Comprehensive Progress Report

Mission: SCS mission is centered around "The Four C's: Creativity, Communication, Collaboration, and Community. These 4 C's represent our mission and are designed such that each "C" can only be truly realized by the presence of the prerequisite "C" that precedes it. There must first be Creativity and a will to use whatever is necessary and needed to ensure that communication between people is at its best. Only where there is excellent communication between stakeholders and a void of misunderstanding can real Collaboration exist. Also, where Collaboration exists in its ideal form, can there indeed be what we might define as an authentic Community. Our mission is to ensure that students have the technology, tools, supports, and environment to express themselves creatively. We will communicate better with each passing day, with all stakeholders, utilizing modern technologies and methodologies to share our experiences and hopes in a way that individuals could only be dreamt about years ago. Our mission is to collaborate, work together, support each other, and share ideas to better students and their learning experiences. It is also our mission to build and embolden our community; not just within the four walls of SCS, but to build on the beyond--so that students might better understand why their educational experience is about an investment in something bigger than them, more extensive than Durham, but so worthwhile when the outcome is realized.

Vision:

SCS's official vision statement is, "There Is No Box." This meaning, there are, ideally, no boundaries, parameters, or obstacles to student achievement and success at SCS, especially when the attainment of goals is viewed through the infinite lens of creativity. This vision also applies to our staff at SCS-they are encouraged and supported to provide the most creative, authentic, and engaging lessons for our students to meet the individualized needs of these learners best. Finally, our vision extends to our stakeholders and the greater Durham community that supports it in its ideal form. SCS through engagement and working collaboratively to serve students, thinking creatively yet strategically, and looking first to ask, "why not?" instead of focusing on the can not's. We believe that our vision is designed and branded. The concept can be well understood and remembered by all our students, staff, parents, and stakeholders, while truly (though simply) representing one of the most crucial core beliefs that drive our work at SCS.

Goals:

Academic Achievement Goal: By June 2025, SCS will increase its overall composite from 48.8% to 55% as measured by the end of year state assessments. (A3.01, A4.01, C2.01)

Discipline Goal: By June 2025, it is our goal at SCS to decrease the overall percentage of students who receive short-term suspensions by 5%, (from 115 to 109) as measured by Educator's Handbook.

Teacher Retention Goal: By 2025, at least 90% percent of The School for Creative Studies educators and staff will agree that our school is a "good place to work and learn" as measured by Teacher Working Conditions survey and annual Employee Engagement Survey.

Activity in the last 12 months

! = Past Due Objectives

KEY = Key Indicator

Core Fun	iction:	Domain 1: Turnaround Leadership			
Effective	Practice:	Practice 1A: Prioritize improvement and communicate its urgency			
KE	Y 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:		Describe evidence of implementation and sustainable efforts:	Full Implementation 01/10/2019		
Core Fun	ction:	Domain 1: Turnaround Leadership			
Effective Practice:		Practice 1B: Monitor short-and long-term goals			
KE	Y 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

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	
Initial Assessment:		Teachers are assigned to a Tiered Model of Support. Tiers receive various supports dependent upon levels including lesson plan feedback & support, walkthrough feedback, professional development opportunities, and coaching experiences.	Limited Development 01/10/2019			
		Priority Score: 3 Opportunity Score: 3	Index Score: 9			
How it will look when fully met:		Lesson plan feedback and submission dataWalkthrough trend dataProfessional development offerings, follow-up, and evaluations	Objective Met 08/30/23	Chaundra Clay	06/11/2023	
Actions						
	10/14/20	All teachers receive differentiated coaching and other opportunities based on their identified strengths and areas of improvement.	Complete 08/15/2023	Clay, Durkin, Gibson, & Carter	06/11/2023	

Notes			
Implementation:		08/30/2023	
Evidence	8/15/2023		
Experience	8/15/2023 This action is from a previous plan. We will follow-up if needed.		
Sustainability	8/15/2023		

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:	Use various data to create plans for instruction to guide the master schedule, instructional practices and pacing, provide tiered professional development for our faculty and staff based on teacher observations and assessment data	Limited Development 10/03/2023		
How it will look when fully met:	At the beginning of the school year, data is analyzed to determine areas of strength and growth for the upcoming school year. Additionally, teachers are given a survey at the end of the previous year to help with professional development planning. Using these data, a schoolwide plan for professional development is developed. These professional development opportunities are provided on early release days and in PLCs throughout the year. As the school year progresses, classroom walkthrough data and classroom observation data drive more strategic professional development planning as well as differentiated professional development opportunities. Evidence for this indicator/full implementation includes	Objective Met 07/30/25	Beth Rhodes (July 2023)	06/30/2025
Actions				
10/11/24	Conduct walkthroughs and observations and analyze for additional professional development	Complete 06/11/2025	Shaunte Bridges	06/11/2025
Notes:	Walkthroughs were not documented nor completed weekly. All observations were completed in NCEES.			
12/3/24	Conduct data analysis to determine areas of need	Complete 06/13/2025	Eli Seed (July 2023)	06/30/2025
Notes:				
12/3/24	Conduct teacher surveys for professional development needs	Complete 06/13/2025	Veronica Black (September 2024)	06/30/2025
Notes:	Department Chairs			
Core Function:	Domain 3: Instructional Transformation			
Effective Practice:	Practice 3A: Diagnose and respond to student learning needs			

A3.01	Instructional Teams use student learning data to identify students in need of instructional support or enhancement.(5110)	Implementation Status	Assigned To	Target Date
Initial Assessment:	Grade level teams will identify students in need of intervention. Math - Core Math Teachers will provide instructional support for math students. Students will also participate in iReady Math lessons 60 minutes/week. High school Math will utilize iReady, when able, and Delta Math. ELA/English Core English Teachers will provide instructional support for reading students. Students will also participate in Reading Plus 60/min per week. Teachers and/or Data chats will be held with students following diagnostics. Science - Science Teachers will utilize Gizmos and Study Island for intervention and enrichment.	Limited Development 12/21/2018		

	Priority Score: 2	Opportunity Score: 3	Index Score: 6		
How it will look when fully met:	goals based on the current of scores. That data creates a sidentify students in need of Throughout the year, data of gather information and trace multiple data sets such as R and summative classroom and Instructional teams analyzed instructional planning and distudent learning. An exampidata was our Guard Time grateams and students were grand science. Groups were din mind. Once grouped, teams students, but also tailor the whole group.	pol year, the instructional team establishes EVVAS data and previous year EOG/EOC starting point for the instructional team to instructional support or enhancement. Entry is recorded in our PLC spreadsheets to k student growth. This is done using leading Plus, iReady, CDA data, formative seessments and benchmark exams. It data from these data points to help inform lecision making to target and support le of a decision made based on collected oups. Data was analyzed by instructional rouped by need in areas of math, reading, lesigned with remediation and acceleration chers were able to not only target individual in instruction intentionally to support the crackers, student groupings, PLC minutes, Plus, iReady, CDAs, benchmarks, EOGs & tation.	Objective Met 08/15/23	Beth Rhodes (July 2023)	06/30/2025
Actions					
10/14/20	Monitor student progress o universal screeners, iReady	n the instructional lessons provided in the Math and Reading Plus.	Complete 05/16/2025	Beth Rhodes (July 2023)	06/11/2025
Notes					
10/11/24		ed on EVAAS data, universal screeners n includes Common District Assessments, eck-ins.	Complete 05/28/2025	Beth Rhodes (July 2023)	06/11/2025
Notes	: Bridges will support as need	led.			
10/11/24	Monitor completion of data courses.	trackers for students in each EOG and EOC	Complete 05/02/2025	Beth Rhodes (July 2023)	06/11/2025
Notes	: Bridges will assist as needed	1			
10/11/24	_	r teachers to analyze data and make who needed academic, attendance, and support.	Complete 05/02/2025	Beth Rhodes (July 2023)	06/11/2025

Notes:			
Implementation:		08/15/2023	
Evidence	8/15/2023		
Experience	8/15/2023 This action is from a previous plan. We are pursing what additional steps need to be taken, if any.		
Sustainability	8/15/2023		

	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:		essment:	ALL TEACHERS USE ASSESSMENT DATA AND MATCH INSTRUCTION AND SUPPORTS TO INDIVIDUAL STUDENT NEEDS. A TIERED INSTRUCTIONAL SYSTEM THAT ALLOWS TEACHERS TO DELIVER EVIDENCE-BASED INSTRUCTION ALIGNED WITH THE INDIVIDUAL NEEDS OF STUDENTS ACROSS ALL TIERS.	Limited Development 12/21/2018		
			Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:			Teacher lesson plans contain Tier 1 instruction for all students based on standards from NCSCOS. Teachers participate in ongoing professional development throughout the year to better understand curriculum & instruction resources, lesson planning, data analysis, and MTSS process. A school-wide intervention matrix is used to identify students in need of support. PLCs participate in lesson planning and data analysis (classroom, CDAs, benchmarks) and work collaboratively to determine interventions for students. Tier 2 and Tier 3 intervention plans are monitored bi-weekly. Evidence for this indicator/full implementation includes teacher lesson plans, small group instruction, intervention plans, Test Prep/school-wide intervention schedule, assessment data, individual student data and academic achievement.	Objective Met 02/29/24	Shaunte Bridges	06/30/2025
Acti	ons					
			Develop a lesson plan template and/or essential components for teachers to include in lesson plans ie. standards, learning targets,	Complete 06/11/2025	Beth Rhodes (July 2023)	06/11/2025
		Note				
			4 Create school-based professional development plan, including ongoing Professional Development for MTSS.	Complete 05/21/2025	Beth Rhodes (July 2023)	06/11/2025
		Note				
			4 Conduct walkthroughs to ensure instruction is aligned with standards and district pacing.	Complete 05/16/2025	Shaunte Bridges	06/11/2025
		Note	S:			

Implementation:		02/29/2024	
Evidence	8/30/2023		
Experience	2/29/2024 This action is from a previous plan. We are pursing what additional steps need to be taken, if any. We will follow-up if needed.		
Sustainability	8/30/2023		

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	
Initial Assessn	ment:	Most teachers are employing effective classroom management strategies, but not ALL.	Limited Development 12/02/2016			
		Priority Score: 2 Opportunity Score: 2	Index Score: 4			
How it will loo when fully me		When this objective is fully met, ALL teachers will be employing effective classroom management strategies	Objective Met 11/30/22	Chaundra Clay	06/11/2021	
Actions						
	5/10/17	Beginning Teachers (BTs) will participate in BT meetings to discuss classroom management techniques and best practices.	Complete 11/30/2022	Renee Price	05/08/2021	
	Notes:	SCS BTs, per the task objective, participated in discussions with mentors at the school and district level regarding best practices in the classroom, including management.				
	12/2/16	Teachers in need of classroom management professional development will receive training.	Complete 11/30/2022	Renee Price	06/11/2021	
	Notes:					
	5/10/17	Teachers will utilize Positive Behavior Interventions and Supports (PBIS) to positively reinforce appropriate behaviors in the classroom.	Complete 11/30/2022	Vanessa Barnes	06/11/2021	

Notes:					
Implementation:		11/30/2022			
Evidence	11/30/2022				
Experience	11/30/2022 - This was past due as of October 10th when I started as Principal. We will reassess for another date.				
Sustainability	11/30/2022				
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:	Describe your current implementation efforts:	Limited Development 10/11/2024			
How it will look when fully met:					
Actions					
Notes:					

Core Function:		ion:	Domain 4: Culture Shift				
Effective Practice:			Practice 4C: Engage students and families in pursuing education goals				
	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	
Initio	Initial Assessment:		Utilize the Remind App, Canvas email, and Google voice in order to communicate with parents (and students) so that they can become aware of any vital information that needs to be communicated via teachers.	Limited Development 01/14/2019			

	Priority Score: 2	Opportunity Score: 2	Index Score: 4		
How it will look when fully met:	When this objective is being fully me consistent communication plan in plaguardians well-informed and actively learning. Information used to determine implementation includes sign in sheer results, number of parents accessing reports and report cards. Evidence of full implementation includes	ace that keeps parents and y engaged in their children's nined the objective has reached full ets from curriculum night, survey CANVAS as well as progress	Objective Met 07/30/25	Eli Seed (July 2023)	06/30/2025
	Full communication implemented be teachers concerning missing assignment communicated information. Utilizing App will show the number of parents will provide information and document ultimately result in a more informed students, and teachers. Canvas send parents with observer accounts and teacher to call students and parents personal numbers.	etween parents, students, and nents, deadlines, and/or non- g the "People" tab in the Remind involved, who is actually involved, ents if necessary, and could school community of parents, is announcements and emails to students. Google voice allows the			

Actions				
	Describe the information you will use to determine that the objective has reached full implementation, including data, resources, and other evidence Parent communication log: Remind App Canvas Parent observer account Google voice Text messages Voice mails History Weekly automated phone calls to all parents School website Social media accounts	Complete 08/15/2023	Settle & Keller	06/11/2023
Notes:				
10/11/24	Host four Title 1 Family Engagement Nights that strengthen student achievement.	Complete 05/08/2025	Shaunte Bridges	06/11/2025
Notes:				
	"Parent-Teacher Conferences and Information Nights Hosting Curriculum nights to give parents insights into academic expectations and a chance to ask questions. Event can include workshops on topics like reading at home, creating a positive study environment, and understanding the school's curriculum standards"	Complete 05/08/2025	Shaunte Bridges	06/30/2025
Notes:				
12/3/24	Teachers will utilize Canvas to post resources and weekly updates on what students are learning, along with tips for supporting learning at home. This platform also allows parents to receive notifications, track assignments, and monitor their child's progress.	Complete 05/16/2025	Karrah Davidson (September 2024)	06/30/2025
Notes:	Assigned to: Teachers			
	"Parent Feedback Survey- Provide a parent survey to gain insight into how parents perceive expectations and the level of communication. Survey results can also help identify areas where parents feel they need more guidance to support learning at home.	Complete 05/28/2025	Karen Rankins- Hinton (July 2023)	06/30/2025
Notes:				

Implementation:		07/30/2025	
Evidence	7/30/2025 Title 1 Family & Engagement Night flyers (English & Spanish), weekly connect-ed messages, Canvas Announcements, Global Announcements, Remind, Talking Points, Class Syllabus (English/Spanish)		
Experience	7/30/2025 SCS successfully had four Family Engagement Nights 2024-2025 SY as required by Title 1.		
Sustainability	7/30/2025 Maintain SCS Master Calendar of Events 2025-2026 and share with all stake-holders.		