

Comprehensive Progress Report

Mission: It is the mission of North Asheboro Middle School to care for and serve all students and staff while demonstrating a growth mindset for learning and preparing students for the next step in life.

Vision: North Asheboro Middle School, in partnership with parents and the community, will empower our 21st Century learners to embrace high standards for academic achievement, integrity, leadership, and responsible citizenship in a diverse, global society.

Goals:

All North Asheboro Middle School students will demonstrate academic growth and become successful citizens who are empowered to change the world.



! = 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>		The 2017-2018 school year yielded a greater number of positive office referrals than office discipline referrals. While historical discipline data demonstrates a steady decline in the number of referrals each year, there still exist gaps between subgroups and grade-levels. A focus will be placed on strategic and intentional professional development to support teachers. There will continue to be an increased focus on communicating with parents in order to create a partnership between school and home.	Limited Development 09/07/2017		
<i>How it will look when fully met:</i>		When this goal is achieved, the rules and policies of the school and classrooms should model effective communication skills to include respecting one another, promoting healthy human relationships, and the encouragement of ethical behavior. The administration of rewards and consequences should be very clear, explicitly taught to students, and upheld consistently throughout the year by staff. Rules and procedures should be retaught as needed, whether as a group or on an individual basis. Discussions about students who are not following rules and procedures should be fair and focused on reteaching and supporting students in a positive and helpful manner. Teachers should feel comfortable in asking peers and administration for any assistance needed. This system will help ensure classrooms at NAMS will provide students an environment where they feel safe and comfortable, allowing them to focus on their education. Yearly discipline data, PBIS data, or school survey data will be used to monitor progress.		Kasey Wood	06/04/2019
Actions			2 of 4 (50%)		
	9/7/17	All teachers will participate in Peer Observations.	Complete 02/19/2019	Candace Call	02/19/2019
<i>Notes:</i>					
	9/17/18	Professional Development will be developed and offered throughout the year. Instructional and teacher leaders will conduct PD sessions.	Complete 03/19/2019	Kasey Wood	03/19/2019
<i>Notes:</i>					

9/12/17	PBIS SOAR matrix and QUIT strategies are presented to all students at the beginning of the year and reviewed after any extended break. Grade levels will establish consistent procedures for students across classrooms. Expectations will be introduced and reviewed as a grade level to ensure fidelity.		Clyde Ward	04/23/2019
<i>Notes:</i>				
9/7/17	Teachers will turn in a parent contact log each week.		Ryan Gibbs	06/04/2019
<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
	Initial Assessment:	Content area teachers in ELA and Math utilize district units and pacing guides that address changes in state standards. The math teams reference pacing guides throughout the year with content area objectives, and the same is evident in social studies and science based on common assessment data that is recorded in the school's common assessment folders. CASA meetings, as teams and content-areas, will address content-standard alignment and ensure all staff are working toward a vertical plan to maximize learning.	Limited Development 09/06/2017		
	How it will look when fully met:	When fully implemented the units will be paced out for teachers to not only monitor progress but also set a sense of urgency. The units will offer skills, texts, writing tasks, and interventions for teachers to use with instruction. We will organize times during CASA and planning to work on this as the year progresses.		Kasey Wood	05/21/2019
Actions			1 of 2 (50%)		
	9/6/17	Teachers will participate in weekly content/CASA meetings to plan, modify, and reflect on instruction aligned to grade level standards.	Complete 10/16/2018	Kasey Wood	11/06/2018
	<i>Notes:</i> Teachers are meeting with Instructional Facilitator to plan and review lessons. Standards and pacing guides are discussed as well as student data.				

9/17/18	Teachers will participate in content-specific professional development offered in and out of the district. Including, but not limited to, Writing in the Content Area offered through CANVAS.		Jennifer Gold	05/05/2019
<i>Notes:</i>				

Core Function:	Dimension A - Instructional Excellence and Alignment			
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Effective Practice:	Student support services			
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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
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<i>Initial Assessment:</i>		NAMS continues to implement school-wide diagnostics, which allow teachers to gain new insight into the specific areas of need of individual students. Teachers also received training on how to analyze diagnostic data and design interventions to meet student needs. We have an MTSS team that meets monthly to discuss students in need of further intervention. Due to the need for a consistent remediation/enrichment time, NAMS will be utilizing a 30 min period, three days a week (NAMS Academy) to address individual learning needs and target students in need of remediation while also offering enrichment opportunities to students who are on or above grade level.	No Development 09/06/2017		
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<i>How it will look when fully met:</i>		At full implementation, teachers will continue to administer regular formative assessments and screenings to assess student needs, but we will also have the resources, time, and personnel to deliver meaningful interventions on a consistent and frequent basis to ensure students' needs are being fully addressed.		Candace Call	05/21/2019
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Actions			2 of 4 (50%)		
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9/6/17	Title I funds will be used to employ additional staff to provide interventions for targeted students based on data.	Complete 10/02/2018	Candace Call	10/02/2018
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Notes: Two retired teachers were hired to work three days a week with NAMS Academy in all three grade levels.

1/29/19	After being identified as a targeted subgroup, EC students will receive an intervention of direct instruction via Corrective Reading materials delivered by their EC teacher during NAMS Academy.	Complete 02/15/2019	Leslie McKinnon	02/15/2019
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<i>Notes:</i>						
9/17/18	NAMS Academy will utilize a thirty minute enrichment/remediation block following lunch to address individual student needs.			Candace Call	05/07/2019	
<i>Notes:</i>						
9/6/17	NAMS will have a team of teachers participating in a MTSS Readiness cohort that will be provided by the district.			Kasey Wood	05/21/2019	
<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
Initial Assessment:		At North Asheboro Middle School we have multiple supports and interventions in place to help teachers and students with their emotional states. We also know we can always get better and take more steps to help our students. Currently in place is the PBIS program in which we teach our students the SOAR (Safety, Ownership, Attitude, and Respect) matrix that shows them how to deal with situations in different parts of the building. There is also www.pbisworld.com , which serves as a tool for our teachers to help them understand and assist their students with positive behavior changes. Administrators, teachers, and students can use a referral sheet if they think a student needs to talk to our school counselor, psychologist, or social worker. EC teachers also collaborate with these positions on a regular basis to help students. NAMS also has our AND1 program which assigns a student to an adult in the building who he or she can always go to if he or she needs anything. Lastly, we also have the opportunity for district wide PD that addresses mental-health concerns.		Limited Development 09/07/2017		
How it will look when fully met:		At full implementation, we will be able to meet the emotional needs of all our students equally. While most students report they feel safe and supported at school, there are still pockets of students who do not always feel they have an ally or safe space to get help at school. We will need to expand our current programs and get additional help from outside organizations to fully meet this goal.		Objective Met 03/18/19	Angie Berrier	04/02/2019
Actions						
9/7/17	Increase our involvement and connections with Communities in Schools to provide needed resources for all our students.			Complete 11/06/2018	Angie Berrier	11/27/2018

		<i>Notes:</i> Joanne Corsby is seeking mentors and is participating in 7th grade NAMS Academy. The Backpack program is continuing to make a difference for many students.			
9/17/18	Teacher leaders will participate in a book study, Emotional Poverty, and provide PD for colleagues.	Complete 02/05/2019	Candace Call	02/05/2019	
		<i>Notes:</i>			
9/7/17	Continue to develop and expand the And1 program to provide mentors for targeted students.	Complete 03/05/2019	Angie Berrier	03/05/2019	
		<i>Notes:</i>			
	A4.11	The school provides all students extended learning opportunities (e.g., summer bridge programs, after-school and supplemental educational services, Saturday academies, enrichment programs). (5129)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		We offer a wide array of academic, after-school activities: Science Olympiad, Battle of the Books, STEAM competitions, and athletic study halls. Additionally, we partner with community organizations like the Boys and Girls Club, YMCA, and UNCG to provide additional opportunities for our students. Heritage Language Academy will be offered for the 8th year.	Limited Development 09/17/2018		
<i>How it will look when fully met:</i>		Students will have a variety of opportunities to extended learning outside the classroom and normal school calendar. Every student at NAMS will be offered an opportunity to participate in an activity or program which enriches his or her educational experiences and provides opportunity for growth, both academically and emotionally.		Bryan Gallimore	04/02/2019
Actions			1 of 2 (50%)		
9/17/18	Utilize already established programs/organizations such as Mustache Fraternity, Lipstick Sorority, and Gamers Club to supplement academic support received during NAMS Academy.	Complete 12/04/2018	Bryan Gallimore	12/04/2018	
		<i>Notes:</i>			

9/17/18		Promote and actively recruit students to participate in programs like Science Olympiad, Battle of the Books, and STEAM competitions.		Tresa Hatchett	04/02/2019
<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>		Our school counselor meets with each grade level throughout the year to discuss transitioning and available opportunities such as Asheboro Early College Academy, Credit by Demonstrated Mastery, Zoo School, and Health and Sciences Academy. Rising 6th graders tour the school, visit classrooms, have lunch in our cafe, meet our administrative staff, office team and media coordinator. We discuss the registration process, schoolwide expectations and have a Q&A session. There is a registration meeting with rising 6th and 7th graders held by our counselor and data manager where we discuss options for advanced classes and electives. Rising 9th graders visit the high school where they attend a curriculum fair. High school counselors meet with our students on our "Road Show" day to discuss high school expectations, extracurricular activities, daily schedule, CTE Pathways, honors and AP classes, college classes, and attendance policy. Registration forms are given out, 8th grade teachers and our counselor meet with students to approve advance classes, and answer any registration questions. One-on-one parent meetings are offered on all grade levels to discuss individual needs or concerns, as well as, a parent night to provide information on Asheboro Early College Academy. Grade level teachers provide lessons throughout the year to prepare students for social and academic changes as our students mature and advance to the next grade.	Full Implementation 09/06/2017		

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

Initial Assessment:		The district has an LEA Support and Improvement Team that meets weekly (every Monday). A member of this team works with North Asheboro Middle School as a supportive thought-partner and consultant for meeting the needs of students and staff, as well as parents. The LEA Support person reports on progress for our school during LEA meetings and seeks solutions for challenges and support for North Asheboro Middle School. See document titled, LEA Support Team List.	Full Implementation 09/07/2017		
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:		The Leadership Team at NAMS is an integral part of the decision making throughout our school. Our leadership team currently is led by our Principal Candace Call. Each grade level and electives have a member present. The leadership team also consists of the assistant principal, Exceptional Children's department representative, English as Second Language department representative, the Media Specialist, the data manager, the secretary, and the head of the custodial staff. All aspects of NAMS are represented on our team. Our school calendar already has the dates in place for meeting two times a month. All LT Meeting notes are sent out to the staff via email after the meeting. During the meetings the team discusses academic data, discipline data, and how to implement best practices throughout our school. Each member of the LT takes concerns from his or her area of operation at NAMS to the LT meeting and shares the results of the LT meeting with colleagues in a formal setting (Team Meetings). Evidence of this objective's fidelity can be found in the notes archives of each meeting taken by our data manager, Faye McLeod and the dates built into the school's master calendar.	Full Implementation 09/07/2017		

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

Initial Assessment:	At North Asheboro Middle School each grade level has a team of teachers who meet at least once a week as a team, as well as, content level groups with school administrators and instructional facilitators. These teams meet during planning time. They review data, plan interventions, review duties, and share successes and challenges. This is the forum where new duties, instruction, and expectations are presented. Staff are also reminded regularly about duties, expectations, and schedules outlined in staff handbook.	Full Implementation 09/07/2017		
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Core Function:	Dimension B - Leadership Capacity			
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Effective Practice:	Monitoring instruction in school			
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		B3.01	The LEA/School monitors progress of the extended learning time programs and strategies being implemented, and uses data to inform modifications.(5147)	Implementation Status	Assigned To	Target Date
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Initial Assessment:			We are an extremely diverse school, and thus, require a diverse set of strategies to extend the learning of all our students. Teachers are available before and after school to provide tutoring and additional help to students. We also have specialized staff during the school day who push in to core classes to provide extra support. We offer a wide array of academic, after-school activities, such as Science Olympiad, Battle of the Books, STEAM competitions, and athletic study halls. Additionally, we partner with community organizations like the Boys and Girls Club, YMCA, and UNCG to provide additional opportunities for our students. We will continue to implement Parent Nights which invite parents into NAMS to give them concrete ways to help their children at home. Teachers will provide Tutoring on Demand or other digital resources to assist parents and students outside of the school day.	Limited Development 09/12/2017		
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How it will look when fully met:			While we offer many after-school opportunities, lack of transportation often keeps students from fully participating. At full implementation, we would have strategies in place to allow all students to access after school activities. We will also need to make structural changes to our school day to maximize the learning time during the regular school day. NAMS Academy will be consistent and data will be collected to provide evidence of student growth in CORE academic areas.		Alisa Hicks	05/07/2019
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Actions				0 of 1 (0%)		
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	9/17/18		NAMS Academy will utilize a thirty minute enrichment/remediation block following lunch to address individual student needs.		Bryan Gallimore	05/07/2019
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Notes:

	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:			The administrative team (principal, assistant principal, instructional facilitator) routinely visits classrooms, typically seeing each classroom at least once a week, if not more. Together, the team establishes norms and institutes a system to ensure administrative presence in all classes is fair and consistent. The admin team has instituted and will use a universal walk-through form focused on observable, best practices. Feedback is given to teachers after each walk-through. Data collected from these forms will help guide some of the PD offered during CASAs.	Limited Development 09/07/2017		
How it will look when fully met:			At full implementation, walk-throughs will continue regularly throughout the entire school year. Feedback will be given in a streamlined, consistent manner which allows teachers to continually grow. The results of walk-throughs will be used to plan multiple PD opportunities during the year.	Objective Met 01/08/19	Candace Call	01/08/2019
Actions						
		9/7/17	Continue and improve administrative walk-throughs by streamlining the process by using a NAMS universal observation document and using trends in data to plan professional development, which is then emailed to the teacher. A Google Form provides immediate feedback to teachers and serves as a collection document for data that will influence instruction and professional development needs.	Complete 01/08/2019	Kasey Wood	01/08/2019
			Notes: Principal, Assistant Principal, and Instructional Facilitator have created digital feedback form based on the ELEOT tool, and have started using school-wide. Teachers are given a focus each week for observations by administrative team walkthroughs.			

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>		At this time, the content areas and grade level team consistently extract, reference, and revisit data to guide levels of instruction at a classroom level. Data frequently comes from BOY diagnostics, in-class assignments, tests, common assessments, and district benchmarks.	Limited Development 09/07/2017		
<i>How it will look when fully met:</i>		When fully implemented, data trends from classrooms and grade levels can be compared across the school to guide staff PD, as well as using teachers who are distinguished in noted areas of need to model successful practices to all. For this to be done, a system of how grade-level data is communicated to leadership team on a regular basis must be created.	Objective Met 12/19/18	Kasey Wood	12/18/2018
Actions					
	9/13/17	Continue and improve administrative walkthroughs by streamlining the process by using a NAMS universal observation document and using trends in data to plan professional development, which is then emailed to the teacher. A Google Form that provides immediate feedback to teachers and serves as a collection document for data that will influence instruction and professional development needs.	Complete 12/18/2018	Kasey Wood	12/18/2018
<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

<p>Initial Assessment:</p>	<p>NAMS currently uses various methods for recruiting, evaluating, rewarding, and retaining staff. Recruitment occurs through job fairs, ACS student-teaching programs from local colleges and universities, as well as from abroad, posting of positions on educator portals, and teacher-teacher networking. The evaluation process utilizes candidates potential colleagues, by grade-level and, if possible, content area, as well as administrators to ensure that there are multiple relevant personnel present. Continuous evaluations have been established through walk-throughs and individual goal setting for teachers. Monthly staff meetings incorporate teacher self-reflection, in addition to weekly reviews of lesson plans with the school's instructional facilitator. Teacher evaluations are followed up with a meeting to receive clear and constructive feedback from the evaluator. NAMS evaluations are conducted through a standardized evaluation tool to ensure consistency in the process.</p>	<p>Full Implementation 09/07/2017</p>		
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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
Initial Assessment:		Last year, we implemented Parent Nights that invited parents into NAMS to give them concrete ways to help their children at home. We also implemented Tutoring on Demand, which gave parents and students an easy, online format to access curriculum help at home. Weekly Connect 5 calls inform parents of events happening throughout the school and consistently reminds parents of the importance of reading at home.	Limited Development 09/07/2017		
How it will look when fully met:		While we have done many things to reach out to parents, we have found participation in our evening activities to be lacking. To reach full implementation for this goal, we will need to investigate different ways to reach our school population more effectively.		Maricela Zepeda	06/04/2019
Actions			3 of 5 (60%)		
	9/13/17	Simple curriculum resources, such as 12 powerful words and times tables, will be provided to all parents in back-to-school packets. Incentives will be offered for students who master these materials at home.	Complete 09/04/2018	Faye McLeod	09/20/2018
		<i>Notes:</i> These documents were included in student packets and extra copies of these documents were printed as needed.			
	9/13/17	The school will utilize multiple social media outlets to disseminate information to families, such as Facebook, Remind, and Connect5 calls.	Complete 12/18/2018	Jennifer Gold	12/18/2018
		<i>Notes:</i>			
	9/7/17	Continue Tutoring on Demand website for teachers to upload videos which teach families how to help students practice skills at home and continue to learn about and implement other digital resources to support parents at home.	Complete 03/19/2019	Jennifer Gold	03/19/2019
		<i>Notes:</i>			

9/7/17	AFTT nights will be held to provide opportunities to teach families how to use Tutoring on Demand and/or other digital resources and provide materials/alternatives for families without internet access. These nights can also be utilized to expand parents' use of PowerSchool.		Candace Call	05/21/2019
<i>Notes:</i>				
9/13/17	Special resources will be utilized to ensure we reach Spanish-speaking families, including Heritage Language Academy, ESL Parent Nights, and translations for home materials.		Adriana Paschal	06/04/2019
<i>Notes:</i>				