

Comprehensive Progress Report

Mission: NIHS strives to grow ALL students' academic success by promoting their mental, physical, emotional, and social well-being by building relationships.

Respecting all

Acquiring knowledge

Vision: Inspiring others

Demonstrating caring attitudes

Encouraging success

Raising the achievement bar

Goals:

A1.04: ALL students will be assessed on their progress frequently using a variety of evaluation methods and teachers will make appropriate curriculum adjustments based on results

A4.06: ALL students will have access to teachers who are attentive to their students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.

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.

B2.03 ALL students have teacher that are a part of an established a team structure among teachers with specific duties and time for instructional planning to ensure students' success.



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 | | | |
| A1.04 | | ALL teachers assess student progress frequently using a variety of evaluation methods and make appropriate curriculum adjustments based on results.(5085) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | 1). All teachers are expected to frequently assess students and monitor their progress. This is happening in the four core areas: math, science, English, and social studies within the PLC. Our next steps are to expand this to all courses. 2). Teachers engage in data review with content coaches and administrators to close gaps, personalize education (differentiate) and prepare students for careers and/or college readiness. 3). Time spent in PLC meetings and department meetings are also focused on improving yearly growth and proficiency on EOC/ACT/CTE/AP/Final Exams this is to ensure we are making adequate yearly progress and closing the achievement gap 4). Staff development and PDs are geared towards preparing all students for careers and/ or college readiness as well as closing achievement gaps. | Limited Development 08/29/2019 | | |
| | | Priority Score: 2 Opportunity Score: 3 | Index Score: 6 | | |
| <i>How it will look when fully met:</i> | | All teachers are monitoring and recording data and adjusting appropriately. EOC/CTE/Final exam scores will reflect this. | Objective Met 09/22/22 | Diana Jones | 08/22/2022 |
| Actions | | | | | |
| 11/4/20 | Teachers will create remediation plans for failing students. | Complete 05/25/2021 | Diana Jones | 05/25/2021 | |
| | <i>Notes:</i> Teachers will use assessment data to identify at-risk students. | | | | |
| 9/9/20 | All teachers will participate in biweekly PLC meetings | Complete 09/30/2021 | Diana Jones | 09/30/2021 | |
| | <i>Notes:</i> All teachers will participate in biweekly PLCs | | | | |
| 9/29/21 | All English 1 teachers are using Phonics for Reading in their academic and inclusion classes. | Complete 10/15/2021 | Alisha Osborne | 10/15/2021 | |
| | <i>Notes:</i> | | | | |
| 9/9/20 | All teachers will analyze their classroom data and adjust accordingly. | Complete 10/18/2021 | Diana Jones | 10/30/2021 | |
| | <i>Notes:</i> All teachers will assess students in a variety of methods. Teachers will analyze data to adjust curriculum and close gaps. Teachers will spiral material to help close these gaps. | | | | |

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| 2/1/22 | EVAAS data explained in PLC each week, with a focus of "every student, every day" | Complete 01/03/2022 | Diana Jones | 05/30/2022 |
| <i>Notes:</i> | | | | |
| 9/25/19 | Core and CTE teachers are meeting in weekly PLCs. | Complete 08/29/2022 | Diana Jones | 08/29/2022 |
| <i>Notes:</i> 1. Core and CTE teachers are participating in weekly PLC meetings. 2. Progress will be monitored by EOC and CTE scores. | | | | |
| 9/26/19 | EOC and CTE teachers (and prerequisite teachers) are analyzing data for gaps. | Complete 08/29/2022 | Diana Jones | 08/29/2022 |
| <i>Notes:</i> 1. Teachers are giving common assessments (benchmarks/mastery checks/NC Check-ins) and using item analysis to identify gaps. 2. Progress monitored by EOC scores. | | | | |
| 9/26/19 | Teachers will share and utilize best practices | Complete 08/29/2022 | Diana Jones | 08/29/2022 |
| <i>Notes:</i> 1. Teachers will share best practices within their PLCs. 2. Teachers will try new strategies and reflect on them to see if they worked or not. 3. Progress will be monitored by EOC scores. | | | | |
| 9/26/19 | Teachers will utilize content coaches | Complete 08/29/2022 | Diana Jones | 08/29/2022 |
| <i>Notes:</i> 1. Teachers will use their appropriate content coach to enhance their classes (content, delivery, strategies, etc.) 2. Progress will be monitored by EOC scores. | | | | |
| Implementation: | | 09/22/2022 | | |
| Evidence | 10/17/2021 EVAAS Data growth from the 22-23 report. | | | |
| Experience | 10/17/2021 It is now the norm that content coaches be utilized during PLC, and discussions of assessment data are taking place weekly. Admin, teachers, and content coaches ensure that classroom instruction is aligned to NCSCOS and is beneficial to growing every student. | | | |
| Sustainability | 10/17/2021 Continue the work in our PLCs and continue to provide feedback on the process to admin and content coaches. | | | |

| 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: | | Study Hall SEL course, spend time to learn about each individual student to build the relationship, students have to graph their grade after each assessment, group noticing with attendance, class is broken into study groups with a lab leader to keep students on task and up to speed, Say Something app training for students again, SAVE club will do different violence prevention education, Promote Team Environment, Small group work gives teacher flexibility to move through room and figure out where students are struggling | Limited Development 11/11/2021 | | |
| | | Priority Score: 2 Opportunity Score: 3 | Index Score: 6 | | |
| How it will look when fully met: | | 1. Increase graduation rate by 3% as a result of students being held accountable and earning a passing grade. 2. Decrease the instances of discipline referrals from the classroom setting by 5%. | Objective Met 09/22/22 | Sarah Swendsrud | 06/11/2023 |
| Actions | | | | | |
| 11/11/21 | Discuss attendance procedures and next steps with SIT | | Complete 12/07/2021 | Sarah Swendsrud | 11/16/2021 |
| <i>Notes:</i> | | | | | |
| 11/11/21 | Plan for engagement posters | | Complete 12/07/2021 | Sarah Swendsrud | 12/07/2021 |
| <i>Notes:</i> Plan how to convey information/encourage staff members to engage the disengaged - posters | | | | | |
| 1/4/22 | Form a “focus group” of students to discuss the topic of disengagement and re-engagement | | Complete 04/08/2022 | Sarah Swendsrud | 03/30/2022 |
| <i>Notes:</i> Determine the makeup of our focus group and identify students to join the group. Freshman/Sophomore group 6-8 and one junior/senior group 6-8 members in each. | | | | | |
| 11/11/21 | Study Hall SEL course update | | Complete 01/20/2023 | Sarah Swendsrud | 05/30/2022 |
| <i>Notes:</i> Discuss expectations and implementation with SIT | | | | | |

| Implementation: | | 09/22/2022 | | |
|------------------------------|-----------|------------|--|--|
| <i>Evidence</i> | 9/22/2022 | | | |
| <i>Experience</i> | 9/22/2022 | | | |
| <i>Sustainability</i> | 9/22/2022 | | | |

| 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>All teachers will monitor students and refer as necessary to proper support staff as well as incorporate strategies from our school-wide literacy plan as a collective focus to increase comprehension. Certain study halls are being established for tiered gap instruction.</p> <p>Teachers, guidance and administration are working together to ensure all students are highly engaged and their individual needs are met.</p> | Limited Development 03/13/2017 | | |
| | | Priority Score: 2 | Opportunity Score: 2 | Index Score: 4 | |
| <i>How it will look when fully met:</i> | | During observations and classroom walk-throughs, 100% of teachers will have visible lesson objectives, implement literacy strategies and use "Capturing Kids Hearts" strategies for the betterment of classroom management. Out graduation rate will be at at least 93% and student EVAAS growth in tested subjects will show growth expectations are met. | | Diana Jones | 01/31/2023 |
| Actions | | | 7 of 12 (58%) | | |
| | 3/8/19 | All teachers will provide additional support for at-risk students. | Complete 03/12/2021 | Diana Jones | 03/08/2021 |
| | <i>Notes:</i> 1. 2. 3. Progress will be monitored by EOC scores. | | | | |
| | 9/23/20 | Enroll academically at-risk students in credit recovery options | Complete 05/21/2021 | Diana Jones | 05/20/2021 |
| | <i>Notes:</i> | | | | |
| | 5/18/21 | Utilize ISS/Tier 3 classroom for students to make up missing work | Complete 05/28/2021 | Tammy Reavis | 05/20/2021 |

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|---------|--|---------------------|-------------|------------|
| | <p><i>Notes:</i> 1. Teachers identify failing students that can do the work, but aren't. 2. Mrs. Reavis schedules students to the ISS/Tier 3 room to make up work. 3. Mrs. Sloan confirms that students are doing work and communicates with teachers. 4. Students return to their regular schedule after grades have improved.</p> | | | |
| 11/4/20 | Teachers are utilizing unit recovery options. | Complete 05/21/2021 | Diana Jones | 05/25/2021 |
| | <p><i>Notes:</i> EOC teachers are using edmentum to allow students to recover units while still enrolled in the class.</p> | | | |
| 11/4/20 | School staff members are working to bring struggling students back to school for face to face instruction. | Complete 05/21/2021 | Diana Jones | 05/25/2021 |
| | <p><i>Notes:</i> Admin is diligent in working to bring as many at-risk students as possible back to school while maintaining COVID protocols.</p> | | | |
| 2/1/22 | EVASS data analyzed weekly in PLC to discuss how to engage and grow every student, every day, | Complete 05/03/2022 | Diana Jones | 05/30/2022 |
| | <p><i>Notes:</i></p> | | | |
| 2/1/22 | Teacher meet with admin weekly to discuss specific student-related issues in PLC. | Complete 05/03/2022 | Diana Jones | 05/30/2022 |
| | <p><i>Notes:</i></p> | | | |
| 9/20/22 | Monthly PLC PD sessions geared towards L to J strategies and implementation. | | Diana Jones | 10/31/2022 |
| | <p><i>Notes:</i></p> | | | |
| 9/20/22 | Monthly check-in with Success Academy students for progress monitoring | | Diana Jones | 10/31/2022 |
| | <p><i>Notes:</i> Ensure SA students are meeting weekly goals and support SA teachers as needed.</p> | | | |
| 9/20/22 | Weekly Classroom Walkthrough data by Administration. | | Diana Jones | 10/31/2022 |
| | <p><i>Notes:</i> Checking for fidelity with literacy plan implementation and observing classroom management and instructional strategies for coaching opportunities.</p> | | | |
| 9/20/22 | Teachers are identifying students who are falling behind and recommending candidates for Tier 3 support. | | Diana Jones | 10/31/2022 |
| | <p><i>Notes:</i></p> | | | |
| 5/20/22 | School Literacy Plan being implemented by all teachers. | | Diana Jones | 01/01/2023 |
| | <p><i>Notes:</i> Strategies focused on gap areas such as comprehension, focused note-taking and explicit vocabulary understanding. iReady, L to J, AVID, etc.</p> | | | |

| Implementation: | | 08/26/2021 | | |
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| Evidence | <p>8/26/2021</p> <p>EOC teachers meet twice per week with content coaches to discuss data from common assessments.</p> <p>EOC scores have improved.</p> | | | |
| Experience | <p>8/26/2021</p> <p>Content coaches are available on the NIHS campus. EOC teachers meet twice per week with content coaches to discuss data from common assessments.</p> <p>Teachers are utilizing remediation and enhancement practices regularly and providing a variety of supports for failing students or those that are falling behind. Teachers are utilizing tiered supports to provide students with opportunities for academic success.</p> | | | |
| Sustainability | <p>8/26/2021</p> <p>Content coaches should continue to provide support. Teachers should reach out to content coaches as needed and continue to utilize them in PLCs for lesson planning and data discussions. Teachers should continue to use targeted remediation and enhancement and supports for failing students and those who are falling behind. Teachers should continue to utilize tiered supports to provide students with opportunities for academic success. Leadership should continue to observe teachers and provide feedback.</p> | | | |

| | A4.05 | ALL teachers teach and reinforce positive social skills, self-respect, relationships, and responsibility for the consequences of decisions and actions.(5123) | Implementation Status | Assigned To | Target Date |
|---|--|---|-----------------------|-------------|-------------|
| <i>Initial Assessment:</i> | Capturing Kids Hearts - Social Contracts, Class meetings with all grade levels, SEL Course in Study Hall, Forming relationships with students in each class, | Limited Development 11/11/2021 | | | |
| <i>How it will look when fully met:</i> | 1. Increase graduation rate by 3% as a result of students being held accountable and earning a passing grade. 2. Decrease the instances of discipline referrals from the classroom setting by 5%. | | Diana Jones | 06/23/2023 | |
| Actions | | 3 of 4 (75%) | | | |
| 11/11/21 | Retrain students on Say Something APP | Complete 12/07/2021 | Paul Veach | 12/20/2021 | |
| <i>Notes:</i> | | | | | |
| 2/1/22 | Check in Connect training taking place for some staff. | Complete 02/11/2022 | Terry Sherill | 02/11/2022 | |
| <i>Notes:</i> | | | | | |
| 2/16/22 | Social Contracts Semester 2 | Complete 03/04/2022 | Alisha Osborne | 02/25/2022 | |
| <i>Notes:</i> | | | | | |
| 11/11/21 | Check on progress of SEL Core lessons | | Lauren Irby | 05/30/2022 | |
| <i>Notes:</i> | | | | | |

| KEY | A4.06 | ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124) | Implementation Status | Assigned To | Target Date |
|---|---|---|-----------------------|-------------|-------------|
| <i>Initial Assessment:</i> | <p>All staff are trained or will soon be trained for implementation of Capturing Kids Hearts. Students are receiving weekly social/emotional coaching and support in study hall and in necessary situations, some students are partnered with trained check and Connect teachers for additional support.</p> <p>Teachers, guidance, administration and community partners are collaboratively involved in showing social and emotional support.</p> | Limited Development 03/13/2017 | | | |
| | Priority Score: 3 | Opportunity Score: 2 | Index Score: 6 | | |
| <i>How it will look when fully met:</i> | Staff and students will buy into the culture of the school that CKH helps to create by developing social contracts in 100% of classrooms. 100% of teachers will present weekly SEL materials and offer support to students as needed. More staff will continued to be trained in Check and Connect so that all students who need it can receive additional support. | | Diana Jones | 01/31/2023 | |
| Actions | | 11 of 15 (73%) | | | |
| 9/25/19 | All teachers will provide additional support as necessary to at-risk students. | Complete 05/25/2021 | Diana Jones | 05/20/2021 | |

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| | <p><i>Notes:</i> 1. Teachers will build meaningful relationships with students. 2. Needs to be an organic process; not forced. 3. As students realize teachers care about them, they (hopefully) will perform better.</p> | | | |
| 8/18/21 | Guidance assigned to sections alphabet, rather than grades, to follow students through high school. | Complete 08/25/2021 | Terry Sherill | 05/20/2021 |
| | <i>Notes:</i> | | | |
| 11/4/20 | Teachers are contacting parents of all students | Complete 05/25/2021 | Diana Jones | 05/25/2021 |
| | <i>Notes:</i> Teachers are contacting as many parents as possible. | | | |
| 11/4/20 | Trained staff are implementing AVID strategies for freshmen students. | Complete 05/25/2021 | Diana Jones | 05/25/2021 |
| | <i>Notes:</i> Ms. Swendsrud and Mr. McCandless are teaching an AVID elective class for freshmen. | | | |
| 11/4/20 | Admin has assigned teacher teams to each guidance counselor to help provide additional support to teachers and students. | Complete 05/25/2021 | Diana Jones | 05/25/2021 |
| | <i>Notes:</i> | | | |
| 11/4/20 | Guidance is working with specific students who are dealing with loss and grief in a small setting. | Complete 05/28/2021 | Paul Veach | 05/25/2021 |
| | <i>Notes:</i> | | | |
| 8/18/21 | Create an "engaging the disengaged" committee of teacher leaders | Complete 08/16/2021 | Sarah Swendsrud | 08/23/2021 |
| | <p><i>Notes:</i> Committee will brainstorm ways to engage students and best help ALL students be successful in the classroom.</p> <p>Also called Learner Behaviors</p> | | | |
| 8/18/21 | Establish a "marketing and climate" committee | Complete 08/16/2021 | Lauren Gaither | 08/23/2021 |
| | <i>Notes:</i> Committee will help to boost a positive climate at NIHS and increase student and teacher morale. | | | |
| 9/7/21 | Teachers will create social contracts for CKH for fall | Complete 09/24/2021 | Evan Mickey | 09/24/2021 |
| | <i>Notes:</i> | | | |
| 9/28/21 | Utilize restorative justice essays in ISS and OSS. | Complete 10/29/2021 | Diana Jones | 10/30/2021 |
| | <i>Notes:</i> | | | |
| 8/18/21 | Incorporate SEL core project lesson into study hall. | Complete 10/29/2021 | Tammy Reavis | 10/30/2021 |
| | <i>Notes:</i> | | | |
| 9/20/22 | Get additional staff trained to be Check and Connect mentors | | Diana Jones | 01/31/2022 |
| | <i>Notes:</i> | | | |

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| 9/20/22 | Teachers will implement CORE instruction during study hall every Wednesday | | Diana Jones | 10/05/2022 |
| <i>Notes:</i> | | | | |
| 8/18/21 | Offer refresher CKH PD for staff | | Diana Jones | 10/06/2022 |
| <i>Notes:</i> 1. Review social contracts, good things, restorative justice circles, greetings at the door for new staff and those who want a refresher. | | | | |
| 9/20/22 | New staff will be trained to implement CKH in their classrooms. | | Diana Jones | 10/31/2022 |
| <i>Notes:</i> | | | | |
| Implementation: | | 09/08/2022 | | |
| Evidence | 11/2/2021 Capturing Kids Hearts Processes are implemented by all teachers. Success academy and tier 3 supports have increased credits earned among students. | | | |
| Experience | 11/2/2021 11/2/2021 The school has implemented the "Capturing Kids' Hearts" program in order to build more positive relationships with students. 2) The Student Support Services team works to identify and guide at-risk students. 3) The school Success Academy targets at-risk students, especially those who need to recover credits, by placing them in a small class setting that facilitates relationship building. 4) The school SAP coordinates with the Student Support Services team and with teachers to address individual student needs. 5). The school uses 3 tiers of intervention for at-risk students. | | | |
| Sustainability | 11/2/2021 Continued refresher of Capturing Kids Hearts each year. Continued emphasis on SEL in the classroom by classroom teachers. Continued support for Tiers 1-3 by administration. Continued communication between counselors, other support staff, administrators and teachers. | | | |

| | A4.13 | The LEA/School provides all high school students with opportunities to enroll in and master rigorous coursework for college and career readiness.(5131) | Implementation Status | Assigned To | Target Date |
|---|--|---|-----------------------|-------------------|-------------|
| <i>Initial Assessment:</i> | <p>In School Promotion</p> <ul style="list-style-type: none"> • AP Academy bulletin board to promote AP classes • Have teachers of underclassmen identify students that would benefit from AP Academy. They will send these names to their guidance counselor • Freshman Orientation prior to the start of school for all incoming freshmen • Curriculum Fairs • We present at “It’s Happening Here.” • Send marketing information (AP Academy Applications, Requirements, etc) to all middle schools in and out of our district • Contact all Middle schools to ask permission to come and speak to them about all things NIHS. This year we were able to go to EIMS, NIMS, ARMS • Do school tours in the summer and during the school year for parents and students from Statesville Montessori, Statesville Christian and other private and charter schools so that they get a feel for what it is like to be a Raider • Take kids to middle schools to have an 8th grade lunch fair right before CF at high school. | Limited Development 11/11/2021 | | | |
| | Priority Score: 2 | Opportunity Score: 2 | Index Score: 4 | | |
| <i>How it will look when fully met:</i> | <p>North Iredell HS will be marketed as a school that can benefit ALL students. Students will have a competitive advantage for college admissions, scholarships, and career opportunities.</p> <p>1 – Increase enrollment by 3% each year</p> <p>2 – Increase overall enrollment in AP classes by 5%</p> | Objective Met 09/22/22 | Lauren Gaither | 06/11/2022 | |
| Actions | | | | | |
| 11/11/21 | Discuss improvements to recruitment processes. | Complete 11/02/2021 | Lauren Gaither | 11/02/2021 | |
| | <i>Notes:</i> | | | | |
| 11/11/21 | Update list of clubs | Complete 12/16/2021 | Lauren Gaither | 11/16/2021 | |
| | <i>Notes:</i> | | | | |

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| 11/11/21 | Discuss possibility of a pre-8th grade camp | Complete 12/07/2021 | Lauren Gaither | 12/07/2021 |
| | <i>Notes:</i> | | | |
| 1/4/22 | Reviewed ISS Board Policy regarding student sponsored clubs and curriculum based clubs. | Complete 12/15/2021 | Diana Jones | 12/21/2021 |
| | <i>Notes:</i> | | | |
| 1/4/22 | Discuss bringing back interest level homerooms | Complete 02/15/2022 | Lauren Gaither | 02/15/2022 |
| | <i>Notes:</i> | | | |
| 2/1/22 | Plan for CORE plus MORE tables at Parent Night. | Complete 02/15/2022 | Lauren Gaither | 02/15/2022 |
| | <i>Notes:</i> | | | |
| 2/16/22 | MajorClarity Career and College readiness onboarding for students | Complete 02/18/2022 | Diana Jones | 02/18/2022 |
| | <i>Notes:</i> | | | |
| 2/16/22 | Parent Night implementation | Complete 02/22/2022 | Diana Jones | 02/22/2022 |
| | <i>Notes:</i> | | | |
| 2/16/22 | Students can enroll in CCP (College and Career Promise Program) through MCC. | Complete 03/01/2022 | Maribeth Warren | 02/28/2022 |
| | <i>Notes:</i> | | | |
| 1/25/22 | Organize 8th grade tours | Complete 02/15/2022 | Lauren Gaither | 02/28/2022 |
| | <i>Notes:</i> | | | |
| 11/11/21 | Discuss AP Fair possibility | Complete 02/15/2022 | Alisha Osborne | 02/28/2022 |
| | <i>Notes:</i> | | | |
| 3/15/22 | New registration course maps implemented for AP students | Complete 04/05/2022 | Diana Jones | 04/01/2022 |
| | <i>Notes:</i> | | | |
| Implementation: | | 09/22/2022 | | |
| Evidence | 9/22/2022 | | | |
| Experience | 9/22/2022 | | | |
| Sustainability | 9/22/2022 | | | |

| Core Function: | | Dimension B - Leadership Capacity | | | |
|---|----------|--|------------------------------|----------------|-------------|
| Effective Practice: | | Strategic planning, mission, and vision | | | |
| | B1.05 | The principal offers frequent opportunities for staff and parents to voice constructive critiques of the school's progress and suggestions for improvement.(5139) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | Parents regularly call/email principals to voice concerns. SIT fields concerns from department chairs and other staff. | No Development 11/11/2021 | | |
| <i>How it will look when fully met:</i> | | Staff will feel comfortable voicing concerns and providing constructive criticism and suggestions for improvement. Principal will promptly respond to feedback from staff and parents. This should lead to a better climate amongst staff and a more efficient school. | | Evan Mickey | 06/30/2023 |
| Actions | | | 7 of 9 (78%) | | |
| | 11/11/21 | Culture and Climate Goal Team created | Complete 10/15/2021 | Diana Jones | 10/15/2021 |
| <i>Notes:</i> | | | | | |
| | 11/11/21 | Discuss plans for template with SIT. | Complete 11/16/2021 | Evan Mickey | 11/16/2021 |
| <i>Notes:</i> | | | | | |
| | 11/11/21 | Create a template for staff to voice concerns and offer suggestions. | Complete 12/07/2021 | Evan Mickey | 12/07/2021 |
| <i>Notes:</i> | | | | | |
| | 1/25/22 | Show form to admin for final approval and add to "In The Know" at the beginning of 2nd Semester. | Complete 02/28/2022 | Evan Mickey | 02/08/2022 |
| <i>Notes:</i> | | | | | |
| | 1/4/22 | Open "concerns" form to staff | Complete 03/01/2022 | Evan Mickey | 02/28/2022 |
| <i>Notes:</i> | | | | | |
| | 3/15/22 | Teachers take the NC TWC Survey | Complete 03/31/2022 | Alisha Osborne | 03/31/2022 |
| <i>Notes:</i> | | | | | |
| | 5/20/22 | Principal and Content Coaches asked for feedback when creating the new literacy plan. | Complete 04/25/2022 | Diana Jones | 05/01/2022 |
| <i>Notes:</i> | | | | | |
| | 3/15/22 | Review form responses | | Evan Mickey | 06/01/2022 |
| <i>Notes:</i> | | | | | |
| | 3/15/22 | Review results of NC TWC Survey | | Diana Jones | 06/07/2022 |
| <i>Notes:</i> | | | | | |

| Core Function: | | Dimension B - Leadership Capacity | | | |
|---|---|---|-----------------------------------|-------------|-------------|
| Effective Practice: | | Distributed leadership and collaboration | | | |
| | B2.01 | School culture promotes and supports the physical, social, emotional, and behavioral health of all school personnel. (5855) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | Capturing Kids hearts training for staff included some SEL components for staff. | Limited Development 11/11/2021 | | |
| <i>How it will look when fully met:</i> | | <p>Teachers and staff will have improved mental, emotional, social, and behavioral health. Teachers and staff will feel a sense of community and support within the school.</p> <ul style="list-style-type: none"> • Measured by (possibly) using a self-assessment tool or survey. • Reduced number of staff complaints. | | Evan Mickey | 06/30/2023 |
| <i>Actions</i> | | | 6 of 7 (86%) | | |
| 11/11/21 | Ask SIT for ideas to suggest to staff promote self care | | Complete 11/16/2021 | Evan Mickey | 11/16/2021 |
| | <i>Notes:</i> | | | | |
| 1/4/22 | Have a staff social to promote school community | | Complete 12/16/2021 | Diana Jones | 12/21/2021 |
| | <i>Notes:</i> | | | | |
| 2/1/22 | Suggestion/ Problem Solution form distributed to to staff. | | Complete 02/14/2022 | Evan Mickey | 02/15/2022 |
| | <i>Notes:</i> | | | | |
| 2/16/22 | Celebration for student growth planned | | Complete 02/08/2022 | Diana Jones | 02/15/2022 |
| | <i>Notes:</i> | | | | |
| 11/11/21 | Distribute mental health self assessments and resources | | Complete 03/14/2022 | Evan Mickey | 02/28/2022 |
| | <i>Notes:</i> | | | | |
| 2/1/22 | Monthly celebration for teachers regarding growth of 20-21 school year. | | Complete 04/06/2022 | Diana Jones | 04/06/2022 |
| | <i>Notes:</i> | | | | |
| 5/3/22 | Review TWC results. | | | Diana Jones | 06/07/2022 |
| | <i>Notes:</i> | | | | |

| | 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> | | 1) Teachers are required to meet every two weeks in PLCs for at least one hour with their respective content coach and admin. PLCs discuss pacing, curriculum, and sharing best practices (among other things). 2) Teachers are required to meet every two weeks in PLCs for at least one hour with their teacher-led teams. PLCs discuss pacing, curriculum, and sharing best practices (among other things) 3) Teachers have planning periods during which to plan instruction. 4) The Operational goal team has created a process for assigning teachers to specific duties. 5) The school has three designated goal teams to work on various tasks related school improvement, marketing, culture, communication, operations, academics, and engagement. 6). Teachers, administrators, and staff work to make the school run efficiently and with effective policies to create a healthy and safe school environment. | | Limited Development 03/13/2017 | | |
| <i>How it will look when fully met:</i> | | 100% of teachers are utilizing admin-led and teacher-led PLC meetings to improve instruction and close student gaps. 100% of teachers are actively participating on a goal team. 100% of teachers are performing their assigned duties to improve school functions. | | | Diana Jones | 06/30/2023 |
| Actions | | | | 16 of 17 (94%) | | |
| | 8/19/21 | Goal teams created and explained | | Complete 08/17/2021 | Diana Jones | 08/17/2021 |
| | <i>Notes:</i> Three goal teams are: Engaging the disengaged (academic) Marketing and Culture Communication and Campus (operations) | | | | | |
| | 8/19/21 | Department chairs elected | | Complete 08/19/2021 | Alisha Osborne | 08/19/2021 |
| | <i>Notes:</i> | | | | | |
| | 9/7/21 | Goal-team leaders partaking in training | | Complete 09/13/2021 | Alisha Osborne | 09/13/2021 |
| | <i>Notes:</i> Led by Dr. Eury | | | | | |
| | 9/28/21 | Goal Teams have created visions and Smart goals. | | Complete 09/27/2021 | Diana Jones | 09/29/2021 |
| | <i>Notes:</i> | | | | | |
| | 8/19/21 | Teacher leaders for subject area PLCs have been selected | | Complete 10/26/2021 | Diana Jones | 10/26/2021 |
| | <i>Notes:</i> | | | | | |

| | | | | |
|---------|---|---------------------|----------------|------------|
| 9/28/21 | Goal team chairs will meet with Dr.Eury for PD regarding teacher efficacy. | Complete 10/27/2021 | Diana Jones | 10/27/2021 |
| | <i>Notes:</i> | | | |
| 9/28/21 | CB&C Committee and NHS Coordinator will oversee the beautification of the senior courtyard | Complete 11/02/2021 | Evan Mickey | 12/31/2021 |
| | <i>Notes:</i> To improve the visual appearance of the senior courtyard (fall semester) | | | |
| 8/19/21 | ALL Teachers will participate on a goal team | Complete 11/02/2021 | Diana Jones | 01/07/2022 |
| | <i>Notes:</i> Three goal teams are: Engaging the disengaged (academic) Marketing and Culture Communication and Campus (operations) | | | |
| 9/28/21 | Teacher Duties are assigned | Complete 01/11/2022 | Alisha Osborne | 01/07/2022 |
| | <i>Notes:</i> Once in fall and once in spring | | | |
| 8/19/21 | ALL Teachers will participate in admin-led PLC meetings with content coaches | Complete 10/11/2021 | Diana Jones | 01/07/2022 |
| | <i>Notes:</i> Teacher will actively utilize their content coaches. | | | |
| 8/19/21 | ALL Teachers will participate in teacher-led PLC meetings | Complete 10/18/2021 | Diana Jones | 01/30/2022 |
| | <i>Notes:</i> | | | |
| 1/25/22 | Make plans for increasing enrollment in programs -CTE, Fine Arts, AP, Athletics | Complete 02/22/2022 | Diana Jones | 03/01/2022 |
| | <i>Notes:</i> | | | |
| 9/28/21 | Marketing Team will oversee increasing enrollment by 3% | Complete 11/02/2021 | Lauren Gaither | 05/23/2022 |
| | <i>Notes:</i> | | | |
| 9/28/21 | Marketing team will oversee increasing AP class enrollment by 5% | Complete 11/02/2021 | Lauren Gaither | 05/23/2022 |
| | <i>Notes:</i> | | | |
| 9/28/21 | CB&C will oversee the beautification of the lunch pavilion | Complete 11/02/2021 | Alisha Osborne | 05/23/2022 |
| | <i>Notes:</i> By the end of fall semester | | | |
| 8/19/21 | Admin will hold ALL teachers and staff accountable for their duties and responsibilities | Complete 09/22/2021 | Diana Jones | 05/23/2022 |
| | <i>Notes:</i> | | | |
| 3/15/22 | Discuss improvements for duties for 22-23 | | Lauren Gaither | 06/01/2022 |
| | <i>Notes:</i> | | | |

| Core Function: | | Dimension E - Families and Community | | | |
|---|--|--|-----------------------------------|----------------|-------------|
| Effective Practice: | | Community Engagement | | | |
| E2.02 | | The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.(5189) | Implementation Status | Assigned To | Target Date |
| <i>Initial Assessment:</i> | | School uses ConnectED messages, NIHS Facebook site & Raidernation, School wide email, and daily announcements to communicate to students and parents. | Limited Development 11/11/2021 | | |
| <i>How it will look when fully met:</i> | | <p>Communication will be current, clear, and inclusive to all members of the NIHS community.</p> <p>1 – Increase enrollment by 3% each year</p> <p>2 – Increase overall enrollment in AP classes by 5%</p> | Add Actions | Lauren Gaither | 06/30/2023 |
| Actions | | | 9 of 10 (90%) | | |
| 11/11/21 | Discuss creation of a remind for students | | Complete 12/07/2021 | Pamela Johnson | 11/16/2021 |
| <i>Notes:</i> Did not create | | | | | |
| 11/11/21 | Create subcommittees to address AP marketing and overall student marketing | | Complete 12/07/2021 | Pamela Johnson | 12/07/2021 |
| <i>Notes:</i> | | | | | |
| 11/11/21 | Discuss adding more social media outlets | | Complete 12/07/2021 | Pamela Johnson | 12/07/2021 |
| <i>Notes:</i> TikTok, Instagram, SnapChat, etc. | | | | | |
| 1/25/22 | Discuss Parent Night possibilities | | Complete 01/28/2022 | Diana Jones | 01/30/2022 |
| <i>Notes:</i> | | | | | |
| 2/1/22 | Reach out to parents concerning parent night via connectEd message, facebook announcements, flyers, and brochures. | | Complete 02/08/2022 | Alisha Osborne | 02/22/2022 |
| <i>Notes:</i> | | | | | |
| 2/1/22 | Reach out to feeder schools regarding parent night. | | Complete 02/18/2022 | Lauren Gaither | 02/22/2022 |
| <i>Notes:</i> | | | | | |
| 1/4/22 | Plan for curriculum far/night | | Complete 01/27/2022 | Lauren Gaither | 02/28/2022 |

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|---------------|---|---------------------|----------------|------------|
| <i>Notes:</i> | | | | |
| 1/25/22 | Plan possible Community Outreach Event: Easter Egg Hunt | Complete 03/30/2022 | Lauren Gaither | 03/30/2022 |
| <i>Notes:</i> | | | | |
| 3/15/22 | Discuss Pros and Cons of Parent Night | Complete 03/15/2022 | Lauren Gaither | 04/01/2022 |
| <i>Notes:</i> | | | | |
| 4/20/22 | Create a plan for Raider Day 2022 | | Lauren Gaither | 09/23/2022 |
| <i>Notes:</i> | | | | |