

## Comprehensive Progress Report

**Mission:** The mission of Conway Middle School is to work in partnership with families and communities using a holistic approach to empower students to become responsible and engaged citizens.

**Vision:** The vision of Conway Middle School is to have a safe, orderly and effective school that provides a wholesome learning environment and strong, competitive learners.

**Goals:**

By the end of the 2019-2020 school year, Conway Middle School will decrease the number of non-proficient students from 73.50% to 66.15% in ELA/Reading as measured by NC End-of-Grade Test. (Aligned to NCS Goals 1-2, SBE Goal 2)

By the end of 2019-2020 school year, Conway Middle School will increase proficiency in grade 5 in science, from 49.10% to 54.19% as measured by the NC End-of-Grade test. (Aligned to NCS Goals 1-2, SBE Goal 2)

By the end of 2019-2020 school year, Conway Middle School will increase proficiency in grade 8 in science, from 57.10% to 61.39% as measured by the NC End-of-Grade test. (Aligned to NCS Goals 1-2, SBE Goal 2)

By the end of the 2019-2020 school year, 100% student at Conway Middle School will have a minimum of two parent participation, involvements, communications per semester as measured by sign-in sheets, contact logs, and home communication logs. (Aligned to NCS goal 5, SBE goals 1, 5)

By the end of the 2019-2020 school year, Conway Middle School will decrease the number of non-proficient students from 79.34% to 71.40% as measured by the NC End-of-Grade Test of Mathematics. (Aligned to NCS Goals 1-2, SBE Goal 2)



! = 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>		All teachers will continue to improve upon their classroom management skills. Teachers will continue to teach classroom and school wide expectations daily to insure the students are meeting the behavior expectations and following the standards in the Student Code of Conduct for Northampton County Schools.	Limited Development 09/23/2019		
<i>How it will look when fully met:</i>		When the objective is being fully met there should be a significant decrease in the following: <b>Disruptive Behavior, Referrals, and ISS/OSS Incidents.</b>  To determine the success rate of the objective CMS will view the following data: <b>Classroom Referrals, ISS Reports, and OSS Reports.</b>		Kendall Charity	06/20/2020
<i>Actions</i>			<b>0 of 1 (0%)</b>		
	9/23/19	Monitor the discipline data being generated at CMS.		Kathy Powell	06/10/2020
<i>Notes:</i> Kathy Powell will present a Discipline Data Report Weekly.					

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>		CMS is implementing Pearson ELA, Pearson Math, Edmentum, Exact Path, and Study Island to use as instructional resources for grades 5-8.	No Development 05/24/2016		
		Priority Score: 3                      Opportunity Score: 3	Index Score: 9		
<i>How it will look when fully met:</i>		<p>Every content teacher will create weekly lesson plans aligned to the resources being used at CMS. Teachers will receive weekly feedback on the lesson plans to insure Performance Based Standards and Alignment. Teachers will also receive training for the new lesson plan format and performance based standards.</p> <p>Teachers meet weekly during content PLC's with administration to assure vertical alignment is taking place. Teachers are required to upload their plans to a district portal.</p> <p>CMS can monitor results from classroom assessment, benchmarks, standardized assessments, and teachers will track usage time on electronic resources.</p>	<b>Objective Met 10/03/18</b>	<b>Mark Long</b>	<b>06/12/2020</b>
<b>Actions</b>					
	9/23/19	Teacher will receive training on the new lesson plan format and performance based standards.	Complete 10/01/2019	Mark Long	08/16/2019
		<i>Notes:</i> The district will select future training dates.			
	9/23/19	Weekly review and feedback on the lesson plans.	Complete 06/12/2020	Mark Long	12/20/2019
		<i>Notes:</i>			
<b>Implementation:</b>			10/03/2018		
<b>Evidence</b>		10/3/2018 - See evidence uploaded.			
<b>Experience</b>		10/3/2018 10/3/18- Staff has improved in their knowledge and implementation of NCSCOS.			
<b>Sustainability</b>		10/3/2018 10/3/18- Continue to work on modules, DLC implementations, and other programs instituted by the district/state to improve instruction.			

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 is using Edmentum's Exact Path and Intervention which is built into the daily school.	No Development 05/24/2016		
<i>How it will look when fully met:</i>		Standard Treatment Protocols will be established and utilized. Teachers will know specifically what to do based on the level of intervention needed for behaviors and for academics.  Evidence: Standard Treatment Protocol.		Kendall Charity	06/12/2020
<b>Actions</b>			<b>0 of 6 (0%)</b>		
	9/23/19	Intervention will be built into the daily schedule in an effort to meet the needs of all CMS students.		Kendall Charity	11/03/2019
<i>Notes:</i>					
	9/2/18	Provide Labkits to Science department and LearnEd books for students.		Tonica White	11/15/2019
<i>Notes:</i>					
	9/2/18	Provide student data tracker notebooks for students to track and monitor and their own assessment data.		Kendall Charity	11/19/2019
<i>Notes:</i>					
	8/31/18	Establish tutorials which focuses on district goals for ELA, Math, and Science, as well as social emotional.		Tonica White	12/01/2019
<i>Notes:</i>					
	9/24/19	District Level Review of the MTSS		Kendall Charity	12/17/2019
<i>Notes:</i>					
	9/2/18	Continue the NC STEM club, meetings held 2x a month to increase students knowledge of science, technology, engineering, and math.		Christina Charity	06/30/2020
<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
<i>Initial Assessment:</i>			Teachers build a rapport with their students and attempt to address students' emotional needs. Teachers refer students to counselor for services and interventions. School has an active PBIS Program and continues to improve upon its effectiveness.	No Development 05/24/2016		
<i>How it will look when fully met:</i>			Teachers support their students' development of social and emotional needs through implementation of evidence-based programs and the creation of a healthy classroom culture.  School Counselor uses the North Carolina Guidance Curriculum for the Comprehensive School Counseling Program. Secondly, the counselor utilizes the ASCA National Model for School Counseling that operates on the four components of a counseling program such as Foundation, Management, Delivery and Accountability.		Melvetta Taylor	12/19/2019
<b>Actions</b>				<b>0 of 4 (0%)</b>		
	12/5/16	Implement incentives and rewards based on completing PBIS tasks.			Christina Charity	11/07/2019
		<i>Notes:</i> Established a PBIS team that meets regularly to plan and implement PBIS tasks and incentives.				
	9/23/19	Staff will receive updated PBIS training.			Randy Artis	11/07/2019
		<i>Notes:</i>				
	9/23/19	Staff will receive Social and Emotional Development.			Tikisha Joyner-White	12/24/2019
		<i>Notes:</i>				
	9/26/16	The Guidance Counselor will meet with at-risk students once a week and in identified small group settings to teach them appropriate skills and conduct interventions.			Melvetta Taylor	06/07/2020
		<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>		Transition plans are currently being created for 4th to 5th grade and 8th to 9th grade.	Limited Development 09/23/2019		
<i>How it will look when fully met:</i>		<p>When this objective is being fully met there will be seamless transitions between all the grade levels at Conway Middle School and for those students attending Northampton County High School and the Northampton County Early College.</p> <p>CMS will provide policies and procedures in place to insure that both teachers and students are represented in this critical time of transition. Key data will guide the process: <b>Class Averages, EOG Scores, Attendance Data, and Discipline Data.</b></p>		Melvetta Taylor	05/07/2020
<b>Actions</b>			<b>0 of 2 (0%)</b>		
	9/23/19	Early College preparation process for 8th graders.		Ashita Harris	12/04/2019
	<i>Notes:</i>				
	9/23/19	Orientation events for grade levels, high school, and early college.		Melvetta Taylor	12/15/2019
	<i>Notes:</i>				

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Strategic planning, mission, and vision			
!	KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			<p>CMS has a School Leadership Team that meets twice a month. During the meeting attendance and notes are taken to be shared with the staff.</p> <p>At the district level there is a C&amp;I Team (Curriculum and Instruction) to provide additional support for schools.</p>	Limited Development 09/23/2019		
<i>How it will look when fully met:</i>			<p>When this objective is being fully met the SLT provides the plan for CMS as it relates to Instruction, Discipline, Physical Plant, Scheduling, and Athletics.</p> <p>C&amp;I is in constant communication with CMS in reference to policies, procedures, goals, instruction, and planning. They offer support to help increase the overall proficiency of the school.</p>		Laini Boyd	12/03/2019
<b>Actions</b>				<b>0 of 4 (0%)</b>		
	9/23/19		Creation of a calendar for meeting dates.		April Deberry	12/15/2019
			<i>Notes:</i>			
	9/23/19		SLT will collect and analyze data from EVAAS, Encase 21, NC Finals, and EOGs.		Christina Charity	12/15/2019
			<i>Notes:</i>			
	9/23/19		C&I Team will conduct Learning Walks and provide teachers with provide.		Tonica White	12/17/2019
			<i>Notes:</i>			
	9/23/19		Minutes will be recorded and shared with the staff.		April Deberry	06/30/2020
			<i>Notes:</i>			

	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>			<p>Meetings held sporadically with little notice. Agenda dictated by administrator and usually concerns pressing, approaching deadlines.</p> <p>8/21/18: Since August 2017 meeting have been held regularly on the 2nd and 4th Tuesday of the month. Every month meetings have run a little bit smoother and have a clearer sense of direction as the team becomes better at understanding the process.</p>	No Development 05/24/2016		
<i>How it will look when fully met:</i>			The leadership team will meet regularly every second and fourth Wednesday throughout the year.		April Deberry	06/09/2020
<b>Actions</b>				<b>1 of 4 (25%)</b>		
		8/8/16	Review parent involvement data.		April Deberry	12/14/2019
			<i>Notes:</i> Parent attendance at school wide events.			
		8/8/16	Review academic, behavioral and social/emotional school-wide data.		Kendall Charity	06/07/2020
			<i>Notes:</i> Indicate target population.			
		10/3/18	Meet regularly every 2nd and 4th Tuesday of the month.		Kendall Charity	06/07/2020
			<i>Notes:</i>			
		8/8/16	Establish leadership meeting schedule.	Complete 08/09/2016	April Deberry	06/09/2020
			<i>Notes:</i> Schedule established at this meeting.			



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>		We currently have a leadership team in place. The teachers have slotted time for instructional planning and PLC's.	No Development 05/25/2016		
<i>How it will look when fully met:</i>		<p>The school and the district work together to make shared leadership decisions. A list of teams and the members of each team is available on the school's Google Drive. Calendars of meeting dates are available on the Google Drive as well. Surveys are delivered to staff to determine PD needs/wants. Meeting agendas are available on the Google Drive.</p> <p>When this objective is being fully met CMS will have teams working together to address instructional needs and methods.</p>		Kendall Charity	05/01/2020
<b>Actions</b>			<b>0 of 4 (0%)</b>		
	9/28/16	The School Leadership Team will develop a survey and use data to determine the professional development needs of the staff.		Tracey Flythe	12/02/2019
	<i>Notes:</i>				
	9/23/19	Teams will be created and uploaded to google drive.		Enessia Jones	12/16/2019
	<i>Notes:</i>				
	9/28/16	Upload a calendar of meeting dates and agendas to the Google Drive.		April Deberry	06/01/2020
	<i>Notes:</i>				
	9/28/16	A list of teams and members is uploaded to the Google drive.		April Deberry	06/12/2020
	<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>		Daily walk throughs are conducted and complied and the feedback is shared with staff. Observations will be scheduled for the school year and they will consist of administrative and peer observations.	No Development 05/25/2016		
<i>How it will look when fully met:</i>		Daily feedback will be provided to teachers using a template. Feedback will be sent to teachers the day monitoring occurred. Administration will monitor grade-level PLCs once a week. The C and I team will assist administrators in monitoring Content Area PLCs and Learning Walks.		<b>Ann Debreaux-Davis</b>	<b>06/30/2020</b>
<b>Actions</b>			<b>0 of 9 (0%)</b>		
	8/31/16	Send C&I team a schedule of PLC dates.		April Deberry	11/06/2019
	<i>Notes:</i> Schedule will also include Data Blitz after Benchmarks.				
	9/23/19	Peer to Peer Learning Walks will be conducted and the results will be shared with the teacher.		Christina Charity	12/03/2019
	<i>Notes:</i>				
	9/23/19	Walkthrough form created by the district will be shared with the staff.		Ann Debreaux-Davis	12/19/2019
	<i>Notes:</i>				
	9/23/19	Principal will attend PLC's weekly with content teachers.		Ann Debreaux-Davis	06/03/2020
	<i>Notes:</i>				
	8/31/16	Create a template for administrative walk-throughs.		Tonica White	06/06/2020
	<i>Notes:</i> Editing may be necessary. Ongoing monitoring and discussion of the template's effectiveness will occur.				
	8/31/16	Administrators will create a schedule for walk-throughs.		Tonica White	06/06/2020
	<i>Notes:</i> Schedule may be modified as needed.				
	8/31/16	Administration will attend grade level PLCs.		Ann Debreaux-Davis	06/07/2020
	<i>Notes:</i> Administrators will rotate weeks on the PLC observations?				
	9/23/19	Principal will create google form for Learning Walks at CMS.		Ann Debreaux-Davis	06/30/2020
	<i>Notes:</i>				
	8/31/16	Administration will conduct walk-through observations.		Tonica White	06/30/2020
	<i>Notes:</i> On going process				

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>		School is in the process of analyzing performance data.	No Development 05/25/2016		
<i>How it will look when fully met:</i>		The School Leadership Team will regularly disaggregate data from various data sources and use it for professional development needs and overall school improvement.		Ann Debreaux-Davis	04/17/2020
<b>Actions</b>			<b>0 of 3 (0%)</b>		
9/23/19		Monitor instructional strategies and targeted student engagement.		Ann Debreaux-Davis	06/03/2020
<i>Notes:</i>					
9/28/16		Group students and/or plan instruction based on findings from data. Students will be grouped based on their instructional needs for a period of nine weeks.		Ann Debreaux-Davis	06/07/2020
<i>Notes:</i>		Intervention groups will be modified monthly or at teacher discretion depending on performance.			
9/28/16		Attend PLC's for each department to look for trends in academics, behavior, and attendance. This will lead to decisions concerning school improvement.		April Deberry	06/10/2020
<i>Notes:</i>		Admin. team looking for trends in walk-thrus and data and create plan.			

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
<b>Initial Assessment:</b>		<p>Annual recruiting trips to East Carolina University and partnership with Teach for America.</p> <p>CMS celebrates teachers and staff monthly.</p> <p>Evaluates teachers using the NCEES system.</p> <p>Central Services continues to expand upon licensure and hiring process.</p>	No Development 05/25/2016		
<b>How it will look when fully met:</b>		The school will be fully staffed with highly qualified teachers. Each staff member will receive the appropriate number of evaluations and will receive feedback from the observations.		<b>Ann Debreaux-Davis</b>	<b>05/30/2020</b>
<b>Actions</b>			<b>0 of 4 (0%)</b>		
9/19/16		New teachers will be assigned a mentor at the school level.		Ann Debreaux-Davis	12/17/2019
		<i>Notes:</i> As evidence upload teacher/mentor training certificates.			
9/19/16		School Leadership Team will participate in the interview process and recommend a candidate for vacancies.		Kendall Charity	06/01/2020
		<i>Notes:</i> This will occur as needed.			
9/19/16		Adhere to evaluation timeline and documentation from Human Resources Department.		Ann Debreaux-Davis	06/25/2020
		<i>Notes:</i>			
9/19/16		Beginning teachers will participate in Beginning Teacher Training and Teacher Talk Groups during their first and second years.		Tonica White	06/30/2020
		<i>Notes:</i> Upload the BT training agenda and the schedule of meeting dates for Teacher Date.			

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>			Learning Compact is discussed with parents at annual Title 1 Meeting. Open House and Curriculum Nights are held to communicate expectations and instructional strategies with parents. CMS is using the Remind App to communicate and share important information with parents. CMS will also conduct parent teacher conferences during report card pick up.	Limited Development 05/25/2016		
<i>How it will look when fully met:</i>			Parents will know, understand and meet the expectations of the school. Parents will be provided the resources they need to support their child's learning at home.		<b>Kendall Charity</b>	<b>12/15/2019</b>
<b>Actions</b>				<b>0 of 3 (0%)</b>		
	9/19/16	Every student will receive a School Handbook and a Student Code of Conduct that explains expectations of students, teachers, administrators, and parents.			Tracey Flythe	12/03/2019
<i>Notes:</i>						
	10/3/18	Curriculum Nights will be integrated with after-school activities to encourage attendance (ie. sports, band concerts, etc.)			Tracey Flythe	06/07/2020
<i>Notes:</i>						
	12/5/16	The school will provide food/snacks at Curriculum/Parent Night to encourage attendance.			Ashita Harris	12/08/2020
<i>Notes:</i>						