

Comprehensive Plan Report

A detailed report showing activity of the school team's work on the improvement plan including assessments, plans, tasks, monitoring, and implementation for selected time periods.

6/20/2017

Weldon STEM High School Career Academies NCES - na

Weldon City Schools

Student Success Indicators

Key Indicators are shown in RED.

Dimension A - Instructional Excellence and Alignment

Curriculum and instructional alignment

Indicator	A2.04 - Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)		
Status	Tasks completed: 0 of 1 (0%)		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
	Index:	4	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Instructional Leadership Team formed this year and has completed initial classroom observations. Future meetings of the ILT will focus on PD of the team to enhance the team's contributions.	
Plan	Assigned to:	John Green	
	How it will look when fully met:	Instructional Leadership Team (ILT) will ensure that all instructional units are aligned (vertical and horizontal) and that common assessments are being used to assess student proficiency and drive instructional decision making. Future meetings of the ILT will focus on PD of the team to enhance the team's contributions as well as their capacity to provide effective feedback to teachers. Jan. 23, 2017 Update: ILT will provide monthly summaries of observations to Superintendent.	
	Target Date:	06/22/2017	
	Tasks:		
	1. Review and revise pacing guides for existing courses.		
	Assigned to:	Wilfredo Alambra	
	Added date:	10/16/2016	
	Target Completion Date:	06/09/2017	
	Frequency:	once a year	
	Comments:	Only EOC courses have established pacing guides. Team reviewed this task, but we require additional guidance. We have established a new suspense of October 18, 2017 for this objective.	
Implement	Percent Task Complete:	Tasks completed: 0 of 1 (0%)	
Indicator	A2.07 - ALL teachers include vocabulary development as learning objectives.(5097)		
Status	Objective Met 11/16/2016		
Assessment	Level of Development:	Initial: Limited Development 10/22/2016	

		Objective Met - 11/16/2016
	Index:	9 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Returning teachers have received PD on Marzano's vocabulary strategies, but there are new teachers who are still familiarizing themselves with this protocol.
Plan	Assigned to:	Dorothy Lynch
	How it will look when fully met:	All teachers will introduce vocabulary at the beginning of each instructional unit and vocabulary strategies will be embedded in daily lesson plans. Formative Assessments (Schoolnet, Case 21, Benchmarks) and observations from classroom walk throughs will be used to determine effectiveness
	Target Date:	11/02/2016
	Tasks:	
	1. Members of the Instructional Leadership Team (ILT) will share "best practice" strategies with staff.	
	Assigned to:	Dorothy Lynch
	Added date:	10/25/2016
	Target Completion Date:	11/18/2016
	Frequency:	monthly
	Comments:	Vocabulary is being taught as part of instruction and cooperative learning is identified within lesson plans submitted to administration.
	Task Completed:	11/16/2016
Implement	Percent Task Complete:	
	Objective Met:	11/16/2016
	Experience:	11/16/2016 This objective was fairly easy to complete because of the intensive PD conducted by the district, and because of the monitoring of teacher lesson plans.
	Sustain:	11/16/2016 We will continue to monitor lesson plans and conduct classroom observations to ensure that vocabulary strategies are being implemented. Additionally, we will make this a point of discussion during our data retreats.
	Evidence:	11/16/2016 Teacher Lesson Plans
Indicator	A2.12 - ALL teachers encourage self-direction by giving students choice in the selection of topics and the application of learning strategies.(5102)	
Status	Objective Met 4/10/2017	
Assessment	Level of Development:	Initial: Limited Development 02/23/2017
		Objective Met - 04/10/2017
	Index:	6 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)

	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Several PBL's have been completed thus far this academic year; however, not all teachers have incorporated PBL into their lessons.	
Plan	Assigned to:	Heather Scriven	
	How it will look when fully met:	At least one PBL will be completed each quarter by each academic department.	
	Target Date:	04/12/2017	
	Tasks:		
	1. Research PBL advisory team will be created		
	Assigned to:	Heather Scriven	
	Added date:	02/23/2017	
	Target Completion Date:	02/13/2017	
	Comments:	Research PBL team created and conducted first meeting to outline objectives for this particular PBL.	
	Task Completed:	03/28/2017	
	2. Identify students for participation in the Research PBL		
	Assigned to:	Heather Scriven	
	Added date:	02/23/2017	
	Target Completion Date:	03/09/2017	
	Comments:		
	Task Completed:	03/21/2017	
Implement	Percent Task Complete:		
	Objective Met:	4/10/2017	
	Experience:	4/10/2017 This was a great team building experience, and it was particularly gratifying to see a first-year teacher take the lead on this project.	
	Sustain:	4/10/2017 Continue to expand PBL school-wide and ensure regular meetings with the students.	
	Evidence:	4/10/2017 Meeting minutes and student work.	
Indicator	A2.13 - Units of instruction include standards-based objectives and criteria for mastery.(5103)		
Status	Full Implementation		
Assessment	Level of Development:	Initial: Full Implementation 01/21/2017	
	Evidence:	Artifacts have been collected and will be reviewed during our accreditation visit on Feb. 8, 2017.	
Indicator	A2.16 - Units of instruction and activities are aligned with AIG goals, ELL student progress, IEP goals and objectives for all students.(5106)		
Status	Full Implementation		
Assessment	Level of Development:	Initial: Full Implementation 01/21/2017	
	Evidence:	Artifacts have been collected and will be reviewed during our accreditation visit on Feb. 8, 2017.	
Indicator	A2.18 - ALL teachers use cooperative learning methods and encourage student questioning,		

	seeking help from others, and offering help to others.(5108)	
Status	Objective Met 4/10/2017	
Assessment	Level of Development:	Initial: Limited Development 10/22/2016
		Objective Met - 04/10/2017
	Index:	9 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Teachers have had professional development pertaining to Marzano's Collaborative Group Work; however, this strategy has not been fully implemented by all teachers.
Plan	Assigned to:	Thomas McGeachy
	How it will look when fully met:	Cooperative learning will be included in daily lesson plans and formative assessments will be used to track student learning via this protocol. Lesson plans and the results of classroom observations will serve as evidence that this protocol is being used.
	Target Date:	11/30/2016
	Tasks:	
	1. Teachers will incorporate various graphic organizers(e.g. K-W-L charts, vocabulary, notetaking/writing) into lesson plans on a weekly basis. Evidence includes lesson plans and the results of administrator observations.	
	Assigned to:	Thomas McGeachy
	Added date:	10/25/2016
	Target Completion Date:	11/17/2016
	Frequency:	monthly
	Comments:	
	Task Completed:	12/09/2016
Implement	Percent Task Complete:	
	Objective Met:	4/10/2017
	Experience:	4/10/2017 Accomplishing this objective was made easier based on our school's implementation of an Instructional Leadership Team.
	Sustain:	4/10/2017 Continuous monitoring by administration and the Instructional Leadership Team, as well as PD for new teachers that hired over the summer.
	Evidence:	4/10/2017 administrator observations
Dimension A - Instructional Excellence and Alignment		
Student support services		
Indicator	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)	
Status	Objective Met 6/5/2017	
Assessment	Level of Development:	Initial: Limited Development 10/06/2016

		Objective Met - 06/05/2017
	Index:	3 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	1 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Teachers are currently employing select best practices (Marzano), but more external PD is needed.
Plan	Assigned to:	Heather Scriven
	How it will look when fully met:	By June 2017, EC, regular and honors teachers will plan together to create rigorous lessons as well as assessments. Teachers have now had district-wide PD on cooperative learning, vocabulary, and MTSS.
	Target Date:	12/19/2016
	Tasks:	
	1. Develop a co-planning schedule.	
	Assigned to:	Karen Taylor
	Added date:	10/15/2016
	Target Completion Date:	12/19/2016
	Frequency:	twice a year
	Comments:	Co-Planning schedule completed for upcoming Spring semester.
	Task Completed:	12/15/2016
	2. Develop professional development sessions based on input from teacher surveys, BT coaches, and administration (both school & district-level).	
	Assigned to:	Marites Vigil-Rollins
	Added date:	10/15/2016
	Target Completion Date:	12/19/2016
	Frequency:	four times a year
	Comments:	PD schedule has been developed for SY 16-17, and focuses on areas identified within administrator observations, BT coach's input, and Instructional Leadership Team observations.
	Task Completed:	12/15/2016
Implement	Percent Task Complete:	
	Objective Met:	6/5/2017
	Experience:	6/5/2017 Our school has implemented MTSS and based on our Restart Model next year (which includes POWER Lunch), we are positioned to effectively address the learning needs of all our students.
	Sustain:	6/5/2017 Continue to monitor data (assessments, discipline) to ensure that intervention and enrichment strategies are on target.
	Evidence:	6/5/2017 POWER Lunch schedule; MTSS meeting notes
Indicator	A4.02 - Teams of special educators, general education teachers, and related service providers meet regularly to enhance/unify instructional planning and program implementation for students	

	with disabilities.(5118)		
Status	Full Implementation		
Assessment	Level of Development:	Initial: Full Implementation 12/07/2016	
	Evidence:	IEP Team, 504 Committee and SAT team meet regularly and school's calendar provides evidence of the meetings.	
Indicator	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)		
Status	Objective Met 4/10/2017		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
		Objective Met - 04/10/2017	
	Index:	6	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Teachers are utilizing internal resources (e.g. Behavior Intervention Specialist, School Social Worker) to assist them with appropriate interventions.	
Plan	Assigned to:	Karen Taylor	
	How it will look when fully met:	By June 2017, all teachers will follow one structured and unified protocol to address student behavior.	
	Target Date:	06/01/2017	
	Tasks:		
		1. PBIS Team will use character education lessons to assist teachers with managing emotional, behavioral, and academic issues.	
	Assigned to:	Ms. Ashely Jarrell	
	Added date:	10/15/2016	
	Target Completion Date:	01/31/2017	
	Frequency:	four times a year	
	Comments:	Sample lessons have been provided to the ISS coordinator. This task will be further addressed when our school adopts the Power Lunch Schedule and we employ a "Poor Decisions" room for those students who violate school rules and procedures.	
	Task Completed:	04/10/2017	
		2. Provided Information Update to staff regarding PBIS. Include Class Dojo introduction.	
	Assigned to:	Ms. Jarell	
	Added date:	01/18/2017	
	Target Completion Date:	02/06/2017	
	Comments:	PBIS briefing to staff scheduled for March 20, 2017.	
	Task Completed:	03/16/2017	
Implement	Percent Task Complete:		
	Objective Met:	4/10/2017	
	Experience:	4/10/2017 This was a challenging objective because we weren't able to identify a	

		PBIS coach for the school until late in the school year.
	Sustain:	4/10/2017 We will continue to pursue development of our Power School format in conjunction with the steps that will be undertaken as transform into a Restart School.
	Evidence:	4/10/2017 Power Lunch Schedule and Restart letter acceptance.

Dimension B - Leadership Capacity

Strategic planning, mission, and vision

Indicator	B1.01 - The LEA has an LEA Support & Improvement Team.(5135)	
Status	Full Implementation	
Assessment	Level of Development:	Initial: Full Implementation 10/06/2016
	Evidence:	SIT membership roster (along with meeting minutes) will serve as the artifact for this indicator. SIT team will continue to function within the provisions of the NC Star framework to monitor the effectiveness of selected indicators and to decide upon the inclusion of additional indicators. The creation of the Communities In School Manager position and the formation of the Instructional Leadership Team will further enhance the effectiveness of the SIT.
Indicator	B1.02 - The LEA selects and hires qualified principals with the necessary competencies to be change leaders.(5136)	
Status	Full Implementation	
Assessment	Level of Development:	Initial: Full Implementation 10/06/2016
	Evidence:	The LEA has an established process in place for hiring effective administrators who not only serve as lead instructors and facilitators for their buildings, but can also build and nurture relationships with community/business. Additionally, the LEA assembles an interview team with the qualifications needed to make critical hiring decisions.
Indicator	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)	
Status	Objective Met 11/17/2016	
Assessment	Level of Development:	Initial: Limited Development 10/06/2016
		Objective Met - 11/17/2016
	Index:	9 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Both the Instructional Leadership Team (ILT) and administrative team are relatively new to their respective roles. Professional Learning Communities (PLC) meet regularly, but we continue to refine these processes.
Plan	Assigned to:	Darrick Wood
	How it will look when fully met:	Administrators, department chairs and the Instructional Leadership Team will meet during the 2nd and 4th week of every month to review data in order to improve school-wide instructional practices.
	Target Date:	12/12/2016

Tasks:

1. Establish and publish meeting times.		
Assigned to:	Darrick Wood	
Added date:	10/16/2016	
Target Completion Date:	11/16/2016	
Comments:		
Task Completed:	11/16/2016	
2. ILT will provide weekly reports based on classroom observations.		
Assigned to:	Thomas McGeachy	
Added date:	10/16/2016	
Target Completion Date:	10/26/2016	
Frequency:	weekly	
Comments:		
Task Completed:	11/15/2016	
Implement	Percent Task Complete:	
	Objective Met:	11/17/2016
	Experience:	11/17/2016 Establishing meeting times that didn't conflict with other meetings was a challenge because so many members of the SIT are also serving on other building committees.
	Sustain:	11/17/2016 We will have to monitor closely and continue to revise as the situation warrants.
	Evidence:	11/17/2016 Meeting calendar and weekly ILT write up.

Dimension B - Leadership Capacity

Distributed leadership and collaboration

Indicator	B2.03 - The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)		
Status	Objective Met 6/5/2017 6/5/2017		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
		Objective Met - 06/05/2017 06/05/2017	
	Index:	6	(Priority Score x Opportunity Score)
	Priority Score:	2	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Departments meet on a regular basis and common planning times have been established where possible.	
Plan	Assigned to:	Thomas Hibbs	
	How it will look when fully met:	Teachers will meet within their departments during planning time to collaborate on instructional practices.	
	Target Date:	06/09/2017	

Tasks:

1. Establish common planning times based on content areas.

Assigned to:	Thomas Hibbs
Added date:	10/16/2016
Target Completion Date:	06/09/2017
Frequency:	twice a year
Comments:	
Task Completed:	06/04/2017

Implement

Percent Task Complete:	
Objective Met:	6/5/2017 6/5/2017
Experience:	6/5/2017 Our acceptance as a Restart School, which includes POWER Lunch (intervention and enrichment), will allow for cross curricula planning. 6/5/2017 Our acceptance as a Restart School, which includes POWER Lunch (intervention and enrichment), will allow for cross curricula planning.
Sustain:	6/5/2017 Further refinement of the POWER schedule 6/5/2017 Further refinement of the POWER schedule
Evidence:	6/5/2017 Restart acceptance letter and Teacher Planning Schedule 6/5/2017 Restart acceptance letter and Teacher Planning Schedule

Dimension B - Leadership Capacity

Monitoring instruction in school

Indicator **B3.01 - The LEA/School monitors progress of the extended learning time programs and strategies being implemented, and uses data to inform modifications.(5147)**

Status **Objective Met** 4/10/2017

Assessment Level of Development: Initial: **Limited Development** 10/06/2016

Objective Met - 04/10/2017

Index:	6	(Priority Score x Opportunity Score)
Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)

Describe current level of development: Intervention and enrichment have been built into the daily instructional schedule. PLCs review proficiency data to make necessary adjustments to instructional strategies (to include differentiation).

Plan Assigned to: Heather Scriven

How it will look when fully met: By June 2017, an academic tutorial team will meet quarterly to review student data and make modifications to the extended learning time as needed.

	Target Date:	06/01/2017
	Tasks:	
	1. SIT will review quarterly performance data and make recommendations for adjusting remediation and enrichment as needed.	
	Assigned to:	Karen Taylor
	Added date:	11/17/2016
	Target Completion Date:	01/26/2017
	Frequency:	three times a year
	Comments:	
	Task Completed:	01/18/2017
	2. Establish a Remediation/Enrichment Team and develop draft schedules and staff survey.	
	Assigned to:	Thomas Hibbs
	Added date:	01/18/2017
	Target Completion Date:	02/08/2017
	Comments:	The team will develop draft schedules and present to administration for consideration. Additionally, Mrs. Lynch will share info regarding MTSS. Staff surveys will also be developed to gather input from teachers.
	Task Completed:	02/24/2017
Implement	Percent Task Complete:	
	Objective Met:	4/10/2017
	Experience:	4/10/2017 This objective proved to be more challenging than anticipated, but it strengthened communication among the staff.
	Sustain:	4/10/2017 frequent follow-ups and continuous communication with the staff
	Evidence:	4/10/2017 meeting minutes
Indicator	B3.02 - The principal collects and acts on data from a variety of sources and in a timely manner. (5148)	
Status	Full Implementation	
Assessment	Level of Development:	Initial: Full Implementation 06/05/2017
	Evidence:	Walk thru observation forms; Instructional Leadership Team (ILT) notes; PBIS data; EOC/NC Finals results
Indicator	B3.03 - The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	
Status	Objective Met 6/5/2017 6/5/2017	
Assessment	Level of Development:	Initial: Limited Development 10/06/2016
		Objective Met - 06/05/2017 06/05/2017
	Index:	9 (Priority Score x Opportunity Score)
	Priority Score:	3 (3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	3 (3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of	The administrative team conducts walk through observations and also

	development:	uses the Instructional Leadership Team (ILT) to provide feedback to teachers. The ILT is a new resource and continues to refine its procedures.
Plan	Assigned to:	John Green
	How it will look when fully met:	By June 2017, the principal will follow the district-directed teacher observation schedule and provide feedback and PD within prescribed timelines.
	Target Date:	06/01/2017
	Tasks:	
	1. Establish regular meetings with the Instructional Leadership Team to identify and address teacher developmental needs.	
	Assigned to:	Thomas McGeachy
	Added date:	10/15/2016
	Target Completion Date:	12/19/2016
	Comments:	
	Task Completed:	12/13/2016
	2. Administration will conduct post-observation conferences with teachers and results annotated in True North Logic	
	Assigned to:	John Green
	Added date:	12/07/2016
	Target Completion Date:	10/27/2016
	Frequency:	four times a year
	Comments:	The school administration has just started the mid-year round of teacher observations and this will be reflected in True North Logic.
	Task Completed:	01/18/2017
	3. Beginning Teacher Mentor will conduct monthly meetings with BTs.	
	Assigned to:	John Green
	Added date:	12/07/2016
	Target Completion Date:	11/01/2016
	Frequency:	monthly
	Comments:	
	Task Completed:	12/01/2016
Implement	Percent Task Complete:	
	Objective Met:	6/5/2017 6/5/2017
	Experience:	6/5/2017 This objective was made easier based on our school using an Instructional Leadership Team to assist the principal in gathering data regarding classroom instruction. 6/5/2017 This objective was made easier based on our school using an Instructional Leadership Team to assist the principal in gathering data regarding classroom instruction.
	Sustain:	

		6/5/2017 Frequent observations and feedback sessions with instructional staff.
		6/5/2017 Frequent observations and feedback sessions with instructional staff.
	Evidence:	6/5/2017 Observation reports and ILT monthly reports. 6/5/2017 Observation reports and ILT monthly reports.

Dimension C - Professional Capacity

Quality of professional development

Indicator	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)		
Status	Objective Met 12/15/2016 2/1/2017		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
		Objective Met - 12/15/2016 02/01/2017	
	Index:	6	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	PLCs and other staff settings are used to review student performance to drive decision making pertaining to instruction and staff PD. Data literacy and the ability to review multiple data points (e.g. EVAAS, Lexile scores) is one that continues to be addressed.	
Plan	Assigned to:	John Green	
	How it will look when fully met:	By June 2017, a school data analysis team will meet monthly to analyze student performance data and recommend adjustments to instruction and plan professional development.	
	Target Date:	06/01/2017	
	Tasks:		
	1. Create data analysis team.		
	Assigned to:	Corey Hoffman	
	Added date:	10/15/2016	
	Target Completion Date:	11/22/2016	
	Comments:	Data Analysis Team is made up of members of Instructional Leadership Team, along with Ms. Heather Scriven.	
	Task Completed:	12/14/2016	
	2. The school will submit an application to accepted for the Restart Model.		
	Assigned to:	John Green	
	Added date:	02/01/2017	

	Target Completion Date:	01/26/2017
	Comments:	Proposal for Restart Model was presented to the WCS Board of Education and approved; formal application was submitted on January 26, 2017.
	Task Completed:	01/26/2017
Implement	Percent Task Complete:	
	Objective Met:	12/15/2016 2/1/2017
	Experience:	12/15/2016 The biggest challenge in meeting this objective was ensuring that we chose individuals who were actively monitoring existing proficiency data so that decisions/recommendations made by the team would be data-driven rather than subjective in nature. 2/1/2017 The entire school has been receptive to reviewing data and collaborating to develop creative approaches to improving student proficiency and school culture.
	Sustain:	12/15/2016 Consistent review of data points to properly align professional development for the remainder of this school year, as well as projecting needs for the upcoming school year. 2/1/2017 The school will continue to review data via the School Improvement Team, Instructional Leadership Team, and departmental PLCs in order to devise effective strategies for continued growth in all content areas.
	Evidence:	12/15/2016 PD calendar. 2/1/2017 Application for Restart Model.

Dimension C - Professional Capacity

Talent recruitment and retention

Indicator	C3.04 - The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)		
Status	Objective Met 6/5/2017		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
		Objective Met - 06/05/2017	
	Index:	6	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	The school experiences high turnover, particularly in EOC courses, due to Teach For America (TFA) hires and budget constraints that limit the ability to offer performance-based incentives.	
Plan	Assigned to:	Heather Scriven	
	How it will look when fully met:	Current staff will use professional networks (e.g. Alumni Associations) to recruit qualified staff. Administrative Team and Instructional	

		Leadership Team will work closely with District Human Resources Director and use LinkedIn to project future vacancies. Additionally, the School Administrative team and School Improvement Team will create budget-friendly incentives/rewards designed to enhance teacher retention.
	Target Date:	06/09/2017
	Tasks:	
	1. Establish an alumni outreach team.	
	Assigned to:	Crystal Johnson
	Added date:	10/16/2016
	Target Completion Date:	06/09/2017
	Frequency:	once a year
	Comments:	The SIT has now identified the following members as Alumni Recruiters for their respective institutions/organizations: ECSU: Thomas McGeachy Hampton Univ./Teach for America : Ms. Heather Scriven UNC-Chapel Hill/Columbia Univ.: Ms. Best
	Task Completed:	06/05/2017
	2. Establish a teacher/staff recognition program. Program will address: 1. Staff Attendance 2. EOC/NC Finals Results 3. Performance Evaluation 4. Birthdays and other personal celebrations	
	Assigned to:	Crystal Johnson
	Added date:	10/16/2016
	Target Completion Date:	06/09/2017
	Frequency:	monthly
	Comments:	-zero bars for staff members who have zero missed days each month -treats on payday for all staff to stop by and pick up -opening up staff meetings with staff shout outs to highlight good things that are happening that others may be unaware of -Tear buckets (of joy), where staff members input good things that are happening into each others "buckets" -Spirit of Norfolk staff trip funded for those with the highest proficiency (out of all classes) -Birthday celebrations and treats (cupcakes, cookies...) during monthly staff meetings (to celebrate the upcoming birthdays that month) -Nominate a staff member of the month (for our school only) to be announced at each staff meeting and recognized with a certificate or treat
	Task Completed:	03/15/2017
Implement	Percent Task Complete:	
	Objective Met:	6/5/2017
	Experience:	6/5/2017 This task proved challenging because the original manager for this objective left in the middle of the school year; however, once the team sat down and reviewed our needs in this area, it was relatively easy to

		complete.
	Sustain:	6/5/2017 Consistent contact with various schools and coordinating efforts with our Central Services will be key for maintaining success in this area.
	Evidence:	6/5/2017 Alumni Outreach roster

Dimension E - Families and Community

Family Engagement

Indicator	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)		
Status	Objective Met 12/15/2016		
Assessment	Level of Development:	Initial: Limited Development 10/06/2016	
		Objective Met - 12/15/2016	
	Index:	6	(Priority Score x Opportunity Score)
	Priority Score:	3	(3 - highest, 2 - medium, 1 - lowest)
	Opportunity Score:	2	(3 - relatively easy to address, 2 - accomplished within current policy and budget conditions, 1 - requires changes in current policy and budget conditions)
	Describe current level of development:	Multiple avenues are used to communicate with families and community leaders (School Messenger, Parent/Teacher Conferencing, PTA, School Web Site & District Parental Involvement Coordinator). The school recently hired a Communities In School (CIS) Coordinator to assist in our efforts to enhance this area.	
Plan	Assigned to:	Dorothy Lynch	
	How it will look when fully met:	By June 2017, contact will be made with parents, community/business leaders, and other external stakeholders a minimum of three times each month in order to exchange information that will impact student achievement. Update to current level description includes that we partnered with AT&T to obtain a grant to hire our CIS Coordinator.	
	Target Date:	06/01/2017	
	Tasks:		
	1. Implement Communities in Schools program.		
	Assigned to:	Mr. Willie Gillus, Jr.	
	Added date:	10/15/2016	
	Target Completion Date:	11/16/2016	
	Comments:	Need to review and ensure all elements of the CIS program are fully implemented.	
	Task Completed:	11/16/2016	
	2. Post critical information/links on school website.		
	Assigned to:	Mrs. Sonya Pierce	
	Added date:	10/15/2016	
	Target Completion Date:	11/18/2016	
	Frequency:	monthly	

	Comments:	
	Task Completed:	11/16/2016
3. Establish a guest speaker program featuring business/civic leaders.		
	Assigned to:	Linda Wiggins
	Added date:	10/15/2016
	Target Completion Date:	11/30/2016
	Frequency:	monthly
	Comments:	Template that is sent out to Chamber of Commerce is uploaded as an artifact. Speaker Program provides at least 2 speakers each month.
	Task Completed:	12/14/2016
Implement	Percent Task Complete:	
	Objective Met:	12/15/2016
	Experience:	12/15/2016 The creation of a Business Outreach Coordinator within our school was instrumental in helping us to achieve this objective.
	Sustain:	12/15/2016 Expanding the opportunities for civic/business leaders to interact with our students.
	Evidence:	12/15/2016 Calendar of Speakers is included.