

Comprehensive Progress Report

Mission:

Stocks Mission "We will empower all students to lead and to learn with love and respect."

Goals:

Goal 1: Stocks Elementary School scholars will increase reading proficiency to 29% proficient as measured by the Reading End of Grade Test.

Goal 2: Stocks Elementary School scholars will increase Math proficiency to 27% proficient as measured by the Mathematics End of Grade Test.

Goal 3: Stocks Elementary School Scholars will decrease in ODR's from 609 (2016-2017 school year) by 10% to 548 or less.

Goal 4: Stocks Elementary School will increase the highly-qualified teacher retention rate by 4% during the 2017-2018 school year.

Stocks Elementary School will increase science proficiency to 49% as measured by the North Carolina End of Grade test.



! = Past Due Actions

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>		At this time, most of our teachers are participating in our PBIS plan using Class DoJo, a classroom management tool designed to and a consistent plan for students schoolwide, recognize students for good choices, and offer text/email direct communication with parents. Some are still working to learn and adopt the management piece of the plan, while some teachers use it with fidelity. Our office referrals have decreased since the implementation. We have an administrative intern who helps maintain accountability from our staff, and most are on track to fully implement the plan.	Limited Development 02/24/2016		
		Priority Score: 3	Opportunity Score: 3	Index Score: 9	
<i>How it will look when fully met:</i>		The objective will be met when all teachers have demonstrated use of our Class DoJo through the reports required by school leaders and or evidence of teaching the classroom management plan and corresponding rules and procedures in the lesson plans.		Elizabeth Abrams	06/06/2018
<i>Action(s)</i>	<i>Created Date</i>		4 of 13 (31%)		
1	2/24/16	Leader in Me based 7 habits will also be used during Morning Meeting, or during enrichment classes for teaching and reminding students of the basic rules and procedures.	Complete 04/01/2016	Amy Pearce	04/01/2016
		<i>Notes:</i> These will be noted on lesson plans across curriculum, so each representative will need to remind their team to have these in their lesson plans for instruction.			
2	3/2/16	Training in basic MTSS behavioral objectives will be given by ECU doctoral students.	Complete 03/31/2016	Barbara Lee	03/31/2016
		<i>Notes:</i> Graduate students will offer professional development for those who have not yet received it, on Mental Health and Common Behavior Problems and Interventions.			
3	9/7/16	All teachers will use Class Dojo effectively.	Complete 03/01/2017	Elizabeth Abrams	03/08/2017
		<i>Notes:</i> Teachers are being monitored for using class dojo effectively. Not all teachers are using it the way the school is recommending. However, they are being monitored and routine discussions are being performed.			

4	9/7/16	Monthly ODR will be monitored and classes with a high number of referrals, the administration team will offer supportive ideas to help increase Leader in Me Habits.	Complete 04/03/2017	Shakela Knight	04/06/2017
<i>Notes:</i>					
5	4/23/17	Monthly ODR will be monitored and classes with a high number of referrals will be offered support by the administrative team to help increase Leader in Me habits.		Shakela Knight	04/25/2018
<i>Notes:</i>					
6	10/30/17	Kindergarten teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
7	10/30/17	First grade teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
8	10/30/17	Second grade teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
9	10/30/17	Third grade teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
10	10/30/17	Fourth grade teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
11	10/30/17	Fifth grade teachers will use classroom dojo effectively.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
12	11/7/17	Using the No Nonsense Nurturing, voice level charts will be posted in classroom and hallway. All teachers will use the same language in cross-settings (encore, classroom, lunchroom).		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
13	11/7/17	We will implement strategies from the No Nonsense Nurturer training. A refresher training will be conducted after 1st semester to ensure that teachers continue to use strategies with fidelity.		Elizabeth Abrams	04/25/2018
<i>Notes:</i>					
Implementation:					
Evidence	5/27/2016	Lesson plans and daily schedules will be uploaded.			

Experience	5/27/2016 Morning meetings are in place for teachers and students immediately following the school announcements.			
Sustainability	5/27/2016 Updating new staff and substitute plans for teachers who are on leave.			

Core Function:	Dimension A - Instructional Excellence and Alignment			
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Effective Practice:	Curriculum and instructional alignment			
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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:		Teams meet to align units of instruction based on standards for each grade level. Some improvement in aligning pacing guides with benchmarks is needed, and some areas, such as ELL, AIG and EC would be helped by having time with grade level teams to address all subjects.	Limited Development 02/19/2016		
		Priority Score: 3 Opportunity Score: 1	Index Score: 3		
How it will look when fully met:		The grade level teams meet weekly during PLC's for review of data and effective practices to support excellent instruction of the standards. By June 2018, Reading proficiency will be 29%, Math proficiency will be 27%, and science proficiency will be 49%.		Tabitha Jones	06/03/2020
Action(s)	Created Date		5 of 6 (83%)		
1	3/2/16	Grade level teams will meet regularly.	Complete 03/03/2016	Grade Chair Person_Leadership Team	03/17/2016
		<i>Notes:</i> Grade Chairs and SIT representatives will insure that meetings occur and that NC State Standards are addressed.			
2	3/2/16	Professional Learning Communities will meet weekly to review data and to insure standards are taught to meet the needs reflected by the data.	Complete 03/31/2016	Nina Wiggs	03/07/2016
		<i>Notes:</i> Teachers and Administrators, as well as the Instructional Coach will analyze benchmark data and progress monitoring data during PLC's to determine next steps for student success. Within PLC's all year, from August through May, we meet weekly in grade level and team PLCs to make sure data is considered and appropriate strategies and curriculum were applied.			
3	3/2/16	Benchmark assessments will be completed during the BOY, MOY, and End of Year cycles will be completed as recommended by state and LEA.	Complete 03/03/2016	Test Administrators	06/30/2016

Notes: Reading 3D, and District benchmarks and RTA portfolios will be (Are) used for review of data as the year progresses, and will continue through the end of the year, as it did last year.					
4	9/13/16	Weekly PLC meetings will be conducted discussing current and relevant data to increase student achievement. Teachers will discuss the What, So What, and the Now What.	Complete 12/06/2016	Cassandra Haddock	12/07/2016
Notes:					
5	9/13/16	Benchmark assessments will be completed during the BOY, MOY, and EOY. Teachers will use the data to change, modify, and enhance teaching to increase student achievement.	Complete 05/03/2017	Cassandra Haddock	05/03/2017
Notes:					
6	7/22/17	Instructional Coach will facilitate weekly PLC meetings will teachers to plan units of instruction using unpacking documents.		Tabitha Jones	01/01/2019
Notes:					
Implementation:					
Evidence	3/3/2016	Master schedule, Observations.			
Experience	3/3/2016	Grade levels have met weekly except a couple of incidents when school was dismissed early due to inclement weather.			
Sustainability	3/3/2016	Monitoring of Lesson plans and formal and informal observations will continue to insure this continues.			

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>		While most of our students have individual needs met, some improvement is needed in having more support in particular grade levels. For example, first grade teams have a shared instructional assistant, who assists in third grade some as well as being a bus driver. Staff in that grade level plan together but find that having an extra person to help with students at that age would improve their ability to work with all students individually.	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		This is currently being developed as we implement differentiation in process of student instruction in Spatial and Temporal (ST) Math as well as through leveled and grouped reading instruction. This is evident in our general ed., and Exceptional Children and Encore classes. Lesson Plans, records of interventions and assessment data are available to measure progress in this area.		Dezma Lyons	06/12/2019
Action(s)	Created Date		3 of 9 (33%)		
1	9/7/16	All teachers that teach math will use ST Math for the required amount of minutes weekly.	Complete 03/01/2017	Izella Fox	03/01/2017
<i>Notes:</i>					
2	9/7/16	Teachers will use current classroom data, to meet the needs of ALL students. (PLC minutes) Students that are having difficulty will go through the Tier 2 interventions using the What, So What, Now What tool.	Complete 04/03/2017	Izella Fox	04/05/2017
<i>Notes:</i>					
3	9/7/16	A monthly meeting including all grade levels, resource teachers, and encore teacher will be established to support the needs of all students to increase academic achievement and behavior and social and emotional growth.	Complete 03/01/2017	Izella Fox	03/01/2017
<i>Notes:</i>					
4	7/22/17	Teachers will use current classroom data to meet the needs of all students. (PLC minutes) Students that are having difficulty will go through the Tier 2 interventions using strategies discussed in the PLC meetings.		Dezma Lyons	04/10/2019
<i>Notes:</i>					

5	11/8/17	Benchmark assessments will be completed during BOY, MOY, and EOY. Teachers will use the data to change, modify, and enhance teaching to increase student achievement.		Tabatha Burns	02/13/2019
<i>Notes:</i>					
6	11/8/17	Using the Tiered Instructional System teachers will progress monitor students through the usage of Read 3D		Tabitha Jones	05/08/2019
<i>Notes:</i>					
7	11/8/17	There will be MTSS Training/Coaching for teachers and leaders that need it.		Tabitha Jones	03/13/2019
<i>Notes:</i>					
8	11/8/17	A data wall will be established to track student progress throughout the school year.		Tabitha Jones	05/22/2019
<i>Notes:</i>					
9	11/8/17	Intervention and enrichment time will be used to reteach students who are not 80% proficient.		Elizabeth McConnell	06/07/2019
<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
Initial Assessment:		Our school offers caring teachers, a school counselor, some local mentors, and a PBIS team, who are very knowledgeable and attend well to the needs of students. Yet, our student population demands much attention as many are from high need homes with resulting emotional challenges. Interventions are improved with the addition of an EC teacher this year, but professional counseling from community resources would be helpful.	Limited Development 02/19/2016		
How it will look when fully met:		Our School Counselor, Twanna Dickens works with our students and staff including our team of EC and Gen. Ed. teachers, Administrators, Instructional Coach, Community Professionals, and parents to address individual emotional needs of our students. While these are addressed as much as possible, this is a challenging area, as we have a high percentage of our population with special needs. Parent, Student, Teacher teams meet at times to address how to intervene and support students with troubled emotions. Minutes of meetings, responses to emails from teachers, and documentation of related events will be evidence of addressing these needs.		Twanna Dickens	06/13/2018
Action(s)	Created Date		5 of 12 (42%)		
1	2/24/16	Teachers who have had LIM training will teach the seven habits of highly successful students to include "Sharpen the Saw", for which students will be taught that taking care of yourself helps with good health and emotional strength. For new teachers, grade level and Encore staff will help implement the habits until the teacher can be trained.	Complete 05/23/2016	All teachers	06/17/2016
<p><i>Notes:</i> We will offer vessel day (school-wide) which include Leader In Me habits of highly successful students and PBIS reminders of how to handle emotions, work to be bully-free, and to respect others and ourselves. School counselor and administrator intern, Mrs. Simpson, trained teachers on Class DoJo, as part of the PBIS flow chart Summit on Bullying. All classes offer "Safe spaces" for students to decompress following conflicts. The S.I.Team voiced the request for additional staff such as another school counselor, and an additional administrator. The additional staff requires changes in our current budget condition, which limits our opportunity score to 1 for this indicator.</p>					

2	5/26/16	The S.I.Team voiced the request for additional staff such as another school counselor, and an additional administrator. The additional staff requires changes in our current budget condition, which limits our opportunity score to 1 for this indicator. Discussion will be given during leadership team meetings to ask for additional support.	Complete 08/01/2016	Amy Pearce	08/01/2016
<i>Notes:</i> Due to the high percentage of emotional and exceptional mental health needs in our student population, it is recommended that we ask for supporting staff to work in the area of discipline and professional counseling.					
3	5/26/16	Safe spaces for students to go to are designated in each class.	Complete 05/27/2016	classroom teachers	05/27/2016
<i>Notes:</i> Once teachers set up classrooms for the year, an area in the classroom is designated as a "safe space" for student reflection to help with emotional flare ups, and prevention of disruptive behaviors.					
4	9/14/16	Staff members received Leader in Me training in August of 2016	Complete 08/24/2016	Twanna Dickens	08/24/2016
<i>Notes:</i>					
5	9/14/16	Staff members that did not receive the Leader in Me training for Year 1, Leadership and Culture will receive the training in the upcoming months.		Twanna Dickens	01/17/2018
<i>Notes:</i>					
6	9/14/16	With the support of the Academic/Behavior Specialist, school counselor, and the administration, the team has weekly meetings to address and discuss ways to help ALL students succeed inside and outside the classroom.	Complete 04/03/2017	Twanna Dickens	04/05/2017
<i>Notes:</i>					
7	7/22/17	With the support of the Academic/Behavior Specialist, school counselor, and the administration, the team has weekly meetings to address and discuss ways to help ALL students succeed inside and outside the classroom.		Twanna Dickens	05/30/2018
<i>Notes:</i>					
8	11/7/17	Teachers have access to the behavioral referral google doc that will help teachers and admin team track and monitor behaviors.		Tabatha Burns	03/28/2018
<i>Notes:</i>					
9	11/7/17	Teachers will review and receive a copy of the anti bullying plan, to use to prevent bullying.		Twanna Dickens	05/30/2018
<i>Notes:</i>					

10	11/7/17	The Dean of Student, Counselor, Academic Interventionist work with scholars with unique needs. The Academic Interventionist handles more of the EC students due to her EC background, Dean of Student deals with Tier 2 students, and Counselor provides the support for Tier 3 students.		Twanna Dickens	05/30/2018
<i>Notes:</i>					
11	11/7/17	The Academic Interventionist, Counselor, and Dean of Student work together to comprise Behavior Plans, Check-In/Check-Out, etc. for students. They work with teachers, parents, and students to help improve student behavior.		Tabatha Burns	05/23/2018
<i>Notes:</i>					
12	11/8/17	The male teachers at the school have created "Tie Up Tuesday". Male scholars will have the opportunity to dress up and be exposed to positive male relationships and role models.		Emma Dodson	04/18/2018
<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>		Currently Stocks has in place plans to support transition students from grade to grade. However, at this time limited support is offered from level to level. As a team, we believe implementation can occur through rich, meaningful critical conversations regarding data from one grade to the next.	Limited Development 08/27/2017		
<i>How it will look when fully met:</i>		When the objective is fully met, students will successful transition from one grade to the next. Teachers will be able to bridge the gap that students have from one grade to the next. Students will be successful in their classrooms.		Amber Evans	06/05/2019
Action(s)	Created Date		0 of 6 (0%)		
1	8/27/17	All Kindergarten through Fifth grade students will participate in a fly up day. The students will go to the next grade and experience what it is like to help ease the transition from grade to grade.		Amber Evans	06/06/2018
<i>Notes:</i>					
2	8/27/17	PreK has a transition day. The PreK students get to go to kindergarten during the literacy block. During that time, the PreK students get to go in the learning centers and see what Kindergarten is like. This is to help ease the transition from PreK to K.		Amber Evans	06/06/2018

Notes:					
3	8/27/17	A vertical alignment data day will be held to bridge the gap from grade to grade.		Amber Evans	06/06/2018
Notes:					
4	11/7/17	Teachers will participate in walk a mile in my shoes day. Teachers will have the opportunity to teach in another classroom to see what they experience in a day.		Amber Evans	12/05/2018
Notes:					
5	11/8/17	Fifth grade students will visit the Middle school and talk to Middle school teachers/principal in order to create a smooth transition to the Middle school.		Twanna Dickens	07/31/2018
Notes:					
6	11/8/17	We will revisit our current transition plan to include areas/grade levels of greatest concern.		Lois Glass	06/08/2018
Notes:					

Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Strategic planning, mission, and vision
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KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
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Initial Assessment:	The school district has an active and engaged team to support each school in the district. The team is comprised of the Superintendent, Assistant Superintendents, and Directors. The team will meet monthly to share the current state of the district improvement plan and level of support being provided to schools.	Limited Development 11/08/2017		
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How it will look when fully met:	The District Improvement Team will meet monthly to assess the status of the District and School Improvement Plans. The District Team will provide regular support to schools as well as coaching comments in NCStar.		Pamela Michelle Hale	05/29/2019
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Action(s)	Created Date		0 of 1 (0%)	
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1	11/8/17	The district team will meet and provide feedback using NCSTAR.		Pamela Michelle Hale	02/13/2019
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Notes:					
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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>		Stocks currently has a team of principals, teachers who meet regularly. The meetings are monthly and our aligning to enrich instruction. However, at this time we do not have a completely staffed Instructional Team to meet this goal.	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		With the change of administration and new staff members hired, new teams are being established. Once established the team members will meet at least once a month.		Pamela Michelle Hale	12/04/2019
Action(s)	Created Date		2 of 4 (50%)		
1	9/14/16	The lighthouse committee will meet monthly to discuss Leader in Me Habits, Leadership Notebooks	Complete 02/01/2017	Pamela Michelle Hale	02/01/2017
<i>Notes:</i>					
2	9/14/16	Weekly PLC meetings will discuss current and relevant data to improve student achievement.	Complete 02/01/2017	Pamela Michelle Hale	02/01/2017
<i>Notes:</i>					
3	4/23/17	The lighthouse committee will meet monthly to discuss Leader in Me habits and Leadership Notebooks.		Pamela Michelle Hale	04/10/2019
<i>Notes:</i>					
4	4/23/17	Weekly PLC meetings will be held to discuss current and relevant data to improve student achievement.		Pamela Michelle Hale	05/01/2019
<i>Notes:</i>					

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
<i>Initial Assessment:</i>		The master schedule is built with daily planning for all teachers and specific PLC's weekly. In addition, teachers have grade level meetings weekly. A SIT team and PBIS team are fully implemented to support needs of the school. An area of priority to to focus work on action teams, which support parent/community involvement, culture and academic opportunities. The majority of responsibility on teams often involve a small percentage of our staff members. We need to work on empowering more staff to take the lead and being active participants, as well as give tools they can utilize to drive work that will move to action.	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		By June 2018, reading proficiency will increase to 29%, math proficiency will increase to 27%, and science to 49%. As a school we will strive for 50% proficiency.		Paula Harding	06/05/2019
Action(s)	Created Date		3 of 12 (25%)		
1	9/14/16	Students will receive progress monitoring in Reading based on Reading 3D assessment scores. Red students will be progress monitored every 2 weeks, Yellow students every 4 weeks, green and blue every 6 weeks.	Complete 12/06/2016	Paula Harding	12/07/2016
<i>Notes:</i>		Teachers are being monitored regularly to progress monitor all students. At this point, all teachers are not progress monitoring - at the SIT meeting on December 7 - a plan will be established to make sure all students are being progress monitored in all classrooms. There are 2 or more classrooms that are not currently being progress monitored due to substitute or teachers did not receive training on how to progress monitor.			
2	9/14/16	Third grade students receive Read to Achieve instruction and assessment passages at least every 2 weeks.	Complete 01/11/2017	Paula Harding	01/11/2017
<i>Notes:</i>					
3	9/14/16	Using pre and post test data, CFA data, benchmark/NC check, creative curriculum, the information is decomposed and groups are determined to enhance student achievement.	Complete 02/01/2017	Paula Harding	02/01/2017
<i>Notes:</i>					
4	11/7/17	Leadership team meets weekly to discuss the "happenings" in the school. During this time the team discusses plc meetings, behaviors, successes, and other important information in the school.		Tabatha Burns	06/06/2018

<i>Notes:</i>					
5	11/7/17	PLC meetings are occurring weekly. During this time, teachers are discussing data, and how to change instruction in order to meet the needs of the students.		Emelia Gordon	06/06/2018
<i>Notes:</i>					
6	11/7/17	The Design team will meet to discuss plans for Stocks as we embark on the new initiative to transition into Opportunity Culture.		Elizabeth Abrams	06/06/2018
<i>Notes:</i>					
7	11/7/17	Action teams will meet to discuss/plan school events.		Paula Harding	06/06/2018
<i>Notes:</i>					
8	11/7/17	PBIS team will meet to discuss celebrations, ODRs, and other strategies to help students be successful behaviorally.		Paula Harding	06/06/2018
<i>Notes:</i>					
9	11/7/17	The resilience team will meet biweekly to discuss strategies to support staff to employ effective strategies for students that have experienced trauma.		Paula Harding	06/06/2018
<i>Notes:</i>					
10	11/7/17	EC Teachers will have Professional Learning Community meetings to review data for the Exceptional student population. The team will also review IEP/annual review deadlines.		Emma Dodson	06/06/2018
<i>Notes:</i>					
11	11/7/17	Instructional teams meet weekly with instructional coach to analyze data and discuss research based strategies.		Emelia Gordon	06/06/2018
<i>Notes:</i>					
12	11/7/17	Grade levels, led by the grade level chair will meet and plan for the week. Lesson plans will reflect collaborative planning. IE groups will be formed based on the data, as well as what needs to be retaught.		Elizabeth McConnell	05/30/2018
<i>Notes:</i>					

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
Initial Assessment:		Our principal monitors lesson plans and observes classrooms regularly with pre and post observation conferences. Her time is often allocated to have Exceptional Children meetings for IEPs as there is a high percentage of EC students at Stocks. With an assistant principal to share the workload it has been helpful and allows time for principal to monitor the curriculum and classroom instruction regularly and provide timely, clear, and constructive feedback.	Limited Development 02/19/2016		
		Priority Score: 3	Opportunity Score: 2	Index Score: 6	
How it will look when fully met:		Administration team will monitor curriculum and classroom instruction regularly. They will provide feedback to help enhance instruction. By June 2018, Reading will increase by 10 percentage points, from 19% to 29% and Math will increase by 10 percentage points, and science will increase from 39% to 49%.		Lois Glass	06/03/2020
Action(s)	Created Date		7 of 11 (64%)		
1	3/2/16	Set up schedule for preconferences and observations.	Complete 03/01/2016	Amy Pearce	03/01/2016
		<i>Notes:</i> Mrs. Pearce will conference with and evaluate teachers part of the Super Evaluation requirements, as well as for state requirements for evaluating teachers.			
2	3/2/16	Observations will be completed.	Complete 03/01/2016	Amy Pearce	03/31/2016
		<i>Notes:</i> Principal has responsibility for doing Super Observations as well as those for staff. These were completed by March 1, 2016.			
3	3/2/16	Post Conferences for teacher evaluations will be completed with clear constructive feedback.	Complete 03/01/2016	Amy Pearce	03/31/2016
		<i>Notes:</i> Teacher and Principal will complete evaluation forms and upload to the appropriate site.			
4	9/14/16	Administration team will perform weekly walk through observations.	Complete 11/02/2016	Lois Glass	11/02/2016
		<i>Notes:</i>			
5	9/15/16	Set up schedule for preconferences and observations.	Complete 03/01/2017	Lois Glass	03/01/2017
		<i>Notes:</i>			
6	9/15/16	Observations will be completed.	Complete 03/01/2017	Lois Glass	03/01/2017
		<i>Notes:</i>			

7	9/15/16	Post conferences will be held offering constructive feedback to teachers.	Complete 03/01/2017	Lois Glass	03/01/2017
<i>Notes:</i>					
8	4/23/17	Administration team will perform walkthroughs and provide feedback and follow up.		Lois Glass	03/07/2018
<i>Notes:</i>					
9	4/23/17	Post conferences will be held to offer constructive feedback.		Lois Glass	06/06/2018
<i>Notes:</i>					
10	11/8/17	Teachers will participate in instructional rounds. During this time, teachers will have the opportunity to visit the classrooms of there colleagues and have crucial conversations around what they have observed.		Emelia Gordon	02/27/2019
<i>Notes:</i>					
11	11/8/17	Lesson plans will be submitted weekly to administration for feedback to be given.		Deneasha Strother	11/28/2018
<i>Notes:</i>					
Implementation:					
Evidence	3/24/2016	See EVAAS System for evaluation data.			
Experience	3/24/2016	Principal met with staff before each observation.			
Sustainability	3/24/2016	Continued monitoring of progress for goals set in conference.			

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>		Data is analyzed regularly along with observation data and many professional development sessions are attended by our staff as needs are recognized. Training also occurs within our Staff meetings and in PLC's as appropriate. Some improvement may be made as new teachers are hired. Budget constraints for substitute teachers affect planning some professional development, which causes us to have limited implementation.	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		By June 2018, reading proficiency will increase to 29%, math proficiency will increase to 27%, and science to 49%.		Crystal Wiggins	06/13/2018
<i>Action(s)</i>	<i>Created Date</i>		2 of 11 (18%)		
1	9/14/16	Weekly PLC meetings will discuss data to enhance instruction to meet the needs of all students.	Complete 02/01/2017	Crystal Wiggins	02/01/2017
<i>Notes:</i>					
2	9/14/16	Teachers will have a data day to breakdown data and make a plan on how to increase student achievement.	Complete 03/01/2017	Crystal Wiggins	03/01/2017
<i>Notes:</i>					
3	4/23/17	Weekly PLC will discuss data to enhance instruction to meet the needs of all students.		Crystal Wiggins	02/07/2018
<i>Notes:</i>					
4	7/22/17	Teachers will have a data day to breakdown data and make a plan on how to increase student achievement.		Crystal Wiggins	05/30/2018
<i>Notes:</i>					
5	11/7/17	Progress monitoring data that is gathered from red students biweekly, yellow students every 4 weeks, and green and blue students will be used to change instruction on a weekly basis based upon the current data.		Crystal Wiggins	06/06/2018

<i>Notes:</i>					
6	11/7/17	Benchmark data will be used to change instruction based on the needs of scholars.		Crystal Wiggins	06/06/2018
<i>Notes:</i>					
7	11/7/17	The coach's corner newsletter will be used to monitor how students are being progress monitored. The newsletter will be used a tool to guide instruction.		Emelia Gordon	06/06/2018
<i>Notes:</i>					
8	11/8/17	ST Math data wall will be used to track classroom performance of ST Math.		Elizabeth McConnell	05/30/2018
<i>Notes:</i>					
9	11/8/17	Wildly important goals, WIGs, will be created and used in the classroom to monitor and track progression towards classroom WIGs.		Pamela Michelle Hale	05/30/2018
<i>Notes:</i>					
10	11/8/17	A data wall will be created and used to monitor and track reading 3D data.		Elizabeth McConnell	05/30/2018
<i>Notes:</i>					
11	11/8/17	Student leadership notebooks will be used for students to be aware of their data, and set goals to improve their performance.		Katherine Schultz	05/23/2018
<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>		While effort is given to recruiting new staff and evaluations are completed frequently as our state requires, our staff is relatively new due to changes in our area's public schools, and last year's addition of 4th and 5th grades to our school. This year we have over 15 beginning and probationary teachers. Effort is given to offer comments of recognition and appreciation through weekly "kudos" on our Week At a Glance, the weekly Principal's newsletter to staff of upcoming events, and a weekly meeting (hallway huddle) during which star teachers are recognized. The school and district make an effort to reach potential candidates from graduating classes of universities in our area, as well as Teacher-Teacher, a national database, and district updates on candidates are sent out by Human Resource personnel. Teach for America and Stocks have a working relationship to encourage new teachers. District procedures for lateral entry are also in place. (Concern was expressed that more efforts to reach out to a more diverse population for our staff need to be in place.)	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		At the end of the 2020-2021, teacher turn over rates will decrease and staff moral will be high.		Elizabeth McConnell	06/09/2021
<i>Action(s)</i>	<i>Created Date</i>		3 of 9 (33%)		
1	9/14/16	Staff shout outs are done in the WAAG.	Complete 09/28/2016	Pamela Thornton	09/28/2016
<i>Notes:</i>					
2	9/14/16	There is a staff shout out board that people can leave positive comments about staff members.	Complete 02/01/2017	Pamela Thornton	02/01/2017
<i>Notes:</i>					
3	9/14/16	Monthly birthday celebrations will be held for staff members, as well as other staff celebrations throughout the year.	Complete 02/01/2017	Elizabeth McConnell	02/01/2017
<i>Notes:</i>					
4	4/23/17	Staff shout outs will be done through the Week At A Glance (WAAG).		Elizabeth McConnell	04/25/2018
<i>Notes:</i>					
5	7/22/17	There is a staff shout out board that people can leave positive comments about staff members.		Elizabeth McConnell	04/25/2018
<i>Notes:</i>					

6	11/8/17	A staff retreat will be held to build teamwork and work on common goals of the school.		Deneasha Strother	01/10/2018
<i>Notes:</i>					
7	11/8/17	STAR staff and STAR teacher will be chosen monthly based upon criteria that demonstrates exceptional performance.		Katherine Schultz	06/05/2019
<i>Notes:</i>					
8	11/8/17	A STAR wall will be used to show STAR staff, teachers, and students.		Katherine Schultz	06/05/2019
<i>Notes:</i>					
9	11/8/17	A culture plan will be created and used as a way to have monthly celebrations with staff.		Lois Glass	03/27/2019
<i>Notes:</i>					

Core Function:	Dimension E - Families and Community
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Effective Practice:	Family Engagement
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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>		Parents receive fridge notes with upcoming events. They are notified of Specific dates for Literacy Nights, Parent-Conferences, and similar events. In addition the school offers a website with some resources available online. Each week students take home-communication folders on Thursday for parents to review weekly work, and teachers use texts, phone calls, and Class Do-Jo for communication with parents.	Limited Development 02/19/2016		
<i>How it will look when fully met:</i>		At the end of the 2019-2020 school year parental involvement will be 60% in all school functions.		Katherine Schultz	07/01/2020
Action(s)	Created Date		5 of 17 (29%)		
1	9/14/16	Staff members took a field trip into the community and provided school supplies for students.	Complete 04/03/2017	Joy Glasser	04/05/2017
<i>Notes:</i> This has been done twice this year. It is scheduled for the end of year, but at this moment it has not be done. However, it is going to be marked completed, since it is scheduled.					
2	9/14/16	McTeachers Night will provide an opportunity for teachers to talk to parents about their child's progress.	Complete 04/03/2017	Joy Glasser	04/05/2017
<i>Notes:</i> A great turn out came to McTeachers night. Teachers were able to talk to parents and provide parents with their child's report cards.					

3	9/14/16	Monthly calendar of events are provided by administration discussing upcoming events.	Complete 12/06/2016	Joy Glasser	12/07/2016
	<i>Notes:</i>				
4	9/14/16	Thursday folders are sent home with newsletters, communications, and classwork.	Complete 09/28/2016	Joy Glasser	09/28/2016
	<i>Notes:</i>				
5	9/14/16	A Sunday night message will be sent out letting parents know about the upcoming events of the week.	Complete 10/05/2016	Lois Glass	10/05/2016
	<i>Notes:</i>				
6	4/23/17	Thursday folders are sent home in order to have communication with parents.		Katherine Schultz	02/07/2018
	<i>Notes:</i>				
7	11/8/17	A curriculum night will be held for parents to learn strategies to help their child be successful.		Twanna Dickens	06/05/2019
	<i>Notes:</i>				
8	11/8/17	PTO meetings will be held to invite parents to become actively involved in the school.		Tabatha Burns	06/05/2019
	<i>Notes:</i>				
9	11/8/17	Facebook announcements will be used to inform Stocks stakeholders of special celebrations, events, and announcements.		Tabatha Burns	04/24/2019
	<i>Notes:</i>				
10	11/8/17	All pro dads will be held the first Friday of each month to invite special men in Stocks scholars lives.		Twanna Dickens	06/05/2019
	<i>Notes:</i>				
11	11/8/17	A family dance will be held to invite families to come and celebrate with their scholar.		Amber Evans	05/29/2019
	<i>Notes:</i>				
12	11/8/17	Moms night out will be held to celebrate parents that play the role as MOM. Childcare, dinner, and a special celebration will be provided.		Emma Dodson	06/05/2019
	<i>Notes:</i>				
13	11/8/17	Poetry Cafe will be held to celebrate authors of poetry.		Elizabeth Abrams	06/05/2019
	<i>Notes:</i>				
14	11/8/17	A community bus trip will be conducted to have staff members do a good deed for the community.		Emma Dodson	04/10/2019

<i>Notes:</i>					
15	11/8/17	Fly up day will be used to prepare scholars for the next grade level.		Emma Dodson	06/06/2018
<i>Notes:</i>					
16	11/8/17	Class dojo parent connections will be used to have parents connect to their child's classroom as a way to actively communicate with parents.		Elizabeth Abrams	04/04/2018
<i>Notes:</i>					
17	11/8/17	Reading logs will be used to monitor students and the books they are reading at home.		Elizabeth McConnell	12/05/2018
<i>Notes:</i>					