

Comprehensive Progress Report

Mission: The mission of Bath Elementary School is to foster lifelong learners who are equipped with the skills and strategies necessary to advance their education at the high school level.

The vision of Bath Elementary School is to provide learning characterized by:

- Vision:**
- Interactive and hands-on activities;
 - Motivation through reward and praise;
 - Acceptance of responsibility by students for all academic growth and appropriate behavior;
 - Instruction that is diverse to meet individual needs.

- Goals:**
- BCS Goal 1: Every student in the Beaufort County Schools will graduate from high school prepared for future education, work, military service and citizenship.
- BCS Goal 2: Every student has a personalized learning experience.
- BCS Goal 3: Every student in every classroom will be taught by a highly qualified educator.
- BCS Goal 4: The Beaufort County School System has up-to-date financial, business, and technology systems to serve students, parents, and educators.



! = Past Due Objectives KEY = Key Indicator						
Core Function:		Dimension A - Instructional Excellence and Alignment				
Effective Practice:		High expectations for all staff and students				
	KEY	A1.07	ALL teachers employ effective classroom management and reinforce classroom rules and procedures by positively teaching them.(5088)	Implementation Status	Assigned To	Target Date

Initial Assessment:

- Each classroom has a matrix for PBIS posted with our school rules and expected behavior. Each year during the first week of school lessons are taught on these rules.
- Staff uses the Educators Handbook to document any office referrals or minor incidents that occur with student behavior.
- Elementary classroom use clip charts and the Bean Classroom Management system which encourages children to keep their beans. Students lose beans when inappropriate behavior is displayed. As a class team, these beans are combined to work toward goals at periodic times. These positive rewards are celebrated as a class.
- For positive reinforcement in elementary classrooms, "compliments" are given. These are paper slips that students write their names on and are entered into a weekly raffle. The more compliments you have, the better your chances for being chosen to visit the treasure chest.
- Other classrooms use a behavior chart with expected behaviors listed from the PBIS Matrix. If a student does not meet the expectations, they received a "number" on the chart. If students receive more than 2 numbers in a week, they write a written reflection on their behaviors and a plan for correction at the end of the week.
- Students are given reward time on Fridays for positive behaviors.
- Rules and expectations are consistent throughout each classroom for grade levels that change classes and teachers during the day.
- Teachers model appropriate behavior.
- Classroom behaviors are taught through role playing scenarios, and texts are used that help children make connections to real life and help teach social skills.

Limited Development
09/06/2016

	Priority Score: 3	Opportunity Score: 3	Index Score: 9		
How it will look when fully met:	<p>Each classroom has a matrix for PBIS posted with our school rules and expected behavior. Each year during the first week of school lessons are taught on these rules.</p> <p>Teacher will continue to use the Educators Handbook to make office referrals and record minor incidents.</p> <p>Expectations and rules will be consistent throughout classrooms.</p> <p>Students will be rewarded for positive behavior and will be guided to reflect and improve when their behavior does not meet expectations.</p> <p>Staff members will model positive behaviors for students.</p>		Objective Met 02/18/22	Sara Biggs	06/30/2022
Actions					
	11/6/20	The school will continue to use educator's handbook to track disciplinary data.	Complete 11/01/2021	Jennifer Cornelius	06/30/2022
<i>Notes:</i>					
Implementation:			02/18/2022		
Evidence	2/18/2022	Evidence can be seen through Educators handbook data, Second Step lesson plans and schedules.			
Experience	2/18/2022	School staff has been trained in Educators Handbook and uses it to document student behavior.			
Sustainability	2/18/2022	School staff will continue to document student behaviors in Educators Handbook			

Core Function:		Dimension A - Instructional Excellence and Alignment			
Effective Practice:		Student support services			
KEY	A4.01	The school implements a tiered instructional system that allows teachers to deliver evidence-based instruction aligned with the individual needs of students across all tiers.(5117)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		October 2021 - Core curriculum for SEL and ELA have been selected and implemented. Math core curriculum is currently being chosen and will be implemented in the 2022-23 school year. Curriculum for Tiers 2 and 3 are in the selection process.	Limited Development 07/14/2016		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>		Core, supplemental and intensive curriculum are selected and implemented for academic, behavior, and SEL domains. Time for supplemental and intensive interventions are built into the school schedule. Evidence of full implementation include increased academic achievement across all subject areas, positive results from the Panorama survey indicating social-emotional learning and coping, and decrease in office referrals for inappropriate behavior.		Charles Clark	06/30/2023
Actions			2 of 3 (67%)		
	10/6/21	The Second Step curriculum is taught to grades K-5 to increase social-emotional learning.	Complete 10/31/2021	Barbara Brodie	06/15/2022
		<i>Notes:</i>			
	10/11/19	MTSS school team is attending monthly district-wide training conducted by district MTSS staff.	Complete 09/01/2021	Sara Biggs	06/30/2022
		<i>Notes:</i>			
	10/6/21	School schedule reflects built-in time for supplemental and intensive interventions.		Kimberly Bissette	09/15/2023
		<i>Notes:</i>			
Implementation:			10/11/2019		
	<i>Evidence</i>	10/19/2017 The Data Teams meetings have been implemented this year. The MTSS team has received PBIS training. They will receive additional training for PBIS throughout the year.			
	<i>Experience</i>	10/19/2017 This objective was easily meet.			

Sustainability		10/19/2017 Data Team meeting calendar has been set and teams will continue to meet. Training for PBIS will continue throughout the year.			
KEY	A4.06	ALL teachers are attentive to students' emotional states, guide students in managing their emotions, and arrange for supports and interventions when necessary.(5124)	Implementation Status	Assigned To	Target Date
Initial Assessment:		Teachers refer students to the School Counselor when emotional needs arise with students. The School Counselor uses the first guidance lesson of each year to teach and discuss her role in the school. Students are aware of School Counseling services and get permission to go to the Counseling office when needed. The School Counselor is aware of student needs as they are indicated through multiple sources of data (medication, attendance, custody orders, etc).	Limited Development 07/14/2016		
		Priority Score: 2 Opportunity Score: 3	Index Score: 6		
How it will look when fully met:		Teachers refer students to the School Counselor when emotional needs arise with students. The School Counselor uses the first guidance lesson of each year to teach and discuss her role in the school. Students are aware of School Counseling services and get permission to go to the Counseling office when needed. The School Counselor is aware of student needs as they are indicated through multiple sources of data (medication, attendance, custody orders, etc). The School Counselor uses classroom lessons to address such topics as emotional needs, coping skills and anger management. When a student requires more intense therapy, the Counselor refers the student to a mental health agency.	Objective Met 02/21/22	Sara Biggs	06/30/2022
Actions					
	10/9/18	The school counselor will be teaching units on problem solving and managing emotions to different grade levels throughout the 2021-22 school year.	Complete 01/31/2022	Sara Biggs	06/03/2022
	<i>Notes:</i>				
	2/18/22	Second Step Social Emotional Curriculum is taught to all students in K-5 classes at least once a month.	Complete 12/13/2021	Barbara Brodie	06/03/2022
	<i>Notes:</i>				
	11/6/20	School staff will administer Social Emotional surveys for grades 3-8 using the Panorama program	Complete 11/30/2021	Sara Biggs	06/30/2022

Notes:

Implementation:		02/21/2022		
Evidence	2/18/2022 Lesson plans for Social-Emotional lessons, Panorama survey results			
Experience	2/18/2022 Lessons provided by Mrs. Biggs and Mrs. Brodie are built into the school's wheel schedule for grades K-5. Panorama surveys were completed in homeroom classes or during guidance lessons.			
Sustainability	2/18/2022 Mrs. Biggs and Mrs. Brodie will continue to provide social emotional lessons monthly. Teachers will continue to refer students to Mrs. Biggs, the School Counselor, when facing difficult or emotional circumstances. Panorama survey will be completed again in the spring.			

	KEY	A4.16	The school develops and implements consistent, intentional, and on-going plans to support student transitions for grade-to-grade and level-to-level.(5134)	Implementation Status	Assigned To	Target Date
			<p><i>Initial Assessment:</i></p> <p>BES has a staggered enrollment for Kindergarten classes each year. Our 8th grade students have presentations from the Early College and Northside High School. All students are helped to enroll in high school classes. All 8th grade students are taken to Northside High School for an orientation and shadow a high school student for half a day. Current kindergarten through seventh grade students participate in "Level Up" at the end of every school year. By visiting classrooms of the next grade level, students will begin building relationships with teachers and learn about future expectations.</p>	Limited Development 07/14/2016		
			Priority Score: 3	Opportunity Score: 3	Index Score: 9	
			<p><i>How it will look when fully met:</i></p> <p>A variety of procedures are put in place to help students transfer from grade-to-grade as listed in our current implementation. Level Up will have students document questions to ask the next grade level teachers. After spending time with the teachers, students will then reflect on how they feel about going into the next grade level.</p> <p>We look at high school enrollment rates from our graduating 8th grade students. Students meet with high school counselors to set a schedule for the upcoming school year.</p> <p>Kindergarten has all girls come on the first day of school and the boys attend the second day. A list of students is documented to show which day they attend staggered entry.</p>		Melissa Clinkscales	06/03/2023
				1 of 2 (50%)		
		10/9/18	Our 8th grade students have presentations from the Early College and Northside High School to familiarize them with the curriculum and what each offer. We help each student interested in the Early College, apply for and practice their interviews. We help all students register for high school. We take all 8th grade students to Northside High School for orientation.	Complete 02/18/2022	Sara Biggs	06/03/2022
			<i>Notes:</i>			
		7/14/16	Level Up Day coordinated with all K-8 teachers.		Melissa Clinkscales	06/03/2023

Notes:

Implementation:		11/06/2020		
Evidence	10/19/2017 A variety of procedures have been put into place to help students transfer from grade to grade. These include GRADD portfolios, open house, visits to high schools, staggered enrollment for kindergarten.			
Experience	10/19/2017 This objective was easily meet.			
Sustainability	10/19/2017 A variety of procedures have been put into place to help students transfer from grade to grade. These include GRADD portfolios, open house, visits to high schools, staggered enrollment for kindergarten.			

Core Function: Dimension B - Leadership Capacity

Effective Practice: Strategic planning, mission, and vision

KEY	B1.01	The LEA has an LEA Support & Improvement Team.(5135)	Implementation Status	Assigned To	Target Date
		Beaufort County School's District Team consists of the Superintendent, Assistant Superintendent, COO, CFO, and directors and department heads. The District Team meets twice a month. Jennifer Smith, member of the District Team and K-5 Curriculum Director for BCS is a member of the Bath Elementary School Improvement Team and works to support our school.	Full Implementation 02/17/2022		

	KEY	B1.03	A Leadership Team consisting of the principal, teachers who lead the Instructional Teams, and other professional staff meets regularly (at least twice a month) to review implementation of effective practices. (5137)	Implementation Status	Assigned To	Target Date
Initial Assessment:			The School Improvement Team consists of administration and staff representing all grade levels and subject areas. The School Improvement Team meets on the first and third Wednesday of each month. Professional Learning Communities (K-4) will continue to collaborate weekly to provide engaging and rigorous lessons.	Limited Development 07/14/2016		
			Priority Score: 3 Opportunity Score: 3	Index Score: 9		
How it will look when fully met:			The School Improvement Team (SIT) will continue to meet the first and third Wednesday of each month. We will be assessing the key indicators and using the Teacher Working Conditions Survey to help improve our school. Professional Learning Communities (K-4) will continue to collaborate weekly to provide engaging and rigorous lessons.		Kimberly Bisette	06/03/2023
Actions				1 of 2 (50%)		
	10/19/16	SIT meetings will be scheduled twice a month.	<i>Notes:</i>	Complete 01/28/2022	Kimberly Bisette	06/30/2023
	2/18/22	Key indicators will be assessed and discussed to target areas for school improvement.	<i>Notes:</i>		Kimberly Bisette	06/30/2023
Implementation:				11/06/2020		
	Evidence	10/19/2017 A calendar has been set for the SIT to meet twice a month. The entire SIT team will meet the first Tuesday of each month, and the Principal and the SIT chair and other representatives will meet at least once a month.				
	Experience	10/19/2017 This objective was easily meet.				
	Sustainability	10/19/2017 SIT team will meet twice a month.				

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Distributed leadership and collaboration			
!	KEY	B2.03	The school has established a team structure among teachers with specific duties and time for instructional planning.(5143)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			BES SIT Team meets twice a month. We are in the planning stages of implementing bi-weekly PLCs and finding staff development for our teachers on PLCs. At this time we have one grade level that meets weekly for grade level planning.	Limited Development 09/06/2016		
			Priority Score: 3 Opportunity Score: 2	Index Score: 6		
<i>How it will look when fully met:</i>			Each grade level will meet twice a month for PLCs. Once with grade level PLCs and once with vertical PLCs. Our staff will be trained on how to run a data driven PLC. They will use their spreadsheets to track and document data for each student. Minutes will be turned into administration.		Charles Clark	06/30/2022
<i>Actions</i>				1 of 2 (50%)		
	9/6/16	SIT meets twice a month to monitor school improvement indicators, discuss data, and monitor progress toward goals.		Complete 09/30/2021	Kimberly Bissette	06/30/2023
<i>Notes:</i>						
	12/4/19	Staff development will be required by all teachers on PLCs. Grade level and vertical PLCs will be attended monthly. Teacher will track all testing data.			Charles Clark	06/30/2023
<i>Notes:</i>						
<i>Implementation:</i>				11/29/2018		
<i>Evidence</i>			10/19/2017 The new SIT plan NCStar has been set up and a team structure for gathering data and evidence for our new SIT Plan has been put into place.			
<i>Experience</i>			10/19/2017 This objective was easily meet.			
<i>Sustainability</i>			10/19/2017 The new SIT plan NCStar has been set up and a team structure for gathering data and evidence for our new SIT Plan has been put into place. This team will continue to gather data and evidence.			

Core Function:			Dimension B - Leadership Capacity			
Effective Practice:			Monitoring instruction in school			
!	KEY	B3.03	The principal monitors curriculum and classroom instruction regularly and provides timely, clear, constructive feedback to teachers.(5149)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>			Principal, assistant principal and mentors monitor curriculum and classroom instruction through drop in visits and formal observations.	Limited Development 08/08/2016		
			Priority Score: 3 Opportunity Score: 3 Index Score: 9			
<i>How it will look when fully met:</i>			Principal, assistant principal and mentors monitor curriculum and classroom instruction through drop in visits and formal observations. Principal, assistant principal and mentors rate observations in the Unified Talent state evaluation system. Walk through forms for drop-in visits.		Charles Clark	06/30/2022
Actions				1 of 3 (33%)		
	8/8/16		Observations will be completed according to LEA deadlines.	Complete 05/17/2018	Spencer Pake	06/08/2018
<i>Notes:</i>						
	2/18/22		Administration meets with staff to discuss observation, highlighting strengths and areas for growth.		Charles Clark	06/03/2022
<i>Notes:</i>						
	11/6/20		Beginning with the 2020-2021 school year, new administration has implemented an informal observation schedule to perform classroom walk-through observations of all teachers multiple times during the year.		Charles Clark	06/30/2022
<i>Notes:</i>						
Implementation:				12/12/2018		
Evidence			10/19/2017 Administrators make formal and informal observations and meet with teachers. Walk through forms for drop-in visits have been established.			
Experience			10/19/2017 This objective was easily meet.			
Sustainability			10/19/2017 Administrators make formal and informal observations, set up a schedule for observations, and meet with teachers. Walk through forms for drop-in visits have been established.			

Core Function:		Dimension C - Professional Capacity			
Effective Practice:		Quality of professional development			
KEY	C2.01	The LEA/School regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs.(5159)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		The School Improvement Team uses EOG, Check-Ins, IReady and mCLASS to help determine student and teacher needs. Teachers download EVAAS data into PLC spreadsheets to monitor subgroups and compare data.	Limited Development 08/08/2016		
		Priority Score: 3 Opportunity Score: 3	Index Score: 9		
<i>How it will look when fully met:</i>		The SIT uses EOG, check-ins, and iReady data to help determine student and teacher needs. Classroom observation data will be addressed to help meet these needs. PLC spreadsheets will be used to track data and allow data comparison with iReady, Check-Ins, and EOGs.		Charles Clark	06/30/2023
<i>Actions</i>			3 of 4 (75%)		
	8/8/16	SIT team will use results of the Teacher Working Conditions survey to help determine goals and professional development needs.	Complete 05/17/2018	Candice Strickland	06/08/2018
<i>Notes:</i>					
	10/9/18	Mr. Pake presented to the SIT Team and to the faculty a Power Point which analyzed our data showing strengths and weaknesses. Data was broken down by grade level and by cohorts of students.	Complete 09/10/2018	Spencer Pake	10/01/2018
<i>Notes:</i>					
	2/18/22	School leadership will schedule Data Meetings with each grade level to look at EVAAS information, test scores, behavior information and report card grades. Teachers and administration will discuss student needs and make a plan to increase student growth.	Complete 01/31/2022	Charles Clark	06/03/2022
<i>Notes:</i>					
	12/4/19	PLC Spreadsheets will continue to be created for each grade level to document student subgroups, expected proficiency, and comparison data with EOGs, IReady and Check-Ins.		Charles Clark	06/30/2023
<i>Notes:</i>					
<i>Implementation:</i>			12/12/2018		

Evidence	10/19/2017 The SIT uses EOG, NCFE, and mClass data to help determine student and teacher needs. Classroom observation data has been addressed to help meet these needs and TWC survey results have been used to determine goals and professional development needs.			
Experience	10/19/2017 This objective was easily obtained.			
Sustainability	10/19/2017 The SIT uses EOG, NCFE, and mClass data to help determine student and teacher needs. Classroom observation data has been addressed to help meet these needs and TWC survey results have been used to determine goals and professional development needs.			

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
Initial Assessment:		Beaufort County Schools try to recruit teachers through local job fairs. The BCS use the state evaluation system with all teachers. Staff is replaced depending on budget and school ADM. BCS have several incentives for rewards. Some of these are as listed: technology grants, county supplement, CARRE cards, etc.	Limited Development 08/08/2016		
		Priority Score: 3 Opportunity Score: 2	Index Score: 6		
How it will look when fully met:		Beaufort County Schools will recruit teachers through local job fairs. The BCS will use the state evaluation system with all teachers. Staff is replaced depending on budget and school ADM. BCS have several incentives for rewards. Some of these are as listed: technology grants, county supplement, CARRE cards, etc. Evidence will be given by LEA.	Objective Met 02/18/22	Charles Clark	06/30/2022
Actions					
	10/9/18	Administration will choose two BES employees each month to receive the Pirate of the Month reward. This award is to recognize success and achievements of our staff.	Complete 09/30/2021	Charles Clark	06/30/2022
	<i>Notes:</i>				
	11/6/20	The school in conjunction with the LEA offers signing bonuses in hard to recruit areas such as EC, ESL, and 6-8 grade Math and Science.	Complete 08/20/2021	Charles Clark	06/30/2022

Notes:

Implementation:		02/18/2022		
Evidence	2/18/2022 Teacher recruiting information, Staff meeting agendas			
Experience	2/18/2022 This objective was easily met. Staff members nominate their colleagues for the Pirate of the Month award. Two nominated staff are recognized each month at Staff meetings. BCS recruits teachers through local job fairs.			
Sustainability	10/19/2017 Beaufort County Schools recruit teachers through local job fairs. The BCS use state evaluation system with all teachers. Staff is replaced depending on budget and school ADM. BCS have several incentives for rewards. Some of these are as listed: Technology grants, county supplement, CARRE cards, etc. BES staff members will continue to be recognized each month through the Pirate of the Month program.			

Core Function:		Dimension E - Families and Community			
Effective Practice:		Family Engagement			
KEY	E1.06	The school regularly communicates with parents/guardians about its expectations of them and the importance of the curriculum of the home (what parents can do at home to support their children's learning).(5182)	Implementation Status	Assigned To	Target Date
<i>Initial Assessment:</i>		<p>School staff regularly communicates with parents/guardians through classroom management systems such as ClassDojo, Remind, and Seesaw, and through emails and texts. Parents receive information through report cards, progress reports, parent teacher conferences, and student weekly folders. Mr. Clark shares weekly announcements and school information through AlertNow calls and emails. Important information and events are shared on the school's Instagram and Facebook pages.</p> <p>Parents receive information regarding expectations during the School's Open House at the beginning of each school year. Parents sign-up for PowerSchool Parent Portal to receive updates on student attendance, grades, and test scores.</p>	Full Implementation 02/18/2022		