

## Comprehensive Progress Report

**Mission:**

The Mission of Westover High School is to provide a safe, caring, and supportive environment conducive to high academic achievement to ensure that all students become productive members of society.

**Vision:** The Vision of Westover High School is that all stakeholders will leave Powerful, Passionate and Productive.

**Goals:**

Every student will be healthy, safe, and responsible.

By May 2024, our ACT composite score will increase from 12.9% to 15% (a gain of 2.1%), while Workkeys will increase from 23.9% to 40% (a gain of 16.1%).

By August 2024 based on our baseline cohort graduation rate, graduation rates will increase from 81% to 86% (+5).

Our School Performance Grade will remain a C letter grade but increase by 5 points (C) to 60 ( a 5-point gain) for the 2023-2024 school year.

By May 2024, Westover HS will increase in all accountability markers

Every parent and community stakeholder will be involved as it relates to student success



! = 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>		Currently we are a PBIS school and we are set to work on Positive Behavior Intervention and Support strategies.	Limited Development 10/14/2022		
		Priority Score: 2                      Opportunity Score: 2	Index Score: 4		
<i>How it will look when fully met:</i>		The teachers and students will understand the PBIS matrix and utilize student incentives and the Behavior Tier system. Student discipline will decrease and teacher retention will increase as evidenced by discipline records and Human Resource documentation.	<b>Objective Met 10/08/23</b>	<b>Dr. Vernon Lowery</b>	<b>10/01/2023</b>
<b>Actions</b>					
	10/14/22	Teachers/staff/students will be trained and reviews behavior expectations outlined at Westover High School and Cumberland County Schools.	Complete 10/06/2023	Dr. Vernon Lowery	06/01/2024

*Notes:* On August 13, 2022 all new staff members will be given an intensive training on what to expect as it relates to student behaviors at Westover High School. All other staff members will be trained on August 21, 2022 to review over the expectations of our students and teachers. Administration meets monthly with staff to address PBIS and update staff as it relates to prior student infractions. PBIS team will meet monthly.

<b>Implementation:</b>		10/08/2023		
<b>Evidence</b>	10/8/2023			
<b>Experience</b>	10/8/2023			
<b>Sustainability</b>	10/8/2023			

**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
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<b>Initial Assessment:</b>	Teachers have access to NCSCOS, unpacking documents, CCS pacing guides, data notebooks and other support materials. Most PLCs have units of instruction for their subject in place from the previous school year. We will continue to do the same this year. PLCs will use common growth assessments throughout the semester.	Limited Development 10/14/2022		
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<b>How it will look when fully met:</b>	Each PLC will have units of instruction that include: Pacing guides, common assessments and weekly PLC meetings to review and update current unit of instruction and refinement of upcoming unit of instruction using a common template.		Dr. Vernon Lowery	06/01/2024
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**Actions** 0 of 4 (0%)

10/14/22	All PLCs will give common assessments to ensure that teachers are knowledgeable of what students are expected to accomplish. Students also are given the opportunity to demonstrate growth on objectives taught.		Dr. Vernon Lowery	06/01/2024
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*Notes:* Administrative teams will have to work together to ensure students/teachers have the needed resources to ensure student growth is evident.

10/14/22	For the 2022-2023 school year, teachers new to Westover High School will receive training on the NCDPI standard course of study and the essential standards. This will continue throughout the 2023-2024 school year.		Dr. Vernon Lowery	06/01/2024
<i>Notes:</i> All teachers that were new hires to the Westover High School on or before the first days of school will be trained on the NCDPI Standard Course of Study and Essential standards. Other essential teaching components will be addressed also that are relevant to a successful school year. During the current school year, we will focus more on rigorous instruction and high yield strategies				
10/14/22	Academic PLCs will meet weekly to review and adjust the current unit of instruction and review/update the upcoming unit of instruction. PLC chairs will submit an instructional Unit Review using a common template during the 2nd and 4th week of the month. Reviews will be submitted to Department Chairs and Subject Area administrator.		Dr. Vernon Lowery	06/01/2024
<i>Notes:</i>				
10/14/22	All teachers will participate in a review of the NCSCOS, unpacking documents, pacing guides and support materials as part of the system-wide school-level professional development in August 2023 through May 2024.		Dr. Vernon Lowery	06/01/2024
<i>Notes:</i>				

<b>Core Function:</b>	<b>Dimension A - Instructional Excellence and Alignment</b>
<b>Effective Practice:</b>	<b>Student support services</b>

	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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<p><b>Initial Assessment:</b></p>	<p>1. Teachers will utilize High Yield strategies for differentiation in their classes.</p> <p>Teachers will complete data presentations that illustrate the instructional goals for the students and their current academic progress.</p> <p>Collaborative PLC meetings will meet weekly with the administration.</p> <p>Biology will meet on Thursdays during 1st-period. Math I will meet on Wednesdays and Math III will meet on during 2nd period. English Language Arts II will meet on Wednesdays during 3rd period.</p> <p>Westover High School will offer in-house PD in the form of Power Sessions during planning periods at least twice a month</p> <p>Teachers and the Administrative Team will meet during PLCs to develop and enhance strategies for differentiation.</p>	<p>Limited Development 10/16/2022</p>		
	<p>Priority Score: 3                      Opportunity Score: 2</p>	<p>Index Score: 6</p>		
<p><b>How it will look when fully met:</b></p>	<p>Teachers will maintain a presentation that details the performance of each student by standard within an instructional unit and graphs of students progress (Common Assessments (Mastery Connect), Unit Tests, etc). Teachers will identify students that require additional instruction, remediation or support. During data meetings, teachers will review and discuss strategies to meet the students' needs, Sign-in sheets will be provided for remediation. Teachers will document all strategies, interventions, and techniques used to ensure student mastery of required objectives and share this information at weekly PLC meetings. Teachers will conduct conferences with parents discussing, student progress, and providing samples of student work, celebrations, and concerns.</p>	<p><b>Objective Met 09/07/23</b></p>	<p><b>Dr. Vernon Lowery</b></p>	<p><b>06/09/2023</b></p>
<p><b>Actions</b></p>				
<p>10/16/22</p>	<p>Data presentations will be utilized to ensure students are demonstrating growth and receiving needed resources.</p>	<p>Complete 06/01/2023</p>	<p>Dr. Vernon Lowery</p>	<p>06/01/2023</p>
<p><i>Notes:</i></p>				

10/16/22	PLCs will meet weekly and share student performance data based on formative and/or summative assessments. Students will be grouped based on mastery levels and teachers will develop a plan to meet the needs of the students in each group. PLCs will submit their remediation and/or enrichment plans to the subject area administrators and reflect on those plans bi-weekly. These plans will include specific strategies and interventions to be used for each group.	Complete 06/08/2023	Dr. Vernon Lowery	06/01/2023
<i>Notes:</i>				
10/16/22	Teachers will receive MTSS updates to include in-house, referral process, and county professional development opportunities to assist with strategies and interventions that can be used in the classroom. Feedback from ongoing observations reflecting on current practices and lesson planning needs	Complete 06/09/2023	Reggie Jones	06/09/2023
<i>Notes:</i>				
10/16/22	For this school year, the core subject teachers have a common planning period, which will provide opportunities for data discussions and lesson planning.	Complete 06/09/2023	Dr. Vernon Lowery	06/09/2023
<i>Notes:</i>				
<b>Implementation:</b>		09/07/2023		
<b>Evidence</b>	6/19/2023			
<b>Experience</b>	6/19/2023			
<b>Sustainability</b>	6/19/2023			

	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>			Currently, we have several programs in place to address the emotional needs of students. Teachers will be trained in the use of programs that supports student success. The counseling department, multi-tiered system of support (MTSS), Positive Behavior Intervention and Support (PBIS), and student services will be able to assist teachers in guiding students to learn to manage their emotions. Students with diagnosed emotional concerns will collaborate with the Exceptional Children department and gain additional support through student services.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>			When fully met, students will know who to report to for emotional support. Teachers can help students learn to identify and understand their emotion and can teach students strategies for successfully managing their emotions through the use of the Mentoring Programs, MTSS, PBIS, and Student Services.		Dr. Vernon Lowery	05/01/2024
<b>Actions</b>				<b>0 of 4 (0%)</b>		
10/14/22			The teacher mentor will meet with mentees bi-weekly to get progress updates in reference to academics and emotional support.		Michelle Miller	05/01/2024
<i>Notes:</i>						
10/14/22			EC students will meet with EC Case Teachers during their planning time and also during EC Student annual review.		Nicole Barton	05/01/2024
<i>Notes:</i>						
10/14/22			Students with emotional issues will be referred to SST for additional assistance if needed.		Carolyn McLeod	05/01/2024
<i>Notes:</i>						
10/14/22			In the school year 2018, we implemented the "CHANCE" Academy to ensure that students are given support while decreasing the occurrence of out-of-school suspensions.		Dr. Vernon Lowery	05/24/2024
<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>			Currently we have several programs in place to address the emotional needs of the students. Teachers will be trained in the use of programs that support student success. The counseling department, multi-tier system of supports (MTSS), Positive Behavior Intervention and Support (PBIS) and student services will be able to assist teachers in guiding students to learn to manage their emotions. Students with diagnosed emotional concerns will collaborate with the Exceptional Children's department and gain additional support through student services.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>			Westover HS will host "freshman week" to aid in the transitioning to the next grade/level, offer an ACT preparation class, ensure student records are complete and correct and will review individual four year plans with each student.		Dr. Vernon Lowery	06/01/2024
<b>Actions</b>				<b>0 of 3 (0%)</b>		
10/14/22	Freshman students will participate in activities that will increase their connection to staff and learning environment as a whole.		Nicole Barton	02/28/2024		
<i>Notes:</i>						
10/14/22	In order for students to be better prepared for college and career readiness an ACT Preparation class will be offered for students.		Administration	04/01/2024		
<i>Notes:</i>						
10/14/22	Counselors will ensure that student records are complete and correct so that four year plans are accurate and prepare students for their desired transition.		Administration	06/01/2024		
<i>Notes:</i>						

Core Function:		Dimension B - Leadership Capacity			
Effective Practice:		Strategic planning, mission, and vision			
!	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>Our district is in the process of allowing any school to choose to use NCSTAR. As a result, we are assigning and training our LEA support and improvement team.</p> <p>The LEA has an LEA Support and Improvement Team. The team offers professional development, a folder that houses the SIP, work sessions, and one-on-one sessions for school leaders and process managers to ensure current aligned and SMART plans.</p>	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		<p>Assign a team member to manage and monitor your work toward this objective. Donnell Underdue. Describe how it will look when this objective is fully met. Also, describe how it will look when this objective is fully met. Also, describe the information you need to prove that this objective is fully met. The LEA will assign a Central Services coach to each school using NCSTAR. That coach will review the initial plan, provide feedback on it, and provide coaching each month to assist the school through its improvement process. Establish a date by which your description above will be a reality.</p> <p>With a focus on student outcomes, the assigned Cumberland County School Area Superintendent, the School Principal, and other identified team members will utilize the SIP to create SMART goals. Then, through the 12 Key Indicators, the team will identify 3-6 Indicators most in need of change to focus the work on this school year. These 3-6 indicators reflect SMART goals and will have actions designed using Wise Ways to improve student learning.</p>		Donell Underdue	06/30/2023
<i>Actions</i>			<b>0 of 4 (0%)</b>		
	10/14/22	Central Services staff members will be assigned to coach schools using NCSTAR.		Donell Underdue	06/30/2023
<i>Notes:</i>					

10/14/22	Central Office reviewers/coaches will review initial SIP between and meet with their schools to provide feedback and suggestions to their schools on initial development of their 2022-2023 SIP. Schools will resend their SIP to reviewers/coaches to make sure changes were made as directed. Reviewers/coaches will follow through on updates being made to plans as needed.		Donell Underdue	06/30/2023
<i>Notes:</i>				
10/14/22	Central Office coaches will be trained on the NCSTAR coaching process by staff members from DPI. If additional training is required it will be done by those who have strong understanding of the program processes.		Donell Underdue	06/30/2023
<i>Notes:</i>				
10/14/22	For school year 2022-2023 central office staff will continue to monitor NCSTAR plans, provide feedback and provide monthly coaches comments.		Donell Underdue	06/30/2023
<i>Notes:</i> Central services reviewers/coaches of low-performing schools will visit assigned schools in person no less than once a month. During the visit, the central service reviewer/coach and principal will discuss appropriate data to include, but not limited to, M-class, benchmarks, EOC, MasteryConnect results, EVAAS, discipline, attendance, observation processes, teacher support, various team meeting minutes and any additional support opportunities.				

	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 school improvement team for the 2023-2024 school year has been elected. The SIT will meet on the first Tuesday of each month to discuss implementation and effectiveness. The administration team/instructional team will meet regularly (twice per week)	Limited Development 10/14/2022			<i>How it will look when fully met:</i>	The leadership team will meet monthly to discuss and develop the school improvement plan. The SIT members serve in an orderly role to the principal making school-wide decisions related to the school improvement process as a whole. This panel writes, reviews, and aligns the school improvement plan (SIP) to ensure each student's success.		Piper Hutchens	08/15/2024
<b>Actions</b>				<b>0 of 2 (0%)</b>					
10/14/22	The Administration team will meet every Monday		Dr. Vernon Lowery	08/15/2024	<i>Notes:</i>				
10/14/22	The School Improvement team will meet every month to discuss the general operation of the school and its continuous improvement. The team will follow an agenda, keep minutes, stay focused, and follow through with the plans they make.		Dora Barron	08/15/2024	<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>		Majority of the core teachers have been given common planning periods to ensure opportunities for improving student success.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		Instructional Teams of teachers by grade level or subject area will meet to develop instructional strategies aligned to the standards-based curriculum and to monitor the progress of the students in the grade level or subject area from which the team is responsible at least twice a week.		Dr. Vernon Lowery	05/25/2024
<b>Actions</b>			<b>0 of 3 (0%)</b>		
10/14/22		There will be two instructional planning days for teachers to disaggregate student data and develop instructional strategies aligned to the standards-based curriculum.		Administration	05/25/2024
<i>Notes:</i>					
10/14/22		Teams will prepare and maintain documentation of meeting agendas, minutes, and work products.		Administration	05/25/2024
<i>Notes:</i>					
10/14/22		All teachers will maintain data presentation throughout the year which will be utilized as a part of their summative evaluation.		Administration	05/25/2024
<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>		EOC teachers have been given common planning periods to foster collaborative lesson planning, data discussions, and implementation of research-based best practices. Teachers will receive ongoing training on school expectations, collaborative planning expectations, PBIS, MTSS, and ABE. The Student Services Team (SST) will continue to provide students with emotional support as needed.	Limited Development 10/16/2022		
		Priority Score: 3	Opportunity Score: 3	Index Score: 9	
<i>How it will look when fully met:</i>		Leadership Teams will conduct frequent classroom observations and will provide constructive feedback using the CCS Academics Learning Walk tools and the NCEES teacher evaluation rubric. Instructional Leadership Team which will include department chairpersons, administrators and teacher leaders will develop instructional strategies aligned with the standard-based curriculum and monitor student progress at least twice weekly.	<b>Objective Met 08/07/23</b>	<b>Dr. Vernon Lowery</b>	<b>06/09/2023</b>
<b>Actions</b>					
	10/16/22	Our instructional focus for the 2022-2023 school year will be the following high yield strategies, distributive summarizing, numbered heads	Complete 05/15/2023	Kristle Rouse	05/15/2023
<i>Notes:</i>					
	10/16/22	Administrative teams are assigned areas for focused learning walks that will promote rigorous, standards-based, and student-centered instruction.	Complete 06/01/2023	Dr. Vernon Lowery	06/01/2023
<i>Notes:</i>					
	10/16/22	Administrators will share the results of the targeted learning walks to provide teachers with timely, meaningful, and positive constructive feedback.	Complete 06/01/2023	Dr. Vernon Lowery	06/01/2023
<i>Notes:</i>					

10/16/22	The Leadership Team (Principal, Assistant Principals, Department Chairpersons, Directors, Facilitators, and/or Instructional Coach) will share best practices with colleagues from classroom observations during Team Meetings.	Complete 06/01/2023	Dr. Vernon Lowery	06/01/2023
<i>Notes:</i>				
<b>Implementation:</b>		08/07/2023		
<b>Evidence</b>	8/7/2023			
<b>Experience</b>	8/7/2023			
<b>Sustainability</b>	8/7/2023			

<b>Core Function:</b>	<b>Dimension C - Professional Capacity</b>
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<b>Effective Practice:</b>	<b>Quality of professional development</b>
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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
<b>Initial Assessment:</b>		The school leadership team regularly disaggregates school performance data to determine student proficiency and to make school-wide decisions about school improvement and professional development needs. Teachers and school leaders currently use data from EVAAS, benchmark assessments, EOC, CTE assessments and classroom formative and summative assessments to make decisions regarding school procedures and processes.	Limited Development 10/14/2022		
<b>How it will look when fully met:</b>		The leadership team will meet monthly to review all available data. This data will be used to assess instructional strengths and weaknesses, to monitor student performance, and to determine professional development initiatives for school-wide improvement.		<b>Dr. Vernon Lowery</b>	<b>05/25/2024</b>
<b>Actions</b>			<b>0 of 2 (0%)</b>		
10/14/22	The data team will meet monthly to review all available data. Administration teams met to discuss data to determine a student's growth, strengths or weakness.			Administration	06/01/2024

*Notes:* Administration meets with their teams at least twice a month to discuss their data and discuss strategies on how to move those students that are not passing.

10/14/22

Dr. Lowery meet with teachers during a power session on Thursday to discuss EVAAS. Teachers present data at the beginning of the semester.

Dr. Vernon Lowery

06/01/2024

*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>		In an effort to recruit, evaluate, and retain premier professionals, the faculty and staff receive rewards and incentives. Teachers also receive rewards and recognition through PBIS and celebrations. We also attend job fairs to search for highly qualified teachers.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>		The administrative team will continue to seek to hire and retain highly qualified professionals by matching licensed professionals to available positions within our school, providing in-house professional development (Power Sessions) tailored to meet the specific needs of our continuing staff, and providing frequent rewards, incentives, and recognitions to ensure staff members want to remain employed at Westover High School.		<b>Dr. Vernon Lowery</b>	<b>05/01/2024</b>
<b>Actions</b>			<b>0 of 1 (0%)</b>		
10/14/22		Monthly celebrations (Teacher of the Month, Beginning Teacher of the Month, Support Staff of the Month). All awardees will receive a certificate and gift card.		Nicole Barton	08/15/2024
<i>Notes:</i>					



Core Function:		Dimension E - Families and Community			
Effective Practice:		Family Engagement			
KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Westover High School recognizes the importance of maintaining open communication to all parents and guardians. To this end, WOHS provides weekly Parent Link phone calls to share important information. The WOHS website and Twitter pages are additional digital sources parents can access for information. Major events and activities are also included on the students' report cards and progress reports that are sent home to their parents.	Limited Development 10/16/2022		
<i>How it will look when fully met:</i>		Parents and members of the community will offer assistance to the overall well-being and continuous growth of Westover High School. Stakeholders will collaborate with school-wide initiatives, programs such as PBIS and Mentorship. Stakeholders will also assist in the areas of tutoring and providing academic support for at-risk populations.		Dr. Vernon Lowery	12/15/2023
<i>Actions</i>			<b>2 of 3 (67%)</b>		
	10/16/22	Westover High School will collaborate with parents, community stakeholders, and business partners to create opportunities for fellowship, support, and volunteerism. These efforts will ensure that these stakeholders are actively involved in promoting a healthy school environment.	Complete 06/01/2023	Administration	06/01/2023
<i>Notes:</i>					

10/16/22	Westover High School provides parent communication via Parentlink, Westover High School's Website, report cards, progress reports, testing schedules, clubs and activity calendars, etc. on a regular basis. Parents have access to Parent Portal which is a statewide student information system data that offers tools for parents, students. We will connect with parents via our CCS Learning Management System, Canvas through the use of the Parent app, Announcements, Canvas email reminders, and notifications.	Complete 06/01/2023	Administration	06/01/2023
<i>Notes:</i>				
10/16/22	Westover High School will model a PBIS exemplar school by providing learning incentives while improving desired behaviors (i.e. attendance, dress code, assignment submissions, healthier lifestyle, and/or classroom disruptions).		Nicole Barton	12/15/2023
<i>Notes:</i>				