

Comprehensive Progress Report

- Mission:**

Guilford eLearning University Prep provides an innovative, flexible, rigorous, and personalized learning experience to prepare eLearners to compete and succeed globally.
- Vision:**

Guilford eLearning University Prep intentionally transforms virtual education and life outcomes for all eLearners.
- Goals:**

SCHOOL PERFORMANCE COMPOSITE: By June 2024, Guilford eLearning University Prep (K-8) will increase the school performance composite grade by 3% from 39.4% to 42.4%.

ATTENDANCE: By June 30, 2024, Guilford eLearning University Prep will decrease chronic student absences (10% or more of days enrolled) by 5 percentage points, from 25.8% in 2022-23 to 20.8% in 2023-24.

INDICATOR PRIORITY: By June 2024, Guilford eLearning University Prep (K-8) will increase our family and community engagement by hosting outreach activities to engage our families and build community.



! = 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
Initial Assessment:			Procedures and schedules are currently being created school wide.	No Development 10/08/2020		
How it will look when fully met:			Rules and regulations are consistently implemented and enforced school wide. Decrease in parent emails, phone calls. Student surveys, parent surveys, teacher surveys about how policies and procedures are taught and enforced.		Tanicka Robeson	05/30/2025
Actions				4 of 7 (57%)		
	11/30/20	Create 7 eLearning Values and post them on the school's webpage.		Complete 07/01/2021	Tanicka Robeson	06/20/2021

<i>Notes:</i>				
11/30/20	Create school-wide expectations and post them on the school's webpage.	Complete 10/01/2020	Roxy Jessup	06/20/2021
<i>Notes:</i>				
11/30/20	Develop a Social Emotional Learning eLearning webpage and resources	Complete 10/01/2019	Lashana Richards	06/20/2022
<i>Notes:</i>				
11/30/20	Update a GeUP Student Handbook	Complete 08/23/2021	Candace Kimball	08/29/2022
<i>Notes:</i> Students to sign an enrollment agreement				
10/8/20	Statistical Survey of Students.		Lashana Richards	10/30/2024
<i>Notes:</i>				
11/30/20	Implement SEL strategies for students and staff		Lashana Richards	10/31/2024
<i>Notes:</i> Continue to implement SEL				
11/30/20	Incorporate SEL strategies during staff, orientation, open house and PLC meetings		Lashana Richards	01/31/2025
<i>Notes:</i>				

<b>Core Function:</b>			<b>Dimension A - Instructional Excellence and Alignment</b>		
<b>Effective Practice:</b>			<b>Curriculum and instructional alignment</b>		
		<b>A2.01</b>	<b>Instructional Teams meet regularly (e.g., twice a month or more for 45 minutes each meeting) to review implementation of effective practice and student progress.(5091)</b>	<b>Implementation Status</b>	<b>Assigned To</b>
<i>Initial Assessment:</i>			The instructional team meets weekly to discuss effective teacher practices in the classroom to support student success. Also, the instructional team monitors and analyze student data to track growth and development.	Limited Development 09/13/2021	
<i>How it will look when fully met:</i>			All teachers will have a hybrid of high quality synchronous and asynchronous instruction that supports student choice and differentiation.		<b>Michelle Harris Jefferson</b>
<b>Actions</b>				<b>1 of 5 (20%)</b>	
9/13/21	Conduct weekly PLC meetings to discuss standards-based aligned curriculum and instruction.			Complete 06/20/2021	Nicole Cutler

*Notes:* GeUP Met as PLCs in the 2020-2021 school year.  
In the 2021-2022 School year: GeUP will develop a school wide meeting calendar to meet with departments to plan vertically. Teacher will meet in PLC content area groups to discuss standards based curriculum and instruction and to share engaging virtual tools.

9/13/21 Review Weekly Lesson Plans Via Canvas Course

Michelle Harris  
Jefferson

06/01/2024

*Notes:* In the 2022-2023 school year: The CFs and Admin will review teacher Canvas Courses to ensure teachers have a well developed instructional plans that are standards based and curriculum aligned. Teachers will receive feedback on their canvas courses.

9/13/21 Weekly Canvas Walkthroughs

Candace Kimball

06/20/2024

*Notes:* The Admin team will conduct weekly walkthroughs and provide feedback to teachers.

9/13/21 Use teacher exemplar lessons/videos.

Candace Kimball

06/20/2024

*Notes:* Teacher exemplar videos will be shared during staff meetings.

2/1/22 Admin Team completing weekly Instructional Rounds and providing feedback to teachers.

Candace Kimball

06/20/2024

*Notes:* Live Session observations are completed as an Instructional Team and Canvas Walkthroughs may be completed individually by the assigned admin.

	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:			Use of district wide curriculum resources in each content area that is standards-aligned.	No Development 10/08/2020		
How it will look when fully met:			Teacher teams to include content area, grade level or course will develop unit plans that will include standards aligned lessons that will incorporate differentiated lessons that support all students to include ELL, EC and extensions for students. These lessons will include criteria for mastery, pre and post assessments, higher-level questioning and corresponding materials that can be shared with other teachers. These lessons should be clearly aligned to skills within the standards as to support specific learning strategies that can be implemented to address and corrective instruction measures.  <b>This is aligned to FAM-S #29 Core academic practices exist that are defined across grade levels/spans and content areas by essential components of instruction, curriculum and environment (ICE). These are refined based on both student outcome and implementation data for continuous improvement.</b>		Michelle Harris Jefferson	06/20/2025
Actions				5 of 9 (56%)		
	10/8/20	Review Weekly Lesson Plans Via Canvas Course		Complete 06/20/2021	Tanicka Robeson	06/20/2021
	Notes:	ILT Team, consisting of department heads and Admin meet weekly. Continue to monitor teacher canvas pages for engaging asynchronous tasks and instruction.				
	11/30/20	Utilize the district's principals', teachers', and parents' need to know documents and resources.		Complete 01/22/2021	Tanicka Robeson	06/20/2021
	Notes:					
	12/1/20	Attend district's virtual meetings regarding curriculum alignment and instruction.		Complete 06/20/2021	Nicole Cutler	06/20/2021
	Notes:	Continue in the 2021-2022 school year to attend district curriculum and instruction meetings.				
	12/1/20	Conduct weekly PLC meetings to discuss standards-based aligned curriculum and instruction.		Complete 06/20/2021	Nicole Cutler	06/20/2021
	Notes:	GeUP will develop a school wide meeting calendar to meet with departments to plan vertically. Teacher will meet in PLC content area groups to discuss standards based curriculum and instruction and to share engaging virtual tools.				

	12/1/20	Develop the eLearner Experience document for Teachers	Complete 12/21/2021	Lashana Richards	10/05/2021
	<i>Notes:</i> Ongoing onboarding for students. An onboarding document was created and is now being used within the welcome letter for newly enrolled students at GeUP 09/01/2021				
	12/1/20	Collaborate with instructional support staff from the academics teaching and learning team		Tanicka Robeson	06/20/2024
	<i>Notes:</i> Admin team continues to meet weekly and complete instructional rounds and provides feedback				
	9/27/21	Teachers will create modeling videos to post on Canvas Course.		Candace Kimball	06/20/2024
	<i>Notes:</i> Teachers are meeting weekly in PLCs to determine content that is necessary to model for student mastery.				
	9/27/21	Teachers will provide equity based instruction while teaching in the virtual setting.		Tanicka Robeson	06/20/2024
	<i>Notes:</i> Teachers are presenting multiple voices with multiple perspectives allowing students to connect with the curriculum in a meaningful way.				
	9/27/21	Increase student engagement in live sessions and with asynchronous work completion.		Michelle Harris Jefferson	06/20/2024
	<i>Notes:</i> The Instructional leadership team is intentional with aligning to all components of lesson planning with researched based strategies.				
	<b>A2.17</b>	<b>ALL teachers establish classroom norms for personal responsibility, cooperation, and concern for others.(5107)</b>	<b>Implementation Status</b>	<b>Assigned To</b>	<b>Target Date</b>
<i>Initial Assessment:</i>		Teachers and students set classroom norms for high expectations and academic success. Supportive and caring relationships exist between students and teacher. Teacher's develop virtual classroom management that supports student engagement by utilizing appropriate technology and digital tools.	Limited Development 10/08/2020		
<i>How it will look when fully met:</i>		Teachers and students set classroom norms for high expectations and academic success. Supportive and caring relationships exist between students and teacher. Teacher's develop classroom management that supports student engagement.		Michelle Harris Jefferson	06/20/2025
<b>Actions</b>			<b>6 of 11 (55%)</b>		
	12/1/20	Create GeUP Student Handbook.	Complete 10/26/2020	Candace Kimball	06/20/2022
	<i>Notes:</i> Add Student enrollment agreement				
	12/1/20	Develop a Social Emotional eLearning webpage and resources	Complete 08/31/2020	Roxy Jessup	06/20/2022

	<i>Notes:</i>			
12/1/20	Create 7 eLearning Values and post them on the school's webpage.	Complete 06/20/2021	Tanicka Robeson	06/20/2022
	<i>Notes:</i>			
12/1/20	Create school-wide expectations and post them on the school's webpage.	Complete 06/20/2021	Roxy Jessup	06/20/2022
	<i>Notes:</i>			
12/1/20	Create Teacher and PLC norms.	Complete 06/30/2023	Candace Kimball	06/20/2023
	<i>Notes:</i> Teachers set norms in August. Teachers will review norms throughout the year.			
10/25/22	Provide enrichment activities through field trips.		Candace Kimball	06/05/2024
	<i>Notes:</i> Field trips will be paid using title one funding.			
11/13/20	Create a process for collecting and using student test data from other sources for the improvement of instruction.		Michelle Harris Jefferson	06/10/2024
	<i>Notes:</i>			
12/1/20	Implement SEL strategies for students and staff.		Michelle Harris Jefferson	06/20/2024
	<i>Notes:</i> Teachers will utilize morning meetings to provide SEL activities for students. Admin will incorporate SEL strategies during the weekly staff meetings.  This action also aligns with the FAM-S Indicator #33.			
12/1/20	Incorporate SEL strategies during staff, orientation, open house and PLC meetings.		Michelle Harris Jefferson	06/20/2024
	<i>Notes:</i> Admin will incorporate SEL strategies during the weekly staff meetings.			
9/26/22	Purchase digital resources and tools that will help teachers monitor student engagement during class.		Candace Kimball	06/30/2024
	<i>Notes:</i> School will purchase additional technology such as monitors, iPads, and Apple pencils. We will also purchase student engagement tech tools such as whiteboard chat, Pear deck, iXL, etc.  This will be paid using title one funds.  This action also aligns with the FAM-S Indicator #21.			
10/25/22	Purchase computers and classroom furniture to help facilitate student collaboration and increase student engagement	Complete 09/01/2023	Tanicka Robeson	06/05/2025

Notes: Technology equipment, computers, and furniture will be paid using title one funding.

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Data analysis and instructional planning			
	A3.05	The school assesses each student at least 3 times each year to determine progress toward standard-based objectives.(5114)	Implementation Status	Assigned To	Target Date
Initial Assessment:		The school assesses each student at least 3 times each year to determine progress toward standard-based objectives.	Limited Development 09/13/2021		
How it will look when fully met:		Teachers will have small groups developed based on students ready to learn measure indicated by the NWEA.		Tanicka Robeson	06/20/2025
Actions			2 of 5 (40%)		
	9/13/21	Students will participate in Interim Assessment testing.	Complete 06/20/2021	Nicole Cutler	06/20/2021
Notes:					
	9/13/21	Students will participate in the winter and spring NWEA administration.	Complete 06/20/2021	Nicole Cutler	06/20/2021
Notes:					
	9/13/21	Students will take the NWEA 3 times a year.		Elizabeth Hough	06/20/2024
Notes:					
	9/13/21	Teachers will use formative measures to assess mastery of concepts/skills.		Michelle Harris Jefferson	06/20/2024
Notes:					
	9/13/21	GeUP Admin team will create an individual student data spreadsheet.		Michelle Harris Jefferson	06/20/2024
Notes:					

Core Function:			Dimension A - Instructional Excellence and Alignment			
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
Initial Assessment:			Teachers are attending professional development and meeting weekly in PLCs.  The MTSS meets with Ms. Lakind on each grade level.	No Development 10/08/2020		
How it will look when fully met:			Teachers will develop and consistently administer common assessments and benchmark assessments. Teachers will provide data upon request. Teachers will collect data from assessment to drive instruction. Teachers will meet and plan with lateral and vertical instructional teams within their Professional Learning Communities (PLCs) to assess data and develop strategies for tiered instruction accommodating all tiers of students. Teachers will take notes during PLC Meetings. Percentage of students showing growth will increase in each subgroup and overall success rates will increase. End of Year data will show growth in overall proficiency.  Teachers will receive professional development surrounding MTSS to gain understanding and its relevance to their roles and responsibilities in MTSS.  <b>This is aligned to our FAM-S Indicator #5 - A plan for MTSS implementation is developed and aligned with or part of the school improvement plan.</b>  <b>This is aligned to our FAM-S Indicator #14 - The master schedule provides adequate time for multiple tiers of evidence-based instruction and intervention to occur.</b>  <b>This is aligned to our FAM-S Indicator #18 - Staff is engaged in consensus building activities for MTSS implementation.</b>		Michelle Harris Jefferson	06/20/2025
Actions				2 of 9 (22%)		
12/1/20		Implement and monitor the Intervention Student Team (IST) Process		Complete 06/20/2021	IST Team	06/20/2021
Notes:						



12/1/20	Provide Professional Development for and implement MTSS.	Complete 01/18/2021	Michelle Harris Jefferson	06/20/2021
<i>Notes:</i>				
9/6/23	Create a master schedule that provided adequate time for MTSS instruction and intervention.		Tanicka Robeson	11/01/2023
<i>Notes:</i> Master Schedule incorporates time for acceleration, intervention and remediation for MTSS.				
9/6/23	Provide Professional Development for and implement MTSS with fidelity.		Michelle Harris Jefferson	06/30/2024
<i>Notes:</i>				
10/8/20	The classroom teacher will administer preliminary assessments to establish baseline data which will be used to identify the instructional levels of students and guide evidence-based instruction. Teachers will frequently monitor student progress and identify specific areas of need through the regular administration of formal and informal assessments and adjust instruction accordingly.		Michelle Harris Jefferson	06/20/2025
<i>Notes:</i>				
12/1/20	Analyze and interpret data to help drive instructional improvement, student outcomes, small group instruction, etc.		Sarah Sexton	06/20/2025
<i>Notes:</i> For the 2020-2021 school year we GeUP used common assessment data, Benchmark data and NWEA data to guide instruction and small groups.				
12/1/20	Provide equity based instruction in the virtual learning environment.		Tanicka Robeson	06/20/2025
<i>Notes:</i>				
12/1/20	Engage students daily with asynchronous lesson.		Michelle Harris Jefferson	06/20/2025
<i>Notes:</i>				
12/1/20	Implement and Monitor the 504 and IEP Process.		Sarah Sexton	06/20/2025
<i>Notes:</i> Teachers implemented the IEP Process and Admin was present to support.				

	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
<b>Initial Assessment:</b>			Counselors do support groups. The Team for Academically Gifted (Elementary) has met to establish supports for academically gifted students.	Limited Development 10/08/2020		
<b>How it will look when fully met:</b>			<p>There will be a collaboration between teachers, social worker, guidance counselors and administration to meet the social emotional needs to students. Guilford eLearning University Prep is part of the first year Cohort for SEL district-wide initiative. The program will be newly implemented this year and a team has been established at the school level.</p> <p>In this collaboration, staff will be able to provide students with necessary supports to include, attendance, behavior, social-emotional, and academic goals.</p> <p><b>This indicator is aligned to our FAM-S indicator #23 ACROSS ALL TIERS, multiple sources of data are used to identify the difference or "gap" between expected and current student outcomes relative to attendance, behavior, social-emotional, and academic goals.</b></p>		Sarah Sexton	06/20/2024
<b>Actions</b>				<b>5 of 8 (62%)</b>		
	12/1/20	Implement SEL Strategies for students and staff.		Complete 06/20/2021	Nicole Cutler	06/20/2021
		<b>Notes:</b> Teachers begin live lessons with SEL openers. All department meetings and school wide meetings begin with SEL openers. GeUP will end lessons and meetings with optimistic closures in the 2021-2022 school year.				
	12/1/20	Incorporate SEL strategies during staff orientation, open house and PLC meetings.		Complete 06/20/2021	Tanicka Robeson	06/20/2021
		<b>Notes:</b> Teachers begin live lessons with SEL openers. All department meetings, PLC meetings and school wide meetings begin with SEL openers. GeUP will end lessons and meetings with optimistic closures in the 2021-2022 school year. GeUP hosted a face to face open house August 17, 2021.				
	12/1/20	Develop a Social Emotional eLearning webpage and resources.		Complete 08/26/2020	Roxy Jessup	06/20/2021

Notes:					
10/8/20	SEL Monthly School Wide Meetings		Complete 06/20/2021	Nicole Cutler	06/20/2021
Notes: GeUP is a Cohort 2 school, SEL Coaches met monthly with staff. GeUP will continue as an SEL Cohort school and will meet monthly with SEL Coach.					
10/8/20	SEL Team Meetings		Complete 06/20/2021	Nicole Cutler	06/20/2021
Notes: GeUP has an SEL Team and this team met 2 times a month with their SEL Coach. GeUP will continue to have SEL Team meetings in the 2021-2022 school year.					
2/1/22	School wide Staff events.			Geneva Phillips-Walker	06/20/2024
Notes: Each month the staff gathers together for a social event geared toward the 5 components of SEL.					
2/1/22	Student Success Assembly			Jill Berry	06/20/2024
Notes: Students are recognized for success each quarter during a Winning Wednesday Celebration with their grade level. (Honor Roll, Achievement, Encore, Attendance)					
10/8/20	Establish plan of action report for multiple levels of student emotions with counselors.			Sarah Sexton	06/20/2024
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
Initial Assessment:			Currently meeting with lateral and vertical content teams.	No Development 10/08/2020	
How it will look when fully met:			There will be consistency with transitions from grade to grade and level to level. PLCs will be utilized and Instructional Leadership team will be used to implement vertical alignment and cross-curricular engagement.	Michelle Harris Jefferson	06/20/2025
Actions			2 of 6 (33%)		
10/8/20	Grade Level and content level meetings will occur.		Complete 06/20/2021	Michelle Harris Jefferson	06/20/2021

	Notes: GeUP met within content level groups as well as grade level groups. GeUp will continue to meet for Grade level meetings with the admin present as well as in content level groups facilitated by department chairs.			
12/1/20	Conduct IEP transition meetings	Complete 09/23/2020	Kelly Nelson	06/20/2022
	Notes: Case managers are holding meetings on a weekly basis to update IEPs and service times to reflect the virtual learning environment.			
12/1/20	Meet with counselors to assist with student transitions from grade to grade and from school to school.		Sarah Sexton	06/20/2025
	Notes:			
12/1/20	Work with the Intervention Student Support Team (IST) to assist with transitions and placement.		Sarah Sexton	06/20/2025
	Notes:			
12/1/20	Collaborate with 504 and other committees to assist with student transitions and plans.		Sarah Sexton	06/20/2025
	Notes:			
12/1/20	Conduct parent meetings to address student transition needs and plans.		Sarah Sexton	06/20/2025
	Notes:			

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Strategic planning, mission, and vision			
		B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
Initial Assessment:			Guilford County Schools has a support and improvement team that is responsible for the work set forth in any of the LEA indicators. The district leadership team will be responsible for reviewing the school's leadership plan. The school leadership team will use the revised format in order to address relevant and meaningful goals.	No Development 10/08/2020		
			Priority Score: 2                      Opportunity Score: 3                      Index Score: 6			
How it will look when fully met:			The LEA will support the school in implementing effective professional development, technology updates, and meaningful community engagement.		Tanicka Robeson	06/20/2024
Actions				2 of 5 (40%)		
	12/1/20	Review School Improvement Plan feedback from the School Support Officer and make ongoing updates and modifications to the plan.		Complete 06/20/2021	Nicole Cutler	06/20/2021
Notes: GeUP worked with SSO in making updates and adjustments to the school improvement plan. GeUP will continue to make updates and adjustments as mentioned in the coaching comments.						
	12/1/20	Collaborate with district leadership such as the School Support Officer, academic team, and the technology innovation, accountability, student services, CTE, HR and other departments to help provide guidance and support to the school.		Complete 06/20/2021	Tanicka Robeson	06/20/2022
Notes:						
	9/6/23	Review School Improvement Plan feedback from the School Support Officer and make ongoing updates and modifications to the plan.			Tanicka Robeson	12/31/2023
Notes:						
	10/8/20	Data Driven Effective PLC's. Instructional Leadership Team meetings.			Michelle Harris Jefferson	06/20/2024
Notes: GeUP will continue to meet as an ILT and have a data focus when meeting weekly in PLCs.						

9/6/23			Collaborate with district leadership such as the School Support Officer, academic team, and the technology innovation, accountability, student services, CTE, HR and other departments to help provide guidance and support to the school.		Tanicka Robeson	06/30/2024
Notes:						
Implementation:				02/26/2021		
Evidence			2/26/2021 We have agendas and meeting notes.			
Experience			2/26/2021 It was a natural transition to get support from district personnel. Our teachers were already accustomed to PLC's and data conversations. We did focus on developing norms that allowed us to have the same language when communicating to parents.			
Sustainability			2/26/2021 We will continue to use testing data (nwea, interim assessments, etc,) to drive instruction.			
	KEY	B1.03	<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>
Initial Assessment:			Instructional Leadership Team has been developed and meets weekly.	No Development 10/08/2020		
			Priority Score: 2                      Opportunity Score: 3                      Index Score: 6			
How it will look when fully met:			The Instructional Leadership team will conduct walkthroughs and examine classroom data. The purpose of the walkthroughs will be set and will continue throughout the school year. The Instructional Leadership Team will meet weekly, the The Instructional Leadership Team will review instructional practices and curriculum enrichment for each department that will guide decisions on professional development. The Instructional Leadership Team will lead and examination of data, reflect, and guide PLCs.		Tanicka Robeson	06/20/2025
Actions				4 of 6 (67%)		
12/1/20			The School Leadership Team will meet one a month to discuss the various aspects of the school improvement plan and to monitor progress towards meeting the school's goals.	Complete 06/20/2021	SBLT	06/20/2021

	<i>Notes:</i> The School Leadership Team will meet one a month to discuss the various aspects of the school improvement plan and to monitor progress towards meeting the school's goals in the 2021-2022 year.			
12/1/20	The School will conduct weekly PLC meetings to discuss aspects of teaching and learning and to provide professional development.	Complete 06/20/2021	GeUP Staff	06/20/2021
	<i>Notes:</i> GeUP hosted a Professional Development day in October 2021 that addressed needs of GeUP staff. Another Professional Development day was hosted in August 2021 during the workdays.			
9/26/22	Hire an additional Curriculum Facilitator who will support teachers in curriculum and instruction.	Complete 09/26/2022	Tanicka Robeson	09/30/2022
	<i>Notes:</i> This position will be paid using title one funds.			
10/25/22	Appoint department chairs that will serve as the instructional leadership team. The department chairs will have additional responsibilities to facilitate PLCs, conduct peer observation, and provide coaching and support to teachers within their content areas.	Complete 05/31/2023	Michelle Harris Jefferson	06/05/2023
	<i>Notes:</i> The department chairs will be paid EEA for their additional responsibilities using title one funding.			
10/25/22	The instructional leadership team will join current and relevant professional organizations to build instructional leadership capacity.		Tanicka Robeson	06/02/2025
	<i>Notes:</i> Membership dues will be paid using title one funding.			
10/8/20	Identify model classrooms for teachers to observe.		Tanicka Robeson	06/20/2025
	<i>Notes:</i> GeUP Admin will use Teacher Exemplars and will showcase during weekly staff meetings.			
<b>Implementation:</b>		02/26/2021		
<b>Evidence</b>	2/26/2021 We have attached meeting agendas and minutes from our SLT			
<b>Experience</b>	2/26/2021 The SLT was established and met on a weekly basis to address concerns, progress monitor data and instruction as well as implement supports for teachers and students.			
<b>Sustainability</b>	2/26/2021 We will continue to adapt to changes surrounding the schedule.			

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
Initial Assessment:			The school incorporates instructional planning into the day.	Limited Development 10/08/2020		
			Priority Score: 2                      Opportunity Score: 3                      Index Score: 6			
How it will look when fully met:			Monitoring Instruction within the school.		Tanicka Robeson	06/20/2024
Actions				1 of 3 (33%)		
9/13/21		Planning time built into the daily master schedule		Complete 06/20/2021	Tanicka Robeson	06/20/2021
Notes:						
10/8/20		Collaborative Planning Time.			Tanicka Robeson	06/20/2024
Notes: Planning will occur in the context of PLC meetings and vertical content (department meetings)						
9/7/21		Department Level Meetings for Vertical Alignment			Tanicka Robeson	06/20/2024
Notes: All department meetings will meet a 2:15pm on Wednesdays in order to avoid any conflict in grade level schedules.						
Implementation:				02/26/2021		
Evidence			2/26/2021 We have weekly and monthly agenda and meeting notes.			
Experience			2/26/2021 Grade and content levels met weekly. We established grade and content level chairs to develop and run the meetings.			
Sustainability			2/26/2021 We will continue to share experiences and resources to build the efficacy within teachers.			



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
Initial Assessment:			Admin Team meeting weekly Mondays and Fridays weekly-Open door policy- Timely and meaningful feedback. PLCs meeting weekly.	Limited Development 10/08/2020		
			Priority Score: 3                      Opportunity Score: 3                      Index Score: 9			
How it will look when fully met:			PLCs will be effective and collaborate. The school will have a positive culture and climate. The administration team will give regular, timely, relevant, and productive feedback to teachers. Administration will provide consistent and clear data-driven feedback through the evaluation process.		Tanicka Robeson	06/20/2024
Actions				3 of 5 (60%)		
	10/8/20	Teacher and support staff evaluations will be divided among administrators.		Complete 08/30/2021	Tanicka Robeson	06/20/2022
Notes: Distributed yearly						
	9/26/22	Instructional leadership team will attend UnboundED Standards Institute to build instructional leadership capacity.		Complete 02/09/2023	Tanicka Robeson	06/30/2023
Notes: This will be paid using title one funds.						
	9/26/22	Instructional leadership team will attend ISTE conference to build instructional technology capacity.		Complete 06/30/2023	Tanicka Robeson	07/31/2023
Notes: This will be paid using title one funds.						
	12/1/20	The principal, in conjunction with the CF, will conduct daily observations of teachers' classes both formally and informally and will provide immediate, specific coaching feedback to help improve teaching and learning.			Tanicka Robeson	06/20/2024
Notes: GeUP Admin will develop a Canvas Monitoring Walkthrough form and send feedback to teachers after completion of the walkthrough. These walkthroughs are formative in nature.						
	12/1/20	The principal, in conjunction with the CF, will analyze teacher and student data to help inform instructional decision making.			Tanicka Robeson	06/20/2024
Notes:						
Implementation:				02/26/2021		

<b>Evidence</b>	2/26/2021 Walkthrough forms and NCEES observation data			
<b>Experience</b>	2/26/2021 Admin observed all teachers and provided feedback.			
<b>Sustainability</b>	2/26/2021 Administration will continue to monitor, observe and provide feedback			

<b>Core Function:</b>	<b>Dimension C - Professional Capacity</b>
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<b>Effective Practice:</b>	<b>Quality of professional development</b>
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	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
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<b>Initial Assessment:</b>	The Instructional Leadership Team is meeting weekly along with PLC content groups meeting weekly.			No Development 10/08/2020		
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	Priority Score: 3                      Opportunity Score: 3                      Index Score: 9					
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<b>How it will look when fully met:</b>	<p>Use formal and informal data to make informed decisions concerning teaching strategies to promote higher level thinking skills. Benchmark data will be assessed in all courses. Student growth is demonstrated in various student categories, thereby will work to close the achievement between subgroups. Teachers will have improved teaching strategies to promote student use of higher level thinking skills. Evidence will be shown within EVAAS data, data from informal and informal assessments, feedback from administrator observations.</p> <p><b>This is aligned to the FAM-S Indicator #40 Available resources are allocated effectively.</b></p>				Tanicka Robeson	06/30/2024
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<b>Actions</b>	<b>13 of 18 (72%)</b>		
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10/8/20	Use benchmarks to measure mastery of content standards.	Complete 06/21/2021	Nicole Cutler	06/20/2021
<i>Notes:</i>				
10/8/20	Use Common Assessment data to measures student progress and mastery of concepts.	Complete 01/15/2021	Nicole Cutler	06/20/2021
<i>Notes:</i>				
10/8/20	Create classroom walkthrough tool and perform classroom walkthroughs.	Complete 10/26/2021	Michelle Harris Jefferson	06/20/2022

	Notes: Classroom walkthrough forms have been created and used during the 2020-2021 school year and will continue to be adjusted for use in the 2021-2022 school year.			
9/13/21	Use the NWEA data to assess student progress.	Complete 10/31/2022	Michelle Harris Jefferson	10/31/2022
	Notes: 10/31/2022 Students who scored below the 20% will receive MTSS Tier 2 supports.  This action also aligns with the FAM-S Indicator #6.			
10/11/22	Use benchmark data to determine student mastery of the standards for each content area.	Complete 10/31/2022	Brittany Baldwin	10/31/2022
	Notes: Students took benchmarks			
10/18/22	Hire a Curriculum Facilitator to support K-5 instruction	Complete 10/18/2022	Tanicka Robeson	10/31/2022
	Notes: This position is funded with Title one.			
10/11/22	Use NWEA data to track and monitor student growth.	Complete 02/10/2023	Michelle Harris Jefferson	02/28/2023
	Notes: We will use compare the data from October 2022 test administration with the February test administration to track student growth and progress.  This action also aligns with the FAM-S Indicator #6.  The NWEA was administered Jan.30-Feb. 10. Data has been shared.			
10/11/22	Use benchmarks to measure mastery of content standards.	Complete 05/24/2023	Brittany Baldwin	05/01/2023
	Notes:			
10/11/22	Use NWEA data to track and monitor student growth and progress	Complete 05/24/2023	Michelle Harris Jefferson	05/02/2023
	Notes: We will use the Winter and Spring data to compart and track student growth and progress.  This action also aligns with the FAM-S Indicator #6.			
10/11/22	Use benchmarks to measure mastery of content standards.	Complete 05/24/2023	Brittany Baldwin	05/02/2023
	Notes: Benchmarks were administered in February.			
9/26/22	Instructional leadership team will attend UnboundED Standards Institute in 2023.	Complete 02/09/2023	Tanicka Robeson	06/30/2023
	Notes: This will be paid with Title One funds.			

9/26/22	Instructional leadership team will attend ISTE Conference to build leadership capacity in instructional technology.	Complete 06/30/2023	Tanicka Robeson	07/31/2023
<i>Notes:</i> This will be paid with Title One funding.				
10/25/22	Facilitate a standards institute for math and ELA teachers, that will be facilitated by CFs and teacher leaders. The institute will take place on Saturday mornings.	Complete 08/23/2023	Michelle Harris Jefferson	09/01/2023
<i>Notes:</i> Teachers and CF will be paid staff development stipends for participation through title one funding.				
9/6/23	Facilitate a standards institute for math and ELA teachers, that will be facilitated by CFs and teacher leaders. The institute will take place on Saturday mornings.		Michelle Harris Jefferson	06/01/2024
<i>Notes:</i>				
10/11/22	Facilitate instructional rounds as a team to calibrate and provide feedback to teachers.		Tanicka Robeson	06/01/2024
<i>Notes:</i> The admins and CFs will conduct instructional rounds and provide timely feedback to teachers.				
9/6/23	Use benchmarks to measure mastery of content standards.		Michelle Harris Jefferson	06/07/2024
<i>Notes:</i>				
9/6/23	Use NWEA data to track and monitor student growth and progress		Michelle Harris Jefferson	06/07/2024
<i>Notes:</i>				
9/6/23	Create classroom walkthrough tool and perform classroom walkthroughs.		Michelle Harris Jefferson	06/07/2024
<i>Notes:</i>				
<b>Implementation:</b>		02/26/2021		
<b>Evidence</b>	2/26/2021 School walkthrough form. ILT minutes that discussed norms from walkthroughs.			
<b>Experience</b>	2/26/2021 We started with developing a set of norms that we would look for that were aligned with our SIP. We utilized all available data that would allow us to best deliver differentiated instruction.			
<b>Sustainability</b>	2/26/2021 We will continue to meet regularly to addresses common areas of growth based on the walkthrough feedback.			

Core Function:			Dimension C - Professional Capacity			
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>It is the policy of the Guilford County Board of Education that a continuous system of recruitment and selection of personnel be maintained in order to assure competent candidates for vacancies as needed. The district attaches a high priority to securing the most competent personnel available and, once they are employed, in assisting them in their professional growth and development throughout their careers. The district regards a personnel evaluation plan as a critical and essential part of professional growth. The Board acknowledges that the most important aspect of attaining excellence in education is the quality of the teaching staff and the administrative staff. The Board therefore adopts as policy and states its determination to strive for such excellence, and further declares its intent to employ and reemploy only those teachers and administrators who possess, have exhibited, and continue to strive for excellence in their preparation for, performance of, and contribution toward the educational process. Achievement of a proficient rating on the North Carolina Teacher or Administrator summative evaluation is the minimum acceptable standard of performance for teachers and administrators in this school system. However, proficient performance shall not constitute any assurance to any teacher or administrator of rights to or consideration for employment or reemployment. The Board of Education holds all personnel accountable for striving for a summative rating of distinguished on all performance.</p>	Limited Development 10/08/2020		
<i>How it will look when fully met:</i>			The teacher working conditions survey will reflect high satisfaction with the school and there will be high student performance on End of Grade testing along with compliance with evaluation deadlines.		Tanicka Robeson	06/20/2025
<b>Actions</b>				<b>3 of 6 (50%)</b>		
	10/8/20	Maintain weekly administrative meetings.		Complete 09/15/2020	Tanika Robeson	06/20/2021
<i>Notes:</i>						
	10/8/20	Staff rewards and incentive program that reflects the GCS Strategic Plan and Core Beliefs.		Complete 11/16/2020	Roxy Jessup	06/20/2021
<i>Notes:</i>						

12/1/20	Market the school on the school's website and in social media to help with the recruitment and retention process of teachers.	Complete 10/19/2020	Roxy Jessup	06/20/2021
<i>Notes:</i>				
12/1/20	Collaborate with the Human Resources Department regarding a recruitment and retention strategy.		Tanicka Robeson	06/20/2025
<i>Notes:</i> 08/11 Robeson met with HR to discuss staffing.				
2/1/22	Teacher Feedback Surveys		Candace Kimball	06/20/2025
<i>Notes:</i> Soliciting feedback from staff regarding supports that are needed in the virtual space .				
Soliciting feedback regarding moral and admin support.				
10/8/20	Teacher/Staff surveys		Michelle Harris Jefferson	06/20/2025
<i>Notes:</i> A teacher survey was sent to Teachers in the 2021-2021 School year.				

Core Function:			Dimension E - Families and Community			
Effective Practice:			Family Engagement			
	KEY	E1.06	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)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			Parent Town Hall meetings, Website, Facebook, Social Media, Connect Ed, Teacher Webpages, MTSS, Team Newsletter. We will also establish a PTA.  This action also aligns with the FAM-S Indicator #21.	Limited Development 10/08/2020		
<i>How it will look when fully met:</i>			All parents will feel that they have a voice and are a part of the school decision process.		Tanicka Robeson	06/20/2024
<b>Actions</b>				<b>6 of 10 (60%)</b>		
10/8/20			Parent Town Hall Meetings	Complete 06/20/2021	Nicole Cutler	06/20/2021
<i>Notes:</i> Geup hosted monthly parent town hall meetings in the 2020-2021 school year. These events will continue in the 2021-2022 school year.						
9/26/22			Hire a Youth Development Coordinator who will be responsible for engaging families and students to build community.	Complete 10/31/2022	Tanicka Robeson	10/31/2022
<i>Notes:</i> This position will be paid using title one funds.						

10/18/22	Hire a youth development coordinator to serve as the liaison between parents, community, and the school.	Complete 11/30/2022	Tanicka Robeson	12/01/2022
<i>Notes:</i> This position will be paid using title one funds.				
12/1/20	Create the Parent eLearning Experience document and place on the school's website as well as share information with parents via phone, virtual meetings, and through social media.	Complete 10/26/2020	Michelle Harris Jefferson	06/20/2023
<i>Notes:</i>				
12/1/20	Write and distribute school news letters	Complete 06/01/2023	Michelle Harris Jefferson	06/20/2023
<i>Notes:</i> This will be paid using Title one funds.				
12/1/20	Communicate information to parents through the Intervention Support Team (IST), IEP Team Meetings, 504 Meetings and through the school's website.	Complete 06/01/2023	Tanicka Robeson	06/20/2023
<i>Notes:</i> When meetings are held for the following teams, parents are invited and paperwork is sent out via email or snail mail. This will be funded using Title one.				
9/26/22	Establish a PTA		Emily Currie	06/07/2024
<i>Notes:</i>				
12/1/20	Use social media to communicate with parents.		Tanicka Robeson	06/20/2024
<i>Notes:</i> GeUp uses social media platforms to update parents with school announcements and important information.				
12/1/20	Use Connect Ed messages		Tanicka Robeson	06/20/2024
<i>Notes:</i> GeUP utilizes the Blackboard program to send out connect ed calls and emails to families.				
9/26/22	Host in person family and community engagement activities		Ronaetia Jones	06/30/2024
<i>Notes:</i>				