

Comprehensive Progress Report

Mission: The mission of Piedmont High School is to provide the opportunity for students to develop intellectually, socially, emotionally and ethically. We strive to ensure that all of our students are actively engaged in learning and are respectful and responsible problem solvers, enabling them to become productive members of the community, equipped to deal with the challenges of the 21st century.

Vision: The purpose of Piedmont High School is to prepare all students for success by blending past, present, and future.

Goals:

Upon graduation, every student will be prepared for work, further education, and citizenship.

Every student has access to social and emotional support and resources.

Every student will have access to a personalized education to support post-secondary goals.



! = Past Due Objectives KEY = Key Indicator						
Core Function:			Domain 2: Talent Development			
Effective Practice:			Practice 2B: Target professional learning opportunities			
	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

Initial Assessment:	<p>Teachers and administrative team are provided NC Check Ins and testing data which is used to make instructional decisions and possible interventions. An administrator is assigned to each of the four EOC tested subject area PLCs to monitor and assess data and teaching strategies to ensure maximum student learning.</p> <p>Some teachers and each administrator utilizes EVAAS data to determine pathways for students transitioning from 8th to 9th grade. We also use it to determine which students are placed in foundational courses to provide needed assistance and which are placed in the accelerated pathways.</p> <p>Some teachers utilize benchmark data to identify and reteach concepts that were not mastered and to identify strengths/weaknesses and plan instruction accordingly.</p> <p>There is an identified MTSS coordinator that has created a district-wide data-dashboard to assist with collection of individual student data for invention purposes.</p> <p>The district has provided Instructional Content Facilitators to assist our teachers with disaggregation of benchmark and testing data for planning purposes.</p>	Limited Development 02/05/2020		
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How it will look when fully met:	<p>All teachers will utilize EVAAS, benchmark and testing data to improve instructional delivery and to make scheduling decisions.</p> <p>EOC teachers (Math 1, Math 3, Biology, English II) will work with their assigned administrator to evaluate NC Check In data and determine learning gaps along with which students need additional supports. Teachers will establish interventions to implement during Panther Time to revisit the indicated learning gaps.</p> <p>Teachers will make instructional changes based on observation feedback and suggestions.</p> <p>Administration will use growth and EOC performance data to adjust master schedule.</p>		Amanda Starnes	06/05/2026
Actions		2 of 5 (40%)		
2/1/21	School administration will analyze Fall 2020 EOC proficiency data to plan for growth in Math I, Math III, Biology, and English II.	Complete 02/15/2021	Patrick Ledford	05/28/2021
Notes:				
10/11/21	School administration will analyze Fall 2021 EOC data for Math I, Math III, Biology, and English II.	Complete 06/08/2022	Mari McTamney	06/08/2022
Notes:				
2/5/20	Professional development provided to teachers on how to utilize EVAAS data to make instructional decisions to drive student growth and mastery.		Amanda Starnes	06/07/2025
Notes: This will be an objective that we carry over into the 2024-2025 schoolyear. We believe it is essential for teachers to utilize EVAAS data to drive growth in their classroom in the best interests of their students.				
10/13/23	Administration will each observe and monitor the 4 EOC PLCs during their weekly meetings to provide feedback and help analyze data.		Dylan Stamey	06/08/2025
Notes:				
10/13/24	NC Check In data will be compiled in a spreadsheet for review in each of the four EOC tested subject area PLCs (Math 1, Math 3, English II, & Biology). This data will support interventions, reteaching strategies, and identifying students for additional support.		Amanda Starnes	06/08/2025
Notes:				
Core Function:	Domain 3: Instructional Transformation			

Effective Practice:			Practice 3B: Provide rigorous evidence-based instruction			
	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>			<p>Administration meets with each grade level at the beginning of the year to go over the UCPS Student Code of Conduct as well as school-level rules and procedures. Each student is given a copy of our Student Handbook which includes the UCPS Student Code of Conduct, our school level rules and procedures and MTSS suggestions. Each student and parent has to sign a form stating they have received a copy and understand the terms.</p> <p>Classroom teachers are required to create and communicate their own set of classroom rules and procedures and to follow them with fidelity. In our survey, the majority of teachers stated that as a whole, most teachers have a set of rules and employ effective classroom management. The area to improve is the positive teaching, reinforcement and rewards.</p> <p>We have implemented a new program entitled Panther Positivity Coupons. Teachers give them to students that they see doing the right things to include discipline, attendance, service learning, etc. The students can then turn the coupons in to counselors/administrators each Wednesday in the lunchroom and receive a reward.</p> <p>Teachers are also occasionally sending Panther Success cards home in the mail to recognize students.</p>	Limited Development 09/30/2019		

<p>How it will look when fully met:</p>	<p>Students will be aware of the rules and policies of UCPS and Piedmont High School through various avenues as handbook, website, personal communication and administrative meetings. There will be a rewards system in place to recognize students who follow said rules. Our major focus for the 2021-2022 school year is to re-engage our students in all classrooms. Below is our school goal:</p> <p>"I will re-engage my students by building positive relationships, providing relevance in my instruction, and an emphasis on learner-driven rigor. I will provide my students with authentic learning experiences and student-centered evidences of learning to reconnect at Piedmont High School."</p>		<p>Amanda Starnes</p>	<p>06/05/2025</p>
<p>Actions</p>		<p>6 of 8 (75%)</p>		
<p>10/14/19</p>	<p>Panther Positivity Program/Coupon- Each 6 weeks, teachers will give out 2 coupons each to deserving students. The guidance department is in the cafeteria daily with treats and prizes for students who turn in their Panther Positivity Coupons.</p>	<p>Complete 01/15/2021</p>	<p>Mari McTamney</p>	<p>05/28/2021</p>
<p>Notes:</p>				
<p>11/14/19</p>	<p>Assembly at the beginning of 2nd semester to revisit rules and expectations.</p>	<p>Complete 01/12/2021</p>	<p>Mari McTamney</p>	<p>05/28/2021</p>
<p>Notes:</p>				
<p>11/14/19</p>	<p>Teachers will be expected to contact parents when a referral is initiated or misbehavior takes place in class. Administrators will follow up on referral in Ed Handbook and assign appropriate consequences.</p>	<p>Complete 05/03/2021</p>	<p>Mari McTamney</p>	<p>05/28/2021</p>
<p>Notes:</p>				
<p>2/9/22</p>	<p>We will hold our second semester grade level assemblies in person for Spring 2022. We will discuss discipline data from 1st semester with students and reiterate our expectations at Piedmont High School. Our goal is to provide a safe and orderly learning environment for all students and will ensure that students know our expectations.</p>	<p>Complete 01/26/2022</p>	<p>Patrick Ledford</p>	<p>06/08/2022</p>
<p>Notes:</p>				
<p>10/13/23</p>	<p>Hold 2nd semester grade level meetings</p>	<p>Complete 02/08/2024</p>	<p>Claire Conklin</p>	<p>02/02/2024</p>
<p>Notes:</p>				
<p>10/11/21</p>	<p>School administration will visit classrooms and provide feedback based on our teacher's classroom management and the learning environments that they have created.</p>	<p>Complete 06/07/2024</p>	<p>Amanda Starnes</p>	<p>06/08/2024</p>

Notes:						
10/13/24		Each month, each department will recognize one student each month for each of the three areas: Student of the Month (all around excellent student), Student on a Roll (significant improvement has been observed), and PHS Portrait of a Graduate (displays one of the five characteristics of the UCPS PoG model).			Amanda Starnes	06/08/2025
Notes:						
11/14/19		Teachers will hand out Panther Success cards to recognize students for following the rules and doing the right thing.			Amanda Starnes	06/10/2025
Notes: This is ongoing and we will continue this for the 2023-2024 school year. One of our major focuses will be building strong, positive relationships with our students for re-engagement.						
	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:			<p>Each department meets as a whole to discuss standards, common assessments, instructional practices, curriculum alignment and data. Within each department, there are leveled PLC meetings that occur once a week. For example, Math 1 teachers meet to go over any NC Check-In data, common assessment data and to plan instructional units to include emphasis on power standards. They share best practices as well as develop tutoring schedules and credit recovery remediation schedule to address weaknesses and to reteach standards not mastered.</p> <p>Our ML teacher provides our teachers with supplemental activities to reinforce English concepts and vocabulary. She has two blocks a day where she worked and provides intensive supports for our ML students.. Our EC teachers invite regular ed teachers into the IEP meetings to discuss accommodations as well as strategies to help students be successful in the classroom. We also have certain co-taught courses in which a regular ed teacher is paired with an EC teacher to collaborate on student instruction. EC teachers also utilize Panther Time to implement service times and support student learning goals.</p> <p>Teachers share activities, tests, resources, etc., via Canvas and county level repositories.</p>	Limited Development 11/14/2019		

How it will look when fully met:		<p>Our goal is for our PLCs to analyze common assessment data for each unit of instruction and come up with a strategic plan to address the academic needs of our students. Our PLCs will focus on three simple questions:</p> <ol style="list-style-type: none"> 1. What do I want my students to learn? (Our standards) 2. How am I going to know if my students are learning? (assessment data) 3. What am I going to do for those that did not learn the material? (A plan to reteach) <p>Through common assessments and data dives, our teachers will be able to use item analysis's to identify specific standards/areas that individual students are struggling in. Through meaningful discussions with colleagues, our teachers will be able to have a plan of action to address material that students did not master. They will also be able to identify their areas of strengths.</p>		Dylan Stamey	06/05/2026
Actions			1 of 3 (33%)		
	6/13/23	Create a Master Schedule that includes common planning for as many teachers as possible that teacher common content so that teachers can conduct PLC meetings during their shared planning and have deep dive meetings.	Complete 06/09/2023	Claire Conklin	06/09/2023
<i>Notes:</i>					
	10/20/21	Deep data dive meetings to analyze common assessment data for all three periods. Teachers will have meaningful conversations to assist each other in growing and to have a positive impact on our student's understanding.		Amanda Starnes	06/05/2026
<i>Notes:</i> We will continue this through multiple school years.					
	10/20/21	Weekly content specific PLC meetings to discuss content, lessons, and build common assessments.		Amanda Starnes	06/06/2026
<i>Notes:</i> We will continue this through multiple school years.					
Core Function:		Domain 4: Culture Shift			
Effective Practice:		Practice 4A: Build a strong community intensely focused on student learning			
	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:	<p>During a traditional school year, counselors visit homerooms to establish positive relationships. Counselors are available during all lunches to establish positive relationships with our students.</p> <p>Counselors are also attending targeted SEL training and in turn, providing training to our staff.</p> <p>Counselors are documenting the students they meet with and work collaboratively with our assigned social worker and behavioral therapist.</p> <p>Counselors collaborate with teachers to ensure that student confidentiality is maintained while the student is also appropriately supported. Counselor cards are widely implemented as a way for students to signal to teachers that SEL support is needed at that time. The student can quickly and quietly leave the room without drawing attention and the teacher calls the counseling office to make them aware the student is on the way.</p>	Limited Development 10/14/2019		
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	Priority Score: 3	Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	<p>We will have 5 full time counselors.</p> <p>We will have established SEL lessons, guidelines and policies to support students' needs.</p> <p>We will be able to use the documentation data to drive our school counseling program.</p> <p>Students will be able to identify and have access to at least one advocate in our building. (Positive relationships)</p> <p>All staff will be trained in trauma-informed classrooms and how to manage anxiety in the academic workspace.</p>			Sarah Mitchell	06/05/2026
Actions			6 of 8 (75%)		
11/17/20	School administration will establish a meeting schedule with our guidance department for strong communication and to collaborate as a team to address our common goals.	Complete 11/17/2020	Mari McTamney	12/21/2020	
<i>Notes:</i>					
11/17/20	Weekly counseling visits with students and virtual check ins available. Counselors will also be available to provide one on one meetings for SEL support and to promote college and/or career readiness.	Complete 05/28/2021	Sarah Mitchell	05/28/2021	
<i>Notes:</i>					
11/17/20	Counselors will review yearly documentation data to determine high needs as well as successes.	Complete 05/28/2021	Sarah Mitchell	05/28/2021	
<i>Notes:</i> This is an ongoing objective.					
11/17/20	Our guidance department will establish a weekly cafeteria schedule for coverage and to provide support and be visible for our students. This will allow them to check in with our students through daily, less formal interactions outside of the guidance office.	Complete 08/18/2023	John Martin	08/20/2023	
<i>Notes:</i>					

10/18/21	School counselors and/or administration will meet with students who are failing two or more classes after each grading period. We will have meaningful conversations with students and parents to ensure that students are aware of interventions that need to be put in place to be successful.	Complete 06/07/2024	Claire Conklin	06/08/2024
<i>Notes:</i> Each grading period is 6 weeks long.				
3/9/23	MTSS team manage Check in and Check out system, collect data to navigate changes as necessary	Complete 05/31/2024	Amanda Starnes	06/01/2025
<i>Notes:</i>				
10/13/24	Counselors will meet with each homeroom during each semester to discuss ways they can positively work with students in both academics and SEL.		Sarah Mitchell	06/08/2025
<i>Notes:</i>				
10/13/23	Counselors will create SEL lessons to use during homerooms throughout the year.		Sarah Mitchell	06/08/2026
<i>Notes:</i>				
Implementation:		06/09/2022		
Evidence	6/09/2022 Please view the uploads folder.			
Experience	6/16/2021 SEL has been a major focus for us at Piedmont High School. The establishment of our Breaking the Silence club has brought awareness to our campus and continues to grow in numbers. Our goal moving forward is to strengthen the positive relationships between our students and staff. We want all students to know that Piedmont High School is a safe space for them and that we want what is best for them. This is still the same as on June 9th, 2022.			
Sustainability	6/09/2022 We will continue to be visible and have our guidance team check in with students consistently. Our Break the Silence club will continue to have events and promote mental health awareness to staff and students. Our guidance department is heavily involved in this and will continue to be.			

		E2.02	The school provides a broad spectrum of communication to the community through meetings, announcements, newsletters, and a consistently updated website.(5189)	Implementation Status	Assigned To	Target Date
Initial Assessment:			<p>The school website is very organized and relevant to all students, parents, and teachers.</p> <p>Communication occurs electronically to every enrolled student weekly with important updates.</p> <p>Clubs and athletics interact with the community via social media and school-wide communication systems.</p> <p>Regular postings on social media.</p>	Limited Development 10/13/2023		
How it will look when fully met:			<p>Ask for help from the recently established PTO to help be a liaison of information between the school and the parents and community.</p> <p>More local businesses and organizations involved as current stakeholders.</p> <p>Provide updates to community members of ways to be involved at the school.</p> <p>Increase parent engagement opportunities on campus.</p>		Carren Heartley	06/08/2025
Actions				1 of 3 (33%)		
	10/13/23	Establish a point person for help from the recently established PTO to help be a liaison of information between the school and the parents and community.		Complete 01/25/2024	Jill Simpson	01/25/2024
Notes:						
	10/13/23	Provide updates to community members of ways to be involved at the school.			Carren Heartley	06/08/2025
Notes:						
	10/13/24	Host a series of parent engagement opportunities throughout the school year regarding academics and post-secondary goals.			Amanda Starnes	06/08/2026
Notes: This will be an ongoing goal to meet across the next two years.						