

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 schools will meet or exceed growth expectations set by the State. (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 eliminating, as evidence suggests.(5634)
- By 2021 100% of the LEA will orient its culture toward shared responsibility and accountability.(Indicator 5140)

By 2021 100% of schools will meet or exceed growth (Indicator 5627)

By 2021 100% of schools in WCS will continuously examine school improvement strategies to modify and discontinue practices as data and evidence suggest (Indicator 5634)



! = 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>		Subgroup achievement goals have been established.	No Development 02/12/2018		
		Priority Score: 2 Opportunity Score: 3	Index Score: 6		
<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. Subgroup achievement goals have been established.	Objective Met 04/12/19	Yanisha Mann	05/01/2019
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	03/14/2019
		<i>Notes:</i>			
	9/22/18	Determine if the current goals are appropriate for each subgroup.	Complete 03/11/2019	Keith Kremer	03/04/2019
		<i>Notes:</i>			
	3/11/19	create a data review focused on the specific targets that did not meet last year	Complete 04/12/2019	Julie Simpson	05/01/2019
		<i>Notes:</i> will have other data sources at this time			
<i>Implementation:</i>			04/12/2019		

Evidence	3/11/2019 - state long term goals data, see documents for protocol and state set targets			
Experience	3/11/2019 3/11/2019- state sets targets, targets were given to our schools from the state			
Sustainability	3/11/2019 3/11/2019- continuous review of subgroup data , following data protocols, grouping students based on data, analyzing data for subgroup progress			
A04	The district provides a cohesive district curriculum guide aligned with state standards or otherwise places curricular expectation on the school.(5642)	Implementation Status	Assigned To	Target Date
Initial Assessment:	<ul style="list-style-type: none"> cohesive curriculum guide (curriculum aligned and everyone using the same thing) . We have Provided HMH and Pearson for K-12 curriculum as a cohesive platform. We have acquired N2Y for Self contained classrooms Curriculum supports via APs (weekly schedule) Will continue to grow skill set s of APs and Admins We will ensure walkthrough tool has “look-for implementation of curriculum” for principals (modification needed) We included on the district form the same “look-fors” from the school level PLC Structure in place; used as data analysis to support subgroup growth PD plan is in place; documented and shared across the district. Registration guide for HS has been completed. Still discussing about implementing Flexible Fridays- support for professional development 	Limited Development 11/15/2019		
	Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:	We will have a cohesive curriculum guide (curriculum aligned and everyone using the same thing). Curriculum Support Specialists will be in place to develop and monitor implementation of curriculum guides. We will effectively use PLCs to analyze data and use the results to drive instruction.	Objective Met 03/10/20	Keith Kremer	11/15/2019
Actions				
	3/10/20 Provide HMH and Pearson for K-12 curriculum as a cohesive platform.	Complete 03/10/2020	Keith Kremer	11/20/2019

Notes: Platforms have been purchased, PD has been hosted, and follow up meetings have occurred twice now.

Implementation:		03/10/2020		
Evidence	3/10/2020 Platform data showing class results and usage is available.			
Experience	3/10/2020 Schools have been using the platforms with fidelity. Follow up sessions from local administration and vendor representatives have ensured compliance and efficacy. To date, two district-level follow up sessions have occurred.			
Sustainability	3/10/2020 Funding for these curricular platforms is needed, as well as follow up sessions to ensure fidelity.			

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.	No Development 02/12/2018		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
<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>	Objective Met 06/20/19	Daniel Smith	04/20/2019
<i>Actions</i>					
	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	Complete 06/20/2019	Yanisha Mann	06/20/2019
<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	Complete 03/11/2019	Yanisha Mann	04/04/2019
	<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	12/15/2018
	<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, Disproportionality, 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,"	Complete 03/11/2019	Daniel Smith	04/04/2019
	<i>Notes:</i> Christenberry and Brown will assist.			
7/19/18	Create a calendar of "Role PLC's"	Complete 03/11/2019	Diane White	03/10/2019
	<i>Notes:</i> Mann, White -WC Professional Development Plan created			
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)	Complete 05/13/2019	Terri Gallop	05/04/2019
	<i>Notes:</i> Terri Gallop, DaShanda Riddick/ Dina/Wrighton (CTE)			
7/19/18	Solicit input from parents and community via surveys (community meetings, advisory councils).	Complete 06/20/2019	Julie Simpson	07/01/2019
	<i>Notes:</i> Wrighton (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	Complete 02/20/2019	Keith Kremer	03/04/2019
	<i>Notes:</i> Kremer, Daniels, Cherry			
7/19/18	BoE walk throughs (specify 2 dates; fall and spring)	Complete 04/12/2019	Diane White	04/04/2019
	<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.	Complete 06/20/2019	Yanisha Mann	09/04/2019	
<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					
Implementation:		06/20/2019			
Evidence	6/20/2019 Job descriptions are completed and evaluation tools are in place for individual clarity.				
Experience	6/20/2019 We have mastered several items in this area, but will still work to improve sharing accountability and responsibility for all staff success.				
Sustainability	6/20/2019 Follow job descriptions, work on communications and systems and processes.				
	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
Initial Assessment:		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		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		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.	Objective Met 06/20/19	Yanisha Mann	05/01/2019
Actions					
3/29/18	Middle and high school teachers will create common assessments.	Complete 07/31/2018	Yanisha Mann	07/31/2018	
<i>Notes:</i>					

3/29/18	Elementary teachers will develop common assessments.	Complete 08/10/2018	Robin Ventura	08/10/2018
<i>Notes:</i>				
3/29/18	Develop a plan establishing and sustaining the structure for norms of continuous improvement.	Complete 04/12/2019	Yanisha Mann	04/01/2019
<i>Notes:</i> 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 -non-negotiables Next year focus on principals presenting data at board meetings				
10/19/18	Clearly define roles and responsibilities for all CSS Staff	Complete 12/20/2018	Yanisha Mann	11/30/2018
<i>Notes:</i>				
10/19/18	Completing BOY, MOY, EOY unannounced classroom observations to see if we are meeting indicators of success.	Complete 10/19/2018	Keith Kremer	06/12/2018
<i>Notes:</i>				
10/19/18	Use job-alike PD to have a PLC structure for common roles.	Complete 11/16/2018	Yanisha Mann	11/16/2018
<i>Notes:</i>				
10/19/18	Effectively using tiered levels of support framework for Academics, Behavioral, and Safety processes.	Complete 06/20/2019	Yanisha Mann	06/17/2019
<i>Notes:</i>				
11/16/18	Create processes to unpack data on data days and determine next steps based on data.	Complete 04/12/2019	Julie Simpson	04/01/2019
<i>Notes:</i> - sent for feedback, will have updates in April				
Implementation:		06/20/2019		
Evidence	6/20/2019 We will always have room to grow in this area. We will continue to try to examine practices that promote a unified vision.			
Experience	6/20/2019			

Sustainability	6/20/2019 Continue to review and refine district direction in alignment with state mandates and funding. Continue to improve processes and procedures that impact all staff.			
B08	The district designates a central office contact person for the school, and that person maintains close communication with the school and an interest in its progress.(5639)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Superintendent has assigned district leadership as contact roles for schools as a support. These leaders attend School Improvement Team meetings and lend support where requested.	Limited Development 03/02/2020		
	Priority Score: 2 Opportunity Score: 2	Index Score: 4		
How it will look when fully met:	By 2021 100% of the schools will have a district designated central office contact person, and that person maintains close communication with the school and an interest in its progress.	Objective Met 04/04/20	Yanisha Mann	01/01/2020
Actions				
3/2/20	Superintendent will assign Central Office directors/staff to support each school location as a direct liason.	Complete 01/02/2020	Yanisha Mann	01/01/2020
	<i>Notes:</i>			
Implementation:		04/04/2020		
Evidence	4/4/2020 SIT agendas from schools.			
Experience	4/4/2020. set up curriculum disrict office staff to connect to each site.			
Sustainability	4/4/2020 continued list of SIT meetings.			

	B10	The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices, and traditions.(6832)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Washington County Schools has begun to research best practices associated student-centered learning. Student centered learning offers the potential to help students engage in deeper learning to acquire the competencies needed for 21st century success. We will begin the process of identifying and seeking solutions to barriers that will likely arise due to conflicts with existing policies, practices and traditions. Changes to policies involving accountability systems, grade progressions, staffing configurations and seat time requirements will likely be considered.	No Development 09/01/2020			
How it will look when fully met:	Each student in Washington County Schools will experience student centered instruction designed specifically to meet his/her individual needs.		Julie Simpson	06/01/2022	
Actions		2 of 7 (29%)			
9/3/20	All teachers will implement our primary curriculum materials with fidelity.		Keith Kremer	05/01/2021	
<i>Notes:</i>	The CAO will work with the Administration and Instructional Coaches at each school.				
9/3/20	As a function of our Professional Learning Communities (PLC's) data will be collected and analyzed to determine next steps. Teachers will use data trackers to monitor progress on the standards level. School Improvement Teams (SIT) will use the data dashboard to identify trends (academic growth, attendance, subgroups, and discipline.		Julie Simpson	05/01/2021	
<i>Notes:</i>					
9/3/20	Washington County Schools are a part of the Innovative Assessment Development Authority Pilot Program - this program is a through grade assessment program that adapts to student learning over time to provide a more accurate and valid indication of student achievement level.		Julie Simpson	06/01/2022	
<i>Notes:</i>					
9/3/20	Washington County Schools will provide targeted professional development based on school identified needs that focuses on blended learning and differentiation.		Keith Kremer	05/01/2021	
<i>Notes:</i>					

9/3/20	A compliance officer has been enlisted to ensure a higher level of accountability in terms of meeting the needs of our Exceptional Children's Population.	Complete 09/01/2020	Felisha Daniels	09/01/2020
<i>Notes:</i>				
9/3/20	Instructional Coaches have been added to Pines Elementary School, Creswell Elementary School, Washington County Middle School and Washington County High School to lead PLC's, to provide Professional Development in the areas of Blended Learning and Differentiation, data analysis, and curriculum implementation.	Complete 09/01/2020	Keith Kremer	09/01/2020
<i>Notes:</i>				
9/3/20	The MTSS Team will determine the level of performance guidelines to determine the need for tier two and tier three support.		Keith Kremer	09/01/2021
<i>Notes:</i>				

Core Function:		Dimension C			
Effective Practice:		Professional Capacity			
!	C05	Professional development is built into the school schedule by the district, but the school is allowed discretion in selecting training and consultation that fit the requirements of its improvement/restructuring plan and its evolving needs.(5643)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>This year, our plan is to allow schools to plan the bulk of their PD, especially since they have full access to all funding (including title 1) . Items already started include:</p> <p>Back to school and remote learning expectations have occurred at the school level</p> <p>ECU instructional coaches and Wolfpack Works coaches are providing one-on-one coaching and job-embedded training for staff.</p> <p>Schools have already continued PD for such programs as Imagine Learning and HHM.</p> <p>At the district level, we have already completed Webmaster training, PowerSchool & Testing training, and NCEES training.</p> <p>Principals are advised to have conversations with S.I.T. members</p> <p>We have identified teacher leaders and mentor teachers to scaffold and monitor continuous improvement of instructional faculty</p>	Limited Development 09/08/2020		
		Priority Score: 2	Opportunity Score: 2	Index Score: 4	
<i>How it will look when fully met:</i>		Conversations with school leaders in beginning of year meetings; updates provided during monthly principals' meetings.		Linda Jewell Carr	09/14/2020
<i>Actions</i>			1 of 2 (50%)		
	9/8/20	Conversations with school leaders in beginning of year meetings; updates provided during monthly principals' meetings.	Complete 09/14/2020	Linda Jewell Carr	09/14/2020
<i>Notes:</i>					
	9/8/20	Leverage Learning.com platform to provide formal training on technology competencies for students and staff.		Daniel Smith	11/01/2020

Notes: Attend PD and begin making assignments for students and staff to begin using the platform.

Implementation:		09/08/2020			
Evidence	9/8/2020 - Calendar scheduled meetings and general meeting minutes.				
Experience	9/8/2020 - Meet with leaders each month to gauge needs and be informed of progress.				
Sustainability	9/8/2020 - Continual process of meeting and planning.				
	C06	Staff development is built into the schedule for support staff (e.g., aides, clerks, custodians, cooks) as well as classroom teachers.(5644)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Creation of district Professional Development schedule that addresses needs revealed through staff/school survey.		Limited Development 03/02/2020		
	Priority Score: 3	Opportunity Score: 2	Index Score: 6		
How it will look when fully met:	By 2021 100% of the district will ensure staff development is built into the schedule for support staff (e.g., aides, clerks, custodians, cooks) as well as classroom teachers.		Objective Met 03/10/20	Daniel Smith	05/31/2020
Actions					
	3/2/20	Create staff survey to evaluate needs and groups to participate in professional development.	Complete 12/02/2019	Terri Gallop	12/01/2019
	Notes: Staff needs survey will go out to all staff at all levels to create a job-alike PD groups.				
	3/2/20	Create district PD schedule	Complete 12/20/2019	Yanisha Mann	12/19/2019

Notes: Schedule should include all stakeholders and sub groups.

Implementation:		03/10/2020		
Evidence	3/2/2020 Survey link: https://docs.google.com/forms/d/e/1FAIpQLSdK_XKQX0nIDSUqVgiOP5DW1Br2JJSienjnDybFM9PnnpVwZQ/viewform updated 3/2/2020			
Experience	3/2/2020 Staff response was total. Adequate responses ensured all groups were addressed. 3/2/2020			
Sustainability	3/2/2020 Regular meetings held from now until June 31, 2020. Updated 3/2/2020			

Core Function:	Dimension E
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Effective Practice:	Families and Community
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!	E03	The district establishes two-way communication channels to encourage transparency, feedback loops, and access to information for families and the community.(6837)	Implementation Status	Assigned To	Target Date
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Initial Assessment:

Our current implementation efforts are as follows:

Means of Two Way Communications:

- Website with links to staff directories
- Website with general information with Back to School Guide with Reopening 2020
- Website with links to department programs
- Social Media
- Facebook
- Twitter
- Several teachers utilize REMIND app
- Magic 95.9 Live and Ads
- All Call - District and Schools
- Numbers need to be updated with the schools when they are changed.
- Roanoke Beacon
- Community Meetings
- Churches
- Government Agencies
- Surveys
- CONNECT Ed
- Open House
- Sporting Events
- Extended Half Time to share information
- Concerts
- School Board Meetings
- Parent Teacher Association
- JROTC Parent Boosters
- Here Comes The Bus Messages
- News Stations for school closings
- Progress Report / Report Card PickUp

Limited Development
09/08/2020

<p>How it will look when fully met:</p>	<p>We will create a survey. When it is fully implemented we will be utilizing the District Website, Facebook, Twitter, Magic 95.9 Live Radio Station, printed and delivered copies. We will have data back from stakeholders about how to proceed in utilizing the school bus service.</p> <p>Utilize yellow bus service to deliver meals and instructional packets.</p>		<p>Terri Gallop</p>	<p>10/01/2020</p>
<p>Actions</p>		<p>0 of 2 (0%)</p>		
<p>9/8/20</p>	<p>Create the survey and distribute to stakeholders.</p>		<p>Terri Gallop</p>	<p>09/09/2020</p>
<p><i>Notes:</i></p>				
<p>9/8/20</p>	<p>Utilize yellow bus service to deliver meals and instructional packets.</p>		<p>Wesley Stokes</p>	<p>10/01/2020</p>
<p><i>Notes:</i></p>	<p>Child Nutrition, Transportation and Curriculum & Instruction will be working together to meet these needs.</p>			