

## Comprehensive Progress Report

**Mission:** We engage, inspire, and empower tomorrow's leaders!

**Vision:** Catawba County Schools' vision that we strive to offer multiple learning opportunities for students to ensure that they become lifelong learners and well-rounded citizens.

**Goals:**

Instruction -- Personalized Learning (PL): Increase the number of teachers trained in Personalized Learning from 10% to 50% by 2024.

Instruction -- Career-Technical Education (CTE): Increase proficiency in CTE proofs of learning (Technical Attainment, Credentials, Performance Based Measures) from 73% to 85% or higher by 2024.

Instruction -- Comprehensive Support and Improvement Schools and Targeted Support and Improvement Schools (CSI/TSI): Increase the number of strategies (professional development and instructional strategies) used to address CSI/TSI subgroups from 0 to 9 by 2024.

Instruction -- Online Catawba Growth and Practices for K-8 (OC): K-8: 85% of students will show growth in reading and math as measured by I-Ready Assessment by 2024.

Instruction -- Online Catawba Growth and Practices 9-12 (OC): 85% of students will demonstrate proficiency on EOCs by 2024.

Instruction -- Science of Reading Implementation (SCR): 100% of K-5 teachers will be trained in Science of Reading Literacy Framework by 2024.

Human Resources -- Recruitment and Retention (R/R): Increase the diversity of employees to 10% by 2024.

Human Resources -- Professional Development (PD): Increase the percentage of differentiated professional development sessions offered to 50% by 2024.

Emotional Well-Being -- Social and Emotional Learning (SEL): By 2024, each elementary and middle school will see a 10% decrease in office referrals with the 2021-2022 school serving as the baseline and initial year of implementation of the SEL curriculum.

Emotional Well-Being -- Mental Health (MH): 100% of teachers, instructional support personnel, and school administrators will participate in on-going professional development on youth mental health by 2024.

Culture - School and Work Environment (ENV) -- By 2024, CCS will see an increase of 5% of teachers who agree or strongly agree that their school is a good place to work and learn as measured by North Carolina Teacher Working Conditions Survey (Q10.6).

Culture -- Inclusivity and Diversity Focus (IDV): By 2024, CCS will see a decrease of 15% of secondary students who indicate on the OCR Survey that they have heard classmates make a racial or ethnic slur or tell ethnic jokes.

Culture -- Inclusivity and Diversity Focus (IDV): By 2024, CCS will see a decrease of 15% of elementary students who indicate on the OCR Survey that they have been made fun of because of the color of their skin or their ethnicity.

Culture -- Marketing (MAR): Increase the amount of positive posts by administrators on Facebook and Workplace from random postings to at least 2 positive activities or stories per week at each school and from the district.

Technology -- Canvas Expansion (CAN): Increase the percentage of grades 7-12 students and staff Canvas users to 100% by 2024.

Technology - Chromebook Sustainability (CS): Increase the number of new Chromebooks purchased per year by 5,000 devices by 2024.

Operations -- Child Nutrition (CN): By 2024, CCS will see an increase of 3% of students who participate in school nutrition services as measured by district participation rates.

Operations -- Safe Schools (SS): By 2024, CCS will increase from 97% to 99% of teachers who agree or strongly agree that they work in a school environment that is safe as measured by North Carolina Teacher Working Conditions Survey question 5.1 G.

Operations -- Equitable Facilities (EF): By 2024, CCS will have a 5-10 year plan for securing funding from Catawba County Government for new competition gymnasiums, learning commons, career development labs and training centers, and performing arts centers at the specific high schools listed.



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A			
Effective Practice:		Instructional Excellence and Alignment			
	A06	The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary materials, resources, and tools.(6830)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<ul style="list-style-type: none"> <li>We are in year three of offering professional development to teachers in the area of Personalized Learning. We offer cohort trainings each semester and provide monthly coaching to all teachers who have completed the training.</li> <li>We have a very strong CTE Program and are working to align our course offerings to the workforce needs in our local community. New courses have been introduced and we are beginning implementation of a Career Cohort through CVCC.</li> <li>We are utilizing Learning Focused Schools professional development to address the needs of our TSI and CSI subgroups. This training is bringing research based strategies into the classroom. The partnership focuses on teaching teachers how to backwards plan to produce standards aligned units of instruction.</li> <li>We are starting year four of offering a full virtual academy. This coming year, we will expand our offerings to students in grades K=12. Our program is working well but we need to continue to improve the quality of instruction.</li> <li>Science of Reading training is a mandate through the state. We do have some teachers trained in Reading Foundations training which will fulfill this requirement.</li> </ul>	Limited Development 05/13/2021		

<p><b>How it will look when fully met:</b></p>	<ul style="list-style-type: none"> <li>• At least 80% of our teachers will be trained in Personalized Learning and using this method of instructional delivery in the classroom. We will have established Personalized Learning Coaches at each school to assist with training and strategies for implementation.</li> <li>• There will be a strong alignment of classroom focus with careers in our community. All teachers will incorporate strategies to increase work force awareness. CTE data will show a huge increase in number of students completing CTE Pathways and Credentials. Our Career Cohort will have maximum enrollments in each dedicated area in partnership with Catawba Valley Community College.</li> <li>• We will have at least 9 consistent strategies in place district wide to address our subgroups that have caused us to become TSI and CSI schools. Students in these subgroups will be performing at a level that is consistent with other subgroups in our district. All of our schools will be completely Learning Focused Schools trained and implementing high yield instructional strategies from the training on a consistent basis.</li> <li>• Our K-12 Online Catawba Virtual Academy will be operating smoothly and the quality of instruction will have improved with teachers receiving on-going training in strategies for teaching online.</li> <li>• All of our K-5 teachers will be fully trained in the Science of Reading and implementing strategies from the training consistently in the classroom. Our reading assessment scores will show improvements.</li> </ul>		<p><b>DeAnna Finger</b></p>	<p><b>06/01/2024</b></p>
<p><b>Actions</b></p>		<p><b>41 of 68 (60%)</b></p>		
<p>7/12/21</p>	<p>SCR - Schedule meeting with Voyager to plan implementation of LETRS for all PreK-5 teachers, academic facilitators, and administrators.</p>	<p>Complete 09/22/2021</p>	<p>Shelly Black</p>	<p>09/22/2021</p>
<p><i>Notes:</i></p>				
<p>7/12/21</p>	<p>SCR - Create a screencast explaining the implementation process for all schools.</p>	<p>Complete 09/23/2021</p>	<p>Shelly Black</p>	<p>09/23/2021</p>
<p><i>Notes:</i></p>				
<p>7/12/21</p>	<p>SCR - Share enrollment process with administrators</p>	<p>Complete 09/29/2021</p>	<p>Shelly Black</p>	<p>09/29/2021</p>
<p><i>Notes:</i></p>				
<p>7/12/21</p>	<p>SCR - Share enrollment process with teachers</p>	<p>Complete 10/08/2021</p>	<p>Shelly Black</p>	<p>10/08/2021</p>
<p><i>Notes:</i></p>				
<p>7/12/21</p>	<p>SCR - Begin unit 1, module 1 of the LETRS training</p>	<p>Complete 10/19/2021</p>	<p>Shelly Black</p>	<p>10/19/2021</p>

<i>Notes:</i>				
7/12/21	SCR - Meet with Academic Facilitators in September, to discuss the process and provide guidance to support teachers in their learning pathway.	Complete 10/01/2021	Shelly Black	10/01/2021
<i>Notes:</i>				
7/12/21	SCR - Complete Unit 1, module 1 of LETRS training	Complete 10/15/2021	All Teachers	10/15/2021
<i>Notes:</i>				
7/14/21	CTE - Analyze student proficiency by course and or credential areas to identify deficiencies	Complete 08/18/2021	Jeff Isenhour	08/18/2021
<i>Notes:</i>				
7/14/21	CTE - Meet with school administrators to discuss achievement data from the previous semester.	Complete 08/18/2021	Jeff Isenhour	08/15/2021
<i>Notes:</i>				
7/14/21	CTE - Each teacher completes an instructional strategy plan identifying methods to improve proficiencies below 77%, or select the lowest two standards of performance if all scores are above 77% proficiency.	Complete 08/18/2021	CTE Teachers	08/18/2021
<i>Notes:</i>				
7/14/21	CTE - Teachers meet in program area PLCs to review strategies regarding improvement	Complete 08/18/2021	CTE Teachers	08/18/2021
<i>Notes:</i>				
7/14/21	CTE - Mandate county pacing guides.	Complete 08/18/2021	Jeff Isenhour	08/18/2021
<i>Notes:</i>				
7/14/21	CTE - All CTE Teachers administer proof of learning assessments (mid-terms, portfolios) to students	Complete 10/29/2021	Jeff Isenhour	10/29/2021
<i>Notes:</i>				
7/14/21	CSI/TSI - All staff will participate in Learning Focused Schools professional development during the opening workdays in August 2021.	Complete 08/23/2021	JR Sigmon	08/23/2021
<i>Notes:</i>				
7/14/21	CSI/TSI - Create a template for CSI/TSI schools to identify the selected strategy to be implemented with targeted subgroup(s).	Complete 08/02/2021	JR Sigmon	08/02/2021
<i>Notes:</i>				
7/14/21	CSI/TSI - Share the template with principals of CSI/TSI schools, along with a brief screencast to explain use of the template.	Complete 08/02/2021	JR Sigmon	08/02/2021
<i>Notes:</i>				

7/14/21	CSI/TSI - All identified CSI/TSI schools will review and/or revise NCSTAR goals aligned to CSI/TSI subgroup instructional growth with their building leadership teams.	Complete 10/25/2021	JR Sigmon	10/25/2021
	<i>Notes:</i>			
7/14/21	CSI/TSI - All identified CSI/TSI schools will enter their strategy and on the provided template.	Complete 10/20/2021	Building Administrators	10/25/2021
	<i>Notes:</i>			
7/14/21	CSI/TSI - ESL teachers will be trained in the use of ELlevation and assigning appropriate testing accommodations and classroom modifications based on student language proficiency levels.	Complete 09/28/2021	Dana Greene	10/20/2021
	<i>Notes:</i>			
7/14/21	CSI/TSI - ESL will train all general education teachers in their assigned school(s) on implementation of assigning appropriate testing accommodations and classroom modifications to students through ELlevation, based on student proficiency levels.	Complete 10/15/2021	Dana Greene	10/20/2021
	<i>Notes:</i>			
7/14/21	CSI/TSI - Evidence based intervention program training provided to all new to CCS EC teachers.	Complete 11/08/2021	Amy Wilson	11/08/2021
	<i>Notes:</i>			
7/14/21	OC 9-12 - Hire staff for High School.	Complete 08/01/2021	Terri Hall	08/01/2021
	<i>Notes:</i>			
7/14/21	OC 9-12 - Enroll students in PowerSchool for the 2021-2022 school year.	Complete 08/01/2021	Josie Jackson	08/01/2021
	<i>Notes:</i>			
7/14/21	OC 9-12 - Online Catawba Orientation	Complete 08/27/2021	Online Catawba Teachers	08/27/2021
	<i>Notes:</i>			
7/14/21	OC 9-12 - Determine monthly faculty meeting dates	Complete 07/01/2021	Terri Hall	07/01/2021
	<i>Notes:</i>			
7/14/21	OC 9-12 - Finalize training for new teachers.	Complete 08/01/2021	Terri Hall	10/01/2021
	<i>Notes:</i>			
7/14/21	OC K-8 - Hire staff for K-8.	Complete 06/28/2021	Terri Hall	07/01/2021
	<i>Notes:</i>			
7/14/21	OC K-8 - Establish class lists	Complete 08/01/2021	Terri Hall	08/01/2021
	<i>Notes:</i>			

7/14/21	OC K-8 - Communicate class list to parents/teachers	Complete 08/16/2021	Terri Hall	08/20/2021
	Notes:			
7/14/21	OC K-8 - Online Catawba Orientation	Complete 08/27/2021	Online Catawba Teachers	08/27/2021
	Notes:			
7/14/21	OC K-8 - Establish weekly Learning Teams	Complete 08/01/2021	Terri Hall	08/01/2021
	Notes:			
7/14/21	OC K-8 - Determine monthly faculty meeting dates	Complete 08/01/2021	Terri Hall	08/01/2021
	Notes:			
7/14/21	OC K- 8 - Determine monthly PD for online teaching.	Complete 08/01/2021	Terri Hall	08/01/2021
	Notes:			
7/14/21	OC K- 8 - Canvas training	Complete 08/05/2021	Terri Hall	08/20/2021
	Notes:			
7/14/21	OC - K-8 - Create assessment plan to collect iReady data	Complete 08/15/2021	Terri Hall	08/15/2021
	Notes:			
7/14/21	PL - Solidify all Personalized Learning cohort participants and communicate training dates and expectations	Complete 08/06/2021	Stacy Lovdahl	08/06/2021
	Notes:			
7/14/21	PL - Plan school coaching dates and logistics (Personalized Learning coaches schedule this with administrators)	Complete 08/23/2021	Amy Wilson	08/23/2021
	Notes:			
7/14/21	PL - Begin to target new PL Coaches at schools	Complete 10/21/2021	Personalized Learning Coaches	10/21/2021
	Notes:			
11/8/21	CTE - Analyze student proficiency by course and or credential areas to identify deficiencies		Jeff Isenhour	01/07/2022
	Notes:			
11/8/21	CTE - Meet with school administrators to discuss achievement data from the previous semester.		Jeff Isenhour	01/28/2022
	Notes:			
11/8/21	CTE - Each teacher completes an instructional strategy plan identifying methods to improve proficiencies below 77%, or select the lowest two standards of performance if all scores are above 77% proficiency.		CTE Teachers	01/28/2022
	Notes:			

11/8/21	CTE - All CTE Teachers administer proof of learning assessments (mid-terms, portfolios) to students		Tina Propst	12/01/2022
	<i>Notes:</i>			
11/8/21	CTE - All CTE Teachers will be instructed to use Canvas as LMS for School Year 21-22		Jeff Isenhour	05/27/2022
	<i>Notes:</i>			
11/8/21	CSI/TSI - Create a Screencastify presentation explaining the definitions of CSI & TSI and what this means for each school		Kelly Rhoney	01/07/2022
	<i>Notes:</i>			
11/8/21	CSI/TSI - ESL GoogleSite will be shared with all Reg Ed teachers explaining how to create language & content objectives and complete an edpuzzle activity to document participation.		Dana Greene	01/07/2022
	<i>Notes:</i>			
11/8/21	CSI/TSI - Google Form will be resent for administrators to identify their new strategy and to revisit their strategy due to the recent reductions in district initiatives.		JR Sigmon	01/07/2022
	<i>Notes:</i>			
11/8/21	CSI/TSI - Office Hours will be scheduled virtually & in-person for ESL & EC staff that focuses on coaching & support.		Amy Wilson	05/27/2022
	<i>Notes:</i>			
11/8/21	PL - Provide continuous learning in personalized learning for the C&I and ITF coaching team.		Stacy Lovdahl	01/07/2022
	<i>Notes:</i>			
11/8/21	PL - Three Teachers Participate in NWRESA Personalized Learning cohort	Complete 10/20/2021	Amy Wilson	10/20/2021
	<i>Notes:</i>			
11/8/21	PL - Scheduled Monthly PL Office Hours		Heather Fulbright	01/07/2022
	<i>Notes:</i>			
11/8/21	PL - Planning Monthly Topics for PL Support		Stacy Lovdahl	01/07/2022
	<i>Notes:</i>			
11/8/21	PL - Planning a location and organization for PL support materials and resources		Stacy Lovdahl	01/07/2022
	<i>Notes:</i>			
11/8/21	PL - Plan Presentation for NCPAPA on Personalized Learning		Stacy Lovdahl	01/07/2022
	<i>Notes:</i>			



11/8/21	PL - Present NCPAPA Presentation providing collaboration with other districts		DeAnna Finger	01/07/2022
	<i>Notes:</i>			
11/8/21	PL - Masteryconnect Follow-Up: Connections to Competency based progressions and grading		DeAnna Finger	01/07/2022
	<i>Notes:</i>			
11/8/21	SCR - Complete Unit 1, module 1 of LETRS training		All teachers	01/07/2022
	<i>Notes:</i>			
11/8/21	SCR - Pre-K teachers complete Module 1 training	Complete 10/18/2021	Shelly Black	10/18/2021
	<i>Notes:</i>			
11/8/21	SCR - Mandated Workday to begin working on LETRS Unit 1 modules	Complete 10/19/2021	Administrators	10/19/2021
	<i>Notes:</i>			
11/8/21	SCR - Face-to-Face, required 6-hour training for Module 1		Shelly Black	01/07/2022
	<i>Notes:</i>			
11/8/21	SCR - Continue to monitor progress of completion of Unit 1 modules and inform Administrators and Academic Facilitators		Shelly Black	12/13/2021
	<i>Notes:</i>			
11/8/21	SCR - NWRESA LETRS Cohort, Enroll 7 educators		Shelly Black	01/07/2022
	<i>Notes:</i>			
11/9/21	OC 9-12 - Develop external marketing plan		Terri Hall	01/07/2022
	<i>Notes:</i>			
11/9/21	OC 9-12 - Develop internal marketing		Terri Hall	01/07/2022
	<i>Notes:</i>			
11/9/21	OC K-8 - Develop internal marketing plan		Terri Hall	01/07/2022
	<i>Notes:</i>			
11/9/21	OC K-8 - Develop external marketing plan		Terri Hall	01/07/2022
	<i>Notes:</i>			
11/9/21	OC K-8 - Ongoing CANVAS training		Terri Hall	06/06/2022
	<i>Notes:</i>			
11/9/21	OC K-8 - Create Learning Teams K-6		Terri Hall	01/07/2022
	<i>Notes:</i>			

11/9/21 OC K-8 - Implement Learning Teams

Terri Hall

01/07/2022

Notes:

**Core Function:**

**Dimension B**

**Effective Practice:**

**Leadership Capacity**

	B01	The LEA has oriented its culture toward shared responsibility and accountability.(5140)	Implementation Status	Assigned To	Target Date
	<i>Initial Assessment:</i>	<p>Improving the school and work environment has been a continued focus for the last few years. Based on the most recent data from the Teacher Working Conditions Survey Data, our district is an amazing place to work.</p> <p>School and district administrators participated in equity training during the 2020-2021 school year through Dreambuilders.</p> <p>Students in grades 7 - 12 completed a mid-year OCR survey. Each middle and high school identified goals and created an action plan for the remainder of the 2020-2021 school year based on the survey data. All students in grades K-12 completed an OCR survey at the end of the school year. This data will be used to identify goals and create an action plan for next year.</p> <p>In an effort to retain quality staff and students in our district, we are beginning to market all of our innovative practices and opportunities through various social media outlets. As we add additional opportunities, we need to ensure that we are communicating well with the community.</p>	Limited Development 06/01/2021		
	<i>How it will look when fully met:</i>	<p>School culture will be more positive. We will see an increase in the number of staff members stating their satisfaction with working in Catawba County Schools. Specific strategies will be put in place to ensure the work and school environment continues to be positive.</p> <p>Concerns identified through the OCR survey will be addressed in each school, and survey results will show improvement. Specific strategies will be put in place to address diversity concerns. Overall, all students will feel included in the school environment and will have an adult they feel comfortable talking to about concerns.</p> <p>The Catawba County Schools' Community will be knowledgeable concerning innovative practices and programs offered by the district. This will be accomplished through the use of improved social media posts and communications.</p>		Matt Stover	06/01/2024
	<b>Actions</b>		<b>12 of 25 (48%)</b>		
	10/19/21	Elementary IDV - Analyze the Spring 20-21 Student Survey Data	Complete 06/10/2021	Matt Stover	07/01/2021

	<i>Notes:</i>			
10/19/21	Elementary IDV - Analyze the Spring 20-21 Student Survey Data with BLTs	Complete 08/23/2021	Matt Stover	08/23/2021
	<i>Notes:</i>			
10/19/21	Elementary IDV - Train K-8 teachers in social-emotional learning curriculum (Second Steps)	Complete 08/31/2021	Maria Ballard	08/31/2021
	<i>Notes:</i>			
10/19/21	Elementary IDV - Create pacing guide for elementary Second Step implementation	Complete 08/19/2021	Maria Ballard	08/19/2021
	<i>Notes:</i>			
10/19/21	Secondary IDV - Analyze the Spring 20-21 Student Survey Data	Complete 06/10/2021	Matt Stover	07/01/2021
	<i>Notes:</i>			
10/19/21	Secondary IDV - Analyze the Spring 20-21 Student Survey Data with BLT's, OCR Committee	Complete 08/23/2021	Matt Stover	08/23/2021
	<i>Notes:</i>			
10/19/21	Secondary IDV - Discussion of the common themes of racial or ethnic slurs in HS/MS Job Alike		Matt Stover	01/07/2022
	<i>Notes:</i>			
10/19/21	Secondary IDV - Create a process to train staff starting with administration and then teachers	Complete 08/19/2021	Matt Stover	10/19/2021
	<i>Notes:</i>			
10/19/21	ENV - Create a roll-out video/introduction of a kindness "pass it on" initiative / expectations	Complete 07/27/2021	Matt Stover	07/29/2021
	<i>Notes:</i>			
10/19/21	ENV - Share back to school roll-out video with administrators to present at opening staff meeting	Complete 07/27/2021	Matt Stover	08/31/2021
	<i>Notes:</i>			
10/19/21	ENV - Show initiative video to staff during opening staff meeting	Complete 08/23/2021	All Principals	08/31/2021
	<i>Notes:</i>			
10/19/21	ENV - Administrators create a "of the month" procedure for staff and students	Complete 08/23/2021	Matt Stover	09/15/2021
	<i>Notes:</i>			
10/19/21	ENV - Continuation of Friday update from Dr. Stover Workplace videos		Matt Stover	06/30/2022
	<i>Notes:</i>			

10/19/21	MAR - Each school will use ParentSquare weekly to communicate with parents.		Matt Stover	05/31/2022
	<i>Notes:</i>			
10/19/21	MAR - Carryout and implement the Catawba County Schools Communication plan		Matt Stover	05/31/2022
	<i>Notes:</i>			
10/19/21	MAR - Principal and Building Leadership Teams will create specific plans for school for positive communication.	<b>Complete 08/23/2021</b>	Matt Stover	08/30/2021
	<i>Notes:</i>			
11/9/21	Secondary IDV - Develop a mid year student survey targeting the common themes from the past surveys		DeAnna Finger	12/01/2021
	<i>Notes:</i>			
11/9/21	Secondary IDV - Students at individual schools complete the survey		Secondary Teachers	12/17/2021
	<i>Notes:</i>			
11/9/21	Secondary IDV - Continue to implement Second Step lessons at the Middle School Level.		Middle School Teachers	06/06/2022
	<i>Notes:</i>			
11/9/21	Elementary IDV - Discuss and plan the discussion for elementary job alike		Matt Stover	12/07/2021
	<i>Notes:</i>			
11/9/21	Elementary IDV - Discussion of the common themes of racial or ethnic slurs in Elementary Job Alike		Elementary Principals	12/07/2021
	<i>Notes:</i>			
11/9/21	Elementary IDV - Develop a mid year student survey targeting the common themes from the past surveys		DeAnna Finger	01/07/2022
	<i>Notes:</i>			
11/9/21	Elementary IDV - Students at individual schools complete the survey		Elementary Teachers	12/17/2022
	<i>Notes:</i>			
11/9/21	Elementary IDV - Continue to implement Second Step lessons		Elementary School Principals	06/06/2022
	<i>Notes:</i>			
11/9/21	ENV - Schools will recognize the "of the month" employees in their building each month and submit those names to the district.		Principals	06/30/2022
	<i>Notes:</i>			

**B10**

**The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices, and traditions.(6832)**

**Implementation  
Status**

**Assigned To**

**Target Date**

**Initial Assessment:**

**Nutritional Health**

The School Nutrition Department is currently able to assess daily, monthly and annual participation by using our point of sale data. The department plans to continue using the point of sale data to determine if breakfast and lunch meals have increased. Also, the current system indicates which schools have increased participation and those schools who have decreased in participation. This summer the department has asked principals to assist School Nutrition with disseminating a menu survey. School Nutrition plans to utilize this survey in efforts to meet the overall objective to increase participation by 3%.

**Safe School Environments**

The Operations Department has in place a district-wide plan to achieve school safety and security. Points of emphasis include policies and procedure development, assigning roles and responsibilities to personnel, providing adequate training, architectural considerations, communication, access control, video surveillance, and detection and alarm systems. Annual physical security assessments are conducted at each school site in order to identify vulnerabilities and to assist in plans for improvement. The department will continue to seek the financial resources necessary through state and local funding sources in order to ensure that all campus environments are safe and secure.

**Equitable Facilities**

The Operations Department has procedures in place to identify construction and capital needs for the Catawba County School system. Most recently, the department secured the expertise of BAISCA in order to develop a 5-10 year plan with regard to construction and capital improvements. Secondly, each school solicits the Building Leadership Team on an annual basis to identify capital needs. The data is shared with the Operations Department and subsequently with the Board of Education in order to clarify district priorities and to prepare a formal request to the Catawba County Board of Commissioners. The district submits a 10-year "Long-Range Construction Plan" to the Commission on an annual basis. This plan includes major construction projects as well as "Capital Outlay Requests." The primary goal is to identify funding sources and receive the allocations necessary to build and maintain equitable facilities throughout the district.

Limited Development  
06/01/2021

<p><b>How it will look when fully met:</b></p>	<p>Nutritional Health</p> <p>The School Nutrition Department is able to assess daily, monthly and annual participation by using point of sale data, which will show an increase in participation.</p> <p>Safe School Environments</p> <p>The Operations Department will access NC TWC Survey data to validate the achievement of this goal.</p> <p>Equitable Facilities</p> <p>The Catawba County School system will receive the financial allocations necessary to achieve equitable facilities based on the commitment of the Catawba County Board of Commissioners in the annual budget as well as long-range construction plans.</p>		<p><b>Dan Moore</b></p>	<p><b>06/01/2024</b></p>
<p><b>Actions</b></p>		<p><b>11 of 20 (55%)</b></p>		
<p>7/14/21</p>	<p>CN - Meet with Communications Director to Create Plan to Promote Free Meal Options for All Students</p>	<p>Complete 08/06/2021</p>	<p>Caren Berrier</p>	<p>08/06/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CN - Present Plan to School-Based Administration to Promote Free Meal Options for All Students</p>	<p>Complete 07/29/2021</p>	<p>Caren Berrier</p>	<p>07/29/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CN - Increase Entree Options in Order to Provide a Wider Variety of Meal Options for Students</p>	<p>Complete 08/23/2021</p>	<p>Caren Berrier</p>	<p>08/23/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CN - Promote National School Lunch Week (October 11-15)</p>	<p>Complete 10/15/2021</p>	<p>Caren Berrier</p>	<p>10/15/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>EF - Survey and Identify Facility Deficits at each High School</p>	<p>Complete 09/24/2021</p>	<p>Robert Hoyle</p>	<p>09/30/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>EF - Secure Accurate Cost Projections to Meet Facility Deficits</p>	<p>Complete 09/24/2021</p>	<p>Robert Hoyle</p>	<p>10/20/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>EF - Explore Needs Based Capital School Funds Grant Opportunities</p>	<p>Complete 10/21/2021</p>	<p>Dan Moore</p>	<p>10/21/2021</p>
<p><i>Notes:</i></p>				



7/14/21	EF - Identify Capital and Construction Needs for a Possible Bond Referendum	Complete 09/24/2021	Robert Hoyle	10/20/2021
	<i>Notes:</i>			
7/14/21	SS - Survey and Identify Safety Deficits at all Catawba County Schools		Dan Moore	01/06/2022
	<i>Notes:</i>			
7/14/21	SS - Research Critical Incident Response App for all Catawba County Schools Employees	Complete 10/20/2021	Dan Moore	10/20/2021
	<i>Notes:</i>			
7/14/21	SS - Research Monitoring/Testing Capabilities for Current Panic Alarm System	Complete 10/20/2021	Robert Hoyle	10/20/2021
	<i>Notes:</i>			
7/14/21	SS - Coordinate Discussions with Building Administration to Determine Training Opportunities to Improve School Safety and Climate	Complete 09/20/2021	Dan Moore	09/30/2021
	<i>Notes:</i>			
11/9/21	EF - Discuss Needs Based Capital School Funds Grant Opportunities with Board of Education		Dan Moore	01/07/2022
	<i>Notes:</i>			
11/9/21	EF - Discuss Needs Based Capital School Funds Grant Opportunities with County Manager		Dan Moore	01/07/2022
	<i>Notes:</i>			
11/9/21	EF - Present Cost Projections for Facility Deficits in Order to Determine District Priorities to Board of Education		Dan Moore	03/17/2022
	<i>Notes:</i>			
11/9/21	EF - Present Cost Projections for Facility Deficits in Order to Determine District Priorities to County Commission		Dan Moore	03/17/2022
	<i>Notes:</i>			
11/9/21	EF - Communicate Capital and Construction Needs for a Possible Bond Referendum to Board of Education		Dan Moore	03/17/2022
	<i>Notes:</i>			
11/9/21	EF - Communicate Capital and Construction Needs for a Possible Bond Referendum to County Commission		Dan Moore	03/17/2022
	<i>Notes:</i>			
11/9/21	SS - Continue to Research Critical Incident Response App for all Catawba County Schools Employees -		Dan Moore	01/07/2022
	<i>Notes:</i>			

11/9/21 SS - Determine Financial Feasibility of Utilizing a Monitoring Company to Test Current Panic Alarm System

Morgan Williams

01/07/2022

Notes:

**Core Function:**

**Dimension C**

**Effective Practice:**

**Professional Capacity**

**C04**

**The LEA has a plan and process to recruit and retain highly-qualified teachers to support school improvement.(5167)**

**Implementation Status**

**Assigned To**

**Target Date**

*Initial Assessment:*

We recruited virtually at universities across North Carolina and other states around the country.

The district supports current Teacher Assistants pursuing initial teacher licensure during their student teaching semester by covering 30% of their salary and health insurance.

We utilize Participate to hire Dual Language Immersion Teachers and Cultural Ambassadors.

We provide intensive support and training to all beginning teachers through Beginning Teacher Induction.

We provided many professional development sessions that allowed teachers, instructional support staff, and teacher assistants to choose what topics best met their needs.

Instructional Technology Facilitators partnered with teachers to provide Lunch and Learn technology tool sessions across the summer. The ITFs also meet one-on-one to support teachers' individual learning needs.

The district Curriculum Specialists also meet one-on-one and in small groups to support the teachers' individual learning needs.

Professional development sessions from outside the district are advertised on Workplace to all staff through the Professional Learning Page.

Some PD sessions are offered at different entry levels for teachers this year (Canvas for Beginners and Intermediate Canvas).

Limited Development  
06/01/2021

<p><b>How it will look when fully met:</b></p>	<p>Our students will see themselves reflected in the makeup of the school staff at all levels in terms of ethnicity, gender, race, and demographic region. Community and college/university partnerships to grow our own employees will be in place and provide quality candidates for employment. We will use human resource data to monitor our growth each year in this area.</p> <p>When fully implemented, differentiated professional development options will be available to all employees based on the individual's professional needs as documented in the Professional Development Plan. The number and types of courses will be captured in the LINQ system.</p> <p>Instructional staff will also be able to engage in workshops that offer different entry levels based on knowledge and skill. The number and types of courses will be captured in the LINQ system.</p>		<p>Rae Thompson</p>	<p>06/01/2024</p>
<p><b>Actions</b></p>		<p>6 of 20 (30%)</p>		
<p>7/14/21</p>	<p>PD - Create a document to collect PD opportunities from CCS Curriculum and Instruction this year.</p>	<p>Complete 07/01/2021</p>	<p>Fred Whalen</p>	<p>07/01/2021</p>
<p>Notes:</p>				
<p>7/14/21</p>	<p>PD - Collaborate with Instructional Technology Facilitators department to create differentiated professional development for the Canvas roll out</p>	<p>Complete 08/30/2021</p>	<p>Fred Whalen</p>	<p>08/30/2021</p>
<p>Notes:</p>				
<p>7/14/21</p>	<p>PD - Collaborate with Curriculum and Instruction department to review areas that needs strategic differentiated professional development</p>		<p>Fred Whalen</p>	<p>01/06/2022</p>
<p>Notes:</p>				
<p>7/14/21</p>	<p>PD - Determine current baseline for differentiated professional development by analyzing previous years professional development offerings.</p>		<p>Fred Whalen</p>	<p>12/22/2021</p>
<p>Notes:</p>				
<p>7/14/21</p>	<p>RR - Conduct a district wide diversity audit.</p>	<p>Complete 09/27/2021</p>	<p>Fred Whalen</p>	<p>09/27/2021</p>
<p>Notes:</p>				
<p>7/14/21</p>	<p>RR - Make all administrators aware of the Participate teachers available.</p>	<p>Complete 07/29/2021</p>	<p>Rae Thompson</p>	<p>07/29/2021</p>

<i>Notes:</i>				
7/14/21	RR - Present district wide diversity data to administrators.	Complete 10/29/2021	Rae Thompson	10/30/2021
<i>Notes:</i>				
7/14/21	RR - Translate staff postings for all positions.		Rae Thompson	06/30/2022
<i>Notes:</i>				
7/14/21	RR - Research organizations that would help create community connections.		Rae Thompson	01/06/2022
<i>Notes:</i>				
11/9/21	PD - District wide survey for (optional) professional development needs - In response to the ongoing COVID-19 pandemic, as well as state-mandated trainings, professional development is more focused, and responsive to the social-emotional needs of stakeholders.		Fred Whalen	01/07/2022
<i>Notes:</i>				
11/9/21	PD - Collaborate with ITF department to create differentiated professional development for the Canvas roll out (new schedule).		Fred Whalen	01/07/2022
<i>Notes:</i>				
11/9/21	PD - Classified PD - Survey stakeholders to determine necessary professional development for classified staff		Fred Whalen	12/22/2021
<i>Notes:</i>				
11/9/21	PD - Determine current baseline for differentiated professional development by analyzing previous years professional development offerings.		Fred Whalen	12/22/2021
<i>Notes:</i>				
11/9/21	PD - Collaborate with Curriculum and Instruction department to review areas that need strategic differentiated professional development.		Fred Whalen	01/07/2022
<i>Notes:</i>				
11/9/21	RR - Meet with Catawba Valley Community College about Associates in Education		Rae Thompson	01/07/2022
<i>Notes:</i>				
11/9/21	RR - Recruit Sponsors for "Future Teachers of Catawba County"; Teacher Cadet program 4-12		Rae Thompson	05/28/2022
<i>Notes:</i>				
11/9/21	RR - Diversity Awareness Presentation to Staffs		Rae Thompson	03/17/2022
<i>Notes:</i>				

11/9/21	RR - Present district wide diversity data to administrators/school board members.	Complete 10/30/2021	Rae Thompson	10/30/2021
<i>Notes:</i>				
11/9/21	RR - Research universities to visit for recruitment opportunities.		Fred Whalen	12/01/2021
<i>Notes:</i>				
11/9/21	RR - Research organizations that would help create community connections.		Michael Lee	01/07/2022
<i>Notes:</i>				

<b>Core Function:</b>	<b>Dimension D</b>
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<b>Effective Practice:</b>	<b>Planning and Operational Effectiveness</b>
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	<b>D07</b>	<b>The district provides and supports digital-age classrooms and learning opportunities through relevant and necessary infrastructure, acquisition, and technical assistance.(6835)</b>	<b>Implementation Status</b>	<b>Assigned To</b>	<b>Target Date</b>
<b>Initial Assessment:</b>		Canvas Canvas licenses purchased for teachers and students in grades 7-12 Total number of paid licenses - 8,500 Utilization around 6,000 users Chromebooks Current AUE (Auto Update Expiration) Data Dashboard Current number of expired Chromebooks (as of September 1, 2021)- 4,496 Number of expired Chromebooks by September 1, 2024 - 17,820	Limited Development 06/02/2021		

<p><b>How it will look when fully met:</b></p>	<p>Canvas</p> <p>Licenses purchased should be a minimum of 8,900 to include all CCS staff as well as students in grades 7-12.</p> <p>All (100%) students in grades 7-12 should be using Canvas for their learning management system.</p> <p>All (100%) courses in grades 7-12 should be created within Canvas.</p> <p>Chromebooks</p> <p>All Chromebooks used by students and staff will be current and within AUE (Auto Update Expiration). This should be a minimum of 17,500 devices.</p> <p>Sustainability plan will be created and easily implemented with at least a 5-year plan of replacement devices.</p>		<p><b>Marty Sharpe</b></p>	<p><b>06/01/2024</b></p>
<p><b>Actions</b></p>		<p><b>11 of 19 (58%)</b></p>		
<p>7/14/21</p>	<p>CAN - Expose CCS Directors and School Administrators to Canvas through Admin Academy 2021</p>	<p>Complete 08/30/2021</p>	<p>Marty Sharpe</p>	<p>08/30/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CAN - School Administrators identify and notify school staff chosen to attend CCS Canvas Training and become School Level Trainers</p>	<p>Complete 08/30/2021</p>	<p>Fred Whalen</p>	<p>08/30/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CAN - Contract with Leslie Black to design CCS Canvas Training for Elementary and Secondary staff (Train the Trainer Module)</p>	<p>Complete 09/10/2021</p>	<p>Marty Sharpe</p>	<p>09/10/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CAN - Design introductory CCS Canvas for Elementary and Secondary Train the Trainer Model Course</p>	<p>Complete 09/10/2021</p>	<p>Marty Sharpe</p>	<p>09/10/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CAN - Implement CCS Canvas Training for Elementary and Secondary staff</p>		<p>Marty Sharpe</p>	<p>12/10/2021</p>
<p><i>Notes:</i></p>				
<p>7/14/21</p>	<p>CS - Gather data on current fleet of Chromebooks of Auto Expiration Policy (AEP) expiration dates</p>	<p>Complete 07/30/2021</p>	<p>Marty Sharpe</p>	<p>08/01/2021</p>

	<i>Notes:</i>			
7/14/21	CS - Create draft Request for Proposal (RFP) with input from multiple cross-collaborative teams	Complete 07/29/2021	Marty Sharpe	07/29/2021
	<i>Notes:</i>			
7/14/21	CS - Finalize Request for Proposal (RFP) for Board Approval	Complete 08/23/2021	Marty Sharpe	08/23/2021
	<i>Notes:</i>			
7/14/21	CS - Develop a plan for the reacquisition and recycle/reuse of out of date Chromebooks		Marty Sharpe	12/01/2021
	<i>Notes:</i>			
7/14/21	CS - Request for Proposal (RFP) will be posted for a minimum of 30 days on CCS website	Complete 08/02/2021	Marty Sharpe	09/23/2021
	<i>Notes:</i>			
7/14/21	CS - Review Chromebook proposals to determine bid winner	Complete 09/28/2021	Marty Sharpe	10/07/2021
	<i>Notes:</i>			
7/14/21	CS - Order Chromebooks for CCS students	Complete 10/29/2021	Marty Sharpe	10/29/2021
	<i>Notes:</i>			
11/9/21	CAN - Reflect on Canvas use during 1st quarter and create a Google survey for teachers regarding their Canvas concerns		Marty Sharpe	01/07/2022
	<i>Notes:</i>			
11/9/21	CAN - Revisit CCS Canvas for Elementary and Secondary Train the Trainer Model Course for updates while addressing teacher concerns		Marty Sharpe	01/31/2022
	<i>Notes:</i>			
11/9/21	CAN - Implement CCS Canvas Training for Elementary and Secondary staff		Marty Sharpe	05/31/2022
	<i>Notes:</i>			
11/9/21	CAN - Purchase 1700 shells for current touchscreen Chromebook fleet to lower damage and build sustainability	Complete 10/26/2021	Marty Sharpe	10/26/2021
	<i>Notes:</i>			
11/9/21	CAN - Develop a plan for the reacquisition and recycle/reuse of out of date Chromebooks		Marty Sharpe	12/01/2021
	<i>Notes:</i>			
11/9/21	CAN - Develop a plan and cadence for proper Chromebook use to reemphasize to students/parents/teacher		Marty Sharpe	01/07/2022

<i>Notes:</i>					
11/9/21	CAN - Develop a plan for replacing Lenovo n23 Chromebooks in High School (typically Juniors) utilizing Emergency Connectivity Funding round 2 funds.			Marty Sharpe	01/07/2022
<i>Notes:</i>					
	<b>D08</b>	<b>The district supports schools working toward creating the conditions for personalized learning.(6836)</b>		<b>Implementation Status</b>	<b>Assigned To</b>
<b>Initial Assessment:</b>		Student Services personnel receive ongoing training in youth mental health. School administrators and some teachers have completed the Youth Mental Health course. All K-8 Schools have access to a social-emotional curriculum (Second Step). Prior to the pandemic, the district celebrated a character education trait each month and recognized students who exemplify the character trait.		Limited Development 06/01/2021	
<b>How it will look when fully met:</b>		K-8 schools will implement Second Step schoolwide. All teachers and staff will be knowledgeable about youth mental health. A system will be in place to ensure the fidelity of implementation of Second Step through the use of a district pacing guide. We will be able to show a decrease in the number of office referrals related to social emotional behaviors.			<b>Maria Ballard</b>
<b>Actions</b>				<b>18 of 29 (62%)</b>	
7/14/21	MH - Seek Board of Education approval for School Mental Health Plan			Complete 07/30/2021	Maria Ballard
<i>Notes:</i>					
7/14/21	MH - Submit School Mental Health Plan to state			Complete 09/15/2021	Maria Ballard
<i>Notes:</i>					
7/14/21	MH - Identify trainings to meet requirements of legislation			Complete 07/30/2021	Maria Ballard
<i>Notes:</i>					
7/14/21	MH - Explain School Mental Health Initiative to school administrators			Complete 07/30/2021	Maria Ballard
<i>Notes:</i>					
7/14/21	MH - Inform school personnel about School Mental Health Initiative and training requirements			Complete 08/31/2021	Maria Ballard
<i>Notes:</i>					
7/14/21	MH - Review data in regards to completion				Sharon Harwood
<i>Notes:</i>					



7/14/21	MH - Train four additional QPR trainers		Maria Ballard	12/30/2021
	<i>Notes:</i>			
11/9/21	MH - Conduct quarterly monitoring of School Mental Health Plan		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	MH - Make necessary adjustments regarding School Mental Health Plan		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	MH - Monitor School Mental Health training completion		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	MH - Meet with Kintegra to refine partnership for suicide risk referral protocol		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	SEL - Create processes and procedures for Regular Education Behavior Support Team	Complete 08/31/2021	Sharon Harwood	08/31/2021
	<i>Notes:</i>			
11/9/21	SEL - Hire Regular Education Behavior Support Personnel	Complete 08/31/2021	Sharon Harwood	08/31/2021
	<i>Notes:</i>			
11/9/21	SEL - Refine School-Based Protocol to request assistance for Regular Education Behavior Support	Complete 08/31/2021	Sharon Harwood	08/31/2021
	<i>Notes:</i>			
11/9/21	SEL - Disaggregate office referral data by school	Complete 10/15/2021	Sharon Harwood	10/15/2021
	<i>Notes:</i>			
11/9/21	SEL - Train Assistant Director of Adolescent Behavior and Social Emotional Health in Educators Handbook	Complete 09/15/2021	Sharon Harwood	09/15/2021
	<i>Notes:</i>			
11/9/21	SEL - Train new school administrators in Educators Handbook	Complete 10/01/2021	Sharon Harwood	10/01/2021
	<i>Notes:</i>			
11/9/21	SEL - Train Regular Education Behavior Support Personnel in Behavior Interventions and De-escalation Techniques		Sharon Harwood	06/06/2022
	<i>Notes:</i>			
11/9/21	SEL - Ensure elementary and middle school principals understand district expectation for schoolwide implementation of social-emotional learning curriculum	Complete 09/30/2021	Maria Ballard	09/30/2021
	<i>Notes:</i>			

11/9/21	SEL - Train K-8 teachers in social-emotional learning curriculum (Second Step)	Complete 09/30/2021	Maria Ballard	09/30/2021
	<i>Notes:</i>			
11/9/21	SEL - K-8 teachers will complete Beginning of the Year social-emotional screener	Complete 10/15/2021	Maria Ballard	10/15/2021
	<i>Notes:</i>			
11/9/21	SEL - Create pacing guide for elementary Second Step curriculum	Complete 08/13/2021	Maria Ballard	08/15/2021
	<i>Notes:</i>			
11/9/21	SEL - Create pacing guide for middle school Second Step implementation	Complete 08/13/2021	Maria Ballard	08/15/2021
	<i>Notes:</i>			
11/9/21	SEL - Delivered parent notification regarding screeners	Complete 10/15/2021	Maria Ballard	10/15/2021
	<i>Notes:</i>			
11/9/21	SEL - District meeting with Panorama regarding screener results	Complete 10/29/2021	Maria Ballard	10/30/2021
	<i>Notes:</i>			
11/9/21	SEL - Train school administrators and school counselors in screener data analysis		Maria Ballard	01/07/2022
	<i>Notes:</i>			
11/9/21	SEL - School personnel will use screener data to identify skill deficits and areas of need		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	SEL - Schools will develop a plan to address skill deficits and areas of need		Maria Ballard	06/06/2022
	<i>Notes:</i>			
11/9/21	SEL - Continue to implement Second Step lessons		Maria Ballard	06/06/2022
	<i>Notes:</i>			