

Comprehensive Progress Report

Mission: Walker Spivey Elementary School is committed to providing a safe, positive, and rigorous learning environment to prepare lifelong learners to reach their maximum potential.

Vision: Every student will have equitable access to rigorous and engaging learning that prepares them to be competitive, collaborative, and successful in our global world

Goals:

At least 40% of students in grades 3-5 will be proficient in reading and math by June 2023. At least 45% of students in grades 3-5 will be proficient in math by June 2024. At least 50% of students in grades 3-5 will be proficient in reading by June 2024. A2.04

Teachers will meet the social and emotional developmental needs of at least 80% of students using PBIS and SST by June 2023 to decrease discipline referrals by 25% . A4.06 By June 2024 to decrease discipline referrals by 10% . A4.06

Provide opportunities for parents to support learning at home through ClassDojo, Curriculum Nights, Parent Link, and two-way parent-teacher communication by June 2024. E1.06



! = 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 PBIS lesson plans will be utilized during structured PBIS weekly assigned times to instruct students on behavioral expectations and reward efforts to comply with teacher directives.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		Evidence of fully met will include a decrease in office referrals and a lower suspension rate in the school and on the buses, as shown by ABE Discipline data. PBIS matrix is displayed in every classroom and in areas around the school building. ClassDojo is consistently utilized to reinforce behavior expectations.		Latonica McDonald	05/30/2025
Actions			1 of 2 (50%)		
9/27/22	Teachers will develop a clearly defined behavior management system within their classrooms that is communicated and clarified to their students		Complete 05/26/2023	Latonica McDonald	05/31/2023
<i>Notes:</i>		2/7/2023 PBIS Spirit Night at chick Fila 12/14/2022 School wide PBIS celebration for 1st semester 9/30/22 PBIS Kick Off assembly for students 8/29/22 Teachers received weekly lesson plans for PBIS, copies of the matrix and classroom expectations 8/25/22 PBIS PD 1hr in Cafeteria by Latonica McDonald Summer 2022 Master Calendar updated to allow time weekly PBIS instruction as a resource block			
9/27/22	The Leadership Team and the PBIS team will conduct a minimum of two school-wide events (Fall/Spring) for scholars to understand the behavioral expectations of the school, the ClassDojo point system and the consequences outlined in the CCS Student Code of Conduct. Teachers will reinforce behavior expectations and utilize the incentives provided through the PBIS matrix daily.			Latonica McDonald	05/31/2024

Notes: Teachers assign ABE modules to assist with behavior expectations and the PBVIS matrix.
 Student support meets with tier 3 students to provide small group interventions and support.
 03/17/2023- PBIS Q3 celebration
 01/13/2023- PBIS Q2 celebration
 10/28/22-PBIS Q1 celebration for those who earned at least 150 ClassDojo points
 9/30/22 PBIS Kick Off assembly for students
 8/25/22 PBIS PD 1hr in Cafeteria by Latonica McDonald
 Summer 2022 Master Calendar updated to allow time weekly PBIS instruction as a resource block

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The instructional team monitors lesson plans and the implementation by providing feedback through CCS iRound walkthrough form. This feedback is then discussed at grade level to provide additional information on how to make necessary adjustments and ensure proper pacing is occurring.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		Evidence of fully met will include teachers fully developing comprehensive lesson plans that address whole and small groups, as well as remediation. The instructional team will continue to monitor lesson plans and their implementation by providing feedback. Feedback will be discussed at grade level to provide additional information on how to make necessary adjustments. mClass, Mastery connect benchmarks and End of grade testing are data sources that will be utilized.		Brandy Whitley	06/03/2025
Actions			1 of 5 (20%)		
	9/27/22	The Leadership team will conduct walk-throughs and lesson plan reviews to monitor lesson alignment and provide feedback.	Complete 05/26/2023	Brandy Whitley	05/31/2023

Notes: 9/25/23: 1st observations are coming up. Teachers should sign up for pre-conferences and review PDPs prior to preconference.

9/12/23: Eleot walkthrough took place on 9/12. Results shared with grade levels during PLCs.

Focus areas: Standards-aligned instruction, engagement through HYIS and differentiated small group instruction & independent practice

9/2023: iRounds have begun.

Coaches notes and coaching cycles

I-round Walkthroughs are provided for teacher observations and feedback:

I-rounds:

Google Folder for Plans:

I-round feedback:

Walk Through Schedule to provide support.

iRound schedule-

https://docs.google.com/document/d/1jGrTKUbvILbF8NuhudLc4JqO2PLzQ_B8mTlv3fOf2D8/edit?usp=sharing

WSES - iRounds CCS - Priority and Big Ideas Responses

https://docs.google.com/spreadsheets/d/1OCRw85_gHpxSyFZ_XpMBEkCyjJPSPeJfJvvcBLXwmY0/edit?ts=600f25d0#gid=0

8/10/23 The leadership team will conduct weekly walkthroughs to monitor lesson openings. Focusing on the beginning of the lesson and its purpose: Communicate learning target(s) with students, activate prior knowledge, warm-up, facilitate student grappling opportunities, and build classroom community.

Brandy Whitley

05/24/2024

Notes: 9/12/23: Eleot walkthrough took place on 9/12. Results shared with grade levels during PLCs.

Focus areas: Standards-aligned instruction, engagement through HYIS and differentiated small group instruction & independent practice

9/2023: iRounds have begun.

8/10/23	<p>The leadership team will conduct weekly walkthroughs focusing on student engagement and the task portion of the lesson. Identify opportunities for student feedback.</p> <p>Incorporate high-yield strategies to ensure students deeply engage in the content standards through: Higher Order Thinking/Questioning Distributed Summarizing Numbered Heads/Collaborative Pairs</p>		Brandy Whitley	05/24/2024
<p><i>Notes:</i> 9/25/23: 1st observations are coming up. Teachers should sign up for pre-conferences and review PDPs prior to preconference.</p> <p>9/12/23: Eleot walkthrough took place on 9/12. Results shared with grade levels during PLCs. Focus areas: Standards-aligned instruction, engagement through HYIS and differentiated small group instruction & independent practice</p> <p>9/2023: iRounds have begun.</p>				
8/10/23	<p>During PLCs, teachers will analyze student work from the lesson to determine the next steps during whole group instruction (guiding questions, scaffolding, additional tasks). Teachers will identify scaffolding opportunities for students. Student work and post-test data will be analyzed to group students for differentiated instruction.</p>		Leadership Team	05/31/2025
<p><i>Notes:</i> November 14-16, 2023-Grade Level Data Days(PLC)</p>				
9/27/22	<p>Teams will establish norms of PLCs within the school and meet weekly to analyze assessment data, making sure instructional activities and lessons plans are aligned to the NCSCOS and Essential Standards.</p>		Instructional Team	06/03/2025

Notes: March 24, 2023-STEM Day

bit.ly/WSESagendas

2022-203 Master Schedule:

<https://docs.google.com/spreadsheets/d/12vLLWpqnTPh8HPNsHgZITLEKCFk53czh9j3Jutz3PXw/edit?usp=sharing>

Teachers meet weekly in grade-level meetings to discuss plans. PLC Meeting minutes will be uploaded to the Google drive. Attach meeting times/dates

Teachers meet at their assigned planning time to collaborate. Teachers are given time for planning during resources. Link folder for meeting minutes

K-5 Student Cohort Data 2020-2021 updates:

https://docs.google.com/spreadsheets/d/1UaONnxORdlkcHvE8vBXH_417ovYaK3Zj2slood__muc/edit?ts=5ff5d409#gid=449632382

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>		<p>Teachers deliver whole and small group instruction to address Tier 1 and Tier 2 student needs. Tutors are being implemented to support Tier 2 and Tier 3 instruction.</p> <p>Struggling students should be consistently referred to SST team for additional structured support.</p> <p>Using tutors from multiple organizations to support students' growth and proficiency across all grades. Tutor scheduling and planning continues during PLC meetings. Will revisit groups in 5-10 week cycles to revisit data.</p>	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		<p>Evidence of implementation will include the early identification of all tiers of students will occur through data collection from Successmaker, MClass, Benchmarks, progress monitoring, and informal assessments.</p> <p>Students will be placed in small groups to best support their individual needs. Data informed decisions/adjustments will be made to support growth and proficiency. Documentation of lesson plans and student progress will be regularly reviewed in a shared drive by administration. Early identification and SST/AIG referrals will be made through bimonthly PLC data and discussions, teacher observations, and classroom walkthroughs.</p>		Ashly Allman	05/30/2025
<i>Actions</i>			0 of 4 (0%)		
	9/27/22	Leadership team will plan Professional Development on MTSS, Data Days and Planning- PLC Meetings to develop teacher capacity for utilizing data to make decision in lesson planning.		Latonica McDonald	05/31/2024

Notes: April 3-5, 2023- Data Days were held.
 ****Planned Summative Math task administration dates according to assessment cycles
 ****Planned K-4 mClass administration dates
 ****Planned for small group instruction based on 3-5 benchmark data

2022-2023

March 28,29, 30 Data Days

February 13, 15,16 Data Days

October 24,25,26 Data Days

- Data conversations continued in PLCs 11/15, 11/16

Data notebooks implemented 12/2/22

PLC-Data Conversations 11/15 & 11/16

HYIS PD/PLC 10/17/22

8/30-8/31, 2022 Mrs. Allman led PLC with SST refresher training during grade level PLCs

Staff Meetings every 1st Monday

PLC Meetings every Tuesday/Wednesday

Planning Meetings every Monday

9/27/22 Math and Reading: Teachers will follow the assessment cycles, according to the CCS Unit Guides and track their data. After reviewing the data from each standard, reteaching will occur during small groups and remediation. Documentation will be provided in small group lesson plans, data trackers and PLC planning minutes.

Lauren Wilson

05/31/2024

Notes: May 22, 2023- WSES EOG Schedule 2023 includes Project Success remediation days and opportunities for 3-5 scholars to retest.
 May 22, 2023-The SIT reviewed the Preliminary EOG data
 3-5 Reading: 35.3 % Proficient
 3-5 Math: 34.1% proficient
 5th Science: 36.1% proficient
 K-2 mClass: 69.2% Proficient
 We concluded that we exceeded the projected number of proficient students in all tested areas and the majority of our students have exceeded their EVAAS projections

February 27, 2023-Data Day follow up: Be sure that small group plans clearly show differentiation.

Planning and PLC agendas:
https://drive.google.com/drive/folders/1K4oyueIV21J7_0TUxReXW7WNZA1zI2sb?usp=sharing

WSES Academic Goal Setting 22-23:
https://docs.google.com/spreadsheets/d/1-AJfGtTvBQVzXODBNdvOETx_3HNJbjBuebVwkMNooFo/edit#gid=1871677923

Student Data Notebooks Implemented 12/2/22

1/23/23
 mClass Moy window is open
 Benchmark testing is currently taking place in grades 3-5.

9/27/22	Students in need of Tier II intervention will be identified based on the data from assessments and provided with the necessary interventions. Families will be involved in the MTSS and SST processes.		Ashly Allman	05/31/2024
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Notes: 9/26/22- Using tutors from multiple organizations to support students' growth and proficiency across all grades. Tutor scheduling and planning continues during PLC meetings. Will revisit groups in 5-10 week cycles to revisit data.

8/30-8/31, 2022 Mrs. Allman led PLC with SST refresher training during grade level PLCs

MTSS Team will monitor MTSS Referral Google Form and grade level documentation folders for data and documentation.

Previous year's MTSS data will be shared with new classroom teacher at the beginning of each school year.

10/24/22-FSU Bronco Expansion to provide academic support and enrichment activities for select bubble students.

1/23/23 Tutoring has started for K-5 afterschool. FSU Bronco expansion tutoring collaboration kick off took place on 1/17/2022.

6/9/23 Work displayed on the learning boards will be scored using rubrics, at least 2 times per quarter. Grade levels can determine which rubric best addresses their needs.

Lauren Wilson

05/31/2024

Notes: Evidence: learning boards with rubrics displayed, seen on walkthroughs

	KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			We are a PBIS school and have implemented a reward system and a school wide disciplinary process. All teachers and support staff are trained monthly by the school PBIS correlate. We are given updates about discipline data during MTSS meetings. There is a mid year refresher during the month of January. The team reviews and revises our practices/systems.	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>			<p>A.4.06 Evidence of implementation will include a decrease in office referrals and an increase in student achievement and attendance.</p> <p>All teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for support and interventions by addressing all social and emotional needs. Teachers are attentive to students' emotional states by taking time to listen attentively to student concerns and implement an action plan with the use of SEL lessons, behavior logs, student reflection sheets, class dojo, PBIS, consulting with student support services, and check in/check outs. Student support services will regularly monitor SEL expectations with students and teachers to include lessons based on Behavioral Intervention Monitoring Assessment System (BIMAS) data, effective use of classroom calm down corners, morning meetings, and needs based social emotional management strategies.</p>		Latonica McDonald	05/30/2025
Actions				2 of 3 (67%)		
		9/27/22	The school counselor will facilitate annual professional development on the following: SEL-focused morning meetings, Second Step, and research-based behavioral strategies and support (PBIS World). The counselor will provide on-going training throughout the school year to support teachers and staff. Administration will meet with teachers during beginning of the year teacher workdays to cover expectations for the school-wide discipline processes.	Complete 05/26/2023	Rachael Robinson	05/31/2023

Notes: October 30-November 21, 2023- BIMAS assessment window

May 22, 2023-EOY BIMAS window closed May 15th and 100 percent were complete.

April 17, 2023-EOY BIMAS window opened

January 24, 2023: BIMAS results were shared with teachers.

August, 26, 22: School will be participate in BIMAS screening again this year

August 24, 22: PBIS professional development

August 15, 2022: Back to School staff meeting

9/27/22

Administration will monitor ABE for a decrease of incident referrals, as a result of PBIS and teachers following the classroom management plans. All teachers will implement daily morning meeting sessions and weekly Second Step lessons to support social emotional learning as evidenced by their weekly lesson plans. All teachers will implement a Calm Corner within their classroom to support students in regulating their emotions.

Complete 05/26/2023

Latonica McDonald

05/31/2023

Notes: 11/3/23 - 1st PBIS Celebration will take place.

9/25/2023-K-2 will continue having a celebration at the end of every nine weeks. Each celebration will be combined with music at the end. 1st 9wks- Cupcake and frozen treat, 2nd 9wks- Glow Party(revamp, 3rd 9wks- Pizza Party, 4th 9wks- Dance Party

9/25/23-3-5 will participate in club activities. The Team will compile a list of the possible clubs the 3-5 teachers will host. Club Celebrations will occur 2 times every nine weeks. Once at mid-term and again at the end of the period. The list is due to Mrs. McDonald by Friday, 9/15/23.

May 22, 2023-The PBIS Team discussed the pros and cons of this year's program. We also discuss ways to improve for next year in order to meet the needs of students emotionally and intellectually. They will bring to the SIT retreat a calendar of events for next year that were discussed during their correlate meeting.

May 22, 2023- EOY BIMAS window closed May 15th(100 percent complete).

May 19, 2023-PBIS End of the year celebration

May 11, 2023-4th quarter PBIS Celebration-Ice Cream Truck

April 24, 2023-The PBIS and ABE data was discussed during the MTSS meeting.

April 17, 2023-EOY BIMAS window opened

March 17, 2023-3rd Quarter PBIS celebration.

Feb 17, 2023-The BIMAS window closed.

Teachers will follow the PBIS Matrix classroom management rules and procedures. (flow chart)

ABE Baseline: 80 incident referrals in 21-22 SY

BIMAS window is open.

Monthly SEL class lessons

BIMAS results were shared with teachers. 12/22

8/10/23 Implement SEL Fridays, using ABE and Who Knew It Data, to meet the tiered social-emotional and academic needs of our students, in collaboration with the MTSS/SST model at Walker-Spivey.

Ashly Allman

05/30/2025

Notes: 10/30/23-Carthens is meeting with her mentoring group twice a month afterschool.
 10/30/23-Partnership collaboration with the FSU mentorship program has started.

10/6/23-SST PLC meeting with grade level teachers.

9/1/23-SST has had its first SST PLC to discuss protocol and students with grade levels on September 1st.

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:		Teachers meet vertically to plan and collaborate with instructional coach weekly to discuss student progress. Administration is a part of this weekly planning to provide support during PLC.	Limited Development 09/27/2022		
How it will look when fully met:		Evidence of fully met will include a school-wide fully implemented plan in place that is consistent, intentional and supports transition from grade to grade and level to level using the MTSS model of tiered support based on student data that is monitored and discussed during vertical and weekly planning. Effective transition programs can alleviate many student concerns and provide supports for academic success.		Rachael Robinson	05/30/2025
Actions			3 of 4 (75%)		
	9/29/22	Kindergarten Transition with Beginners Day and Staggered Entry	Complete 09/02/2022	Rachael Robinson	05/31/2022
<i>Notes:</i>					
	9/29/22	5th grade visit as a rising 6th grader transition to Middle School	Complete 05/26/2023	Ashly Allman	05/31/2023
<i>Notes:</i>					
	9/27/22	Teachers will be provided a space within the master schedule to plan and collaborate during PLCs and Collaborative Planning.	Complete 05/26/2023	Rachael Robinson	05/31/2023

Notes: Teachers are given time to collaborate and plan with their grade level weekly.
 PLC Meetings every Tuesday/Wednesday
 Planning Meetings every Monday

Teachers are updated, as information is provided to instructional leadership weekly via Panther Times (Smore)

6/9/23 Provide weekly small group instruction to meet the needs of all learners, including extended learning opportunities for high-performing students and intensive intervention for at-risk students.

Lauren Wilson

05/31/2024

Notes: Evidence: small group lesson plans/documentation, walkthroughs, observations

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
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<i>Initial Assessment:</i>	The Leadership team consisting of the principal, the assistant principal, instructional coach will meet weekly to collaborate on academic, systemic and managerial concerns as well as other issues.		Limited Development 09/29/2022		
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Priority Score: 3 Opportunity Score: 2 Index Score: 6

How it will look when fully met:	The leadership team will have completed the task of overseeing the implementation of schoolwide initiatives, monitoring school activities, and schoolwide collaborative planning to address the many needs and concerns of students and staff at Walker-Spivey via distributive leadership being fully implemented to ensure collaboration.		Objective Met 04/26/23	Tiarra Kernan	05/31/2023
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Actions

9/29/22	The leadership team will develop a method of school-wide communication to inform staff of calendar events a school-wide initiatives.	Complete 05/26/2023	Latonica McDonald	05/31/2023
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	<p><i>Notes:</i> Panther Times was created to give teachers a school-wide update weekly via the SMORE newsletter. WSES Google Calendar</p>			
9/29/22	The leadership team will implement initiatives and events that are data informed for the encouragement of student growth.	Complete 05/26/2023	Admin Team	05/31/2023
	<p><i>Notes:</i> Leadership will provide (State/CCS data) to teachers to aggregate for planning. Teachers discuss assessment data during PLCs to inform their instructional planning.</p>			
9/29/22	The instructional leadership team will meet weekly to review, adjust, and plan school-wide initiatives.	Complete 05/26/2023	Admin Team	05/31/2023
	<p><i>Notes:</i> Leadership team meets weekly. https://drive.google.com/drive/folders/1Sq1eY21tQtCqLdMuMldtD6VKIHw2dc3I?usp=share_link</p>			
Implementation:		04/26/2023		
Evidence	4/26/2023 see school ClassDojo page			
Experience	4/26/2023 The leadership team met weekly to discuss classroom visits, school-wide data and upcoming events. Based off of those meetings, weekly communication (Panther Points) was sent home via phonecall and ClassDojo with important events, curriculum updates and attendance data. Quarterly state of the school addresses and the school marque were also used to share updates. Staff meets weekly during PLCs and receive a weekly digital newsletter, a SMORE called Panther Times, to stay informed of school events, academic updates and professional development opportunities.			
Sustainability	4/26/2023 Continue to ensure the Panther Points, Panther Times and marque are regularly updated.			

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>		Teachers meet for grade level planning weekly to address remediation plans, lesson plans, and all data points to effectively plan for the week ahead and address any gaps or issues that may have occurred during the previous week.	Limited Development 09/27/2022		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
<i>How it will look when fully met:</i>		Teachers meet for grade level planning weekly to address remediation plans, lesson plans, and all data points to effectively plan for the week ahead and address any gaps or issues that may have occurred during the previous week. Teachers will have had the opportunity to address individual student learning concerns and align their instruction to provide rigorous instruction and thoroughly prepare our students to be successful at the next level.	Objective Met 06/09/23	Rachael Robinson	05/31/2023
Actions					
9/27/22	Master Calendar will be revised for 2022-2023 SY to allow for planning and PLC time.		Complete 08/29/2022	Rachael Robinson	05/31/2023
<i>Notes:</i> PLC Meetings every Tuesday/Wednesday Planning Meetings every Monday Master Schedule: https://docs.google.com/spreadsheets/d/12vLLWpqnTPh8HPNsHgztLEKCFk53czh9j3Jutz3PXw/edit#gid=387718882					
9/27/22	Instructional Team will provide space and resources for teachers to effectively collaborate and plan for aligned instruction. The instructional team will support teachers in collecting and analyzing data and differentiating instruction as evidenced by their weekly whole group and small group lesson plans on a weekly basis.		Complete 05/26/2023	Lauren Wilson	05/31/2023

Notes: Room 24 is the instructional coaches room in which resources are available and teacher meeting space. Teachers are given times to meet and update lesson planning and to collaborate.

PLC Meetings every Tuesday/Wednesday
 Planning Meetings every Monday

Implementation:		06/09/2023		
Evidence	4/26/2023			
Experience	4/26/2023 Teachers are provided with a minimum of 2 planning periods per week. One of them is a 70 minute PLC with the instructional coaches.			
Sustainability	4/26/2023 Continue weekly PLC schedule			

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:		Administration complete walkthroughs and observations. Teachers are provided feedback of instruction and practices through written and verbal feedback. Walkthrough with Jennifer Lloyd focusing on classroom environment 9/19/22	Limited Development 09/27/2022		
How it will look when fully met:		Evidence of full implementation includes teachers receiving timely, clear, and constructive feedback from administration that provides them the necessary expectations in order to build their capacity. Administration will continuously monitor curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.		Rachael Robinson	05/30/2025
Actions			0 of 3 (0%)		
	9/27/22	Instructional Team will regularly complete walkthroughs or iRounds.		Rachael Robinson	05/31/2024

Notes: Leadership has completed recurring irounds. There is a set schedule for teachers to be observed. Feedback and updates are provided to all teachers.
 (Teacher Observation Dates)
https://docs.google.com/spreadsheets/d/1OCRw85_gHpxSyFZ_XpMBEkCyiJPSPeJfJvvcBLXwmY0/edit?ts=600f25d0#gid=0

9/27/22 Instructional coach will meet weekly with teachers to provide immediate support and feedback during collaborative planning.

Instructional Coaches

05/31/2024

Notes: The leadership team provided teachers with observation feedback in weekly PLC meetings.
 Collaborative Planning Folder:
 Irounds

6/9/23 Fully utilize instructional time for optimal learning opportunities by strictly following their grade-level instructional schedule.

Rachael Robinson

05/31/2024

Notes: Evidence: walkthroughs, observations

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>		Our teachers engage in PLC meetings with the instructional coaches and administration weekly during their resource time. Data is reviewed and plans are adjusted according to the results.	Limited Development 09/27/2022		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>		We will continue to incorporate stronger instruction by intentional small group planning based on student data. Our teachers will meet in PLC meetings for data review and any specific PD that is needed. They will meet again every week (according to their grade level) with the coach assigned to their grade level, to plan reading and math instruction.	Objective Met 06/09/23	Lauren Wilson	05/31/2023
Actions					
9/27/22	The Instructional team will facilitate a data cycle that allows them to collect and analyze data on a consistent basis and develop small group plans based on individual students' needs. The data cycle will be implemented for all K-5 teachers and reviewed during weekly PLC meetings. Instructional Coaches will monitor CCS Assessment administration and completion. Data will be collected, analyzed during PLC meetings.		Complete 05/26/2023	Lauren Wilson	05/31/2023
<p><i>Notes:</i> PLC's meetings occur weekly and teachers keep track of weekly meeting notes. Data is collected and analyzed in meetings.</p> <p>WSES Academic Goal Setting 22-23 Data Tracker: https://docs.google.com/spreadsheets/d/1-AJfGtTvBQVzXODBNdvOETx_3HNJbjBuebVwkMNooFo/edit#gid=1871677923</p> <p>Student mClass benchmark data (composite scores) will be reviewed and tracked on Data Wall in PLC room. Teachers meet with instructional coaches during PLC times to monitor BOY,MOY and EOY mClass Data.</p>					

9/27/22	The Instructional team will establish a Data Day at the conclusion of each district benchmark assessment (K-3 - mClass; 3-5 county-wide benchmarks) to analyze the data, identify school-wide trends, and develop remediation/enrichment plans for whole group and small group instruction. Title II funds will be utilized to support the cost of substitute teachers and additional necessary items for the professional development opportunity. A data update will be conducted during the monthly MTSS meetings to review school wide data, as it becomes available.	Complete 05/22/2023	Lauren Wilson	05/31/2023
<p><i>Notes:</i> May 22, 2022-The SIT reviewed the results of Indistar Needs Assessment - School Self Assessment. The team will come back on June 6, 2023(Summer SIT) with ideas for indicators for the SY of 22-23. School wide Data results concerning academics is shared during monthly MTSS meetings</p>				
9/27/22	Staff will have the opportunity to facilitate Staff led PD during staff meetings to showcase effective teaching strategies and skills.	Complete 03/10/2023	Tiarra Kernan	05/31/2023
<p><i>Notes:</i> 9/14/22 Wonders PD led by 5th grade teacher Tiarra Kernan 10/5/22 Canvas PD led by Kindergarten Teacher Sharisha Fuller 11/7/22 Data PD led by 5th grade teacher Tiarra Kernan 1/24/23 Differentiation PD led by Robinson at staff meeting</p>				
Implementation:		06/09/2023		
Evidence	4/26/2023 see Indistar MTSS meeting minutes			
Experience	4/26/2023 Instructional coaches monitor completion and discuss data during weekly PLC meetings. Data Days are held 3 times a year to dive further into data. MTSS meetings are held monthly, where attendance, discipline and academic data are discussed. Staff have facilitated PD sessions during staff meetings or after school events.			
Sustainability	4/26/2023 Consistent PLC meetings to monitor assessment implementation and data. Regular MTSS meetings.			

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>		Administration schedules observations to assess instruction. Teachers are recognized during staff meetings based on votes from their colleagues. Administration involves several staff members in the hiring process.	Limited Development 09/27/2022		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>		The school has an established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff/teachers.	Objective Met 06/09/23	Brandy Whitley	05/31/2024
Actions					
	9/27/22	The Leadership team will create and implement a schedule to formally observe all certified staff based on their evaluation type as determined by CCS Human Resources. The Leadership team will conduct a post-conference with certified staff after each formal observation to discuss instructional strengths, areas of growth, and provide tiered support. All certified staff will watch the CCS NCEES orientation within the first 10 days of the school year.	Complete 09/16/2022	Rachael Robinson	05/31/2023
		<i>Notes:</i> Step by step process on NCEES orientation shared during the back to school PD.			
	9/27/22	At monthly staff meetings teacher leadership, teacher growth, and other successes in the classroom and school are acknowledged.	Complete 05/26/2023	Latonica McDonald	05/31/2023

Notes: 9/25/23- Our correlate(Premier Professionals: Sunshine Hospitality) will take over Premier Professionals of the Month. Bates will send out a survey each month for staff to vote on a certified and classified staff member. Winners will receive a certificate at the monthly staff meeting.

May 25, 2023- EOY staff social and recognition

Certified and classified staff are recognized monthly, names and pictures are posted on the success board in the front office.

Our Sunshine Committee will schedule staff outings/socials

Celebration padlet
<https://padlet.com/rachaelrobinson3/3cx4ao5oo02564ec>

Appreciation Weeks throughout the school year (ex: Counselor's Week, Teacher Appreciation Week)

9/27/22	Administration will hire highly qualified staff to address the educational needs of the students and monitor staff that may need action steps.	Complete 05/26/2023	Rachael Robinson	05/31/2024
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Notes: April 29, 2023- CCS Job Fair
March 27, 2023- Mrs. Robinson shared updates on the Budget/Staff Allocation for 2023-2024.
ESSER and Title I funds will be used for positions due to our staff allocation.
We have recently hired highly qualified staff for different positions in our school to address educational needs.
(Bookkeeper) 9/29/22
2nd Grade Teacher 8/2022

Leadership monitors staff with PDP updates on professional goals for student learning.

PDP Goals

Our educator standards focus this year are:

Teacher- Standard III & Standard IV

School Counseling- Standard III & Standard IV

School Social Work- Standard III & Standard IV

School Media Coordinator- Standard II & Standard III

Instructional Coach- Standard II & Standard IV

Administration- Standards II, III and IV

Implementation:		06/09/2023		
Evidence	4/26/2023			
Experience	4/26/2023 Certified and Classified Premiere Professionals of the Month are recognized at each staff meeting and posted on front office board. Staff members share their celebrations and acknowledge their peers using a Padlet that is shared at each staff meeting. We have 4 Highly Effective Teacher pay slots. Walker-Spivey is represented at job fairs to seek out highly qualified staff.			
Sustainability	4/26/2023 Continue evaluating, rewarding and replacing staff as needed			

Core Function: Dimension E - Families and Community

Effective Practice:		Family Engagement			
KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>We currently offer several opportunities for parent and community engagement, including curriculum nights, CIS parent nights, parent teacher conferences, and celebrations such as Grandparents Day, Awards Day, Volunteer Lunch, etc. Our parents are notified through flyers, our marquee, Parent Link calls, Classdojo, and notes in the student folders.</p> <p>Historically we have had limited attendance to these events.</p>	Limited Development 09/27/2022		
<i>How it will look when fully met:</i>		<p>E1.06 - Evidence will include the participation on classdojo, and attendance at the school events.</p> <p>All families will be engaged and will respond to at least 60% of the schoolwide and classroom communications received. All classroom teachers and all parents/guardians will be connected to ClassDojo. Communications may include parent letters, report cards, progress reports, conference invitations, surveys phone calls, emails, and ClassDojo from teachers and administration, including the quarterly State of the School address. Parents/Guardians will attend at least 2 events held at the school, which will include but not limited to Curriculum Night (3 times per year), awards day ceremonies, and parent/teacher conferences (at least 2 times per year).</p>		Rachael Robinson	05/30/2025
Actions			3 of 4 (75%)		
	9/27/22	The Leadership Team will create and distribute a quarterly digital newsletter that communicates a) upcoming school events, b) important instructional reminders, c) family engagement activities at home, and d) strategies to support students instructionally at home. Parents will also receive weekly updates via ClassDojo and through the Panther Points phone call.	Complete 05/26/2023	Rachael Robinson	05/31/2023

Notes: October 27, 2023-Parents received literacy strategies and curriculum updates at our recent RtA/Literacy curriculum night.

September 29, 2023- mClass HomeConnect letters were sent home notifying parents of the BOY scores, including suggested activities to help their child at home.

March 10, 2023- 3rd Quarter State of the school address posted on dojo and twitter.

Weekly updates and calendar events are posted on ClassDojo.

Parents receive a weekly recorded phone call, "Panther Points", every Friday.

1/23/23 State of school address was sent out to families

9/27/22 The School Improvement Team members will identify and facilitate at least four (4) family engagement activities that are aligned to the school's goals and CCS Strategic Priorities by the end of the school year. Title I funds will be utilized for family engagement materials, refreshments, etc. Host Curriculum Nights and Parent Teacher Conference nights to share strategies for families to support their students at home.

Complete 03/23/2023

Rachael Robinson

05/31/2023

Notes: September 14, 2023- Title I Curriculum Night and Back to School Bash: families received grade-level newsletters with pertinent instructional information for upcoming and recent learning standards.(Successful Students Correlate Update)
 April 24, 2023-4th quarter Progress Reports were sent home.
 March 23, 2023- Spring Concert/K-5 Curriculum Night
 March 17, 2023-3rd quarter Report Card were sent home./Quarter 3 Awards Assemblies
 February 6, 2023-3rd quarter Progress reports were sent home.

Parent Teacher Conferences

Jan 24-27, 2023

Nov 1-4, 2022

Jan 10-21, 2022

October 2021

*Saw an increase in engagement during 21-22 SY when we provided food for the families (Chick-Fil-A)

Curriculum Night

3/23/23

10/20/22

9/22/22

Progress Reports sent home 11/17.

9/27/22	Teachers post monthly in ClassDojo about its expectations of the students and what parents can do at home to support their children's learning.	Complete 05/26/2023	Tiarra Kernan	05/31/2023
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Notes: ClassDojo teacher posts are monitored monthly for updates.

9/27/22	Staff will collaborate with communities in schools to increase parental involvement with school activities and curriculum.		Rachael Robinson	05/31/2024
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Notes: 4/19/23-CIS Financial Literacy Workshop @ WSES at 6:00pm
 4/18/23-CIS Parent Workshop Flyer shared
 3/2/23-CIS Parent University Newsletter shared
 2/7/23-CIS Parent University Newsletter shared for Feb 9
 1/24/23-CIS Parent University Newsletter shared for Jan 26
 1/9/23-CIS Parent Workshop for Jan 12
 *** All flyers are posted on ClassDojo.