



Trinity High School
School Improvement Plan
2022-2023

Comprehensive Progress Report

Mission:

We believe every student has unique value and potential and deserves to feel a sense of accomplishment. All students can learn essential knowledge and skills necessary to be successful. A safe, orderly, and secure environment is necessary for effective teaching and learning. Academic success is promoted by a variety of teaching and learning styles. The integration of technology throughout the curriculum is essential for student success. Extra-curricular and co-curricular programs enhance the physical, academic, and social development of our students. Appreciating and respecting cultural diversity strengthens the dynamics and traditions of our school. Personal and professional growth is an essential foundation to model and pursue. Quality education depends on a strong, active partnership of students, staff, parents, and community. Service to our school, community, state, and world is a fundamental element of good citizenship.

Vision:

The vision of Trinity High School is to maximize educational opportunities for every student, based on our beliefs that: All students can learn; All students will be taught in a safe and nurturing learning environment; All students deserve a teacher who is qualified and well-prepared; All students deserve access to instructional resources managed in a fiscally-responsible manner; and All stakeholders share the responsibility and accountability for student learning.

Goals:

During the 2022-23 school year, THS will raise the EOC Performance Composite by 3% from 37.3% to 40.3%. (A2.04, A2.21, A3.01, A4.11, C2.01)

During the 2022-23 school year, THS will increase the FAM-S Three-Tiered Instruction and Intervention Model score by 4% from 38% to 42%. (A3.01, A4.01, A4.09, A4.11, A4.16)

During the 2022-23 school year, THS will have 100% staff participation in completing all assigned Vector modules to increase SEL awareness. (A4.06, A4.16)



! = Past Due Objectives KEY = Key Indicator

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	Target Date	
<i>Initial Assessment:</i>		Teachers go over procedures in homerooms and in each class along with handing out a syllabus for each class. Students are given a RCSS	Limited Development 09/05/2017			

	<p>student handbook and shown where the THS handbook is available online. Class meetings are held to communicate expectations at the beginning of the school year. Rules are posted in classrooms. Announcements are sent home via School Messenger. (Assessed August 2017)</p> <p>Reassessed October 2019 and the School Improvement Team felt that it was necessary to continue implementation of this new strategy.</p> <p>Teachers go over procedures in homerooms and in each class along with handing out a syllabus for each class. Syllabii are also posted in Canvas and on the THS website. Students are shown where the RCSS and THS handbooks are available online. Class meetings are held to communicate expectations at the beginning of the school year. Rules are posted in classrooms. Announcements are sent home via School Messenger. (Reassessed October 2022)</p>			
How it will look when fully met:	Students and teachers will have a greater understanding of what is expected of them, and therefore there will be a decrease in office referrals. There will also be an increase in school pride for both the students and staff. School rules and procedures will be consistently posted around campus. Evidence to prove full implementation will be teacher syllabi and photos of rules and motivational posters around campus.		Jim Rogers	06/17/2024
Actions		82 of 87 (94%)		
9/26/17	Science teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/04/2017	Mindy Thornlow	10/17/2017
	<i>Notes:</i>			
9/26/17	Math teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/02/2017	Dawn Seltzer	10/17/2017
	<i>Notes:</i>			
9/26/17	Social Studies teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/06/2017	Kerri Smith	10/17/2017
	<i>Notes:</i>			
9/26/17	English teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/02/2017	Erin Bass	10/17/2017
	<i>Notes:</i>			

9/26/17	EC teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/06/2017	Catherine Temple	10/17/2017
<i>Notes:</i>				
9/26/17	PE teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/02/2017	Ryan Spencer	10/17/2017
<i>Notes:</i>				
9/26/17	CTE teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/04/2017	Renee Driggers	10/17/2017
<i>Notes:</i>				
9/26/17	Cultural Arts teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/02/2017	Michael Johnson	10/17/2017
<i>Notes:</i>				
9/26/17	Foreign Language teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 09/29/2017	Kim Pilling	10/17/2017
<i>Notes:</i>				
9/26/17	AFJROTC teachers write and provide students with a syllabus containing clear classroom rules/expectations for Fall Semester.	Complete 10/02/2017	Troy Alexander	10/17/2017
<i>Notes:</i>				
9/26/17	Science teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/04/2017	Mindy Thornlow	10/17/2017
<i>Notes:</i>				
9/26/17	Math teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/02/2017	Dawn Seltzer	10/17/2017
<i>Notes:</i>				
9/26/17	Social Studies teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/06/2017	Kerri Smith	10/17/2017
<i>Notes:</i>				
9/26/17	English teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/02/2017	Erin Bass	10/17/2017
<i>Notes:</i>				
9/26/17	EC teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/06/2017	Catherine Temple	10/17/2017
<i>Notes:</i>				

9/26/17	CTE teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/04/2017	Renee Driggers	10/17/2017
<i>Notes:</i>				
9/26/17	PE teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/03/2017	Ryan Spencer	10/17/2017
<i>Notes:</i>				
9/26/17	AFJROTC teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/02/2017	Troy Alexander	10/17/2017
<i>Notes:</i>				
9/26/17	Cultural Arts teachers post a syllabus containing clear classroom rules/expectations on the school website for Fall Semester.	Complete 10/02/2017	Michael Johnson	10/17/2017
<i>Notes:</i>				
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<i>Notes:</i>				
9/26/17	Math teachers have classroom rules posted in classroom.	Complete 10/17/2017	Mindy Thornlow	10/17/2017
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<i>Notes:</i>				
9/26/17	Cultural Arts teachers have classroom rules posted in classroom.	Complete 10/17/2017	Michael Johnson	10/17/2017

<i>Notes:</i>				
9/26/17	PE teachers have classroom rules posted in classroom.	Complete 10/17/2017	Ryan Spencer	10/17/2017
<i>Notes:</i>				
9/26/17	Motivational words are posted in high traffic areas around campus.	Complete 01/12/2018	Angie Davis	01/16/2018
<i>Notes:</i>				
9/26/17	A new tardy policy is implemented for 2017-18.	Complete 02/20/2018	Shea Grosch	02/20/2018
<i>Notes:</i>				
9/26/17	Science teachers post a syllabus containing clear classroom rules/expectations on the school website for Spring Semester.	Complete 02/20/2018	Mindy Thornlow	02/20/2018
<i>Notes:</i>				
9/26/17	Math teachers post a syllabus containing clear classroom rules/expectations on the school website for Spring Semester.	Complete 02/20/2018	Dawn Seltzer	02/20/2018
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	<i>Notes:</i>			
9/26/17	Math teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Dawn Seltzer	03/20/2018
	<i>Notes:</i>			
9/26/17	Science teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Mindy Thornlow	03/20/2018
	<i>Notes:</i>			
9/26/17	Social Studies teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Kerri Smith	03/20/2018
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9/26/17	English teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Erin Bass	03/20/2018
	<i>Notes:</i>			
9/26/17	EC teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Catherine Temple	03/20/2018
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9/26/17	CTE teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Renee Driggers	03/20/2018
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	<i>Notes:</i>			
9/26/17	PE teachers plan engaging lessons lasting from bell-to-bell.	Complete 03/19/2018	Ryan Spencer	03/20/2018
	<i>Notes:</i>			
8/29/18	Administration will create a discipline and intervention chart to be used as a resource for teachers.	Complete 08/17/2018	Justine Carter	09/30/2018
	<i>Notes:</i>			
8/29/18	All staff will communicate and enforce positive expectations.	Complete 02/19/2019	Jim Rogers	01/31/2019
	<i>Notes:</i>			
8/29/18	All staff will communicate school pride.	Complete 05/14/2019	Jim Rogers	05/14/2019
	<i>Notes:</i>			
8/29/18	All staff will build positive relationships with students.	Complete 05/14/2019	Jim Rogers	05/14/2019
	<i>Notes:</i>			

9/3/20	THS SIT members will communicate with their departments to ensure proper documentation of classroom management interventions throughout the school year.	Complete 10/20/2020	Deanna Hall	10/20/2020
<i>Notes:</i>				
3/26/21	All THS staff members will complete SEL modules during the 2020-21 school year.	Complete 05/18/2021	Kristine Groves	05/18/2021
<i>Notes:</i>				
3/26/21	All teachers will reinforce classroom procedures and expectations as we transition from remote/Plan B to Plan A.	Complete 05/18/2021	Kristine Groves	06/11/2021
<i>Notes:</i>				
3/26/21	SEL components will be incorporated into THS Summer Learning opportunities.	Complete 08/05/2021	Jonathan Lanier	08/30/2021
<i>Notes:</i>				
8/30/21	THS will hold virtual class meetings during homeroom and post them on the THS website for parents and new students to have access to.	Complete 09/21/2021	Angie Davis	09/21/2021
<i>Notes:</i>				
3/26/21	All teachers will post their classroom rules and review their expectations at the beginning of the 2021-22 school year.	Complete 09/21/2021	Kristine Groves	09/30/2021
<i>Notes:</i>				
8/30/21	THS will update their PLT minutes to include Tier 1 interventions as a step to support the MTSS process.	Complete 11/16/2021	Kristine Groves	11/16/2021
<i>Notes:</i>				
8/30/21	THS will hold a refresher for teachers about behavior management interventions.	Complete 01/25/2022	Jenny Burkhart	01/25/2022
<i>Notes:</i>				
8/30/21	THS will update on-campus bulletin boards to include character education, school expectations, SEL, etc.	Complete 03/25/2022	Robert Mitchell	03/25/2022
<i>Notes:</i>				
10/11/22	THS will hold a beginning-of-the-year meeting for faculty and staff to discuss school-wide policies, procedures, and changes for the 22-23 school year.	Complete 09/20/2022	Brian Toth	08/25/2022
<i>Notes:</i>				
10/11/22	THS will host a freshmen Orientation session to acclimate rising ninth-grade students to Bulldog Nation.	Complete 09/20/2022	Dawn Seltzer	08/26/2022
<i>Notes:</i>				

10/11/22	Bullying and hazing expectations, protocols and reporting procedures will be reviewed in the first faculty meeting of the year on Thursday, August 18, 2022 at 9:15am	Complete 09/20/2022	Brian Toth	08/31/2022
<i>Notes:</i>				
10/11/22	Bullying and hazing expectations, protocols and reporting procedures will be reviewed by each homeroom teacher with their class on the first day of school, Monday August 29, 2022 at 8:00am	Complete 09/20/2022	Kristine Groves	08/31/2022
<i>Notes:</i>				
10/11/22	THS will create an adjusted bell schedule for the 1:1 initiative	Complete 09/20/2022	Brian Toth	08/31/2022
<i>Notes:</i>				
10/11/22	Bullying and hazing expectations, protocols and reporting procedures will be reviewed by the principal with the student body in grade level assemblies. The senior class assembly will be on Wednesday, August 31, 2022 at 8:15am The junior class assembly will be on Wednesday, August 31, 2022 at 10:00am. The sophomore class assembly will be on Thursday, September 1, 2022 at 8:15am. The freshmen class assembly will be on Thursday, September 1, 2022 at 10:00am.	Complete 09/20/2022	Brian Toth	09/20/2022
<i>Notes:</i>				
10/11/22	THS will hold beginning-of-the-year class meetings for all grade levels.	Complete 09/20/2022	Jenny Burkhart	10/05/2022
<i>Notes:</i>				
10/11/22	All teachers will post their course syllabus/syllabi on the THS website and their Canvas course(s).		Renee DeHart	12/31/2023
<i>Notes:</i>				
10/11/22	THS will return to pre-Covid expectations for students regarding hats, tardies, attendance, cell phones, and dress code.		Jim Rogers	05/31/2024
<i>Notes:</i>				
8/30/21	THS will include motivational quotes, character education, and other positive aspects into the scrolling announcements in the cafeteria.		Angie Davis	06/11/2024
<i>Notes:</i>				
8/30/21	THS will begin having weekly or bi-weekly motivational videos aimed toward our students posted on social media.		Ryan Spencer	06/11/2024
<i>Notes:</i>				
8/29/18	All teachers will document behavior management interventions.		Jenny Burkhart	06/11/2024
<i>Notes:</i>				

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>Teachers have a PLC framework and are expected to meet bi-weekly. Teachers have received professional development on effective PLCs and on formative assessment. Teachers are tracking data to know where students are relative to where they should be and are using the data to identify at-risk students. We have also created a Bulldog Buddy teacher-students mentoring program. We have scheduled teachers from each of the 3 EOC courses to come over the summer and write standards-aligned units and tests. The district has PLTs for each subject area at the beginning of the year and once per semester. We are completing year 1 of MDC/LDC implementation which requires collaboration and planning with the end in mind. (Assessed April 2017)</p> <p>Teachers and instructional staff are undergoing PLC professional development and are expected to meet with their collaborative teams once per week for a minimum of 45 minutes per week. Teachers are tracking Tier 1 data and are using the data to identify students to Tier 2 and Tier 3 for MTSS. We have re-established the Bulldog Buddy teacher-students mentoring program. The district has PLCs for each core subject area at the beginning of the year and once per semester. (Reassessed October 2022)</p>	Limited Development 04/27/2017		
<i>How it will look when fully met:</i>		Teachers will have standards-aligned units for each class, with set learning targets and "I can" statements for each unit. There will also be differentiated lessons and both formative and summative lessons for each unit. The unit plans and corresponding lessons will provide evidence of the fully implemented objective.		Kristine Groves	06/30/2024
<i>Actions</i>			5 of 8 (62%)		
	8/29/18	The CTE department will add WorkKeys resources and curriculum to their already created units.	Complete 01/26/2021	Andy Hines	01/28/2021
<i>Notes:</i>					
	8/29/18	Instructional teams will create a curriculum map of units and standards.	Complete 01/26/2021	Mindy Thornlow	01/31/2021
<i>Notes:</i>					
	8/29/18	Instructional teams will begin adding resources to each unit created.	Complete 01/26/2021	Mindy Thornlow	01/31/2021
<i>Notes:</i>					

1/29/21	Instructional Teams will continue to add resources to units in the Google Shared Drives.	Complete 08/05/2021	Mindy Thornlow	06/09/2021
<i>Notes:</i>				
1/29/21	Instructional Teams will ensure that all subjects and courses are included in the Google Shared Drives.	Complete 08/05/2021	Mindy Thornlow	06/10/2021
<i>Notes:</i>				
8/30/21	"I Can" statements will be visible in all classrooms at THS (and on online platforms as appropriate) and aligned with current instruction.		Nikki Guilliams	06/11/2024
<i>Notes:</i>				
8/30/21	THS Staff members will continue to add resources to the Shared Google Drive that address curriculum changes.		Kristine Groves	06/11/2024
<i>Notes:</i>				
10/11/22	Instructional Teams will align updated standards and curriculum to the needs of the students at Trinity High School.		Robert Mitchell	06/11/2024
<i>Notes:</i>				

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>Instructional Teams include subject area PLTs, Leadership Team, MTSS Team, and Attendance Committee. PLTs need to be revamped to be more data-driven and shifted toward an MTSS mindset.</p> <p>Instructional Teams include subject area PLTs, Leadership Team, MTSS Team, and Attendance Committee. PLTs are being revamped to meet weekly and follow the Dufour model. (Reassessed October 2022)</p>	Limited Development 09/22/2019		
How it will look when fully met:		When fully met, PLTs will meet twice monthly with fidelity. The PLT minutes will be student-focused, data-driven and will include Tier 1 interventions across all subject areas. All departments will monitor their SMART goal and create a new one once they meet their current goal. The MTSS team will be utilized to determine appropriate research-based interventions for students when needed. The evidence we will use to determine when this objective has been met is PLT		Jenny Burkhart	06/16/2023

minutes, feedback from AP on PLT minutes, data discussed by the MTSS team, test data, and student grade data.

When fully met, Collaborative teams will meet weekly with fidelity. The CTT minutes will be student-focused and will include the Four critical questions from the Dufour model. The MTSS team will be utilized to determine appropriate research-based interventions for students when needed. The evidence we will use to determine when this objective has been met is CTT minutes, feedback from AP on CTT minutes, data discussed by the MTSS team, test data, and student grade data. (October 2022)

Actions		7 of 13 (54%)		
9/22/19	PLT minutes will be updated for the 2019-20 school year to focus on data.	Complete 09/17/2019	Justine Carter	09/17/2019
<i>Notes:</i>				
9/22/19	PLTs will create a SMART goal for the semester or year that focuses on data-driven instruction.	Complete 10/15/2019	Justine Carter	10/15/2019
<i>Notes:</i>				
9/22/19	Teachers will collect student work samples to pass along to their next level course teacher.	Complete 01/28/2020	Stephanie Phillips	01/28/2020
<i>Notes:</i>				
9/3/20	Expectations for PLTs for the 2020-21 school year will be clearly communicated with Department Chairs.	Complete 09/15/2020	Justine Carter	09/15/2020
<i>Notes:</i>				
9/3/20	Expectations for PLTs for the 2021-22 school year will be clearly communicated with Department Chairs.	Complete 09/21/2021	Justine Carter	09/15/2021
<i>Notes:</i>				
9/22/19	Teachers will complete seating chart data collection to quickly and easily determine which students need interventions.	Complete 02/15/2022	Mindy Thornlow	02/28/2022
<i>Notes:</i>				
9/3/20	Expectations for PLTs for the 2022-23 school year will be clearly communicated with Department Chairs.	Complete 09/20/2022	Jenny Burkhart	09/15/2022
<i>Notes:</i>				
10/11/22	THS will create a Guiding Coalition to assist the school in PLT/CTT implementation and execution.		Brian Toth	11/15/2022

<i>Notes:</i>				
8/30/21	Leadership team will provide feedback to PLTs on their minutes submitted.		Jenny Burkhart	12/31/2022
<i>Notes:</i>				
9/22/19	PLTs will meet twice monthly, discuss student data and Tier 1 interventions (including behavior interventions), progress monitor, and submit minutes to AP with fidelity.		Renee DeHart	06/15/2023
<i>Notes:</i>				
9/22/19	The school-based MTSS team will be available to meet with teachers to discuss research-based interventions as needed.		Kristine Groves	06/15/2023
<i>Notes:</i>				
10/11/22	THS will have a PLT team that attends training provided by RCSS and Solution Tree during the 2022-23 school year.		Erin Bass	06/30/2023
<i>Notes:</i> PLT Team: Dr. Brian Toth, Jenny Burkhart, Kristine Groves, Erin Bass				
10/11/22	THS will abide by all RCSS MTSS procedures during the 2022-23 school year.		Jenny Burkhart	06/30/2023
<i>Notes:</i>				

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:		<p>Teachers have a PLT framework and are expected to meet bi-weekly. Teachers have received professional development on tier 1 of MTSS, effective PLTs, and formative assessment. Teachers are tracking data to know where students are relative to where they should be and are using the data to identify at-risk students. We have also created a Bulldog Buddy teacher-students mentoring program. A student advocate/drop-out prevention coordinator, a social worker, nurse, career development coordinator, and counselors are all available to students as needed. (Assessed April 2017)</p> <p>Teachers are currently undergoing PLC professional development and are expected to meet weekly. Teachers have received professional development on MTSS, formative assessment, and much more. Teachers are tracking data to identify at-risk students. We have also re-</p>	Limited Development 04/27/2017		

	established the Bulldog Buddy teacher-students mentoring program. A student advocate/drop-out prevention coordinator, a social worker, nurse, career development coordinator, and counselors are all available to students as needed. (Reassessed October 2022)			
How it will look when fully met:	All teachers will differentiate teaching focusing on student response to instructional practices. The accuracy of identifying students who truly have disabilities will be increased. All students will have an improved success rate and will graduate Career and College Ready as evidenced by data. Evidence proving full implementation will be the data, PLT minutes, and MTSS documentation.		Brian Toth	06/17/2023
Actions		115 of 119 (97%)		
9/20/17	All staff provided introduction/overview of MTSS by Laurie Sypole – RCSS MTSS Specialist.	Complete 09/07/2017	Nicole Guilliams	10/17/2017
	<i>Notes:</i>			
9/20/17	New PLT Documentation Forms are Created.	Complete 09/30/2017	Nicole Guilliams	10/17/2017
	<i>Notes:</i>			
9/20/17	A Google Form to track potential tier 2 students is created.	Complete 09/30/2017	Justine Carter	10/17/2017
	<i>Notes:</i>			
9/20/17	Teachers are provided PD on new PLT Process.	Complete 10/05/2017	Nicole Guilliams	10/17/2017
	<i>Notes:</i>			
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in October.	Complete 10/05/2017	Nicole Guilliams	10/17/2017
	<i>Notes:</i>			
9/30/17	The science PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Mindy Thornlow	11/20/2017
	<i>Notes:</i>			
9/30/17	The math PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Dawn Seltzer	11/20/2017
	<i>Notes:</i>			
9/30/17	The English PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Erin Bass	11/20/2017
	<i>Notes:</i>			
9/30/17	The social studies PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Kerri Smith	11/20/2017

	<i>Notes:</i>			
9/30/17	The EC PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Catherine Temple	11/20/2017
	<i>Notes:</i>			
9/30/17	The CTE PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Renee Driggers	11/20/2017
	<i>Notes:</i>			
9/30/17	The PE PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Ryan Spencer	11/20/2017
	<i>Notes:</i>			
9/30/17	The foreign language PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Kim Pilling	11/20/2017
	<i>Notes:</i>			
9/30/17	The cultural arts PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Michael Johnson	11/20/2017
	<i>Notes:</i>			
9/30/17	The AFJROTC PLT debriefs about the implementation of strategy introduced in October PD session.	Complete 10/31/2017	Troy Alexander	11/20/2017
	<i>Notes:</i>			
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in November.	Complete 11/01/2017	Nicole Guilliams	11/20/2017
	<i>Notes:</i>			
9/20/17	MTSS Team is Identified.	Complete 11/06/2017	Justine Carter	11/20/2017
	<i>Notes:</i>			
9/20/17	A Data Validation Spreadsheet is Created.	Complete 10/02/2017	Misty Wolfe	11/20/2017
	<i>Notes:</i>			
9/22/17	Student Support PLT meets twice in October.	Complete 11/20/2017	Katy Gant	11/20/2017
	<i>Notes:</i>			
9/22/17	MTSS coaches attend MTSS Problem Solving Meeting in October with Laurie Sypole.	Complete 10/25/2017	Justine Carter	11/20/2017
	<i>Notes:</i>			
9/22/17	MTSS coaches attend MTSS Problem Solving Meeting in November with Laurie Sypole.	Complete 11/29/2017	Justine Carter	12/19/2017

<i>Notes:</i>				
9/22/17	Student Support PLT meets twice in November.	Complete 12/01/2017	Katy Gant	12/19/2017
<i>Notes:</i>				
9/22/17	Science PLT meets twice in November.	Complete 12/01/2017	Mindy Thornlow	12/19/2017
<i>Notes:</i>				
9/22/17	English PLT meets twice in November.	Complete 12/01/2017	Erin Bass	12/19/2017
<i>Notes:</i>				
9/22/17	Social Studies PLT meets twice in November.	Complete 12/01/2017	Kerri Smith	12/19/2017
<i>Notes:</i>				
9/22/17	Math PLT meets twice in November.	Complete 12/01/2017	Dawn Seltzer	12/19/2017
<i>Notes:</i>				
9/22/17	Foreign Language PLT meets twice in November.	Complete 12/01/2017	Kim Pilling	12/19/2017
<i>Notes:</i>				
9/22/17	CTE PLT meets twice in November.	Complete 12/01/2017	Renee Driggers	12/19/2017
<i>Notes:</i>				
9/22/17	PE PLT meets twice in November.	Complete 12/01/2017	Ryan Spencer	12/19/2017
<i>Notes:</i>				
9/22/17	Cultural Arts PLT meets twice in November.	Complete 12/01/2017	Michael Johnson	12/19/2017
<i>Notes:</i>				
9/22/17	AFJROTC PLT meets twice in November.	Complete 12/01/2017	Troy Alexander	12/19/2017
<i>Notes:</i>				
9/22/17	EC PLT meets twice in November.	Complete 12/01/2017	Catherine Temple	12/19/2017
<i>Notes:</i>				
9/22/17	Social Studies PLT meets twice in December.	Complete 12/01/2017	Kerri Smith	12/19/2017
<i>Notes:</i>				
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in December.	Complete 11/28/2017	Nicole Guilliams	12/19/2017
<i>Notes:</i>				
9/22/17	MTSS team meets in November.	Complete 11/09/2017	Justine Carter	12/19/2017
<i>Notes:</i>				
9/22/17	MTSS team meets in December.	Complete 12/19/2017	Justine Carter	01/16/2018

<i>Notes:</i>				
9/22/17	MTSS team meets in January.	Complete 01/31/2018	Justine Carter	02/20/2018
<i>Notes:</i>				
9/22/17	Math PLT meets twice in December/January.	Complete 01/10/2018	Dawn Seltzer	02/20/2018
<i>Notes:</i>				
9/22/17	Foreign Language PLT meets twice in December/January.	Complete 01/22/2018	Kim Pilling	02/20/2018
<i>Notes:</i>				
9/22/17	CTE PLT meets twice in December/January.	Complete 01/23/2018	Renee Driggers	02/20/2018
<i>Notes:</i>				
9/22/17	English PLT meets twice in December/January.	Complete 01/22/2018	Erin Bass	02/20/2018
<i>Notes:</i>				
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in January/February.	Complete 02/01/2018	Nicole Williams	02/20/2018
<i>Notes:</i>				
9/22/17	MTSS coaches attend MTSS Problem Solving Meeting in January with Laurie Sypole.	Complete 01/31/2018	Justine Carter	02/20/2018
<i>Notes:</i>				
9/22/17	Cultural Arts PLT meets twice in December/January.	Complete 01/18/2018	Michael Johnson	02/20/2018
<i>Notes:</i>				
9/22/17	AFJROTC PLT meets twice in December/January.	Complete 02/20/2018	Troy Alexander	02/20/2018
<i>Notes:</i>				
9/22/17	EC PLT meets twice in December/January.	Complete 01/24/2018	Catherine Temple	02/20/2018
<i>Notes:</i>				
9/22/17	Student Support PLT meets twice in December/January.	Complete 02/23/2018	Katy Gant	02/23/2018
<i>Notes:</i>				
9/22/17	Science PLT meets twice in December/January.	Complete 02/23/2018	Mindy Thornlow	02/23/2018
<i>Notes:</i>				
9/22/17	Social Studies PLT meets twice in December/January.	Complete 02/23/2018	Kerri Goins	02/23/2018
<i>Notes:</i>				
9/22/17	PE PLT meets twice in December/January.	Complete 02/23/2018	Ryan Spencer	02/23/2018
<i>Notes:</i>				

9/22/17	MTSS team meets in February.	Complete 02/01/2018	Justine Carter	03/20/2018
	<i>Notes:</i>			
9/22/17	Student Support PLT meets twice in January/February.	Complete 03/19/2018	Katy Gant	03/20/2018
	<i>Notes:</i>			
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in March.	Complete 03/01/2018	Nicole Guilliams	03/20/2018
	<i>Notes:</i>			
9/20/17	A Data Validation Spreadsheet is updated after first semester.	Complete 03/01/2018	Misty Wolfe	03/20/2018
	<i>Notes:</i>			
9/22/17	Science PLT meets twice in January/February.	Complete 03/01/2018	Mindy Thornlow	03/20/2018
	<i>Notes:</i>			
9/22/17	English PLT meets twice in January/February.	Complete 03/01/2018	Erin Bass	03/20/2018
	<i>Notes:</i>			
9/22/17	Social Studies PLT meets twice January/February.	Complete 03/19/2018	Kerri Smith	03/20/2018
	<i>Notes:</i>			
9/22/17	Math PLT meets twice in January/February.	Complete 03/01/2018	Dawn Seltzer	03/20/2018
	<i>Notes:</i>			
9/22/17	Foreign Language PLT meets twice in January/February.	Complete 03/19/2018	Kim Pilling	03/20/2018
	<i>Notes:</i>			
9/22/17	CTE PLT meets twice in January/February.	Complete 03/19/2018	Renee Driggers	03/20/2018
	<i>Notes:</i>			
9/22/17	PE PLT meets twice in January/February.	Complete 03/19/2018	Ryan Spencer	03/20/2018
	<i>Notes:</i>			
9/22/17	Cultural Arts PLT meets twice in January/February.	Complete 03/01/2018	Michael Johnson	03/20/2018
	<i>Notes:</i>			
9/22/17	AFJROTC PLT meets twice in January/February.	Complete 03/01/2018	Troy Alexander	03/20/2018
	<i>Notes:</i>			
9/22/17	EC PLT meets twice in January/February.	Complete 03/19/2018	Catherine Temple	03/20/2018
	<i>Notes:</i>			
9/22/17	Science PLT meets twice in March.	Complete 04/13/2018	Mindy Thornlow	04/17/2018
	<i>Notes:</i>			

9/22/17	English PLT meets twice in March.	Complete 04/13/2018	Erin Bass	04/17/2018
	<i>Notes:</i>			
9/22/17	Social Studies PLT meets twice in March.	Complete 04/13/2018	Kerri Smith	04/17/2018
	<i>Notes:</i>			
9/22/17	Math PLT meets twice in March.	Complete 04/13/2018	Dawn Seltzer	04/17/2018
	<i>Notes:</i>			
9/22/17	Foreign Language PLT meets twice in March.	Complete 04/13/2018	Kim Pilling	04/17/2018
	<i>Notes:</i>			
9/22/17	CTE PLT meets twice in March.	Complete 04/13/2018	Renee Driggers	04/17/2018
	<i>Notes:</i>			
9/22/17	PE PLT meets twice in March.	Complete 04/13/2018	Ryan Spencer	04/17/2018
	<i>Notes:</i>			
9/22/17	Cultural Arts PLT meets twice in March.	Complete 04/13/2018	Michael Johnson	04/17/2018
	<i>Notes:</i>			
9/22/17	AFJROTC PLT meets twice in March.	Complete 04/13/2018	Troy Alexander	04/17/2018
	<i>Notes:</i>			
9/22/17	EC PLT meets twice in March.	Complete 04/13/2018	Catherine Temple	04/17/2018
	<i>Notes:</i>			
9/20/17	A Data Validation Spreadsheet is updated after 3rd Quarter.	Complete 04/16/2018	Misty Wolfe	04/17/2018
	<i>Notes:</i>			
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in April.	Complete 04/12/2018	Nicole Guilliams	04/17/2018
	<i>Notes:</i>			
9/22/17	Student Support PLT meets twice in March.	Complete 04/13/2018	Katy Gant	04/17/2018
	<i>Notes:</i>			
9/22/17	MTSS coaches attend MTSS Problem Solving Meeting in March with Laurie Sypole.	Complete 03/28/2018	Justine Carter	04/17/2018
	<i>Notes:</i>			
9/22/17	MTSS team meets in March.	Complete 03/28/2018	Justine Carter	04/17/2018
	<i>Notes:</i>			
9/22/17	Student Support PLT meets twice in April.	Complete 05/15/2018	Katy Gant	05/15/2018

<i>Notes:</i>				
9/20/17	PLTs are provided with a research-based differentiation strategy to discuss in PLTs in May.	Complete 05/01/2018	Nicole Guilliams	05/15/2018
<i>Notes:</i>				
9/22/17	Science PLT meets twice in April.	Complete 05/15/2018	Mindy Thornlow	05/15/2018
<i>Notes:</i>				
9/22/17	English PLT meets twice in April.	Complete 05/15/2018	Erin Bass	05/15/2018
<i>Notes:</i>				
9/22/17	Social Studies PLT meets twice in April.	Complete 05/15/2018	Kerri Smith	05/15/2018
<i>Notes:</i>				
9/22/17	Math PLT meets twice in April.	Complete 05/15/2018	Dawn Seltzer	05/15/2018
<i>Notes:</i>				
9/22/17	Foreign Language PLT meets twice in April.	Complete 05/15/2018	Kim Pilling	05/15/2018
<i>Notes:</i>				
9/22/17	CTE PLT meets twice in April.	Complete 05/15/2018	Renee Driggers	05/15/2018
<i>Notes:</i>				
9/22/17	PE PLT meets twice in April.	Complete 05/15/2018	Ryan Spencer	05/15/2018
<i>Notes:</i>				
9/22/17	Cultural Arts PLT meets twice in April.	Complete 05/15/2018	Michael Johnson	05/15/2018
<i>Notes:</i>				
9/22/17	AFJROTC PLT meets twice in April.	Complete 05/15/2018	Troy Alexander	05/15/2018
<i>Notes:</i>				
9/22/17	EC PLT meets twice in April.	Complete 05/15/2018	Catherine Temple	05/15/2018
<i>Notes:</i>				
9/22/17	Science PLT meets twice in May.	Complete 06/01/2018	Mindy Thornlow	06/13/2018
<i>Notes:</i>				
9/22/17	English PLT meets twice in May.	Complete 06/01/2018	Erin Bass	06/13/2018
<i>Notes:</i>				
9/22/17	Social Studies PLT meets twice in May.	Complete 06/01/2018	Kerri Smith	06/13/2018
<i>Notes:</i>				
9/22/17	Math PLT meets twice in May.	Complete 06/01/2018	Dawn Seltzer	06/13/2018

	<i>Notes:</i>			
9/22/17	Foreign Language PLT meets twice in May.	Complete 06/01/2018	Kim Pilling	06/13/2018
	<i>Notes:</i>			
9/22/17	CTE PLT meets twice in May.	Complete 05/15/2018	Renee Driggers	06/13/2018
	<i>Notes:</i>			
9/22/17	PE PLT meets twice in May.	Complete 06/01/2018	Ryan Spencer	06/13/2018
	<i>Notes:</i>			
9/22/17	Cultural Arts PLT meets twice in May.	Complete 05/15/2018	Michael Johnson	06/13/2018
	<i>Notes:</i>			
9/22/17	AFJROTC PLT meets twice in May.	Complete 06/01/2018	Troy Alexander	06/13/2018
	<i>Notes:</i>			
9/22/17	EC PLT meets twice in May.	Complete 06/01/2018	Catherine Temple	06/13/2018
	<i>Notes:</i>			
9/22/17	MTSS coaches attend MTSS Problem Solving Meeting in May with Laurie Sypole.	Complete 05/23/2018	Justine Carter	06/13/2018
	<i>Notes:</i>			
8/29/18	Administration will create a discipline and interventions chart for teachers to use as a reference.	Complete 08/17/2018	Justine Carter	09/30/2018
	<i>Notes:</i>			
8/29/18	An MTSS Team will be identified.	Complete 09/25/2018	Justine Carter	09/30/2018
	<i>Notes:</i>			
8/29/18	The MTSS team will meet to discuss progress and interventions on identified students as outlined in the MTSS protocol.	Complete 05/31/2019	Justine Carter	05/31/2019
	<i>Notes:</i>			
8/29/18	Teachers will receive professional development about Tier 1 and Tier 2 interventions.	Complete 12/11/2018	Justine Carter	05/31/2019
	<i>Notes:</i>			
8/29/18	Departmental PLTs will meet twice monthly.	Complete 05/31/2019	Kristine Groves	05/31/2019
	<i>Notes:</i>			
8/12/19	MTSS will be added to PLT meeting minute template.	Complete 08/19/2019	Kristine Groves	09/17/2019
	<i>Notes:</i>			
3/26/21	All THS staff members will watch mandatory MTSS videos.	Complete 01/04/2021	Kristine Groves	01/26/2021

<i>Notes:</i>						
	3/26/21	THS will create a team of staff members to work along-side teachers to communicate with parents and students, review data, and try to improve student success.	Complete 02/16/2021	Justine Carter	04/20/2021	
<i>Notes:</i> This team will be called "The Avengers" and includes Justine Carter, Lina Sheets, Kristine Groves, Amelia Schrimsher, and Robert Mitchell.						
	3/26/21	The Avengers will meet regularly throughout the Spring 2021 semester to review data, communicate with teachers, students, and parents, and increase engagement and student success.	Complete 05/18/2021	Justine Carter	05/18/2021	
<i>Notes:</i>						
	8/30/21	Lead Teacher will pair with Laurie Sypole to hold an MTSS Refresher Professional Development for all THS staff.	Complete 12/14/2021	Kristine Groves	12/15/2021	
<i>Notes:</i>						
	3/26/21	Departmental PLTs will meet twice monthly each school year	Complete 08/09/2022	Justine Carter	05/18/2022	
<i>Notes:</i>						
	3/26/21	PLTs will use the minute template provided that includes a SMART Goal and data discussion at each meeting.	Complete 08/09/2022	Justine Carter	05/18/2022	
<i>Notes:</i>						
	8/30/21	Leadership Team will share best practices for classroom instruction with staff through PD, meetings, emails, and sharing of resources.	Complete 08/09/2022	Renee DeHart	06/11/2022	
<i>Notes:</i>						
	10/11/22	Departmental PLTs will meet twice monthly during the Fall 2022 semester.		Jenny Burkhart	12/31/2022	
<i>Notes:</i>						
	8/30/21	Teachers will discuss behavior interventions at PLTs.		Jenny Burkhart	06/11/2023	
<i>Notes:</i>						
	8/29/18	Teachers will track behavior interventions.		Jenny Burkhart	06/11/2023	
<i>Notes:</i>						
	10/11/22	PLTs will have Collaborative Team Time for 45 minutes per week during the Spring 2023 semester.		Jenny Burkhart	06/30/2023	
<i>Notes:</i>						
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:	Teachers communicate with and refer students to the student services department when there are concerns about a student's health. The principal, APs, CDC, counselors, social worker, and student advocate all interact with students and advocate for them when there is concern. There is a district crisis team that comes in to deal with traumatic events. There is a bullying team in place to work on bullying prevention. (Assessed April 2017, Reassessed October 2022)	Limited Development 04/27/2017		
How it will look when fully met:	All teachers will be attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary. Teachers will have received training in helping students learn to identify and understand their emotions and can teach students strategies for successfully managing their emotions. The evidence necessary to prove full implementation will be documentation of teacher training and interactions with students.		Jonathan Lanier	06/17/2024
Actions		20 of 23 (87%)		
8/29/18	Student services will create a "What do I do when..." chart for teachers to use as a reference when dealing with emotional/struggling students.	Complete 12/06/2018	Lina Sheets	01/31/2019
	<i>Notes:</i>			
8/29/18	The student services department will provide professional development for all staff entitled "Adolescent Emotions 101".	Complete 12/06/2018	Lina Sheets	01/31/2019
	<i>Notes:</i>			
2/25/19	All teachers will receive professional development on Discipline with Dignity.	Complete 08/17/2018	Justine Carter	03/19/2019
	<i>Notes:</i>			
2/25/19	All teachers will implement Discipline with Dignity in classrooms by using the tiered interventions chart given during PD.	Complete 05/14/2019	Justine Carter	05/14/2019
	<i>Notes:</i>			
2/25/19	All teachers will assess the individual needs of their students and refer them to Student Services when necessary.	Complete 05/14/2019	Lina Sheets	05/14/2019
	<i>Notes:</i>			
2/25/19	Teachers will communicate with their colleagues about students they share to better meet the individual needs of the student.	Complete 05/14/2019	Kristine Groves	05/14/2019
	<i>Notes:</i>			
2/25/19	All staff members will build relationships with students to help identify their individual needs.	Complete 05/14/2019	Brian Toth	05/14/2019
	<i>Notes:</i>			

2/25/19	As part of the tiered interventions, teachers will utilize a time-out buddy teacher as needed.	Complete 09/18/2019	Jim Rogers	05/14/2019
<i>Notes:</i>				
8/29/18	The student services will create a staff responsibilities chart for teachers to use as a reference.	Complete 09/18/2019	Lina Sheets	05/14/2019
<i>Notes:</i>				
9/18/19	School staff will attend the Youth Mental Health First Aid training provided by Randolph County Health Department.	Complete 11/19/2019	Brian Toth	12/17/2019
<i>Notes:</i>				
11/20/19	THS will send select teachers to Youth Mental Health First Aid training provided by Randolph County Health Department.	Complete 01/28/2020	Brian Toth	03/17/2020
<i>Notes:</i>				
11/20/19	Selected teachers who attended the Youth Mental Health First Aid Training will disseminate the information to the rest of the THS faculty, as required.	Complete 05/19/2020	Jim Rogers	05/19/2020
<i>Notes:</i>				
9/3/20	Student Services and the Lead Teacher will provide professional development to the staff on self-care.	Complete 09/09/2020	Jonathan Lanier	12/15/2020
<i>Notes:</i>				
11/18/20	All faculty and staff at THS will complete the required SEL modules each month.	Complete 05/18/2021	Kristine Groves	05/18/2021
<i>Notes:</i>				
3/26/21	THS will incorporate SEL into our summer learning opportunities	Complete 08/05/2021	Jonathan Lanier	08/30/2021
<i>Notes:</i>				
8/30/21	Student Services will provide an SEL professional development for any interested teachers during the first week of workdays of the 2021-22 school year.	Complete 09/21/2021	Jonathan Lanier	09/21/2021
<i>Notes:</i>				
8/30/21	THS will make our Virtual Calming Room created during 2020-2021 more visible on the THS website and social media outlets.	Complete 12/14/2021	Angie Davis	12/15/2021
<i>Notes:</i>				
8/30/21	Duty Station directions will be updated to include intentionally talking to students to get to know them and have positive check-ins with them on a daily basis.	Complete 02/15/2022	Jenny Burkhart	02/15/2022
<i>Notes:</i>				

	8/30/21	Student Services will publicize to students (via video, announcement, etc.) the proper protocol if they need to talk to someone during the school day.	Complete 03/15/2022	Jonathan Lanier	03/15/2022	
	<i>Notes:</i>					
	8/30/21	SEL will be added to bulletin boards around the THS campus.	Complete 08/09/2022	Jonathan Lanier	06/11/2022	
	<i>Notes:</i>					
	8/30/21	Leadership Team will model best practices for SEL by conducting Staff SEL check-ins at meetings on a regular basis.		Jonathan Lanier	06/11/2024	
	<i>Notes:</i>					
	10/11/22	Teachers will meet in PLTs to identify students for MTSS and collaborate on best practices and interventions.		Hope Moorefield	06/30/2024	
	<i>Notes:</i>					
	10/11/22	THS will ask staff to share celebrations and have a positive reflection at every meeting (Faculty, Dept. Chair, SIT, Planning PD, MMM, etc.)		Robert Mitchell	06/30/2024	
	<i>Notes:</i>					
	KEY	A4.16	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>	<p>To help rising freshmen acclimate THS counselors visit the students at ATMS to help with registration where all students are given a program of studies. 8th grade students are also brought on a field trip to the high school during the spring. THS holds a curriculum night where parents can meet teachers, counselors, and administrators to ask questions they may have. We also hold an Open House and Freshmen Orientation Assembly before the beginning of school. To assist in year-to-year transitions departments vertically align skills and necessary information from course to course. Students are encouraged to follow CTE and Career Ready Pathways as well. (Assessed August 2017)</p> <p>To help rising freshmen acclimate, THS counselors visit the students at TMS to help with registration where all students are given a link to the online program of studies. 8th grade students are also brought on a field trip to the high school during the spring. THS holds a curriculum night where parents can meet teachers, counselors, and administrators to ask questions they may have. We also hold an Open House and Freshmen Orientation before the beginning of school. To assist in year-to-year transitions departments vertically align skills and necessary information from course to course and counselors meet with students</p>			Limited Development 09/05/2017		

	one-on-one to complete registration yearly. CDC completes four year plans with all freshmen. Students are encouraged to follow CTE and Career Ready Pathways as well. (Reassessed October 2022)			
How it will look when fully met:	All staff will monitor incoming students for early warning indicators and provide appropriate supports for the transition to high school. The transition out of high school into college/career will be supported by offering a wide range of college and career prep classes and will be aided by the counselors and the CDC. Evidence necessary to prove full implementation will be student survey results and documentation of counseling sessions.		Jonathan Lanier	06/16/2023
Actions		15 of 25 (60%)		
8/29/18	Student services will distribute information about and promote CCP.	Complete 03/05/2019	Andy Hines	02/28/2019
	<i>Notes:</i>			
8/29/18	Student services will hold 1 on 1 registration meetings with all students.	Complete 04/02/2019	Jonathan Lanier	03/31/2019
	<i>Notes:</i>			
8/29/18	The student services department will work with all students to create 4 year and/or career plans.	Complete 03/14/2019	Andy Hines	03/31/2019
	<i>Notes:</i>			
9/22/19	THS will hold a freshmen orientation session for all incoming freshmen the week prior to Open House.	Complete 09/17/2019	Anna Cathell	09/17/2019
	<i>Notes:</i>			
9/22/19	Student Advocate will work with ATMS to identify rising freshmen who are at-risk based on attendance, academics, or behavior.	Complete 09/17/2019	Anna Cathell	09/17/2019
	<i>Notes:</i>			
9/22/19	THS Attendance Committee will meet one-on-one with all freshmen identified by ATMS as at-risk.	Complete 11/19/2019	Anna Cathell	11/19/2019
	<i>Notes:</i>			
9/3/20	THS will hold a virtual Freshmen Orientation for incoming 9th graders to help them transition from Middle School to High School during a pandemic.	Complete 08/25/2020	Jim Rogers	08/25/2020
	<i>Notes:</i>			
9/22/19	Student Services will monitor academic progress, attendance, and behavior for all freshmen identified as at-risk by ATMS.	Complete 08/05/2021	Anna Cathell	06/15/2021
	<i>Notes:</i>			

11/20/19	Student Services and the THS Attendance Committee will meet with students who are identified as at-risk by their teachers.	Complete 08/05/2021	Anna Cathell	06/15/2021
<i>Notes:</i>				
8/30/21	The administration will create grade-level specific videos for back-to-school meetings.	Complete 09/21/2021	Brian Toth	09/15/2021
<i>Notes:</i>				
8/30/21	Departmental PLTs will discuss last year's curriculum and how far students made it in the curriculum to guide them with vertical planning.	Complete 03/15/2022	Amy Stone	03/15/2022
<i>Notes:</i>				
10/13/22	THS will hold a freshmen orientation session for all incoming freshmen the week prior to Open House.	Complete 09/20/2022	Dawn Seltzer	08/30/2022
<i>Notes:</i>				
10/13/22	THS will hold a beginning of the year Open House to allow students to meet their teachers, sign up for bus transportation, pay student fees, etc.	Complete 09/20/2022	Kristine Groves	08/30/2022
<i>Notes:</i>				
10/13/22	All students will attend homeroom during the first three days of the first semester to review student handbooks, policies, procedures, beginning-of-year paperwork, etc.	Complete 09/20/2022	Nikki Guilliams	08/31/2022
<i>Notes:</i>				
10/13/22	THS will hold grade-level meetings at the beginning of the year to review student expectations and introduce important staff members.	Complete 09/20/2022	Brian Toth	09/20/2022
<i>Notes:</i>				
10/13/22	Student Services will host a Bulldog Bash for rising 9th through 12th graders to highlight programs, curriculum offerings, and extracurricular activities available at THS.		Jonathan Lanier	11/15/2022
<i>Notes:</i>				
10/13/22	Student Services and CDC will complete 4-year plans with freshmen during their Health/PE classes.		Andy Hines	02/28/2023
<i>Notes:</i>				
10/13/22	Student Services will hold one-on-one registration meetings with all students to prepare for the 2023-24 school year.		Jonathan Lanier	04/30/2023
<i>Notes:</i>				
10/13/22	Attendance Committee will meet with at-risk students every Thursday to stress the importance of being in school regularly.		Jenny Burkhart	05/16/2023

<i>Notes:</i>				
10/13/22	THS and TMS will hold joint band and chorus concerts to showcase both the middle school and high school programs.		Joshua Dickens	05/30/2023
<i>Notes:</i>				
10/13/22	In the Spring, THS will host rising 9th graders to tour the THS campus.		Robert Mitchell	05/30/2023
<i>Notes:</i>				
10/13/22	THS will host TMS Nights at select athletic events throughout the year to encourage middle school students to get involved at THS.		Robert Mitchell	05/31/2023
<i>Notes:</i>				
8/30/21	Coaches, Club Sponsors, and academic departments will travel to TMS to build relationships, as appropriate.		Joshua Dickens	06/15/2023
<i>Notes:</i>				
8/30/21	Student Advocate will regularly reach out to students who attended summer school to progress monitor.		Marley Smith	06/15/2023
<i>Notes:</i>				
10/13/22	Student Advocate will partner with the Student Advocate at TMS to discuss rising freshmen who are at-risk.		Marley Smith	06/30/2023
<i>Notes:</i>				

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
<i>Initial Assessment:</i>		THS has a School Improvement Team (SIT) that meets once a month, a Leadership Team that meets once per week, and a group of Department Chairs that meet once per month. All of these teams help to support and improve the school and can be evidenced by the minutes from each of the meetings.	Full Implementation 10/19/2021		
KEY	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 implementation of effective practices.(5137)	Implementation Status	Assigned To	Target Date

Initial Assessment:	THS has many leadership teams in addition to the School Improvement Team. The Administrative Team, consisting of principal, assistant principals, lead teacher, CDC, school counselors, and student advocate, meets every Monday morning to discuss upcoming events, important deadlines, progress on district and school initiatives, staff concerns, at-risk students, and much more. The School Improvement Team, Department Chairs, and Homeroom Committees each meet once per month. The entire faculty meets once per month as well.	Full Implementation 10/13/2022		
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Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Distributed leadership and collaboration
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KEY	B2.03	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementation Status	Assigned To	Target Date
Initial Assessment:		There are many teams on campus that work toward the success of THS and most people are in multiple teams. We have the school improvement team and administrative leadership team, which try to look at the school as a whole, school level and district level subject based PLCs and PLTs that focus on course content and data analysis including the use of EVAAS, a BT/mentor group that meets once a month, and the PTSO and Booster clubs which support our students, teachers, and administration. We have planning period PDs to focus teachers on different strategies as needed. Data is reviewed from the lead teacher, counselors, student advocate, and county office. We have bi-annual reviews with district contacts to show our progress/growth and analysis of data. (Assessed April 2017, reassessed October 2022)	Limited Development 04/27/2017		
How it will look when fully met:		There will be a team structure to many aspects of the school with leadership and instructional teams meeting regularly to improve the education of students at Trinity. Evidence needed to prove full implementation will be minutes from the meetings.		Jim Rogers	06/17/2023
Actions			10 of 12 (83%)		
	8/29/18	School leadership will provide PD for the department chairs and team leaders.	Complete 02/19/2019	Kristine Groves	01/31/2019
	<i>Notes:</i>				
	8/29/18	The school will create a school community council involving parents, teachers, and students.	Complete 10/15/2019	Brian Toth	05/31/2019
	<i>Notes:</i>				
	9/3/20	THS Leadership Team meets weekly.	Complete 06/09/2021	Andy Hines	06/09/2021

<i>Notes:</i>				
9/3/20	THS Department Chairs meet monthly.	Complete 06/01/2021	Kristine Groves	06/09/2021
<i>Notes:</i>				
9/3/20	THS School Improvement Team meets monthly.	Complete 05/18/2021	Deanna Hall	06/09/2021
<i>Notes:</i>				
8/29/18	The school will collect minutes from the various booster clubs.	Complete 05/18/2021	Brian Toth	06/09/2021
<i>Notes:</i> Minutes available for Band Boosters upon request				
9/3/20	THS will develop a plan to have grade-level committees for large events such as graduation and prom.	Complete 04/26/2021	Justine Carter	10/15/2021
<i>Notes:</i>				
5/19/21	THS Administration will disseminate grade-level committee plan to teachers during a faculty meeting	Complete 05/11/2021	Brian Toth	10/16/2021
<i>Notes:</i>				
10/19/21	Grade-level homeroom committees will have an initial meeting to make a to-do list, set direction, and plan for future meetings.	Complete 10/19/2021	Kristine Groves	10/19/2021
<i>Notes:</i>				
8/30/21	Information will be presented to staff at the beginning of the year so that they understand the purpose, goals, responsibilities, and duties of homeroom committees.	Complete 10/19/2021	Jim Rogers	11/15/2021
<i>Notes:</i>				
9/3/20	Departmental PLTs will meet twice monthly to analyze data, review their goals, and work collaboratively.		Jenny Burkhart	06/09/2023
<i>Notes:</i>				
8/30/21	Homeroom Committees will distribute leadership among staff for large events such as Prom, Graduation, Open House, and Curriculum Night.		Jim Rogers	06/15/2023
<i>Notes:</i>				

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:	The principal and assistant principals complete regular walkthroughs of all staff members and complete all NCEES observations to fidelity. This is evidenced by our walkthrough tool, NCEES observations, and PDPs.	Full Implementation 08/30/2021		
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Core Function:	Dimension C - Professional Capacity			
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Effective Practice:	Quality of professional development			
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KEY	C2.01		Implementation Status	Assigned To	Target Date
		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.(5159)			
Initial Assessment:		Many teams at THS look at data regularly: PLTs, Leadership Team, SIT, Attendance committee, MTSS team, and Department Chairs. The 5,4,3,2,1 Data Review Template is completed by a school team twice yearly. The lead teacher analyzes report card data quarterly to share with the leadership team. RCSS has established clear expectations on what data sources should be assessed regularly. (Assessed October 2022)	Full Implementation 11/03/2022		

Core Function:	Dimension C - Professional Capacity			
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Effective Practice:	Talent recruitment and retention			
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KEY	C3.04		Implementation Status	Assigned To	Target Date
		The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)			
Initial Assessment:		Randolph County School System and Trinity High School use the TeacherMatch system for posting job vacancies and finding potential candidates for open positions. The THS Administrative team uses NCEES and informal walk-throughs for evaluating staff fairly and consistently. Processes are in place to ensure that staff is replaced quickly and efficiently.	Full Implementation 10/19/2021		

Core Function:	Dimension E - Families and Community			
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Effective Practice:	Family Engagement			
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KEY	E1.06		Implementation Status	Assigned To	Target Date
		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)			
<i>Initial Assessment:</i>		Trinity High School hosts a variety of parent nights, welcomes parents to be included as an integral part of their child(ren)'s education, encourages parents to have PowerSchool ParentPortal, encourages parents to be Canvas observers for their student(s)' courses, and to have open communication with teachers and other staff. THS has instructional videos and resources for parents posted on the school website.	Full Implementation 10/19/2021		



School: Trinity High School

School Year: 2022-2023

Local Board Approval Signature: _____

SCHOOL IMPROVEMENT TEAM MEMBERSHIP

From GS §115C-105.27: *“The principal of each school, representatives of the assistant principals, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals, instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot...Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff.”*

Committee Position	Typed Name	Signature	Date
SIT Chair / Math Rep.	DeAnna Stone		10/4/2022
NCStar Process Manager	Kristine Groves		10/4/2022
Principal	Dr. Brian Toth		10/4/2022
Assistant Principal	Jenny Burkhart		10/4/2022
Assistant Principal	Jim Rogers		10/4/2022
Media Specialist	Angie Davis		10/4/2022
Student Services	Lina Sheets		10/4/2022
English Representative	Renee DeHart		10/4/2022
Science Representative	Nikki Guilliams		10/4/2022
History Representative	Robert Mitchell		10/4/2022
PE Representative	Ryan Spencer		10/4/2022
CTE Representative	Michael Harmon		10/4/2022
Arts Representative	Joshua Dickens		10/4/2022
EC Representative	Hope Moorefield		10/4/2022
CDC	Andy Hines		10/4/2022
Classified Representative	Dwayne Allen		10/4/2022
Parent Representative	Catherine Fulcher		10/4/2022



NCStar/SIP Mandatory Components

School Name: Trinity High School

School Year: 2022-2023

Duty-Free Lunch

A duty-free lunch period will be provided for every teacher daily or as otherwise approved by the School Improvement Team. Please describe the plan below.

All teachers are provided a duty-free 25-minute lunch period. We can do this because only those teachers with third block planning are assigned lunch duty so that they can have their duty-free lunch outside of their assigned duty time.

Duty-Free Instructional Planning

Duty-free instructional planning will be provided for every full-time assigned classroom teacher, to provide an average of at least five hours of planning time per week. Please describe the plan below.

THS does not have assigned duties during a teacher's planning period. THS has scheduled all mandatory Planning Period PD sessions, PDP Parties, Test Administration training, and optional PD sessions to ensure that teachers' planning periods are protected as much as possible. Substitutes and non-teacher Certified staff members are used to cover classes as much as possible. Most weeks, teachers will have five 90-minute planning periods, equivalent to 7.5 hours of planning time.

Transition Plan for At-Risk Students

- Elementary to Middle School
- Middle School to High School

Please describe the transition plan below.

THS developed a Freshmen Orientation team at the end of the 2018-19 school year and spends each summer planning a Freshmen Orientation Session for the upcoming year's freshmen. This year, we held an in-person Freshmen Orientation that was very well attended. The annual Freshmen Orientation event is an opportunity to teach incoming freshmen about courses and activities available on campus, allow them to meet THS staff and students, and get acclimated to the school before the first day of school.

Guidance counselors travel to the middle school to provide information and assist eighth-grade students during the spring semester with the registration process. All eighth-grade students are also brought to THS during the spring semester to tour the school. Curriculum night is held in February for eighth-grade students and their parents to meet with teachers, administrators, and guidance

counselors and ask questions about core and elective courses. An open house and freshmen orientation is held before the beginning of school in August to provide students and parents with additional information, help students find their way around campus, and meet their teachers. THS has counselors, a student advocate, a social worker, and administrators that communicate with their middle school counterparts to better prevent at-risk students from becoming lost during the transition from middle to high school. The EC department, the 504 Coordinator, and ESL teacher also communicate with the appropriate staff at the middle school to be aware of and prepared for transitioning at-risk students.