

**Annual Action Plan – Charlotte Central School – Culture
2004-2007**

| Needs Identified by Assessment Data | Indicators of Progress/Targets for Increased Student Performance | Action Steps | Completion Date | Person Responsible |
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| <p><u>Needs Statement</u> The purpose of the Charlotte Central School Culture Committee is to facilitate educational processes that nurture a more caring school community:</p> <p><u>GOALS</u></p> <ul style="list-style-type: none"> To promote rich learning environments | <ul style="list-style-type: none"> Data documents that these types of activities are occurring each year A collection of articles Curriculum Maps and units of study Staff Professional Development plans and documentation of activities The percentage of CCS staff trained in these models increases each year | <p>Research, design and implement annual school wide assemblies and workshops (themes: respect, caring, kindness)</p> <p>Research, schedule and facilitate school counseling classes using World of Difference curriculum</p> <ul style="list-style-type: none"> CVU Diversity Club <p>Include articles as appropriate in the school newsletter and local media for parent/student education.</p> <p>Implement and review CSSU curriculum frameworks.</p> <p>Offer and encourage professional development for all staff to sustain high quality student learning</p> <p>Provide staff training in Responsive Classroom, Supportive Classroom, and Responsive Design and support the implementation of the elements of those models into the school practice</p> | <p>annually</p> <p>Spring 2005</p> <p>Monthly (starting Feb. 2005)</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> | <p>School Counselor Culture Committee</p> <p>School Counselors</p> <p>Culture Committee</p> <p>Admin./Staff</p> <p>Admin./Staff</p> <p>Admin/Staff</p> |

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| <ul style="list-style-type: none"> To establish and maintain CCS traditions | <ul style="list-style-type: none"> Documentation that these traditions are maintained | <p>Maintain existing CCS traditions.</p> <ul style="list-style-type: none"> Carnation Ceremony Halloween Parade Birthday Recognition Very Important Parkers 8th Grade Quebec Trip Looking Ahead Day Graduation Annual Renewal of CCS Agreement | <p>Ongoing</p> | <p>Admin./Staff</p> |
| <ul style="list-style-type: none"> To maintain and evaluate a discipline system that is proactive and reactive. | <ul style="list-style-type: none"> Percentage of the population involved in incidents and referrals to the Opportunity Room go down Reduction in recidivism by same students Smiling, happy students, staff, administration, and parents Increase in number of students who feel safe, feel their personal property is safe, and reduction in students who are bullied, threatened and engaged in fighting at CCS as reflected in the Vermont Department of Health's Youth Risk Behavior Survey. Revised Bullying Prevention Plan including cyber-bullying is accessible by the community Parents and students have a clear | <p>Design and schedule renewal of CCS Agreement Ceremony</p> <p>Increase knowledge and awareness of CCS policies, protocols, and state laws integral to a caring culture through workshops for community and staff:</p> <ul style="list-style-type: none"> Discipline policies and procedures I-Safe Bullying Legislation Techniques and Strategies Respect/Recognition <p>Consistently enforce policies</p> <p>Outline or review processes for behaviors and consequences</p> <p>Integrate new state-wide bullying legislation</p> <p>Revise opportunity room referral process</p> <p>Collect data and maintain database on behavioral incidents</p> | <p>Nov. 2004</p> <p>Dec. 2004</p> <p>Jan. 2005</p> <p>Feb. 2005</p> <p>Mar. 2005</p> <p>Ongoing</p> <p>Annually</p> <p>Spring 2005</p> <p>As needed</p> <p>On going</p> | <p>Admin./ Behavior Specialist</p> <p>Admin.</p> <p>Admin./CSSU</p> <p>Culture Committee</p> <p>Culture Committee</p> <p>Admin./Behavior Specialist</p> <p>Admin./Behavior Specialist</p> <p>Admin./School Board</p> <p>Admin./Behavior Specialist</p> <p>Behavior Specialist</p> |

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| | <ul style="list-style-type: none"> understanding of CCS Discipline system Staff and administration implement it consistently | | | |
| <ul style="list-style-type: none"> To improve the school community by fostering positive personal relationships. | <ul style="list-style-type: none"> CCS Mentoring Program flourishes and expands | <p>Research and implement a mentoring program.</p> | Spring 2005 | School Counselors |
| | <ul style="list-style-type: none"> Documentation that these activities/models are being implemented | <p>Maintain existing practices</p> <ul style="list-style-type: none"> Kid Talk Responsive Classroom Supportive Classroom Parent Conferences School Counseling Classes | Ongoing | Staff and Classroom Teachers |
| | | <p>Share classroom specific ways of positive recognition</p> | Jan. 2005 | Culture Committee |
| <ul style="list-style-type: none"> To provide additional student and staff support services | <ul style="list-style-type: none"> Documentation that these supports are being maintained | <p>Maintain existing support services:</p> <ul style="list-style-type: none"> Homework Club Parent Advisory Councils (PACs) Parent Teacher Organization (PTO) Special Education Staff Literacy and math leadership teams and personnel Extra curricular coordinator Consultants Charlotte Central Support Team (CCST) School Counselors School Nurse Wellness committee | Ongoing | Admin./Staff/School Board |
| | <ul style="list-style-type: none"> Documentation of staff recognitions | <p>Develop methods to recognize staff</p> | Ongoing | Admin. and Staff |