Pearl-Cohn Entertainment Magnet High School
STRATEGIC PLAN, 2019-2020

Pearl-Cohn Entertainment Magnet High School values the ability to Educate, Equip, and Empower its students and teachers. The collaborative efforts of the school, families, and partners, led to Pearl-Cohn coming off the Priority Schools List. To build upon previous work, the school has identified 3 priorities as part of the School Improvement Plan (SIP) for the 2019-20 school year:

- **PRIORITY 1:**
  Community Schools Standard 7: Powerful Learning - Engage students as independent learners
  SIP Priority: Instructional Personnel & Professional Development - Increase student proficiency and growth in the content area of ELA, Math, College & Career Readiness, Grades 9-12, by providing instructional personnel that leads to job embedded professional development and more rigorous RTI/MTSS (interventions and supports) with a focus on all students.

  A focus on Community Schools standard 7 and this SIP priority will equip teachers at Pearl-Cohn, through PD, with tools, strategies, and resources to educate students with high-quality learning opportunities at the core of the academic approach.

- **PRIORITY 2:**
  Community Schools Standard 9 & 10: Authentic Family Engagement and Community Engagement - Embrace families and mobilize assets; Gather and galvanize community and neighborhood resources
  SIP Priority: Academic Enhancements (SEL support and Parent Engagement) – Expand student proficiency and achievement in the subject of ELA, Math, College & Career Readiness, Grades 9-12, by engaging parents and community partners to provide students, teachers, and administration supports for attendance and SEL practices.

  A focus on Community Schools standard 9 & 10 and this School Improvement priority will allow Pearl-Cohn to equip students, teachers, and parents with necessary resources and established relationships that empower and lead to improved student development.

- **PRIORITY 3:**
  Community Schools Standard 4. Student-centered data: Guides opportunities and support to individual students
  SIP Priority: RTI/MTSS (interventions and supports) - Increase student proficiency and achievement in the subject of ELA, Math, College & Career Readiness, Grades 9-12, by providing professional development, more rigorous RTI/MTSS (interventions and supports), all students through SEL Support and Parent Engagement/training.

  A focus on Community Schools standard 4 and this School Improvement priority will allow Pearl-Cohn to equip and empower its students, teachers, and families with intervention strategies and supports through a concentrated effort on individual student learning needs, teacher/parents professional development, and utilizing the resources of community partners.

As a community school, Pearl-Cohn Entertainment Magnet High School strives to improve conditions for learning through collaborative work with our partners to bring community support to the school, as organized around four pillars of support that we believe are important to preparing the whole child for success:

- Family Engagement
- College and Career Readiness
- Health and Wellness
- Social Services and Adult Development
The purpose of this strategic plan is to present (1) a brief snapshot of our school’s data and other information to demonstrate the need to coordinate resources within the pillars in support of the priorities, (2) information related to how the school currently (2018-19) coordinates resources within the pillars of support, and (3) information about how the school wants community partners to support the school in its efforts to achieve goals for students in 2019-20.

SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS

Last year the enrollment at Pearl-Cohn High School was near 600 students. In the 2018-19 school year, the demographic makeup of the school was 95% Black, 3% Hispanic. 72% percent of students were economically disadvantaged and 24.39% were identified as students with a disability. This year, school enrollment is up by nearly 170 students from what was projected for the school and the English Learners population is increasing.

FAMILY ENGAGEMENT

During the 2018-2019 school year, Pearl-Cohn engaged families in a variety of ways. There were approximately forty events. These events were on campus and off campus. We also launched a Parent Advisory Group to help develop parent voice and leadership. The PAG was combined with training on goal-setting and social media. We engaged nearly 1,000 parents and students in school related events centered on the four pillars of a Community School. Additionally, there was a family and community tailgate/data night. We used this time to share information on the school and parents could review their individual student’s progress. Additionally, the school had an initiative to increase parent familiarity with Infinite Campus. The goal was to build positive relationships with students, families, and community.

The challenge: Last year was a year of transition. With many new teachers and a new administrative team, the transition was a challenge. The opportunity for observing and communicating with families, students, teachers, and other leaders provided insight on changes needed to make improvements in the area of family engagement. Based on the most recent provision of Panorama data, 59% of teachers responded positively when asked about family relationships; 76% responded positively when asked about school climate. Although the majority of teachers feel positive about family-school relationships, there is a disconnect with parental attendance during meetings. Research supports the notion that parent engagement at the high school level is particularly challenging. Last year we attempted to launch a parent group, however, with the busy schedules of families, attendance was low.

The success: The bright side is, two area churches stepped up to provide support and incentives to the school by partnering with Pearl-Cohn to provide teacher incentives, food during parent trainings, and community service opportunities. Another church has provided an after-school feeding program for our students. This support helped to remove some of the barriers faced.

Request to enhance the School Improvement priority and the related Community Schools Standard:

For the 2019-2020 school year, Pearl-Cohn would like to educate, equip, and empower by expanding our family engagement initiatives. We have two parents to serve as heads of the parent advisory group. To expand on family engagement initiatives the plan is to:

- Partner with other agencies support family engagement initiatives
- Support to begin an online newsletter
- Family incentives such as movie tickets and gift cards
- Increase usage of Family Portal by students and parents
- School-wide SEL training to include parent training (Resilient Families, Trauma Informed Care, and Conflict Management)
- Self-development training (Financial Empowerment, Home Buying)
- Family Game Night

*Priority request are in bold.*
COLLEGE & CAREER READINESS
The 2018 ACT results indicated 3% of Pearl-Cohn students were at or above benchmark, with 4% approaching benchmark. The 2018 TNReady test results indicate 79% of students were at, above, or approaching benchmark. Based on 2018 TNReady Integrated Math I, 20% of Pearl-Cohn students were at were at, above, or approaching benchmark; and 30% were at were at, above, or approaching benchmark in Integrated Math II; 6% were at approaching benchmark in Integrated Math III. During the 2018-2019 school year several interventions were in place including targeted tutoring for freshmen, differentiated instructional coaching, TSU TRIO support for math intervention, ACT pre through GEAR-UP and Alpha Kappa Alpha Sorority, job shadowing opportunities, Project LIT, book clubs, and enrichment clubs, to name a few.

The challenge: The vast majority of Pearl-Cohn students enter reading below grade level (as measured by MAP). There is an incongruity in the MTSS model. Chronic absenteeism continues to be problematic. High school master scheduling issues linger due to shortage of staffing.

The success: Freshman students are targeted for intensive intervention and tutoring. There is also a partnership with the Institute For Learning for professional development and other service organization for ACT prep sessions, Project LIT reading partners, and Southern Word. These organization provided much needed support to our school.

Request to enhance the School Improvement priority and the related Community Schools Standard:
For the 2019-2020 school year, Pearl-Cohn would like to educate, equip, and empower by broadening the breadth and depth of student college and career opportunities. To do so…
- A new College and Career Center for juniors and seniors, has opened.
  - The center will need materials such as:
    - note pads
    - student binders
    - postage stamps for student mailings
- College and Career Mentors
- Reading and writing partners
- College gift baskets stuffed with basics miscellaneous college supplies
- Host a College and a Career Fair
- Greater access to technology (Comcast Internet Services)

*Priority request are in bold.

HEALTH & WELLNESS
During the 2018-2019 school year, Pearl-Cohn provided several resources and worked with several organizations to ensure a physically and socially healthy school environment. The school partnered with Matthew Walker Comprehensive Health Clinic to offer an on-site clinic and for special health screenings, partnered with the Metro Health Department to provide a school nurse for student care, conducted home visits, social media safety chats, worked with the Davidson County Sheriff’s Office for Drug Safety Week, accessed support from several faith-based groups and other agencies for healthy snack donations, participated in Be About Change, utilized Family and Children’s Service for healthcare navigation, and more.

The greatest needs identified at Pearl-Cohn is adequate family healthcare. Without it, many students are responsible for the care of family members. Thus, impacting attendance, a priority for the school. Fortunately, MWCHC at Pearl-Cohn had right at 230 patient care appointments. Actions we have taken to improve attendance include improved communication with parents, higher expectations for our students, and more intentional partnership with agencies to meet the needs of students. We also partnered with Centerstone for mental health counseling.
The challenge: One of the challenges at Pearl-Cohn is lack of adequate healthcare for the families of student, requiring some student to miss school for the care of family members.

The success: Through the home visit project, routine student check-ins, Attendance Review Boards (ARBs), enrichment clubs, connecting students to other adults in the building, the in-house school clinic and school health nurse, and our partnership with Family and Children Services, the root causes of chronic absenteeism was identified and support plans created, which reduced chronic absenteeism to 35% during the 2018-2019 school year (46.9% is considered satisfactory by the state).

Request to enhance the School Improvement priority and the related Community Schools Standard:
In 2019-2020 school year, Pearl-Cohn would like to educate, equip, and empower by offering the following programs and services
• School-wide Social and Emotional Learning PD days for teachers and students
• An annual health fair
• Provide more mental health awareness and social and emotional learning opportunities
• Back-to-School Cluster event to prepare our families for upcoming school year
• Increase services to PC students through the Matthew Walker Comprehensive Health Center
• Continue to provide students with healthy snacks throughout the day
• Provide personal hygiene items (deodorant, lotion, body soap, face towels, ladies & men’s underwear, laundry detergent)
• Provide engaging learning through the new Health Science Academy
• Offer a healthy eating choices conversations and demonstrations
• Provide therapeutic coloring books and small stress manipulatives to students
*Priority request are in bold.

SOCIAL SERVICES & ADULT DEVELOPMENT
During the 2018-2019 school year, Pearl-Cohn partnered with many groups to offer social services, clubs, and adult development to families. Through the generous donations of many groups, agencies, and individuals, the school was able to provide countless personal hygiene products, school supplies, and clothing (SSA, coats, belts, sock, under garments, etc.). The partnership with Second Harvest Food enabled us to provide food to families and snacks to students, The Buffalo Soldiers group provided food boxes to families identified as well. The Nashville Masonic groups donated a washer and dryer for the purpose of washing donated clothing and allowing the students to wash and dry their own clothing.

The challenge: With such a high variety of needs in the building, having the manpower to manage the needs of families in a systematic and timely manner can become daunting.

The success: Through collaborative efforts, Pearl-Cohn partnered with nearly 50 organizations and agencies to provide sustenance, training, and enrichment opportunities to students and their families. These services led to school improvement.

Request to enhance the School Improvement priority and the related Community Schools Standard:
For the 2019-2020 school year, Pearl-Cohn would like to educate, equip, and empower students, teachers, and families. There is a need for
• laundry products to continue providing clean donated clothing
• through our Family Resource Center, we would like to provide financial empowerment training and other parenting sessions based on parent feedback
• healthy snacks
• school attire (red, black, gray, and white), and
• other needed school supplies