R Max Abbott Middle 10/21/2022

## **Comprehensive Progress Report**

## Mission:

The mission of R. Max Abbott Middle School is to inspire our students to improve their lives and the world around them.

Vision:

Our school is committed to providing a safe and caring environment where teachers will inspire students to be self-driven life-long learners, appreciate diversity, display good character, and become responsible citizens.

## **Goals:**

Increase our overall proficiency in our SWD subgroup by June 2024.

Increase overall proficiency on the EOG for ELA to 58% by June 2024

Increase overall proficiency on the EOG Math to 52% by June 2024

Increase overall proficiency on the EOG Science to 70% by June 2023



! = Past Due Objectives KEY = Key Indicator

Core Function: Effective Practice:		Dimension A - Instructional Excellence and Alignment			
ffective Pra	ctice:	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:		Max Abbott began implementing a PBIS structure in the 21-22 school year. A school wide PBIS matrix for behavior expectation using best practices was created and disseminated throughout the school. Teachers were able to familiarize themselves with a digital token economy system, but the system lacked structure and oversight. This year we have created a PBIS correlate to help bring additional guidance and structure.	Limited Development 10/13/2022		
How it will look when fully met:		Students will have clear behavioral expectations that encourages a positive, respectful school climate and culture. Discipline and reward will be equitable and consistent across classrooms and grade levels. This will create a safe, supportive school community.		Naomi Pyle	06/01/2023
ctions			0 of 7 (0%)		
	10/19/22	Teachers supporting exceptional children will be provided ongoing collaboration with student services for additional positive behavior strategies and support.		Angela Morgan	06/01/2023
	Notes	Cotober 2022: This action was added to the SIP plan due to this subgroup being listed on the state's Targeted Support and Improvement (TSI) list.			
	10/19/22	PBIS correlate will plan and execute quarterly PBIS assemblies for students who are passing all core classes and have fewer than 2 ABE actions.		Angela Morgan	06/01/2023
	Notes				
	10/19/22	Counseling staff will run monthly reports in order to reward the class in each grade level who has the lowest ABE referrals with a class party.		Angela Morgan	06/01/2023
	Notes				
		Grade level administrators will track discipline numbers for their assigned grade levels weekly to be discussed in PLCs		Scott Witherow	06/01/2023
	Notes			Angolo Margor	06/04/2022
		Social studies teachers will complete weekly Second Step lessons with students		Angela Morgan	06/01/2023
	Notes				

	Each classroom teacher will display the PBIS behavior expectation matrix in their classroom.	Angela Morgan	06/01/2023
Notes:			
	Teachers identified as needing additional support in managing behavior in the classroom through ABE data and walkthrough observations will be provided additional PD opportunities in classroom management.	Naomi Pyle	06/01/2023
Notes:			

	Notes:				
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:		Last year and in years prior, teachers had one 45 minute PLC with their content area for collaborative planning. This has proved to not be sufficient time to address lesson planning, collaborating with student data, and providing necessary PD. For the 22-23 school year, we are increasing PLC time to 120-180 minutes per week.	Limited Development 08/22/2022		
How it will look when fully met:		We will develop a comprehensive PLC process and increase meeting times from 45 minutes to 120 -180 minutes weekly. We will introduce high yield instructional strategies monthly and ensure teachers are using aligned instructional county resources. We will monitor lesson plans in the drive and provide weekly feedback during PLC's.		Laura Hottel	06/01/2023
Actions			1 of 9 (11%)		
	8/22/22	Create a schedule for monthly PD on High yield instructional strategies.	Complete 09/01/2022	Laura Hottel	09/01/2022
	Notes:	Post schedule in the drive and on the MAMS calendar. Also highlight the HYS in the Principal's Weekly Huddle.			
	8/22/22	Create digital notebooks for each team to hold evidences of high yield instructional strategy implementation to be monitored by admin		Laura Hottel	10/31/2022
	Notes:	All teams should provide admin access to their digital notebooks by the end of September.			
	8/22/22	Create a rubric for the admin team to determine effective monitoring of PLC's.		Laura Hottel	10/31/2022
	Notes:				
	8/22/22	Develop a comprehensive PLC schedule.		Laura Hottel	12/16/2022
	Notes:	Schedule will be posted in the drive for reference.			

10/18/22	All teachers will actively participate in PLC's for 120 minutes a week to disaggregate data from common assessments and benchmarks, analyze student work, develop aligned lesson plans, utilize aligned resources, and complete lesson plans.	Laura Hottel	06/01/2023
Notes:			
10/18/22	ELA, Math and Science teachers will implement assessment cycles that include Pre-Assessments, Interim Assessments, and Post Assessments for each unit.	Kristen Kelton	06/01/2023
Notes:			
10/19/22	Instructional coach will deliver PD on high yield instructional strategies following the schedule created	Laura Hottel	06/01/2023
Notes:			
10/19/22	Administrative team will review and provide feedback to teachers on the digital notebooks every 2 weeks	Kristen Kelton	06/01/2023
Notes:			
10/19/22	Media Center Coordinator will provide push-in support for teachers who need assistance with digital competencies in the classroom.	Lindsey Ward	06/01/2023
Notes:			

Core Function:		Dimension A - Instructional Excellence and Alignment				
Effective Practice:		Student support services				
KEY A4	4.01	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:		Currently we use SST teams to assist in determining if students should be tested for EC. We have worked with teachers on the different levels of interventions, but nothing that is school wide.	Limited Development 06/09/2021			
How it will look when fully met:		Through our Student Services personnel (social worker, guidance counselors, and SST chair), we will provide detailed professional development to better understand the steps of MTSS, the processes, and strategies to implement. PD meetings will occur during monthly grade level meetings.		Naomi Pyle	06/03/2024	
Actions			0 of 3 (0%)			
	6/9/21	Monthly PD for grade level teachers on how to properly facilitate the MTSS process.		Angela Morgan	06/03/2024	

Notes:	AUG 2021: Grade Level meetings: MTSS training focusing on the current NCDPI model until CCS provides guidance on county model. MTSS team has designed and is implementing a standard protocol for interventions.  SEP 2021: Academic aspect of MTSS. GAP assessments have begun and will wrap up by September 24th. With those results, we can address individual student needs during content PLCs. Content PLCs will address Tier 1 and Tier 2 interventions.  December 2021: August, September, and October training sessions were held to train teachers on the intricacies of MTSS. Training is ongoing with our counselors and instructional coach.  Goal: This type of information should be shared during PLCs. Discussions of individual student needs are addressed during PLCs. Data is used to drive instruction and make decisions about re-teaching and supplementing. Tier II level strategies have been provided for teachers to implement in their classrooms and to document those interventions.		
6/23/22	Teachers will begin using strategies given in MTSS PDs to effectively	Angela Morgan	06/03/2024
	ensure students are receiving tiered support as needed.		
Notes:	The administrative team will meet monthly with grade levels to discuss students who need to move along the tiered process.		
10/20/22	Teachers will use standard protocols for academic and behavior interventions.	Angela Morgan	06/03/2024
Notes:			

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:		In 2021-22 school year we implemented using the second step program to address the SEL needs of the students. We are continuing to use the second step program this year as well as using the school counselors to address individual student needs. We are also a part of the SPARCS program. We started this in the 21-22 school year and will train our school SW to be able to conduct the meetings for 22-23.	Limited Development 10/13/2022		
How it will look when fully met:		The SPARCS will be fully implemented by 2024 and the second step program will be used with fidelity across all grade levels through the social studies class periods weekly.		Brandi Bragg	06/03/2024
Actions			0 of 2 (0%)		
	10/19/22	Social worker will assign at risk females to the SPARCS program.		Brandi Bragg	06/03/2024
Notes		We already have a SPARCS group that meets with a Ms. Howard from the district but by January, Ms. Bragg will assist with the program.			
	10/19/22	Teachers will use tier 1 behavior strategies within their classrooms and refer students needing additional support to student services for tier 2 interventions.		Brandi Bragg	06/03/2024
	Notes:				

KEY A4.16	The school develops and implements consistent, intentional, and ongoing plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
Initial Assessment:	The school has a schedule of when we meet for vertical team planning sessions. We also allow teachers to have input and a voice into the placement of students for the next year. Counselors are involved with the teachers on their team and that allows the best support. We have students track their students from year to year, so instead of having the same grade from year to year they move with their students for better tracking and continuity among students and their families.	Limited Development 10/13/2022		
How it will look when fully met:	Counselors will work with teams of teachers to determine the best placement for students in the master schedule to include EC and AIG students. The counselors and SW will work collaboratively to track students at risk and put measures in place for academic success.		Angela Morgan	06/03/2024
Actions		0 of 2 (0%)		
10/19/	School counseling department will collaborate with FTS counseling department and administration to develop a comprehensive transition plan for 8th graders.		Angela Morgan	06/03/2024
Note	25:			
10/20/	AIG consultant will collaborate with all feeder schools to gain early access to EOG data for appropriate placement of incoming level 5 students.		Janet Tartaglia	06/03/2024
Note	es:			

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:	The LEA has an LEA Support and Improvement Team. The team offers professional development, a folder that houses the SIP, work sessions, and one-on-one sessions for school leaders and process managers to ensure current aligned and SMART plans	Limited Development 10/13/2022		
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.		LaShanda Carver- Moore	05/30/2023
Actions		0 of 3 (0%)		
10/21/22	A dedicated support team including an Area Superintendent and Curriculum Specialists have been assigned to schools to ensure alignment of support and coaching for principals and teachers.  Designated schools will receive monthly visits from district curriculum specialists to observe teaching and learning, grade level/team planning, PLC meetings, etc., and provide feedback regarding areas of improvement and success		LaShanda Carver- Moore	05/30/2023
Notes:				
10/21/22	The Area Superintendent assigned to the school will work with the principal to ensure an 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		LaShanda Carver- Moore	05/30/2023
Notes:				
10/21/22	Area Superintendents will provide coaching feedback in NCStar once a month for designated schools. They will monitor actions and indicators being assessed, and review the notes and monthly minutes to ensure schools are making progress toward achieving their SIP goals.		LaShanda Carver- Moore	05/30/2023
Notes:				

KEY B1.03	A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices. (5137)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Currently our ILT meets weekly. We will focus on our process, procedures and students.	Limited Development 10/13/2022		
How it will look when fully met:	Our leadership team will meet regularly and we will address problems. We will have a common agenda and discuss and monitor our SIP.		Naomi Pyle	06/03/2024
Actions		0 of 2 (0%)		
10/19/22	Administration will develop a product to be shared on the drive that will track individual actions within Indistar assigned to each team member to support progress monitoring of SIP implementation.		Naomi Pyle	06/03/2024
Notes				
10/19/22	Team members assigned to an individual action within Indistar will update progress of action within the document placed on the drive bimonthly.		Naomi Pyle	12/01/2024
Notes				

Core Function:		n:	Dimension B - Leadership Capacity					
Effective Practice:		ctice:	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:		sment:	Every teacher has two 45 min back to back planning periods. A PLC schedule has been established with the instructional coach.	Limited Development 10/13/2022				
How it will look when fully met:			A PLC schedule will be fully implemented and teachers will work in PLC's to accomplish goals with fidelity.		Laura Hottel	06/03/2024		
Actio	ns			0 of 2 (0%)				
		10/19/22	Admin team will develop a rotation of leadership roles for content level PLCs.		Naomi Pyle	06/03/2024		
	Notes							
		10/20/22	Instructional leadership team will develop a schedule for vertical content level PLCs.		Ashley Wlezen	06/03/2024		

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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:	Last year and previous years, the instructional leadership team met weekly to discuss ways to coach and provide PD to teachers. This year 22-23, we will shift to creating a coaching model to assist teachers in their classroom attain greater student achievement.	Limited Development 08/22/2022		
	Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	We will continue to hold weekly Instructional Leadership meetings with a focus on PD's on coaching models. We will also hold morning huddles (2x a week, Monday's and Friday's) to obtain an instructional focus for the day. We will provide feedback to teacher observations within 24 hours. We will create a walk through schedule for instructional coaches and admin.		Laura Hottel	08/21/2023
Actions		3 of 7 (43%)		
8/22/22	Create a PLC schedule for the Instructional Leadership team.	Complete 09/01/2022	Naomi Pyle	09/01/2022
Notes:				
8/22/22	Create a walk through schedule for instructional leadership and admin.	Complete 09/30/2022	Naomi Pyle	09/30/2022
Notes:				
	Develop a weekly huddle schedule for the instructional focus.	Complete 09/30/2022	Naomi Pyle	09/30/2022
Notes:				
10/19/22	Administrators will attend PLCs weekly to assist development of lesson plans, monitor lesson plans, conduct data analysis, and provide constructive feedback.		Naomi Pyle	06/01/2023
Notes:				
10/19/22	Administrators and instructional coaches will provide interventions to teachers needing additional support based on walkthrough and observation data to improve instructional practices and improve student proficiency.		Ashley Wlezen	06/01/2023
Notes:				

10/20/22	Administrators will provide a short written summary to be given to teachers within 24 hours of informal walkthrough observation.		Kristen Kelton	06/01/2023
Notes:				
10/20/22	Administrators will monitor use of standards-aligned resources during walkthrough observations and provide feedback accordingly.		Laura Hottel	06/01/2023
Notes:				
Implementation:		10/10/2022		
Evidence	10/10/2022			
Experience	10/10/2022			
Sustainability	10/10/2022			

Core Function:	Dimension C - Professional Capacity			
<b>Effective Practice:</b>	Quality of professional development			
	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:	Last year we had several data dig days through out the school year. This year we are also planning on having data dig sessions. We will have data dig sessions after every benchmark and also provide one Saturday session for teachers each semester with a stipend using remediation funds. We will also provide our leadership team the ability to attend outside PD sessions for instructional improvement and building staff capacity using Title 1 funds.	Limited Development 08/22/2022		
which july mice.	The school will regularly look at school performance data and aggregated classroom observation data to provide PD for individual teacher needs. Underperforming or struggling teachers will be provided additional support and resources to improve areas of weakness or concerns. Teachers that perform well will be used as mentors and facilitators for in house professional development.		Naomi Pyle	06/02/2023
Actions		0 of 11 (0%)		
	Create a document on the drive and also in the Principal's weekly update to highlight Professional Development opportunities available for teachers and administrators.		Laura Hottel	11/30/2022
Notes:				
10/19/22	ELA, Math and Science Teachers will attend on demand county-wide professional development		Laura Hottel	06/01/2023
Notes:				
	Walk through and classroom observation data will be used to develop school-wide PDs.		Laura Hottel	06/01/2023
Notes:				
10/19/22	Administration will execute data cycle meetings after each common assessment		Naomi Pyle	06/01/2023
Notes:				
10/19/22	Administration will execute data cycle meetings after each benchmark		Naomi Pyle	06/01/2023
Notes:				

10/19/22	Grade level administrators will track progress of their bubble students to be discussed at grade level PLCs.	Kristen Kelton	06/01/2023
Notes:			
10/19/22	Utilize Title 1 funds to procure professional development for general education teachers serving EC students	Laura Hottel	06/01/2023
Notes:			
10/19/22	Utilize Title 1 funds to send teachers, student services, or administration to professional development opportunities based off of school needs as shown by data pulled throughout the year	Angela Morgan	06/01/2023
Notes:			
10/19/22	School social worker will run bi-monthly attendance risk assessments in Powerschool to be shared with administration. This data will be used to engage at-risk students through evidenced based attendance interventions.	Brandi Bragg	06/01/2023
Notes:			
10/19/22	School counselors will run bi-monthly academic risk analysis in Powerschool. This data will be shared with administration and as a guide in planning evidenced based interventions.	Angela Morgan	06/01/2023
Notes:			
10/19/22	School counselors will use needs assessment data to create and run 1 small group per grade level during Q2, Q3, and Q4 using evidenced based curriculum.	Angela Morgan	06/01/2023
Notes:			

<b>Core Functio</b>	n:	Dimension C - Professional Capacity			
<b>Effective Pra</b>	ctice:	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 Assess	sment:	Our school has an established method of recruiting and evaluating staff. We interview and recruit personnel as a team. We have PBIS reward systems in place for teachers.	Limited Development 10/13/2022		
How it will lo when fully m		If fully implemented we will have a low teacher turnover rate and retain quality teachers in the profession. We will also have a team of staff members on the interview committee that represents the area of the applicant.		Kristen Kelton	06/03/2024
Actions			0 of 3 (0%)		
	10/19/22	Establish an interview committee for potential teacher candidates.		Kristen Kelton	06/03/2024
	Notes				
	10/20/22	Instructional coaches will develop a system to monthly highlight teachers who are excelling.		Ashley Wlezen	06/03/2024
	Notes				
	10/20/22	Instructional leadership team will develop a PBIS system for teachers to consistently reward teacher performance.		Ashley Wlezen	06/03/2024
	Notes				

Core Function	on:	Dimension E - Families and Community			
Effective Pra	actice:	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 Asses	ssment:	Teachers try to make contact with parents as needed. No clear and easy ways to communicate expectations and curriculum needs established.  We utilize ParentLink text and calls to update and inform parents of events of the school. We also have an active Facebook page and school website that are kept up to date. We will continue to utilize these ways to increase the family-school communication.	Limited Development 08/05/2016		
		Priority Score: 1 Opportunity Score: 2	Index Score: 2		
How it will I when fully r		Parent active participation in parent-teacher conferences, fine arts activities, athletic activities, PTO activities and content/curriculum activities. We will continue to use FB and add Twitter to our social media platforms to reach parents and students.		Naomi Pyle	05/27/2024
Actions			2 of 5 (40%)		
	8/5/16	The computer lab assistant and media specialist will monitor and maintain school website and school social media platforms.	Complete 05/27/2022	Naomi Pyle	05/27/2022
	Notes:				
	8/5/16	We will plan and implement a School Open House event in August , giving students and parents a time to meet and ask questions of their new teachers.	Complete 08/23/2022	Naomi Pyle	08/23/2022
	Notes.	Mrs. Pyle will send information home to all students/parents about the School Open House being held in August. She will also send ParentLink messages to advertise this event prior to the date.			
	8/5/16	Data Manager will develop a system to use with teachers to verify parent receipt of digital progress reports and physical copies of report cards.		Naomi Pyle	06/03/2024

Notes:	Reports will go home seven (7) times during the school year.  July 2018 - Where are we now  We will continue to implement this practice. This is a great way for the teachers to know if the parents are seeing the progress reports and report cards. However this year, once the teachers receive the information and any requests for conferences, they will notate when they contacted the parent on the brown envelope as well.  July 2019 - We will continue to implement this practice. Parents are very receptive to this practice.  Sep 2020: Cannot be done at the moment due to COVID.  Dec 2020: Progress reports are on PowerSchool and are virtual only for now.  Mar 2021: Unable to complete due to COVID. Parents have been encouraged to use the Parent Portal to access student grades.  OCT 2021: All HR teachers should get confirmation that all parents received and viewed the student progress reports and report cards. Teachers can decide the manner in which to complete this action.  Parent Teacher Conferences must be scheduled (including after hours). Schedule for November 1st - 5th		
8/5/16	Encourage parents to join the parent-teacher organization at Max Abbott Middle School. This group will establish leaders and a monthly meeting schedule.	Naomi Pyle	06/03/2024
Notes:	Encourage parents to join the parent-teacher organization at Max Abbott Middle School. This group will establish leaders and a monthly meeting schedule.  FEB2022: Ms. Pyle sends out a parent newsletter every week with a link to join the PTO. Teachers are also encouraged to join the PTO. Ms. Pyle provides the QR codes in the Principal's Update. The invitation to join is also on the website and has been posted on Facebook. There are currently 4 staff members as members and 95 parents.		
6/23/22	Develop and send monthly newsletters to parents.	Naomi Pyle	06/03/2024
Notes:	Ms. Ward will maintain access to the school web page and social media platforms to put out pertinent information to the school community.		

Implementation:			
Evidence	6/13/2017 documentation is uploaded		
Experience	6/13/2017 This objective went very smoothly. Lots of people stepped up to help make it all happen.		
Sustainability	6/13/2017 We will continue to keep the Facebook page and the updates. Parents liked the communication and have commented on knowing more of what is happening with their child.		