

Comprehensive Progress Report

Mission:

The Northern Elementary School Community nurtures its members through positive, goal-oriented experiences that inspire lifelong learning.

Vision:

The Northern Elementary School Community will provide learning experiences that create productive citizens in a global society.

Goals:

- Achievement Gap Goal: By the end of the 2021-2022 school year, Northern 4th and 5th grade students within the Economically Disadvantaged sub-group (cohorts in 4th and 5th grade) will increase their math percentage of proficiency from 50% to 53%.
- Performance Composite Goal: By the end of the 2021-2022 school year, Northern will increase its performance composite from 75.1% to 78.1% or higher for reading, science, and math of all students in grades 3-5.
- Increasing Teacher Capacity Goal: By the end of 2021-2022 school year all Northern staff will participate in ongoing professional development that will ultimately increase the teacher capacity to raise the academic outcomes for students in grades 4th-5th who are economically disadvantaged students, minority students (Black and Hispanic), and historically marginalized students.
- Attendance Goal: By the end of the 2021-2022 school year, Northern will decrease unexcused absences of students by 10%.
- Lost Instructional Days Goal: By the end of the 2021-2022 school year Northern will not have more than 10 instructional days lost due to in-school or out-of-school suspensions.



! = Past Due Objectives KEY = Key Indicator

Dimension A - Instructional Excellence and Alignment					
Core Function:					
Effective Practice:					
High expectations for all staff and students					
The LEA/School promotes a school culture in which professional collaboration is valued and emphasized by all.(5084)					
Initial Assessment:		Teachers currently attend PLCs and team members plan together as well. Specialists incorporate classroom standards within their classes as well.		Implementation Status	Assigned To
How it will look when fully met:		When this indicator is at full implementation, 100% of teachers and support personnel will agree that Northern is a great place to work and learn. The previous statement encompasses many different aspects, but mainly we will have an entire staff that is collaborative in order to serve EC, AG, and general education students. Northern will have a staff that contributes to the growth of others as professionals and this growth helps grow students. Fully met envisions front office staff, counselors, teachers, teacher assistants, custodians, and community stakeholders working together for the advancement of the learning institution.		Limited Development 08/03/2016	Robert Richmond
Actions				25 of 28 (89%)	
10/8/20	Notes:	Principal will create and deliver administrative re-vision to entire staff		Complete 08/18/2020	Robert Richmond
10/8/20	Notes:	1st quarter remote learning survey to gauge instructional delivery and staff/administrative accessibility during 1st quarter and remote instruction to parents and stakeholders.		Complete 10/01/2020	Robert Richmond
10/8/20	Notes:	Collaboration between grade levels and administration after disaggregating community survey data.		Complete 10/30/2020	Nicole Weeks
10/8/20	Notes:	Create multiple task forces at the school level to create new processes for: arrival/dismissal after reentry, technology advisement, cultural equity, scheduling. These groups will work with administration to provide clear tangible plans for facilitation of plans for the reentry of students.		Complete 10/30/2020	Nicole Weeks
Notes: Task forces will coordinate with administration for all activities, however staff will be collaborate on the systems, operations, and policies that provide the infrastructure for reentry after remote learning					

10/8/20	CF will facilitate grade level and departmental PLCs (grade levels, EC, AG, specialists) in order to merge all groups with common goals.	Complete 11/03/2020	Alex Swerbinsky	11/01/2020
<i>Notes:</i> Target date is set as November so that progress can be evaluated and shifted if need				
11/18/20	Administration and CF will collaborate to start 2020 PLC continuum plan, share with staff via whole staff meeting, and set work for January 2021	Complete 12/15/2020	Robert Richmond	12/15/2020
<i>Notes:</i> Additional steps of plan to come to team				
11/18/20	New schedule and plan for PLC created that includes MTSS chair, EC chair, EC department, and administration	Complete 12/20/2020	Alex Swerbinsky	12/20/2020
<i>Notes:</i> Subsequent steps and plan to be shared				
1/19/21	CF will work with PLC lead to drive data discussions during weekly PLCs. Each grade level will share work at February SBLT	Complete 02/26/2021	Alex Swerbinsky	02/28/2021
<i>Notes:</i>				
1/19/21	CF will work with each grade level as a participant during planning to ensure continuity to SIP.	Complete 02/26/2021	Alex Swerbinsky	02/28/2021
<i>Notes:</i> CF will give update at next SBLT meeting.				
4/19/21	Administration will meet with 3-5 teachers, EC, and AG to discuss some current and past data trends. Group will brainstorm next steps. Teams will also meet with data coach to discuss Power BI and current interim, projected scores for individual students, etc.	Complete 04/05/2021	Alex Swerbinsky	04/01/2021
<i>Notes:</i>				
4/19/21	Tested grade teachers and administration met to discuss high-dosage tutoring plan. Principal will sum up information and enact plan.	Complete 04/09/2021	Robert Richmond	04/09/2021
<i>Notes:</i>				
4/19/21	3-5 teachers will begin Operation High Dosage tutoring that will run Tue, Wed, and Thu.	Complete 04/13/2021	Robert Richmond	04/13/2021
<i>Notes:</i> Details will be in uploaded plan/evidence				
3/15/21	PSG team has been created that is run by the school counselor to complete the assigned State Corrective Action activities. This work will help to ensure that no children are delayed or denied EC services via the MTSS process.	Complete 04/29/2021	Nicole Weeks	04/30/2021
<i>Notes:</i>				
4/19/21	FAMS team will evaluate current state of school using FAMS and meet with NC state coach for first meeting. Team will also gather evidences to provide for current FAMS categories.	Complete 05/04/2021	Alex Swerbinsky	05/01/2021
<i>Notes:</i>				

4/19/21	Opertaion High Dosage Tutoring...weekly...Tue, Wed, and Thu	Complete 05/14/2021	Robert Richmond	05/21/2021
<i>Notes:</i>				
3/15/21	Teacher have identified students who need Tier II supports and will continue to collaborate in PLCs to discuss interventions and progress toward closing instructional gaps.	Complete 05/19/2021	Alex Swerbinsky	06/15/2021
<i>Notes:</i>				
10/8/20	Administration will meet monthly with site-based leadership team to continue with re-visioning of school	Complete 05/19/2021	Robert Richmond	06/15/2021
<i>Notes:</i>				
9/5/21	Principal will create an extended PLC schedule within the master schedule. This will have grade level teachers meeting 1 time per week in a CF lead PLC to accomplish two goals: working on a shared instructional document and implementing MTSS with teachers.	Complete 09/15/2021	Robert Richmond	09/15/2021
<i>Notes:</i>				
9/5/21	Administration will work with grade level teachers to create shell of instructional document.	Complete 09/30/2021	Alex Swerbinsky	09/30/2021
<i>Notes:</i>				
9/5/21	Northern shared instructional document will go "live" and be shared with specialists, AG, and EC departments.	Complete 09/30/2021	Alex Swerbinsky	09/30/2021
<i>Notes:</i>				
9/5/21	Teacher PDPs will be completed and signed off on using information contained within this indicator.	Complete 09/30/2021	Nicole Weeks	09/30/2021
<i>Notes:</i> Goal: Teachers will collaborate weekly to plan/add to/edit a shared living document that is standards based and will house/link materials, resources needed and curriculum based plan for each subject each quarter. (This document will be collaborated on by grade level, specialists, and support staff.)				
10/18/21	CF will update SBLT on progress of teacher PDP goals and have discussion. CF will also present to team on math instructional laps and gather feedback.	Complete 11/08/2021	Alex Swerbinsky	10/30/2021
<i>Notes:</i>				
10/18/21	CF will meet with specialists, EC, and AG departments to thoroughly discuss use of NES instructional document.	Complete 11/30/2021	Alex Swerbinsky	11/30/2021
<i>Notes:</i>				

9/3/19	Student townhalls will occur within the first 3 weeks of school for all 1st-5th grade students	Complete 10/01/2019	Nicole Weeks	10/01/2019
<i>Notes:</i>				
9/3/19	Students will participate in safety drills that include lockdowns and fire drills within the cafeteria, student expectations on the playground and in the cafeteria.	Complete 10/01/2019	Nicole Weeks	10/01/2019
<i>Notes:</i>				
9/3/19	Administration will meet with grade level PLCs monthly to discuss any behavior issues/students.		Nicole Weeks	06/04/2023
<i>Notes:</i>				
9/3/19	Administration will collaborate with EC department and classroom teachers to put any supports in place for more intense students		Robert Richmond	06/04/2023
<i>Notes:</i>				
2/26/18	SBLT will review discipline data at every meeting		Robert Richmond	06/04/2023
<i>Notes:</i>				
Implementation:				
Evidence	2/25/2018. According to Powerschool data, Northern ES currently: 9 school level offences compared to 14 this time last school year. We also currently sit at 1 OSS.	02/25/2018		
Experience	2/25/2018. Grade level were met with to cover procedures and expectations for the school year. The assistant principal is constantly checking in with all students to ensure that classroom management is at the expected level.			
Sustainability	2/25/2018. The administration will continue to be consistent in efforts to enforce rules and expectations and meet with students as necessary.			

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)			Assigned To	Target Date
Initial Assessment:		Currently teachers use the NC SCOS and curriculums provided by GCS to teach standards-based instruction.			Limited Development 09/13/2021	
How it will look when fully met:		When this objective is fully met, teachers will not only use the provided curriculums to teach students, but will have been trained to vet materials for definite standards-based instruction. Teachers will be able to supplement as needed for remediation, extension, and core instruction in a way where teachers are true holders of their craft and have documentation of reasons for instructional decisions.			Alex Swerbinsky	06/06/2023
Actions					0 of 1 (0%)	
9/13/21		Teachers will participate in weekly hour PLCs to create NES instructional document (planning period).			Alex Swerbinsky	06/04/2023
Notes:						
	A2.15	Instructional Teams develop materials for their standards-aligned learning activities and share the materials among themselves.(5105)			Assigned To	Target Date
Initial Assessment:		Currently teachers meet in PLCs at least once a week.			Limited Development 09/12/2018	
How it will look when fully met:		Teachers will be for data discussions at a minimum of once per week and meet for collaboration and team planning at a minimum of once per week. At the team planning they will share ideas and strategies to plan together and ensure the grade level is on the same accord.			Nicole Weeks	06/05/2023
Actions					1 of 2 (50%)	
9/12/18		Administration will set expectation for once a week plc meeting with calendar			Complete 09/04/2018	09/01/2018
Notes:						
9/12/18		CF and administration will implement data meeting along with planning meetings			Nicole Weeks	06/01/2023
Notes:						

Core Function:		Dimension A - Instructional Excellence and Alignment				
Effective Practice:		Student support services				
KEY	A4.01	The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)		Implementation Status	Assigned To	Target Date
Initial Assessment:		Teachers currently teach and assess students. After assessment, they then plan small-group and individualized instruction to attempt to fill in gaps of students. This is happening in most classroom, however it is not consistent in every classroom everyday.		Limited Development 09/12/2018		
		Priority Score: 3	Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		When this objective is fully met, teachers will know each student in the area of data. They will utilize the MTSS framework in order to provide instructional support to students with evidence-based programs. They will use this data to inform instruction for groups of students and single students. There will also be additional staff that will be able to aid with remediation efforts and individual interventions based solely on data. Northern staff will utilize the MTSS framework in order to provide instructional support to students with evidence-based programs.			Robert Richmond	06/15/2022
Actions				28 of 33 (85%)		
	9/12/18	Principal will inform staff of new direction and vision		Complete 08/16/2018	Robert Richmond	08/20/2018
Notes:						
	9/12/18	New walk-through form will be created by the ILT with 3 Northern non-negotiables of best practices that should appear in every classroom everyday during instruction.		Complete 10/10/2018	Robert Richmond	09/30/2018
Notes:						
	9/12/18	Staff will be informed of these levers in order to ensure they are implemented in the classrooms. Administration will note staff knowledge to implement these strategies.		Complete 11/27/2018	Robert Richmond	10/01/2018
Notes:						
	9/12/18	Administrative team will discuss all data currently available. Team will drill down EOY data for previous years to the individual student. This data will be combined with current BOY data to create groups of students based on trends (upward/downward/steady/growth potential) that will be the focus of push-in help.		Complete 10/24/2018	Robert Richmond	10/20/2018

<i>Notes:</i>				
9/12/18	Administration will give PD to ensure staff has the skill set and knowledge to deliver the agreed upon levers and adjust as needed.	Complete 06/15/2019	Robert Richmond	06/15/2019
<i>Notes:</i>				
9/12/18	ILT and administration will target 3 high leverage best practices during walk-through and provide immediate teacher feedback.	Complete 06/01/2019	Robert Richmond	06/15/2019
<i>Notes:</i>				
10/8/19	All new teachers and those new to current curriculums will visit other teachers' classrooms for observation and guided walk-throughs with CF.	Complete 11/01/2019	Alex Swerbinsky	11/01/2019
<i>Notes:</i>	These walk-throughs will occur twice for each new teacher and be guided with the CF. Team will revisit this in November to discuss and make adjustments as needed.			
10/7/19	Administration team will conduct walk-throughs and meet bi-weekly to ensure that teachers are consistently delivering indicators A1.06, A2.17, and A2.26 (MTSS framework) that center around sound instruction, classroom norms, and teacher planning.	Complete 12/19/2019	Nicole Weeks	12/02/2019
<i>Notes:</i>	Principal will attend all 3rd, 4th, and 5th grade PLCs and AP will attend all kindergarten, 1st and 2nd grade PLCs to ensure that teacher planning with the GCS curriculum guide is taking place and focused.			
9/16/19	CF will formally give direct PD on MTSS framework during PLCs and discuss with teachers what probes and assessments will be used for progress monitoring.	Complete 12/02/2019	Alex Swerbinsky	01/05/2020
<i>Notes:</i>	Administration will gauge and report back to SBLT during the month of January as to what additional training needs to be provided to teachers and MTSS team			
12/19/19	CF will continue to monitor district progress and directives for MTSS process and train staff on MTSS part 2 by February.	Complete 02/11/2020	Alex Swerbinsky	02/28/2020
<i>Notes:</i>	Date pushed back to the end of February due to waiting on data for GCS			
12/19/19	CF will ensure that 3-5 IE is happening with a plan of action within 3-5 grade	Complete 02/19/2020	Alex Swerbinsky	02/28/2020
<i>Notes:</i>	CF will also monitor K-2 IE block			
1/29/20	Administration will work with teachers and available staff to create intervention/push-in plan similar to last year's no later than the end of February	Complete 02/19/2020	Robert Richmond	02/28/2020
<i>Notes:</i>				

1/29/20	Assistant principal will facilitate the creation of behavior matrix for various parts of the building that will include common vocabulary	Complete 05/01/2020	Nicole Weeks	04/01/2020
<i>Notes:</i>				
9/16/19	Administration, teachers, and coaches will work together to continue to customize curriculums (ARC,CKLA,and Eureka) to meet students needs. Teacher will receive coaching as coaches are throughout the building during visits.	Complete 06/02/2020	Alex Swerbinsky	06/15/2020
<i>Notes:</i>				
10/7/20	Coaches of different kinds visit approximately each month			
10/7/20	Administration will create a remote learning schedule that provides for IE time, small-group instruction, and one-on-one time with students.	Complete 08/20/2020	Robert Richmond	08/20/2020
<i>Notes:</i>				
10/8/20	Administration team will analyze Educator's Handbook to identify any discipline trends from 19-20 school year and begin creating a plan	Complete 10/21/2020	Nicole Weeks	11/01/2020
<i>Notes:</i>				
10/8/20	Teachers will introduced to and trained on various screeners and diagnostic data to drive small-group remediation, intervention, maintenance, and extension. This will help in meeting individual student needs.	Complete 11/02/2020	Alex Swerbinsky	11/01/2020
<i>Notes:</i>				
10/7/20	Data will constantly be revisited to develop personalized instruction.			
10/7/20	AP will share created behavior matrix with teachers and prepare to teach matrix to students upon return to in-person learning.	Complete 11/02/2020	Nicole Weeks	11/01/2020
<i>Notes:</i>				
11/18/20	Training of K-2 teachers on NES MTSS process and protocols	Complete 11/18/2020	Alex Swerbinsky	11/20/2020
<i>Notes:</i>				
11/18/20	Follow-up meeting and discussion of first 10 weeks of interventions with K-2 teachers	Complete 12/01/2020	Alex Swerbinsky	02/01/2021
<i>Notes:</i>				
11/18/20	Training of 3-5 teachers on MTSS screeners and NES protocols	Complete 02/26/2021	Alex Swerbinsky	02/28/2021
<i>Notes:</i>				
3/15/21	Team will begin looking at spring NWEA assessments and make instructional and tiered decisions accordingly.	Complete 04/13/2021	Alex Swerbinsky	04/15/2021
<i>Notes:</i>				
4/19/21	K-2 teachers will begin small-group and targeted instruction using Spring NWEA results	Complete 04/19/2021	Alex Swerbinsky	04/19/2021
<i>Notes:</i>				

4/19/21	3-5 teachers will go through spring NWEA data and begin to make corrective instruction data using.	Complete 05/01/2021	Alex Swerbinsky	05/01/2021
<i>Notes:</i>				
3/15/21	Create a working spreadsheet by grade level for each teacher that documents all students in need of supplemental support. CF will continue to monitor with teacher throughout the year.	Complete 06/08/2021	Alex Swerbinsky	06/15/2021
<i>Notes:</i>				
9/5/21	Presentation to staff about the rebranding of IE to RIME time. Give specifics and examples of how this time will be used for interventions school-wide.	Complete 09/15/2021	Alex Swerbinsky	09/15/2021
<i>Notes:</i>				
9/5/21	Creation and signing off of teacher PDP goals that include RIME time usage (MTSS).	Complete 09/15/2021	Nicole Weeks	09/15/2021
<i>Notes:</i> o Goal: Using data, meet the individual needs of students to determine how I instruct during RIME me.				
10/19/21	CF will observe and give feedback during RIME math instruction. CF will also model RIME time instruction and give coaching to any teacher deemed necessary by administration.	Complete 11/30/2021	Alex Swerbinsky	11/30/2021
<i>Notes:</i>				
10/19/21	Administration will begin and continue formal and informal observations during RIME time.		Nicole Weeks	01/30/2022
<i>Notes:</i>				
1/19/22	Teachers are giving MOY probes in January and we will discuss updated levels and results in PLC at the beginning of February.		Alex Swerbinsky	02/15/2022
<i>Notes:</i>				
1/19/22	Continuing to progress monitor students every other week to determine who needs to begin ISP process and who has made enough growth to be taken off tiered interventions.		Alex Swerbinsky	06/01/2022

<i>Notes:</i> Teachers have been working with target students in RIME time using the standard treatment protocol for ELA and Math. Students are documented on the Tier Spreadsheets and followed up during PLCs by the Tier II Coordinator (Swerbinsky) and Tier III Coordinator (M. Miller). At this point in the year, students are now being referred to Tier III if little to no growth is being made at the Tier II level. -In Tier III meetings, teachers are now able to discuss clearly the interventions they are providing and discuss data points from both Fastbridge and mClass (depending on grade level and area of need)			
1/19/22	Implementation of CFAs in math 2nd-5th. Use data from CFAs to instruct students who have not mastered the specific standard during RIME time.	Alex Swerbinsky	06/01/2022
<i>Notes:</i>			
9/5/21	Discuss grade level tier II and III students during PLCs with CF. Ensure students are given appropriate screeners, progress monitoring, and decisions are made for appropriate instruction.	Alex Swerbinsky	06/05/2022
<i>Notes:</i>			
Implementation:			
<i>Evidence</i>	9/12/2018		09/12/2018
<i>Experience</i>	9/12/2018		
<i>Sustainability</i>	9/12/2018		

KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Classroom teachers informally monitor students' emotional states. When teachers determine a student's emotional needs are not being met, they will refer the student to the school guidance counselor. Our school's guidance counselor is part of our specialist's rotation wherein she is able to monitor students emotional needs on a bi-monthly schedule.	No Development 09/12/2018		
<i>How it will look when fully met:</i>		Teachers will have an evaluation tool that can be utilized to monitor students' needs. The data from this evaluation will then be utilized by the school guidance counselor to develop small support groups.		Nicole Weeks	06/05/2023
<i>Actions</i>			2 of 3 (67%)		
	9/3/19	Social stories will be created for all students with autism as a proactive tool	Complete 06/03/2019	Nicole Weeks	06/01/2019
<i>Notes:</i>					
	9/12/18	Meet with the school guidance counselor to discuss common emotional needs of students in grades K-5 and determine a list of emotions with descriptors which can later be used to create an evaluation tool for teachers.	Complete 06/02/2019	Nicole Weeks	06/20/2019
<i>Notes:</i>					
	9/3/19	Use information gained from classroom teachers to create small groups for guidance and have counselor monitor emotions of these students on a consistent basis to determine further action		Nicole Weeks	06/01/2023
<i>Notes:</i>					

KEY	A4.16	The school develops and implements consistent, intentional, and ongoing plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently there is a Kindergarten screening and event prior to children starting school. There are also trips and events held for students transitioning to middle school.	No Development 09/12/2018		
<i>How it will look when fully met:</i>		In full implementation there are clear activities for each grade level that are occurring to aid students in transitions throughout the school.		Robert Richmond	06/05/2023
<i>Actions</i>			3 of 6 (50%)		
	9/12/18	Collect information from stakeholders (guidance counselor, social worker, grade level chairs) about transition activities currently happening in the community	Complete 06/04/2019	Robert Richmond	06/04/2019
	<i>Notes:</i>				
	9/3/19	Meet with guidance counselor to discuss additional transition activities for incoming K students, outgoing 5th grade students, and students from grade to grade within school	Complete 09/02/2019	Robert Richmond	09/02/2019
	<i>Notes:</i>				
	9/3/19	Guidance counselor will work with counselors at NMS to collaborate on a more in-depth transition activity	Complete 09/30/2019	Martha Miller	09/30/2019
	<i>Notes:</i>				
	9/3/19	Counselor will work with middle school to implement principal's vision: where all 5th grade students are paired with a 6th grade student; students will get to experience part of 2 middle school classes; students will get to experience working with student locker; students will receive a general tour		Robert Richmond	06/02/2023
	<i>Notes:</i>				
	9/3/19	Work with PTA to improve parent meeting for transitioning 5th grade parents/students that will be held in conjunction with another school activity		Nicole Weeks	06/02/2023
	<i>Notes:</i>				
	9/3/19	Hold 5th grade Transition Day at Northern Middle School		Robert Richmond	06/02/2023
	<i>Notes:</i>				

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Strategic planning, mission, and vision			
!	KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To Target Date
Initial Assessment:			Guilford County Schools has a Support and Improvement team that is responsible for the work set forth in any of the LEA indicators. The district leadership team will be responsible for reviewing the Title I Priority and Focus plans annually in conjunction with the School Improvement Plan. This team will also monitor any reports required as a Title I Priority or Focus school.	Limited Development 09/07/2016	
How it will look when fully met:			The LEA will have an organized effective transformation team that includes various stakeholders. This team will ensure that it continues to support our schools by providing professional development to our school leaders and commits to making transformative work to increase student achievement in the district.		Robert Richmond06/03/2021
Actions				0 of 1 (0%)	
	9/7/19		The District School Improvement team will be created and will meet on a regular basis to help transform any and all underperforming schools in the district.		Robert Richmond06/15/2021
Notes:					

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
<i>Initial Assessment:</i>		The current SBLT meets once per month and also has a whole day retreat prior to the beginning of the school year. The team consists of grade level and department representatives as well as parents. The team uses data to improve student learning from a school improvement standpoint.	Limited Development 09/07/2016		
<i>How it will look when fully met:</i>		The SBLT team will meet once monthly and use school data to drive the direction of academics at Northern ES. The administrative team consisting of the principal, AP, CF, and ILT members will meet on a more frequent basis to review implementation of the curriculum throughout the school and make changes as necessary.		Robert Richmond	06/05/2023
<i>Actions</i>			4 of 5 (80%)		
	9/16/19	Administration and CF will meet weekly to discuss the running of the school in respects to curriculum and instruction and implementation of instructional practices and trends. This team will make changes as necessary and implement those changes during PLCs with grade levels/departments.	Complete 11/01/2019	Robert Richmond	11/01/2019
<i>Notes:</i>		Meeting happens each Monday. Major adjustment will be first part of November after 1st interim assessment.			
	9/16/19	Administration and CF will conduct bi-monthly walk-throughs to gauge 3 Northern commitments to teaching and learning.	Complete 12/02/2019	Nicole Weeks	12/01/2019
<i>Notes:</i>		Major shifts and/or next school-level PD discussion will happen by November based on trends noted by ILT.			
	1/29/20	Vertical PLC will happen with Eureka coach by grade level that will center around standards. This discussion will then continue to happen in subsequent PLCs.	Complete 01/28/2020	Alex Swerbinsky	02/01/2020
<i>Notes:</i>					
	12/19/19	ILT will present to staff at January staff meeting about PLC process and maximum expectations for classroom teachers	Complete 01/21/2020	Alex Swerbinsky	02/01/2020
<i>Notes:</i>		What are students supposed to be learning, how are they going to learn it, how will teachers know if students learned it, what is next if they learned it or did not learn it?			
	12/19/19	Vertical planning discussions will happen during the month of February with discussion of mastery and standards that grow as students go from grade to grade.		Alex Swerbinsky	11/20/2023

Notes: This was moved from February to May.

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>		As evidenced in the Teacher Working Conditions survey, our staff functions as a team and has a shared vision. Teams have instructional planning time. Common duty-free times are provided to members of teams to enable team instructional planning. Classroom teachers/grade level teams have a 40 minute planning time five days per week. Our curriculum facilitator will strengthen the use of the instructional planning time and strategically involve the instructional support staff. There are four new classroom teachers this year (2 of which are brand new). Our work this year will focus on bringing these new teachers into the fold at Northern and making sure they are working within our team structure. Due to the disparity in the performance of the EC students on achievement data, we are exploring ways of focusing our co-teaching and inclusion practices and strategically involving our EC staff.	Limited Development 09/07/2016		
<i>How it will look when fully met:</i>		Teachers will utilize a team structure of planning with specific time to collaborate with grade level colleagues.	Objective Met 04/13/21	Andrea Matkins	06/04/2022
<i>Actions</i>					
	9/12/17	AP will lead a detailed orientation for new teachers to orientate them to the practices and cultures of the school.	Complete 09/13/2017	Robert Richmond	09/25/2017
<i>Notes:</i>					
	2/26/18	Each grade level will have one planning day each quarter	Complete 11/08/2017	Andrea Matkins	11/08/2017
<i>Notes:</i>					
	2/26/18	BTs will be given time to observe at minimum 3 other veteran teachers.	Complete 11/06/2017	Andrea Matkins	11/15/2017
<i>Notes:</i>					
	2/26/18	There will be mandatory grade level plannings together once per week	Complete 12/05/2017	Teresa Kennedy	12/05/2017
<i>Notes:</i>					
	3/14/18	Classroom teachers will share grade level newsletters with EC teachers	Complete 04/01/2019	Andrea Matkins	04/02/2019
<i>Notes:</i>					
	3/14/18	EC staff will attend a minimum of 1 grade level meeting per month. They will do this with the grade level of which they are assigned.	Complete 04/13/2021	Alex Swerbinsky	04/02/2021
<i>Notes:</i>					

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)				
Initial Assessment:		There is currently feedback that is given from formal observations that is inline with the instructional framework of the district.		Implementation Status	Assigned To	Target Date
How it will look when fully met:		Teachers will be given consistent feedback from classroom walk-throughs. There will be a walk-through schedule for the administrators. Administrators will provide explicit feedback centered around school focus with probing questions for teachers. They will then utilize this feedback to improve classroom practices and improve student achievement. This objective will look different during remote instruction and then change once students go back to in-person learning.		Limited Development 09/07/2016	Robert Richmond	06/15/2022
Actions				28 of 32 (88%)		
	9/12/18	Administration will meet with teachers to discuss new walk-through process and use of ILT.		Complete 09/11/2018	Robert Richmond	09/15/2018
Notes:						
	9/18/18	Administrative team will create a feedback tool that centers around the goals and strategies of the SIP and the non-negotiables set forth by ILT. Administration will then print copies of the document in carbon copy form and leave feedback for teachers during walk-throughs.		Complete 10/17/2018	Robert Richmond	10/01/2018
Notes:						
	9/12/18	Administration will meet with grade levels to discuss walk-through feedback, how it will be used, and expectations for administrative follow-up		Complete 11/27/2018	Robert Richmond	10/20/2018
Notes:						
	9/18/18	Administration and CF will note any trends of needed improvements and provide PD on an as-needed basis to teachers		Complete 11/04/2019	Nicole Weeks	11/15/2019
Notes:		Administration will create/note any trend data on a monthly basis starting in November.				
	9/16/19	Principal, AP, and CF will work to ensure that all teachers under 4 years/struggling teachers will have release time to observe master colleagues and receive coaching from district coaches as needed with certain teacher prioritized over others.		Complete 12/02/2019	Alex Swerbinsky	12/01/2019
Notes:		Working with CKLA, ARC, and Eureka coaches				

1/29/20	Administration will hold mid-year PDP conferences with every teacher. Teachers will sort their students using multiple data points and complete an instructional reflection sheet. This will be discussed during the conferences.	Complete 02/14/2020	Nicole Weeks	03/01/2020
<i>Notes:</i> Block out dates are 2/5 and 2/7				
1/29/20	To focus on intervention and enrichment of students and standards, administration will be conducting the second round of walk-throughs during IE with post- conferences for all teachers.	Complete 02/19/2020	Robert Richmond	03/01/2020
<i>Notes:</i>				
9/18/18	Teachers will receive feedback from walk-throughs and be expected to have a follow-up plan/discussion to address any areas noted for improvement.	Complete 12/19/2019	Robert Richmond	06/15/2020
<i>Notes:</i>				
10/7/20	Technical Assistance Response Unit (TARU) will hold microsoft teams PD for teachers to use during remote/virtual instruction	Complete 08/26/2020	Alex Swerbinsky	08/20/2020
<i>Notes:</i>				
10/7/20	Create team of individuals to facilitate technical aspect of remote learning to assist teachers and students during remote learning	Complete 08/27/2020	Barabara Farrell	08/30/2020
<i>Notes:</i>				
10/7/20	Principal and AP will conduct virtual walk-through and give teacher specific feedback with a goal of 5 teachers per week	Complete 11/03/2020	Nicole Weeks	11/01/2020
<i>Notes:</i>				
10/7/20	CF will hold grade level specific PLCs with focus on virtual instruction and assessment	Complete 11/02/2020	Alex Swerbinsky	11/01/2020
<i>Notes:</i>				
11/18/20	Introduction of PLC continuum to SBLT followed by entire staff	Complete 12/02/2020	Robert Richmond	11/25/2020
<i>Notes:</i>				
10/7/20	Principal will participate and complete PD on coaching digital learning provided through the Friday Institute of NC State.	Complete 12/15/2020	Robert Richmond	12/15/2020
<i>Notes:</i> Units are a week long in a 6 week online learning program				
11/18/20	Grades 3-5 will self-assess on continuum (core/common CFAs/consistent intervention). Grade levels will begin work at present level	Complete 01/08/2021	Alex Swerbinsky	01/10/2021
<i>Notes:</i>				

11/18/20	Grades K-2 will self-assess on continuum (core/common CFAs/consistent intervention). Grade levels will begin work at present level	Complete 01/15/2021	Robert Richmond	01/15/2021
<i>Notes:</i>				
3/15/21	Administration will meet with every certified employee as part of the employee's mid-year PDP conference. Administration is meeting with all non-certified employees as well.	Complete 02/17/2021	Robert Richmond	02/01/2021
<i>Notes:</i>				
4/19/21	Administration will begin completing summative evaluations on certified employees and continue coaching	Complete 05/20/2021	Robert Richmond	06/01/2021
<i>Notes:</i>				
10/7/20	Work with outside coaches (Eureka, CKLA, ARC) to facilitate PD pertaining to curriculums and tools for remote instruction specifically	Complete 05/20/2021	Alex Swerbinsky	06/01/2021
<i>Notes:</i>				
3/15/21	Administration has shifted focused coaching to teachers who need support and newer teachers. This will continue to the end of the school year.	Complete 05/20/2021	Robert Richmond	06/15/2021
<i>Notes:</i>				
3/15/21	Administration will begin and complete final round of observations and prepare for EOY summative conferences.	Complete 06/15/2021	Robert Richmond	06/15/2021
<i>Notes:</i>				
9/13/21	Prior to the first round of observations, principal and AP will leave hand written feedback of positives for all teachers during the first 2 weeks of school.	Complete 10/11/2021	Nicole Weeks	09/17/2021
<i>Notes:</i>				
9/13/21	Administration will have two check-ins with the 4 teachers new to Northern. One will occur within the first two weeks of school and the other within the first month of school.	Complete 10/04/2021	Robert Richmond	09/30/2021
<i>Notes:</i>				
10/18/21	CF will perform observations with Eureka coach during RIME small group time and provide written feedback.	Complete 10/07/2021	Alex Swerbinsky	10/05/2021
<i>Notes:</i>				
9/13/21	CF will work with grade level teams to create the NES instructional document that will be used to monitor weekly instruction and used during walk-throughs and formal observations.	Complete 10/20/2021	Alex Swerbinsky	10/20/2021
<i>Notes:</i>				

9/13/21	Administration will create evaluation schedule for 2021-2022 school year and assign specific sets of teachers to the principal and assistant principal	Complete 10/05/2021	Robert Richmond	10/20/2021
<i>Notes:</i>				
10/18/21	Principal will take first in-depth look at the progress of the Northern Instructional Document and provide written feedback to all grade levels and CF.	Complete 12/06/2021	Robert Richmond	11/15/2021
<i>Notes:</i>				
1/17/22	Principal will redirect PLCs for 2022 that include weekly standard CFAs for 2-5 and other specific goals for K-1. Principal will also discuss IA 1 data with entire teaching staff	Complete 01/04/2022	Robert Richmond	01/15/2022
<i>Notes:</i>				
1/17/22	Admin team will disaggregate IA 2 data, look at percent proficient by race, and discuss with administering teachers.		Robert Richmond	01/30/2022
<i>Notes:</i>				
10/18/21	All formal and informal teacher observations will take place during RLME time (remediation, intervention, maintenance, extension) block of time.		Robert Richmond	01/30/2022
<i>Notes:</i> All comprehensive and standard observation will have taken place and the beginning focus will be on teachers on the abbreviated cycle.				
1/17/22	Admin team will observe, give feedback, repeat, and model as necessary for 3 new core teachers. Admin will debrief with teachers bi-weekly on growth and CF will meet with teachers weekly to model as needed.		Nicole Weeks	05/01/2022
<i>Notes:</i>				
1/17/22	Admin team will be weekly with PLCs 2-5 to discuss weekly CFA data and plan. CFAs will be administered in math 2-5 and science 5.		Robert Richmond	06/05/2022
<i>Notes:</i>				

Core Function:		Dimension C - Professional Capacity				
Effective Practice:		Quality of Professional development				
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 Status	Assigned To	Target Date	
Initial Assessment:		Performance data is disaggregated by teachers, administration, the SIT, and used to make instructional decisions. School administrators used classroom observation and walk-through data to make decisions about professional development for staff, teaming, and grade assignment decisions	Limited Development 09/04/2021			
How it will look when fully met:		When this item is fully met, the school will consistently and purposefully disaggregate data by sub groups and make decisions for each sub group based off of the data pertaining specifically to that sub group.		Robert Richmond	06/05/2023	
Actions			0 of 1 (0%)			
9/5/21		Disaggregate classroom data by subgroups.			Alex Swerbinsky	06/03/2023
Notes:						

Core Function:		Dimension C - Professional Capacity				
Effective Practice:		Talent recruitment and retention				
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	
Initial Assessment:		The NES administration hires for vacancies as needed. There are various procedures in place to recruit staff.	Limited Development 09/13/2021			
How it will look when fully met:		Administration of NES will have a documented procedure that is followed to replace staff, reward consistently high performing staff, and evaluate staff on a fair and consistent basis.		Robert Richmond	06/05/2023	
Actions			0 of 1 (0%)			
9/13/21		Administration will meet to brainstorm performance of current staff and incentives that can be created using current budget.		Robert Richmond	06/04/2023	
Notes:						

Core Function:		Dimension E - Families and Community				
Effective Practice:		Family Engagement				
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)				
Initial Assessment:		Few teachers send home current and upcoming standards and assessments being given. Students write daily learning objectives and homework in student agendas.	Limited Development 09/12/2018			
		Priority Score: 3	Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		Teachers will utilize tangible or electronic newsletters to communicate with parents about current and upcoming standards being taught, upcoming assessments students will be participating in, as well as information on resources that they can use to assist their child at home.	Objective Met 10/07/20	Nicole Weeks		06/15/2019
Actions						
9/12/18		Administration discussed with teachers the expectations for the contents and frequency of newsletters that would be sent home to parents	Complete 08/16/2018	Nicole Weeks		08/16/2018
Notes:						
9/12/18		Administration set a deadline for each grade level or team of teachers to complete and send home communication via a newsletter to parents.	Complete 09/14/2018	Nicole Weeks		09/14/2018
Notes:						
9/18/18		Administration will meet with grade levels/departments to give feedback around communication and equity or quality concerns.	Complete 10/15/2018	Robert Richmond		10/15/2018
Notes:						
9/18/18		Administration will seek feedback from parents/stakeholders regarding school to home communication. Changes will be made as necessary.	Complete 06/12/2019	Nicole Weeks		06/15/2019
Notes:						
9/12/18		Administration and ILT will monitor grade level/teacher/departments home communications.	Complete 06/12/2019	Nicole Weeks		06/15/2019
Notes:						

9/12/18	Share out various communications used by staff so other staff members can observe/compare/note other grade level's communication tools and uses.	Complete 06/03/2019	Nicole Weeks	06/15/2019
<i>Notes:</i>				
9/18/18	Consult with equity team to discuss teacher/home communications to discuss whether needs of all families are being met and what to do in cases where needs are not being met. Team will discuss further steps of changing items as needed.	Complete 09/03/2019	Nicole Weeks	06/15/2019
<i>Notes:</i>				
Implementation:		10/07/2020		
Evidence	9/3/2019 9/3/2019- This indicator was one of main focuses for the 2018-2019 school year. The administration has worked to ensure the following: -weekly or bi-weekly parent communication to showcase classroom, current standards that students are working learning, upcoming important dates that include any assessments -Administration were responsible for facebook posts and connect ed messages on a weekly basis -The Northern Interim report was re-created to streamline student progress and ensure that appropriate information was being communicated to parents -Parent townhalls were had to solicit feedback from parents and stakeholders -Communication has increased significantly!			
Experience	9/3/2019 9/3/2019- This indicator was one of main focuses for the 2018-2019 school year. The administration worked with staff to ensure the following: -weekly or bi-weekly parent communication to showcase classroom, current standards that students are working learning, upcoming important dates that include any assessments -Administration were responsible for facebook posts and connect ed messages on a weekly basis -The Northern Interim report was re-created to streamline student progress and ensure that appropriate information was being communicated to parents -Parent townhalls were had to solicit feedback from parents and stakeholders -Communication has increased significantly!			

Sustainability

9/3/2019

9/3/2019- Administration will continue to monitor and enforce all communication efforts that were put in place during the 2018-2019 school year as well as adding the following:
-curriculum facilitator newsletter to ensure that classroom teachers, EC, AG, Etc. are all connected with curriculum