

Comprehensive Progress Report

Mission: The mission of Ferguson -Easley Elementary School is to provide varied opportunities for each student to learn skills, acquire knowledge, and develop character within a rich, diverse and nurturing learning environment.

Vision: Ferguson -Easley Elementary School is a collaborative family that nurtures and empowers a diverse community of learners who are successful, compassionate, open-minded, independent thinkers to lead in the 21st century.

Goals: Ferguson Easley will become a C rated school with a target goal of 56%. (A2.04-B3.03)

By the end of the school year teachers will implement academic practices across all grade levels and content areas this will include explicit instruction, repeated modeling, scaffolding and culturally responsive practices. Further students will be grouped appropriately by targeted skill area through diagnostic processes. (A4.01)

Our school will build a strong home school connection by providing ways for parents to support their child's education by hosting at least 4 parent learning opportunities during the 2022- 2023 school year. (E1.07)



! = 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	
<i>Initial Assessment:</i>		We are utilizing the PBIS Matrix school-wide. We conducted a BOY Behavioral Expectations assembly. We have implemented a reward system whereby students are awarded incentives for displaying	Limited Development 10/06/2022			

	<p>appropriate behaviors. We have a designated PBIS committee who meets monthly to analyze data and to reevaluate the effectiveness of our school-wide program.</p> <p>We will continue to utilize the PBIS Matrix school-wide. With the turnover of staff, PBIS is not implemented consistently school-wide.</p>			
How it will look when fully met:	All staff will be trained to implement the PBIS matrix. All staff will utilize the Matrix and positive behavior systems to reinforce positive behavior in our school. The suspension rate and referrals to the office will decrease because staff fully implements our system of behavior management.		FEES Social Skills Team - Patterson, Prescod, Nowlin, Cole, Whitted, Whit	06/01/2023
Actions		0 of 2 (0%)		
10/14/22	All staff will be trained in the PBIS System of Behavior Management within our school. All staff will use the PBIS system school-wide with fidelity.		Nakeida Prescod	06/01/2023
<i>Notes:</i>				
10/14/22	Teachers will utilize the IRP to develop progress monitoring for students that require Tier 2 and Tier 3 levels of support. Teachers will work within their PLC for strategies/setup of the progress monitoring data sheets. If these strategies are not effective, the teachers will work with the school counselor for more intensive progress monitoring strategies and a timeline for SST.		Nakeida Prescod	06/01/2023
<i>Notes:</i>				

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)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Specific teachers know how to develop their lesson plans aligned to the standards and they ensure that the instructional presentations are	Limited Development 10/14/2022		

	aligned throughout their lessons. Others develop lesson plans. However, the instruction does not match for the duration of the lesson. Therefore, creating and utilization of instructional materials that are relevant and aligned has been a difficult task.			
How it will look when fully met:	Weekly lesson plans that are developed will be aligned with the NC Common Core Standards. Pacing and resources will be utilized as tools for successful lesson plans and remaining on standards in a timely and progressive manner. The entire instructional presentations will display alignment for the duration of each lesson. Instructional materials will be relevant with the specific lesson being taught. Comprehensive learning walks will be conducted daily by administrators. Feedback/monitoring sessions will be conducted with teachers following learning walks. Teachers will be supported by their instructional coach with coaching cycles as needed to improve student learning.		Michelle Temple	06/01/2023
Actions		0 of 2 (0%)		
10/14/22	Teachers will meet weekly in PLCs facilitated by the instructional coach to support the planning of instructional lessons. Teachers completed lesson plans will be uploaded in the Google Classroom. IC and administration will monitor and provide feedback weekly on lesson plans during the weekly PLC and after the meeting if needed.		Michelle Temple	06/01/2023
<i>Notes:</i>				
10/14/22	One on One Meetings will be held with teachers that need support through a coaching cycle with the IC.		Michelle Temple	06/01/2023
<i>Notes:</i>				

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:		PLC meetings are conducted weekly. Lesson plans are submitted and reviewed to ensure alignment. Learning walks are conducted and prompt feedback is provided. Buddy teachers are assigned to teachers as needed. Students who are experiencing difficulty are referred to our SST and assistance is requested from the CCS C & I and Elementary Ed.	Limited Development 10/14/2022		

		departments. The SIT is utilized for appropriate discussions with regards to teaching and learning. Teachers who struggle are assigned PD according to the areas that need improvement. They participate in PD sessions aligned with their areas in need of improvement. Instruction will be specifically tailored to meet the needs of exceptional students.			
How it will look when fully met:		Small group lesson plans are submitted weekly to Google Docs in the area of reading, math and Gr 5 science. This will give our IC time to review and provide weekly feedback in the area of small group instruction. Focusing on small group instruction - formal observations, coaching cycle meets and rounds will be provided by the leadership team with timely feedback for student improvement.		Jessica Alaniz	06/01/2023
Actions			0 of 2 (0%)		
	10/14/22	Teachers will pre plan and prepare vetted resources (Wonders & Envision) for use in small group lessons. Teachers will organize materials and resources needed in advance of the lessons.		Jessica Alaniz	06/01/2023
	<i>Notes:</i>				
	10/14/22	Teachers will engage students daily in small group instruction in the area of reading and math.		Michelle Temple	06/01/2023
	<i>Notes:</i>				
	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 current structure entails classroom guidance lessons, small group and individual sessions with the school counselor or social worker. The teachers are attentive to the individual needs of their students. Referrals are made to our Student Services Team as necessary. Resources are shared with parents if assistance is needed from outside sources.	Limited Development 10/14/2022		
How it will look when fully met:		Teachers will utilize Calm down corners, our PBIS Matrix and ABE referral system with fidelity. Students will have a successful classroom experience to improve student success. Students will understand how to self regulate emotions and feelings on a consistent basis.		Nakeida Prescod	06/01/2023
Actions			0 of 2 (0%)		

10/14/22	"Calm Down" areas with specified guidelines and protocols will be utilized to assist students in managing their emotions.			Nakeida Prescod	06/01/2023	
<i>Notes:</i>						
10/14/22	The PBIS Team will work through behavioral data monthly to ensure All students are identified if Tier 2 and Tier 3 strategies are needed.			Nakeida Prescod	06/01/2023	
<i>Notes:</i>						
	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
<i>Initial Assessment:</i>			The school counselor monitors the transition of students. She discusses promotion from grade level to grade level with students regularly. All fifth grade level students take field trips to the various middle schools. Information received during Open House serves as a median to support student transitions to the upcoming grade levels.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>			Students will feel comfortable transitioning to the next grade level. Students will be empowered to take ownership of their matriculating to the next grade level. Report cards and cumulative information will be used to evaluate the effectiveness of the efforts to meet this objective.		Nakeida Prescod	06/03/2024
<i>Actions</i>				0 of 1 (0%)		
10/14/22	Our Fifth grade students have attended the virtual 6th grade orientation at Luther Nick Jeralds.			Nakeida Prescod	06/01/2023	
<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
<i>Initial Assessment:</i>			The LEA has an LEA Support and Improvement Team. The team offers professional development, a folder that houses for the SIP, work sessions and one on one sessions as needed for school leaders and process managers to ensure current aligned and SMART plans.	Limited Development 10/14/2022		

How it will look when fully met:		With a focus on student outcomes, the assigned Cumberland County School Area Superintendent, the School Principal and other identified team members will utilize the SIP to create SMART goals. Then, through the 12 Key Indicators, the team will identify 3-6 Indicators that are most in need of change to focus the work on this school year. These 3-6 indicators are a reflection of SMART goals and will have actions designed using Wise Ways to improve student learning.		Kim Robertson	06/01/2023
Actions			0 of 1 (0%)		
10/14/22		The Area Superintendent assigned to the school will work with the principal to ensure understanding of how the SIP is the foundation for continuous school improvement. The Area Superintendent will review the initial SIP and meet with the school principal or team to provide feedback and suggestions on their SIP. (Area Sup)		Kim Robertson	06/01/2023
<i>Notes:</i>					
	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
Initial Assessment:		The leadership team will meet twice a week to discuss a plan of action to begin and end the week's goals. The SIT team will meet once a month to discuss the progress of those goals.	Limited Development 10/14/2022		
How it will look when fully met:		The leadership team will meet weekly (Principal, AP, ICs, Counselor and Social Worker) to work through academic, attendance, behavioral data. Notes will be placed in Indistar. The Correlate teams will meet once a month to progress monitor the indicators they are assigned. The SIT will meet once a month to review the work of the correlates and revise/change or remove the work they are doing on a team to increase student achievement. Notes will be placed in Indistar that reflect the progress toward our indicators and actions.		FEES Administration McLaurin & Stone	06/01/2023
Actions			0 of 1 (0%)		
10/14/22		Weekly leadership team meetings with the principal, AP, IC counselor and school social worker. Discuss around teacher progress, PD for		FEES Administration McLaurin & Stone	06/01/2023

teachers in need of additional support, around and observation schedules, attendance and behavioral concerns.

Notes:

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:		The principal has set up a strategic team consisting of SIT members and grade level chairs	Limited Development 10/14/2022		
How it will look when fully met:		The principal has set up a strategic team consisting of SIT members and grade level chairs		Eric McLaurin	06/01/2023
Actions			0 of 1 (0%)		
	10/14/22	Team structures will be created with specific functions for the purpose of continuous improvement (instructional leadership leadership team, correlate, SIT)		Eric McLaurin	06/01/2023
Notes:					

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
Initial Assessment:		The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.	Limited Development 10/14/2022		
How it will look when fully met:		Comprehensive learning walks (iRounds) will be conducted at least weekly. Prompt feedback via face to face sessions, email communication, and/or walk-through documents will be used to facilitate constructive feedback to the teachers. Informal and formal observations will be conducted throughout the 9-week grading period.		FEES Administration McLaurin & Stone	06/01/2023
Actions			0 of 1 (0%)		

10/14/22	Currently the instructional leadership team, to include the principal, assistant principal and instructional coach visit classrooms regularly and provide feedback via email, in person or through the Cumberland County Schools IRounds tool. The instructional team meets every Monday to determine their walkthrough schedule for the week and works to follow the assigned teachers for the week.		FEES Administration McLaurin & Stone	06/01/2023
<i>Notes:</i>				

Core Function:	Dimension C - Professional Capacity
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Effective Practice:	Quality of professional development
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KEY	C2.01	The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		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.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Staff development sessions will be conducted. Teachers will inform administrators of their needs to enhance their instructional presentations. Administrators will determine staff development needs based on specific teaching observations and learning success of students. Once data has been reviewed by all stakeholders, then we will determine which areas need improvement in and seek to conduct necessary staff development sessions. Once staff development is conducted, a concentrated effort will be made for maximum follow-up.		FEES Administration McLaurin & Stone	06/01/2023
Actions			0 of 1 (0%)		
10/14/22		Conduct in-house and continue with district-wide professional development sessions. Continue to monitor the needs of the teaching staff and the students' learning deficiencies. Continue to conduct data		FEES Administration McLaurin & Stone	06/01/2023
<i>Notes:</i>					

Core Function:	Dimension C - Professional Capacity
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Effective Practice:	Talent recruitment and retention
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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
<i>Initial Assessment:</i>		The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		2A: Recruit and retain premier professionals 2B: Develop equitable access to human capital		Eric McLaurin	06/01/2023
Actions			0 of 2 (0%)		
	10/14/22	Ferguson- Easley will recognize a staff member each month as our Staff Member of the Month at faculty meetings.		Peggy Grantham	06/01/2023
<i>Notes:</i>					
	10/14/22	Ferguson - Easley has established a Hospitality Committee that will recognize faculty and staff throughout the school year for special occasions and accomplishments.		Peggy Grantham	06/01/2023
<i>Notes:</i>					

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
<i>Initial Assessment:</i>		A Correlate will be created to collectively engage schools, parents and community in building student success. More parent involvement will be evident especially during more academic activities. Larger numbers of parent participants will be observed during school activities/programs. Parents will visit classrooms more often through coordinated efforts with teachers and administrators. Pertinent information and parent engagement opportunities will be communicated via the school's website, twitter account, and FaceBook page.	Limited Development 10/14/2022		

How it will look when fully met:	All teachers will create and use a parent contact log that will track all phone calls, emails, texts, class dojo etc. communications with parents.		FEES Administration McLaurin & Stone	06/01/2023
Actions		0 of 1 (0%)		
10/14/22	FEES will utilize a variety of communication methods regularly and effectively to communicate with families about the school. This will include regularly updating the school website by the media coordinator, establishing and maintaining social media sites, and weekly ParentLink phone calls, emails and texts		FEES Administration McLaurin & Stone	06/01/2023
<i>Notes:</i>				