



**Uwharrie Ridge Six-Twelve  
School Improvement Plan  
2022-2023**

## Comprehensive Progress Report

**Mission:**

The mission of Uwharrie Ridge 6-12 is to provide a safe and inviting environment where all students will become self-directed, lifelong learners who are prepared to succeed and contribute in a globally competitive world.

**Vision:**

At Uwharrie Ridge Six-Twelve, we strive to make learning relevant through community engagement opportunities and career integrated units in the areas of Design & Technology, Public Service, and Leadership & Communication. Students will be immersed in learning experiences that develop 21st-century skills and guided in making informed decisions related to future goals.

**Goals:**

By June 2023, students at Uwharrie Ridge Six-Twelve will increase their overall proficiency on the End of Grade/End of Course tests by 2%. (A4.01, B3.03, C2.01)

Uwharrie Ridge Six Twelve student growth score will reach a minimum of 80 by the conclusion of the 2022-2023 school year. (A4.01, B3.03, C2.01)

By June 2023, Uwharrie Ridge Six-Twelve will strengthen core instruction for students by implementing a school-wide MTSS program focused on core instruction. (A4.01, B3.03, C2.01)



! = 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> |       | All teachers in the school have a classroom management plan that is shared with all students on the first week of school.          | Limited Development<br>09/01/2021 |             |             |  |

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|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                     |                     |                   |
| <b>How it will look when fully met:</b> | When this is fully implemented, school staff will consistently enforce school-wide expectations and classroom procedures. Additionally, students will consistently follow school rules, procedures, and expectations. Furthermore, students will be able to self-correct their behaviors in order to maintain a positive learning environment. Evidence: decrease in office referral data.                                           |                     | <b>Betsy Morris</b> | <b>06/10/2024</b> |
| <b>Actions</b>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>1 of 2 (50%)</b> |                     |                   |
| 9/3/21                                  | Each teacher will discuss behavior norms and expectations with students during enrichment on the first week of school. Each class will submit ideas to create a behavior matrix for Uwharrie Ridge 6-12. Additionally, teachers will Consistently enforce both positive and negative norms and expectations throughout the school year.                                                                                              | Complete 05/10/2022 | Jennifer Cash       | 06/10/2022        |
|                                         | <i>Notes:</i> Evidence of the behavior matrix is uploaded in the evidence folder.                                                                                                                                                                                                                                                                                                                                                    |                     |                     |                   |
| 9/3/21                                  | The school improvement team will meet to discuss norms and expectations for all students school-wide. Norms and expectations will be revisited periodically throughout the year to revise any actions steps that are not showing student growth.                                                                                                                                                                                     |                     | Betsy Morris        | 06/10/2024        |
|                                         | <i>Notes:</i> The school improvement team met on August 17th, 2021 to discuss raising expectations at Uwharrie Ridge 6-12. The school improvement team divided into groups to develop action steps for students, teachers, and administration for achieving each expectation. Then the school improvement team members shared the expectations with the entire staff on August 17th, 2021. Evidence has been uploaded to the folder. |                     |                     |                   |

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| <b>Core Function:</b>      |                                                                                                                                                                                                                                                                                                                                                              | <b>Dimension A - Instructional Excellence and Alignment</b>                                                       |                                   |                    |                    |
| <b>Effective Practice:</b> |                                                                                                                                                                                                                                                                                                                                                              | <b>Curriculum and instructional alignment</b>                                                                     |                                   |                    |                    |
| <b>KEY</b>                 | <b>A2.04</b>                                                                                                                                                                                                                                                                                                                                                 | <b>Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)</b> | <b>Implementation Status</b>      | <b>Assigned To</b> | <b>Target Date</b> |
| <b>Initial Assessment:</b> | The majority of teachers routinely plan standards-aligned units of instruction. There is, however, a need for professional development in this area. The utilization of resources such as Unpacking Documents for math teachers did not begin until the 2015-2016 school year. Teachers need support in the following: determining desired learning outcomes |                                                                                                                   | Limited Development<br>09/06/2016 |                    |                    |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                       |                     |                   |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                        | that align with the standards, identifying criteria to evidence mastery, determining a learning sequence that includes prerequisite skills needed to achieve the desired learning outcomes, and designing tasks that develop these skills. In addition, teachers need support in pacing lessons to ensure all standards are covered.                                                                                                                                                                                                                                           |                       |                     |                   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Priority Score: 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Opportunity Score: 3  | Index Score: 9      |                   |
| <b>How it will look when fully met:</b>                                                                                                                                                                                                                                                                                                                                                                                                                | When Key Standard A2.04 is fully implemented it will be evident by the following criteria: A) Desired learning outcomes will be tied to the standards. B) There will be evidence of learning that aligns with desired outcomes. C) Units will include authentic performance tasks in which students demonstrate desired understandings. D) Instruction will include a learning sequence inclusive of prerequisite skills and/or prior knowledge needed to achieve desired learning outcomes. E) Instruction will include tasks and activities that refine prerequisite skills. |                       | <b>Angela Combs</b> | <b>06/10/2024</b> |
| <b>Actions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>14 of 16 (88%)</b> |                     |                   |
| 9/27/16                                                                                                                                                                                                                                                                                                                                                                                                                                                | The lead teacher will provide professional development on Backward Design and create unit templates for teachers that follow a Backward Design.                                                                                                                                                                                                                                                                                                                                                                                                                                | Complete 09/29/2016   | Laura Popp          | 10/06/2016        |
| <i>Notes:</i> (2016-2017) Laura Popp led professional development on Backward Design and created templates and a presentation for teachers that was uploaded in the documents section. Teachers have also had this shared with them and are able to keep a copy as a resource. Currently, teachers have created at least one unit of backward design and have shared dates with administration when they are implementing the unit in their classroom. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                       |                     |                   |
| 9/27/16                                                                                                                                                                                                                                                                                                                                                                                                                                                | The lead teacher will identify trends in both areas for improvement and areas of strength. These will be compiled into a graphic organizer and shared with the school during a staff meeting. This will occur once in the first semester and again in the second semester.                                                                                                                                                                                                                                                                                                     | Complete 06/29/2017   | Laura Popp          | 05/25/2017        |
| <i>Notes:</i> (2016-2017) Laura Popp identified trends based on teacher feedback and observation. The trends were shared through Professional Learning Teams.                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                       |                     |                   |
| 9/27/16                                                                                                                                                                                                                                                                                                                                                                                                                                                | The administration and lead teacher will be informed via a Google Doc of when at last 3 Backward Design units will be conducted in the classroom in order to monitor instruction and provide feedback to teachers.                                                                                                                                                                                                                                                                                                                                                             | Complete 06/01/2017   | Laura Popp          | 05/25/2017        |

|         |                                                                                                                                                                                                                                                                                                                                                                                                                                         |                     |            |            |
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|         | <i>Notes:</i> (2016-2017) A Google Doc was created to allow teachers to notify administration of lessons that were created and when they would be implemented in the classroom.                                                                                                                                                                                                                                                         |                     |            |            |
| 9/27/16 | Teachers will share one of their units with their Professional Learning Teams (PLT) during the first semester of the 2016-17 school year and receive feedback from their PLT including the lead teacher and principal. Teachers will share a second planned unit during the second semester of the 2016-17 school year and receive feedback from their PLT including the lead teacher and principal.                                    | Complete 06/29/2017 | Laura Popp | 05/25/2017 |
|         | <i>Notes:</i> (2016-2017) Teachers were given the opportunity to share their designed units during the Professional Learning Team meetings. Teachers and administration were able to give feedback and more importantly teachers were able to share ideas and work on units themselves with the help of other teachers present.                                                                                                         |                     |            |            |
| 10/4/17 | Teachers will be guided in standards mapping activity to ensure adequate pacing.                                                                                                                                                                                                                                                                                                                                                        | Complete 06/13/2018 | Laura Popp | 05/25/2018 |
|         | <i>Notes:</i> The lead teacher created calendars that correspond with the revised pacing guide. Each week in Professional Learning Teams, teachers will map out standards they want to address in the coming weeks.                                                                                                                                                                                                                     |                     |            |            |
| 10/4/17 | Establish norm of modeling think aloud process for problem solving in math during Professional Learning Team (PLT) meetings. Teachers will model this for one another to develop common language to use in the classroom.                                                                                                                                                                                                               | Complete 06/13/2018 | Laura Popp | 05/28/2018 |
|         | <i>Notes:</i> Various problems from the math unpacking documents will be selected for different math teachers to model during Professional Learning Team meetings. The lead teacher will facilitate a discussion with the math teachers in which they will compare and contrast the two approaches and discuss how to address student misconceptions. Specific attention will be given to how to anticipate and address misconceptions. |                     |            |            |
| 10/4/17 | Arrange for Deputy Director for Fire & Rescue Training, Derrick Clouston, to collaborate with Science teachers to conduct lessons geared toward careers in Public Service, Leadership and Communication, and Design and Technology.                                                                                                                                                                                                     | Complete 05/25/2018 | Laura Popp | 05/28/2018 |
|         | <i>Notes:</i> Derrick Clouston met with the science team on 9/29/17 to discuss opportunities for collaboration. We looked at pacing guides and standards and selected dates in January for him to lead lessons with 6th grade (Forces and Motion) and 7th grade (Energy).                                                                                                                                                               |                     |            |            |
| 10/4/17 | Provide differentiated professional development on Web 2.0 tools.                                                                                                                                                                                                                                                                                                                                                                       | Complete 06/13/2018 | Laura Popp | 05/28/2018 |

*Notes:* We will have Professional Development sessions on November 2, 2017 from 1:30-3:00. Sessions will focus on Web 2.0 tools. Participants will be able to select two sessions to attend based on their interests and results from the Web 2.0 Tools Pre-Survey.

|         |                                                                                                                               |                     |            |            |
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| 10/4/17 | Provide Canvas support sessions with staff so that teachers can facilitate learning with an online learning management system | Complete 06/13/2018 | Laura Popp | 05/28/2018 |
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*Notes:* Alice Smith will lead support sessions with teachers formally twice during the 2017-2018 school year. In addition, the lead teacher will offer support as needed during weekly Professional Learning Team meetings.

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| 10/4/17 | Revise pacing guides to align with block scheduling. | Complete 05/25/2018 | Laura Popp | 05/28/2018 |
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*Notes:* The lead teacher revised pacing guides to align with block scheduling. A poster was displayed in the Professional Learning Team (PLT) room to show revised dates. This will be completed for the Fall and Spring semester to ensure alignment with Randolph County School System pacing guides and content standards.

|         |                                                                                                                                                                                                                |                     |            |            |
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| 9/27/16 | Teachers who participate in the Math Design Collaborative (MDC) will track student growth based on pre-lesson and post-lesson assessment data using the MDC Teacher Formative Assessment Lesson Analysis Form. | Complete 05/25/2019 | Laura Popp | 05/25/2019 |
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*Notes:* (2016-2017) The math teachers who participated in the Math Design Collaborative (MDC) analyze the student data from the Formative Assessment Lessons (FAL). With the assistance of the lead teacher, Laura Popp, the teachers will collect the data and use it to plan re-engagement lessons. The teachers will collect pre- and post-assessment data to determine the effectiveness of the lesson as well as determine student mastery.

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| 9/27/16 | Teachers participating in the Math Design Collaborative (MDC) will analyze student data on at least 6 pre-assessments in order to determine partners for the Formative Assessment Lesson (FAL) and generate feedback questions. | Complete 05/28/2019 | Laura Popp | 05/28/2019 |
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*Notes:* (2016-2017) The math teachers who participated in the Math Design Collaborative (MDC) were able to analyze the student data for the Formative Assessment Lessons (FAL) in preparation for the actual lesson in class. With the assistance of the lead teacher, Laura Popp, the teachers successfully collected the data and used it to plan their lessons. The teachers were able to determine student groups and which areas needed to be a focus for the math lesson. The teachers were then able to plan their unit accordingly.

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| 1/31/19                                                                                             | Middle school math teachers will use Open Up lessons and materials to develop conceptual understanding and procedural fluency.                                                                                                                                                                                                                                                                                                                                                                                                                             | Complete 08/30/2021 | Jennifer Cash     | 06/11/2021 |
| <i>Notes:</i> Math teachers used Open Up Resources during the 2020-2021 school year for grades 6-8. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                   |            |
| 9/27/16                                                                                             | Middle school math teachers will administer i-Ready diagnostic assessments three times per year at the beginning, middle, and end of the year.                                                                                                                                                                                                                                                                                                                                                                                                             | Complete 08/30/2021 | Jennifer Cash     | 06/11/2021 |
| <i>Notes:</i> iReady diagnostic was given to all students three times in the 2020-2021 school year. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                   |            |
| 10/4/17                                                                                             | Teachers will create Common Formative Assessments in order to identify student misconceptions and inform instruction.                                                                                                                                                                                                                                                                                                                                                                                                                                      |                     | Ashley Bullington | 06/10/2024 |
| <i>Notes:</i>                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                   |            |
| 10/7/18                                                                                             | Teachers will develop course content that matches standards and pacing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                     | Ashley Bullington | 06/10/2024 |
| <i>Notes:</i>                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                   |            |
| <b>Implementation:</b>                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 09/05/2018          |                   |            |
| <b>Evidence</b>                                                                                     | 7/13/2017<br>Evidence has been uploaded in the document section for file A2.04.                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                   |            |
| <b>Experience</b>                                                                                   | 7/13/2017<br>This objective was difficult to work on as we needed to continue to provide support to teachers in new ways as they worked through the concept of designing units backwards with a focus on what they want the kids to master. Also, with the implementation of the Math Design Collaborative and the Literacy Design Collaborative, we had new resources for the teacher to utilize. However, it did create some initial difficulty for the teachers to learn multiple new resources and implement several new concepts into their planning. |                     |                   |            |
| <b>Sustainability</b>                                                                               | 7/13/2017<br>We will have to continue to support our teachers with the backwards design approach during Professional Learning Teams (PLT's) and feedback in the classroom. Also we will need to specifically continue to support our math teachers that have implemented and continue to use the Math Design Collaborative (MDC) materials. This needs to continue to be a priority as we implement more focused lesson planning across all subject areas and teachers use student data to drive their lesson planning.                                    |                     |                   |            |

| 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>              |        | Our school has made progress to address Multi-Tiered System of Support (MTSS), specifically by implementing instructional systems to support teachers as they deliver instruction aligned with student needs. Most classroom teachers concerned about a student's progress in a certain academic area will implement interventions intended to improve the student's performance. If problems continue, classroom teachers, consult with their Professional Learning Team (PLT), the lead teacher, the child's parents, MTSS team, and/or EC teachers to discuss the child's needs and consider other interventions.                                                                                                                                                | Limited Development<br>09/06/2016 |               |             |
| <i>How it will look when fully met:</i> |        | Using initial and post-assessments, teachers will regularly monitor student performance. Teachers will adjust enrichment/remediation groupings regularly to ensure positive student response to instructional practices. Administration will ensure that teachers are faithfully monitoring and adjusting practices to support positive student response by scheduling monthly meetings with Instructional Coach and any additional support personnel. The purpose of the meetings is to facilitate data discussions and resources for implementation of effective practices.<br><br>Evidence of full implementation includes samples of meeting minutes, samples of plans used in enrichment/remediation groupings, sample of flexible grouping for middle school. |                                   | Angela Combs  | 06/09/2023  |
| <b>Actions</b>                          |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>5 of 8 (62%)</b>               |               |             |
|                                         | 9/2/18 | By the end of the 2019-2020 school year, in order to be fully prepared for the elimination of the "ability vs. achievement discrepancy" model used to identify students with learning difficulties, students who are at-risk for failing and are not already identified as having a learning or other disability (an identified need for Intensive interventions), will have been provided with a consistent block of time during the school day during which to receive academic remediation interventions provided by regular classroom teachers either individually, or with                                                                                                                                                                                     | Complete 06/09/2020               | Adrian Greene | 06/09/2019  |



|         |                                                                                                                                                                                                                                                                                                                                                                                                                                             |                     |                   |            |
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|         | groups of peers, based on students' needs. These interventions can be developed with the assistance of special education teachers.                                                                                                                                                                                                                                                                                                          |                     |                   |            |
|         | <i>Notes:</i> SLD Criteria Data Mapping provided by Adrian Greene                                                                                                                                                                                                                                                                                                                                                                           |                     |                   |            |
| 1/31/19 | Math teachers, English teachers, and the lead teacher will prepare for and actively monitor each i-Ready Diagnostic, preparing students, encouraging focus, and closely monitoring rushing and completion.                                                                                                                                                                                                                                  | Complete 08/30/2021 | Jennifer Cash     | 06/11/2021 |
|         | <i>Notes:</i> During the 2020-2021 school year, Math and English teachers administered the iReady diagnostic, analyzed the data, and adjusted their daily instruction to best fit the needs of their students.                                                                                                                                                                                                                              |                     |                   |            |
| 1/31/19 | Math teachers, English teachers, and the lead teacher will review reports after each i-Ready Diagnostic, focusing on i-Ready Diagnostic Results, Instructional Groupings, and i-Ready Diagnostic Growth in order to prioritize and adjust instruction.                                                                                                                                                                                      | Complete 08/30/2021 | Ashley Bullington | 06/11/2021 |
|         | <i>Notes:</i> During the 2020-2021 school year, Math and English teachers administered the iReady diagnostic, analyzed the data, and adjusted their daily instruction to best fit the needs of their students.                                                                                                                                                                                                                              |                     |                   |            |
| 1/31/19 | All teachers will monitor student progress and respond by adjusting instruction and in-class differentiation of the standards being taught.                                                                                                                                                                                                                                                                                                 | Complete 06/08/2022 | Valerie Stover    | 06/10/2022 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |                   |            |
| 1/31/19 | All teachers will deliver differentiated instruction weekly during enrichment time to enrich or remediate students. Student groupings will be based on formative and summative data, benchmark data, and check-in data.                                                                                                                                                                                                                     | Complete 06/08/2022 | Reshea Smith      | 06/10/2022 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |                   |            |
| 9/19/22 | Develop a format for teachers to indicate which students are receiving additional support during Enrichment time.                                                                                                                                                                                                                                                                                                                           |                     | Angela Combs      | 06/09/2023 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |                   |            |
| 9/19/22 | Teachers will use the data collected through the initial and post-assessments, iReady diagnostics, and benchmarks, and classroom performance to identify students who appear to have a discrepancy between their ability level and their achievement on classroom work. These students will be referred to the school-based MTSS team to begin Supplemental strategies for intervention tailored to their needs based on the reviewed data. |                     | Angela Combs      | 06/09/2023 |

Notes:

10/4/17 Teachers upload initial and post assessment data to Student Data Folders to identify students who did not have a positive response to initial instructional practices.

Ashley Bullington

06/09/2023

Notes:

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**

**Initial Assessment:**

The following interventions are in place to support the emotional needs of students. Some support interventions include teachers and staff members referring students as they become aware of students' needs and concerns to the school counselor, student advocate, social worker, psychologist, nurse, and administrators. In Addition, we will continue to use a school wide program of Positive Behavior Interventions and Supports (PBIS) this school year to identify and define specific desired behaviors and reinforce them across all content areas.

Limited Development  
09/06/2016

**How it will look when fully met:**

When this objective is fully met, all teachers will find the appropriate resource to match the emotional needs of each student. Additionally, we expect to see a decrease in student behavior that is detrimental to development. We expect to see proper control of emotions as well as appropriate conflict resolution when problems arise between students and staff as well as peers.

**Cyndi Godfrey**

**06/10/2024**

**Actions**

**2 of 3 (67%)**

10/4/17 Staff development provided by the appropriate resources so that all staff is able to recognize students' emotional needs, understand positive behavior response strategies, effectively utilize referral processes & resolve classroom discipline issues upon student reentry to the learning environment. Staff development may include understanding of poverty & its academic & emotional effects, students with disabilities, Positive Behavior Intervention Strategies (PBIS), & best practices for working with students with unique emotional needs.

Complete 06/01/2019

Laura Popp

06/01/2019

Notes:

9/16/19 All staff members will explicitly teach and reinforce the following: actively participate, show self-control, choose your attitude, and make positive contributions. PRIDE slips will be awarded to students who exhibit these behaviors. PRIDE slips will be redeemable for various incentives throughout the year including socials, snacks, and more.

Complete 05/10/2022

Laura Popp

06/10/2022

Notes:

9/2/18 Students of the Week will be recognized by all staff for their effort and achievement in and outside of the classroom. These will be displayed on scrolling announcements as well as in hallways.

Adrian Greene

06/10/2024

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   | Target Date |
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| <b>Initial Assessment:</b>                                                                                                                                                                                                                                                                                               |       | We host several events during a student's fifth-grade year. We invite both feeder schools to Uwharrie, where students are given a tour led by students and staff. This tour includes classrooms, electives, and meeting fellow students and teachers. The school also hosts a "Transition Night" event for parents and students for information about the middle school. That evening, parents can tour the school as well, meet teachers, and see samples of students' work. We need further action during the student's sixth-grade year other than re-introducing ourselves in each classroom. There is an opportunity to continue to help students transition and for teachers to identify student needs that we are not addressing.                                        | Limited Development<br>09/25/2017 |               |             |
| <b>How it will look when fully met:</b>                                                                                                                                                                                                                                                                                  |       | When the goal is fully met students will transition successfully to middle school from elementary school and from middle school to high school and high school to college/workforce. A successful transition from level-to-level and grade-to-grade would include the emotional, social, academic, and behavior of all students. Pieces of evidence to support this goal would be registration meetings for all middle and high school students, individual registration conferences for high school students, individual meetings with high school students to set college and career goals, grade-level meetings with administration and support staff, fifth-grade tours for our feeder elementary schools, and "Transition Night" events for incoming parents and students. |                                   | Cyndi Godfrey | 06/09/2024  |
| <b>Actions</b>                                                                                                                                                                                                                                                                                                           |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>2 of 6 (33%)</b>               |               |             |
| 9/16/19                                                                                                                                                                                                                                                                                                                  |       | Class meetings will be held at the beginning of each semester with the administration to discuss norms and expectations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Complete 04/29/2021               | Brian Hill    | 06/10/2022  |
| Notes: Mr. Hill and Mrs. Popp met with all grade levels individually during the first week (August 27th, 2019) of school to discuss expectations and to introduce the support staff to students<br><br>Mr. Hill and Mrs. Popp met with all grade levels again on January 28th, 2019 to reinforce rules and expectations. |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   |               |             |

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|         | Mr. Hill and Mrs. Popp met with all grade levels on April 29th, 2021 to reinforce rules and expectations.                                                                                                                                                                                                                                |                     |               |            |
| 9/2/18  | Our school will host a transition event each semester in which our feeder schools will visit Uwharrie Ridge to inform students about the opportunities we provide.                                                                                                                                                                       | Complete 05/10/2022 | Cyndi Godfrey | 06/10/2022 |
|         | <i>Notes:</i> Due to COVID-19, our transition events have taken place virtually instead of in person for the 2020-2021 school year. Virtual events have been uploaded to the evidence folder label A4.16                                                                                                                                 |                     |               |            |
| 9/16/19 | Both individual and small group information sessions will be held throughout the year with high school students and rising high school students in order to inform them about opportunities to take college classes at RCC during high school. Sessions also include one on one support for students actively enrolled in these courses. |                     | Lora Hill     | 06/10/2024 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                            |                     |               |            |
| 9/16/19 | Class meetings will be held to provide information and resources regarding the Pre-ACT, ACT, PSAT, and SAT.                                                                                                                                                                                                                              |                     | Cyndi Godfrey | 06/10/2024 |
|         | <i>Notes:</i> 10.6.21- First 30 min. of Block 2 (Google Meet with Godfrey & Lo Hill: Planning for Success (Pre-ACT, ACT, SAT, Apprenticeship Randolph, Student LIFT, Scholarships, etc.)                                                                                                                                                 |                     |               |            |
| 10/4/17 | School Leadership Team and staff will continue to recruit prospective high school students and provide competitive choices for high school pathways.                                                                                                                                                                                     |                     | Faith Ingold  | 06/10/2024 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                            |                     |               |            |
| 9/2/18  | School Improvement Team will review the transition steps and adjust/add additional steps to support students during transitions from grade-to-grade and level-to-level.                                                                                                                                                                  |                     | Lora Hill     | 06/10/2024 |
|         | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                            |                     |               |            |

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| <b>Core Function:</b>      |              | <b>Dimension B - Leadership Capacity</b>                        |                              |                    |                    |  |
| <b>Effective Practice:</b> |              | <b>Strategic planning, mission, and vision</b>                  |                              |                    |                    |  |
| <b>KEY</b>                 | <b>B1.01</b> | <b>The LEA has an LEA Support &amp; Improvement Team.(5135)</b> | <b>Implementation Status</b> | <b>Assigned To</b> | <b>Target Date</b> |  |

|                                         |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |                    |                    |
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| <b>Initial Assessment:</b>              |              | Uwharrie Ridge has implemented a School Improvement team and a Collaborative Team Coalition. We are currently in the process of restructuring the meetings of these two entities in order to better serve our students.                                                                                                                                                                                                                                                                                                                                                                               | Limited Development<br>10/07/2022 |                    |                    |
| <b>How it will look when fully met:</b> |              | When fully implemented, the School Improvement Team and the Guiding Coalition meetings will be focused on student achievement and strategies of implementation in order to guide teachers to meet the needs of all students.                                                                                                                                                                                                                                                                                                                                                                          |                                   | Angela Combs       | 06/10/2024         |
| <b>Actions</b>                          |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>0 of 2 (0%)</b>                |                    |                    |
|                                         | 10/7/22      | Create Norms for the Guiding Coalition and School Improvement Team meetings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                   | Angela Combs       | 10/11/2022         |
| <i>Notes:</i>                           |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |                    |                    |
|                                         | 10/7/22      | Guiding Coalition Team members will go back to their Collaborative Teams to work on developing and implementing SMART Goals regularly in all courses.                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   | Angela Combs       | 06/10/2024         |
| <i>Notes:</i>                           |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |                    |                    |
| <b>KEY</b>                              | <b>B1.03</b> | <b>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)</b>                                                                                                                                                                                                                                                                                                                                                                         | <b>Implementation Status</b>      | <b>Assigned To</b> | <b>Target Date</b> |
| <b>Initial Assessment:</b>              |              | The leadership team (School Improvement Team) meets one time a month for approximately one hour. The agenda and minutes are kept and shared with the school staff. In addition, to the leadership team meeting once a month our administration team and departments also meet once a month for approximately forty-five minutes. The agenda and minutes are kept for the administration team by the lead teacher. Lastly, the Collaborative Teams (CTTs) meet twice a month with the department chairs to discuss student data and best practices. Minutes are logged in a Google form for all PLT's. | Limited Development<br>09/06/2016 |                    |                    |

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|                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
|                                                                                                                                                                                                               | Priority Score: 2                                                                                                                                                                                                                                                                                       | Opportunity Score: 3 | Index Score: 6                |                   |                   |
| <b>How it will look when fully met:</b>                                                                                                                                                                       | Meetings aimed at improvement will occur twice a month to facilitate communication and coordination among grade levels, departments, the leadership team, the administration team, and the MTSS team. Evidence would include meeting minutes, meeting agendas, PLT documentation, SIT election results. |                      | <b>Objective Met 09/08/22</b> | <b>Brian Hill</b> | <b>06/10/2022</b> |
| <b>Actions</b>                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
| 9/16/19                                                                                                                                                                                                       | The School Improvement Team will divide into three committees, each one focused on one of the following: careers, content, climate. Each committee will generate goals and action steps in order to improve our school.                                                                                 | Complete 08/15/2019  | Laura Popp                    | 08/19/2019        |                   |
| <i>Notes:</i>                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
| 10/4/17                                                                                                                                                                                                       | An election process will be put in place in which members of the SIT are chosen by the teachers in each department.                                                                                                                                                                                     | Complete 08/10/2020  | Laura Popp                    | 08/17/2020        |                   |
| <i>Notes:</i> Mrs. Popp sent out the Google form to all staff on August 4th, 2020 for all staff to vote for the new SIT team members. The new members were announced at the first-day meeting on August 10th. |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
| 9/5/18                                                                                                                                                                                                        | A calendar of scheduled meetings will be available to all stakeholders on the Uwharrie Ridge 6-12 homepage.                                                                                                                                                                                             | Complete 09/08/2022  | Betsy Morris                  | 06/10/2022        |                   |
| <i>Notes:</i> During the 2019-2020 school year, all stakeholders were encouraged to use the Google calendar to stay informed and updated on events happening at Uwharrie-Ridge 6-12                           |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
| 9/5/18                                                                                                                                                                                                        | An agenda will be available for each meeting and notes from the meetings will be shared with the staff.                                                                                                                                                                                                 | Complete 09/08/2022  | Adrian Greene                 | 06/10/2022        |                   |
| <i>Notes:</i> Agendas and meeting minutes are uploaded monthly.                                                                                                                                               |                                                                                                                                                                                                                                                                                                         |                      |                               |                   |                   |
| <b>Implementation:</b>                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                         | 09/08/2022           |                               |                   |                   |
| <b>Evidence</b>                                                                                                                                                                                               | 9/8/2022                                                                                                                                                                                                                                                                                                |                      |                               |                   |                   |
| <b>Experience</b>                                                                                                                                                                                             | 9/8/2022                                                                                                                                                                                                                                                                                                |                      |                               |                   |                   |
| <b>Sustainability</b>                                                                                                                                                                                         | 9/8/2022                                                                                                                                                                                                                                                                                                |                      |                               |                   |                   |

| 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>              |         | Some structures are in place to allow teachers to have instructional planning. Because of our school's small population, there is only one team per grade level in middle school which consists of one Math, English-Language Arts (ELA), Social Studies, and Science teacher. Therefore, teachers are not able to collaborate with teachers of the same discipline area but teachers are able to share best practices among grade-level teams. Elective teachers and the PE teacher comprise a Professional Learning Team (PLT) but are not able to collaborate with teachers of the same discipline area either. Exceptional Children (EC) teachers attend a PLT that best fits with their schedules. With the redesign of Uwharrie Middle School into Uwharrie Ridge 6-12, the master schedule was redesigned to allow for the separation of middle and high school teachers. We have been able to create Professional Learning Teams (PLT's) for the teachers with similar planning time. We are still limited in the development of PLT's as teachers learn to manage PLT's and truly collaborate. | Limited Development<br>09/06/2016 |                     |                   |
|                                         |         | Priority Score: 2                      Opportunity Score: 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Index Score: 4                    |                     |                   |
| <i>How it will look when fully met:</i> |         | When fully implemented this goal will create and protect the necessary planning time for teachers. Uwharrie Ridge 6-12 will have structures in place that will meet the specific needs of all faculty and staff. The teachers' instructional planning time will be protected. A schedule will be created to allow for vertical planning between grade levels and subject areas. Structures will also be created to allow for electives and Exceptional Children teachers to plan together to meet the needs of all students across grade levels.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Objective Met<br/>09/08/22</b> | <b>Angela Combs</b> | <b>06/10/2022</b> |
| <b>Actions</b>                          |         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                   |                     |                   |
|                                         | 9/29/16 | Create a schedule that allows for regular vertical planning times throughout the school year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Complete 05/25/2018               | Larry Hill          | 12/08/2017        |
|                                         |         | Notes: (2016-2017) Document is uploaded to reflect the days that are protected after school for teachers to meet vertically and by subject area.<br><br>(2017-2018) We feel that this action was no longer needed this school year since we were able to fully implement Professional Learning Teams and common planning. Also, the schedule required all teachers to                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                   |                     |                   |

teach all grade levels, therefore there was a need to set aside an additional vertical planning time. The teachers could work vertically through their regularly scheduled Professional Learning Teams.

9/30/16 A grade level Professional Learning Team (PLT) schedule will be created to structure weekly grade level meetings. Teachers will be able to meet at least once a week in order to plan across the grade level and subject area to meet the needs of students.

Complete 05/25/2018

Larry Hill

05/25/2018

*Notes:* (2016-2017) Weekly Professional Learning Team (PLT) time for teachers has been developed and worked into the regular daily schedule. When viewing the daily bell schedule, times when a grade level has Physical Education or Electives, the core teachers have planning and PLTs on each Thursday. During the time that all grades are going through lunches, the Physical Education, elective and Exceptional Children teachers meet for scheduled PLT time on Fridays.

9/26/16 Create and finalize a duty roster for the faculty and staff that will ensure proper supervision for the safety of the students but also will protect each teacher's instructional planning time.

Complete 11/17/2016

Laura Popp

08/20/2019

*Notes:* (2016-2017) The duty roster must ensure all necessary areas of Uwharrie Middle School are supervised during the morning arrival, transitions and afternoon dismissal. Adequate supervision is also necessary in the cafeteria during lunches. However, instructional planning time for each teacher must be protected.

3/22/17 Development of a new master schedule for the 2020-2021 school year that will protect non-instructional time for teachers. The new master schedule would also allow for Professional Learning Teams (PLT) to be organized by grade level in middle school and by subject in high school grades.

Complete 08/30/2021

Ashley Bullington

06/11/2021

*Notes:* (2016-2017) Document was uploaded to reflect a new schedule for 2017-18 school year. Minutes from Professional Learning Teams (PLT's) will be used as documentation of PLT success.

(2019-2020) Professional Learning Teams (PLT's) schedule uploaded.

The updated master schedule with complete separation of middle school and high school core subjects has been uploaded to the evidence folder.

The 2020-2021/2021-2022 PLT schedule has been uploaded to the evidence folder.



|                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                   |            |
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| 9/11/20                                                                                                                                                                                                                                                                                                                                                                                             | To create a daily schedule to provide an increase in non-instructional time for teachers within the school. This action step is created based on the 2020 Teacher Working Conditions Survey.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Complete 09/08/2022 | Ashley Bullington | 06/10/2022 |
| <p><i>Notes:</i> A new schedule has been created and was implemented in the 2020-2021 school year. However, due to COVID, we have not had a true representation with all students on campus if the new daily schedule is effective. Currently, we have noticed a change is needed to high school lunch due to cafeteria capacity. Those changes will be reflected in the 2022-2023 school year.</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                   |            |
| <b>Implementation:</b>                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 09/08/2022          |                   |            |
| <b>Evidence</b>                                                                                                                                                                                                                                                                                                                                                                                     | <p>7/10/2017<br/>Documents have been uploaded to reflect implementation.</p> <p>5/25/2018<br/>We have uploaded samples of the master schedule to reflect common planning times and scheduled Professional Learning Teams (PLTs). Samples of minutes and agendas from PLTs have been uploaded as well to reflect this regularity that teachers met. Teachers also began to meet less formally outside of the scheduled time.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                   |            |
| <b>Experience</b>                                                                                                                                                                                                                                                                                                                                                                                   | <p>7/10/2017<br/>This was difficult to pursue in regards to developing a schedule for the 2017-18 school year that met all the needs of our staff and students. Due to the small size of our school during the course of the 2016-17 school year, it was difficult to find time for teachers to work together and plan together during the school day. Many teachers have after school responsibilities. Also we only have one teacher in each grade level core subject which also made it difficult to have true Professional Learning Teams.</p> <p>5/25/2018<br/>This indicator has been a major focus for our school. Seeing the progress of our teachers and how quickly and positively they have adapted to the common planning time has been remarkable. The teachers requested this time be protected as much as possible in future school years and it is a major component of our plan for the 2018-19 school year.</p> |                     |                   |            |
| <b>Sustainability</b>                                                                                                                                                                                                                                                                                                                                                                               | <p>7/10/2017<br/>We will need to continue to make Professional Learning Teams (PLT) a focus for the school. With renewed PLT's teachers will be able to co-plan and work together for the benefit of their students.</p> <p>5/25/2018</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                     |                   |            |

We have made it a priority to protect common planning times next school year and also to ensure no teacher in the core subjects is the only person teaching that subject whenever possible. We wanted each teacher to have at least one other teacher to collaborate with.

**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 |
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| <i>Initial Assessment:</i> | The principal and assistant principal will visit all classrooms weekly and will provide feedback through formal and informal observations. The principal and assistant principal will complete the required observations for each faculty member on time followed by a post-conference focused on instructional feedback. A schedule is also created for faculty members to complete peer observations for new teachers. |  | Limited Development<br>09/06/2016 |  |  |
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|--|-------------------|----------------------|----------------|--|--|
|  | Priority Score: 2 | Opportunity Score: 3 | Index Score: 6 |  |  |
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|                                         |                                                                                                                                                                                                                                                                                                                                                   |  |  |                   |                   |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|-------------------|-------------------|
| <b>How it will look when fully met:</b> | When implemented the principal, the assistant principal, and the lead teacher will monitor classroom instruction regularly and will provide timely, clear, and constructive feedback to teachers. Formal and informal observations will be used to provide immediate feedback that meets the direct needs of the teachers at Uwharrie Ridge 6-12. |  |  | <b>Brian Hill</b> | <b>06/10/2023</b> |
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**Actions** **2 of 6 (33%)**

|         |                                                                                                                                                                                                                                                                            |                     |                |            |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------|------------|
| 9/29/16 | A schedule will be created with regular meetings of the administration team (principal, assistant principal, lead teacher) to analyze trends and best practices observed during walkthroughs. Findings will be shared with the faculty through staff meetings and/or CTTs. | Complete 06/29/2017 | Anthony Grosch | 05/25/2017 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------|------------|

*Notes:* (2016-2017) This schedule was created for meeting dates for administration and the lead teacher to discuss classroom observations and teacher trends before providing feedback via Collaborative Team Time and staff meetings.

|         |                                                                                                                                                                                                                                           |                     |                |            |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------|------------|
| 10/3/17 | Observation schedule created to properly plan out the formal observation process for all teachers throughout the 2017-18 school year. Observations will be scheduled for all certified staff members and completed by the administration. | Complete 05/25/2018 | Anthony Grosch | 05/25/2018 |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------|------------|

*Notes:* 5/25/2018  
A schedule is uploaded to reflect calendar created for observations

|                        |                                                                                                                                                                                                                                                                                                                                 |            |              |            |
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|                        | throughout the school year. The observations are completed by administration and also beginning teachers are given a peer observation by a veteran and respected staff member.                                                                                                                                                  |            |              |            |
| 9/19/22                | Share best practices for instructional delivery with teachers.                                                                                                                                                                                                                                                                  |            | Angela Combs | 06/09/2023 |
|                        | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                   |            |              |            |
| 9/19/22                | Develop a form for informal walkthroughs that monitor instructional delivery and practices.                                                                                                                                                                                                                                     |            | Angela Combs | 06/09/2023 |
|                        | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                   |            |              |            |
| 9/19/22                | Conduct regular walkthroughs to monitor instructional delivery and practices.                                                                                                                                                                                                                                                   |            | Brian Hill   | 06/09/2023 |
|                        | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                   |            |              |            |
| 9/19/22                | Highlight “What’s Right with OUR Classes” during faculty meetings and on social media.                                                                                                                                                                                                                                          |            | Brian Hill   | 06/09/2023 |
|                        | <i>Notes:</i>                                                                                                                                                                                                                                                                                                                   |            |              |            |
| <b>Implementation:</b> |                                                                                                                                                                                                                                                                                                                                 | 10/03/2017 |              |            |
| <b>Evidence</b>        | 7/10/2017<br>Documents of our scheduled meeting dates and locations have been uploaded. We will continue to make it more of a specific time to meet and protect that time from other distractions. Meeting time needs to be more protected, either after school or during a designated time to minimize distractions.           |            |              |            |
| <b>Experience</b>      | 7/10/2017<br>We found it extremely useful to have the meeting time to discuss school trends and review testing data before we would meet with the staff. We need to make the time more structured and continue to make it a priority. We found that it is easy to get distracted with many other things going on in the school. |            |              |            |
| <b>Sustainability</b>  | 7/10/2017<br>We will need to continue to make the meeting times a priority. Often at points during the school year, testing or other obligations would become a focus and the meeting times were not as beneficial.                                                                                                             |            |              |            |

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| <b>Core Function:</b>      |              | <b>Dimension C - Professional Capacity</b>                                                                                            |                              |                    |                    |
| <b>Effective Practice:</b> |              | <b>Quality of professional development</b>                                                                                            |                              |                    |                    |
| <b>KEY</b>                 | <b>C2.01</b> | <b>The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make</b> | <b>Implementation Status</b> | <b>Assigned To</b> | <b>Target Date</b> |

|                                         |                                                                                                                                                                                                                                               | <b>decisions about school improvement and professional development needs.(5159)</b>                                                                                                                                                                                                                                                                                            |                                   |                          |                   |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------|-------------------|
| <b>Initial Assessment:</b>              |                                                                                                                                                                                                                                               | Currently, we review and discuss data as grade levels during grade level Professional Learning Teams. We review and share data with teachers at monthly staff meetings but there needs to be a concerted effort to use the data to drive instruction and provide professional development for teachers to support their analysis of the data to drive instructional decisions. | Limited Development<br>09/08/2016 |                          |                   |
| <b>How it will look when fully met:</b> |                                                                                                                                                                                                                                               | When this objective is fully met, all staff routinely deliver and plan data-driven instruction and routinely reteach instruction based on data from assessments, both formative and summative. Student performance data and classroom observation data are analyzed to plan professional development.                                                                          |                                   | <b>Ashley Bullington</b> | <b>06/10/2023</b> |
| <b>Actions</b>                          |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                | <b>1 of 5 (20%)</b>               |                          |                   |
| 10/6/17                                 | Central office will complete instructional rounds, and the school administration will complete observations and walkthrough observations. This information will be used to design professional development that best fits our school's needs. | Complete 06/08/2022                                                                                                                                                                                                                                                                                                                                                            | Brian Hill                        | 06/10/2022               |                   |
| <i>Notes:</i>                           |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                |                                   |                          |                   |
| 9/19/22                                 | Identify schoolwide areas of need for improvement and plan professional development accordingly.                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                | Ashley Bullington                 | 06/09/2023               |                   |
| <i>Notes:</i>                           |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                |                                   |                          |                   |
| 9/19/22                                 | Identify instructional strengths and weaknesses within classrooms through conducting classroom observations.                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                | Ashley Bullington                 | 06/09/2023               |                   |
| <i>Notes:</i>                           |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                |                                   |                          |                   |
| 9/19/22                                 | Connect teachers who are struggling with content or delivery with other professionals who can help plan, implement, or coach those teachers.                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                | Angela Combs                      | 06/09/2023               |                   |
| <i>Notes:</i>                           |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                |                                   |                          |                   |
| 9/19/22                                 | Identify students who are struggling with core curriculum and refer them to the school based MTSS team to begin Supplemental strategies for intervention tailored to their needs based on the reviewed data.                                  |                                                                                                                                                                                                                                                                                                                                                                                | Angela Combs                      | 06/09/2023               |                   |
| <i>Notes:</i>                           |                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                |                                   |                          |                   |

| Core Function:             |       | Dimension C - Professional Capacity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                   |             |             |
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| 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> |       | <p>Recruiting:</p> <p>Positions are advertised, posted on a variety of sites including the RCSS and State website as well as social media.</p> <p>Lea administrators attend job fairs.</p> <p>The LEA collaborates with universities, etc.</p> <p>The LEA recruits student teachers within RCSS.</p> <p>The LEA provides possible offers of early contracts.</p> <p>The new graduate list is shared with principals.</p> <p>Principals make recommendations for employment.</p> <p>Evaluating:</p> <p>All BT and new employees are trained on the NC Teacher Evaluation Model.</p> <p>School and District level walkthroughs occur throughout the school year.</p> <p>The LEA follows district and state guidelines/laws.</p> <p>HR meets with principals to review staffing plans.</p> <p>Rewarding:</p> <p>Pride Pens</p> <p>Star 3 Recognitions</p> <p>BT of the Year</p> <p>Teacher of the Year</p> <p>Distinguished Educator</p> | Full Implementation<br>10/07/2022 |             |             |

|                                                                                                                                                                                                                                                               |  |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| <p>Outstanding Employee</p> <p>Retirement Banquet</p> <p>Bus Driver Award</p> <p>Custodian Award</p> <p>Recognition on Social Media</p> <p>Replacing:</p> <p>Recruitment plan</p> <p>Value/utilize retirees</p> <p>HR interview/recommendation guidelines</p> |  |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|

| <b>Core Function:</b>                   |              | <b>Dimension E - Families and Community</b>                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                   |                    |                    |
|-----------------------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------|--------------------|
| <b>Effective Practice:</b>              |              | <b>Family Engagement</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                   |                    |                    |
| <b>KEY</b>                              | <b>E1.06</b> | <b>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)</b>                                                                                                                                                                                                                                                               | <b>Implementation Status</b>      | <b>Assigned To</b> | <b>Target Date</b> |
| <i>Initial Assessment:</i>              |              | Uwharrie Ridge communicates regularly with all stakeholders in a variety of ways. Currently, our communication efforts include the following: AlertNow, Peachjar, social media, district, school, and teacher web pages, PowerSchool parent portal, timberwolf compliment postcards, Canvas, phone calls, and emails.                                                                                                                                                                   | Limited Development<br>09/06/2016 |                    |                    |
| <i>How it will look when fully met:</i> |              | When fully implemented the school will have open communication between the school and parents to increase the parent's understanding of their child's academic performance and how they can support their students at home. Teachers will communicate with parents on a regular basis to keep parents informed of classroom activities, testing calendars, and resources to support their students at home. Teachers will keep documentation of any contact with parents. Teachers know |                                   | <b>Brian Hill</b>  | <b>06/09/2024</b>  |

frequent communication is beneficial to all stakeholders involved in a student's education.

**Actions**

**0 of 5 (0%)**

9/16/19 Teachers will develop teacher webpages that include information about content and ways to contact each teacher.

Betsy Morris

06/09/2024

*Notes:* Mrs. Morris conducts professional development with teachers on how to set up and design their teacher webpages.

9/16/19 Student work will be visible in every classroom and/or outside the classroom in the hallway.

Sherry Vestal

06/09/2024

*Notes:*

9/16/19 Every student will have the opportunity to share and celebrate their work via social media and the school homepage

Betsy Morris

06/09/2024

*Notes:*

10/4/17 Classroom teachers and staff will communicate with parents and students on a regular basis via phone calls, emails, the Remind 101 app, Class Dojo, and Canvas

Anita Gordon

06/10/2024

*Notes:*

9/7/18 The school will create and maintain an Instagram and Facebook account to communicate with the community and celebrate our school.

Jennifer May

06/10/2024

*Notes:*



School: Uwharrie Ridge 6-12

School Year: 2022-2023

Local Board Approval Signature: \_\_\_\_\_

**SCHOOL IMPROVEMENT TEAM MEMBERSHIP**

From GS §115C-105.27: *“ The principal of each school, representatives of the assistant principals, instructional support personnel, and teacher assistants assigned to the school building, and parents of children enrolled in the school shall constitute a school improvement team to develop a school improvement plan to improve student performance. Representatives of the assistant principals , instructional personnel, instructional support personnel, and teacher assistants shall be elected by their respective groups by secret ballot...Parents serving on school improvement teams shall reflect the racial and socioeconomic composition of the students enrolled in that school and shall not be members of the building-level staff.”*

| Committee Position             | Typed Name        | Signature | Date |
|--------------------------------|-------------------|-----------|------|
| Principal                      | Brian Hill        |           |      |
| Assistant Principal            | Ashley Bullington |           |      |
| Lead Teacher                   | Angela Combs      |           |      |
| Media Specialist               | Betsy Morris      |           |      |
| 9-12 High School Team          | Michael Hatfield  |           |      |
| 6 <sup>th</sup> Grade Team     | Anita Gordon      |           |      |
| 7 <sup>th</sup> Grade Team     | Valerie Stover    |           |      |
| 8 <sup>th</sup> Grade Team     | Sherry Vestal     |           |      |
| 6-12 Elective Teacher          | Faith Ingold      |           |      |
| 6-12 Elective Teacher          | Jonah Smith       |           |      |
| 6-12 EC Teacher                | Adrian Greene     |           |      |
| Guidance Counselor             | Cyndi Godfrey     |           |      |
| Career Development Coordinator | Lora Hill         |           |      |
| Parent Representative          | Jason Bradford    |           |      |





## NCStar/SIP Mandatory Components

School Name: Uwharrie Ridge Six-Twelve

School Year: 2022-2023

### Duty-Free Lunch

A duty-free lunch period will be provided for every teacher on a daily basis or as otherwise approved by the School Improvement Team. Please describe the plan below.

Uwharrie Ridge Six-Twelve is requesting a waiver from state-required ongoing operational activity or providing a daily duty-free lunch for teachers. Duty-free is provided 20% of the time for teachers. The waiver is requested to ensure the safe keeping of students, particularly as large groups gather in the cafeteria area during lunch.

### Duty-Free Instructional Planning

Duty-free instructional planning will be provided for every full-time assigned classroom teacher, with the goal of providing an average of at least five hours of planning time per week. Please describe the plan below.

Each middle school teacher is supplied with approximately 110-minutes of duty free instructional planning time. Each high school teacher is supplied with approximately 90 minutes of duty free instructional time each day. The master schedule makes provisions for weekly grade level and weekly professional learning team meetings. As a result teachers receive, on average, a minimum of five hours duty-free instructional planning per week. G.S. 115C-301.1; G.S. 115C-105.26; G.S. 115C-105.27

### Transition Plan for At-Risk Students

Elementary to Middle School

Middle School to High School

Please describe transition plan below.

Uwharrie Ridge Six-Twelve hosts a transition night for elementary to middle and middle to high school. Principal and Guidance counselor visit the feeder schools. School counselors assist students in the development of a four year plan.