

Burgess Elementary School

SCHOOL RENEWAL PLAN

2022-2027

NOVEMBER 2026

Burgess Elementary School

Our Vision:

Burgess Elementary School, as part of Horry County Schools, shares the vision is to be a premier, world-class school in which every student acquires an excellent education. Our school will be welcoming center organized around high-quality teaching and learning**.**

Our Beliefs:

Our vision is guided by a set of ***Beliefs*** *that serve as the foundation for all our efforts. Foremost, we believe that…*
Our purpose is to develop the potential of each student and ensure that all graduates become productive members of their community, able to adapt to a diverse, ever-changing world.
We also believe that…
We have the obligation to challenge every student to meet higher academic standards *than his/her current level.*
In order to accomplish this, we believe that…
Our students deserve exceptional and passionate staff who share our CORE VALUES. *Our core values are stated as expectations for staff members:*

- **We put service to students above all else.**
- **We take responsibility for the success of all students.**
- **We care passionately about our work with students.**
- **We build strong positive relationships with students, staff, parents, and community.**
- **We model and promote civility and integrity.**

We must also provide support for continuous improvement for students and staff.
We believe…
Our students' learning opportunities are enhanced when multiple approaches for learning are provided and positive relationships are formed.
And…
All who share our schools deserve a safe, respectful and nurturing environment.
Finally, acknowledging that we all have a role in reaching our vision, we believe that…
Partnerships among family, community and school are imperative to students' social and academic success.

PERFORMANCE GOALS
STRATEGIES/ACTION PLANS

Burgess Elementary School

STRATEGY 1:

PURPOSE AND DIRECTION

We will maintain and communicate at all levels a purpose and direction for continuous improvement that commits to high expectations for learning as well as shared values and beliefs about teaching and learning.

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1.1: *Burgess Elementary reviews, revises, and communicates the school's annual plan for student success. This includes: Involvement of stakeholders in this Renewal Plan process, the annual Performance Goals) plans.* ● The school leadership team will revise and/or create new goals and strategies for the new school year. ● Grade level teams will review the PDSA plan and will provide feedback regarding additional strategies. ● The PDSA plan will be shared with the school data/RtI team. ● The PDSA goals are communicated with staff, SIC, PTO, Advisory Board, and other community members	2022-2027	Administration, School Leadership Team, Curriculum Coach		General Budget and professional development funds provided by the district	PLC agendas Data team/RtI agendas, IC Agendas, Progress Monitoring Data (DIBELS, Lexia, MAP, Achieve, ALEKS)
1.2: *Burgess Elementary works to create a culture around the shared values and beliefs for student achievement, including:* ● Continuing to develop engagement and community building strategies through Kagan and Being a Reader/ Writer, Buddy Days, and Caring School Community ● Schoolwide Building events (when COVID restrictions permit): including BEST Night, HCS recycling, Veterans Day ● Schoolwide and grade level professional development will be planned and facilitated by the School Leadership Team.	2022-2027	School Leadership Team, including curriculum coach		General Fund	PLC and staff meeting agenda, newsletters

● PLC's will be held weekly and staff meetings will be held each month. ● Explicit expectations will be shared at the beginning of the school year and visited throughout. ● Student data will be kept and analyzed in the data room to ensure adequate growth.					
1.3: *School Improvement Council and PTO involves and enhances communication with internal and external stakeholders to improve understanding of the school's purpose, direction, and performance.* ● The school webpage and Facebook page will communicate the purpose, direction and performance as well as highlighted events that relate to each area. ● School Improvement Council will actively support four goals that relate to the purpose, direction and performance. ● Weekly communication via Parentlink will be used to communicate school happenings that support the above. ● Good Morning Burgess will communicate and share the purpose, direction and performance to internal and external audiences.	2022-2027	School Leadership Team			School website and Facebook page, SIC agendas, Weekly newsletters, Good Morning Burgess shows

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STRATEGY 2:

GOVERNANCE AND LEADERSHIP

We will operate under governance and leadership that promote and support student performance and school/system effectiveness.

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
2.1: *Burgess Elementary's School Renewal Plan will promote, and support improved professional practice and improved student success at the local level.* ● The team will analyze data and assess needs on an ongoing basis. ● Throughout the year, the team will use the data analysis to create a strategic plan for professional development. ● Classroom walkthroughs and reflection tools such as rubrics will be used to assess implementation.	2022-2027	Administrative Team		General Budget	Student data, CWT data, Professional Development Plan, PLC minutes,
Follow district's monitoring system to ensure compliance with state and district policies, procedures, and laws.	2022-2027	Administrative Team		General Budget	Completed plans
Follow district's benchmarks indicating good management for instructional programs, facilities and overhead, foodservice, technology, and special funds based on data driven models or industry standards.	2022-2027	Administrative Team, Instructional Coaches, Cafeteria Manager, Bookkeeper		General Budget	Benchmarks
Encourage teachers to participate in aspiring leadership opportunities.	2022-2027	Administrative Team		General Budget	Participation of educators
Use student achievement to analyze effectiveness of new and existing programs.	2022-2027	School Leadership Team		General Budget	Student achievement data

Burgess Elementary School

STRATEGY 3:

TEACHING AND LEARNING

We will have curriculum, instructional design, and assessment practices that guide and ensure teacher effectiveness and students learning across all grades and courses.

Performance Goal Area: Student Achievement

Performance Goal: Kindergarten Reading
100% of kindergarten students will reach benchmark in reading on the end-of-year assessment by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: Spring DIBELS Next assessment; percentage of students "on track"

Interim Goals and Actual:

SCHOOL	2021 Baseline	2022	2018	2019	2025	2026
GOAL:		*98.0*	*98.5*	*99.0*	*99.5*	*100.0*
ACTUAL:	97.0					

Performance Goal Area: Student Achievement

Performance Goal: First Grade Reading
At least 95% of first grade students will reach benchmark in reading on the end-of-year assessment by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: Spring DIBELS Next assessment; percentage of students "on track"

Interim Goals and Actual:

SCHOOL	2026 Baseline	2022	2023	2024	2025	2026
GOAL:		*97*	*98*	*99*	*99.5*	*100*
ACTUAL:	96					

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.1.a *Describe the steps for how the school will improve reading in primary grades.* Implement South Carolina College-and Career-Ready Standards for English Language Arts. ● Utilize district curriculum documents and pacing guides to implement standards. ● Provide differentiated small group instruction daily. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans PLC agendas Classroom walk data
3.1.b *Describe the steps for how the school will provide interventions to meet the unique learning needs of students* Implement the RtI model including Tier II and Tier III interventions school-wide and with fidelity. ● Identify and implement intervention programs for all Tiers for ELA K-4. ● Provide professional development for teachers and staff through weekly Team Time meetings and monthly staff meetings. ● Monitor implementation through through benchmarks, progress monitoring, and classroom walk throughs and provide support as needed. ● Use collected student data for evaluation of effectiveness of the program.	2022-2027	School Leadership Team and Teachers		General Budget	Schedule Staff Development agendas Classroom walk data Benchmark data Program specific data
3.1.c *Describe the steps for how the school will ensure effective teaching strategies are utilized in classrooms serving ESOL students.* ● Follow WIDA standards during ESOL direct services and during regular education classes. ● Provide ongoing professional development to ESOL teacher to ensure appropriate services for students. ● Utilize the ESOL teacher to provide professional development and classroom support to teachers.	2022-2027	School Leadership Team and Teachers		General Budget	ILP's Lesson plans Staff development agendas Walkthrough observations

● Utilize technology tools available for ESOL students. ● Utilize curriculum support pieces for ESOL student . ● Conduct classroom walks. ● Conduct staff development and PLC's .					
3.1.d *Describe the steps for how the school will ensure effective use of technology in teaching and learning.* ● Sustain a culture that supports digital-age teaching and learning through use of devices. ● Engage in collaborative planning and encourage teachers to share lesson plans. ● Utilize the District Digital Integration Specialists for professional development, classroom support and classroom visits. ● Conduct classroom walks ● Conduct staff development and PLC's	2022-2027	School Leadership Team and Teachers		General Budget	Digital Content Data Classroom Walk data Digital Integration specialist visit agendas
3.1.e *Describe the school's areas of emphasis for professional development for the upcoming school year.* ● Continue planning and implementing SCCCRS. ● Develop, Implement and revise master plan by semester. ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team		General Budget	Stakeholder meeting agendas Classroom Walk data Classroom walk schedule
3.1.f *Describe the steps for how the school will engage families in meaningful ways to improve student performance.* ● Follow the Student Led Conferencing model. ● Utilize the parent email and calling system. ● Provide communication from school and teacher level contacts. ○ Weekly principal newsletter-Burgess Turtle Talk. ○ Weekly school level and classroom level facebook correspondence. ● Host annual events to encourage families actively engaged in educational process: ○ BEST night	2022-2027	School Leadership Team and Teachers		General Budget	Student Led Conference logs Weekly email logs BEST night sign-ups

○ Heritage night ○ Gifted and Talented information night ○ ESOL night					

Burgess Elementary School

Performance Goal Area: Student Achievement

Performance Goal: SC READY ELA
At least 90% of students in grades 3-4 will score "Approaching" or above in ELA by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC READY ELA (Percentage of students scoring "Approaching, Meets, or Exceeds")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 3	*GOAL:*		*81*	*83.5*	*87*	*88.5*	*90.0*
	ACTUAL:	79					
Grade 4	*GOAL:*		*83.5*	*85*	*86.5*	*88*	*90.0*
	ACTUAL:	82					

Performance Goal Area: Student Achievement

Performance Goal: SC READY ELA
At least 65% of students in grades 3-4 will score "Meets" or above in ELA by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC READY ELA (Percentage of students scoring "Meets or Exceeds")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 3	*GOAL:*		*57*	*59*	*61*	*63*	*65*
	ACTUAL:	55					
Grade 4	*GOAL:*		*56*	*58.5*	*61*	*63.5*	*65.0*
	ACTUAL:	54					

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.2.a ***Describe the steps for how the school will work to improve student achievement in order to meet annual performance goals in English language arts.*** Implement South Carolina College-and Career-Ready Standards for English Language Arts. ● Utilize district curriculum documents and pacing guides to implement standards. ● Provide differentiated small group instruction daily. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans PLC agendas Classroom walk data
3.2.b *Describe the steps for how the school will provide interventions to meet the unique learning needs of students* Implement the RtI model including Tier II and Tier III interventions school-wide and with fidelity. ● Identify and implement intervention programs for all Tiers for ELA K-4. ● Provide professional development for teachers and staff through weekly Team Time meetings and monthly staff meetings. ● Monitor implementation through through benchmarks, progress monitoring, and classroom walk throughs and provide support as needed. ● Use collected student data for evaluation of effectiveness of the program.	2022-2027	School Leadership Team		General Budget	Schedule Staff Development agendas Classroom walk data Benchmark data Program specific data
3.2.c *Describe the steps for how the school will ensure effective teaching strategies are utilized in classrooms serving ESOL students.* ● Follow WIDA standards during ESOL direct services and during regular education classes. ● Provide ongoing professional development to ESOL	2022-2027	School Leadership Team		General Budget	ILP's Lesson plans Staff development agendas Walkthrough observations

teacher to ensure appropriate services for students. ● Utilize the ESOL teacher to provide professional development and classroom support to teachers. ● Utilize technology tools available for ESOL students. ● Utilize curriculum support pieces for ESOL student . ● Conduct classroom walks. ● Conduct staff development and PLC's .					

3.2.d *Describe the steps for how the school will ensure effective use of technology in teaching and learning.* ● Sustain a culture that supports digital-age teaching and learning through use of devices. ● Engage in collaborative planning and encourage teachers to share lesson plans. ● Utilize the District Digital Integration Specialists for professional development, classroom support and classroom visits. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team		General Budget	Digital Content Data Classroom Walk data Digital Integration specialist visit agendas
3.2.e *Describe the school's areas of emphasis for professional development for the upcoming school year.* ● Continue planning and implementing SCCCRS. ● Develop, Implement and revise master plan by semester. ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team		General Budget	Stakeholder meeting agendas Classroom Walk data Classroom walk schedule
3.2.f *Describe the steps for how the school will engage families in meaningful ways to improve student performance.* ● Follow the Student Led Conferencing model. ● Utilize the parent email and calling system. ● Provide communication from school and teacher level contacts: ○ Weekly principal newsletter-Burgess Turtle Talk ○ Weekly school level and classroom level facebook correspondence ● Host annual events to encourage families actively engaged in educational process: ○ BEST night ○ Heritage night ○ Gifted and Talented information night ○ ESOL night	2022-2027	School Leadership Team and Teachers		General Budget	Student Led Conference logs Weekly email logs BEST night sign-ups

3.2.g *Describe the steps for how the school will ensure that SC College and Career-Ready Standards for core content areas will be implemented. Include professional development and monitoring.* ● Planning with and use of district consensus documents and SCCCRS. ● Monitor teacher planning and lesson implementation. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans Classroom walk data PLC and staff development agendas
3.2.h *Describe the steps for how the school will raise classroom expectations with an emphasis on increased student engagement* ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk through model.	2022-2027	School Leadership Team and Teachers		General Budget	Classroom walk data Lesson plans Side by side coaching schedule
3.2.i *Describe the steps for how the school will address any persistent low performance by subgroups.* ● Monitor and analyze data with teachers and through RtI process . ● Provide Tier 2 and Tier 3 interventions to identified students.	2022-2027	School Leadership Team and Teachers		General Budget	Program specific data Progress monitoring data

Burgess Elementary School

Performance Goal Area: Student Achievement

Performance Goal: SC READY Math
At least 90% of students in grades 3-4 will score "Approaching" or above in Math by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC READY Math (Percentage of students scoring "Approaching, Meets, or Exceeds")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 3	***GOAL:***		*89.6*	*90.2*	*90.8*	*91.4*	*90*
	ACTUAL:	83					
Grade 4	***GOAL:***		*92.0*	*92.8*	*93.6*	*94.3*	*90*
	ACTUAL:	83					

Performance Goal Area: Student Achievement

Performance Goal: SC READY Math
At least 65% of students in grades 3-4 will score "Meets" or above in Math by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC READY Math (Percentage of students scoring "Meets or Exceeds")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 3	*GOAL:*		*63*	*64*	*65*	*66*	*67*
	ACTUAL:	62					
Grade 4	*GOAL:*		*64*	*65*	*66*	*67*	*68*
	ACTUAL:	63					

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Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.3.a ***Describe the steps for how the school will work to improve student achievement in order to meet annual performance goals in mathematics.*** Implement South Carolina College-and Career-Ready Standards for Mathematics. ● Utilize district curriculum documents and pacing guides to implement standards. ● Provide differentiated small group instruction daily. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans PLC agendas Classroom walk data
3.3.b *Describe the steps for how the school will provide interventions to meet the unique learning needs of students* Implement the RtI model including Tier II interventions school-wide and with fidelity. ● Identify and implement intervention programs for all Tiers for Math K-4. ● Provide professional development for teachers and staff through weekly Team Time meetings and monthly staff meetings. ● Monitor implementation through through benchmarks, progress monitoring, and classroom walk throughs and provide support as needed. ● Use collected student data for evaluation of effectiveness of the program.	2022-2027	School Leadership Team, Data/RtI Team and Teachers		General Budget	Schedule Staff Development agendas Classroom walk data Benchmark data Program specific data
3.3.c *Describe the steps for how the school will ensure effective teaching strategies are utilized in classrooms serving ESOL students.* ● Follow WIDA standards during ESOL direct services and during regular education classes. ● Provide ongoing professional development to ESOL teacher to ensure appropriate services for students.	2022-2027	School Leadership Team		General Budget	ILP's Lesson plans Staff development agendas Walkthrough observations

● Utilize the ESOL teacher to provide professional development and classroom support to teachers. ● Utilize technology tools available for ESOL students. ● Utilize curriculum support pieces for ESOL student . ● Conduct classroom walks. ● Conduct staff development and PLC's .					

3.3.d *Describe the steps for how the school will ensure effective use of technology in teaching and learning.* ● Sustain a culture that supports digital-age teaching and learning through use of devices. ● Engage in collaborative planning and encourage teachers to share lesson plans. ● Utilize the District Digital Integration Specialists for professional development, classroom support and classroom visits. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Digital Content Data Classroom Walk data Digital Integration specialist visit agendas
3.3.e *Describe the school's areas of emphasis for professional development for the upcoming school year.* ● Continue planning and implementing SCCCRS. ● Develop, Implement and revise master plan by semester. ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team		General Budget	Stakeholder meeting agendas Classroom Walk data Classroom walk schedule
3.3.f *Describe the steps for how the school will engage families in meaningful ways to improve student performance.* ● Follow the Student Led Conferencing model. ● Utilize the parent email and calling system. ● Provide communication from school and teacher level contacts: ○ Weekly principal newsletter-Burgess Turtle Talk ○ Weekly school level and classroom level facebook correspondence ● Host annual events to encourage families actively engaged in educational process: ○ BEST night ○ Heritage night ○ Gifted and Talented information night ○ ESOL night	2022-2027	School Leadership Team and Teachers		General Budget	Student Led Conference logs Weekly email logs BEST night sign-ups
3.3.g	2022-	School		General	Lesson plans

Describe the steps for how the school will ensure that SC College and Career-Ready Standards for core content areas will be implemented. Include professional development and monitoring. ● Planning with and use of district consensus documents and SCCCRS. ● Monitor teacher planning and lesson implementation. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2027	Leadership Team and Teachers		Budget	Classroom walk data PLC and staff development agendas
3.3.h *Describe the steps for how the school will raise classroom expectations with an emphasis on increased student engagement* ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team and Teachers		General Budget	Classroom walk data Lesson plans Side by side coaching schedule
3.3.i *Describe the steps for how the school will address any persistent low performance by subgroups.* ● Monitor and analyze data with teachers and through RtI process . ● Provide Tier 2 and Tier 3 interventions to identified students.	2022-2027	School Leadership Team and Teachers		General Budget	Program specific data Progress monitoring data

Burgess Elementary School

Performance Goal Area: Student Achievement

Performance Goal: SC PASS Science
At least 90% of students in grades 4 will score "Met" or above in Science by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC PASS Science (Percentage of students scoring "Met and Exemplary")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 4	*GOAL:*		*66.5*	*72*	*77.5*	*83*	*90.0*
	ACTUAL:	61					

Performance Goal Area: Student Achievement

Performance Goal: SC PASS Science
At least 50% of students in grades 4 will score "Exemplary" in Science by 2026.

Interim Performance Goal: The annual benchmark percentages will be met.

Data Source: SC PASS Science (Percentage of students scoring "Exemplary")

Interim Goals and Actual:

SCHOOL		2021 Baseline	2022	2018	2019	2025	2026
Grade 4	*GOAL:*		*34*	*38*	*42*	*47*	*50.0*
	ACTUAL:	30					

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.4.a ***Describe the steps for how the school will work to improve student achievement in order to meet annual performance goals in science.*** Implement South Carolina College-and Career-Ready Standards for Science. ● Utilize district curriculum documents and pacing guides to implement standards. ● Implement content literacy protocols during instruction. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans PLC agendas Classroom walk data
3.4.b *Describe the steps for how the school will provide interventions to meet the unique learning needs of students* Implement the RtI model including Tier II interventions school-wide and with fidelity. ● Provide professional development for teachers and staff through weekly Team Time meetings and monthly staff meetings. ● Monitor implementation through through benchmarks, progress monitoring, and classroom walk throughs and provide support as needed. ● Use collected student data for evaluation of effectiveness of the program.	2022-2027	School Leadership Team and Teachers		General Budget	Schedule Staff Development agendas Classroom walk data Benchmark data
3.4.c *Describe the steps for how the school will ensure effective teaching strategies are utilized in classrooms serving ESOL students.* ● Follow WIDA standards during ESOL direct services and during regular education classes. ● Provide ongoing professional development to ESOL teacher to ensure appropriate services for students. ● Utilize the ESOL teacher to provide professional development and classroom support to teachers.	2022-2027	School Leadership Team and Teachers		General Budget	ILP's Lesson plans Staff development agendas Walkthrough observations

● Utilize technology tools available for ESOL students. ● Utilize curriculum support pieces for ESOL student . ● Conduct classroom walks. ● Conduct staff development and PLC's .					

3.4.d *Describe the steps for how the school will ensure effective use of technology in teaching and learning.* ● Sustain a culture that supports digital-age teaching and learning through use of devices. ● Encourage teachers to share lesson plans. ● Utilize the District Digital Integration Specialists for professional development, classroom support and classroom visits. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Digital Content Data Classroom Walk data Digital Integration specialist visit agendas
3.4.e *Describe the school's areas of emphasis for professional development for the upcoming school year.* ● Continue planning and implementing SCCCRS. ● Develop, Implement and revise master plan by semester. ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team		General Budget	Stakeholder meeting agendas Classroom Walk data Classroom walk schedule
3.4.f *Describe the steps for how the school will engage families in meaningful ways to improve student performance.* ● Follow the Student Led Conferencing model. ● Utilize the parent email and calling system. ● Provide communication from school and teacher level contacts: ○ Weekly principal newsletter-Burgess Turtle Talk ○ Weekly school level and classroom level facebook correspondence ● Host annual events to encourage families actively engaged in educational process: ○ BEST night ○ Heritage night ○ Gifted and Talented information night ○ ESOL night	2022-2027	School Leadership Team and Teachers		General Budget	Student Led Conference logs Weekly email logs BEST night sign-ups
3.4.g	2022-	School Leadership		General Budget	Lesson plans Classroom walk data

Describe the steps for how the school will ensure that SC College and Career-Ready Standards for core content areas will be implemented. Include professional development and monitoring. ● Planning with and use of district consensus documents and SCCCRS. ● Monitor teacher planning and lesson implementation. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2027	Team and Teachers			PLC and staff development agendas
3.4.h *Describe the steps for how the school will raise classroom expectations with an emphasis on increased student engagement* ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team and Teachers		General Budget	Classroom walk data Lesson plans Side by side coaching schedule
3.4.i *Describe the steps for how the school will address any persistent low performance by subgroups.* ● Provide early intervention/identification for all children with needs using interventions such as BURST, Imagine-It pre-teach and reteach, Passport, etc. ● Use the PDSA process at each grade level to develop specific plans to close gaps. ● Utilize school and district data teams to identify areas and subgroups where persistent gaps occur. ● Create awareness of different cultures through Multicultural Night. ● Ensure appropriate intervention for all students whose achievement is below grade level through data school team meetings/RtI process.	2022-2027	School Leadership Team and Teachers		General Budget	Program specific data Progress monitoring data RTI agendas/notes grade level PDSA plans

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Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.5.a ***Describe the steps for how the school will work to improve student achievement in order to meet annual performance goals in social studies.*** Implement South Carolina College-and Career-Ready Standards for Social Studies. ● Utilize district curriculum documents and pacing guides to implement standards. ● Provide differentiated small group instruction daily. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Lesson plans PLC agendas Classroom walk dat
3.5.a *Describe the steps for how the school will provide interventions to meet the unique learning needs of students* Implement the RtI model including Tier II interventions school-wide and with fidelity. ● Provide professional development for teachers and staff through weekly Team Time meetings and monthly staff meetings. ● Monitor implementation through through benchmarks, progress monitoring, and classroom walk throughs and provide support as needed. ● Use collected student data for evaluation of effectiveness of the program.	2022-2027	School Leadership Team and Teachers		General Budget	Schedule Staff Development agendas Classroom walk data Benchmark data
3.5.c *Describe the steps for how the school will ensure effective teaching strategies are utilized in classrooms serving ESOL students.* ● Follow WIDA standards during ESOL direct services and during regular education classes. ● Provide ongoing professional development to ESOL teacher to ensure appropriate services for students. ● Utilize the ESOL teacher to provide professional development and classroom support to teachers.	2022-2027	School Leadership Team and Teachers		General Budget	ILP's Lesson plans Staff development agendas Walkthrough observations

● Utilize technology tools available for ESOL students. ● Utilize curriculum support pieces for ESOL student . ● Conduct classroom walks. ● Conduct staff development and PLC's .					

3.5.d *Describe the steps for how the school will ensure effective use of technology in teaching and learning.* ● Sustain a culture that supports digital-age teaching and learning through use of devices. ● Encourage teachers to share lesson plans. ● Utilize the District Digital Integration Specialists for professional development, classroom support and classroom visits. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2022-2027	School Leadership Team and Teachers		General Budget	Digital Content Data Classroom Walk data Digital Integration specialist visit agendas
3.5.e *Describe the school's areas of emphasis for professional development for the upcoming school year.* ● Continue planning and implementing SCCCRS. ● Develop, Implement and revise master plan by semester. ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team		General Budget	Stakeholder meeting agendas Classroom Walk data Classroom walk schedule
3.5.f *Describe the steps for how the school will engage families in meaningful ways to improve student performance.* ● Follow the Student Led Conferencing model. ● Utilize the parent email and calling system. ● Provide communication from school and teacher level contacts: ○ Weekly principal newsletter-Burgess Turtle Talk ○ Weekly school level and classroom level facebook correspondence ● Host annual events to encourage families actively engaged in educational process: ○ BEST night ○ Heritage night ○ Gifted and Talented information night ○ ESOL night	2022-2027	School Leadership Team and Teachers		General Budget	Student Led Conference logs Weekly email logs BEST night sign-ups
3.5.g	2022-	School Leadership		General Budget	Lesson plans Classroom walk data

Describe the steps for how the school will ensure that SC College and Career-Ready Standards for core content areas will be implemented. Include professional development and monitoring. ● Planning with and use of district consensus documents and SCCCRS. ● Monitor teacher planning and lesson implementation. ● Conduct classroom walks. ● Conduct staff development and PLC's .	2027	Team and Teachers			PLC and staff development agendas
3.5.h *Describe the steps for how the school will raise classroom expectations with an emphasis on increased student engagement* ● Increase student engagement by providing Level 1 Kagan training to certified staff. ● Increase rigor in task design by continuing work with John Antonetti. ● Continue to build side-by-side coaching/classroom walk model.	2022-2027	School Leadership Team and Teachers		General Budget	Classroom walk data Lesson plans Side by side coaching schedule
3.5.i *Describe the steps for how the school will address any persistent low performance by subgroups.* ● Provide early intervention/identification for all children with needs using interventions such as BURST, Imagine-It pre-teach and reteach, Passport, etc. ● Use the PDSA process at each grade level to develop specific plans to close gaps. ● Utilize school and district data teams to identify areas and subgroups where persistent gaps occur. ● Create awareness of different cultures through Multicultural Night. ● Ensure appropriate intervention for all students whose achievement is below grade level through data school team meetings/RtI process.	2022-2027	School Leadership Team and Teachers		General Budget	Program specific data Progress monitoring data RTI agendas/notes grade level PDSA plans

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Performance Goal Area: Student Achievement

Performance Goal: MAP Growth Goals

At least 75% of students in grades 2-4 will meet fall-to-spring growth goals on MAP Reading, and Math by 2026.

Interim Performance Goal: The annual benchmark percentage will be met.

Data Source: NWEA MAP (Measures of Academic Progress) Fall-to-Spring Growth Goals report

Interim Goals and Actual:

SCHOOL	2021 Baseline	2022	2018	2019	2025	2026
GOAL:						
ACTUAL Gr. 2 Reading	65	67%	69%	71%	73%	75%
ACTUAL Gr. 2 Math	49	55%	60%	65%	70%	75%
ACTUAL Gr. 3 Reading	61	64%	70%	72%	74%	75%
ACTUAL Gr. 3 Math	67	69%	71%	73%	74%	75%
ACTUAL Gr. 4 Reading	45	51%	57%	63%	69%	75%
ACTUAL Gr. 4 Math	53	56%	61%	66%	71%	75%

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.6: *Describe the steps for how the school will work to ensure that more students meet their annual MAP growth goals.* ● *Targeted small group instruction.* ● *Planning using the learning continuum.* ● *Utilize the correlation between Achieve 3000 and NWEA MAP for instruction.* ● *Utilize digital content as progress monitoring tool.*	2022-2027	School Leadership Team and Teachers		General Budget	Progress monitoring data, lesson plans

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
3.7: *Describe the steps for how the school will Implement comprehensive character development initiatives* ● Promote, emphasize and support Burgess Elementary school plan for character development and leadership opportunities. ● Provide professional development for integrating lessons of character into classroom instruction in all subject areas, through Lifeskills/Lifelong Guidelines and leadership training. ● Integrate lessons on character education in elementary guidance sessions (individual, small group and classroom) ● Encourage school counselor to share ideas and activities being utilized for character education development of students during district staff development meetings for counselors.	2022-2027	School Leadership Team, Guidance Counselor and Teachers		General Budget	Lesson plans, staff development agendas, stakeholder meeting sign-ins, Character Education team agendas

3.8: *Describe the steps for how the school will Improve the effectiveness of guidance counseling and advocacy programs to meet the physical, social and emotional needs of all students.* ● School guidance counselor will participate in quarterly staff development sessions with elementary counselors ● Encourage counselor participation in regional and state sponsored counselor meetings ● Monitor programs through classroom walk throughs ● Access guidance website for HCS's counselors to provide usable resources for working with students. ● Continue to utilize goals-based evaluation program for guidance counselor ● Guidance counselor will continue to update guidance Facebook page to inform teachers, parents and community members of current programs and initiatives.	2022-2027	School Leadership Team and Guidance Counselor		General Budget	Attendance logs, Goals-based evaluation results
3.9: *Describe the steps for how the school will collaborate with other school levels to ensure a seamless transition for students' readiness for the next level.* ● Meet with Advisory Board and principals for St. James cluster to brainstorm and explore ideas for possible programs. ● Collaborate with principals and instructional coaches in cluster area to ensure consistent implementation of programs and curriculum such as Everyday Math, Imagine It, data teams, digital content implementation, etc. ● Conduct an annual cluster walk with principals and instructional coaches to visit classrooms and monitor fidelity of programs and curriculum across cluster and grade levels.	2022-2027	School Leadership Team and Guidance Counselor		General Budget	Meeting agendas
3.10: Develop, implement, and update annually a comprehensive research-based reading plan that includes tiered interventions	2022-2027	School Leadership Team		General Budget	The Read to Succeed Plan

provided to students and identifies resources to ensure sustainability (Section 59-155-110, South Carolina Read to Succeed Act)					

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STRATEGY 4:

RESOURCES AND SUPPORT SYSTEMS

We will provide the resources and services that support our vision, purpose, and direction to ensure success for all students.

Performance Goal Area: Teacher/Administrator Quality

Performance Goal: Advanced Degrees

The percentage of teachers with an advanced degree will increase to 81% by 2026.

Interim Performance Goal: The annual benchmark percentage will be met.

***Data Source*:** Percentage of teachers with advanced degrees, as reported on annual State Report Card

Interim Goals and Actual:

SCHOOL	2026 Baseline	2022	2023	2024	2025	2026
GOAL:		*77*	*78*	*79*	*80*	*81*
ACTUAL:	76					

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
4.1: *Describe the steps for how the school will promote advanced degrees and professional training opportunities for teachers.* ● Engage new professional staff in induction and mentoring programs for new teachers. ● Ensure that teachers continue to participate in professional development focused on district initiatives including, but not limited to, PDL, literacy, mathematics, engagement structures, etc. ● Plan and develop weekly professional development (PLC's) and staff development during faculty meetings.	2022-2027	School Leadership Team		General Budget	Staff Development Online Records

● Support and ensure that professional staff complete state and district Read to Succeed courses. ● Encourage teachers to participate in courses and/or classes offered by the Coastal Carolina Cohort for degrees in administration.					

Performance Goal Area: Teacher/Administrator Quality

Performance Goal: Attendance
The attendance rate for teachers will be at least 96% each year.

Interim Performance Goal: The annual benchmark percentage will be met.

Data Source: Annual attendance rate for teachers on the State Report Card

Interim Goals and Actual:

SCHOOL	2026 Baseline	2022	2023	2024	2025	2026
GOAL:		*96.72*	*97.54*	*98.36*	*99.18*	*100*
ACTUAL:	95.9					

Action Steps	**Timeline**	**Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
4.2: *Describe the steps for how the school will improve staff attendance.* ● Monitor absences in Smartfind. ● Look for trends and meet with staff members regarding concerns. ● Share attendance data trends with staff and discuss impact on the school ratings.	2022-2027	Principal, Bookkeeper and Data Quality Clerk	N/A	General Budget	Smartfind Data Report Card Ratings

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Performance Goal Area: School Climate

Performance Goal: Conferences
100% of parents/guardians will participate in a conference about their child's academic performance every year.

Interim Performance Goal: The annual benchmark percentage will be met.

Data Source: State Report Card "Parents attending conferences" percentage

Interim Goals and Actual:

SCHOOL	2021 Baseline	2022	2018	2019	2025	2026
GOAL:		*100.0*	*100.0*	*100.0*	*100.0*	*100.0*
ACTUAL:	100.0					

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
4.3: *Describe the steps for how the school will improve parent/guardian conference participation rate.* ● Continue implementing student-led conferences. ● Collect the names of families who did not participate in a face-to-face and/or phone conference and contact involve administration in making parent contact.	2022-2027	Teachers and School Leadership Team	N/A	General Budget	Data Collected by Administrative Team in the Google Doc and Parent sign-in sheets kept by teachers

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Performance Goal Area: School Climate

Performance Goal: Attendance
The attendance rate for students will be at least 96% each year.

Interim Performance Goal: The annual benchmark percentage will be met.

Data Source: Annual attendance rate for students on the State Report Card

Interim Goals and Actual:

SCHOOL	2021 Baseline	2022	2018	2019	2025	2026
GOAL:		*96.9*	*97.0*	*97.5*	*98*	*98.5*
ACTUAL:	96.7					

Action Steps	**Timeline**	**Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
4.4: *Describe the steps for how the school will improve student attendance.* ● Monitor student attendance rates daily and across time. ● Implement HCS attendance plan policy and action steps for those with attendance concerns including but not limited to the following: school level meetings with parents; formal school plans; district level meetings (should concerns continue); etc. ● Implement and maintain a school truancy intervention program. ● Monitor school report card data over time	2022-2027	Data Quality Clerk and Administrative Team	N/A	General Budget	Daily data reports from Powerschool Attendance Plans

Performance Goal Area: School Climate

Performance Goal: Perceptual Survey
The satisfaction level among parents, students, and teachers about the Learning Environment, Social and Physical Environment, and Home-School Relations will increase each year.

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Interim Performance Goal: The annual benchmark percentage will increase from baseline.

Data Sources: Spring State Survey of Parents, Teachers and Students; percentage who express "agree" or "strongly agree" satisfaction with the statements related to the three broad survey areas.

Interim Goals and Actual

LEARNING ENVIRONMENT	**2021 Baseline**	**2022**	**2018**	**2019**	**2025**	**2026**
Parents GOAL : **Parents ACTUAL:**	89.1	*91*	*93*	*95*	*97*	*100*
Students GOAL: **Students ACTUAL:**	98.2	*98.5*	*99*	*99.3*	*99.8*	*100*
Teachers GOAL: **Teachers ACTUAL:**	100	100	*100*	*100*	*100*	*100*
SOCIAL/PHYSICAL ENVIRONMENT						
Parents GOAL : **Parents ACTUAL:**	86.1	*87*	*88.5*	*90*	*91.5*	*93*
Students GOAL: **Students ACTUAL:**	95.5	96	*97*	*98*	*99*	*100*
Teachers GOAL: **Teachers ACTUAL:**	100	*100*	*100*	*100*	*100*	*100*
HOME-SCHOOL RELATIONS						
Parents GOAL : **Parents ACTUAL:**	79.6	*81.7*	*83.8*	*85.9*	*88*	*90*
Students GOAL: **Students ACTUAL:**	94.6	*95.5*	*97*	*98*	*99*	*100*
Teachers GOAL: **Teachers ACTUAL:**	97.9	*98*	*98.5*	*99*	*99.5*	*100*

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
4.5: *Describe the steps for how the school will the percentage of respondents who have a favorable opinion of the school on the annual survey of teachers, students and parents..* ● Review stakeholder communications needs with the School Improvement Council, as the elected representative stakeholders, and implement suggestions. ● Continue to increase awareness and encourage use among teachers and parents of PowerSchool Parent Portal and web pages as communication venues. ● Continue to market and communicate school goals and accomplishments to external and internal audiences utilizing multiple approaches and technology, including: BES website, daily Good Morning Burgess webcasts, Facebook updates, weekly newsletters from administration, Parentlink e-mail/phone blasts, and student iPads/technology. ● Continue to provide opportunities for parents and other stakeholders to volunteer and celebrate student strengths in various ways including, but not limited to: BEST Night, grade level performances, schoolwide community festivals, Boosterthon, Heritage Nights, student-led conferences, Fine Arts Days, Field Days, Career/Truck Day, Open House, Merit/Honor Roll Celebrations, etc.	2022-2027	School Leadership Team, teachers, front office staff		General Budget	Parent/teacher feedback from surveys Parentlink reports PowerSchool reports Sign-in sheets and other means of assessing attendance at school-wide events

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
4.6: *Describe the steps for how the school will recruit and retain high quality*	2022-2027	Principal, School		General Budget	ADEPT evaluation documents

teachers and support staff. ● Implement district application and hiring process. ● Use Applitrack to access district applicant information and implement a screening process to ensure high standards for selecting candidates in which to interview. ● Implement a rigorous and fair interview process to ensure the hiring of high quality candidates. ● Ensure the support of the School Leadership Team, especially the instructional coaches, during the beginning years at BES. ● Ensure participation in the induction program and pair new hires with high quality mentors.		Leadership Team and District			Percentages of teachers retained from year to year Logs from the Induction Program Mentor/Mentee meeting logs and reflections.
4.7: *Describe how the school will provide the necessary support systems to meet the social and emotional needs of students.* ● Continue to implement comprehensive character education initiatives throughout the school: ● Promote, emphasize and support the Burgess Elementary School plan for character development and leadership opportunities. ● Provide professional development for integrating lessons of character throughout the week via lifeskills/lifelong guidelines. ● Promote and initiate character related community partnerships including Solid Waste, Veteran organizations, Boosterthon and work with our School Improvement Council. ● Continue to develop leaders through our student leadership club (LEAD). ● Integrate lessons on character education in elementary guidance sessions (individual, small group, and classroom). ● Encourage school counselor to share ideas and activities being utilized for character education development of students during district staff development meetings for counselors.	2022-2027	Guidance Counselor, Teachers and School Leadership Team		General Budget	School Report Card Lesson Plans Character Ed Surveys Lifeskill Tickets/Leader and Learner Lunch Log and Photos
4.8: *Describe the steps for how the school will ensure the effectiveness of the services to support counseling, referral, educational and career planning for students.*	2022-2027	Guidance Counselor and Principal		General Budget	True North Logic Reports, Schedules and Survey Data from

● Ensure that the school guidance counselor participates in quarterly staff development sessions with elementary counselors. ● Encourage counselor to participate in regional and state sponsored counselor meetings. ● Monitor programs through classroom walkthroughs. ● Access guidance website for HCS's counselors to provide usable resources for working with students. ● Continue to utilize goals-based evaluation program for guidance counselor. ● Guidance counselor will continue to update guidance webpage and Facebook page to inform teachers, parents and community members of current programs and initiatives. ● Continue to coordinate with local businesses and leaders to provide a CD-2nd Truck Day and 3-5 Carreer Day for students to explore professions in the real world. ● Continue to implement the career survey to upper grade students each year.					Career Day/Truck Day, Career Survey Data
4.9: *Describe the school's areas of emphasis for support staff training for the upcoming year.* ● Include support staff in the beginning of the school year training sessions, both face-to-face and/or flipped sessions. ● Meet with support staff to communicate and reinforce school and district expectations/policies. ● Meet with specialized areas of support staff such as special education paraprofessionals, kindergarten assistants, etc. to discuss expectations and progress. ● Continue to hold monthly meetings with the front office staff, head custodian and administrative team to discuss areas of growth and upcoming events. ● Complete annual evaluations and one-on-one meetings to communicate job performance strengths and/or areas of growth. ● Ensure that support staff attends any required district training.	2022-2027	Administrative Team		General Budget	Meeting Agendas, Flipped Staff Development Surveys, E-mails to schedule meetings
4.10:	2022-	Administrativ		General	Powerschool

Describe the steps for how the school will ensure student safety and security on campus. ● Continue to designate a school leadership team member who is responsible for school safety, to include: ○ student management policies, regulations and procedures. ○ Provide alternatives to ISS, OSS and homebound. ○ Ensure effective and efficient investigations and preparations for hearing. ● Inform parents, students and employees of schools' bullying program through the HCS and school websites. ● Establish health care plans for children with special healthcare needs. ● Implement wellness plan according to the guidelines of federal acts and legislation. ● Educate students and faculty on nutrition guidelines. ● Ensure that all staff successfully complete safety training through Safe Schools. ● Ensure that the nurse follows district established protocols to provide safe care for all students. ● Provide training to teachers and staff members on appropriate behavior intervention strategies. ● Provide safety and health guidelines and training to staff and students in: ○ Personal health practices ○ School bus safety ○ PE and playground procedures ○ Classroom procedures ○ Indoor air quality	2027	e Team, nurse, Teachers and Staff		Budget	discipline data, nurse logs and notes, Staff development agenda and True North Logic reports

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STRATEGY 5:

USING RESULTS FOR CONTINUOUS IMPROVEMENT

We will provide a comprehensive assessment system that generates a range of data about student learning and system effectiveness, and we will use results to guide continuous improvement.

Action Steps	Timeline	Responsible	Estimated Cost	Funding Source	Indicators of Implementation
5.1: *Describe the steps for how the school will continuously collect, analyze and apply learning from a range of data sources to improve teaching and learning.* ● Continue using the school data room to create data walls and progress monitoring systems that will be used weekly to monitor progress during grade level planning. ● Engage in the PDSA (Plan, Do, Study Act) Cycle to ensure continuous improvement for student learning. ○ Continue to develop and implement PDSA plans targeting priority goals based on spring MAP data in reading and math and spring DIBELS data. ○ Monitor and support PDSA during school data team and RtI days. ○ Continue to plan and implement professional development based on PDSA goals and plans. ● Continue to use Enrich, data warehouse system, to develop school, class and individual students goals for MAP, DIBELS and state testing as well as determining student progress during data team/RtI decision making. ● Continue to use formative and summative data to plan for and implement differentiated small group instruction. ● Continue creating SLO plans based on student need and conferencing on progress during the winter and spring. ● Continue to engage in classroom walkthroughs (CWT's) and analyze data to determine next steps.	2022-2027	Administrative Team and Teachers		General Budget	Data wall, progress monitoring charts, MAP reports, Enrich reports, CWT reports, SLO documents, PDSA documents

5.2: *Describe the steps for how the school will provide training to staff on analyzing and utilizing student performance data.* ● Continue to provide additional staff development on PDSA as needed. ● Continue to provide staff development for new teachers, and as needed, on Enrich. ● At the beginning of the year, continue to develop SLO goals collaboratively with grade levels and provide training as needed. ● Continue to provide professional development on small group instruction for new teachers and as needed.	2022-2027	School Leadership Team		General Budget	PLC Agendas, Staff Meeting Agendas
5.3: *Describe the steps for how the school will communicate information about school performance and school improvement to stakeholders.* ● Continue to share data with our School Improvement Council. ● Continue to share school-wide progress, in all areas, during our RtI/data team days. ● Continue to share data with staff on an ongoing basis.	2022-2027	Administrative Team		General Budget	SIC Agendas, PLC Agendas, Staff Meeting Agendas, Data Team/RtI yearlong plan