

## Comprehensive Progress Report

**Mission:**

Hibriten High School will prepare graduates to be respectful, responsible, and resilient citizens prepared for life after high school.

**Vision:**

Vision: The students, staff, parents, and volunteers of Hibriten High School share a commitment to excellence in academics, arts, athletics, service, and leadership in our community.

**Goals:**

Create and maintain a positive school environment.

Consistent enforcement of expectations by teachers.

Create and Implement a professional development plan to address achievement gaps and increase student proficiency.

Create an MTSS plan (core, supplemental, and intensive) to address academics (specifically EOC subjects).

All certified teachers will observe two other certified teachers outside their department and indicate three takeaways from the observation to their observer (minimum of 45 minutes).



! = 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>		<p>2023-2024:</p> <p>Behavior Lessons created and implemented</p> <p>Review handbook matrix for discipline/consequences</p> <p>Update student handbook each year.</p> <p>Staff consistently enforcing school expectations.</p> <p>We feel that the majority of teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them. We know that not ALL teachers are at the same level of effectiveness. We currently have the following things in place:</p> <ul style="list-style-type: none"> <li>• District mentors will be assigned for all beginning teachers.</li> <li>• We will remind staff members of school wide expectations during planning period meetings and staff meetings.</li> <li>• We will also provide explicit instruction on positive classroom management techniques.</li> </ul>	Limited Development 10/20/2017		
<i>How it will look when fully met:</i>		Consistant enforcement of expectations by all staff members. All teachers will employ effective classroom management and reinforce classroom rules by positively teaching them. The evidence that this indicator is fully met when our teacher working conditions survey shows that 80% of our staff agree that expectations are consistently enforced by administration and teachers.		Courtney Wright	06/03/2024
<i>Actions</i>			19 of 21 (90%)		
	9/5/18	Teachers will receive further PD on classroom management and continue to strive to meet the goal.	Complete 06/05/2020	David Colwell	06/05/2020

	<i>Notes:</i> This will be decided through data collected from the NC TWCS. Question 5.1 indicated that teachers do not feel that ALL teachers employ effective classroom management. We will continue to work on these actions.			
6/10/19	We will continue with this objective in the 2019-2020 school year. We need to develop more professional development to implement during planning period meetings and PLC's.	Complete 06/05/2020	Denise Allen	06/05/2020
	<i>Notes:</i>			
10/2/19	Professional Development for all teachers on effective classroom management which will include the Resiliency Training.	Complete 06/05/2020	Denise Allen	06/05/2020
	<i>Notes:</i> This professional development will take place 3 times this year during monthly planning period meetings or on early release days. Evidence will be agendas and sign in sheets.			
10/2/19	Caldwell County Schools provides mentors for beginning teachers.	Complete 06/01/2020	David Colwell	06/05/2020
	<i>Notes:</i> The district mentor will meet with beginning teachers per her schedule. Evidence will be mentor schedule and NCEES evaluation.			
10/2/19	Implementation of Individual Growth Plan	Complete 06/01/2021	Cathy Barlow	06/05/2020
	<i>Notes:</i> These will be updated each grading period.			
10/2/19	Community Partnership with licensed clinical social workers.	Complete 06/01/2021	Jennifer Moore	06/05/2020
	<i>Notes:</i> They will be here every Tuesday for appointments with students.			
6/4/21	Update student handbook- specifically the discipline matrix	Complete 08/02/2021	Courtney Wright	08/25/2021
	<i>Notes:</i>			
10/26/21	Administrators will create videos to be show to students at the beginning of the year that will review expectations. There will be 4 videos total. We will show one video per day the first week (Mon-Thur) of school during homeroom. Homeroom will be everyday during the first week of each semester.	Complete 08/27/2021	Denise Allen	08/30/2021
	<i>Notes:</i> For 4 days.			
10/26/21	Class Meetings to review expectations.	Complete 10/18/2021	Courtney Wright	10/29/2021
	<i>Notes:</i>			
6/4/21	Create and implement a standard treatment protocol for absences and tardies.	Complete 08/02/2021	Courtney Wright	10/31/2021
	<i>Notes:</i>			
6/4/21	Teacher may begin using pocket charts to assist with minimizing cell phone distractions during instruction.	Complete 08/30/2021	Courtney Wright	10/31/2021
	<i>Notes:</i>			

10/26/21	We will remind students of our expectations during morning announcements.	Complete 05/25/2022	Courtney Wright	06/01/2022
<i>Notes:</i>				
2/10/22	Staff Meeting presentation and reminder of consistently enforcing expectations.	Complete 06/01/2022	Courtney Wright	06/01/2022
<i>Notes:</i> Incentives for being on time and present, no write ups, etc. Begins 2/14 to 3/10 Passing all classes, Maximum of 3 unexcused tardies, and a maximum of 1 unexcused absence and no ISS or OSS: These students will receive a St. Patty's Day Party last 30 minutes of the day				
3/9/22	Teachers will remain in hallways during class changes to enforce expectations.	Complete 06/01/2022	Courtney Wright	06/10/2022
<i>Notes:</i> Teachers will remain in the halls between classes to ensure all students are compliant with the expectations of the school and school system.				
8/9/22	Train all staff on educator handbook-online discipline management program	Complete 09/01/2022	Darrin Foddrrell	09/01/2022
<i>Notes:</i>				
8/9/22	Development of after school detention program one time per week as the primary consequence for tardies.	Complete 09/20/2022	Darrin Foddrrell	09/15/2022
<i>Notes:</i>				
8/9/22	Dress Code procedures-Send to Ms. Ferguson. We have purchased many items to assist students with meeting the attendance expectations.	Complete 12/31/2022	Courtney Wright	12/31/2022
<i>Notes:</i>				
8/9/22	Admin Team and staff in halls to assist with enforcing tardy policy during all class changes.	Complete 11/16/2022	Randy Hart	12/31/2022
<i>Notes:</i>				
8/9/22	Reminding teacher daily to take attendance on time.	Complete 06/01/2023	Courtney Wright	06/01/2023
<i>Notes:</i>				
10/9/23	Clear expectation signs for all classrooms and halls		Courtney Wright	12/01/2023
<i>Notes:</i>				
10/9/23	The administration will remind staff of expectations each month in staff meetings.		Courtney Wright	06/01/2024
<i>Notes:</i>				

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Curriculum and instructional alignment			
	A2.07	ALL teachers include vocabulary development as learning objectives. (5097)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Prior to 2023/2024 we had no requirements for Vocabulary instruction.	Limited Development 10/09/2023		
<i>How it will look when fully met:</i>		Vocabulary Instruction will be done daily in all classrooms to increase students' ability to decode words.		Traci Stallings	06/03/2024
<i>Actions</i>			0 of 1 (0%)		
	10/9/23	All teachers will upload in our google document all vocabulary taught for each unit and how it is taught.		Traci Stallings	10/31/2023
<i>Notes:</i>					

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Student support services			
	KEY	A4.01	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>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)</p> <p>2023-2024:</p> <p>MTSS: core plans for SEL, Behavior, and Academics (4 core subjects)</p> <p>Tasks:</p> <p>SEL: First 5: please make sure you are incorporating the First 5 into your first period. If you encounter issues with the video playing, reach out because we learned some trouble-shooting strategies to help with the videos.</p> <p>The first SEL lesson in homeroom will be Sept. 28</p> <p>Behavior Plan: lessons taught during Homeroom. How did these lessons go for you? Have you noticed an improvement in classroom behavior this school year?</p> <p>January: we'll have class meetings again</p> <p>District MTSS guests were present for the meeting: Jill Pippen and Randy Seldomridge. The district is currently planning, coordinating, and</p>	Limited Development 11/10/2016		

developing what MTSS should look like across the district. They are developing various plans and structures to share with the school leadership teams.

Academic Plan: Math 1, Math 3, English, II, Biology, and EPF are using a county pacing guide and common assessments for each unit.

FLEX Time: purpose-designed as an MTSS intervention to improve proficiency and help students stay on track. Teachers need to request students when they are missing assignments and/or making a D or lower in the course. Students need to look at Edficency, not just the email, to see where they need to go each day. 8:15 am is the last chance to have a student removed from your FLEX, More guidance on this during planning period meetings on Wednesday, 9/20.

Add the core plans to RTI stored

Currently at the high school level we have tiered classes (Academic, Honors, AP).We also have IEP's in place for EC students, LEP's for ESL students and 504's for others. We need further development with multi-tiered facilitation in all classrooms.

We will begin MTSS implementation through continued professional development for teacher on Core Instructional Strategies. We will create standard treatment protocols for attendance and behavior.

<p><b>How it will look when fully met:</b></p>	<p>MTSS plan for academics/Flex Time</p> <p>This goal will be fully implemented when we have core, supplemental, and intensive plans/interventions for academics, attendance, and behavior.</p> <p>95% promotion rate for 9th-11th graders.</p>		<p><b>Traci Stallings</b></p>	<p><b>06/03/2024</b></p>
<p><b>Actions</b></p>		<p><b>9 of 11 (82%)</b></p>		
<p>10/2/19</p>	<p>SMART lunch tutoring</p>	<p>Complete 06/01/2020</p>	<p>David Colwell</p>	<p>06/05/2020</p>

	<i>Notes:</i> Supplemental Interventions include the availability of students to attend tutoring. Time is built into the daily schedule where students can attend tutoring and make-up missed work.			
10/3/19	Peer Tutors	Complete 06/01/2021	Leta Hartley	06/05/2020
	<i>Notes:</i> Peer tutors will begin in the math department. Beta Club students can earn volunteer hours by tutoring underclassmen in math during SMART lunch. We will begin this in the math department and then possibly add other contents.			
10/3/19	Individual Growth Plans	Complete 06/01/2020	All Teachers	06/05/2020
	<i>Notes:</i> Individual Growth Plans (IGP's) will be written for any student who has a D or and F in a class at the mid way point. Teachers will write plans that will include supplemental interventions. These interventions will be added to the Core Instruction taking place when a student is not progressing. Meetings will take place with teachers and parents and if student improves the plan will be on hold. If the student does not improve with supplemental interventions, then the student will be referred to the At Risk team for intensive interventions.			
10/3/19	Attendance Incentives	Complete 06/01/2021	Admin and MTSS Team	06/05/2020
	<i>Notes:</i> Some type of reward will be given to students who the attendance standards. These rewards may include a faculty vs. student basketball game, the opportunity to purchase outside food items, or free time at the end of the day.			
10/3/19	Resiliency Training	Complete 06/01/2020	Denise Allen	06/05/2020
	<i>Notes:</i> We will conduct professional development and teachers will learn how to recognize when a student is experiencing toxic stress and what they can do to assist the student.			
10/26/21	Complete a standard treatment protocol for attendance and tardies.	Complete 08/02/2021	Courtney Wright	08/25/2021
	<i>Notes:</i> Each administrator has a grade level for tardies. Mrs. Wright will try to discuss attendance at Principal's Meeting.			
10/26/21	Create a standard treatment protocol for behavior/social emotional learning.	Complete 06/01/2022	Courtney Wright	06/01/2022
	<i>Notes:</i>			
10/26/21	Create core instructional goals and plans in all academic areas.	Complete 06/01/2022	Courtney Wright	06/01/2022
	<i>Notes:</i>			
8/9/22	Implementation of flex time to provide remediation to students who need additional assistance.	Complete 06/01/2023	Courtney Wright	06/01/2023
	<i>Notes:</i>			

10/9/23	Core Plans created for behavior.		Courtney Wright	10/10/2023	
<i>Notes:</i>					
10/9/23	Create a core SEL plan		Jennifer Moore	06/01/2024	
<i>Notes:</i> First Five and monthly SEL lessons to be done in homeroom.					
	<b>A4.04</b>	<b>The school promotes social/emotional competency in school rituals and routines, such as morning announcements, awards assemblies, hallway and classroom wall displays, and student competitions.(5122)</b>	<b>Implementation Status</b>	<b>Assigned To</b>	<b>Target Date</b>
<i>Initial Assessment:</i>		We have been working for several years to create a school culture where students want to come to learn and staff members want to come to work.	Limited Development 10/09/2023		
<i>How it will look when fully met:</i>		95% staff retention rate 95% staff attendance rate 93% Student attendance rate		<b>Courtney Wright</b>	<b>06/03/2024</b>
<b>Actions</b>			<b>0 of 2 (0%)</b>		
10/11/23	Hispanic Heritage Month Celebration		Courtney Wright	10/15/2023	
<i>Notes:</i>					
10/9/23	We will hold 9-week rewards for students with Cs or higher in all classes, no more than 2 unexcused absences, and no ISS or OSS.		Teresa Larson	06/01/2024	
<i>Notes:</i>					