

Comprehensive Progress Report

Mission:

We empower the Northview students to become the best version of themselves by highlighting their talents, providing unwavering encouragement and support, and access to educational opportunities that prepare them to become valuable citizens.

Vision:

As a result of strong, unwavering, trusting relationships with North View faculty and staff, innovative learning opportunities and emotional support tailored to meet their individual needs, all students will develop the knowledge, skills, and attitudes needed to contribute to the world as happy, healthy, and successful adults.

Goals:

All students at NVA will show growth as measured by MClass (K-2) and EVAAS (3-12). We will use BOY/MOY/EOY MClass data and we will look at baseline/benchmark data, iReady data, check-in data, and EOC/EOG data.

Northview Academy will increase the number of students referred back to the Alternative Referral Committee by 5% over the next academic year by improving attendance, grades, and behavior.



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Domain 2: Talent Development			
Effective Practice:		Practice 2A: Recruit, develop, retain, and sustain talent			
KEY	C3.04	The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<ul style="list-style-type: none"> We will increase by 5%, the amount of satisfied stakeholders as measured by the ISS Climate Survey and NC Teacher Working Conditions Survey. By doing so, we will create a positive, and supportive school culture and climate that fosters a sense of belonging, respect, and well-being among all students, staff, and stakeholders. 	Limited Development 09/14/2017		
		Priority Score: 2	Opportunity Score: 2	Index Score: 4	
<i>How it will look when fully met:</i>		<p>Survey results will reflect a positive staff climate and culture</p> <p>Little to no turn over at the end of the 23-24 school year</p>	Objective Met 05/22/24	Eric Babbitt	08/20/2024
Actions					
	6/7/22	Develop a system for classroom walkthroughs.	Complete 05/24/2024	Eric Babbitt	05/24/2023
	<i>Notes:</i>				
	9/24/21	Recognize the Phoenix of the Month.	Complete 05/24/2024	Eric Babbitt	09/01/2023
	<i>Notes:</i>				
	9/24/21	Re-create a staff climate survey to get a baseline measurement of staff climate. We will follow up with another survey at the end of the school year.	Complete 05/24/2024	Eric Babbitt	09/30/2023
	<i>Notes:</i>				

9/23/21	Develop an observation calendar with all staff and their observation cycles and assign administrators.	Complete 05/24/2024	Eric Babbitt	09/30/2023
<i>Notes:</i>				
9/23/21	Attend district recruitment fair.	Complete 05/24/2024	Eric Babbitt	10/20/2023
<i>Notes:</i>				
9/23/21	Start and send out a weekly staff newsletter.	Complete 05/24/2024	Jodi Little	05/24/2024
<i>Notes:</i>				
Implementation:		05/22/2024		
Evidence	1/18/2023 - Results from the Staff Climate Survey and TWC.			
Experience	1/18/2023 - We have been able to recruit and maintain highly qualified staff members. Survey data has been used to monitor staff climate and culture and take appropriate next steps.			
Sustainability	1/18/2023 - Maintaing a positive climate/culture. Finding funds to maintain will be crucial			

Core Function:		Domain 2: Talent Development			
Effective Practice:		Practice 2B: Target professional learning opportunities			
	A1.02	ALL teachers improve their practice by responding to principal's observations and/or observations by peers.(5083)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>The administration at Northview follows a pre set observation calendar. The principal and assistant principal schedule a pre conference for each 1st round of observations and allow the teacher to pick which lesson/block they would like for us to observe. Once the observation is completed, the administrator schedules a post conference to follow up and provide feedback.</p> <p>FAM-S</p> <p>CNA</p>	Limited Development 12/07/2023		
<i>How it will look when fully met:</i>		<p>Admin will adhere to the observation schedule</p> <p>Teachers will provide a copy of the lesson plan for the scheduled observation</p> <p>Teachers will fill out a pre-conference form, to be discussed at the initial observation.</p> <p>Admin will conduct observation</p> <p>Post Conference will be scheduled within 10 days of the observation being completed.</p> <p>During the post conference, teachers will be asked to respond to the written feedback portion of the observation, adding their reflective responses and personal feedback.</p> <p>By the end of the observation cycle, all teachers will be rated at least proficient or higher in 4 out of 5 standards.</p> <p>We would expect to see academic growth in all areas, increase in attendance, and a decrease in student behaviors.</p>	Objective Met 05/22/24	Eric Babbitt	05/24/2024
Actions					
	12/7/23	Create Observation Schedule	Complete 08/14/2023	Eric Babbitt	08/14/2023
	Notes: Schedule will be updated/edited as needed				

12/7/23	Share pre-observation conference form with staff	Complete 01/03/2024	Jodi Little	01/03/2024
<i>Notes:</i>				
12/7/23	Bi Monthly PLC meetings with district content coaches	Complete 05/24/2024	Jodi Little	02/01/2024
<i>Notes:</i>				
12/7/23	Complete classroom walk throughs	Complete 05/24/2024	Eric Babbitt	05/24/2024
<i>Notes:</i>				

Core Function:	Domain 3: Instructional Transformation
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Effective Practice:	Practice 3A: Diagnose and respond to student learning needs
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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
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<i>Initial Assessment:</i>	<p>Teachers at Northview follow ISS district pacing guides that follow the NCSCOS. Students with minimal academic deficits receive additional supports via small group instruction, extra time on assignments and increased feedback. iReady and Lexia Learning are used for students who need tier 3 support.</p> <p>In home tutoring is offered on an as needed basis for some of our most struggling and neglected students.</p>	Limited Development 12/07/2023		
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Priority Score: 2	Opportunity Score: 3	Index Score: 6		
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How it will look when fully met:	Students will be identified appropriately for the level of intervention needed and staff will implement corresponding interventions. As a result, students academic performance will improve, attendance will increase, and disciplinary issues will decrease.	Objective Met 06/06/24	Kelly Lewis	05/24/2024
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Actions

12/7/23	Train MTSS coordinator	Complete 05/24/2024	Brittney Swanson and Michelle Stevenson	05/24/2024
<i>Notes:</i>				
12/7/23	Provide instructional support from Master Teachers	Complete 05/24/2024	Kelly Lewis	05/24/2024
<i>Notes:</i>				
12/7/23	Provide instructional support from district content coaches	Complete 05/24/2024	Jodi Little	05/24/2024

Notes:

Implementation:		06/06/2024		
Evidence	6/6/2024 - PLC minutes should document coach attendance			
Experience	6/6/2024 - The district coaches met with our PLC's twice, monthly. While they were present, I don't feel they had a significant impact due to the structure of our school.			
Sustainability	6/6/2024 - A coach that is well versed in alternative education would be helpful			

Core Function:			Domain 3: Instructional Transformation			
Effective Practice:			Practice 3B: Provide rigorous evidence-based instruction			
!	KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			Northview will show a 5% increase in growth in all tested subject areas (Math, ELA, and Science) by implementing targeted strategies and support systems over the 2024-2025 school year.	No Development 09/14/2017		
<i>How it will look when fully met:</i>			<p>We will hold weekly PLC meetings to discuss student academic performance</p> <p>Bi-weekly vertical PLC structure to discuss relevant assessment data and identify short term academic goals.</p> <p>Identify and share among grade level teams best practices and opportunities for improvement in academic approaches</p> <p>Review weekly grades, check in data, iReady data, and any other assessments that inform students progress towards proficiency on grade level standards.</p>		Stewart Kincaid	05/24/2024
Actions				7 of 9 (78%)		
	9/15/23		We will administer all district and statewide benchmarks and check-ins	Complete 05/24/2024	Jodi Little	12/19/2023
			<i>Notes:</i>			
	9/21/23		Host quarterly Student Led Conferences to increase parent/family engagement	Complete 03/19/2024	Colleen Guerin	04/24/2024
			<i>Notes:</i>			
	9/21/23		Provide staff with training in restorative justice practices to address conflicts and build stronger relationships within the school community.	Complete 05/24/2024	Billy Manners	05/24/2024
			<i>Notes:</i>			
	8/23/24		Implement Lexia learning for all students		Eric Babbitt	12/20/2024
			<i>Notes:</i>			
	8/23/24		Implement IXL into the middle school math curriculum		Kelly Lewis	12/20/2024
			<i>Notes:</i>			
	9/21/23		Provide professional development opportunities for teachers to enhance their ability to personalize instruction.	Complete 05/24/2024	Eric Babbitt	05/23/2025
			<i>Notes:</i>			

9/15/23	Bi-weekly support from ISS Content Coaches	Complete 05/24/2024	Eric Babbitt	05/23/2025
<i>Notes:</i>				
9/7/23	Weekly grade level PLC meetings	Complete 05/24/2024	Colleen Guerin	05/23/2025
<i>Notes:</i>				
9/7/23	Weekly CWT's conducted by admin and master teachers	Complete 05/24/2024	Colleen Guerin	05/23/2025
<i>Notes:</i>				

Core Function:	Domain 3: Instructional Transformation
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Effective Practice:	Practice 3C: Remove barriers and provide opportunities
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A4.10	The school provides all high school students with academic supports (e.g., tutoring, co-curricular activities, tiered interventions) to keep them on track for graduation.(5128)	Implementation Status	Assigned To	Target Date
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<i>Initial Assessment:</i>	Tutoring is offered as needed by student or parent request. Teachers are encouraged to recommend tutoring for students that are identified as at risk. There are increased opportunities for students to develop, synthesize, and generalize work force skills through our CTE programming. The school has a graduation committee that reviews at the current academic standing of high school students and their potential to graduate. A graduation map is created for each high school student.	Limited Development 12/07/2023		
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Priority Score: 3	Opportunity Score: 3	Index Score: 9		
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How it will look when fully met:	Increased graduation rate Improved EOC scores	Objective Met 12/07/23	Eric Babbitt	05/24/2024
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Actions				
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12/7/23	Establish after school tutoring program	Complete 10/30/2023	Mark Vaughn	10/30/2023
<i>Notes:</i>				
12/7/23	CWTs completed by Leadership Team	Complete 05/24/2024	Jodi Little	05/24/2024
<i>Notes:</i>				
12/7/23	Classroom observations completed by administration	Complete 05/24/2024	Eric Babbitt	05/24/2024
<i>Notes:</i>				
12/7/23	PLC meetings to discuss academic progress of potential graduates	Complete 05/24/2024	Kelly Lewis	05/24/2024
<i>Notes:</i>				

12/7/23		Fully implement MTSS process	Complete 06/30/2024	Jodi Little	12/20/2025
Notes:					
Implementation:			12/07/2023		
Evidence		12/7/2023			
Experience		12/7/2023			
Sustainability		12/7/2023			
KEY	A4.16	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
Initial Assessment:		<p>Currently we rely and teacher and guidance counselor recommendation/feedback using attendance, behavior and grades as the measure to determine if students are ready to be presented to transition back to their home school.</p> <p>We would like to implement systems that support data driven decisions in those three areas. We also want to empower students in their transitions by setting goals, meeting with our transition staff, and participating in check and connect with mentors.</p>	Limited Development 08/23/2024		
How it will look when fully met:		We will help students to be more prepared to transition back to their home schools by meeting with them individually to set goals and review their data. Additionally, teachers will be more involved in making transition recommendations by analyzing using Rtl Stored.		Austin Allen	05/23/2025
Actions			0 of 6 (0%)		
8/23/24	Students will set short and long term goals			Austin Allen	05/23/2024
Notes:					
8/30/24	Teacher will utilize Ed Handbook to track major behaviors			Austin Allen	09/30/2024
Notes:					
8/23/24	Teachers will participate in Rtl Stored PD			Eric Babbitt	10/01/2024
Notes:					
8/23/24	PLC's will review attendance, behavior, and academic data and input into Rtl Stored			Jodi Little	05/23/2025
Notes:					
8/23/24	Check and Connect			Austin Allen	05/23/2025

Notes:				
8/23/24	Teacher will utilize ABC Tracker for behavior		Jodi Little	05/23/2025
Notes:				

Core Function:	Domain 4: Culture Shift			
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Effective Practice:	Practice 4A: Build a strong community intensely focused on student learning			
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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
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Initial Assessment:	<p>Northview staff will reduce ODR's by 10% by implementing clear/consistent processes and behavioral interventions</p> <p>During the 22-23 school year, the number of ODR's was 832.</p> <p>NVA is partnering with Ed Direction to provide professional development to all staff in the area of classroom management/de-escalation strategies.</p>		Limited Development 09/14/2017		
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	Priority Score: 2	Opportunity Score: 3	Index Score: 6		
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How it will look when fully met:	<p>The number of discipline incidents will be reduced as a result of staff being trained in de-escalation strategies and classroom management . We will use Educators Handbook, CWT data, and the ABC Tracker to measure.</p>		Objective Met 05/22/24	Jodi Little	05/24/2024
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Actions					
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8/31/23	Current/previous discipline data will be reviewed with staff and discipline matrix will be reviewed with staff	Complete 08/10/2023	Eric Babbitt	08/10/2023	
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Notes:					
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8/31/23	Ed Direction will provide classroom management and de-escalation strategies to staff monthly	Complete 05/22/2024	Tracey Tripi	12/15/2023	
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Notes:					
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8/31/23	All staff will track minor/non-major behaviors using the ABC Tracker	Complete 05/22/2024	Colleen Guerin	12/15/2023	
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Notes:					
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8/31/23	Mr. Manners will provide monthly CPI refresher courses for all staff	Complete 05/22/2024	Eric Babbitt	12/15/2023
<i>Notes:</i>				
8/31/23	Mr. Vaughn will provide monthly session about mental health as it relates to student behavior/achievement	Complete 05/22/2024	Mark Vaughn	12/15/2023
<i>Notes:</i>				
8/31/23	Leadership Team will review all data sources and review with staff monthly and develop appropriate next steps to determine what additional support/training is needed.	Complete 05/22/2024	Eric Babbitt	12/15/2023
<i>Notes:</i>				
Implementation:		05/22/2024		
Evidence	5/22/2024 - ODR's have been reduced by 65%			
Experience	5/22/2024 - Staff met weekly to discuss behavior issues and strategies to mitigate.			
Sustainability	5/22/2024 - Continued after school PD and de-escalation strategies.			