

Comprehensive Progress Report

Mission: To prepare our school community to be social justice agents of change, who are explicitly anti-racist, culturally responsive, and equipped to utilize knowledge and skills to ensure equity for all people.

Vision: *HMS will be an exemplary school committed to the academic, social and emotional growth of each individual in a nurturing and caring educational environment.*

Goals:

By June 2023, Hairston Middle School will increase the school performance composite grade by 2.1% from 33.1% to 35.2%.

By June 2023, Hairston Middle School will reduce the number of lost Instructional days by 30%.

By June 2023, Hairston Middle's chronic absence rate will decrease by 20% from 37.5% to 30%.

By June 2023, Hairston Middle School will increase the number of teachers who exceed academic growth on EVAAS compared to 2021-22 from 4 to 8.



! = Past Due Objectives

KEY = Key Indicator

Core Function:			Dimension A - Instructional Excellence and Alignment			
Effective Practice:			High expectations for all staff and students			
		A1.05	ALL teachers individualize instructional planning in response to individual student performance on pre-tests and other methods of assessment to provide support enhanced learning opportunities for students.(5086)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			With implementation of ARC and Open Up math curricula, our teachers are getting a handle on personalizing content delivery and tier 2 supports to the greatest extent possible.	Limited Development 10/25/2022		
<i>How it will look when fully met:</i>			When achieved, all teachers will have a regular cadence for determining enrichment and intervention supports for all students.		Karen Martin-Jones	06/30/2024
Actions				0 of 1 (0%)		
	10/25/22		In 2022-23, we dedicated Title I funds to after school tutors to assist with implementing tiered MTSS supplemental supports.		Dris J. Arce	06/30/2023
<i>Notes:</i>						
	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>			<p>All staff will be trained in Restorative Practices. We have employed a Social Emotional Learning Coach through the Innovative Partnership Grant and Culture Keepers to serve as our coaches based on the SEL strategies provided through the partnership with RTI.</p> <p>Continued implementation of PBIS. The team meets monthly to discuss current implementation, programs and rewards programs.</p>	Limited Development 08/17/2017		
<i>How it will look when fully met:</i>			When effectively implemented there will be a significant decrease in out of school suspension. Student rates of absenteeism will decrease and our overall school culture will continue to improve as students look forward to coming to school.		Karen Martin-Jones	06/01/2023
Actions				14 of 15 (93%)		
	8/17/17		All staff members will be trained in PBIS and climate culture relevance best practices.	Complete 06/30/2018	Nicia George	08/21/2017
<i>Notes:</i> (PBIS Coordinator)						
	8/17/17		Student service Team will train the staff on procedures/process and how their services are aligned with classroom management as a support system.	Complete 08/21/2017	Stephanie Reid	08/21/2017

	Notes: In a meeting with Counselor Reid it was revealed the student services team has not been inside the classrooms to deliver their instructional character development pieces at this time.			
9/12/18	Youth Development Coordinator will be trained in Restorative Practices and will serve as the coach for Restorative Practices in our building.	Complete 09/24/2018	Tangela Hall	10/01/2018
	Notes:			
8/17/17	All staff will be trained in Restorative Practices and will continuously receive support from the Office of Diversity.	Complete 10/18/2017	Glaser Robinson	12/15/2018
	Notes: Mr. Rodney Toulson (Restorative Practice representative will work with Hairston Middle School).			
	As of 10-18, all HMS staff has been trained in Restorative Practices.			
8/17/17	School culture and climate team will assess, monitor, evaluate school discipline data.	Complete 06/05/2020	Tangela Hall	06/14/2020
	Notes: The monthly discipline report was reviewed, discussed and shared with the entire group.			
9/30/19	Teachers and administrators will use Educator's Handbook to lodge all disciplinary actions whether they are minors or majors.	Complete 06/12/2020	Tangela Hall	06/14/2020
	Notes:			
9/30/19	All staff members will be trained in PBIS and climate culture relevance best practices.	Complete 06/05/2020	Nicia George	06/14/2020
	Notes:			
9/30/19	Youth Development Coordinator will be trained in Restorative Practices and will serve as the coach for Restorative Practices in our building.	Complete 06/14/2020	Tangela Hall	06/14/2020
	Notes:			
10/8/20	All staff members will be trained on adult SEL strategies.	Complete 03/02/2021	Iman Cook	04/07/2021
	Notes: 03/03/21: Encouraging teachers to infuse SEL within instruction because it has been evident in increasing engagement.			
	Update- 02/02/2021: Ms. Cook, the SEL Coach provides SEL presentations for school-wide PD, grade level meetings, and monthly BT meetings.			
	Funded through IPG			
	Roderick Butler Marcus Tongue			

11/1/21	All staff members will be trained on student-centered SEL to be implemented in the classroom.	Complete 09/01/2021	Iman Cook	09/01/2021
<i>Notes:</i> 09/01/21 Update: All teachers were trained on 8/9/2021 on how to implement SEL into their lesson plans and instruction. Teachers who still struggle were told to reach out to me for further help. Funded by IPG				
10/23/20	All staff members will be trained on student-centered SEL to be implemented in the classroom.	Complete 09/03/2021	Iman Cook	09/03/2021
<i>Notes:</i> Update 11/03/21: Update- 09/01/21: All teachers were trained on 8/9/2021 on how to implement SEL into their lesson plans and instruction. Teachers who still struggle were told to reach out to me for further help. Update- 06/02/21: SEL will continue in next school year based on the DISC assessment, classrooms, and interactions between adults. Update- 05/05/21: SEL Coach has some additional goals of co-teaching and monitor SEL through walkthroughs Update- 03/03/21: SEL Coach has some additional goals of co-teaching and monitor SEL through walkthroughs Update- 02/02/21: SEL Coach provides SEL presentations school-wide PDs, grade level meetings and BT monthly meetings Funded through IPG				
11/7/22	Using Title I Funds, we will purchase tangible incentives and fund experiences that support teacher positive reinforcement of expectations.	Complete 11/21/2022	Amber Burnette	11/30/2022
<i>Notes:</i>				
11/7/22	Based on RTI Walkthroughs, teachers will be provided differentiated support to growth in the area of classroom management and socially emotionally responsive teaching	Complete 10/03/2023	Angela Washington	02/01/2023
<i>Notes:</i>				
10/6/22	All staff will be trained in the mental health first aid kit.		Latasha Henry	06/30/2023
<i>Notes:</i>				
10/25/22	IPG funds support staffing a full-time SEL Coach, IPG Coach, and contract with RTI to provide professional development.	Complete 01/02/2023	Knick Dixon	06/30/2023

Notes: Support is ongoing from our SEL and IPG Coach
RTI provided an opening of the year PD and has conducted
walkthroughs with our IPG team.

A new IPG Coach was hired 1/23.

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
<i>Initial Assessment:</i>			<p>Our school's Students with Exceptional needs is an emergent area. Our EC students consistently perform below their peers and are among the lowest in the district. Our EC numbers are fairly high and our EC teachers need intense support. Conversely, our AIG students are currently experiencing negative growth. Our teachers continue to need support to push our highest students and create positive growth for these students. The full implementation of this indicator will be demonstrated by the successful completion of our school improvement goal.</p> <p>We have reduced the caseload numbers for each of our Exceptional Children's teachers and have worked to provide additional classroom support in areas other than ELA and Math. Additionally, we have implemented Opportunity Culture and utilize two Expanded Impact Teachers, four Multi-Classroom Teachers and one Teacher assistant in efforts to increase student achievement by placing them with our most effective teachers.</p> <p>A tutor has been hired to assist with target students. The current tutor support supports all grade levels in math. Students receive in class support based on their needs.</p>	Limited Development 09/14/2016		
<i>How it will look when fully met:</i>			By 2021, students will receive targeted instruction of supplemental supports in the ares of Behavior, Social-emotional, Attendance, Math, and Reading based on their level of need (academic Levels of Support: Remediation , Intervention, Maintenance, Enrichment). For students that are determined to be "at-risk" through an Early Warning System, will receive supplemental interventions, with progress monitoring, that follow astandard treatment protocol. If students are considered to be a non-reponder to supplemental interventions, they will receive intensive interventions as well.		Michael Smith	06/30/2024
<i>Actions</i>				21 of 30 (70%)		
	8/29/17	Staff members will receive professional development focusing on Intentional differentiation in the classroom.		Complete 12/31/2019	Charmell Kittrell	06/17/2019

Notes: Whole group Content PLCs				
10/2/19	MTSS: Teachers will be observed with the electronic walk-through form bi-weekly using sound instruction in a variety of modes: teacher-directed whole-class; teacher-directed small-group; independent work; computer based.	Complete 10/28/2019	Instructional Leadership Team	10/30/2019
Notes:				
1/22/20	Instructional Teams meet for blocks of time (e.g., weekly, once a month; whole days before and after the school year) sufficient to develop and refine units of instruction and review student learning data.	Complete 11/30/2019	Multi classroom Leaders	11/30/2019
Notes:				
8/29/17	All staff will be trained monthly on different MTSS Implementation Task.	Complete 10/28/2019	Kevin McRae	06/22/2020
Notes: Webinar task will be assigned by the district.				
10/30/20	Teachers will provide additional student support during the school scheduled "What I Need (WIN)" time for remediation and enrichment.	Complete 09/14/2020	ILT	09/14/2020
Notes:				
10/8/20	All math teachers and interventionists will receive training in Number Worlds.	Complete 11/05/2020	Angela Porter	10/01/2020
Notes: Ms. Porter, Ms. Jessup, Ms. Payne, and Ms. Fletcher have all completed the Number Worlds training.				
11/2/20	During remote learning support services (school counselors, SEL coach, Culture keepers, and social worker) are making contact with students who need additional support during this Covid pandemic three times a week.	Complete 10/23/2020	Courtney Shepherd	10/23/2020
Notes: Student Support Services Funded through IPG				
11/2/20	On Fridays during remote learning, teachers will call and check-in with students and their families. The school is providing social justice discussions and activities for students.	Complete 11/06/2020	Courtney Shepherd	11/06/2020
Notes: ILT				
10/8/20	Instructional leaders will monitor student academic outcomes via benchmarks, progress monitoring, and universal screening (as available).	Complete 11/18/2020	Nicia George	11/06/2020
Notes:				

10/8/20	All teachers have displayed classroom norms and have explicitly modeled and taught the classroom behaviors.	Complete 11/12/2020	Courtney Shepherd	11/12/2020
<i>Notes:</i> Funded through IPG ILT Roderick Butler Marcus Tongue Update- Ms. Cook and the CKs presented during the BT training and created a video to help teachers understand their roles.				
10/8/20	PLC facilitators will receive training on problem-solving Core and Supplemental instruction within PLC meetings.	Complete 12/14/2020	Karen Martin-Jones	01/05/2021
<i>Notes:</i> 03/03/21- Dr. Martin-Jones led the following trainings for all staff: SLD Criteria, Universal Screening and Progress Monitoring, Standard Treatment protocol, and Supplemental interventions. Funded through IPG, Title I, and Restart Funding. Karen Martin-Jones				
10/23/20	The school will hire a multimedia specialist/teacher to assist in daily usage and training of equipment.	Complete 12/21/2020	Lanika Morehead	03/01/2021
<i>Notes:</i> Funded through IPG Jessica Pasion was hired as the HMS Multimedia Specialist.				
10/23/20	There will be schoolwide multimedia labs created for students and staff to utilize for lessons and classes.	Complete 09/01/2021	Lanika Morehead	09/01/2021

Notes: 09/01/21- This process will be fully implemented in January 2022.

Awaiting installation completion of lab space and training for staff for the multimedia labs.

-The lab space should be completed and available for students and staff January 2022. Still awaiting computers and software install in order to complete spaces and training for staff members.

05/05/21- Due to delays with construction we have not been able to start.

04/07/21- 1. TSQR state visit postponed until April 16th.

2. IPG funds for year 1 have been encumbered (completed March 19)

3. Wiring work for the Video Production studio and Control room has begun (March 30).

4. The Video Production Studio and Control room will be completely in its entirety once the ceiling painting job has been completed (est. April 30).

5. The Audio Production Studio installation will be completed upon receipt and assembly of the sound booth (est. April 30).

03/03/21- 1. Construction will start on March 22nd for the audio and visual lab spaces.

02/02/21- The projects have been approved by the district.

Construction will begin in the media center, lower computer lab and upper computer lab in February. The editing equipment has been ordered for students. IPG is looking for suggestions for renaming the media center, video and audio production studios, control room, and editing room by staff input.

Funded through IPG

Lee Williams

Kevin McRae

Nicia George

Glasher Robinson

10/23/20 A multimedia toolkit will be provided for teachers to implement various forms of media into content areas.

Complete 09/01/2021

Lanika Morehead

09/01/2021

Notes: 09/01/21- Mr. Boyd will be collecting data on multimedia needs of staff. Need to make sure all staff can access that.

05/05/21- Canvas resources are available for digital media but not audio and video.

03/03/21- Gradual release process because the audio, visual, and print will require training and completion of the lab. We will have the digital resources available for teachers. It will be a part of the Technology Committees Canvas page.

Funded through IPG and Title I

Lanika Morehead

10/8/20	School leadership will monitor effectiveness of supplemental and intensive processes and programming using the forms provided by Psych Services.	Complete 10/06/2021	Glasher Robinson	10/06/2021
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Notes: 10/06/21- District EC Support Coordinator, Jennifer Mason is also at Hairston Middle School on Mondays and collaborating with Wade about testing needed.

09/01/21- Ms. Wade has a designated day of Mondays as our School Psychologist.

05/05/21- IST will be moving forward with recommendations based on the data collected predominantly from NWEA and IAs.

03/03/21- Core Problem Solving & p.4-5 of the GCS Supplemental Support documents

Funded through Title I

Tracy Meekins
Courtney Shephard
ILT

10/8/20	Instructional Teams use student learning data to identify students in need of instructional support or enhancement within PLC Meetings.	Complete 10/06/2021	Michael Smith	10/06/2021
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Notes: 10/06/21- IST has had one meeting for 6th grade. Another meeting is set for Monday October 11th. The goal is to do 2 students/meeting so the meetings are not extensively long.

09/01/21- A 45-minute daily intervention is completed to support Tier 2 students during the designated Enrichment & Intervention (E&I) period. Teachers collect data and groups are reassigned every 2 weeks.

05/05/21- MCLs and ILT will make decisions about small group support and summer learning.

Funded through IPG, Title I, and Restart Funding.

Kimberly Simmons
Correy Baines
Angela Porter
Ashley (Ekwem-Thorpe) McLeod

10/26/21	A multimedia toolkit will be provided for teachers to implement various forms of media into content areas.	Complete 12/02/2021	Michael Boyd	12/02/2021
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Notes: Funded by IPG

The HMS Canvas page contains the multimedia toolkit for teachers to access resources. This will be updated, continually, but the completion date is 12/02/2022.

11/1/21	We will hire tutors to help support our Tier 2 students.	Complete 11/14/2021	Karen Martin-Jones	12/02/2021
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Notes: Funded by CSI

10/26/21	Student support services with MiFis for students who do not have internet.	Complete 02/18/2022	Lanika Morehead	02/28/2022
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Notes: Funded by Verizon Wireless Grant

New target date was set for 02/28/2022. Mifis were distributed during conferences.

New note 4/13: Dispersed to students on 2/18 to accommodate for those who needed access during restart week.

10/26/21	There will be schoolwide multimedia labs created for students and staff to utilize for lessons and classes.	Complete 03/18/2022	Lanika Morehead	03/04/2022
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Notes: Funded by IPG

Target date updated to 03/04/2022. The audio production studio, video production studio, and control room should be completed by the beginning of March 2022. Same for the editing suite.

The last set of TV's (promotional boards) were delivered to all teachers 3/18/2022

10/25/22	21-22 used Restart calendar flexibility to add 6 additional teacher work days to provide additional PD focused on standards and content delivery	Complete 07/01/2022	Knick Dixon	06/30/2022
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Notes:

10/26/21	Instructional Teams use student learning data to identify students in need of instructional support or enhancement within PLC Meetings.		Dr. Sharon Lassiter	06/09/2023
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Notes: Funded by CSI and Title I

New target date extended to 06/09/2022. This will be continuous amongst each content area with PLC bi-weekly meetings, minimum. The date to be completed is at the end of the school year.

10/26/21	Incorporating SEL strategies, anti-racist teaching, and culturally relevant curriculum to build student repertoire and relationships through PLC meetings.		Alana Hughes	06/09/2023
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Notes: Funded by IPG and Title I

New target date set for 06/09/2022. Consistent lesson planning to incorporate SEL, anti-racist teaching and CRC occurs weekly in PLC meetings. This is a continuous goal to occur through the end of the school year.

10/19/22	Use Restart funds to add 8 additional student days to the calendar.		Knick Dixon	06/10/2023
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Notes: The goal was to provide additional professional development around equitable and standards-based learning.

This action step was for the 21-22 school year and continues for the 22-23 school year.

10/21/22	Used IPG funding flexibility to purchase a full-time SEL coach position.		Lanika Morehead	06/10/2023
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Notes: Our SEL Coach supports our staff with supplemental behavior interventions.

10/25/22	Used Restart and Title I flexibility to support tutors and a lead teacher that facilitate tier 2 and tier 3 MTSS aligned objectives.		Dris J. Arce	06/30/2023
<i>Notes:</i> These words were used similarly in 21-22 and 22-23 school years.				
10/25/22	Used Title I funds to support MCL and EIT salary and differentials.		Knick Dixon	06/30/2023
<i>Notes:</i> This strategy was implemented in both 21-22 and 22-23 school years.				
10/25/22	In 2022-23, we dedicated Title I funds to after school tutors to assist with implementing tiered MTSS supplemental supports.		Karen Martin-Jones	06/30/2023
<i>Notes:</i>				
10/26/21	School leadership will monitor effectiveness of supplemental and intensive processes and programming using the forms provided by Psych Services.		Dris J. Arce	06/09/2024
<i>Notes:</i> Target date extended to end of year. We are solidifying structures of MTSS which includes incorporation of several internal stakeholders to address data and monitor systems thereby meeting the needs of all students (specifically those in tier 2) to improve student achievement and success. Dr. Wade has been instrumental in providing suggestions.				
10/23/20	A co-teaching model will be adopted among classroom teachers and the multimedia specialist for usage of the multimedia labs and equipment.		Knick Dixon	06/09/2024
<i>Notes:</i> 09/01/21- This process will be fully implemented in January 2022. Awaiting installation completion of lab space and training for staff for the multimedia labs. The lab space should be completed and available for students and staff January 2022. Still awaiting computers and software install in order to complete spaces and training for staff members. 05/05/21- Due to delays with construction we have not been able to start. 03/03/21- Before authentic co-teaching will occur teachers must be trained in the software and the options in the multimedia toolkit. Funded through IPG				

	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:			Our school is currently implementing P.B.I.S (Positive Behavior Intervention System) and Restorative Practices. The PBIS Committee is creating school-wide expectations that will be uniform throughout the school. It is expected that staff members work to establish positive relationships with all students. A Social Emotional Learning (SEL) Coach has been employed through the Innovative Partnership Grant to and Culture Keepers (CKs) who are employed through Title I funding, serve as our coaches for practicing Social Emotional Learning strategies developed through our partnership with RTI. Our school support team (social worker and two school counselors) will lead a team that is designed to address chronic absenteeism.	Limited Development 08/03/2016		
			Priority Score: 3 Opportunity Score: 2 Index Score: 6			
How it will look when fully met:			When effectively implemented there will be a significant decrease in out of school suspension. Student rates of absenteeism will decrease and our overall school culture will continue to improve as students look forward to coming to school.		Michael Smith	06/01/2024
Actions				36 of 39 (92%)		
	9/30/16	All staff members will received Professional Development on Capturing Kids' Hearts		Complete 08/23/2016	Calvin Freeman	08/23/2016
Notes:						
	10/10/16	Student Service Team will work with teachers and administrators to build a partnership with teachers and work as an alliance with teachers.		Complete 08/30/2016	Student Service Team members (Stephanie Reid)	08/30/2016
Notes:						
	10/10/16	PBIS will be implemented to create and improve positive behaviors and climate in the building.		Complete 08/30/2016	Paul Marsh	08/30/2016
Notes:						
	10/10/16	Males students will be identified and work with identified staff members to improve social and emotional behavior.		Complete 09/16/2016	Calvin Freeman	09/16/2016
Notes:						
	10/10/16	Connect community to the school by utilizing volunteers and outside resources for student, teacher and family support.		Complete 09/16/2016	Ms. Ross	09/16/2016
Notes:						

8/3/16	Key staff members will receive training on Restorative Practices.	Complete 09/22/2016	Pamela Davenport	09/22/2016
<i>Notes:</i> Administrative team received PD for immediate implantation of Restorative Practices.				
10/10/16	Key staff members will be trained and implement the African Male Initiative	Complete 09/23/2016	Latrice Stokes	09/23/2016
<i>Notes:</i> The initiative will address social and emotional needs associated with AA males. Strategies and professional development will be provided to staff members. Attending staff members: Ms. Stokes Mr. Carter				
10/10/16	Individual Student Service Center will use Reflective Practices methods associated with students' social and emotional needs in the classroom.	Complete 09/26/2016	Anthony Morrow	09/26/2016
<i>Notes:</i>				
9/30/16	All Staff members will receive training on Diversity Training.	Complete 09/29/2016	Calvin Freeman	09/29/2016
<i>Notes:</i>				
10/10/16	Student Service Team will collaborate with administrators to ensure support for students and staff members are aligned on an on-going basis.	Complete 10/06/2016	Pamela Davenport	10/06/2016
<i>Notes:</i>				
10/10/16	Identify and target counseling for students that need emotional and social support.	Complete 11/01/2016	Pamela Davenport	11/01/2016
<i>Notes:</i>				
10/10/16	Resources will be identified to sustain our students social and emotional states of needs.	Complete 11/01/2016	Student Service Team members	11/01/2016
<i>Notes:</i> Small group and guided whole class instruction for social and emotional development. Individualized services will be based on students' needs.				
10/10/16	Create Partnerships with churches and other organizations to remove social barriers.	Complete 06/02/2017	Student Service Team members	06/02/2017
<i>Notes:</i>				
1/24/17	Student School Team will meet and provide interventions for students that have been assigned Individual Student Service Center (ISSC.	Complete 06/07/2017	Student Service Team members	06/07/2017

	Notes: ISSC continues to be a place where we have repeat offenders and administration continues to look for interventions for the repeat offenders or to reduce the number of days of lost instruction.			
10/10/16	Student Service Team will communicate and advocate for students' social and emotional needs.	Complete 06/09/2017	Student Service Team members	06/09/2017
	Notes: D. Ross, J. Coleman and S. Reid			
10/4/16	Select members and implement monthly IST meetings.	Complete 06/09/2017	Stephanie Reid	06/09/2017
	Notes: Mrs. Reid and Mrs. Coleman will conduct monthly IST meetings. Administrator have reached out to grade level teachers to be apart of the team. 6th grade representatives-Mrs. Simpson and Ms. Kittrell 7th grade representatives-Ms. Hackett and Ms. McOmber 8th grade representatives-Ms. Mcgoogan and Mr. Rhodes Exceptional Children representatives- Ms Brown and Mrs. Ainger			
10/10/16	Community Circles will be conducted with teachers, counselors and administrators to support social and emotional needs for all stakeholders.	Complete 06/09/2017	Administrative Team	06/09/2017
	Notes:			
8/30/17	All staff members will received Professional Development on Restorative Practice.	Complete 08/21/2017	Adminstrative Team	08/21/2017
	Notes:			
8/3/17	Student School Team will meet and provide interventions for students that have minor infractions for students during the school day.	Complete 06/08/2018	Pamela Davenport	06/18/2018
	Notes:			
8/30/17	Create Partnerships with churches and other organizations to remove social barriers.	Complete 06/18/2020	Student Services Team	06/11/2020
	Notes:			
8/30/17	Community Circles will be conducted with teachers, counselors and administrators to support social and emotional needs for all stakeholders.	Complete 06/05/2020	Courtney Blake-Smith	06/18/2020
	Notes: The work to be proactive with issues that lead to confrontation will be addressed in the Community Circles.			
8/30/17	PBIS will be continued to create and improve positive behaviors and climate in the building. We continue to show progress to improve our scale from 50 % to 80 %.	Complete 06/18/2020	Nicia George	06/18/2020
	Notes:			

8/30/17	Connect community to the school by utilizing volunteers and outside resources for student, teacher and family support.	Complete 06/18/2020	Tiffany Foster	06/18/2020
<i>Notes:</i>				
8/30/17	Student Service Team will collaborate with administrators to ensure support for students and staff members are aligned on an on-going basis.	Complete 06/18/2020	Glasher Robinson	06/18/2020
<i>Notes:</i>				
8/30/17	Identify and target counseling for students that need emotional and social support.	Complete 06/05/2020	Glasher Robinson	06/18/2020
<i>Notes:</i>				
8/30/17	Resources will be identified to sustain our students social and emotional states of needs.	Complete 06/05/2020	Glasher Robinson	06/18/2020
<i>Notes:</i>				
8/30/17	Males students will be identified and work with identified staff members to improve social and emotional behavior.	Complete 06/12/2020	Kevin McRae	06/18/2020
<i>Notes:</i>				
8/30/17	Females students will be identified and work with identified staff members to improve social and emotional behavior.	Complete 06/05/2020	Lanika Morehead	06/18/2020
<i>Notes:</i>				
10/23/20	The School Support Team will train the staff on attendance.	Complete 09/25/2020	Michael Terry	09/25/2020
<i>Notes:</i> Courtney Shepard Tracy Meekins				
10/30/20	Student Support Services (social worker, school counselors, SEL Coach, and Culture Keepers) will complete Tier 2 and 3 contacts for students who have not consistently logged into live instruction and teachers have been unsuccessful in reaching parents to effect a change in their status.	Complete 11/02/2020	Courtney Shepherd	10/13/2020
<i>Notes:</i> Administrators				
2/2/21	Student support services with MiFis for students who do not have internet.	Complete 10/06/2021	Lee Williams	10/06/2021

Notes: 10/06/21- 60 MiFis at the current moment may be more but Mr. Parker was updating them so we can start the use of the devices and hand them out!

09/01/21- HMS was selected to participate in the Verizon MiFi grant other than an initial meeting.

06/02/21- MiFis are to be collected back and returned to the district. We had a meeting with Verizon to work towards getting our own MiFis for students here.

05/05/21- To-date we have completed 26 work orders for MiFis. VILS grant for MiFis. We made it to the 2nd round for 90 personal MiFis.

04/07/21- To-date we have completed 22 work orders for MiFis

03/03/21- To-date we have completed 19 work orders for MiFis

Update- 02/02/21: The Social Worker and School Counselors have identified students and administrators submit names for students who need MiFis.

2/2/21 Design a space to create stakeholder conversations with students, parents, teachers, community, and administration through Social Justice Fridays.

Complete 10/06/2021

Lee Williams

10/06/2021

Notes: 10/06/21- Ms. Cook and Mr. Terry have a Relationship Skills enrichment option for students that dives into social justice and shifting student perspectives.

09/01/21- 7th Grade ELA Encore is learning Social Justice Literacy. We will look to implement through the enrichment portion of E&I.

06/02/21- Plans reintroduce Equity Friday this summer. Conversations developing about how to use the digital media lab.

05/05/21- Mr. Williams is hosting Coffee with the Principal the 2nd Thursday of each month at 8am and Dessert with the Principal the 3rd Thursday of each month at 6pm. The heavy focus will be testing preparations and summer learning this month.

04/07/21- Mr. Williams is hosting Coffee with the Principal the 2nd Thursday of each month at 8am and Dessert with the Principal the 3rd Thursday of each month at 6pm.

03/03/21- Mr. Williams has had classroom conversations with students who have returned for face-to-face instruction. Coffee & Dessert with Mr. Williams (virtual parent meetings).

Update- 02/02/2021: Since November we have been having Social Justice Friday chats through Zoom. We recently discussed Martin Luther King Jr. and "A Tale of Two Americas," which discussed the insurrection during January.

10/12/20 The SEL Coach will provide tiered support for teachers on implementing SEL, anti-racism, and culturally relevant lessons.

Complete 10/06/2021

Lanika Morehead

10/06/2021

Notes: 09/01/21- Tiered support will begin based on walkthroughs, requests, and surveys.

05/05/21- SEL DISC assessment training was done on April 21st. It is used to help identify effective grouping. Teachers on SLT gave examples of how they incorporate SEL in.

04/07/21- Mrs. Simmons, Mrs. Porter, Mrs. McLeod, Ms. Foster, Ms. Carter, and Mrs. Robinson are getting PD as a team for GoOpenNC Culturally Relevant Teaching.

03/03/21- Black History School Spirit Week was a success

Update 02/02/21- SEL Coach and student support services designed a Black History Month program informing students about the Greensboro Four on 02/01/21. SEL openers in each grade level and during the BT monthly meetings.

Funded through IPG and Title I
ILT Team

10/23/20 Incorporating SEL strategies, anti-racist teaching, and culturally relevant curriculum to build student repertoire and relationships through PLC meetings.

Complete 10/06/2021

Lanika Morehead

10/06/2021

Notes: 10/06/21- Highlighting Hispanic heritage in lessons

09/01/21- Training coming still through SEL. We have requested to get feedback during Math Visit yesterday with Pivot through walkthrough rubric E3.

06/02/21- 100th Anniversary of the Tulsa Massacre and ideas for Juneteenth with Summer Learning

05/05/21- 1. Cinco de Mayo celebrations throughout the building
2. Mrs. Simmons, Mrs. Porter, Mrs. McLeod, Ms. Foster, Ms. Carter, and Mrs. Robinson are getting PD as a team for GoOpenNC Culturally Relevant Teaching. They will have an CRT equity lesson checklist designed by 05/10.

04/07/21- Women's History Month videos completed by students. Students had to complete a written response on a historical female figure and then record the videos.

03/03/21- Teachers are expected to incorporate SEL into their lessons and it should be fluid so that there isn't necessarily a distinction that does not relate to the content.

Update 02/02/21- Anti-racist teaching and culturally relevant instruction apart of PLC and lesson planning.

Funded through IPG and Title I
Lee Williams
Glasher Robinson
Kevin McRae
Nicia George
Lanika Morehead
Karen Martin-Jones
Iman Cook

10/23/20 Teachers will infuse SEL, anti-racism, and culturally relevant lessons weekly.

Complete 10/06/2021

Lanika Morehead

10/06/2021

Notes: 09/01/21- Additional training coming

06/02/21- Continue the work began this school year with the use of the DISC assessment, classroom practices, and interactions with between staff members.

05/05/21- Continue monitoring SEL in instruction.

04/07/21- Women's History Month videos completed by students. Students had to complete a written response on a historical female figure and then record the videos.

03/03/21- Teachers are expected to incorporate SEL into their lessons and it should be fluid so that there isn't necessarily a distinction that does not relate to the content.

Update 02/02/21- SEL Coach and student support services designed a Black History Month program informing students about the Greensboro Four on 02/01/21.

Funded through IPG and Title I
ILT Team

11/1/21 Conduct pulse checks on the understanding of how to apply SEL through surveys.

Complete 10/06/2021

Iman Cook

10/07/2021

Notes: Funded through IPG

10/25/22 Used 22-23 Title I funds to support field trip experiences to colleges and content-aligned attractions.

Knick Dixon

06/30/2023

Notes: All students are given an opportunity to attend these field experiences.

10/25/22 Use Title I funds to purchase C and I approved math, ELA, and science supplements.

Knick Dixon

06/30/2023

Notes: For example, Title I funds will support the purchase of objects used to dissect animals in an anatomy unit.

10/31/22 Our interim IPG Coach, and IPG SEL Coach will collaborate with our RTI consultant to conduct culture walks and design PD aligned to data that was gathered.

Paul Marsh

06/30/2023

Notes: Updated 10/31/22
Walk throughs will occur on : 12/15/22, 2/06/23, 04/27/23.

Implementation:

03/21/2022

<i>Evidence</i>	<p>6/19/2017 Staff members have received training on as indicated in the notes and minutes of the School Leadership Meetings.</p> <p>3/21/22 Hairston's SEL coach continues to provide PD's targeted at infusing SEL into the curriculum. She has developed lessons as well as an incentive program for the teachers who are effectively implementing SEL in their classrooms. She conducts walkthroughs and uses the data to plan for additional PD's.</p>			
<i>Experience</i>	<p>6/19/2017 Addressing the social/emotional needs of stakeholders has been successful but we know that there's still work that needs to be done. The experience has been an eye opener as we accommodate the needs of our students.</p>			
<i>Sustainability</i>	<p>6/19/2017 Hairston Middle School will continue to monitor and address some of the indicators by continuing to provide professional development to all staff members in order to meet the social/emotion needs of all stakeholders.</p>			

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Strategic planning, mission, and vision			
	KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
Initial Assessment:			The Hairston MS acts in accordance with the laws and expectations established for school leadership teams and receive support from district and state representatives.	Limited Development 09/06/2016		
			Priority Score: 2 Opportunity Score: 3 Index Score: 6			
How it will look when fully met:			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 Title I Priority and Focus plans annually in conjunction with the School Improvement Plan. This team will also monitor any reports required as a Title I Priority or Focus school.	Objective Met 12/13/21	Dr. Sharon Lassiter	06/30/2024
Actions						
8/30/17			Guilford County Schools appointed personnel will work with keys members on the transformation team to ensure identified stakeholders are adopting and engaging in shared and distributed leadership for school improvement.	Complete 06/18/2020	LEA	06/17/2020
Notes:						
10/12/20			Hairston Middle School School Improvement Team meeting will meet monthly to revisit our data and action steps to monitor our progress towards our School Improvement Plan (SIP) goals.	Complete 12/02/2021	Glasher Robinson	12/02/2021
Notes:			09/01/21- Math Math 1- 20% 8th grade- 1% 7th grade- 22% 6th grade- 19% ELA 8th grade- 7th grade- 6th grade- 8th Grade Sci- 38% 06/02/21- Math Math 1- 21.4% 8th grade- 0.8% 7th grade- 11% 6th grade- 11%			

ELA

Test is being re-normed and scores will not be back until this summer

8th Grade Sci = 41%

05/05/21- Insert updates about Spring NWEA data

04/07/21- i. Math

1. Math 1- (GCS) 52.1% vs 36.4% (Hairston)
2. 8th grade- (GCS) 38.7% vs 32.6% (Hairston)
3. 7th grade- (GCS) 52.0% vs 39.6% (Hairston)
4. 6th grade- (GCS) 50.0% vs 37.1% (Hairston)

ii. ELA

1. 8th grade- (GCS) 58.7% vs 44.6% (Hairston)
2. 7th grade- (GCS) 57.8% vs 47.3% (Hairston)
3. 6th grade- (GCS) 52.7% vs 39.5% (Hairston)

iii. 8th Grade Sci

1. (GCS) 54.3% vs 40.0% (Hairston)

03/03/21- We need to identify our students who are apart of the percentage we are seeking. For example, 8th grade Science needs to have 132 students to be proficient on the EOG to reach our data goal, so Caleb equals students 1 out of 132.

02/02/21- IA2 Data Update

ELA

6th grade: (115 students tested = +38) 39.2%; GCS avg = 50.6% (-11.4%)

7th grade: (121 students tested = +16) 42.2%; GCS avg = 51.6% (-9.4%)

8th grade: (106 students tested = -4) 44.4%; GCS avg = 55% (-10.6%)

Math

6th grade: (126 students tested = +55) 40.4%; GCS avg = 54.3% (-13.9%)

7th grade: (132 students tested = +26) 31.8%; GCS avg = 44.7% (-12.9%)

8th grade: (124 students tested = +34) 29.7%; GCS avg = 32.6%(-5.9%)

Math I: (18 students tested = +8) 35.1%; GCS avg = 52.1 (-17%)

8th Grade Science: (108 students tested = -5) 37.8%; GCS avg = 52.1 (-13.8%)

			01/05/21- SLT sub-committee meetings began in December and will continue monthly.			
	11/1/21	Student representatives will be nominated and selected for each grade level		Complete 12/02/2021	Glasher Robinson	12/02/2021
Notes:						
Implementation:				12/13/2021		
Evidence			12/13/2021			
Experience			12/13/2021			
Sustainability			12/13/2021			
	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:			Our School Leadership Team will meet twice a month with one regular meeting and any sub-committee meeting to meet the district's and state standards of having bi-monthly meetings.	Limited Development 09/06/2016		
How it will look when fully met:			<p>Hairston Middle School has established a Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other key professional staff meets regularly (twice a month or more for an hour each meeting) to review implementation of effective practice. Full implementation of this indicator will be demonstrated by the successful completion of our school improvement goal.</p> <p>School Based-Leadership Team meets once a month</p> <p>Instructional Leadership Team Meets weekly</p> <p>Any additional subcommittee meetings will occur as needed month to month</p>	Objective Met 03/15/23	Knick Dixon	06/30/2024
Actions						
	8/29/17	School Leadership Team will meet once month to address instructional practices and general school-wide concerns.		Complete 06/18/2020	Courtney Blake-Smith	06/15/2020
Notes:						

8/29/17	Instructional Leadership Team will meet twice a month to address instructional practices and general school-wide concerns.	Complete 06/05/2020	Courtney Blake-Smith	06/15/2020
<i>Notes:</i> team consist of the MCLs, Assistant Principals, Principal, and Instructional Coach				
9/30/19	IMPACT Leadership Team will meet weekly to discuss concerns and issues that arise daily within the school structure.	Complete 06/05/2020	Courtney Blake-Smith	06/15/2020
<i>Notes:</i> This team consist of the Assistant Principals, Instructional Coach, Principal, and IB Coordinator				
10/30/19	The IMPACT team will conduct daily and weekly walk-throughs using Google Docs and other electronic forms so that the teachers can get immediate feedback electronically. School needs to update the technology and equipment that will be used for this action.	Complete 06/05/2020	Courtney Blake-Smith	06/20/2020
<i>Notes:</i> Notes: A purchase inquiry needs to be made for a Surface Pro for the IMPACT team with technology. possible purchase with CSI funding.				
1/5/21	The ILT team discussed how to alter the schedule to begin the adjustment for students and teachers while we are still remote to be more reflective of what face to face instruction will look like upon the start of re-entry.	Complete 02/02/2021	Kevin McRae	03/03/2021
<i>Notes:</i> 02/02/21- ILT designed new schedule that includes 5 days of instruction and an additional 15 minutes of instruction in each class plus Freestyle Friday choices for electives.				
10/12/20	School Leadership Team will meet once month to address instructional practices and general school-wide concerns.	Complete 10/06/2021	SIT chair	10/06/2021
<i>Notes:</i> 10/06/21- Weekly ppts are sent out with updates and announcements made to identify goals. 09/01/21- E&I with fidelity and effectively. 06/02/21- There will no longer be remote learning offered through Hairston. EOG/EOC testing, Summer Learning and Remediation plans are centered around covid regulations. 05/05/21- We will discuss the finalize plans for summer learning				
10/12/20	Instructional Leadership Team will meet minimally twice a month to address instructional practices and analyze data.	Complete 10/06/2021	ILT Team	10/06/2021
<i>Notes:</i> 09/01/21- Math Math 1- 20% 8th grade- 1% 7th grade- 22% 6th grade- 19%				

ELA
8th grade-
7th grade-
6th grade-
8th Grade Sci
38%

05/05/21- Insert Spring NWEA data

04/07/21- i. Math

1. Math 1- (GCS) 52.1% vs 36.4% (Hairston)
2. 8th grade- (GCS) 38.7% vs 32.6% (Hairston)
3. 7th grade- (GCS) 52.0% vs 39.6% (Hairston)
4. 6th grade- (GCS) 50.0% vs 37.1% (Hairston)

ii. ELA

1. 8th grade- (GCS) 58.7% vs 44.6% (Hairston)
2. 7th grade- (GCS) 57.8% vs 47.3% (Hairston)
3. 6th grade- (GCS) 52.7% vs 39.5% (Hairston)

iii. 8th Grade Sci

1. (GCS) 54.3% vs 40.0% (Hairston)

02/02/21- IA 2 Data

IA2 Data Update

ELA

6th grade: (115 students tested = +38) 39.2%; GCS avg = 50.6% (-11.4%)

7th grade: (121 students tested = +16) 42.2%; GCS avg = 51.6% (-9.4%)

8th grade: (106 students tested = -4) 44.4%; GCS avg = 55% (-10.6%)

Math

6th grade: (126 students tested = +55) 40.4%; GCS avg = 54.3% (-13.9%)

7th grade: (132 students tested = +26) 31.8%; GCS avg = 44.7% (-12.9%)

8th grade: (124 students tested = +34) 29.7%; GCS avg = 32.6%(-5.9%)

Math I: (18 students tested = +8) 35.1%; GCS avg = 52.1 (-17%)

Science

8th Grade: (108 students tested = -5) 37.8%; GCS avg = 52.1 (-13.8%)

11/19/20

The Administrative Team will meet once a week to address and provide updates instructional practices and identify general school-wide concerns.

Complete 10/06/2021

Administrative Team

10/06/2021

Notes: 10/06/21- Weekly ppt sent with updates and announcements in addition to grade level meetings

09/01/21- E&I used with fidelity and effectively.

06/02/21- Discussion around covid vaccines for middle school age students.

05/05/21- Culture & Climate sub-committee need to meet and disaggregate the data from the HMS Mock Teaching Working Conditions Survey results

04/07/21- 1. HMS Mock Teaching Working Conditions Survey results
Survey link:
https://docs.google.com/forms/d/e/1FAIpQLSewyNLI4h77IAxGWbBP1C5_lskJdXCAXQgiYX9UONi8Gcrag/viewform

03/03/21- The goal is to go into classes and introduce ourselves (ILT) for the grade level that is in the building for their first time this year and then provide instructional feedback to teachers as the students approach their 2nd week in the building. We want our presence to become a norm.

02/02/21- Distribution plan for new laptops.

01/05/21- The administrative team drafted an electronic walkthrough form that was provided to ILT to provide feedback and what changes need to be made.

11/18/20- Discussion that the grading policy needs to be modified to reflect the Covid-19 pandemic, which will provide students some grace on the timeliness of when work is submitted, teachers should focus on remediation of skills so that students build to mastery of content, teachers need to remain in contact with parents and students (discuss work completion, current grade, process for completing missing work, Live instruction activity, WIN time).

11/19/20 The Administrative Team will meet once a week to identify and address any school-wide concerns specifically related to Covid-19.

Complete 10/06/2021

Administrative Team

10/06/2021

Notes: 10/06/21- Abiding by updated GCS and CDC protocols

09/01/21- The process for communicating students or staff who have tested positive for covid. Public health will reach out to determine if additional steps must be taken after the report form is completed.

06/02/21- Summer Learning: we will have roughly 330 students return this summer. We will use this as an opportunity to master current grade standards, front load next grade standards, and building the culture in preparation for the upcoming year.

05/05/21- SOAR- Summer Learning, framing it as "Summer Camp and Summer Fun". The registration deadline is May 21st. Session 1: June 8-July 1 & Session 2: July 12-July 29. Students are encouraged both sessions. We average about 400 students who are 40% or below in the reading level, so that is our target invitees. Provide students with opportunities related to field trips and fitness.

04/07/21- All face to face students will return for 5 days beginning on April 19th.

NC Senate Bill 220:

<https://www.ncleg.gov/Sessions/2021/Bills/Senate/PDF/S220v3.pdf>

03/03/21- Mr. Williams and the admin team have hosted re-entry meetings with parents for each grade level. 6th grade = 02/18/21, 7th grade = 02/25/21, 8th grade = 03/04/21

02/02/21- CrisisGo GCS Health attestation sign in procedure has been implemented.

01/05/21- Re-entry for middle school was pushed back again to 01/21/21. The administrative team will create dedicated listservs for each cohort (A, B, 4D) for each grade level for Connect Ed messages so that each family is only getting the information pertaining to their child.

11/18/20- The next school-wide discussion for Covid-19 is scheduled for 11/30/20 to discuss re-entry information and reminders about safety protocols and procedures

11/6/22 The instructional leadership team will complete the News Leaders instructional lens survey (8/8/22)

Complete 09/09/2022

Knick Dixon

09/01/2022

<i>Notes:</i> Each member of ILT ranked our current state of the instructional leadership program.				
11/6/22	ILT will develop reflect on the effectiveness of our coaching tracking system.	Complete 05/02/2023	Karen Martin-Jones	01/03/2023
<i>Notes:</i> Standardized trackers that all MCLs use was developed 10/22. MCL continue to utilize the trackers. ILT will make adjustments for the teacher coaching cycle. To be managed through coaching tracking. A screenshot will be uploaded. ILT will reflect on coaching tracking system now and again at the end of the year.				
11/6/22	ILT will make adjustments for each teacher's coaching cycle based on their IA data.	Complete 06/06/2023	Karen Martin-Jones	01/03/2023
<i>Notes:</i> ILT will make adjustments for the teacher coaching cycle. To be managed through coaching tracking. A screenshot will be uploaded. ILT will reflect on coaching tracking system now and again at the end of the year.				

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>			Each grade level is arranged in the middle school teaming format consisting of quads for Science, Social Studies, ELA and Math. The schedule is arranged for common planning times for grade level like subjects. There is protected planning time for each subject area at least once during the week. Core classes and encore classes are collaborating to create interdisciplinary lessons.	Limited Development 09/06/2016		
<i>How it will look when fully met:</i>			When fully met teams of teachers will implement, assess, and adjust instruction in short-term cycles of improvement and monitor the improvement over time to facilitate achievement in all areas.		Issac Grose	06/01/2024
Actions				4 of 5 (80%)		
	8/29/17	PLCs meet on a weekly basis to address data, content and teaching best practices.		Complete 06/05/2020	MCL and IC	06/15/2020
<i>Notes:</i>						
	9/12/18	Subject areas from each grade levels will meet once a month (every third Tuesday) to align instruction and grade level task expectations.		Complete 06/05/2020	Content Level Leads	06/15/2020
<i>Notes:</i>						

8/29/17	Grade level PLCs are held on a weekly basis to address best practices on student learning and teaching.	Complete 06/05/2020	Grade level administrators	06/21/2020
<i>Notes:</i>				
10/12/20	Weekly content PLCs are facilitated collaboratively to address data, content and teaching best practices.	Complete 10/06/2021	Instructional Leadership Team	10/06/2021
<i>Notes:</i> 10/06/21- Bi-monthly instructional rounds on 1st & 3rd Wednesdays in PLC groups 09/01/21- PLCs ☐ Mondays = ELA/SS, Tuesdays = Math, Wednesdays = grade level meetings, Thursdays = Science, EC = 3rd Tuesday 06/02/21- More effective teaching strategies will begin during summer learning. 05/05/21- PLCs have been spent trying to prepare effectively for EOGs. 04/07/21- Working out PLC times and making adjustments based on 5 days of instruction. 03/03/21- We have identified some inconsistencies of what is done during planning among grade levels and/or content areas, so we are striving to make this more unified through ILT.				
10/31/22	Use 22-23 Restart funds to support MCL roles who lead vertical content planning teams.		Dr. Sharon Lassiter	06/30/2023
<i>Notes:</i> End of Quarter data digs and planning sessions.				

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
<i>Initial Assessment:</i>			Our school's principal, administrative team and Instructional Leadership team will consistently observe classrooms on a weekly basis to monitor instruction. Plans will be implemented for teachers that experience instructional struggles. Feedback will be given for growth and shared among the administrative and instructional leadership team to provide consistency and to direct work on areas of growth. The feedback will be shared electronically and kept by the administrative team.	Limited Development 09/06/2016		
			Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>			<p>Students will be challenged and engaged daily through well designed lessons that require higher ordered thinking, implementation of balanced literacy practices, grade level tasks and ongoing formative assessments.</p> <p>Planned walkthroughs and calibration conversations amongst Instructional Leadership Team members to improve consistency of feedback to teachers. There has been a focus on improving student engagement in order to improve instruction.</p> <p>Students will receive an incomplete grade instead of a zero for missing assignments. In addition, students will participate in working lunch so they have an additional opportunity beyond class to complete their assignments.</p>	Objective Met 03/21/22	Karen Martin-Jones	06/30/2024
<i>Actions</i>						
	8/29/17	Instructional team will conduct daily formal and informal observations and provide feedback for teachers to make needed adjustments.		Complete 06/05/2020	Administrative Team, IC and MCLs	06/15/2020
<i>Notes:</i>						
	8/29/17	Plans for improvement will be address for staff members needing structured support.		Complete 06/05/2020	Adminstrative Team	06/15/2020
<i>Notes:</i> Support plans will written for struggling teachers and teachers with persistently negative data.						

9/27/17	The instructional team will review unit plans and provide timely feedback to teachers and review the revisions made for instructional planning purposes.	Complete 06/05/2020	Instructional Leadership Team	06/15/2020
<i>Notes:</i> Feedback will be given on unit plans based on the timing of the transition from a completed unit to the next unit.				
8/30/17	Use data on instructional practices and performance data to develop plans for instructional improvement.	Complete 06/05/2020	Instructional Leadership Team	06/18/2020
<i>Notes:</i> Data analysis will be conducted on all formative and summative assessments using the Classroom Focused Improvement Protocol.				
10/12/20	Use data on instructional practices and performance data to develop plans for instructional improvement.	Complete 10/06/2021	Instructional Leadership Team	10/06/2021
<i>Notes:</i> 10/06/21- ILT will meet 10/13/21 09/01/21- E&I began this week. 05/05/21- Insert Spring NWEA results 04/07/21- 1. Math a. Math 1- (GCS) 52.1% vs 36.4% (Hairston) b. 8th grade- (GCS) 38.7% vs 32.6% (Hairston) c. 7th grade- (GCS) 52.0% vs 39.6% (Hairston) d. 6th grade- (GCS) 50.0% vs 37.1% (Hairston) 2. ELA a. 8th grade- (GCS) 58.7% vs 44.6% (Hairston) b. 7th grade- (GCS) 57.8% vs 47.3% (Hairston) c. 6th grade- (GCS) 52.7% vs 39.5% (Hairston) 3. 8th Grade Sci a. (GCS) 54.3% vs 40.0% (Hairston) 03/03/21- 1. NWEA Winter results? I NWEA Winter results all teachers have access to their own data within the NWEA Proctor window. View Reports/Map Growth Reports. IA3 Test -Opened on today, 3/3 and will close 3/26, we are looking to test our students the week of 3/22. Spring NWEA Testing - Window opens 4/6 - 4/30, no date set yet for our students. EOY Assessment testing window- 5/17 - 6/4 8th Grade Math (38 low- percentile: 48%, 20 low average- percentile: 25%, 10 average- percentile: 13%, 6 high average- percentile: 8%, 5 highest- percentile: 6%; total students tested = 79; students at or above				

district grade level mean = 15; students at or above norm grade level mean = 18)

8th Grade ELA (34 low- percentile: 40%, 17 low average- percentile: 20%, 21 average- percentile: 25%, 8 high average- percentile: 9%, 5 highest- percentile: 6%; total students tested = 85; students at or above district grade level mean = 13; students at or above norm grade level mean = 17)

7th Grade Math (42 low- percentile: 41%, 29 low average- percentile: 28%, 19 average- percentile: 19%, 9 high average- percentile: 9%, 3 highest- percentile: 3%; total students tested = 102; students at or above district grade level mean = 22; students at or above norm grade level mean = 22)

7th Grade ELA (39 low- percentile: 35%, 26 low average- percentile: 23%, 19 average- percentile: 17%, 24 high average- percentile: 21%, 4 highest- percentile: 4%; total students tested = 112; students at or above district grade level mean = 32; students at or above norm grade level mean = 36)

6th Grade Math (53 low- percentile: 46%, 34 low average- percentile: 29%, 19 average- percentile: 16%, 5 high average- percentile: 4%, 5 highest- percentile: 4%; total students tested = 116; students at or above district grade level mean = 16; students at or above norm grade level mean = 29)

6th Grade ELA (47 low- percentile: 41%, 21 low average- percentile: 18%, 24 average- percentile: 21%, 15 high average- percentile: 13%, 8 highest- percentile: 47%; total students tested = 115; students at or above district grade level mean = 35; students at or above norm grade level mean = 36)

Funded through IPG, Title I, and Restart.

Angela Porter/Nicia George
Ashley (Ekwem-Thorpe) McLeod/Kevin McRae
Kimberly Simmons & Correy Baines/Glasher Robinson
Lanika Morehead/Lee Williams
Karen Martin-Jones

11/19/20	Create a standard data collection spreadsheet that will be utilized by all core subjects to insert and monitor pre test, post test, unit test, and other assessment data.	Complete 10/06/2021	ILT Team	10/06/2021
<p><i>Notes:</i> 10/06/21- Needs to be updated. ILT will meet 10/13/21</p> <p>09/01/21- Hard copies data sheets are completed for each content area but the electronic data sheets need to be updated.</p> <p>05/05/21- Data spreadsheets are inconsistent</p> <p>04/07/21-The changes in schedules has decreased the consistency in the spreadsheet being updated.</p> <p>03/03/21- With schedules changing, teachers had to update/create a new spreadsheet to reflect their current students.</p> <p>02/02/21- All content areas do a have data collection spreadsheet.</p> <p>01/05/21- The spreadsheet has been created for each department. The next step is getting each department to have the data uploaded into their perspective folders within the ILT folder.</p> <p>11/18/20- George and Porter created a data collection template that can be utilized by all core subjects area once they edit it with the appropriate standards. The spreadsheet will be located within the subject folders found in the ILT OneDrive folder.</p>				
11/19/20	Create an ILT folder that will contain folders for each core subject area. Within each folder there will be a data collection spreadsheet, PLC agendas, and minutes.	Complete 10/06/2021	ILT Team	10/06/2021

Notes: 10/06/21- E&I has started and data should be used to identify groups.
NWEA data should be analyzed and could be used to identify groups.

09/01/21- Needs to be updated

05/05/21- ILT will take the plus/delta feedback and revise folder for the 2021-2022 school year.

04/07/21- ILT needs to improve upon maintaining the updated data in the folder.

03/03/21- Since ILT has not met due to schedule changes the folder needs to be checked.

02/02/21- Each content area has submitted their data spreadsheets into the ILT folder.

01/05/21- The ILT folder was created on 11/18/20 along with sub-folders for each department (ex. Math). The next step is getting each department to have information uploaded into their perspective folders within the ILT folder.

11/18/20- The ILT folder was created using Microsoft OneDrive

1/5/21 The ILT team created an electronic walkthrough form that will send an email copy of the form to the teachers with feedback.

Complete 10/06/2021

Ashley McLeod

10/06/2021

Notes: 10/06/21- The walkthrough form must be updated to reflect the changes in staff. ILT will meet 10/13/21

09/01/21- Needs to be updated

05/05/21- The walkthrough form will be updated with changes. Positive notes and formal feedback through NCEES is being utilized right now.

04/07/21- The walkthrough form must be updated to reflect the changes in staff. The walkthrough form will not be used as much as formal observations are taking place.

03/03/21- The walkthrough form must be updated to reflect the changes in staff.

02/02/21- The initial rounds of electronic walkthrough forms have begun.

11/1/21	Promethean screens will be purchased to assist with helping teachers provide small group instruction.	Complete 02/01/2022	ILT	02/01/2022
<i>Notes:</i> Funded by CSI				
Implementation:		03/21/2022		
Evidence	3/21/2022			
Experience	3/21/2022 PLC walk throughs have allotted time for collaboration and conversation with teachers regarding advancement of instructional strategies. Feedback is given and conversation engages openness and implementation of relevant practices.			
Sustainability	3/21/2022 Sustained PLC's that allow for cross content collaboration, relevant and thoughtful feedback from the principal as well as other instructional leaders, consistent communication amongst instructional leaders and administration to ensure student success.			

Core Function:			Dimension C - Professional Capacity			
Effective Practice:			Quality of professional development			
	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
<i>Initial Assessment:</i>			The Hairston MS will offer content specific Professional Development in ELA (ARC), Math(Open-Up Math), and Science (STEMScope). Common planning is in place for data analysis during our weekly meetings in Professional Learning Communities. Additionally, we analyze data in our School Leadership Team and Instructional Leadership Team meetings.	Limited Development 08/03/2016		
			Priority Score: 3 Opportunity Score: 2 Index Score: 6			
<i>How it will look when fully met:</i>			Teachers will be operating at a high level of efficacy. Data will be used to drive the decisions for teaching and learning. The professional development sessions will be designed to build teacher capacity and improve instruction through IB, Inquiry Based Learning/Project-Based Learning, Digital Media, Social Emotional Learning (SEL), and Restorative Practices.		Karen Martin-Jones	06/01/2023
<i>Actions</i>				19 of 23 (83%)		
	10/10/16	Book studies will be used as an opportunity for educators to engage in professional discourse around specific topics that impact teaching and learning. Individuals will be committed to reading and discussing selected books, guided by guided questions and data-driven decisions.		Complete 09/13/2016	Mr. Freeman	09/13/2016
<i>Notes:</i>						
	10/10/16	Restorative Practices using Community circles in the classroom and staff members to improve student achievement.		Complete 09/20/2016	Ms. Davenport	09/20/2016
<i>Notes:</i>						
	8/3/16	Teacher will create and monitor Professional goals aligned to students achievement and professional growth.		Complete 09/30/2016	Academic Team	09/30/2016
<i>Notes:</i>						

10/10/16	Instructional round schedule will be developed for ERG and ARC coaching to support and provide professional development on best practices to impact student learning.	Complete 10/10/2016	Pamela Davenport	10/10/2016
<i>Notes:</i> Mr. Freeman will develop instructional rounds schedule for instructional walk-thrus.				
10/10/16	Administrators worked with region members to develop and implement a intervention period that will focus on student achievement. Teachers will work with Instructional support personnel to effectively use the Balanced Literacy program to level student's reading levels. Once the students' are access the students will be appropriately scheduled in the intervention on a rotation basis for personalized learning.	Complete 11/01/2016	Amanda Burnett	11/01/2016
<i>Notes:</i> All students will be accessed using the Balanced Literacy(ARC) program. Teachers will have to set power goals.				
10/10/16	Math teachers will be trained on using Think Through Math. Teachers will develop and implement a plan to align the program mathematical concepts to Common Core standards.	Complete 11/01/2016	Mrs. Watts	11/01/2016
<i>Notes:</i> Mrs. Watts will work with Site Coordinator Mr. Walker to monitor program data.				
10/10/16	After school tutoring for math, reading and 8th grade science will be aligned with curriculum standards to support diverse learners.	Complete 11/01/2016	Angela Porter	11/01/2016
<i>Notes:</i> Mrs. Porter will work with Ms. Stokes for budget transportation. The program will be monitored to evaluate program effectiveness to achieve student academic growth and skill development.				
10/10/16	School Leaders will collaborate teacher using Carnegie learning for Math I students. The program data will be monitored and data will be used drive instruction in the classroom and for personalized learning.	Complete 06/09/2017	Ms. Watts	06/09/2017
<i>Notes:</i> 04-17/2017- Ms. Watts continues to engage students with multiple online programs, including Carnegie Learning to increase their proficiency in Math I. The frequency of use has increased as she continues to prepare students for the end of course test. Mrs. Watts attended a district level learning session for Math I. Committee task members will meet with Mrs. Watts to discuss the status on Carnegie Learning for Math I. The target date for completion will be addressed to obtain additional feedback from the teacher.				
1/22/20	Plans for After school Tutoring and Saturday Academy will be established by the administrator and MCLs in order to implement remediation and review for selected students.	Complete 02/28/2020	Multi-classroom Leaders	01/24/2020

	Notes: MCLs are to provide their suggestions about implementation of remediation and intervention session for selective students			
1/22/20	The school provides all students extended learning opportunities (e.g., summer bridge programs, after-school and supplemental educational services, Saturday academies, enrichment programs).	Complete 02/28/2020	Multi-classroom Leaders	01/30/2020
	Notes:			
1/22/20	Unit pre-tests and post-tests results are reviewed by the Instructional Teams to make decisions about curriculum and instructional plans and to flag students in need of intervention or enrichment.	Complete 05/05/2020	Multi-classroom Leaders	02/29/2020
	Notes:			
1/22/20	ALL teachers maintain and utilize a record of each student's mastery of specific learning objectives.	Complete 05/05/2020	ILT	03/31/2020
	Notes: Data should be displayed in the Subject area PLC meeting rooms.			
8/30/17	Instructional round schedule will be developed for Open-up Math and ARC coaching to support and provide professional development on best practices to impact student learning.	Complete 06/15/2020	Ewkem-Thorpe, Porter	06/15/2020
	Notes: The district has set coaching days established with ARC and NTN.			
9/12/18	Members of the Instructional Leadership team will conduct weekly observations to establish research based action steps for consistent instructional improvement.	Complete 06/05/2020	Instructional Leadership Team	06/15/2020
	Notes:			
10/1/19	Math teachers will be trained on using Open-up Math. Teachers will develop and implement a plan to align the program mathematical concepts to Common Core standards.	Complete 06/15/2020	Anglea Porter	06/15/2020
	Notes:			
10/1/19	Administrators worked with region members to develop and implement a intervention period that will focus on student achievement. Teachers will work with Instructional support personnel to effectively use the Balanced Literacy program to level student's reading levels. Once the students' are access the students will be appropriately scheduled in the intervention on a rotation basis for personalized learning.	Complete 06/15/2020	Ashley Ewkem-Thorpe	06/15/2020
	Notes:			
8/30/17	Restorative Practices using Community circles in the classroom and staff members to improve student achievement	Complete 06/18/2020	Tangela Hall	06/18/2020
	Notes:			

10/12/20	Unit pre-tests and post-tests results are reviewed by the Instructional Teams to make decisions about curriculum and instructional plans and to flag students in need of intervention or enrichment.	Complete 10/06/2021	ILT Team	10/06/2021
<p><i>Notes:</i> 10/06/21- E&I has started and data should be used to identify groups. NWEA data should be analyzed and could be used to identify groups.</p> <p>09/01/21- Goal was to have a spreadsheet that also calculates the predictions for EOGs</p> <p>06/02/21- Next year the schedule will have an Enrichment & Intervention block, which will follow homeroom. This will provide MTSS implementation. Teachers will use pre test and post test to select students to come to Intervention every two weeks based on the students ability to master the standard. Math and Reading will be prioritized in the case of a tie for 6th and 7th grade. Science is incorporated for 8th grade. This will also increase the amount of student data accountability. Students who do not need interventions will have the opportunity to sign up for enrichment that teachers are offering.</p> <p>02/02/21- ILT meeting postponed update will given in March.</p> <p>Funded through IPG, Title I, and Restart.</p>				
11/1/21	Teachers will hold student conferences to discuss class and district assessment results.	Complete 02/22/2022	ILT	02/01/2022
<p><i>Notes:</i> Students will take the 2nd benchmark in December 21 and January 2022</p> <p>Teachers held parent/teacher conferences 2/21-2/22</p>				
11/7/22	Instructional Leadership Team will analyze school-wide trends for each subgroup in comparison to their projections.		Knick Dixon	05/30/2023
<i>Notes:</i> After Winter and Spring NWEA administrations				
10/25/22	Used Restart and Title I flexibility to support a lead teacher that facilitates instructional PD aligned to our project-based learning objectives.		Karen Martin-Jones	06/30/2023
<i>Notes:</i>				
11/7/22	Assistant principals and MCLs will dedicate time during mandated workdays to engage in data dives.		Dr. Sharon Lassiter	06/30/2023
<i>Notes:</i>				

11/7/22	MCLs will collaborate with curriculum coaches (ARC and Open Up) to identify student achievement trends in relation to curriculum implementation.		Garrick McCollum	06/30/2023
<i>Notes:</i>				
Implementation:		03/21/2022		
Evidence	<p>6/19/2017</p> <p>The students used Carnegie Math data to drive instruction during the time frame it was used. All Math I students were proficient on the Math I End of Course Test. The teacher networked with the district level Math Curriculum and math colleagues at another school. ERG Guided Math representative, administrators and professional learning observations were conducted in order to provide instructional feedback on best practices and offered strategies for success.</p>			
Experience	<p>6/19/2017</p> <p>The teachers reported that using the program was time consuming. The students knew the mathematical process but experienced difficulty navigating through the system because Carnegie had a specific way the math problems needed to be entered into the system. The teacher collaborated with another colleague at another school in the district.</p>			
Sustainability	<p>6/19/2017</p> <p>In order to sustain the teacher's efforts more professional development would need to be provided for the teacher in order to sustain her efforts for using Carnegie Math.</p>			

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
Initial Assessment:			The Hairston MS will implement a recruiting incentive program to meet the needs and compete with other schools in the district for hiring and retaining highly qualified teachers. Opportunity Culture will be implemented for retaining the best teachers and improve student achievement.	Limited Development 09/06/2016		
			Priority Score: 3 Opportunity Score: 1 Index Score: 3			
How it will look when fully met:			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 Hairston has implemented an incentive stipend for all classroom teachers hired to teach at our school. Additionally, we have implemented Opportunity Culture to retain and recruit high value added data teachers to serve in various instructional capacities.	Objective Met 03/21/22	Knick Dixon	06/01/2025
Actions						
	9/12/18	Develop sustainable options for implementing Opportunity Culture incentive pay for classroom teachers.		Complete 06/18/2020	Lee Williams	06/15/2020
Notes:						
	8/29/17	Offer school based incentives to new hires		Complete 06/18/2020	Lee Williams	06/18/2020
Notes: Human Resource offers \$3,000 signing bonus for new teachers.						
	8/29/17	Attend career fairs for recruiting and hiring.		Complete 06/18/2020	Courtney Blake-Smith	06/21/2020
Notes:						

10/12/20	Develop a form for Beginning Teachers (BT) with 3 or less years of experience, Teachers with 4 or more years of experience, Student Support Staff, and Classified Staff of the Month nominations. A nominee from each category will be selected for the perspective areas for the month based on an experience/impact made during the month. Selected individuals will receive a gift card.	Complete 10/06/2021	Administrative Team	10/06/2021
<p><i>Notes:</i> 10/06/21- Life changers form needs to be updated to reflect the current staff</p> <p>09/01/21- Life Changers awards will resume in October 2021. We gave incentives for new teacher incentives. Monthly celebrations of staff birthdays.</p> <p>06/02/21- This will be revisited in September. There will be a new action step added to support celebration through the badge system, so that there is celebration from the community and allowing opportunities for staff to recognize who to collaborate with and get support from.</p> <p>05/05/21- April/May life changers: Vote coming soon</p> <p>04/07/21- Mr. Zacchaeus Wilson 7th Grade ELA teacher was selected as the HMS Rookie Teacher of the Year. March Life Changers: BT = Alana Hughes, Licensed = Dr. Karen Martin-Jones, Student Services = Courtney Shepherd, Classified = Marcus Tongue</p> <p>03/03/21- Ms. Sheree Robinson 7th Grade Math teacher was selected for HMS Teacher of the Year. March Life Changers have not yet been selected.</p> <p>02/02/21- January Life Changers: BT = Demetrius Evans, Licensed = Paris Pratt, Student Services = Michael Terry, Classified = Kydada Pickens</p> <p>01/05/21- December Life Changers: BT = LeShari Clemons, Licensed = Sheree Robinson, Student Services = Iman Cook & Tracey Meekins, Classified = Diethea Williams</p> <p>Funded through Title I and Restart.</p>				
11/1/21	Develop creative strategies to fill vacancies and support staff.	Complete 12/03/2021	Lee Williams	12/03/2021

Notes: Funded by CSI, Restart and Title I funds.

Implementation:		03/21/2022		
Evidence	12/13/2021 There are currently no vacancies			
Experience	12/13/2021			
Sustainability	12/13/2021			

Core Function:	Dimension D - Planning and Operational Effectiveness
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Effective Practice:	Resource Allocation
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		D1.02	The LEA has aligned resource allocation (money, time, human resources) within each school's instructional priorities.(5171)	Implementation Status	Assigned To	Target Date
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Initial Assessment:			We are in phase 1 of codifying what culturally responsive instruction looks like in all grades and content areas in our school.	No Development 10/25/2022		
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How it will look when fully met:			All teachers will be trained in Culturally Responsive Instruction best practices. All teachers will implement the big 5 aspects of CRI.		Knick Dixon	06/30/2024
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Actions		0 of 2 (0%)		
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10/31/22	Use IPG funds to fund advanced technology, such as additional interactive smart board and virtual reality headsets to support our school-wide multi-media and project based learning emphasis.		Garrick McCollum	06/30/2023
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Notes: Purchased a class set of VR headsets.

10/25/22	22-23 Title I funds will support professional development centered around culturally responsive instruction.		Knick Dixon	06/30/2024
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Notes: The PD will be structured based on Dr. G. Muhammad's principles in her Culturally Responsive Teaching and the Brain.

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>			In 2021, our school will provide families with additional online curriculum materials and resources that will support student learning at home and school related events such as Curriculum Night and Title I. We will create opportunities for parents to come in or meet virtually to learn about strategies that will help their students succeed and increase their achievement levels. We will also give parents the opportunity to hear from their students what other resources they may need in order to be successful.	Limited Development 09/06/2016		
<i>How it will look when fully met:</i>			Once fully implemented, The Hairston parent community will consider the school as a reliable resources for not only educational needs for their students but also assistance with personal needs for the family.		Michael Smith	06/30/2023
Actions				15 of 21 (71%)		
	8/29/17	Parent Academy Night hosted by Hairston Middle School		Complete 06/12/2020	Kimberly Simmons	06/15/2020
<i>Notes:</i>						
	8/29/17	Open computer lab for parent usage.		Complete 06/12/2020	Kimberly Simmons	06/15/2020
<i>Notes:</i>						
	8/29/17	Connect parents with resources provided by GCS and Hairston Middle Parent Academy.		Complete 06/12/2020	Courtney Blake-Smith	06/15/2020
<i>Notes:</i>						
	10/1/19	Create Parent University with community partnerships to inform parents of next steps for their students		Complete 06/12/2020	Courtney Blake-Smith	06/15/2020
<i>Notes:</i>						
	10/30/20	Design and distribute a Covid re-entry packet for parents and the community members to explain the protocols and expectations for students when we return for face to face instruction.		Complete 10/28/2020	Carrington Davis	10/28/2020
<i>Notes:</i> Morgan-Pegues Hughes Robinson Communications sub-committee						
	11/18/20	Book Pick up event for students to receive their Open Up Math books, LearnEd Science booklets, and STEMscopes book (8th grade).		Complete 11/17/2020	ILT Team	11/12/2020

<i>Notes:</i> Funded by Title I and CSI.				
11/18/20	Create an opportunity to celebrate students who have consistently logged into live instruction during the Covid-19 remote learning time.	Complete 11/17/2020	Lee Williams	11/12/2020
<i>Notes:</i> Pizza provided was funded by Community Donations from the Greensboro (NC) Chapter Kappa Alpha Psi Fraternity, Incorporated.				
11/19/20	Book Pick up event for students to receive their Open Up Math books, LearnEd Science booklets, and STEMscopes book (8th grade).	Complete 09/01/2021	Lesharner Smith	09/01/2021
<i>Notes:</i> 09/01/21- We have completed this step. 05/05/21- Teachers are preparing materials to giveaway for prep for EOGs. 03/03/21- Computer pick up along with books was done the week of February 1-5, 2021. 11/18/2020- Admin discussed that thanks to the Connect Ed messages and the posts of the school website that parents began picking up books on 11/16/20 and still coming to the school to pick up books.				
11/19/20	Parents will be contacted by teachers, administration and support staff to discuss attendance, work completion, current grade, and process for completing missing work.	Complete 10/06/2021	Lesharner Smith	10/06/2021

Notes: 10/06/21- Action step was updated to reflect appropriate language which stated Parents and students will be contacted weekly during remote learning on Fridays to discuss work completion, current grade, process for completing missing work, live instruction activity, and WIN time previously.

09/01/21- We will continue with a school wide parent contact log and we will update the language of this action step later.

06/02/21- This will be supported through E&I next year. Parent professional development for next year.

05/05/21- 1. Student Support Services and Admin have been making phone calls and doing home visits.

04/07/21- Student Support Services + Admin + EL district staff made 210 calls when the directive was for EL, EC, and 504 students to return 5 days

03/03/21- Staff is continuing to use the school-wide contact log to document their phone calls and to encourage students to come to school for face-to-face instruction if they have not shown up yet.

11/18/20- The Administrative team discussed that teachers need to remain in contact with parents and students. The administrative team will contact the highest flying students that teachers have already attempted to contact without success.

Funded by Title I

11/1/21	Conduct 1st Quarter Parent-Teacher Conferences.	Complete 02/21/2022	Lee Williams	12/02/2021
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Notes: Funded by Title I

Parent conferences were held on both the 21st and 22nd of February. Teacher's logged contacts. Head principal made contact and met with families whose students were at risk for failing their respective grades.

11/1/21	Co-host Title I Drive Thru Literacy Night with Halloween theme (Trunk or Treat) in collaboration with Falkner ES.	Complete 10/20/2021	Karen Martin-Jones	12/02/2021
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Notes: Event was hosted 10/20/21

Funded by Title I

11/1/21	Conduct Title I presentation to inform parents of Title I requirements, IPG, and IB.	Complete 10/21/2021	Lee Williams	12/02/2021
	<p><i>Notes:</i> Presentation was provided via QR code handout and placed on school website</p> <p>Funded by Title I</p>			
11/1/21	We host a movie on the lawn for Hispanic Heritage celebration.	Complete 02/18/2022	Lee Williams	02/10/2022
	<p><i>Notes:</i> Funded by Title I</p> <p>Complete date is 2/18. Due to inclement weather, movie night was moved to February and we celebrated Black History Month.</p>			
11/1/21	We will host a community event celebrating the 20 year anniversary of Otis L. Hairston Middle School. 20th Year Anniversary: Celebration of a new re-designed IPG multimedia center	Complete 04/14/2022	Lee Williams	04/14/2022
	<p><i>Notes:</i> Funded by Title I</p> <p>New target date assigned. Action is aligned to a relevant event that includes the community of Hairston Middle.</p> <p>4/20 Community celebration was held on the night of April 14th to celebrate 20 years of excellence and innovation at Hairston Middle School. The new IPG lab was unveiled and the students at Hairston showcased different sections which allowed interaction between Hairston Middle School staff and students and community members and families.</p>			
10/25/22	Use 2022-23 Title I funds to support a Title I Curriculum Night to inform parents about our Project based learning emphasis, IB, and how we plan to use Title I funds.	Complete 11/21/2022	Knick Dixon	11/30/2022
	<i>Notes:</i> Use 22-23 Funds to support curriculum night: involved Paint-N-Take, Kona Ice, Latin food truck, community resources.			
10/12/20	Hairston Middle School will host monthly parent engagement events (when possible face to face, otherwise virtually).		Lesharner Smith	06/09/2023

Notes: 10/06/21- Trunk or Treat Title I night on October 20th

09/01/21- Due to Covid the carnival will be postponed and parent events will be virtual. We will continue with the candy give away with Falkner ES.

05/05/21- The HMS Day of Service went well. We have so many clothes left that we will likely do another date of a clothing giveaway.

The 8th grade promotional ceremony will be on Wednesday, June 2, 2021 from 5:30-7:30pm.

04/07/21- 1. Mr. Williams is hosting Coffee with the Principal the 2nd Thursday of each month at 8am and Dessert with the Principal the 3rd Thursday of each month at 6pm.

HMS Block Party for Students 5:30-7:30pm

03/03/21- Parents have attended the re-entry meetings to discuss expectations and ask questions.

Funded through Title I

Curriculum Night 11/22/22

10/26/21 Hairston Middle School will host monthly parent engagement events (when possible face to face, otherwise virtually).

Lesharner Smith

06/09/2023

Notes: Funded by Title I

Date extended at 2/28/2022 meeting.

Date reconsidered at 10/21/22 meeting.

10/26/21 Parents will be contacted by teachers, administration and support staff to discuss attendance, work completion, current grade, and process for completing missing work.

Michael Smith

06/09/2023

Notes: This is an ongoing task, that will continue until the completion of the school year

11/1/21 Design a space to create stakeholder conversations with students, parents, teachers, community, and administration through Social Justice Fridays.

Garrick McCollum

06/30/2023

Notes: Funded by Title I

Target date changed to provide sufficient time to change locations and spaces to conduct conferences and meetings with parents and families. The location will be better suited for all stakeholders in the conversation. CSI money will be used to make these changes.

10/25/22 Title I funds will support a fully furnished parent resource room.

Michael Smith

06/30/2023

Notes:

10/31/22 Use IPG funds to support collaboration and professional development among IPG coaches and principals.

Karen Martin-Jones

06/30/2023

Notes: Interim IPG coach and principal will attend the IPG Fall Convening,