

Comprehensive Progress Report

Mission:

To provide experiences that prepare students to be college and career ready.

Educate. Graduate. WCS is Ready!

Vision:

Washington County Schools will educate students and enable them to realize their full potential.

Goals:

- By 2021, 100% of our students will reach or exceed district, school, and student subgroup achievement targets. (Indicator 5627)
- By 2021 100% of the LEA will continuously examine existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.(5634)
- By 2021 100% of the LEA will orient its culture toward shared responsibility and accountability.(Indicator 5140)



! = Past Due Objectives KEY = Key Indicator

Core Function:		Dimension A			
Effective Practice:		Instructional Excellence and Alignment			
	A03	The district sets district, school, and student subgroup achievement targets.(5627)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently we have this data only for school level. Not specific to subgroup.	No Development 02/12/2018		
<i>How it will look when fully met:</i>		A list of specific targets for each school by subgroup. Calculated points of composite score needed to grow one letter grade.	Objective Met 08/17/18	Yanisha Mann	03/30/2018
Actions					
	2/28/18	Pull data from released information on NC Report Card	Complete 05/04/2018	Yanisha Mann	03/09/2018
<i>Notes:</i>					

2/28/18	Set targets for each school and the district using these subgroups	Complete 04/10/2018	Yanisha Mann	11/12/2018
<i>Notes:</i> Subgroup targets have been communicated with stakeholders.				
2/28/18	Review data from Standards-aligned benchmark tests by subgroups to provide points of reference within the year to gauge progress. -use data protocol to help decipher benchmark data	Complete 08/17/2018	Yanisha Mann	08/14/2018
<i>Notes:</i>				

Core Function:		Dimension B			
Effective Practice:		Leadership Capacity			
!	B01	The LEA has oriented its culture toward shared responsibility and accountability.(5140)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently, we are working to set district structures. ~Currently, the culture and accountability is... (summary of CNA unpacking). This info supports our reorientation~	No Development 02/12/2018		
<i>How it will look when fully met:</i>		<p>When it is fully implemented, 100% of our staff will understand the role of school board members, central office staff, and the school staff as well as their individual duties & responsibilities. All staff will cooperate with teammates, even when it's not a part of their specific job duties, while understanding individual strengths to assist with cohesiveness. Our culture will be positively impacted through quality relationships built upon trust, mutual respect, effective communication and have a student-centered focus. We will positively affect outcomes for all stakeholders.</p> <p>In order for these things to occur, the district will set shared SMART goals to address the retooling of core district functions, defining and communicating a districtwide improvement effort, and developing an ubiquitous, improvement-oriented organization.</p> <p>-----</p> <p>*place below as action tasks</p> <p>These objectives will be monitored by the use of SMART goals, reconstructed district and school vision and mission statements, and evidence found in the school improvement plans.</p>		Daniel Smith	03/30/2018
Actions			27 of 36 (75%)		
	3/29/18	Action Step 1: Gallup Strengthsfinder PD Team building PD that will unite us (Board, schools and CSS) and identify strengths of each person.	Complete 06/15/2018	Yanisha Mann	07/16/2018
<i>Notes:</i> - has been planned will occur on June 15th					

3/29/18	Action Step 2: Beliefs PD: Host Beliefs PD that allows EVERYONE to have input and realize for themselves what is needed (before creating a plan on tracking progress)	Complete 06/15/2018	Daniel Smith	07/17/2018
<i>Notes:</i>				
3/29/18	Action Step 3: Shared Vision Planning 1: Building Vision and Mission-Protocol- Back to the Future https://www.nsrffharmony.org/system/files/protocols/future.pdf	Complete 07/17/2018	Daniel Smith	07/17/2018
<i>Notes:</i>				
3/29/18	Action Step 4: Strategic Planning: using data from varied data sources https://docs.google.com/document/d/137nrBiYGkKfmyPV4a3eOP-r3Q_vJcqYCMSIG43V4wq4/edit Plan individual goals CNA Unpacking Data: EOG/EOC, discipline, TWC, Reading 3D (PC and RB students), CTE data, K-2 Math Assessment, Imagine Math, Reading Horizons, Corrective Reading, Graduation Rate, Retention, District Surveys, DLMI, DLI, Dial 4, NCEES, Attendance, Athletic Eligibility, School Level Visions Plan individual goals CNA Data: EOG/EOC, discipline, TWC, Reading 3D (PC and RB students), CTE data, K-2 Math Assessment, Imagine Math, Reading Horizons, Corrective Reading, Graduation Rate, Retention, District Surveys, DLMI, DLI, Dial 4, NCEES, Attendance, Athletic Eligibility, Data protocol	Complete 07/20/2018	Yanisha Mann	07/18/2018
<i>Notes:</i>				
5/23/18	Action Step 2b: Determine what is already working and what is not, discern strengths and weaknesses, decide on governance		Yanisha Mann	10/01/2018
<i>Notes:</i> People: District Team (every other month meeting) Diane White. Include all CSS Directors, possibly BoE members, and Principals				
7/19/18	Create a staff handbook that outlines expectations.	Complete 08/14/2018	Shawnda Cherry	07/31/2018
<i>Notes:</i> Gill and Daniels are part of the committee				
7/19/18	Set up times for review of each persons's job description and get them signed	Complete 08/30/2018	Shawnda Cherry	08/30/2018
<i>Notes:</i> Mann and Cherry heading this up.				

7/19/18	Create evaluation instruments for each position/role.	Complete 08/30/2018	Yanisha Mann	08/30/2018
	<i>Notes:</i> Mann and Cherry assigned.			
7/19/18	Develop Ubiquitous system for data reporting/reviewing CSS Tier (District Grade,) (Reading and Math).	Complete 09/21/2018	Keith Kremer	10/31/2018
	<i>Notes:</i> Kremer, Smith, Christenberry and Norman participating A system has been created that includes data collected and analyzed through SchoolNet: https://drive.google.com/drive/folders/1a80o-_pfnTJI9Yh-aAVS94xIRQCB2Zr8?usp=sharing			
7/19/18	Develop Ubiquitous system for data reporting/reviewing Schools Tier PES,CES (School Grade,) Elem/Middle: KEA, K-2 Math, Reading3D, Reading, Math, Science, Math 1.	Complete 09/21/2018	Keith Kremer	10/31/2018
	<i>Notes:</i> Kremer, Smith, Christenberry and Norman. A system has been created that includes data collected and analyzed through SchoolNet: https://drive.google.com/drive/folders/1a80o-_pfnTJI9Yh-aAVS94xIRQCB2Zr8?usp=sharing			
7/19/18	Develop Ubiquitous system for data reporting/reviewing Schools Tier ,WCHS,WCECHS (School Grade) HS: R, M, S, ACTWork Keyes, ACT, Math 1, Math 3, Bio, Eng II, Grad Rate, CTE Data) Student Attendance.	Complete 09/21/2018	Keith Kremer	10/31/2018
	<i>Notes:</i> Kremer, Smith, Christenberry and Norman. A system has been created that includes data collected and analyzed through SchoolNet: https://drive.google.com/drive/folders/1a80o-_pfnTJI9Yh-aAVS94xIRQCB2Zr8?usp=sharing			
7/19/18	Develop Ubiquitous system for data reporting/reviewing Teacher Tier - Core Courses, Sub group of test scores All, B, W, EDD, EL, EC.	Complete 09/21/2018	Keith Kremer	10/31/2018
	<i>Notes:</i> Kremer, Smith, Christenberry and Norman. A system has been created that includes data collected and analyzed through SchoolNet: https://drive.google.com/drive/folders/1a80o-_pfnTJI9Yh-aAVS94xIRQCB2Zr8?usp=sharing			
7/19/18	Teacher Leaders will implement the "Train the Trainer" Model to share PD and best practices.	Complete 11/01/2018	Yanisha Mann	08/30/2018
	<i>Notes:</i> Kremer will assist.			
7/19/18	Revamp current PD forms to provide process for sharing information gained.	Complete 08/20/2018	Keith Kremer	08/20/2018
	<i>Notes:</i> Cherry and Noell will assist.			

7/19/18	Develop and train staff on comprehensive needs planning process.	Complete 06/30/2018	Shawnda Cherry	06/30/2018
	<i>Notes:</i> Kremer assisted.			
7/19/18	Implement and create check in dates for comprehensive needs planning process.	Complete 08/30/2018	Kremer	08/30/2018
	<i>Notes:</i>			
7/19/18	Set expectations for school level PTA		Yanisha Mann	10/01/2018
	<i>Notes:</i> School Admins will do this in conjunction.			
7/19/18	Ensure staff report to work on time by using TimeKeeper data.	Complete 09/21/2018	Daniel Smith	10/01/2018
	<i>Notes:</i> Superintendent will monitor as well.			
7/19/18	Create Sunshine Committee (morale and community service focus)	Complete 08/30/2018	Terri Gallop	08/30/2018
	<i>Notes:</i> Gill, Mitchell and Daniels will assist.			
7/19/18	Create a district template for hosting meetings: Title, Date, Attendees, Agenda, Notes, Next Steps	Complete 08/30/2018	Daniel Smith	08/30/2018
	<i>Notes:</i>			
7/19/18	Determine contacts for each data source:- TWC, District Report card, Teacher Attendance Data, EVAAS School- Student/Teacher Attendance, EVAAS Teacher-Student attendance, EVAAS Reading 3D, Schoolnet, NC Check-Ins, EVAAS, Imagine Math, Cog-At, Corrective Reading, Overcoming Obstacles/Discipline Data, Drop Out, Homeless Data, Free/Reduced Lunch Participation, Drivers License eligibility, Athletic Eligibility, CTE Post Assessments, CECAS, Attendance, Enrollment, Dial 4, Grades, Teacher Retention, Principal Retention, EC Indicators 1-14, Credentials for CTE, CDM, Migrant/Immigration, WIDA, Student Transfer Data/ADM, Budgetary Data, Disproportionalit, Feedback (surveys, complaints), COSF, Foster Care, Mental Health Data, EOG/EOC, K-2 Math Assessment, Reading Horizons, Corrective Reading, Retention, District Surveys, DLMI, DLI, NCEES, School Level Visions Plan individual goals CNA Data.	Complete 08/30/2018	Diane White	08/30/2018
	<i>Notes:</i> Mann and Brown will assist.			
7/19/18	Develop and train staff on comprehensive needs planning process.	Complete 06/30/2018	Kremer	06/30/2018
	<i>Notes:</i> Cherry will assist.			
7/19/18	Implement and create check in dates for comprehensive needs planning process.	Complete 08/30/2018	Keith Kremer	08/30/2018
	<i>Notes:</i>			

7/19/18	"Develop Role PLCs -Child nutrition, bus drivers, teacher assistants, clerical, counselors/social workers, tech PLN, custodial, Media/Tech Council, PK Meeting, Mentor Teacher Group, Substitute Group, transportation PLC, vertical PLCs for teachers, director PLC, EC Lead PLC, Master Teacher PLC, -teacher PLC, principal meetings, BT,"		Daniel Smith	10/01/2018
	<i>Notes:</i> Christenberry and Brown will assist.			
7/19/18	Create a calendar of "Role PLC's"		Diane White	11/01/2018
	<i>Notes:</i> Mann, White			
7/19/18	Attend NCStar Trainings at each site at WCPLC with Alejandro.	Complete 06/30/2018	Yanisha Mann	06/30/2018
	<i>Notes:</i> completed.			
7/19/18	Participate in partnership collaborations, (specify partnerships and dates to have meetings)		Terri Gallop	10/01/2018
	<i>Notes:</i> Terri Gallop, DaShanda Riddick/ Dina/Christenberry (CTE)			
7/19/18	Solicit input from parents and community via surveys (community meetings, advisory councils).		Kristy Christenberry	10/31/2018
	<i>Notes:</i> Christenberry (CTE), Diane White, DaShanda Riddick			
7/19/18	Respond to questions and concerns (posted on website and documented in form).	Complete 08/30/2018	Yanisha Mann	08/30/2018
	<i>Notes:</i> Mann and Gallop			
7/19/18	Central Office attending school-Level NCStar PLCs (assigned CO directors meeting with SIT)	Complete 08/30/2018	Terri Gallop	08/30/2018
	<i>Notes:</i> Mann, Terri Gallop			
7/19/18	Complete school walkthroughs with curriculum staff		Keith Kremer	10/01/2018
	<i>Notes:</i> Kremer, Daniels, Cherry			
7/19/18	BoE walk throughs (specify 2 dates; fall and spring)		Diane White	12/31/2018
	<i>Notes:</i>			
7/19/18	"Develop a system for reviewing/addressing eval results For stair-step process: Primary Evaluator, then AP (peer review),, then P, the Transformation Support, then Director, then Ex. Dir, then Supt"	Complete 09/21/2018	Shawnda Cherry	10/31/2018
	<i>Notes:</i> Mann will assist.			
7/19/18	Create a schedule to connect central office staff to schools during testing	Complete 09/21/2018	Kristy Christenberry	10/31/2018
	<i>Notes:</i> Christenberry, Gallop, Norman			

	7/19/18	Have support staff Visit a school site as a volunteer for half-day as a non-employee.		Theresa Gill	10/01/2018
	<i>Notes:</i> Gill, DaShanda Riddick, Gallop				
	7/19/18	Updating policies that need attention.	Complete 08/30/2018	Yanisha Mann	08/30/2018
	<i>Notes:</i> Mann, Brown, White, Cherry				
!	B07	The district examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.(5634)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Currently, we have several strategies in place but we have not developed an effective system of monitoring and determining impact.	No Development 02/12/2018		
<i>How it will look when fully met:</i>		Focus 3 (examines existing school improvement strategies being implemented across the district and determines their value, expanding, modifying, and culling as evidence suggests.) This objective will be fully met when programs that positively impact student achievement will be used with fidelity. Data from programs, benchmarks, common and formative assessments will be used to adjust instruction to meet the needs of the students.		Fannie Williams	03/30/2018
Actions			0 of 3 (0%)		
	3/29/18	Middle and high school teachers will create common assessments.		Danisha Norfleet	07/31/2018
	<i>Notes:</i>				
	3/29/18	Elementary teachers will develop common assessments.		Robin Ventura	08/10/2018
	<i>Notes:</i>				
	3/29/18	Develop a plan establishing and sustaining the structure for norms of continuous improvement.		Yanisha Mann	09/30/2018

Notes: planners' before the school year begins,

Set dates for check in

HS/MS- July- Teacher Planning

Creating common assessments

Canvas

Elem- Aug Planning

Creating common assessments

Reading 3D

Next year focus on principals presenting data at board meetings