase graduation rate from 98.6% to 100% for students who choose not to participate in Grade 13.			
Strategic Plan Goal:	Goal 1: Maximize Academic Achievement			
Strategic Plan Focus Area:	II. Academic Growth/High Academic Achievement			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:	Cohort Graduation Rate Data			

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Develop instructional strategies for each subject taught *Teachers will plan and implement instructional strategies aligned with the Common Core Standards. *Teachers will be provided release time to participate in district Professional Development and Department Chair meetings.	Teachers Principal	Scores on the NC Final Exams, Formative Assessments, NCDPI Cohort Graduation Report	No Cost	Teachers	Aug. 10 2015 – May 25, 2016 10/9/2015 12/18/2015 3/4/16
2. Provide before school tutoring for struggling students. *Teachers will collaborate with parents and the School Counselor to support struggling students	Teachers Principal	Improved student performance and tutoring logs.	No Cost	Teachers	Aug. 10 2015 – May 25, 2016

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					10/9/2015 12/18/2015 3/4/16
3.School will use the CMS Graduation Status Inventory to monitor each student to ensure they will meet the graduation requirements.	Counselor Van Lauwe	Copies of the GSI Report and 100% 2016 Graduation Rate	No Cost	Principal Johnson and Counselor Van Lauwe	Aug. 10, 2015-May 25, 2016 10/9/2015 12/18/2015 3/4/16

SMART Goal (5):	Increase the percentage of AP Exams passed from 54% to at least 65% by the end of the 2015-2016 school year.			
Strategic Plan Goal:	Goal 1: Maximize Academic Achievement			
Strategic Plan Focus Area:	1: College-Career Ready, II. Academic growth/high academic achievement			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:	AP Results			

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Data meetings will be held with teachers to review 2015 data and create individualized DDI plans.	Teachers Principal	Increase in scores on the AP Exams	No Cost	Teachers Principals	9/2015-5/2016 Dec.18, 2015

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2. Use released test items as Do Nows, warm-ups and practice tests.		Increase in AP scores	No Cost	Teachers	9/2015-5/2016 10/9/2015 12/18/2015 3/4/2016
3. Provide students with Saturday tutorials in preparation for the AP exams. *Use extended employment funds to provide Saturday tutorials.	Principal Teachers	Increase in AP scores		Bates, Margolis, Hoefer, Messer Nickoloff,	4/2016
4. All teachers will be provided an opportunity to attend AP Training.	Principal	Staff Participation and all teachers who are teaching AP courses are properly trained.	No Cost	Margolis Bates	10/23/15
5. Utilize staff meeting time to provide additional professional development for teachers.	Principal Advanced Studies office	Increase in AP scores	No Cost	Bates, Margolis, Hoefer, Messer, Nickoloff	10/2015-12/2015
6. Schedule release time for teachers to meet with CMS AP Master Teachers.	Principal	Additional support for teachers and opportunity to collaborate with others in CMS. Increased AP scores	No Cost	Bates, Margolis, Hoefer, Messer, Nickoloff	10/2015-4/2016



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SMART Goal (6):	Students will demonstrate an overall average of 80% proficiency on the NC Final Exam assessments administered in December 2015 and May 2016 by attending Reading Apprenticeship training, and implementing relevant strategies.			
Strategic Plan Goal:	#3 – Cultivate partnerships with families to provide support and care for each child			
Strategic Plan Focus Area:	1. Family engagement 2.Communication and outreach			
Navigator Pathway:	<input type="checkbox"/> Enter Kindergarten ready	<input type="checkbox"/> Advanced Reading in K-2	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 3	<input type="checkbox"/> At/Above Grade Level in Reading/Writing Grade 7
	<input type="checkbox"/> At/Above Grade Level in Math Grades 3-5	<input type="checkbox"/> Successful completion of Math I in grade 9	X Take and pass at least 1 AP/IB/Post-Secondary class & exam	X Score 1550 on SAT or 22 on ACT
Data Used:	CMS Family Survey Results			

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Attend Reading Apprenticeship Training.	Principal	Completion of the training and implementation of relevant strategies	No Cost	Teachers	8/2015
2. Participate in monthly district Instructional Leadership Training.	Principal Johnson, Teachers Amick and Hoefer, and CDC Sherrill	Strengthen CMCHS PLC to create a collaborative learning environment	No Cost	Principal Johnson, Hoefer, Amick and Sherrill	9/2015-5/2016 10/9/2015 12/18/2015 3/4/2015
3. Implement literacy content cycles from monthly ILT meetings	Teachers Principal	Increased student achievement	No Cost	Teachers	8/ 2015-5/2016

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Mastery Grading Procedures Plan – Required for All Schools	
Strategic Plan Goal:	Goal 1: Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.
Strategic Plan Focus Area:	Academic growth/high academic achievement
Data Used:	Common Assessments, Test Scores

Strategies (determined by what data) • Task • Task • Task (PD)	Point Person (title/name)	Evidence of Success (Student Impact)	Funding (estimated cost / source)	Personnel Involved	Timeline (Start—End) • Interim Dates
1. Common assessments Pre and post assessments created in School Net aligned to objectives	Teachers	Results on CMS Common Assessments, SAT, PSAT and ACT scores	None	Teachers, Principal	8/10/15 – 5/25/16 10/9/2015 12/18/2015 3/4/16
2. Data disaggregation Process of monitoring student achievement by objective in order to facilitate remediation and intervention plans.	Teachers	Results on CMS Common Assessments, SAT, PSAT and ACT scores	None	Teachers Principal	8/10/15 – 5/25/16 10/9/2015 12/18/2015 3/4/16
3. Flexible grouping Process of grouping students according to academic need by objective	Teachers	Results on CMS Common Assessments	None	Teachers Principal Counselor	8/10/15 – 5/25/16 10/9/2015 12/18/2015 3/4/16



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4. Late and make-up work Will accept late and make-up work according to CMS Grading Policy	Teachers	Communication with parents and students regarding CMS grading policies	None	Teachers Principal Counselor	8/10/15 – 5/25/16 10/9/2015 12/18/2015 3/4/16
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600 Waiver Request

Request for [Waiver](#)

1. Insert the waivers you are requesting

- *Maximum Teaching Load and Maximum Class Size (grades 4-12) [required for all schools with grades 4-12]*

2. Please identify the law, regulation or policy from which you are seeking an exemption.

- *115C-301 (c and d) Maximum Teaching Load and Maximum Class Size [required for all schools with grades 4-12]*

3. Please state how the waiver will be used.

- *Class size will be adjusted to address student individual instructional needs through flexible grouping of students in the most effective utilization of teaching teams. Maximum teaching load will be used to allow teachers in specific areas of the curriculum to teach students designated for specific skill needs and to address the large number of students requesting elective classes.*

4. Please state how the waiver will promote achievement of performance goals.

- *This waiver will allow more flexibility in grouping students to meet their abilities and needs and thus should enhance their achievement on the performance goals.*



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Approval of Plan

Signature Page is located on page 25 at the end of this report

Committee Position	Name	Signature	Date
Principal	Alicisa Johnson		
Assistant Principal Representative	NA		
Teacher Representative	Angela Bates		
Teacher Representative	Traci Amick		
Teacher Representative	Jacob Margolis		
Teacher Representative	Latarsha Hoefer		
Teacher Representative	Lynne Nickoloff		
Teacher Representative	Richard Messer		
School Counselor	Brianne Van Lauwe		
Inst. Support Representative	Tasha Sherrill		
Teacher Assistant Representative	NA		
Parent Representative	Gee Smith		
Parent Representative	Cynthia Mahdi		
Parent Representative	Dee Bonner		
Parent Representative	Darrell Holmes		
Parent Representative	Tracy Ruse		
Parent Representative	Roland Grannum		