

**FY25 Title I Plan  
Watkins-Nance Elementary**

Reform Strategies	CNA Section & Page Number	Narrative Description	Use of Funds	Function-Object	Activity Cost
<b>Strategy 1 - Provide Opportunities to Meet Challenging Academic Standards</b>	Academics: Pages 4-12  Attendance: Page 13  Culture & Climate: Pages 14-19	1.1 Provide students with educational incentives in an effort to encourage and reinforce positive behavior choices, exceptional grades, good attendance and test scores that meet set targets. Expenditures will include certificates, awards, medals, pencils, and other educational items.	Student Incentives	100-400	\$0.00
	Academics: Pages 4-12	1.2 Apply innovative teaching methods through the implementation of AVID, which will encompass 3rd, 4th and 5th grade students. Expenditures will consist of AVID membership fees and instructional materials that promote WICOR: Writing, Inquiry, Collaboration, Organization, and Reading. Purchases may include binders, dividers, paper, journals, pencils, pencil pouches, highlighters, glue sticks, sticky notes, colored pencils, markers, sheet protectors, anchor chart paper, file folders, white boards, markers, etc.	Other - Membership Fee	100-600	\$3,479.00

<b>Strategy 2 - Use Effective Instructional Strategies</b>	Academics: Pages 4-12	<p>2.1 Provide students in grades K-5 with an opportunity to participate in standards-based field studies:</p> <p>(1) Kindergarten – 91 students will visit Discovery Place and participate in the Discovery Place Weather Watchers Program (K-ESS2-1). Approximate costs - \$1,183 for admission and \$800-\$1500 for transportation.</p> <p>(2) 1st Grade – 65 students will visit Discovery Place and participate in the Discovery Place Hunting for Habitats Program (1-LS.1-1). Approximate costs - \$845 for admission and \$800-\$1500 for transportation.</p> <p>(3) 2nd Grade – 82 students will visit Discovery Place and participate in the Discovery Place Hunting for Habitats Program (2-LS4-1). Approximate costs - \$1,066 for admission and \$800-\$1500 for transportation.</p> <p>(4) 3rd Grade – 81 students will visit Discovery Place and participate in the Discovery Place Ecosystem Explorations Program (3-LS2-1, 3-LS3-1, and 3-LS3-2). Approximate costs - \$1,053 for admission and \$800-\$1500 for transportation.</p> <p>(5) 4th Grade – 63 students will visit the Charlotte Motor Speedway</p>	Admission Fees	100-300	\$4,000.00
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		<p>and participate in the STEAM program (4-PS3-1, 4-PS3-2, and 4-PS3-3). Approximate costs - \$1,449 for admission and \$800-\$1500 for transportation. Fourth grade students will also participate in AVID college tours at Claflin and one other local college/university. Approximate costs – \$800-\$1500 for transportation.</p> <p>(6) 5th Grade – 65 students will visit Discovery Place and participate in the Earth, Moon, and the Great Beyond Program (5-ESS1-1, 5-ESS1-2, and 5-ESS2-1). Approximate costs - \$845 for admission and \$800-\$1500 for transportation. Fifth grade students will also participate in AVID college tours at Coastal Carolina, USC Upstate, and other local universities. Approximate costs - \$800-\$1500 for transportation. The</p>	Field Study Transportation	271-300	\$4,374.51
	Academics: Pages 4-12	<p>2.2 In an effort to increase academic achievement, Watkins-Nance will provide during-the-day tutoring to approximately 30 students who have been identified as gifted/talented and/or are at or above grade level. This program will run for approximately 10 weeks from January through April for a total of 20 hours per week. One certified tutor will support this program at a rate of \$50/hour. The goal of this program is to ensure these students remain at or above grade level during the 2024-2025 school year. Data from universal screeners will be analyzed throughout the school year to determine the effectiveness of this program.</p>	Salary	100-100	\$10,000.00
			Benefits	100-200	\$3,256.00

	Culture & Climate: Pages 14-19	2.3 To address the academic and social-emotional needs of identified students, Watkins-Nance Elementary will purchase supplies to support math instruction, reading instruction, and social-emotional learning (i.e., kits, books, journals, writing and drawing utensils, construction paper, educational games/activities, and organizational supplies). Additionally, technology equipment will be purchased to support effective instruction. Purchases will include five laptops for the Title I-funded instructional assistants and behavior interventionists, as well as LCD panels/SMART boards to increase student engagement.	Technology Equipment	100-500	\$7,000.00
<b>Strategy 3 - Provide Additional Assistance to Students</b>	Academics: Pages 4-12	3.1 Employ 1 (1.0 FTE) instructional assistant to provide comprehensive support to students in grades 1-5 in the areas of math and reading. The staff member working in this position will work alongside teachers to ensure students are performing at or above grade level by the end of the school year. Data from universal screeners will be utilized to determine the effectiveness of this position. Expenditures will include salary and benefits.	Salary	100-100	\$32,651.28
			Benefits	100-200	\$16,415.82
	Academics: Pages 4-12	3.2 Employ 1 (1.0 FTE) instructional assistant to provide comprehensive support to students in grades 1-5 in the areas of math and reading. The staff member working in this position will work alongside teachers to ensure students are performing at or above grade level by the end of the school year. Data from universal screeners will be utilized to determine the effectiveness of this position. Expenditures will include salary and benefits.	Salary	100-100	\$24,064.32
			Benefits	100-200	\$7,862.64
	Academics: Pages 4-12	3.3 Employ 1 (1.0 FTE) instructional assistant to provide comprehensive support to students in grades 1-5 in the areas of math and reading. The staff member working in this position will work alongside teachers to ensure students are performing at or	Salary	100-100	\$20,317.20

		above grade level by the end of the school year. Data from universal screeners will be utilized to determine the effectiveness of this position. Expenditures will include salary and benefits.	Benefits	100-200	\$6,613.89
Culture & Climate: Pages 14-19	3.4 In an effort to decrease the achievement gap among students who require additional behavioral support, Watkins-Nance will employ 1 (1.0 FTE) instructional assistant to provide behavioral interventions/support to identified students in grades PK-2. This staff member will utilize a variety of interventions and instructional methods to reduce undesirable behaviors in order to maximize instructional time for the identified students such as implementation of restorative justice practices (circle discussions) and teaching students about social-emotional competencies (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making). The person working in this position will work closely with PK-2 teachers. Data will be collected throughout the school year to determine behavioral and academic impact. Expenditures will include salary and benefits.		Salary	100-100	\$36,043.92
			Benefits	100-200	\$23,683.68
Culture & Climate: Pages 14-19	3.5 In an effort to decrease the achievement gap among students who require additional behavioral support, Watkins-Nance will employ 1 (1.0 FTE) instructional assistant to provide behavioral interventions/support to identified students in grades 3-5. This staff member will utilize a variety of interventions and instructional methods to reduce undesirable behaviors in order to maximize		Salary	100-100	\$35,106.96

		instructional time for the identified students such as implementation of restorative justice practices (circle discussions) and teaching students about social-emotional competencies (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making). The person working in this position will work closely with 3-5 teachers. Data will be collected throughout the school year to determine behavioral and academic impact. Expenditures will include salary and benefits.	Benefits	100-200	\$17,237.98
<b>Strategy 4 - Assist in Program Transition</b>	Academics: Pages 4-12	4.1 Provide opportunities for teachers to assist students in grades K-5 as they transition to elementary school. The one-day camp will take place during the summer from 8:00am-3:00pm (K-2 will come from 8:00-11:00 and 3-5 will come from 12:00-3:00) and will focus on classroom procedures, school procedures, content standards, and school initiatives. Expenditures will include salary and benefits for 10 teachers who will work a total of 10 hours at a rate of \$50 per hour (three hours of preparation & planning for the camp is included). The goal of this program is to ensure a seamless transition for new and returning students, academically prepare students for the 2024-2025 school year, and close any summer learning gaps that may have developed during the weeks leading up to the camp.	Salary	100-100	\$0.00
			Benefits	100-200	\$0.00

<b>Strategy 5 - Ensure Instruction by Properly Certified Teachers</b>	Professional Capacity: Pages 22-25	5.1 Provide ongoing coaching for new and identified teachers throughout the year. Sessions will focus on the implementation of data-driven instruction, differentiation, AVID strategies, teambuilding, school culture/climate, classroom management, and Visible Learning strategies. Expenditures will include the following professional development books: Teacher Clarity & Success Criteria bundle (\$52 per book x 25 teachers = \$1300) and books that focus on classroom management (\$50 per book x 4 staff members = \$200).	Professional Development Materials	220-400	\$0.00
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<b>Strategy 6 - Provide Professional Development Opportunities for Teachers and Staff</b>	Academics: Pages 4-12  Culture & Climate: Pages 14-19  Professional Capacity: Pages 22-25	6.1 Provide opportunities for staff members to attend professional development seminars, trainings, and conferences: AVID Path in Columbia, SC (October 2024) for 3 teachers at approximately \$700 per person, Ron Clark Reaching and Teaching Boys Conference in Atlanta, GA (November 2024) for 2 administrators/teachers at approximately \$2000 per person, SCABSE in Charleston, SC (January 2025) for 2 administrators/teachers at \$1000 per person, Creating Trauma-Sensitive Schools Conference in Atlanta, GA (February 16-18, 2025) for 2 behavior interventionists at approximately \$2500 per person, SC Annual Early Childhood Conference in Greenville, SC (February 2025) for 2 early childhood teachers at approximately \$1000 per person, PSLA in Myrtle Beach, SC (February 2025) for 2 teachers at approximately \$1500 per person, National ESEA Conference in Austin, TX (February 2025) for 1 administrator at approximately \$3000, National Youth Advocacy and Resilience Conference in Savannah, GA (March 2024) for 1 teacher at approximately \$2000 per person, ISTE (location TBD in June 2025) for 2 administrators/teachers at approximately \$2500 per person, Model Schools (location TBD in June 2025) for 2 administrators/teachers at approximately \$3000 per person, Visible Learning Annual Conference (location TBD in July 2025) for 3 administrators/teachers at approximately \$3500 per person, and the Get Your Teach On National and/or Regional All-Star Conference (location and date TBD) for 2 teachers at approximately \$1500-\$2500 per person. Upon return from conferences, attendees will share with other faculty and staff members the content/strategies learned: therefore. conference attendance will impact all students'	Registration, Hotel, Meals, Mileage	220-300	\$1,500.00
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		<p>learning and academic programs. Expenditures will include registration, hotel, meals, and mileage.</p> <p>Other expenditures will include consultant fees to support the following initiatives:</p> <p>(1) Visible Learning initiative: The administration team as well as K-5 teachers (approximately 25 staff members) will participate in Visible Learning coaching to foster teacher practices in developing assessment capable learners and align student learning to grade level standards, thereby developing school-wide learner dispositions. Staff will specifically focus on the development of effective instructional monitoring and providing meaningful feedback to students. Six days of services will be provided at a rate of \$7500. On a monthly basis, the school's leadership team will review the Visible Learning data to determine the impact and effectiveness of this initiative.</p> <p>(2) Literacy Initiative: Approximately 25 teachers in grades K-5 will participate in literacy professional development provided by ELA consultants such as Michelle Kimpson of Sharper Minds, LLC at a rate of \$1500 per day. Participating teachers will receive classroom instruction support through coaching, modeling, and curriculum conversations for a total of 19 days (\$28,500 total).</p> <p>(3) Math Initiative: Approximately 25 teachers in grades K-5 will participate in 6-8 days of math professional development provided by consultants such as Christine King or Dr. Bonita Manning-White at a rate of \$1500-\$2500 per day (no more than \$12,000 total). Through this PD, teachers will learn best practices for teaching math and increasing student achievement.</p>	<p>Consultant/ Speaker Fees</p>	<p>220-300</p>	<p>\$85,500.00</p>
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<b>Strategy 7 - Recruit and Retain Highly Effective Teachers</b>	N/A	7.1 Develop a comprehensive plan to recruit and retain highly-effective teachers. The administration team will also continue to actively participate in recruitment efforts to include the district-led recruitment opportunities.			
<b>Strategy 8 - Provide Meaningful Parent/Family Engagement</b>	Parent, Family, and Community Engagement: Pages 20-21	8.1 Implement purposeful, engaging, and interactive sessions for parents that will occur on the school campus and in the community. Monthly parenting sessions will focus on South Carolina College and Career-Ready Standards, Read to Succeed Legislation, social-emotional learning, attendance, assessments, student growth, behavior, etc. Expenditures will include refreshments (approximately \$250 per session), as well as session materials (pens, paper, anchor charts, etc.) and take-home supplies (books, social-emotional learning supplies, engagement kits, and academic kits). Session materials and take-home supplies will cost approximately \$565 per session.	Parent Supplies/ Instructional Materials	188-400	\$2,488.00
			Refreshments	188-400	\$1,000.00
<b>Strategy 9 - Include Teachers in Decision-Making Process to Improve Instruction</b>	Academics: Pages 4-12  Professional Capacity: Pages 22-25	9.1 Provide opportunities for approximately 6 certified K-5 teachers to attend professional development sessions and plan after contracted hours during the 2024-2025 school year, and for the 2025-2026 school year over a period of 2 days during the summer of 2025. Planning will include collaboration, data analysis, unwrapping standards, academic intervention reviews, and the creation of common formative assessments. The goal of this program is to ensure teachers are fully prepared to address student learning gaps/needs in the areas of reading and math when they return in August. Expenditures will include stipends (\$30/hour) plus benefits.	Stipends	220-100	\$3,000.00
			Benefits	220-200	\$976.80
<b>Strategy 10 - Coordinate Programs with ESSA</b>	N/A	10.1 Provide a stipend for a school-based Title I Contact person who will ensure that all Title I activities are properly documented and necessary files are uploaded to Title I Crate based on district timelines. The Title I Contact will serve as a liaison between the school and the Title I Coordinator. This staff member will attend	Stipend	220-100	\$2,000.00

		school and the Title I Consultant. This staff member will attend periodic trainings and have regular meetings with the school's assigned Title I Consultant. Expenditures will include a \$2000 stipend for the year and benefits.	Benefits	220-200	\$153.00
	N/A	10.2 Continue collaboration with the following organizations: Ministerial Alliance of Columbia, St. John Baptist Church, Union Baptist Church and Ezekiel Ministries, Men's Breakfast Club, 100 Black Men, Progressive, Jones Memorial AME, St. James AME Church, Omega Chapter, Junior League of Columbia, Healthy Learners, Second Nazareth Baptist, RCPL (Edgewood Branch), CA Johnson Men of Distinction, Allen University, Benedict College, and USC Athletic Department. These collaborations enhance the socio-emotional well-being of students.			
<b>Goals:</b> 1. By 2029, 50% of students in grades 3-5 will score meets or exceeds on the SC READY English Language Arts and Math assessments. 2. By 2029, 50% of students in 4th grade will score met or above on the state Science Assessment. 3. By 2029, Watkins-Nance will reduce the percentage of teacher turnover by 25%. 4. By 2029, Watkins-Nance Pre-K students will increase KRA scores by 10%. 5. By 2029, Watkins-Nance Elementary will increase communication between the administration and staff. Culture and climate will increase by 15%.			<b>Total:</b>		<b>\$348,725.00</b>
			<b>FY25 Proposed Allocation:</b>		<b>\$348,725.00</b>
			<b>Difference:</b>		<b>\$0.00</b>