



**Classical Charter Schools of Wilmington  
School Improvement Plan  
2023-2024 School Year**

<b>Name</b>	<b>Position</b>	<b>School Improvement Role</b>
Marcus Dos Santos	Headmaster	School Improvement Team Chair
Steve Smith	Lead Headmaster CCS-America	Co-chair, Elementary Representative
Stephanie Ake	Dean K-3 CCS-America	Curriculum Representative/ Instructional Support Representative
Brittany Finucan	Academic Coach K-3	Curriculum Representative/ Instructional Support Representative
Jessica Lopez	Academic Coach 4 <sup>th</sup> -8 <sup>th</sup> ELA/History/Latin	Curriculum Representative/ Instructional Support Representative
Amanda Calkins	Academic Coach 3 <sup>rd</sup> -8 <sup>th</sup> Math/Science	Curriculum Representative/ Instructional Support Representative
Michel'le Pendergrass	1 <sup>nd</sup> Teacher	K-2 <sup>nd</sup> Elected Representative
Kammie Outlaw	3 <sup>th</sup> Lead Teacher	3 <sup>rd</sup> -5 <sup>th</sup> Elected Representative
Kayla Johnson	EC Teacher	EC Representative
Alexis Fisher	Grant Instructional Specialist	Interventionist Representative
Aaron Wyatt	EC Teacher Assistant	Assistant Elected Representative
Laura Messer	Office Manager	Elected Instructional Support Representative
Twyler McKenzie	Parent	Booster Club Elected Parent Representative
Jennifer Burrows	Parent	Booster Club Elected Parent Representative

### Classical Charter Schools of Wilmington Mission

Our understandings of humankind and our universe are expressed and communicated through all of our arts and sciences. Each method of expression- language, painting, music, mathematics, and science- has its rules and techniques for effectively communicating these ideas and understandings.

These rules and techniques are bridges over which ideas must be communicated from one generation to the next. Thus, the mission of the school through The Roger Bacon Academy is, for the next generation:

- To teach the rules and techniques for effective expression and communication in the arts and sciences,
- To communicate, by these arts and sciences, our understandings of the universe and our role in it, and
- To instill a love of learning and discovery, justifying a life-long dedication to health, truth, and virtue.

### Classical Charter Schools of Wilmington Vision

The School unites and balances all subjects—whether language, mathematics, art, music, history, or science—by teaching each as a method for expressing ideas with standard rules and classical examples for study in each area. Every student who is willing to pledge self-discipline, honesty, and perseverance can excel to their fullest potential at The School. We expect every student to devote full attention to every subject—whether language, mathematics, art, music, history, or science—to achieve a balanced, comprehensive understanding of our civilization and the world in which we live.

### Student Focused Goals

- **Reading Goal:** By June 2024, Classical Charter Schools of Wilmington will Meet or Exceed reading growth and will increase overall reading proficiency by 5%, as measured by NC End-of-Grade testing.
- **Math Goal:** By June 2024, Classical Charter Schools of Wilmington will Meet or Exceed math growth and will increase overall math proficiency by 5%, as measured by NC End-of-Grade testing.

- **Science Goal:** By June 2024, Classical Charter Schools of Wilmington will Meet or Exceed science growth and will increase overall science proficiency by 5%, as measured by NC End-of-Grade testing.
- **Teacher Retention Goal:** Classical Charter Schools of Wilmington will work to close the teacher retention gap to within 5% of the New Hanover County Schools LEA as indicated in the Teachers Leaving the Profession Data annual report.

### 2023-2024 Key Indicators

**A1.07:** *ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.*

Implementation Status: Limited Development October 31, 2023

Assigned to: Administration, Lead Teachers, Curriculum, MTSS Team, and Social Worker

Classical Charter Schools of Wilmington recognizes the need for teachers to demonstrate positive classroom management and reinforcement of classroom rules and procedures by positively teaching them. We have taken steps to aid teachers in following classroom management guidelines and being proactive in addressing students' needs.

1. Weekly teacher observations and daily walk-throughs completed by administration and curriculum.
2. Strategies provided by the school Social Worker, for specific student behavior.
3. Behavior referral to MTSS team.
4. Increase parent communication.
5. Professional development sessions with a focus on classroom management.

When fully implemented the teachers at Classical Charter Schools of Wilmington will be able to demonstrate a positive classroom environment where each unique student's needs are addressed proactively, and classroom management guidelines are being followed.

The information we will provide is the following:

1. Teacher observations and feedback from administration, curriculum, and ABA specialist.
2. Visuals of classroom guidelines displayed in each classroom.
3. Training schedule for classroom management from the administration.
4. Parent Communication log.
5. Data to support decreased classroom behaviors.

**A2.04:** *Instructional Teams develop standards-aligned units of instruction for each subject and grade level.*

Implementation Status: Full Implementation October 31, 2023

**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.*

Implementation Status: Full Implementation October 31, 2023

**A4.06:** *ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions.*

Implementation Status: Limited Development October 31, 2023

Assigned to: Administration, Social Worker

Classical Charter Schools of Wilmington recognizes the emotional needs and support for all students. Our highest priority is to ensure that all students feel safe and secure in their learning environment. We are taking steps to provide support and interventions for students to better manage their emotions.

1. Gather data using the school Discipline Log to assist with tracking the location/time of occurrences, the severity of the infractions, and the number of violations for each individual student.
2. Visual model for select students to aid in communicating their emotional state to their teacher.
3. Intervention/Support provided for select students in the form of weekly check-ins, and social/emotional group lessons with the school social worker.
4. Professional development is provided at the beginning of each school year for teachers and staff delivered by a school social worker and/or outside psychologist.
5. Staff recognition for successful implementation of emotional needs and support plan.
6. Headmaster, Social Worker, and 2 teachers will be trained in Mental Health First Aid.

When fully implemented the students at Classical Charter Schools of Wilmington will be able to state their emotional state in a more productive and safe manner.

We will provide the following information:

1. Decrease in Discipline Log entries for individual students.
2. Each classroom will have a visual model for students to use to communicate their emotional state.

**A4.16:** *The school develops and implements consistent, intentional, and ongoing plans to support student transitions for grade-to-grade and level-to-level.*

Implementation Status: Limited Development October 31, 2023

Assigned to: Curriculum Coaches, Teachers, Administration

Classical Charter Schools of Wilmington recognizes the need for consistent, intentional, and ongoing plans to support student transition for grade-to-grade and level-to-level.

1. Student placement cards will be used to ensure student's needs are met both academically and behaviorally.
2. Grade-level teams will schedule end-of-the-year meetings to discuss students' needs. (Ex. 1<sup>st</sup> will meet with 2<sup>nd</sup>, 3<sup>rd</sup> will meet with 4<sup>th</sup>)
3. Fifth-grade students will complete a CCS-Leland middle school tour on January 5th, allowing them to meet the teachers, follow the daily schedule, and review the curriculum that is taught.

The information we will provide is the following.

1. Completed student placement cards.
2. Teacher meeting notes from end-of-year meetings between grade levels.
3. Feedback from the fifth-grade visit to CCS-Leland Middle School.

**B1.01:** *The LEA has an LEA Support & Improvement Team.*

Implementation Status: Fully Implemented October 31, 2023

**B1.03:** *A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review the implementation of effective practices.*

Implementation Status: Fully Implemented October 31, 2023

**B2.03:** *The school has established a team structure among teachers with specific duties and time for instructional planning.*

Implementation Status: Fully Implemented October 31, 2023

**B3.03:** *The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.*

Implementation Status: Full Implementation October 31, 2023

**C2.01:** *The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.*

Implementation Status: Full Implementation October 31, 2023

**C3.04:** *The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.*

Implementation Status: Full Implementation October 31, 2023

**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).*

Implementation Status: Limited Implementation October 31, 2023

Assigned to: Administration, Curriculum

Classical Charter Schools of Wilmington recognizes that regular communication with parents/guardians is essential to student success.

1. A Kindergarten-to-Grade-2 Phonics Reading and Math curriculum virtual training will be provided to parents to be able to support their child with homework and tutoring.
2. A Grade-3 to Grade-5 Reading and Math curriculum virtual training will be provided to parents to be able to support their child with homework and tutoring.

The information we will provide is the following:

1. K-2 Curriculum Virtual Training Parent Invitation.
2. K-2 Training Attendance.
3. 3-5 Curriculum Virtual Training Parent Invitation.
4. 3-5 Training Attendance.