

## Comprehensive Progress Report

**Mission:** As a Westerly Hills Academy Scholar, I will collaborate, create, and communicate to become a leader today for a better tomorrow.

**Vision:** School: Westerly Hills Academy is a diverse population of students with a family approach to educating students by ensuring parents are partners. Students are encourage to be leaders.

**Goals:**

Westerly Hills Academy will provide duty-free instructional planning time for every teacher under G.S. 115C-105.27 and -301.1, with the goal of proving an average of at least five hours of planning time per week, to the maximum extent that the safety and proper supervision of students may allow during regular student contact hours. (B2.03, A2.04, B3.03)

Westerly Hills Academy will show an Increase on the INSIGHT survey by 1 index point from 6.3 to 7.3 by implementing procedures and supports that will foster a positive school climate, under CMS regulation JICK-R, by promoting a safe learning environment free of bullying and harassing behaviors. A4.06, A4.01, B3.03, E1.06)

By June 2022 Westerly Hills Academy will have 100% staff participation on building committees that support parental engagement, instructional support, social and emotional learning support.(E1.06, B2.01, A1.07)

The percent of Black and Hispanic 3rd grade students combined who score at the College and Career Ready level -4 or 5- in English Language Arts will increase from 5.9% in October 2022 to 50% by October 2024.

The percent of schools who met or exceeded expected Educator Value Added Assessment System (EVAAS) growth will increase from 71.7% in October 2019 to 95% by October 2024.

The percent of students reporting a positive self-perception of their self-efficacy on the Fall Panorama Screener will increase from 61% in Grades 3-5 in September 2021 to 68% in Grades 3-5 in September 2024.



! = Past Due Objectives

KEY = Key Indicator

|                            |   |
|----------------------------|---|
| <b>Core Function:</b>      | <b>Dimension A - Instructional Excellence and Alignment</b> |
| <b>Effective Practice:</b> | <b>Curriculum and instructional alignment</b>               |

|   | 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>              |        |  | <p>Westerly Hills Academy is currently working to increase academic performance of its students. The administrative team utilizes Title I funding for instructional facilitators and a MTSS facilitator position. Instructional facilitators ensure teachers utilize standard-aligned curriculum. The standard-aligned instructional units include learning objectives and their criteria for mastery, pre- and post-tests to assess student mastery, well-designed learning activities aligned to learning objectives, and corresponding materials that are easily accessible to share with colleagues. Special Education teachers and Multilingual teachers are also included on instructional teams to ensure that the needs of all learners are met. The Master Schedule for the 22-23 school year includes allotted time for MTSS.</p> | <p>Limited Development<br/>08/15/2022</p> |  |                          |
| <i>How it will look when fully met:</i> |        |  | <p>At Westerly Hills Academy, all teachers will participate in vertical alignment planning to gain knowledge of the trajectory of each student and ensure academic gaps are addressed. The Instructional Leadership Team will continue to use the district's Data Use for School Improvement (DUSI) team to drill down individual students' needs and monitor academic performance, through weekly meetings led by instructional leaders specifically around K-2 and 3-5 reading, math, and science instruction. Teachers will regularly analyze subgroup data to hyper focus on performance of Black and Hispanic students to ensure academic progress. The Instructional Leadership Team will support teachers and provide a weekly report to administration.</p>   |   | <p><b>Kiesha Pride (DOE: 7/1/2022)</b></p> | <p><b>06/09/2023</b></p> |
| <b>Actions</b>                          |        |  |   | <b>0 of 7 (0%)</b>                        |  |                          |
|   | 9/6/22 | <p>Instructional Leadership Team will conduct Practice Clinics and Professional development using Teach Like a Champion. (CMS Goals 1 &amp; 4)</p> |   |   | <p>Tammillye Ward<br/>(DOE: 9/9/2021)</p>  | <p>06/09/2023</p>        |

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| <i>Notes:</i> |  |  |                                |            |
| 9/6/22        | Instructional Leadership Team will conduct weekly Core Action walkthroughs to ensure standard alignment, rigor, and engagement. (CMS Goals 1 & 4)  |  | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Westerly Hills Academy will collaborate with Beginning Teacher Development & Support department to provide additional coaching and support to teachers new to the profession and new to Westerly Hills. (CMS Goals 1 & 4)  |  | Catina Scott (DOE: 9/9/2021)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Conduct Weekly/Tiered Coaching Sessions aligned with Get Better Faster. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Third grade students will receive additional support in the area of reading foundational skills and reading comprehension through the Westerly Hills Academy Reading Lab based on Beginning of Grade 3 test results, DIBELS and Measure of Academic Progress - MAP. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Utilizing MAP, DIBELS, End of Grade scores, and CenterPoint data scholars will be selected to participate in virtual and in- person out of school tutoring.(CMS Goals 1 & 4)   |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/9/22        | The Instructional Leadership Team will implement procedures and protocols to ensure teachers deliver the district approved, grade level curriculum with fidelity and integrity. During Professional Learning Community meetings, content coaches will model and support teachers with the EL Education (Literacy) and Envisions (Math) curriculum. (CMS Goals 1 & 4) |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |

**Core Function:**

**Dimension A - Instructional Excellence and Alignment**

| 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 |
| <i>Initial Assessment:</i>              |        | <p>Westerly Hills Academy, all teachers will participate in vertical alignment planning to gain knowledge of the trajectory of each student and ensure academic gaps are addressed. The Instructional Leadership Team will continue to use the district's Data Use for School Improvement (DUSI) team to drill down to individual students' needs and monitor academic performance, through weekly meetings led by instructional leaders specifically around K-2 and 3-5 reading, math, and science instruction. Teachers will regularly analyze subgroup data to hyper-focus on the performance of Black and Hispanic students to ensure academic progress. The Instructional Leadership Team will support teachers and provide a weekly report to the administration. Teachers and instructional coaches will regularly monitor MasteryConnect to provide real-time feedback and strategies to support students during small groups and Multi-Tiered Systems of Supports (MTSS) blocks.</p> | Limited Development<br>09/05/2022 |                                 |             |
| <i>How it will look when fully met:</i> |        | <p>Teachers will regularly analyze subgroup data of all students with a hyper-focus on the performance of Black and Hispanic students to ensure academic progress. The Instructional Leadership Team will support teachers with incorporating research-based strategies in response to data. A weekly report will be provided to the administration team. Teachers and instructional coaches will regularly monitor MasteryConnect to provide real-time feedback and strategies to support students during small groups and Multi-Tiered Systems of Support (MTSS) blocks.</p>  |                                   | Catina Scott (DOE:<br>9/7/2022) | 06/10/2023  |
| <i>Actions</i>                          |        |   | <b>0 of 10 (0%)</b>               |                                 |             |
|   | 9/6/22 | <p>Westerly Hills will create opportunities for teacher leaders to help implement MTSS with fidelity. Westerly Hills will provide ongoing professional development and support for the Branching Minds platform. Westerly Hills will create an MTSS committee that will meet monthly to support the Multi-Tiered System of Support (MTSS) needs of the building. (CMS Goals 1 &amp; 4)</p>  |                                   | Kiesha Pride (DOE:<br>7/1/2022) | 06/09/2023  |

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| <i>Notes:</i> |   |  |                              |            |
| 9/6/22        | Westerly Hills Academy will implement collaborative systems through Professional Learning Communities to include all Support staff (Exceptional Children, Multi-Lingual Teacher, Counselor, Social Work). Westerly Hills Academy will incorporate support staff in planning meetings to close instructional gaps. (CMS Goals 1 & 4) |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/6/22        | Westerly Hills Academy will utilize Branching Minds to track the effectiveness of tiered interventions for supplemental and intensive students as outlined in the Standard Treatment Protocol. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/7/22        | Training will be provided for teachers on Supplemental and Intensive academic interventions in math and literacy. All teachers will be trained on Orton-Gillingham- reading program. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/7/22        | Westerly Hills Academy will create a Reading Lab for 3rd grade scholars who need additional support by using Beginning of Grade 3 assessments, MAP, DIBELS and common assessment data. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/7/22        | Westerly Hills Academy's Student Support Professional Learning Community will meet twice a month to discuss student progress and create action steps to support students with academic and behavior interventions. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/7/22        | The Instructional Leadership Team will monitor academic performance through weekly meetings specifically around K-2 and 3-5 reading, math, and science instruction. (CMS Goals 1 & 4)   |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/9/22        | Administration will use Power BI to track the impact of instructional leaders and teacher performance. (CMS Goals 1 & 4)  |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |
| 9/9/22        | Teachers and support staff will work collaboratively to monitor and track student attendance. Teachers will use a contact log and daily action report to monitor attendance. Front office staff will send 3 day, 6 day, and 10 day letters to families. (CMS Goals 1 & 4)   |  | Kiesha Pride (DOE: 7/1/2022) | 06/09/2023 |
| <i>Notes:</i> |   |  |                              |            |

9/9/22 The Student Support Team will implement monthly attendance incentives in collaboration with the Family and Community Engagement Office. (CMS Goals 1 & 4)

Kiesha Pride (DOE:  
7/1/2022)

06/09/2023

*Notes:*

|   | 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>Westerly Hills Academy's Instructional Leadership Team and Student Support Team are in the process of implementing school-wide systems of support to address each student's academic, emotional, and behavioral needs.</p> <p>Westerly Hills Academy currently uses PBIS to encourage a nurturing environment and positive behavior of students through monthly incentives for students. Westerly Hills has an active intervention team to refer students with challenging needs.</p> <p>Westerly Hills Academy regularly reviews the panorama data to address the needs of our students and provide additional support where needed.</p>  | Limited Development<br>09/05/2022 |                                   |             |
| <i>How it will look when fully met:</i> |        |  | <p>At Westerly Hills Academy, the Instructional Leadership Team and Student Support Services Team meet weekly to discuss progress towards the Social Emotional goals based on Panorama data as well as to discuss multi-tiered systems of support to address each student's academic, emotional, and behavioral needs. In the master schedule Caring Schools curriculum has been incorporated with fidelity for 20 minutes of daily focus on building students social emotional well being. All teachers provide instruction, modeling, classroom norms that promote students' self-respect, management of emotions, concern for others, and responsibility. SYDKIMYL Educational Consultants have partnered with Westerly Hills Academy to provide weekly sessions around social-emotional learning for K-5 students. The implementation of school wide positive behavior incentives such as a school store, eagle bucks, and student of the month are used to reward and recognize students for adhering to the expectations as outlined in the Westerly Hills Academy behavior matrix.</p> |                                   | Kiesha Pride (DOE: 7/1/2022)      | 06/09/2023  |
| <b>Actions</b>                          |        |  |   | <b>0 of 6 (0%)</b>                |                                   |             |
|   | 9/9/22 | Provide each class with Safe Space materials as a de-escalation and a self-regulation strategy for students. (CMS Guardrail 1 & 3) |   |                                   | Leitreshia Carter (DOE: 9/9/2021) | 08/29/2022  |
| <i>Notes:</i>                           |        |  |   |                                   |                                   |             |

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| 9/9/22        | Westerly Hills Academy will partner with the Learning Community Core Behavior specialist to provide on-going professional development to teachers and staff. (CMS Guardrail 1 & 3)                                      |  | Kiesha Pride (DOE: 7/1/2022)      | 06/09/2023 |
| <i>Notes:</i> |   |  |                                   |            |
| 9/9/22        | The Student Support Professional Learning Community will use the Tiered Fidelity Inventory to monitor the strength of the school wide behavior system. (CMS Guardrail 1 & 3)  |  | Kiesha Pride (DOE: 7/1/2022)      | 06/09/2023 |
| <i>Notes:</i> |   |  |                                   |            |
| 9/6/22        | Westerly Hills Academy will use Branching Minds to monitor systems, processes and the effectiveness of tiered interventions for supplemental and intensive scholars. (CMS Guardrail 1 & 3)                              |  | Leitreshia Carter (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |   |  |                                   |            |
| 9/6/22        | Westerly Hills Academy will partner with the Student Behavior Specialist Department to provide ongoing training for all staff on restorative circles, implicit bias and de-escalation strategies. (CMS Guardrail 1 & 3) |  | Tammillye Ward (DOE: 9/9/2021)    | 06/09/2023 |
| <i>Notes:</i> |   |  |                                   |            |
| 9/6/22        | Westerly Hills will partner with SYDKIMYL Educational Consultants, who will provide weekly Social Emotional Lessons. (CMS Guardrail 1 & 3)  |  | Kiesha Pride (DOE: 7/1/2022)      | 06/09/2023 |
| <i>Notes:</i> |   |  |                                   |            |

**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>              |        | The Instructional Leadership Team (ILT) completes weekly walk-throughs for all classroom teachers. Instructional Leadership Team (ILT) provides coaching and feedback with teachers through one-on-one feedback sessions. Teachers receive individualized planning sessions as an additional support. The Instructional Leadership Team leads grade level teams in weekly data dives to ensure that every student reaches his/her greatest potential. Student performance is monitored through formal/informal assessments, exit tickets and small group instruction. Instructional Leadership Team (ILT) will utilize MasteryConnect data analysis reports for common and formative assessments during planning and during ILT weekly meetings. Through this effort, the principal regularly monitors curriculum and classroom instruction, and provides timely, clear, and constructive feedback to each teacher.   | Limited Development<br>09/05/2022 |                                 |             |  |
| <i>How it will look when fully met:</i> |        | The Instructional Leadership Team (ILT) supports the principal's effort to improve teacher practice and student learning by focusing on frequent coaching and improvement. ILT helps the principal increase his/her instructional time by using the tools Time/Task Analysis, Time Tracker, and observation forms. The principal builds relationships with the teachers while coaching them closely. This ensures the principal will be closely connected to the work in each classroom. As a result, accountability increases as instructional practices grow stronger. The school is continuing to work on the implementation of school-wide coaching, which will help address a detailed understanding of what is happening in every classroom. 100% of the instructional leadership team (principal, AP, 4 instructional coaches, and other key professional staff members will conduct weekly 15- 20 minute coaching and feedback sessions for 100% of the instructional staff.) The ILT meets weekly to review the implementation of effective practice. The administration team tracks teacher and instructional leadership performance utilizing the Power BI platform. |                                   | Kiesha Pride (DOE:<br>7/1/2022) | 06/09/2023  |  |
| <i>Actions</i>                          |        |   | 0 of 5 (0%)                       |                                 |             |  |
|   | 9/6/22 | The Instructional Leadership Team will implement coaching plans with tiered support for teachers. (CMS Goals and Guardrails 1 & 2)  |                                   | Kiesha Pride (DOE:<br>7/1/2022) | 06/09/2023  |  |

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| <i>Notes:</i> |  |  |                                |            |
| 9/6/22        | The Instructional Leadership Team will conduct practice clinics to support teachers using Teach Like a Champion techniques. (CMS Goals and Guardrails 1 & 2)   |  | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Conduct weekly/tiered coaching sessions aligned with Get Better Faster coaching framework. (CMS Goals and Guardrails 1 & 2)  |  | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Westerly Hills Academy will use School Mint Grow (observation feedback platform) to monitor and track teacher performance that is aligned with Teach Like a Champion coaching format. (CMS Goals and Guardrails 1 & 2) |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |
| 9/7/22        | Instructional Leadership Team will meet weekly to participate in learning walk calibration to monitor instructional program. (CMS Goals 1 & 4 Guardrails 1 & 3)  |  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |  |  |                                |            |

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| <b>Core Function:</b> | <b>Dimension E - Families and Community</b> |
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| 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>              |        | Westerly Hills Academy does not have an active Parent Teacher Student Association (PTSA). Parent involvement for school related functions has exhibited low participation. Parent Square has been an effective two-way communication between parents, teachers, and administrative staff. Westerly Hills will operate a Food Pantry to help with community food insecurity.  | Limited Development<br>09/05/2022 |                                   |             |
| <i>How it will look when fully met:</i> |        | The school will regularly communicate with parents/guardians using ParentSquare to send weekly posts, virtual option parent meetings, monthly parent newsletters, Parent/Teacher conferences and quarterly student progress reports/report cards. The school will demonstrate communication with parents through programs such as Moving On ceremony, Meet and Greet Ceremony, Kindergarten Beginners Day, and Career Day where parents can discuss their professions with students, receive information about community resources, and receive uniforms for their scholars. Other programming such as Open House and Curriculum night provide parents with resource information and tools in the areas of Reading and Math to help their child at home. Professional development on ways to help students regarding expectations of them at school and the importance of the curriculum at home. Westerly Hills will operate a Food Pantry to help with community food insecurity. We provide after school tutoring services and extended learning for students. The student support team conducts quarterly parent engagement sessions and provides parents a website to request needed services. In addition, home visits are conducted to provide intensive outreach to unresponsive families. At Westerly Hills Academy it is our mission to create an environment where families feel valued and welcomed. |                                   | Kiesha Pride (DOE:<br>7/1/2022)   | 06/09/2023  |
| <i>Actions</i>                          |        |  | 0 of 7 (0%)                       |                                   |             |
|   | 9/6/22 | Westerly Hills Academy will utilize ParentSquare to increase home school communication. (CMS (CMS Goals 1 & 4 Guardrails 1 & 3)  |                                   | Tammillye Ward<br>(DOE: 9/9/2021) | 06/09/2023  |

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| <i>Notes:</i> |   |                                |            |
| 9/6/22        | Westerly Hills Academy will host multiple parental involvement events for the 2022-2023 school year. (CMS Goals 1 & 4 Guardrails 1 & 3 )  | Kiesha Pride (DOE: 7/1/2022)   | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |
| 9/7/22        | Purchase and utilize the SMORE newsletter and ParentSquare to communicate with families in thier native languages. (CMS Goals 1 & 4 Guardrails 1 & 3)   | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |
| 9/7/22        | Westerly Hills will provide interpreters at parent events to ensure communication is clear. (CMS Goals 1 & 4 Guardrails 1 & 3)  | Catina Scott (DOE: 9/9/2021)   | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |
| 9/7/22        | Westerly Hills will send weekly newsletters and bi-weekly progress reports to inform parents of their child's progress. (CMS Goals 1 & 4 Guardrails 1 & 3)  | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |
| 9/7/22        | Westerly Hills will utilize Charlotte Mecklenburg School district family engagement staff to increase parent involvement to form a Parent Teacher Association. (CMS Goals 1 & 4 Guardrails 1 & 3) | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |
| 9/9/22        | During the quarterly parent engagement events, Parents will be trained on how to access PowerSchool for 3rd, 4th, and 5th grade families. (CMS Goals 1 & 4 Guardrails 1 & 3)                      | Tammillye Ward (DOE: 9/9/2021) | 06/09/2023 |
| <i>Notes:</i> |   |                                |            |