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School Renewal Plan Cover Page

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

School Name:	Richland Northeast High
SIDN:	4002079
Plan Submission:	School utilizes Cognia
Grade Span:	9 To 12
District:	Richland 2
Address 1:	7500 Brookfield Road
Address 2:	
City:	Columbia, SC
Zip Code:	29223
School Renewal Plan Contact Person:	Mark Sims
School Plan Contact Phone:	803-699-2800
School Plan E-mail Address:	msims@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 D. Moore</u> Printed Name	 Signature	<u>4/8/2024</u> Date
Principal		
<u>Mark Sims</u> Printed Name	 Signature	<u>3/29/24</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>LaTonya Derrick</u> Printed Name	 Signature	<u>3/29/2024</u> Date
School Read To Succeed Literacy Leadership Team Lead		
<u>Denise Fowler</u> Printed Name	 Signature	<u>3/29/2024</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))	
N/A	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>
N/A	<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>
N/A	<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>
N/A	<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	Mark Sims
2.	Teacher	MaryAnn Sansonetti-Wood
3.	Parent/Guardian	LaTonya Derrick
4.	Community Member	Jason Peck
5.	Paraprofessional	Eronda Jackson
6.	School Improvement Council Member	Pamela Williams
7.	Read to Succeed Reading Coach	NA
8.	School Read To Succeed Literacy Leadership Team Lead	Denise Fowler
9.	School Read To Succeed Literacy Leadership Team Member	Stephani Sharpe
<p>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</p>		

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/>

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 (SBE Regulation 43-261)	
2. Teachers teaching more than 1500 minutes (SBE Regulation 43-205)	Richland Two is committed to providing quality instruction to all students. In order to do so, quality instruction from qualified professionals must be provided to all students. Given the current national teacher shortage, and the shortage at RNE, to meet the academic goals of the strategic plan, it may be necessary to increase the quality of instruction.
3. Teachers teaching more than 4 preps (SBE Regulation 43-205)	Richland Two is committed to providing quality instruction to all students. In order to do so, quality instruction from qualified professionals must be provided to all students. Given the current national teacher shortage, and the shortage at RNE, to meet the academic goals of the strategic plan, it may be necessary to increase class size. This may be the only way to ensure quality instruction and to meet state regulations while increase the quality of instruction.
4. High School Principal over two schools or grades more than 9-12 (SBE Regulation 43-205)	
5. Other (Include the SBE Regulation number to be waived)	
6. Other (Include the SBE Regulation number to be waived)	

<https://screportcards.com/overview/?q=eT0yMDIzJnQ9SCZzaWQ9NDAwMjA3OQ>

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	
High School (9 - 12)	
1.	<p>Richland Northeast High School is one of the five high schools in Richland School District Two and is located at 7500 Brookfield Rd. in Columbia, SC. Richland Northeast sits off of Decker Blvd. which is colloquially known as the International Corridor. A large number of students that attend Richland Northeast live in the Woodfield and Arcadia Lakes subdivisions in addition to the many apartment complexes that surround the school. Richland Northeast serves approximately 1,300 students of which 69.15% of that number lives in poverty.</p> <p>Richland Northeast has a diverse student population. The Black/African American subgroup is the largest at 64%. The school has the fastest-growing Hispanic population in the district at 20%. The Caucasian subgroup comprises 10% of the student population. The Asian subgroup of the school is 2%. 3% of the student population is Two or More Races and 1% of the population is designated as Other. The overall student population is 1,305.</p> <p>To understand the academic needs of the Richland Northeast High School students, we reviewed our state End of Course assessment data and course grade data. According to our EOC Five Year Summary data from 2016 - 2022; our Algebra 1 scores decreased by 4.7% (2 yr change) and 21% (5 yr change). English 2 only provided data from the 2021 school year that reflects an 82.1% pass rate. Biology scores decreased by 4.1% (2 yr change) and 15.6% (5 yr change). U.S. History scores decreased by 1.8% (2 yr change) and 11.4% (5 yr change). The English 2 Grade Distribution data for 2022 indicated that 38% of students scored a “C” or better, 27% scored a “D”, and 34% scored an “F”. The Algebra 1 Grade Distribution data for 2022 indicated that 26% of students scored a “C” or better, 29% scored a “D”, and 46% scored an “F”.</p> <p>The demographic breakdown of the 2021 Algebra End of Course assessment data showed that our Hispanic subgroup had the lowest pass rate at 26.32% followed by the African American subgroup with a 46.34% pass rate. There was a similar trend in the 2021 English II End of Course, assessment data. Again, the Hispanic subgroup had the lowest pass rate at 32.43% followed by the African American subgroup’s pass rate of 61.76%.</p> <p>In addition to the course data and the state’s assessment data, the school also reviewed the NWEA MAP benchmarking data for 9th graders. All 9th-grade students had to take the benchmark three times throughout the 21-22 school year. Between the fall administration and the spring administration, the number of students scoring Average or above increased from 36% to 46%. Similarly, the number of students scoring Average or above in Math increased from 33% to 39%.</p> <p>Lastly, we reviewed our school’s social-emotional/discipline data using our PowerSchool incident management system. Currently, our school has a 36.5% Chronic Absenteeism rate which is a 12.8% increase from two years ago and a 14.7% increase from five years ago. In addition to an increase in absenteeism, there was an increase in off-task behaviors. We had a total of 1,657 office referrals and 481 reported minor incidents. Of these totals, the ninth and tenth grade classes report more behaviors than any other class with 76% of the total incidents.</p>
Teacher/Administrator Quality	
2.	<p>Ongoing professional development will be provided to teachers to increase pedagogical skills, increase teacher collaboration, and promote academic rigor for students. The use of AVID Strategies or BEST Practices will provide the necessary tools needed to improve writing, inquiry, collaboration, organization, and reading.</p> <p>As the school moves to School-wide AVID implementation, we want to provide the opportunity for more teachers and administrators to obtain more knowledge as it relates to the AVID curriculum and instructional best practices.</p> <p>Teachers will learn research-based instructional strategies to improve student engagement and student overall success in the classroom. Teachers will use their training to offer PD and coaching for the school faculty.</p>

School Climate

3. School Climate surveys from students and faculty was 70% as it pertained to being satisfied with the social and physical environment of our school. Over the next five years, we would like to increase by 2% each year to reach at least 80% for our social and physical environment. School climate is at the foundation of our focus. We cannot be successful with our achievement goals or strategies without focusing on the school climate.

Performance Goal

Performance Goal Area:	District Priority					
Performance Goal: SMART goal must include: WHO will do WHAT , as measured by HOW and WHEN .	By 2028, Richland Northeast will no longer be a 2022 ATSI Identified school.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
2022 SCDE ATSI Designation	2022 ATSI Designation	Projected Data: 2022 ATSI Designation	2022 ATSI Designation	Not 2022 ATSI Designation	Not 2022 ATSI Designation	Not 2022 ATSI Designation
		Actual Data: ATSI				

Action Plan

Strategy #1: Increase collaboration in planning between special education and general education teachers.					
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. Disaggregate the disabilities of the special education population into categories	2023-2024	Special Education Department Chair, School Psychologist, Administration, Counselors	NA	NA	Special Education Roster
2. Group like disabilities with specific special education staff.	2023-2024	Special Education Department Chair, School Psychologist Administration, Counselors	NA	NA	Special Education Rosters, Class Rosters
3. Special Education teachers will teach and work on goals with specific disabilities and grade levels	2023 - 2028	Special Education Department Chairs, School Psychologist, Administration, and Counselors	NA	NA	Master Schedule, Rosters
4. Special Education Teachers will go to Content Area PEPs, benchmark reviews, and planning sessions	2023-2028	Teachers, Administrators, Content Specialists	NA	NA	Lesson and Unit Plans, Walk Through Data, Student Benchmark and Class Grade data.
5. Personalized Professional Development with teachers once per semester	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administration	\$2,500	At Risk, Title I, District Vouchers, Professional Development Funding	Surveys, Reflections, Walk Through Data, and Student Data
Strategy #2: Implement co-teaching so special education teachers can push into the general education setting for End of Course courses.					

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Special Education teachers will go to Content Area PEPs, benchmark reviews, and planning sessions	2023-2028	Teachers, Content Specialists, Administrators	NA	NA	Lesson and Unit Plans, Walk Through Data, Student Data
2. Professional Development on co-teaching principles and practices	2024-2028	District Office Staff, Special Education Staff, Teachers, Administrators	\$5,000 (cost for substitutes @\$1,000) per year.	Title I Funds At Risk Funds Professional Development Funds Substitute Vouchers	Reflections, Student Data, Walk Through Data
3. Personalized Professional Development with teachers once per semester	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administration	\$2,500	At Risk, Title I, District Vouchers, Professional Development Funding	Surveys, Reflections, Walk Through Data, and Student Data

Performance Goal

Performance Goal Area:	District Priority					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By June 2028, Richland Northeast will increase the number of students who are College and Career Ready from 55.7% to 65.7% for an increase of 2% annually.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
South Carolina School Report Card Goal	55.7%	Projected Data: 57.7%	59.7%	61.7%	63.7%	65.7%
		Actual Data: TBD				

Action Plan

Strategy #1: Communicate and Incentivize College and Career Ready Information in a targeted and strategic manner					
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. Create Brochures and folders for students and stakeholders with information and necessary forms	2023-2028	Administration, CDFs, CIS, Work-Based Learning, School counselors, Teachers, Staff	\$1,000	School and Grant Based Funds	Surveys, CCR Rates.
2. Conduct classroom visits & present during parent and student assemblies to disseminate information and expectations	2023-2024	Administration, CDFs, CIS, Work-Based Learning, School counselors, Teachers, Staff	NA	NA	Social media posts of classroom visits & assemblies
3. Create College & Career corners in all classrooms and throughout the building	2023-2028	AVID Coordinator, Admin Team, AVID Site Team, CIS, CDF	\$10,000	School and grant based	Student & staff surveys, social media posts of College & Career corners in classrooms
4. Offer incentives when the students meet milestones	2023-2028	Administration, CDFs, CIS, Work-Based Learning, School counselors, Teachers, Staff	\$5,000	School and District Funds	Student Tracking Data
Strategy #2: Create opportunities for students to earn CCR through internships and work-based learning experiences.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Travel to local businesses and workplace environments to create connections with local employees so students have a connection between school and work	2023-2028	Career Development Facilitators, School to Work Coordinator	\$1,000	District Funds	Surveys, CCR Numbers, Number of Participants
2. Identify internships off and on campus opportunities for students to complete as part of coursework	2023-2028	Career Development Facilitator, Counselors, Admin, Teachers	NA	NA	Course Requests, Surveys, CCR Numbers

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 June 2028, Richland Northeast will increase the average percentage of students and staff satisfied with the social and physical environment will increase from 70% to 80% (2% annually).					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
South Carolina School Report Card	70	Projected Data: 80	74	76	78	80
		Actual Data: TBD				

Action Plan

Strategy #1: Integrate Social and Emotional Wellness activities and lessons for student and staff wellness.					
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. Create an Advisory sub-committee of the AVID site team	2023-2024	AVID Site Team, Administration	NA	NA	Surveys, Reflections, Data Conversations
2. Create monthly SEL Advisory lessons for all students.	2023-2028	AVID Site Team	\$5,000 for materials.	At Risk Funds, Title I Funds	surveys, reflections, observations
3. SEL activities each week for students and staff	2023-2028	SEW Lead Teacher	\$5,000 for materials.	At Risk Funds, Title I Funds	surveys, reflections, observations, pictures of SEL activities
4. Communicate Seven Mindsets information to all students.	2023-2028	School Counselors, SEW, Behavior Interventionist	NA	NA	Surveys, lesson plans, pictures student work, observations, reflections
5. Create pilot Freshman Academy with a small cohort of students and teachers	2023-2024	Administration, Teachers, School Counselors	\$7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections
6. Implement school-wide Freshmen Academy	2024-2028	Administration, Teachers, School Counselors, Behavior Interventionist	7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections
Strategy #2: Focus on aesthetics of the school environment					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation

1. AVID & Hackathon student artworks/posters throughout the building	2023-2028	AVID Coordinator, Admin Team, AVID Site Team, AVID Students	\$10,000	School and grant-based	Student & staff surveys, student sample artwork templates, social media posts of artwork & decorated hallways
2. Create College & Career corners in all classrooms and throughout the building	2023-2028	AVID Coordinator, Admin Team, AVID Site Team, CIS, CDF	\$10,000	School and grant based	Student & staff surveys, social media posts of College & Career corners in classrooms
3. Community Service Hours for groups to participate in campus beautification projects.	2023-2028	Admin Team, Students Activities Director, Club Sponsors	\$500	School and grant based	surveys, social media posts of activities, club contests

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By June 2023, Algebra 1 EOCEP passage rate will increase from 52% to 62% by 2028 for an increase of 2% per year.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
South Carolina School Report Card	52%	Projected Data: 54%	56%	58%	60%	62%
		Actual Data: TBD				

Action Plan

Strategy #1: Professional Development on Understanding By Design, Essential Questions, and Quality Lesson Planning.					
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. Professional Development during Teacher In-Service, PEP, Faculty Meetings, and Teacher Work Days	2023-2028	School Leadership, Content Specialists, Department Directors	\$2,500 (\$500 per year in supplies, and materials)	School-Based Professional Development Funds	Unit and Lesson Plans that are submitted weekly, Walk-Throughs, PEP Reflections
2. Collaborative planning of assessments using the district-based Assessment Rubric	2023-2028	Teachers, Instructional Coaches, Content Specialists, Department Chairs	NA	NA	PEP Department Forms
3. Collaborative Staff Learning Walks	2023-2028	Teachers, administrators, content specialists, instructional coaches	\$5000 (cost for substitutes @ \$1,000 per year)	Title I Funds, At Risk Funds, PD Funds	Learning walk data and conversations.
4. Data Conversations with End of Course Teachers	2023-2028	School Administration, Content Specialists, Department Directors, Teachers	NA	NA	Formative and Summative Data, EOC Data, Benchmark Data
Strategy #2: Align Pedagogical Strategies with the intent of the South Carolina State Standard					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Collaborative Staff Learning Walks	2023-2028	Teachers, administrators, content specialists, instructional coaches	\$5000 (cost for substitutes @ \$1,000 per year)	Title I Funds, At Risk Funds, PD Funds	Learning walk data and conversations.
2. Collaborative planning of assessments using the district-based Assessment Rubric	2023-2028	Teachers, Administrators, Content Specialists, Instructional Coaches	NA	NA	PEP Reflections, Lesson and Unit Plans, Student Work, Walk Through Data

3. Personalized PD with teachers once per semester	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administrators	\$5000 (cost for substitutes @ \$1,000 per year)	Title I funds At Risk funds PD Funds	Surveys, Reflections, walk through data, and student data
4. Create pilot Freshman Academy with a small cohort of students and teachers	2023-2024	Administration, Teachers, School Counselors	\$7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections
5. Implement school-wide Freshmen Academy	2024-2028	Administration, Teachers, School Counselors, Behavior Interventionist, GEAR Up, SEW, CDF, CIS	\$7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections

Strategy #3: Offer Pathways for remediation and acceleration

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Pre-Algebra Boot Camp	2024-2028	Administrators, Math Teachers, District Content Specialists	\$10,000	Title I, At Risk Funds, Grant Funds	Grades, EOC Data, Benchmark Data
2. Summer Academic Success Program	June of 2023-2028	Administrators, Teachers, District Leaders	\$135,000	Title I Funds	Lesson Plans, Walk Through Data, EOC Passage Rates, Course Passage Rates.
3. Create 9 week Credit Recovery course options to assist students with recovering credits and moving into their correct grade levels	2023-2028	Special Education Department Chair, School Psychologist Administration, Counselors	NA	NA	Course Grades, Course Completion Data, On-time Graduation Rate

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By June 2023, the English 2 EOCEP passage rate will increase from 79.8% to 84.8% by 2027 for an increase of 1% per year.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
South Carolina Report Card	79.8%	Projected Data: 80.8%	81.8	82.8	83.8	84.8
		Actual Data: TBD				

Action Plan

Strategy #1: Professional Development on Unit and Lesson planning (backward mapping; planning with the end in mind)					
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. Teacher Inservice during teacher workdays at the beginning of the school year.	2023 - 2027	School Leadership; Content Specialist	\$2500 (\$500 per year in supplies and materials)	School-based professional development funds.	Unit and Lesson Plans that are submitted weekly, walk-throughs
2. Collaborative planning on formative and summative assessments	2023 - 2027	School Leadership, Instructional Coaches, Mentors, Department Chairs	\$2,500 (\$500 per year in supplies and materials)	School-based professional development funds.	PEP department forms; review of assessments; walk-throughs
3. Learning Walks	2023 - 2027	Teachers, administrators, content specialists, instructional coaches	\$5000 (cost for substitutes @ \$1,000 per year)	Title I funds, At Risk Funds, PD Funds	Learning walk data and conversations.
4. Create pilot Freshman Academy with a small cohort of students and teachers	2023-2024	Administration, Teachers, School Counselors	\$7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections
5. Implement school-wide Freshmen Academy	2024-2028	Administration, Teachers, School Counselors, Behavior Interventionist, GEAR Up, SEW, CDF, CIS	\$7,500 for materials, speakers, and planning time.	At Risk Funds, Title I Funds	surveys, lesson plans, Freshmen Academy team meeting agendas, reflections
Strategy #2: Ensure that lesson activities are aligned with the intent of the standard.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Conduct at least 5 classroom walk-through observations	Weekly	Admin	No Cost	N/A	Data from the district's Walk Through Template

2. Data Conversations with End of Course Teachers	Quarterly	Admin, Department Chairs	No Cost	NA	Formative and Summative Data, EOC data, Benchmark Data
3. Learning Walks - to include focus areas on individualized growth and targeted feedback for peers.	2023 - 2028	Teachers, administrators, content specialists, instructional coaches	\$5000 (cost for substitutes @ \$1,000 per year)	Title I funds At Risk funds PD Funds	Learning walk data and conversations.
4. Personalized PD with teachers once per quarter	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administrators	\$5000 (cost for substitutes @ \$1,000 per year)	Title I funds At Risk funds PD Funds	Surveys, Reflections, walk through data, and student 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 June 2028, the on-time graduation rate will increase from 78.6% to 86.1% which is a 1.5% increase each school year.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
South Carolina School Report Card	78.6	Projected Data: 80.1	81.6	83.1	84.6	86.1
		Actual Data: TBD				

Action Plan

Strategy #1: Create opportunities for students to complete course requirements through acceleration and credit recovery.					
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. Change schedule to a 4X4 schedule so students can maximize the courses offered and when.	2023 and on-going	School Administration (Principal, API)	NA	NA	Course Request Satisfied, On-time graduation statistics, Student Data, Walk Through Data
2. Create 9 week Credit Recovery course options to assist students with recovering credits and moving into their correct grade levels	2023 and on-going	School Administration (Principal, API)	NA	NA	Course Completion, Student Data
3. Hold Summer Boot Camps for Upperclassmen to grow their capacity with time management, organization, and essential reading, writing, and critical thinking skills	2024-2028	Special Education Department Chair, School Psychologist Administration, Counselors	\$20,000	Title I, At Risk	Course Completion
4. Data Protocols on academic, behavioral, and attendance data to quickly identify students who need on-time assistance.	2023-2028	Special Education Department Chair, School Psychologist Administration, Counselors	NA	NA	Course Completion, Student Data
5. PD of pacing, planning, and rigor with all staff	2023-2028	Teachers, Admin, Content, Specialists	NA	NA	Lesson and Unit Plans, Walk Through Data, Student Data
6. Create College & Career corners in all classrooms and throughout the building	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administrators	\$5000 (cost for substitutes @ \$1,000 per year	Title I funds At Risk funds PD Funds	Surveys, Reflections, walk through data, and student data
Strategy #2: Cohort and track 9GR groups to provide timely interventions and assistance					

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Utilize the MTSS interventions to provide coaching to staff and interventions to students.	2023-2028	MTSS Coordinator, Behavior Interventionist, Literacy Coach	\$62,000 (Coaches)	Title I	Achievement and Behavioral Data
2. Create monthly SEL Advisory lessons for all students.	2023-2028	AVID Site Team	\$5,000 for materials.	At Risk Funds, Title I Funds	At Risk Funds, Title I Funds
3. . Assign small teams of staff to mentor cohorted students through the Graduation Task Force.	2023-2028	Administration, School Counselors, Teachers & Staff	NA	NA	Surveys
4. Create College & Career corners in all classrooms and throughout the building	2023-2028	AVID Coordinator, Admin Team, AVID Site Team, CIS, CDF	\$10,000	School and grant based	Student & staff surveys, pictures of College & Career corners in classrooms

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, Richland Northeast will be identified as a National AVID Demonstration Site.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2023/24	2024/25	2025/26	2026/27	2027/28
AVID CCI Report	Emerging	Projected Data: Emerging	School Wide Distinction	Site Wide School of Distinction	Sustaining Site Wide School of Distinction	National Demonstration Site
		Actual Data: Emerging				

Action Plan

Strategy #1: Integrate Writing, Inquiry, Organization, Collaboration, and Reading into all content areas to increase student engagement and achievement.					
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. Create an AVID site team that has subcommittees focused on priority area such as Systems, Leadership, Instruction, Culture	2023-2028	AVID Coordinator	NA	NA	Walk through data, teachers' lesson plans, sample student work, faculty meeting agendas, PEP meeting agendas
2. Provide Professional Development for staff on AVID components and expectations using AVID 101, pathway training, and Summer Institute.	2023-2028	District AVID Director, School AVID Coordinator, Site Team, School-based Leadership	\$17,500 per year	District, Title I, At Risk, Professional Development	Site Team notes, Walk Throughs, lesson plans, sample student work
3. Provide monthly PD on WICOR, RIGOR, Culture, Targeted Literacy Approaches	2023-2028	School Leadership, Instructional coaches, AVID Coordinator, Mentors, Department Chair	\$2,500 School Leadership, Instructional Coaches, Mentors, Department Chairs	School-based professional development funds.	PEP department forms, review of assessments, walk-throughs, student data.
4. Personalized PD with teachers once per semester	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administrators	\$5,000	Title I, At Risk, Professional Development Funds	Surveys, Reflections, Walk-Through Data, Student Data
Strategy #2: Increase rigor in all academic areas.					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation

1. Provide monthly PD on WICOR, RIGOR, Culture, Targeted Literacy Approaches	2023-2028	School Leadership, Instructional Coaches, Mentors, Department Chairs	\$2,500 (\$500 per year in supplies and materials)	School-based professional development funds.	PEP department forms; review of assessments; walk-throughs
2. Learning Walks to includes focus areas on individualized growth and targeted feedback for peers.	2023-2028	Teachers, administrators, content specialists instructional coaches	\$5,000(cost for substitutes @\$1,000 per year)	Title I Funds, At Risk Funds, Professional Development Funds	Surveys, Reflections, Walkk-Through Data, and Student Data
3. Conduct at least 5 classroom walk-through observations weekly	Weekly 2023-2028	Administrators, District Office Staff, Content Specialists	NA	NA	District Walk-Through Data, Coaching Conversations
4. Data Conversations with End of Course, AP, and Special Education teachers	Quarterly between 2023-2028	Administrators, Department Chairs	NA	NA	Formative and Summative Assessments, End of Course Data, AP Data, Progress Monitoring and Benchmark Data
5. Personalized PD with teachers once per semester.	2023-2028	Teachers, Content Specialists, Literacy Coach, MTSS Coach, Administrators	NA	NA	Surveys, Reflections, walkthrough data, and student data