

## Comprehensive Progress Report

**Mission:**

At HMMS, we are driven to provide a safe, student-focused, and compassionate environment where everyone can collaborate and take ownership of their success.

**Vision:**

Vikings are compassionate, collaborative, safe, student-focused, and demonstrate ownership.

**Goals:**

By May 2025, the student proficiency will increase from 50.6% to 74% and the school performance grade will increase from C (58) to B (70).

Hope Mills Middle School will decrease RJC disciplinary assignments by 25% for the 2023-2024 Academic Year.

Hope Mills Middle School will increase the EOG proficiency of Students with Disabilities from 12.7 to 37% (School Performance Grade: D) for the 2023-2024 Academic Year.



! = 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 faculty began using ABE as a part of the discipline referral process and restorative justice system during the 2021-2022 school year. The school also completed the first year of PBIS implementation during the same school year.	Limited Development 09/28/2022		
<i>How it will look when fully met:</i>			The effectiveness of the implementation of ABE and PBIS will be evaluated through the use of ABE, Discipline Referrals, RJC module completion, and professional development logs. The number of students that are repeatedly assigned OSS or ISS will be reduced by 50%.		Lenora Chandler	05/01/2024
<b>Actions</b>				<b>0 of 4 (0%)</b>		
	9/28/22	The school will provide teachers with three professional development sessions on PBIS and ABE.			Jacqueline Ordonez	05/01/2024
<i>Notes:</i>			<p>11/2022 - There will be an ABE refresher training in early January. In December, Mr. Elliott will share ABE data from August to November.</p> <p>Jan. 2023 - During the January staff meeting ABE data from the first semester was shared and discussed with the staff. Also, during the meeting staff members were reminded of what should be entered into ABE as an office referral and/or class action/note.</p> <p>February 2023 - During February's staff meeting a brief recap of January's meeting on ABE was reviewed. The information from the January meeting was shared with the staff.</p> <p>September 2023: The school has provided the teachers with Discipline Data, Classroom Expectations, HMMS's PBIS Matrix, and ABE training during Faculty and PLC meetings on August 14th, 21st, and 31st. On September 18, shared a document for teachers to collaborate and provide PBIS point ideas to help boost student points. Teachers are using ABE more frequently this year at the same time as compared to late year. As compared to last year at the same time, we have fewer Office referrals entered in ABE and more Classroom Actions and Notes.</p>			

9/28/22	All teachers reinforce classroom rules and procedures by positively teaching them and reinforcing them with PBIS points.		Lori Orr	05/01/2024
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*Notes:* October 2022 - During Morning announcements, announcements were made to reinforce the Viking Matrix, highlighting a different zone each day. Announcements were also made highlighting our character trait of the month, responsibility. It was suggested to teachers that the characteristics of a responsible student would be areas to award PBIS points. Team leaders are to submit their 2 students that have shown exemplary Responsibility by the end of the day Monday. At the beginning of the month, the Schoolwide Character Student of the Month for September's Respect was selected by Administration and the Elective Teachers.

November 2022 - We have continued to highlight the Character kids on the Morning Announcements in the month of November as well as reminders of the expectations in the Viking Matrix. Teachers continue to reinforce positive behavior through PBIS points. 195 students "purchased" items from the last school store with their PBIS points. There is another store coming soon as well as celebrations planned for students to use points. A survey will be sent out to teachers asking them to share a few of the creative ways that they award PBIS points in the beginning of December. October's Responsibility Students of the Month for the teams nominated by their teachers. The Schoolwide Student of the Month came from one of our multi-grade classes. A comprehensive list of students who have been selected as Student of the Month can be found in this file with the school-wide Student of the Month highlighted in Blue.

December 2022 - The most recent PBIS store reached 258 students. The PBIS Holiday Concert will be held on December 16th. Students will need 20 points for admission. A survey was sent out to them on December 8th so they could state if they wanted to use their points for this.

February 2023 - On February 22-24, 2023, we hosted PBIS movie days for students that consisted of the choice of 2 movies: Turning Red or Wonder. The cost of the movie was 20 PBIS points. There were 133 sixth graders that signed up for the movies on Wednesday the 22nd, 124 seventh graders signed up for movies on Thursday the 23rd, and 139 eighth graders signed up for the movies on Friday the 24th. Students were given the opportunity to purchase either candy or chips and a drink for 5 points each.

9/28/22	Students will participate in a Re-Entry program, facilitated by the Student Services Team, when they return from out-of-school suspensions.		Lenora Chandler	05/01/2024
<p><i>Notes:</i> October 2022 - I have created a spreadsheet to begin this program November 1. I met with the student services team (myself, Ms. Ordonez, and Mr. Williams) to come up with a plan to successfully implement this Re-Entry program. We will need OSS assignments sent to us (name, reason for suspension, dates of suspension), so that we can track students with OSS. I contacted Ms. Hodges, and she has agreed to send that information to me as it comes in. Mr. Williams has agreed to work with Mr. Dinnen to meet with the OSS students upon their return to school; Ms. Ordonez and myself will meet with those students if needed. Mr. Williams and Mr. Dinnen will hold counseling sessions with the OSS students to talk about strategies to use in the future to prevent disciplinary actions. Ms. Ordonez and I are meeting with students assigned to RJC.</p> <p><a href="https://docs.google.com/spreadsheets/d/18USXI2Mh3WxOOfZgxcdNLh7CaTFcsLxA26TdUS7CUI4/edit#gid=586887875">https://docs.google.com/spreadsheets/d/18USXI2Mh3WxOOfZgxcdNLh7CaTFcsLxA26TdUS7CUI4/edit#gid=586887875</a></p> <p>November 2022 - Updated link for the Re-Entry Program. - <a href="https://docs.google.com/spreadsheets/d/18USXI2Mh3WxOOfZgxcdNLh7CaTFcsLxA26TdUS7CUI4/edit#gid=586887875">https://docs.google.com/spreadsheets/d/18USXI2Mh3WxOOfZgxcdNLh7CaTFcsLxA26TdUS7CUI4/edit#gid=586887875</a></p> <p>The Re-entry program has been going well; Mr. Dinnen and Mr. Williams have been meeting with the students assigned OSS upon their return to school. There have been two repeat offenders assigned to OSS, Anya Brown and Asia Stallworth.</p> <p>December 2022 - Mr. Dinnen and Mr. Williams have been meeting with students assigned OSS upon their return to school. Ms. Chandler and Ms. Ordonez continue to meet with students serving ISS/RJC.</p> <p>January 2023 - Mr. Dinnen and Mr. Williams have been meeting with students assigned OSS upon their return to school. Ms. Chandler and Ms. Ordonez continue to meet with students serving ISS/RJC.</p> <p>February 2023 - Mr. Dinnen and Mr. Williams have been meeting with students assigned OSS upon their return to school. Ms. Chandler and Ms. Ordonez continue to meet with students that have been assigned RJC.</p> <p>September 2023: The student services team utilizes a reintegration</p>				

discipline data spreadsheet that compiles RJC, OSS, and bus suspensions. As a team, we visit at least once with students while they are in RJC, and we visit with students who were given OSS upon their return to school. As of today (9/25), there have been 5 6th graders in OSS (1 was a temporary suspension) and 1 in RJC. There has been 1 7th-grade student in RJC and 1 student in OSS. There have been 2 8th-grade students given RJC. So, there have been a total of 6 students given OSS. Based on the SIP goal, there have been no repeat offenders for OSS. Students returning from OSS have been met with to discuss why they were given OSS, and how they can avoid this event recurring by giving coping strategies to keep this from happening again.

October 2023: As of today's date, 10/16, there have been 5 6th graders assigned RJC and 7 assigned OSS. There have been 9 7th graders assigned RJC and 5 assigned OSS. There have been 3 8th graders assigned RJC and 7 assigned OSS. There have been no repeat OSS offenders. One 8th-grade student has had both 1 RJC assignment and 1 OSS assignment. One 8th-grade student has had RJC twice. Student Services has been visiting the students assigned to RJC and OSS.

10/7/22

The School Counselors, Social Workers, and the Behavioral Specialists will provide teachers with classroom management strategies to reduce the suspensions of African American students.

Lenora Chandler

05/01/2024

*Notes:* December 2022 - I spoke to our school counselors, Mrs. Chandler and Mrs. Ordonez, to come up with a list of strategies to utilize as a classroom management strategy: (1) Assign more leadership responsibilities in the classroom to the selected students. (2) Incorporate 10 minutes of Social Emotional Learning (SEL) for a small group table meeting. This will allow the teacher to gain more insight concerning behavioral challenges at home or the classroom. Mr. Williams will get with Ms. Stanley or Ms. Fulmore to include additional strategies as we move forward.

February - I continue to work with our school counselors, Mrs. Chandler and Mrs. Ordonez on strategies to utilize in the classroom: (1) Incorporate 10 minutes of Social Emotional Learning (SEL) for a small group table meeting. (2) Use Behavior Check-In documents each week that will add PBIS points for good behavior. This will allow the teacher to gain more insight concerning behavioral challenges at home or the classroom. Mr. Williams will get with Ms. Stanley or Ms. Fulmore to include additional strategies as we move forward.

October 2023: The following strategies were shared with teachers.  
1) Assign students weekly classroom duties to enable them to lead  
2) Teachers daily will target something positive (Crocs worn properly, Computer charged, Noise discipline)  
3) Speak to students for 5-10 minutes on the importance of behavior, and reward those with PBIS points for weekly progression

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:			Hope Mills Middle School currently has two Instructional Coaches (one for ELA and one for Math) who meet weekly (180 minutes for Math/ELA) with teachers and collaborate together to develop lesson plans, instructional activities, research based practices, and other content related resources to facilitate learning and instruction. Designated Administrators meet weekly (90 minutes for Social Studies and Science) with teachers to collaborate on lesson planning as well. In all core areas, CCS approved instructional resources are used during common planning. Teachers will make data driven decisions in curriculum and instruction.	Limited Development 10/07/2022		
How it will look when fully met:			Hope Mills Middle School currently has two Instructional Coaches (one for ELA and one for Math) who meet weekly (180 minutes for Math/ELA) with teachers and collaborate together to develop lesson plans, instructional activities, research based practices, and other content related resources to facilitate learning and instruction. Designated Administrators meet weekly (90 minutes for Social Studies and Science) with teachers to collaborate on lesson planning as well. In all core areas, CCS approved instructional resources are used during common planning. Teachers will make data driven decisions in curriculum and instruction. Evidence of implementation include but are not limited to, weekly Instructional Leadership Team Meeting Minutes, PLC Meeting Minutes, the Coaching Plan and Feedback Document, and Assessment Data documents.		Jaime Gilas	05/17/2025
Actions				0 of 4 (0%)		
	10/11/22	Science teachers will use Generation Genius (Title 1 funded) to cover all of the unpacking standards for Science.			Heather Shamburger	05/01/2025
Notes:						
	10/7/22	The instructional leadership team and the core teachers will collaborate on small-group lesson plans to address standards where students fail to meet mastery as defined by CCS and DPI standards.			Samantha Talarico	05/05/2025
Notes:						



10/7/22	HMMS Instructional Leadership Team (Admin and Coaches), ELL & EC teachers, and CCS Curriculum & Instruction Support Personnel will provide curriculum and instruction supports, resources, feedback, strategies, and research based practices to all core content teachers.		Jaime Gilas	05/19/2025
<i>Notes:</i>				
10/11/22	Teachers will use Nearpod (Title 1 funded) to engage all learners and share feedback with their students.		Patsy Whittington	05/21/2025
<i>Notes:</i>				

<b>Core Function:</b>	<b>Dimension A - Instructional Excellence and Alignment</b>
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<b>Effective Practice:</b>	<b>Student support services</b>
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	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>			The Instructional Coaches meet with core content teachers twice a week to ensure that teachers are creating standards align lesson plans that contain high-yield strategies. During the PLC meetings, the Instructional Coaches help the teachers to analyze current student data to determine instructional best practices. The Instructional Coaches perform iRounds to monitor the implementation of the instructional practices in the classroom environment.	Limited Development 10/07/2022		
<i>How it will look when fully met:</i>			The Instructional Coaches meet with core content teachers twice a week to ensure that teachers are creating standards align lesson plans that contain high-yield strategies. During the PLC meetings, the Instructional Coaches help the teachers to analyze current student data to determine instructional best practices. The Instructional Coaches perform iRounds to monitor the implementation of the instructional practices in the classroom environment. The Instructional Coaches will maintain documentation of coaching sessions and tiered support.		Samantha Talarico	05/05/2025
<b>Actions</b>				<b>0 of 3 (0%)</b>		
10/11/22			Teachers will use Title 1 funded IPADs to deliver instruction while having the flexibility to move around the learning zone for whole group and small-group instruction.		Jaime Gilas	01/30/2025
<i>Notes:</i>						
10/7/22			Instructional Coaches will pre-plan co-teaching opportunities with teachers based on tiered support levels.		Jaime Gilas	05/21/2025

Notes:						
10/7/22		Instructional Coaches will model high-yield instructional and behavior management strategies in the classroom.			Samantha Talarico	05/21/2025
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:			Hope Mills Middle School (HMMS) will use the Multi-Tiered System of Support (MTSS) to generate a plan of action that will address the needs of our students. With this in place, HMMS expects a 5% decrease in student discipline referrals. The student services team will utilize a Calm room as an intervention and will guide teachers through the use of academic and behavior interventions. During grade level meetings, the Social Worker and/or Counselor will come prepared to discuss any students that has multiple discipline referrals, high absenteeism, numerous tardies, or multiple counseling referrals. The staff will set up team meetings to include inviting the parents/guardians and will begin to add interventions to help the students.	Limited Development 10/07/2022		
How it will look when fully met:			HMMS will have a system of interventions to support students with academic or behavior concerns. The interventions will provide communication with all stakeholders on interventions being done to promote academic and behavioral growth for students. All personnel will collaborate to implement proactive strategies to reduce the number of discipline referrals.		Lenora Chandler	05/17/2025
Actions				0 of 3 (0%)		
10/11/22		The PBIS app (Title 1 funded) will be used to reinforce schoolwide behavior expectations and to monitor the implementation of the PBIS initiative throughout the school community.			Lori Orr	01/30/2025
Notes:						
10/7/22		The MTSS team will meet monthly to discuss student behaviors and outline interventions for Tier 2 and Tier 3 students and to assess their progress.			John Williams	05/17/2025
Notes:						
10/7/22		The School Counselors will train teachers on the implementation of SEL lessons to be used to reinforce the PBIS matrix, the CCS Code of Conduct, and the HMMS Parent/Student Handbook.			Jacqueline Ordonez	10/20/2025

Notes:

	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
Initial Assessment:			HMMS collaborates with the other attendance area schools to create transition strategies for incoming Sixth Graders and rising Ninth Graders. The elementary feeder schools visit HMMS to receive registration information, orientation, and campus tours. South View High School provides campus tours and orientation to the rising Ninth graders. Personnel from South View High School visit HMMS to assist with the high school registration process and transition.	Limited Development 10/07/2022		
How it will look when fully met:			HMMS collaborates with the other attendance area schools to create transition strategies for incoming Sixth Graders and rising Ninth Graders. The elementary feeder schools visit HMMS to receive registration information, orientation, and campus tours. South View High School provides campus tours and orientation to the rising Ninth graders. Personnel from South View High School visit HMMS to assist with the high school registration process and transition. Representatives from SVHS will visit HMMS to provide Eighth graders and their parents with strategies for high school success during the first semester.		Kenneth Elliott	05/17/2025
Actions				1 of 2 (50%)		
	10/7/22	The Counseling Department will coordinate onsite Sixth Grade registration with the feeder schools during the Spring Semester. Campus tours and representatives from extracurricular groups will provide orientation to the rising Sixth graders.		Complete 05/01/2023	Jaime Gilas	05/17/2024
Notes:						
	10/7/22	The HMMS Counseling Department will collaborate with the Counseling Department of South View High School to establish a transition night and campus tours for rising ninth grade parents and students.			Jacqueline Ordonez	05/17/2025
Notes:						

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Strategic planning, mission, and vision			
	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:			The HMMS Leadership team consists of the Principal, Assistant Principals, School-Based Instructional Coaches, and a District Instructional Coach. The Leadership team meets at least once a week This team meets once a month with Department Chairs and the Student Services Team at a monthly MTSS meeting to discuss current data on academics and behavior.	Limited Development 10/07/2022		
How it will look when fully met:			The HMMS Leadership team consists of the Principal, Assistant Principals, School-Based Instructional Coaches, and a District Instructional Coach. The Leadership team meets at least once a week This team meets once a month with Department Chairs and the Student Services Team at a monthly MTSS meeting to discuss current data on academics and behavior. The School Improvement Team will meet monthly to analyze the progress of the School Improvement Plan based on data presented by the MTSS team and SIT members.		Samantha Talarico	05/17/2025
Actions				0 of 2 (0%)		
	10/7/22	The MTSS and SIT teams will meet monthly to analyze progress on the current School Improvement Plan goals and actions.			Samantha Talarico	05/17/2025
Notes:						
	10/7/22	The Administrators and the Student Service Team will meet monthly to analyze Risk Analysis data from Hoonuit and will create a plan of action for students at risk of retention.			Jaime Gilas	05/17/2025
Notes:						

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Distributed leadership and collaboration			
	KEY	B2.03	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementation Status	Assigned To	Target Date
Initial Assessment:			Core content teachers are members of grade level teams based on the middle school concept. The team teachers have common planning times and common expectations for students. The teams provide parents with opportunities to meet with all core teachers simultaneously to monitor successes and areas for student growth.	Limited Development 10/07/2022		
How it will look when fully met:			Core content teachers are members of grade level teams based on the middle school concept. The team teachers have common planning times and common expectations for students. The teams provide parents with opportunities to meet with all core teachers simultaneously to monitor successes and areas for student growth. The teams will collaborate on team planning minutes that include information on student attendance, academics, and behavior and will include specific interventions to assist students.		Lenora Chandler	05/27/2025
Actions				0 of 2 (0%)		
	10/7/22	Team teachers will meet with the Student Service Team twice to create plans of support for students with attendance, academic, and behavior concerns.			Lenora Chandler	05/27/2024
Notes:						
	10/7/22	Team teachers will meet weekly to discuss student attendance, academics, and behavior successes and areas of growth and will outline specific next steps.			Kenneth Elliott	05/17/2025
Notes:						

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Monitoring instruction in school			
	KEY	B3.03	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			Currently the HMMS principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers through the use of iRounds and NCEES observations. The principals and the instructional leadership team review lesson plans, check for standards aligned instruction, pacing, and proper assessment tools. The instructional leadership team reviews the data from assessments and uses the data to make informed decisions regarding review, small group instructions, and remediation/acceleration.	Limited Development 10/07/2022		
<i>How it will look when fully met:</i>			When the objective is fully implemented, the HMMS instructional leadership team will meet weekly to discuss classroom teacher observations, assessment data, and lesson plan construction to develop coaching plans that provide timely, clear, constructive feedback to teachers. The use of the instructional leadership team iRounds and NCEES observations will facilitate the conversations as the instructional leadership team reviews lesson plans, checks for standards aligned instruction, pacing, and proper assessment tools. The instructional leadership team reviews the data from assessments and uses the data to make informed decisions regarding review, small group instructions, and remediation/acceleration. This will help teachers to implement the best research-based instructional practices to increase student growth and proficiency.		Kenneth Elliott	05/01/2024
<b>Actions</b>				<b>0 of 3 (0%)</b>		
	10/7/22	A minimum of two i-Rounds will be performed for each teacher every month and will be documented on a spreadsheet and tier 3 teachers will receive additional iRounds.			Kenneth Elliott	05/01/2024

*Notes:* October 2022 - All teachers received at least two iRounds, with the exception of one that will not be continuing at HMMS.

November 2022 - Admin is on track to achieving this goal for the month of November. There will be three days left to accomplish this task after the Thanksgiving holiday. The high-yield strategy, Numbered Heads, is still not being consistently implemented in all classrooms.

February 2023 - Due to NCEES deadlines, more Observations were performed this month than iRounds. This goal has not been met this month.

September 2023: All teachers have been trained on the iRounds instrument. The Admin team began iRounds on September 18th however only eighteen iRounds were completed and documented to date.

October 2023: As of October 13th all teacher classroom teachers have had a minimum of one iRound since September 18th. The Admin Team has conducted 54 iRounds and 17 teachers have responded to the iRounds.

10/7/22	All teachers improve their practice by responding in writing, to the administrators' observations/i-rounds relative to indicators of effective teaching and classroom management within 24 hours or on the next business day.
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Jaime Gilas

05/01/2024

*Notes:* October 2022 - Rolled this expectation out to the staff. Staff are adjusting to the new expectation.

November 2022 - Ms. Blanding included a reminder about this goal in the Viking Clipboard. Admin will revisit this goal during the Grade Level Meetings and Electives PLCs during the week of 11/28.

February 2023 - This action is still not being adhered to despite reminders. It has been in place since October.

September 2023: We began iRounds the week of September 18, 2023. The Admin team completed 17 iRounds during the week. Eight of the seventeen teachers who received an iRound have replied to the administration in writing. We will review this expectation with the staff at the October faculty meeting

October 2023: As of October 16th, thirty-four iRounds and/or Observations have been conducted by our Administration Team.

10/7/22 The HMMS instructional leadership team will meet weekly with each content area for instructional planning, review of instructional practices, and best practices.

Samantha Talarico

05/01/2024

*Notes:* October 2022 - Admin and coaches have been meeting with teachers and focusing on standards-aligned instruction and small group instruction. Teachers are still working with their data and working to consistently implement small group instruction. Next month we will focus more heavily on high yield strategies, specifically Numbered Heads/Collaborative Pairs.

November 2022 - We had our Data Day on Nov. 7 and teachers are using this new data on students to analyze how students are doing on first quarter standards, with an emphasis on bubble students. Teachers committed to action steps, much of which dealt with small group instruction, and will be mindful about targeting what needs to be retaught whole group vs. what will be specific to small groups of students.

We are also planning to begin implementing our Teacher Badge Boards, which will showcase teacher experts in instructional strategies as well as technology and other engagement techniques. We are still working to master HYS Numbered Heads as a whole, so these boards will help show who else can be a peer example.



December 2022 - Teacher Badge boards will be posted by November 20th. HYIS continue to be the focus of Academic Services. 113 HMMS students will be assigned to an FEV tutor. This tutoring opportunity will take place during Differentiated Studies.

January 2023 - At the January 23rd Vertical Meeting, teachers analyzed student work samples in conjunction with state standards. Admin re-emphasized the importance of using the Instructional Framework that was provided by CCS.

February 2023

- We have continued to focus on small group instruction and standards-aligned instruction during PLCs. We are beginning to dig deeper into student tasks and checking for alignment and expectations for student learning/mastery. Using Benchmark 2 data, we are digging deeper into our goals by talking about projected proficiency levels in relation to the BM2 scores and bubble students. We discussed using exit tickets to assess student mastery daily.

September 2023: The District Instructional Coach has been meeting with Math teachers and working with them on how to conduct the Open Up lessons with CCS fidelity. She has been having them model the lessons and practice using the appropriate vocabulary and language during the instruction. Teachers are to solve their problems and cool-downs to help them know the steps and where students may struggle or have questions. The ELA Instructional Coach is teaching ELA in 6th grade but has also been working with 8th-grade teachers specifically on planning and alignment. We will continue to work together on how best to use the resources as a vehicle to teach the standards and also how to increase student engagement during the lessons and with the content.

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>			The HMMS instructional leadership team regularly looks at school performance data (MasteryConnect, EOG/EOC, Benchmarks, attendance, and behavior) and aggregated classroom observation data (observations, walkthroughs) and uses that data to make decisions about school improvement and professional development needs by prioritizing needs that are having the biggest impact.	Limited Development 10/07/2022		
<i>How it will look when fully met:</i>			When this objective is fully met, the HMMS instructional leadership team will look at school performance data (MasteryConnect, EOG/EOG Benchmarks, attendance, behavior) and aggregated classroom observation data (observations, walkthroughs) bi-monthly to make decisions about school improvement and professional development needs by prioritizing needs that are having the biggest impact.		Samantha Talarico	05/01/2024
<i>Actions</i>				1 of 4 (25%)		
	10/7/22	At least three core-content based family engagement events will be held this year to empower parents with the necessary tools to help their children achieve mastery on standardized assessments.		Complete 05/01/2023	Keri Ann Howell	05/01/2023

*Notes:* December 2022- The “Value of Successmaker” event will be in conjunction with our Band and Orchestra Concerts. These events will be held on December 12th and 13th. This event is geared towards informing parents on the importance of Successmaker, how this tool adapts to each student, and provides valuable data to our teachers to maximize effective instruction.

February 2023 - Spaghetti, STEM and SEL Night was held on January 30th. We had 150 people RSVP for this event and an amazing turn out. This event was to show parents what we are learning in our Math, Science, and CTE classes to promote engagement and discussion of classwork and school activities at home between parents and students.

September 2023: On September 14th, the Family Engagement Correlate hosted the annual Title 1 Curriculum and Tech Tools for Parents Night.

October 2023: On October 26th, the Family Engagement Correlate will host SEL Night/Halloween Dance.

7/12/23 A team of HMMS personnel from various disciplines will attend the National Model Schools Conference in the Spring of 2024 to prepare for the continued school improvement of students and staff.

Patsy Whittington

04/30/2024

*Notes:* October 2023: Teachers were given the opportunity to sign up for the National Model Schools Conference, the NC Reading Conference, and the NCMLE Conference. Administration will notify the Certified Personnel that have been selected to attend each conference no later than November 1st.

10/7/22 Through the use of PLCs, the Instructional Leadership team will ensure that units of instruction include pre-/post-tests to assess student mastery of standards-based objectives to determine small group instruction in order to increase student outcomes on standardized tests.

Samantha Talarico

05/05/2024

*Notes:* November 2022 - We conducted our first benchmark Data Day on Nov. 7 and teachers got a chance to analyze and discuss their data, with a focus on bubble students. Teachers created action steps to be completed within seven instructional days. Many of these steps involved small group instruction and reteaching of standards that were low across the board for classes. Data walls were updated/posted at this time as well so that teachers could have a visual. We will continue to revisit and discuss student progress, especially bubble students, during weekly PLC meetings.

January 2023 - We conducted our second benchmark Data Day on Jan. 30 and teachers got a chance to analyze and discuss their data, with a focus on bubble students. Our action steps were focused on small group instruction. Templates were re-shared with teachers at this time and groupings and targets were discussed.  
We will also be focusing on standards-aligned instruction even more closely by looking at and talking through lesson tasks and student learning expectations.

October 2023: The Instructional Leadership Team met on October 13th and discussed ways to increase the on-time delivery of post-assessments across all grade levels. An Assessments of the Week Calendar will now be posted in the PLC Meeting room.

10/7/22

The HMMS Instructional Leadership team will look at school performance data and aggregated classroom observation data bi-monthly and use the data to make decisions about school improvement and professional development needs by prioritizing needs that are having the biggest impact.

Jaime Gilas

05/19/2024

*Notes:* October 2022 - Leadership met on 9/14 with the Area Superintendent to break down what it will take to be a "B" school by 2024. Leadership analyzed the data and came up with a series of dates to disseminate the data to the teachers. Data PDs with staff were held on 9/28 and 9/29. Ms. Blanding presented an EVAAS Overview to the staff at the October 3rd Faculty Meeting.

November 2022 - EVAAS one-on-one sessions were held with HMMS teachers and the CCS Data and Accountability Office on November 17th. Our CCS Assessment Consultant facilitated a support session on EVAAS Projections and how to use them in instructional planning on November 14th. Benchmark 1 results were reviewed during the 1st Quarter Data Day on November 7th. The success of 7th Grade Math was shared during this data day.

February 2023 - The ELA, Math, and Science EOG teachers took part in a Data Deep Dive to review Benchmark 2 Data, CCS Data trends, and to perform a reboot of small-group instruction.

September 2023: On September 1st we received data from EVAAS about growth from the EOGs for the 2022-2023 school year. We exceeded growth expectations. On September 6th we had a celebratory reception to go over the data with the teachers of HMMS and celebrate their accomplishments. We shared the data with our parents on September 14th at Curriculum Night. Math and ELA PLCs continue to look at data for interim assessments and unit assessments as they are given in the classroom. On September 29th all teachers met with the admin team to take a closer look at the Bubble students based on the 2022-2023 results.

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>			The HMMS Administrators work in conjunction with the CCS Human Resources Department and area universities to recruit and hire highly qualified educators. The HMMS Administration adhere to all CCS and DPI guidelines for recruiting and evaluating employees. A system of frequent rewards has been established by the High Expectations Correlate and supports the goals of the School Improvement Plan.	Limited Development 10/07/2022		
<i>How it will look when fully met:</i>			The HMMS Administrators work in conjunction with the CCS Human Resources Department and area universities to recruit and hire highly qualified educators. The HMMS Administration adhere to all CCS and DPI guidelines for recruiting and evaluating employees. There will be a 10% reduction in teacher turnover of high performing teachers. A system of frequent rewards has been established by the High Expectations Correlate and supports the goals of the School Improvement Plan and will be monitored on a monthly basis.		Kenneth Elliott	05/17/2024
<b>Actions</b>				<b>0 of 1 (0%)</b>		
	10/17/23		The Instructional Leadership Team will formally recognize three or more staff members each month for exhibiting actions aligned with our mission statement to increase staff morale as evidenced on feedback forms and surveys with 60% Agree or Strongly Agree. (Elliott - quarterly)		Kenneth Elliott	05/17/2024
<i>Notes:</i> August 2023: The Meeting at the Mill event was held on August 10th to welcome new employees to Hope Mills Middle School and to introduce them to their mentors and buddy teachers.  September 2023: During our September 6th Faculty Meeting, the Instructional Leadership Team formally recognized five staff members for exceeding expectations as outlined in our mission statement. They each received gift cards that were donated by our Principal.						

Core Function:			Dimension D - Planning and Operational Effectiveness			
Effective Practice:			Resource Allocation			
	KEY	D1.02	The LEA/School has aligned resource allocation (money, time, human resources) within each school's instructional priorities.(5171)	Implementation Status	Assigned To	Target Date
Initial Assessment:			The leadership team shares financial resource allocation information with stakeholders at least twice a year in a variety of formats. Information on human resources and time management are shared with the staff on a recurring basis.	Limited Development 09/23/2023		
How it will look when fully met:			When this objective is fully met, there will be at least three resource allocation meetings a year for the faculty and minimum of two resource information sessions for all stakeholders. Input on resource allocation will be based on student achievement needs with input from multiple stakeholder groups.		Regina Blanding	05/24/2025
Actions				0 of 2 (0%)		
	10/8/23	The principal will share their current plan of resource expenditures during the BOY and MOY Data Meetings. All resources should be directly tied to their School Improvement Plan Indicators and student achievement.			Donell Underdue	03/29/2024
Notes:						
	9/23/23	Administration will hold at least three resource allocation meetings a year for the faculty and a minimum of two resource information sessions for all stakeholders to ensure alignment of resources with the school's instructional priorities.			Regina Blanding	05/14/2025
Notes:						

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
Initial Assessment:			The Family Engagement correlate coordinates at least one family engagement event each month to assist parents with their roles in their children's academic and social-emotional success. HMMS currently uses weekly and monthly communication tools (Parentlink, Remind, Web-Ex, and newsletters) to increase the partnership between the school and its stakeholders.	Limited Development 10/07/2022		
How it will look when fully met:			The Family Engagement correlate coordinates at least one family engagement event each month to assist parents with their roles in their children's academic and social-emotional success. HMMS currently uses weekly and monthly communication tools (Parentlink, Remind, Web-Ex, and newsletters) to increase the partnership between the school and its stakeholders. At least 20% of HMMS parents/guardians will participate in the monthly family engagement activities and will provide feedback via surveys. Sign-in sheets and survey results will be monitored by the Family Engagement Correlate to determine the efficacy of the programs and communication methods.		Keri Ann Howell	05/17/2025
Actions				0 of 2 (0%)		
	10/7/22	Hope Mills Middle School will use the Remind App and Parentlink to communicate with parents and students weekly to share information on school resources, interventions, initiatives, and upcoming events to increase parent involvement.			Keri Ann Howell	05/17/2025
Notes:						
	10/7/22	The Family Engagement Correlate will organize and facilitate at least one family engagement event each month. The topics will be based on the results of a parent survey and informal feedback.			Keri Ann Howell	05/17/2025
Notes:						