

SCHOOL RENEWAL PLAN

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Stakeholder Involvement

SIC Members

LaTasha Scott Assistant Principal (Ex-Officio)

Shretta Godbolt (Community Member)

Susan McLeod (Parent)

Ashley Boyd-Johnson (Parent)

Jasmine Miller (Community Member)

Desiree McMillan (Teacher)

Janice Warren (Chair)

Dr. Mary Kay Norton (Principal)

Faculty & Staff

Olivia Ardis

Tedra Benjamin

Lindsey Breeden

Denise Campbell

Samantha Childress

Jamie Corbell

Kadaijah Gamble

Alyce Hardy

Kelli Howard

Richard Inbody

Dennisse Jones

Alyssa Lazlo

Rolanda Madojemu

Desiree McMillan

Kathleen Ortiz

Gianna Ploe

Ryan Prescott

Latayna Ravenell

Crystal Stelle

Irena Zeeff

Latasha Temoney

NEEDS ASSESSMENT DATA

Provide the link to your school's most recent School Report Card:

[Overview - SC School Report Cards \(screportcards.com\)](https://screportcards.com)

Student Achievement

While analyzing the Student Achievement Data we noticed that more than half of our population did not meet the required standard. Therefore, we created goals based upon improving academic achievement through the use of best practices to increase the number of students meeting and exceeding the standards.

It is also a continuous goal that we serve our students with Highly Qualified professionals to ensure best practices are being implemented in the classroom.

Safe and Supportive Schools

Utilizing our Student, Parent and Teacher Survey results, we strive to improve in the areas of having parents satisfied with the learning, social and physical environment and home-school relations. We continue to implement and build upon the Leader in Me program here at the school and encourage more parents to get involved in that process.

Our Attendance Rate is fairly high and we aim to keep it that way by closely monitoring attendance, tardies, and truancies.

While analyzing our suspension and expulsion data, we realized that we needed to look back prior to the pandemic to get an accurate picture of our discipline rate. We have since implemented a Behavior Interventionist. We have created goals to improve the discipline procedures, incorporate more SEL strategies and provide more character building opportunities.

Effective and Efficient Operations

We are a proud Leader in Me school. The Leader in Me Survey MRA Assessment Results lets us know how the Students, Parents and Teachers feel about the Leader in Program. The score for each area; Leadership, Culture and Academics is averaged to give us an overall score. Our goal is to continue the Leader in Me program and effectively implement the concepts in order to ensure our students grow as leaders. By getting more parents involved in this process we anticipate our parent survey results to improve.

College and Career Ready: Student Achievement

SC Ready 2023 State Assessment	
ELA	40.5%
Math	33.9%
SC PASS 2023 State Assessment	Grade 4 Only
Science	45.1%

High Performing Workforce: Teacher/Administrator Quality

Highly Qualified Staff	69%
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Safe and Supportive Schools: School Climate

School Climate Survey	Teachers (22)	Students (382)	Parents (111)
Learning	90.9%	85.1%	83.8%
Social & Physical Environment	90.9%	79.8%	90.2%
School-Home Relations	36.8%	84.0%	84.3%
Positive Working Environment	90.9%		
Attendance		98.6%	
Suspensions		51	
Expulsions		4	

Effective and Efficient Operations

Leader in Me MRA Survey	Leadership	Culture	Academics
Averaged Score 2023 69%	77%	76%	78%

EXECUTIVE SUMMARY OF NEEDS ASSESSMENT DATA FINDINGS

Per SBE Regulation 43-261, the annual needs assessment will provide focus for planning teams to set priorities for the plan. The comprehensive needs assessment must identify targeted areas of discrepancy between the desired performance levels and the current status as indicated by available data. Any discrepancies in the following areas identified by the school and district report cards must be included in the plan: (1) achievement, (2) achievement by subgroups, (3) graduation rates, (4) attendance, (5) discipline, (6) teacher/administrator quality and professional growth, and (7) other priority areas.

Measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

State Report Card for districts and schools data: <http://ed.sc.gov/data/report-cards/state-report-cards/>

Directions: In the appropriate boxes, use school data to identify areas in need of improvement. Required areas to be addressed: Student Achievement, Teacher/Administrator Quality, and School Climate.

College and Career Ready: Student Achievement, including sub-groups
<i>Early Childhood/Primary (PK–2):</i>
<i>Elementary/Middle (3–8):</i> <i>By Spring 2027, the percentage of students identified as Level 3 Met and Level 4 Exceeds in ELA Achievement will increase from 24% to 74% as measured by the SC Ready Assessment and indicated on the SC School Report Card.</i> <i>By Spring 2027, the percentage of students identified as Level 3 Met and Level 4 Exceeds in Math Achievement will increase from 22% to 72% as measured by the SC Ready Assessment and indicated on the SC School Report Card.</i> <i>By Spring 2027, the percentage of students identified as level 3 Met and Level 4 Exceeds in 4th Grade Science Achievement will increase from 25% to 75% as measured by the SC Ready Assessment and indicated on the SC School Report Card.</i>
<i>High School (9–12):</i>
High Performing Workforce: Teacher/Administrator Quality
<i>By Spring 2027, the workforce who are certified and Highly Qualified will increase to 100% and will be maintained by a comprehensive program of recruitment, retention and professional development.</i>
Safe and Supportive Schools: School Climate
<i>By Spring 2027, the percentage of Teachers, Parents and Students satisfied with the learning, social and physical environment will increase by 15% as measured by the State Report Card Surveys.</i> <i>By Spring 2027, the percentage of parents satisfied with school-home relations will increase by 15% as measured by the State Report Card Surveys.</i> <i>By Spring 2027, the student Attendance Rate will increase by 5%.</i> <i>By Spring 2027, the number of discipline referrals that result in Suspension will decrease by 5% and Expulsions will remain at less than 1%.</i>
Strong Stakeholder Partnerships
<i>Partner with stakeholders to build advocacy for our students, families, schools, and Sumter School District by promoting transparency and providing accurate information in an effort to increase stakeholder investment.</i>
Effective and Efficient Operations
<i>By Spring 2027, the averaged percentage of Leadership, Culture and Academics will increase to 80% as measured by the Leader in Me MRA Survey Results.</i>

Performance Goal Area:

☒ **College and Career Readiness***

☐ High Performing WorkForce*

☐ Safe and Supportive Schools*

☐ Strong Stakeholder Partnerships

☐ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the percentage of students identified as Level 3 Met and Level 4 Exceeds in ELA Achievement will increase from 24% to 74% as measured by the SC Ready Assessment and indicated on the SC School Report Card.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-26	2026-2027
DATA SOURCE(s): SC READY Level 3 Met and level 4 Exceeds	24%	Projected Data	34%	44%	54%	64%	74%
		Actual Data	40.5%	TBD			

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.Implement District Unit plans and utilize SDE Support SC documents to teach ELA & Writing Standards	2022 - 2027	Teachers Administrators	N/A	State District	Continue Lesson Plans Observations
2. Maintain adequate facilities that meet the needs of elementary students. • Proper desks • Adequate space • Adequate cleaning	2022 - 2027	District Maintenance School Maintenance Building Service Workers	N/A	District School	Continue Inventory
3. Analyze data to address strengths and weaknesses identified on • SC READY • MAP	2022 - 2027	Teachers Administrators Reading Coach Instructional Coach	N/A	N/A	Continue Data Results Data Analysis Reports Data Meetings W/Administrators
4. Utilize Coaches, Teacher leaders and Mentors to Support Instruction. • Analyzing Data • Observing • Supporting/Modeling • Providing professional development	2022 - 2027	Reading Coach Instructional Coach Teacher Leaders Mentors Teachers	N/A	N/A	Continue Data Meetings Rosters PLC Agendas and rosters PD Dates Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
5. Utilize technology resources to reinforce academic skills, provide interactive engagement and differentiation of instruction. • Chromebooks • Brainpop • Readworks • Ed Puzzle • Schoology • Promethean board • Nearpod/Flocabulary • Mobymax • Progress Learning • Padlet • Edmentum	2022 - 2027	Teachers Reading Coach Instructional Coach Administrators	\$46,000.00	District School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations Usage Reports
6. Utilize research based strategies, materials and programs to supplement instruction. • Guided small groups • Blended Learning • Intervention programs • Edmentum • Mobymax • Progress Learning • Epic • Readworks	2022 - 2027	Teachers	N/A	District School Title 1	Continue Lesson Plans Observations Usage Reports
7. Teach word development strategies using reference resources and develop class word walls.	2022 - 2027	Teachers	N/A	School Title 1	Modified with new curriculum Lesson Plans Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
8. Utilize Reading Motivation programs. • Readworks • MobyMax • Edmentum • Epic	2022 - 2027	Teachers	N/A	School Title 1 District	Continue Lesson Plans Observations
9. Utilize and maintain a school leveled library containing guided reading sets and other materials for classroom use. • Guided Reading short reads • Leveled library	2022 - 2027	Reading Coach Instructional Coach Teachers	\$1,800.00	Title 1	Continue Purchase Orders Requisition of funds LessonPlans Observations Inventory
10. Increase the size of classroom libraries to include ample appropriate texts (fiction and nonfiction)	2022 - 2027	Reading Coach Instructional Coach Teachers	\$5,100.00	Title 1	Continue Purchase Orders Requisition of funds LessonPlans Observations Inventory
11. Utilize data analysis results to determine specific staff development.	2022 - 2027	Teachers Administration Instructional Coach	N/A	N/A	Continue Surveys Data Analysis Results
12. Maintain an active and responsive MTSS Team. • Referrals • Intervention	2022 - 2027	MTSS Team Administration Counselor Attendance Clerk	N/A	N/A	Continue MTSS Meetings & Notes Referral and Intervention lists
13. Provide training on Balanced Literacy.	2022 - 2027	Reading Coach	N/A	State District	Modified with new curriculum PD Rosters

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
• PLC's • Support Texts • Next Step Forward • Reading Strategies • Writing Strategies • Guided Readers and Writers • Read Alouds • Short Reads • District Curriculum and Pacing Guide • SDE Support Documents		Instructional Coach District Coordinators		School Title 1	Lesson Plans Observations PLC's
14. Provide professional development training in best practices. • District PD • School PD • Conferences • Workshops	2022 - 2027	District Coordinators Instructional Coach Reading Coach Teachers Consultants	\$4,685.00	District School Title 1	Continue Meeting Agendas PD Rosters Lesson Plans Observations Requisition of funds Sign - in Rosters Agendas
15. Utilize District Coordinator. • Observations • PLC's	2022 - 2027	District Coordinators	N/A	District School	Continue Meeting Agendas PD Rosters Lesson Plans Observations
16. Monitor implementation of best practices in instruction. • NIET • 4.0 Rubric • ELEOT	2022 - 2027	Administration Instructional Coach Reading Coach Teacher Leaders Mentors	N/A	N/A	Continue Observations Evaluations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
17. Implement a Habits writing contest (Leader In Me). KONA Winners	2022 - 2027	Teachers Reading Coach	N/A	KONA Ice Partnership School	Continue Roster of Winners Awards and Certificates Display of Winners
18. Implement Social & Emotional (SEL) programs and strategies to meet the SEL needs of the students in order to be successful. - Leader in Me - Nearpod SEL - DoJo SEL	2022 - 2027	Teachers Counselor	\$40,150.00	School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations Classroom Guidance Plans
19. Utilize Guidance programs addressing the Education Economic Development Act (EEDA). - Career Fair - Classroom Guidance	2022 - 2027	Guidance Counselor Teachers Administration Community Partners	N/A	State District School	Continue Purchase Orders Requisition of funds Lesson Plans Observations Classroom Guidance Plans Career Fair
20. Utilize Diagnostics to determine academic achievement and to guide instruction. - Benchmarks - Common Assessments - MAP	2022 - 2027	Teachers Administration Instructional Coach Reading Coach	N/A	State District School	Continue Data Analysis results Lesson Plans Observations
21. Implement a Full Inclusion Program.	2022 - 2027	Special Education Teachers Teachers Administration	N/A	State District School	Continue Master Schedule Class Rosters

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the ELA & Writing Instructional needs of all students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
22. Implement Summer School for students in need of remediation.	2022 - 2027	Teachers Administration	N/A	State District School	Continue List of Students Schedule

Performance Goal Area:

X College and Career Readiness*

☐ High Performing WorkForce*☐ Safe and Supportive Schools*

☐ Strong Stakeholder Partnerships

□ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the percentage of students identified as Level 3 Met and Level 4 Exceeds in Math Achievement will increase from 22% to 72% as measured by the SC Ready Assessment and indicated on the SC School Report Card

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-26	2026-2027
DATA SOURCE(s): SC READY Level 3 Met and Level 4 Exceeds	22%	Projected Data	32%	42%	52%	62%	72%
		Actual Data	33.9%	TBD			

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Math Instructional needs of all Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Implement District Unit Plans and Utilize SDE Support documents to teach SC Math Standards.	2022 - 2027	Teachers Administrators	N/A	State District	Continue Lesson Plans Observations
2. Maintain adequate facilities that meet the needs of elementary students. • Proper desks • Adequate space • Adequate cleaning	2022 - 2027	District Maintenance School maintenance Building Service Workers Administration	N/A	District Schools	Continue Inventory Safety Checklists and Walkthroughs Cleaning Schedules
3. Analyze data to address strengths and weaknesses identified on • MAP • SC Ready	2022 - 2027	Teachers Administrators Instructional Coach Reading Coach	N/A	N/A	Continue Data Results Data Analysis Results Data Meetings W/Administrators
4. Utilize Coaches, Teacher Leaders and Mentors to support Instruction. • Analyzing data • Observing • Supporting/Modeling • Provide Professional Development	2022 - 2027	Administration Reading Coach Teacher Leaders Mentors Teachers	N/A	State District School Title 1	Continue Data Meetings Rosters PD Dates Observations
5. Utilize Hands-on Manipulatives to conceptually teach Math Concepts. • Small Guided Math groups • Hand 2 Mind • Manipulatives	2022 - 2027	Teachers	N/A	District School Title 1	Continue Lesson Plans Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Math Instructional needs of all Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
6. Utilize technology resources to reinforce academic skills, provide interactive engagement and differentiation of instruction. • Schoology • Chromebooks • Promethean Board • Progress Learning • Brain Pop • Nearpod/Flocabulary • Padlet • Mobymax • Edmentum • EdPuzzle • Reflex/Refrax • Prodigy • Dreambox • Dynamath	2022 - 2027	Administrators Teachers	\$46,000.00	State District School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations
7. Utilize research based strategies, materials and programs to supplement instruction. • Guided Math groups • Blended Learning • Technology Site-Licenses • Collaboration	2022 - 2027	Teachers Administration	\$46,000.00	District School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations
8. Teach word development and word problem strategies using class word walls and examples	2022 - 2027	Teachers Administration	N/A	School Title 1	Continue Lesson Plans Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Math Instructional needs of all Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
9. Increase the size of classroom libraries to include ample appropriate texts focused on Math (Fiction and Nonfiction)	2022 - 2027	Instructional Coach Reading Coach Teachers Administration	N/A	School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations
10. Utilize data analysis results to determine specific staff development.	2022 - 2027	Teachers Administration	N/A	School Title 1	Continue Survey Results Data Analysis Results
11. Maintain an active and responsive MTSS Team • Referrals • Intervention	2022 - 2027	MTSS Team Administration Counselor Attendance Clerk	N/A	N/A	Continue MTSS Meetings & Notes Referral and Intervention lists
12. Provide Professional Development training in Best Practices. • District PD • School PD (OGAP Math) ◦ Conceptual Math • Conferences • Workshops	2022 - 2027	District Coordinators Instructional Coach Reading Coach Teachers Consultants	\$13,200.00	District School Title 1	Continue PD Rosters Lesson Plans Observations Requisition of funds Sign - in Rosters Agendas
13. Utilize District Coordinators • Observations • PLC's	2022 - 2027	District Coordinators	N/A	District	Continue Meeting Agendas & Notes PD Rosters Lesson Plans Observations
14. Monitor implementation of best practices in instruction • NIET	2022 - 2027	Administration Instructional Coach Reading Coach	N/A	N/A	Continue Observations Evaluations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Math Instructional needs of all Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
4.0 Rubric - ELEOT		Teacher Leaders Mentors			
15. Implement Social and Emotional (SEL) programs and strategies to meet the (SEL) needs of the students in order to be successful. - Leader in Me - Nearpod SEL - Dojo SEL	2022 - 2027	Teachers Counselor	\$40,150.00	School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations Classroom Guidance Plans
16. Utilize the Guidance programs addressing the Education Economic Development Act (EEDA). - Career Fair - Classroom Guidance	2022 - 2027	Guidance Counselor Teachers Administration Community Partners	N/A	State District School	Continue Purchase Orders Requisition of funds Lesson Plans Observations Classroom Guidance Plans Career Fair
17. Utilize Diagnostics to determine academic achievement and to guide instruction - Benchmarks - Common Assessments - MAP	2022 - 2027	Teachers Administration Instructional Coach Reading Coach	N/A	State District School	Continue Data Analysis results Lesson Plans Observations
18. Implement a Full Inclusion Program	2022 - 2027	Special Education Teachers Teachers Administration	N/A	State District School	Continue Master Schedule Class Rosters
19. Implement Project Lead the Way STEM Lab	2022 - 2027	PLTW Teachers District Coordinator	\$20,000.00	Grant	Continue with modifications Lesson Plans (STEM Lab)

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Math Instructional needs of all Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
PLTW STEM Club After School					Observations Purchase Orders Requisition of funds STEM Club After School implementation Modifications needed
20. Implement Summer School for students in need of remediation	2022 - 2027	Teachers Administration	N/A	State District School	Continue List of Students Schedule

Performance Goal Area: X College and Career Readiness* ☐ Strong Stakeholder Partnerships ☐ High Performing WorkForce* ☐ Effective and Efficient Operations ☐ Safe and Supportive Schools* (* required)																													
PERFORMANCE GOAL: <i>Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.</i> SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.				<i>By Spring 2027, the percentage of students identified as level 3 Met and Level 4 Exceeds in 4th Grade Science Achievement will increase from 25% to 75% as measured by the SC Ready Assessment and indicated on the SC School Report Card.</i>																									
INTERIM PERFORMANCE GOAL: Meet annual targets below.																													
<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr> <th style="width: 15%;"></th> <th style="width: 10%;">AVERAGE BASELINE</th> <th style="width: 15%;"></th> <th style="width: 10%;">2022-2023</th> <th style="width: 10%;">2023-2024</th> <th style="width: 10%;">2024-2025</th> <th style="width: 10%;">2025-26</th> <th style="width: 10%;">2026-2027</th> </tr> <tr> <td rowspan="2" style="text-align: left; padding: 5px;"> DATA SOURCE(s): SC READY Level 3 Met and Level 4 Exceeds </td> <td rowspan="2" style="text-align: center; vertical-align: middle;"> 25% </td> <td style="text-align: left; padding: 5px;">Projected Data</td> <td style="text-align: center;">35%</td> <td style="text-align: center;">45%</td> <td style="text-align: center;">55%</td> <td style="text-align: center;">65%</td> <td style="text-align: center;">75%</td> </tr> <tr> <td style="text-align: left; padding: 5px;">Actual Data</td> <td style="text-align: center;">45.1%</td> <td style="text-align: center;">TBD</td> <td></td> <td></td> <td></td> </tr> </table>									AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-26	2026-2027	DATA SOURCE(s): SC READY Level 3 Met and Level 4 Exceeds	25%	Projected Data	35%	45%	55%	65%	75%	Actual Data	45.1%	TBD			
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ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Science Instructional needs of all 4th grade Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Implement District Unit Plans and Utilize SDE Support documents to teach SC Science Standards.	2022 - 2027	State District Teachers Administrators	N/A	State District	Continue Lesson Plans Observations
2. Maintain adequate facilities that meet the needs of elementary students. • Proper desks • Adequate space • Adequate cleaning	2022 - 2027	District Maintenance School Maintenance Building Service Workers	N/A	District Schools	Continue Inventory Safety Checklists and Walkthroughs Cleaning Schedules
3. Analyze data to address strengths and weaknesses identified on • SC READY Science	2022 - 2027	Teachers Administrators Instructional Coach	N/A	School	Continue Data Results Data Analysis results Data Meetings W/Administration
4. Utilize Coaches, Teacher Leaders and Mentors to support Instruction. • Analyzing data • Observing • Supporting/Modeling • Provide Professional Development	2022 - 2027	Instructional Coach Reading Coach Teacher Leaders Mentors Teachers	N/A	State District School Title 1	Continue Data Meetings Rosters PD Dates Observations PLC's

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Science Instructional needs of all 4th grade Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
5. Utilize Hands-on Manipulatives to conceptually teach Science Concepts. • Science Kits • Manipulatives • Science Lab	2022 - 2027	District Coordinator Teachers	N/A	District School	Continue Lesson Plans Observations
6. Utilize technology resources to reinforce academic skills, provide interactive engagement and differentiation of instruction. • Schoology • Chromebooks • Promethean Board • Progress Learning • Brain Pop • Nearpod/Flocabulary	2022 - 2027	Teachers Administrators Instructional Coach	\$46,000.00	State District School Title 1	Continue Purchase Orders Requisition of funds Lesson Plans Observations Usage Reports
7. Teach word development and word problem strategies using class word walls and examples	2022 - 2027	Teachers Administrators	N/A	School Title 1	Continue Lesson Plans Observations
8. Increase the size of classroom libraries to include ample appropriate texts focused on Science (Nonfiction)	2022 - 2027	Reading Coach Teachers Administrators	N/A	School Title 1	Continue Lesson Plans Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs and activities to support and meet the Science Instructional needs of all 4th grade Students.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
9. Utilize data analysis results to determine specific staff development.	2022 - 2027	Administrators Teachers	N/A	N/A	Continue Surveys Data Analysis Results Data Meetings
10. Provide Professional Development training in Best Practices. • District PD • School PD • Conferences • Workshops	2022 - 2027	District Administrators Teachers	N/A	District School	Continue Survey Results PD Offerings Sign-in Rosters
11. Utilize District Coordinators • Observations • PLC's	2022 - 2027	District School Teachers	N/A	N/A	Continue Lesson Plans Observations
12. Monitor implementation of best practices in instruction • NIET • 4.0 Rubric • ELEOT	2022 - 2027	Administrators	N/A	N/A	Continue Lesson Plans Observations

Performance Goal Area: ☐College and Career Readiness* **X High Performing WorkForce*** ☐Safe and Supportive Schools*

☐Strong Stakeholder Partnerships ☐Effective and Efficient Operations

 (* required)

PERFORMANCE GOAL: <i>Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.</i> SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	<i>By Spring 2027, the workforce who are certified and Highly Qualified will increase to 100% and will be maintained by a comprehensive program of recruitment, retention and professional development.</i>
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INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-25	2025-2026	2026-2027
DATA SOURCE(s): SC Report Card Survey	100%	Projected Data	100%	100%	100%	100%	100%
		Actual Data	86%	69%			

Performance Goal Area:☐ College and Career Readiness*

□High Performing WorkForce*

X Safe and Supportive Schools*

☐ Strong Stakeholder Partnerships

□ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the percentage of Teachers, Students and Parents satisfied with the learning, social and physical environment will increase by 15% as measured by the State Report Card Surveys.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): SC Report Card Survey	Learning: Teachers: 72% Students: 87% Parents: 43%	Projected Data	Learning: Teachers: 75% Students: 90% Parents: 45%	Learning: Teachers: 78% Students: 93% Parents: 48%	Learning: Teachers: 81% Students: 96% Parents: 51%	Learning: Teachers: 84% Students: 99% Parents: 54%	Learning: Teachers: 87% Students: 100% Parents: 57%
	Social and Physical: Teachers: 84% Students: 87% Parents: 86%		Social and Physical: Teachers: 87% Students: 90% Parents: 89%	Social and Physical: Teachers: 90% Students: 93% Parents: 92%	Social and Physical: Teachers: 93% Students: 96% Parents: 95%	Social and Physical: Teachers: 96% Students: 99% Parents: 98%	Social and Physical: Teachers: 99% Students: 100% Parents: 100%
		Actual Data	Learning: Teachers: 90.9% Students: 87.9% Parents: 87.2%	Learning: Teachers: 90.9% Students: 85.1% Parents: 83.8%			
			Social and Physical: Teachers: 90.9% Students: 84.3% Parents: 88.0%	Social and Physical: Teachers: 90.9% Students: 79.8% Parents: 90.2%			

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to maintain a positive school climate for Teachers, Students and Parents</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Communicate regularly with parents through a variety of methods. • Website • Letters/notes • Phone calls • Dojo • Interims • Blackboard • Report Cards • Email • Data Sheets	2022 - 2027	Webmaster Support Staff Administration Teachers Faculty	N/A	District School	Continue Announcements Letters Powerschool Databases
2. Implement School Dojo for important school stories, news and updates	2022 - 2027	Webmaster Support Staff Administration Teachers Faculty	N/A	District School	Continue Announcements Letters Databases
3. Maintain and develop community partnerships. • Shaw AFB • Starbase • Camp Leopold • Camp Bob Cooper • KONA Ice • Volunteers • Business Partners\ • Shaw Air Force Base	2022 - 2027	Administration Teachers Community Partners	N/A	State District District School Title 1	Continue most, some discontinued Partners List Purchase Orders Requisition of funds Schedules Lesson Plans Observations
4. Implement Parent Workshops • Technology • Homework	2022 - 2027	Administration District Facilitator	N/A	School Title 1	Continue Purchase Orders Requisition of funds

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to maintain a positive school climate for Teachers, Students and Parents</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
Test taking tips					Sign- in Rosters Agendas
5. Implement Academic Conferences with a Student-led portion. - Leadership Notebook - Grades - WIGS	2022 - 2027	Administration Teachers Students Parents	N/A	School Title 1	Continue Purchase Orders Requisition of funds Conference Schedule Conference Sheet W/Signatures Powerschool Leadership Notebook Checks
6. Maintain standards-based assignments and current grades. - Parent Portal - Schoology	2022 - 2027	Teachers Administration	N/A	District School	Continue Powerschool Parent Portal
7. Implement the SIC Committee	2022 - 2027	SIC Team Administration	N/A	School	Continue SIC Meeting Schedule Meeting Minutes Agendas Sign - in Rosters
8. Implement action teams - Staff Lighthouse - Student Lighthouse - Staff Action Teams - Department Teams	2022 - 2027	Administration Faculty & Staff Teams Teachers Students	N/A	School Title 1	Continue Meeting Schedule Meeting Minutes Meeting Agendas Observations

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to maintain a positive school climate for Teachers, Students and Parents</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
9. Create and maintain a safe, warm, clean and inviting atmosphere.	2022 - 2027	Administration Faculty & Staff Building Service Workers	N/A	District School	Continue Maintenance Checks Safety Walkthroughs Safety Meeting Minutes & Agendas
10. Implement a Military Support Group SAFB Liaison	2022 - 2027	Guidance SAFB Liaison	N/A	N/A	Continue Signed Permission Slips Meeting Schedule Meeting Agendas
11. Provide supplemental enrichment instruction to students identified as Talented and Gifted Quest Classes	2022 - 2027	Quest Instructor	N/A	State District School	Continue Signed Permission Slips Schedule
12. Provide Science, Technology, Engineering and Mathematics (STEM) instruction - STEM Class - PLTW	2022 - 2027	District Coordinator STEM Teacher Teachers	N/A	District Grant School Title 1	Continue Master Schedule Purchase Orders Requisition of funds Lesson Plans Observations
13. Implement PLTW Grant requirements - PLTW Activities - After School Program	2022 - 2027	District Coordinator PLTW Teacher	\$20,00.00	District Grant School	Continue Purchase Orders Requisition of funds Lesson Plans Observations

Performance Goal Area:

- ☐ College and Career Readiness*
 ☐ High Performing WorkForce*
 ☒ **Safe and Supportive Schools***
☐ Strong Stakeholder Partnerships
 ☐ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the percentage of parents satisfied with school-home relations will increase by 15% as measured by the State Report Card Surveys.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): SC report Card Survey	School-Home Relations: Teachers: 76% Students: 81% Parents: 57%	Projected Data	School-Home Relations: Teachers: 79% Students: 84% Parents: 60%	School-Home Relations: Teachers: 82% Students: 87% Parents: 63%	School-Home Relations: Teachers: 85% Students: 90% Parents: 66%	School-Home Relations: Teachers: 88% Students: 93% Parents: 69%	School-Home Relations: Teachers: 91% Students: 96% Parents: 72%
		Actual Data	School-Home Relations: Teachers: 90.9% Students: 87.3% Parents: 89.7%	School-Home Relations: Teachers: 36.8% Students: 84.0% Parents: 84.3%	School-Home Relations: Teachers: Students: Parents:	School-Home Relations: Teachers: Students: Parents:	School-Home Relations: Teachers: Students: Parents:

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to increase positive school-home-community relations.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Implement Leader in Me • Morning Meetings • Leadership Roles • WIGS • Leadership Notebooks • Student led conferences • Common language	2022 - 2027	Administrators Teachers Counselor Students Parents	\$30,750.00	School Title 1	Continue Master Schedule Observations Conference lists Purchase Orders Requisition of funds
2. Implement Clubs	2022 - 2027	Administrators Teachers Counselor Students	N/A	School Title 1	Continue Master Schedule Clubs List Observations Purchase Orders Requisition of funds
3. Implement Contests • Habit writing winners • Announce/display winners • Pumpkin Decorating • Essay/poetry contents	2022 - 2027	Administrators Teachers Counselor Students	N/A	School Title 1	Continue Contests Announced Recognized Winners Purchase Orders Requisition of funds
4. Implement Monthly Spirit days • School colors • T-shirts	2022 - 2027	Administration Teachers	N/A	School	Continue Calendar
5. Implement School Fundraisers • Relay for Life • Heartwalk • Service Learning Projects	2022 - 2027	Representative Faculty & Staff	N/A	District School	Continue Calendar Meetings Agendas Deposits

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to increase positive school-home-community relations.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
6. Implement a Birthday Committee - Birthday announcements - Recognition of students and staff	2022 - 2027	Administration Student Birthday Club Members	\$120.00	School	Continue Birthday lists from powerschool Announcements Pencils
7. Implement awards recognition and celebrations	2022 - 2027	Administration Counselor Teachers	\$300.00	School Title 1	Continue Schedule of celebrations Certificates
8. Provide tokens of appreciation to staff and parents	2022 - 2027	Administration Bookkeeper	\$500.00	School Principal Discretionary	Continue Panther Pride Paws Snacks
9. Celebrate faculty and staff achievements - Shout outs - Brag board - Posts on social media	2022 - 2027	Administration Faculty & Staff Webmaster	N/A	School	Continue Announcements Shout Outs Brag Board Posts
10. Recognize special days - Pink out - Purple up - Spirit days - Holiday games & fun - Team Building 5th grade celebration	2022 - 2027	Administration Faculty & Staff Students	\$2,000.00	School	Continue Calendar of events Announcements Flyers Posts
11. Implement special events - Read across America - Black History Program	2022 - 2027	Administration Reading Coach Faculty & Staff	N/A	District School	Continue Calendar of events Announcements

ACTION PLAN FOR FOCUS AREA #1: <i>Implement programs to increase positive school-home-community relations.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
• Veterans Day recognition • Awards programs • Team Building day • Career Fair • Book Fair		Students Media Specialist			Agendas Flyers Posts
12. Utilize the Guidance programs addressing the Education Economic Development Act (EEDA). • Career Fair • Classroom Guidance	2022 - 2027	School Counselor Administration Teachers Community Partners	N/A	State District School	Continue Class Guidance Schedule Lesson Plans Observations Career Fair
13. Provide instruction for Health and Fitness that meets the requirements of the Health and Fitness Act • Healthy food choices • Water consumption • Fitness Gram • GoNoodle(Brain Breaks)	2022 - 2027	Physical Education Teacher Teachers	N/A	State District School	Continue Fitnessgram Results GoNoodle - Brain Breaks
14. Implement Leader in Me Program • 7 Habits of Highly Effective People • School-wide Character Ed Program	2022 - 2027	Consultant/Trainer Administration Faculty & Staff Students Parents	\$30,750.00	School Title 1	Continue PD Schedule Meetings & Agendas Mission & Vision Morning Meetings Announcements Purchase Orders Requisition of funds

Performance Goal Area: ☐ College and Career Readiness* ☐ High Performing WorkForce* ☒ **Safe and Supportive Schools***
☐ Strong Stakeholder Partnerships ☐ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the student Attendance Rate will increase by 5%.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): SC Report Card Survey	Student Attendance Rate: 98.6%	Projected Data	99.6%	100%	100%	100%%	100%
		Actual Data	92.7%	TBD			

Performance Goal Area:☐ College and Career Readiness*

☐ High Performing WorkForce*

X Safe and Supportive Schools*

☐ Strong Stakeholder Partnerships

□ Effective and Efficient Operations

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the number of discipline referrals that result in Suspension will decrease by 5% and Expulsions will remain at less than 1%.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): Powerschool	Suspensions: 24 Expulsions: 0	Projected Data	Suspensions: 23 Expulsions: 0	Suspensions: 22 Expulsions: 0	Suspensions: 21 Expulsions: 0	Suspensions: 20 Expulsions: 0	Suspensions: 19 Expulsions: 0
		Actual Data	Suspensions: 62 Expulsions: 7	Suspensions: 51 Expulsions: 4	Suspensions: Expulsions:	Suspensions: Expulsions:	Suspensions: Expulsions:

ACTION PLAN FOR FOCUS AREA #1: <i>Monitor and address disciplinary issues by focusing on intervention and prevention</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Monitor and address discipline referrals in a timely manner	2022 - 2027	Administration	N/A	School	Continue Referrals list ABE Powerschool
2. Implement a School-wide SEL and Character Ed Program • Leader in Me	2022 - 2027	Administration Faculty & Staff Consultant	\$30,750.00	School Title 1	Continue Lesson Plans Observations Announcements Posts
3. Implement a school-wide Incentive Program	2022 - 2027	Administration	\$1000.00	School Title 1	Continue Incentive Program Leader in Me Notebooks/Calendars Recognition/prizes Purchase Orders Requisition of funds
4. Implement class incentive programs • Class Dojo • Token Economy	2022 - 2027	Teachers	N/A	School	Continue Class Dojo Points Token Economy Program Weekly/Bi-Weekly recognition
5. Employ a Behavior Interventionist to intervene, counsel and help modify behavior	2022 - 2027	Administration Behavior Interventionist	\$30,000.00	District School Title 1	Continue Human Resources Personnel Intervention Logs
6. Meet with parents to discuss preventative measures to avoid suspensions and expulsion	2022 - 2027	Administration Behavior Interventionist	N/A	School	Continue Meeting Schedule Signed Forms

ACTION PLAN FOR FOCUS AREA #1: <i>Monitor and address disciplinary issues by focusing on intervention and prevention</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
7.Implement Behavior Intervention Plans	2022 - 2027	Administration Behavior Interventionist Teachers	N/A	School	Continue Individual Plans Modules completed Monitoring Schedule

Performance Goal Area: ☐College and Career Readiness* ☐High Performing WorkForce* ☐Safe and Supportive Schools*
 X Strong Stakeholder Partnerships ☐Effective and Efficient Operations

(* required)

PERFORMANCE GOAL: <i>Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.</i> SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	<i>Partner with stakeholders to build advocacy for our students, families, schools, and Sumter School District by promoting transparency and providing accurate information in an effort to increase stakeholder investment.</i>
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INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s):	Self Assessment Survey 5	Projected Data	6	7	8	9	10
		Actual Data	5	7			

ACTION PLAN FOR FOCUS AREA #1: <i>Implement partnership activities</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Continue McEntire STARBASE Partnership 5th Grade Field Trip - USARCENT G2 Unit	2022 - 2027	Principal STARBASE Team Teachers Students	\$2,500.00	Title 1	Discontinued (StarBase) Purchase order Requisition of funds Transportation Costs Schedule Class Rosters Observations Partnerships added
2.Continue Camp Leopold Partnership 4th grade Field Trip	2022 - 2027	Principal Camp Leopold Team District Coordinator Teachers Students	N/A	Camp Leopold District Grant	Continue Schedule Class Rosters Observations
3.Continue Leader in Me Partnership School-wide Leadership and Character Education Process	2022 - 2027	Principal LIM Coach Teachers Students Faculty & Staff	\$30,750.00	Title 1	Continue chedule Trainings Purchase Orders Requisition of funds Observations Lesson Plans
4.Continue Earth Day Activities Partnership with 20th Civil Engineering Squadron (CES)	2022 - 2027	Squadron Leader Principal Teachers	\$1000.00	SAFB School	Continue Schedule of events Observations Lesson Activities
5.Continue OGAP Math Partnership PD for Math teachers	2022 - 2027	Principal OGAP Teacher Math Teachers	\$12,100.00	Title 1	Continue Purchase Orders Requisition of funds Agendas Sign-in Rosters Lesson Plans

ACTION PLAN FOR FOCUS AREA #1: <i>Implement partnership activities</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
					Observations
6.Continue KONA Ice Partnership Habit Writing Winners	2022 - 2027	Principal KONA Sponsor Teachers Students	N/A	KONA Ice	Continue Monthly Writing Winners Presentation of winners Display writings
7.Continue SAFB Liaison Partnership - Representative serves on SIC - Supports Military Group	2022 - 2027	Principal SAFB Rep SIC	N/A	N/A	Continue Scheduled Meetings Sign - in rosters SIC Agendas and Minutes
8.Implement School Improvement Council (SIC) Representative from all stakeholders	2022 - 2027	Principal SIC Team Members	N/A	N/A	Continue Scheduled Meetings Sign - in rosters SIC Agendas and Minutes

Performance Goal Area: ☐ College and Career Readiness* ☐ High Performing WorkForce* ☐ Safe and Supportive Schools*
☐ Strong Stakeholder Partnerships **X Effective and Efficient Operations**

(* required)

PERFORMANCE GOAL:

Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.

SMART goal must include:

WHO will do WHAT, as measured by HOW and WHEN.

By Spring 2027, the averaged percentage of Leadership, Culture and Academics will increase to 80% (Effective) or higher as measured by the Leader in Me (LIM) MRA Survey Results.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): Leader in Me MRA Survey Results	Leadership: 71% Culture: 69% Academics: 66%	Projected Data	Leadership: 73% Culture: 71% Academics: 69%	Leadership: 75% Culture: 73% Academics: 72%	Leadership: 77% Culture: 75% Academics: 75%	Leadership: 79% Culture: 77% Academics: 78%	Leadership: 81% Culture: 80% Academics: 81%
		Actual Data	Leadership: 77% Culture: 76% Academics: 78%	Leadership: Culture: Academics:	Leadership: Culture: Academics:	Leadership: Culture: Academics:	Leadership: Culture: Academics:

ACTION PLAN FOR FOCUS AREA #1: <i>Implement Leader in Me (LIM) structures to improve Leadership, Culture and Academics throughout the school.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.Attend LIM Training at the beginning of each year. - Teacher Materials - Student Materials	2022 - 2027	LIM Coach	\$13,250.00	Title 1	Cntinue Purchase Orders Requisition of funds Consulting form Agenda Sign- in rosters
2.Implement LIM language throughout the school - School Decor - Bulletin Boards - Posters, Wall decals - Common Language	2022 - 2027	Principal Teachers Faculty & Staff	\$1,000.00	Title 1 School	Continue School Decor & Culture Lesson Plans Observations Leadership Notebooks
3.Attend bi-monthly LIM coaching sessions	2022 - 2027	LIM Coach	\$17,500.00	Title 1	Continue Purchase Orders Requisition of funds Consulting form Agenda Sign- in rosters
4.Attend Action Team Meetings	2022 - 2027	Teachers and Students Action Team members	N/A	Title 1	Continue Agendas Sign -in Rosters
5.Attend LightHouse Team Meetings - Teachers - Students	2022 - 2027	Teachers and Students LightHouse Team Members	N/A	Title 1	Continue Agendas Sign -in Rosters
6.Implement Leadership Notebooks - Mission Statement 5 Tabs	2022 - 2027	Principal Teachers Students	\$2,500.00	Title 1	Continue Purchase Orders Requisition of funds

ACTION PLAN FOR FOCUS AREA #1: <i>Implement Leader in Me (LIM) structures to improve Leadership, Culture and Academics throughout the school.</i>					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
• WIGS • Celebrations					Observations
7.Implement LIM daily announcements	2022 - 2027	Principal Students	N/A	Title 1	Continue Daily Announcements
8.Implement school-wide Leadership Roles	2022 - 2027	Principal Teachers Faculty & Staff Students	N/A	Title 1	Continue Observations Leadership Lists in Classrooms
9.Create and share a Monthly LIM Newsletter	2022 - 2027	Principal Teachers Students	\$400.00	Title 1	Continue Requisition of funds Print shop order

Schools will complete and upload the appropriate Exemplary Literacy Classroom Reflection Tool on the SCDE Read to Succeed Web page at <https://ed.sc.gov/instruction/early-learning-and-literacy/read-to-succeed1/reading-plans-state-district-and-school/> .

Refer to the *Directions for Completing District and School Reading Plans* for additional information on the SCDE Read to Succeed Web page at <https://ed.sc.gov/instruction/early-learning-and-literacy/read-to-succeed1/reading-plans-state-district-and-school/> .

For further Read to Succeed questions, please contact the Office of Early Learning and Literacy at 803-734-2577.