

Pocalla Springs Elementary School



Strategic Plan 2012 - 2017

Principal: Dr. Laura Brown
Facilitator: Mrs. Claudia Medlin, M.Ed.

**POCALLA SPRINGS ELEMENTARY SCHOOL
SUMTER SCHOOL DISTRICT
STRATEGIC PLAN FOR YEARS 2012 - 2017
STRATEGIC PLAN ANNUAL UPDATE FOR 2014-2015**

Assurances

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

CHAIRPERSON, BOARD OF TRUSTEES

Rev. Daryl F. McGhaney		
PRINTED NAME	SIGNATURE	DATE

SUPERINTENDENT

Dr. J. Frank Baker		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Donna Johnston		
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Dr. Laura Brown		
PRINTED NAME	SIGNATURE	DATE

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STAKEHOLDER INVOLVEMENT FOR SCHOOL PLANS

List the name of persons who were involved in the development of the Strategic Plan. A participant for each numbered category is required.

<i>POSITION</i>	<i>NAME</i>
1. PRINCIPAL _____	Dr. Laura Brown
2. SPECIAL EDUCATION TEACHER _____	Rashida Durant
3. GUIDANCE COUNSELOR _____	Myra Dyson
4. COMMUNITY MEMBER _____	Lynwood Watt
5. BOOKKEEPER _____	Janice Brown
6. REGULAR EDUCATION TEACHER _____	Beverly Suggs
7. PARENT _____	Ashley Hardee
8. SCHOOL IMPROVEMENT COUNCIL _____	Donna Johnston
9. OTHERS (May include school board members, teachers, administrators, etc.)	

<i>POSITION</i>	<i>NAME</i>
INTERNAL FACILITATOR _____	Claudia Medlin
ASSISTANT PRINCIPAL _____	Dr. Candy Richburg
ASSISTANT PRINCIPAL _____	Roberta Montgomery

Participants

<i>Position</i>	<i>Name</i>
1. Teacher.....	Beverly Suggs
2. School Improvement Council (S.I.C.).....	Donna Johnston
3. Bookkeeper.....	Janice Brown
5. Special Ed. Teacher.....	Rashida Durant
6. Assistant Principal.....	Roberta Montgomery
7. Principal.....	Dr. Laura Brown
8. Curriculum Coach.....	Claudia Medlin
9. Community Member.....	Lynwood Watt
10. Parent.....	Ashley Hardee

Strategic Plan Team Members

- 1. Assurances/Performance Goals etc.....Donna Johnston, 1st Grade Teachers**
- 2. Student Achievement.....Beverly Suggs, K-5 Grade Teachers**
- 3. Student Achievement.....Tracy Sims, 2nd Grade Teachers**
- 4. Teacher/Admin. Quality.....Rashida Durant, Special Ed. & 3rd Grade Teachers**
- 5. School Climate.....Beverly Basham, Fine Arts & 4th Grade Teachers**
- 6. School Climate.....Veronica Robertson, 3rd & 5th Grade Teachers**

ASSURANCES FOR SCHOOL PLANS

Act 135 Assurances

Assurances, checked and signed by the district superintendent and the principal, attest that the school/district complies with all applicable Act 135 requirements.

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

Plan	Goal	Strategy	Activity
Student Achievement	1	1	1
Student Achievement	1	1	8

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

Plan	Goal	Strategy	Activity
Student Achievement	1	1	1
Student Achievement	1	1	30

X Parent Involvement The school/district encourages and assists parents in becoming more involved in their children’s education. Some examples of parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, 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.

Plan	Goal	Strategy	Activity
School Climate	3	1	1
School Climate	3	1	6

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

Plan	Goal	Strategy	Activity
Teacher/Admin. Quality	1	1	3

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

Plan	Goal	Strategy	Activity
Student Achievement	1	3	1
Student Achievement	1	3	5

X Innovation The school/district uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students.

Plan	Goal	Strategy	Activity
Student Achievement	1	1	19
Student Achievement	1	1	23

- X **Recruitment** The school/district makes special efforts to **recruit** and give **priority** in parenting and family literacy activities to **parents** of at-risk 0–5 year olds. The recruitment program is not grade specific, but normally would be most appropriate for **parents** of children at the primary and elementary school levels and below, and for secondary school students who are **parents**.

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

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

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

- X **Best Practices in Grades K–3** The school/district provides in grades K–3 curricular and instructional approaches that are known to be effective in the K–3 setting.

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

- X **Parenting and Family Literacy** The school/district provides parenting activities and opportunities for parents of at-risk 0–5 year olds to improve their educational level. This program is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Some districts operate the program at various schools, an early childhood development center, or some other location, while other districts operate the program through home visits.

- X **Coordination of Act 135 Initiatives with Other Federal, State, and District Programs** The school/district ensures as much program effectiveness as possible by developing a districtwide/schoolwide 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.

- X **The School-to-Work Transition Act of 1994 (STW)** The school/district provides required WBL programs for grades 6–12, and WBL concepts are a part of the developmentally appropriate curriculum for K–12.

Dr. J. Frank Baker
 Superintendent's Printed Name

 Superintendent's Signature

 Date

Dr. Laura Brown
 Principal's Printed Name

 Principal's Signature

 Date

MISSION STATEMENT

The mission of Pocalla Springs Elementary School is to ensure the best education for every child.

VISION

“Committed students, staff, and parents achieve the best education.”

MOTTO

“Aim for Success”

Core Values and Beliefs

Because students are our most valuable resource, we believe the following to be essential:

1. Commitment to Excellence: Educational excellence requires that all stakeholders strive for continual growth and improvement.

- Success of all students is our ultimate goal.
- Administrators are instructional leaders.
- Effective instruction is conducted in every classroom and monitored as needed.
- Teachers and administrators receive needs-based professional development.
- Continuous improvement is key.
- High expectations for staff and students are non-negotiable.
- Mutual support and respect among professional colleagues are characterized by trust, clear and continuous communication, participation in professional learning communities, and valued input.
- School and District leadership is facilitative, visionary, responsive, passionate, and effective.
- A rigorous, challenging and standards-based curriculum must be aligned and integrated across the grades and academic disciplines.
- Technology will be integrated throughout the curriculum.

2. Unyielding Ethical Standards: Build and maintain an abiding sense of honor and integrity that is characterized by high standards.

- Academic integrity is paramount for administrators, teachers and students.
- Transparency and trust are necessary at the school and district levels.
- High standards, fair treatment, and respect must be evident throughout the decision-making process.

3. Accountability: All stakeholders are accountable for their actions and will be responsive to the needs of others.

- Allocation of funding must support the district's vision, mission and core values.
- Effectiveness and efficiency should be guiding principles when making fiscal decisions.
- Teachers, students, administrators, parents, support staff, and community members are accountable for their actions and will be responsive to the needs of others.
- All must measure their successes according to established criteria.

4. Educating the Whole Child: All students are granted the opportunity to succeed based on individual needs.

- The district, schools, and staff must close the opportunity and achievement gaps.
- Instruction must be data-driven, differentiated, and aligned with Common Core Standards.
- Respect the ability of each student to learn and grow with a global perspective.
- The District will provide a wide range of opportunities, resources, and experiences in an equitable manner in all schools.
- Excellence in teaching is expected, developed, and supported.
- Teachers demonstrate research-based instructional practices.
- Students recognize the connection between the curriculum and the world.
- Struggling students will be identified and receive appropriate interventions.
- Accelerated students will be identified and receive appropriate interventions.

5. Providing a Safe Learning Environment: Students have the right to learn in an environment conducive to learning.

- Our schools provide a safe, secure, and non-threatening learning environment.
- Respect, tolerance, and equal opportunity shall be promoted for all students and staff.
- Diversity will be embraced.
- Inappropriate and dangerous activities will not be tolerated.

6. Collaboration and Support amongst Stakeholders: Pervasive and valuable collaborative efforts create meaningful strategies and solutions.

- Education is a partnership among students, staff, families and the community.
- An effective and efficient district and school infrastructure contributes to excellent teaching and learning.
- Education is a shared enterprise that is most effective when the efforts of educators, parents, students, community members, business partners, and non-profits contribute to common goals.
- Staff members must be recognized for their excellent work and contributions to the profession.

*Change reached by consensus of the Strategic Plan Committee and adopted February 27th, 2013.

Executive Summary of Needs Assessment Findings

In an effort to develop the School Renewal Plan for Pocalla Springs Elementary School, district and school level administrators, teachers, and parents, as well as stakeholders and community members served on the team and participated in the development of the school-wide strategic plan. These members examined test data, surveys, reports, and numerous other documents to create the school's strategic plan for the next five years.

During the planning process, the members analyzed the data from the current school year. The instructional sources included results from the P.A.S.S. and M.A.P. Tests; a compilation that included a list of school-wide instructional programs, and parent, teacher and student surveys. In addition, discipline reports including suspensions, expulsions, and attendance rates were studied. Furthermore, attendance rates for students and teachers were reviewed. After working in small groups to review the data, the team developed strategies and activities based upon specific areas of strengths and weaknesses to add to the plan.

At the early childhood level, it was necessary to emphasize the implementation of strategies that addressed academic expectations, approaches to discipline, and assessment procedures with early identification measures. It is also necessary to emphasize hands-on activities and more exposure to educational opportunities.

In the elementary grades, weaknesses in mathematics for certain grade levels and subgroups were noted and activities to address those areas were included in the plan. Based upon the data from the Measures of Academic Progress Assessment (MAP), student data in all areas indicated growth.

Due to the advancement of technology in our society, technology components were integrated throughout the plan. These components include how to utilize technology in everyday life situations as well as how to use technology for delivery and instruction. This was in an effort to better prepare our students and staff for future technological advancements.

In order to ensure teachers are highly qualified and remain abreast of current trends in education, ongoing staff development training on research based best practices was included in the plan. All coaches and facilitators will work together to plan and implement meaningful staff development opportunities for the entire staff.

The team recognizes a need for maintaining student attendance, increasing communication between the school and home, and a need to connect the school with the community. In addition, a concern over our growing class sizes was also addressed. A need for more research based intervention strategies and staff development was discussed.

**Pocalla Springs Elementary School Strategic Plan
2012 – 2017
Performance Goals**

Area One: Student Achievement

Goal One: The percentage of elementary students in grades 3-5 who score met and exemplary in all subject areas, as measured by the State Standardized Tests or The Smarter Balanced Assessment, will increase by 2% per year based on the baseline data.

Implement an instructional program that meets the needs of all elementary students.

Strategies:

- 1: Employ research based instructional practices supporting increased student achievement.
- 2: Utilize assessment data to drive instructional practices.
- 3: Utilize technology in instructional planning, delivery, and assessment.
- 4: Educate all students and staff on the value of good nutrition and physical activity.

Area Two: Teacher/Administrator Quality

Goal One: One hundred percent of the instructional workforce at Pocalla Springs Elementary will engage in a professional development program that maintains the highly qualified status of the administrators, teachers, and paraprofessionals.

Strategies:

- 1: Provide a cohesive professional development program that helps to maintain the highly qualified status of administrators, teachers, and paraprofessionals.

Area Three: School Climate

Goal One: The percentage of average daily attendance as measured by the Powerschool report will increase from the baseline of 95% in May 2012 to 98% in May 2017.

Strategies: 1: Improve student attendance rate by monitoring absences through staff and/or Edulink contact and providing incentives for 100% attendance.

Goal Two: Decrease the number of discipline referrals from the baseline of 387 students in May 2012 to 277 in May 2017.

Strategies: 1: Create a safe, secure, and healthy school environment by utilizing proactive measures to ensure student safety and an orderly environment.

Goal Three: The number of parents involved in school activities will increase from the baseline data of 1527 parents in 2012, by twenty parents a year through May of 2017.

Strategies: 1: Increase parental and community involvement by instituting programs to encourage community participation in the school.

DISTRICT RENEWAL PLAN FOR Pocalla Springs School Student Achievement DATE: March 18th, 2015

Performance Goal Area: Student Achievement

Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.) District Priority

PERFORMANCE GOAL: 1. (desired result of student learning)	The percentage of elementary students, who score met and exemplary in all subjects, as measured by the State Standardized Tests, will increase by 2% per year based on the baseline data.
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INTERIM PERFORMANCE GOAL:	See the data charts below
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DATA SOURCE (S):	State Standardized Test Data
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School Name: Pocalla Springs Elementary School
Pass Baseline Data for 2011 with projections for 2012-2017

Performance Goals and Interim Performance Goals used in conjunction with this plan are based on the information listed below.

M/Exemplary All Students	2010-11 PASS Baseline	2011-12	2012-13	2013-14	2014-15*	2015-16*	2016-17*
ELA							
Grade 3	72.2	82.3	78	72.9	74.4	77.5	79.1
Grade 4	71.5	70.3	68.8	64.1	65.4	66.7	68
Grade 5	72.8	73.5	76.5	80.6	82.2	83.8	85.5
WRITING							
Grade 5	76.9	66.7	69.4	81.6	83.2	84.9	86.6
MATH							
Grade 3	57.9	72.3	67.8	75.2	76.7	78.2	79.8
Grade 4	77.4	68.6	64.6	61.5	62.7	64	65.3
Grade 5	74.1	85.5	68.9	76.1	77.6	79.2	80.8
SCIENCE							
Grade 3	58.8	48.5	56.9	47.1	48	49	50
Grade 4	60.5	58.5	59.1	61.5	62.7	64	65.3
Grade 5	60.5	79.4	63.9	60.9	62.1	63.3	64.6
SOCIAL STUDIES							
Grade 3	67.7	67.7	70	61.5	62.7	64	65.3
Grade 4	69.4	72.9	72.7	71.8	73.2	74.7	76.2
Grade 5	69.0	61.1	69	67.7	69.1	70.5	71.9

- Growth rates were based on 2% per year of the baseline year.
- Baseline Scores were obtained from SC Department of Education.

School Name: Pocalla Springs Elementary School
Pass Baseline Data for 2010-2011 and projections for 2012-2017

Disaggregated Data for Subgroups

M/Ex All Students	2010- 11 PASS Baseline	2011-12 (*see below)	2012-13	2013-14	2014-15*	2015-16*	2016-17*
ELA Mean							
All Students	84.2	651.9	649.1	628.3	640.9	653.7	666.7
African-American	79.2	642.5	636	616.5	628.8	641.4	654.2
White	86.1	655.8	656.5	636.5	649.2	662.2	675.4
Free and Reduce	82.3	649.3	644.5	621.3	633.7	646.4	659.3
Math Mean							
All Students	79.4	645.4	641.2	630.9	643.5	656.4	669.5
African-American	66.4	638.5	627.9	619.4	631.8	644.4	657.3
White	86.4	648.1	648.1	639.4	652.2	665.2	678.5
Free and Reduce	75.7	643.5	637	623.1	635.5	648.2	661.2

- Growth rates were based on 2% per year of the baseline year.
- Scores were obtained from SC Department of Education.
- Projections start at 79% minimum passing score.

***2011-2014 Data is based on the ESEA/Federal Accountability Rating System scale obtained from the SC Department of Education.**

ACTION PLAN FOR STUDENT ACHIEVEMENT GOAL 1					EVALUATION	
<u>STRATEGY: 1: Employ research based instructional practices supporting increased student achievement.</u>	<u>Timeline Start/ End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)						
1. Use Balanced Literacy Components to include reading mechanics, guided reading, shared reading, modeled use of graphic organizers, Project Read and Read Naturally.	August 2012 – June 2017	Teachers ELA Coordinator Instructional Coach	-0-	None	Lesson Plans Observation	c
2. Conduct focused walk through on specific strategies each month.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Observation	c
3. Provide opportunities for students to become more fluent in the presentation of oral communications through speeches, story telling, and oral reports.	August 2012 – June 2017	Principal Grade Level Teams Teachers	-0-	None	Students' Reading Logs and Writing Notebooks	c
4. Provide opportunities for students to participate in: <ul style="list-style-type: none"> Accelerated Reader Tutoring Volunteer Readers Reader's Theater 	August 2012 – June 2017	Principal Parent Fac. Media Specialist Teachers	\$7,000.00	Title I District	Students' Reading Logs	c

5. Provide opportunities for students to use reading comprehension skills in an authentic environment such as literature circles, book reports, reader's theater, etc.	August 2012- June 2017	Principal Assistant Principals Instructional Coach Teachers ELA Coordinator	-0-	None	Students' book logs Samples of book reports	c
6. Display student work samples around the school.	August 2012- June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Writing Samples Hall displays	c
7. Integrate subject areas across the entire curriculum.	August 2012- June 2017	Teachers Instructional Coach	-0-	None	Sign in sheets	c
8. Provide additional instructional support through tutoring and other before and after school programs such as Priority Club, and afterschool tutoring.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers Computer Lab Managers	\$10,000.00	Title I	Attendance/ Enrollment in after school programs Time sheets	c

9. Decrease class sizes.	August 2012 – June 2017	District Office Personnel Principal	\$156,000.00	District State Title I and Title II	New Teacher Contract Smaller classes	C
10. Teach the importance of routines and rituals in the learning process.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Lesson Plan Observation	C
11. Utilize collaborative planning across grade levels to promote the continuity of instruction.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Sign-in Sheets	C
12. Utilize district approved pacing documents to create weekly planning guides (Week at a Glance) to drive daily instruction.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	Completed WAAGs	C
13. Provide opportunities for students to participate in setting their own goals and the methods to accomplish the desired learning to the maximum extent possible.	August 2012 – June 2017	Teachers Students	-0-	None	Goal Setting Sheets	C
14. Provide opportunities for students to utilize skills and knowledge in a variety of authentic, real world activities and settings where the application of learning can be utilized.	August 2012 – June 2017	Principal Instructional Coach Teachers Grade level lead teachers	-0-	None	Writing Samples Observation	C

15. Provide opportunities for teachers and students to utilize the library FLEX time to ensure that students are exposed to hands-on, research-based projects.	August 2012 – June 2017	Principal Instructional Coach Media Specialist Teachers	-0-	None	Lesson Plan Media Schedule	C
16. Provide teachers with training and access to leveled books and running record sheets in the literacy closet.	August 2012 – June 2017	Instructional Coach Teachers	-0-	None	Sign out sheet Lesson Plan	C
17. Incorporate activities to address The Education Economic Development Act (EEDA) to include a Career Day for students, a Health Fair for students & their families, and career speakers throughout the school year.	August 2012 – June 2017	Principal Guidance Teachers	\$300.00	School Funds	Calendar Speakers Verification Forms School Newsletters Lesson Plans	C
18. Display Profile of The S.C. Graduate posters in the classrooms and use as a reference.	August 2012 – June 2017	Principal Assistant Principal Guidance Teachers	-0-	None	Observation	C
19. Utilize hands-on center activities for guided reading lessons in order to support differentiation of instruction in the ELA classroom.	August 2012 – June 2017	Principal Instructional Coach ELA Coordinator Teachers	-0-	None	Lesson Plans Observation	C
20. Address multiple modalities in all lessons.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	Lesson plan Observation	C

21. Ensure cooperative learning groups are established and used.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Lesson plan Observations	C
22. Minimize performance gaps by the use of strategies to address cultural diversity.	August 2012 – June 2017	Principal Assistant Principals Teachers	-0-	None	Lesson plan Observation	C
23. Provide additional opportunities for hands-on learning for students by offering related field studies and other learning activities.	August 2012 – June 2017	Principal Teachers Instructional Coach	\$6,000.00	School Funds Student Funded	Journal entries Essays Lesson Plans	C
24. Provide supplemental materials in order to support small group intervention program	August 2012 – June 2017	Principal Instructional Coach RTI Tutors	\$500.00	School Funds	Observation Portfolios Graphs	C
25. Utilize Notebooking as part of literacy integration.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	<ul style="list-style-type: none"> • Sample of student notebooks • Classroom observations • Student testing data 	C
26. Provide instruction in research based strategies that aids in student achievement for the Non-English speaking population.	August 2012 – June 2017	Principal Instructional Coach Teachers ESOL Teacher	\$1000.00	District	Sign-in Sheet	C
27. Research and implement best instructional practices for teaching.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	<ul style="list-style-type: none"> • Observations • Staff Development Sign-In Sheet 	C
28. Provide teachers with standards-based supplemental resources.	August 2012 – June 2017	Principal Instructional Coach Teachers District Office	\$10,000.00	Title 1 Funds	Lesson Plans Observations	C

29. Employ curriculum resource teachers to facilitate instruction. (Curriculum Coaches)	August 2012 – June 2017	Principal	\$50,000	SDE Title I District	Employment contract	C
30. Provide tier two and tier three intervention strategies in Math and Reading to assist students who are having difficulty before referring them to special education testing.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	Observation	C
STRATEGY 2: Utilize assessment data to drive instructional practices. Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)	Timeline Start/ End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
1. Utilize Next Steps Guided Reading Assessment and MAP Data, to address weak areas.	August 2012 – June 2017	Principal Instructional Coach Teachers Special Services	-0-	None	RTI Team Teachers Observation	C
2. Review data from SuccessMaker lab bimonthly to assess progress and make adjustments.	August 2012 – June 2017	Principal Assistant Principals Teachers Instructional Coach Lab Managers	-0-	None	Bimonthly reports	C
3. Collect data and review trends for under-served student populations.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Disaggregated Data from S.C. Standardized Testing and MAP	C
4. Target students for gaps.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Disaggregate Data from S.C. Standardized Testing and MAP	C

5. Disaggregate African American population data <ul style="list-style-type: none"> Identify trends Develop strategies Target student differences 	August 2012 – June 2017	Instructional Coach Principal Assistant Principals	-0-	None	Standardized Test Data	C
6. Review classroom accommodations for appropriateness and implementation on a quarterly basis.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers Special Ed Teachers School Psychologist	-0-	None	Observation Student Profile	C
7. Monitor data to determine weaknesses.	August 2012 – June 2017	Principal Instructional Coach Teachers Assistant Principals	-0-	None	MAP/ Screening Data Reflection Notes	C
8. Utilize Next Steps Guided Reading Assessment to target instruction to meet individual child’s needs.	August 2012 – June 2017	Principal Teachers Special Ed Teachers	-0-	None	Observation	C
<u>STRATEGY 3: Utilize technology in instructional planning, delivery, and assessment.</u> Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)	<u>Timeline Start/ End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
1. Provide technology support into classroom instruction.	August 2012 – June 2017	Principal Instructional Coach Teachers	-0-	None	Lesson Plans Sign-in Sheet	C
2. Provide teachers with available commercially produced software (to include apps.) for use in classroom instruction, remediation, and enrichment programs.	August 2012 – June 2017	Principal Technology Coach Teachers	\$4,000.00	Title I	Lesson Plans	C

3. Utilize S.C. Streamline Videos as part of the educational delivery system.	August 2012 – June 2017	Principal Media Specialist Teachers Technology Coordinator	-0-	None	Lesson Plans	C
4. Seek grants to establish and/or extend technology and/or instructional programs for all grades.	August 2012 – June 2017	Principal PTA Teachers Technology Coordinator	TBD	Grant Funds	Completion of Grants	C
5. Provide technology such as S.C. Streamline, Brainpop, etc. into classroom instruction.	August 2012 – June 2017	Principal Technology Coordinator Teachers	\$6,000.00	School Funds Title I	Lesson Plans Sign-in Sheet	C
6. Actively utilize Success-maker lab daily minimum of 30 minutes.	August 2012 – June 2017	Principal Assistant Principals Teachers Instructional Coach Lab Managers	\$20,000.00	Title 1	Lab sign-in sheets Daily schedule	C
STRATEGY 4: <u>Educate all students and staff on the value of good nutrition and physical activity.</u> Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)	<u>Timeline Start/ End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
1. Provide organized physical activities for grades PK-5 at recess and/or throughout the day.	August 2012 – June 2017	P.E. Coaches Teachers	-0-	None	Observation Lesson Plans	C
2. Provide P.E. Classes that meet all state standards.	August 2012 – June 2017	Principal Assistant Principal Instructional Coach P.E. Coaches	-0-	None	Observation Lesson Plans	C
3. Provide nutritional information to students.	August 2012 – June 2017	Principal Assistant Principal Teachers Food Services	-0-	None	Observation Lesson Plans	C

4. Complete and submit all SC Physical Education Assessments and reports by the required dates.	August 2012 – June 2017	Principal P.E. Coaches	-0-	None	Submission of reports	C
5. Create a public awareness campaign for healthy lifestyles by, but not limited to: <ul style="list-style-type: none"> • Hosting health fairs • YMCA • Local Health Organizations 	August 2012 – June 2017	Principal Guidance Teachers	\$300.00	School Funds	Announcements Flyers Drumbeat Newsletters	C
6. Provide healthy snacks at health fair and/or meetings with parents.	August 2012 – June 2017	Food Services Cafeteria Manager Principal	Donations from Vendors	District Vendors	Rosters Announcement Flyers	C
7. Provide guidelines on appropriate fundraisers for the schools.	August 2012 – June 2017	Principal Assistant Principal District Office	-0-	None	Lists of Guidelines	C

DISTRICT RENEWAL PLAN FOR Pocalla Springs Teacher/Administrator Quality DATE: March 18th, 2015

Performance Goal Area: Teacher/Administrator Quality

Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.) District Priority

PERFORMANCE GOAL 1:
(desired result of student learning)

The percentage of the work force will remain 100% highly qualified through 2017.

INTERIM PERFORMANCE GOAL:

See the data chart below

DATA SOURCE (S):

SDE Teacher Certification Division, District Personnel Division

School Name: Pocalla Springs Elementary School
Highly Qualified Teacher Status Baseline Data for 2011 with projections for 2013-2017

**Performance Goals and Interim Performance Goals used in conjunction with
this plan are based on the information listed below.**

Percentage of Highly Qualified Staff

	2011	2012	2013	2014	2015*	2016*	2017*
2012 AVERAGE BASELINE GENERAL POPULATION 100%	100%	100%	92.9%	97.9%	100%	100%	100%

* Projected Data

ACTION PLAN FOR TEACHER/ADMINISTRATOR QUALITY GOAL 1					EVALUATION	
<u>STRATEGY 1: Provide a cohesive professional development program that helps to maintain the highly qualified status of administrators, teachers, and paraprofessionals.</u>	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)						
1. Establish clear focused professional development goals.	August 2012 – June 2017	Principal Assistant Principals Staff	-0-	None	Staff development log	C
2. Use the mentor/mentee program to support first year induction teachers.	August 2012 – June 2017	Principal Trained mentors	-0-	None	Mentor Evaluation	C
3. Design and implement a professional staff development program, to include technology, that meets the needs of staff and allows them to maintain their highly qualified status.	August 2012 – June 2017	Math Coordinator Instructional Coach Principal Assistant Principals Successmaker Rep	\$50,000.00	Title I Local funds District funds	Course outlines Evaluation forms	C
4. Maintain the partnerships with local colleges and universities to provide field experience for teacher education students in order to hire highly qualified teachers.	August 2012 – June 2017	USC Morris College Principal Assistant Principals Instructional Coach	-0-	None	Evaluation forms of teacher candidates	C
5. Plan activities that increase staff morale such as The Staff of the Month Incentive and/or "Drops In the Bucket".	August 2012 – June 2017	PBIS Core Team Instructional Coach	\$1,000.00	Local funds School funds	Teacher attendance	C

6. Provide stipends for staff development. The planning and workshops will take place beyond regular school hours.	August 2012 – June 2017	Principal Instructional Coach Teachers	\$20,000.00	Title I	Agendas Sign-in sheets	C
7. Join and participate in professional organizations.	August 2012 – June 2017	Principal Assistant Principals	-0-	None	Sign in sheets	C
8. Provide training on child study intervention strategies as per SAP and/or R.T.I. referrals.	August 2012 – June 2017	Principal Special Services Instructional Coach	-0-	None	Sign-in Sheet	C
9. Provide training in research-based strategies that aids in student achievement for the Non-English speaking population.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach ESOL Teacher	-0-	None	Sign-in Sheet	C
10. Establish topics and procedures for focused walk-throughs based on training provided to teachers.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Observations	C
11. Provide teachers with increased opportunities to network and attend professional conferences.	August 2012 – June 2017	Principal Instructional Coach Teachers	\$6,000.00	Title I	Staff Development Logs Lesson Plans	C
12. Provide teachers with opportunities and time to observe model/research based lessons of their peers. through the "Notice Your Neighbor Program."	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Reflection logs	C
13. Ensure classroom instruction is research based, student centered, and effective using observations and instructional coaching.	August 2012 – June 2017	Principal Assistant Principal Instructional Coach	-0-	None	Observations	C

DISTRICT RENEWAL PLAN FOR Pocalla Springs Elementary School Student Attendance DATE: March 18th,2015

Performance Goal Area: Student Attendance

Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.) District Priority

<p>PERFORMANCE GOAL1: (desired result of student learning)</p>	<p>The percentage of average daily attendance as measured by the Powerschool report will increase from the baseline of 96% in May 2011 to 98% in May 2017.</p>
<p>INTERIM PERFORMANCE GOAL:</p>	<p>See data chart below</p>
<p>DATA SOURCE (S):</p>	<p>Daily attendance reports generated by Powerschool.</p>

School Name: Pocalla Springs Elementary School

Student Attendance Baseline Data for 2011 with projections for 2013-2017

Performance Goals and Interim Performance Goals used in conjunction with this plan are based on the information listed below.

Average Student Attendance

AVERAGE BASELINE	2011	2012	2013	2014	2015*	2016*	2017*
	96%	95%	94.7%	94%	95%	96%	97%

* Projected Data

ACTION PLAN FOR SCHOOL CLIMATE				GOAL 1	EVALUATION	
<u>STRATEGY 1: Improve student attendance rate by aggressively monitoring tardies and providing student incentives.</u>	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
<p style="text-align: center;">Activity</p> <p>(List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)</p>						
1. List tardy correlations <ul style="list-style-type: none"> • Major priority for attendance clerk/teachers • Daily Attendance Confirmation 	August 2012 – June 2017	Principal System Admin. Teachers	-0-	None	Attendance Cards Tardy Sign-in logs Tardy Tickets	C
2. Establish attendance incentives <ul style="list-style-type: none"> • School-wide perfect attendance quarterly awards • End of the year reception & gift 	August 2012 – June 2017	Teachers Guidance System Admin.	\$1,500.00	School Funds	Daily announcements Rewards given	C
3. Staff member/parent contact <ul style="list-style-type: none"> • Call after three days • Conduct intervention meetings for habitual absentees/late arrivals • Home visits 	August 2012 – June 2017	Principal Assistant Principals System Admin. Teachers Guidance Parent Fac.	-0-	None	Parent contact logs Conference report forms Confirmation Log	C

DISTRICT RENEWAL PLAN FOR Pocalla Springs Elementary School Safe and Healthy Schools **DATE: March 18th, 2015**

Performance Goal Area: School Climate

Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.) District Priority

PERFORMANCE GOAL: 2 (desired result of student learning)	Decrease the number of discipline referrals from the baseline of 387 students in May 2011 to 277 in May 2017
INTERIM PERFORMANCE GOAL:	See data chart below
DATA SOURCE (S):	Power School Administrative Program

School Name: Pocalla Springs Elementary School
Discipline Referral Baseline Data for 2011 with projections for 2013-2017

Performance Goals and Interim Performance Goals used in conjunction with this plan are based on the information listed below.

Annual Discipline Referrals at Pocalla Springs

	2011	2012	2013	2014	2015*	2016*	2017*
2011 AVERAGE BASELINE NUMBER OF REFERRALS	387	401	499	427	407	387	367

* Projected Data

ACTION PLAN FOR SCHOOL CLIMATE				GOAL 2	EVALUATION	
STRATEGY 1: <u>Create a safe, secure, and healthy school environment by utilizing proactive measures to ensure student safety and an orderly environment.</u>	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)						
1. Establish a crisis intervention team.	August 2012 – June 2017	Principal Assistant Principals Guidance Teachers Classified Staff	-0-	None	Crisis Management Plan	C
2. Conduct emergency fire drills, tornado drills, intruder alert drills, and earthquake drills.	August 2012 – June 2017	Principal Assistant Principals Teachers Classified Staff	-0-	None	Emergency Drill documentation	C
3. Continue Substance Abuse Program.	August 2012 – June 2017	Principal Guidance	\$300.00	School Funds	Log of Red Ribbon Activities	C
4. Utilize team activities to support and provide Character Education Model for all students. • Terrific Kid Program	August 2012 – June 2017	Principal Guidance Teachers	-0-	None	Terrific Kid Certificates Pocalla Pledge ABE System	C
5. Provide adult mentoring and role modeling through the SAP Program.	August 2012 – June 2017	Principal Assistant Principals SAP Committee	-0-	None	Mentor Contact Logs Master log of students	C
6. Continue Parent on-campus Policy.	August 2012 – June 2017	Principal Assistant Principals Teachers Classified staff	\$1,000.00	School Funds	Sign-in sheets Car Decals Visitor Stickers	C

7. Provide after-school CARES program <ul style="list-style-type: none"> • Assist with homework • Provide enrichment activities 	August 2012 – June 2017	Principal Classified staff	-0-	None	Log of students attending after-school CARES program	C
8. Develop a close working partnership with law enforcement on safety tips <ul style="list-style-type: none"> • Identification of drugs • Gang Signs • Implement school wide violence prevention program 	August 2012 – June 2017	Principal Assistant Principals Teachers Guidance Classified staff Law Enforcement	-0-	None	Guest speaker verification forms signed	C
9. Maintain an effective communication system at school through the use of telephones in all classrooms.	August 2012 – June 2017	Principal	-0-	None	Telephones in all classrooms Log of random checks on homework hotline	C
10. Inform parents on school crime and safety measures <ul style="list-style-type: none"> • Orientation • School Improvement Council • Back-to-School meeting 	August 2012 – June 2017	Principal Assistant Principals Teachers PTA President	\$1,000.00	School Funds	Sign-in logs	C
11. Develop written guidelines for student conduct and communicate those to students, parents, and staff.	August 2012 – June 2017	Principal Assistant Principals PBIS Core Team Teachers	-0-	None	Student handbook	C
12. Install a school wide surveillance and monitoring system. Install cameras throughout the building and security buzzers on front doors to ensure student safety.	August 2012 – June 2017	Principal Community Members Parents Teachers	\$10,000.00	District	Sign-in sheets	C

13. Utilize a school-wide discipline system (PBIS).	August 2012 – June 2017	Principal Assistant Principals Instructional Coach Teachers	-0-	None	Classroom Observations	C
14. Refer at-risk students to the SAP Program.	August 2012 – June 2017	Principal Assistant Principals Guidance Teachers	-0-	None	Members' log sheets Feedback at monthly meetings Monthly overview from SAP team	C
15. Create monthly charts of discipline referrals and expectation reports by teacher.	August 2012 – June 2017	Assistant Principals PBIS Core Team	-0-	None	Discipline records	C
16. Increase the amount of time administrators and Curriculum Coaches visit classrooms.	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Observation notes/logs	C

DISTRICT RENEWAL PLAN FOR Pocalla Springs Elementary School Parental Involvement**DATE: March 18th, 2015**

Performance Goal Area: School Climate

Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.) District Priority

PERFORMANCE GOAL 3:
(desired result of student learning)

The number of parents involved in school activities will increase from the baseline data of 1527 parents in 2011, by twenty parents a year through May of 2017.

INTERIM PERFORMANCE GOAL:

See data chart below

DATA SOURCE (S):

Sign-in sheets, volunteer log book

School Name: Pocalla Springs Elementary School
Parent Involvement Data for 2011 with projections for 2013-2017

**Performance Goals and Interim Performance Goals used in conjunction with
this plan are based on the information listed below.**

Number of Parent Volunteer Hours

AVERAGE BASELINE	2011	2012	2013	2014	2015*	2016*	2017*
	1507	1580	1620	1580	1590	1600	1610

* Projected

ACTION PLAN FOR SCHOOL CLIMATE				GOAL 3	EVALUATION	
STRATEGY 1: Increase parental and community involvement by instituting programs to encourage community participation in the school.	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Indicators of Implementation</u>	Monitor=M Completed Yes/No Continue=C Modify/Modified Date=M(year)
Activity (List the processes to fully implement the strategy. Include scientifically based research, innovative initiatives etc.)						
1. Encourage parents to attend parent workshops.	August 2012 – June 2017	Principal Instructional Coach Parent Fac. Teachers	-0-	None	Sign In Sheet Increased Parental Attendance	C
2. Encourage parents to be School Improvement Council members, and Parent Advisory Council members.	August 2012 – June 2017	Parent Fac. Parents Principal Assistant Principals Teachers	-0-	None	Sign In Sheet Increased Membership	C

3. Encourage parents to volunteer in the office, media center, guidance office, and classrooms.	August 2012 – June 2017	Principal Media Specialist Parent Fac. Teachers	-0-	None	Sign In Sheet Increased Numbers of Volunteers	C
4. Provide incentives for students who meet academic goals.	August 2012 – June 2017	Principal Instructional Coach Teachers	\$3,000.00	School Funds	Log of Activities Programs Video tapings	C
5. Conduct monthly meetings with the school leadership to allow stakeholders opportunities to discuss the progress of the school (SIC/Title I Meetings).	August 2012 – June 2017	Principal Assistant Principals Instructional Coach	-0-	None	Agendas Sign-in sheets Minutes from the meetings	C
6. Provide opportunities for parents to interact with the school community through family game night, literacy night, math night, etc.	August 2012 – June 2017	Principal Media Specialist Parent Fac. Teachers	\$3,000.00	Title One School Funds	Agendas Sign-in sheets Minutes from Meetings	C
7. Provide opportunities for community leaders to experience school life utilizing the "Principal for a Day" program.	August 2012 – June 2017	Principal	-0-	None	Sign-in sheets Principal Observations	C