

Comprehensive Progress Report

Mission: The mission of Paragould High School is to create a community of empowered teachers and engaged students in a safe atmosphere embedded in mutual respect. Using interactive instruction and current technology, all students will transition into adult life ready for college, vocational education, or the workforce.

Vision: Paragould High School is a place where every student leaves with a plan.

Goals:

Goal #1 - Student Statement: All students in need of remediation will be provided with activities that adequately address math deficiencies. Measurable Objective Statement: 80% of our students will demonstrate mastery of each math high priority standard prior to the end-of-year summative assessment. Strategy Statement: Students will use Imagine Math during scheduled remediation time to work towards mastery of the high priority standards identified for their respective grade levels.

Goal #2 - Student Statement: All students in need of remediation will be provided with activities that adequately address language/literacy deficiencies. Measurable Objective Statement: 80% of our students will demonstrate mastery of each language/literacy high priority standard prior to the end-of-year summative assessment. Strategy Statement: Students will use USA test prep during scheduled remediation time to work towards mastery of the high priority standards identified for their respective grade levels.

Goal # 3 - Student Statement: Classroom walkthroughs will be used to support the implementation of aspire science interim question review activities. Measurable Objective Statement: 25% of classroom walkthroughs will target the implementation of aspire science interim question review activities. Strategy Statement: Administrators will observe a minimum of 20 aspire science interim question review activities per semester.

Goal # 4 - Student Statement: Classroom walkthroughs will be used to support the implementation of remediation and/or enrichment activities. Measurable Objective Statement: 25% of classroom walkthroughs will target the implementation of remediation and/or enrichment activities. Strategy Statement: Administrators will observe a minimum of 60 remediation and/or enrichment activities per semester.

Goal #5 - Student Statement: Ongoing literacy department meetings will be utilized to help teachers familiarize themselves with Aspire English interim questions while creating a bank of questions that can be utilized to enhance math instruction throughout the school year. Measurable Objective Statement: Create a minimum of 2 questions for each essential standard identified on interim assessments designed to capture the essential literacy content covered on each grade level interim. Strategy Statement: Teachers/staff will participate in annual/yearly meetings to create a bank of literacy questions that can be utilized to enhance literacy instruction throughout the school year.

Goal #6 - Student Statement: All students in grades 9 - 11 will be given quarterly formative assessments to objectively measure the extent to which they have mastered the high priority standards for literacy and math. Measurable Objective Statement: Each grade level will have at least 40% of its students score proficient or above for the high priority standards tested on each quarterly Edulastic formative assessment. Strategy Statement: Edulastic will be utilized to assess student mastery of high priority standards identified for literacy, math, and science.

! = Past Due Objectives

KEY = Key Indicator

Core Function:		School Leadership and Decision Making			
Effective Practice:		Establish a team structure with specific duties and time for instructional planning			
	ID11	Teachers are organized into grade-level, grade-level cluster, or subject-area Instructional Teams.(46)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Teachers are organized into subject-area instructional teams. The departments meet a minimum of once monthly to plan their curriculum and monitor progress with standards.	Limited Development 02/12/2015		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		Department meetings will be held, agendas and minutes will be kept, then turned into the administrative team.		Josh Shepherd	05/29/2020
Actions			5 of 9 (56%)		
	1/6/17	Ninth and Tenth Grade English Teachers will assist the administrators in creating Formative Assessments to gather subject-area data.	Complete 05/24/2017	Josh Shepherd	05/24/2017
	<i>Notes:</i>				
	10/24/16	English Department will work collaboratively, by grade-level, to develop a Research Paper Handbook for the entire department to utilize.	Complete 05/24/2017	Kelli Rollins	05/30/2017
	<i>Notes:</i>				
	10/24/16	Science Department will work collaboratively, by grade level, to develop common lab manuals for each grade level to utilize.	Complete 05/24/2017	Anmity Bruton	05/30/2017
	<i>Notes:</i>				
	12/28/15	Mr. Shepherd will be assigned as administrative liaison to the English department. The English department chair will be responsible for sharing agendas and minutes with building principal who will keep these on file.	Complete 01/04/2016	Josh Shepherd	05/31/2019
	<i>Notes:</i>				
	9/26/17	Departments will analyze data to determine student grouping for Enrichment/Remediation	Complete 05/31/2019	Josh Shepherd	05/31/2019
	<i>Notes:</i>				
	9/26/17	Departments will administer a Formative Assessment to determine students proficiency levels.		Timothy Parrott	05/31/2020
	<i>Notes:</i>				

9/26/19	Mr. McGowan will be assigned as the administrative liaison to the science department. The science department chair will be responsible for sharing agendas and minutes with Mr. McGowan who will keep them on file.		Matt McGowan	05/31/2020
<i>Notes:</i>				
9/26/19	Mr. Parrott will be assigned as administrative liaison to the English department. The English department chair will be responsible for sharing agendas and minutes with building principal who will keep these on file.		Timothy Parrott	05/31/2020
<i>Notes:</i>				
12/28/15	Mr. McGowan will be responsible for keeping math department agendas and minutes. The math department chair must share agendas and minutes.		Matt McGowan	05/31/2020
<i>Notes:</i>				
Implementation:		09/26/2017		
Evidence	1/6/2016 The evidence will be uploaded.			
Experience	1/6/2016 We had the bones in place to meet this objective already. There was little modification needed, but we made the few necessary modifications that we needed to what we were already doing in order to meet the objective. The experience was beneficial because it has helped the administrative team to make it a priority to be at all department meetings.			
Sustainability	1/6/2016 We will continue to follow the process and each administrator along with the department chair will be accountable for taking care of their required tasks.			

Core Function:		School Leadership and Decision Making			
Effective Practice:		Focus the principal's role on building leadership capacity, achieving learning goals, and improving instruction			
	IE07	The principal monitors curriculum and classroom instruction regularly. (58)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The building principal does monitor curriculum and classroom instruction, but there is no regular pattern in place. The principal attempts to review lesson plans of all teachers in the building, but this is only completed about 75% of the time. Also, the principal performs informal and formal observations and classroom walk throughs often, but it is not regular because there is no set schedule for these.	Limited Development 10/21/2014		
<i>How it will look when fully met:</i>		There will be a specific and prescribed plan for the building principal and assistant principals to follow concerning monitoring of curriculum and instruction. The principal/assistant principals will perform either a formal or informal observation on every teacher on a semester basis, and provide feedback to the teacher from these observations. The principal will review all of the observation data on a quarterly basis to look for trends and address problems that are noticed. The evidence that this objective is being met will include the observation data from the quarterly analysis, and the schedule of observations by each TESS administrator.		Josh Shepherd	05/29/2020
Actions			4 of 9 (44%)		
10/21/14		The building principal will analyze the data from formal and informal observations of the entire staff each quarter.	Complete 05/05/2015	Luke Lovins	05/09/2017
	<i>Notes:</i> The principal had a meeting with the administrative team to discuss the results of informal and formal observations of teachers during the year. These meetings will become a regularity.				
10/21/14		Administrators will carry out monthly observations and conclude with a summative evaluation conference with every teacher.	Complete 05/05/2015	Dale Schenk	05/16/2017
	<i>Notes:</i> Summative evaluation meetings were held with each teacher and recorded in the Bloomboard system by administrators.				
10/21/14		A schedule of observations will be determined by the administrative team that will include monthly formal or informal observations of every teacher in the building.	Complete 11/03/2014	Dale Schenk	08/14/2017
	<i>Notes:</i>				
10/21/14		The building principal will organize and assign teachers to each administrator who will perform the TESS observations.	Complete 09/12/2014	Luke Lovins	08/14/2017
	<i>Notes:</i>				

10/24/16	Administrators will meet at least once each quarter to analyze the data and develop a plan to improve instruction and the educational culture of the school.		Josh Shepherd	05/31/2020
<i>Notes:</i>				
1/6/17	Classroom Walkthroughs will be conducted in the Science Department. Data will be examined by the administrative staff then shared with the Department in departmental meetings.		Matt McGowan	05/31/2020
<i>Notes:</i>				
1/6/17	Classroom Walkthroughs will be conducted in the English Department. Data will be examined by the administrative staff then shared with the Department in departmental meetings.		Timothy Parrott	05/31/2020
<i>Notes:</i>				
1/6/17	Classroom Walkthroughs will be conducted in the Math Department. Data will be examined by the administrative staff then shared with the Department in departmental meetings.		Matt McGowan	05/31/2020
<i>Notes:</i>				
10/13/17	Classroom Walkthroughs will be conducted in each classroom. Data will be examined by the administrative staff then shared with the teachers.		Josh Shepherd	05/31/2020
<i>Notes:</i>				

Core Function:		School Leadership and Decision Making			
Effective Practice:		Align classroom observations with evaluation criteria and professional development			
	IF11	The school provides all staff high quality, ongoing, job-embedded, and differentiated professional development.(3984)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The school provides all staff high quality, ongoing, job-embedded, and differentiated PD on contracted days. Meaningful speakers and workshop presenters provide targeted curricular areas for growth.	Limited Development 02/12/2015		
<i>How it will look when fully met:</i>		IF11-The School provides all staff high quality, ongoing, job-embedded, and differentiated professional development. Our School will consist of a collaborative effort towards improvement and high achievement by all stakeholders. Teachers will be active as peer mentors and the faculty will actively participate in providing staff development opportunities in targeted areas using their own skills and expertise. The faculty will also provide valuable input for each other using instructional coaching practices. Staff development will be often be facilitated on site while teaching a variety of methods for success in using instructional strategies.		Josh Shepherd	05/29/2020
Actions			2 of 4 (50%)		
12/28/15		A staff survey will be administered in the Spring semester to ascertain the professional development needs and preferences of faculty members.	Complete 02/11/2019	Josh Shepherd	05/03/2019
<i>Notes:</i>					
12/28/15		The administrative team will analyze the results of the staff survey on professional development needs. The results of the survey will be considered by the school leaders when making decisions for following year's professional development activities.	Complete 05/24/2019	Josh Shepherd	05/24/2019
<i>Notes:</i>					
12/28/15		Each certified staff member will be required to meet with an administrator to plan their individualized Professional Growth Plan for the upcoming school year. The teacher and administrator will discuss PD activities that would be most beneficial.		Josh Shepherd	05/31/2020
<i>Notes:</i>					
12/28/15		Teachers will be required to turn in their planned professional development activities for the summer session to the principal. The principal will review and approve/change the plans as necessary.		Josh Shepherd	05/31/2020
<i>Notes:</i>					

Core Function:		Curriculum, Assessment, and Instructional Planning			
Effective Practice:		Engage teachers in assessing and monitoring student mastery			
	IIB04	Teachers individualize instruction based on pre-test results to provide support for some students and enhanced learning opportunities for others.(94)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Teachers assess student mastery in grade level content standards. Assessments are used to create data banks so students can be grouped and remediated. Teachers use a variety of resources to remediate students. Remediation time is scheduled during school hours.	No Development 11/01/2017		
<i>How it will look when fully met:</i>		Students will be successfully grouped and remediation will be provided for students who do not display mastery. All students will be given multiple attempts to display mastery in the standards that are being assessed. Teachers will have access to multiple years of data regarding student mastery.		Matt McGowan	05/31/2020
Actions			0 of 3 (0%)		
11/1/17		Administrators and teachers will review assessment data to determine groupings for remediation.		Josh Shepherd	05/31/2020
<i>Notes:</i>					
11/1/17		Classroom walkthroughs will be conducted in the Science Department by an administrator during remediation time.		Matt McGowan	05/31/2020
<i>Notes:</i>					
11/1/17		Classroom walkthroughs will be conducted in the Math Department by an administrator during remediation time.		Matt McGowan	05/31/2020
<i>Notes:</i>					

Core Function:		Curriculum, Assessment, and Instructional Planning			
Effective Practice:		Assess student learning frequently with standards-based assessments			
	IID02	The school tests each student at least 3 times each year to determine progress toward standards-based objectives.(100)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Formative Assessments are created by Edulastic and administered to the students.	Limited Development 10/14/2015		
<i>How it will look when fully met:</i>		The school will use common assessments that will be provided for the students approximately 4-6 times per year. The common assessments will be designed by administrators and teachers in a collaborative effort. They will be built in the assessment suite that is provided by Edulastic. They will be grouped and created by standard so that student progress can be monitored for growth and achievement.		Josh Shepherd	05/29/2020
Actions			3 of 4 (75%)		
3/28/16		School administration will finalize the agreement with All-In Learning so that access can be granted into the assessment creation system.	Complete 08/01/2016	Jeremy Mangrum	08/01/2016
<i>Notes:</i>					
3/28/16		Administrators will meet prior to the beginning of the school year to develop a schedule of possible testing windows and a method for how the data will be used to drive instruction.	Complete 08/03/2016	Karen Carpino	08/14/2017
<i>Notes:</i>					
3/28/16		Administration will aid in the design of tests and open them up to the teachers in that specific area the day before the test is to be given.	Complete 04/08/2019	Josh Shepherd	04/08/2019
<i>Notes:</i>					
3/28/16		Data from each assessment will be gathered and reviewed at the department meeting immediately following the delivery of the assessment. This data will be used to drive instruction.		Josh Shepherd	05/31/2020
<i>Notes:</i>					

Core Function:		Classroom Instruction			
Effective Practice:		Expect and monitor sound instruction in a variety of modes			
	III A35	Students are engaged and on task.(144)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		Most teachers have students on task, but authentic engagement is a different story. Many classrooms still use lecture as a primary mode of instruction. Students are willingly compliant, but not necessarily authentically engaged. Some teachers do not teach from bell to bell.	Limited Development 10/20/2014		
<i>How it will look when fully met:</i>		All teachers will teach from bell to bell and students will be authentically engaged. Students will be excited about going to class, and the school culture will change into a more positive atmosphere where there are high standards for all students. The evidence for meeting this standard will include higher test scores, decrease in absenteeism, tardies, and discipline referrals. Additional evidence will include results from formal and informal administrative observations (TESS).		Josh Shepherd	05/31/2020
Actions			5 of 10 (50%)		
10/21/14	Teachers will attend summer PD sessions that will improve their professional practice with a specific focus on improving student engagement.		Complete 08/20/2018	Josh Shepherd	05/31/2019
<i>Notes:</i>					
10/21/14	The building principal will cover and provide training on instructional strategies that produce authentic student engagement during professional development week before school begins in August.		Complete 08/17/2018	Josh Shepherd	05/31/2019
<i>Notes:</i>					
10/21/14	A student survey will be created and administered to students. The survey will be a comprehensive one about their educational experience that will include questions about student learning styles, their opinions about school, ways we could make instruction more engaging, etc.		Complete 05/31/2019	Dale Schenk	05/31/2019
<i>Notes:</i>					
10/21/14	A parent survey will be created and administered to parents to gather opinions about the success of the school in educating the students. This survey will include a section that will have questions relevant to getting parents more involved in the process.		Complete 02/14/2019	Sara Dickey	05/31/2019
<i>Notes:</i>					
10/21/14	A teacher survey will be created and administered to faculty members.		Complete 02/11/2019	Josh Shepherd	05/31/2020
<i>Notes:</i> This will be discussed at BLT meetings.					

10/21/14	Parent surveys will be analyzed and data compiled so that building leadership team can discuss the results and form next steps.		Josh Shepherd	05/31/2020
<i>Notes:</i>				
10/21/14	Administrators will make a specific summer PD plan for each teacher that they evaluated with the target of improving instruction and engagement.		Josh Shepherd	05/31/2020
<i>Notes:</i>				
10/21/14	Student surveys will be analyzed and data compiled so that the building leadership team can discuss results and form next steps.		Josh Shepherd	05/31/2020
<i>Notes:</i>				
10/21/14	Teacher surveys will be analyzed and data compiled so that the building leadership team can discuss the results and form next steps.		Josh Shepherd	05/31/2020
<i>Notes:</i>				
10/21/14	Administration will meet when summative evaluations in TESS have been completed in the Spring to analyze data and find where improvement is needed.		Josh Shepherd	05/31/2020
<i>Notes:</i>				