

Comprehensive Progress Report

Mission: New Century International Middle School will provide an environment that celebrates student achievement, creativity, growth, and global diversity.

Vision: Every TITAN will be **Respectful, Responsible, and Resilient** Global Citizens.

Goals:

Increase Math achievement to 50% by June 2023

Increase composite in ELA achievement to 70% by June 2023

Increase 8th grade Science achievement to 90% by 2023

By June 2024, increase (SWD) Students with Disabilities subgroup in ELA, Math, and Science overall proficiency by 35%.

Decrease office referrals in ABE by grade level to about 60%-50% by June 2023



! = 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>		Currently, we are a PBIS school. We are working towards the implementation of all staff being fully trained on our PBIS system and being consistent with giving points to students. Our data shows within the first two weeks of school over 12 students have received an in-school or out-of-school suspension. We have implemented a check-and-connect program for at-risk students and have moved those students through MTSS to address ongoing behaviors. 2021-2022 our data showed a majority of our incidents occurred during hallway transition.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		When the objective is fully met, the data will show a decrease in student behaviors. The staff will have fully implemented PBIS on a consistent basis.		Hollye Marquette	06/01/2023
<i>Actions</i>			0 of 4 (0%)		
	9/27/22	All grade-level teams will create classroom rules and procedures in order to demonstrate consistency on each team.		Gail Kennedy	10/24/2022
		<i>Notes:</i> Administration will check every classroom to ensure grade level team rules are posted.			
	9/27/22	The E-hallpass program will be purchased to address hallway transition issues.		Gail Kennedy	10/31/2022
		<i>Notes:</i> Shared budget information with School Improvement Team.			
	9/27/22	All staff will be trained on the implementation of E-Hallpass.		Gail Kennedy	11/01/2022
		<i>Notes:</i> Any new staff will be trained on E-Hallpass.			
	9/27/22	During the first week of school, all teachers will review NCIMS matrix, Student Code of Conduct, and their classroom procedures and rules during their individual class periods.		LaTasha Hicks	01/13/2023
		<i>Notes:</i> We will revisit this action when students return from Winter Break.			

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
<i>Initial Assessment:</i>		Currently, our district focus is standard alignment instruction, high-yield instructional strategies, and effective data cycles for the 22-23 school year. Teachers and instructional leadership teams meet during grade-level PLCs to ensure standard alignment instructional strategies are being developed on weekly lesson plans. Our teachers are working towards having students work towards mastery. Our ELA, Math, and Science teachers are assigning pre-and post-assessments.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		We should see increased student data on (county-wide benchmarks, Mastery Connect, SuccessMaker, End of Grade testing, and classroom assessments). Teachers will collaborate on teaching units and review data with support staff (teacher assistants, ESL, and EC teachers).		LaTasha Hicks	05/01/2023
Actions			0 of 4 (0%)		
9/27/22	All ELA, Math, and Science teachers will receive feedback for lesson plans from NCIMS instructional coaches weekly.			Gladys Johnson	04/30/2023
<i>Notes:</i>					
10/21/22	The Instructional leadership team will check for standard alignment during classroom observations and walkthroughs. Evidence of this will be noted on the observation instrument and iRound forms.			Gail Kennedy	05/20/2023
<i>Notes:</i>					
9/27/22	All ELA, Math, and Science teachers will implement data cycles after common assessments using Mastery Connect.			Issac Fraizer	06/01/2023
<i>Notes:</i>					
9/27/22	All teachers will actively participate in PLCs for 90 minutes a week to disaggregate data from common assessments and benchmarks, analyze student work, develop aligned lesson plans, and complete lesson studies.			Issac Fraizer	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
<i>Initial Assessment:</i>		Our MTSS leadership team is in the process of adding and training new members due to turnover in the department. The team has been coached through SWIFT. SWIFT is a company selected by the district to assist schools in implementing a multi-tiered system of support, or MTSS. Within an MTSS framework, schools provide all students access to the general education curriculum and some students additional and intensified support based on their data-based needs. Streamlining this process has been a challenge for the leadership team and staff. However, we are working toward full implementation.	Limited Development 10/05/2022		
<i>How it will look when fully met:</i>		When fully met a multi-tiered system of support will be created to address student academics and behaviors. Resources will be shared with parents and teachers on how we will address students who need Tier 2 and Tier 3 support.		Gemette McEachern	06/30/2025
Actions			0 of 3 (0%)		
10/11/22	The principal will select and train the MTSS leadership team.			Mia Barnes	05/01/2024
<i>Notes:</i>					
10/11/22	The MTSS leadership team will conduct a self-assessment of the MTSS process.			Gemette McEachern	05/01/2024
<i>Notes:</i>					
10/5/22	New staff to NCIMS will be trained on the MTSS process for NCIMS.			Antony McRae	09/16/2024
<i>Notes:</i> This training will be a continuous process due to teacher turnover each year.					

	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:			Under our current implementation, our teachers give essential emotional support to our students. We are currently transitioning from the Positivity Project, a social and emotional program to using Second Step. The school improvement team voted during the 2021-2022 school year to discontinue the Positivity Project because they felt it was ineffective and did not have enough time to implement it within a 15-minute Homeroom period. As of August 2022, the county has purchased Second Step for all schools. The training process was off to a slow start for teachers and staff. However, the Second Step is in its beginning implementation stage.	Limited Development 10/11/2022		
How it will look when fully met:			When fully implemented, all teachers will use the same language and curriculum (Second Step) with fidelity. Most students will be able to understand their emotional state and communicate their needs to an adult.		Gail Kennedy	06/30/2025
Actions				0 of 3 (0%)		
	10/11/22	All homeroom teachers will be trained to implement the Second Step program.			Thelma Jarret	05/01/2024
<i>Notes:</i>						
	10/11/22	Student surveys will be given to assess how students are benefiting from the program.			Savannah Grimes	05/01/2024
<i>Notes:</i>						
	10/11/22	Students will complete a journal or reflection form to document the lessons taught.			Savannah Grimes	05/01/2024
<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>	Currently, our school guidance counselor facilitates grade-to-grade transition. Each year she will meet with the elementary school to develop orientation dates and times in the spring for rising 6th graders. She also meets with the High School to plan the 8th-grade orientation. As a school, we need more staff involved in this process.	Limited Development 10/11/2022			<i>How it will look when fully met:</i>	When implementation is fully met, Students who have attended New Century Middle school will have an easy transition to high school. Academic and behavioral data will be shared with upcoming schools to address different areas proactively.		Antony McRae	06/30/2025
Actions				0 of 3 (0%)					
10/11/22	A plan will be developed for our feeder schools to assist with students' schedules for middle and high school. (Rising 6th graders and rising 9th graders)		Thelma Jarrett	05/01/2024	<i>Notes:</i>				
10/11/22	Create a video to get rising 6th-grade students excited about their middle school visit and introduce parents and future scholars to our school		Thelma Jarrett	05/01/2024	<i>Notes:</i>				
10/11/22	Partner with community sponsors to donate goody bags for our rising 6th-grade students.		Savannah Grimes	05/01/2024	<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 the SIP, work sessions, and one-on-one sessions for school leaders and process managers to ensure current aligned and SMART plans	Limited Development 10/21/2022		
<i>How it will look when fully met:</i>		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.		La'Shanda Carver-Moore	05/30/2023
<i>Actions</i>			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			La'Shanda Carver-Moore	05/30/2023
<i>Notes:</i>					
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			La'Shanda Carver-Moore	05/30/2023
<i>Notes:</i>					

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.			La'Shanda Carver-Moore	05/30/2023	
<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	Target Date
Initial Assessment:			Currently, our Instructional leadership team meets once a month. The school improvement and other teams meet once a month. We are transitioning from traditional staff meetings to meeting with team leaders in the building called E.A.T. (Everyone At the Table). This team will focus on our process, procedures, and students. This meeting will also be our required meeting for our school improvement team each month.	Limited Development 10/11/2022		
How it will look when fully met:			For this to be fully implemented all leadership teams meet regularly and problems are addressed not just shared. We will have common goals, agendas and a vision to meet our school improvement goals. Our teacher's leaders will help build capacity and review effective practices.		Gemette McEachern	06/01/2023
Actions				0 of 1 (0%)		
10/11/22	(E.A.T.) Everyone at the Table leadership team will meet once a month to focus on school improvement by using Indistar indicators.			Gemette McEachern	05/01/2024	
<i>Notes:</i>						

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
<i>Initial Assessment:</i>		Currently, we have different teams who focus on different areas of improvement. However, the team structure established among teachers is weekly grade-level meetings and PLCs for 90 minutes. During this time teams meet with parents, students, and administration. During PLCs teachers plan with other content-area teachers.	Limited Development 10/11/2022		
<i>How it will look when fully met:</i>		In full implementation, all teachers will use these times allotted effectively for reviewing student data and lesson planning.		LaTasha Hicks	06/30/2025
<i>Actions</i>			0 of 2 (0%)		
10/11/22	(E.A.T.)	Everyone at the Table leadership team will meet monthly to focus on indicators and prepare for SIT meetings.		Mia Barnes	05/01/2024
<i>Notes:</i>					
10/11/22		Agendas will be uploaded to Indistar as the leadership team meets.		Mia Barnes	05/01/2024
<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>		Currently the principal and the leadership team has set weekly goals to monitor classroom instruction, observation, and walk through. The current goal is three walk through a week. The principal's daily goal is to see all teachers and staff for a check in.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		Principals leadership will be evident through out the school. Teachers will receive effective feedback on classroom instruction and classroom management practices.		Mia Barnes	06/01/2023
Actions			0 of 3 (0%)		
	9/27/22	The principal and the Instructional Leadership will attend PLCs to aid teachers in lesson planning and answering questions in regards to curriculum.		Gemette McEachern	06/01/2023
<i>Notes:</i>					
	9/27/22	The principal and the Instructional Leadership team will create a survey for teachers and staff to address the Teacher Working Conditions to focus on clear, constructive feedback from teachers.		Gemette McEachern	06/01/2023
<i>Notes:</i>					
	10/21/22	The Instructional leadership team will engage staff in ongoing professional development and coaching.		Gemette McEachern	10/01/2023
<i>Notes:</i>					

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
<i>Initial Assessment:</i>		Our current implementation efforts include but not limited to, principal sharing school wide data with parents and students during Open House. Teachers were given data notebooks at the beginning of the year, to include information on current students. Teachers will use the data to create to remediation groups with in the classroom and outside the classroom to address our level 1 and 2 students.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		Teacher will be able to provide instructional strategies and to address individual students weakness and strengths. We will use PLCS discussion and parent meetings to determine if the objective have been fully met or implemented.		Savannah Grimes	06/01/2023
Actions			0 of 3 (0%)		
	9/27/22	The ELA, Math, and Science teachers will attend on-demand county-wide professional development.		Issac Fraizer	04/30/2023
<i>Notes:</i>					
	9/27/22	The ELA, Math, and 8th Grade Science teachers will research, share, and test new practices during grade-level PLCs.		LaTasha Hicks	04/30/2023
<i>Notes:</i>					
	9/27/22	Classroom observation and walk through data will be used to develop school wide professional development for instructional improvement.		Cornelia Baker	04/30/2023
<i>Notes:</i>					

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:		Positive staff referrals Staff Members of the month Staff Shout Outs Mentor and Buddy System	Limited Development 09/03/2020		
		Priority Score: 3 Opportunity Score: 1	Index Score: 3		
How it will look when fully met:		Improvement in retention of staff. At the beginning of school year staff retention in good standing.	Objective Met 01/22/21	Gail Kennedy	06/01/2022
Actions					
10/23/20	Staff shout outs will be given on a weekly basis to recognize positive virtual instruction.	Complete 01/22/2021	Annette Fernandez	09/01/2020	
<i>Notes:</i> Evidence will be documented in Titan Weekly News.					
9/3/20	Assign strong mentors and buddy teachers who are committed to giving support of their mentees/buddies.	Complete 01/22/2021	Tiffany Burks	06/01/2022	
<i>Notes:</i> All new staff has been assigned a mentor/buddy. Admin provides support to new teachers as needed through BT meetings and individual meetings.					
9/3/20	Revamp Staff Members of the Month and staff recognition and reward systems.	Complete 09/21/2020	Mick Stoker	06/01/2022	
<i>Notes:</i> This task will be giving to Positive Relations correlate to monitor monthly.					
Implementation:			01/22/2021		
Evidence	1/22/2021 BT monthly meetings, admin individual meetings with new staff, and assigned mentors/buddies/canvas coach.				
Experience	1/22/2021 Detailed discussion was held with admin team concerning staff that was capable being a buddy or mentor.				

Sustainability	1/22/2021 Continue communication between mentees and mentors/buddies.			
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Core Function:	Dimension E - Families and Community			
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Effective Practice:	Family Engagement			
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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
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Initial Assessment:	Currently, we have been identified as a Title I middle school for the first since the opening of the school in 2012. Therefore, we are required by federal guidelines to have parent engagement nights. Our parents attend games and performances. However, parents are not fully participating in parent-teacher conferences or parent nights compared to sports events. Due to Covid our PTA, has low participation.	Limited Development 10/11/2022		
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How it will look when fully met:	To be fully implemented our parents would attend all parent meetings. Curriculum nights and performance attendance by parents will increase. The correlate responsible for the events will be creative and transition from traditional parent engagement activities. All parents will be actively on Class dojo, PowerSchool, and Canvas.		Issac Fraizer	06/01/2023
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Actions		0 of 4 (0%)		
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10/11/22	The School Improvement team will create a school compact between parents/students/and teachers. Compacts will be signed by students, parents, and teachers.		Gemette McEachern	12/01/2023
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Notes:

10/11/22	Virtual and Face to Face Parent-Teacher conferences will be an option throughout the year.		Mia Barnes	05/05/2024
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Notes:

10/11/22	Teams will use a communication log to keep track of parent communication whether it is on Webex, email, phone or class dojo.		Gail Kennedy	05/05/2024
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Notes:

10/11/22	Host a "Parent Shadow Day". Each grade level will have a day from 8-12 to shadow their child. During that time parents will be exposed to the curriculum and the life of being in middle school.		Savannah Grimes	12/05/2024
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Notes: