

Comprehensive Progress Report

Mission:

The mission of Weddington High School is to empower all students to meet their full potential so that they may become knowledgeable, responsible, ethical young adults who are prepared to meet life’s challenges and responsibilities in a global society.

Vision:

Weddington High School will empower all students to reach their full potential through a Student Centered and Future Focused educational environment.

Goals:

Weddington High School will have the highest overall satisfaction rate on the annual UCPS parent survey when compared to all other UCPS comprehensive high schools. (focus on survey items related to being informed of child's academic progress and being informed of activities occurring in child's classrooms).

Weddington High School will maintain a teacher turnover rate of 5% or less not including retirees or those exiting due to major illness.

Weddington High School will increase leadership capacity by fostering an atmosphere of trust and mutual respect among our staff.

Weddington High School will implement weekly professional learning community meetings in each core subject area.



Activity in the last 12 months

! = 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
Initial Assessment:		<p>-Clear Expectations: administration to staff, staff to students from administration to staff, clear expectations from staff to students (Due to Covid this year, we expect behavior to be less of a concern but still want to focus on this and consistency)</p> <p>-Parental Contact: proactive (letters, newsletters, ConnectED, social media)</p> <p>-Administrative Support of teacher efforts</p>	Limited Development 09/03/2019		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:		<p>-Reduction in number of disciplinary referrals (per capita)</p> <p>-Reduction in number of Out of School suspensions</p> <p>-Increase in favorable response rates to student survey items related to respect between students and teachers</p> <p>-Increase in favorable response rates to parent survey items related to handling of student discipline</p>	Objective Met 10/13/22	Timothy Higgins	01/24/2022
Actions					
	11/18/20	<p>Each class takes part in establishing protocols and/or consequences for minor classroom infractions (that don't fall under the scope of administrative discipline)</p> <p>Notes: This should occur the first couple of days of each semester.</p>	Complete 08/18/2021	Amanda Fink	01/31/2021
<p>Notes: **Due to circumstances staff has decided to address more pressing issues at this time since discipline is at a low with fewer students. MTSS will be used to identify students that need support and give teachers tools to help intervene to raise student morale and engagement.</p>					

11/18/20	Each teacher has a buddy teacher to work with for discussion of student discipline problems and potential strategies to address concerns. Notes: This will widen the scope of contact with students and positive interactions. Adds more perspective to student issues and concerns.	Complete 08/23/2021	Kelli Schiller	02/05/2021
<i>Notes:</i>				
9/30/19	A resource aimed at building strong classroom culture will be shared with teachers, and teachers will implement the strategies contained within the resource	Complete 08/16/2021	Timothy Higgins	07/10/2021
<i>Notes:</i> The goal team will create a system of monitoring implementation level of strategies.				
11/18/20	Each teacher will have clear expectations listed (visibly) in their classrooms.	Complete 06/02/2022	Timothy Higgins	12/21/2021
<i>Notes:</i>				
Implementation:		10/13/2022		
Evidence	10/13/2022 All classrooms have posters, honor code posters, fewer students wandering building and in hallways, referrals have decreased.			
Experience	10/13/2022 Staff all agreed to have consistency in the Weddington Way. Purchased school wide posters and they are posted throughout the building and classrooms.			
Sustainability	10/13/2022 Revisit expectations, new teachers received Weddington Way posters and met with the BT Mentor Contact during the first week of school for training in the Weddington Way.			

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Data analysis and instructional planning			
	A3.01	Instructional Teams use student learning data to identify students in need of instructional support or enhancement.(5110)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>Use the evidence of student learning to identify</p> <ul style="list-style-type: none"> • Students who need additional time and support to become proficient; • Students who need enrichment and extension of their learning because they're already highly proficient; • Teachers who help students achieve at high levels so team members can examine those teachers' practices, as well as teachers who struggle so that team members can assist the teacher in addressing the issue; • Skills or concepts that none of the team members were able to help students achieve at the intended level, so the team can expand its learning beyond its members to become more effective in teaching those skills or concepts. <p>Implement coordinated intervention plan that ensures that all students who struggle receive additional time and support</p>	Limited Development 11/07/2021		
<i>How it will look when fully met:</i>		Teachers will meet weekly in PLC by content area. Guided questions will be used to determine next steps. 1. What do we want students to learn? 2. How will we know if they have learned it? 3. What will we do if they have not learned it? 4. How will we provide extended learning opportunities for students who have mastered the content? Data will be collected, analyzed and teachers will determine next steps in learning. EOC scores will continue to rise across the board.		Marisa DiFronzo	05/27/2024
Actions			0 of 5 (0%)		
	10/13/22	Teachers will meet on a regular basis within their PLCs. Agendas and minutes will be used to document meetings and submitted via google		Lauren Waite	05/27/2023
<i>Notes:</i>					

10/14/22	PLCs will establish norms for their meetings and assign tasks as needed. Teachers will use PLC agenda items and guiding questions to drive their discussion.		Marisa DiFronzo	06/02/2023
<i>Notes:</i>				
10/14/22	Teachers will participate in professional development in order to run PLCs effective and efficiently.		Marisa DiFronzo	06/02/2023
<i>Notes:</i>				
10/14/22	Within PLCs teachers will agree upon common assessments to be used in common areas of instruction.		PLC Leads	10/03/2023
<i>Notes:</i>				
10/14/22	Teachers will bring common assessment data to PLCs, identify areas of weakness in learning and discuss changes to instruction for improvement. Students who excel in all areas will also be identified and enrichment/extension activities will be determined by the team.		PLC Leads	05/30/2024
<i>Notes:</i>				

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>		<p>Teachers have a variety of planning times that include department level common planning as well as independent planning periods for one block. Professional Development is embedded into the school day and staff meetings.</p> <ul style="list-style-type: none"> • PLC Wednesdays and Thursdays • Planning period each day: 83 minutes • Departments have same lunch period • Duties assigned in am or pm for 1 semester 	Limited Development 09/23/2019		
<i>How it will look when fully met:</i>		<p>PLC's in core subject areas will meet each week.</p> <p>Agendas will be used to guide the work of teams.</p> <p>Meeting minutes will be kept to archive the work of teams.</p> <p>Common, formative assessments will be used, and data from those assessments will be collaboratively analyzed to make instructional decisions.</p>		Susan Winfree	07/01/2023
Actions			2 of 4 (50%)		
	11/18/20	Create Google Drive Folders to house each PLC's data, minutes, agendas, attendance, weekly goals	Complete 12/02/2019	Marisa DiFronzo	01/21/2021
Notes: Created a google doc that houses all of the PLC files.					

11/18/20	Develop a schedule for PLC's that have members in multiple subject areas to outline attendance expectations	Complete 12/19/2019	Susan Winfree	02/21/2021	
<i>Notes:</i> Created with Master Schedule, common planning and common lunch					
11/18/20	Develop a guide for PLC's to analyze common assessment data. Individual teacher data will be analyzed first, then teachers will work as a team to make a list of successful strategies that result in proficiency and create strategies to address areas of non-proficiency.		Shanna Stewart	06/02/2023	
<i>Notes:</i>					
9/30/19	PLC's will utilize meeting agendas and will archive meeting minutes.		Susan Winfree	06/02/2023	
<i>Notes:</i> The goal team will determine procedures for how and where the agendas and minutes archived.					
	B2.05	The principal focuses on building leadership capacity, achieving learning goals, and improving instruction.(5145)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Weddington High School will increase leadership capacity by fostering an atmosphere of trust and mutual respect among our staff. Teachers will participate in decision making correlates. Leadership assignments will be distributed amongst staff. Teacher survey will be created to gather feedback from teachers in regards to; staff feels a sense of efficacy, empowerment and collaboration.	Limited Development 10/14/2022		
		Priority Score: 2 Opportunity Score: 3	Index Score: 6		
<i>How it will look when fully met:</i>		Teachers participating in decision making correlates. Distributed leadership assignments amongst staff. Teacher survey indicates that staff feels a sense of efficacy, empowerment and collaboration.	Objective Met 10/14/22	Susan Winfree	06/02/2023
Actions					
10/14/22	Teachers lead professional development.	Complete 06/12/2024	Mallika Rajan	06/02/2023	
<i>Notes:</i>					
10/14/22	Teachers will be provided choice in professional development opportunities	Complete 06/12/2024	Timothy Higgins	06/02/2023	
<i>Notes:</i>					

10/14/22	Teachers participating in post secondary courses are provided leadership opportunities in the building.	Complete 06/12/2024	Jeff Kraftson	06/02/2023
<i>Notes:</i>				
10/14/22	Create a variety of correlates for teachers to lead and/or participate in.	Complete 09/28/2022	Jeff Kraftson	10/14/2023
<i>Notes:</i>				
Implementation:		10/14/2022		
Evidence	10/14/2022 Committee Groups https://docs.google.com/document/d/1iZ1OJq2-xpZ2Cc5T7gySajs-yAT8BhUE2VV_1pP3INE/edit?usp=sharing Google Form for Teachers to Sign up: https://forms.gle/SPKaaA9FgY4PLzEN7 Google Form for Freshman Focus: https://forms.gle/wMywumNcVLH8bGMM9			
Experience	9/28/2022 A survey was sent out for teachers to sign up for a variety of correlates.			
Sustainability	10/14/2022 Lead teachers were assigned and provided list of members.			

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>		Staff have been assigned observations in NCEES, PDPs, Orientation and Self assessments have been completed. Administrative team has created an observation schedule which is separated out by standard, comprehensive and abbreviated observations. Beginning teachers have been assigned mentors and are participating in beginning teacher professional development. Teachers will meet with administration after observations for feedback and growth ideas.	Limited Development 10/14/2022		
		Priority Score: 2 Opportunity Score: 3	Index Score: 6		
<i>How it will look when fully met:</i>		Staff have been assigned observations in NCEES, PDPs, Orientation and Self assessments have been completed. Administrative team has created an observation schedule which is separated out by standard, comprehensive and abbreviated observations. Beginning teachers have been assigned mentors and are participating in beginning teacher professional development. Staff will have been observed, provided feedback throughout the year by walkthroughs and formal observations. Summatives will be held with each teacher to discuss goals for the next year.	Objective Met 10/14/22	Marni Menkin	06/02/2023
Actions					
	10/14/22	Administration will receive professional development on providing feedback during observations	Complete 06/12/2024	Jeff Kraftson	06/02/2023
<i>Notes:</i>					
	10/14/22	Administration will complete weekly walkthroughs and contact teachers with positive affirmation	Complete 06/12/2024	Jeff Kraftson	06/02/2023
<i>Notes:</i>					
	10/14/22	Administration will attend PLC meetings to provide feedback and to gain first hand information about instructional practices.	Complete 06/12/2024	Jeff Kraftson	06/02/2023
<i>Notes:</i>					

10/14/22	Staff have been assigned observations in NCEES, PDPs, Orientation and Self assessments have been completed. Administrative team has created an observation schedule which is separated out by standard, comprehensive and abbreviated observations. Beginning teachers have been assigned mentors and are participating in beginning teacher professional development.	Complete 09/30/2022	Marni Menkin	09/30/2023
<i>Notes:</i>				
Implementation:		10/14/2022		
Evidence	9/30/2022 school wide goal: https://docs.google.com/document/d/1QUzwhN1JvTl6UyaBD--EwSWAIVPsxhttNrpFCRehdrQ/edit?usp=sharing Observation schedule: https://docs.google.com/spreadsheets/d/1Jdt0YwEEujjXAdWB09XjW_P0ssulPb9sDP5t0Sob7c/edit?usp=sharing			
Experience	10/14/2022 9/30/2022: Teachers provided training at opening staff meeting, PDP school wide goal was provided.			
Sustainability	10/14/2022			

Core Function:		Dimension C - Professional Capacity			
Effective Practice:		Quality of professional development			
	C2.03	The LEA/School provides all staff high quality, ongoing, job-embedded, and differentiated professional development.(5163)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Professional development is being restructured in our building. A survey has been created to be sent out to staff to determine areas of professional development needs.	Limited Development 10/14/2022		
How it will look when fully met:		Survey will be completed. Professional development opportunities will have occurred each month. End of year staff survey will yield a positive feedback for professional development.	Objective Met 06/29/23	Jeff Kraftson	06/02/2023
Actions					
10/14/22	Send out a post survey to determine if needs have been met.		Complete 06/12/2024	Jeff Kraftson	06/02/2023
<i>Notes:</i>					
10/14/22	Send out a survey to determine professional development needs.		Complete 12/05/2022	Mallory Norton	06/02/2023

Notes:

10/14/22 Create a professional development schedule for teachers to attend.

Complete 06/12/2024

Mallory Norton

06/02/2023

Notes:

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"> • Job Fair held each year to seek new staff. • Support for all beginning teachers • New teachers to the school are assigned a buddy • Orientation meeting held at beginning of year for new staff members • Walkthrough form focused on student engagement • Administrative walkthroughs with feedback • Observation schedules followed for all teachers with feedback meetings • Recruit teachers through the applitrack program • Wahoo Warriors, Staff recognizes one another for accomplishments • Principal shout outs in staff meetings • Staff highlighted in News and Views 	Limited Development 09/24/2019		
		Priority Score: 2	Opportunity Score: 2	Index Score: 4	
<i>How it will look when fully met:</i>		<ul style="list-style-type: none"> • Teacher turnover rate will remain below 5% not including those that retire or exit due to major illness. • The teacher evaluation system will be implemented with fidelity. • Staff morale (as indicated by formal teacher survey) will be the highest of all Union County Public Schools comprehensive high schools. • Walkthrough form focused on student engagement • Administrative walkthroughs with feedback 	Objective Met 10/13/22	David Morgan	07/01/2022
Actions					
	11/18/20	Implement a teacher survey with the opportunity for respondents to provide comments. Focus of the survey is on staff morale and working conditions.	Complete 02/01/2022	Jeff Kraftson	02/01/2021
<i>Notes:</i>					

11/18/20	Continue to implement staff morale initiatives such as Woohoo Award, Staff Socials, and Sunshine Committee Activities. Notes: Consider variety of days	Complete 11/07/2021	Kelly Higgins	02/20/2021
<i>Notes:</i> Sunshine Committee				
11/18/20	Consistent implementation of NCEES procedures Notes: Monitor deadlines	Complete 10/15/2021	David Morgan	10/15/2021
<i>Notes:</i> Monitor NCEES deadlines				
9/30/19	Teachers will be recognized for outstanding performance or accomplishments.	Complete 06/03/2022	David Morgan	07/01/2022
<i>Notes:</i> The goal team will help to create and recommend specific ideas for this action step.				
Implementation:		10/13/2022		
Evidence	10/13/2022 Each month a staff member is recognized at a staff meeting and the Woohos are read aloud to the staff. Each week in staff newsletter different teachers are highlighted.			
Experience	10/13/2022 Staff formed a group to recognize teachers at staff meetings on a monthly basis. Teacher shout outs were included in each News and Views.			
Sustainability	10/13/2022 Continue news and views and Warrior Wahoos			