


Comprehensive Progress Report

Mission: Statesville High School will partner with community stakeholders to prepare all students to become tomorrow’s leaders within the 21st Century global society by closing the educational gaps through a rigorous, intercultural and international education that promotes inquisitive, compassionate, lifelong learners.

Vision: All students will be provided the opportunity to experience a rigorous and engaging secondary education in order to be successful and productive community members in their post-secondary endeavors.

Goals:
 Amended for the 2020-2021 school year: By the end of 2021 we will seek to attain 35% proficiency in Biology, English II, Math I, and Math III. Due to COVID-19, no data is available for the 2019-2020 school year.
 For 2020-2021, we will continue to make all efforts in reducing the number of office referrals as a result of Capturing Kids' Hearts training and our goal as follows: 100% of our students will be supervised 100% of the time they are on the campus of Statesville High School. In accordance with state and local policy, teachers will be required to complete duties, as specified and agreed upon among the staff, as necessary to maintain 100% safety of all stakeholders at Statesville High School. Duties will be shared and carried fairly among the entire staff.

 Activity in the last 3 months

! = 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:

All teachers at Statesville High will employ the skills which were taught through Capturing Kids' Hearts training (August 2018) consistently and effectively in order to boost student interest, foster academic growth and achievement, and reduce discipline referrals. Every classroom will display and utilize the following: A Social Contract for each class period / section, displayed visibly and utilized; a list of The Four Questions which are utilized when necessary for redirection; a set of classroom norms that are posted and utilized, they align with / support the initiatives in CKH. And, teachers will pledge to uphold their responsibilities to our students by consistently applying CKH in their classrooms, every period, every day. The administrative team will ensure that our school is remaining consistent in CKH applications with regular walkthroughs. Walkthroughs will be measured with reliable data that reflects the use of CKH in the classrooms through the observation of measurable points (student engagement levels and visible postings of the social contract and four questions), which will be reported to the SIT and staff where the entire staff / faculty of SHS can assess how well we are upholding our standards set forth in this goal. Student discipline referral data and academic achievement data will be assessed regularly throughout the school year alongside walkthrough application data to determine the effectiveness of CKH and its impact within our school. Data will be reviewed and analyzed in both staff and SIT meetings to determine how to continue in CKH's application in our school. (Restart Flexibility - funds used to provide training for CKH.)

Limited Development
09/19/2018

	Priority Score: 3	Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	<p>Successful attainment of this goal will appear in the form of 100% proficiency in the following: All staff will have Social Contracts posted in a visible location of their classrooms; walkthroughs indicate that teachers have a classroom that is engaged or highly engaged; walkthroughs will indicate that all teachers redirect their classrooms with CKH techniques--the Social Contract, timeout signal, utilization of the four questions (What are you doing? What are supposed to be doing? Are you doing it? What are you going to do about it?); empowering, positive dialogue and interaction with students.</p> <p>Data which shows progress towards our goal: Admin and SIT will review walkthrough data concerning use of social contracts (CKH); Admin and SIT will be able to see 100% fulfillment of teacher duties which result in data reflecting a decline in reportable student offenses (discipline referrals).</p>			Stewart Kincaid	06/04/2021
Actions			4 of 8 (50%)		
9/19/18	Teachers will begin class instruction on a daily basis with CKH routines as staff was trained on in August.	Complete 03/21/2019	Stewart Kincaid	12/03/2018	
	<i>Notes:</i> Teachers will utilize CKH with consistency.				
9/19/18	Data on CKH will be collected by administrative team and the data will be analyzed monthly at SIT and staff meetings.	Complete 03/21/2019	Stewart Kincaid	12/03/2018	
	<i>Notes:</i> CKH data will be reviewed at the October 1 SIT meeting				
9/20/18	The staff and SIT will examine discipline referral data in order to determine the effectiveness of CKH and related classroom management skills. The staff and SIT will ask the question: How does the discipline referral data correlate with CKH walk-through data?	Complete 07/16/2019	Stewart Kincaid	06/07/2019	

	<p><i>Notes:</i> Discipline referral data will be reviewed on October 1, 2018 at SIT meeting.</p> <p>7/16/19 reflection: Discipline referrals were fewer during the 18-19 school year as compared with 17-18. Our school is safer and more collaborative, students feel more comfortable and excited about learning in our school, much credit is certainly due to CKH and the collaborative efforts of staff and support provided by the administrative team.</p>			
9/21/18	Staff will ensure the safety of our school by carrying out supervisory duties before, during, and after school. Additional emphasis placed on staff assisting supervision during lunch periods to ensure 100% of our students are accounted for 100% of the time.	Complete 07/16/2019	Stewart Kincaid	06/07/2019
	<p><i>Notes:</i> Discipline referral data will be discussed and analyzed during SIT to assess effectiveness of this plan and teacher responsibility.</p>			
9/4/19	Teachers will create social contracts in all classes		Daniel Camp	06/04/2021
	<p><i>Notes:</i> No reliable data to report for the 2019-20 school year due to COVID-19, this is a goal that is going to be monitored and assessed during 2020-21.</p>			
9/4/19	Admin will create duty schedule to ensure for student arrival, dismissal, class change, and lunch.		Daniel Camp	06/04/2021
	<p><i>Notes:</i> Discipline / write up data will also be analyzed with this action / element of the goal.</p>			
9/21/20	Admin will review discipline data weekly.		Chad Parker	06/04/2021
	<i>Notes:</i>			
9/21/20	SIT will review discipline data monthly		Chad Parker	06/04/2021
	<i>Notes:</i>			
Implementation:		09/04/2019		
Evidence	<p>7/16/2019</p> <p>7/16/2019: Via our school's shared Google Drive, the specific file / folder names are the following: Google sheets, shared access for all Statesville High School staff, "Athletic Game Duty - 2019-2020." Google sheets, shared access for all SHS staff, "AM/PM Duty - 2019-2020." All of which can be found and accessed by all SHS staff in the shared folder, "Statesville HS 19-20."</p>			

<p>Experience</p>	<p>7/16/2019 7/16/2019: Throughout the previous year, I was assigned to, as was the entire staff, supervisory duties including but not limited to Cafeteria / Commons / Lunch supervision; athletic events / gate / game duties. These were effectively carried out by staff and organized by administration.</p>			
<p>Sustainability</p>	<p>7/16/2019 7/16/2019: During the upcoming school year, 19-20, staff will participate in similar duty assignment. Staff members have received excellent communication, organization, and opportunity for signing up for a required three game / gate duties per school year; each staff member has a zone of and date of lunch / building supervisory duty for security and student supervision 100% of the time our campus is open. Staff participation and collaboration / support will be necessary to remain successful in the current / upcoming school year, similar to our level of success we achieved during the 18-19 school year.</p>			

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>		Currently, in the 2020-21 school year, all departments have PLC's and meet weekly where lessons and best practices are shared, reflected upon, and aligned with North Carolina Essential Standards. Content coaches work with each PLC to create lessons that are focused on boosting the literacy skills of our students.	Limited Development 09/28/2016		
<i>How it will look when fully met:</i>		In June 2021, SIT and the administrative team will be able to identify gains in the frequency of the utilization of Literacy based activities in all academic areas. SIT and admin will see a boost in CTE scores / student proficiency with the utilization of Edmentum and Exact Path. Teachers in all PLC's will have developed common assessments, as well as sharable lessons that can be shared in the "Commons" arena of CANVAS. Evidence of evolving teaching strategies will be visible following said practices as well as the book study that will commence in January 2021. SIT and admin will have data from observations and walkthroughs that reflect attainment of this objective.		Stewart Kincaid	06/04/2021
<i>Actions</i>			15 of 21 (71%)		
	3/13/17	School district will identify teachers to participate in Curriculum Development of unit plans	Complete 05/02/2016	Kelly Cooper	05/02/2016
		<i>Notes:</i> Teachers will be selected based on curriculum areas, English, Math and Biology. Instructional coaches will participate on these teams to develop lessons.			
	1/18/17	PLCs will identify academic mastery for their content	Complete 09/30/2016	PLCs	09/30/2016
		<i>Notes:</i> Ongoing through PLC conversations			

3/13/17	Curriculum Development leaders will use a standard template for their content that has the aligned state standard, learning understanding, essential questions, performance tasks and additional resources.	Complete 12/21/2016	CDLs	12/05/2016
<p><i>Notes:</i> Teams will begin this process and have the unit plans and pacing completed and presented to teachers through ERPD.</p> <p>Most high school contents have completed this task and CDL's should tweak content throughout spring semester.</p>				
1/18/17	PLCs will revisit their academic mastery for spring semester. They will reflect and model continuous improvement for changes in the spring semester	Complete 02/01/2017	PLCs	01/30/2017
<p><i>Notes:</i> Discussions took place during PLC to continue to look at data through CFA and other means of formative assessments in Biology, English and Math PLCs</p>				
3/13/17	Teachers will collaborate through district job alike professional development to share and discuss the unit plans implemented	Complete 06/01/2018	Paslay	06/08/2018
<p><i>Notes:</i></p>				
1/18/17	Biology and English II PLCs will focus on vocabulary strategies to incorporate during their class.	Complete 06/09/2017	English and biology PLC	06/08/2018
<p><i>Notes:</i></p>				
10/4/16	PLCs will meet weekly with three standing agenda items that will drive personalized learning: Lesson design, relationships and content.	Complete 06/01/2018	PLCS	06/08/2018
<p><i>Notes:</i> PLC Agendas will note discussions.</p>				
10/4/16	English, Math and Science PLCs will meet monthly with content coach to "know their content"	Complete 06/01/2018	PLCs	06/08/2018
<p><i>Notes:</i> PLC agenda minutes will note discussion. Teachers will use unit plans and discuss their lesson plans.</p> <p>Math Coaches supported weekly in spring semester. Additional instructional coach and existing instructional coach increased support in English and Biology classrooms and PLC.</p>				
3/13/17	Biology teachers will look at ways to differentiate the performance tasks to better meet the needs of students throughout spring semester	Complete 07/16/2019	Biology PLC	06/08/2019
<p><i>Notes:</i> Biology proficiency scores fell drastically and the goal was not met. Proficiency fell from 31% to 7%.</p>				
1/18/17	PLCs will reflect on teaching practices through the Baldrige PDSA model	Complete 07/16/2019	PLCs	06/08/2019
<p><i>Notes:</i></p>				

1/18/17	PLCs will collaborate to share best instructional practices and strategies.	Complete 07/16/2019	Carlotta Chambers-Ramseur	06/08/2019
	<i>Notes:</i> Meeting minutes will be kept in shared team drive folders. PLC's occurred as required for the English (ELA) department. Furthermore, students in Ms. Viehland's class during the spring of 2019 were assisted by other teachers who had common planning; had these students in other courses / blocks of the day; had a well established relationship with these students in English III. Co-teaching / Team-teaching was implemented between Ms. Viehland, Mrs. Chambers-Ramseur; Mr. Kincaid. Mrs. Traci Fox, content coach for English, also assisted and contributed to teaching and PLC's.			
3/13/17	Teachers in Biology and English will use the unit plans and pacing guide to guide their instruction and lesson plans.	Complete 07/16/2019	Carlotta Chambers-Ramseur	06/18/2019
	<i>Notes:</i> In Biology, Mr. Oakes and Mrs. Paslay worked diligently with each other to reach students who were at risk, to deliver high quality instruction that aligned with unit plans / pacing guides / instructional lesson plans. In English, Mrs. Fox worked with Mrs. Chambers-Ramseur and all other English teachers to ensure the same quality instruction was delivered, using unit plans/ pacing guides / instructional lesson plans and AVID / WICOR strategies.			
6/1/18	Content coaches will support Math, science, Social studies and ela courses on a weekly basis.	Complete 07/16/2019	Carlotta Chambers-Ramseur	06/18/2019
	<i>Notes:</i> Mr. Patrick Kosal (math content coach); Mrs. Sarah Paslay (science content coach); Mrs. Traci Fox (ELA content coach); Mr. James Worthington (social studies content coach)			
6/1/18	Freshman Academy teachers will implement AVID practices with fidelity.	Complete 07/16/2019	Carlotta Chambers-Ramseur	06/18/2019
	<i>Notes:</i> AVID was used on a daily basis, all lessons and plans were aligned to utilization of AVID			
6/1/18	Social studies and Science teachers will utilize Key Comprehension Routine best practices in their instruction	Complete 07/16/2019	Science and SOcial Studies teachers	06/18/2019
	<i>Notes:</i>			
9/4/19	PLC's will unpack standards to ensure instructional alignment		Lisa Tucker	06/04/2021
	<i>Notes:</i> PLC minutes will be available to document evidence of working towards this goal.			
9/4/19	All teachers will work within PLC's to ensure that AVID teaching strategies are executed.		Bernadette Thomas	06/04/2021

Notes: PLC agendas from all departments will be available via the shared SHS folder to provide evidence of work towards this goal. (Restart flexibility - district funds used for AVID curriculum)

9/21/20 PLC's will work to create aligned common assessments Administrative Team 06/04/2021

Notes:

9/21/20 Staff will begin and complete a book study on rigor in teaching. Will begin January 2021. Chad Parker 06/04/2021

Notes: Restart flexibility, books purchased with restart funds

9/21/20 Instructional coaches will work with PLC's to ensure standard alignment for activities and assessments. Lisa Tucker 06/04/2021

Notes: Restart flexibility instructional coaches paid for through Restart funds

9/21/20 Edmentum and Exact Path will be used in English I; II; and Math I to boost proficiency. Chad Parker 06/04/2021

Notes: Restart flexibility funds used for partial funding for Edmentum and Exact Path

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>		<p>Teachers in all content areas are incorporating WICOR and AVID strategies in classrooms while using CKH to ensure that both classroom management and content delivery techniques for student learning and retention are most effective and conducive to creating optimal student learning environments and success at Statesville High School.</p> <p>Teachers and staff are currently monitoring and editing spreadsheets that are both teacher and guidance department created that track student attendance and work completed during digital learning / Plan B schedule. Teachers, guidance, and admin are working collaboratively to ensure all students are engaged while operating under Plan B (COVID-19).</p>	Limited Development 09/28/2016		
<i>How it will look when fully met:</i>		All students will be challenged to complete rigorous coursework that is challenging and engaging. This will be measurable by monitoring teacher CANVAS course accounts--job of admin, content coaches, and PLC's to monitor-- where standards aligned, literacy based, rigorous coursework will be apparent. SIT and admin will monitor through analyzing formal observation reports and walkthrough data.		Stewart Kincaid	06/04/2021
Actions			32 of 35 (91%)		
3/13/17	Comprehensive Needs Assessment by DPI will take place March 28-29		Complete 03/28/2017	LT	04/01/2017
<i>Notes:</i>					
3/13/17	Fall Matrix build off student enrollment and performance		Complete 09/04/2017	Guidance	08/25/2017
<i>Notes:</i>					
10/4/16	Departments will complete Tier 1 RIOT paperwork for academics.		Complete 10/04/2017	Department	10/31/2017
<i>Notes:</i> PLC agendas will note discussions. PLCs will submit plans to instructional coach.					
6/1/18	Implementation of Extended Day program to increase student success in classes.		Complete 06/01/2018	Guidance	03/30/2018
<i>Notes:</i>					
3/13/17	Follow up PD based on staff needs from Diversity Training in February.		Complete 06/01/2018	LT	03/31/2018

<i>Notes:</i>				
1/18/17	Departments will update their academic RIOT paperwork for spring semester using the continuous improvement model.	Complete 03/09/2018	Departments	06/15/2018
<i>Notes:</i>				
3/13/17	Teachers recommendations for Rising 9 - 12th graders to assist in registration process.	Complete 02/27/2018	Guidance	06/15/2018
<i>Notes:</i>				
1/18/17	Tier 2/3 Goal team will look at PLC referrals and discuss how we can meet the needs of students and implement strategies as needed	Complete 06/01/2018	Tier 2/3 Goal Team	06/15/2018
<i>Notes:</i>				
1/18/17	Prior to the end of each semester, guidance will schedule Parent-Teacher-Student-Counselor conferences to discuss students that are potential failures.	Complete 06/01/2018	Guidance	06/15/2018
<i>Notes:</i>				
1/18/17	Behavior - Celebration Goal team organize "Renaissance" events. Students that meet academic, behavioral and attendance expectations throughout the quarter of the school are invited to attend.	Complete 06/01/2018	Celebrations Goal Team	06/15/2018
<i>Notes:</i>				
1/18/17	Biology and English II teachers will implement vocabulary strategies into their lesson to close the instructional gaps	Complete 06/01/2018	PLCs	06/15/2018
<i>Notes:</i>				
3/13/17	Data analysis day scheduled to assist Guidance in rising 9th grade Math, English, and Science courses.	Complete 06/01/2018	Paslay	06/15/2018
<i>Notes:</i>				
6/20/17	Teachers attend assigned job alike	Complete 06/01/2018	All staff	06/15/2018
<i>Notes:</i>				
1/18/17	Professional Development aligned to staff needs to reach student and staff diversity needs	Complete 02/28/2017	All staff	06/15/2018
<i>Notes:</i> Follow up training TBD				
10/4/16	PLCs will be differentiated content based on instructional needs. Department Chairs and instruction coach will provide support to weekly professional development and PLC structure. Math will focus on classroom management, grading and instruction. Science will focus on building relationships and academic vocabulary. English will focus on lesson design and Social studies will focus on instructional strategies and resources.	Complete 06/01/2018	PLCS	06/15/2018

	<i>Notes:</i> PLC agenda will note discussions. Lesson plans and PDSA will monitor progress.			
6/1/18	Creation of Academies, freshman, success, pre professional and accelerated learning for fall 2018	Complete 09/20/2018	all staff	06/18/2018
	<i>Notes:</i>			
6/1/18	Utilize iReady diagnostic data for rising 9th graders and class placement	Complete 09/20/2018	Paslay	06/30/2018
	<i>Notes:</i>			
6/1/18	All staff will be trained in Capturing Kids Hearts.	Complete 09/18/2018	All staff	08/31/2018
	<i>Notes:</i>			
6/20/17	SIT Team will develop the professional non-negotiables utilizing a common language	Complete 11/09/2018	SIT Team	10/01/2018
	<i>Notes:</i> When is this meeting?			
6/20/17	SIT members will complete MTSS survey	Complete 11/09/2018	SIT Team	10/01/2018
	<i>Notes:</i>			
6/20/17	Develop the professional non-negotiables to staff	Complete 11/09/2018	SIT Team	10/08/2018
	<i>Notes:</i>			
6/20/17	Develop training for the dissemination of non-negotiables.	Complete 11/09/2018	SIT Team	10/08/2018
	<i>Notes:</i> When will SIT meet? How do we want this presented? Best practices			
1/18/17	PLC minutes/agendas will reflect opportunities for teachers to refer students for academic and behavioral support due to incidences in their classroom.	Complete 08/29/2019	PLCs	06/15/2019
	<i>Notes:</i> During the school year 2019-20, ASD (after school detention) will be offered to reinforce academic norms of timeliness and dedication to the work that is to be done in classes. Additionally, strategies recommended through CKH will also be implemented			
1/18/17	Guidance PLC/department will meet weekly to discuss behavioral needs of students	Complete 09/03/2019	Guidance	06/15/2019
	<i>Notes:</i>			
1/18/17	Math I teachers will assess through mastery of objectives allowing students multiple attempts at achieving mastery	Complete 09/03/2019	Math department	06/15/2019
	<i>Notes:</i>			
1/18/17	Outside partners offering weekly/monthly group services to our students during the school day	Complete 09/03/2019	Graham	06/15/2019
	<i>Notes:</i> Wise Guys and Truth Girls meetings conducted to encourage safe lifestyles for our students on a weekly basis.			

10/4/16	PLCs will incorporate blended learning, WICOR, AVID, and reading components for all teachers to utilize as they are creating lessons.	Complete 08/29/2019	PLCs	06/15/2019
	<i>Notes:</i> PLC agenda minutes will note discussion. Lesson plans will show the integration. Goal teams will have members to assist in progress.			
10/4/16	Teachers collaborate to personalize learning for students based on academic and behavioral gaps	Complete 08/29/2019	PLCs	06/15/2019
	<i>Notes:</i> Lesson plans, CWT, Powerschool, ODR reports will all show the process for implementation. Also done through weekly PLC's.			
6/1/18	Continue Extended Day program for at risk students	Complete 08/16/2019	Guidance	06/18/2019
	<i>Notes:</i> Extended day was offered and utilized. Furthermore, summer school / credit recovery was also offered. Many students took advantage of this program, held in July of 2019, which allowed them to recover and even earn additional credits towards graduation requirements.			
6/1/18	All staff will implement Capturing Kids Hearts strategies daily.	Complete 08/29/2019	all staff	06/18/2019
	<i>Notes:</i> staff completed this goal and again, it will be carried forth in the 2019-20 school year.			
6/1/18	Team of teachers/staff will act as Check and Connect mentors to at risk students.	Complete 08/29/2019	K. Graham	06/18/2019
	<i>Notes:</i> This goal will be continued in the 2019-20 school year and SIP seeing that statistically, "about 90% of school infractions come from 10% of our population," arguably.			
6/1/18	PLCs will use testing calendar to assess student progress towards classroom goals.	Complete 08/29/2019	all staff	06/18/2019
	<i>Notes:</i> PLC's met this goal and continue to monitor student progress towards teaching / classroom goals. In Social Studies for example, the district content coach is meeting with our department PLC every Tuesday afternoon where we are monitoring data from baseline tests; developing common assessments and monitoring student growth data; and analyzing the data to determine what to do in the future in order to meet established learning goals.			
9/4/19	Teachers will communicate, teach, and reinforce social contracts		Daniel Camp	06/04/2021
	<i>Notes:</i> CKH training previously funded through (Restart flexibility).			
9/4/19	PLC's will develop unit plans to address all learners.		Bernadette Thomas	06/04/2021
	<i>Notes:</i> Differentiated instruction created and planned. PLC's will identify and communicate at risk students to MTSS coordinator / administrative team.			

	9/21/20	Teachers will identify and recommend students who are at-risk academically and behaviorally to the MTSS coordinator / administrative team.		Administrative Team	06/04/2021	
<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
Initial Assessment:			In an effort to keep student interest, achievement, retention, and graduation rates as high as possible, Statesville High School has implemented the concept of a Freshman Academy for the 2018-19 school year. This continues in 2020-21. Much planning has taken place in order to create a cohesive location within the school where ninth graders can be cared for and monitored as they are learning in a new, high school environment. Professional training for all staff involved in teaching within the Freshman Academy has taken place (AVID training) and continues to develop in order to create a culture of success and positivity among our students as they progress through their high school experiences as they pursue a path towards success in graduation.	Limited Development 09/17/2018		
How it will look when fully met:			All, 100% of, new ninth grade students 2020-21 will have completed AVID-1 coursework. All freshman will successfully advance to the tenth grade in a timely fashion (one school year for completion of the ninth grade).		Stewart Kincaid	06/04/2021
Actions				0 of 6 (0%)		
	9/21/20	Counselors / Administrators / CDC will meet to review upcoming course offerings and pathways to support students' career interests.			Chad Parker	01/30/2021
<i>Notes:</i>						
	9/21/20	Administrators and counselors will review all scheduling to ensure all students are in correct classes based on their pathways.			Chad Parker	06/04/2021
<i>Notes:</i>						
	9/21/20	All freshmen (9th graders) are scheduled for AVID-1 to gain essential skills needed to successfully progress through high school.			Bernadette Thomas	06/04/2021
<i>Notes:</i>						

9/21/20	Additional Counselor hired to support the Freshman Academy students to ensure successful completion of 9th grade.		Bernadette Thomas	06/04/2021
	<i>Notes:</i> Restart Flexibility - restart funds utilized to support Freshman Academy Counselor			
9/21/20	Two additional Teacher Assistants have been hired to support Math, Science and ELA		Chad Parker	06/04/2021
	<i>Notes:</i> Restart Flexibility - restart funds used to cover Teacher Assistant salaries			
9/21/20	Extra MOE for counseling department		Lisa Tucker	06/04/2021
	<i>Notes:</i> Restart flexibility funds used to fund extra months of employment for counselors to ensure all students are scheduled correctly / on track to graduate.			

Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Strategic planning, mission, and vision
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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>	Leadership team is firmly in place, as well as SIT. Both bodies meet regularly, as prescribed. Minutes are shared with SIT and process manager, as well as admin team, archives and posts minutes in NC Star. Leadership team has an organized, consistent schedule for all meetings throughout all academic areas in the school.	Limited Development 09/28/2016		
	<i>How it will look when fully met:</i>	Administration will lead and create organized schedules for smooth operation of school and carrying out its SIP.		Chad Parker	06/04/2021
Actions			0 of 5 (0%)		
9/21/20		Admin team will work to create scheduling of staff teaching load to create common planning in core areas.		Chad Parker	06/04/2021
		<i>Notes:</i> Matrix creation			
9/21/20		Admin will create monthly meeting calendar for department.		Chad Parker	06/04/2021
		<i>Notes:</i>			
9/21/20		SIT meetings will occur monthly as prescribed by administration.		Chad Parker	06/04/2021
		<i>Notes:</i>			
9/21/20		Principal creates leadership schedule, meets weekly		Chad Parker	06/04/2021
		<i>Notes:</i>			
9/21/20		Each academic department will meet monthly as prescribed		Chad Parker	06/04/2021

Notes:

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>		All departments have PLC's organized and regular meetings scheduled. Content coaches and an admin member are always in attendance and available for support within each academic PLC. Admin has created a matrix for before, during, and after school supervision duties where all staff members are treated in an equitable, fair fashion concerning frequency and distribution. All staff have adequate planning time, as well as additional meeting flexibility with our district's Plan B COVID-19 work week structure (i.e. Wednesdays are virtual student days).	Limited Development 09/28/2016		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>		SIT will meet every month as prescribed and have adequate records of attendance and minutes. All PLC's, in all academic departments will have 100% attendance and collaboration, evidenced in archived minutes / reports. Freshman Academy and AVID teachers will have records of regular, consistent meetings. All teachers will perform supervisory duties as prescribed by the admin team, data will be found with admin team's observations / documented meetings with teachers / staff.		Stewart Kincaid	06/04/2021
<i>Actions</i>			16 of 20 (80%)		
10/5/16		Classroom location reassignment based on department to create opportunities to provide behavioral and academic tier one interventions during class time	Complete 08/18/2016	All staff	08/18/2016
<i>Notes:</i>					
1/18/17		Staff members will select one of 6 goals teams to participate in (Behavior - Discipline, celebrations, or tier 2/3 support, Academic - English, Biology, Math I, Climate - Internal and External Marketing)	Complete 09/01/2016	All staff	08/18/2016
<i>Notes:</i>					
1/18/17		Staff nominate and elect School Improvement representatives	Complete 09/01/2016	Sarah Paslay	09/01/2016

	<i>Notes:</i>			
1/18/17	SHS calendar of meetings will be sent via email for staff to know dates, times and places meetings will occur	Complete 09/01/2016	Sarah Paslay	09/01/2016
	<i>Notes:</i>			
1/18/17	Implementation of fall semester staff duty matrix.	Complete 01/13/2017	Harry Efird	01/20/2017
	<i>Notes:</i>			
1/18/17	Implementation of Spring semester staff duty matrix	Complete 01/23/2017	Harry Efird	01/23/2017
	<i>Notes:</i> https://drive.google.com/file/d/0Bye5pHpCmvOfc1dBSUJ2enRILXJWSWc2cGJablNveWg4UXF3/view			
1/18/17	PLCs will meet within departments by content and send their weekly meeting time and place to Paslay	Complete 09/15/2017	PLC Chairs	09/08/2017
	<i>Notes:</i> PLCs will collaborate weekly within departments. Science department will PLC with content specific groups			
1/18/17	Goal teams will meet monthly with assigned Champions	Complete 06/01/2018	All Staff	01/31/2018
	<i>Notes:</i>			
1/18/17	Staff newsletter will send out Monday mornings including expectations	Complete 06/18/2018	Hans Lassiter	06/15/2018
	<i>Notes:</i>			
6/1/18	Team of freshman academy teachers attend AVID training	Complete 08/27/2018	Freshman Academy Teachers	07/30/2018
	<i>Notes:</i>			
6/1/18	Assign Freshman academy teachers and AP teachers to their course load	Complete 08/27/2018	teachers	08/30/2018
	<i>Notes:</i>			
3/13/17	PLC minutes will reflect collaboration and best practices as well as continuous improvement as teachers focus on student growth	Complete 07/16/2019	PLC	06/15/2019
	<i>Notes:</i>			
1/18/17	Biology, English and Math teachers will implement the use of Unit Plans and discuss during weekly PLC	Complete 07/16/2019	PLCs	06/15/2019
	<i>Notes:</i>			
6/1/18	PLCs will meet weekly to discuss best practices in classroom and continuous improvement as evidence by PLC minutes	Complete 07/16/2019	PLCs	06/18/2019
	<i>Notes:</i> An example, and not limited to: Social Studies / History PLC's met every week on Friday mornings during the spring of 19, at 7:30am; Social Studies / History PLC's met every week on Wednesday mornings during the fall of 18, at 7:30am.			

6/1/18	Academization of students and staff to support differentiated learning in one building. Accelerated learning, pre professional, freshman, success/extended day.	Complete 07/16/2019	All staff	06/18/2019
<i>Notes:</i> During the 18-19 school year, all Freshman (9th graders) held a common hall for academic courses, all 9th graders had a common lunch block; extended day was continued for time make up, as well as summer school for time make up and credit recovery; an administrator was located on both ends of the 9th grade area (an Assistant Principal's office on either end of the B100 hall).				
6/1/18	Freshman academy director/oversight teacher assigned	Complete 07/16/2019	Carlotta Chambers-Ramseur	06/30/2019
<i>Notes:</i> Assistant Principals, two of them, were located at either end of the Freshman Academy hall to ensure order, success, and accountability.				
9/21/20	Admin created schedule for PLC's to meet weekly, admin will monitor PLC minutes for fidelity.		Administrative Team	06/04/2021
<i>Notes:</i>				
9/21/20	Committees created around MTSS, discipline and instruction, and culture		Administrative Team	06/04/2021
<i>Notes:</i> Will not start until January 2021				
9/21/20	SIT will meet every month and address issues brought forth from department teams and all stakeholders.		Stewart Kincaid	06/04/2021
<i>Notes:</i>				
9/21/20	Freshman Academy and AVID teachers will meet weekly to ensure implementation		Bernadette Thomas	06/04/2021
<i>Notes:</i> Restart funds to cover training through Restart flexibility				
Implementation:		07/16/2019		
Evidence	7/16/2019 7/16/2019: The school's shared Google Drive folder titled "Statesville HS 19-20" is an organized, "living" document created by our principal, Mrs. Sheila Jenkins, in collaboration with the entire staff. It is shared with the entire staff and provides both evidence and convenience in communicating leadership roles and responsibilities required in this standard. They are, for example, titled as the following: "AM/PM duty," "Data," "Summer Work for SIT," "Faculty Mtg. Agendas," "AP Academy Info," "Freshman Academy," etc.			

Experience	7/16/2019 7/16/2019: As the school's SIT process manager, I will begin my third school year, second full year, in this capacity and seek to continue as needed. I will grow in this capacity as I remain in it, to ensure stability and success as SHS seeks to continue to stabilize in terms of issues that have nagged us in the past with student behavior, staff turnover, and lack of cohesiveness among our staff, student population, and community.			
Sustainability	7/16/2019 7/16/2019: Staff cohesiveness is key, as well as a stable and supportive leadership team that is able to communicate effectively with the district officials, community members, staff, and students. Teachers who are willing to lead within their profession at SHS are essential. With a full staff going in to the 19-20 school year, this is more certain to continue.			

Core Function:	Dimension B - Leadership Capacity				
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Effective Practice:	Monitoring instruction in school				
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	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:			Created observation and CWT schedules to ensure building coverage each week.	Limited Development 09/21/2020		
How it will look when fully met:			Administrators will complete five CWT's weekly. Observations and Post-Conferences completed on time for each teacher.		Chad Parker	06/04/2021
Actions				0 of 3 (0%)		
	9/21/20		Admin will create a weekly CWT schedule to ensure building coverage each week.		Chad Parker	06/04/2021
	<i>Notes:</i>					
	9/21/20		Observation schedule created to ensure all observations are completed on time.		Chad Parker	06/04/2021
	<i>Notes:</i>					
	9/21/20		Administration will provide consistent feedback to teachers after each CWT or observation.		Chad Parker	06/04/2021
	<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
<i>Initial Assessment:</i>		LEA: Early Release Professional Development addresses some of the PD needs for schools in regard to school and classroom performance data. Classroom observation data/ PDP is utilized by leadership to make some decisions about school professional development. School: PLCs meet weekly to discuss academic and behavioral data of students; share best practices and design lessons. We hold monthly gallery walks with the leadership for updates and attend ERPD.	Limited Development 09/28/2016		
<i>How it will look when fully met:</i>		School Improvement teams and PLCs will be conducting research to identify and select best practices, which will be implemented based on identified school and teacher needs. A process will be established to review CWT data, to inform staff development for the district and within individual schools. Differentiated PD would be provided for teachers based on individual growth plans, CWT and observation data. Increased access would be provided for teachers and leadership to access current research. Increased communication regarding research conducted throughout the district will be made available to school leadership teams and teachers to inform professional development. School Administrative Teams will Review how data is used and how time in classrooms and daily schedules are structured. The school's SIP and PD plan, trend data, leveled CWT data, and EVAAS data will inform professional development for individual teachers, groups of teachers, schools, and the district. During Quarterly site visits, by Executive Cabinet, Executive Director, and Director of Curriculum Support, school teams will report out on identified indicators in supporting classroom walk through, classroom observation data, discipline data, formative student achievement data (including but not limited to benchmarks, quarterly failure lists, dropout lists, I-Ready data, and Reading and Math 3D data.) Executive Directors will communicate expectations for report outs and monitor for fidelity of implementation.		Chad Parker	06/04/2021
<i>Actions</i>			5 of 8 (62%)		
	10/5/16	Develop schedules for quarterly site visits and data analysis	Complete 04/12/2017	Melanie Taylor	03/31/2017
<i>Notes:</i>					

10/5/16	Establish quarterly process and template to analyze CWT data for trends. SWOT will be done quarterly per CWT timeline starting 2nd quarter.	Complete 08/08/2017	Jed Stus	12/31/2017
<i>Notes:</i>				
10/5/16	Utilize the data obtained through analysis to determine PD needs	Complete 08/08/2017	Jonathan Ribbeck	01/31/2018
<i>Notes:</i> Real time completion will by systematically revisited Keys To Literacy Letterland Keys to Vocabulary Math Foundations TransMath Corrective Reading SIP planning MTSS best practices - behavior and tier I Learning by Doing				
10/5/16	Select research based professional development opportunities	Complete 08/08/2017	Jed Stus	01/31/2018
<i>Notes:</i> Real time completion will by systematically revisited Keys To Literacy Letterland Keys to Vocabulary Math Foundations TransMath Corrective Reading SIP planning MTSS best practices - behavior and tier I Learning by Doing				
12/9/16	Develop continuum of professional development opportunities	Complete 08/08/2017	Jed Stus	01/31/2018
<i>Notes:</i> Real time completion will by systematically revisited Keys To Literacy Letterland Keys to Vocabulary Math Foundations TransMath Corrective Reading SIP planning MTSS best practices - behavior and tier I Learning by Doing				

9/21/20	Administration looks at performance data		Chad Parker	06/04/2021
	<i>Notes:</i>			
9/21/20	Admin team reviews observation data weekly		Chad Parker	06/04/2021
	<i>Notes:</i>			
9/21/20	School Improvement Team reviews performance and walk-through data to determine school improvement needs.		Stewart Kincaid	06/04/2021
	<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
<i>Initial Assessment:</i>		<p>-Guidance has created a spreadsheet indicating students who are either remote learners or in person, face-to-face learners.</p> <p>-Staff members are keeping record of parent contacts, both for positive reinforcement ("glad" calls) and for check and connect (students who need to complete learning modules in CANVAS).</p> <p>-Creative ways of engaging families / supporting those with students who are completing CANVAS coursework is being done teacher-by-teacher. For example, some teachers have begun sending home letters with a prize / bumper sticker / Greyhound decal inside it to commend hard work.</p>	Limited Development 09/28/2016		
<i>How it will look when fully met:</i>		<p>-What's our data point? How will we see teacher communication efforts with families and students? We will review parent contact logs to be kept on record and up to date from each individual teacher. During COVID-19, we are placing extra emphasis on the importance of communicating regularly and effectively with families.</p> <p>-What evidence is needed? Administrators will review parent contact log at each teacher observation in NCEES.</p>		Stewart Kincaid	06/04/2021
Actions			0 of 3 (0%)		
9/15/20	Teachers will document all parent contacts and administrative team will ensure that teachers are upholding this responsibility.			Chad Parker	06/04/2021
<i>Notes:</i>		Administrators will go over parent contact sheets with teachers during post-observation meetings after formal observations and whenever administration deems appropriate.			
9/15/20	Administrators will provide a weekly connect-ed; Facebook / social media communication; email newsletters; and phone calls.			Chad Parker	06/04/2021

Notes: Facebook posts will be updated / posted regularly; weekly connect-ed phone calls will be received by all stakeholders. Eventually, the goal is to move this method of communication to a community forum style. This cannot happen until COVID-19 restrictions are lifted.

9/15/20 Communication with the community and stakeholders will move to a quarterly forum, to be held on campus. This cannot happen until COVID-19 restrictions are lifted.

Chad Parker

06/04/2021

Notes: Cannot begin such forum until lifting of COVID-19 restrictions.