

Comprehensive Progress Report

Mission: The mission of Ferguson -Easley Elementary School is to provide varied opportunities for each student to learn skills, acquire knowledge, and develop character within a rich, diverse and nurturing learning environment.

Vision: Ferguson -Easley Elementary School is a collaborative family that nurtures and empowers a diverse community of learners who are successful, compassionate, open-minded, independent thinkers to lead in the 21st century.

Goals:

In the 2022-2023 school year Ferguson Easley had a proficiency goal of 31.5%. This year Ferguson Easley Elementary School will have a target goal of 40% proficiency or greater with a 45% goal in 2024-2025. By the end of the school year teachers will implement academic practices across all grade levels and content areas this will include explicit instruction, repeated modeling, scaffolding and culturally responsive practices. Further students will be grouped appropriately by targeted skill area through diagnostic processes. (A2.04 & B3.03)

All teachers are attentive to students emotional state, guide students in managing their emotions, and arrange for supports and interventions when necessary. (A4.06)



! = 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>We are utilizing the PBIS Matrix school-wide. We conducted a BOY Behavioral Expectations assembly. We have implemented a reward system whereby students are awarded incentives for displaying appropriate behaviors. We have a designated PBIS committee who meets monthly to analyze data and to reevaluate the effectiveness of our school-wide program.</p> <p>We will continue to utilize the PBIS Matrix school-wide. With the turnover of staff, PBIS is not implemented consistently school-wide.</p>	Limited Development 10/06/2022		
How it will look when fully met:		All staff will receive professional development with our PBIS Program at the beginning of the school year. All staff will be trained to utilize ABE in order to document and provide self awareness modules around behavior concerns. Our school will meet monthly as a PBIS team to disaggregate behavior from ABE and Hoonuit systems. Evidence of completion will be seen through a decrease in the number of behavioral referrals.		Nakeida Prescod	06/03/2024
Actions			2 of 3 (67%)		
	9/21/23	Conduct initial PBIS meeting with entire staff.	Complete 09/11/2023	Nakeida Prescod	08/22/2023
	<i>Notes:</i> 10/24/23 In August 2023 the PBIS development was conducted.				
	9/21/23	Team System / Incentive Program	Complete 09/11/2023	Nakeida Prescod	09/11/2023
	<i>Notes:</i>				
	9/21/23	Conduct monthly PBIS Team Meeting in order to determine incentive and rewards through disaggregation of data from ABE (modules) and Hoonuit.		Nakeida Prescod	06/01/2024
	<i>Notes:</i> 10/30/2023 -				

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
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>		Teachers know how to develop their lesson plans aligned to the standards and they ensure that the instructional presentations are aligned throughout their lessons. Others develop lesson plans. However, the instruction does not match for the duration of the lesson. Therefore, creating and utilization of instructional materials that are relevant and aligned has been a difficult task.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Weekly lesson plans that are developed will be aligned with the NC Common Core Standards. Pacing and resources will be utilized as tools for successful lesson plans and remaining on standards in a timely and progressive manner. The entire instructional presentations will display alignment for the duration of each lesson. Instructional materials will be relevant with the specific lesson being taught. Comprehensive learning walks will be conducted daily by administrators with feedback/monitoring sessions to be conducted with teachers following learning walks. Teachers will be supported by their instructional coach with coaching cycles as needed to improve student learning. Evidence of full implementation include samples of weekly lesson plans, examples of feedback, an increase academic achievement across all subject areas.		FEES Instructional Leadership - McLaurin, Stone, Alaniz, and Temple	06/14/2024
Actions			0 of 2 (0%)		
10/14/22	Teachers will meet weekly in PLCs facilitated by the instructional coach to support the planning of instructional lessons. Teachers completed lesson plans will be uploaded in the Google Classroom. IC and administration will monitor and provide feedback weekly on lesson plans during the weekly PLC and after the meeting if needed.			FEES Instructional Coache Michelle Temple & Jessic	06/01/2024
<i>Notes:</i> 10/13/23 Administrators and Coaches will provide feedbacks to teachers after Irounds, Observations and Coaching Cycles. Feedback was given in reference to lesson plans, classroom instruction and student data.					
10/14/22	One on One Meetings will be held with teachers that need support through the coaching cycle with the IC.			FEES Instructional Coache Michelle Temple & Jessic	06/03/2024

Notes: 10/13/23 Coaches met with teachers in their coaching cycles this week. All notes were uploaded into our FEES Coaching Tracker, this process continues to be ongoing weekly..

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>		PLC meetings are conducted weekly. Lesson plans are submitted and reviewed to ensure alignment. Learning walks are conducted and prompt feedback is provided. Buddy teachers are assigned to teachers as needed. Students who are experiencing difficulty are referred to our SST and assistance is requested from the CCS C & I and Elementary Ed. departments. The SIT is utilized for appropriate discussions with regards to teaching and learning. Teachers who struggle are Identified through coaching trackers and additional support is given in the areas that need improvement. They participate in PD sessions aligned with their areas in need of improvement. Instruction will be specifically tailored to meet the needs of exceptional students.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Small group lesson plans are submitted weekly to Google Docs in the area of reading, math and Gr 5 science. This will give our IC time to review and provide weekly feedback in the area of small group instruction. Focusing on small group instruction - formal observations, coaching cycle meets and rounds will be provided by the leadership team with timely feedback for student improvement.		FEES Instructional Coache Michelle Temple & Jessica Alaniz	06/14/2024
<i>Actions</i>			0 of 2 (0%)		
	10/14/22	Teachers will preplan and prepare vetted resources (Wonders & Envision) for use in small group lessons. Teachers will organize materials and resources needed in advance of the lessons.		Jessica Alaniz	06/01/2024

		<p><i>Notes:</i> 09/08/2023 Teachers will submit lesson plans to the ILT by noon on Fridays. The team will review them and give any necessary feedback in time for the beginning of the following week. The ILT and teachers will then unpack the standards, go over any new data and possibly any model lessons during the grade level PLC's</p> <p>10/08/23 Lesson plans were reviewed and returned back to teachers with either comments of complete or notes on what corrections need to be made.</p>			
		10/14/22 Teachers will engage students daily in small group instruction in the area of reading and math.		Jessica Alaniz	06/04/2024
		<p><i>Notes:</i> 9/8/2023 Teachers will use certified plans and their manuals to deliver lessons to their small group.</p> <p>10/13/23 Teachers used certified lesson plans to deliver small group instruction. Data was used to create and make adjustments to those groups as needed.</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>		The current structure entails classroom guidance lessons, small group and individual sessions with the school counselor or social worker. The teachers are attentive to the individual needs of their students. Referrals are made to our Student Services Team as necessary. Resources are shared with parents if assistance is needed from outside sources.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Teachers will utilize Calm Down Corners, our PBIS Matrix and ABE referral system with fidelity to ensure that students will have a successful classroom experience to improve student success. Students will understand how to self regulate emotions and feelings on a consistent basis. Evidence of this will be a reduction in referrals and greater student academic performance.		Nakeida Prescod	06/03/2024
Actions			1 of 3 (33%)		
10/24/23		All classrooms will have Calm Down Corners installed in them.	Complete 08/24/2023	Eric McLaurin	08/14/2023

		Notes: 08/25/2023 All classrooms have a Calm Down Corner in them for SEL.			
	10/14/22	"Calm Down" areas with specified guidelines and protocols will be utilized to assist students in managing their emotions.		Nakeida Prescod	06/07/2024
		Notes: 10/24/23 Student Support Team will be included in the Ilt meetings twice a month in order to develop a plan to assist staff knowledge in the area of SEL systems.			
	10/14/22	The PBIS Team will work through behavioral data monthly to ensure All students are identified if Tier 2 and Tier 3 strategies are needed.		Nakeida Prescod	06/07/2024
		Notes:			
	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
		Initial Assessment:	The school counselor will monitor the transition of students. The counselor will discuss promotion from grade level to grade level with students regularly. All fifth grade level students will take field trips to the various middle schools where they will receive information during the students Open House that will serve as a median to support student transitions to the upcoming grade levels.	Limited Development 10/14/2022	
		How it will look when fully met:	Students will feel comfortable transitioning to the next grade level while also being empowered to take ownership of their matriculating to the next grade level. Report card and cumulative information will be used to evaluate the effectiveness of the efforts to meet this objective.		Nakeida Prescod
		Actions		0 of 1 (0%)	
	10/14/22	Our Fifth grade students have attend the virtual 6th grade orientation at Luther Nick Jeralds and Max Abbott.		Nakeida Prescod	05/01/2024
		Notes: 08/28/23 Orientation field trips will be scheduled in April or May of 2024.			

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Strategic planning, mission, and vision			
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
<i>Initial Assessment:</i>		The leadership team will meet once a week to discuss a plan of action that support SIP goals, with the SIT team meeting once a month to discuss the progress of those goals.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		The leadership team (Principal, Assistant Principal, Instructional Coaches (and periodically the Behavior Coach, School Counselor and School Social Worker) will meet weekly to work through academic, attendance, behavioral data. Notes from these meetings will be placed in Indistar. The Correlate teams will meet once a month to progress monitor the indicators they are assigned. The SIT will meet once a month to review the work of the correlates and revise/change or remove the work they are doing on team to increase student achievement. Notes will be place in Indistar that reflect the progress toward our indicators and actions. All information will be used to assure that schools SIP is being supported and student instruction is at a high level to support student achievement.		FEES Administration McLaurin & Stone	06/07/2024
<i>Actions</i>			1 of 3 (33%)		
10/24/23	Meet with ILT and Social Skills Team to set the tone and discuss our upcoming SIP Goals		Complete 08/21/2023	Eric McLaurin	08/21/2023
<i>Notes:</i> 8/21/2023		Discussed SIP goals with Assistant Principal, Instructional Coaches, School Counselor, School Social Worker and School Behavioral Coach.			
10/17/22	Weekly central leadership team meetings with the principal, AP, and IC to discuss issues around teacher progress, PD for teachers in need of additional support, IRound and observation schedules, attendance and behavioral concerns.			FEES Administration McLaurin & Stone	06/07/2024

Notes: 10/13/23

ILT had our weekly meeting. Kim Robinson and Ron Phipps were in attendance. The discussion was around the recent PLN Visits we had, recent Iround and Coaching Cycle visits and reviewing last years data.

10/20/23

ILT team had our weekly meeting. Mrs. Robertson was in attendance. The discussion was around, Observations, Iround and Coaching Cycle visits. Concern was centered around Kindergarten especially Ms. Plummer. Ms. Plummer is getting intensive coaching from Mrs. Alaniz and she has been assigned a PAL.

10/23/23

Met with Mrs. Robertson.

10/24/23

SIT Team will meet once a month to support the School Improvement Plan.

Ashley Stone

06/07/2024

Notes: 09/25/2023

School Improvement Team had our initial meeting to discuss this years direction.

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>		The principal has set up school strategic teams consisting of SIT, PBIS and Correlates. These teams consists of staff members that meet to support the SIP.	Limited Development 10/14/2022		
		Priority Score: 2 Opportunity Score: 2	Index Score: 4		
<i>How it will look when fully met:</i>		The SIT, PBIS and Correlates will meet regularly to address Indistar indicators that will support our SIP. Evidence of established team structures will be seen in ILT minutes, PLC minutes and SIT minutes.	Objective Met 10/24/23	FEES Administration McLaurin & Stone	06/03/2024
Actions					
	10/14/22	Team structures will be created with specific functions for the purpose of continuous improvement (instructional leadership, leadership team, PBIS, correlate, SIT)	Complete 10/24/2023	FEES Staff	11/06/2023
		<i>Notes:</i> 8/31/23 Master schedule was created with built in time for teachers, coaches and admin to participate in organized PLC's together. 10/13/23 Met during our Leadership team to discuss time to have detailed grade level planning to work or create projects. Project date slated for afternoon of November 1st. 3-5.			
<i>Implementation:</i>			10/24/2023		
	<i>Evidence</i>	10/24/2023			
	<i>Experience</i>	10/24/2023			
	<i>Sustainability</i>	10/24/2023			

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 principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Comprehensive learning walks (iRounds) will be conducted at least weekly, biweekly and monthly depending on the tier of the teacher. Prompt feedback via face to face sessions, email communication, and/or walk-through documents will be used to facilitate constructive feedback to the teachers. Informal and formal observations will be conducted throughout the 9-week grading period.		FEES Administration McLaurin & Stone	06/03/2024
<i>Actions</i>			0 of 1 (0%)		
10/14/22		Currently the instructional leadership team, to include the principal, assistant principal and instructional coach visit classrooms regularly and provide feedback via email, in person or through the Cumberland County Schools IRounds tool. The instructional team meets every Friday to determine their walkthrough schedule for the week and works to follow the assigned teachers for the week.		FEES Administration McLaurin & Stone	06/01/2024

Notes: August 14th, 2023

At our beginning of the year staff meetings I went over the upcoming years process of Irounds, Coaching visits and observations. The teachers know that they will get at least one Iround visit a week but a visit to their classroom several times a week as needed and as time allows. The coaches will visit as well to give feedback and support. Observation schedule has been developed to make sure that all staff observations are done on time.

8/28/2023

Leadership Team conducted Irounds on teachers.

9/11/2023

Leadership Team conducted Irounds on teachers.

9/18/2023

Leadership Team conducted Irounds on teachers.

9/25/2023

Leadership Team conducted Irounds on teachers.

10/2/2023

Leadership Team conducted Irounds on teachers.

10/9/2023

Leadership Team started first rounds of observations and PDP's and conducted Irounds.

10/12/2023

Team 1 PLN cam to campus to conduct Iround visits. We debriefed and discussed their findings.

10/16/2023

Leadership Team continued first rounds of observations, completed PDP's and conducted Irounds.

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>		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.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		School performance data and classroom data (Unit Assessments), (SuccessMaker) and (Benchmarks) will be discussed as data points become available. Administrators will determine staff development needs based on performance data and learning success of students. Once data has been reviewed by all stakeholders, then we will determine which areas need improvement, for example developing small group lesson plans that specifically address standards and/or skillsets of our students.		FEES Instructional Coache Michelle Temple & Jessica Alaniz	06/03/2024
Actions			0 of 1 (0%)		
	10/14/22	As data points become available our PLC Teams will disaggregate this data and determine a plan for each classroom teacher.		FEES Administration McLaurin & Stone	06/01/2024
	<i>Notes:</i> 10/3/23 K-2 Data Day took place. Our K-2 teacher had an opportunity to review their BOY data and create small group and to ask questions of Admin, Coaches and district leaders. 10/10/23 Met with Ron Phipps for initial meeting concerning support for FEES. 10/13/23 Meet with Ron Phipps to go over data with ILT team. 10/25/23 Meet with Ron Phipps to discuss his findings of Data inspection.				

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>		The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		This objective will be an ongoing objective. As the indicator progresses it will serve to recognize, reward and celebrate staff members for their accomplishments. This will assist us in the recruitment and and help retain premier professionals. This will also help develop equitable access to human capital.		Eric McLaurin	06/03/2024
Actions			1 of 2 (50%)		
	1/6/23	Ferguson- Easley will recognize a staff member each month as our Staff Member of the Month at faculty meetings.	Complete 06/14/2024	Eric McLaurin	10/02/2023
		<p><i>Notes:</i> Ferguson- Easley will recognize a staff member each month as our Teacher of the Month and Staff Member of the Month at faculty meeting.</p> <p>08 14 23 Celebrated our 2023 teacher of the year, BT of the year and staff member of the year. 10 /02/2023 September Staff Member of the Month -None</p> <p>11/06/2023 October Staff Member of the Month - Damian Whitaker</p> <p>November Staff Member of the Month - December Staff Member of the Month - January Staff Member of the Month - February Staff Member of the Month - March Staff Member of the Month - April Staff Member of the Month - May Staff Member of the Month -</p>			
	10/24/23	Ferguson- Easley will recognize a teacher each month as our Teacher of the Month at faculty meetings.		Eric McLaurin	06/07/2024

Notes: Ferguson- Easley will recognize a staff member each month as our Teacher of the Month and Staff Member of the Month at faculty meeting.

08 14 23

Celebrated our 2023 teacher of the year, BT of the year and staff member of the year.

10 /02/2023

September Teacher of the Month -None

11/06/2023

October Teacher of the Month -

Core Function:		Dimension D - Planning and Operational Effectiveness			
Effective Practice:		Resource Allocation			
KEY	D1.02	The LEA/School has aligned resource allocation (money, time, human resources) within each school's instructional priorities.(5171)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		School currently works to maximize resources (time, staffing, and funding) to our best ability to ensure the focus is on school improvement and student success.	Limited Development 10/08/2023		
<i>How it will look when fully met:</i>		After reviewing the Resource Allocation Review and discussing this with the School improvement Team, the school will put strategies in place to ensure that all resources are equitable and aligned with main school improvement indicators.		Kim Robertson	05/31/2024
Actions			0 of 1 (0%)		
	10/8/23	The principal will share their current plan of resource expenditures during the BOY and MOY Data Meetings. All resources should be directly tied to their School Improvement Plan Indicators and student achievement.		Kim Robertson	03/29/2024
<i>Notes:</i> 8/01/2023		Discussed with School Improvement Team the budget that has been spent and upcoming purchases.			
8/14/2023		Discussed with entire staff our 2023-2024 budget. We reviewed previous spending and remaining budget.			
9/20/2023		Met with CCS team to discuss previous years data. I also reviewed my year to date expenditures with team and shared plan for the upcoming year.			

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>		A Correlate will be created to collectively engage schools, parents and community in building student success. More parent involvement will be evident especially during more academic activities. Larger numbers of parent participants will be observed during school activities/programs. Parents will visit classrooms more often through coordinated efforts with teachers and administrators. Pertinent information and parent engagement opportunities will be communicated via the school's website, twitter account, and Face Book page.	Limited Development 10/14/2022		
		Priority Score: 2 Opportunity Score: 2	Index Score: 4		
<i>How it will look when fully met:</i>		All teachers will create and use a parent contact log that will track all phone calls, emails, texts, class dojo etc. communications with parents. This will assist them as proven documentation of all contacts with parents.		FEES Administration McLaurin & Stone	06/03/2024
<i>Actions</i>			2 of 3 (67%)		
	9/14/23	Weekly follow up with Assistant Principal and Media Coordinator to make sure that website and all social media platforms are updated. Also I will make sure that all Parentlink message are out in timely manner.	Complete 09/21/2023	Eric McLaurin	08/14/2023

Notes: 8/1/23

Assigned Ms. Stone and Mrs. Strickland to social media platforms.
Followed up to make sure all updates have been done.

9/1/23

Followed up to make sure all updates in social media are completed.

10/1/23

Followed up to make sure that calendar has been updated

10/23/2023

Met with Ms. Stone and Mrs. Strickland to follow up on items to be placed on School Website, Dojo , Parent Letters and Social Media. I also met with Mr. Chapman about new material for Marquee.

10/24/23 School will have a Fall Festival for the school/community

FEES Staff

10/27/2023

Notes: 10/27/2023

Fall Festival

10/14/22 FEES will utilize a variety of communication methods regularly and effectively to communicate with families about the school. This will include regularly updating the school website by the media coordinator, establishing and maintaining social media sites, and weekly ParentLink phone calls, emails and texts

Complete 09/21/2023

FEES Administration
McLaurin & Stone

06/14/2024

Notes:

Implementation:

09/21/2023

Evidence

7/17/2023

Experience

7/17/2023

Sustainability

7/17/2023