

**Comprehensive Needs Assessment 2019-2020 School Report**

**School Name: Pinetta Elementary School**

**Madison County School Board**

Shirley Joseph, Superintendent

* IDEA- Special Education
* School and District Effectiveness
* Title I, Part A-Improving the Academic Achievement of the Disadvantaged
* Title I, Part A - Foster Care Program
* [Title I,](mailto:askdoe@gadoe.org) Part A - Parent Engagement Program
* Title I, Part C - Education of Migratory Children
* Title I, Part D- Programs for Neglected or Delinquent Children
* Title II, Part A- Preparing, Training, and Recruiting High-Quality Teachers, Principals, and Other School Leaders
* Title III- Language Instruction for English Learners and Immigrant Students
* Title IV, Part A- Student Support and Academic Enrichment
* Title IV, Part B - 21st Century Community Learning Centers
* Title V, Part B - Rural Education Initiative
* Title IX, Part A - McKinney-Vento Education for Homeless Children and Youth Program
* Planning and Preparation
* Coherent Instructional System
* Effective Leadership
* Professional Capacity
* Family and Community Engagement
* Supportive Learning Environment
* Problem Solving Process and Selecting Interventions
* Improvement Planning – Systems and Processes
* Planning - Budgeting
* Submitting the Comprehensive LEA Improvement Plan (CLIP)



* Identifying Need- Root Causes, Drawing Conclusions, and Prioritizing



# School Name:

Comprehensive Needs Assessment

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| ***Team Lead*** | |
| *Name* | Amy Kendrick |
| *Title* | Principal |
| *Email* | amy.kendrick@mcsbfl.us |
| *Phone* | 850-973-5028 |

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| ***Submission Log*** | |
| *Initial Submission* | 5/22/2019 |
| *Resubmission* | 8/6/2019 |
| *Resubmission* | 10/22/2019 |



# FLORIDA’S SYSTEMS OF CONTINUOUS IMPROVEMENT



### Systems to Improve (What to Improve)

**Coherent Instructional System:** The major system of the complex school organization that articulates and guides the “what” and “how” of instruction. This comprehensive system includes the processes related to:

* *Planning for quality instruction -* The structure of the instructional system in which the school defines what students should “know” and “do”, and determine how their students will show they “know” the content and can “do” a skill or performance task
* *Delivering quality instruction –* The structure of the instructional system that guides teachers in how they introduce content, practice its use along with the students, and then allow students to use the content on their own while providing students regular standards-based feedback to gain mastery of the content
* *Monitoring student progress-* The structure of the instructional system that methodically discovers if the students are getting the content, and what to do about it when they are getting it or are not getting it
* *Refining the instructional system -* The structure of the instructional system that examines how to improve the planning for quality instruction, delivering quality instruction, and monitoring student progress



**Effective Leadership:** A major system of the complex school organization that sets the direction for the district, ensures that the district staff and the school leaders are capable of meeting that direction, and makes sure the organization functions according to its mission. This system includes the processes related to:

* *Creating and maintaining a climate and culture conducive to learning*- the structure of the leadership system that ensures that the school allows both adults and children to put learning at the center of their daily activities
* *Cultivating and distributing leadership* - the structure of the leadership system that develops others to accomplish the group’s purpose and encourages the development of leadership across the organization
* *Ensuring high quality instruction in all classrooms* - the structure of the leadership system that reduces the variability in the quality of instruction across all schools and all classrooms
* *Managing the district and its resources* - the structure of the leadership system that ensures leaders effectively use all the resources at hand so that the district functions according to its mission
* *Driving improvement efforts* - the structure of the leadership systems that methodically, intentionally, and effectively improves the school’s major systems, structures, and processes

**Professional Capacity:** A major system of the complex district organization that develops a quality staff to reduce the variance of quality in instruction throughout the school. This system includes the processes related to:

* *Attracting staff* - the structure of the professional capacity system that is intentional in locating the teachers and leaders that are the best fit for the district and its schools to achieve its mission
* *Developing staff* –the structure of the professional capacity system that ensures the increasing quality of school staff’s knowledge and skills
* *Retaining staff* - the structure of the professional capacity system that ensures the quality staff is working in the context/ position that is most beneficial to student achievement
* *Ensuring staff collaboration* - the structure of the professional capacity system that reinforces the effective practice of constant collaboration to improve instructional quality in all school sand in all classrooms

**Family and Community Engagement:** A major system of the complex school organization that develops quality links between school professionals and the parents and community the school is intended to serve. This system includes the processes related to:

* *Welcoming all families and the community* – The structure of the family and community engagement system that ensures families and the community are active participants in the life of the schools within the school, and feel welcomed, valued, and connected to each other, to school staff, and to what students are learning and doing in the schools within the school
* *Communicating effectively with all families and the community* - The structure of the family and community engagement system that ensures families/the community and school staff engage in regular, two-way, meaningful communication about student learning
* *Supporting student success* - the structure of the family and community engagement system that ensures families, communities, school staff, and as appropriate district staff, continuously collaborate to support students’ learning and healthy development both at home and at school, and have regular opportunities to strengthen their knowledge and skills to do so effectively
* *Empowering families*- the structure of the family and community engagement system that ensures families are empowered to be advocates for their own and other children, to ensure that students are treated fairly and have access to learning opportunities that will support their success
* *Sharing leadership with families and the community* - the structure of the family and community engagement system that ensures families/the community and school staff are equal partners in decisions that affect children and families and together inform, influence, and create policies, practices, and programs
* *Collaborating with the community* - the structure of the family and community engagement system that ensures families and school staff collaborate with community members to connect students, families, and staff to expanded learning opportunities, community services, and civic participation



**Supportive Learning Environment:** A major system of the complex school organization that ensures students’ school participation and willingness to expend major effort on classroom learning. This system includes the processes related to:

* *Maintaining order and safety* - the structure of the supportive learning environment system that ensures that the basic needs of orderliness and safety are met
* *Developing and monitoring a system of supports* - the structure of the supportive learning environment system that provides comprehensive services to students to meet their unique, whole-child needs
* *Ensuring a student learning community* - the structure of the supportive learning environment system that ensures compliance with positive and healthy behavioral and academic norms

***Process to Improve (How to Improve)***

**Step 1: Identify Needs:** Consult many sources to determine what in the district needs improvement.

* Plan and prepare for the process
* Collect and analyze data
* Identify needs and conduct a root cause analysis

**Step 2: Select Interventions:** Research many sources to determine the solutions that have a good chance of meeting the identified district needs.

* Consider all the evidence for needed improvements
* Research possible interventions
* Determine if staff has the capacity to implement possible interventions

***Step 3: Plan Implementation:*** Develop a team and plan to implement the solutions that are most promising and can be carried out at the school.

* Identify roles and responsibilities of those implementing the intervention
* Develop a team that will deeply understand the intervention and of best ways to implement it
* Develop the implementation timeline
* Identify resources and supports needed for the implementation of the intervention
* Develop a set of information to be reviewed to track the implementation

***Step 4: Implement Plan:*** Carry out the plan to implement the promising solutions, making real-time adjustments where/when needed.

* Collect information to monitor the quality of supports being provided for the intervention
* Consider what additional information is needed to determine if intervention is working
* Assess the degree to which the implementation plan is being followed
* Identify ways to break down any barriers
* Build capacity of others to facilitate the improvement process now and in the future

***Step 5: Examine Progress:*** Determine whether the implementation of the promising solutions is meeting the originally identified needs of the school.

* Determine if the staff can formally study the effects of the intervention to share with others in the field
* Monitor implementation and progress against defined goals
* Define reasonable expectations for success
* Identify and track progress and performance
* Develop a plan for how knowledge about the intervention will be shared with others
* Use the evidence to determine whether the intervention should continue as is, be modified, or be discontinued



**PLANNING and PREPARATION**

# PLANNING and PREPARATION

## IDENTIFICATION of TEAM

The comprehensive needs assessment team consists of people who are responsible for working collaboratively throughout the needs assessment process. Ideal team members possess knowledge of programs, the capacity to plan and implement the needs assessment, and the ability to ensure stakeholder involvement. Documentation of team member involvement must be maintained by the school.

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| ***Position/Role*** | ***Name*** |
| Principal | Amy Kendrick |
| Curriculum Coordinator/RtI | Christi Minor |
| Teacher/RtI | Elizabeth Ensminger |
| Support Teacher | Jennifer Raines |
| Teacher/Technology | Lewis Christmas |
| Community Leader/Parent | Jason Justus |
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## IDENTIFICATION of STAKEHOLDERS

Stakeholders are those individuals with valuable experiences and perspective who will provide the team with important input, feedback, and guidance. Stakeholders must be engaged in the process in order to meet the requirements of participating federal programs. Documentation of stakeholder involvement must be maintained by the school.

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| ***Position/Role*** | ***Included?*** |
| Instructional coaches | √ |
| Counselor | √ |
| Parent liaison | √ |
| Health care providers |  |
| Social workers |  |
| IHE leaders |  |
| Faith-based community leaders | √ |
| Technology experts | √ |
| Media specialists/librarians |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| ***Position/Role*** | ***Included?*** |
| Police | N |
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The team was selected based on their roles in the community. We ensured that we included a parent who is also a faith-based community leader, support staff, administration, teachers, curriculum support.

How did the team ensure that the selection of stakeholders created an inclusive group with varied perspectives?

How will the team ensure that stakeholders are able to provide meaningful feedback throughout the needs assessment process?

The team meets several times throughout the year and all stakeholders are given a voice. The plan also goes to the SAC team and the PTO to get feedback and include any suggestions or changes that may be necessary.



**PLANNING and PREPARATION**

## PROJECT MANAGEMENT

* + 1. ***TIMELINE***

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| --- | --- |
| ***Planning and Preparation*** | |
| *Begin* | March 28, 2019 |
| *Complete* | May 22, 2019 |

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| --- | --- |
| ***Data Collection and Analysis*** | |
| *Begin* |  |
| *Complete* |

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| ***Needs Identification / RCA*** | |
| *Begin* |  |
| *Complete* |

* + 1. ***MANAGINGTHETEAM’SWORK***

The principal will be responsible for organizing and running all meetings. They will be done at various times to ensure that all stakeholders may attend, and they will have round table discussions, as well as deep dives into the data and any concerns or suggestions that were given from the SAC and/or PTO committees.

Who will be responsible for organizing and running meetings? How will the meetings be organized and run?

How frequently will the team meet? When will the team meet?

How will the team organize and coordinate the work that occurs between meetings?

The team will meet twice a year. They will meet in the spring and again in the winter after mid-term testing has occurred to look at the data and decide if changes need to be made.

The team will split up the work evenly and do so by willing volunteers. The team does not want to give important work to some that may not be able to complete it (such as the parent/community leader). So the work would mostly be split amongst the team members with the principal leading the work to be done.



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* 1. **DATA COLLECTION and ANALYSIS**
  2. **COHERENT INSTRUCTIONAL SYSTEM**

Analyze the school’s data (including sections 2.6 and 2.7) and answer the guiding questions to determine existing trends and patterns that support the identification of instructional needs. Complete a data-informed self-rating for each School Performance Standard (SPS).

***COHERENT INSTRUCTIONAL SYSTEM DATA***

|  |  |  |
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| **SPS- Instruction:** Provides a supportive and well-managed environment conducive to learning | | |
| ***Exemplary*** | A supportive and well-managed environment conducive to learning is evident throughout the school. Students consistently stay on-task and take responsibility for their own actions. |  |
| ***Operational*** | A supportive and well-managed environment conducive to learning is evident in most classrooms. |  |
| ***Emerging*** | A supportive and well-managed environment conducive to learning is evident in some classrooms. |  |
| ***Not Evident*** | A supportive and well-managed environment conducive to learning is evident in few, if any, classrooms. |  |
| ***Data Sources*** | Administrative walk-throughs, common board configurations which includes daily agenda and standards, weekly lesson plans. |  |
| ***Comments (optional)*** |  |  |

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| **SPS - Instruction:** Creates an academically challenging learning environment | | |
| ***Exemplary*** | Nearly all teachers create an academically challenging, learning environment (e.g., higher-order thinking skills and processes, active student engagement, relevance, collaboration). Students consistently work independently and in teams to solve real-world problems that require advanced  effort, decision-making, and critical and creative thinking. |  |
| ***Operational*** | Most teachers create an academically challenging, learning environment (e.g., higher-order thinking skills and processes, active student engagement, relevance, collaboration). |  |
| ***Emerging*** | Some teachers create an academically challenging learning environment. |  |
| ***Not Evident*** | Few, if any, teachers create an academically challenging learning environment. |  |
| ***Data Sources*** | Administrative walk-throughs, common board configurations which includes daily agenda and standards, weekly lesson plans |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

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| **SPS - Instruction:** Establishes and communicates clear learning targets and success criteria aligned to curriculum standards | | |
| ***Exemplary*** | Nearly all teachers establish and communicate clear learning targets and success criteria aligned to the required curriculum standards. Learning targets are evident throughout the lesson and in student work. Articulation of the learning targets is consistent and pervasive among like content areas and grade levels. |  |
| ***Operational*** | Most teachers establish and communicate clear learning targets and success criteria aligned to the required curriculum standards. Learning targets are evident throughout the lesson and in student  work. |  |
| ***Emerging*** | Some teachers establish and communicate clear learning targets and success criteria aligned to the required curriculum standards. |  |
| ***Not Evident*** | Few, if any teachers establish clear learning targets and success criteria aligned to the required curriculum standards. |  |
| ***Data Sources*** | Administrative walk-throughs, common board configurations which includes daily agenda and standards, weekly lesson plans |  |
| ***Comments (optional)*** |  |  |

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| **SPS- Instruction:** Uses research-based instructional practices that positively impact student learning | | |
| ***Exemplary*** | Nearly all teachers pervasively demonstrate a repertoire of highly effective, research-based instructional practices that positively impact student learning (e.g., providing feedback, cooperative learning, advance organizers, questioning techniques, similarities and differences,  reinforcing effort, goal setting, summarizers, graphic representations, reciprocal teaching). |  |
| ***Operational*** | Most teachers demonstrate a repertoire of effective, research-based instructional practices that positively impact student learning (e.g., providing feedback, cooperative learning, advance organizers, questioning techniques, similarities and differences, reinforcing effort, goal setting,  summarizers, graphic representations, reciprocal teaching). |  |
| ***Emerging*** | Some teachers demonstrate a repertoire of effective, research-based instructional practices that positively impact student learning. |  |
| ***Not Evident*** | Few, if any, teachers demonstrate a repertoire of effective, research-based instructional practices that positively impact student learning. |  |
| ***Data Sources*** | Teachers attend yearly professional developments that train them in best practices.  Administrative walk-throughs, common board configurations which includes daily agenda and standards, weekly lesson plans | |
| ***Comments (optional)*** |  | |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| **SPS - Instruction:** Differentiates instruction to meet specific learning needs of students | | |
| ***Exemplary*** | Nearly all teachers differentiate instruction (e.g., using flexible grouping, making adjustments, providing choices based upon readiness levels, interests, or needs) to meet the specific learning needs of students. Nearly all teachers plan and implement multiple means of representation, engagement, action, and expression to meet the learning needs of students (UDL). Remediation, enrichment, and acceleration are pervasive practices. |  |
| ***Operational*** | Most teachers differentiate instruction (e.g., using flexible grouping, making adjustments, providing choices based upon readiness levels, interests, or needs) to meet the specific learning needs of students. Most teachers plan and implement multiple means of representation, engagement, action, and expression to meet the learning needs of students (UDL). |  |
| ***Emerging*** | Some teachers differentiate instruction to meet the specific learning needs of students. |  |
| ***Not Evident*** | Few, if any, teachers differentiate instruction to meet the specific learning needs of students. |  |
| ***Data Sources*** | Teachers will implement “Team” time, which is a time that all paraprofessionals “flood” the classroom per grade level to remediate skills. This is a 45-minute set aside time build into the schedule for each grade level. Teachers use data from quarterly iReady progress monitoring scores to determine groups. | |
| ***Comments (optional)*** |  | |

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| **SPS - Instruction:** Uses appropriate, current technology to enhance learning | | |
| ***Exemplary*** | The use by staff members and students of appropriate, current technology to enhance learning is an institutional practice (e.g., facilitate communication, collaboration, research, design, creativity,  problem-solving). |  |
| ***Operational*** | Most staff members and students use appropriate, current technology to enhance learning (e.g., facilitate communication, collaboration, research, design, creativity, problem-solving). |  |
| ***Emerging*** | Some staff members, students, or both use appropriate, current technology to enhance learning. |  |
| ***Not Evident*** | Few, if any, staff members or students use appropriate, current technology to enhance learning. |  |
| ***Data Sources*** | Administrative walk-throughs, lesson plans |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

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| **SPS - Instruction:** Provides feedback to students on their performance on the standards or learning targets | | |
| ***Exemplary*** | Nearly all teachers use the language of the standards or learning targets to provide students with specific, timely, descriptive feedback on their performance. Nearly all teachers systematically elicit diagnostic information from individual students regarding their understanding of the standards or learning targets. |  |
| ***Operational*** | Most teachers use the language of the standards or learning targets to provide students with specific, timely, descriptive feedback on their performance. |  |
| ***Emerging*** | Some teachers use the language of the standards or learning targets to provide students with specific, descriptive feedback on their performance. |  |
| ***Not Evident*** | Few, if any, teachers use the language of the standards or learning targets to provide students with feedback on their performance, or the feedback that is provided is not specific, timely, or understandable. |  |
| ***Data Sources*** | Most all teachers implement the use of exit tickets after all lessons to get a quick feel of who mastered the standard and who didn’t. |  |
| ***Comments (optional)*** |  |  |

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| **SPS- Instruction:** Establishes a learning environment that empowers students to actively monitor their own progress | | |
| ***Exemplary*** | Nearly all students use tools (e.g., rubrics, checklists, exemplars) to actively monitor their own progress. Nearly all students develop a sense of personal responsibility and accountability by  engaging in record keeping, self-monitoring, sharing, exhibiting, and self-reflection. |  |
| ***Operational*** | Most students use tools (e.g., rubrics, checklists, exemplars) to actively monitor their own progress. |  |
| ***Emerging*** | Some students use tools to actively monitor their own progress. |  |
| ***Not Evident*** | Few, if any, students use tools to actively monitor their own progress. |  |
| ***Data Sources*** | Teachers project student graphs on boards to keep them informed of their progress in AR and iReady. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| **SPS - Instruction:** Provides timely, systematic, data-driven interventions | | |
| ***Exemplary*** | Nearly all students are provided timely, systematic, data-driven interventions to support their learning needs. Interventions are designed to meet the needs of each student. The effectiveness of those interventions is consistently monitored and adjustments are made. |  |
| ***Operational*** | Most students are provided timely, systematic, data-driven interventions to support their learning needs. |  |
| ***Emerging*** | Some students are provided extra assistance or needed support in a timely manner. |  |
| ***Not Evident*** | Few, if any, students are provided extra assistance or effective support in a timely manner. |  |
| ***Data Sources*** | Teachers will implement “Team” time, which is a time that all paraprofessionals “flood” the classroom per grade level to remediate skills. This is a 45-minute set aside time build into the schedule for each grade level. Teachers use data from quarterly iReady progress monitoring scores to determine groups. |  |
| ***Comments (optional)*** |  |  |

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| **SPS- Curriculum:** Uses systematic, collaborative planning processes so that teachers can have a shared understanding of expectations for standards, curriculum, assessment, and instruction | | |
| ***Exemplary*** | A systematic, collaborative process is used proactively for curriculum planning. Nearly all teachers or groups of teachers, support staff, and leaders within the school have common expectations for standards, curriculum, assessment, and instruction. |  |
| ***Operational*** | A systematic, collaborative process is used regularly for curriculum planning. Most teachers or groups of teachers within the school have common expectations for standards, curriculum,  assessment, and instruction. |  |
| ***Emerging*** | A collaborative process is used occasionally for curriculum planning. Some teachers or groups of teachers within the school have common expectations for standards, curriculum, assessment, and  instruction. |  |
| ***Not Evident*** | A collaborative process is rarely, if ever, used for curriculum planning. Few, if any, teachers or groups of teachers within the school have common expectations for standards, curriculum, assessment, and instruction. |  |
| ***Data Sources*** | Teachers will attend weekly PLC’s to discuss planning, placements, and curriculum needs of students. |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

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| **SPS - Curriculum:** Uses a process to review curriculum documents to ensure alignment to the intent and rigor of the standards and revises as needed | | |
| ***Exemplary*** | A process to review curriculum documents (e.g., curriculum maps, units, pacing guides, assessments, tasks, strategies, lessons) is implemented extensively. Collected data (e.g., performance data, student work, lesson and unit plans, formal and informal observations, learning walks, peer observations, action research) are consistently analyzed, and the curriculum  Documents are revised as needed in nearly all content areas or grade levels. |  |
| ***Operational*** | A process to review curriculum documents (e.g., curriculum maps, units, pacing guides, assessments, tasks, strategies, lessons) is implemented regularly. Collected data (e.g., performance data, student work, lesson and unit plans, formal and informal observations, learning walks, peer observations, action research) are analyzed, and the curriculum documents are revised as needed  in most content areas or grade levels, or both. |  |
| ***Emerging*** | A process to review curriculum documents is implemented occasionally.  Some teachers or groups of teachers within the school review curriculum documents to ensure alignment with the intent and rigor of the standards. |  |
| ***Not Evident*** | A process to review curriculum documents does not exist. Little, if any, review of curriculum documents takes place. |  |
| ***Data Sources*** | Before the district adopts a curriculum, there is a committee assembled. Depending on the subject, as to who is asked to be on the committee. This group of teachers reviews the different choices by looking at standards, rigor, and lessons. | |
| ***Comments (optional)*** |  | |

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| **SPS- Assessment:** Uses a balanced system of assessments including diagnostic, formative, and summative to monitor learning and inform instruction | | |
| ***Exemplary*** | A balanced system of assessments, including diagnostic, formative, and summative assessments, is used pervasively to monitor learning and to inform instruction. A balanced system of assessments includes, but is not limited to, constructed response, writing prompts, performance tasks, and culminating projects. |  |
| ***Operational*** | A balanced system of assessments, including diagnostic, formative, and summative assessments, is used routinely to monitor learning and to inform instruction. |  |
| ***Emerging*** | A system of assessments is used sporadically to monitor learning and to inform instruction. |  |
| ***Not Evident*** | A system of assessments is rarely, if ever, used to monitor learning and to inform instruction. |  |
| ***Data Sources*** | There is a mixture of all types of assessments used at PES. Classroom assessments are used to measure smaller units of learning include chapter test. Quarterly, iReady assessments are given to measure grade level standards to let us know how individual students are coming along throughout the year. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| **SPS - Assessment :** Uses common assessments aligned with the required standards to monitor student progress, inform instruction, and improve teacher practices | | |
| ***Exemplary*** | Teachers consistently use common assessments aligned with the required standards in nearly all content areas, grade levels, or both for diagnostic, summative, and formative purposes. The data from the common assessments are analyzed down to the item level, and the results are used to inform instruction and improve teacher practices. |  |
| ***Operational*** | Teachers use common assessments aligned with the required standards in most content areas to monitor student progress, inform instruction, and improve teacher practices. |  |
| ***Emerging*** | Teachers use some common assessments aligned with the required standards in a few content areas with a limited amount of data analysis to monitor student progress, inform instruction, or improve teacher practices. |  |
| ***Not Evident*** | Teachers use few, if any, common assessments to monitor student progress, inform instruction, or improve teacher practices. |  |
| ***Data Sources*** | iReady progress monitoring assessments are given 3 times a year to measure growth. iReady places a student where they are and then instruct them in an effort to move them to grade level work. Teachers’ use this data to review specific skills at Team time (MTSS). iReady provides a toolkit with lessons that address specific skills that need remediating. | |
| ***Comments (optional)*** |  | |

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| **SPS- Assessment:** Implements a process to collaboratively analyze assessment results to adjust instruction | | |
| ***Exemplary*** | Teachers extensively use a systematic, collaborative process to analyze assessment results. Instruction is consistently adjusted based on the analysis of assessment results across all content  areas, grade levels, or both. |  |
| ***Operational*** | Teachers regularly use a collaborative process to analyze assessment results. Instruction is routinely adjusted based on the analysis of assessment results. |  |
| ***Emerging*** | Teachers occasionally use a collaborative process to analyze assessment results. Instruction is sometimes adjusted based on the analysis of assessment results. |  |
| ***Not Evident*** | A collaborative process to analyze assessment results does not exist. Instruction is rarely, if ever, adjusted based on the analysis of assessment results. |  |
| ***Data Sources*** | PLC’s (Professional Learning Communities) are held every other week during teacher planning times. At this time, the principal pulls up iReady and reviews time on, percent of lessons passed and overall average. |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

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| **SPS- Assessment :** Implements grading practices that provide an accurate indication of student progress on the required standards | | |
| ***Exemplary*** | The grading practices used by teachers across nearly all content areas, grade levels, or both, consistently provide an accurate indication of student progress on the required standards. |  |
| ***Operational*** | The grading practices used by teachers in most content areas, grade levels, or both provide an accurate indication of student progress on the required standards. |  |
| ***Emerging*** | The grading practices used by teachers in some content areas, grade levels, or both provide an accurate indication of student progress on the required standards. |  |
| ***Not Evident*** | The grading practices used by teachers rarely, if ever, provide an accurate indication of student progress on the required standards. |  |
| ***Data Sources*** | Standards must be passed with 75% accuracy to considered mastered, therefore, grading is uniformed across grade levels. | |
| ***Comments (optional)*** |  | |

|  |  |
| --- | --- |
| **Teacher Keys Effectiveness System** |  |
| ***Standard*** | ***Score*** |
| **2. Instructional Planning:** The teacher plans using state and local school district curricula and standards, effective strategies, resources, and data to address the differentiated needs of all students. | E |
| **3. Instructional Strategies:** The teacher promotes student learning by using research-based instructional strategies relevant to the content area to engage students in active learning and to facilitate the students’  acquisition of key knowledge and skills. | E |
| **4. Differentiated Instruction:** The teacher challenges and supports each student’s learning by providing appropriate content and developing skills which address individual learning differences. | O |
| **5. Assessment Strategies:** The teacher systematically chooses a variety of diagnostic, formative, and summative assessment strategies and instruments that are valid and appropriate for the content and student  population. | E |
| **6.AssessmentUses:** The teacher systematically gathers, analyzes, and uses relevant data to measure student progress, to inform instructional content and delivery methods, and to provide timely and constructive  feedback to both students and parents. | E |
| **8. Academically Challenging Environment:** The teacher creates a student-centered, academic environment in which teaching and learning occur at high  levels and students are self-directed learners. | O |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |
| --- | --- |
| ***Additional data:*** What additional facts did the team identify that relate to a coherent instructional system? (Maybe informed by quantitative or qualitative sources.) | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***COHERENT INSTRUCTIONAL SYSTEM GUIDING QUESTIONS***

|  |  |
| --- | --- |
| ***Planning for quality instruction:*** What processes are in place to plan for quality instruction? Include processes to define both what students should “know” and “do”, as well as determine how students will demonstrate they “know” the content and can “do” a skill or performance task. Describe the effectiveness of the existing processes. | Teachers plan together using the standards as well as the pacing guides that the curriculum coordinator gives to each grade level/subject area. Teachers then work together to plan from assessment to day 1 learning to ensure that students have the skills to proficiently pass the summative assessment. Remediation is built into the lessons for students that are struggling and team time is used each day to also work on remediation. |
| What data sources were utilized to make the above determinations? | PLC meeting observations, walk-throughs, lesson plans |

|  |  |
| --- | --- |
| ***Delivering quality instruction:*** What processes are in place to provide guidance to teachers in the delivery of quality instruction? Describe the effectiveness of existing processes. | Admin regularly walk through classrooms and provide feedback to teachers on what is working and what is not working. If there is a teacher struggling there are supports put into place for that teacher. |
| What data sources were utilized to make the above determinations? | Walk-throughs, district policy. |



**DATA COLLECTION and ANALYSIS**

|  |  |
| --- | --- |
| ***Monitoring student progress:*** What processes are in place to monitor student progress? Describe the effectiveness of existing processes. | There are 4 week grades for parents as well as report cards that are sent home each 9-week period. For teachers there is the iReady testing, common assessments, classroom work, overall grades and RTI data for students that have MTSS supports. |
| What data sources were utilized to make the above determinations? | MTSS/RTI data, school policy |

|  |  |
| --- | --- |
| ***Refining the instructional system:*** What processes are in place to monitor and improve the planning for and delivery of quality instruction and  the monitoring of student progress? Describe the effectiveness of existing processes. | Admin and teachers monitor student data. PLC teams work on planning with student data at hand to help them build in what students are needing and enriching areas where they are already succeeding. |
| What data sources were utilized to make the above determinations? | Lesson plans, observations, PLC observations |

* + 1. ***COHERENT INSTRUCTIONAL SYSTEM TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the coherent instructional system trends and patterns observe d by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* 1. **EFFECTIVE LEADERSHIP**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of leadership needs. Complete a data-informed self-rating for each School Performance Standard (SPS).

* + 1. ***EFFECTIVE LEADERSHIP DATA***

|  |  |  |
| --- | --- | --- |
| **SPS - Leadership:** Builds and sustains relationships to foster the success of students and staff | | |
| ***Exemplary*** | Administrators consistently build and sustain relationships to foster the success of students and staff. The school staff is fully engaged in relationship building through collaboration, internal and external communication, and building trust with staff, students, families, and community stakeholders. |  |
| ***Operational*** | Administrators regularly build and sustain relationships to foster the success of students and staff. |  |
| ***Emerging*** | Administrators sometimes build relationships to foster the success of students and staff. |  |
| ***Not Evident*** | Administrators seldom, if ever, build relationships to foster the success of students and staff. |  |
| ***Data Sources*** | Weekly PLC’s are a time that teachers and admin talk about their needs and their student needs. The teachers will complete a book study on “The Energy Bus” by Ron Gordon, which implies the positive effect of positive attitudes as it relates to your health, production in the work place and relationships. The staff also chooses a night bi-monthly to go out to eat and socialize outside the school setting. |  |
| ***Comments (optional)*** |  |  |

|  |  |  |
| --- | --- | --- |
| **SPS- Leadership:** Initiates and manages change to improve staff performance and student learning | | |
| ***Exemplary*** | Administrators, the school leadership team, and other teacher leaders initiate and sustain change to improve staff performance and student learning. Administrators, the school leadership team, and other teacher leaders create a sense of urgency for change and effectively communicate a  common vision. |  |
| ***Operational*** | Administrators and the school leadership team initiate and sustain change to improve staff performance and student learning. The principal provides an appropriate balance of pressure and support to manage the change process for desired results. |  |
| ***Emerging*** | Administrators initiate change to improve staff performance and student learning but do not sustain the change, remove barriers, or both. |  |
| ***Not Evident*** | Administrators initiate few, if any, changes that impact staff performance and student learning. |  |
| ***Data Sources*** | The faculty and staff recognize that the needs of the school may change from year to year. Because of this, at the beginning of every year, the principal and teachers create their vision and mission for the school. |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

|  |  |  |
| --- | --- | --- |
| **SPS- Leadership:** Uses systems to ensure effective implementation of curriculum, assessment, instruction, and professional learning practices | | |
| ***Exemplary*** | The principal and other school leaders continually use systems to ensure effective implementation of curriculum, assessment, instruction, and professional learning practices. The principal and other school leaders have a comprehensive knowledge and understanding of the best practices for  curriculum, assessment, instruction, and professional learning. |  |
| ***Operational*** | The principal and other school leaders often use systems to ensure effective implementation of curriculum, assessment, instruction, and professional learning practices. |  |
| ***Emerging*** | The principal and other school leaders occasionally use systems to ensure effective implementation of curriculum, assessment, instruction, and professional learning practices. |  |
| ***Not Evident*** | The principal and other school leaders rarely, if ever, use systems to ensure effective implementation of curriculum, assessment, instruction, and professional learning practices. |  |
| ***Data Sources*** | Administration uses Charlotte Danielson’s Framework to Teaching as their guide and measurement to good teaching. Each year, the principal administers several formal and informal observations on every teacher in an effort to assess their ability to teach, and their professional learning needs. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS- Leadership:** Uses processes to systematically analyze data to improve student achievement | | |
| ***Exemplary*** | Extensive, comprehensive processes, including root cause analysis, are used consistently to analyze data (e.g., multiple sources of data: classroom, grade level, departmental, and subgroup, perception  data) to improve student achievement. |  |
| ***Operational*** | Numerous processes are used frequently to analyze data (e.g., multiple sources of data: classroom, grade level, departmental, and subgroup, perception data) to improve student achievement. |  |
| ***Emerging*** | Some processes are in place and used occasionally to analyze data to improve student achievement. |  |
| ***Not Evident*** | Few, if any, processes are in place to analyze data to improve student achievement. |  |
| ***Data Sources*** | PLC’s (Professional Learning Communities) are held every other week during teacher planning times. At this time, the principal pulls up iReady and reviews time on, percent of lessons passed and overall average. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| --- | --- | --- |
| **SPS- Leadership:** Builds leadership capacity through shared decision-making and problem-solving | | |
| ***Exemplary*** | Extensive structures exist for staff to engage in shared decision-making and problem-solving and to build their leadership capacities. Administrators collaborate consistently with staff members to  gather input. |  |
| ***Operational*** | Numerous structures exist for staff to engage in shared decision-making and problem-solving and to build their leadership capacities. |  |
| ***Emerging*** | Some structures exist for staff to engage in shared decision-making, problem-solving, or both. |  |
| ***Not Evident*** | Few, if any, structures exist for staff to engage in shared decision-making or problem-solving. |  |
| ***Data Sources*** | Weekly faculty meetings and bi-weekly PLC’s. |  |
| ***Comments (optional)*** |  |  |

|  |  |  |
| --- | --- | --- |
| **SPS- Leadership:** Establishes and supports a data-driven school leadership team that is focused on student learning | | |
| ***Exemplary*** | A highly effective, proactive, and data-driven school leadership team is focused on student learning. The leadership team addresses nearly all areas of student and staff learning and school leadership, including the development, implementation, and regular monitoring of the school improvement plan. |  |
| ***Operational*** | A data-driven school leadership team is established with stakeholder representation (e.g., core and non-core teachers, certified support staff) and is focused on student learning. The school  leadership team meets regularly and uses norms and protocols to work effectively and efficiently. |  |
| ***Emerging*** | The school leadership team is established and has some stakeholder representation but is focused chiefly on school operations rather than student learning. |  |
| ***Not Evident*** | A school leadership team does not exist or does not have adequate stakeholder representation. |  |
| ***Data Sources*** | PLC’s (Professional Learning Communities) are held every other week during teacher planning times. At this time, the principal pulls up iReady and reviews time on, percent of lessons passed and overall average. | |
| ***Comments (optional)*** |  | |



**DATA COLLECTION and ANALYSIS**

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| **SPS - Leadership :** Monitors and evaluates the performance of teachers and other staff using multiple data sources | | |
| ***Exemplary*** | Monitoring the performance of teachers and other staff through observations, surveys, data, and documentation is consistent and comprehensive, resulting in highly accurate performance evaluations. A comprehensive system is in place to provide teachers and staff with ongoing, accurate, timely, detailed, descriptive feedback related to their performance. Administrators use the evaluation process to identify role models, teacher leaders, or both. |  |
| ***Operational*** | Monitoring the performance of teachers and other staff regularly occurs using data or documentation, generally resulting in accurate performance evaluations. Teachers and staff receive accurate, timely, descriptive feedback related to their performance. |  |
| ***Emerging*** | Monitoring the performance of teachers and other staff is inconsistent, incomplete, or lacks data or documentation, sometimes resulting in inaccurate performance evaluations. Teachers and staff receive some descriptive feedback related to their performance. |  |
| ***Not Evident*** | Monitoring the performance of teachers and other staff rarely occurs or often results in inaccurate performance evaluations. Teachers and staff receive little or no descriptive feedback related to their performance. |  |
| ***Data Sources*** | Administration uses Charlotte Danielson’s Framework to Teaching as their guide and measurement to good teaching. Each year, the principal administers several formal and informal observations on every teacher in an effort to assess their ability to teach, and their professional learning needs. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS - Leadership:** Provides ongoing support to teachers and other staff | | |
| ***Exemplary*** | A comprehensive support system that is timely and targeted to individual needs is provided to teachers and other staff. |  |
| ***Operational*** | Most support provided to teachers and other staff is targeted to individual needs. |  |
| ***Emerging*** | Some support provided to teachers and staff is targeted to individual needs. |  |
| ***Not Evident*** | Support to teachers and staff does not exist or is not targeted to individual needs. |  |
| ***Data Sources*** | Throughout the year the district has scheduled early release days, where students go home early. These days were built into school’s yearly schedule to implement professional learning days for teachers, faculty and staff. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |  |
| --- | --- | --- |
| **SPS - Planning and Organization:** Shares a common vision/mission that defines school culture and guides the continuous improvement process | | |
| ***Exemplary*** | A common vision and mission have been collaboratively developed and communicated to nearly all stakeholders. The culture of the school has been deeply defined over time by the vision and mission, which are updated as needed. The daily work and practices of staff consistently demonstrate a sustained commitment to continuous improvement. |  |
| ***Operational*** | A common vision and mission have been developed through a collaborative process and communicated to most stakeholders. The vision and mission define the culture of the school and guide the continuous improvement process. |  |
| ***Emerging*** | A common vision and mission have been developed by some staff members but have not been effectively communicated so that they guide the continuous improvement process. |  |
| ***Not Evident*** | A common vision and mission have not been developed or updated or have been developed by a few staff members. |  |
| ***Data Sources*** | First faculty meeting of the year, faculty and staff create new vision and mission, or make sure the current one continues to accurate. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS - Planning and Organization:** Uses a data-driven and consensus-oriented process to develop and implement a school improvement plan that is focused on student performance | | |
| ***Exemplary*** | A school improvement plan has been developed using a data-driven and consensus-oriented process with input from nearly all stakeholders. The plan includes appropriate goals and strategies with a strong focus on increasing student performance. This process and plan consistently guide the work of the school staff. |  |
| ***Operational*** | A school improvement plan has been developed using a data-driven and consensus-oriented process with input from most plan stakeholders. The plan includes appropriate goals and strategies with a focus on increasing student performance. |  |
| ***Emerging*** | A school improvement plan has been developed with input from some stakeholders. The school improvement plan is based on incomplete data analysis with limited focus on student performance. |  |
| ***Not Evident*** | An up-to-date, data-driven school improvement plan focused on student performance is not in place. |  |
| ***Data Sources*** | PLC’s (Professional Learning Communities) are held every other week during teacher planning times. At this time, the principal pulls up iReady and reviews time on, percent of lessons passed and overall average. | |
| ***Comments (optional)*** |  | |



**DATA COLLECTION and ANALYSIS**

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| --- | --- | --- |
| **SPS - Planning and Organization:** Monitors implementation of the school improvement plan and makes adjustments, as needed | | |
| ***Exemplary*** | The goals and strategies of the school improvement plan are continually monitored by administrators, the school leadership team, and teacher leaders to evaluate the impact on student performance. Ongoing adjustments are made based on various performance, process, and  perception data. |  |
| ***Operational*** | The goals and strategies of the school improvement plan are regularly monitored by administrators and the school leadership team to evaluate the impact on student performance.  Adjustments are made to the plan, as needed, based on the analysis of data. |  |
| ***Emerging*** | The goals and strategies of the school improvement plan are occasionally monitored by administrators. |  |
| ***Not Evident*** | The goals and strategies of the school improvement plan are rarely, if ever, monitored. |  |
| ***Data Sources*** | PLC’s (Professional Learning Communities) are held every other week during teacher planning times. At this time, the principal pulls up iReady and reviews time on, percent of lessons passed and overall average. |  |
| ***Comments (optional)*** |  |  |

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| --- | --- | --- |
| **SPS - Planning and Organization:** Monitors the use of available resources to support continuous improvement | | |
| ***Exemplary*** | The use of available resources (e.g., personnel, time, facilities, equipment, materials) to support continuous improvement is consistently monitored. School schedules and processes are designed  to make effective use of personnel, time, materials, and equipment. |  |
| ***Operational*** | The use of available resources (e.g., personnel, time, facilities, equipment, materials) to support continuous improvement is frequently monitored. |  |
| ***Emerging*** | The use of available resources to support continuous improvement is inconsistently monitored. |  |
| ***Not Evident*** | The use of available resources to support continuous improvement is rarely, if ever, monitored. |  |
| ***Data Sources*** | PES has a curriculum coordinator that works with the teachers in helping them meet the needs of their students. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |  |
| --- | --- | --- |
| **SPS - Planning and Organization:** Develops, communicates, and implements rules, policies, schedules, and procedures to maximize student learning and staff effectiveness | | |
| ***Exemplary*** | Rules, policies, schedules, and procedures are developed with stakeholder input, effectively communicated, and consistently implemented throughout the school to maximize student learning and staff effectiveness. These rules, policies, schedules, and procedures are consistently reviewed  and revised as needed. |  |
| ***Operational*** | Rules, policies, schedules, and procedures are developed, communicated, and implemented throughout the school to maximize student learning and staff effectiveness. These rules, policies, schedules, and procedures are periodically reviewed and systematically revised as needed. |  |
| ***Emerging*** | Rules, policies, schedules, and procedures are developed but are not effectively communicated or are implemented inconsistently across the school. |  |
| ***Not Evident*** | Rules, policies, or procedures are not developed, are poorly communicated, or are ineffectively implemented. In some cases, rules, policies, schedules, or procedures are out of date or have become barriers to student learning or staff effectiveness. |  |
| ***Data Sources*** | At the beginning of every school year, teachers, faculty and staff help create, or change the student handbook which goes home with every child the first day of school. All rules, policies, schedules and procedures work to incorporate what the county already has in place. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS - Planning and Organization:** Uses protocols to maintain the school campus and equipment providing a safe, clean, and inviting learning environment | | |
| ***Exemplary*** | Protocols (e.g., safety drills, tornado drills, inclement weather plans, current crisis plan, school- wide safety plan, maintenance protocols, facility-use protocols, functional custodial schedules) are used extensively to maintain the school campus and equipment providing a safe, clean, and inviting learning environment. A proactive maintenance process is in place, and repairs are completed in a satisfactory and timely manner, when needed. |  |
| ***Operational*** | Protocols (e.g., safety drills, tornado drills, inclement weather plans, current crisis plan, school- wide safety plan, maintenance protocols, facility-use protocols, functional custodial schedules) are used to maintain the school campus and equipment providing a safe, clean, and inviting learning environment. The school and campus are clean, well-maintained, inviting, and safe. |  |
| ***Emerging*** | Protocols are sometimes used to maintain the school campus and equipment.  The school and campus are partially clean, maintained, and inviting, but some safety issues exist. |  |
| ***Not Evident*** | Protocols do not exist or are rarely, if ever, used to maintain the school campus and equipment. The school and campus are not clean, maintained, or inviting, and safety issues exist. |  |
| ***Data Sources*** | Monthly fire drills, monthly safe school and threat assessment meetings. | |
| ***Comments (optional)*** |  | |



**DATA COLLECTION and ANALYSIS**

|  |  |
| --- | --- |
| **Teacher Keys Effectiveness System** |  |
| ***Standard*** | ***Score*** |
| **9. Professionalism:** The teacher exhibits a commitment to professional ethics and the school’s mission, participates in professional growth opportunities to support student learning, and contributes to the profession. | O |

|  |  |
| --- | --- |
| ***Additional data:*** What additional facts did the team identify that relate to effective leadership? (May be informed by quantitative or qualitative sources.) | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***EFFECTIVE LEADERSHIP GUIDING QUESTIONS***

|  |  |
| --- | --- |
| ***Creating and maintaining a climate and culture conducive to learning:*** What school processes are in place to support and ensure schools allow both adults and children to put learning  at the center of their daily activities?  Describe the effectiveness of existing processes. | PES has a monthly PTO meeting. During this time, current events are discussed. Starting this year, the president has also started to allow an opportunity for parents bring their concerns to the group, as well as, ideas of thing that can make the school better.  Also, quarterly, the school has as Pow-Wow. At this time the school recognizes top AR earners, A and B honor rolls, FSA scores, Attendance and other accolades. |
| What data sources were utilized to make the above determinations? | Attendance at these events. |

|  |  |
| --- | --- |
| ***Cultivating and distributing leadership:*** What processes are in place that support the development of leadership across the organization? Describe the effectiveness of existing processes. | Throughout the year the school has different events. Each teacher team is assigned the planning of a different event. |
| What data sources were utilized to make the above determinations? | The success of the events. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| --- | --- |
| ***Ensuring high quality instruction in all classrooms:*** What processes are in place to reduce the variability in the quality of instruction across all schools and in all classrooms? Describe the effectiveness of existing processes. | Administration uses Charlotte Danielson’s Framework to Teaching as their guide and measurement to good teaching. Each year, the principal administers several formal and informal observations on every teacher in an effort to assess their ability to teach, and their professional learning needs. |
| What data sources were utilized to make the above determinations? | True North Logic and end of the year observations which are turned in at the end of every year to the district HR. |

|  |  |
| --- | --- |
| ***Managing the school and its resources:*** What processes are in place to ensure that leaders use all resources in an effective and efficient manner that  is aligned to the school’s mission? Describe the effectiveness of existing processes. | Teachers have a list of the resources that are offered throughout the school. The school is very small, so if there is a specific need, they send emails out or ask co-workers and the curriculum coordinator. |
| What data sources were utilized to make the above determinations? | Emails and list of resources. |

|  |  |
| --- | --- |
| ***Managing school improvement efforts:*** What processes are in place to support ongoing improvement of the school’s major systems, structures and processes? Describe the effectiveness of existing processes. | There are walkthroughs through teacher classrooms with feedback given, additionally lesson plans are monitored and are to be completed for admin review by Sunday each week. The school is using iReady with the rest of the district to progress monitor as well as local assessments (write score). |
| What data sources were utilized to make the above determinations? | FSA, teacher assessments, student grades, write score reports |



**DATA COLLECTION and ANALYSIS**

|  |  |
| --- | --- |
| ***Providing quality professional learning:*** What professional learning is provided currently for leaders in the areas of instruction and operation?  In what evidence-based professional learning, that would both support continuous education and increase student achievement, have leaders expressed interest? Describe the effectiveness of existing professional learning. | PD is offered through NEFEC and by the district as well as other third party providers that leaders have to either travel to or the district brings in to the leaders. These include FDOE literacy institute, BDLA for administrators/leaders, etc. Leaders are able to go to the curriculum coordinator to schedule the PD necessary for their growth as an educator. |
| What data sources were utilized to make the above determinations? | NEFEC PD offerings, FDOE PD offerings |

|  |  |
| --- | --- |
| ***Providing quality professional learning:*** What are the current identified professional learning needs for leaders? | Leaders are currently working on standardizing scores in evaluations, having hard conversations and data mining.  Principal is also leading a book study on Ron Garden’s The Energy Bus. |
| What data sources were utilized to make the above determinations? | PD offerings that the district identified from the district CAN. PLC’s agenda, the book, The Energy Bus |

* + 1. ***EFFECTIVE LEADERSHIP TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the effective leadership trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | The administrator takes the time to have pre-observations and post observations after she has completed an formal observation on every teacher. It is at this time that the principal has real conversations on things the teachers could do better and those things that each teacher does well.  In an effort to improve every teacher the principal leads a book study. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* 1. **PROFESSIONAL CAPACITY**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of professional capacity needs. Complete a data-informed self-rating for each School Performance Standard (SPS).

* + 1. ***PROFESSIONAL CAPACITY DATA***

|  |  |  |
| --- | --- | --- |
| **SPS- Leadership:** Builds leadership capacity through shared decision-making and problem- solving | | |
| ***Exemplary*** | Extensive structures exist for staff to engage in shared decision-making and problem-solving and to build their leadership capacities. Administrators collaborate consistently with staff members to  gather input. |  |
| ***Operational*** | Numerous structures exist for staff to engage in shared decision-making and problem-solving and to build their leadership capacities. |  |
| ***Emerging*** | Some structures exist for staff to engage in shared decision-making, problem-solving, or both. |  |
| ***Not Evident*** | Few, if any, structures exist for staff to engage in shared decision-making or problem-solving. |  |
| ***Data Sources*** | Two teachers are studying for their masters at PES. These two teachers have been shadowing the administrator. During PLC’s problems are sometime posed for the group to find a solution. |  |
| ***Comments (optional)*** |  |  |

|  |  |  |
| --- | --- | --- |
| **SPS – Professional Learning :** Aligns professional learning with needs identified through analysis of a variety of data | | |
| ***Exemplary*** | Professional learning needs are identified and differentiated through a collaborative analysis process using a variety of data (e.g., student achievement data, examination of student work, process data, teacher and leader effectiveness data, action research data, perception data from students, staff, and families). Ongoing support is provided through differentiated professional learning. |  |
| ***Operational*** | Professional learning needs are identified through a collaborative analysis process using a variety of data (e.g., student achievement data, examination of student work, process data, teacher and leader  effectiveness data, action research data, perception data from students, staff, and families). |  |
| ***Emerging*** | Professional learning needs are identified using limited sources of data. |  |
| ***Not Evident*** | Professional learning needs are identified using little or no data. |  |
| ***Data Sources*** | The districts Evaluation tool allows for the differentiation based on the number of years a teacher has taught. |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

|  |  |  |
| --- | --- | --- |
| **SPS – Professional Learning:** Establishes a culture of collaboration among administrators and staff to enhance individual and collective performance | | |
| ***Exemplary*** | Administrators and staff, as a foundational practice, consistently collaborate to support leadership and personal accountability and to enhance individual and collective performance (e.g., construct knowledge, acquire skills, refine practice, provide feedback). Teachers conduct action research and assume ownership of professional learning processes. |  |
| ***Operational*** | Administrators and staff routinely collaborate to improve individual and collective performance (e.g., construct knowledge, acquire skills, refine practice, provide feedback). |  |
| ***Emerging*** | Administrators and staff sometimes collaborate to improve individual and collective performance. |  |
| ***Not Evident*** | Administrators and staff rarely collaborate to improve individual and collective performance. |  |
| ***Data Sources*** | Teachers are participating in a book study during their weekly PLC’s. |  |
| ***Comments (optional)*** |  |  |

**SPS - Professional Learning:** Defines expectations for implementing professional learning

|  |  |  |
| --- | --- | --- |
| ***Exemplary*** | Administrators, teacher leaders, or both consistently define expectations for the implementation of professional learning, including details regarding the stages of implementation and how monitoring will occur as implementation progresses. |  |
| ***Operational*** | Administrators, teacher leaders, or both regularly define expectations for the implementation of professional learning. |  |
| ***Emerging*** | Administrators, teacher leaders, or both occasionally define expectations for the implementation of professional learning. |  |
| ***Not Evident*** | Administrators, teacher leaders, or both rarely, if ever, define expectations for the implementation of professional learning. |  |
| ***Data Sources*** | District leader Robin Hill stays in constant contact thought out the year with professional development opportunities, |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |  |
| --- | --- | --- |
| **SPS - Professional Learning:** Uses multiple professional learning designs to support the various learning needs of the staff | | |
| ***Exemplary*** | Staff members actively participate in job-embedded professional learning that engages collaborative teams in a variety of appropriate learning designs (e.g., collaborative lesson study, analysis of student work, problem solving sessions, curriculum development, coursework, action research, classroom observations, online networks). Professional learning includes extensive follow-up with descriptive feedback and coaching. |  |
| ***Operational*** | Staff members actively participate in professional learning, most of which is job- embedded, which includes multiple designs (e.g., collaborative lesson study, analysis of student work, problem-solving sessions, curriculum development, coursework, action research, classroom observations, online networks) to support their various learning needs. Professional learning includes follow-up with feedback and coaching. |  |
| ***Emerging*** | Some staff members are engaged in professional learning that makes use of more than one learning design to address their identified needs. |  |
| ***Not Evident*** | Staff members receive single, stand-alone professional learning events that are informational and mostly large-group presentation designs. |  |
| ***Data Sources*** | iReady training, teacher shadowing, Clinical Education training, and bi-weekly PLC’s. | |
| ***Comments (optional)*** |  | |

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| **SPS - Professional Learning:** Allocates resources and establishes systems to support and sustain effective professional learning | | |
| ***Exemplary*** | Extensive resources (e.g., substitute teachers, materials, handouts, tools, stipends, facilitators, technology) and systems (e.g., conducive schedules, adequate collaborative time, model classrooms) are allocated to support and sustain effective professional learning. Opportunities to practice skills, receive follow-up, feedback, and coaching are provided to support the effectiveness of professional learning. |  |
| ***Operational*** | Adequate resources (e.g., substitute teachers, materials, handouts, tools, stipends, facilitators, technology) and systems (e.g., conducive schedules, adequate collaborative  time, model classrooms) are in place to support and sustain professional learning. |  |
| ***Emerging*** | Some resources and systems are allocated to support and sustain professional learning. |  |
| ***Not Evident*** | Few, if any, resources and systems are provided to support and sustain professional learning. |  |
| ***Data Sources*** | The district provides substitute teachers a training they must have before they can start. | |
| ***Comments (optional)*** |  | |



## DATA COLLECTION and ANALYSIS

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| **SPS - Professional Learning:** Monitors and evaluates the impact of professional learning on staff practices and student learning | | |
| ***Exemplary*** | Monitoring and evaluating the impact of professional learning on staff practices and increases in student learning occurs extensively. Evaluation results are used to identify and implement processes to extend student learning. |  |
| ***Operational*** | Monitoring and evaluating the impact of professional learning on staff practices and student learning occurs routinely. |  |
| ***Emerging*** | Monitoring and evaluating the impact of professional learning on staff practices occurs sporadically. |  |
| ***Not Evident*** | Monitoring and evaluating the impact of professional learning on staff practices occurs rarely, if ever. |  |
| ***Data Sources*** | Principal will allow time for teachers to observe each other while teaching. As a result, teachers who more developing are having an opportunity to watch teachers who are highly effective. |  |
| ***Comments (optional)*** |  |  |

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| **Teacher Keys Effectiveness System** |  |
| ***Standard Score*** | |
| **1.Professional Knowledge:** The teacher demonstrates an understanding of the curriculum, subject content, pedagogical knowledge, and the needs of students by providing relevant learning experiences. | O |
| **9. Professionalism:** The teacher exhibits a commitment to professional ethics and the school’s mission, participates in professional growth opportunities to support student learning, and contributes to the  profession. | O |
| **10. Communication:** The teacher communicates effectively with students, parents or guardians, district and school personnel, and other stakeholders in ways that enhance student learning. | O |

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| **Teacher Retention (%)** | | |
| ***2017-18 2018-19*** | | |
| *School*  *State Average* | 50% | 74% |
| 55% | 50% |

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| --- | --- | --- |
| **Teachers Out-of-Field (%)** | | |
| ***2017-18 2018-19*** | | |
| *School*  *State Average* | 0% | 8% |
|  |  |

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| --- | --- | --- |
| **Teachers Teaching with Emergency or Temporary Certification (Counts)** | | |
| ***2017-18 2018-19*** | | |
| *School* | 0% | 8% |

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| --- | --- | --- |
| **Inexperienced Teachers (Less than 4 Years) (%)** | | |
| ***2017-18 2018-19*** | | |
| *School*  *State Average* | 22% | 15% |
| 2% | 3% |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| ***Additional data:*** What additional facts did the team identify that relate to professional capacity? (May be informed by quantitative or qualitative sources.) | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***PROFESSIONAL CAPACITY GUIDING QUESTIONS***

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| --- | --- |
| ***Attracting staff:*** What processes are in place to attract, identify, and retain effective teachers and leaders who are the best fit for the school? Describe the effectiveness of existing processes. | Retaining teachers at PES has never been a problem.  If there is a need, the district will send administrators to job fair that are at Colleges nearby, such as VSU, FSU, FAMU. |
| What data sources were utilized to make the above determinations? | HR department of years’ experience. |

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| ***Developing staff:*** What evidence-based processes are in place to ensure the increasing quality of the school staff’s knowledge and skills? Are existing processes effective in increasing  both staff ’s knowledge and skills and student achievement? | Professional development is done by the curriculum coordinator that is in constant contact with principals. Additionally, the district pays for NEFEC online PD that educators can access at any time to help them with professional growth. |
| What data sources were utilized to make the above determinations? | NEFEC PD offerings, discussions of needs with the coordinator of curriculum. |

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| ***Retaining staff:*** What processes are in place to ensure that all school staff are working in the context/ position that is most beneficial to student achievement? Describe the effectiveness of existing processes. | Certifications are looked at by the school and district when filling positions. |
| What data sources were utilized to make the above determinations? | Certifications |



**DATA COLLECTION and ANALYSIS**

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| ***Staff collaboration:*** What processes are in place to ensure that effective collaboration is occurring across the school to advance student achievement? Describe the effectiveness of existing processes. | Teachers have PLC planning time and work collaboratively with data to create lessons that will advance student achievement. |
| What data sources were utilized to make the above determinations? | PLC meeting observations, classroom walk-throughs |

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| ***Providing quality professional learning:*** What professional learning is currently provided for teachers in the areas of content, pedagogy, supports and interventions, and leadership?  In what evidence-based professional learning, that would both support continuous education and increase student achievement, have teachers expressed interest? Describe the effectiveness of existing professional  learning. | NEFEC is offered for these areas of PD. Their listings are extensive and online so teachers may access them at any time to help support them in their areas of growth. |
| What data sources were utilized to make the above determinations? | NEFEC PD offerings |

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| ***Recruitment and retention concerns:*** Examine current and recent recruitment and retention data in the school by content areas, grade levels, and instructional support areas to pinpoint precise areas of concern. | PES has never struggled with recruiting or retaining teachers. It’s a small school with a family like atmosphere.  PES is a PreK-5 effective school. |
| What data sources were utilized to make the above determinations? | School Grade/Report Card  District HR-Staffing List |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* + 1. ***PROFESSIONAL CAPACITY TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the professional capacity trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Overall the school needs to promote some teacher leaders to help add to the support at the school. Also, there are more trainings needed for all staff on parent and family engagement, assessment and rigor. |



**DATA COLLECTION and ANALYSIS**

* 1. **FAMILY and COMMUNITY ENGAGEMENT**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of needs related to family and community engagement. Complete a data- informed self-rating for each School Performance Standard (SPS).

* + 1. ***FAMILY AND COMMUNITY ENGAGEMENT DATA***

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| --- | --- | --- |
| **SPS - Family and Community Engagement:** Creates an environment that welcomes, encourages, and connects family and community members to the school | | |
| ***Exemplary*** | The school has a well-established, inviting learning environment that welcomes, encourages, and connects family and community members to the school. Numerous opportunities are given to family members to become actively engaged in school-related events and improvement efforts as participants, event managers, and workers. |  |
| ***Operational*** | The school has created an environment that welcomes, encourages, and connects family and community members to the school. |  |
| ***Emerging*** | The school has made some progress toward creating an environment that welcomes, encourages, and connects family and community members to the school. |  |
| ***Not Evident*** | The school has not created an environment that welcomes, encourages, or connects family and community members to the school. |  |
| ***Data Sources*** | Monthly PTO meetings, quarterly SAC meetings, Donuts with dad, Muffins with mom, Thanksgiving luncheon, Volunteer forms sent home to all students, Grandparents Day luncheon, Literacy Night, Veterans Day program, Christmas Program, Talent show, School Wide FSA cookout, Water Day with school wide cookout, Community Fish Fry, Kindergarten Mother Day program, 5th grade graduation. |  |
| ***Comments (optional)*** |  |  |

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| --- | --- | --- |
| **SPS - Family and Community Engagement:** Establishes structures that promote clear and open communication between the school and stakeholders | | |
| ***Exemplary*** | Extensive structures that promote clear and open communication between the school and stakeholders have been effectively established and implemented. Structures are continuously  monitored for reliable and interactive communication. |  |
| ***Operational*** | Most structures that promote clear and open communication between the school and stakeholders have been effectively established and implemented. |  |
| ***Emerging*** | Some structures that promote clear and open communication between the school and stakeholders exist. |  |
| ***Not Evident*** | Few, if any, structures that promote clear and open communication between the school and stakeholders exist. |  |
| ***Data Sources*** | School level class dojo, class level dojo, PTP facebook page, monthly newsletters; which includes lunch menu, Call one system; which includes email, text and phone calls, school sign with current events updated continuously, and classroom planners. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| **SPS - Family and Community Engagement:** Establishes relationships and decision-making processes that build capacity for family and community engagement in the success of students | | |
| ***Exemplary*** | A wide variety of relationships and collaborative decision-making processes (e.g., business partnerships, school councils, parent or family organizations, academic and extra-curricular booster clubs, civic organizations, tutoring services, post-secondary partnerships) are pervasive in promoting student success and well-being. Expectations for family and community engagement are embedded in the culture and result in stakeholders being actively involved in decision-making. |  |
| ***Operational*** | Numerous relationships and decision-making processes (e.g., business partnerships, school councils, parent or family organizations, academic and extra-curricular booster clubs, civic organizations, tutoring services) effectively build capacity for family and community engagement in the success of students. |  |
| ***Emerging*** | Limited relationships and decision-making processes have been initiated by the school to build capacity for family and community engagement. |  |
| ***Not Evident*** | Relationships and decision-making processes for families and the community are non-existent, or those that do exist contribute minimally to student success. |  |
| ***Data Sources*** | Monthly PTO, quarterly SAC meetings, Facebook survey’s, paper questionnaires. | |
| ***Comments (optional)*** |  | |

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| **SPS - Family and Community Engagement:** Communicates academic expectations and current student achievement status to families | | |
| ***Exemplary*** | The school staff provides families with ongoing, detailed academic expectations and/or graduation status (e.g., four-year graduation plans, syllabi, academic advisement protocols). Extensive communication related to the current achievement level of individual students is provided (e.g., progress reports, student-led parent conferences, report cards, reading level reports, state test reports, school-based assessment reports, online reporting system). |  |
| ***Operational*** | The school staff communicates academic expectations and/or graduation status (e.g., four- year graduation plans, syllabi, academic advisement protocols) throughout the year. Regular communication related to the current achievement level of individual students is provided (e.g.,  progress reports, parent conferences, report cards, reading level reports, state test reports, school -  based assessment reports, online reporting system). |  |
| ***Emerging*** | The school staff communicates some academic expectations at the start of the year. Some communication related to the current achievement level of individual students is provided. |  |
| ***Not Evident*** | The school staff does little to inform families of academic expectations. Little, if any, communication related to the current achievement level of individual students is provided. |  |
| ***Data Sources*** | Reports have yearly expectations posted, Pupil Progression Plan, Progress Reports, phone calls parent conferences, SIT meetings. | |
| ***Comments (optional)*** |  | |



**DATA COLLECTION and ANALYSIS**

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| **SPS - Family and Community Engagement:** Develops the capacity of families to use support strategies at home that will enhance academic achievement | | |
| ***Exemplary*** | The school continually develops the capacity (e.g., parent training, lunch and learn, make-it and take-it) of families to use support strategies at home that will enhance academic achievement. |  |
| ***Operational*** | The school frequently develops the capacity (e.g., parent training, lunch and learn, make-it and take-it) of families to use support strategies at home that will enhance academic achievement. |  |
| ***Emerging*** | The school occasionally develops the capacity of families to use support strategies at home that will enhance academic achievement. |  |
| ***Not Evident*** | The school seldom, if ever, develops the capacity of families to use support strategies at home that will enhance academic achievement. |  |
| ***Data Sources*** | Yearly literacy night to pass out grade level expectations, and make it/ take it skills activities. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS - Family and Community Engagement:** Connects families with agencies and resources in the community to meet the needs of students | | |
| ***Exemplary*** | Theschoolhasasystematicprocessinplacetoconnectfamilieswithanarrayofagenciesand resources (e.g., Y-Clubs, after-school programs, health and counseling services, community service agencies, civic organizations, tutoring services) to meet the needs of students. |  |
| ***Operational*** | The school regularly connects families to agencies and resources in the community (e.g., Y-Clubs, after-school programs, health and counseling services, community service agencies, civic organizations, tutoring services) to meet the needs of students. |  |
| ***Emerging*** | The school sometimes connects families to agencies and resources in the community to meet the needs of students. |  |
| ***Not Evident*** | The school does little to connect families with agencies and resources in the community to meet the needs of students. |  |
| ***Data Sources*** | Boys and Girls Club (3:15-6:00 daily), FSA tutoring prep (January-April), K-Kids, Apalachee Mental Health, Community Wellness, Monthly threat assessment meeting with the district to discuss individual students in need. | |
| ***Comments (optional)*** |  | |

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| --- | --- |
| **Teacher Keys Effectiveness System** |  |
| ***Standard*** | ***Score*** |
| **10.Communication:** The teacher communicates effectively with students, parents or guardians, district and school personnel, and other stakeholders in ways that enhance student learning. | E |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| --- | --- | --- |
| **Parent and Family Engagement Meetings** | | |
|  | ***2017-18*** | ***2019-2020*** |
| *Meeting 1* |  | 8/27/19 |
| *Meeting 2* |  | 9/24/19 |
| *Meeting 3* |  | 10/22/19 |
| *Meeting 4* |  | 11/19/19 |
| *Meeting 5* |  | 01/28/20 |
| *Meeting 6* |  | 02/25/20 |
| *Meeting 7* |  | 03/24/20 |
| *Meeting 8* |  | 04/28/20 |
| *Meeting 9* |  |  |

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| ***Additional data:*** What additional facts did the team identify that relate to family and community engagement? (May be informed by quantitative or qualitative sources.) | There was an issue with the best time to meet as a team. The school offered an online survey with 2 times to find out which was most convenient. |
| What data sources were utilized to make the above determinations? | Survey results. |

* + 1. ***FAMILY AND COMMUNITY ENGAGEMENT GUIDING QUESTIONS***

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| ***Welcoming all families and the community:*** What processes are in place to ensure that the school is making families and communities feel welcomed? Describe the effectiveness of the existing processes. | The school offers several outreach opportunities to the families of its students. These opportunities are Thanksgiving Dinner, Grandparents Day Lunch, Literacy Night, etc. Hopefully, the more families are at the school, the more welcome and more comfortable they become. |
| What data sources were utilized to make the above determinations? | Sign in sheets. |

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| ***Communicating effectively with all families and the communities:*** What are the processes for ensuring effective communication with families and communities in the school? Describe the effectiveness of existing processes. | There are several means of communication the school utilizes. PES PTO has a Facebook page where all events are announced prior to the event. Also, the teachers, as w ell as the administration utilize Classroom Dojo. Dojo is used to communicate individually to parents, as well as a whole school to announce upcoming events. This year, the county has purchased the use of Peachjar, which is an online flyer that is sent out to all parents who have a recent email address that has been submitted to the district. In the front office, the principal creates a monthly power point that scrolls with all the monthly events, including the students that have birthdays. Lastly, Call One is utilized by the principal to announce upcoming events. |
| What data sources were utilized to make the above determinations? | Flyers, phone messages, power points |



**DATA COLLECTION and ANALYSIS**

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| ***Supporting student success:*** What processes are in place to ensure the school is supporting student learning and healthy development both at home and at school?  Describe the effectiveness of existing processes. | Monthly, PES has PTO meetings. The times are scattered in an effort to reach everyone. One month the meeting will be at 3:30 and the next month the meeting will be at 6:00.  Also, the school utilizes classroom dojo, where parents and teachers can communicate with anyone at the school about their student and their progress.  Curriculum coordinator schedules SIT meetings with students who are not being successful. These meeting consist of Parents, teachers, principal or anyone else who is a part of the child’s learning or behavior. |
| What data sources were utilized to make the above determinations? | Minutes from PTO meeting, classroom dojo reports, minutes from SIT meeting and sign in sheets from all. |

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| ***Empowering families:*** What processes are in place at the school to ensure that families are empowered to be advocates for their own and other children? Describe the effectiveness of existing processes. | Curriculum coordinator schedules SIT meetings with students who are not being successful. These meeting consist of Parents, teachers, principal or anyone else who is a part of the child’s learning or behavior. |
| What data sources were utilized to make the above determinations? | Sign in Sheets and minutes of meetings. |

|  |  |
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| ***Sharing leadership with families and the community:*** What processes are in place to ensure that family and communities are equal partners in the decisions that affect children in their schools? Describe the effectiveness of existing processes. | Monthly, PES has PTO meetings. The times are scattered in an effort to reach everyone. One month the meeting will be at 3:30 and the next month the meeting will be at 6:00.  There is an opportunity for parents to chare concerns, as well as a time for parents to make suggestions.  Literacy Night- this year the school will host its 3rd Literacy Night. On this night parents are invited to come to their child’s classrooms and make and take several activities they can use at home to improve their child’s learning experience. When they have collected 3 tickets, by going to 3 rotations, they can come through the line and eat a hot spaghetti dinner, provided by the school. |
| What data sources were utilized to make the above determinations? | Minutes and sign in sheets. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| ***Collaborating with the community:*** What processes are in place to ensure the school effectively collaborates with community members to connect students, families and staff to expanded learning opportunities, community services, and civic participation? Describe the effectiveness of existing processes. | PES invites local community members to read to the classes during Literacy week. PreK and Kindergarten invite Policemen, firemen, etc., during their community helpers unit.  Also this year, the Pinetta Fire Department sponsored a scarecrow competition by grade level. Each class had to design and put together their own class scarecrow. Winners received (1st place) pizza Party, (2nd place) ice-cream party, and (3rd place) chips and drink.  Chickfila of Lake Park, Ga. has partnered with PES for several years too. Every 9 weeks, the principal chooses the highest AR winners from each grade level to Chikfila. This is no cost to the school. |
| What data sources were utilized to make the above determinations? | AR list, scarecrow score cards. |

* + 1. ***FAMILY AND COMMUNITY ENGAGEMENT TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the family and community engagement trends and patterns observed by the team while completing this section  of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | PES finds that there is a bigger participation rate, when there is food offered, such as with Literacy night. |



**DATA COLLECTION and ANALYSIS**

* 1. **SUPPORTIVE LEARNING ENVIRONMENT**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of needs related to a supportive learning environment. Complete a data- informed self-rating for each School Performance Standard(SPS). Student subgroups with a count of less than 15 are denoted by “TFS” (too few students).

* + 1. ***SUPPORTIVE LEARNING ENVIRONMENT DATA***

|  |  |  |
| --- | --- | --- |
| **SPS- Instruction:** Provides a supportive and well-managed environment conducive to learning | | |
| ***Exemplary*** | A supportive and well-managed environment conducive to learning is evident throughout the school. Students consistently stay on-task and take responsibility for their own actions. |  |
| ***Operational*** | A supportive and well-managed environment conducive to learning is evident in most classrooms. |  |
| ***Emerging*** | A supportive and well-managed environment conducive to learning is evident in some classrooms. |  |
|  |  |  |
| ***Not Evident*** | A supportive and well-managed environment conducive to learning is evident in few, if any, classrooms. |  |
| ***Data Sources*** | Teacher walk throughs and teacher observations. |  |
| ***Comments (optional)*** |  |  |

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| --- | --- | --- |
| **SPS Instruction:** Creates an academically challenging learning environment | | |
| ***Exemplary*** | Nearly all teachers create an academically challenging, learning environment (e.g., higher-order thinking skills and processes, active student engagement, relevance, collaboration). Students consistently work independently and in teams to solve real-world problems that require advanced  effort, decision-making, and critical and creative thinking. |  |
| ***Operational*** | Most teachers create an academically challenging, learning environment (e.g., higher-order thinking skills and processes, active student engagement, relevance, collaboration). |  |
| ***Emerging*** | Some teachers create an academically challenging learning environment. |  |
| ***Not Evident*** | Few, if any, teachers create an academically challenging learning environment. |  |
| ***Data Sources*** | Lesson Plans, teacher walk throughs and teacher evaluations. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| --- | --- | --- |
| **SPS- Instruction:** Establishes a learning environment that empowers students to actively monitor their own progress | | |
| ***Exemplary*** | Nearly all students use tools (e.g., rubrics, checklists, exemplars) to actively monitor their own progress. Nearly all students develop a sense of personal responsibility and accountability by  engaging in record keeping, self-monitoring, sharing, exhibiting, and self-reflection. |  |
| ***Operational*** | Most students use tools (e.g., rubrics, checklists, exemplars) to actively monitor their own progress. |  |
| ***Emerging*** | Some students use tools to actively monitor their own progress. |  |
| ***Not Evident*** | Few, if any, students use tools to actively monitor their own progress. |  |
| ***Data Sources*** | AR monitoring charts posted in classrooms. iReady monitoring charts posted in classrooms. Administrative talks with students about their performance on iREady. Teacher chats with students about their progress. |  |
| ***Comments (optional)*** |  |  |

|  |  |  |
| --- | --- | --- |
| **SPS - School Culture:** Develops, communicates, and implements rules, practices, and procedures to maintain a safe, orderly learning environment | | |
| ***Exemplary*** | Rules, practices, and procedures that maintain a safe, orderly learning environment are proactively developed, communicated, and consistently implemented across the school. These rules, practices, and procedures are continually monitored and revised as needed. |  |
| ***Operational*** | Rules, practices, and procedures that maintain a safe, orderly learning environment are developed, communicated, and implemented. |  |
| ***Emerging*** | Rules, practices, and procedures are developed and communicated but are ineffective or inconsistently implemented across the school. |  |
| ***Not Evident*** | Rules, practices, and procedures that maintain a safe, orderly, learning environment are not developed nor updated or are poorly communicated. |  |
| ***Data Sources*** | Class dojo, Check in/checkout system for most difficult students, restorative practice. |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

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| --- | --- | --- |
| **SPS - School Culture:** Establishes a culture of trust and respect that promotes positive interactions and a sense of community | | |
| ***Exemplary*** | Extensive evidence (e.g., positive and respectful interactions, appreciation of diversity, tolerance, understanding) exists that a culture of trust and respect has been established. A pervasive  commitment to promoting positive interactions and a sense of community is evident. |  |
| ***Operational*** | Evidence (e.g., positive and respectful interactions, appreciation of diversity, tolerance, understanding) exists that a culture of trust and respect has been established. A sustained  commitment to promoting positive interactions and a sense of community is evident. |  |
| ***Emerging*** | Some evidence exists that a culture of trust and respect has been established. A limited commitment to promoting positive interactions and a sense of community is evident. |  |
| ***Not Evident*** | Little or no evidence exists that a culture of trust and respect has been established. Unresolved conflicts interfere with a sense of community. |  |
| ***Data Sources*** | Check in/check out system and circle time. The check in/out system has paired up the most difficult students throughout the school with a teacher to be mentored. Every day, as part of restorative practices, students must check in/out with their mentor to discuss the day’s events. Also, when time allows, teacher have a circle time to discuss the happenings in their students’ lives. | |
| ***Comments (optional)*** |  | |

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| --- | --- | --- |
| **SPS - School Culture:** Establishes a culture that supports the college and career readiness of students | | |
| ***Exemplary*** | Extensive evidence (e.g., advisement, career counseling, transition coaching, high expectations) exists that the beliefs and practices of the school support the college and career readiness of students. The school culture supports addressing individual achievement needs and strengths to  prepare students for success. |  |
| ***Operational*** | Evidence (e.g., advisement, career counseling, transition coaching, high expectations) exists that the beliefs and practices of the school support the college and career readiness of students. |  |
| ***Emerging*** | Some evidence exists that the school supports the college and career readiness of students. |  |
| ***Not Evident*** | Little or no evidence exists that the school supports the college and career readiness of students. |  |
| ***Data Sources*** | As a elementary school, this is a struggle to have students think beyond to college. The school does offer a time for community helpers to come in and tell about what they do, in an effort to get the students thinking about the future. |  |
| ***Comments (optional)*** |  |  |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| --- | --- | --- |
| **SPS - School Culture:** Supports the personal growth and development of students | | |
| ***Exemplary*** | The school staff consistently provides a comprehensive system of support (e.g., counseling, mentoring, advisement, coaching, goal setting, time management, problem solving) to maximize  the personal growth and development of nearly all students. |  |
| ***Operational*** | The school staff regularly provides support (e.g., counseling, mentoring, advisement, coaching, goal setting, time management, problem solving) to enhance the personal growth and development  of students. |  |
| ***Emerging*** | The school staff sporadically supports the personal growth and development of students. |  |
| ***Not Evident*** | The school staff does little to support the personal growth and development of students. |  |
| ***Data Sources*** | Check in/check out system and circle time. The check in/out system has paired up the most difficult students throughout the school with a teacher to be mentored. Every day, as part of restorative practices, students must check in/out with their mentor to discuss the day’s events. Also, when time allows, teacher have a circle time to discuss the happenings in their students’ lives. |  |
| ***Comments (optional)*** |  |  |

|  |  |  |
| --- | --- | --- |
| **SPS- School Culture:** Recognizes and celebrates achievements and accomplishments of students and staff | | |
| ***Exemplary*** | The school community consistently recognizes and celebrates the achievements and accomplishments of students and staff. The celebrations are publicized within the school and to the  community and support the culture of the school. |  |
| ***Operational*** | The school community regularly recognizes and celebrates the achievements and accomplishments of students and staff. |  |
| ***Emerging*** | The school community periodically recognizes or celebrates the achievements or accomplishments of students and/or staff. |  |
| ***Not Evident*** | The school community rarely, if ever, recognizes or celebrates the achievements or accomplishments of students or staff. |  |
| ***Data Sources*** | Quarterly Pow-Wows recognizing academics and positive behavior, monthly student of the month, yearly awards day, positive referral (students sent to the front office to brag) |  |
| ***Comments (optional)*** |  |  |



**DATA COLLECTION and ANALYSIS**

|  |  |  |
| --- | --- | --- |
| **SPS - Planning and Organization:** Shares a common vision/mission that defines school culture and guides the continuous improvement process | | |
| ***Exemplary*** | A common vision and mission have been collaboratively developed and communicated to nearly all stakeholders. The culture of the school has been deeply defined over time by the vision and mission, which are updated as needed. The daily work and practices of staff consistently  demonstrate a sustained commitment to continuous improvement. |  |
| ***Operational*** | A common vision and mission have been developed through a collaborative process and communicated to most stakeholders. The vision and mission define the culture of the school and guide the continuous improvement process. |  |
| ***Emerging*** | A common vision and mission have been developed by some staff members but have not been effectively communicated so that they guide the continuous improvement process. |  |
| ***Not Evident*** | A common vision and mission have not been developed or updated or have been developed by a few staff members. |  |
| ***Data Sources*** | Because every year the school might have different needs, it is the schools responsibility to address the vision and mission yearly. | |
| ***Comments (optional)*** | Vision and mission | |

|  |  |
| --- | --- |
| **Teacher Keys Effectiveness System** |  |
| ***Standard*** | ***Score*** |
| **1. Professional Knowledge:** The teacher demonstrates an understanding of the curriculum, subject content, pedagogical knowledge, and the needs of students by providing relevant learning experiences. | E |
| **2. Instructional Planning:** The teacher plans using state and local school district curricula and standards, effective strategies, resources, and data to address the differentiated needs of all students. | E |
| **3. Instructional Strategies:** The teacher promotes student learning by using research-based instructional strategies relevant to the content area to engage students in active learning and to facilitate the students’ acquisition of key knowledge and skills. | E |
| **4. Differentiated Instruction:** The teacher challenges and supports each student’s learning by providing appropriate content and developing skills which address individual learning differences. | E |
| **5. Assessment Strategies:** The teacher systematically chooses a variety of diagnostic, formative, and summative assessment strategies and instruments that are valid and appropriate for the content and student population. | E |
| **6.AssessmentUses:** The teacher systematically gathers, analyzes, and uses relevant data to measure student progress, to inform instructional content and delivery methods, and to provide timely and constructive feedback to both students and parents. | E |
| **7. Positive Learning Environment:** The teacher provides a well-managed, safe, and orderly environment that is conducive to learning and encourages respect for all. | E |
| **8. Academically Challenging Environment:** The teacher creates a student-centered, academic environment in which teaching and learning occur at high levels and students are self-directed learners. | E |
| **9. Professionalism:** The teacher exhibits a commitment to professional ethics and the school’s mission, participates in professional growth opportunities to support student learning, and contributes to the  profession. | E |
| **10.Communication:** The teacher communicates effectively with students, parents or guardians, district and school personnel, and other stakeholders in ways that enhance student learning. | E |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Discipline - Suspension**  **In-School Suspension Out-of-School Suspension**  ***10 Days Greater than 10 Days Greater than or Fewer 10 Days or Fewer 10 Days*** | | | | | | | | |
|  | ***2017-18*** | ***2018-19*** | ***2017-18*** | ***2018-19*** | ***2017-18*** | ***2018-19*** | ***2017-18*** | ***2018-19*** |
| ***Racial/Ethnic Subgroups*** |  |  |  |  |  |  |  |  |
| *American Indian School* |  | 0 |  |  |  | 0 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *Asian/Pacific Islander School* |  | 0 |  |  |  | 0 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *Black School* |  | 7 |  |  |  | 2 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *Hispanic School* |  | 0 |  |  |  | 0 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *White School* |  | 11 |  |  |  | 5 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *Multi-Racial School* |  | 0 |  |  |  | 0 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |
| *Minority\* School* |  | 0 |  |  |  | 0 |  | 0 |
| *State* |  |  |  |  |  |  |  |  |



## DATA COLLECTION and ANALYSIS

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Student Attendance Rate (2017-18)\*** | | | | |
|  |  | ***Under 6*** | ***6-15*** | ***Over 15*** |
| ***All Students*** | *School*  *State* | 2% | 17% | 0 |
| NA | NA | NA |
| ***Racial/Ethnic Subgroups*** | | | | |
| *American Indian* | *School*  *State* | 0 |  |  |
| NA | NA | NA |
| *Asian/Pacific* | *School* | 0 |  |  |
| *Islander* | *State* | NA | NA | NA |
| *Black* | *School*  *State* | 1% | 2.3% | 0 |
| NA | NA | NA |
| *Hispanic* | *School*  *State* | 0 | 0.9% | NA |
| NA | NA | NA |
| *White* | *School*  *State* | 2% | 12.7% | 0 |
| NA | NA | NA |
| *Multi-Racial* | *School*  *State* | 0 | 0.9% | 0 |
| NA | NA | NA |
| *Minority\** | *School*  *State* | 1% | 4.1% | 0 |
| NA | NA | NA |

\*The Minority student subgroup includes all racial/ethnic categories except White.



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |
| --- | --- |
| ***Small Student Subgroups:*** Use local data to summarize key facts relating to student subgroups with populations too small to report (less than 15).  (Do not include percentages or other numeric values that might violate student privacy.) | NA |

|  |  |
| --- | --- |
| ***Additional data:*** What additional facts did the team identify that relate to  a supportive learning environment? (May be informed by quantitative or qualitative sources.) | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***SUPPORTIVE LEARNING ENVIRONMENT GUIDING QUESTIONS***

|  |  |
| --- | --- |
| ***Maintaining order and safety:*** What processes are in place at the school to ensure order and safety are in place? Describe the effectiveness of the existing processes. | There is a sign in and out sheet in the front office that all visitors must sign to go anywhere on the campus. Also, to volunteer, you must be screened through the county office.  There is one point of entry into PES, which is the front office. Throughout the school, there are video cameras that can be rewound and viewed at any time. |
| What data sources were utilized to make the above determinations? | Check in and out sheets, videos from camera’s and school board approved volunteer list. |



**DATA COLLECTION and ANALYSIS**

|  |  |
| --- | --- |
| ***Developing and monitoring a system of supports:*** What processes are in place to ensure the school has a supportive learning environment that provides comprehensive services to students to meet their unique, whole-child needs? Describe the effectiveness of the existing processes. | PES utilizes the Multi-Tier Support System (MTSS) with all students. Every day, there is a 30-minute block of time called “Team Time” where all paraprofessionals go into each grade level in an effort to work in small groups on specific needs with the students.  Regardless of where a student is academically, they are getting what they need. If students are still not making gains with this individualized instruction, they will be brought before the School Intervention Team (SIT) which includes the teacher, parent, Principal, and curriculum coordinator to brainstorm other ways to meet the student’s needs. |
| What data sources were utilized to make the above determinations? | Lesson Plans, SIT minutes |

|  |  |
| --- | --- |
| ***Ensuring a student learning community:*** What processes are in place to cultivate and maintain positive and healthy behavioral and academic norms? Describe the effectiveness of the existing processes. | Check in/check out system and circle time. The check in/out system has paired up the most difficult students throughout the school with a teacher to be mentored. Every day, as part of restorative practices, students must check in/out with their mentor to discuss the day’s events. Also, when time allows, teacher have a circle time to discuss the happenings in their students’ lives.  PBIS meets quarterly to review rules and discipline data in an effort to tweek anything that needs to be tweeked.  Also, there is a “Good Behavior” social twice a year to reward those students who do not have any referrals. |
| What data sources were utilized to make the above determinations? |  |

|  |  |
| --- | --- |
| ***Personnel survey:*** Analyze school results from the 5 Essential Survey. What are the key findings? What positives are evident in the results? What results are surprising or concerning to the team? | When reviewing the 5 Essentials surveys, I first looked at the percent of respondents.  95% students responded  82% teachers responded  32% parents responded.  The most surprising result is the weak score on Teacher Influence. There is a needs assessment that is given every year through the district which ask the teachers what their Professional Development needs are, Therefore, not understanding why teachers do not feel like they have input on what they get trained on. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |
| --- | --- |
| ***Student survey:*** Analyze school results from [5Essential](https://edstats.fldoe.org/SASPortal/main.do) (If applicable) What are the key findings? What positives are evident in the results? What results are surprising or concerning to the team? | When reviewing the 5 Essentials surveys, I first looked at the percent of respondents.  95% students responded  82% teachers responded  32% parents responded.  The most shocking result was seeing that the students thought that the math instruction was very week. When I dug a little deeper, I saw that one of the questions was, do the teachers allow you to make your own math questions for peers to solve? I am sure this is a struggle for any teacher to do, because it would require a little freedom for the students to work on their own.  On the contrary to the very week math instruction, it was pleasing to see that the school scored very strong on the academic press. Students do feel like they are being challenged and that the teacher have high expectations for them. |

|  |  |
| --- | --- |
| ***Parent surveys:*** Analyze schools results from the 5 Essential Survey. What are the key findings? What positives are evident in the results? What results are surprising or concerning to the team? | When reviewing the 5 Essentials surveys, I first looked at the percent of respondents.  95% students responded  82% teachers responded  32% parents responded.  The 5 Essentials survey was advertised through multiple sources. It was offered when parents picked students up, when they brought them in, etc. It was surprising that there was on a 32% participation rate, after multiple times and contacts letting them know the importance of the survey. |

|  |  |
| --- | --- |
| ***Supports and interventions:*** What supports and interventions, including PBIS, MTSS and RTI, are in place to ensure all students have access to a supportive learning environment? | PES utilizes PBIS by meeting quarterly to review discipline data. This team has several things in place for the school in an effort to cut down on these referrals.  When referrals continue on specific students and their numbers climb, they are referred to the SIT team. This is the team that meets to discuss individual academic and behavioral needs. It consists of the parent, teacher, curriculum coordinator, ESE teacher, and Principal.  MTSS is implemented daily in a set aside time called “Team Time”. Student data is reviewed weekly to determine student needs and then groups are formed and given to each teacher and paraprofessional to work on these specific needs. |
| What data sources were utilized to make the above determinations? | There are notes from every one of these system. Lesson plans show the Team Time student list and needs. IReady data is reviewed. And Referral list. |



**DATA COLLECTION and ANALYSIS**

|  |  |
| --- | --- |
| ***Out-of-School Time:*** What processes are in place to provide students with engaging and enriching learning opportunities during out-of-school time (i.e. before school, after school, summer)? | Boy and Girls Club is offered after school daily at PES. They have certified teachers that help the students with homework. The school provides the director of the school report card information in an effort to let them know areas that need remediation. |
| What data sources were utilized to make the above determinations? | Boys and Girls club attendance logs. |

* + 1. ***SUPPORTIVE LEARNING ENVIRONMENT TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the supportive learning environment trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | One of the trends noticed is that a lot of the students who are not being successful in school, are struggling behavioral too. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* 1. **DEMOGRAPHIC and FINANCIAL**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of demographic and financial needs.

* + 1. ***DEMOGRAPHIC AND FINANCIAL DATA***

|  |  |  |
| --- | --- | --- |
| **Student Demographics (2018-19) (%)** | | |
|  | ***School*** | ***State*** |
| ***Racial/Ethnic Subgroups*** | | |
| *American Indian/Alaskan Native* | 0 | NA |
| *Asian* | 0 | NA |
| *Black* | 17.3 | NA |
| *Hispanic* | 7.2 | NA |
| *Multi-Racial* | 0 | NA |
| *White* | 72.6 | NA |
| *Minority\** | 24.5 | NA |
| ***Other Subgroups*** | | |
| *Economically Disadvantaged* | 96.6 | NA |
| *English Learners* | NA | NA |
| *Foster* | NA | NA |
| *Homeless* |  |  |
| *Migrant* | NA | NA |
| *Special Education* | 23.1 | NA |

|  |  |  |
| --- | --- | --- |
| **Directly Certified (Includes SNAP, TANF, Homeless, Unaccompanied Youth, Foster, and Migrant)(%)** | | |
| ***2017-18 2018-19*** | | |
| *School*  *State Average* | 96.6 | 96.6 |
|  |  |

|  |  |
| --- | --- |
| ***Small student subgroups:*** Use local data to summarize key facts relating to student subgroups with populations too small to report (less than 15).  (Do not include percentages or other numeric values that might violate student privacy.) | NA |

\*The Minority student subgroup includes all racial/ethnic categories except White.



## DATA COLLECTION and ANALYSIS

|  |  |
| --- | --- |
| ***Additional data:*** What additional facts did the team identify that relate to demographic and financial data? (May be informed by quantitative or qualitative sources.) | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***DEMOGRAPHIC AND FINANCIAL GUIDING QUESTIONS***

|  |  |
| --- | --- |
| ***Internal factors:*** What internal factors might have affected data and/or results of data? Examples may include: resource allocation, documentation and monitoring, technology and software, communication, internal controls, and personnel assignment/  performance. | NA |
| What data sources were utilized to make the above determinations? | NA |

|  |  |
| --- | --- |
| ***External factors:*** What external factors might have affected data and/ or results of data? Examples may include: geographic location, population demographics (employment, education, median income), local/ state/national economy, natural disasters, and state and federal policy changes. | Parent and family engagement as well as our demographics. We are in rural Madison County which is one of the poorest counties in the state. All of our traditional public schools are Title I. Additionally, our enrollment is low which can skew data. |
| What data sources were utilized to make the above determinations? | Census, parent/family surveys |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |
| --- | --- |
| ***Access to Programs:*** What processes exist to ensure students have access to programs addressing individualized learning needs (including IEP/504s etc., alternative education, vocational education, and gifted)? What challenges exist in providing students access to such programs when necessary? | The district has a coordinator for ESE that works on IEPs with staffing specialists for the district. Once a student is referred the initial paperwork is sent to the coordinator and she schedules testing, parent meetings for results and writes the IEPs/504s and other educational plans such as gifted plans. |
| What data sources were utilized to make the above determinations? | IEPs, 504s |

|  |  |
| --- | --- |
| ***Demographic and Financial Challenges:*** What demographic and/ or financial challenges could affect improvement efforts within the  school? (Identifying these challenges may require collection and analysis of additional school data.) | Money is always an issue. With a low tax base there is not enough money in the area, and having low numbers affects the amount we get from federal funds as well. That makes it difficult to purchase needed items that may or may not be supplemental for the school. |
| What data sources were utilized to make the above determinations? | Census data, school budget, district budget. |

* + 1. ***DEMOGRAPHIC AND FINANCIAL TRENDS AND PATTERNS***

|  |  |
| --- | --- |
| Summarize the demographic and financial trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Students keep leaving MCSD for other places (many people do not stay, because there is a lack of opportunities in the area so when they move away their children go with them). This has caused a significant decrease in state, local and federal grant dollars. |



**DATA COLLECTION and ANALYSIS**

* 1. **STUDENTACHIEVEMENT**

Analyze the school’s data and answer the guiding questions to determine existing trends and patterns that support the identification of student achievement needs. The school is responsible for populating all blank data cells. Student subgroups with a count of less than 15 are denoted by “TFS” (too few students).

* + 1. ***STUDENT ACHIEVEMENT DATA***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **English Language Arts FSA** | | | | | | |
| ***Student Group*** | ***Year*** | Level1 | Level2 | Level 3 | Level 4 | Level 5 |
| ***All Students*** | *2017-18*  *2018-19* | 18.0% | 18.0% | 28.8% | 26.1% | 9.0% |
| 19.6% | 27.5% | 30.4% | 17.6% | 4.9% |
| ***Racial/Ethnic Subgroups*** | | | | | | |
| *American* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Indian* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Asian/Pacific* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Islander* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Black* | *2017-18*  *2018-19* | 28.0% | 32.0% | 24.0% | 12.0% | 4.0% |
| 40.0% | 30.0% | 25.0% | 5.0% | 0.0% |
| *Hispanic* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *White* | *2017-18*  *2018-19* | 16.5% | 12.7% | 30.4% | 31.6% | 8.9% |
| 15.3% | 25.0% | 31.9% | 22.2% | 5.6% |
| *Multi-Racial* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Minority\** | *2017-18*  *2018-19* |  | | | |  |
|  |
| ***Other Subgroups*** |  | | | | | |
| *Economically* | *2017-18* | 21.1% | 22.4% | 25.0% | 25.0% | 6.6% |
| *Disadvantaged* | *2018-19* | 25.0% | 23.6% | 29.2% | 18.1% | 4.2% |
| *English* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Learners* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Foster* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Homeless* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Migrant* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Students with* | *2017-18* | 45.8% | 20.8% | 4.2% | 20.8% | 8.3$ |
| *Disabilities* | *2018-19* | 33.3% | 33.3% | 23.8% | 4.8% | 4.8% |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Mathematics**  **FSA** | | | | | | |
| ***Student Group*** | ***Year*** |  |  |  |  |  |
|  |  | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
| ***All Students*** | *2017-18*  *2018-19* | 14.5% | 16.4% | 26.4% | 27.3% | 15.5% |
| 16.2% | 18.2% | 33.3% | 19.2% | 13.1% |
| ***Racial/Ethnic Subgroups*** | | | | | | |
| *American* | *2017-19* | 0 | 0 | 0 | 0 | 0 |
| *Indian* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Asian/Pacific* | *2017-19* | 0 | 0 | 0 | 0 | 0 |
| *Islander* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Black* | *2017-18*  *2018-19* | 24.0% | 20.0% | 28.0% | 28.0% | 0.0% |
| 31.6% | 36.8% | 21.1% | 5.3% | 5.3% |
| *Hispanic* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *White* | *2017-18*  *2018-19* | 11.5% | 15.4% | 26.9% | 25.6% | 20.5% |
| 12.7% | 15.5% | 36.6% | 22.5% | 12.7% |
| *Multi-Racial* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Minority\** | *2017-18*  *2018-19* |  | | | |  |
|  |
| ***Other Subgroups*** |  | | | | | |
| *Economically* | *2017-18* | 17.3% | 14.7% | 32.0% | 24.0% | 12.0% |
| *Disadvantaged* | *2018-19* | 18.8% | 18.8% | 34.8% | 14.5% | 13.00% |
| *English* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Learners* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Foster* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Homeless* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Migrant* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Students with* | *2017-18* | 39.1% | 8.7% | 17.4% | 17.4% | 17.4% |
| *Disabilities* | *2018-19* | 28.6% | 9.5% | 23.8% | 23.8% | 14.3% |

\*The Minority student subgroup includes all racial/ethnic categories except White.



## DATA COLLECTION and ANALYSIS



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**



## DATA COLLECTION and ANALYSIS

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Science**  **FSA** | | | | | | |
| ***Student Group*** | ***Year*** |  |  |  |  |  |
|  |  | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 |
| ***All Students*** | *2017-18*  *2018-19* | 15.2% | 15.2% | 33.3% | 18.2% | 18.2% |
| 20.9% | 25.6% | 27.9% | 9.3% | 16.3% |
| ***Racial/Ethnic Subgroups*** | | | | | | |
| *American* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Indian* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Asian/Pacific* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Islander* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Black* | *2017-18*  *2018-19* | 47.2 | 33.3 | 16.7 | 0 | 2.8 |
| 47.2 | 33.3 | 16.7 | 0 | 2.8 |
| *Hispanic* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 40 | 13.3 | 20 | 13.3 | 13.3 |
| *White* | *2017-18*  *2018-19* | 0.0% | 4.5% | 40.9% | 27.3% | 27.3% |
| 12.5% | 31.3% | 31.3% | 9.4% | 15.6% |
| *Multi-Racial* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Minority\** | *2017-18*  *2018-19* |  | | | |  |
|  |
| ***Other Subgroups*** |  | | | | | |
| *Economically* | *2017-18* | 21.1% | 15.8% | 26.3% | 26.3% | 10.5% |
| *Disadvantaged* | *2018-19* | 23.3% | 20.0% | 30.0% | 10.0% | 16.7% |
| *English* | *2017-18* | 0 | 0 | 0 | 0 | 0 |
| *Learners* | *2018-19* | 0 | 0 | 0 | 0 | 0 |
| *Foster* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Homeless* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Migrant* | *2017-18*  *2018-19* | 0 | 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 | 0 |
| *Students with* | *2017-18* | \* | \* | \* | \* | \* |
| *Disabilities* | *2018-19* | 33.3% | 25.0% | 25.0% | 8.3% | 8.3% |

**\*- INFORMATION NOT GIVEN**

\*The Minority student subgroup includes all racial/ethnic categories except White.



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**



## DATA COLLECTION and ANALYSIS



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**



## DATA COLLECTION and ANALYSIS



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

|  |  |
| --- | --- |
| ***Small student subgroups:*** Use local data to summarize key facts relating to student subgroups with populations too small to report (less than 15).  (Do not include percentages or other numeric values that might violate student privacy.) | Black/non-hispanic is a sub group that is carefully monitored every year due to the lack of achievement based on the data.  During Team Time, all student’s needs are monitored and served based on the skills needing remediating. |

|  |  |
| --- | --- |
| ***Additional data:*** What additional facts did the team identify that relate to student achievement? (May be informed by quantitative or qualitative sources.)  Suggested additional sources include:   * ACT scores * Advanced Placement enrollment and outcomes * Hope Scholarship eligibility * International Baccalaureate enrollment and outcomes * Move on When Ready participation | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***STUDENT ACHIEVEMENT GUIDING QUESTIONS***

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| ***Effective collaboration to support student achievement:*** What processes are in place to ensure that effective  collaboration is occurring at the school to advance student achievement? Are existing processes effective? | There is currently a Gifted program at PES. This program allows students that are higher achieving to do project based activities throughout the year.  Also, during Team Time, not only do we remediate the missing skills, but we also push those students who are ready for more advanced skills.  Also, there is a robotic club the one of our teachers offers once a week during the school year. |
| What data sources were utilized to make the above determinations? | IEP’s, sign in sheets, lesson plans, MTSS folder. |



**DATA COLLECTION and ANALYSIS**

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| ***Supporting improved graduation outcomes:*** What processes are in place to support practices that will positively affect graduation outcomes? | NA |
| What data sources were utilized to make the above determinations? |  |

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| ***Student subgroup gaps:*** What gaps exist in outcomes among student subgroups? | NA |
| What data sources were utilized to make the above determinations? |  |

* + 1. ***STUDENT ACHIEVEMENT TRENDS AND PATTERNS***

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| Summarize the student achievement trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Reading is the focus this year as this dropped from 2017-2018. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

* 1. **NEEDS IDENTIFICATION and ROOT CAUSE ANALYSIS**
  2. **TRENDS and PATTERNS**

Read the trends and patterns summaries from each section of the data analysis process. Use the information in these summaries to complete 3.2, and 3.3.

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| ***2.1 Coherent Instructional System:*** Summarize the coherent instructional system trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Teachers need more PD and/or coaching regarding reading instruction and to work with teachers in other subjects to implement reading across all subjects and grade levels. |

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| ***2.2 Effective Leadership:*** Summarize the effective leadership trends and patterns observed by the team while completing this section of the report.  What are the important trends and patterns that will support the  identification of student, teacher, and leader needs? | Walkthroughs work in getting feedback to teachers, learning how to reach more teachers with less time is difficult to schedule PD. The school works with the district’s curriculum coordinator to help us implement needed PD. |

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| ***2.3 Professional Capacity:*** Summarize the professional capacity trends  and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | The school needs more “teacher leaders” and we are working to start growing this in our school to help more teachers support one another. |



## NEEDS IDENTIFICATION and ROOT CAUSE ANALYSIS

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| ***2.4 Family and Community Engagement:*** Summarize the family and community engagement trends and patterns observed by the team  while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Family engagement has been difficult. We are holding varied meeting hours this year to try and reach more parents. |

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| ***2.5 Supportive Learning Environment:*** Summarize the supportive learning environment trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | NA |

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| ***2.6 Demographic and Financial:*** Summarize the demographic and financial trends and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Madison county is a rural and poor county. All the traditional non-charter schools are Title I schools. As we have also had a decrease in enrollment funding is always an issue. Additionally, our demographics change as open enrollment brings in many students from outside of the school zoned area. |



**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| ***2.7 Student Achievement:*** Summarize the student achievement trends  and patterns observed by the team while completing this section of the report. What are the important trends and patterns that will support the identification of student, teacher, and leader needs? | Students did well in science but not so well in reading. Our lowest subgroup was our black students in Reading. We are working with them during team time this year to provide additional instruction on the standards they are struggling with. |

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| Are there districtwide trends and patterns, as identified in the schools CNA 2018-2019 Reports, that will support the school’s identification of student, teacher, and leader needs? If so, list those trends and patterns here. | All schools have had issues with funding and many of our schools dropped in performance this year. |



**NEEDS IDENTIFICATION and ROOT CAUSE ANALYSIS**

* 1. **IDENTIFICATION and PRIORITIZATION of OVERARCHING NEEDS**

Use the results of 3.1 to identify the overarching needs of the school. Determine the priority order of the identified needs based on data, team member and stakeholder knowledge, and answers to questions in the table below.

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| ***Overarching Need*** | ***How severe is the need?*** | ***Is the need trending better or worse over time?*** | ***Can Root Causes Be Identified?*** | ***Additional Considerations*** | ***Priority Order*** |
| \*\*Parental Involvement | Severe | Worse | No |  | 3 |
| \*\* Tier II and III Instructional material for Kg ELA | Severe | Better | Yes |  | 4 |
| \*\* Professional Development in Writing. On an average, we scored 6 out 10 points. | Severe | Worse | Yes |  | 1 |
| \*\*Truancy | Severe | Worse | No |  | 2 |
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**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

## ROOT CAUSE ANALYSIS

Select the top 2-4 overarching needs from 3.2. Conduct a separate root cause analysis (RCA) for each need. After describing the RCA process, complete a table for each selected overarching need.

Describe the root cause analysis process used by the team.

The team looked at survey data, iready, FSA, teacher grades as well as write score data to determine the root causes.



## NEEDS IDENTIFICATION and ROOT CAUSE ANALYSIS

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| **Overarching Need #1** | Improving Writing across all grade levels | | |
| ***This is a root This is cause and not something a contributing we can***  ***Root Causes to be Addressed cause or symptom affect*** | | | |
| As of now, there is no writing curriculum for grade Kindergarten, first, and second grades. Grades 3-5 have a curriculum called Top Score. The group has found that by this age, it is too late to teach the basics of writing. But feel if writing was started earlier, students would be more prepared to learn grade level writing beginning in 3rd grades. | |  |  |
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| **Overarching Need #2** | Truancy | | |
| ***This is a root This is cause and not something a contributing we can***  ***Root Causes to be Addressed cause or symptom affect*** | | | |
| PES has had a spike in the amount of students who are missing 5 or more unexcused days from school. The district is funding a ½ time truancy monitor this year to assist all the schools with this problem. | |  | X |
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**COMPREHENSIVE NEEDS ASSESSMENT SCHOOL REPORT**

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| **Overarching Need #3** | Parental Involvement | | |
| ***This is a root This is cause and not something a contributing we can***  ***Root Causes to be Addressed cause or symptom affect*** | | | |
| Meeting times were largest reason we have heard that parents were not as involved. This year we are staggering meetings times, one month it will be earlier, and the next it will be later. We hope that this will help get more parents involved. | |  | X |
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| **Overarching Need #4** | Tier II and III Instructional material for Kg ELA | | |
| ***This is a root This is cause and not something a contributing we can***  ***Root Causes to be Addressed cause or symptom affect*** | | | |
| Funding for additional resources has been an issue. We are working with our curriculum coordinator and federal programs coordinator to find a way to address this issue. | | X | X |
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**ADDITIONAL RESPONSES**

Use the space below to provide additional narrative regarding the LEA’s comprehensive needs assessment ( *optional*).