SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs
Performance Goal 1.1a: (Statement of desired progress or result over 5 years)	By 2026, 85% of responses on the Data Integration Survey, completed by designated school leaders, will be at the highest indicator of implementation.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	Data Integration Survey

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Data Integration Survey Responses	30.0%	**Projected**	40.0%	~~50%~~ 55%	~~60%~~ 65%	~~70%~~ 75%	~~80%~~ 85%
		Actual	52.0%				

*Anticipated baseline. Survey will be given in spring of 2022

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.1:	Leadership for Continuous Improvement: Effectively use data to inform decisions and evaluate systems and programs
Performance Goal 1.1b: **(Statement of desired progress or result over 5 years)**	By 2026, 80% of school leaders will use Schoolzilla to inform decisions and evaluate systems and programs.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	Schoolzilla usage data

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Schoolzilla Usage Data	30.0%	**Projected**	40.0%	50.0%	60.0%	70.0%	80.0%
		Actual	43.8%				

*2020-21 data used for Baseline

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.1: Leadership for Continuous Improvement:
Effectively use data to inform decisions and evaluate Systems and Programs

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Utilize Schoolzilla Data during PLC's	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	N/A	Continued	PLC Agendas, MTSS spreadsheets
Schedule meetings with school leaders to share Schoolzilla/other data for the purpose of evaluating systems and programs, including data from community organizations	2022	2027	Admin, Instructional Leadership Team	$0	N/A	Continued	Grade Chair Meeting agendas, PLC meeting agendas, SIC Meeting agendas
Work with student and teacher leadership groups to identify ways various student data can be more effectively used by teachers and other school staff	2022	2027	Admin, Instructional Leadership Team	$0	N/A	Continued	Annual meetings with leadership groups - feedback from groups
Evaluate benchmark data during instructional leadership team meetings.	2022	2027	Instructional Leadership Team	$0	N/A	Continued	Leadership meeting agendas and virtual data wall.

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.2:	Effective Communication: Strengthen Stakeholder Involvement in ONGOING Internal and External Communication
Performance Goal 1.2: (Statement of desired progress or result over 5 years)	By 2026, 98% of parents indicate they are satisfied with timely communication from their child's school (#23). By 2026, 76% of parents indicate they agree that their child's school considers changes based on what parents say (#11).
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Parent Survey

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Parent Survey (#23)	95.5%	**Projected**	96.0%	~~96.5%~~ 97.6%	~~97%~~ 97.8%	~~97.5%~~ 97.9%	98.0%
		Actual	97.4%				
Source: Parent Survey (#11)	57.4%	**Projected**	60.0%	~~63%~~ 86.2%	~~66%~~ 86.5%	~~69%~~ 86.8%	~~72%~~ 87%
		Actual	85.9%				

*2020-21 data used for Baseline

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.2:	Effective Communication: Strengthen Stakeholder Involvement in ONGOING Internal and External Communication

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Weekly communication through Smores Newsletter sent through Blackboard Communications.	2022	2027	Administration	$90	School Budget	Continued	Blackboard message history.
Include feedback that parent/SIC suggestions and changes that were made in Weekly Communication.	2022	2027	Administration	$0	N/A	Continued	Evidence posted in weekly Hoofbeat News newsletters.
Send multiple reminders in a variety of forms for parents and community members to join School Improvement Council	2022	2027	Administration, Teachers	$0	N/A	Continued	Blackboard communication.
Monthly School Improvement Council Meetings	2022	2027	Administration	$0	N/A	Continued	Monthly meeting agendas.

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation
Performance Goal 1.3: **(Statement of desired progress or result over 5 years)**	By 2026, 98.3% of teachers will be satisfied with working conditions.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Teacher Survey

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Teacher Survey (#70)	96.9%	**Projected**	97.3%	97.5%	97.8%	98.0%	98.3%
		Actual	98.4%				

*2020-21 data used for Baseline

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	X	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 1.3:	Educator Quality: Develop and monitor a comprehensive plan for Recruitment, Retention, and Evaluation

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Conduct exit interviews at the school level to determine reasons why staff are leaving the school.	2022	2027	Principal	$0	n/a	Continued	End of year exit interview notes.
Implement responsive practices to grow teachers professionally.	2022	2027	Admin, Lead Teacher, and Reading Coach	$12,000	School PD Budget	Continued	PD, Leadership Opportunities, PLC, and Teachers as Leaders PD.
Collaboration with PTA and various stakeholders to improve staff morale.	2022	2027	Administration	$0	n/a	Continued	Staff Newsletter, PTA meeting notes
Participate in annual district recruitment fair to include various stakeholder groups.	2022	2023	Administration	$0	n/a	Continued	Principals' Meetings Minutes, Electronic Communications and Flyers, Agenda, Recruitment Fair Participation Survey Data

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	X	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
	☐	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
	☐	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.
Performance Goal 2.1a: **(Statement of desired progress or result over 5 years)**	By 2026, 78.0% of grade K-1 students will meet district proficiency benchmarks on STAR Early Literacy testing. By 2026, 76.0% of grade 2 students will meet district proficiency benchmarks on STAR Reading testing.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	STAR Early Literacy and Reading District Benchmark Data from Schoolzilla - Spring Testing

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: STAR Early Literacy	83.1%	**Projected**	84.1%	~~85.1%~~ 75%	~~86.1%~~ 76%	~~87.1%~~ 77%	~~88.1%~~ 78%
Grade K-1		**Actual**	74.8%				
Source: STAR Reading	77.1%	**Projected**	79.1%	~~81.1%~~ 70%	~~83.1%~~ 72%	~~85.1%~~ 74%	~~87.1%~~ 76%
Grade 2		**Actual**	68.9%				
*2020-21 data used for Baseline							

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	X Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
	☐ School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	☐ District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.
Performance Goal 2.1b: (Statement of desired progress or result over 5 years)	By 2026, 90% of grade 1-2 students will meet district proficiency benchmarks on STAR math testing.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	STAR Math District Benchmark Data from Schoolzilla - Spring Testing

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: STAR Math	80.0%	**Projected**	82.0%	84.0%	86.0%	88.0%	90.0%
Grade 1-2		**Actual**	80.2%				
*2020-21 data used for Baseline							

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	X	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.
Performance Goal 2.1c: **(Statement of desired progress or result over 5 years)**	By 2026, 76% of students in grades 3-5 will demonstrate proficiency on the SC Ready Assessment for ELA. By 2026, 71% of students in grades 3-5 will demonstrate proficiency on the SC Ready Assessment for Math.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SC Ready ELA, Math Data from Schoolzilla

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: ELA	54.9%	**Projected**	57.0%	~~59%~~ 70%	~~61%~~ 72%	~~63%~~74%	~~65%~~ 76%
Grade 3-5		**Actual**	69.7%				
Source: Math	54.9%	**Projected**	57.0%	~~59%~~ 65%	~~61%~~ 67%	~~63%~~ 69%	~~65%~~ 71%
Grade 3-5		**Actual**	64.2%				
*2020-21 data used for Baseline							

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	X	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 2.1:	Equitable and Effective Curriculum, Instruction and Assessment: Develop sustainable Professional Learning Communities to promote student growth and success by focusing on consistent grading and instructional practices.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
All staff partcipate in professional learning on instructional practice at the beginning of the year to set up the expectation of best practices.	2022	2027	Instructional Leadership Team	$0	n/a	Continued	Staff meeting schedule created by administrators and PD created by staff members
All staff partcipate in professional learning on instructional practice during monthly professional development.	2022	2027	Instructional Leadership Team	$0	n/a	Continued	Staff meeting schedule created by administrators and PD created by staff members
Grade levels participate in twice a week PLC meetings to promote student growth.	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	PLC Meet Agendas
At beginning of the year and throughout grade chair meetings, Administration share and implement expectations for PLC. A group of teachers will attend the PLC conference and share their experience with staff.	2022	2027	Administration	$9,000	School Budget in Professional Development	Continued	14 staff members will attend the PLC conference. A team leader meeting will be scheduled to share PLC expectations.
Use PLC meetings to review data and determine consistent practices	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	Master calendar will reflect two PLC meetings weekly.
Teams will quarterly reflect on their effectiveness to develop sustainable Professional Learning Communities.	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	Survey results.

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	X Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
	☐ School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	☐ District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 2.2: Engaging and Rigorous Curriculum and Instruction:
Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.

Performance Goal 2.2:
(Statement of desired progress or result over 5 years) By 2026, the percent of student responses indicating satisfaction with their learning environment will be 95% (#18).

Interim Performance Goal:
(One year goal) Meet annual targets below.

Data Source(s):
(List types of data that will be collected or examined to measure progress) SCDE Student Survey

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#18)	92.5%	**Projected**	93.0%	93.5%	94.0%	94.5%	95.0%
		Actual	88.3%				

*2020-21 data used for Baseline

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	X	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 2.2:	Engaging and Rigorous Curriculum and Instruction: Implement a curriculum and professional learning model to support, sustain and build capacity for our innovative learning culture.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Create curriculum units and pacing guides. Consistent monitoring of their development and effectiveness.	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	Springfield will utilize districtwide curriculum units, pacing guides, and engagement tool
Protected time for PLC's and Professional Development for staff. We will also utilize vertical teams once per month.	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	Google Calendar will reflect these.
Create common assessments for grade level teams.	2022	2027	Admin, Lead Teacher, and Reading Coach	$0	n/a	Continued	PLC Agendas

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	X Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
	☐ School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	☐ District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.
Performance Goal 2.3: (Statement of desired progress or result over 5 years)	By 2026-27 school year, fully implement a multi-tiered system of prevention using a consistent framework across all schools to support the academic, behavioral and social competencies of all students by maintaining 80% or higher treatment integrity.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	Ci3T Treatment Integrity Measures to include Teacher Self-Report, Direct Observations, and Tiered Fidelity Inventory.

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source:	To be collected in 22-23	**Projected**	N/A	Baseline TBD	70.0%	75.0%	80.0%
Ci3T Treatment Integrity (Elementary)		**Actual**	N/A	82.5%			

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	X	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 2.3:	Personalized, Responsive Academic Support/Recovery: Develop and implement a systematic process to collect and analyze formative assessment data in order to provide tiered intervention and supplemental programs for students in need of support with academic achievement and SEL.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Develop a comprehensive framework to include all stakeholders that establishes a process for utilizing existing data systems to target students needs K-5.	2022	2023	School Level Ci3t Team (Adam Fantone, Jessica Williams, Vicky Tuzzo, April Jones, Hannah Couchenour, and Jo Seibles	$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Engage in an annual cycle of data review, analysis, and interpretation with developmental, reciprocal, and accountable steps at grade/content, school, grade band, and district levels.	2023	2027	Admin, Lead Teacher, and Reading Coach	$0	N/A	Continued	Schoolzilla data usage (see Perf. Goal 1.1a)
Develop a 3-tiered structured framework of prevention to address all students academic, behavioral, and social needs to include staffing to implement K-5. (Elementary Implementation)	2022	2024	School Level Ci3t Team (Adam Fantone, Jessica Williams, Vicky Tuzzo, April Jones, Hannah Couchenour, and Jo Seibles	$0	N/A	Continued	Ci3T Implementation Data
Use data to a) determine specific areas in need of academic growth for targeted supplemental programs such as after school and summer programs and b) measure academic growth of participants.	2022	2027	Admin, Lead Teacher, and Reading Coach	TBD (varies by year)	General Fund, Grants, ESSER Funds, Title Funds	Continued	Student achievement data (see Perf. Goal 2.1a-f)

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:			
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
	☐ Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
	X School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
	☐ District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 3.1:	Safe, Clean and Healthy School Environments: Develop and implement a systems' approach to improving a safe, clean, and healthy learning environments.
Performance Goal 3.1: **(Statement of desired progress or result over 5 years)**	By 2026, the percent of teacher responses indicating satisfaction with the social and physical environment in their school will be 98.9% (#47) By 2026, the percent of parent responses indicating satisfaction with the social and physical environment in their school will be 92.3% (#19) By 2026, the percent of student responses indicating satisfaction with the grounds around the school being clean will be at 93.6%. (#19)
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Teacher, Parent, Student Survey

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Teacher Survey (#47)	98.4%	**Projected**	98.5%	98.6%	98.7%	98.8%	98.9%
		Actual	98.4%				
Source: Parent Survey (#19)	87.3%	**Projected**	88.3%	~~89.3%~~ 95%	~~90.3%~~ 95.2%	~~91.3%~~ 95.4%	~~92.3%~~ 95.6%
		Actual	94.8%				
Source: Student Survey (#19)	88.6%	**Projected**	89.6%	90.6%	91.6%	92.6%	93.6%
		Actual	75.2%				

*2020-21 data used for Baseline

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
X	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 3.1:	Safe, Clean and Healthy School Environments: Develop and implement a systems' approach to improving a safe, clean, and healthy learning environment.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Update School Safety Folders	2022	2027	Admin	$0	n/a	Continued	Red Safety Folders/Updated Action Plans
Identify needs for additional security cameras to cover blind spots.	2022	2023	Admin and Rich Todd	unknown	District Tech Fund	Completed	Map of blind spots presented to District Safety Team
Incorporate school health initiatives such as Biggest Loser and after school excercise days.	2022	2027	Admin and Sunshine Committee	$0	n/a	Continued	Google Calendar
Gather feedback from school sites regarding cleaning issues	2022	2027	Joe Romenick	$0	N/A	Continued	Documented Review of custodial log

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
	X	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 3.2:	Effective Social Emotional Learning and Support Services

Performance Goal 3.2: **(Statement of desired progress or result over 5 years)**	By 2026, the percent of student responses indicating satisfaction with their social and physical environment will be 98%. By 2026, the percent of SRSS-IE Screener ratings that fall in the typical or strength range will be maintained at 84% or higher.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SCDE Student Survey, SRSS-IE Screener

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source: Student Survey (#36)	95.4%	**Projected**	96.0%	96.5%	97.0%	97.5%	98.0%
		Actual	88.1%				
Source: SRSS-IE Screener	TBD**	**Projected**	84.0%	84.0%	84.0%	84.0%	84.0%
		Actual	N/A				
*2020-21 data used for Baseline							
** Will use Spring 2022-23 SRSS-IE Data as Baseline							

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
X	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 3.2:	Effective Social Emotional Learning and Support Services

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Select and implement social emotional learning curriculum (elementary)	2021	2023	Peter Olinger, District Ci3T Team	$25,000 Annually	General Fund	Continued	Curriculum purchased and PD Plan
Implement evidence-based interventions to address social, emotional or behavioral concerns identified through universal data	2022	2027	Peter Olinger, Executive Director of MS/HS, Amber Smith, Amy Maziarz	TBD	General Fund	Continued	MTSS data from Enrich
Continue to Implement Morning Meeting	2022	2027	Admin and Teachers	$0	n/a	Continued	Master Schedule
Continue to train staff and implement in Responsive Classroom practices	2022	2027	Admin, Lead Teacher, Teachers	$0	n/a	Continued	Beginning of school staff trainings, Colt Academy for new teachers

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality		Cognia Domain: Leadership
	☐ Student Achievement	District Goal 2: Equitable Teaching and Learning		Cognia Domain: Learning
	X School Climate	District Goal 3: School Climate and Equitable Resources		Cognia Domain: Resources
	☐ District Priority	District Goal 4: Equity Building		Cognia Domain: Equity

Strategy 3.3:	Technology Resources: Provide equitable student learning opportunities with current technology resources.
Performance Goal 3.3: **(Statement of desired progress or result over 5 years)**	By 2026, increase the average launches per user in ClassLink to 235.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	ClassLink App Usage Report

Overall Measures	Average Baseline		2021-22	2022-23	2023-24	2024-25	2025-26
Source: ClassLink Usage Data	173	**Projected**	178	~~183~~ 220	~~188~~ 225	~~193~~ 230	~~198~~ 235
		Actual	214				

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
	X	School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
		District Priority	District Goal 4: Equity Building	Cognia Domain: Equity
Strategy 3.3:		Technology Resources: Provide equitable student learning opportunities with current technology resources.		

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
All staff reminders in newsletter to use ClassLink	2022	2027	Admin	$0	n/a	Continued	Staff Newsletter
Allocate an equitable amount of classroom devices to teachers	2022	2027	Admin and Joanna Harrigan	$0	n/a	Continued	Technology Allocation Spreadsheet
Work with the district technology team to keep teachers trained in technology and advantages of using ClassLink	2022	2027	Admin and Kacey Nguyen	$0	n/a	Continued	Staff PD
Provide Ci3t tickets to staff members who log in the most monthly.	2022	2027	Admin	$0	n/a	Continued	Data sheet

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
	☐ Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership	
	☐ Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning	
	☐ School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources	
	X District Priority	District Goal 4: Equity Building	Cognia Domain: Equity	

Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.
Performance Goal 4.1a: **(Statement of desired progress or result over 5 years)**	By 2026, 49.5% of students in the Pupils in Poverty subgroup will demonstrate proficiency on the SC Ready ELA Assessment.
Interim Performance Goal: (One year goal)	Meet annual targets below.
Data Source(s): (List types of data that will be collected or examined to measure progress)	SC Ready ELA Asessment Data

Overall Measures	Average Baseline*		2021-22	2022-23	2023-24	2024-25	2025-26
Source:		**Projected**	37.5%	40.5%	43.5%	46.5%	49.5%
SC Ready ELA performance data in grades 3-5	33.6%	**Actual**	57.1%				
*2020-21 data used for Baseline							

SPRINGFIELD ELEMENTARY SCHOOL RENEWAL/IMPROVEMENT PLAN 2022-2027

GOAL AREA:				
		Teacher/Administrator Quality	District Goal 1: Leadership and Teacher Quality	Cognia Domain: Leadership
		Student Achievement	District Goal 2: Equitable Teaching and Learning	Cognia Domain: Learning
		School Climate	District Goal 3: School Climate and Equitable Resources	Cognia Domain: Resources
	X	District Priority	District Goal 4: Equity Building	Cognia Domain: Equity

Strategy 4.1:	Equity Building: In order to empower all learners to achieve their greatest success, implement the district's equity action plan.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Monitor	Evaluation: Indicators of Implementation
Develop an equity action plan based on SC Ready data for Pupils in Poverty findings and monitor implementation	2022	2023	Admin and Instructional Leadership Team	No Cost	N/A	Continued	Development of action steps
Identify equity audit we will use for FMSD	2022	2027	Admin, MTSS Team, and Instructional Leadership Team	No Cost	N/A	Continued	MTSS meeting notes/Intervention
Staff Training on Meeting the Needs of Students in Poverty	2022	2027	Admin, MTSS Team, and Instructional Leadership Team	1,000 estimated	School Funds	Continued	Staff Training
Staff Training on Anti-Bias Instruction	2022	2023	Admin, School Diversity Committee	$0	N/A	Continued	Staff Training