

**How it will look  
when fully met:**

When the objectives are fully met, all websites will be up and running. Thus, parents will be able to get quite a bit of information from them. Furthermore, teachers will hand out syllabuses and parents can view them on the websites.

Teachers will continue to communicate with parents on a weekly basis providing positive feedback. Upon request, teachers will provide copies of their Contact Logs. The successful launch of the Lion's Den will be another indicator that the objectives have reached full implementation. WCHS will promote school events in the languages represented on campus and each department will have its own newsletter. Last but not least, WCHS will continue reaching out to parents through School Wide Events.

**Orlando Robinson**

**06/15/2024**

| Actions |                                                                                                                                                                                                                                                                      | 0 of 2 (0%) | Michelle Magana | 06/09/2023 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------|------------|
| 9/30/22 | West Charlotte High School will implement Parent-Square as the 2 way communication system for West Charlotte High School for teachers and staff to regularly communicate with scholars and their families.<br>(Math 1, EVAAS, Endorsements, SEL, Disproportionality) |             |                 |            |
| Notes:  |                                                                                                                                                                                                                                                                      |             |                 |            |
| 9/30/22 | School will hold school wide events bimonthly.<br><br>(Math 1, EVAAS, Endorsements, SEL, Disproportionality)                                                                                                                                                         |             | Michelle Magana | 06/09/2023 |
| Notes:  |                                                                                                                                                                                                                                                                      |             |                 |            |

| Core Function:      |       | Dimension C - Professional Capacity                                                                                                   |  |  |
|---------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------|--|--|
| Effective Practice: |       | Talent recruitment and retention                                                                                                      |  |  |
| KEY                 | C3.04 | The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168) |  |  |

|                     |  |                                                                                                                                                                                                                                                                                                                                                                                                                                   |                  |             |
|---------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|
| Initial Assessment: |  | <p>Staffing and retention continue to a major concern at West Charlotte, CMS and throughout education. CMS has some processes in place to recruit, evaluate, reward, and replace staff, though the methods are not yet systemic. Career fairs are held to recruit teachers specifically for hard to staff areas &amp; schools. The district has used federal money to support staff retention by offering recruiting bonuses.</p> |                  |             |
|                     |  | Implementation Status                                                                                                                                                                                                                                                                                                                                                                                                             | Assigned To      | Target Date |
|                     |  | Limited Development<br>09/29/2022                                                                                                                                                                                                                                                                                                                                                                                                 | Orlando Robinson | 06/15/2024  |

|                                  |  |                                                                                                                                                                                                                                                                                                                                                               |  |  |
|----------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| How it will look when fully met: |  | <p>This indicator will be fully met when the following criteria is consistently implemented throughout the entire school:</p> <p>West Charlotte’s teacher retention rate will be above 90%. Consistent and fair hiring practices will be ingrained within the school. A systemic approach to rewarding and building capacity in staff will be consistent.</p> |  |  |
|----------------------------------|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

|         |  |                                                                                                                                   |  |  |
|---------|--|-----------------------------------------------------------------------------------------------------------------------------------|--|--|
| Actions |  | 0 of 2 (0%)                                                                                                                       |  |  |
| 9/29/22 |  | Communicate effectively with staff and lead change through a problem-solving approach to handling school and staff concerns (SEL) |  |  |
| Notes:  |  | Orlando Robinson                                                                                                                  |  |  |
| 9/29/22 |  | Leadership opportunities will be provided to staff (SEL)                                                                          |  |  |
| Notes:  |  | Orlando Robinson                                                                                                                  |  |  |
|         |  | 06/09/2023                                                                                                                        |  |  |

|                     |  |                                      |  |  |
|---------------------|--|--------------------------------------|--|--|
| Core Function:      |  | Dimension E - Families and Community |  |  |
| Effective Practice: |  | Family Engagement                    |  |  |

**Initial Assessment:**

Learning Community Superintendents and their staff will provide ongoing, differentiated support, coaching, and follow up with school leaders as they routinely conduct instructional rounds with school leaders, providing them with specific feedback to help them make decisions about school improvement needs and to plan professional development accordingly.

Through multiple classroom walkthroughs, the WCHS administrative team will support teachers/staff in analyzing and monitoring student data throughout the school year.

West Charlotte High School will provide data coaching and training on multiple data related platforms for faculty on how student achievement data can be utilized to differentiate lesson planning, implement various teaching/learning strategies, and target specific strengths/weaknesses in common interim assessments.

The faculty and staff will consistently disaggregate and monitor student achievement data for the purpose of informing instructional decision-making, targeted, individualized students support and achievement achievement.

Limited Development  
09/29/2022

How it will look  
when fully met:

06/15/2024

Orlando Robinson

The Principal and Leadership Team are highly visible and regularly present in classrooms and PLCs.

Teachers receive meaningful feedback on their practice consistently from the principal and Leadership Team throughout the year from formal and informal observations and walkthroughs

Principal is an instructional leader who fosters strong collaborative practices and processes that ensure all students are engaged in standards-aligned instruction

Principal and Leadership Team engages in a regular coaching cycle with staff; communication and feedback is transparent, honest, and rooted in best practice

Principal and Leadership Team provides tiered support for teacher individual needs

Administration implements informal observation cycles with feedback

In addition, walkthroughs by administration and Data Accountability meetings will result in increased opportunities to provide effective feedback and recommendations to improve instructional practices. Fully implemented, staff will have scheduled meetings with Data presentations for a Quarterly accountability, and receive verbal and written feedback to support Walkthrough observations.

Actions

0.015 (3%)

9/29/22 Calibration Walk Throughs will be conducted using the CMS Evidence Collection Tool/WCHS electronic walk-through form, with a focus on instructional trends. The effectiveness will be measured through debriefing look-fors, safe practice, and informal feedback for the teacher observed.  
(Math 1)

Orlando Robinson

06/09/2023

Notes:

**How it will look  
when fully met:**

**Orlando Robinson**      **06/15/2024**

Each PLC will meet one to two times a week to discuss unpacking standards, unit plan, instructional strategies, and student data. All documents are uploaded to the Google Drive. During each PLC meeting, the members will ensure a focus on learning and establish a results orientation by determining "what is it that students must be able to know, understand, and do?" "How will we know when students have learned it?", and How will we respond?"

This indicator will be fully met when the following criteria is consistently implemented throughout the entire school:

- Implementation of district curricula with integrity
- Evidence of the Core Actions
- Strong PLC processes and procedures in place rooted in backwards design/instructional planning approach
- Collaborative PLCs with lessons and strategies being modeled regularly
- Differentiation and scaffolds planned intentionally
- Common vocabulary and academic language being used
- Discussion around standard-alignment and what mastery looks like
- Student growth and achievement data should be increasing for all subgroups without gaps

100% of teachers will be provided planning time.

**Actions**

9/29/22 All teachers will have instructional planning daily. Teachers will utilize PLCs once or twice weekly to share and collaborate best practices of pedagogy and engagement strategies, as well as analyze data to monitor and adjust instructional practices. (Math I, EVAAS, Endorsement)

06/13/24

Todd Michael

06/09/2023

Notes:

How it will look  
when fully met:

Orlando Robinson 06/15/2024

This indicator will be fully met when the ILT is meeting regularly every month to review the implementation of effective instructional practices, school data, discuss academic progress, and student learning outcomes; which will be communicated to all stakeholders. All stakeholders including the School Improvement Team, the PTSA, MTSS Team, and ILT Team will actively participate in all school-wide initiatives and the leadership of the ILT will build the capacity and invest in individual departments to actively participate in all school-wide initiatives as well. When this indicator is fully met, ILT members will effectively coach and develop teachers in their individual departments to effectively implement the instructional strategies that will produce positive academic and behavioral outcomes for students in their classrooms. The actions will be monitored through observations, PLC data analysis, and surveys.

The School Improvement Team meeting agenda minutes, as well as data collected from observations, assessments and surveys will be used to determine the implementation of effective practices. In addition, when fully met - the School Improvement Team will effectively drive progress toward our School Improvement Goals and the Goals and guardrails set by the CMS Board of Education.

#### Actions

0 of 3 (0%)

9/29/22 Instructional Leadership Team will meet monthly (First Monday of the Month) to discuss and share instructional strategies and plan Instructional Focus for each Staff Meeting and the Departmental Professional Development during Department meetings for the 3rd Wednesday of the Month.  
(EVAAS, Math 1, Disproportionality, SEL, Endorsements)

Notes:

9/29/22 ILT Members along with Administrative Team members will be trained on Data-Driven Instruction and the Get Better Faster Coaching Model to support the implementation of instructional strategies aligned to our school-year instructional focuses and ensure that data-driven action planning is occurring within PLC meetings after each common interim assessment  
(EVAAS, Math 1, Disproportionality, SEL, Endorsements)

Notes:

Kevin Poirier

06/09/2023

Ruff & Lott

06/09/2023

How it will look when fully met:

The criteria for this assessment will be met when West Charlotte HS has complied with voting on and establishing the state required composition of a SIT. The required composition is follows:

Required Voting Team Members (§ 115C-105.27.a and CFDA)

1 Principal of the School (

At least one representative(s) from each the following:

1 Assistant principal(s) (AP nominee)

4 Instructional personnel (Teachers or Facilitator nominee )

1 Instructional support personnel (Counselors or Student Services nominees)

1 Teacher assistants assigned to the school (TA nominees)

Ericka Lott

06/15/2024

Actions

0 of 3 (0%)

9/29/22 Staff will nominate and vote on the members of the SIT. The SIT will meet the 2nd Tuesday of each month to review, assess, and update the required indicators given by the district as well as the indicators that West Charlotte has identified.

(EVAAS, Math 1, Disproportionality, SEL, Endorsements)

Notes:

Ericka Lott

06/09/2023

9/29/22 The SIT will collaborate with other SIT members and non SIT-members to implement strategies, tactics, and actions outlined under each indicator.

(EVAAS, Math 1, Disproportionality, SEL, Endorsements)

Notes:

Ericka Lott

06/09/2023

9/29/22 The SIT will review the progress of indicators at the end of the year to update indicators and actions to align to new strategic goals for the upcoming year.

(EVAAS, Math 1, Disproportionality, SEL, Endorsements)

Notes:

Ericka Lott

06/09/2023

Notes:

9/29/22 Implement additional instructional support to all students across West  
Charlotte High School  
(Endorsement)

Hubbard

06/09/2023

Notes:

| Core Function:      |       | Dimension B - Leadership Capacity                    |  |                       |             |
|---------------------|-------|------------------------------------------------------|--|-----------------------|-------------|
| Effective Practice: |       | Strategic planning, mission, and vision              |  |                       |             |
| KEY                 | B1.01 | The LEA has an LEA Support & Improvement Team.(5135) |  | Implementation Status | Assigned To |
|                     |       |                                                      |  |                       | Target Date |

|         |                                                                                                                                                                                                                                                                                                           |                        |            |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------|
| 9/29/22 | Survey staff to reflect on What Does Belonging Mean to Them?<br>Reflection Wall/Collage of Teacher Responses–Survey Scholars on Teacher-Student Relationships...Create a reflection Cultural Wall/Collage for each floor/hall in conjunction with the Visual Arts Department<br>(SEL, Disproportionality) | Hopkins and Osborn     | 06/09/2023 |
| Notes:  |                                                                                                                                                                                                                                                                                                           |                        |            |
| 9/29/22 | Implement the shared “WCHS Belonging Toolkit” containing 50 strategies to create community, increase SEL and a sense of belonging, and strengthen classroom management...<br>(SEL, Disproportionality)                                                                                                    | Hopkins, GL Admin Team | 06/09/2023 |
| Notes:  |                                                                                                                                                                                                                                                                                                           |                        |            |

|         |                                                                                                                                                                                      |  |                  |            |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------|------------|
| 9/29/22 | Students who are not making progress (Math-I/Foundations) based on the strategies and support they have received will be referred to the MTSS team for (Tier II) support.<br>(EVAAS) |  | Vania Littlejohn | 06/09/2023 |
| Notes:  |                                                                                                                                                                                      |  |                  |            |
| 9/29/22 | Implementation of a Tier 3 targeted intensive intervention system for students who have failed one or more courses within a 9 weeks period.<br>(EVAAS)                               |  | Vania Littlejohn | 06/09/2023 |
| Notes:  |                                                                                                                                                                                      |  |                  |            |

9/29/22

Utilize early release days for instructional content planning and review and action-plan around common-interim assessment data. Employ extended employment for breakdown (KUD) of standards among PLC teams to create opportunity for increased rigor and clarity around standards entering the school year.  
(Math I, EVAAS, Endorsement)

Kevin Poirier

06/09/2023

Notes:

| Core Function:      |       | Dimension A - Instructional Excellence and Alignment                                                                                                                                 |  |                       |             |             |
|---------------------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------|-------------|-------------|
| Effective Practice: |       | Student support services                                                                                                                                                             |  |                       |             |             |
| KEY                 | A4.01 | The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117) |  | Implementation Status | Assigned To | Target Date |

Initial Assessment:

Based on the current information, West Charlotte High School needs to develop a MTSS team to establish the expectations and protocols for team referrals and essential elements of implementation, recommendations for Tier 2 and Tier 3 intervention, and progress monitoring of scholars. A MTSS team meeting schedule needs to be developed to discuss students of concern and student progress. Currently, admin has a formal observation schedule and walkthrough schedule to ensure tier 1 instruction is occurring daily. PLC's meet weekly to collaborate and plan standard based lessons and core instruction. Assessment data needs to be analyzed to monitor student progress and determine intervention placement.

Limited Development  
09/29/2022

|     |       |                                                                                                            |                       |             |             |
|-----|-------|------------------------------------------------------------------------------------------------------------|-----------------------|-------------|-------------|
| KEY | A2.04 | Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094) | Implementation Status | Assigned To | Target Date |
|-----|-------|------------------------------------------------------------------------------------------------------------|-----------------------|-------------|-------------|

Initial Assessment:

Limited Development  
09/29/2022

Instructional teams currently meet at least once a week to plan and analyze data in their Professional Learning Communities (PLC)s. EOC areas meet twice a week on Tuesday and Thursday. Instructional teams based planning on the grade level standards for their content areas. The focus is on backwards planning, lesson design and delivery, and assessment creation and analysis to drive instruction. ELA teams for English I and English II are using the Springboard ELA curriculum that are distributed with modifications and amplifications as needed. The Math I team is following the district provisioned curriculum as well. There are varied levels of implementation of the backwards planning process and instructional action planning after a Common Interim Assessment.

Core Function: Dimension A - Instructional Excellence and Alignment

|                     |       |                                                                                                                                    |                       |             |
|---------------------|-------|------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------|
| Effective Practice: |       | High expectations for all staff and students                                                                                       |                       |             |
| KEY                 | A1.07 | ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088) | Implementation Status | Assigned To |

|                     |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  |
|---------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| Initial Assessment: |  | <p>Limited Development<br/>09/14/2022</p> <p>School-wide expectations are established in homerooms during the 1st ten days of school, reinforced in every classroom through the year.</p> <p>Using the Classroom Management and Relationship-building resources provided by Administration, Department Chairs, ILT, and Beginning Teacher Support Program, students learn to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, and establish and maintain positive relationships.</p> <p>New teachers, guest teacher, and new to CMS teachers will require additional classroom management and positive relationships/classroom community in order fully implement this indicator so that all teachers are employing effective classroom management.</p> |  |  |
|---------------------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

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|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| How it will look when fully met: | <p>Orlando Robinson</p> <p>06/15/2024</p> <p>When fully implemented 100% of teachers will employ effective classroom management skills, students will be more responsive, engagement will be high in each course and there will be limited to no referrals. We will use the following as evidence of the objective being fully met: formal and informal observations, student engagement data, assessment data, EOC scores, a 10% decrease in student discipline referrals resulting in ISS or OSS. One of the resources used to improve classroom management skills will be the No Nonsense Nurturer Framework which will be paid for by using Title I funds.</p> |  |  |  |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|

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|------------------------------------------------------------------------------------------------------------------------|---------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|------------|
| Actions                                                                                                                | 9/29/22 | Implement No-Nonsense Nurturer Framework for Effective Classroom Management & Prioritize Relationships & Classroom Community (EVAAS, SEL) | 0 of 3 (0%) | Vickie Ruff | 06/09/2023 |
| Notes:                                                                                                                 |         |                                                                                                                                           |             |             |            |
| 9/29/22 Teachers will communicate Rules & Expectations regularly throughout the year verbally and visibly (EVAAS, SEL) |         |                                                                                                                                           |             |             |            |
| Notes:                                                                                                                 |         |                                                                                                                                           |             |             |            |
| Vickie Ruff                                                                                                            |         |                                                                                                                                           |             |             |            |
| 06/09/2023                                                                                                             |         |                                                                                                                                           |             |             |            |