

Comprehensive Progress Report

Mission:

"We will ensure that all students acquire skills and knowledge necessary to be successful and responsible citizens."

Vision: "Where Greatness Grows"

Goals:

Anson County Schools will implement and monitor a minimum of three research-based interventions for students with 2 or more incidents of out-of-school suspension to increase student instructional time and address individual student needs.

Based on survey data, Anson County Schools will decrease the number of teachers who reported they wanted to leave the district from 27 in 2021-2022 to 18 (representing a 30% decrease) in 2022-2023.

Anson County Schools will exit low performing district status with all schools meeting or exceeding state academic grade level proficiency and growth targets.

Anson County Schools will create a culture of mutual trust and respect through transparency and communication. This will be done through the collection of data from students, staff and parent(s)/guardian(s) annually to provide input in district strategic planning.



! = Past Due Objectives

KEY = Key Indicator

Core Function:			Dimension A			
Effective Practice:			Instructional Excellence and Alignment			
		A02	The superintendent models and communicates the expectation of improved student learning through commitment, discipline, and careful implementation of sound practices.(5623)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			The district is currently implementing PBIS in all schools. Monthly meetings, trainings, and additional staff have been put in place to assist in areas related to mental health and truancy due to the rise of mental health issues and concerns emerging as a result of the COVID-19 pandemic.	Limited Development 10/14/2022		
<i>How it will look when fully met:</i>			<p>The district will implement Positive Behavior Intervention and Support with fidelity.</p> <p>The following interventions will be implemented and monitored based on individual student needs as outlined in PBIS World and Standard Treatment Protocol.</p> <p>Resource Libraries: Positive Alternatives to Suspension, DeSalvo, Meeks & Buckman, Teaching Social Skills to Youth</p> <p>School Resource Libraries</p>		Howard McLean	05/31/2023
Actions				6 of 7 (86%)		
	10/14/22		Provide professional development to support PBIS and SEL implementation.	Complete 08/03/2022	Mary Ratliff, David Seigler, & Heather Campbell	08/01/2022

	<p><i>Notes:</i> Implement a comprehensive delivery of micro professional development sessions to effectively train staff in the implementation of the following areas -</p> <ol style="list-style-type: none"> 1. PBIS programming for new staff 2. Behavior Consequence and Document Chart Implementation for Administrators 3. Providing Behavior Interventions and Problem Solving 4. Referring & Accessing Mental Health Supports for Students 			
10/14/22	<p>Implementation of PBIS strategies with fidelity:</p> <p>*Review expectations for PBIS implementation (including how to run reports from Educators Handbook for monthly review) with principals at the beginning of the school year</p> <p>*1:1 training for new principals at the beginning of school year</p>	Complete 08/03/2022	David Seigler	09/03/2022
	<p><i>Notes:</i> *Training will reoccur as new staff are hired and/or data reveals that additional sessions are warranted.</p>			
10/14/22	Request school-based intervention plan documentation for any student with two or more incidents of out of school suspension on a monthly basis. District staff is available to team in the creation of the plan, assisting with any needed professional development, and/or reviewing appropriate intervention data.	Complete 02/08/2023	Mary Ratliff, Lynn Gardelle, Heather Campbell, Jen	02/08/2023
	<p><i>Notes:</i> This work was started in February and principals had C&I meetings around behavior data trends.</p>			
10/14/22	<p>Discuss school discipline data with principals at monthly curriculum meetings to offer district level and peer support.</p> <p><i>Notes:</i> Special attention will be given to groups of students who are or have been disproportionately identified (African American students in the category of intellectual disability; African American students with regards to discipline (suspensions)).</p>	Complete 11/02/2022	Mary Ratliff	12/07/2022
	<p><i>Notes:</i> Monthly Meetings will occur for Elementary & Secondary Curriculum Principals</p>			
10/14/22	Provide coaching, support, monitoring, and feedback to each school site regarding the implementation of the school's PBIS plan.	Complete 09/13/2022	David Seigler	05/26/2023
	<p><i>Notes:</i> Coaching and monitoring began in September. During each school's PBIS meeting, feedback was provided (dates vary).</p>			
11/22/22	Provide de-escalation professional development.		David Seigler	09/30/2023
	<p><i>Notes:</i> Each school will be given a choice between taking the state modules or receiving in-person training provided by the Behavior Specialist.</p>			

11/22/22	Provide professional development to school leadership and support staff on appropriate interventions using PBIS World and the Standard Treatment Protocol.	Complete 09/13/2022	ILC	01/31/2023
<i>Notes:</i> Mr. Seigler holds district PBIS meetings bi-monthly and addresses PBIS World. Standard Treatment Protocol is also reviewed.				

Core Function:		Dimension B			
Effective Practice:		Leadership Capacity			
	B01	The LEA has oriented its culture toward shared responsibility and accountability.(5140)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>The district utilizes a Total Instructional Alignment framework to pace standards, organize curriculum and resources, and identify coordinating assessments of learning. This year, an additional layer of lesson planning support has been added to guide instructional delivery. Teachers are working to deconstruct academic standards and create lesson plans for academic mastery. The curriculum and instruction division along with leadership is providing on-going professional development, walk-throughs, and planning reviews to support implementation of the work.</p> <p>As a NC Statewide Initiative, K-5 teachers are transitioning to year two of LETRS, which is a program that addresses the science of how to teach reading. As we shift to this approach to reading, we are reviewing aligned core reading programs for adoption. The curriculum and instruction division has launched monthly Literacy for Leaders training sessions to support principals and instructional coaches as they lead literacy efforts at the school level. Curriculum Staff and UNC Charlotte supports teachers in low performing schools. The curriculum team is cross-trained in multiple areas to serve the needs of the district.</p> <p>Anson County Schools continues to work to mitigate the impacts of the pandemic with reading interventionists, math tutoring, and instructional coaching support for staff and students.</p>	Limited Development 10/13/2022		

How it will look when fully met:	<p>The district will expand efforts to mitigate learning loss and academic deficiencies. A new core K-5 literacy program will be reviewed and presented for adoption following policy guidelines by the conclusion of the school year. The new program will be aligned to the science of reading.</p> <p>The Total Instructional Alignment Initiative will continue with an emphasis on deconstructing standards, lesson design, and delivery. This work will tie directly with our newest growth opportunity. Anson County Schools will implement an initiative led by the N.C. Department of Public Instruction's Office of District & Regional Support known as The North Carolina Instructional Leadership Academy (NC ILA). NC ILA is a partnership between the state agency and Relay Graduate School of Education. District leadership, principals, assistant principals, instructional coaches, and teacher leaders will build their capacity and strengthen the quality of teaching and learning in their schools. By the conclusion of this first year, participants will become experts with providing teacher support in the areas of observation and feedback.</p>		Jennifer Collard	05/31/2023
Actions		29 of 34 (85%)		
10/13/22	Utilize the textbook adoption policy in conjunction with the science of reading research to adopt a comprehensive reading program.	Complete 08/11/2022	Angela Adams	07/11/2022
Notes:				
10/13/22	Anson County Schools will partner with North Carolina Department of Public Instruction to provide monthly Literacy for Leaders professional development sessions for elementary administrators and instructional coaches.	Complete 07/11/2022	Angela Adams	08/01/2022
Notes:				
10/13/22	The Instructional Leadership Council will lead a beginning of year curriculum retreat for administrators that outlines the major curriculum focus areas for the 2022-2023 school year.	Complete 08/03/2022	Instructional Leadership Council	08/03/2022
Notes:				
10/13/22	Provide resources for an instructional coach to support grades 9-12 in the areas of lesson design and delivery.	Complete 08/01/2022	Howard McLean	08/26/2022
Notes:				
10/13/22	Anson County Schools will create pacing documents and unit plans as part of our Total Instructional Alignment project.	Complete 08/04/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	08/29/2022

	<i>Notes:</i> District/Building Leadership, Instructional coaches, and master teachers also assist with the development of pacing documents and unit plans.			
10/13/22	District Instructional Coordinators will provide direct coaching and support services to low performing elementary schools.	Complete 08/29/2022	Angela Adams & Lawanda McLendon	08/29/2022
	<i>Notes:</i>			
10/13/22	Partner with the University of North Carolina at Charlotte to provide additional coaching support to teachers at low performing elementary schools.	Complete 08/29/2022	Lawanda McLendon	08/29/2022
	<i>Notes:</i>			
10/13/22	Conduct school walk-throughs with principals and instructional coaches to support implementation of lesson design and delivery.	Complete 09/12/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	09/12/2022
	<i>Notes:</i> This work supports NC-ILA.			
10/13/22	The instructional division will deliver monthly curriculum professional development sessions elementary (K-5) and secondary principals (6-12), assistant principals, and for instructional coaches.	Complete 09/07/2022	Jennifer Collard	09/19/2022
	<i>Notes:</i>			
10/13/22	Offer Letterland program training to K-3 staff to support high quality, early grades phonics instruction.	Complete 09/28/2022	Angela Adams & Lawanda McLendon	09/28/2022
	<i>Notes:</i> Ongoing support is provided through instructional coaches and through coaching services.			
10/13/22	By August 29, 2022, ACS teaching staff will receive initial training in deconstructing standards and lesson design.	Complete 08/26/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	09/29/2022
	<i>Notes:</i> Sessions will be led by Jennifer Collard, Angela Adams, Lawanda McLendon, and one DPI district support professional. Principals will assist one of the four session leads with the facilitation of the teacher professional development session.			
10/13/22	The district will create a calendar to include formative assessments such as mCLASS, NC Check-ins, and i-Ready Diagnostic Reading and Math to check for student understanding and to guide instruction.	Complete 09/27/2022	Joy Wallace	09/30/2022
	<i>Notes:</i>			
10/13/22	Anson County Schools district instructional leadership, principals, assistant principals, instructional coaches, and teacher leaders will participate in the NC Instructional Leadership Academy (NC-ILA) and implement the core coaching design of the program.	Complete 10/11/2022	Jennifer Collard	10/11/2022
	<i>Notes:</i>			

10/13/22	Pilot a research-based reading intervention program, Burst, at Wadesboro Elementary School during the 2022-2023 school year and extend the intervention to the district-wide summer school programming.	Complete 10/17/2022	Angela Adams	10/17/2022
<i>Notes:</i>				
10/13/22	Expand the Jump into Art, Music, and Movement (JAMM) pilot.	Complete 10/17/2022	Jennifer Collard	10/17/2022
<i>Notes:</i> Pilot Year 1 2020 - 2021 School Year Summer School Grades 3-5 Pilot Year 2 2021-2022 School Year 1st Grade Wadesboro Primary School Read to Achieve Camp 1-3 Summer Program Pilot Year 3 2022-2023 1st Grade Wadesboro Primary School Read to Achieve Camp 1-3 Summer Program 3-5 Academically Gifted District-Wide Programming ***JAMM is an initiative through Anson County Schools that engages students in the creative process by exploring connections between art, music, and movement with other core content subject areas. JAMM is taught by Melody Stinson and Scarlett Ponds.				
10/13/22	Implement a district-wide grades 3-5 academically gifted program delivery model where students receive gifted instruction through thematic units that also integrate the arts.	Complete 10/17/2022	Jennifer Collard	10/24/2022
<i>Notes:</i>				
10/13/22	Implement a mathematics tutoring program for students in grades 4-8.	Complete 11/15/2022	Jennifer Collard & Lawanda McLendon	11/01/2022
<i>Notes:</i>				
10/13/22	Employ mathematics interventionists at Wadesboro Elementary and Wadesboro Primary Schools using PRC 195 funding.	Complete 11/01/2022	Jennifer Collard	11/01/2022
<i>Notes:</i> This grant can only be spent at Wadesboro Primary School and Wadesboro Elementary School as outlined in the application. WES has hired an interventionist. WPS is still in the search process due to the principal transition.				

10/13/22	Provide expanded academically gifted program services by AIG licensed staff at Anson Middle School.	Complete 10/18/2022	Jennifer Collard	11/14/2022
<i>Notes:</i> *1st Semester, Phase 1 - AIG teachers M. Tyson and N. Williams will support grade level instruction with AIG lessons monthly. *2nd Semester, Phase 2 - An additional AIG teacher will be hired second semester to add daily academic support. An initial meeting plan was reviewed 10/18/22. This plan did not align to AIG Program standards. The AIG team will meet with the new principal to revise the new service plan and align it to the AIG Plan in November upon his transition.				
10/13/22	Utilize Letterland Phonics Intervention for students served through a reading interventionist.	Complete 03/21/2023	Angela Adams & Lawanda McLendon	02/14/2023
<i>Notes:</i> Interventionists are expected to maintain progress monitoring data.				
10/14/22	District leadership, principals, and instructional coaches create a literacy vision for the district.	Complete 07/11/2022	Jennifer Collard	07/11/2022
<i>Notes:</i>				
10/14/22	Instructional Leadership Council will analyze data after every NC Check-in to determine areas of growth.	Complete 11/09/2022	Instructional Leadership Council	11/09/2022
<i>Notes:</i>				
10/14/22	Complete an inventory of current literacy materials to determine if they are aligned to the Science of Reading.	Complete 09/02/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	08/29/2022
<i>Notes:</i>				
10/14/22	Use the Reading League Curriculum Evaluation Tool to evaluate reading programs for the curriculum adoption.	Complete 10/28/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	10/28/2022
<i>Notes:</i>				
10/14/22	Narrow the reading curriculum options down to three.	Complete 10/28/2022	Angela Adams, Jennifer Collard, Lawanda McLendon	10/28/2022
<i>Notes:</i> *The team changed this goal from two programs to three to give more choice to schools and stakeholders.				
10/14/22	Involve principals, instructional coaches, School Improvement Chairperson, teachers, and stakeholders in the curriculum adoption evaluation review.	Complete 03/16/2023	Angela Adams, Jennifer Collard, Lawanda McLendon	03/15/2023
<i>Notes:</i>				
10/14/22	As a district, a new reading curriculum will be adopted.		Jennifer Collard	04/25/2023

	Notes: CKLA will be recommended for adoption during the April Board meeting.			
10/14/22	Professional Development will be provided on the new reading curriculum.		Jennifer Collard	07/14/2023
	Notes: PD proposal for the 2023-2024 school year was created on April 24, 2023. This proposal will be submitted upon program approval by the Anson County Board of Education.			
10/18/22	Pilot core mathematics programming, Eureka Squared at various schools.	Complete 01/18/2023	Lawanda McLendon	01/05/2023
	Notes:			
10/18/22	Implement Number Worlds for special education mathematics programming support for grades K-8.	Complete 08/29/2022	Lynn Gardelle	08/29/2022
	Notes:			
10/18/22	Implement Amplify for special education students in grades 4-5.	Complete 08/24/2022	Lynn Gardelle	08/24/2022
	Notes:			
4/24/23	As a district, a new core Math curriculum will be adopted.		Lawanda McLendon	05/20/2023
	Notes: The program will be K-Math 1.			
4/24/23	PD will be provided on the new math curriculum.		Angela Adams, Jennifer Collard	08/14/2023
	Notes:			
4/24/23	The district will update and create new science alignment documents. This work will include pacing, unit planning, and model lesson plans.		Lawanda McLendon	06/30/2023
	Notes: On April 24th, a PD plan and scope of work has been created for this project with Discovery Education. Sole Source Approval will be recommended to the Board during the May meeting.			

Core Function:			Dimension C			
Effective Practice:			Professional Capacity			
		C04	The LEA has a plan and process to recruit and retain highly-qualified teachers to support school improvement.(5167)	Implementation Status	Assigned To	Target Date
Initial Assessment:			The district launched a retention bonus during the 2021-2022 school year. The Anson County Board of Education passed a recruitment bonus for hard-to-staff schools and positions for the 2022-2023 school year. These strategies have resulted in a reduction of staff vacancies.	Limited Development 10/04/2022		
How it will look when fully met:			<p>The district will employ multiple measures to recruit and retain staff. Anson County Schools will continue to execute the retention and recruitment plans while expanding partnerships with outside agencies (North Carolina Teachers of Tomorrow, Education Partners International, and Participate Learning) to increase the teaching applicant pool. As part of the strategic plan, an aggressive marketing approach will be used to attract candidates to the district.</p> <p>Anson County Schools will also work to ensure that beginning teachers receive strong professional growth opportunities. The district will leverage the UNCC New Teacher Support Program, new teacher orientation, and mentor/mentee framework to develop teachers through the first years of teaching.</p>		Marty Godwin	05/31/2023
Actions				7 of 10 (70%)		
	10/12/22	Retention incentives will be provided to staff.		Complete 09/30/2022	Marty Godwin	09/30/2022
Notes:						
	10/12/22	Recruitment signing incentives will be provided for hard-to-staff areas and schools in an effort to ensure equitable outcomes for students.		Complete 08/15/2022	Marty Godwin	08/15/2022
Notes: Late hires receive a prorated bonus after September 30th. The recruitment bonus is issued once a year for three years.						
	10/12/22	Attend at least 10 career fairs at locations such as Historically Black College's, other North Carolina Universities, at least one out of state university, and the CIAA Career Fair.		Complete 09/13/2022	Marty Godwin	09/13/2022

<i>Notes:</i>				
10/12/22	Increase recruitment efforts by partnering with North Carolina Teachers of Tomorrow, Education Partners International and Participate Learning to increase applicant pool and diversity.	Complete 11/09/2022	Marty Godwin	03/15/2023
<i>Notes:</i>				
10/12/22	Determine a team to execute a strategic marketing plan with the purpose of recruiting teachers to Anson County.		Marty Godwin	06/30/2023
<i>Notes:</i>				
10/12/22	Establish collaboration between the Human Resource Department and the Curriculum & Instruction Department to plan new teacher orientation and beginning teacher supports.		Marty Godwin	05/01/2023
<i>Notes:</i> Professional development plans have been crafted.				
10/12/22	Monitor beginning teacher support by visiting schools to observe mentor/mentee meetings and review mentor logs.	Complete 02/28/2023	Heather Campbell	02/28/2023
<i>Notes:</i> Visits will occur randomly. Evidence will be collected and reviewed to determine district needs.				
10/18/22	Provide immediate feedback through a coaching cycle.	Complete 10/11/2022	Administrators & Instructional Coaches	05/31/2023
<i>Notes:</i>				
11/15/22	The district will expand the TA (Teacher Assistant) to Teacher program from 1 to up to 5 per year as outlined in the program.		Marty Godwin	05/23/2023
<i>Notes:</i> The state will cover up to 5 participants per year. There has been an 100% increase from 1-2 participants. District cabinet continues to meet and discuss this opportunity across the district in an effort to increase participation.				
11/15/22	Review Exit Interviews to identify trends and modifications needed to support staff.	Complete 09/13/2022	Marty Godwin	01/10/2023
<i>Notes:</i> The district currently utilizes Exit Interviews. Exit interviews happen periodically throughout the school year as staff leaves and/or retires.				

Core Function:			Dimension E			
Effective Practice:			Families and Community			
		E03	The district establishes two-way communication channels to encourage transparency, feedback loops, and access to information for families and the community.(6837)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			The district utilizes SwiftK12, social media platforms, parent conferences, and the district website to communicate with parents and stakeholders. Parent involvement and events take place regularly, with many principals and staff providing services in the community they serve. The NC Teacher Working Conditions Survey is administered every two years. The district analyzes the results and the data is analyzed by district and site location.	Limited Development 10/04/2022		
<i>How it will look when fully met:</i>			The district will continue to utilize these efforts to meet the various needs within the community. These strategies will be paired with strategic efforts to improve district and school culture through the use of annual surveys. These strategies promote strong partnerships and create schools where staff, students, and parent(s)/guardian(s) feel a sense of belonging.		Lynn Gardelle	05/31/2023
Actions				4 of 8 (50%)		
	10/6/22	In an effort to continuously improve the climate and culture within our school district, the curriculum division will review the NC Teacher Working Conditions Survey with principals. Each principal will be asked to identify priority areas specific to their school to address. This will be reflected in their school's improvement plan.		Complete 08/03/2022	Joy Wallace	03/01/2023
<i>Notes:</i> This work is part of each principal's growth plan and reviewed during quarterly coaching sessions and evaluation meetings. Schools use TWC as a tool when crafting School Improvement Plans.						
	10/6/22	Seek parent and community stakeholder feedback regarding district improvement by releasing the district improvement plan for public review and feedback.		Complete 10/24/2022	Joy Wallace	10/25/2022

Notes: The district will release the plan on the district website and provide an easy to use survey link for feedback. The information will also be distributed via social media and SwiftK12.
A hard copy option will also be available for parents and stakeholders that do not have internet access. The District Improvement Team will review the survey results as the district implements, monitors, and adjusts the plan.

10/6/22	Student climate surveys will be administered.		Joy Wallace	05/26/2023
<i>Notes:</i> The surveys have been created and are ready for distribution.				
10/14/22	Parent/Guardian surveys will be administered.		Joy Wallace	05/26/2023
<i>Notes:</i> The surveys have been created and are ready for distribution.				
10/14/22	Teacher surveys will be administered.		Joy Wallace	05/31/2023
<i>Notes:</i>				
10/14/22	Data from surveys will be analyzed and utilized to help craft the 2023-2024 district improvement plan.		Jennifer Collard	08/01/2023
<i>Notes:</i>				
4/24/23	4th and 5th grade parents will be surveyed about 6th grade placement for 2023-2024 school year, in compliance with board action.	Complete 04/11/2023	Pete Swails	04/11/2023
<i>Notes:</i>				
4/24/23	4th and 5th grade teachers will be surveyed about 6th grade placement for 2023-2024 school year, in compliance with board action.	Complete 04/17/2023	Pete Swails	04/17/2023
<i>Notes:</i>				