

## Comprehensive Progress Report

**Mission:**

The mission of Wesley Chapel is to provide all students with diverse learning experiences and ensure individual growth and personal success in an environment of mutual respect and safety through collaborative efforts that include exposure to globalization and cultural diversity activities. Student success will be measured by ongoing assessments and observations with support and reinforcement by students, family, staff, and community.

**Vision:**

It is our charge to do all we can to provide the best possible experiences to ensure all students learn and grow at Wesley Chapel Elementary School.

**Goals:**

1. All Wesley Chapel students will receive evidence-based instruction across all tiers as indicated according to their individual needs. Needs are determined by screeners, diagnostic assessments, formative assessment and teacher observation.
2. Wesley Chapel students are supported by their teachers and support staff as they transition from grade to grade within the school, and as they transition into kindergarten and continue on to middle school.
3. A leadership team consisting of Dr. Henderson, Mrs. Phelix, Jacqueline Haene, Joanna Karnis, Amanda Denno, Melissa Debbold, Nicole Muchler, Amanda Newman, Sarah Hobson, Beth Lanzy, Jen Sakowicz, Lisa Gallowitch, Carrie Ganc. These leaders meet regularly to review our school's academic performance.
4. Leaders at Wesley Chapel Elementary have systems in place for recruiting, evaluating, rewarding, and replacing staff as needed to ensure each student has the highest quality instruction available.
5. Wesley Chapel leaders and teachers communicate at least weekly with families concerning the expectations of parents/families regarding how parents can support their child's learning.



! = Past Due Objectives

KEY = Key Indicator

<b>Core Function:</b>			<b>Domain 2: Talent Development</b>			
<b>Effective Practice:</b>			<b>Practice 2A: Recruit, develop, retain, and sustain talent</b>			
		<b>C1.06</b>	<b>The LEA/School offers an induction program to support new teachers in their first years of teaching.(5157)</b>	<b>Implementation Status</b>	<b>Assigned To</b>	<b>Target Date</b>
<i>Initial Assessment:</i>			We do our best to recruit & retain effective staff, but in the present challenging environment, we need to make this more of a focus.	Limited Development 09/23/2024		
<i>How it will look when fully met:</i>			Low turnover rate, 100% fully staffed, high staff survey results.		<b>Mike Henderson</b>	<b>05/15/2025</b>
<b>Actions</b>				<b>1 of 4 (25%)</b>		
	9/23/24	Strong BT/Mentor Program utilized at the school to better support new teachers.			Mike Henderson	05/15/2025
	<i>Notes:</i>					
	9/23/24	Utilize hiring team.			Mike Henderson	05/15/2025
	<i>Notes:</i>					
	9/23/24	Host "New to the Chapel" for new hires, along with making sure new hires attend New to the U.		Complete 08/16/2024	Mike Henderson	08/30/2025
	<i>Notes:</i>					
	9/23/24	Facilitate continued development of professional learning communities.			Mike Henderson	05/15/2026
	<i>Notes:</i>		Whole staff will receive PLC update/overview PD. Teachers and other certified staff will attend PLC PD offered by UCPS (Learning Tree).			

	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
Initial Assessment:			Teachers receive NCEES training. Staff appreciation gestures occur but not always monthly.	Limited Development 09/16/2019		
			Priority Score: 2                      Opportunity Score: 2                      Index Score: 4			
How it will look when fully met:			Increased retention rate of 5%.  Completion report from NCEES, showing teacher training, and all formal evaluations, including summatives, are completed.  Teachers will receive earned bonuses.  List of staff appreciations will be documented.	Objective Met 01/31/24	Mike Henderson	11/01/2025
Actions						
	10/22/19	UCPS has a comprehensive system in place for recruiting employees.		Complete 10/01/2019	Mike Henderson	11/15/2019
	Notes: Reference UCPS HR Department for LEA plan.					
	10/7/19	Document that we provide overt and deliberate staff appreciation at least monthly.		Complete 05/01/2020	Mike Henderson	05/01/2020
	Notes: n/a					
	10/7/19	Licensed staff receive annual training on NCEES, the formal teacher evaluation instrument.		Complete 09/01/2019	Mike Henderson	09/30/2020
	Notes: Training for all staff was conducted/received on Aug. 19, 2019					
	10/22/19	UCPS teachers receive performance bonuses based on EVAAS measures of student growth.		Complete 01/25/2024	Mike Henderson	10/01/2023
	Notes:					
Implementation:				01/31/2024		
Evidence			1/31/2024 Low staff turnover. High staff survey results. Bonuses delivered.			
Experience			1/31/2024 Ongoing attention toward the objective.			

<b>Sustainability</b>	1/31/2024 Continued focus on hiring and keeping high quality staff, especially during this time of staffing shortages in the field of education.			
<b>Core Function:</b>	<b>Domain 4: Culture Shift</b>			
<b>Effective Practice:</b>	<b>Practice 4B: Solicit and act upon stakeholder input</b>			
	<b>E2.01</b>	<b>Parent and/or Community representatives advise the School Leadership Team on matters related to family-school relations.(5188)</b>	<b>Implementation Status</b>	<b>Assigned To</b>
<b>Initial Assessment:</b>		Parents serve on School Improvement Team. We use their input, but want to improve the process of how we solicit feedback and communicate with parents.	Limited Development 09/23/2024	
<b>How it will look when fully met:</b>		Improve parental input and messaging, including but not limited to social media use and use of new informational software (Infinite Campus). Will also use parent survey results.		<b>Mike Henderson</b>
<b>Actions</b>			<b>0 of 5 (0%)</b>	
	10/15/24	Administration and multiple staff members attend PTO's regularly scheduled meetings.		Mike Henderson
	<i>Notes:</i> PTO meeting attendance documentation and minutes can be referenced as evidences.			
	10/15/24	Parents and school collaborate to plan and communicate with stakeholders about school fundraising efforts and other school community events.		Mike Henderson
	<i>Notes:</i>			
	9/23/24	Communicators attend social media PD.		Mike Henderson
	<i>Notes:</i>			
	9/23/24	Use improved software (Infinite Campus) to communicate with parents.		Mike Henderson
	<i>Notes:</i>			
	10/15/24	Site-Based Leadership Team meets regularly, and includes parents.		Mike Henderson
	<i>Notes:</i> SBT minutes may be referenced as evidence of parental input/feedback.			