

UNDERPERFORMING SCHOOLS

Code **XXXX** Draft **3/19**

Purpose: To establish criteria for a turn-around plan for any elementary, middle and/or high school who fall within the designated area of concern.

When fewer than twenty-five percent of students in an elementary or middle school are at “meets” or “exceeds expectations” on the English/language arts and mathematics state’s approved student assessment instrument, or when fewer than twenty-five percent of high school students score at least a C or better on end-of-course assessments in English and mathematics, a turn-around plan must be developed outlining the school’s proposal for improvement in the targeted area(s). The turn-around plan would include any or all of the following actions:

- (1) Outlines activities that, when implemented, reasonably may be expected to improve student performance and increase the rate of student progress;
- (2) Provides a coherent plan for professional development that is ongoing, job related, and tied to improving teaching and learning; professional growth plans will reflect individual improvement criteria for the next evaluation of principals and teachers;
- (3) Establishes specific annual targets for improving student academic achievement, on-time graduation rates, and college/career readiness;
- (4) Identifies a financial plan for the school, showing how resources and funds will be targeted to improve student outcomes with specific actions to improve the recruitment and retention of highly effective teachers;
- (6) Considers compensation packages to improve student achievement and to improve the recruitment and retention of highly effective teachers;
- (7) Specifies a time line for implementation of the activities and the goals to be achieved;
- (8) Creates a stakeholder group that includes local representatives from the Department of Social Services, Department of Mental Health, Department of Employment and Workforce, and law enforcement and delineates steps to address:
 - Social service and health needs of students at the school and their families;
 - Support to help students arrive and remain at school ready to learn;
 - Steps to improve or expand child welfare services and, as appropriate, law enforcement services in the school community;
 - Steps to improve workforce development services provided to students and their families at the school, to provide students and families with meaningful employment skills and opportunities;

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(9) Provides an orientation class for parents that focuses on the value of education, academic assistance, extended day and year, and enrichment programs that are available at the school and in the community; and/or

(10) Delineates the strategies and support the district will provide.

Once the revised plan is developed, the superintendent and board will review and approve the plan to determine if it focuses on strategies to increase student academic performance and college and career readiness.

By February first, the school, working with the school district, will inform parents of the plan to improve performance, including the strategies that the district and school will use to improve student outcomes of all students as measured on the report card.

Annually, the superintendent will prepare updates on implementation of the plan and student achievement. These annual reports will be available on the district's website.

If at any time a school is not making satisfactory progress, the following options will be considered by the Board (see current SC Code Section 59-18-1520 AND Proviso 1A.12):

Option 1: The superintendent may reconstitute the school by putting teachers and staff on notice that all or a significant portion of positions in the school will be declared vacant. Employees occupying those positions would be given an opportunity to reapply for positions.

Option 2: The superintendent, with approval of the Board, may establish a contract with a public or nonprofit entity that has a proven record of success in working with underperforming schools and districts. The entity shall use research-based strategies to operate and oversee the administration of the school until the overall rating of the school improves. The overall rating must improve within three years in order for the contract to be considered for continuation. State, local and federal funds generated by the students must follow the students.

Option 3: The Board may award competitive grants as authorized under federal law to create new schools through public/private (nonprofit) partnerships;

Option 4: The superintendent may recommend another course of action for consideration by the Board; and/or

Option 5: The school could be closed and its students transferred to higher-performing schools in the district.

The Board, with a recommendation from the Superintendent, shall determine which action is in the best interest of students.

Adopted xx/xx/xx

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Legal references: SC Code §59-18-1520