

Comprehensive Progress Report

Mission:

[This is the School Improvement Plan that WCA uses to assess Comprehensive Needs](#)

Vision:

Description above is linked to the SIP.

Goals:

By June 9th, as indicated by our school attrition summary report, our student attrition rate will decrease from 24.9% to 15%. (A4.09)



Activity in the last 12 months

! = Past Due Objectives

KEY = Key Indicator

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Student support services			
	A4.09	The Leadership Team monitors rates of student transfer, dropout, graduation, attendance, and post-high school outcome (e.g. student enrollment in college, student in careers).(5127)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>Towards the end of the year, the weekly “no-unconfirmed, undecided and no response call” logs were forwarded to the administrative team and calls were made to families regarding their formal enrollment status.</p> <p>WCA works to effectively communicate with families when: undecided status are identified in their “re-enrollment letter”</p> <p>Parent Portal withdrawal forms are completed and administration/registrar reviews “Reasons for withdrawal”</p> <p>When records requests come to us reactively from other schools, we are able to successfully reach out to families and ascertain a formal Student Withdrawal form prior to the release of records.</p>	Limited Development 09/07/2022		
<i>How it will look when fully met:</i>		<p>First 20 days (September 21, 2022) <2.0% (appr. 10 students)</p> <p>Last year 9/17 it was 16 students @ 2.3 %</p> <p>October 28, 2022 <4.0% (appr. 28 students)</p> <p>Last year 10/29 it was 47 students @ 6.7%</p> <p>November 30, 2022 <5.0% (appr. 35 students)</p> <p>Last year 11/30 it was 55 students @ 7.9%</p> <p>Prior to the first day of school for the 2023-2024, as indicated by our school attrition summary report, our student attrition rate will decrease from 174 kids @ 24.9% (8/2/22) to approx 105 kids @ 15%. (8/2/23) (A4.09)</p>		Laura Lopez	08/01/2024
<i>Actions</i>			2 of 3 (67%)		
	3/8/23	Monthly Attrition/Recapture Calls	Complete 06/09/2023	Sofia Sourgiadakis	06/10/2023

Notes: Administration completes monthly student attrition intervention and recapturing calls to ensure that the top 30 "at-risk" students have been contacted in a proactive effort to reduce attrition rates and strengthen the parental partnership.

3/8/23	We will formally look at attrition numbers in an effort to analyze reduction efforts.	Complete 08/30/2023	Annastasia Slade Ryan	08/30/2023
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Notes: As of March 7, the 2021-2022 year to date number for attrition was 105 students. For the current school year 2022-2023 the attrition number for March 7, 2023 is at 74, which is a 31 student reduction.

4/2/24	Monthly Attrition Calls		Sofia Sourgiadakis	06/07/2024
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Notes:

Core Function:	Dimension C - Professional Capacity			
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Effective Practice:	Quality of professional development			
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KEY	C2.01	The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)	Implementation Status	Assigned To	Target Date
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<i>Initial Assessment:</i>	The school looks formally at performance data in three calendarized data days that formally share with teachers performance. Meaningful data desegregation is completed and next steps that determine differentiated small grouping, intervention, power standard reteaching, tutoring programming and enrichment needs are formulated.	Limited Development 03/08/2023		
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<i>How it will look when fully met:</i>	Small grouping, intervention, power standard reteaching, tutoring programming and enrichment needs are formulated have yielded effective growth and a NC report card that outranks the surrounding counties.	Objective Met	Annastasia Slade Ryan	06/07/2024
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Actions		2 of 2 (100%)		
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3/8/23	Calendarized Data Dives, Tutoring Program	Complete 06/09/2023	Laura Lopez	06/10/2023
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Notes: Data Dive following Check-in 1: October 12, 2022
 Data Dive following Check-in 2: February 17, 2023
 Tutoring Program (Determinations based off of Check-in 2 Data):
 February 13, 2023- May 5, 2023

3/8/23	Subgroup data desegregation for special populations to include: special education and English language learners in an effort to organize best practice plans and increase subgroup proficiency rates.	Complete 06/09/2023	Annastasia Slade Ryan	06/10/2023
<i>Notes:</i> January 12-13, 2023 March 28, 2023 April 28, 2023				

Core Function:	Dimension C - Professional Capacity
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Effective Practice:	Talent recruitment and retention
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KEY	C3.04	The LEA/School has established a system of procedures and protocols for recruiting, evaluating, rewarding, and replacing staff.(5168)	Implementation Status	Assigned To	Target Date
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<i>Initial Assessment:</i>	<p>The school has a procedure for recruiting and rewarding employees. WCA utilizes NHA's talent Acquisition and Credentialing team, which is dedicated to recruiting for all positions at the school and ensuring proper credentialing is met for all candidates. The Talent Acquisition team screens candidates for minimum qualifications before sending them to the school for a face-to-face with the administrative team. Rewarding We encourage employees to achieve high performance, and provide encouragement through reward and recognition programs. These programs consist of the annual Excellence in Teaching award, service awards, and our High Five program. High Five is NHA's online recognition program where employees and managers alike can recognize for living out NHA's values and creating a more engaging workplace, and helping the organization achieve success. Replacing NHA has established high standards of professional conduct and performance that are outlined in our employee handbook. We effectively replace staff utilizing a detailed process called NHA's Coaching and Performance Model. Our organization additionally makes our processes and standards transparent using an internal website that is accessible to staff.</p>		Limited Development 01/05/2017		
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<i>How it will look when fully met:</i>	The staff will know and understand the protocols by which they are evaluated and rewarded.			Sofia Sourgiadakis	08/30/2024
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Actions			1 of 2 (50%)		
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3/8/23	Our "Affirmation Station," will be consistently implemented in an effort to showcase teachers hard work and dedication.	Complete 06/02/2023	Dean Team	06/10/2023
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<i>Notes:</i>				
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4/2/24	Monthly Staff Meetings, staff will be rewarded with "buttons" for various reasons: going above and beyond, capturing kids hearts, communication, staff of the month, attendance, conferences, etc.		Sofia Sourgiadakis	06/07/2024
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