

Comprehensive Progress Report

Mission: WOMS will provide equitable learning opportunities in a safe and nurturing environment where our community of scholars can thrive and succeed in a globally competitive society.

Vision: To have a commitment to excellence that ensures the success of every student we serve by developing well-rounded, confident, and responsible individuals who aspire to achieve their full potential.

Goals:

Westover Middle School will increase school's overall proficiency.

Westover Middle School will reduce the number of short-term school suspensions by 50%.

Westover Middle School will have at least 60% of parent participation and involvement in all school-wide events.

Westover Middle School will show growth in proficiency of students with disabilities.



! = 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>		The classroom teachers at Westover Middle School have a high regard for classroom management and know the steps that must take place for effective relationships to occur. Throughout the years, the teachers have received numerous professional developments for handling difficult students. We are a PBIS school, that has been recognized three times for its implementation of the program. Although discipline decreased during hybrid learning, suspensions have increased following full in-person learning. With a fairly new staff, summer PD has helped with classroom management; however, there are some teachers who need intensive targeting.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		We will know that this objective is met when the school suspension rate has decreased by 50%. Teachers will make adequate contact with parents and all teachers are using PBIS with fidelity. Data used to determine full implementation includes discipline data		Stella Smith	06/30/2023
<i>Actions</i>			0 of 6 (0%)		
	10/26/22	Staff will assign students intervention modules and direct them to additional Support Services within the school if needed.		Mark Smith	06/23/2023
<i>Notes:</i>					
	10/26/22	SST will use ABE and student/teacher/classroom needs assessment surveys to collect data on school needs.		Sanora Goodman	06/30/2023
<i>Notes:</i>					
	10/26/22	SST members will track student progress and the effectiveness of sessions using student/teacher feedback response digital forms.		Renada Burrell	06/30/2023
<i>Notes:</i>					
	10/26/22	Teachers will use the ABE system for classroom behavior documentation and management.		Bokeeter Evans	06/30/2023
<i>Notes:</i>		4/26/22: PBIS points continue to be awarded to students via ABE. Incentives have been rewarded to students during the bi-weekly PBIS store celebrations			

10/26/22	Teachers and staff will use EHall pass online software system to monitor hallway traffic and to reduce the amount of student office discipline referrals that occur outside of the classroom		David Randolph	06/30/2023
<i>Notes:</i>				
10/26/22	Data findings from student/staff surveys will be used to develop SEL whole group sessions, small group sessions, and 1 on 1 student support sessions.		Sanora Goodman	06/30/2023
<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
<i>Initial Assessment:</i>		Throughout the school our teachers follow the pacing instructions of Cumberland County Schools. Our school has Study Group Instructional planning sessions every Tuesday and Thursday for 90 minutes, where subject/grade-alike teachers meet to create and develop lesson plans and standards-aligned instruction for students. Support is provided in these sessions from MCL's and District Instructional Coaches.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		<p>All teachers will participate in instructional study group planning sessions a minimum of once a week with the Instructional Coaches. Within the study groups, teachers will discuss the meaning of the upcoming standards and breakdown the activities needed for student understanding. Teachers will use a quality planning guide and lesson plan format. Lesson plans will be shared electronically and effective feedback will be given by Instructional Coaches and/or Administration. Planning sessions will be used to ensure instruction is aligned and teachers will review data for assessment mastery to determine where adjustments in instruction is needed. Both regular Ed and EC teachers will participate in study sessions.</p> <p>Data sources used to determine full implementation will be lesson plans showing aligned instruction, Instructional Planning meeting minutes, and assessment data (Mastery Connect and EOG).</p>		Sanora Goodman	06/30/2023
Actions			0 of 7 (0%)		
	10/26/22	MCLs will facilitate PLC's and help teachers develop standards-aligned instruction through collaborative planning and data analysis, individual teacher coaching cycles, and differentiated teacher support.		Elan Robinson	12/30/2022
<i>Notes:</i>					
	10/26/22	Instructional leadership presence within weekly instructional planning to keep teachers on focus and to help guide the instructional planning.		Natasha Brown	12/30/2022

Notes: Administrators will be assigned to each instructional planning session. They will take notes within the planning sessions and require agendas at least 48 hours before the session.

10/26/22

Teachers will review common assessment data for mastery.

DeVondra Covington

01/30/2023

Notes:

10/26/22

Teachers will develop weekly differentiated instructional resources specifically for students with disabilities.

Toni Best

06/30/2023

Notes:

10/26/22

All teachers with 5 years or less experience with Common Core Curriculum and District Curriculum Content are required to attend District monthly PD Content sessions

Cheryl Devalle

06/30/2023

Notes:

10/26/22

Teachers servicing students with disabilities will be required to attend weekly content PLC's with MCL's

Sheila McKnight

06/30/2023

Notes:

10/26/22

Small group/individualized instruction will be implemented based on data analysis.

Elan Robinson

06/30/2023

Notes:

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>		Westover Middle School has incorporated tiered support for students, but not with fidelity. Students receive interventions, but a more defined process is needed at the school.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		By June 2024, all teachers will implement effective teaching practices with alignment across content areas. Teachers will focus on student response to instructional practices to improve the success rates of struggling students and to identify students who may have disabilities. Data sources to measure full implementation include PLC agendas/minutes and student assessment data.		Sanora Goodman	06/30/2024
Actions			0 of 3 (0%)		
10/26/22		During the school year, members of the school instructional leadership team will convene data meetings with each grade and/or content area to analyze the assessment data and place students into tiers.		DeVondra Covington	06/30/2024
<i>Notes:</i>					
10/26/22		An MTSS team will meet monthly to review tiered support data. The team will ensure support is implemented at each tier of support to ensure student academic and behavior success.		David Randolph	06/30/2024
<i>Notes:</i>					
10/26/22		Students assigned to tiers 2 and 3 will be assigned specific interventions that are aligned to specific standards and skills based on students' needs.		Renada Burrell	06/30/2024
<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
<i>Initial Assessment:</i>		The teachers at Westover Middle School are caring and believe that all students have the ability to achieve. At the current time we use our Student Support Team (Guidance & Social Worker) for the emotional development of students but we want to develop a schoolwide system where everyone takes part in the emotional development of students.	Limited Development 10/04/2022		
<i>How it will look when fully met:</i>		Once this objective is clearly met the supportive relationships between students and staff will be significantly more effective. Teachers will use the Restorative Justice Program 80% of the time, in lieu of discipline referrals. Discipline referrals will be reviewed to determine the effectiveness of the program which should mirror a 50% drop in student suspensions from the previous school year. Teachers will receive training from the on behavior interventions and a caring classroom climate. SST referrals will increase for academic interventions and the Guidance department will indicate a clear communication system for teachers and students. In order to measure this objective, we will examine discipline referrals and suspensions for decreases, SST referrals, meeting minutes and surveys from School Support and training/PLC support for teachers.		Sanora Goodman	06/30/2024
Actions			0 of 1 (0%)		
	10/4/22	The Guidance department and school support department will use surveys to create programs that will help students socially, emotionally and academically.		Sanora Goodman	06/30/2024
<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>			At the current time counselors communicate with other schools in the district to plan transition programs for students. During the transition time, Westover Middle School hosts a transition meeting for 6th grade students and 8th grade students visit the district high school. We do not have a current transition plan for students who transition from grade level to grade level within the school.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>			When this objective is met, our school will have a clear transition plan for students who move from grade level to grade level. Our counselors will develop programs that target student success. In addition; our schedules will reflect the best interest of students and the allotted time needed for quality instruction. Data sources for full implementation include student and staff surveys		DeVondra Covington	06/30/2024
Actions				0 of 2 (0%)		
	10/26/22	We will implement Increased counselor interaction with the students. During this time counselors will educate students on transition requirements and help students select appropriate classes/programs based on student interests.			Andria David	06/30/2024
<i>Notes:</i>						
	10/26/22	Westover Middle School will initiate vertical meetings with other district schools, so that we will be aware of any instructional concerns of rising students. We will create programs where we can identify priority students.			Renada Burrell	06/30/2024
<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>		Our district uses IndiStar to create and assess the School Improvement plan and our school elects a School Improvement team based on peer/grade level votes to represent each grade level and/or department	Limited Development 10/26/2022		
<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.		Lashanda Carver-Moore	06/30/2023
<i>Actions</i>			0 of 3 (0%)		
10/26/22		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	06/30/2023
<i>Notes:</i>					
10/26/22		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	06/30/2023
<i>Notes:</i>					
10/26/22		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	06/30/2023
<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
<i>Initial Assessment:</i>			The Instructional Leadership team meets weekly and the School Improvement team meets monthly to review effective practices and to revisit the IndiStar indicators. In addition, grade level administrators attend team meetings, study sessions and Instructional Planning to monitor the fidelity of instructional alignment and schoolwide effective practices. Meeting agendas/minutes demonstrate effectiveness of the meetings.	Full Implementation 10/04/2022		

Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Distributed leadership and collaboration
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	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>			<p>Our grade level team teachers use their common planning times to effectively meet the needs of students. They work collaboratively in a structured environment to address academics, parental concerns, instructional matters, and plan for continuous student progress. Teams document their meetings daily and maintain a meeting agenda and minutes. Administration is a part of the teaming concept.</p> <p>Data used to determine full implementation include grade level team meeting minutes, parental contact logs, and grade level academic, attendance, and behavior data.</p>	Full Implementation 10/04/2022		

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>		At the current level of implementation, weekly lesson plans are reviewed and feedback is given to teachers as needed. The Principal meets with the Instructional Coach team to discuss teaching and learning and ways for improvement. Walk-throughs are conducted to support teaching and learning but their needs to be an increase in frequency.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		The Instructional Leadership team, along with the Principal, will visit classrooms at least four times a week. Instructional leaders will keep annotated logs of classroom visits and copies of their feedback to improve instruction. The Instructional Leadership team will continue to meet weekly to discuss teachers/teaching and learning and feedback that was given from observations. Data to determine full implementation includes formal/informal observation data and teacher coaching feedback data.		Natasha Brown	06/30/2023
Actions			0 of 2 (0%)		
	10/26/22	Teachers will receive coaching feedback through coaching feedback cycles based on teacher instructional tiered support.		Lashanda Carver-Moore	06/23/2023
<i>Notes:</i>					
	10/26/22	The administrative team will spend a minimum of 40% of their time weekly monitoring classroom instruction and providing feedback via walkthrough observations		Elan Robinson	06/23/2023
<i>Notes:</i>		9/9/2022 The instructional leadership team created instructional calendars using google calendars for classroom observation tracking. 9/16/22: 6th Grade: 100% of teachers have 1 walk through observation; 50% of teachers have 2 walk through observations; 7th Grade: 70% of teachers have 1 walk through; 8th Grade teachers: 100% teachers have 1 walk through, 7/11 have 2 Walkthroughs; EC: 100% have 1 walk through observations; Elective: 6/11 have 1 walk through observation.			

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>		At the current time, Westover Middle School uses Schoolnet, EVAAS and data from school based assessments to make decisions about school improvement and professional development needs.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		<p>When this objective is fully implemented, the staff of Westover Middle School will be fluent in using data to make sound decisions about students, instruction, and professional needs. The staff will continuously use data tools to track and monitor student progress. Data will be used to focus on schoolwide improvement and yearly progress, teacher instructional needs, and student instructional needs.</p> <p>Data to determine full implementation includes student assessment, attendance, and behavior data as well as teacher professional development feedback.</p>		DeVondra Covington	06/30/2023
<i>Actions</i>			0 of 7 (0%)		
	10/26/22	All new teachers and those with less than 3 years of experience will attend a monthly professional development. This training will provide common practices and procedures for effective instructional and behavioral outcomes.		Mazetta Dorsey	06/23/2023
<i>Notes:</i>					
	10/26/22	Instructional Leadership team will use observation feedback and teacher coaching cycle information to identify schoolwide instructional trends. Results from trends and findings will be used in developing school wide PD course offerings.		Cheryl Devalle	06/30/2023
<i>Notes:</i>					
	10/26/22	Data meetings will be conducted by the instructional leadership team with teachers.		DeVondra Covington	06/30/2023
<i>Notes:</i>					

10/26/22	A minimum of 50% of non proficient students will receive supplemental instruction during a study skills class using the Curriculum and Associates I-Ready online supplemental learning software resources tool.		Toni Best	06/30/2023
<i>Notes:</i>				
10/26/22	Mastery Connect data trackers will be used to determine student mastery of content standards. Data will be used to complete data cycles on students.		Sitiva Warren	06/30/2023
<i>Notes:</i>				
10/26/22	Teachers will maintain digital data folders to track student assessment data progress and patterns.		Natasha Brown	06/30/2023
<i>Notes:</i>				
10/26/22	Students consistently demonstrating non mastery on mastery connect assessments will receive additional support during classroom time with MCLs.		Elan Robinson	06/30/2023
<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
<i>Initial Assessment:</i>		Westover Middle School uses the state governed evaluation system of NCEES. Under NCEES, administrators evaluate staff members as designated by state requirements. Staff members are also recognized for accomplishments and awards.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		<p>Once this indicator is under full implementation, all certified staff members will become active members in the evaluation process. In addition, staff members will understand the dynamics of quality instruction and can assist each other in improvement efforts through professional development and planning. Our staff members will frequently be recognized for their accomplishments and teachers demonstrating high-quality instruction will provide teacher-to-teacher professional development for peers. All new teachers with less than 3 years of experience will participate in a beginning teacher training program and receive a mentor. When there is a need for recruiting new staff members, the Instructional Leadership team will all play a role in evaluating the quality of teachers that are screened for employment at Westover Middle School.</p> <p>Data sources for full implementation include staff surveys and evaluation ratings.</p>		Stella Smith	06/30/2024
<i>Actions</i>			0 of 2 (0%)		
10/26/22		Learning Walk discussions will occur during Leadership meetings and during Instructional planning meetings with teachers to determine best practices.		Desire Merriweather	06/30/2024
<i>Notes:</i>					
10/26/22		Teachers will receive frequent feedback on instruction via learning walks from the instructional leadership team and peers.		Tina Mitchell	06/30/2024
<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>		Westover Middle school has limited implementation on communicating with parents/guardians about curricular issues. Teachers send out bulletins about upcoming standards and projects every nine weeks with the report card. In addition, there are two scheduled Curriculum Nights during the school year.	Limited Development 10/26/2022		
<i>How it will look when fully met:</i>		<p>Upon full implementation, parents will have access to adequate information/resources that will aid them in helping students with the curriculum. The teachers will systematically send out newsletters to parents about instructional practices. Parents will attend parent-centered instructional meetings when offered by the school. The school will also continue to have yearly Curriculum Nights.</p> <p>Data to determine full implementation includes parent newsletter views data, parent sign-in/attendance at school events, and student academic data.</p>		Mark Smith	06/30/2023
Actions			0 of 2 (0%)		
10/26/22		The school will create a comprehensive social media account where parents can receive information about the school.		Mark Smith	06/30/2023
<i>Notes:</i>					
10/26/22		School will host quarterly parent involvement activities (parent university/curriculum nights) to engage parents in the learning process of their children.		Stella Smith	06/30/2023
<i>Notes:</i>					