

Manchester Elementary School

School Renewal Plan



SCHOOL RENEWAL PLAN

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SCHOOL RENEWAL PLAN COVER PAGE
SCHOOL INFORMATION AND REQUIRED SIGNATURES

Manchester Elementary School SCHOOL Sumter School District DISTRICT

SCHOOL RENEWAL PLAN FOR YEARS 2022-2027 (five years)

SCHOOL RENEWAL ANNUAL UPDATE FOR 2023-2024 (one year)

Assurances

The school renewal plan, or annual update of the school renewal plan, includes elements required by the Early Childhood Development and Academic Assistance Act of 1993 (Act 135) and the Education Accountability Act of 1998 (EAA) (S.C. Code Ann. §59-18-1300 and §59-139-10 *et seq.* (Supp. 2004)). The signatures of the chairperson of the board of trustees, the superintendent, the principal, and the chairperson of the school improvement council are an affirmation of active participation of key stakeholders and alignment with Act 135 and EAA requirements.

CHAIRPERSON, BOARD OF TRUSTEES

Ralph Canty, Sr., D.Min		
PRINTED NAME	SIGNATURE	DATE

SUPERINTENDENT

Dr. William Wright		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Sindy Beam		
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Brandon Wells		
PRINTED NAME	SIGNATURE	DATE

SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD

Lakechia Levy		
PRINTED NAME	SIGNATURE	DATE

SCHOOL'S ADDRESS: 200 W Clark St Pinewood, SC 29125

SCHOOL'S TELEPHONE: (803) 452-5454

PRINCIPAL'S E-MAIL ADDRESS: brandon.wells@sumterschools.net

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN

List the name of persons who were involved in the development of the school renewal plan. A participant for each numbered category is required.

<u>POSITION</u>	<u>NAME</u>
1. PRINCIPAL	Brandon Wells
2. TEACHER	Tiffany Houge
3. PARENT/GUARDIAN	Jessica Flowers
4. COMMUNITY MEMBER	Jennifer Howard
5. SCHOOL IMPROVEMENT COUNCIL	Brittany Johnson
6. Read to Succeed Literacy Coach	Lakeshia Levy
7. OTHERS* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.) ** Must include the School Read to Succeed Literacy Leadership Team.	

<u>POSITION</u>	<u>NAME</u>
School Counselor	Teresa Brown
Assistant Principal	Jennifer Geddings
Teacher	Brittany Johnson
Parent	Tiffany Hogue
Community Member	Jennifer Howard

***REMINDER:** If state or federal grant applications require representation by other stakeholder groups, it is appropriate to include additional stakeholders to meet those requirements and to ensure that the plans are aligned.

ASSURANCES FOR SCHOOL PLAN

Act 135 Assurances

Assurances, checked by the principal, attest that the district complies with all applicable Act 135 requirements.

 X **Academic Assistance, PreK–3**

The district makes special efforts to assist children in PreK–3 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

 X **Academic Assistance, Grades 4–12**

The district makes special efforts to assist children in grades 4–12 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

 X **Parent Involvement**

The district encourages and assists parents in becoming more involved in their children’s education. Some examples of parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, providing parents with their child’s individual test results and an interpretation of the results, providing parents with information on the district’s curriculum and assessment program, providing frequent, two-way communication between home and school, providing parents an opportunity to participate on decision making groups, designating space in schools for parents to access educational resource materials, including parent involvement expectations as part of the principal’s and superintendent’s evaluations, and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.

 X **Staff Development**

The district provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the school/district plan for the improvement of student academic performance. The staff development program reflects requirements of Act 135, the EAA, and the National Staff Development Council’s revised *Standards for Staff Development*.

 X **Technology**

The district integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.

 X **Innovation**

The district uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students. Provide a good example of the use of innovation funds.

 X **Collaboration**

The district (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).

 X **Developmental Screening**

The district ensures that the young child receives all services necessary for growth and development. Instruments are used to assess physical, social, emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.

X **Half-Day Child Development**

The district provides half-day child development programs for **four-year-olds** (some districts fund full-day programs). The programs usually function at primary and elementary schools, although they may be housed at locations with other grade levels or completely separate from schools.

X **Developmentally Appropriate Curriculum for PreK–3**

The district ensures that the scope and sequence of the curriculum for PreK–3 are appropriate for the maturation levels of students. Instructional practices accommodate individual differences in maturation level and take into account the student's social and cultural context.

X **Parenting and Family Literacy**

The district provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.

X **Recruitment**

The district makes special and intensive efforts to **recruit** and give **priority** to serving those parents or guardians of children, ages birth through five years, who are considered at-risk of school failure. “At-risk children are defined as those whose school readiness is jeopardized by any of, but no limited to, the following personal or family situation(s): Educational level of parent below high school graduation, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional) and/or child abuse and neglect.

X **Coordination of Act 135 Initiatives with Other Federal, State, and District Programs**

The district ensures as much program effectiveness as possible by developing a district-wide/school-wide coordinated effort among all programs and funding. Act 135 initiatives are coordinated with programs such as Head Start, First Steps, Title I, and programs for students with disabilities.

District Strategic Plan Waiver Requests

The SBE has the authority to waive regulations pursuant to R. 43-261 (C) District and School Planning which states:

Upon request of a district board of trustees or its designee, the State Board of Education may waive any regulation that would impede the implementation of an approved district strategic plan or school renewal plan.

Not Applicable

1.	Teachers teaching more than 1500 minutes	
2.	Teachers teaching more than 4 preps	
3.	Extension for initial District Strategic and School Renewal Plans	
4.	High School Principal over two schools or grades more than 9-12	
5.	Other (Write in justification space)	
6.	Other (Write in justification space)	

Stakeholders' Involvement for School Renewal Plan

College and Career Readiness

Brandon Wells
Kristina Marlowe
Rebecca Griffin
Tara Lyles
Brittany Johnson
Catherine Limon

High Performing Workforce

Nickie Massey
Sara Hope Bailey
Jamay Baez-Bethune
Shayla McLeod
Christin Knepp
Dr. Roseetta Davis

Safe and Supportive Schools

Alina Cseh
Sharon Johnson
Kristen Pearson
Matthew Waynick
Rhonda Harris

Strong Stakeholder Partnerships

Lakechia Levy
Lisa Anderson
Stacey Benenhaley
Tiffany Hogue
Jennifer Nelson
Caroline Lowder

Effective and Efficient Operations

Jennifer Geddings
Jessica Flowers
Keiona Deas
Virginia Lester

Needs Assessment Data

Manchester Elementary School Report Card

<https://screportcards.com/overview/?q=eT0yMDIzJnQ9RSZzaWQ9NDMwMTAxNA>

Directions: Provide additional school's needs assessment data including both formative and summative assessments used to gauge student learning. (Charts, graphs, or other formats of data may be used.)

Summative Assessment Data

Data Source: South Carolina Ready Assessment

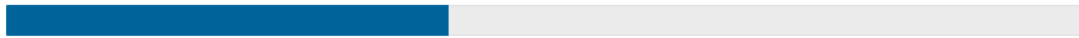
Report Type: Percent Met or Exceeding

Term Tested: Spring 2023

SC Ready English Language Arts and Mathematics

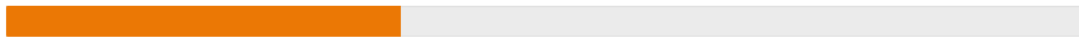
English Language Arts (Reading and Writing) - [Percent Met or Exceeding](#)

School 41.0% (71 / 173)



[Details](#)

District 36.6% (2366 / 6472)



[Details](#)

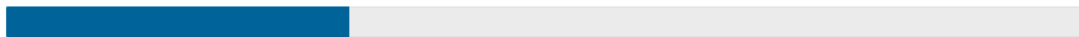
State 53.9% (184573 / 342443)



[Details](#)

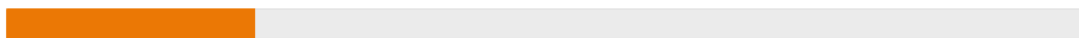
Mathematics - [Percent Met or Exceeding](#)

School 31.8% (55 / 173)



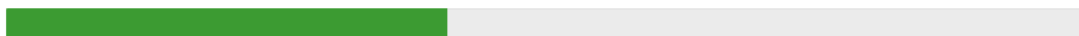
[Details](#)

District 23.1% (1493 / 6472)



[Details](#)

State 40.9% (139957 / 342443)



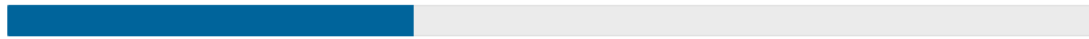
[Details](#)

Data Source: South Carolina PASS Assessment
 Report Type: Percent Met or Exceeding
 Term Tested: Spring 2023

SCPASS Science

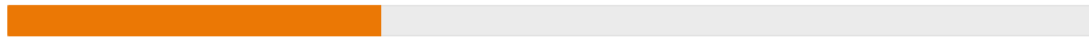
Science - [Percent Met or Exceeding](#)

School 37.3% (25 / 67)



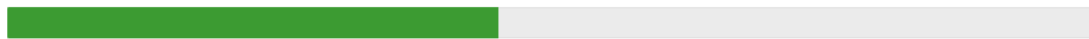
Details

District 34.3% (725 / 2115)



Details

State 45.1% (50704 / 112478)



Details

Data Source: Measures of Academic Progress
 Report Type: Projected Proficiency Report
 Term Tested: Fall 2023

Mathematics

Projected to: **South Carolina College- and Career-Ready Assessment (SC READY)** taken in **spring**.

View Linking Study: <https://www.nwea.org/state-solutions/south-carolina>

Grade	Student Count	Does Not Meet		Approaches		Meets		Exceeds	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
2	59	13	22.0%	17	28.8%	26	44.1%	3	5.1%
3	50	19	38.0%	20	40.0%	11	22.0%	0	0.0%
4	69	23	33.3%	21	30.4%	18	26.1%	7	10.1%
5	73	31	42.5%	27	37.0%	12	16.4%	3	4.1%
Total	251	86	34.3%	85	33.9%	67	26.7%	13	5.2%

ELA

Projected to: **South Carolina College- and Career-Ready Assessment (SC READY)** taken in **spring**.

View Linking Study: <https://www.nwea.org/state-solutions/south-carolina>

Grade	Student Count	Does Not Meet		Approaches		Meets		Exceeds	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent
2	59	16	27.1%	33	55.9%	9	15.3%	1	1.7%
3	50	26	52.0%	10	20.0%	11	22.0%	3	6.0%
4	68	28	41.2%	9	13.2%	17	25.0%	14	20.6%
5	73	19	26.0%	29	39.7%	18	24.7%	7	9.6%
Total	250	89	35.6%	81	32.4%	55	22.0%	25	10.0%

Data Source: **Kindergarten Readiness Assessment**

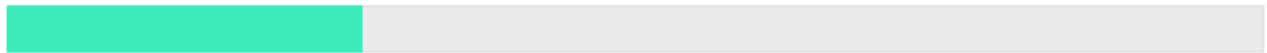
Report Type: Percent Demonstrating Readiness

Term Tested: Fall 2023

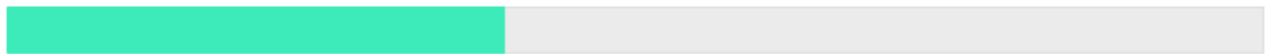
Kindergarten Readiness Assessment

Percentage of Students enrolling in Kindergarten and Demonstrating readiness to learn

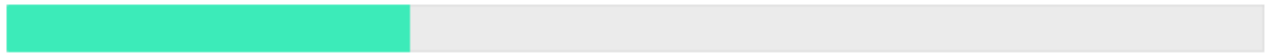
Percentage of students Demonstrating Readiness on the KRA 28.3%



Percentage of students Approaching Readiness on the KRA 39.6%



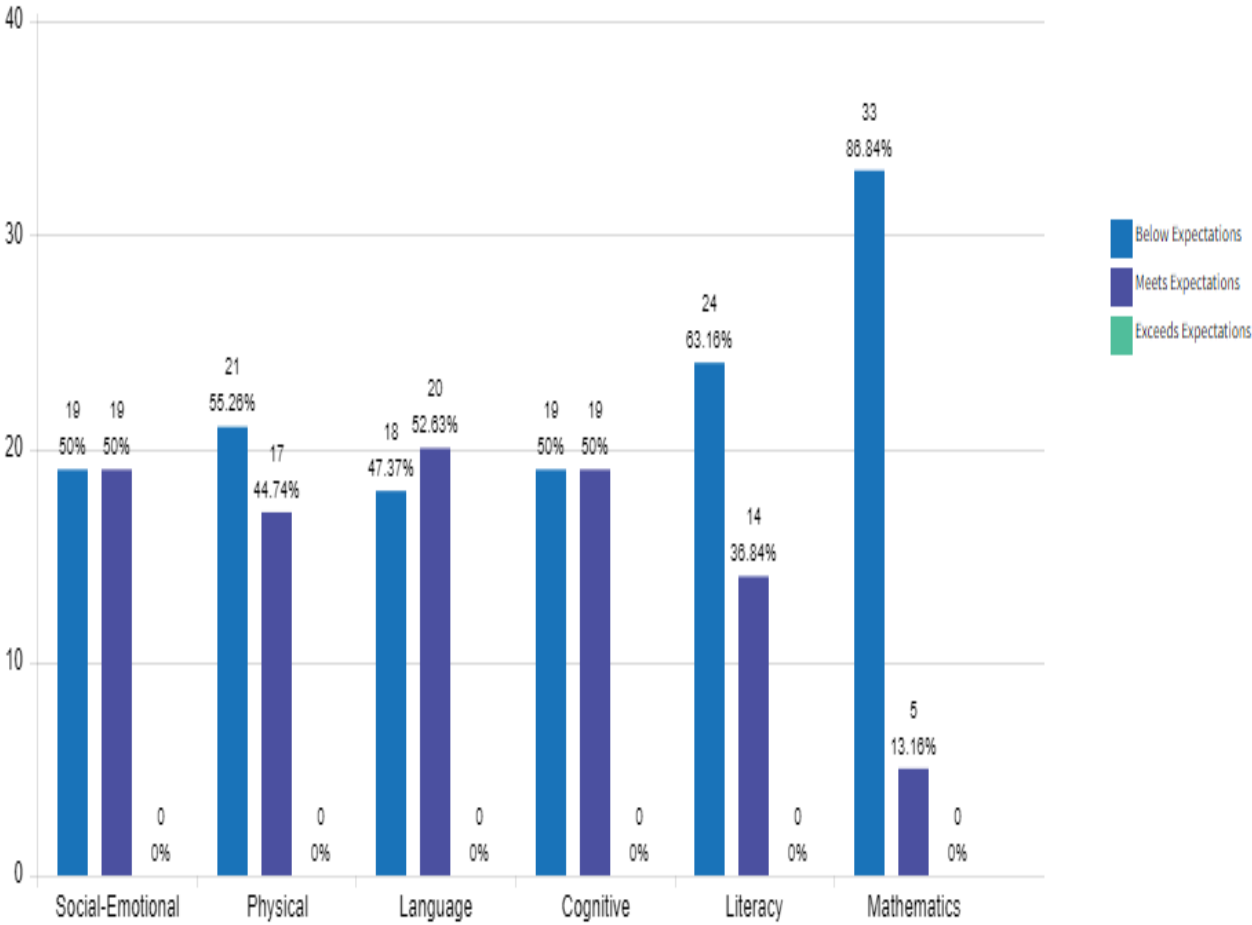
Percentage of students Emerging Readiness on the KRA 32.1%



Data Source: Teaching Strategies Gold
Report Type: Performance Snapshot
Term Tested: Fall 2023-24

South Carolina DOE - Manchester Elementary

Fall 2023/2024 - Widely Held Expectations



Data Source: **SC Report Card**
 Report Type: Classroom Environment
 Term Tested: Spring 2023

Classroom Environment

	Our School	Change from Last Year
Total Number of Teachers	23	Down from 26
Percent of teachers with advanced degrees	69.6	Up from 61.5
<u>Teacher attendance rate</u>	85.7	No change
Average teacher salary	\$57,684	Up from \$53,273
Percent of teachers on continuing contract	100.0	Up from 96.2
Percent of teachers returning from previous year - current year	84.0	Down from 88
Percent of teachers returning from previous year - three year average	85.1	Up from 83.5
Percent of teacher vacancies for more than 9 weeks	0.0	Down from 3.8
<u>Prime instructional time</u>	89.1	No change
<u>Student-teacher ratio in core subjects</u>	21.3 to 1	Up from 20.4 to 1
Percent of inexperienced teachers	11.5	Down from 23.1
Number of inexperienced teachers	3	Down from 6
Percent of out-of-field teachers	30.8	Up from 26.9
Number of out-of-field teachers	8	Up from 7
Percent of inexperienced school leaders	0.0	Down from 50
Number of inexperienced school leaders	0	Down from 1

ESSA regulations require states to post on their report cards information about teachers with emergency or provisional credentials. South Carolina does not award emergency or provisional credentials, thus that metric is not listed.

Results of Teacher, Student, and Parent Opinion Surveys

	<u>Teachers</u>	<u>Students</u>	<u>Parents</u>
Number of surveys returned	30	172	44
Percent satisfied with learning environment	96.7%	94.7%	97.6%
Percent satisfied with social and physical environment	100.0%	95.3%	97.7%
Percent satisfied with school-home relations	96.7%	95.9%	100.0%

Additional Information

	Our School	Change from Last Year
Percent of students served by gifted and talented program	4.8	Down from 7.0
Percent of students retained	0.3	Down from 1.7
Principal's/Superintendent's/Director's years at school/district	2	Up from 1
Chronic Absenteeism Rate (Note: Data are from prior school year)	38.9	Up from 24.4

Data Source: **ScholarshipABE**
 Report Type: School Discipline
 Term Tested: Spring 2023

School Statistics Include Alternative School Data

No. of Active Students	393
YTD Total Students	478
Students with Office Referrals	58
% Students with Office Referrals	12.13 %
Avg. Office Referrals per Student	0.26
Days Since Last Office Referral	0
Avg. Office Referrals per Day	0.61
Students with 3+ Office Referrals	18
Total Office Referrals	123
With Interventions	16
Without Interventions	107
Students with Interventions	15
% Students with Interventions	3.14 %
Avg. Interventions per Student	0.03
Total Interventions	16

EXECUTIVE SUMMARY OF NEEDS ASSESSMENT DATA FINDINGS-WELLS

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

Early Childhood (PK–K):

The Teaching Strategies GOLD is a South Carolina state assessment given to all preschool students. Students were assessed in 6 domains. In the Language Domain 52.67% of students scored met and in the Literacy Domain 36.84% of students scored met.

The South Carolina Kindergarten Readiness Assessment (KRA) was given to students in kindergarten in the fall of 2023. 28.3% of our students demonstrated readiness on the KRA as compared to 18.2% in our district and 38.3% in the state. In Mathematics, 15.1% of our students demonstrated readiness. The district had 20.0% and the state had 35.2% demonstrating readiness. Both of our percentages were below the district and state averages.

Primary (1-2):

The NWEA Measures of Academic Progress Assessment was administered to first and second grade students in the Spring of 2023. 26.8% of our first grade students were on track for success in English Language Arts at 2nd grade, compared to 38.5.4% of our district and 53.0% statewide. 51.8% of our first grade students were on track for success in Mathematics at second grade. Our district had 52.2.7% and 54.4% of students statewide were on track for success in Mathematics at the second grade.

24.6% of our second grade students were on track for success in English Language Arts at third grade, compared to 35.3% of our district and 51.9% statewide.

42.1% of our second grade students were on track for success in Mathematics at third grade. Our district had 49.5% and 51.3% of students statewide were on track for success in Mathematics at the third grade. Our second grade students were above the district average in English Arts, but below the statewide average. Our second grade students were above the district average and just below the state average in Mathematics.

Elementary (3–5):

The South Carolina College-and-Career-Ready (SC READY) assessment was given to students in grades 3-5 during the Spring of 2023. Students were assessed in the subjects of English Language Arts (Reading and Writing) and Mathematics. Manchester had 41.0% of students to score meets and exceeds expectations in English Language Arts and 32.8.0% to score meets or exceeds expectations in Mathematics. In English Arts we scored above the district but below the statewide percentage.

The SC Palmetto of State Standards (SCPASS) was also given to our 4th grade students during the Spring of 2023. Students were assessed in the subject area of Science. Manchester had 37.0% of students to score meets or exceeds expectations.

High Performing Workforce: Teacher/Administrator Quality

The recruitment and retention of certified educators and administrators continues to be a challenge for our school due to the rural location. Manchester Elementary School gathered the following information in a stakeholder-based needs assessment conducted during the 2023-2024 school year. Stakeholders include teachers, administrators, parents, and community partners. Methods used to collect data include a comprehensive needs assessment by the certified staff, School Improvement Council and Parent Teacher Association to assess our school's needs. We also utilized data from the state report card. A strength of this needs assessment includes the collaborative efforts of our stakeholders to participate in meaningful sessions to identify strengths, weaknesses, opportunities and threats.

A strength that emerged from the needs assessment was that our school has a strong leadership team, experienced staff, family oriented atmosphere, positive school culture, incentives for students and staff and a clean, well kept campus and grounds. This has contributed to staff retention at Manchester. In addition, other areas notated as strengths were parent communication and contacts, technology integration, and after-school programs (academic tutoring, technology club, art club, chorus, step team).

Areas of concern for Manchester Elementary are the low student performance in reading and mathematics as a result of learning loss from the Covid-19 Pandemic. This includes a lack of parent awareness and involvement. There is also a concern about the overdependence on technology and digital devices. Our stakeholders noted that class sizes, time constraints, behavior intervention and social emotional learning have had a great impact on our students, their families and our staff. Stakeholders expressed the need for professional development in reading and writing, higher order questioning, critical thinking and academic interventions to support students. It was also recommended that we strengthen the mentoring program for our new teachers.

As a result of this needs assessment Manchester Elementary School will focus on recommendations to strengthen Tier 1 instruction by fully implementing Advancement Via Individual Determination (AVID) for all grade levels, and adding a reading interventionist for additional student support. We will provide professional development training for teachers in explicit direct instruction, data analysis, instructional technology, and strengthen our Professional Learning Communities (PLC's) to unpack state standards, provide time for curriculum planning, and vertical planning, creating assessments, and addressing the needs of all students through a Multi-Tiered System of Supports (MTSS).

Safe and Supportive Schools: School Climate

Manchester Elementary is committed to providing a safe, nurturing, and high-quality educational environment that supports diversity and equips students for success. To fulfill our vision of providing a safe and inviting environment that affords all students the highest education, the implementation of a four step problem solving model utilizing tiered intervention systems to address student attendance, behavior, social emotional learning, and school climate is essential. The team reviewed comprehensive needs assessment, our state report card, parent, student and teacher survey data that revealed the need to strengthen the Multi-Tiered System of Supports (MTSS) and provide teachers and administrators with staff development on classroom-based and school-wide interventions.

Strong Stakeholder Partnerships

Building strong stakeholder partnerships is a priority at Manchester. Through collaboration, effective communication, and opportunities for engagement, we believe building relationships with our stakeholders will positively impact student achievement. An area of strength for our school is our partnership with the Sumter County Sheriff. Our school has a full-time School Resource Officer to ensure the safety and well-being of all students and staff on campus. Based on data from the comprehensive needs assessment and self-assessment surveys, it is recommended that we focus on

internal/external communication and continue to strengthen school-home relationships as well as community partnerships.

Effective and Efficient Operations

Effective and efficient operations are vital to Manchester's success. In order to provide our students and staff with the necessary resources to ensure all students are successful. Based on data from the comprehensive needs assessment and self-assessment surveys, it is recommended that work orders for technology and building repairs are imputed in a timely manner, to include follow-up. School and federal funds are used appropriately to ensure purchases are relevant and based on the needs assessment. In addition, providing support for teachers and staff for effective and efficient use of all technology.

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.

By the end of the 2027 school year, 50% of Manchester Elementary School students will meet grade level standards in Reading, Math and Science as indicated by the SC School Report Card.

SMART goal must include:
 WHO will do WHAT, as measured by HOW and WHEN.

INTERIM PERFORMANCE GOAL: The average baseline will increase by 5% each year.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-25	2025-2026	2026-2027
DATA SOURCE(s): SC READY ELA and Math SCPASS Science	ELA 18.1%	Projected Data: ELA	ELA 20%	ELA 34.9%	ELA 39.9%	ELA 44.9%	ELA 49.9%
	Math 11.3%	Math	Math 20%	Math 20%	Math 25%	Math 30%	Math 35%
	Science 16.3%	Science	Science 20%	Science 31.5%	Science 36.5%	Science 41.5%	Science 46.5%
		Actual Data: ELA	29.9%	41.0%			
		Math	15.0%	31.8%			
		Science	26.5%	37.3%			

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
1. Implement the SC ELA, Math, and Science Curriculum Standards for preschool through fifth grade students with an emphasis on inquiry-based literacy, conceptual and procedural knowledge, and science and engineering practices.	July 2022-July 2027	Teachers Principal Assistant Principal Reading Coach Math Coach District Leadership	\$0	N/A	Lesson Plans Classroom Observations Portfolios SC READY SCPASS MAP NSGRA (On-going)
2. Teachers will collaborate to unpack state standards, create units, and participate in vertical alignment to deepen their knowledge and understanding of the academic standards for students in preschool to fifth grade.	July 2022-July 2027	Teachers Principal Reading Coach Math Coach District Leadership	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
3. Teachers will use the SC State Standards and Support Documents to plan and implement rigorous instructional lessons and assessments in collaboration with the school's reading coach and math coach.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach Teachers	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
4. Students in grades preschool-5th grade will participate in Read Across America Week to celebrate literacy and learning activities such as Book Character Day, dress up days and other activities to promote a love for reading.	July 2022-July 2027	Principal Assistant Principal Reading Coach Media Specialist Teacher	\$400	School Funds Title 1 Funds	School Calendar School Social Media Weekly Newsletters School Website Lesson Plans Weekly Newsletters (On-going)
5. Student writing will be showcased and students will participate in an author's	July 2022-July 2027	Principal Reading Coach	\$100	School Funds PTA	School Calendar School Social Media

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
celebration with the school's reading coach.		Teachers			Weekly Newsletters (On-going)
6. All students will be provided opportunities to read for pleasure in the Ben Carson Reading Room.	July 2022-July 2027	Principal Reading Coach Teachers	\$0	N/A	Schedule Social Media School Website (On-going)
7. Teachers will record and collect student data for conferences with students to discuss and review assessment data, and set goals for student success.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Student Goal Cards Data Notebooks SC READY SCPASS MAP NSGRA Benchmarks (On-going)
8. Students will receive incentives for meeting goals	July 2022-July 2027	Principal	\$3000	Title 1	School Calendar School Social Media

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
based on the Measures of Academic Progress (MAP)		Assistant Principal Teachers			Weekly Newsletters School Website MAP (On-going)
9. Provide instructional materials and resources to improve academic performance based on the analysis of unit tests, NSGRA, MAP, Benchmarks and state assessments.	July 2022-July 2027	Principal Assistant Principal District Leaders	\$30,000	District Funds School Funds Title 1 Funds	NSGRA MAP Data Benchmark Assessments State Assessments (On-going)
10. Teachers will monitor student progress and collect data by utilizing the Next Steps Guided Reading (NSGRA), NWEA Measures of Academic Progress (MAP), and Benchmark assessments.	July 2022-July 2027	Principal Assistant Principal Teachers District Leaders	\$0	N/A	Student Goal Cards Data Notebooks SC READY SCPASS MAP NSGRA Benchmarks

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
					(On-going)
11. Students in kindergarten to fifth grade will utilize Exact Path to review content and learn test taking strategies.	July 2022-July 2027	Principal Assistant Principal Teachers District Leaders	\$0	District Funds	Exact Path Data Reports Exact Path Learning Paths (On-going)
12. Teachers will attend Professional Learning Community (PLC) workshops with the Reading Coach, Math Coach, Technology Coach and District Leaders to stay abreast of updates and revisions to the SC Standards in ELA, Mathematics, and Science and best practices for teaching and learning for all students.	July 2022-July 2027	Principal Assistant Principal Teachers Reading Coach Math Coach District Leaders	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
13. Teachers will work with a Data Consultant to collect and analyze student data, and plan	July 2022-July 2027	Principal Assistant	\$12,000	Title 1	Agendas Sign-in sheets

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
instructional approaches to celebrate areas of strength and address student weaknesses.		Principal Teachers Data Consultant			Handouts Reflections Lesson Plans NSGRA MAP State Assessments (On-going)
14. Students will have the opportunity to participate in an annual school science fair. The first-third place students from 5th grade will present their projects at the Regional Science Fair.	July 2022-July 2027	Principal Assistant Principal Math Coach District Leaders	\$300	School Funds PTA	Science Projects Student Roster Lesson Plans School Calendar (On-going)
15. Students will have the opportunity to participate in grade level appropriate field studies (Strawberry Patch, Opera House, State Museum, and Washington D.C. etc.).	July 2022-July 2027	Principal Assistant Principal Teachers	\$1000	Grant Funds PTA	Field Trip Log Newsletters School Calendar (On-going)

ACTION PLAN FOR FOCUS AREA #1: Academic Recovery: Provide challenging instructional activities for all students which will be measured by proficiency levels on designated assessments.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
16. Utilize hands-on manipulatives and technology to strengthen higher order thinking skills in mathematics such as Dream Box.	July 2022-July 2027	Principal Assistant Principal Math Coach Teachers	\$0	N/A	Lesson Plans Observations MAP SC Ready (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
1. All certified teachers and administrators will be trained in the Orton-Gillingham Model.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach	\$50,000	Title 1 Funds ATSI Funds	Professional Development Plan In-service Agendas Sign-in Sheets Handouts Registration Forms

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
					Lesson Plans Observations Certificates of Completion Reflections School Calendar (On-going)
2. All certified teachers and administrators will be trained on instructional technology tools and strategies to enhance classroom instruction and student learning (ABii, Owls, Schoology, Nearpod, Seesaw, Flocabulary, Generation Genius, StoryWorks, and Raz Kids).	July 2022-July 2027	Principal Assistant Principal Technology Coach District Leaders	\$25,000	Title 1 Funds ATSI Funds School Funds District Funds	Professional Development Plan In-service Agendas PLC Meetings, Sign-in Sheets Handouts Meeting Minutes Lesson Plans Observations Certificates of Completion Exit Slips

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
					Reflections School Calendar (On-going)
3. Provide collaborative planning workshops for teachers, administrators, and staff for unit planning, vertical alignment, Tier 2 and Tier 3 Intervention and across all areas of the curriculum.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach District Leaders	\$0	N/A	Professional Development Plan In-service Agendas PLC Meetings, Sign-in Sheets Handouts Meeting Minutes Lesson Plans Observations Exit Slips Reflections School Calendar (On-going)

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
4. Provide grade level teachers with common planning time.	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	Master Schedule Team Planning Forms (minutes) Sign-ins (On-going)
5. Provide professional development for teachers to analyze local, state and national assessments to inform instruction in all content areas.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach District Leaders	\$0	N/A	Professional Development Plan In-service Agendas PLC Meetings, Sign-in Sheets Handouts Meeting Minutes Lesson Plans Observations Exit Slips Reflections School Calendar

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
					(On-going)
6. Provide training for teachers and administrators on best practices for reading instruction, Next Steps Guided Reading Assessment (NSGRA) and running records to better serve students through differentiated small groups.	July 2022-July 2027	Principal Assistant Principal Reading Coach District Leaders	\$0	N/A	Professional Development Plan Agendas PLC Meetings, Sign-in Sheets Handouts Lesson Plans Observations Exit Slips Reflections School Calendar (On-going)
7. Provide opportunities for teachers, administrators and staff to participate in book studies to grow in their professional practice and	July 2022-July 2027	Principal Assistant Principal	\$500	Title 1 Funds	In-service Agendas PLC Meetings Sign-in Sheets

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
improve outcomes for all students.		Reading Coach Math Coach Teachers			Handouts Lesson Plans Observations Exit Slips Reflections School Calendar (On-going)
8. Provide in-service materials and supplies for staff development training that support and enhance teacher quality.	July 2022-July 2027	Principal Assistant Principal	\$5,000	Title 1 Funds School Funds	Professional Development Plan Lesson Plans Observations (On-going)
9. Provide professional development for teachers and administrators on inclusion and best practices for co-teaching to foster planned	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Professional Development Plan In-service Agendas PLC Meetings

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
and intentional reflection to address student needs.		District Leaders			Sign-in Sheets Handouts Meeting Minutes Lesson Plans Observations Exit Slips Reflections School Calendar (On-going)
10. Collaborate with grade level leaders, school coaches and administrators for staff input for school wide decision making and planning.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Agendas Sign-in Sheets Meeting Minutes School Calendar (On-going)
11. Provide teachers with professional development training for Multi-Tiered	July 2022-July 2027	Principal	\$0	N/A	Professional Development Plan

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
System of Supports (MTSS) and intervention strategies and resources to improve student outcomes and ensure consistency across all grade levels.		Assistant Principal Reading Coach Math Coach Counselor\ Teachers District Leaders			In-service Agendas Sign-in Sheets Meeting Minutes Lesson Plans Observations Exit Slips Reflections School Calendar (On-going)
12. Provide opportunities for teachers and administrators to attend local, state and national in-person and virtual conferences to learn instructional strategies and techniques to increase student achievement, close achievement gaps and personalize learning experiences for all students.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach Counselor Teachers	\$25,000	District Funds School Funds Title 1 Funds	Professional Development Plan Professional Leave Forms Conference Handouts Registration Forms Lesson Plans Observations Certificates of Completion

ACTION PLAN FOR FOCUS AREA #2: Academic Equity: Provide researched-based professional development experiences for staff to ensure the provision of a rigorous curriculum with high expectations is provided to all students.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
					(On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #3: Innovative Project: Manchester will successfully implement Advancement Via Individual Determination (AVID) school-wide for all kindergarten through fifth grade students to improve student learning, increase teacher effectiveness, promote leadership and establish more equitable practices.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
1. Provide opportunities for certified staff to attend professional development training for Advancement Via Individual Determination (AVID) regional, state and national conferences to improve student learning, increase teacher effectiveness, promote leadership and establish more equitable practices.	July 2022-July 2027	Principal Assistant Principal Site Team Leader District Leader	\$25,000	Title 1 Funds District Funds	AVID Site Plan Registration Conference Handouts Completion Certificates Lesson Plans Teacher Observations (On-going)

ACTION PLAN FOR FOCUS AREA #3: Innovative Project: Manchester will successfully implement Advancement Via Individual Determination (AVID) school-wide for all kindergarten through fifth grade students to improve student learning, increase teacher effectiveness, promote leadership and establish more equitable practices.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
2. We will implement one specific AVID strategy per grade level each year.	July 2022-July 2027	Principal Assistant Principal Site Leader District Leader Team	\$0	N/A	AVID Site Plan Registration Conference Handouts Completion Certificates Lesson Plans Teacher Observations (On-going)
3. Provide opportunities for teachers and administrators to complete AVID Site Visits.	July 2022-July 2027	Principal Assistant Principal Site Leader District Leader Team	\$600	Title 1 Funds School Funds District Funds	AVID Site Plan Reflections Lesson Plans Teacher Observations (On-going)
4. Provide professional learning communities (PLC) that foster purposeful	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	AVID Site Plan PLC Agenda Sign in sheet

ACTION PLAN FOR FOCUS AREA #3: Innovative Project: Manchester will successfully implement Advancement Via Individual Determination (AVID) school-wide for all kindergarten through fifth grade students to improve student learning, increase teacher effectiveness, promote leadership and establish more equitable practices.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
reflection and a continuous cycle of improvement.		Site Team Leader District Leader			Handouts Lesson Plans Teacher Observations Exit Slips Reflection (On-going)
5. Collaborate with the AVID Site Team Leaders, administrators and teachers to develop and implement the AVID Site Plan.	July 2022-July 2027	Principal Assistant Principal Site Team Leader Teachers	\$0	N/A	Site Team Plan Agenda Meeting Minutes Sign-in sheet Lesson Plans (On-going)
6. Increase teacher/parent/student communication and organization schoolwide by	July 2022-July 2027	Principal Assistant Principal	\$1000	Title 1 funds	AVID Site Plan Lesson Plans Communication Logs

ACTION PLAN FOR FOCUS AREA #3: Innovative Project: Manchester will successfully implement Advancement Via Individual Determination (AVID) school-wide for all kindergarten through fifth grade students to improve student learning, increase teacher effectiveness, promote leadership and establish more equitable practices.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION (Evidence)
implementing student agendas in all grades		Site Team Leader Teachers			(On-going)

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Performance Goal Area: <input type="checkbox"/> College and Career Readiness* <input checked="" type="checkbox"/> High Performing WorkForce* <input type="checkbox"/> Safe and Supportive Schools* <input type="checkbox"/> Strong Stakeholder Partnerships <input type="checkbox"/> 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.	Manchester Elementary School will increase our highly competent workforce by increasing the number of teachers returning each year by 7% from 83.3% to 90% by the 2027 school year.

INTERIM PERFORMANCE GOAL: The average baseline data will increase by 1% each year.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-25	2025-2026	2026-2027
DATA SOURCE(s):	83.3%	Projected Data	85%	89%	90%	90%	90%
SC School Report Card		Actual Data	88%	85.7			

ACTION PLAN FOR FOCUS AREA #1: Utilize our collective school, district, staff and community resources to market our school to attract, develop, and retain a high quality staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide a marketing campaign to welcome new teachers, brand our school to include student-led interviews with teachers and staff (Teacher of the Year, Teacher of the Month, Staff Member of the Month) for social media and the school website.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Website Social Media (On-going)
2. Provide professional development for teachers and administrators to participate in a Poverty Simulation and learn strategies that will assist them in building positive relationships with children in high-poverty schools.	July 2022-July 2027	Principal Assistant Principal Counselor	\$	Title 1 Funds	Agenda Sign-in sheets Handouts School Calendar Reflections (On-going)
3. Provide all staff with school-wide incentives on special recognition days/weeks (Teacher Appreciation Week, staff birthdays, holidays)	July 2022-July 2027	Principal Assistant Principal	\$	School funds	School Calendar Reflection Teacher Awards (On-going)

ACTION PLAN FOR FOCUS AREA #1: Utilize our collective school, district, staff and community resources to market our school to attract, develop, and retain a high quality staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
4. Provide new teachers and staff members with a welcome packet, such as, a school shirt, lanyard, handwritten personal notes from administration and teachers, school tips, and resources.	July 2022-July 2027	Principal Assistant Principal Teachers	\$100	School Fund	School calendar Mentor logs Social Media School Website (On-going)
5. Provide an educational training and wellness center for all staff.	July 2022-July 2027	Principal Assistant Principal Counselor	\$2000	PTA Grants	Social Media School Website (On-going)
6. Administrators and teachers participate in job fairs to recruit and attract qualified candidates for vacancies.	July 2022-July 2027	Principal Assistant Principal Teachers District Leaders	\$0	N/A	School calendar Social Media School website School brochures (On-going)

ACTION PLAN FOR FOCUS AREA #1: Utilize our collective school, district, staff and community resources to market our school to attract, develop, and retain a high quality staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
7. Partner with community, local colleges and surrounding businesses to recruit and retain qualified teacher candidates.	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	School Calendar (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #2: Support effective leadership practices by providing professional learning opportunities and enhancing the teacher’s experience and engagement.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide school wide committees for teachers to enhance their leadership capacity and support school wide initiatives.	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	Committee List School Calendar (On-going)
2. Provide opportunities for teachers to attend local, state and national conferences for professional development to assist teachers with professional goals.	July 2022-July 2027	Principal Assistant Principal Teachers	\$	Title 1 Funds District Funds	Registration Conference Handouts (On-going)
3. Collaborate with all staff members to expand Advancement Via Individual Determination (AVID) to all grade levels.	July 2022-July 2027	Principal Assistant Principal Site Team Leader Teachers	\$0	N/A	Agendas Sign-in sheets Handouts School Calendar Reflections (On-going)
4. Provide all teachers with an orientation for the beginning	July 2022-July 2027	Principal	\$0	N/A	Agendas

ACTION PLAN FOR FOCUS AREA #2: Support effective leadership practices by providing professional learning opportunities and enhancing the teacher’s experience and engagement.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
of school and for teacher evaluation.		Assistant Principal			Sign-in Sheets Handouts School Calendar Reflections (On-going)
5. Provide support for induction teachers by assigning a mentor and providing support with Teacher Evaluation Tool (4.0) and induction activities.	July 2022-July 2027	Principal Assistant Principal Teacher Mentor District Leaders	\$0	N/A	Mentor Logs Observations Lesson Plans (On-going)
6. Provide opportunities for induction teachers to meet with administrators and coaches for additional support and assistance during the early stage of their career.	July 2022-July 2027	Principal Assistant Principal Reading Coach Math Coach Teacher	\$0	N/A	Agendas Sign in sheets Handouts Reflections (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #3: Enhance the diversity, equity and inclusion of our school community by providing purposeful opportunities to celebrate our diverse climate of students and staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide a school-wide multicultural celebration for students, their families, and our staff with food, music, traditions and activities.	July 2022-July 2027	Principal Assistant Principal Teachers	\$500	School Funds	School Calendar School Website Social Media Newsletters (On-going)
2. Showcase our students, staff, parents and community partners working together in a photo gallery on our school website.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School website Social Media Newsletters (On-going)
3. Provide staff development training for all staff members about Special Services and the Inclusion Model for students.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans

ACTION PLAN FOR FOCUS AREA #3: Enhance the diversity, equity and inclusion of our school community by providing purposeful opportunities to celebrate our diverse climate of students and staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
					(On-going)
4. Provide a buddy program where students are purposefully matched with another student.	July 2022-July 2027	Principal Assistant Principal Counselor	\$0	N/A	Reflections Surveys (On-going)
5. Provide opportunities for teachers to collaborate to create class rosters for equal dispersal of girls, boys, and our special population students.	July 2022-July 2027	Principal Assistant Principal Counselor Teachers	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
6. Provide opportunities for teachers to attend professional development training for best	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Agendas Sign-in sheets Handouts Reflections

ACTION PLAN FOR FOCUS AREA #3: Enhance the diversity, equity and inclusion of our school community by providing purposeful opportunities to celebrate our diverse climate of students and staff.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
practices with gifted and talented students.		District Leaders			(On-going)
7. Provide quarterly newsletters for students, parents, staff members and the community that promote diversity, equity and inclusion.	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	School Website Social Media Newsletters (On-going)

To add a row, go to the last box and press the tab button.

Performance Goal Area: <input type="checkbox"/> College and Career Readiness* <input type="checkbox"/> High Performing WorkForce* <input checked="" type="checkbox"/> Safe and Supportive Schools* <input type="checkbox"/> Strong Stakeholder Partnerships <input type="checkbox"/> 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.	By the end of the 2027 school year, Manchester Elementary will implement a four step problem solving model utilizing a tiered intervention system to decrease student chronic absenteeism, behavior incidents, at-risk students with social emotional learning concerns, and increase the percentage of students who are satisfied with the social and physical environment by 5% as measured by the school report card.

INTERIM PERFORMANCE GOAL: The average baseline will decrease by 1% each year.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): School Report Card, ABE, PowerSchool	Chronic Absenteeism Rate 14.9%	Projected Data: Chronic Absenteeism	13%	23.4%	22.4%	21.4%	20.4%
	Students w/office referrals 2.14%	Students w/office referrals	1%	13.4%	12.4%	11.4%	10.4%
	Percent satisfied with the social and physical environment: 93.5%	Satisfied w/Social/Physical Environment	93.5	94.1	95.1	96.1	97.1%
		Actual Data Chronic Absenteeism	24.4%	38.9			
		Behavior Incidents	14.4%	12.13%			
		Satisfied w/Social/Physical Environment	93.1%	95.9%			

ACTION PLAN FOR FOCUS AREA #1: Provide professional development training for teachers and administrators on the policies, procedures and practices within attendance, behavior, social emotional learning and school climate.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide professional development training for teachers and administrators in the Multi-Tiered System of Supports (MTSS) and ways to identify at risk behaviors for students.	July 2022-July 2027	Principal Assistant Principal School Counselor District Leaders	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
2. Collaborate with administrators, teachers, staff, district leaders, and community partners in a Poverty Simulation and workshop designed to understand the cultural needs of all students and their families.	July 2022-July 2027	Principal Assistant Principal] Counselor Social Worker	\$2500.00	Title 1 Funds ATSI Funds	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
3. Collaborate with the school SRO Officer to train all staff on peer pressure, conflict	July 2022-July 2027	Principal	\$0	N/A	Agendas Sign-in sheets

ACTION PLAN FOR FOCUS AREA #1: Provide professional development training for teachers and administrators on the policies, procedures and practices within attendance, behavior, social emotional learning and school climate.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
resolution, de-escalation strategies and D.A.R.E.		Assistant Principal Counselor Social Worker School SRO Officer			Handouts Reflections Curriculum Units Lesson plans (On-going)
4. Teachers and administrators will participate in Professional Learning Communities (PLC) book studies to learn strategies for culturally responsive teaching, poverty and restorative practices.	July 2022-July 2027	Principal Assistant Principal Counselor Social Worker	\$800	Title 1	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #2: Implement a Social Emotional Learning (SEL) curriculum to develop staff knowledge of children’s social emotional development, and ways to apply this knowledge to instruction and classroom routines so teachers can better support all learners.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Utilize the Edmentum BASE SEL Curriculum for students in Preschool to fifth grade.	July 2022-July 2027	Principal Assistant Principal Counselor Teachers District Leaders	\$0	N/A	Lesson plans Exit slips (On-going)
2. Provide Professional Development training and for all staff on SEL to better serve all students.	July 2022-July 2027	Principal Assistant Principal Counselor Teachers District Leaders	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
3. Provide SEL resources, materials and activities for teachers that can be used for instruction.	July 2022-July 2027	Principal Assistant Principal	\$500	N/A	Lesson Plans Curriculum Units Exit Slips

ACTION PLAN FOR FOCUS AREA #2: Implement a Social Emotional Learning (SEL) curriculum to develop staff knowledge of children’s social emotional development, and ways to apply this knowledge to instruction and classroom routines so teachers can better support all learners.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
		Counselor Social Worker			(On-going)
4. Provide professional training and workshops for teachers to learn strategies for managing their own social emotional health.	July 2022-July 2027	Principal Assistant Principal Counselor Teachers District Leaders	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)
5. Provide a wellness and training center for all staff to provide support for social emotional health.	July 2022-July 2027	Principal Assistant Principal	\$1000	PTA Grants	Report Card Staff Surveys (On-going)
6. Provide weekly classroom guidance for students in preschool	July 2022-July 2027	Principal	\$0	N/A	Class Schedules Curriculum Units

ACTION PLAN FOR FOCUS AREA #2: Implement a Social Emotional Learning (SEL) curriculum to develop staff knowledge of children’s social emotional development, and ways to apply this knowledge to instruction and classroom routines so teachers can better support all learners.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
through fifth grade to address student SEL needs.		Assistant Principal Counselor			Lesson plans (On-going)

To add a row, go to the last box and press the tab button.

Performance Goal Area: College and Career Readiness* High Performing Work Force* 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 the 2027 school year we will partner with stakeholders to build advocacy for Manchester Elementary, by strengthening communication and providing opportunities for collaboration in an effort to increase stakeholder satisfaction/investment by increasing the percent satisfied by 5%.

INTERIM PERFORMANCE GOAL: The average baseline will increase by 1% each year.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): State Report Card	(% Satisfied) Teachers 100% Students 89.4% Staff 95.6%	Projected Data:					
		Teachers	100%	100%	100%	100%	100%
		Students	90.4%	93.9%	94.9%	95.9%	96.9%
		Parents	96.6%	93.1%	94.1%	95.1%	96.1%%
		Actual Data					
		Teachers	100%	100.0%			
		Students	92.9%	95.3%			
		Parents	92.1%	97.6%			

ACTION PLAN FOR FOCUS AREA #1: Implement strategies to strengthen home to school partnerships to bridge the gap between teachers and parents to ensure student success.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Plan parent-teacher events via virtually or face-to-face for back to school orientation, parent-teacher conferences, Family Literacy Night, Family Math Night, Family and STEAM Night.	July 2022-July 2027	Principal Assistant Principal Teachers Reading Coach Math Coach	\$2500	Title 1 Funds School Funds PTA	School Calendar Agendas Flyers Handouts Social Media School Website (On-going)
2. Host parent workshops that encourage family involvement in their children's academic development and help them understand the State Report Card, SC State Curriculum Standards, Assessments, SEL, Technology.	July 2022-July 2027	Principal Assistant Principal Teachers Counselor	\$2500	Title 1 Funds School Funds PTA	School Calendar Agendas Flyers Handouts Social Media School Website (On-going)
3. Invite all stakeholders including community groups	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	School Calendar Agendas

ACTION PLAN FOR FOCUS AREA #1: Implement strategies to strengthen home to school partnerships to bridge the gap between teachers and parents to ensure student success.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
to participate in school events, presentations and programs.		Teachers			Flyers Handouts Social Media School Website (On-going)
4. Send home daily, weekly and monthly correspondence through grade level newsletters, flyers, brochures, school website, social media, Edulink and the school marquee.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Calendar Newsletters Flyers Handouts Social Media School Website Morning Show Agendas AVID Binders (On-going)
5. Provide parents with a yearly calendar of events.	July 2022-July 2027	Principal	\$0	N/A	School Calendar

ACTION PLAN FOR FOCUS AREA #1: Implement strategies to strengthen home to school partnerships to bridge the gap between teachers and parents to ensure student success.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
		Assistant Principal			(On-going)
6. Partner with Shaw Air Force Base Parent Liaison to provide support for our Military parents and students.	July 2022-July 2027	Principal Assistant Principal Counselor	\$0	N/A	School Calendar Newsletters Flyers Handouts Social Media School Website (On-going)
7. Provide a volunteer program for parents and community partners to volunteer.	July 2022-July 2027	Principal Assistant Principal	\$200	PTA	School Calendar Newsletters Flyers Handouts Social Media School Website (On-going)

ACTION PLAN FOR FOCUS AREA #1: Implement strategies to strengthen home to school partnerships to bridge the gap between teachers and parents to ensure student success.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
8. Invite parents to attend school assemblies and student recognition events such as awards day, promotion ceremonies, etc	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Calendar Newsletters Flyers Handouts Social Media School Website (On-going)
9. Host a Title 1 Health and Wellness fair for students, parents, families and the community.	July 2022-July 2027	Principal Assistant Principal Counselor Teachers	\$300	PTA	School Calendar Newsletters Flyers Handouts Social Media School Website (On-going)

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ACTION PLAN FOR FOCUS AREA #2: Provide informative information sessions that will allow all stakeholders to analyze strengths, weaknesses, opportunities and threats					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide opportunities for all stakeholders to attend and participate in the School Improvement Council, Title 1 Planning Meetings and PTA Meetings.	July 2022-July 2027	Principal Assistant Principal Teachers			School Calendar Agenda Flyers Handouts Social Media School Website (On-going)
2. Provide opportunities for all stakeholders to complete school, district and state and federal surveys and questionnaires to identify strengths and areas of growth.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Website Social Media Student surveys Parent surveys Teacher surveys (On-going)
3. Provide an open-door policy for teachers, students, parents, and community partners to provide feedback and	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Website Social Media Student surveys Parent surveys

ACTION PLAN FOR FOCUS AREA #2: Provide informative information sessions that will allow all stakeholders to analyze strengths, weaknesses, opportunities and threats					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
suggestions for continued growth and improvement.					Teacher surveys (On-going)

To add a row, go to the last box and press the tab button.

Performance Goal Area: <input type="checkbox"/> College and Career Readiness* <input type="checkbox"/> High Performing WorkForce* <input type="checkbox"/> Safe and Supportive Schools* <input type="checkbox"/> Strong Stakeholder Partnerships <input checked="" type="checkbox"/> Effective and Efficient Operations	
<i>(* required)</i>	
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.	By the end of the 2027 school year, facilitate effective and efficient use of resources to support classroom instruction in an effort to increase Faculty and Staff satisfaction of technology, facilities and allocation of resources by 20% in five years.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

	AVERAGE BASELINE		2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
DATA SOURCE(s): Efficient & Effective Operations School Staff Survey	Satisfied with technology 50%	Projected Data:	50%	83.9%	88.9%	93.9%	98.9%
	Satisfied with facilities 61.1%	Technology	62%	83.9%	88.9%	93.9%	98.9%
	Satisfied with allocation of resources 63.9%	Facilities	65%	89.2%	94.2%	99.2%	100%
		Actual Data					
		Technology	78.9%				
		Facilities	78.9%				
		Allocated Resources	84.2%				

ACTION PLAN FOR FOCUS AREA #1: Complete, review, and update school safety plans each semester to ensure the safety of students and staff based on a review of incident reports and workman’s compensation cases.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide training for staff and students on all safety procedures.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Calendar Agendas Flyers Handouts (On-going)
2. Decrease the amount of time it takes for staff and students to complete safety/evacuation drills.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Dude (On-going)
3. Reduce and eliminate any risks for injury including slips, trips, and falls	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	School Dude (On-going)

ACTION PLAN FOR FOCUS AREA #1: Complete, review, and update school safety plans each semester to ensure the safety of students and staff based on a review of incident reports and workman's compensation cases.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
4. Communicate effectively on all work orders.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Dude (On-going)
5. Provide training for the Emergency Response Team.	July 2022-July 2027	Principal Assistant Principal Nurse	\$0	N/A	School Calendar Agendas Flyers Handouts (On-going)
6. Provide teachers with an exit survey to determine maintenance needs each year.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	School Survey (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #2: Effectively use all school, district and federal funds to ensure purchases are relevant and necessary and are distributed across the school with equity.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Complete a school needs assessment survey to gather input from all stakeholders.	July 2022-July 2027	Principal Assistant Principal Teachers	\$0	N/A	Needs Assessment Survey (On-going)
2. Complete purchase orders correctly and in a timely manner.	July 2022-July 2027	Principal Assistant Principal Bookkeeper	\$0	N/A	Purchase Orders (On-going)
3. Complete a monthly audit of the school budget to ensure all funds are appropriated correctly and purchases match budgeted items.	July 2022-July 2027	Principal Assistant Principal Bookkeeper	\$0	N/A	Monthly Budget Reports (On-going)

To add a row, go to the last box and press the tab button.

ACTION PLAN FOR FOCUS AREA #3: Increase the effective use of instructional technology to improve student achievement.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Provide professional development training for teachers and administrators by the District Instructional Technology Coach weekly.	July 2022-July 2027	Principal Assistant Principal Technology Coach	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans Technology Tips (On-going)
2. Provide incentives for teachers for technology certifications (add-ons) such as Google, Exact Path, Schoology, etc.	July 2022-July 2027	Principal Assistant Principal	\$0	N/A	Certificates (On-going)
3. Submit technology work orders in a timely manner and include follow-up.	July 2022-July 2027	Principal Assistant Principal Media Specialist	\$0	N/A	School Dude (On-going)

ACTION PLAN FOR FOCUS AREA #3: Increase the effective use of instructional technology to improve student achievement.					EVALUATION
ACTIVITY (Action Steps)	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
4. Monitor technology lessons and provide feedback.	July 2022-July 2027	Principal Assistant Principal Technology Coach	\$0	N/A	Agendas Sign-in sheets Handouts Reflections Curriculum Units Lesson plans (On-going)

To add a row, go to the last box and press the tab button.

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-plan-s-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.