

Comprehensive Progress Report

Mission: Our mission is for each student to graduate from Forest Hills High School equipped with the social, emotional and academic skills they need to be successful in a 21st century work environment.

Vision: Helping each student reach his or her highest potential.

Goals:

1. CARE Initiative (Connected, Achievement, Relationships, Engagement)-All students will be connected and engaged in co-curricular activities to strengthen relationships with staff and students and promote student achievement.
2. Attendance and Student Engagement will remain at 2019-2020 levels throughout hybrid and remote learning environments
3. Increase ACT/SAT scores through targeted interventions in conjunction with increasing awareness and the culture around these assessments
4. Continue to exceed growth and become a "B" school
5. Increase targeted tier 2 interventions across all subject areas.
6. School wide Canvas expectations for grading and page navigation will be set for student, parent and teacher ease



! = 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>		-STING -DSC -Uniform consequences -consistency	Limited Development 09/10/2019		
<i>How it will look when fully met:</i>		Teachers and staff will have posted and uniform rules of conduct that is enforced and teachers will provide consistent feedback when the appropriate behavior is not seen. Students will receive awards and recognition for appropriate school wide behaviors and well as reduced discipline rates. Data -Educator's Handbook Data -Student Incentive Program Resources -Funds for Student Incentive Program -Continued professional development on classroom management and social emotional learning		Rebecca Kiker	06/09/2021
Actions			0 of 3 (0%)		
	11/18/20	90% of teachers will have attended Discipline in the Secondary Classroom trainings		Kevin Plue	06/20/2021
<i>Notes:</i>					

11/18/20	Teachers will receive site based professional development on uniform school consequences and educator's handbook		Jared Gatewood	06/20/2021
<i>Notes:</i>				
11/18/20	Teacher will receive discipline data breakdown each semester		Jared Gatewood	06/20/2021
<i>Notes:</i>				

Core Function:	Dimension A - Instructional Excellence and Alignment
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Effective Practice:	Curriculum and instructional alignment
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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>		-PLCs -Power Standards -Interventions/MTSS	Limited Development 09/10/2019		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		

How it will look when fully met:	All PLCs will have set Power Standards for each unit, have a pacing guide to align curriculum to state standards. Common Assessments by standard will be included. PLC guiding documents should include power standards, pacing guide, and links to common assessments.	Objective Met 10/28/20	Lisa Meier	12/31/2020
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Actions				
10/3/19	PLCs will determine power standards	Complete 01/20/2020	Lisa Meier	12/01/2019
<i>Notes:</i>				
10/3/19	PLCs will develop a pacing guide aligned to state standards	Complete 01/20/2020	Lisa Meier	12/01/2019
<i>Notes:</i>				
10/3/19	PLCs will create and utilize common assessments	Complete 01/20/2021	mallory bricker	12/01/2019
<i>Notes:</i>				
10/3/19	PLCs will meet weekly to work on current units of study	Complete 01/20/2021	mallory bricker	12/14/2019

Notes:

Implementation:		10/28/2020		
<i>Evidence</i>	10/28/2020			
<i>Experience</i>	10/28/2020			
<i>Sustainability</i>	10/28/2020			

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>Multi-Tier Systems of Support (MTSS): math, literacy, and behavior</p> <p>Math tutoring</p> <p>Jacket Time, retraining of teachers on the use of Jacket Time (Tier 1-all students)</p> <p>Supplemental (Tier 2) with Math 1/Eng tutoring</p> <p>Intensive Interventions (Tier 3).</p> <p>School-wide interventions</p> <p>ACT interventions</p>	Limited Development 10/10/2019		

<p>How it will look when fully met:</p>	<p>High quality tier 1 instruction through core curriculum will be the pillar of achieving this objective. Issues that are found in core instruction and curriculum will be addressed prior to focusing on new or additional interventions. Professional development will be targeted at a focus on classroom practices rather than highlighting student ability.</p> <p>Through streamlining the process of progress monitoring within the EC department, teachers will regularly evaluate progress of EC students and determine which interventions are needed. Tiered interventions then be utilized to tailor instruction to students with special needs.</p> <p>As a result full implementation will show a reduction in failure rates for all students and our students with special needs</p> <p>Data</p> <ul style="list-style-type: none"> -Failure Rates -Student Surveys -EC Progress Monitoring Data -Intervention Data 		<p>Courtney Lisk</p>	<p>06/09/2022</p>
<p>Actions</p>		<p>0 of 3 (0%)</p>		
<p>11/18/20</p>	<p>Streamlined progress monitoring system put into place for general education teachers</p>		<p>Courtney Lisk</p>	<p>01/31/2021</p>
<p><i>Notes:</i></p>				
<p>11/18/20</p>	<p>Teachers will submit data collection sheets each six weeks to EC caseload managers monitoring progress of student IEP goals</p>		<p>Courtney Lisk</p>	<p>06/01/2021</p>
<p><i>Notes:</i> Each six week grading period</p>				
<p>11/18/20</p>	<p>Breakdown and Analysis of MTSS data dashboard each six weeks to evaluate student failure rates</p>		<p>Courtney Lisk</p>	<p>06/05/2021</p>
<p><i>Notes:</i></p>				

	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>	<p>Kim Bogue/Dilworth</p> <p>Connectedness Achievement Relationship Engagement (CARE) initiative</p> <p>Student Club/Activities Awareness</p> <p>Teacher/counselor referral for mental health therapy visits.</p>	Limited Development 10/10/2019				
<i>How it will look when fully met:</i>	<p>Teachers and support staff in the building will be trained and comfortable with identifying student emotions and adequately know how to respond to emotions. Staff will be equipped with ability to provide students with self management skills to handle difficult situations. Student survey data, panorama survey, discipline data, and counselor referral data will be used to compile results.</p>		Katie Haigler	06/02/2022		
Actions				0 of 2 (0%)		
11/18/20	All support staff will receive professional development on working with students with disabilities		Courtney Lisk	06/01/2021		
<i>Notes:</i>						
11/18/20	Student support team will offer develop a system for teachers to report student concerns. Student support team will meet regularly to evaluate concerns.		Jared Gatewood	06/02/2022		
<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>			<p>Freshman Orientation</p> <p>Graduation</p> <p>Class Meetings</p> <p>CARE initiative</p> <p>Freshman Focus Course</p> <p>Freshman mentoring program</p> <p>8th grade parent night</p> <p>Career and college advisor</p>	Limited Development 10/10/2019		
<i>How it will look when fully met:</i>			Failure rates for Freshman will be below 10% at full implementation and graduation rate will be above 90%. Evaluation of course failure rates at the end of the first semester of freshman year as well as attendance data will assist in measuring progress towards this goal.		Alanna Smith	08/30/2021
Actions				0 of 3 (0%)		
	11/18/20	Individual senior meetings held with student counselor			Katie Haigler	01/20/2021
<i>Notes:</i>						
	11/18/20	FHHS mentor program will assign incoming Freshman students to a buddy student who has proven to have academic and social success			Michelle Ballard	06/02/2021
<i>Notes:</i>						
	11/18/20	Evaluate MTSS dashboard with data on failure rates and attendance concerns.			Courtney Lisk	06/02/2021
<i>Notes:</i> Each six week grading period						

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
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Initial Assessment:		<ul style="list-style-type: none"> Superintendents Advisory Council SBMT AP Academys 	Full Implementation 10/10/2019		
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
Initial Assessment:		<p>Instructional support team meets weekly</p> <p>Leadership team consisting of administration, counselors, CDC, Instructional coaches, and master teachers meet weekly</p> <p>Administration team meets weekly</p> <p>Monthly department chair meeting</p> <p>Monthly SBMT</p>	Limited Development 09/20/2019		
How it will look when fully met:		By these selected leadership teams within the school this will aid in helping FHHS reach its goal of becoming a "B" school. Regular meetings with agendas will take place.		Rebecca Kiker	06/09/2021
Actions			0 of 4 (0%)		
	10/3/19	Weekly leadership team meetings with counselors, instructional support and administrators to discuss school wide initiatives.		Rebecca Kiker	06/09/2021
	<i>Notes:</i>				
	10/3/19	Principal will meet monthly with department chairs and monthly meeting with whole staff to promote and discuss school wide initiatives		Alanna Smith	06/09/2021
	<i>Notes:</i>				
	10/3/19	Weekly instructional support meetings to discuss school initiatives and teacher classroom performance		Rebecca Kiker	06/09/2021
	<i>Notes:</i>				
	10/3/19	School wide email/newsletter sent out to staff.		Katie Haigler	06/09/2021
	<i>Notes:</i>				

Core Function:	Dimension B - Leadership Capacity
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Effective Practice:	Distributed leadership and collaboration
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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
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Initial Assessment:	PLC, Content area common plannings SBMT Teacher leadership team/instructional support team department chair meetings Jacket Wednesday staff meetings,	Full Implementation 10/10/2019		
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Core Function:	Dimension B - Leadership Capacity			
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Effective Practice:	Monitoring instruction in school			
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	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:			NC Educator Evaluations Administrator involvement with PLC in Power Standard selection Oversight of Formative Assessments used for data analysis	Full Implementation 10/10/2019		

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>		Teacher data folders with testing data by teacher and PLC, teacher attendance, teacher discipline data (Code 4 and referrals) School grade comparison document	Limited Development 09/25/2019		
<i>How it will look when fully met:</i>		School leadership and teachers will regularly evaluate performance data and make data driven decisions about school improvement practices and school wide interventions/initiatives.		Alanna Smith	03/31/2021
Actions			2 of 4 (50%)		
	10/3/19	Teacher failure rates will be collected and reviewed	Complete 12/10/2019	Courtney Lisk	10/31/2019
		<i>Notes:</i>			
	10/3/19	Use school performance data to determine school wide intervention groups specifically focused on students with disabilities.	Complete 01/24/2020	Alanna Smith	12/01/2019
		<i>Notes:</i>			
	10/3/19	Throughout the year professional development will be centered around ACT/SAT culture and school wide interventions		Jared Gatewood	06/09/2021
		<i>Notes:</i>			
	10/3/19	School report card comparison document will be regularly shared and reviewed with all faculty. This will be a working document that is updated regularly.		Rebecca Kiker	06/09/2021
		<i>Notes:</i>			

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>		<ul style="list-style-type: none"> • EPIC Grant teacher incentives • UCPS Job Fair • High Priority Bonuses • Staff Celebrations/Awards • Fostering leadership within the building/hire forward • Instructional support team • Sunshine Committee 	Limited Development 09/25/2019		
<i>How it will look when fully met:</i>		<p>Staff and teacher turnover will continue to be at less than 7% including beginning teachers.</p> <p>Data</p> <ul style="list-style-type: none"> -Teacher Working Conditions Surveys -NCEES Evaluations -Teacher Turnover rates <p>Resources</p> <ul style="list-style-type: none"> -EPIC funding -Mentor programs -Professional development aligned to instructional practices and PLCs 		Rebecca Kiker	05/28/2021
Actions			0 of 4 (0%)		
	10/3/19	Teachers will be recruited through county job fair, promotions within the building and partnerships with local universities.		Courtney Lisk	06/09/2021
<i>Notes:</i>					

10/3/19	Beginning Teacher program will support new teachers in their first three years of teaching in effort to retain quality teachers. Examples of support include mentors, county level meetings and school level meetings		Courtney Lisk	06/09/2021
<i>Notes:</i>				
10/3/19	Staff are evaluated formally/informally by a variety of administrators and instructional support staff		Rebecca Kiker	06/10/2021
<i>Notes:</i>				
10/3/19	Staff are celebrated and rewarded quarterly for attendance, performing duties, and performance.		Michelle Ballard	12/01/2021
<i>Notes:</i>				

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>		Parent Meetings at Freshman Orientation Connect Ed phone calls/text parent portal parent/teacher conferences increased social media presence on Twitter, Instagram and Facebook 8th grade parent night	Limited Development 10/10/2019		
<i>How it will look when fully met:</i>		The connection between home and school is vital to a child's success. A collaborative effort between staff (teachers, support staff, counselors, and administration) is the key to seeing emphasizing the importance of education. Full implementation will be reached with: -increased parent attendance at Transition Meetings (8th grade parent nights, Freshman Orientation) -Widespread use of Parent Portal to access student's grades -Increased use of Canvas Observer feature to monitor in class behavior		Courtney Lisk	12/20/2021
Actions			0 of 2 (0%)		
	10/28/20	Host regular Parent Tech help sessions each semester to assist with parent needs of virtual learning		Courtney Lisk	06/10/2021
<i>Notes:</i>					

10/28/20 Promote and increase the use of Parent Portal and Canvas through social media promotion and connect ed messages, and report card newsletter

Courtney Lisk

06/10/2021

Notes: