

Comprehensive Progress Report

- Mission:** Cleveland County Schools will equip all students with the knowledge and skills to become productive citizens in a globally competitive world by partnering with our community to provide appropriate educational experiences.
- Vision:** To fully equip students by striving to be one of the 10 best performing districts in the state.
- Goals:**
- Currently, our graduation rate for the 2023-2024 school year was 80.8%. Our goal is to increase that rate for the 2024-2025 to 85%.
- Currently, Shelby High's growth index is -4.58. When growth data is released for the 23/24 school year, our goal is to meet growth with an index of -2.0 or higher.



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| ! = Past Due Objectives      KEY = Key Indicator |                                                                 |
| Core Function:                                   | Domain 1: Turnaround Leadership                                 |
| Effective Practice:                              | Practice 1A: Prioritize improvement and communicate its urgency |

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|  | 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 |
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| <b>Initial Assessment:</b>              | <p>Master schedule provides time for Instructional/PLC Teams to meet, plan and conduct business during our PRIDE schedule</p> <p>Instructional/PLC Teams meet regularly to plan, discuss student progress and share ideas</p> <p>SIT representatives meet once a month with their Instructional/PLC Teams to discuss the SIT meeting minutes and those discussions are reported back to the SIT</p> <p>Instructional/PLC Teams are provided support regarding monitoring student progress and fidelity of intervention implementation</p> <p>MTSS LT member meets consistently with each planning team to share ideas, provide additional support, and assist with planning</p> <p>Meeting minutes for Instructional/PLC Teams describe discussions, actions and decisions</p> | Limited Development<br>10/09/2019 |                               |                   |
|                                         | Priority Score: 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Opportunity Score: 3              | Index Score: 6                |                   |
| <b>How it will look when fully met:</b> | <p>Use the template in the folder for PLC minutes.</p> <p>An SLT and an MTSS LT member should meet with each PLC.</p> <p>This will be ongoing throughout the next school year.</p> <p>Add interventions to help meet deficits in learning.</p> <p>Overview of what MTSS is for staff</p> <p>PLC implementation</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                   | <b>Nicholas (Eli) Wortman</b> | <b>06/03/2025</b> |
| <b>Actions</b>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>0 of 2 (0%)</b>                |                               |                   |
| 10/9/23                                 | During the staff meeting each month, administrators/members of the MTSSLT team will provide PD and MTSS updates to help create and sustain capacity around our systems.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   | Nicholas (Eli) Wortman        | 06/03/2025        |

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| <i>Notes:</i>          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |                   |            |
| 10/9/23                | Administrators and curriculum coaches will meet weekly with EOC teachers to create purposeful, data-driven PLCs                                                                                                                                                                                                                                                                                                                                                                                        |            | Phillip Gillespie | 06/03/2025 |
| <i>Notes:</i>          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |                   |            |
| <b>Implementation:</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 06/19/2024 |                   |            |
| <b>Evidence</b>        | 6/19/2024<br>Staff Meeting Agendas (Calendar)<br>PLC weekly meeting through our FLEX program                                                                                                                                                                                                                                                                                                                                                                                                           |            |                   |            |
| <b>Experience</b>      | 6/19/2024<br>During each faculty meeting, PD was provided on different topics. Some topics included the following: Effective Questioning Strategies, Leadership in the Classroom, Sustaining Positive Rapport with Students, Cleveland County Health Department -Drug Presentation).<br>The EOC tested areas also met in PLC groups weekly. During this time, data was discussed with a focus on growth. Common Assessments were reviewed as well as NC CheckIns. Teaching Strategies were focused on. |            |                   |            |
| <b>Sustainability</b>  | 6/19/2024<br>We will continue to plan PD sessions during our monthly staff meetings. We plan to survey the teachers to see what PD may be beneficial to them and focus on those areas.<br>We will continue to meet with our PLC groups to focus on growth. We will review strategies and their effectiveness and focus on areas that were successful and areas where we need to change.                                                                                                                |            |                   |            |

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| <b>Core Function:</b>      |     | <b>Domain 1: Turnaround Leadership</b>                |                                                                                                                                            |                       |             |
| <b>Effective Practice:</b> |     | <b>Practice 1B: Monitor short-and long-term goals</b> |                                                                                                                                            |                       |             |
|                            | 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 |

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| <b>Initial Assessment:</b> | <p>Instructional/PLC Teams Meeting Agenda/Minutes &amp; Sign In Sheets indicate that administration meets with teachers during common planning times and is actively involved in instructional planning and problem solving</p> <p>Classroom walkthrough data are shared with staff through a one-page summary of observations to provide feedback regarding effective instructional practices</p> <p>Administration provides support to address areas of instructional need. (Teacher surveys to determine needs and elicit feedback, Principal feedback to Instructional/PLC Team Notes, PD Plans etc.)</p> <p>We currently have a walkthrough instrument (“We Are Shelby” walkthrough instrument) that could be used to gather data on classroom engagement. It is simple: Are standards being taught? Are students engaged?</p> | Limited Development<br>10/09/2019 |  |  |
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| <b>How it will look when fully met:</b> |                                                                                                                                                                                                                    | PLC meetings will occur during intervention time and during planning periods. Minutes and sign in sheets will be used as evidence.<br><br>PLC groups were implemented during the 2023-2024 school year - and we will continue these. We plan to add the focus of specific common assessment area with our PLC groups this year.<br><br>Phillip Gillespie will create survey for faculty to determine needs for instructional improvement.<br><br>Admin team will complete walkthroughs regularly.<br><br>We will continue to focus on walkthroughs and have worked to create a system where teachers will receive immediate feedback from the walkthroughs.<br><br>Create and implement a walkthrough instrument for consistent feedback |             | Megan Fuller                 | 06/03/2025 |
| <b>Actions</b>                          |                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0 of 2 (0%) |                              |            |
| 10/9/23                                 | Each administrator and curriculum coach will complete 3 walk-throughs per week. Data will be used to drive professional development for whole staff and individuals. Data may also be used for MTSS sub-committees |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             | Admin and Curriculum Coaches | 06/03/2025 |
| Notes:                                  |                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |                              |            |
| 10/16/23                                | On a weekly basis, create protected time to meet with EOC PLCs to look at data, collaboratively plan, and assess student progress                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             | Administrators               | 06/03/2025 |
| Notes:                                  |                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |                              |            |
| <b>Core Function:</b>                   |                                                                                                                                                                                                                    | <b>Domain 2: Talent Development</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |             |                              |            |
| <b>Effective Practice:</b>              |                                                                                                                                                                                                                    | <b>Practice 2B: Target professional learning opportunities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |             |                              |            |

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|  | KEY | C2.01 | The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159) | Implementation<br>Status | Assigned To | Target Date |
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| <b>Initial Assessment:</b>              | <ul style="list-style-type: none"> <li>• We use data on behavior infractions to determine how to help at-risk students and individual problem-solving.</li> <li>• Professional development during intervention time to help teachers.</li> <li>• Currently using Check-in, Check-out for a small number of at-risk students</li> <li>• Intervention time was offered, but most was used as make-up time. Not sure that we focused on the data to direct interventions and instructions.</li> <li>• We have accessed NC Checkin Data, teacher input, but we need to begin using walkthrough data, Powerschool Data, etc.</li> <li>• We focus on EOC data and some teachers look at projected scores. This is not an ongoing process.</li> <li>• Currently the teams do meet and some evaluation is completed, but overall this is an area that needs improving.</li> </ul> | Limited Development<br>10/09/2019 |                   |            |
| <b>How it will look when fully met:</b> | <ul style="list-style-type: none"> <li>• Use problem-solving rubrics to reflect on teacher-built common assessments.</li> <li>• Expand Check-in, Check-out to include more students.</li> <li>• Use the PowerSchool Dashboard to pull data to determine at-risk students.</li> <li>• Use the templates that are available in the folders. There is a folder for each area of problem-solving.</li> <li>• Utilize testing coordinator at the county office level to receive data for at-risk students.</li> </ul>                                                                                                                                                                                                                                                                                                                                                          |                                   | Phillip Gillespie | 06/02/2025 |
| <b>Actions</b>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>0 of 2 (0%)</b>                |                   |            |
| 6/28/23                                 | Team will develop processes to collect data from whole school environment including walkthrough, powerschool, and NC Checkin and Common Assessments data.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   | Phillip Gillespie | 06/02/2025 |
| Notes:                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                   |                   |            |

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| 6/21/24                          | On a monthly basis, create protected time to examine data through MTSS for each area: SEL/behavior, academic, attendance, risk, etc. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   | Phillip Gillespie      | 06/02/2025  |
| Notes:                           |                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   |                        |             |
| Core Function:                   |                                                                                                                                      | Domain 3: Instructional Transformation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                      |                                   |                        |             |
| Effective Practice:              |                                                                                                                                      | Practice 3A: Diagnose and respond to student learning needs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                      |                                   |                        |             |
|                                  | 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 |
| Initial Assessment:              |                                                                                                                                      | <ul style="list-style-type: none"><li>MTSS referrals and monthly meetings</li><li>School Improvement Team meets monthly.</li><li>Teachers use of data for intervention planning.</li><li>We do not regularly collect data for the entire school population. We work closely with individual students.</li><li>We have ideas that need to be implemented and the practices we are not putting in place are not data-driven.</li><li>We did not implement and monitor this through the SEL interventions.</li></ul>                                |                                                                                                                                                                                      | Limited Development<br>10/09/2019 |                        |             |
|                                  |                                                                                                                                      | Priority Score: 3                      Opportunity Score: 2                      Index Score: 6                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   |                        |             |
| How it will look when fully met: |                                                                                                                                      | <ul style="list-style-type: none"><li>PRIDE is for remediation/support.</li><li>Have intervention conferences with at-risk students to consistently monitor their progress.</li><li>Expectation is that ALL staff use PRIDE for helping students - not as an extra planning period / lunch.</li><li>Have teachers use PRIDE time for re-teaching and make-up work.</li><li>Create a stronger system to support students at-risk in academic/attendance/behavior</li><li>Provide more support for students who are in Tier 2 and Tier 3</li></ul> |                                                                                                                                                                                      |                                   | Nicholas (Eli) Wortman | 06/02/2025  |
| Actions                          |                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      | 0 of 3 (0%)                       |                        |             |
| 6/21/24                          | The MTSS team will work to build stronger systems to support students who are considered at-risk.                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   | Nicholas (Eli) Wortman | 06/03/2025  |
| Notes:                           |                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   |                        |             |
| 6/21/24                          | These systems include academic, attendance, behavior, and social/emotional.                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   | Nicholas (Eli) Wortman | 06/03/2025  |
| Notes:                           |                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                      |                                   |                        |             |

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| 6/21/24                | We will build upon the current systems to work to focus on more students in the Tier 2 and Tier 3 levels.                                                                      |            | Nicholas (Eli) Wortman | 06/03/2025 |
| <i>Notes:</i>          |                                                                                                                                                                                |            |                        |            |
| <b>Implementation:</b> |                                                                                                                                                                                | 10/09/2023 |                        |            |
| <b>Evidence</b>        | 10/9/2023 - PLCs meet weekly. Staff development attendance is taken on a google sheet and in Wisdomwhere.                                                                      |            |                        |            |
| <b>Experience</b>      | 10/9/2023 - We have weekly PLC meetings with EOC teams and we plan monthly PD for all staff regarding best instructional practices.                                            |            |                        |            |
| <b>Sustainability</b>  | 10/9/2023 - We need to continue to provide the opportunity to meet, and administrative support in PLCs. We also need to continue to be purposeful regarding staff development. |            |                        |            |

| Core Function:                   |         |                                                                                                                                                                                                                                                                                                           | Domain 3: Instructional Transformation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                   |                   |             |
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| Effective Practice:              |         |                                                                                                                                                                                                                                                                                                           | Practice 3B: Provide rigorous evidence-based instruction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                   |                   |             |
|                                  | 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:              |         |                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"><li>We have a solid school-wide behavior matrix (ROAR) and core values mission statement (SHELBY).</li><li>Teachers are encouraged to write positive office referrals when they see or experience a student doing something correctly. This can be an issue where the student goes above and beyond the call of duty or where they are just doing something on a "regular" basis. This is encouraged, but not required. Positive referrals are given in class so that the student is recognized by his or her peers for doing the right thing.</li><li>Teachers work well with students to try to redirect students in class. They use time-out before major write-ups. Administration worked to separate students with major issues. Parents were included in decision-making.</li></ul> | Limited Development<br>10/09/2019 |                   |             |
| How it will look when fully met: |         |                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"><li>We created behavior, academic, social/emotional, and attendance committees to focus on student issues. These committees will continue through next year.</li><li>We will utilize our behavior system to help ensure teachers are supported by administrators with classroom management.</li><li>Revisit the expectations of intervention with both teachers and students.</li><li>Teachers will proactively work to create positive relationships and will work to sustain positive rapport with students.</li><li>Ongoing professional development on classroom management strategies, NC Teacher Code of Ethics, etc.</li><li>Implement a consistent academic and behavioral framework</li></ul>                                                                                    |                                   | Andrea Richardson | 06/03/2025  |
| Actions                          |         |                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0 of 2 (0%)                       |                   |             |
|                                  | 10/9/23 | Behavior, academic, social/emotional, and attendance committees consisting of administrators, teachers, and support staff will be formed and will meet once per month. The goals of each committee will be to analyze data, problem solve for individual students, and promote positives student outcomes |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                   | Administrators    | 06/03/2025  |
| Notes:                           |         |                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                   |                   |             |

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| 10/9/23 | Administrators will develop and offer professional development on classroom instructional and behavior management best practices based on data derived from sub-committees. These sessions will be offered once per month or more often if needed. |  | Nicholas (Eli) Wortman | 06/03/2025 |
| Notes:  |                                                                                                                                                                                                                                                    |  |                        |            |

| Core Function:                   |     |                                                                       | Domain 4: Culture Shift                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |              |             |
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| Effective Practice:              |     |                                                                       | Practice 4C: Engage students and families in pursuing education goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                   |              |             |
|                                  | KEY | E1.06                                                                 | The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Implementation Status             | Assigned To  | Target Date |
| Initial Assessment:              |     |                                                                       | <ul style="list-style-type: none"><li>SHS, as a school, does a great job of this. Website, email, phone calls, P/T conferences, Parent Pride Nights, etc.</li><li>Parent representatives on SLT.</li><li>Grade-level Parent Groups (lunches/sharing concerns once a month).</li><li>Questions about how our communication has been - communication has been focused on behavior and emotional concerns, attendance communication has occurred - we are not providing resources to academically help parents and have engagement</li></ul>                                                                                                                                                                                                                                                     | Limited Development<br>10/09/2019 |              |             |
| How it will look when fully met: |     |                                                                       | <ul style="list-style-type: none"><li>Provided opportunities for parents throughout the year to engage with administration and teachers.</li><li>These activities give parents multiple opportunities to engage with school personnel in reference to things they can be doing at home to support their student's learning. Orientation (August), Parent-Conference Days (October and March), Freshman Curriculum Night (February), and Registration Conferences (March/April).</li><li>We had planned to add a high school parent survey and did not do that last year. We plan to focus on that this year.</li><li>Develop a “Welcome to SHS” video (in English and in Spanish) about how SHS works. Who does what? Where to go for what? Dress code, behavior expectations, etc.</li></ul> |                                   | Megan Fuller | 06/02/2025  |
| Actions                          |     |                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 0 of 3 (0%)                       |              |             |
| 6/21/24                          |     | We will seek to update parent contact information on a regular basis. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   | Megan Fuller | 06/03/2025  |
| Notes:                           |     |                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                   |              |             |

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| 6/21/24 | We will continue to promote grade-level google classrooms and newsletters. |  | Megan Fuller | 06/03/2025 |
| Notes:  |                                                                            |  |              |            |
| 6/21/24 | We will continue to promote parent sign-ups for access to PowerSchool.     |  | Megan Fuller | 06/03/2025 |
| Notes:  |                                                                            |  |              |            |