

Comprehensive Progress Report

Mission:

Isaac Bear Early College High School is in a Cooperative Innovated partnership between NHCS and UNCW to promote a diverse student body of engaged lifelong learners, including first-generation college students, in pursuit of higher education and civic responsibilities as they serve their community and extend their education and social awareness from IBECHS to UNCW, and beyond.

Vision:

Will be recognized for innovative preparation of lifelong learners in higher education and services to a diverse community .

Goals:

Implement strategies to target AIG and High Achieving Students to exceed expected growth.

Instruction at Isaac Bear will meet all contents of the New Hanover County Instructional Framework of Learning Targets posted daily, Student Discourse taking place daily, and Visual Aides posted in classrooms.



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		High expectations for all staff and students			
A1.01		The principal models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of effective practices.(5082)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Isaac Bear Staff is expected to follow the 2022-2023 New Hanover County Instructional Framework. In all content areas, Staff will: Post daily Learning Targets Create an environment which features Student Discourse. Provide Students with visual aides throughout the classroom and hallways.	Limited Development 09/14/2022		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
<i>How it will look when fully met:</i>		When the objective is fully met, Isaac Bear will have a School Performance Rate greater than 90%, and will exceed expected Student Growth Data.	Objective Met 05/31/23	Ronald Villines	05/17/2023
Actions					
	9/14/22	Mr. Villines will visit and have discussion each Wednesday during grade level meetings on the importance of making sure we are following the expectations on the Framework with fidelity.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>					
	12/15/22	Mr. Villines is going to center it around our goals of an A report card grading, exceeding that growth, particularly with AIG students. We have a lot of students who are not measured in our growth model based on what school they came from. Mr. Villines will visit and have a discussion each Wednesday during grade-level meetings on the importance of our goals.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>					
Implementation:			05/31/2023		
Evidence		5/31/2023 End of Year Assessments results.			

Experience	5/31/2023 As a Team, we stayed focused on Student Improvement and Growth for the entire year.			
Sustainability	5/31/2023 Staff creating engaging lessons that allows for Students to collaborate and critically think.			
A1.03	The LEA/School promotes a school culture in which professional collaboration is valued and emphasized by all.(5084)	Implementation Status	Assigned To	Target Date
Initial Assessment:	<p>Each Wednesday morning during PE/Health, both of our Cohorts will participate in content area PLC's, grade level PLC's, and whole school PLC's.</p> <p>Our plan is to continue to work on cross-curricular thematic projects, as well as cross cohort PBL's.</p> <p>We are driving towards Mastery of Standards, and not a major focus of the grade received on standards.</p> <p>This is the first year we have placed this indicator into the Success Cycle. The Isaac Bear School Improvement Team feels this indicator will be in Full Implementation by May 2022.</p>	Limited Development 09/09/2021		
	Priority Score: 2 Opportunity Score: 3	Index Score: 6		
How it will look when fully met:	<p>When fully implemented, even in a small environment we will have a culture set which a focus of collaboration between staff to increase student academic achievement.</p> <p>Morgan Mannion and Kitt Starnes will also assist in moving this indicator to full implementation by the end of the 2021-2022 School Year.</p>	Objective Met 05/31/23	Cyrus Taylor	05/19/2022
Actions				
	3/22/22 Continue to collaborate with UNCW Departments and Professors to expose our Isaac Bear Students in the 9th & 10th Grades with all the things UNCW has to offer	Complete 05/18/2022	Cyrus Taylor	05/18/2022
<i>Notes:</i> This will be completed on Friday's during our normal campus visit.				

9/21/21	Weekly Wednesday Instructional Meetings between Content Areas, Grade Levels, and Whole School Teachers	Complete 05/18/2022	Cyrus Taylor	05/18/2022
<i>Notes:</i>				
10/8/21	Daily, Weekly, Monthly informal and formal assessments. Examples of these are: Review Games (exit ticket): Kahoot, Near Pod, Pear Deck Journaling Quizzes...Homework Quizzes Classroom Teacher Made Test NCCheckin's SCA's...SCA's maybe used as Pre-Assessments	Complete 05/18/2022	Cyrus Taylor	05/18/2022
<i>Notes:</i> Focus on Student Mastery of Content				
10/8/21	Cross Grade Level Curricular Student Activities	Complete 05/02/2022	Kitt Starnes	10/08/2022
<i>Notes:</i>				
12/15/22	Work with Sea-Teach and WECHS Principal's to create time on Friday's for all three specialty Schools to have time to collaborate together in their individual Content Areas.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i> Working with Dr. Tony Burks, our Coach was a key to help reach Full Implementation.				
Implementation:		05/31/2023		
Evidence	5/23/2022 Meeting each week on Wednesday's to discuss Students and the issue some are feeling. This helped us work with Students in our individual classes, but at the same time presenting a united front.			
Experience	5/23/2022 We met as a Team throughout the 2021-2022 School Year. The Isaac Bear School Improvement pursued this objective across both Grade Levels, and inside each classroom.			
Sustainability	5/23/2022 We will remember the actions we had in place when working with the Indicators to sustain them during the year, ven when we are not focused on this Indicator.			

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:		<p>All teachers establish a constructive academic culture in the Remote Learning Environment that embraces high expectations to promote student engagement and critical thinking so that students may honor academic integrity and collaboration.</p> <p>This indicator will be in Full Implementation by the end of the 2020-2021 School Year.</p>	Limited Development 09/20/2019		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:		Students will receive the same High Yield Instructional Practices in the Remote Learning Environment that is similar to the instruction provided in the Face to Face Learning Environment.	Objective Met 05/23/22	Ronald Villines	05/18/2022
Actions					
	9/25/20	<p>Using Zoom to connect with Students Remotely. Zoom will be used for Direct Instruction, Tutoring, Student Parent Meetings. Isaac Bear Staff will instruct synchronously with both Remote and Face to Face Students</p> <p>Canvas will be the LMS Platform we use for Remote Instruction.</p> <p>Hotspots are provided for Students needing High Speed Internet.</p>	Complete 05/10/2021	Ronald Villines	05/19/2021
<i>Notes:</i> Isaac Bear will follow this model until New Hanover County Schools return to Plan A.					
	3/17/21	Creating a balance of High Yield Instructional Strategies for both Face to Face and Remote Learners.	Complete 05/10/2021	Ronald Villines	05/19/2021
<i>Notes:</i> As we move towards being officially in Plan A with students still having the option for Remote Learning, we will have more Students in Face to Face five days a week, but at the same time keeping the instruction balanced with our Remote Learners.					
	1/18/22	When Students are quarantined, assignments and activities will be posted in Canvas for completion.	Complete 05/18/2022	Ronald Villines	05/18/2022
<i>Notes:</i>					
Implementation:			05/23/2022		

Evidence	5/12/2021 Zoom, Canvas, Peardeck, Teacher Webpages, Email & parent calls, Google Classroom, and Common Lit.			
Experience	5/12/2021 This was something new during the COVID School Year, but the Isaac Bear Staff worked vigorously to provide High Yield instructional strategies via Zoom with the Remote and hybrid model we followed during the 2020-2021 School Year.			
Sustainability	5/12/2021 Hopefully we will be back to a normal school routine next year, and we will not have to sustain this effort.			

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
---	-----	-------	--	-----------------------	-------------	-------------

Initial Assessment:	Isaac Bear Staff implements this indicator in all content areas when addressing standards that need to be taught for each unit.			Limited Development 09/14/2022		
----------------------------	---	--	--	-----------------------------------	--	--

	Priority Score: 3	Opportunity Score: 3	Index Score: 9			
--	-------------------	----------------------	----------------	--	--	--

How it will look when fully met:	When the objective is fully met, Isaac Bear will have a School Performance Rate greater than 90%, and will exceed expected Student Growth Data.				Ronald Villines	05/17/2023
---	---	--	--	--	------------------------	-------------------

Actions				2 of 3 (67%)		
----------------	--	--	--	---------------------	--	--

9/14/22	Meet with Teachers monthly as Departments to discuss the instructional standards being taught for each Unit.	Complete 05/17/2023	Ronald Villines	05/17/2023
---------	--	---------------------	-----------------	------------

Notes:					
---------------	--	--	--	--	--

12/15/22	Mr. Villines will focus on data with content areas as we begin the 2nd Semester in January of 2023. The data points used will be NCCI Data, EVAAS Projections scores aligned with NCCI and Teacher given exams, Student growth on Teacher made assessments in non EOC tested courses.	Complete 05/17/2023	Ronald Villines	05/17/2023
----------	---	---------------------	-----------------	------------

Notes:					
---------------	--	--	--	--	--

11/21/23	Meet with Teachers during each Semester to continue to unpack Standards that we are Teaching this year. We will look at our pacing guides to make sure we cover all Standards in each of our Content Areas. There will be a continued focus on the NHCS Instructional Framework.		Ronald Villines	05/16/2024
<i>Notes:</i>				
Implementation:		05/31/2023		
Evidence	5/31/2023 2022-2023 Assessment Data			
Experience	5/31/2023 Lesson Plans were created by Teachers that followed the NHCS Instructional Framework. Teachers discussed informal and formal assessment data with Isaac bear Administration.			
Sustainability	5/31/2023 Staff retention to keep the focus on preparing Students for Postsecondary Education			
!	A2.06	ALL teachers reinforce elements of mastered knowledge that can be retained through review, questioning, and inclusion in subsequent assignments.(5096)	Implementation Status	Assigned To
Initial Assessment:		Mr. Villines will monitor and hold conversations with Isaac Bear Staff Members of the lesson plans developed for Units, and the activities that go along with the Unit that will create a Mastery of the Content for Students.	Limited Development 09/14/2022	
		Priority Score: 3 Opportunity Score: 3	Index Score: 9	
How it will look when fully met:		Students will have a mastery of the content that was presented to them that matches the letter grade they received for the course.	Ronald Villines	05/17/2023
Actions			4 of 5 (80%)	
9/14/22	Daily Classroom Walk-throughs, and Teacher Evaluations. Discussing with the Staff Members the progress they are making with their instruction.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>				
12/15/22	Continue to create and assess the utilization of DOK 1-4 questioning stems.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>				

1/13/23	Villines will discuss with staff members about lesson plans to ensure mastery for students. Daily classroom walkthroughs, continuing to create and assess the utilization of DOK 1-4 questioning stems	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>				
3/17/23	Students use the skills and concepts they've learned in their History and English classes to have structured debates about topics they're interested in. Sophomore students held a debate on their own 'proposed bills' taking both affirmative and negative viewpoints. Both classes and other contents will continue to collaborate and integrate together.	Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>				
11/21/23	As a Staff this year we will place a focus on creating thematic units that can be developed and taught together through each content area per grade levels, as well as across both grade levels.		Ronald Villines	05/16/2024
<i>Notes:</i> We hope to see knowledge extended and not taught in isolation.				
Implementation:		05/31/2023		
Evidence	5/31/2023 Quality engaging instruction that was demonstrated daily in all classes.			
Experience	5/31/2023 This Indicator was continued from the previous year as we moved through the Pandemic.			
Sustainability	5/31/2023 Continue to follow the New Hanover County Instructional Framework.			

	A2.16	Units of instruction and activities are aligned with AIG goals, ELL student progress, IEP goals and objectives for all students.(5106)	Implementation Status	Assigned To	Target Date
Initial Assessment:	<p>The focus of this indicator will be the growth of our AIG and ELL Students.</p> <p>Our plan is to have this indicator Fully Implemented by the 2022-2023 School Year.</p>		Limited Development 10/07/2019		
	<p>Priority Score: 3 Opportunity Score: 3</p>		Index Score: 9		
How it will look when fully met:	<p>EVAAS Data</p> <p>Benchmark Assessment</p> <p>Classroom Assessments</p> <p>ACT and SAT Scores</p>		Objective Met 09/08/22	Ronald Villines	05/20/2023
Actions					
11/15/19	Lesson plans will incorporate scaffolding to support AIG and ELL growth through small group extension Exposure to high level vocabulary like common ACT/SAT words.		Complete 05/10/2021	Ronald Villines	05/19/2021
<i>Notes:</i> Quentin Warshauer will also work on this					
1/18/22	ELL Students continue to work with weekly with Mrs. McKinney for ELL Support. Students will be supported by using Imagine Learning when Mrs. McKinney is not on Campus.		Complete 05/18/2022	Angie McKinney	05/18/2022
<i>Notes:</i>					
3/22/22	Both grade levels will continue to create engaging projects that allow Students to collaborate and think critically together as the assignment is completed.		Complete 05/18/2022	All Isaac Bear Staff SIT Members	05/18/2022
<i>Notes:</i> Mr. Bishop and Mrs. Waters were staff members mentioned for creating positive projects that students complete.					
2/12/20	Targeted SMART Lunch groups that will work on two areas. Providing remediation for Students struggling with the Core Content, and enhancing Core Content to provide opportunities for growth with End of Year Assessments.		Complete 05/10/2021	Elizabeth Jones	05/20/2023
<i>Notes:</i> The target date will be a yearly recurring action.					
Implementation:			09/08/2022		

Evidence	5/12/2021 Lesson Plans, Zoom Check-in, Teacher Collaboration, Teacher Observations, Team Collaboration, Connections, UNCW Fullbright Extension and Partnerships.			
Experience	5/12/2021 This was a little difficult during this COVID school year, but we were able to do as much as we could when pursuing this objective.			
Sustainability	5/12/2021 Revisit this Indicator to plan and assess during the 2021-2022 school year when we are in a normal school year environment.			

Core Function:	Dimension A - Instructional Excellence and Alignment			
-----------------------	---	--	--	--

Effective Practice:	Student support services			
----------------------------	---------------------------------	--	--	--

	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
--	--------------	--	------------------------------	--------------------	--------------------

Initial Assessment:	<p>We have been attempting to work with students on knowing that it is okay to make mistakes, and that there nothing wrong with asking for help.</p> <p>We want Isaac Bear Students to know that they do not have to be prefect, and how we need to develop strategies to navigate through difficult times.</p> <p>This is the first year we have placed this indicator into the Success Cycle. The Isaac Bear School Improvement Team feels this indicator will be in Full Implementation by May 2022.</p>		Limited Development 09/09/2021		
----------------------------	---	--	-----------------------------------	--	--

	Priority Score: 2	Opportunity Score: 2	Index Score: 4		
--	-------------------	----------------------	----------------	--	--

How it will look when fully met:	We will see a reduction of anxiety that our Isaac Bear Students face daily.	Objective Met 05/23/22	Kitt Starnes	05/18/2022
---	---	-----------------------------------	---------------------	-------------------

Actions				
----------------	--	--	--	--

9/21/21	Research based methods using PD's, Book Studies, Webinars.	Complete 05/18/2022	Kitt Starnes	05/18/2022
---------	--	---------------------	--------------	------------

Notes:				
---------------	--	--	--	--

10/8/21	Having Isaac Bear Junior and Seniors to return during the afternoon to work with current Freshman and Sophomore Students in academic and social settings	Complete 05/18/2022	Ronald Villines	05/18/2022
---------	--	---------------------	-----------------	------------

<i>Notes:</i> This is in process at this current time.				
1/18/22	As a staff we will work with groups of Students on Wednesday mornings when PE/Healt is not in session to address Social Emotional needs of Students.	Complete 05/18/2022	Ronald Villines	05/18/2022
<i>Notes:</i> We will hold around 12 to 14 sessions per School Year.				
Implementation:		05/23/2022		
Evidence	5/23/2022 The creation of a positive nurturing school culture for the 2021-2022 School Year.			
Experience	5/23/2022 we were able to streamline this by bringing back Upperclassmen to tutor and mentor underclass Students here on our Isacc Bear Campus.			
Sustainability	5/23/2022 Continued reaching out to 11th and 12th Graders to work with the 9th and 10th Grade Students. Creating time when our Students at Isaac Bear can meet and work with Upperclassmen over at the University.			
A4.22	All teachers are responsive to students' cultural backgrounds and incorporate culturally-relevant material in their classrooms. (6824)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Isaac Bear is in the process of creating actions for this Indicator.	No Development 11/15/2019		
	Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	Isaac Bear Staff will participate in Implicit Bias and Groundwater Training that is offered by the New Hanover County School District. The Staff will work to increasing the school climate where all cultures in the school are represented.	Objective Met 05/31/23	Morgan Mannion	05/17/2023
Actions				
3/17/21	Using Instructional Funds to purchase cultural relevant materials that explores different cultural backgrounds that we find at Isaac Bear and in New Hanover County Schools.	Complete 03/31/2021	Ronald Villines	03/31/2021
<i>Notes:</i> This target date is approaching fast, as we need to encumber the funds by March 31st.				
1/13/21	Isaac Bear will work on this Indicator through instructional activities in our English Department. Also during NHCS Plan B & C, Isaac Bear Staff will incorporate activities during Connections on Wednesday's.	Complete 05/10/2021	Ronald Villines	05/19/2021

	<i>Notes:</i> Isaac Bear Administration will work with Staff to purchase materials needed to fully implement this indicator.			
5/12/21	Growth of our Equity Team to continue to work to improve equity inside our learning institution.	Complete 05/23/2022	Danielle Talbert	05/20/2022
	<i>Notes:</i> Ms. Mannion will assist Mrs. Talbert with our Equity Team.			
9/14/22	Isaac Bear addressed this indicator during the 2021-2022 School Year, and we met Full Implementation. We will address this indicator for the 2022-2023 School Year to make sure we are still making progress with this indicator.	Complete 05/17/2023	Ronald Villines	05/17/2023
	<i>Notes:</i>			
1/13/23	Growth of our Equity Team, SGA, and WEE to continue to work to improve equity inside our learning institution.	Complete 05/17/2023	Morgan Mannion	05/17/2023
	<i>Notes:</i>			
Implementation:		05/31/2023		
Evidence	5/26/2022 2022-2023 EOC Results.			
Experience	5/26/2022 This Indicator has been worked on for the past two years as we move away from the Pandemic.			
Sustainability	5/26/2022 Continue to have and sustain the vision for improved instruction with positive Student Results.			

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Strategic planning, mission, and vision			
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
Initial Assessment:		<p>The Isaac Bear School Improvement Team meets the 1st and 2nd Monday of each month.</p> <p>This is the first year we have placed this indicator into the Success Cycle. The Isaac Bear School Improvement Team feels this indicator will be in Full Implementation by May 2022.</p>	Limited Development 09/09/2021		
		Priority Score: 1 Opportunity Score: 3	Index Score: 3		
How it will look when fully met:		Meeting Minutes will demonstrate that two SIT Meetings are being held each month of the School Year.	Objective Met 05/26/22	Cyrus Taylor	05/18/2022
Actions					
10/8/21	The second SIT meeting for the month of October will be completed on Friday, October 8th. The first SIT Meeting of the month was held on October 1st.		Complete 10/08/2021	Ronald Villines	10/08/2021
<i>Notes:</i>					
9/21/21	Schedule each monthly meeting ahead of time so all members are aware of the date and time of the School Improvement Team Meeting.		Complete 05/23/2022	Ronald Villines	05/18/2022
<i>Notes:</i>					
Implementation:			05/26/2022		
Evidence	5/26/2022 SIT Meeting Notes.				
Experience	5/26/2022 The Isaac Bear School Improvement Team met on the first and second Friday of each month.				
Sustainability	5/26/2022 Continue to schedule SIT Meetings as they were scheduled during the 2021-2022 School Year.				

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>			The Isaac Bear daily schedule is set up to provide Instructional Staff with Subject Area Instructional Team Planning, Grade Level Planning, duty free lunch daily for collaboration, as well as having no additional assigned school duties during the school day.	Full Implementation 01/05/2022		

Core Function:			Dimension B - Leadership Capacity				
Effective Practice:			Monitoring instruction in school				
	!	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
<i>Initial Assessment:</i>			Isaac Bear Administration is in every class multiple times during the course of the day to monitor and provide feedback on the curriculum being taught. Emphasis is not only placed on the Teaching of Standards, but on the Learning that Students are gaining.	Limited Development 09/19/2022			
			Priority Score: 3	Opportunity Score: 3	Index Score: 9		
<i>How it will look when fully met:</i>			When this objective is met, Students will have Mastered the contents associated with the Standard. The data used to determine the objective will be Teacher Input on Students performance, informal assessments throughout the units covered, and End of the Semester Formal Assessments.		Ronald Villines	05/17/2023	

Actions				2 of 3 (67%)		
	9/19/22	Daily walkthroughs of classes using various walkthrough tools. Also, the the use of the NCEES Evaluation Instrument to observe instruction of Isaac Bear Staff. Feedback will be given to Teachers both verbally or written during the course of each week to enhance and grow the Teaching and Learning Process.		Complete 05/17/2023	Ronald Villines	05/17/2023
<i>Notes:</i>						
	1/13/23	Working with Tony Burkes and having him make sure that growth and instruction are going the way Mr. Villines hopes they will. It helps to have another perspective to make sure that these goals are being accomplished.		Complete 05/17/2023	Ronald Villines	05/17/2023

<i>Notes:</i>				
11/21/23	With the guidance of the NHCS Instructional Team. we will continue the work that was started with Dr. Tony Burks from the Coaching Sessions that he provided to our Administration Team. Continued growth of Students in all academic areas will receive priority attention from all Isaac Bear Staff.		Ronald Villines	05/16/2024
<i>Notes:</i>				
Implementation:		05/31/2023		
Evidence	5/31/2023 The success Students had on all Formal and Informal Assessments to finish out the School Year.			
Experience	5/31/2023 Individual and Group Walk-Throughs were conducted throughout the entire School Year with feedback given several times a week.			
Sustainability	5/31/2023 Creation of a plan that includes frequent walk-throughs throughout all classes multiple times a week.			
	B3.05	The Leadership Team implements, monitors, and analyzes results from an early warning system at the school level using indicators (e.g., attendance, academic, behavior monitoring) to identify students at risk for dropping out.(5151)	Implementation Status	Assigned To
Initial Assessment:		Limited Development 11/21/2023		
How it will look when fully met:			Molly Needham	05/16/2024
Actions		0 of 1 (0%)		
11/21/23	Monitor attends and behavior daily. If there are concerns, parental contact will occur immediately.		Heather McCall	05/16/2024
<i>Notes:</i>				