

## Comprehensive Progress Report

**Mission:**

E. E. Smith High School engages its students in the educational process necessary to live as responsible citizens of the world, through the strongest possible college, career and life preparatory program, and within a nurturing community, students develop a responsibility for their own learning and a desire to lift up the world with leadership and intellect.

**Vision:**

To provide the strongest possible college, career, and life preparatory program within an inclusive school community while striving to embrace multiple perspectives, encourage critical thinking, and develop and nurture students at all levels.

**Goals:**

Increase graduation rate to 95% for the 2023 school year.

Overall proficiency of E. E. Smith High School will raise by 10 points to reach 66% proficiency.

Behavior: Through restorative practices, the number of incidents that result in suspension will decrease each school year.



! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		High expectations for all staff and students			
	A1.01	The principal models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of effective practices.(5082)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Presently the new principal is working with his team to establish and maintain a positive school culture, He is working to remain active in the instructional side of his work by attending PLCs, conducting walkthroughs and observations. He is working to empower his teachers as experts and leaders.	Limited Development 09/30/2022		
<i>How it will look when fully met:</i>		The principal will have established a vision for the school and the values to which all members of the school community will adhere. The vision will then be realized through aligned changes in behaviors on the part of staff, students, and the principal. The principal is truly living the vision of the school and models the behaviors that he expects to see from others and provides an example for others to emulate.		Larry Parker	05/26/2023
<b>Actions</b>			<b>0 of 3 (0%)</b>		
	9/30/22	The principal will establish a roundtable meeting time with targeted school leaders every Thursday to hear updates from each department in the building.		Larry Parker	05/26/2023
<i>Notes:</i>					
	10/10/22	The principal will communicate the mission and vision to all stakeholders through community Town Hall Meetings.		Larry Parker	05/26/2023
<i>Notes:</i>					
	10/10/22	The principal will demonstrate organizational values to better establish a learning community among the staff that is focused on student achievement and a strong sense of shared leadership. This by remaining involved in the process of curricular and instructional decisions, observations, and growth.		Larry Parker	05/26/2023
<i>Notes:</i>					

	A1.03	The LEA/School promotes a school culture in which professional collaboration is valued and emphasized by all.(5084)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The school has a new principal that plans to facilitate opportunities for professional growth by enabling teachers to attend conferences, establishing mechanisms that facilitate the exchange of professional dialogue, and personally sharing ideas and materials with staff.	Limited Development 09/30/2022		
<i>How it will look when fully met:</i>		The school will develop a culture of continuous improvement of teacher’s skills achieved through a variety of means including whole-faculty workshops, consultations with Instructional Teams, the ILTs' work with individual teachers and with teams, and through collegial learning – teacher to teacher (including peer observations, study groups, coaching, and mentoring).		Kenneth Williams	05/30/2023
<b>Actions</b>			<b>0 of 3 (0%)</b>		
10/10/22		Leadership will provide time for teachers to jointly develop individualized learning plans for struggling students, and promote PLCs to serve as a forum for discussing issues affecting student performance such as hunger or discipline.		Anita Crowley	05/26/2023
<i>Notes:</i>					
10/10/22		E. E. Smith HS will ensure that all students learn by shifting the focus from teaching to learning; they implement a uniform policy of data driven lesson planning for helping struggling students rather than placing the responsibility solely on individual teachers.		Kenneth Williams	05/26/2023
<i>Notes:</i>					
9/30/22		The instructional leadership team will meet with PLCs weekly to utilize various data to inform lesson planning, create small groups and plan remediation.		Kenneth Williams	05/30/2023
<i>Notes:</i>					

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Student support services			
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>		Early assessments shows the need to help teachers become more effective by fostering their own social and emotional development and supporting a caring and challenging classroom climate. The school has created a SELT (Social Emotional Learning Team) that meets weekly to assess these needs and provide support.	No Development 09/29/2021		
<i>How it will look when fully met:</i>		Faculty will be able to assist students with social-emotional needs via research-based strategies and activities. Students will have another outlet/resource for their needs during and after school.		Darrell Purcell	06/01/2023
<b>Actions</b>			<b>0 of 3 (0%)</b>		
10/10/22		Prioritize collaborative professional learning in the master schedule to allow for sufficient time for teachers to identify opportunities to reinforce social-emotional skills during lessons, and to collaborate with social-emotional support staff around how to meet the needs of individual students.		Kenneth Williams	05/26/2023
<i>Notes:</i>					
10/10/22		Administration will evaluate student need, teacher need, and resources within our school community; identify, for example, how an SEL specialist, federal Title I funds, and other grant allocations are used to support social-emotional development and note opportunities to better align existing resources, and any initiatives that are duplicative or disconnected from the school's vision, which can drain scarce resources.		Larry Parker	05/26/2023
<i>Notes:</i>					
9/30/22		The SELT will meet monthly to develop the supports necessary to engage all school-based staff in a professional learning agenda around building positive adult-student relationships.		Darrell Purcell	05/30/2023
<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)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The principal will conduct pre-conferences and evaluate faculty using a rubric based on the NCEES Standards to provide constructive feedback during a post-conference.	Limited Development 09/29/2021		
<i>How it will look when fully met:</i>		All faculty will have a clear understanding of instructional expectations, research-based strategies, and best practices to use to increase student engagement and test scores/grades.		Larry Parker	04/26/2024
<b>Actions</b>			<b>0 of 3 (0%)</b>		
10/10/22		The principal will spend time working directly with teachers weekly in PLCs to improve instruction including classroom observations.		Larry Parker	05/26/2023
<i>Notes:</i>					
10/10/22		The principal will compile reports form classroom observations showing aggregate areas of strength and areas that need improvement without revealing the identity of individual teachers.		Larry Parker	05/26/2023
<i>Notes:</i>					
10/10/22		The principal will maintain high visibility in classrooms and throughout the school by physically monitoring traffic flow during transitions, visiting classroom outside of scheduled walkthroughs and observations.		Larry Parker	05/26/2023
<i>Notes:</i>					

Core Function:		Dimension C - Professional Capacity			
Effective Practice:		Teacher quality and experience			
	C1.01	The LEA/School directly aligns professional development with classroom observations (including peer observations) to build specific skills and knowledge of teachers.(5152)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Evidenced in the 2021 TWC survey teachers acknowledge that the professional development they receive is of limited usefulness to their daily work and to their professional growth and are provided untimely or limited growth feedback. The ILT is working with department heads to create more effective PD through observations and iRounds.	Limited Development 09/30/2022		
<i>How it will look when fully met:</i>		Teachers will have an understanding of evaluation rubrics and their purposes/use prior to observations, and evaluators will likely be capable of providing professional development regarding optimal ways to provide feedback, and have at their disposal information regarding the various professional learning opportunities available to address teachers' instructional needs.		Anita Crowley	05/30/2023
<b>Actions</b>			<b>0 of 3 (0%)</b>		
10/10/22		The ILT will utilize instructional measures that directly and explicitly align with teaching standards, include protocols and processes that make sense to teachers, allow teachers to participate in or co-construct the evaluation, allow ample opportunity to discuss results with other colleagues, and align with professional development opportunities		Kenneth Williams	05/26/2023
<i>Notes:</i>					
10/10/22		The ILT will hold post-observation meetings with teachers to discuss the evaluation, and pre-observation meetings to clarify lesson goals and rubrics that will be used to evaluate instruction. These post observation conferences will serve as a launching point for specific and sequenced improvement rather than a simple summation of the teachers' instruction:		Larry Parker	05/26/2023
<i>Notes:</i>					
9/30/22		ILT will provide teacher led PD based on observation of teachers that are implementing sound and effective instructional practices or student managerial proficiency.		Anita Crowley	05/30/2023
<i>Notes:</i>					

Core Function:		Dimension E - Families and Community			
Effective Practice:		Community Engagement			
	E2.03	The high school tracks the post-secondary school placements and experiences of their graduates and reports the results to the school board, faculty, and school community.(5190)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently there are not systems in place that fully capture the scope of data needed to truly help current students by tracking the post-secondary accomplishments and preparedness of its alumni.	Limited Development 09/30/2022		
<i>How it will look when fully met:</i>		In order to achieve the status of a high performing school E. E. Smith will establish a protocol for measuring our success in preparing students for postsecondary life. This should resemble a tracking system/process that collects and analyzes the movements of our graduates. In doing so it will inform our school about its strengths and areas of need in preparing our students for college, careers and life.		Jessica Black	05/26/2023
<b>Actions</b>			<b>0 of 3 (0%)</b>		
9/30/22	Student Services will create an "Alumni Tracking" process of collecting quantitative data points to learn where students enrolled, how far they have progressed in their programs, and what degrees they earned. From this we will design and implement a longitudinal protocol for measuring our success in student post-secondary preparedness.			Rotisha Hall	05/26/2023
<i>Notes:</i>					
9/30/22	Utilizing the process will review this collected data to determine what strategies our school does well and what strategies the school can strengthen to prepare students for post-secondary life.			Kenneth Williams	05/26/2023
<i>Notes:</i>					
9/30/22	We will make available this data with key stakeholders with the school and district			Larry Parker	05/26/2023
<i>Notes:</i>					