

School Renewal Plan Table of Contents

Signature Page	2
Assurances	3
Stakeholders	5
Waiver Requests	6
Needs Assessment Data	7
Executive Summary of Needs Assessment (Summary of Conclusions)	8
Performance Goals and Action Plans	9
Read to Succeed	

School Renewal Plan Cover Page

Renewal Plan for 5 Year Cycle: 2023/24 to 2027/28
Upcoming School Year: 2024/25

School Name:	North Springs Elementary
SIDN:	4002080
Plan Submission:	School utilizes Cognia
Grade Span:	PK To 5
District:	Richland 2
Address 1:	1300 Clemson Road
Address 2:	
City:	Columbia, SC
Zip Code:	29229
School Renewal Plan Contact Person:	Rashad Adams
School Plan Contact Phone:	8037363183
School Plan E-mail Address:	radams@richland2.org

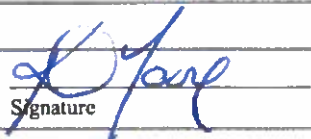
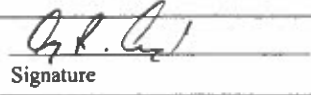

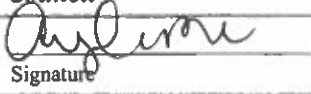
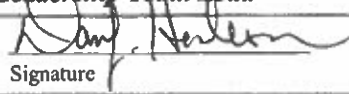
Required Signature Page

The school renewal plan, or annual update, includes elements required by the Early Childhood Development and Academic Assistance Act of 1993 (Act 135) (S.C. Code Ann. §59-139-10 *et seq.* (Supp. 2004)), the Education Accountability Act of 1998 (EAA) (S.C. Code Ann. §59-18-1300 *et seq.* (Supp. 2004)), and SBE Regulation 43-261. The signatures of the chairperson of the board of trustees, the superintendent, the principal, and the chairperson of the School Improvement Council, and the School Read to Succeed Literacy Leadership team lead are affirmation of active participation of key stakeholders and alignment with Act 135 and EAA requirements.

Assurances for the School Renewal Plans

The assurance pages following this page have been completed and the district superintendent's and school principal's signature below attests that the school/district complies with all applicable assurance requirements including ACT 135 assurance pages.

Required Printed Names and Signatures

Superintendent		
<u>Dr. Kim Moore</u> Printed Name	 Signature	<u>4/8/2024</u> Date
Principal		
<u>Rashad Adams</u> Printed Name	 Signature	<u>3/28/24</u> Date
Chairperson, District Board of Trustees		
<u>Mr. Joe Trapp</u> Printed Name	 Signature	<u>4/10/24</u> Date
Chairperson, School Improvement Council		
<u>Angel Bruce</u> Printed Name	 Signature	<u>3/28/24</u> Date
School Read To Succeed Literacy Leadership Team lead		
<u>Dana Henderson</u> Printed Name	 Signature	<u>3/28/24</u> Date

Assurances for School Renewal Plan

Assurances checked below, along with the signature page signed by the superintendent and school principal, attest that the school complies with all applicable regulatory and statutory requirements listed.

Early Childhood Development and Academic Assistance Act (Act 135) Assurances (S.C. Code Ann §59-139-10 <i>et seq.</i> (Supp. 2004))	
Yes	Academic Assistance, PreK–3 The school 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).
Yes	Academic Assistance, Grades 4–12 The school 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).
Yes	Parent Involvement The school encourages and assists parents in becoming more involved in their children’s education. Some examples of parental 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.
Yes	Staff Development The school 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.
Yes	Technology The school integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.
Yes	Innovation The school uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students.
Yes	Collaboration The school (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).

Yes	<p>Developmental Screening The school 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.</p>
Yes	<p>Half-Day Child Development The school 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. However, they may be housed at locations with other grade levels or completely separate from schools.</p>
Yes	<p>Developmentally Appropriate Curriculum for PreK–3 The school 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.</p>
Yes	<p>Parenting and Family Literacy The school 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 how to be 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-appropriate education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but is generally most appropriate for parents of children at the primary and elementary school levels and below as well as for secondary school students who are parents. Family Literacy program goals are to strengthen parental involvement in the learning process of preschool children ages birth through five years; to promote school readiness of preschool children; to offer parents special opportunities to improve their literacy skills and education; to provide parents a chance to recover from dropping out of school; and to identify potential developmental delays in preschool children by offering developmental screening.</p>
Yes	<p>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 not limited to, the following personal or family situation(s): parent without a high school graduation or equivalency, 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.</p>
Yes	<p>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.</p>

Stakeholder Involvement for School Renewal Plan

List the name of persons who were involved in the development of the School Renewal Plan.
A participant for each numbered position is required.

	Position	Name
1.	Principal	Rashad Adams
2.	Teacher	Kristina Dial
3.	Parent/Guardian	Ayisha Closs
4.	Community Member	Matthew Cunningham
5.	Paraprofessional	Brittany Sutokskiy
6.	School Improvement Council Member	Jason Ashley
7.	Read to Succeed Reading Coach	Patrice Caldwell
8.	School Read To Succeed Literacy Leadership Team Lead	Dana Henderson
9.	School Read To Succeed Literacy Leadership Team Member	Patrice Caldwell
	OTHERS (May include school board members, district or school administrators, students, PTO members, agency representatives, university partners, Head Start representatives, First Step representatives, etc.) ** Must include the Literacy Leadership Team for Read to Succeed	

District Requested Strategic/Renewal Plan Waiver

The State Board of Education has the authority to waive regulations pursuant to (*SBE Regulation 43-261*) (C) District and School Planning which states the following:

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.

All waivers must be requested in writing, signed by the local superintendent, and approved by the local school board prior to being sent to State Accountability. Use the following link to obtain more information on the waiver process:

<http://ed.sc.gov/districts-schools/state-accountability/waiver-requests/>

Not Applicable

District Wavier Requested and Approved	Explain how the SBE Regulation would impede the implementation of an approved district strategic or school renewal plan.
1. Extension for initial District Strategic and School Renewal Plans (<i>SBE Regulation 43-261</i>)	
2. Teachers teaching more than 1500 minutes (<i>SBE Regulation 43-205</i>)	
3. Teachers teaching more than 4 preps (<i>SBE Regulation 43-205</i>)	
4. High School Principal over two schools or grades more than 9-12 (<i>SBE Regulation 43-205</i>)	
5. Other (<i>Include the SBE Regulation number to be waived</i>)	
6. Other (<i>Include the SBE Regulation number to be waived</i>)	

<https://screportcards.com/overview/?q=eT0yMDIzJnQ9RSZzaWQ9NDAwMjA4MA>

Executive Summary of Needs Assessment Data Findings

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

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

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

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

Student Achievement	
Primary School (K - 2)	
1.	Based on our 2022 Measures of Academic Progress Data in ELA, 35.2% of students met their targeted growth from Fall to Spring data. There is a need to support emerging readers in our school community.
Elementary/Middle School (3 - 8)	
2.	Based on our 2022 SC Ready ELA data, students who scored met or exceeded were at 54.7%. While we saw an increase of 20% from the 2021 school year to the 2022 school year, the need to implement and routinely utilize an evidence-based curriculum in grades 3 - 5 is a concern. There is a need to utilize independent reading time and individual conferences to increase student fluency and level of reading. 44% of 3-5 grade students scored low in this area. There is also a need to develop a systematic approach to teaching the meaning and context of literature through routine guided reading instruction. 50% of 3 - 5 grade students scored low on literary meaning and context.
3.	Based on our 2022 SC Ready Math data, students who scored met or exceeded were at 44%. There is a need to focus on improving the strand of Number Sense and Operations (Fractions). 53% of students scored in the low category in grades 3 - 5. 49% of students scored in the low category in grades 3 - 5 in the Number Sense and Base Ten strand. Our students would benefit from real-world application of the mathematical practice standards to strengthen their knowledge and application of mathematical concepts.
Teacher/Administrator Quality	
4.	Based on our 2022 data, there is a need to continue with the full school implementation of the Advancement Via Individual Determination (AVID) Program. Teacher retention in recent years has greatly impacted the number of faculty members who are AVID certified. This challenge has had a negative impact on the routine use of AVID instructional strategies. Quality professional development opportunities will address the group and school needs in order to maintain enhanced growth based on student achievement and observations. All employees' strengths will be maximized and all weaknesses will be addressed thus positively impacting student achievement. Our goal is to work to retain and empower educators with these AVID strategies.
School Climate	
5.	Based on our 2022 school climate data, maintaining a socially and physically safe learning environment is below the 90% threshold. Students who reported a safe learning environment declined from the 2021 school year to the 2022 school year. One need is to ensure students in our school community feel safe to take risks with learning. Based on School Climate data, our school needs to address strategies to improve student discipline, health, and safety for students and employees, and maintain and improve student attendance

Performance Goal

Performance Goal Area:	School Climate * (Parent Involvement, Safe and Healthy Schools, etc.)					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By 2028, the percentage of students satisfied with the social and physical environment at North Springs Elementary will increase from 85.8% to 90.8%.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
School Report Card Data	85.8%	Projected Data: 86.8%	87.8%	88.8%	89.8%	90.8%
		Actual Data: TBD				

Action Plan

Strategy #1: Continue to build relationships with students to build a sense of safety and advocacy.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue with a positive behavior system (i.e. Cricket Traits and the Cricket Way) and positive referrals for students (i.e. Positive Cricket Referrals, Cricket to Chirp About, etc.)	2023-2028	Faculty, staff, administrators	\$1000	School Funding	Positive referrals Parent newsletters Family Handbook Faculty Handbook Cricket Character Hub
2. Continue with school-wide Cricket Clubs to build a sense of community in and amongst students.	2023-2028	Faculty, staff, administrators	\$2000	School Funding	Photos Cricket Club Rosters Parent Communication
3. Continue with a Multi-tiered System of Support with the purpose of utilizing evidence-based strategies/resources to support the social-emotional needs of all students	2023-2028	Administrators, Teachers, Instructional Leaders, Support Staff	N/A	District and School Funding	Agendas Meeting Minutes Professional Learning Presentations
4. Continue to build advocacy with students through meaningful and relevant activities (persuasive letter writing, focus groups, student leadership groups, etc.)	2023-2028	Administrators, Teachers, Support Staff, Instructional Leaders	N/A	N/A	Lesson Plans Classroom Observations Survey Data
5. Host school events and grade level town halls to enrich the physical environment (garden days, clean-up days, etc.) and foster a sense of advocacy in and amongst students.	2023-2028	Administrators, Teachers, SIC, PTO, Support Staff	\$1000	School Funds	Meeting minutes from planning Photos day of activity Town Hall Agendas
6. Continue student recognition for perfect attendance, low tardies, etc in our school community to celebrate achievement.	2023-2028	Administrators, Attendance Secretary, District Attendance,	\$4000	School Funds	Student Recognition Day Agenda Photos
Strategy #2: Ongoing professional learning focused on the social and physical safety of students.					

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue with the professional learning on safety and supervision in our school community. (i.e. NSE Safety Handbook, regularly scheduled drills, etc.)	2023 - 2028	Administrators Faculty and Staff	N/A	N/A	Schedules for Drills Faculty Safety Handbook Minutes from trainings
2. Continue to create and monitor NSE Safety Bags for all homerooms.	2023 - 2028	Administrators	\$1000	School Funding	School Budget
3. Regularly attend district level safety meetings with the purpose of communicating updates to faculty and staff in the school community.	2023 - 2028	School Safety Representative Administrators	N/A	N/A	Agenda/Minutes
4. Provide an evidence-based social-emotional curriculum (i.e. 7 Mindsets) for all staff members with training annually.	2023-2028	Faculty and Staff	\$5000	School Funding	Professional Development Agenda Curriculum contract Lesson Plans Curriculum Usage Data

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By 2028, North Springs will increase the percentage of 1st and 2nd grade students meeting their MAP Growth goal in Reading from 35.2% to 50.2%.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
Measures of Academic Progress (MAP)	35.2%	Projected Data: 38.2%	41.2%	44.2%	47.2%	50.2%
		Actual Data: TBD				

Action Plan

Strategy #1: Identify, implement, and maintain enrichment resources to support emerging learners and literacy in my school community.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue utilizing evidenced-based reading programs to foster reading (i.e. Reading Renaissance, Reading A to Z, Fountas & Pinell).	2023 - 2028	Administration, Media Specialist, Literacy Coach, Teacher	\$15,000	School Funding	Lesson Plan Samples Formative Assessment Data Program Usage Data
2. Continue student recognition for literacy in our school community to celebrate academic achievement.	2023 - 2028	Administrators, Instructional Leaders, Teachers	\$8,000	School Funding	Program Agendas/Flyers Parent Newsletters
3. Continue providing opportunities for relevant literacy events and activities in our school community (i.e. Literacy Night, Book Buddies, and other reading initiatives).	2023 - 2028	Media Specialist, Literacy Coach, Teachers, Administration	\$3,000	School Funding	Program Agendas/Flyers Parent Newsletters
Strategy #2: Ongoing professional learning focused on supporting emerging learners and literacy in my school community.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Ongoing training and support with the use of Formative assessments to drive instruction, determine personalized instruction, and monitor student progress.	2023-2028	Teachers, Administration, Instructional Leaders	N/A	District and School Funding	Grade level meetings Data protocols Assessment reviews Benchmark test results Progress monitoring results
2. Ongoing professional development and ongoing training in AVID WICOR Strategies.	2023-2028	Teachers, Administration, Instructional Leaders, District AVID Coordinator	\$8000	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples

					Formative Assessment Data
3. Ongoing support with the use of evidence-based curriculum to provide small group tiered instruction.	2023-2028	Media Specialist, Literacy Coach, Teachers, Administration	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data
4. Ongoing training with district and state literacy (reading and writing) curriculum with returning and new staff.	2023 - 2028	District Instructional Coach, Literacy Coach, Teachers, Administrators	N/A	District Funding	Meeting Agendas District Newsletters Agendas Observation Data Lesson Plan Samples Formative Assessment Data Professional Learning Presentations Budgets
5. Increase the use of evidence-based instructional strategies during Literacy Workshop and whole-group literacy instruction.	2023-2028	Literacy Coach, Teachers, Administration, District Level Instructional Coach	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Lesson Plan Samples Formative Assessment Data
6. Continue with a Multi-tiered System of Support with the purpose of utilizing evidence-based strategies/resources to support all learners' literacy instruction.	2023-2028	Administrators, Teachers, Instructional Leaders, Support Staff	N/A	District and School Funding	Agendas Meeting Minutes Professional Learning Presentations

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By 2028, North Springs will increase the percentage of 5th grade elementary students scoring meets or exceeds on SC READY ELA from 49.5% to 59.5%.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
SC Ready - English Language Arts	49.5%	Projected Data: 51.5%	53.5%	55.5%	57.5%	59.5X%
		Actual Data: TBD				

Action Plan

Strategy #1: Students will be immersed in literature to build stamina and encourage a love for literacy.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue utilizing evidenced-based reading programs to foster reading (i.e. Reading Renaissance, Reading A to Z, Fountas & Pinell).	2023-2028	Administration, Media Specialist, Literacy Coach, Teacher	\$15,000	School Funding	Lesson Plan Samples Formative Assessment Data Program Usage Data
2. Continue student recognition for literacy in our school community to celebrate academic achievement.	2023-2028	Administrators, Instructional Leaders, Teachers	\$8,000	School Funding	Program Agendas/Flyers Parent Newsletters
3. Continue providing opportunities for relevant literacy events and activities in our school community to foster a love for reading (i.e. Literacy Night, Book Buddies, Guest Readers, and other reading initiatives).	2023-2028	Media Specialist, Literacy Coach, Teachers, Administration	\$3,000	School Funding	Program Agendas/Flyers Parent Newsletters
Strategy #2: Faculty and staff will continue ongoing professional development to reach readers at all levels and encourage a love of literacy.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Ongoing training and support with the use of Formative assessments to drive instruction, determine personalized instruction, and monitor student progress	2023-2028	Teachers, Administration, Instructional Leaders	N/A	District and School Funding	Grade level meetings Data protocols Assessment reviews Benchmark test results Progress monitoring results

2. Ongoing professional development and ongoing training in AVID WICOR Strategies.	2023-2028	Teachers, Administration, Instructional Leaders, District AVID Coordinator	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data
3. Ongoing support with the use of evidence-based curriculum to provide small group tiered instruction.	2023-2028	Media Specialist, Literacy Coach, Teachers, Administration	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data
4. Ongoing training in district and state literacy (reading and writing) curriculum with returning and new staff.	2023-2028	District Instructional Coach, Literacy Coach, Teachers, Administrators	N/A	District Funding	Meeting Agendas District Newsletters Agendas Observation Data Lesson Plan Samples Formative Assessment Data Professional Learning Presentations Budgets
5. Increase the use of evidence-based instructional strategies during Literacy Workshop and whole-group literacy instruction.	2023-2028	Literacy Coach, Teachers, Administration, District Level Instructional Coach	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Lesson Plan Samples Formative Assessment Data
6. Continue with a Multi-tiered System of Support with the purpose of utilizing evidence-based strategies/resources to support all learners' literacy instruction.	2023-2028	Administrators, Teachers, Instructional Leaders, Support Staff	N/A	District and School Funding	Agendas Meeting Minutes Professional Learning Presentations

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By 2028, North Springs will increase the percentage of 5th grade elementary students scoring meets or exceeds on SC READY Math from 30.7% to 50.7%.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
SC Ready Math	30.7	Projected Data: 34.7%	38.7%	42.7%	46.7%	50.7%
		Actual Data: TBD				

Action Plan

Strategy #1: Identify, implement, and maintain enrichment resources to support math instruction in my school community.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue utilizing evidenced-based math programs to reinforce math practice standards and math concepts (i.e. Reflex Math, Dreambox, etc.).	2023-2028	Administration, District Math Coach	\$6,000	School Funding	Lesson Plan Samples Formative Assessment Data Program Usage Data
2. Continue student recognition for mathematical achievement in our school community	2023-2028	Administrators, Instructional Leaders, Teachers	\$5,000	School Funding	Program Agendas/Flyers Parent Newsletters
3. Continue with enrichment mathematical opportunities (i.e. Lego Robotics and Coder Z) centered on real-world use of mathematics.	2023-2028	STEMS Magnet Lead Administrators Teachers	\$4,000	Magnet and School Funding	Program Agendas/Flyers Parent Newsletters
Strategy #2: Our staff will participate in ongoing, relevant professional development to support teaching and learning in math.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Ongoing training and support with the use of Formative assessments to drive instruction, determine personalized instruction, and monitor student progress	2023-2028	Teachers, Administration, Instructional Leaders	N/A	District and School Funding	Grade level meetings Data protocols Assessment reviews Benchmark test results Progress monitoring results
2. Ongoing professional development and ongoing training in AVID Instructional Strategies.	2023-2028	Teachers, Administration, Instructional Leaders, District AVID Coordinator	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment

					Data
3. Ongoing support with the use of evidence-based curriculum to provide small group tiered instruction.	2023-2028	District Math Coach, Teachers, Administration	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data
4. Ongoing training in district and state math curriculum with returning and new staff.	2023-2028	District Instructional Coach, Math Coach, Teachers, Administrators	N/A	District Funding	Meeting Agendas District Newsletters Agendas Observation Data Lesson Plan Samples Formative Assessment Data Professional Learning Presentations Budgets
5. Increase the use of evidence-based instructional strategies during Math Workshop and whole-group math instruction.	2023-2028	Literacy Coach, Teachers, Administration, District Level Instructional Coach	N/A	District and School Funding	Agendas Professional Learning Presentations Budgets Lesson Plan Samples Formative Assessment Data
6. Continue with a Multi-tiered System of Support with the purpose of utilizing evidence-based strategies/resources to support all learners' mathematics.	2023-2028	Administrators, Teacher, Instructional Leaders, Support Staff	N/A	District and School Funding	Agendas Meeting Minutes Professional Learning Presentations

Performance Goal

Performance Goal Area:	Teacher/Administrator Quality *					
Performance Goal: SMART goal must include: WHO will do WHAT , as measured by HOW and WHEN .	By 2028, North Springs Elementary will maintain “Certified” or higher distinction by AVID Center - based on the annual Coaching and Certification Instrument (CCI)					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
AVID Coaching and Certification Instrument (CCI)	Certified Status with AVID	Projected Data: Certified Status with AVID	Certified Status with AVID	Certified Status with AVID	Certified Status with AVID	Certified Status with AVID
		Actual Data: Certified				

Action Plan

Strategy #1: Foster and connect to college/career readiness skills for 21st Century Learners.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Continue with the annual STEM-based Career Day, STEMS Showcase, and STEMS Field Day to expose students to STEM Career Fields.	2023-2028	Magnet Lead Teachers Administration Career Facilitator School Counselor	\$3,000	School Funds	Flyers Presentations Pictures/Videos STEM project designs
2. Continue the supply of STEM-based literature for classroom libraries.	2023-2028	Magnet Lead Teachers Administration Literacy Coach Media Specialist	\$2,000	School Funds	Budgets Lesson Plan Samples STEMS Engineering Design Roadmap
3. Continue to provide real-world STEM-based experiences for students (i.e. hydroponics and aquaponics systems).	2023-2028	Magnet Lead Teachers Administration	\$3,000	School Funds	Budgets Observation Data Lesson Plan Samples
4. Continue exposing students to college/career ready activities in our school community. (i.e. College Colors Day, HBCU Day, Fraternity & Sorority Day).	2023-2028	Magnet Lead Teachers Administration Career Facilitator School Counselor	N/A	N/A	Parent Newsletter Photos
5. Ongoing professional development and training in AVID WICOR and Instructional Strategies.	2023-2028	Teachers, Administration, Instructional Leaders, District AVID Coordinator	\$9,000	District and School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data

6. Continue utilizing walkthrough and observation data to design professional learning to produce positive student outcomes.	2023-2028	Administration Instructional Coaches Teachers	N/A	N/A	Professional Learning Plan Professional Learning Presentations Observation Data
Strategy #2: College and Career Ready Professional Learning					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. STEM Professional Development in the areas of Science and Engineering Practice Standards and STEM Careers (College & Career Readiness).	2023-2028	Magnet Lead Teacher Administration	\$10,000	School Funding	Agendas Professional Learning Presentations Budgets Observation Data Lesson Plan Samples Formative Assessment Data