

## Comprehensive Progress Report

**Mission:**

We will ensure all decisions, actions, and resource allocations are made in the best interest of students.

**Vision:**

Students First.

**Goals:**

Increase graduation rate from 82% to 87% by the end of the 2021-2022 school year as endorsed by NCDPI.

Increase all subgroups to reach 55% enrollment in AP courses for the 2022-2023 school year. To achieve our target goal of 55% in our target demographics we need to identify an additional: Black/African American-43 students Hispanic/Latino -31 students Multiracial: 6 students Outside of targeted subgroups, but needed to reach 55% goal: Asian: 4 students White: 10 students

To provide a duty-free lunch period for every teacher on a daily basis (A4.06)

Provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of providing an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours (A2.04).

Provide a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors (A4.06).

Provide academic, social, and emotional strategies to current 10th graders during Bulldog Block in order to reach a graduation rate of 95% by 2024.



! = Past Due Objectives

KEY = Key Indicator

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>		Overall, our school culture needs to improve in data driven instruction and the continuous improvement model (Plan, Do, Check, Act) . PLCs meet at least twice a month to discuss collaborative and active learning strategies. PLC also discuss common assessment data along with best practices that support EL, EC, and AA male learners.	Limited Development 06/14/2019		
		Priority Score: 2	Opportunity Score: 2	Index Score: 4	
<i>How it will look when fully met:</i>		<p>When this objective is fully met, instructional staff will utilize PLC agenda forms to provide evidence of :</p> <ul style="list-style-type: none"> <li>• Fluid assessment, pacing, cyclical and spiraling calendars (Google Links)</li> <li>• Ongoing re-evaluation of units of instruction and alignment</li> <li>• Differentiated Lessons</li> <li>• Review of pre-requisite, assessment data, Essential Standards</li> <li>• Mastery and Enhanced Learning</li> </ul>		LaShaunda Pankey	01/26/2023
<b>Actions</b>			<b>5 of 6 (83%)</b>		
8/31/20	Intentional hiring of English and Math coaches for English II, Math I, and Math III. Selections were made within the school building to build capacity and enhance school culture.	Complete 08/25/2021	Vincent Golden	08/25/2021	
	<p><i>Notes:</i> Marcia Smith- English Annette Harrison-Math</p> <p>12.1.11-Coaches will continue to provide weekly updates to Admin team. Their reports include PLC common assessment data for EOCs, remediation plans, and coaching plans for the upcoming week. Our Math Coach will continue to engage in professional development sessions to deepen her understanding of Mastery Connect.</p>				
9/1/21	Purchased 15 new Promethean Boards to assist with student engagement and increase learning opportunities. Student engagement and technology learning opportunities will be monitored using our BHS walkthrough form (See B3.03).	Complete 08/25/2021	Vincent Golden	08/25/2021	
	<i>Notes:</i>				

1/7/21	Master Schedule to include EC and EL co-taught inclusion classes for Math I, English II, Biology, and World History.	Complete 08/25/2021	Phil Riley	09/20/2021
<i>Notes:</i> This is ongoing until our headcount is finalized.				
9/1/21	Embed MasteryConnect into all core content (no AP, CTE, or elective courses) with a strategic focus on enrichment and remediation efforts by PLC members.	Complete 01/21/2022	LaShaunda Pankey	01/22/2022
<i>Notes:</i> -During beginning of the year, all staff will be trained on MasteryConnect. -Additional training will be provided to Admin, Coaches, and PLC Leads in order to support staff needs.  12.01.2021-EOCs are using MasteryConnect and district assessments to assess student performance. Additional district support (assessment corrections, district expectations, etc.) to ensure MasteryConnect is being utilized with fidelity.				
10/14/19	Present revamped PLC agenda template to staff members to include intervention strategies and activities based on Common Assessment data. PLC agenda will include a section dedicated to MasteryConnect data discussions. Teachers will be responsible for including action steps coming from PLC meetings in their lesson plans. A connection to new curriculum and how MasteryConnect data will drive teacher discretionary moves when planning lessons.	Complete 09/28/2022	LaShaunda Pankey	09/21/2022
<i>Notes:</i> This is to occur during the Back to School orientations. PLC Facilitators will update the template twice a month based on PLC meetings. Continuing progress monitoring of PLC notes and Admin feedback is needed to fully execute this action item.  12.01.2021- PLCs will continue to utilize the PLC template to enhance best teaching practices, remediation strategies for standards not yet mastered, and improve their understanding and use of MasteryConnect. Admin and Facilitators will continue to monitor PLCs and provide feedback to PLCs while working more intensely with teachers who need additional support.  5.11.2022-These action items and practices will continue into the next school year.				
9/4/19	PLC leads to receive monthly coaching, feedback, and resources on the DDI cycle to ensure standards aligned curriculum, effective delivery of instruction and assessment along with appropriate strategies for mastery learning.		LaShaunda Pankey	01/20/2023

Notes: PLC leads will need to provide analysis to SLT representative and/or SLT chair to progress monitor.

Focus Areas Include:

MasteryConnect  
Bulldog Block (interventions)  
SEL support (7 mindsets curriculum)

12.01.2021-This is ongoing. Continued monitoring of the Bulldog Block, including the use of 7 Mindsets curriculum is needed in order to implement with fidelity.

5.11.2022-This action item will continue into next year in order to ensure practices and expectations are implemented with fidelity amongst all staff members.

<b>Implementation:</b>		05/11/2022		
<b>Evidence</b>	5/11/2022			
<b>Experience</b>	5/11/2022			
<b>Sustainability</b>	5/11/2022			

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>		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. Currently our school is in the novice stage within this indicator. Therefore, we are implementing practices to reach the district's goal of equity in learning across all content areas. Action Items for the 21-22 school year include:	Limited Development 09/06/2019		
<i>How it will look when fully met:</i>		When this objective is fully met, our school will have fully implemented MTSS-A&B at all three levels. This includes establishing clear processes, procedures, and guidelines for each (tier, core, supplemental, intensive), along with clear processes for what it means to transition a student from tier one to tier three and vice versa. Evidence of full implementation will include PLC agendas, SLT minutes, professional development, and the creation of standard of excellence for instruction and behavior.		LaShaunda Pankey	01/26/2023
<b>Actions</b>			<b>7 of 12 (58%)</b>		
9/1/21	Hiring of a designated admin to focus on MTSS.		Complete 08/25/2021	Vincent Golden	08/25/2021
<i>Notes:</i>					
1/11/21	Restructure Master Schedule to reflect Bulldog Block (SEL and Intervention). Teachers will use small groups during intervention time to address remediation concerns. Teachers will be required to identify the skill/standard of focus during small groups. Data is monitored in Mastery Connect.		Complete 08/25/2021	Phil Riley	08/27/2021
<i>Notes:</i>					
5/12/22	Hold an AP town hall for identified AP students to ask questions and share experiences, and hear from peers more information about AP courses.		Complete 03/16/2022	Phillip Price	03/16/2022
<i>Notes:</i>					
9/1/21	English coach will utilize data from Mastery Connect, Walkthroughs, and MTSS meetings to provide small groups of students with AVID strategies for success.		Complete 06/08/2022	Marcia Smith	06/15/2022
<i>Notes:</i>					

9/1/21	Support Services (Counselors, social worker, school psychologist) will provide small group behavior intervention sessions.	Complete 06/08/2022	Bobbie Cloud & Michael Nazer	06/15/2022
<i>Notes:</i> 5.11.2022-Student Support Services utilized the Panorama Student Survey to provide small group behavior sessions to students first and second semester. This action will continue into next school year in order to implement with fidelity including progress monitoring of student behavior of students assigned to the small groups.				
9/1/21	Each senior counselor will meet one on one with each member of the senior class to provide support in graduation requirements and post secondary plans.	Complete 06/08/2022	Bobbie Cloud & Michael Nazer	06/15/2022
<i>Notes:</i>				
9/1/21	Provide monthly professional development to teachers utilizing Zaretta Hammond's book Culturally Responsive Teaching and the Brain.	Complete 06/08/2022	LaShaunda Pankey	06/15/2022
<i>Notes:</i>				
9/3/20	Teachers will utilize common assessments and other data points to conduct student conferences (content mastery-80% vs non mastery) in class and during advisory block.		LaShaunda Pankey	01/06/2023
<i>Notes:</i> 5.11.2022-This is an ongoing action item.				
9/1/21	Teachers will utilize Monday, Tuesday, Thursday and Friday for academic based intervention based on common assessment data and to build students' confidences and motivation in their academic performances.		LaShaunda Pankey	01/06/2023
<i>Notes:</i>				
9/6/19	Create standards of excellence for MTSS A to that includes unit and lesson planning, data dives, reteaching, re-looping, enrichment for cyclical review of content standards, review lessons to ensure standard alignment, on-boarding processes for new staff members.		Chris Satterfield	01/20/2023
<i>Notes:</i> 12.01.2021-This action is ongoing. Conversations with district personnel have begun and will need to continue in order to streamline academic expectations and interventions for high school students.  5.11.2022-This action will continue into the next school year. Conversations with district personnel continue and academic interventions have begun with the use of IDream.				
8/31/20	The MTSS team will communicate to staff chronic absentees, repeating behavior and academic failing two or more courses in order to recommend and place supports for at risk students.		LaShaunda Pankey	01/20/2023

*Notes:* 5.11.2022-This is an ongoing action item. The immediate focus area at this time is Chronic Absenteeism. Staff members (Corzine, Heston, and Parker) are embedding Check n Connect into their daily practices to address student concerns. Our Student Services team continues to conduct home visits as means to support student academic success.

9/1/21 Restructure Tier 2 and Tier 3 MTSS practices to include clear interventions and progress monitoring data points using research based interventions for high school.

LaShaunda Pankey

01/20/2023

*Notes:* 5.11.2022-This is an ongoing action item that will continue into next school year.

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
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*Initial Assessment:*

Currently our school is in the intermediate stage within this indicator.

Limited Development  
09/13/2019

*How it will look when fully met:*

Upon full implementation, staff will be able to provide instruction, modeling, classroom norms, and caring attention that promotes students' self-respect, management of emotions, concerns for others, and responsibility. Staff will be able to implement evidence-based programs that assist in the creation and sustainability of a healthy classroom and school culture. Upon full implementation our staff will be able to engage parents to gain a better understanding of their child and equip them with tools to foster social and emotional competency at home. Evidence of this target includes the full implementation of MTSS A &B and 7 Mindsets embedded into Bulldog Block (Intervention Block) with an intentional focus on social and emotional learning.

Vincent Golden

01/26/2023

**Actions**

**5 of 7 (71%)**

1/7/21 Admin will provide and model incentives, activities, and strategies that engage staff in promoting a positive school culture in a hybrid learning environment.

Complete 01/10/2022

Vincent Golden

05/21/2022

*Notes:* Ongoing. Staff motivation activities occur the 2nd and 4th month of every month after school.

8/31/20	Embedding SEL block on Wednesdays each week for 45 minutes for teachers and counselors to check in with students regarding emotional states. Teachers will utilize the 7 mindsets curriculum.	Complete 01/10/2022	LaShaunda Pankey	05/21/2022
<i>Notes:</i> Wednesday for 45 minutes				
5.11.2022- This is an ongoing action item and will continue into next school year in order to implement practices with fidelity.				
9/1/21	Purchase quarterly student incentives based on academic and behavior goals set (attendance, no OSS, 10% increase in Mastery of Standards).	Complete 01/20/2023	Vincent Golden	06/15/2022
<i>Notes:</i>				
9/9/21	Our English facilitator will receive monthly AVID training and provide PD to English I teachers.	Complete 06/01/2022	Vincent Golden	06/21/2022
<i>Notes:</i>				
9/3/20	MTSS team will conduct the Panorama Student survey to gather student perception data about teaching, learning, and school climate.	Complete 11/15/2022	Caroline Corzine	11/15/2022
<i>Notes:</i>				
9/3/20	MTSS team will utilize Panorama data to engage staff in monthly activities that enhance students voices and overall educational experiences.		LaShaunda Pankey	01/26/2023
<i>Notes:</i> This is an ongoing action item. The team is working to understand the district's expectation on how to onboard staff in utilizing Panorama data.				
Student Interest Survey was conducted by the SIT to gather data on students' school experiences and how to staff can have a greater impact in students' school experiences.				
9/13/19	Our MTSS Team will provide staff and students with monthly strategies for teaching coping skills that will enable staff to process their emotions and build resilience in their classroom.		LaShaunda Pankey	01/26/2023
<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
<i>Initial Assessment:</i>		Our principal administrative team, and department chairs currently conduct walkthroughs to provide feedback to instructional staff. PLCs meet bi weekly and utilize the PLC agenda form to discuss instructional strategies, assessment data, and differentiation.	Limited Development 09/13/2019		
<i>How it will look when fully met:</i>		Upon full implementation, our instructional leadership will not only conduct weekly and quarterly walkthroughs but will also calibrate feedback to build capacity and achieve learning goals. Administrative walkthroughs will include feedback regarding Bulldog Blocks.		Vincent Golden	01/26/2023
<b>Actions</b>			<b>4 of 7 (57%)</b>		
9/1/21		The principal and admin team will solicit feedback to improve professional development sessions based on Zaretta Hammond's book, Culturally Responsive Teaching and The Brain.	Complete 08/25/2021	Vincent Golden	08/25/2021
<i>Notes:</i>		5.11.2022-Staff has identified key strategies needed to create a more inclusive and supportive classroom environment and school culture. Next year, staff will apply strategies learned to provide a more inclusive environment for all students.			
9/1/21		School order purchase of Culturally Responsive Teaching and The Brain by Zaretta Hammonds for the entire staff.	Complete 08/16/2021	Vincent Golden	08/25/2021
<i>Notes:</i>					
9/1/21		The principal and admin team will solicit feedback to improve professional development sessions based on Zaretta Hammond's book, Culturally Responsive Teaching and The Brain.	Complete 06/08/2022	Vincent Golden	06/08/2022
<i>Notes:</i>					
5/11/22		The principal will meet monthly with PTSO to inform parents of students' academic successes, social, club, and community events. Additionally, the principal will address parents concerns and supports needed for a positive school environment.	Complete 06/08/2022	Vincent Golden	06/11/2022
<i>Notes:</i>		5.11.2022- These monthly have been a success. Members of the PTSO appreciate the transparency of the principal in his efforts to improve the school and community culture by increasing staff and student recognition.			

9/9/21	Weekly, the principal and admin will provide intervention block feedback to teachers according to our Intervention Block Walkthrough form.		Vincent Golden	01/20/2023
<i>Notes:</i> 5.11.2022-This is an ongoing action item and will continue into the next school year to ensure practices are implemented with fidelity.				
9/1/21	The principal and admin team will facilitate data checks each semester with a focus on EOC courses and English I.		Vincent Golden	05/22/2023
<i>Notes:</i> 5.11.2022- English and Math Facilitators meet weekly to discuss common assessment data, reteaching and relooping plans, and other action steps needed to improve academic performance in EOC courses. We will continue to strengthen this action next year by providing feedback to facilitators based on weekly reports presented to the admin team.				
9/13/19	Monthly, the principal and Admin team will conduct weekly walkthroughs and provide feedback to teachers based on the 8 high leverage instructional strategies which aligns to the district's core actions.		Vincent Golden	06/08/2023
<i>Notes:</i> Our administrative team meets weekly to develop a walk through schedule for the following week. Our current focus area is student engagement in a hybrid environment.				
5.11.2022-We will continue this action next year in order to effectively coach irreplaceables, novice teachers, and teachers who may need support implementing the 8 high leverage instructional strategies into their lesson plans.				

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>		Our school currently utilizes ConnectEd, newsletters, social media, positive phone calls home, and mailings to communicate with parents regarding academic and behavior expectations.	Limited Development 09/13/2019		
<i>How it will look when fully met:</i>		Upon full implementation our school will utilize various resources to not only inform parents of academic and behavior expectations but also provide strategies and community resources that will assist in creating and sustaining home and school connections.		Vincent Golden	01/26/2023
<b>Actions</b>			<b>5 of 7 (71%)</b>		
	3/2/21	Conduct Rising 9th grade orientation and Back to school videos for students	Complete 08/25/2021	Vincent Golden	08/25/2021
<i>Notes:</i>					
	1/7/21	Admin to create safety videos for Butler's community to inform them of safety procedures and protocols upon returning to school.	Complete 02/04/2022	Melissa Booth	12/03/2021
<i>Notes:</i>		Note: utilize the safety video as we plan for the 21-22 school year.			
	9/3/20	Daily, our school Instagram and Facebook pages provide updates to families regarding upcoming activities and engagement opportunities.	Complete 02/11/2022	Vincent Golden	05/21/2022
<i>Notes:</i>		This is an ongoing action item			
	9/3/20	Utilize the school website along with Instagram and Facebook to promote a safe school and community, bullying and weapons free by utilizing our See Something, Say Something app.	Complete 02/11/2022	Vincent Golden	05/21/2022
<i>Notes:</i>		This is an ongoing action item.			
	2/4/20	Mr. Golden will solicit feedback from staff, students, parents, and other key stakeholders on improving communication efforts while also obtaining information on efforts to improve the social and emotional well-being of the school community.	Complete 06/08/2022	Matthew Garcia	06/08/2022
<i>Notes:</i>					
	9/3/20	Mr. Golden will hold "B Informed" virtual sessions with families and the Matthews community to engage stakeholders.		Vincent Golden	01/06/2023

*Notes:*

1/11/21 Monthly, our Bulldog Blitz (virtual newsletter) will be sent to parents to engage them in school events.

Vincent Golden

06/15/2023

*Notes:*