## **Comprehensive Progress Report**

- Mission: Walker Spivey Elementary School is committed to providing a safe, positive, and rigorous learning environment to prepare lifelong learners to reach their maximum potential.
- Vision: Every student will have equitable access to rigorous and engaging learning that prepares them to be competitive, collaborative, and successful in our global world

## Goals:

At least 40% of students in grades 3-5 will be proficient in reading and math by June 2023. At least 55% of students in grades 3-5 will be proficient in reading and math by June 2024. A4.01

Teachers will meet the social and emotional developmental needs of at least 80% of students using PBIS and SST by June 2023 to decrease discipline referrals by 25%. A4.06

At least 75% of Parents will consistently receive communication from the school regarding school expectations and curriculum by June 2023. E1.06

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	! = Past Due Objectives KEY = Key Indicator							
Core Function:			Dimension A - Instructional Excellence and Alignment					
Effective Practice:			High expectations for all staff and students					
	KEY		ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)	Implementati on Status	Assigned To	Target Date		
	Initial Assessment :		The PBIS lesson plans will be utilized during structured PBIS weekly assigned times to instruct students on behavioral expectations and reward efforts to comply with teacher directives.	Limited Development 09/27/2022				
lo w	ow it ok hen f et:	ully	Discipline data will reflect decreased office referrals and a lower suspension rate in the school and on the buses. ABE Discipline data will be utilized to assist with determining that the objective has been met.		Latonica McDonald	05/31/20 24		
A	ctions	;		0 of 2 (0%)				

	Teachers will develop a clearly defined behavior management system within their classrooms that is communicated and clarified to their students	Latonica McDonald	05/31/202 3
	9/30/22 PBIS Kick Off assembly for students 8/29/22 Teachers received weekly lesson plans for PBIS, copies of the matrix and classroom expectations 8/25/22 PBIS PD 1hr in Cafeteria by Latonica McDonald Summer 2022 Master Calendar updated to allow time weekly PBIS instruction as a resource block		
9/27/22	Teachers will reinforce behavior expectations and utilize the incentives provided through the PBIS matrix daily.	Latonica McDonald	05/31/202 4
	9/30/22 PBIS Kick Off assembly for students 8/25/22 PBIS PD 1hr in Cafeteria by Latonica McDonald Summer 2022 Master Calendar updated to allow time weekly PBIS instruction as a resource block		

Core Functi		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
KEY	A2.0 4	Instructional Teams develop standards-aligned units of instruction for each subject and grade level. (5094)	Implementati on Status	Assigned To	Target Date
Initial Assessment :		The instructional team monitors lesson plans and the implementation by providing feedback through CCS iRound walkthrough form. This feedback is then discussed at grade level to provide additional information on how to make necessary adjustments and ensure proper pacing is occurring.	Limited Development 09/27/2022		
How in look when met:	-	Teachers will be able to fully develop comprehensive lesson plans that address whole and small group, as well as remediation. The instructional team will continue to monitor lesson plans and the implementation by providing feedback. Feedback will be discussed at grade level to provide additional information on how to make necessary adjustments.		Brandy Whitley	06/03/20 24
		mClass, Mastery connect benchmarks and End of grade testing are data sources that will be utilized.			
Action	ıs		0 of 2 (0%)		
9/	27/22	The Leadership team will conduct walk-throughs and lesson plan reviews to monitor lesson alignment and provide feedback.		Brandy Whitley	05/31/202 3
ſ	Votes:	Coaches notes and coaching cycles I-round Walkthroughs are provided for teacher observations and feedback: I-rounds:			

	Google Folder for Plans:		
	I-round feedback:		
	Walk Through Schedule to provide support. iRound schedule- https://docs.google.com/document/d/1jGrtKUbvILbF8NuhudLc4JqO2PLzQ_B8mTlv3fOf2D8/edit?usp=sharing WSES - iRounds CCS - Priority and Big Ideas Responses https://docs.google.com/spreadsheets/d/1OCRw85_gHpxSyFZ_XpMBEkCyiJPsPEJfJvvcBLXwmY0/edit?ts=600f25d0# gid=0		
9/27/22	Teams will establish norms of PLCs within the school and meet weekly to analyze assessment data, making sure instructional activities and lessons plans are aligned to the NCSCOS and Essential Standards.	Instructional Team	06/03/202 4
Notes.	2022-203 Master Schedule: https://docs.google.com/spreadsheets/d/12vLLWpqnTPh8HPNsHgzITLEKCFk53czh9j3Jutz3PXw/edit?usp=sharing Teachers meet weekly in grade-level meetings to discuss plans. PLC Meeting minutes will be uploaded to the Google drive. Attach meeting times/dates Teachers meet at their assigned planning time to collaborate. Teachers are given time for planning during resources. Link folder for meeting minutes K-5 Student Cohort Data 2020-2021 updates: https://docs.google.com/spreadsheets/d/1UaONnxORdlkcHvE8vBXH_417ovYaK3Zj2slooDmuc/edit?ts=5ff5d409# gid=449632382		

Core Funct		Dimension A - Instructional Excellence and Alignment			
Effect Practi		Student support services			
KEY		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)	Implementati on Status	Assigned To	Target Date
Initial Asses :	sment	Teachers deliver whole and small group instruction to address Tier 1 and Tier 2 student needs. Tutors are being implemented to support Tier 2 and Tier 3 instruction. Struggling students should be consistently referred to SST team for additional structured support.	Limited Development 09/27/2022		

	Using tutors from multiple organizations to support students' growth and proficiency across all grades. Tutor scheduling and planning continues during PLC meetings. Will revisit groups in 5-10 week cycles to revisit data.			
How it will look when fully met:	Strong early identification of struggling students, gathering of the appropriate and necessary documentation is consistent throughout all grade levels. MTSS referrals are timely, consistent and well implemented.		Ashly Allman	05/31/20 24
Actions		0 of 3 (0%)		
9/27/22	Leadership team will plan Professional Development on MTSS, Data Days and Planning- PLC Meetings to develop teacher capacity for utilizing data to make decision in lesson planning.		Latonica McDonald	05/31/202 4
Notes:	2022-2023 March 28,29, 30 Data Days January 24,25,26 Data Days October 25,26,27 Data Days 8/30-8/31, 2022 Mrs. Allman led PLC with SST refresher training during grade level PLCs Staff Meetings every 1st Monday PLC Meetings every Tuesday/Wednesday Planning Meetings every Monday			
9/27/22	Math and Reading: Teachers will follow the assessment cycles, according to the CCS Unit Guides and track their data. After reviewing the data from each standard, reteaching will occur during small groups and remediation. Documentation will be provided in small group lesson plans, data trackers and PLC planning minutes.		Lauren Wilson	05/31/202 4
Notes:	Planning and PLC agendas: https://drive.google.com/drive/folders/1K4oyueIV21J7_0TUxReXW7WNZAlzl2sb?usp=sharing WSES Academic Goal Setting 22-23: https://docs.google.com/spreadsheets/d/1- AJfGtTvBQVzXODBNdvOETx_3HNJbjBuebVwkMNooFo/edit#gid=1871677923			
9/27/22	Students in need of Tier II intervention will be identified based on the data from assessments and provided with the necessary interventions. Families will be involved in the MTSS and SST processes.		Ashly Allman	05/31/202 4
Notes:	8/30-8/31, 2022 Mrs. Allman led PLC with SST refresher training during grade level PLCs			

MTSS Team will monitor MTSS Referral Google Form and grade level documentation folders for data and documentation.

Previous year's MTSS data will be shared with new classroom teacher at the beginning of each school year.

Initial Assessment :	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124) We are a PBIS school and have implemented a reward system and a school wide disciplinary process. All teachers and support staff are trained monthly by the school PBIS correlate. We are given updates about discipline data during MTSS meetings. Their is a mid year refresher during the month of January. The team reviews and revises our practices/systems. Additional Actions aligned with A.107 Mrs. Allman has started a book club with 4th grade students School will be participate in BIMAS screening again this year Ms. Carthens is starting a mentoring program with select students in grades 3-5	Implementati on Status Limited Development 09/27/2022	Assigned To	Target Date
How it will look when fully met:	We want our student office referrals to continue to decrease and student achievement to continue to increase. Therefore, we have incorporated the use of ClassDojo, PBIS and SEL. Restorative practices are in place to assist with discipline.		Latonica McDonald	05/24/20 24
Actions		0 of 2 (0%)		
9/27/22	Administration will meet with teachers during beginning of the year teacher workdays to cover expectations for the school-wide discipline processes.		Rachael Robinson	05/31/202 3
Notes:	August 24, 22: PBIS professional development Back to School staff meeting: August 15, 2022			
9/27/22	Administration will monitor ABE for a decrease of incident referrals, as a result of PBIS and teachers following the classroom management plans.		Latonica McDonald	05/31/202 3
Notes:	- Teachers will follow the PBIS Matrix classroom management rules and procedures. (flow chart) ABE Baseline: 80 incident referrals in 21-22 SY			

KEY A4.1	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	Teachers meet vertically to plan and collaborate with instructional coach weekly to discuss student progress. Administration is a part of this weekly planning to provide support during PLC.	Limited Development 09/27/2022		
How it will look when fully met:	Effective transition programs can alleviate many student concerns and provide supports for academic success. The school will have a fully implemented plan in place that is consistent, intentional and supports transition from grade to grade and level to level using the MTSS model of tiered support based on student data that is monitored and discussed during vertical and weekly planning.		Rachael Robinson	05/31/20 24
Actions		1 of 3 (33%)		
9/29/22	Kindergarten Transition with Beginners Day and Staggered Entry	Complete 09/02/2022	Rachael Robinson	05/31/202 2
Notes				
9/29/22	5th grade visit as a rising 6th grader transition to Middle School		Ashly Allman	05/31/202 3
Notes				
9/27/22	Teachers will be provided a space within the master schedule to plan and collaborate during PLCS and Collaborative Planning.		Rachael Robinson	05/31/202 3
Notes	Teachers are given time to collaborate and plan with their grade level weekly. PLC Meetings every Tuesday/Wednesday Planning Meetings every Monday Teachers are updated, as information is provided to instructional leadership weekly via Panther Times (Smore)			

Core Function:	Dimension B - Leadership Capacity
Effective Practice:	Strategic planning, mission, and vision

KEY B1.0 1	The LEA has an LEA Support & Improvement Team.(5135)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	B1.01 The LEA has an LEA support and Improvement Team.	Limited Development 09/27/2022		
How it will look when fully met:	Central office reviewers/coaches of low performing schools will visit assigned schools in person no less than once a month. During this visit the Central office reviewer/coach and the principal will discuss appropriate data (Reading 3D, Standards Mastery Assessment results, EVAAS, discipline, attendance, etc.), observation processes and teacher support needs, various team meeting minutes and processes, and any additional support opportunities.		Kim Robertson	06/01/20 23
Actions		0 of 1 (0%)		
9/27/22	Central office reviewers/coaches of low performing schools will visit assigned schools in person no less than once a month. During this visit the Central office reviewer/coach and the principal will discuss appropriate data (Reading 3D, Standards Mastery Assessment results, EVAAS, discipline, attendance, etc.), observation processes and teacher support needs, various team meeting minutes and processes, and any additional support opportunities.		Kim Robertson	06/01/202 3
Notes:				
KEY B1.0 3	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)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	The Leadership team consisting of the principal, the assistant principal, instructional coach will meet weekly to collaborate on academic, systemic and managerial concerns as well as other issues.	Limited Development 09/29/2022		
How it will look when fully met:	The leadership team will have completed the task of overseeing the implementation of schoolwide initiatives, monitoring school activities, and schoolwide collaborative planning to address the many needs and concerns of students and staff at Walker-Spivey via distributive leadership being fully implemented to ensure collaboration.		Tiarra Kernan	05/31/20 23
Actions		0 of 3 (0%)		
9/29/22	The leadership team will develop a method of school-wide communication to inform staff of calendar events a school-wide initiatives.		Latonica McDonald	05/31/202 3
Notes:	Panther Times was created to give teachers a school-wide update weekly via the SMORE newsletter. WSES Google Calendar			
9/29/22	The leadership team will implement initiatives and events that are data informed for the encouragement of student growth.		Admin Team	05/31/202 3
Notes:	Leadership will provide (State/CCS data) to teachers to aggregate for planning. Teachers discuss assessment data during PLCs to inform their instructional planning.			

9/2	29/22	The instructional leadership team will meet weekly to review, adjust, and plan school-wide initiatives. The leadership team will expand to include teacher leadership, administrative intern.		Admin Team	05/31/202 3
٨	<i>Notes:</i>	Leadership team meets weekly.			
Core Functi	ion:	Dimension B - Leadership Capacity			
Effecti Practio		Distributed leadership and collaboration			
KEY	B2.0 3	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementati on Status	Assigned To	Target Date
Initial Assess :		Teachers meet for grade level planning weekly to address remediation plans, lesson plans, and all data points to effectively plan for the week ahead and address any gaps or issues that may have occurred during the previous week.	Limited Development 09/27/2022		
How it look when met:		Teachers meet for grade level planning weekly to address remediation plans, lesson plans, and all data points to effectively plan for the week ahead and address any gaps or issues that may have occurred during the previous week. Teachers will have had the opportunity to address individual student learning concerns and align their instruction to provide rigorous instruction and thoroughly prepare our students to be successful at the next level.		Rachael Robinson	05/31/20 23
Action	ıs		0 of 2 (0%)		
9/2	27/22	Master Calendar will be revised for 2022-2023 SY to allow for planning and PLC time.		Rachael Robinson	05/31/202 3
Λ	Notes:	PLC Meetings every Tuesday/Wednesday Planning Meetings every Monday Master Schedule: https://docs.google.com/spreadsheets/d/12vLLWpqnTPh8HPNsHgzITLEKCFk53czh9j3Jutz3PXw/edit#gid=38771888 2			
9/2	27/22	Instructional Team will provide space and resources for teachers to effectively collaborate and plan for aligned instruction.		Lauren Wilson	05/31/202 3
٨	<i>Notes:</i>	Room 24 is the instructional coaches room in which resources are available and teacher meeting space. Teachers are given times to meet and update lesson planning and to collaborate.			
		PLC Meetings every Tuesday/Wednesday			

Core Function:	Dimension B - Leadership Capacity			
Effective Practice:	Monitoring instruction in school			
	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	Administration complete walkthroughs and observations. Teachers are provided feedback of instruction and practices through written and verbal feedback. Walkthrough with Jennifer Lloyd focusing on classroom environment 9/19/22	Limited Development 09/27/2022		
How it will look when fully met:	Teachers are provided timely clear and constructive feedback from administration that provides them the necessary expectations in order to build their capacity. Administration will continuously monitor curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.		Rachael Robinson	05/31/20 24
Actions		0 of 2 (0%)		
9/27/22	Instructional Team will regularly complete walkthroughs or iRounds.		Rachael Robinson	05/31/202 4
Notes:	Leadership has completed recurring irounds. There is a set schedule for teachers to be observed. Feedback and updates are provided to all teachers. (Teacher Observation Dates) https://docs.google.com/spreadsheets/d/1OCRw85_gHpxSyFZ_XpMBEkCyiJPsPEJfJvvcBLXwmY0/edit?ts=600f25d0# gid=0			
9/27/22	Instructional coach will meet weekly with teachers to provide immediate support and feedback during collaborative planning.		Instructional Coaches	05/31/202 4
Notes:	The leadership team provided teachers with observation feedback in weekly PLC meetings. Collaborative Planning Folder: Irounds			

Core Function:	Dimension C - Professional Capacity			
Effective Practice:	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)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	Our teachers engage in PLC meetings with the instructional coaches and administration weekly during their resource time. Data is reviewed and plans are adjusted according to the results.	Limited Development 09/27/2022		
How it will look when fully met:	We will continue to incorporate stronger instruction by intentional small group planning based on student data. Our teachers will meet in PLC meetings for data review and any specific PD that is needed. They will meet again every week (according to their grade level) with the coach assigned to their grade level, to plan reading and math instruction.		Lauren Wilson	05/31/20 23
Actions		0 of 3 (0%)		
9/27/22	A data update will be conducted during the monthly MTSS meetings to review school wide data, as it becomes available.		Administrati ve team	05/31/202 3
Notes:	School wide Data results concerning academics is shared during monthly MTSS meetings			
9/27/22	Staff will have the opportunity to facilitate Staff led PD during staff meetings to showcase effective teaching strategies and skills.		Tiarra Kernan	05/31/202 3
Notes:	9/14/22 Wonders PD led by 5th grade teacher Tiarra Kernan			
9/27/22	Instructional Coaches will monitor CCS Assessment administration and completion. Data will be collected, analyzed during PLC meetings.		Lauren Wilson	05/31/202 4
Notes:	PLC's meetings occur weekly and teachers keep track of weekly meeting notes. Data is collected and analyzed in meetings.			
	WSES Academic Goal Setting 22-23 Data Tracker: https://docs.google.com/spreadsheets/d/1- AJfGtTvBQVzXODBNdvOETx_3HNJbjBuebVwkMNooFo/edit#gid=1871677923			
	Student mClass benchmark data (composite scores) will be reviewed and tracked on Data Wall in PLC room. Teachers meet with instructional coaches during PLC times to monitor BOY,MOY and EOY mClass Data.			

Effecti Practio		Talent recruitment and retention			
KEY	C3.0 4	The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)	Implementati on Status	Assigned To	Target Date
Initial Assess :	ment	Administration schedules observations to assess instruction. Teachers are recognized during staff meetings based on votes from their colleagues. Administration involves several staff members in the hiring process.	Limited Development 09/27/2022		
How in look when met:		The school has an established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff/teachers.		Brandy Whitley	05/31/20 24
Action	IS		0 of 3 (0%)		
9/	27/22	All certified staff will watch the CCS NCEES orientation within the first 10 days of the school year.		Rachael Robinson	05/31/202 3
ſ	Votes:	Step by step process on NCEES orientation shared during the back to school PD.			
9/	27/22	At monthly staff meetings teacher leadership, teacher growth, and other successes in the classroom and school are acknowledged.		Latonica McDonald	05/31/202 3
ſ	Notes:	Our Sunshine Committee will schedule staff outings/socials Celebration padlet https://padlet.com/rachaelrobinson3/3cx4ao5oo02564ec Appreciation Weeks throughout the school year (ex: Counselor's Week, Teacher Appreciation Week)			
9/	27/22	Administration will hire highly qualified staff to address the educational needs of the students and monitor staff that may need action steps.		Rachael Robinson	05/31/202 4
Γ	Notes:	We have recently hired highly qualified staff for different positions in our school to address educational needs. (Bookkeeper) 9/29/22 2nd Grade Teacher 8/2022 Leadership monitors staff with PDP updates on professional goals for student learning. PDP Goals Our educator standards focus this year are: Teacher- Standard III & Standard IV School Counseling- Standard III & Standard IV School Social Work- Standard III & Standard IV School Media Coordinator- Standard II & Standard III Instructional Coach- Standard II & Standard IV			

Core	Dimension E - Families and Community			
Function: Effective Practice:	Family Engagement			
	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)	Implementati on Status	Assigned To	Target Date
Initial Assessment :	We currently offer several opportunities for parent and community engagement, including curriculum nights, CIS parent nights, parent teacher conferences, and celebrations such as Grandparents Day, Awards Day, Volunteer Lunch, etc. Our parents are notified through flyers, our marquee, Parent Link calls, Classdojo, and notes in the student folders. Historically we have had limited attendance to these events. Title 1 and Curriculum Night ~ 5-6 pm September 22, 2022	Limited Development 09/27/2022		
How it will look when fully met:	Our goal is to reach more parents and have them to attend our meetings and programs, including CIS Parent Workshops.		Rachael Robinson	05/31/20 24
Actions		0 of 4 (0%)		
9/27/22	Parents receive weekly updates via ClassDojo and through the Panther Points phone call.		Rachael Robinson	05/31/202 3
Notes:	Weekly updates and calendar events are posted on ClassDojo. Parents receive a weekly recorded phone call, "Panther Points", every Friday.			
9/27/22	Host Curriculum Nights and Parent Teacher Conference nights to share strategies for families to support their students at home.		Administrati ve Team	05/31/202 3
Notes:	Parent Teacher Conferences Jan 24-27, 2023 Nov 1-4, 2022 Jan 10-21, 2022 October 2021 *Saw an increase in engagement during 21-22 SY when we provided food for the families (Chick-Fil-A)			

	Curriculum Night 3/23/23 10/20/22 9/22/22		
9/27/22	Teachers post monthly in ClassDojo about its expectations of the students and what parents can do at home to support their children's learning.	Tiarra Kernan	05/31/202 3
Notes	ClassDojo teacher posts are monitored monthly for updates.		
9/27/22	Staff will collaborate with communities in schools to increase parental involvement with school activities and curriculum.	Rebecca Carthens	05/31/202 4
Notes			