

Comprehensive Progress Report

Mission: The mission of Massey Hill Classical High School is to model ethical behavior as we empower students with the knowledge and skills needed to succeed in an ever-changing world

Vision: Enter to learn, go forth to serve.

Goals:

Massey Hill Classical High School will increase college and career readiness proficiency for all students to 65% by the conclusion of the 2023-2024 school year through increasing teacher collaboration (through the formal PLC process) and increasing intentional and deliberate planning across all subjects.

Massey Hill Classical High School will increase parent/community involvement and opportunities for feedback and involvement as measured by a measurable increase in parent perception surveys by the end of the 2024 academic year.



! = Past Due Objectives KEY = Key Indicator

| Core Function: | | Dimension A - Instructional Excellence and Alignment | | | |
|---|----------|---|-----------------------------------|------------------------|-------------|
| Effective Practice: | | Data analysis and instructional planning | | | |
| | A3.01 | Instructional Teams use student learning data to identify students in need of instructional support or enhancement.(5110) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | <p>All teachers at MHCHS regularly assess students with both formative and summative assessments. These assessment results are used to guide their instruction. Summative outcomes (EOC results) reveal that most students are performing well and that the outcomes support existing practice. However, many students are scoring proficient at the "grade level proficiency" standard, rather than the "college and career readiness" standard.</p> <p>Departments currently meet, but departmental meetings mostly center around managerial tasks, rather than student data as most of our teachers are the sole teachers of their particular classes/content in the building.</p> | Limited Development 09/12/2022 | | |
| <i>How it will look when fully met:</i> | | When this objective is fully met, departments will be meeting monthly to conduct data team reviews and determine those students who are in need intervention and enrichment. Content teachers who teach EOC sections will also be meeting with their counterparts from other small high schools of choice in Cumberland County. As a result of these conversations, teachers will adjust instruction to meet the needs of all students and departments will take ownership in the development and implementation of enrichment and intervention for those students who require a more intensive level of support. | | Dr. Douglas Massengill | 05/24/2024 |
| <i>Actions</i> | | | 1 of 3 (33%) | | |
| | 9/12/22 | MHCHS faculty members will be trained on a data team protocol to utilize in PLC meetings. | Complete 10/31/2022 | Ryan Cashwell | 11/01/2022 |
| <i>Notes:</i> 10/31/22: Staff were trained in October of 2022 on a data team protocol to utilize when evaluating benchmark and formative assessment data. This protocol is now is use for PLC meetings. | | | | | |
| | 10/10/22 | MHCHS faculty members will utilize a formal department PLC process in order to conduct data team meetings to analyze student progress, implement interventions and enrichment, and adjust instruction. | | Kim McCullen | 12/01/2023 |

Notes: 11/13/23: EOC teachers have been meeting with Dr. Massengill individually to plan out remediation for their classes
 These meetings have covered benchmark data and how to get students into remediation
 Incentive- JBHS has a program that gets almost every kid in the door for remediation
 Example: actively attending all 4 sessions of remediation=2 extra points in all courses that kid has on final grades, means an F1 override
 Option- only do the 2 pts on EOC courses they are in
 The remediation they attend is the class they get the points in
 Dunn moves to pass this compromise measure
 Czechowski seconds
 All ayes

10/6/2023: Mr. Ryan Cashwell was the staff member assigned to monitor this action step. As a result of his promotion, the administrative team will be recommending that Mrs. Kim McCullen be the new staff member in charge of the monitoring of this action step. Admin will meet with Mrs. McCullen prior to the next SIT meeting to discuss this indicator and assist with making plans for October PLC meetings.

9/12/22 MHCHS EOC course teachers will meet with their same-content "singletons" from other small choice high schools in Cumberland County. EOC teachers will be provided with release time to allow them to meet in a content PLC with their colleagues to assess student benchmark results and address strengths and weaknesses of instruction and to adjust accordingly with the benefit of shared best evidence-based practices.

Robert O'Neal

05/01/2024

Notes: 10/6/2023: Dr. Massengill and Mr. Chad Barbour, principal of Cumberland Polytechnical High School, have discussed this semesters plans for a small-school PLN PLC. Given the late date of the district's required EOC benchmarks, the principals are both recommending that the teachers in EOC areas either utilize the district optional midterm assessment or common formative assessment created by the combined PLN to utilize for data conversations in late October or early November to inform remediation and end of semester pacing. Final plans will be determined in this month's SIT meeting after conversation with EOC teachers.

| | A3.09 | All teachers differentiate assignments to provide the right balance of challenge and attainability for each student.(5350) | Implementation Status | Assigned To | Target Date |
|---|---|--|-----------------------------------|------------------------|-------------|
| <i>Initial Assessment:</i> | Teachers currently review available state, district and classroom data for strengths and weaknesses to monitor and adjust lessons to meet the needs of all students. | | Limited Development 08/19/2021 | | |
| <i>How it will look when fully met:</i> | When fully implemented, teachers will routinely provide students with rigorous learning activities that include opportunities for students to collaborate and utilize high-yield instructional strategies with regularity. All learning activities will be aligned to the standard being assessed and the learning target, derived from the standards, that is being focused on during daily instruction. | | | LaTonya Adams | 06/14/2024 |
| Actions | | | 2 of 5 (40%) | | |
| 9/12/22 | In order to ensure appropriate rigor, scaffolding, and differentiation of instruction, all MHCHS teachers will receive training in their department meetings on the development of appropriate standards-based learning targets. | | Complete 03/06/2023 | Ryan Cashwell | 03/15/2023 |
| <i>Notes:</i> 10/6/2023: While this training has occurred, there are new staff members who did not receive this training. As a result, the administrative team will work with new teachers to ensure that they are familiar with building expectations regarding the unpacking and use of appropriate daily, rigorous learning targets. | | | | | |
| 10/9/23 | The faculty will engage in a professional development session about the development and use of higher order thinking questions in routine classroom instruction. As a result of this professional development, teachers will incorporate higher order thinking questions into their daily instructional practice as measured through walkthrough data. | | Complete 10/23/2023 | Molly Malone | 10/16/2023 |
| <i>Notes:</i> 10/9/2023: Action step added. 10/23/23: Molly Malone and Melissa Hunter led staff in a PD session on the use of collaborative pairs/numbered heads, "HOT" questioning, and accountable student talk. | | | | | |
| 9/12/22 | Administrators will provide feedback and coaching on the appropriateness of teacher created learning targets and will promote conversation with teachers regarding the alignment of instructional resources and activities to said learning targets. | | | Dr. Douglas Massengill | 02/01/2024 |

Notes: Target date changed in SIT meeting on 2/13/23 to 4/1/23. Work is already ongoing to ensure regular teacher feedback, utilizing Schoolmint Grow. Rather than mark the goal as completed, the team decided to ensure that the practice continues as it is ongoing.

10/6/23: Target date was changed to 2/1/24 as the practice is in use, but not yet consistent and routine. Administrators are regularly engaging in 5x5 (5 classrooms for 5 minutes) walkthroughs to check on the appropriateness of learning targets and ensure alignment of learning activities. The admin team is also going to begin the completion of iRound observations with the goal of completing 5 per week, per administrator.

9/12/22 MHCHS teachers will be provided with initial or advanced Paideia Socratic Seminar training.

Robert O'Neal

03/29/2024

Notes: 11/13/23: All teachers are trained with the exception of our new art teacher, Mr. Harris, and Mr. Cashwell's replacement. Will seek to have them trained by the National Paideia Center in the Spring.

8/14/23 The MHCHS faculty will engage in a year-long book study and corresponding faculty paideia seminars on the topic of increasing student engagement within the classroom. Paideia Implementation Team members will plan and lead the faculty seminars.

Dali Emami

06/07/2024

Notes: 11/13/23: Books are here, barcoded, and ready for check-out
Paideia Implementation Team (PIT) meets tomorrow
First seminar will be in December
PIT will update us tomorrow on the reading assignment for December meeting

| Core Function: | | Dimension E - Families and Community | | | |
|---|--|---|-----------------------------------|-----------------------|-------------|
| Effective Practice: | | Family Engagement | | | |
| KEY | E1.06 | The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | The school currently sends out irregular parent updates, as needed, and updates it's social media page with information about current events. | Limited Development 09/13/2022 | | |
| <i>How it will look when fully met:</i> | | <p>The school will utilize "SMORE" to send out weekly student and parent updates. In addition to already existing CANVAS student weekly updates, SMORE will allow the school to use analytics to track student and parent engagement over time.</p> <p>Additionally, the school will select and administer regular parent surveys to measure the perception of parent trust in the school. Data from these surveys will be used to continually refine school improvement goals related to parent engagement and perception.</p> | | LaTonya Adams | 12/29/2023 |
| <i>Actions</i> | | | 1 of 3 (33%) | | |
| | 9/13/22 | MHCHS will utilize a newsletter system to send weekly comprehensive updates out to all families. These updates will include updates about curriculum standards and expectations, curriculum supports, school events, and other pertinent information. | Complete 11/01/2022 | School Administration | 11/01/2022 |
| | <i>Notes:</i> 10/06/2023: Update - this action is still listed for the sake of continuity and continual improvement. Newsletters are published weekly to all stakeholders (Pirate Press - parents, students, and families & Pirate Post - staff and faculty). | | | | |
| | 10/10/22 | MHCHS will schedule at least one parent engagement event per month, with a focus on those events that support increasing parent understanding of the curriculum and resources to support their students. | | Avvette Smith | 12/01/2023 |
| | <i>Notes:</i> 10/6/23: Administration and the student services team has scheduled two engagement events for October and November (Senior and Freshman parent meetings). Our homecoming "Powerpuff" game will also occur on October 26, providing a great opportunity for parent engagement and outreach. Additionally, the first Principal's Parent Advisory and AYPYN Advisory Council will be meeting the week of 10/16-10/20. | | | | |

| | | | | |
|---------|--|--|--------------|------------|
| 9/13/22 | MHCHS will select and administer a parent survey to establish a baseline of parent perception as it relates to parent trust in the school. After a baseline is established, the survey will be administered at the beginning and the end of the year to allow the leadership team to continually track progress in terms of parent and community perception. | | Avvete Smith | 05/20/2024 |
|---------|--|--|--------------|------------|

Notes: 11/13: COGNIA Parent, Student, and Staff survey data was covered during this meeting. Discussion notes below:

- Family Survey
 - Overall 4.39 out of 5
 - Parent/guardians seem to be fairly pleased with MHCHS
 - Will share with Parent Advisory Council to discuss and identify how to reach out to disengaged parent/guardians
 - Cognia will likely be upset with where parent/guardians marked that we assess with quizzes and tests, but we are not too worried about this at this time
- Student Survey
 - Overall 3.7 out of 5
 - This is an improvement from Spring survey
 - Students marked “somewhat” (the middle range) fairly consistently in topics dealing with “respect” “welcoming” and “gets to know me”
 - ~33% marked lower on “adjusts lesson to meet my needs”
 - 71% said they spend the majority of their time “Listening to teachers talk”
 - Smith will work on a Student Services PLC to go over these results
 - Admin will meet with students to better understand their scores
- Faculty/Staff Survey
 - Overall 4.57 out of 5
 - Check the disconnect between students feeling “welcome” and teachers feeling they make students feel welcome
 - Teachers marked “students demonstrate their learning” very highly

10/6/2023: COGNIA Parent/Community surveys will be sent to all families on 10/9/2023. Once the appropriate number of responses are gathered, administration will provide the SIT with a comparison of results to determine if progress is being made or not. As a result, SIT will discuss suggestions for changes or additions to action steps to address any needs.

| Core Function: | | Dimension E - Families and Community | | | |
|--|--|---|-----------------------------------|-------------------------------|-------------------|
| Effective Practice: | | Community Engagement | | | |
| ! | E2.01 | Parent and/or Community representatives advise the School Leadership Team on matters related to family-school relations.(5188) | Implementation Status | Assigned To | Target Date |
| Initial Assessment: | | The school has an established PTA. However, the PTA does not currently function as an advisory group. Parents and families are not currently involved in a meaningful way in terms of school decision making. | Limited Development 09/13/2022 | | |
| How it will look when fully met: | | When this objective has been fully met, the school will have established a Principal's Parent Advisory Council and an AYPYN Advisory Council to provide a formal forum to address parent concerns and involve parents in school decision making in a structured, data-driven, and goal-oriented method. | | Dr. Douglas Massengill | 11/30/2023 |
| Actions | | | 2 of 3 (67%) | | |
| 9/13/22 | MHCHS will establish a Principal's Parent Advisory Council, separate from the school Parent Teacher Association, that will meet quarterly to receive updates from school administration and to provide feedback to the school's leadership team. The PPAC will meet quarterly. | Complete 11/01/2022 | Dr. Douglas Massengill | 01/05/2023 | |
| <i>Notes:</i> 10/6/23: Advisory Councils have been formed for the new school year. First meeting of the year is scheduled for the week of 10/16-10/20/2023. 1/05/2023: Advisory Councils have been established and are meeting quarterly. | | | | | |
| 9/13/22 | MHCHS will establish an AYPYN ("Army Youth Programs in Your Neighborhood") Advisory Council, consisting of 8-10 representatives of military connected families. This council will advise the school leadership team on issues relating to the experiences of military connected students, reduce barriers of access for said students, and make recommendations to the school leadership team relating to the school's AYPYN budget. The AYPYN Advisory Council will meet quarterly. | Complete 11/01/2022 | Dr. Douglas Massengill | 01/05/2023 | |
| <i>Notes:</i> | | | | | |
| 10/10/22 | Administration will work with the re-established PTA board to ensure that two parent representatives are elected by the PTA to serve on the School Improvement Team. | | Dr. Douglas Massengill | 01/03/2024 | |

Notes: 10/6/2023: New PTA board was elected via a recommended slate at Open House. Board has been trained by the State PTA on the PTA member hub and has assumed financial control of organization. PTA is planning their first general meeting and fundraiser of the year to coincide with homecoming. The PTA has selected the school's family ambassador to serve as a parent representative on SIT but still need to elect an additional representative.