

Comprehensive Progress Report

Mission: At Erwin Montessori we provide a structured environment based on self-directed activities and hands-on learning that is tailored to meet each child's needs. We actively involve parents and the community as we nurture a desire for life-long learning.

Vision: Our vision is to promote independent learning through structured and self directed activities which develop productive citizens prepared for college and the world of work.

Goals:

School Composite Goal: By June 2025, Erwin Montessori will increase our overall School Composite score from 60.3 to 63.3%.

Chronic Absences Goal: By June 2025, Erwin Montessori will reduce the number of chronic absences from 18.7 to 13.7%

Building Teacher Capacity Goal: By June 2025 Erwin will increase teacher capacity in literacy instruction by ensuring at least 80% of staff have completed LETRS professional development as directed by GCS and the state of North Carolina.

Building Teacher Capacity Goal: Completion and sign-off of requirements for Montessori certification through Center for Montessori Teacher Education.

Loss of Instructional days: By the end of 204-2025 school year, Erwin Montessori will decrease the number of lost instructional days due to In-School and Out of School Suspension from 10 days to 9 days.



Activity in the last 1 months KEY indicators for ALL Schools

! = Past Due Objectives

KEY = Key Indicator

Core Function:			Domain 1: Turnaround Leadership			
Effective Practice:			Practice 1A: Prioritize improvement and communicate its urgency			
	KEY	B1.03	A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices. (5137)	Implementation Status	Assigned To	Target Date
Initial Assessment:			A new leadership team has been voted on and formed. The team will meet on the 3rd Tuesday of each month. Additionally, an ILT team had been formed. This team will review the implementation of effective practices.	Limited Development 09/14/2016		
How it will look when fully met:			The leadership team that consists of administration and teachers will meet monthly to review and adjust the School Improvement Plan actions using data collected during walkthroughs and assessments.		Malaina Seegars	06/09/2025
Actions				2 of 4 (50%)		
	9/17/21	Leadership team will meet the third Tuesday of each month.		Complete 06/10/2022	Brenda Green	06/10/2022
Notes:						
	9/17/21	Minutes from each meeting will be stored on the Erwin Webpage.		Complete 06/10/2022	Betsy Sumerford	06/10/2022
Notes:						
	9/27/22	Walk-throughs will be scheduled bi-monthly.			Malaina Seegars	11/01/2024
Notes: We will continue this throughout the 2024-2025 school year by the admin team.						
	9/24/24	Grade level teams will make corrective actions during planning sessions and grade level meetings.			Malaina Seegars	05/01/2025
Notes:						

	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
Initial Assessment:			Grade level teams meet weekly during PLC to review curriculum and a master schedule has been created that ensures common planning time exists.	Limited Development 10/26/2020		
How it will look when fully met:			Teaming structures will be in place to ensure the essential elements of MTSS are implemented. Teams will be clearly defined and understood. Leadership, grade level teams, ILT/MTSS, TAG, MTAC and a Problem Solving team will meet consistently to review data in order to make instructional decisions.		Malaina Seegars	06/17/2025
Actions				1 of 5 (20%)		
	9/17/21	Erwin Leadership team will meet monthly to review school wide data and alignment with the School Improvement Plan actions.	Complete 06/10/2022	Heidi Pegram	06/10/2022	
Notes:						
	9/17/21	The Problem Solving Team will meet at least monthly to review student data and make decisions about individual students.		Dari Pass	06/02/2025	
Notes:						
	9/6/22	Media Technology Advisory Committee will meet monthly.		Betsy Sumerford	06/07/2025	
Notes:						
	9/6/22	TAG meetings will be held monthly.		Monica Wright	06/09/2025	
Notes:						
	9/17/21	Data PLCs will take place once a month with school psychologist. Teachers will review interventions and progress monitoring.		Karla Massey	06/11/2025	
Notes:						

Core Function:			Domain 1: Turnaround Leadership			
Effective Practice:			Practice 1B: Monitor short-and long-term goals			
	KEY	B3.03	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			The principal monitors instruction through daily walkthroughs and attends grade level meetings.	Limited Development 09/14/2016		
<i>How it will look when fully met:</i>			Teachers will receive formal and informal observations on a regular basis that provide clear and constructive feedback. Information gathered during classroom walkthroughs will determine staff development topics.		Malaina Seegars	06/09/2025
Actions				1 of 4 (25%)		
	9/24/24		Walkthrough data will be gathered and analyzed to determine needs and focus of future PD's and staff meeting topics.		Malaina Seegars	12/01/2024
<i>Notes:</i>						
	9/24/24		Teachers will receive feedback by a member of the admin team. Feedback and two way communication will be conducted through email regarding the alignment of Montessori Aims with standards in weekly lesson plans.		Karla Massey	06/01/2025
<i>Notes:</i>						

Core Function:			Domain 2: Talent Development			
Effective Practice:			Practice 2A: Recruit, develop, retain, and sustain talent			
	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>			New teachers are interviewed and determined by an instructional team that includes the principal and teachers. Mentor teachers are assigned and expected to meet with BTs as stated.	Limited Development 09/17/2021		
			Priority Score: 2 Opportunity Score: 2 Index Score: 4			
<i>How it will look when fully met:</i>			We will maintain the current staff and all teachers will be Montessori trained. New teachers will receive Montessori training in a timely manner and mentors will be assigned that can support. Title one funds will be used support cost for co-teachers to be trained and any additional training for teachers outside of the required trainings provided by the district.		Malaina Seegars	07/31/2025
<i>Actions</i>				6 of 8 (75%)		
	9/17/21	Co-teachers will receive professional development in Montessori philosophy and practices. We will hold meetings at least once per quarter to provide support and resources.		Complete 06/10/2022	Karla Massey	06/10/2022
<i>Notes:</i>						
	9/17/21	New teacher hires will register for training with the Center for Montessori Teacher Education/NC.		Complete 06/10/2022	Malaina Seegars	06/10/2022
<i>Notes:</i>						
	9/27/22	Join professional organizations in order to get access to Montessori trained and certified teachers.		Complete 10/03/2022	Malaina Seegars	10/18/2022
<i>Notes:</i>						
	9/27/22	Teachers who have completed Montessori certification are acknowledge in a staff meeting and rewarding with a special desk weight.		Complete 10/18/2022	Malaina Seegars	10/18/2022
<i>Notes:</i>						
	10/18/22	Staff will participate in Montessori coaching. Title 1 funds will pay for coaching visits from the Center for Montessori Teacher Education (CMTE/NC).		Complete 06/09/2023	Sabrina Caldwell	06/09/2023
<i>Notes:</i>			First vist will be November 2022			

9/17/21	Beginning teachers and teacher in need of support will receive individualized coaching from mentors and instructional coaches.	Complete 09/06/2022	Karla Massey	06/10/2023
<i>Notes:</i> A plan needs to be developed to allow mentors release time to support beginning and teachers in need of support.				
10/18/22	New co-teachers will be trained regarding Montessori Philosophy and classroom management.		Malaina Seegars	06/01/2025
<i>Notes:</i> Discussion about developing a partnership with Phoenix to offer PD to our co-teachers on weekends.				
9/24/24	Classroom teachers will be Montessori trained.		Malaina Seegars	07/30/2025
<i>Notes:</i>				
Implementation:		09/06/2022		
Evidence	9/6/2022 A spreadsheet is maintained to monitor Montessori training status. Certification of co-teacher are held in a notebook. Registration is held for the attendance of Montessori conference.			
Experience	9/6/2022 The Montessori Instructional Coach worked hard during 2021-2022 school year and has documented the statuses of all teachers and their development. Co-teacher training was hosted by Montessori in the Public Sector.			
Sustainability	9/6/2022 There is a need for a full time position in order to maintain individual records. We will continue to need the support of the district.			

Core Function:			Domain 2: Talent Development			
Effective Practice:			Practice 2B: Target professional learning opportunities			
	KEY	C2.01	The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)	Implementation Status	Assigned To	Target Date
Initial Assessment:			One PLC meeting with administrators have been designated as Data PLCs. Teachers are expected to bring data notebooks containing student data and evidence of student learning.	Limited Development 09/14/2016		
How it will look when fully met:			Teachers will be able to use formative and summative assessment data to find strengths and weakness in specific areas. Teams will then work collaboratively to make plans for improvement. The instructional leadership team will use data to determine professional development needs. Erwin Leadership team will monitor School Improvement Plan actions and make needed adjustments according to the data.		Malaina Seegars	06/10/2025
Actions				3 of 5 (60%)		
	9/27/22	An attendance engagement team is formed and a weekly meeting time is scheduled.		Complete 12/12/2023	Robin Jackson	10/18/2022
Notes: Agenda and minutes will be kept.						
	9/27/22	Develop a needs assessment for professional development topics.		Complete 01/23/2024	Karla Massey	10/18/2023
Notes:						
	9/17/21	School will utilize the supports of instructional coaches from CKLA, Eureka, Montessori, and the curriculum facilitator to ensure that teacher's professional development plan is met.		Complete 06/10/2024	Karla Massey	06/10/2024
Notes: CKLA and Eureka coaches were used 2023-2024 to tailor PD and coaching visits to prepare us for utilizing Montessori as core and supplementing with district provided resources.						
	9/17/21	The Attendance Engagement team will identify students with excessive absences and steps will be taken to learn reasons for absences, review previously employed interventions. New interventions and goals will be set to support students and their families.			Bridget Vick	06/10/2025
Notes:						
	9/27/22	Build teacher capacity by providing differentiated professional development based on the needs of the teacher in regards to math instruction			Karla Massey	06/10/2025

Notes: Erwin Montessori has partnered with UNCG to provide micro-credential in CGI math instruction teachers and co-teachers in Pre-K-2.

Core Function:			Domain 3: Instructional Transformation			
Effective Practice:			Practice 3A: Diagnose and respond to student learning needs			
	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>			Teachers have participated in initial MTSS training sessions and understand that a tiered instructional system will meet the needs of all students. The MTSS team has planned for additional MTSS training.	Limited Development 09/14/2016		
<i>How it will look when fully met:</i>			The essential elements of MTSS implementation are defined and understood by school staff which will be evidenced during differentiated core instruction and planned intervention lessons with progress monitoring. All teachers will implement effective teaching practices and align them to state standards. All teachers will reflect on instruction by using student responses and data to identify if students require core, supplemental, or intensive supports. All teachers will work collaboratively to select research based interventions specific to student/student groups. All teachers will understand the process of interventions and be prepared to discuss individual student data in order to determine if evaluation is needed to identify additional supports.		Karla Massey	06/01/2025
Actions				2 of 5 (40%)		
	9/17/21	Refer students who are not making adequate progress during the first nine weeks of classroom instruction, to the school based MTSS-problem solving team for additional assistance and monitoring as defined by the standard treatment protocol.		Complete 12/15/2021	Monica Wright	12/01/2021
<i>Notes:</i>						
	9/17/21	Teachers will analyze screener data, common assessments, and summative assessments to determine students' needs (DIBELS, NWEA, CKLA, and Eureka).		Complete 06/10/2022	Heidi Pegram	06/10/2022
<i>Notes:</i>						
	9/17/21	Teachers will collect data to track student progress as evidenced in Data Notebooks. Using this information, teachers will determine the effectiveness of intervention strategies, maintain flexible groupings, and establish new goals.			Karla Massey	02/01/2025

Notes: Teachers did not have data notebook during the 2022 school year. At the end of the year all teachers were provided a data cover sheet. Data PLC's will hosted weekly during the 2023-2024 school year.
2024-2025 We have implemented full Montessori. As a result we will use a portion of the staff meeting to build this year's binder.

7/18/22 Teachers will differentiate core instruction (remediation, maintenance and enrichment) based on assessments.

Karla Massey

06/01/2025

Notes: Data trifold to be completed and placed in data binder. This information will be reviewed weekly in order to determine students that need Tier 2 - Supplemental Intervention.

9/24/24 Teachers will develop quarterly plans for academically gifted students.

Monica Wright

06/01/2025

Notes:

Core Function:			Domain 3: Instructional Transformation			
Effective Practice:			Practice 3B: Provide rigorous evidence-based instruction			
	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>			Teachers spend time at the beginning of each school year teaching Montessori grace and courtesy lessons that include classroom management protocols. A list grace and courtesies is given out and teachers plan lessons and activities for modeling and practicing the aligned protocols with students during the first weeks of school. Teachers use the Montessori peace curriculum to teach and reinforce classroom rules.	Limited Development 10/26/2020		
<i>How it will look when fully met:</i>			Teachers spend time at the beginning of each school year and before every reporting term teaching Montessori grace and courtesy lessons that include classroom and schoolwide expectations. All teachers will use data to determine when to reteach classroom expectations consistent with the Montessori philosophy and effective SEL practices. All teachers will use data to determine if positive reinforcements are needed for whole class or individual students to internalize behavior expectations. Consequences are rooted in Montessori philosophy and restorative practices. All classrooms will be peaceful environments where students feel safe and are encouraged to communicate their thoughts and ideas.		Malaina Seegars	06/09/2025
Actions				0 of 2 (0%)		
	9/24/24	Teachers are provided with the required list of grace and courtesy. Teachers model, teach, and reteach as needed. Teachers date and turn in when students have been taught (not mastered) by the end of the normalization period.			Karla Massey	10/01/2024
<i>Notes:</i>						
	9/20/21	Teachers will be trained in restorative practices in order to respond to student misbehavior in support of the peace curriculum and SEL initiatives.			Charnita Cook	06/01/2025
<i>Notes:</i> Updated the target date. Massey described restorative practices as additional strategies for SEL. PD is offered through GCS, this PD was designed to be face to face and was rescheduled due to Covid protocols. We are changing the target date to coincide with GCS training roll out.						

	KEY	A2.04	Instructional Teams develop standards-aligned units of instruction for each subject and grade level.(5094)	Implementation Status	Assigned To	Target Date
Initial Assessment:			Grade levels meet weekly to work collaboratively to develop standards aligned units	Limited Development 09/14/2016		
			Priority Score: 3 Opportunity Score: 2 Index Score: 6			
How it will look when fully met:			All Instructional teams will develop long range plans to ensure that NC SCOS is taught through the use of district curriculums. Teams will collaboratively plan in order to utilize the Montessori approach. Teams will plan formative, common and summative assessments. Teams will utilize a common lesson plan template that includes Vocabulary, Montessori alignment, and differentiated learning activities.		Karla Massey	06/10/2025
Actions				3 of 5 (60%)		
	9/20/21	Teachers will use a provided lesson plan template and post plans on the Erwin Canvas page.		Complete 01/23/2024	Karla Massey	10/18/2023
<i>Notes:</i> 2022-2023 school year we began the process of weekly planning. Lessons were not always completed or posted. We will approach the upcoming year with teacher doing lessons independently.						
	9/27/22	Teachers will meet for grade level planning 90 minutes a week. A member of the administrative team will meet with each grade level to support standards alignment and planning.		Complete 05/01/2024	Karla Massey	05/15/2024
<i>Notes:</i> All grade levels had a 90 minute planning period. Some grade levels had a very productive planning and we will continue.						
	8/29/23	Grade level will meet quarterly in order to unpack and develop long range plans.		Complete 06/06/2024	Malaina Seegars	06/09/2024
<i>Notes:</i>						
	9/24/24	Grade level will meet quarterly in order to develop long range plans that are Montessori aligned.			Karla Massey	06/01/2025
<i>Notes:</i>						
	9/20/21	Administrative team will conduct walk throughs to ensure that lesson plans are implemented with fidelity.			Karla Massey	06/01/2025
<i>Notes:</i>						
Implementation:				01/19/2021		
Evidence			1/19/2021 Upload unit plans			

<i>Experience</i>	1/19/2021 Teachers work together to create units of instruction. Teachers evaluated the current pacing and ensured standard alignment. Teachers also use assessment data to determine next steps.			
<i>Sustainability</i>	1/19/2021 Teachers will continue to create long range and unit plans to guide instruction.			