

Canton High School

Continuous Improvement Plan

2024 – 2025



Mr. Andrew DiPippo, Principal

Dr. Ruth Kidwell, Assistant Principal

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Vision of the Canton Public Schools Graduate



CREATIVE THINKER

I can

- Demonstrate curiosity and interest
- Generate and explore innovative ideas and solutions
- Take chances with the possibility of failure
- Respond to outcomes with adaptability and resilience



COMMUNICATOR

I can

- Seek opportunities to share with those with different perspectives
- Listen, speak, and write respectfully with my audience in mind
- Choose appropriate methods of communication
- Utilize a variety of media



COLLABORATOR

I can

- Contribute my ideas toward a common goal
- Promote discussion and respond in ways that lead to positive outcomes
- Listen to and consider different perspectives
- Adapt and compromise with others



CRITICAL THINKER

I can

- Examine existing assumptions or beliefs
- Identify and define problems or tasks
- Develop open-ended questions to drive learning
- Seek and evaluate information from a variety of viewpoints or sources
- Synthesize information in order to draw conclusions
- Determine strengths and challenges through self-reflection and feedback



COMPASSIONATE CITIZEN

I can

- Be kind
- Empathize with the needs of others
- Act with integrity
- Understand the local, national, and global impact of my actions
- Contribute my time, talents, knowledge and resources to benefit others
- Take ownership of my academic, civic, and social responsibilities



Board Goal #1a: Student Growth and Achievement

Improve student achievement through rigorous, supportive instruction to ensure students are college and career ready

School Goal: Advance schoolwide scores on standardized assessments while increasing the % of 9th, 10th and 11th graders scoring at benchmark on PSAT, NGSS and STAR

Aggregate Scores:

Utilizing the May 2024 PSAT 8/9 for current 9th, and the October 2023 PSAT 10th and 11th grade students will serve as a baseline for student achievement:

- The aggregate score from October 2024 PSAT 11 and March 2025 SAT State test will increase by 20 pts
- PSAT Math score for grades 9, 10 will increase by 20 points from the 2023 test to the October 2024 PSAT exam.
- PSAT ERW score for grades 9, 10 will increase by 20 points from the 2023 test to the October 2024 PSAT exam.
- **80% of students** (current 9th, 10th grade students) will individually improve on the 2024 PSAT administration.
- Increase percentages of students in proficiency range by denoted amounts.

PSAT/SAT

Percentage meeting benchmark:

	<u>Fall Math Targets</u>	<u>Next Test Math Target *</u>	<u>Fall ERW Targets</u>	<u>Next Test ERW Target *</u>
Class of 2028	9th - 59% to 65%	PSAT 8/9 - * ^472	9th - 85% to 85%	PSAT 8/9 - ^480
Class of 2027	10th - 46% to 56%	PSAT 10 - ^466	10th - 67% to 77%	PSAT 10 - ^466
Class of 2026	11th - 50% to 60%	PSAT 11 score - ^494	11th - 70% to 80%	PSAT 11 - ^504
		CT SAT score- ^514		CT SAT ^524

NGSS:

- 80% of students will score in the the meets or exceeds band (83% in 2024 iteration)

STAR:

- 80 Percent of Fall scores for grades 9 and 10 in math and reading will improve on Spring assessment
- Implement STAR assessment 3 times

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Develop departmental plans to improve PSAT/SAT performance including benchmark assessments aligned with PSAT questions/skills	Department leaders, teachers	September and ongoing	Meeting time	Scores and percentages of students meeting goal on Preliminary Scholastic Aptitude Test (PSAT) and Scholastic Aptitude Test (SAT)
2. Support 9th, 10th through STAR formative assessment and use data to inform instruction and identify struggling students	Department leaders, Classroom teachers, Literacy/Math coaches	September and ongoing- 3 testing windows	Meeting time	Demonstrated progress between iterations
3. Use of Professional Development Time focused on student data, instructional strategies, curriculum writing with focus on High Quality Instruction	Administrators, Department leaders, Literacy/Math coach, teachers	September and ongoing	Meeting time	Completion of core area curricula Professional Development feedback Improved standardized assessment
4. Use of NGSS Google classroom utilized to review all NGSS standards given Junior year	Science department leader and teachers	September and ongoing	Meeting time	Completed and scored formative assessments
5. All teachers have evaluation goals related to improving instructional practices	Administrators, Department leaders, Teachers, coaches	September and ongoing	Professional development, Professional resources, meeting time	Individual teacher evidence in goal setting plans

Board Goal #1b: Student Growth and Achievement

Improve student achievement through rigorous, supportive instruction to ensure students are college and career ready

**School Goal: Increase the percentage of students who enroll in at least one college and career readiness course
(Advanced Placement, Early College Experience or College and Career pathways)**

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to explicitly encourage students to enroll in at least one college and career-credit course while at CHS, with a particular review of subgroups of students who have not been represented in AP or ECE courses	Administration, teachers and counselors	Ongoing	Support for AP, ECE and CCP certification Dual Credit Expansion Grant Program.	Baseline= students entering 2024 who have enrolled or are currently enrolled in “pathway” course
2. Increase college credit bearing opportunities	Administration, Director of School counseling, Department chairs	Ongoing with additions yearly beginning in 2025	Continued partnership with ECE	Increased number of courses Currently: AP=13, ECE=7, CCP=0
3. Expand business pathways to meet state graduation requirements	Superintendent, Assistant superintendent, Administration	2025-2026 school year	Certified staff / salary budget	Programmatic shift to add business pathway
4. Implement and review Personal Financial Literacy and new ECE curriculum/course	Assistant Superintendent, Administration, Director of School Counseling	2024-2025 school year changes for class of 2027	Meeting time	Finalized curriculum

Board Goal #2: Partnerships and Community Engagement

Enhance communication pathways for students, staff, and the community in order to build responsive, supportive connections for all

School Goal: Improve effectiveness and frequency of communication that captures and celebrates our school community through increased partnership and collaboration with all stakeholders.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to highlight and showcase school activities through principal's weekly newsletter	Principal, Admin Asst, contributing staff Department chairs, teachers	Ongoing/weekly	Technology	Published weekly newsletter Percentage of families engaging with messages
2. Continued efforts for teachers to proactively communicate with parents on curriculum and student updates	Teachers, students	Quarterly and as needed	Time within schedule	Survey results
3. Continue to highlight and showcase school activities through CHS courses (ie Multimedia Communications, clubs, Video Production, CAMP)	Communications coordinator, administration	Ongoing	Staff	Publication/communication on student activities
4. Continue to highlight and showcase student activities through CPS communications coordinator	Administration, teachers, Communications coordinator	Ongoing	Staff/technology	Ongoing/updated posts and highlights
5. Utilize social media platforms to highlight staff and student achievements.	Administration and support staff	Ongoing	Staff/technology	Ongoing/updated posts and highlights
6. Collaborate with Open Choice Liaison to continue to build relationships with open choice families.	Administration, community members/Student & Open Choice Liaison	Ongoing communication	Meeting time	Established pathways of communication with all open choice families
7. Meet regularly with student leadership groups	Administration, students	Quarterly	Meeting times	Meeting outcomes and survey feedback

8. Partner with local organizations to provide students with opportunities to engage in meaningful community work.	Administration, teachers, club advisors, athletic director	Ongoing	Budget/staff	Community service opportunities and outcomes
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Board Goal #3: Financial Sustainability and Efficient Operations
 Maintain a strong financial management structure to ensure financial sustainability to maximize financial resources available.

School Goal: Manage the budget process to maximize efficiencies while increasing needed supports for students academically and socially/emotionally

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Collaborate to manage and communicate Capital improvement requests	Principal, Central office, Facilities	Fall	Meeting time/budget	Updates/budget
2. Monitor class sizes to ensure appropriate learning environments and staffing and create alternate year offerings	Administration, Assistant superintendent department leaders	Fall budget process	Meeting time, Program of Studies	Efficient staffing, evaluation of course cycles
3. Collaborate with Central office to create an ongoing analysis/projection for staffing and resources	Administration, Superintendent department leaders	Ongoing	Meeting time	Budget Recommendations
4. Continue replacement cycles for textbooks, uniforms, musical instruments, furniture, and technology to allow for predictable expenses and develop a cycle to dispose of items that are outdated or no longer needed	Administration, Department leaders, Athletic Director, Business Manager	Fall budget cycle	Time	Revised cycles Budget recommendation
5. Continue to analyze student achievement data to ensure adequate supports and staffing	School and district administration, department leaders	Fall and ongoing	Time	Student performance data

Board Goal #4: Learning Environment and Belonging

Foster a safe and positive learning environment in which students and adults engage in order to develop compassionate, resilient citizens of a local and global world

School Goal: Foster a safe and positive learning environment that encourages students to demonstrate and strengthen the attributes of the Canton Vision of a Graduate.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to embed attributes of the Vision of a Graduate into curriculum, instruction and assessment through project-based learning and interdisciplinary projects that require students to apply critical and creative thinking skills.	Administration, Department leaders, Teachers	Ongoing	Meeting time	Student work, project based lessons, CAMP Expo outcomes
2. Implement activities that teach empathy, respect, and ethical decision making.	Teacher, CHAT groups,	Ongoing	Meeting time	Activities, School survey results, reduction of discipline referrals
3. Support teachers with evaluation goals related to improving creating a positive classroom environment	Teacher, department leader, administration	Ongoing	Meeting time	Activities, Classroom assessment, School survey results, reduction of discipline referrals
4. Review cell phone policy through district stakeholder focus groups, research and data collection	Administration, teachers, students, parents	Ongoing	Meeting, financial resources	Updated policy, reduction of discipline referrals
5. Review and update school climate plan and committee	Administration, school climate leaders	Ongoing	Professional development, surveys, meeting time	Updated climate plan and committee
6. Continue to implement regular surveys and other instruments to provide increased opportunities for stakeholder feedback	Teacher, department leader, administration	Ongoing	Time	Survey results
7. Continue to administer DESSA three times a year	Administration, teachers	3x per years	Meeting time	Continued Dessa training and review of student outcomes

Board Goal #5: Embracing Equity

Strive to create an inclusive and culturally responsive learning environment that celebrates diversity, fosters a sense of belonging, and prepares students for a global society

School Goal: Create a safe, inclusive, and responsive school environment that demonstrates high expectations for all learners.

Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continue to explicitly encourage students to enroll in at least one college and career-credit course while at CHS, with a particular review of subgroups of students who have not been represented in AP or ECE courses	Administration, teachers and counselors	Ongoing	Support for AP, ECE and CCP certification Dual Credit Expansion Grant Program	Baseline= students entering 2024 who have enrolled or are currently enrolled in “pathway” course
2. Support teachers with evaluation goals related to related to high expectations	Administration, department leaders, teachers, coaches	Ongoing	Meeting Time	Evaluation plans, increase in student achievement
3. Investigate chronic absences through review of process and school-based interventions	Administration, school counselors, teachers	Ongoing	Meeting Time, student data, research-based interventions	Decrease in chronic absenteeism and truancy
4. Develop and implement instructional strategies that challenge and engage all learners, regardless of their background or academic starting point	Administration, department leaders, teachers, literacy/math coaches	Ongoing	Professional development, PLTs	Evaluation plans, increase in student achievement
5. Continue to review classroom grading practices to increase consistency and fidelity for all students	Administration, department leaders, teachers, literacy/math coaches	Ongoing	Scholarly articles, research on best practices Use of PLT time	Implementation of consistent grading guidelines in departments
6. Review co-teaching models and provide collaboration time between general and special education teachers to deliver differentiated instruction that meets the needs of all students	Administration, Safe Schools PPS, Department leaders Climate Committee	Ongoing	Scholarly articles, research on best practices Use of PLT time	Increased academic achievement for identified students

7. Review survey data related to school climate and culture	Administration, Safe Schools PPS, Department leaders Climate Committee	Ongoing	Surveys, meeting time	Potential changes/additions to programs and/or practices
8. Engage in professional learning opportunities related to culturally responsive teaching	Administration, teachers, district equity team leaders	Fall 2024	Budget	Actionable steps to take back to classroom teachers
9. Explore guest speakers/programs designed to build community and sense of belonging among student body	Administration, teachers, student leaders	Ongoing	Budget	Assembly and feedback from students

Board Goal #6: Workforce Development				
Continuously invest in the development of a skilled staff through hiring, retention, and development in order to promote continuous growth				
School Goal: Continue to improve staff capacity to clarify and inform instruction to meet the needs of all learners				
Action Steps	Person(s) Responsible	Timeline	Resources/Finances	Evidence/Measurements
1. Continued use of meeting times and professional development data to develop in the areas of improved climate, high quality instruction, curriculum development and utility of data Data usage to support teaching and implementation of Vision of a graduate	Central office, Administration, Department chairs, teachers, literacy/math coach	Ongoing throughout the year	Meeting time, professional development funds Access to training Budget allocation	Teacher evaluation Achievement scores School survey results
2. Utilize meeting time with Department chairs to build capacity to lead departments	Administration Department chairs	Ongoing throughout the year	Meeting time	Department chair agendas/outcomes
3. Regular meetings for new and developing teachers	Administrators	Ongoing throughout the year	Meeting time	Meeting notes, planned topics Panorama survey results

<p>4. Partner with PPS director to ensure all support staff meet required</p>	<p>Administrators PPS Director</p>	<p>Ongoing throughout the year</p>	<p>Meeting time Access to training</p>	<p>Meeting topics, outcomes</p>
<p>5. Continue to work with Central Office on hiring and retention practices</p>	<p>Central office Administrators</p>	<p>Ongoing throughout the year</p>	<p>Meeting time Budget allocation</p>	<p>Hiring/retention outcomes</p>