Comprehensive Progress Report

Mission: At Ben L. Smith High School, our mission is to provide a place of excellence where all students can achieve their full potential in a safe, rigorous, academic environment, and understand their role in a culturally diverse global community.

Vision: At Ben L. Smith High School, we address the individual needs of students; foster a caring and creative environment; and emphasize the social, emotional, physical, intellectual, and cultural development of each student in a globally diverse community.

Goals:

INCREASE PERFORMANCE COMPOSITE: By June 2023, we will increase the overall Composite from 28.7 % to 34.7 %, as measured by the state accountability model. (A 1.07, A2.04, A4.01, A4.11, A4.16, B1.01, B1.03, B2.03, B3.01, B 3.03, B3.04, C2.01, C3.04, E1.06)

REDUCE PERCENT OF STUDENTS CHRONICALLY ABSENT: By June 2023, Smith High School will reduce the percent of students who are chronically absent from school from 48.3 % during the 2021-2022 school year to less than 38.3 % during the 2022-2023 school year. (E1.06, A4.06)

REDUCE NUMBER OF LOST INSTRUCTIONAL DAYS: By June 2023, we will reduce the number of lost instructional days that have resulted from out of school suspensions from 962 during the 2021-2022 school year to 600 or less. (A1.07, A4.06, E1.06)

FAM-S PRIORITY AREA (Item 31): By June 2023, Ben L. Smith High School will define four core social and emotional practices (self-awareness; self-management;, relationship skills; and responsible decision making) in consideration of academic and behavioral instruction and environment. (A4.05, A4.06, B2.03, E1.06)



! = Past Due Objectives KEY = Key Indicator

Core Function:			**Dimension A - Instructional Excellence and Alignment**			
Effective Practice:			**High expectations for all staff and students**			
	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:	The school is continuing to implement Social-Emotional Learning training and strategies, hall sweeps, walk-throughs, MTSS, counselor and social worker support, parent engagement sessions, and other strategies to help address lost of instructional time and reduction of out of school suspensions. CIS coordinator will implement intervention strategies to promote student engagement and to decrease chronic absenteeism and student drop out.	Limited Development 10/24/2019		

How it will look when fully met:	There would be a reduction in the number of instructional days lost due to in-school and out of school suspensions. There would be daily hall sweeps and classroom walk-throughs. There would be continued training and use of SEL and MTSS (core social and emotional) strategies. There would be at least two parent engagement sessions for the school year. Identified students would have met with counselors and the social worker. Student incentives for good behavior and attendance would be distributed throughout the year. CIS coordinator would have implemented intervention strategies to promote student engagement and to decrease chronic absenteeism and student drop out.		**Erick Pryor**	**06/09/2023**
Actions		**4 of 11 (36%)**		
10/25/19	School is doing year-long staff development based on relationship skills and social development which are aspects of two of the five pillars of social emotional learning.	Complete 06/30/2021	Melvin Marshall	06/30/2021
Notes:				
10/14/21	Teachers will review the Student and School Handbook during the first five days of school in homeroom.	Complete 10/14/2021	Melvin Marshall	08/30/2021
Notes:				
10/25/19	The school will continue to implement Positive Behavioral Interventions and Support (PBIS), SEL, and Character Education by recognizing appropriate behaviors by issuing students gold bucks. Drawings will be held weekly. Students will be selected through drawings throughout the school. Students are also recognized on the intercom.	Complete 06/30/2022	Erick Pryor	04/30/2022
Notes:	Title I funds included in the $5,000 are being used to purchase student incentives.			
10/24/19	Lesson plans on SEL, PBIS, and Character Education and monthly Character Education Trait Awards will be used to reinforce PBIS traits.	Complete 06/30/2022	Erick Pryor	04/30/2022

Notes:				
9/16/22	School will offer to two parent engagement sessions to address things such as student expectations, behavior, attendance, and academics.		Erick Pryor	03/31/2023
Notes:	Title I funds will be used to provide food for parent engagement sessions.			
9/16/22	School will provide students with incentives for good behavior and attendance.		Daylonda Lee	05/31/2023
Notes:	Title I funds will be used to purchase student incentives.			
9/16/22	CIS coordinator will implement intervention strategies to promote student engagement and to decrease chronic absenteeism and student drop out.		Natalie Ward	06/09/2023
Notes:	A portion of the CIS coordinator salary is funded from Title I funds.			
9/16/22	Students will meet with counselors and the social worker as needed.		Michael Watlington	06/09/2023
Notes:				
9/28/22	All teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.		Erick Pryor	06/09/2023
Notes:				
9/16/22	Continue to conduct SEL and MTSS Professional Development and implement strategies. Implement core social and emotional practices to help improve student behavior, academics, and attendance.		Michael Watlington	06/09/2023
Notes:				
9/16/22	Continue to conduct daily walk-throughs and hall sweeps to help monitor student behavior, attendance, and engagement.		Melvin Marshall	06/09/2023
Notes:	Title I funds will be used to help pay compensation for male mentors and behavior support assistants.			

Core Function:	Dimension A - Instructional Excellence and Alignment			
Effective Practice:	**Curriculum and instructional alignment**			
A2.01	**Instructional Teams meet regularly (e.g., twice a month or more for 45 minutes each meeting) to review implementation of effective practice and student progress.(5091)**	**Implementation Status**	**Assigned To**	**Target Date**
Initial Assessment:	Currently School Improvement Team and Instructional Leadership Team meet once a month. The Instructional Leadership Team meetings are currently being restructured to include more focus on observation and feedback.	Limited Development 09/28/2018		
	Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:	School Leadership Team and Instructional Leadership Team will meet a minimum of once a month. These meetings will have guiding questions and the answers will give an indication of student progress towards meeting the school's goals.	**Objective Met 06/30/21**	**Melvin Marshall**	**10/31/2021**
Actions				
10/3/18	Create and share meeting calendars.	Complete 12/04/2018	Donevin Hoskins	12/21/2018
Notes:				
10/25/19	Teachers will meet weekly in content PLCs.	Complete 06/30/2021	Karen Braswell	06/30/2021
Notes:				
10/25/19	School Improvement Team (SIT) will meet monthly to address teaching and learning, share departmental concerns, revisit Title I Budget allocations, and plan for continuous improvement.	Complete 06/30/2021	Bernard Mack	06/30/2021
Notes:				
10/25/19	Instructional Leadership Team (ILT) will meet monthly to review relevant student (academic, discipline, and attendance) data, to discuss instruction, observations, calibrate feedback, learning walks, and identify opportunities for professional development.	Complete 06/30/2021	Melvin Marshall	06/30/2021
Notes:				
10/25/19	Some members of the Instructional Leadership Team (ILT) will attend the New Leaders Professional Development.	Complete 06/30/2021	Melvin Marshall	06/30/2021
Notes:				
Implementation:		06/30/2021		

Evidence	12/5/2018 Calendar has been uploaded. 06/30/2021 ILT Framework, GCS Activity Packet, and Instructional Leadership Team Minutes were uploaded.			
Experience	12/5/2018 Calendar created and presented at School Improvement Team meeting. 06/30/2021 ILT Framework, GCS Activity Packet, and Instructional Leadership Team Minutes uploaded.			
Sustainability	12/5/2018 Meetings will be held a minimum of twice a month as outlined on the calendar. 06/30/2021 School Leadership Team will meet at least once a month and Instructional Leadership Team will meet at least once a month for a minimum of two meetings a month.			
KEY	**A2.04**	**Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)**	**Implementation Status**	**Assigned To**	**Target Date**
Initial Assessment:	During 2022-2023 school year, Ben L. Smith High School will develop a lesson plan template to be used by all teachers that is standards based aligned for each subject area.		Limited Development 10/15/2021		
How it will look when fully met:	All teachers will use the lesson plan template developed by the school and which is aligned by the standards. This lesson plan will identify the objectives, NC Standard, Higher order Thinking Strategy, etc.			**Erick Pryor**	**12/31/2022**
Actions			**0 of 2 (0%)**		
10/15/21	Lesson plan audits/reviews will be conducted at a minimum of quarterly to monitor lesson plan completion, quality, and alignment to standards.			Erick Pryor	12/31/2022
Notes:					
10/15/21	Design a lesson plan template that is aligned to the standards, unique to the school, and meets students' needs at Ben L. Smith High School.			Erick Pryor	12/31/2022
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:			Student performance data is reviewed to determine the level of intervention required to help students meet or exceed their academic goals. Smith High School is continuing to implement MTSS. For the 2022-2023 school year, the school is continuing to work with the National Training Network, myPerspectives, Public Impact, and the district in the implementation of a tiered instructional system that allows teachers to deliver evidence based instructions aligned with individual student's needs across all tiers in Math 1, 2, and 3, English, and Biology. They are also receiving coaching support with Opportunity Culture teachers in the areas of Math 1, Math 3, and English II. The district is supporting support in Biology with STEMscopes.	Limited Development 05/25/2016		
How it will look when fully met:			Smith High School will have implemented a tiered instructional system that allows teachers to deliver evidenced based instruction aligned with individual needs of students across all tiers. Math and English teachers will receive coaching support from NTN, MyPerspectives, school administrators, MCLs, district personnel, and others. The administrators will work closely with teachers in PLCs to plan for and monitor instruction. The staff will also receive Professional Development support.		**Erick Pryor**	**06/09/2023**
Actions				**6 of 10 (60%)**		
		10/11/16	Randomly select lesson plans to verify the plans are multi-tiered with standards and student needs.	Complete 04/24/2017	Arlene Manning	04/28/2017
		Notes:	Random selection of lesson plans submitted and uploaded into document files.			
		10/11/16	Multiple sessions of Professional Development to instruct teachers in aligning lessons based on the needs of individual students.	Complete 05/01/2017	Chelsea Smith	05/19/2017
		Notes:				

5/25/16	In the Fall of 2016 we will review first Semester student performance data and determine what standards have not been met and what Teachers are best suited to reteach the unmet standards.	Complete 06/20/2017	Keith Barnett	06/30/2017
Notes:				
10/9/17	A yearlong Professional Development calendar will be created. Topics will include SIOP, differentiation, and effective questioning techniques.	Complete 06/06/2018	Chelsea Smith	06/29/2018
Notes:				
10/9/17	Randomly perform lesson plan audits to verify that lesson plans are current, multi-tiered with standard listed and activities are rigorous learning tasks.	Complete 06/05/2019	Ayana Hanger	06/28/2019
Notes:				
10/25/19	School is providing after-school and Saturday instruction for enrichment and differentiated instruction for students.	Complete 06/30/2021	Melvin Marshall	06/30/2021
Notes:				
10/9/17	Refer students to the MTSS team as learning needs and/or areas of concerns are identified that impact student results/outcome.		Erick Pryor	06/09/2023
Notes:				
10/25/19	Smith High School is continuing to offer, provide, and/or participate in Professional Development on MTSS, NTN, MyPerspectives, differentiated instruction, and technology integration.		Erick Pryor	06/09/2023
Notes:	MCLs have been hired in Math and English using partial Title I funds. They will assist in providing Professional Development for teachers and coaching teachers.			
9/9/22	Smith High School will implement a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (A4.01)		Erick Pryor	06/09/2023
Notes:	Local, state, and federal (Title I) funds will be used to provide teachers with Professional Development to ensure that teachers are implementing effective teaching practices and using a tiered approach.			
10/25/22	Our MCL's will continue working with ELA's and Math PLC's to drive common assessment and data based responses to instruction. This action is ongoing from 21-22 school year.		Erick Pryor	06/09/2023
Notes:	Title 1 funding and Restart Funding Flexibility will be used to support MCL and EIT positions.			

	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
Initial Assessment:			The staff is continuing to participate in SEL and MTSS staff development. Additional training for faculty and staff is required in order to effectively address the wide range of student social/emotional needs and effective provide supports and interventions.	Limited Development 05/04/2016		
How it will look when fully met:			All staff will have received SEL and MTSS training. All staff will be trained to recognize and respond to students exhibiting social and emotional distress that are impeding students' academic success. Referrals submitted to IST will serve as evidence that teachers are addressing student needs. There will be a streamline process for students to reach other adults that can support them with their diverse needs. There will be a reduction in lost instructional days resulting in in-school and out-of-school suspension as well as poor attendance.		**Melvin Marshall**	**05/31/2023**
Actions				**10 of 12 (83%)**		
		10/9/17	Guidance Counselors will create success plans for students experiencing academic difficulties, poor attendance, and/or multiple misconduct/suspensions.	Complete 06/06/2018	Gloridean Boyd	06/29/2018
		Notes:				
		10/9/17	As an alternative to OSS (Out-of-School Suspension) , SUWYO (Stay Up While You're Out), and ISS (In-school Suspension) will be offered to students with minor to moderate behavior infractions to decrease lost instruction.	Complete 06/06/2018	Rachel Lewis	06/29/2018
		Notes:				
		10/9/17	In partnership with Communities in Schools, we will identify resources to help address attendance, behavior, and academic concerns.	Complete 06/06/2018	Carla McMillan	06/29/2018
		Notes:				
		10/3/18	Establish a 9th grade committee to help students navigate freshman year successfully and reduce the number of students off track at the end.	Complete 06/05/2019	Nequal Decosta	06/28/2019
		Notes:				
		10/3/18	Begin monthly faculty meetings with a SEL activity.	Complete 06/05/2019	Desiree Corbett	06/28/2019
		Notes:				
		10/3/18	Conduct a year long book study.	Complete 06/05/2019	Desiree Corbett	06/28/2019
		Notes:				
		10/9/17	Share monthly activities focused on identified character education traits. Week 1 and Week 3 lesson plans will reflect planned activities.	Complete 06/05/2019	DeMario Reid	06/28/2019

Notes:				
10/9/17	Teachers will receive support on how to effectively implement PBIS school-wide.	Complete 06/05/2019	DeMario Reid	06/28/2019
Notes:				
10/24/19	Counselors do yearly suicide training with staff to identify students in crisis.	Complete 04/01/2020	Cierra Murphy-Higgs	04/30/2020
Notes:				
11/2/20	Counseling Department and School Social Worker will provide staff development monthly during staff meetings regarding Social and Emotional Learning (SEL) programs and support.	Complete 06/30/2021	Roman Jones	06/30/2021
Notes:				
10/24/19	Staff will participate in MTSS and SEL staff development.		Melvin Marshall	05/31/2023
Notes:				
10/3/18	As an alternative to OSS (Out-of-School Suspension), ISS (In-school Suspension), and After-School Detention will be offered to students with minor to moderate behavior infractions to decrease lost instruction.		Erick Pryor	06/09/2023
Notes:				
	A4.11	**The school provides all students extended learning opportunities (e.g., summer bridge programs, after-school and supplemental educational services, Saturday academies, enrichment programs). (5129)**	**Implementation Status**	**Assigned To**	**Target Date**
Initial Assessment:		Smith High School will provide all students with extended learning opportunities such as tutoring, learning hub, Saturday school, field trips, etc. to keep all students on track for graduation. (A4.11: A. 4.01: B3.01)	Limited Development 09/28/2018		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		An attendance log of list of students who attended learning hub, Saturday school, field trips, etc. Also more students will graduate on time as evidenced by the 4-year cohort graduation rate.		**Erick Pryor**	**06/30/2023**
Actions			**1 of 4 (25%)**		
10/25/19	Academy Ninth Graders entering Smith during the summer of 2020 will attend a Summer Camp to successfully complete the transition from middle school to high school		Complete 06/30/2021	Frank Pantano	06/30/2021

Notes:				
9/9/22	Ensure that students who need academic assistance are aware of and attend the learning hub, tutoring, and other related support and enrichment activities. (A4.11)		Erick Pryor	06/30/2023
Notes:	School will use ESSER, learning hub and Title I funds to support these activities.			
9/9/22	Smith High School will implement a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers. (A4.01)		Erick Pryor	06/30/2023
Notes:	Local, state, and federal (Title I) funds will be used to provide teachers with Professional Development to ensure that teachers are implementing effective teaching practices and using a tiered approach.			
9/9/22	Smith High School will use data to monitor student progress and performance in learning hubs, tutoring, and other activities.		Melvin Marshall	06/30/2023
Notes:				
Implementation:		06/30/2021		
Evidence	6/30/2021 Summer Camp schedule for summer 2020.			
Experience	6/30/2021 Summer Camp during summer 2020 and a Summer Camp will occur during summer 2021.			
Sustainability	6/30/2021 Continuously have Summer Camps.			

	KEY	A4.16	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
Initial Assessment:			Each student has a graduation plan created by the counselors. Students are also scheduled by counselors in the appropriate courses needed for on-time graduation and for year to year promotion. Progress Reports are given throughout the school year. The school conducts regular parent meetings, open houses, and curriculum nights to keep parents and students informed of their academic status.	Limited Development 10/24/2019		
			Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:			Each student will have a graduation plan. Each student will have an appropriate schedule for the year. More students will pass their end of course exams. The school will have parent meetings, open houses, and curriculum nights.		**Erick Pryor**	**06/30/2023**
Actions				**1 of 5 (20%)**		
		10/24/19	Graduation plans for every student are prepared to address the needs of the student.	Complete 06/30/2021	Shatea McBride	06/30/2021
		Notes:	Graduation Plans are prepared in middle school and follow the students to high schools. The counselors review the plans and prepare a spreadsheet of students in danger of not graduating. This spreadsheet is color coded with green (student successfully graduated) yellow, and red (student did not succeed in graduating).			
		10/5/22	Students will all have a schedule aligned to courses needed for graduation.		Michael Watlington	03/01/2023
		Notes:				
		10/15/21	Every student will have a graduation plan.		Michael Watlington	03/31/2023
		Notes:				
		10/5/22	Provide students with Progress Reports each quarter.		Melvin Marshall	04/30/2023
		Notes:				
		10/5/22	Host Title I parent meetings, open houses, and curriculum nights.		Melvin Marshall	06/09/2023
		Notes:	Title I and ESSER funds are used to pay for materials and food for Title I parent nights.			
Implementation:				06/30/2021		

Evidence	6/30/2021 Sample of Graduation Plans. The spreadsheet used was presented but not uploaded due to confidential data.			
Experience	6/30/2021 Graduation Plans are prepared in middle school and follow the student to high school. The counselors update the plans as required.			
Sustainability	6/30/2021 Graduation Plans will continuously be prepared and used to verify the student's progress.			

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:	Smith High School has a School Leadership Team that works in collaboration with the district and the principal's supervisor to help with the development, implementation, and monitoring of the School Improvement Plan.	Limited Development 05/04/2016		
	Priority Score: 2 Opportunity Score: 1	Index Score: 2		
How it will look when fully met:	The school will have developed, implemented, and monitored the School Improvement Plan for the 2022-2023 school year.		**Melvin Marshall**	**06/30/2023**
Actions		**1 of 2 (50%)**		
10/24/19	SLT monthly meetings will address the concerns of departments, students, parents, and the school. Minutes of the meetings will be used for documentation that the goals are aligned to the district's initiatives with MTSS and SEL.	Complete 06/30/2021	Bernard Mack	06/30/2021
Notes:				
10/15/21	Work collaboratively with the School Leadership Team and staff, district, and principal's supervisor to help develop the School Improvement Plan.		Melvin Marshall	10/31/2022
Notes:				
Implementation:		06/30/2021		
Evidence	6/30/2021 Minutes of selected minutes and all minutes can be reviewed if requested.			
Experience	6/30/2021 Minutes of selected meetings uploaded.			
Sustainability	6/30/2021 School Leadership Team will continue to meet at least once a month.			

	KEY	B1.03	A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices. (5137)	Implementation Status	Assigned To	Target Date
Initial Assessment:			The School Leadership Team currently meets at least twice a month. Instructional Leadership Team will meet at least once a month.	Limited Development 05/04/2016		
			Priority Score: 2 Opportunity Score: 3	Index Score: 6		
How it will look when fully met:			When fully implemented the School Leadership Team will have consistently met at least twice monthly and the Instructional Leadership Team will have met at least once a month.		**Melvin Marshall**	**06/30/2023**
Actions				**2 of 3 (67%)**		
5/4/16			Create a schedule indicating monthly SIT meetings and monthly ILT meetings in addition sign in sheets, agendas, and minutes will be available as evidence.	Complete 10/11/2016	Donevin Hoskins	10/31/2016
Notes:			Calendar of 2016-2017 meetings will be uploaded to file. Minutes will be uploaded to file.			
10/9/17			Create a schedule indicating monthly SIT meetings and monthly ILT meetings in addition to sign in sheets, agendas, and minutes will be available.	Complete 06/05/2019	Cynthia Miller	06/28/2019
Notes:						
10/9/17			The School Leadership Team will meet at least twice a month and The Instructional Leadership Team will meet at least once a month.		Melvin Marshall	06/30/2023
Notes:						
Implementation:						
Evidence			10/11/2016 Calendar of scheduled monthly meetings. Minutes from meetings uploaded to system.			
Experience			10/11/2016 Evidence presented based on scheduled monthly meetings and previously held meetings.			
Sustainability			10/11/2016 Continue having scheduled monthly meetings.			

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**
Initial Assessment:	All teachers have been assigned morning, afternoon, and lunch duties with separate time for their personal lunch. All teachers have been given a planning period for instructional planning. Teachers have also been given different roles during their PLC meetings.	Limited Development 10/15/2021		
How it will look when fully met:	All teachers will have completed their assigned morning, afternoon, and lunch duties with separate time for their personal lunch. All teachers will have met during their planning period to plan for instruction. Teachers will have also participated in different roles during their PLC meetings.		**Erick Pryor**	**06/09/2023**
Actions		**0 of 2 (0%)**		
10/15/21	Teachers will participate in PLC meetings throughout the school year.		Erick Pryor	05/31/2023
Notes:				
10/15/21	Teachers will perform assigned duties during morning, lunch, and after-school.		Melvin Marshall	06/09/2023
Notes:	ESSER funds were used to lease scanners. Some staff members have been assigned duty at the scanner location.			

Core Function:	Dimension B - Leadership Capacity			
Effective Practice:	**Monitoring instruction in school**			
B3.01	**The LEA/School monitors progress of the extended learning time programs and strategies being implemented, and uses data to inform modifications.(5147)**	**Implementation Status**	**Assigned To**	**Target Date**
Initial Assessment:	Smith High School offers the learning hub, tutoring, teacher office hours, and other opportunities for extended learning.	Limited Development 09/12/2017		
How it will look when fully met:	Smith High School will review academic and attendance data of students who attend the learning hub, receive tutoring, or any other during the day or after school support.		**Melvin Marshall**	**06/30/2023**
Actions		**0 of 5 (0%)**		
10/19/17	Create a ledger to be used by individual teachers with number system indicating services provided to each student. This document will be merged to create a school-wide spreadsheet.		Erick Pryor	03/31/2023

		Notes:			
		10/19/17	Teachers will use interim assessment data and other formative data to determine student selection and areas of deficiencies to be addressed during after-school and Saturday tutorials.	Erick Pryor	05/31/2023
		Notes:			
		10/19/17	Teachers will utilize Schoolnet, APEX, Edmentum, NC Wise Owl, JSTOR, GCS Canvas Platform, NC CTE Moodle, and other researched based materials during extended learning time programs.	Erick Pryor	06/09/2023
		Notes:			
		9/9/22	Smith High School will provide students with opportunities to attend the learning hub and/or receive after school tutoring.	Erick Pryor	06/30/2023
		Notes:	Learning Hub and other district funding will be used to support these activities.		
		9/9/22	Smith High School administrative team will monitor attendance and analyze attendance and academic data of students participating in these programs and initiatives.	Melvin Marshall	06/30/2023
		Notes:			
	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**
Initial Assessment:			The principal and administrative team conduct daily walkthroughs and formal observations in classrooms. Teachers are provided feedback. For district required observations and evaluations, the principal and the administrative team will comply with the evaluation calendar given by HR.	Limited Development 05/04/2016		
How it will look when fully met:			The principal and administrative team will have completed formal and informal observations and evaluations. They will also have provided teachers with feedback.		**Melvin Marshall**	**05/31/2023**
Actions				**4 of 5 (80%)**		
		10/11/16	First round observations will be used to determine the percentage of feedback provided within the allotted time frame.	Complete 01/18/2017	Donevin Hoskins	03/31/2017
		Notes:	Observation results (Mr. Hoskins) – timely feedback to teachers. Goal is 100% by first round observations. Based on NCEES, 93.68% observations were completed and lock down. Eighty-nine out of ninety-five observations. The six not completed are complete now.			
		10/19/17	NCEES observations due Fall 2018 will be used to determine the percentage of feedback provided within the allotted time frame.	Complete 12/05/2018	Donevin Hoskins	12/20/2018
		Notes:				

10/19/17	Feedback is provided within 24 hours and include brief summary of teacher and student actions, impact on learning, recommendation/next steps for the teacher.	Complete 06/05/2019	Rachel Lewis	06/28/2019
Notes:				
10/3/18	First round observations will be used to determine the percentage of feedback provided within the allotted time frame.	Complete 06/05/2019	Donevin Hoskins	06/28/2019
Notes:				
10/19/17	The principal and administrative team will conduct daily walkthroughs ,informal and formal observations, and evaluations and will provide teachers with feedback.		Melvin Marshall	05/31/2023
Notes:				
B3.04	**The LEA/School sets goals for professional development (based on data) and monitors the extent to which it has changed practice.(5150)**	**Implementation Status**	**Assigned To**	**Target Date**
Initial Assessment:	Teachers and staff currently participate in various Professional Development opportunities such as Open Up math, MyPerspectives, Stemscopes, Opportunity Culture, SEL, MTSS, CANVAS, technology, NCEES, sexual assault, and other training.	Limited Development 11/02/2020		
How it will look when fully met:	Teachers and staff will have participated in various Professional Development opportunities such as Open Up math, MyPerspectives, Stemscopes, Opportunity Culture, SEL, MTSS, CANVAS, technology, NCEES, sexual assault, and other training.		**Melvin Marshall**	**06/09/2023**
Actions		**0 of 1 (0%)**		
11/2/20	Teachers and staff currently participate in various Professional Development opportunities such as Open Up math, MyPerspectives, Stemscopes, Opportunity Culture, SEL, MTSS, CANVAS, technology, NCEES, sexual assault, and other training.		Erick Pryor	06/09/2023
Notes:				

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:			The administrative team at Smith High School reviews data in Tableau, Performance Matters, PowerSchool, etc. The administrative team is working on increasing data conversations with staff and in analyzing classroom observation data. This is an area for much needed improvement in order to help make instructional and professional development decisions.	Limited Development 05/25/2016		
How it will look when fully met:			We will use informal assessments, observation data and interim assessments to make school improvement decisions and differentiated teacher professional development opportunities. More teachers will be able to engage in conversations with administrators, parents, and students. The School Leadership Team will meet twice monthly and and The Instructional Leadership Team will meet monthly and will discuss data in its meetings.		**Erick Pryor**	**06/30/2023**
Actions				**5 of 9 (56%)**		
		5/25/16	Create a yearlong Professional Development Calendar based on GCS teaching and learning framework.	Complete 06/06/2018	Chelsea Smith	06/29/2018
		Notes:				
		11/18/16	District coaches and Curriculum Facilitators will meet monthly with PLCs/individual teachers to provide support and coaching as needed as determined by observational data and assessment data.	Complete 06/06/2018	Chelsea Smith	06/29/2018
		Notes:				
		11/18/16	Interim assessment data will be reviewed within a week of its availability by administrative team, ILT, and PLCs to analyze and determine next steps.	Complete 06/06/2018	Chelsea Smith	06/29/2018
		Notes:				
		10/3/18	ILT members will be trained during the 2018-2019 school year.	Complete 06/05/2019	Donevin Hoskins	06/29/2019
		Notes:				

10/3/18	Interim assessment data will be reviewed within a week of its availability by administrative team, ILT, and PLCs to analyze and determine next steps.	Complete 12/03/2018	Ayana Hanger	06/29/2019
Notes:				
10/6/22	The principal, assistant principals, and multi-classroom leaders (MCLs) will work together to analyze and interpret data to help inform instructional improvements needed.		Melvin Marshall	05/31/2023
Notes:	Title I and Restart funding flexibility to help pay for some of the salary for MCLs in 21-22 and 22-23			
10/24/19	Work with teachers to develop common assessments for content areas without interim assessments.		Erick Pryor	06/30/2023
Notes:				
9/9/22	Smith High School will regularly look at performance and other data during every School Leadership Team meeting to help make decisions about school improvement and Professional Development needs.		Melvin Marshall	06/30/2023
Notes:	Title I funds will be used to pay for some Professional Development.			
10/3/18	Administrators and various members of the ILT will conduct walk throughs with PLCs/individual teachers to provide support and coaching as needed as determined by observational data and assessment data.		Melvin Marshall	06/30/2023
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 school works with the district to recruit and hire employees. Smith High School is an Opportunity Culture school and works with the district to recruit and hire multi-classroom leaders (MCLs) and expanded impact teachers (EITs). The school uses Title I funds to help hire EITs, MCLs, and some other staff. The school also works with HR and other district leaders to help replace staff when there is a vacancy. Throughout the school year, teachers and other staff are recognized through teacher appreciation events, cookout, etc. During the year, all staff are evaluated in accordance with the district evaluation process and timeline.	Limited Development 05/04/2016		
How it will look when fully met:			The school will have worked with HR to recruit and hire employees, including positions for any vacancy, Opportunity Culture positions, and Title I positions. Throughout the school year, teachers and other staff will have been recognized through teacher appreciation events, cookout, etc. During the year, all staff will have been evaluated in accordance with the district evaluation process and timeline.		**Melvin Marshall**	**06/30/2023**
Actions				**6 of 10 (60%)**		
		10/18/22	Use Title I and Restart funds to help pay for the two Multi-Classroom Leader (MCL) positions and the four Extended Impact Teacher (EIT) positions (3 Math and 1 English).	Complete 07/01/2022	Melvin Marshall	07/01/2022
		Notes:	Title I and Restart fund flexibility were used to help pay for these MCL & EIT positions in 21-22 and 22-23.			
		10/18/22	Utilize Title I funds to hire for two additional teacher core positions.	Complete 07/01/2022	Melvin Marshall	07/01/2022
		Notes:	Title I funds and Restart funding flexibility were used to hire for these 2 additional teacher positions for the 2022-23 school year.			
		10/18/22	Use Title I funds to pay for the 2 Teacher Assistants/Student Interventionist positions.	Complete 07/01/2022	Melvin Marshall	07/01/2022
		Notes:	Title I funds and Restart Funding flexibility were used to pay for these 2 positions to work with both students and staff with the implementation of Social Emotional Learning (SEL) for the current school year.			
		10/18/22	Use Title I funds to help fund the Communities in Schools (CIS) Coordinator position.	Complete 07/19/2022	Melvin Marshall	07/19/2022

Notes:	Title I funds and Restart Funding flexibility were used to help fund the CIS Coordinator position.			
10/18/22	Use Title I funds to recruit and hire male mentors.	Complete 08/22/2022	Melvin Marshall	08/22/2022
Notes:	Title I funds were used to help pay for male mentors.			
10/18/22	Use Title I funds to pay for 3 teachers to attend New Teacher Orientation.	Complete 09/15/2022	Melvin Marshall	09/15/2022
Notes:	Title I funds and Restart Funding Flexibity were used to pay for New Teacher Orientation ($1,977.60). This amount includes social security and retirement.			
10/18/22	Use Title I funds to help pay teachers through an Extended Employment Agreement (EEA) to cover core classes so that teaching and learning are maximized.		Melvin Marshall	06/09/2023
Notes:	Title I funds and Restart Funding Flexibility are used to help pay teachers through the EEA. Restart Funds were used to help fund MCL's as well.			
10/24/19	The principal and an identified team will interview candidates for any vacancy. The principal will make a hiring recommendation to HR.		Melvin Marshall	06/09/2023
Notes:	Title I and/or Restart Funding flexibility will be used to help pay for any Title I and Opportunity Culture position.			
10/6/22	The principal and administrative team will continue to recognize and reward staff throughout the school year through celebrations.		Melvin Marshall	06/15/2023
Notes:				
10/6/22	All staff will receive evaluations in accordance with district policy.		Melvin Marshall	06/30/2023
Notes:	Principal and assistant principals receive a beginning, middle, and end-of-year evaluation. All other staff receive at least one evaluation per school year.			

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)	Implementation Status	Assigned To	Target Date
Initial Assessment:			Smith High School is working with counselors, social worker, Communities in School, and other stake holders as a drop out prevention team. This team identifies and addresses chronic absenteeism among Smith High School students. Smith HS communicates with parents via monthly newsletters, weekly Connect-Ed messages and posting to its website to inform about school-wide activities. Parents/Guardians are also provided access to resources through ongoing communication and are encouraged to assist students at home by attending parent conferences, quarterly report card pick-up nights, and grade level parent meetings. Smith High School has open house, curriculum, and Title I Parent nights to inform parents/guardians about what they can do to help their children and to share expectations and best practices.	Limited Development 05/04/2016		
How it will look when fully met:			Connect Ed messages will go out weekly. Regular opportunities for parents to come to school for Title I Parent Nights, Open Houses, and Curriculum nights will be implemented. Teachers will keep log of their teacher contacts and parent conferences. There will be a reduction in chronic absenteeism. The drop out prevention team will have identified a cohort of students that have been contacted, recovered to full school attendance and provided a plan leading to fulfillment of graduation requirements.		**Melvin Marshall**	**06/30/2023**
Actions				**10 of 17 (59%)**		
		10/11/16	A hyperlink to resources available through Guilford County Parent Academy will be placed on the school's website.	Complete 12/21/2016	Evelyn Barber	12/21/2016
		Notes:				
		10/11/16	Twice a month a message will be included with the weekly phone calls to assist parents in helping their students at home.	Complete 12/21/2016	Travis Seegars	06/30/2017
		Notes:				

11/18/16	Parent conferences/IEP meetings will be schedule at times that are convenient for parents.	Complete 06/20/2017	Travis Seegars	06/30/2017
Notes:				
11/18/16	Several grade level parent nights will be scheduled to assist parents with helping their children, providing pertinent information and resources.	Complete 06/20/2017	Rachel Lewis	06/30/2017
Notes:				
11/18/16	Quarterly report card pick up nights will be scheduled and advertised to provide opportunities for parents to stay informed about academic progress and methods to assist their child.	Complete 06/20/2017	Roman Jones	06/30/2017
Notes:				
10/3/18	Parent conferences/IEP meeting will be scheduled at times that are convenient for parents.	Complete 12/03/2018	Vicki Hall	12/21/2018
Notes:				
10/3/18	A hyperlink to resources available through Guilford County Parent Academy will be placed on the school's website.	Complete 11/30/2018	Desiree Corbett	12/21/2018
Notes:				
10/19/17	We will have a Spring Fling/Yard Sale.	Complete 06/05/2019	Karen Hall	06/28/2019
Notes:				
10/3/18	Several grade level parent nights will be scheduled to assist parents with helping their children, providing pertinent information and resources.	Complete 06/05/2019	Keith Barnett	06/28/2019
Notes:				
10/3/18	Report card pick up nights will be scheduled and advertised to provide opportunities for parents to stay informed about academic progress and methods to assist their child.	Complete 06/05/2019	Cierra Murphy	06/28/2019
Notes:				
10/19/17	Use Title I funds to pay for food for parents and students who attend the Title I Parent Engagement nights. Two events will be held per year. A portion of these parent engagement nights will be dedicated to discuss attendance and sharing strategies and interventions for improving attendance and academics.		Erick Pryor	03/31/2023
Notes:	Title I funds of approximately $10,100 have been allocated for food for parent engagement events.			
10/6/22	The school will have Open House and Curriculum nights.		Melvin Marshall	03/31/2023
Notes:				

9/16/22	Create and send monthly newsletters to parents/guardians. Part of this newsletter will be dedicated to informing parents/guardians about attendance policy, policy expectations, and home support strategies and interventions.		Melvin Marshall	05/31/2023
Notes:				
10/6/22	Teachers will conduct parent/guardian conferences as well as contact parents/guardians by phone or email as needed.		Melvin Marshall	06/09/2023
Notes:				
9/16/22	Send weekly Connect-Ed messages to student families in both English and Spanish to inform parents/guardians of student absences and attendance concerns. Send three, six, ten day absentee letters.		Ana Perez	06/09/2023
Notes:	Title I funds will be used to purchase postage for the three, six, ten day absentee letters.			
9/16/22	Drop Out Prevention Team will meet weekly.		Melvin Marshall	06/30/2023
Notes:				
9/16/22	Social worker and counselors will compile a list of students who are chronically absent and at risk for drop out. This list will be used to focus the efforts of the Drop Out Prevention Team and to recover students.		Vandy Chhum	06/30/2023
Notes:				