

Comprehensive Progress Report

Mission: To prepare students for informed decision-making, effective citizenship, personal achievement, higher education, and rewarding careers.

Vision: Central Academy of Technology & Arts is a comprehensive magnet high school that incorporates rigorous academic and technical education using an innovative academy concept in a nurturing environment that emphasizes experiential learning, relevant internships, community involvement, technical, artistic, and academic integration. We prepare our students to compete in a global society.

Goals:
 At CATA, every student will be provided high quality core instruction to all students to create independent learners.
 CATA will promote college/career readiness for all students by engaging students in academy-based learning and providing experiential learning.



! = 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
Initial Assessment:		Teachers go over classroom rules and procedures each day for the first week of semester and constantly remind students of these procedures as predicated in the CATA student code of conduct. Teachers follow the hierarchy of discipline to address behaviors in class.		Limited Development 06/24/2019		
How it will look when fully met:		Teachers will have a matrix given to them with common behavioral expectations student should be displaying within the classroom community.			Tawnee Bounds	06/10/2021

	An end of year teacher survey will be created about what the focus rules of this matrix should be.			
Actions		0 of 2 (0%)		
10/4/19	School Wide classroom behavior matrix highlighting expected behaviors.		Jon Hidalgo and Lisa O'Connor	06/10/2021
	<i>Notes:</i>			
10/28/19	Set Department Expectations for classroom behavior/etiquette		Anne Tesar and Erika Thompson	06/10/2021
	<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>		<ul style="list-style-type: none"> -Teachers attend school and county PLC meetings on a regular basis to stay up to date on the standards and pacing. -Teachers meet in PLC that are subject based. -Teachers review standards-based objectives and their criteria for mastery and develop unit plans that assure students master objectives while also providing opportunities for enhanced learning. -PLCs also incorporate vertical planning since the PLCs are department based. This ensures all teachers know what students need to know to be successful through all course offerings. -PLC teams develop pre and post assessments to look at student growth and achievement throughout units of study. 	Full Implementation 08/28/2019		

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
<i>Initial Assessment:</i>		Tier 1 instruction being implemented in all classrooms but needs to continue to develop plans for tier 2.	No Development 09/17/2019		
<i>How it will look when fully met:</i>		All teachers will implement effective tier 1 core instruction with administrative walk-throughs being conducted with department developed rubrics. MTSS Team developed.		Vicki Merritt	06/04/2021
<i>Actions</i>					
<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
<i>Initial Assessment:</i>		<ul style="list-style-type: none"> -Initiated a card system where teachers write positive notes to students and then mail home. These notes are not academically based. -Guidance department offers counseling session for individual students as well as groups of students. -Say Something App was implemented in November 2019. -Culture of respect week -Say Hello Week 	Limited Development 09/20/2019		
		Priority Score: 3 Opportunity Score: 3 Index Score: 9			
<i>How it will look when fully met:</i>		<ul style="list-style-type: none"> -All students will have received at least one positive card from a teacher they had during the 2020-2021 school year. -Staff will have received PD sessions on SEL 		Ashley Lawson	06/10/2021

			-Staff and students will more aware of their own SEL health. -Advisory Bubble-More focus on SEL. Using teacher led advisory bubble to address a multitude of student concerns based on Panorama data.			
Actions				0 of 2 (0%)		
	9/23/19		Teachers will write personalized cards to hand out to students.		Cynthia Hinson	06/10/2021
			<i>Notes:</i> A spreadsheet has been created and shared with staff so they know which students have received cards throughout the year.			
	10/7/19		PD will be given to staff highlighting the importance of SEL health throughout the year.		Cynthia Hinson	06/10/2021
			<i>Notes:</i>			
Implementation:				09/23/2019		
	Evidence		9/23/2019			
	Experience		9/23/2019			
	Sustainability		9/23/2019			
	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
Initial Assessment:			-Students coming in from middle school are reviewed through a school process that determines if they meet the criteria for earning a spot at CATA. -CATA provides ninth grade students with an open house that is specific to their interest or path of study, which includes question and answer sessions, guided tours and meet and greet with teachers. -Ninth grade students also take the transition survey provided by the UCPS college readiness tool. Lastly, the guidance departments meets with ninth grade students 3 times in the first 6 weeks of school.	Limited Development 09/23/2019		
How it will look when fully met:			-The guidance department will develop and implement a formal transition plan for ninth grade students that will help foster students' grade level transitions.		Ashley Lawson	06/10/2021

	-The guidance department will continue to edit and plan a ninth grade Open house event.			
Actions		0 of 2 (0%)		
10/7/19	A survey or transition plan focused on ensuring the success of 9th grade students will be developed.		Ashley Lawson	06/10/2021
<i>Notes:</i>				
11/18/20	The guidance department will continue to develop a ninth grade open house whether it be completed virtually or in person. They will adapt to the scenario.		Ashley Lawson	06/10/2021
<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>		<p>-CATA has a site base team made up of all stake holders. Teachers, parents, students, and administration. This team meets 1 time per month.</p> <p>-CATA has a leadership team that meets at the beginning of every month. This team reviews practices and creates changes to help ensure the success of all students.</p> <p>-CATA has sub teams made up of leadership team members and other staff members. These teams are designed to review indicators CATA is improving on and develop a plan or initiative to improve the specific indicator.</p>	Limited Development 04/15/2019		
<i>How it will look when fully met:</i>		Each sub team will have met at least once a month and the report back at the leadership team meetings about the progress they are making towards helping to better support the indicator the team was assigned to.	Objective Met 10/07/19	Thomas Stewart	06/10/2020
Actions					

10/7/19	Sub team creation to address the NC Star indicators in need of improvement.		Complete 06/10/2020	Thomas Stewart	06/10/2020
<i>Notes:</i>					
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
<i>Initial Assessment:</i>		-CATA has a full leadership team in place that meets at the beginning of every month. This team is made up of all administration and department chair people including guidance. Meetings are centered on school improvement and coming up with creative ways to initiate positive change.	Limited Development 04/15/2019		
<i>How it will look when fully met:</i>		Sub teams, teams that focus on the specific areas of need made up of leadership team members and staff members, meet once a month to develop initiatives and plans aimed to support the indicator in need.		Deb Christensen	06/10/2021
Actions			0 of 2 (0%)		
10/7/19	Leadership team to review implementation of effective practices.			Deb Christensen	06/10/2021
<i>Notes:</i>					
10/28/19	Ensure regular meetings and review implementation of effective practices.			Deb Christensen	06/10/2021
<i>Notes:</i>					

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Distributed leadership and collaboration			
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
<i>Initial Assessment:</i>		-Bi-Weekly department meetings. -Team structures in place. -Monthly faculty meetings/PD	Limited Development 06/24/2019		

	-Departments chairs share information with administration.			
How it will look when fully met:				
Actions				
<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:			<p>The admin team participates in department PLC meetings when they take place.</p> <p>-Formal and informal walk-throughs happen on a consistent basis multiple times per month.</p> <p>-All teachers are evaluated using NCEES</p> <p>-Beginning teachers are provided support</p>	Limited Development 09/23/2019		
How it will look when fully met:			-Departments are in the process of creating their own walk through forms focused on what they felt were most important to their respective subject area. These customized walk through forms will be what admin uses to provide specific feedback for each teacher. This will be completed in November.		Vicki Merrit	06/04/2021
Actions						
<i>Notes:</i>						

Core Function:		Dimension C - Professional Capacity			
Effective Practice:		Quality of professional development			

	KEY	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.(5159)	Implementation Status	Assigned To	Target Date
Initial Assessment:			<ul style="list-style-type: none"> -Teachers use EVAAS data -Use EOC exam data to drive instruction in beginning of semesters -Teachers meet with curriculum coordinators to arrange interventions and supports into classroom instruction and cougar time. -The Leadership Team views the data available to them and uses it to make decisions on the focus and direction of the school. 	Limited Development 09/25/2019		
How it will look when fully met:						
Actions						
<i>Notes:</i>						

Core Function:		Dimension C - Professional Capacity				
Effective Practice:		Talent recruitment and retention				
	KEY	C3.04	The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)	Implementation Status	Assigned To	Target Date
Initial Assessment:			<ul style="list-style-type: none"> -Hiring and interview process is in place. -Administration combs through applications looking for just right fits. -Interview at least 3 candidates and department heads and teachers are asked to join interview process. -Haberman Model process is used followed by a more traditional interview set up. -Department teachers are encouraged to sit in on the interview process. -Applitrack is used. 	Limited Development 09/23/2019		

How it will look when fully met:	<ul style="list-style-type: none"> -Teacher retention rate will improve from year to year -Celebration of teacher successes -CATA Allstar -PTSO Awards 		Angelia Turner	06/10/2021
Actions		0 of 2 (0%)		
10/28/19	Provide support for beginning teachers as well as teachers new to CATA. Teachers will be assigned a mentor within the school.		Laura Hibberd	06/10/2021
<i>Notes:</i>				
10/28/19	Teachers will be celebrated at monthly faculty meetings. Teacher will vote based on a rubric approved by the leadership team and the winners will be announced at the faculty meeting.		Laura Hibberd	06/10/2021
<i>Notes:</i>				

Core Function:		Dimension E - Families and Community			
Effective Practice:		Family Engagement			
KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
Initial Assessment:		<ul style="list-style-type: none"> -Weekly communication is sent out to parents regarding all the events going on throughout the school via the Cougar Chronicle. An email and telephone call also go out regarding this same information. -CATA holds a ninth grade orientation where teachers are available to answer parent questions. -CATA holds an open house for 10th, 11th, and 12th grade parents and students for them to gain information about the classes students will be taking. 	Limited Development 09/25/2019		

-CATA holds a senior only college transition meeting at the beginning of the year that covers a lot of information regarding college admissions etc.

-CATA has a PTSO where parents are very involved planning events for students. This team meets once monthly.

How it will look when fully met:

Actions

Notes: