

Comprehensive Progress Report

Mission:

Ramsey Street High will provide a safe, positive, and rigorous learning environment to prepare students to reach their maximum potential.

Vision:

Ramsey Street will be home that allows scholars to grow academically, socially, and emotionally to become successful and productive members of society.

Goals:

Enhance student academic progress and outcomes as evidenced by a 3% increase in EOC proficiency scores by 2023.

Expand student character development by increasing membership in the SPARCS program and mentoring lessons during the school day.

Every student is healthy, safe, responsible and feels respected as measured by an above average score on RSHS exit survey.



! = Past Due Objectives KEY = Key Indicator

Core Function:			Dimension A - Instructional Excellence and Alignment			
Effective Practice:			Student support services			
	KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)	Implementation Status	Assigned To	Target Date

Initial Assessment:	<p>Ramsey Street High School is an alternative high school that serves students from grades 9-12. Students are placed in our school due to discipline-based considerations. At Ramsey, all teachers monitor students' emotional states and their demonstrated ability to regulate their emotions. Beginning during the 22-23 school year, the MTSS Nest (Learning Team), which includes teachers, the school social worker and the school counselor, will regularly share SEL research strategies to support effective student emotional maturation.</p> <p>Due to the relatively short-term nature of the student assignment model for RSHS, our students' development in this area is an essential element to the quality of their secondary experience and beyond. Student growth in this area will effectively reduce repeated discipline issue and the "revolving door" to RSHS. Our MTSS Nest will assist in shaping the school and classroom cultures so that students may experience the growth needed and are best prepared to return to their home schools. RSHS will continue to seek and maintain effective community partners who can further assist the school in supporting the students' needs.</p> <p>RSHS's MTSS Nest will modify as needed the detailed responses and interventions for Tier 3 emotional support. Individual counseling is made available when students are acutely triggered or are experiencing personal crisis. Interventions such as student contracts, afterschool tutoring, parent meetings, and community-based mentoring opportunities will all support our students' growth and movement back to Tier 1 functioning.</p>	Limited Development 10/07/2022		
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How it will look when fully met:		Once our program is fully implemented, all faculty/staff will be equipped with a variety of strategies designed to build positive adult-student relationships. Our school will use interviews or surveys of students and families for direct feedback on the quality of our school environment. The vocabulary and practices of social and emotional development will be authentically embedded in academic instruction and connect to the lives of our students. Teachers will daily incorporate research-based SEL lessons into their plans to meet the social and emotional needs of students.		Margaret Leviner	01/05/2023
Actions			0 of 6 (0%)		
10/10/22	Revise the PBIS Matrix for 2022-23 school year.			Eleanor Benham	10/30/2022
<i>Notes:</i>					
10/10/22	Members of the staff will receive training on Calm Corners so that they know when and how to utilize them. Calm Corners are strategically placed in different areas of the school to be utilized by our students.			Calvenia McDonald	11/01/2022
<i>Notes:</i>					
10/10/22	The Positive Behavior Intervention Support (PBIS) Team will hold monthly meetings to address students' concerns and teacher interventions.			Eleanor Benham	11/15/2022
<i>Notes:</i>					
10/10/22	Teachers will complete CPI training through Cumberland County Schools			LaTara Ray	11/18/2022
<i>Notes:</i>					
10/10/22	Team of support personnel will visit with the students monthly to monitor the progress of student improvement.			Margaret Leviner	12/06/2022
<i>Notes:</i>					
10/10/22	Review MTSS Tier Model and revise interventions if needed for the staff. Establish consistent interventions that can also be monitored for success.			Lawrence Smalls	12/06/2022
<i>Notes:</i>					

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Distributed leadership and collaboration			
	B2.01	School culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel. (5855)	Implementation Status	Assigned To	Target Date

Initial Assessment:	<p>During the beginning of the new school year, each member of the staff had a 1 on 1 meeting to detail what they would like to see at Ramsey Street High School. Improved Culture was the common theme. Using this information we made some quick changes to build a positive culture. Currently we recognizing staff achievements and birthdays in the weekly staff news letter called "The Buzz." The Buzz helps with building school culture because we are sharing information and keeping the school in the know, teachers feel connected and less isolated. We have also created a Morale Culture PLC that will focus on building a positive school culture for students and the staff. We want to be intentional in building a culture of excellence at the school.</p> <p>During the 2021-22 school year, teacher absences is burnout is a common occurrence in schools throughout the U.S. A study by Farber (1991) indicated that between 5% and 20% of all U.S. teachers are burned out at any given time. This can result in low employee morale and high turnover. The American School Board Journal (Vail, 2005) reported that “one-third of new U.S. teachers leave the profession during their first 3 years and almost half leave before 5 years.” This data was a concern at RSHS because we have a small staff. RSHS attendance was also poor among teachers as we had a third of our teachers miss more then 50 days last school year.</p> <p>School employee wellness programs that emphasize physical activity, stress management, and nutrition have demonstrated numerous benefits including: increased teacher morale, reduced absenteeism, and higher levels of general well-being and ability to handle job stress among teachers (Blair et al., 1984; Oxreider, 1987; Allegrante & Michela,1990). Teacher recognition, establishment of consistent school norms, opportunity to collaborate, and positive community involvement will help with teacher satisfaction.</p>	Limited Development 09/27/2022		
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<p>How it will look when fully met:</p>	<p>At full implementation, we will see a tremendous decrease in teacher absenteeism which will lead to positive student achievement. Opportunities will be created to ensure staff feels they are valued and belong to the school community. A team of teachers and support staff has been established to lead the School's Second Step Team. The primary role of this team will be to complete ongoing year-long professional development on professional growth and learning opportunities related to the social-emotional learning of the adults.</p> <p>The data will show less than a third of the teaching staff (<5) will have more than 50 days missed for the year and there will be a decrease in overall absenteeism in the building. When this goal is accomplished teachers' morale and job satisfaction will increase. The Teacher Working Conditions Survey will increase in the following areas: professional learning opportunities, teacher leadership, and safety. The increase in school culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel will ultimately benefit the students. There will be an increase in professionalism as evidenced by perception data.</p>		Lawrence Smalls	03/31/2023
Actions		0 of 6 (0%)		
9/28/22	Teachers with perfect attendance will be recognized monthly in the school newsletter and staff meetings. The stellar attendance teachers will also be entered into a raffle for a personalized prize.		Lawrence Smalls	11/01/2022
<i>Notes:</i>				
9/28/22	Establish School wide norms to use during all SIT Meetings, Faculty Meetings, NEST Meetings, and collaborative planning sessions. Will also present information to the staff on the importance of creating norms to help facilitate productive meetings.		LaTara Ray	11/01/2022
<i>Notes:</i>				
10/17/22	Establish a Morale and Culture Nest that is focused on building school culture. Every month the NEST will meet to talk about strategies to help the staff. A few times a year the NEST will create a formal system to gather and analyze your school culture to keep a watch for the specific factors that indicate a positive school culture, and keep using the steps or processes reinforce those aspects. NEST will also note any negative factors that have appeared and will collaborate with administration to take decisive action to remove barriers to success.		Eleanor Benham	12/13/2022
<i>Notes:</i>				

10/17/22	<p>During Collaborative planning discuss with teachers innovative teaching methods and encourage them to try new methods in the class room and share out. The findings and strategies for implementation will be shared during monthly staff meetings.</p> <p>These meetings will help the whole teaching staff to brainstorm and implement new ideas, bringing teachers into the process of building positive school culture for the staff that is fun and not afraid to take risks.</p>		LaTara Ray	02/07/2023
<i>Notes:</i>				
9/28/22	Create a "Get Healthy Initiative" for the Fall and Spring Semesters of the school year where staff participates in an after hours activity that promotes health and fitness.		Lawrence Smalls	04/06/2023
<i>Notes:</i>				
10/17/22	Staff award/celebrations will created to acknowledge accomplished goals, celebrate professional development, recognize growth, build strong professional relationships to strengthen the RSHS community, and improve teacher recruitment and retention.		Lawrence Smalls	06/02/2023
<i>Notes:</i> Mid-year celebration during the Holiday and end of the year after the last day of school.				

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Monitoring instruction in school			
	KEY	B3.03	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementation Status	Assigned To	Target Date
Initial Assessment:			<p>Currently, the administration has been proactive in providing all available and appropriate instructional materials along with being visible in the classrooms physically and virtually. After classroom walk-throughs, teachers and teacher assistants are receiving feedback, but not immediately or consistently. Core subjects will have consistent collaborative planning time to develop lesson plans, and disaggregate student data. This collaborative planning time will allow opportunities for district-level meetings.</p> <p>Currently, we send out an Instructional Strategy weekly to the staff to use in lessons. We will continue to have curriculum discussions during each subsequent staff and School Improvement Team (SIT) meeting, and NEST meetings. We recognized that the students being assigned to Ramsey Street come with varying degrees of content mastery and behavioral needs. Yet, we attempted to meet each student where they were and work towards building their academic growth.</p>	Limited Development 10/10/2022		
How it will look when fully met:			When fully implemented, classrooms will be visited daily by the administration. Teachers will be provided feedback in a timely, clear, constructive, and positive manner. Feedback will be centered around the use of High Yield Instructional Strategies (Higher Order Thinking, collaborative pairs, and distributive summarizing). Teachers will consistently upload weekly lesson plans in the RSHS Lesson plan folder. The folder is will be reviewed by Lawrence L. Smalls, Principal, and LaTara Ray, Assistant Principal.		Lawrence Smalls	11/08/2022
Actions				0 of 6 (0%)		
10/10/22		Administration will participate in teacher core subject collaborative planning sessions.			Lawrence L. Smalls & LaTara Ray	10/20/2022
Notes:						
10/10/22		Leadership Team will participate in NEST (PLC) meetings.			Lawrence Smalls	10/25/2022
Notes:						

10/10/22	Leadership Team will participate in monthly NEST (PLC) meetings.		Lawrence Smalls	10/25/2022
<i>Notes:</i>				
10/10/22	Leadership team will visit classrooms to monitor curriculum and instruction, daily.		LaTara Ray	11/01/2022
<i>Notes:</i> 9/2/21 Instructional iRounds have started in alignment and support of Indicator B3.03 9.13.21 All RSHS teachers and Support staff were provided with teacher supply funds. October 13 is the last day for reimbursement.				
10/10/22	Leadership team will provide descriptive feedback to teachers using iRounds tool, coaching forms and emails.		Lawrence Smalls	11/08/2022
<i>Notes:</i>				
10/10/22	Teachers will submit weekly lesson plans every Monday morning on the shared Google Drive Folder.		LaTara Ray	11/15/2022
<i>Notes:</i> Written feedback on lesson plans will be provided to teachers.				