School Renewal Plan
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School Renewal Plan Cover Page
(Mandated Component)

Renewal Plan for years 2011/12 to 2015/16
Annual Update for Year 2014/15

School Name:	St Stephen Middle
SIDN:	0801029
Plan Submission:	School utilizes SACS
Grade Range From:	6 To 8
District:	Berkeley
Address 1:	225 Carolina Avenue
Address 2:	
City:	St. Stephen, SC
Zip Code:	29479
School Renewal Plan Contact Person:	Brenda Fleming
Contact Phone:	843 567-3128
E-mail Address:	Flemingb@berkeley.k12.sc.us

Assurances

The school renewal plan, or annual update of the of the school renewal plan, includes components 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.

Required Printed Names and Signatures

Chairperson, District Board of Trustees		
Dr. Kent Murray Printed Name	_____ Signature	_____ Date
Superintendent		
Dr. Rodney Thompson Printed Name	_____ Signature	_____ Date
Principal		
Brenda Fleming Printed Name	_____ Signature	_____ Date
Chairperson, School Improvement Council		
Sandra Roane Printed Name	_____ Signature	_____ Date

Stakeholder Involvement for School Renewal Plan (Mandated Component)

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**	Brenda Fleming
2.	**Teacher**	Kaye Owens
3.	**Parent/Guardian**	Sofia Jenkins
4.	**Community Member**	Susan Lee
5.	**School Improvement Council**	Sandra Roane
	OTHERS (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.)	
	Parent/Guardian	Douglas Lloyd
	Community Member	Dianne Brown
	Curriculum Coach	Forrest Lowe

Assurances for School Renewal Plan
(Mandated Component)

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

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 parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, providing parents with their child's individual test results and an interpretation of the results, providing parents with information on the district's curriculum and assessment program, providing frequent, two way communication between home and school, providing parents an opportunity to participate on decision making groups, designating space in schools for parents to access educational resource materials, including parent involvement expectations as part of the principal's and superintendent's evaluations, and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.
Yes	**Staff Development** The school provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the 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.
N/A	**Innovation** The school uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students. Provide a good example of the use of innovation funds.
Yes	**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): Educational level of parent below high school graduation, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional), and/or child abuse and neglect.

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).
N/A	**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.
N/A	**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, although they may be housed at locations with other grade levels or completely separate from schools.
N/A	**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.
Yes	**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 full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover form dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.
Yes	**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.

Needs Assessment for Student Achievement

by Grade Range

Recommended Data Sources	Strength Identify by Subgroup Performance (as appropriate)	Weakness/Improvement Need Identify by Subgroup Performance (as appropriate)	Contributing Factors (optional)
Elementary/Middle School (3 - 8)			
State Standardized Language Arts Scores		Below the AMO 632 All 599.5 Male 592.4 Female 606.8 African American 597 Disabled 561.1 Subsidized Meals 598.8	
State Standardized Math Scores	Percent Met up by 5.7% 2013 (52.3%) 2014 (58%)	Below AMO 632 All 612.7 Male 613.4 Female 612.0 Disabled 582.6 African American 609.8 Subsidized Meals 623.2	
State Standardized Social Studies Scores	Percent Met up by 9.9% 2013 (52.1%) 2014 (62%)	Below AMO 632 All 620.1 Male 620.2 Female 619.9 Disabled Subsidized Meals 619.0 African American 615.3 Subsidized Meals 619.0	
State Standardized Science Scores	Percent Met up by 2.4% 2013 (53.6%) 2014 (56%)	Below AMO 632 All 610.0 Male 614.0 Female 605.6 Disabled 578.6 African American 607.2 Subsidized Meals 607.9	
High School (9 - 12)			
End-of-Course Algebra I	100%		
End-of-Course English I	95%		

All Schools Summary of Needs Assessment for Teacher/Administrator Quality

Recommended Data Sources	Strength	Weakness/Improvement Need	Contributing Factors (optional)
	Identify by Subgroup Performance (as appropriate)	Identify by Subgroup Performance (as appropriate)	
Percentage of Teachers with Advanced Degrees	Up from 58.5% to 75%		
Percentage of Teachers on Continuing Contracts	Up from 41.2% to 56.3%		
Percentage of Teachers Emergency/Provisional Contracts	0%		
Percentage of Teachers Returning	Up from 72.2% to 75%		
Number of National Board Teachers	Up 0% to 1%		
Number of PACE Teachers	1		
Percentage of Classes not Taught by Highly Qualified Teachers	Down from 13.9% to 9.7%		

All Schools Summary of Needs Assessment for School Climate

Recommended Data Sources	Strength	Weakness/Improvement Need	Contributing Factors (optional)
	Identify by Subgroup Performance (as appropriate)	Identify by Subgroup Performance (as appropriate)	
Teacher Attendance Rate	Up from to 93.3% to 93.7		Maternity Leave
Student Attendance Rate		Down from 96.2% to 94.7%	Influenza epidemic
Suspension/Expulsion Rate	Down from 3.1% to 1.5%		
Students Older than Usual for Grade	NAV		
Percent of Teachers, Students, and Parents Satisfied with the Physical Environment	Students Up from 84.1% to 92.9%	Parent Down from 84.1% to 78.3% Teacher Down from 73.3% to 75%	
Percentage of Teachers, Students, and Parents Satisfied with Home-school relations		Teachers down from 62.6% to 45.8 Students down from 98.4% to 91.5% Parents down from 88.4% to 62.1%	
Percentage of Teachers, Students, and Parents Satisfied with the Learning Environment	Parent Up from 84.7% to 86.7% Students up from 84.7% to 92.6%	Teacher down from 81.3% to 58.3%	
School Poverty Index		Up from 95% to 96%	

Executive Summary of Needs Assessment
(Summary of Conclusions)

Student Achievement	
Elementary/Middle School (3 - 8)	
1.	Based on the 2014. PASS performance showed growth in three areas math, science and social studies. Math was up 5.7%, science up by 2.4% and social studies up by 9.9%. Algebra 1 EOC scores remained at 100% while ELA decreased slightly from 95% to 82.6% to. Overall ELA PASS score decreased by 7% and writing decreased by 8%. We will specifically target those areas of weaknesses with extra support for instruction and extended learning opportunities.
Teacher/Administrator Quality	
2.	St. Stephen Middle is a small rural school consisting of a staff of 15 1.0 FTE and three .5 FTE certified teachers. Its rural location presents a difficult obstacle to overcome in the efforts to recruit and retain effective and highly qualified teachers. However, the number of teachers with advanced degrees has increased 58.5% to 75% the number of teachers with emergency/provisional is 0% and the percentage of teachers returning is up by 3.4%. The number of classes not taught by highly qualified has decreased from 13.9% to 9.7% We will continue in our efforts to recruit and hire highly qualified teachers.
School Climate	
3.	St. Stephen strives to create a climate that is welcoming and supportive of our students, parents, teachers, and community. Overall the results indicate that our stakeholders share our vision and commitment to the school. We will continue in our efforts of providing opportunities for parents and community members to become actively involved in the activities and decision-making process for the school. Our stakeholders are encouraged to become a member of the SIC as well as participation in our literacy nights and other attending school-wide events held at the school.

Performance Goal

Performance Goal Area	District Priority
Performance Goal (desired result of student learning)	By 2016, attain full implementation of SC State Standards: * 98% of core subject area classroom teachers receive training * 95% of core subject area classroom teachers demonstrate instruction reflective of the SC state standards.
Interim Performance Goal	By spring 2016, attain full implementation of SC State Standards: * 98% of core subject area classroom teachers receive training * 50% of core subject area classroom teachers demonstrate instruction reflective of the SC
Data Sources	Professional Development training documentation, classroom observations, PLC notes, administrator feedback documentation, planning documents

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
Core training Core demonstration	NA	NA	50%	75%	93%	95%
Actual:			50%			

Action Plan

Strategy #1: Support district-level trainings initiatives (i.e. SC State Standards ELA, math, social studies, science and literacy iniatitives)					
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. Participate in all district level and school wide training for SC State Standards (i.e. ELA, math, social studies, science and literacy initiatives.	June 2015-ongoing	Ms. Fleming Mr. Swiney All teachers	N/A	District	*Sign-In Rosters
2. Communicate the implications of SC State Standards to all stakeholders (teachers, students, parents, and community members through SIC, Title l and PTA presentations. (Expenditures to include meals and copies of materials)	August 2015 to ongoing	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 1,000.00	Title 1	*Sign-In Rosters *Meeting Agendas * Hand-outs
3. Utilize the implementation of BCSD Curriculum Units to teach the SC state Standards in math, science, social studies, and ELA.	July 2015 to ongoing	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All Teachers	N/A	N/A	*Lesson Plans *Classroom Observations *Long Range Plans * Curriculum Units

Strategy #2: Effectively utilize all resources and materials provided by the district to implement and sustain SC State Standards.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Integrate resources and use materials in classroom instruction to support the implementation of SC State Standards. (Expenditures to include binders, supplies, etc.)	July 2015 to ongoing	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	N/A	*Resources *Materials *Trainings *Lesson Plans *Assessments
2. Conduct weekly professional development sessions embedded in the school day in addition to the district trainings to support the implementation of SC State Standards. (Expenditures to include snacks and materials/resources)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 500.00	Title 1 General	*Sign-In Rosters *PD agendas

Strategy #3: Continue to develop, align, and implement curriculum using the SC State Standards					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Utilize Mastery Connect, a new online software tool, to understand how it can be used to host instructional units, link resources for instruction, collect data for decision-making, assemble classroom observations, and house assessments.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe	N/A	District	Instructional units School-wide Data

Performance Goal

Performance Goal Area	District Priority					
Performance Goal (desired result of student learning)	By spring 2016, 100% of teachers and administrators will be trained on PLCs supported by the research and model provided by the American Alliance for Innovative Schools (AAIS) team					
Interim Performance Goal	By spring 2016, 100% of teachers and administrators will be trained on PLCs supported by the research and model provided by the American Alliance for Innovative Schools (AAIS) team					
Data Sources	PLC training documents, PLC Rubric Feedback, School level PLC Observations					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
PLC training	NA	NA	NA	NA	75%	100%
Actual:						

Action Plan

Strategy 1: Develop and strengthen PLCs to enhance student achievement and enhance teacher effectiveness					
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. Participate in the district's professional development related to PLC training.	June 2015 to July 2016	Ms. Fleming Mr. Swiney All teachers	N/A	District	*Sign-In Rosters *ERO
2. Review notes from schoolwide PLC meetings	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers			*Sign-In Rosters *Meeting Agendas
3. Participate in district professional development for TFU Planning cycle	July 2015 to July2016 ongoing	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All Teachers	N/A	N/A	*Lesson Plans *Observations *ERO

Performance Goal

Performance Goal Area	School Climate
Performance Goal (desired result of student learning)	By 2016, sustain 100% of the local, state, and federal requirements to enhance a safe and healthy environment in all classrooms.
Interim Performance Goal	By 2016, sustain 100% of the local, state, and federal requirements to enhance a safe and healthy environment in all classrooms.
Data Sources	Teacher, student, and parent surveys

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
Parent Survey / Social and Physical environment	82.8%	80.9%	85%	98	98%	100%
Actual:		84.1%	97.1%	78.3%		
Teacher Survey / Social and Physical environment	100%	100%	100%	95%	97%	98%
Actual:		73.3%	93.4%	75.0%		
Student Survey / Social and Physical environment	80.4%	81.5%	84%	89%	96%	100
Actual:		85.7%	84.6	92.9		

Action Plan

Strategy #1: Support training and implementation of safety plans and drills.					
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. Administration will review, update and communicate crisis plan to all stakeholders to ensure school safety and compliance with local, state, and federal regulations.	August 2015 June 2016	Ms. Fleming Mr. Swiney	N/A	N/A	*Copy of crisis plan *SIC minutes *Student Agendas *Meeting notes
2. School will conduct all drills for emergency procedures and review with all stakeholders.	August 2015 June 2016	Ms. Fleming Mr. Swiney	N/A	N/A	*Reports for Fire Drills Earthquakes Tornado Drills Safety Inspection
3. Participate in all district and school level compliance trainings. Expenditures: mileage	July 1, 2015 to June 30, 2016	Ms. Fleming Mr. Swiney Mr. McCray	$ 1,200.00	District	Attendance Logs *District *School *ERO registration

Strategy #2: Ensure a positive, safe, and secure school environment.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Continue to host an orientation for rising 6th graders to initiate their transition from elementary to middle school. Students will participate in a tour of the building and sessions related to attendance, behavior, academics and safety. (Expenditures: meal for approximately 100 students/50 parents, notebooks, pencils, pencil case, and transportation)	July 2015 - August 2015	Ms. Fleming Mr. Swiney Ms. Wilson 6th grade teachers Guidance/Transition Team	$ 1,000.00	General	*Attendance Log *Agenda *Handouts
2. Continue to employ a School Resource Officer to provide information and enforce policies related to the Safe Schools Act.	August 2015 to June 2016	Ms. Fleming SRO	$ 30,000.00	District/Town of St. Stephen	*Powerschool *Incidents Reports
3. Continue to provide all students with an agenda book to be used as a communication device for parents and students to help ensure expectations are clear, with emphasis on school and district policies. (Expenditures to include cost of agendas minus district supplemental funds)	August 1, 2015 to June 4, 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lee	$ 1300.00	District Title 1 General	*Invoice *Issuance Log
4. Continue to provide registration sessions for returning and new students to prepare for the school year.	July 2015 to August 2016	Ms. Fleming Mr. Swiney Ms. Wilson Mrs. Theirse	N/A	N/A	*Registration Forms *Student Schedule *Attendance Log
5. Continue implementing Bullying Intervention curriculum through classroom guidance lessons and school-wide activities. (Expenditures: Bullying lesson plans, flyers, posters, etc)	August 2015 to June 2016	Mrs. Wilson Officer Harris Classroom Teachers	$ 500.00	General	*Lesson Plans *Handouts *Meeting notes

Strategy #3: Provide a continuous discipline awareness program for students centered on behavioral expectations and student discipline procedures.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Continue to implement Positive Behavioral Interventions and Support (PBIS) based on specific needs according to incident manager. Opportunities will be provided to recognize students who follow the expectations outlined in the school-wide matrix. (Expenditures to include certificates, shirts, pins, bags, and plaques, trophies)	August 2015- June 2016	Ms. Fleming Mr. Swiney All staff	$ 500.00 $ 500.00	General Activity	*Incident Reports *I-Drive Reports *Meeting Notes *Participant Log *Program
2. Provide PBIS refresher training for returning staff and new staff members. (Expenditures to include cost for trainer)	August 2015 to October 2015	Ms. Fleming Mr. Swiney	N/A	N/A	*sign-In Rosters *Handouts *Agenda
3. Integrate national campaign awareness strategies into existing District Character Education Program; such as character trait of the month, student of the month, ,classroom guidance lessons (Expenditures: publicity materials, flyers, recognitions, photo paper, lesson supplies)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Ms. Wilson	$ 500.00	General	*Flyers *Marquee *Handouts *Announcements *Student of the Month

Performance Goal

Performance Goal Area	School Climate
Performance Goal (desired result of student learning)	By 2016, we will sustain being 100% responsible stewards of our resources and ensure that we provide a quality education for all students.
Interim Performance Goal	By 2016, we will sustain being 100% responsible stewards of our resources and ensure that we provide a quality education for all students.
Data Sources	Survey results / clear audit

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
Parent Survey/Learning Environment	85%	87%	90%	86%	89%	90%
Actual:		87.8%	84.2%	86.7%		
Teacher Survey/Learning Environment	90%	92%	94%	85%	87%	90%
Actual:		66.7%	81.3%	58.3%		
Student Survey/Learning Environment	87%	90%	93%	85%	87%	90%
Actual:		95.2%	84.7%	92.6%		

Action Plan

Strategy #1: Follow all accounting guidelines and accounting procedures for district, state and federal entities.					
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 to conduct needs assessment using testing data (MAP, PASS, PSAT, ACT, ASPIRE, District Benchmark, report card data, parent, teacher and student surveys to prioritize school needs.	July 1, 2015 to June 30, 2016	Ms. Fleming Mrs. Savage Mrs. Owens	N/A	N/A	*School Report Card Data *SRP *PSAT, ACT
2. Develop a comprehensive budget to include all school funds, which will be monitored and adjusted to support continuous improvement.	July 1, 2015 to June 30, 2016	Ms. Fleming Mr. Swiney Mrs. Lee Mrs. Owens	N/A	N/A	*SRP *Copy of budget *P-Card log *PO *SIC minutes *Title l plan
3. Provide training for teachers on accounting procedures for receipting monies for fundraisers, ,field trips, etc.	August 1, 2015 to August 30, 2016	Ms. Fleming Mr. Swiney Mrs. Lee	N/A	N/A	*Attendance Log *Teacher handbook *Receipts books
4. Provide information for parents and staff of all activities provided through federal, state and local programs and services affecting the academic growth of our students.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens	$ 500.00	Title 1	*Sign-In Rosters *Handouts *SRP *Title I plan

Performance Goal

Performance Goal Area	School Climate
Performance Goal (desired result of student learning)	By 2016,we will increase our school-home relationships for parents(85.7%), students (80%) to 100% and teachers 52.9% to 85%
Interim Performance Goal	By 2016, we will increase our school-home relationships for parents from 88.4% to 90%, students 95.3% to 96% and teachers 62.6% to 65%.
Data Sources	Report Card Survey 2011

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
Report Card Survey Parents percent satisfied with school-home relations	85.7%	82.6%	85%	90%	93%	98%
Actual:		84.1%	88.4%	62.1%		
Student percent satisfied with school-home relations	80%	78.8%	81%	96%	98%	100%
Actual:		98.4%	95.3%	91.5%		
Teachers percent satisfied with school-home relations	52.9%	71.4%	70%	65%%	67%	70%
Actual:		66.7%	62.6%	45.8%		

Action Plan

Strategy #1: Implement activities and events to build family, community, and business support that will generate advocacy for our school and our school district.

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. Host "Meet & Greet" and Open House events to inform businesses, community members, and other stakeholders of opportunities at our school and district-wide. (Expenditures to include: refreshments for approximately 200 people, flyers, programs)	August 2015- May 2016	Ms. Fleming Mr. Swiney All staff	$ 500.00	General	*Attendance Log *Agendas *Powerpoint
2. Incorporate the district mission and vision into meetings, publications, and displays as a part of the shared commitment between the district and stakeholders. (Expenditures: brochure paper, paper, stamps, ink)	August 2015- June 2016	Ms. Fleming Mr. Swiney Mrs. Gaskins	$ 200.00	General	*Marquee *Report to the parents *Newsletters *Student Agendas *Flyers *Website
3. Continue to support volunteer program that may include trainings, volunteer orientations, and recognition programs. Expenditures to include paper, card stock, certificates, pins, ribbons, nametags, colored paper, plaques, and refreshments for approximately 50 people at 2 events.	August 2015 to June 2016	Ms. Fleming Mr. Swiney	$ 500.00	General	Volunteer Log Attendance Log
4. Continue to provide home/school communication through emails, Blackboard Connect, PSA Public Service Announcements, newsletters, website, marquee, brochures, flyers and newspaper. (Expenditures: paper, cardstock, brochure paper, and ink)	July 2015 to June 2016	Mrs. Fleming Mr. Swiney Mrs. Gaskins All teachers	$ 500.00	District General	*Alert Now Messages *Newsletter *Website *Marquee
5. Utilize the School Improvement Council (SIC) and Title l Planning Committee and community and business partnerships to promote a positive home/school relationship.(Expenditures: Notebooks, binders, dividers, pens, paper, and refreshments for 30 people- 7 meetings)	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens SIC chairperson	$ 500.00	Title 1	*Meeting agendas *Attendance Log *Minutes
6. Continue to provide and increase opportunities for students to perform across all curricular/extracurricular areas.(i.e band concerts, art shows, chorus, dance)(Expenditures: Art supplies, decorations, etc)	July 2015 to June 2016	Ms. Fleming Mr. Swiney All teachers	$ 500.00	General	*Attendance Log *Program *Agendas *Art Work
7. Encourage parent involvement by implementing an incentive plan that recognizes students based on their parent participation in school related functions or activities. (Expenditures: certificates, cardstock, incentives and ink)	July 2015 to June 2016	Ms. Fleming Mr. Swiney All teachers	$ 500.00	General	*Attendance Log *Event Agendas
8. Continue to provide opportunities for parent training and family literacy, such as math, science, ELA, social studies and related arts family literacy nights. (Expenditures: Instructional make and take supplies, colored paper, cardstock, glue, tape, construction paper, playing cards, markers, crayons, dice, dominoes, counters, calculators, magnets, magnetic paper/letters, paper products, educational games, play money, spinners, labels, foam letters/numbers, guest speakers, books, and refreshments for 100 people at 3 events)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens All Teachers	$ 1,000.00	Title 1	*Attendance Log *Agendas

Strategy #2: Provide opportunities for social development with school and community.

Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Provide extracurricular activities within the school, i.e Beta Club, Student Council, Chorus, Art Club, Gardening Club, QUEST, Quiz Bowl, etc.(Expenditures to include membership dues, registration, charter fees)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Club Sponsors	$ 500.00 $ 500.00 $ 500.00	General Activity Title 1	*Registration *Meeting notes *Attendance Log *Agendas
2. Provide opportunities for staff, students and parents to participate in service learning projects and health/wellness activities (i.e gardening, recycling, fitness/exercise, Pennies for Patients, Local 5 K's, Angel Tree) Expenditures: Fitness Trainer fee, seeds, fertilizer, gardening tools, and stress management)	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mr. McCray	$ 1,000.00 $ 1,000.00 $ 1,000.00	General Activity Grant	*Proposals *Pictures *Attendance Log *P-Card Log *Invoices
3. Provide mentoring opportunities for students to improve behavior and academic performance. (Expenditures to include cost of journals, pens, snacks, T-shirts)	August 2015 to May 2016	Ms. Fleming Rev. Barnes	$ 250.00	General	*Agendas *Attendance Log
4. Form an advisory council to review and advise on the implementation of the school counseling program.	May 2015- June 2016	Mrs. Staggers-Wilson	$ 100.00	General	*Meeting agenda *Minutes *Sign-In Log

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students scoring met or above on ASPIRE writing from 58.3% to 75%
Interim Performance Goal	By 2016, increase the percentage of students scoring met or above on ASPIRE writing from 66.8% to 68%.
Data Sources	2011 PASS DATA (Writing)

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
2011 PASS writing	58.7	62%	65%	68%	71%	75%
Actual:			66.8%			

Action Plan

Strategy #1: Develop and implement quality innovative assessments that are aligned to SC State Standards across all grade level and content areas and that will measure 21St Century critical thinking skills.					
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 to employ a 1.0 FTE curriculum coach to support classroom instruction, professional development, data analysis.	August 2015 June 2016	Ms. Fleming Mrs. Lowe	$ 68,780.00	District	*PD attendance logs *PD agenda
2. Implement aligned SC State Standards based rubrics to assess informational, argument, and narrative writing in all content areas. (Expenditures to include cost of materials/supplies-paper, notebooks, binders, dividers)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 1,000.00	Title 1 General	*Writing Portfolios *Journals *Assessments *Lesson Plans *PD Agendas
3. Review annual ASPIRE to identify areas of strengths and weaknesses.	August 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	N/A	*Lesson plans *ASPIRE Writing Data *Benchmarks

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students scoring met or above on ASPIRE ELA from 64.8% to 90%					
Interim Performance Goal	By 2016, increase the percentage of students scoring met or above on ASPIRE ELA from 55.6% to 60%.					
Data Sources	2011 PASS Data (ELA)					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
2011 PASS ELA	64.8%	70%	75%	60%	65%	70%
Actual:		53.6	55.6%			

Action Plan

Strategy #1: Implement quality innovative assessments aligned to CCSS and SC State Standards across all grade level and content areas and that will measure 21st Century critical thinking skills.					
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. Provide supplemental instructional materials for ELA to support instruction for all students, grades 6-8. Expenditures to include notebook paper, 3 ring binders, pens, glue, project materials, book bags, book covers, electric hole punch, paper cutter, pencil sharpeners, erasers, sheet protectors, expo markers and dividers.	July 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All ELA teachers	$ 10,000.00	Title 1	*Lesson plans *LRP *Observations *POs *P-Card log
2. Participate in the development and implementation of standards-based assessments (common formative, summative, benchmark) and protocols for all grade levels and content areas.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	District	*Assessments *PD sessions *Lesson plans *Meeting notes *Observations
3. Participate in professional development on multiple assessment items such as performance based, enhanced technology based, etc.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	N/A	*ERO registration *LRP *Lesson Plans *Assessments *PD Attendance Log
4. Analyze the results of ELA ASPIRE/MAP and standard based assessments to identify areas of weaknesses for targeted instruction to improve student performance.	August 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	N/A	*MAP/ASPIRE Data *Lesson plans *Data notebook *Assessments

Strategy #2: Continue to develop, align, and implement curriculum using the SC State Standards in all content areas					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Continue to employ a 1.0 FTE curriculum coach to support classroom instruction, professional development, data analysis.	July 2015 to June 2016	Ms. Fleming Mrs. Lowe		District	*Job Description *Classroom Observations *Weekly Schedule *ERO Sessions *PD Agendas
2. Utilize Mastery Connect, a new online software tool, to understand how it can be used to host instructional units, link resources for instruction, collect data for decision-making, assemble classroom observations, and house assessments.	N/A	NA	N/A	District	*Assessments *PD logs/Agendas *Lesson Plans *Observations
3. Participate in professional development on unit components, knowledge of standards, and performance based learning. (Expenditures: paper, notebooks, binders, dividers,)	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 250.00	Title 1	ERO registration PD attendance logs Lesson Plans

Strategy #3: Develop and implement innovative research-based instructional delivery models that meet the learning needs of the all students.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Provide differentiate instruction through innovative, research based strategies such as: iPads, notebooks, READ 180, Simple K12, smartboard, STEM lessons and instruction targeted to the needs of the learners.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	N/A	*Lesson plans *LRP *Observations *PD sessions
2. Participate in the implementation of research-based instructional delivery models such as: a) Enhanced Balanced Literacy b)Project Based Learning c) STEM d) Inquiry Based Learning e) Arts Integration, f) Blended Learning Model. (Expenditures: instructional resources and professional reading materials, ex. books, articles.)	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 2,500.00	Title 1	*Lesson Plans *LRP *Observations *Meeting notes

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students scoring met or above on ASPIRE Math from 75.6% to 90%
Interim Performance Goal	By 2016, increase the percentage of students scoring met or above on ASPIRE Math from 53.4 to 60%.
Data Sources	2011 PASS Data (Math)

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
2011 PASS Math	75.6%	78%	55%	60%	62%	65%
Actual:		56.5	53.4			

Action Plan

Strategy #1: Provide support for the implementation of state adopted standards and assistance for students mastering standards.					
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. Provide supplemental instructional materials for ELA, Math, Science, and Social Studies to enhance standards based instruction for students in grades 6-8. Expenditures to include notebook paper, 3 ring binders, pens, glue, project materials, book bags, book covers, pencil sharpeners, erasers, sheet protectors, expo markers dividers, Teacher-Pay-Teacher.	July 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All math teachers	$ 5,000.00	Title 1	*Purchase Orders *P-Card Log *Lesson Plans *Observations *LRP
2. Initiate an accelerated math program in grades 6-8. Preparing students for Algebra I by 8th grade.	August 2015 - June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe All math teachers	N/A	N/A	*Lesson Plans *Assessments *Observations *Meeting notes *EOC Data
3. Analyze Math data for MAP/ASPIRE to identify areas of weaknesses for targeted instruction to improve student performance.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe All math teachers	N/A	N/A	*PASS/MAP *Lesson Plans *Benchmark Assessments *Meeting notes

Strategy #2: Continue to develop, align and implement curriculum using the SC State Standards in all content areas.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Utilize Mastery Connect, a new online software tool, to understand how it can be used to host instructional units, link resources for instruction, collect data for decision-making, assemble classroom observations, and house assessments.	July 2015- June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe All math teachers	N/A	District	*Assessments *Observation Logs *Lesson Plans
2. Participate in professional development on unit components, knowledge of standards, and performance based learning. ((Expenditures: paper, notebooks, binders, dividers)	July 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe All Math teachers	$ 250.00	Title 1	*ERO Registration *PD Attendance Log *Lesson Plans *Observation *Unit Plans
3. Continue to employ a .5 FTE Title 1 Facilitator and .5 FTE curriculum coach to support classroom instruction, professional development, data analysis.	August 2015 to June 2016	Ms. Fleming Mrs. Owens	$ 30,000.00 $ 30,000.00	Title 1 OFP	*Job Description *Classroom Observations *Weekly Schedule *ERO Sessions *PD Agendas

Strategy #3: Develop and implement innovative research-based instructional delivery models that meet the learning needs of all the students.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Participate in the implementation of research-based instructional delivery models such as: a) Enhanced Balanced Literacy b) Project Based Learning c) STEM d) Inquiry Based Learning e) Arts Integration. (Expenditures: paper, reading resources, binders, dividers, etc)	July 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe All teachers	$ 500.00	Title 1	*Lesson Plans *LRP *Observations *Meeting notes
2. Provide differentiate instruction through innovative, research based strategies such as: iPads, notebooks, Simple K12, smartboard, STEM lessons and instruction targeted to the needs of the learners.	August 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe All math teachers	N/A	N/A	*Lesson Plans *LRP *Observations *PD sessions

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students scoring met or above on PASS Science from 50% to 75%
Interim Performance Goal	By 2016, increase the percentage of students scoring met or above on PASS Science from 53.1% to 55%
Data Sources	2011 PASS Data (Science)

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
2011 PASS Science	50%	55%	60%	55%	60%	65%
Actual:			53.1%			

Action Plan

Strategy #1: Provide support for the implementation of state adopted standards and assistance for students mastering standards.					
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. Analyze results of science PASS and standard based assessments to identify areas of weaknesses for targeted instruction to improve student performance.	August 2015-June 2016	Ms. Fleming Mr. Swiney All Science teachers	N/A	N/A	*Lesson Plans *Data Notebook *PASS Data *Assessments *Observations
2. Utilize Science kits for inquiry based instruction.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Science Teachers	$ 3,000.00	District	*Lesson Plans *PowerTeacher *Supply/Order Inventory
3. Provide supplemental instructional materials for Science to support instruction for all students, grades 6-8. Expenditures to include notebook paper, 3 ring binders, pens, glue, project materials, book bags, book covers, pencil sharpeners, erasers, sheet protectors, expo markers and dividers, lab supplies.	July 2015 to June 2016	Ms. Fleming All Science teachers	$ 1,000.00	ACT 135	*Lesson plans *Observations *LRP *Meeting Notes

Strategy #2: Implement quality innovative assessments aligned to SC State Standards across all grade level and content areas and that will measure 21st Century critical thinking skills.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Utilize Mastery Connect, a new online software tool, to understand how it can be used to host instructional units, link resources for instruction, collect data for decision-making, assemble classroom observations, and house assessments.	July 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe All Science teachers	N/A	District	*Assessments *PD logs/Agendas *Lesson Plans *Observations
2. Participate in professional development on unit components, knowledge of standards, and performance based learning. ((Expenditures: paper, notebooks, binders, dividers)	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All Science teachers	$ 250.00	ACT 135	*ERO registration *PD attendance logs *Lesson Plans *Observation *Meeting notes
3. Continue to employ a .5 FTE Title 1 Facilitator/.5 FTE curriculum coach to support classroom instruction, professional development, data analysis. Expenditures to include 1/2 of salary)	August 2015 to 2016	Ms. Fleming Mrs. Owens All science teachers		Title 1 OFP	Job Description *Classroom Observations *Weekly Schedule *ERO Sessions *PD Agendas

Strategy #3: Develop and implement innovative research-based instructional delivery models that meet the learning needs of all the students.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Participate in the implementation of research-based instructional delivery models such as: a) Enhanced Balanced Literacy b) Project Based Learning c) STEM d) Inquiry Based Learning e) Arts Integration. (Expenditures: paper, reading resources, binders, dividers, etc)	July 2015 to June 2016	Ms. Fleming All science teachers	$ 250.00	Title 1	*Lesson Plans *LRP *Observations *Meeting notes
2. Utilize Environmental Center to support classroom instruction.	August 2015 to June 2016	Ms. Fleming Ms. Arquiette All Teachers	$ 22,540.00	Grant	*Budget *Lesson Plans *Activities *Logs

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students scoring met or above on PASS Social Studies from 61.5% to 78%
Interim Performance Goal	By 2016, increase the percentage of students scoring met or above on PASS Social Studies from 61.5% to 65%
Data Sources	2011 PASS Data (Social Studies)

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
2011 PASS Social Studies	61.5%	65%	68%	53%	55%	60%
Actual:			51.9%			

Action Plan

Strategy #1: Provide support for the implementation of state adopted standards and assistance for students mastering standards.					
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. Provide supplemental instructional materials for social studies to support instruction for all students, grades 6-8. Expenditures to include notebook paper, 3 ring binders, pens, glue, project materials, book bags, book covers, lunch containers, pencil sharpeners, erasers, sheet protectors, expo markers and dividers.	July 2015 to June 2016	Mrs. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	$ 1,000.00	ACT 135	*Lesson plans *LRP *Observations *POs *P-Card log
2. Participate in the development and implementation of standards-based assessments (common formative, summative, benchmark) and protocols for all grade levels and content areas.	July 2015 to June 2016	Mrs. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	N/A	N/A	*Assessments *PD sessions *Lesson plans *Meeting notes *Observations
3. Participate in professional development on multiple assessment items such as performance based, enhanced technology based, etc.	July 2015 to July 2016	Mrs. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	N/A	District	*Assessments *PD sessions *Lesson plans *Observations
4. Analyze the results of social studies PASS to identify areas of weaknesses to target instruction needed to improve student performance.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	N/A	N/A	*Lesson Plans *PASS data *LRP *Observations *Meeting notes
5. Analyze the results of Social Studies Benchmarks to identify areas of weaknesses to target instruction needs to improve student performance.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	N/A	N/A	*Lesson Plans *Benchmark data *LRP *Observations *Meeting notes

Strategy #2: Continue to develop, align, and implement curriculum using the SC State Standards in all content areas					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Utilize Mastery Connect, a new online software tool, to understand how it can be used to host instructional units, link resources for instruction, collect data for decision-making, assemble classroom observations, and house assessments.	July 2015 to June 2016	Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	N/A	District	Assessments *PD logs/Agendas *Lesson Plans *Observations
2. Participate in professional development on unit components, knowledge of standards, and performance based learning. (Expenditures: paper, notebooks, binders, dividers)	July 2015 to June 2016	Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	$ 250.00	ACT 135	ERO registration PD attendance logs Lesson Plans
3. Continue to employ a 1.0 FTE curriculum coach to support classroom instruction, professional development, data analysis.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe		District	*Job Description *Classroom Observations *Weekly Schedule *ERO Sessions *PD Agendas

Strategy #3: Develop and implement innovative research-based instructional delivery models that meet the learning needs of the all students.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Participate in the implementation of research-based instructional delivery models such as: a) Enhanced Balanced Literacy b)Project Based Learning c) STEM d) Inquiry Based Learning e) Arts Integration. (Expenditures: instructional resources and professional reading materials, ex. books, articles.)	July 2015 to June 2016	Mr. Swiney Mrs. Owens Mrs. Lowe All social studies teachers	$ 250.00	Title 1	*Lesson Plans *LRP *Observations *Meeting notes
2. Provide differentiate instruction through innovative, research based strategies such as: iPads, notebooks, smartboard, STEM lessons and instruction targeted to the needs of the learners.	June 2014 to July 2015	Mr. Lawrimore Mrs. Owen Mrs. Lowe All social studies teachers	N/A	N/A	*Lesson plans *LRP *Observations *PD sessions

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, increase the percentage of students passing the End of Course English l exam from 92.9% to 100%.					
Interim Performance Goal	By 2016, increase the percentage of students passing the End of Course English l exam from 92.9 to 95%					
Data Sources	2011 EOCEP Data (English 1)					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
2011 EOCEP DATA English 1	92.9%	95%	98%	98%	100%	100%
Actual:			95.2%			

Action Plan

Strategy #1: Support standards based instruction and analyze data from benchmark assessments to assist students in mastering content standards.					
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. Provide differentiated instruction using data from English 1 benchmark assessments.	August 2015 June 2016	Mrs. Owens Mrs. Lowe Ms. Crawford	N/A	N/A	*Lesson plans *Assessments *Observations
2. Use English I District Benchmarks and BCSD Curriculum Units to assist with instruction and assessment.	August 2015 June 2016	Mrs. Owens Mrs. Lowe Ms. Crawford	N/A	N/A	*Lesson Plans *Assessments *Observations
3. Analyze the results of the English 1 Benchmarks/ELA MAP/ASPIRE/English 1 EOC assessments to identify areas of weaknesses for targeted instruction to improve student performance.	August 2015 to June 2016	Mrs. Owens Mrs. Lowe All ELA teachers	N/A	N/A	*ELA MAP/ASPIRE Data *Lesson plans *Observations

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, sustain 100% of students passing the End of Course Algebra I exam.
Interim Performance Goal	By 2016, sustain 100% of students passing the End of Course Algebra I.
Data Sources	2011 EOCEP Data (Algebra 1)

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
2011 EOCEP Algebra 1	100%	100%	100%	100%	100%	100%
Actual:		100%	100%			

Action Plan

Strategy #1: Support standards based instruction and analyze data from benchmark assessments to assist students in mastering content standards.					
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. Provide differentiated instruction using data from Algebra 1 benchmark assessments.	August 2015-June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe Ms. Vinchiarello	N/A	N/A	*Lesson plans *Observations *Meeting notes *
2. Analyze results from math MAP/ASPIRE/Algebra 1 EOC assessments to identify areas of weaknesses to provide for differentiated instruction.	August 2015-May 2016	Ms. Fleming Mrs. Owens Mrs. Lowe All Math teachers	N/A	N/A	*MAP/ASPIRE Data *Lesson Plans *Observations *Meeting Notes

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, sustain support student involvement in extracurricular/academic related activities to foster academic achievement.					
Interim Performance Goal	By 2016, increase support of student involvement in extracurricular/academic related activities to foster academic achievement.					
Data Sources	Extracurricular activities *Spelling Bee *PSAT Camp *Quiz Bowl *Quest *MESAS *Robotics					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
NA	NA	NA	NA	NA	NA	NA
Actual:						

Action Plan

Strategy #1: Provide support for related arts and extra-curricular activities that enhance the core subject areas.					
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. Provide supplemental instructional materials for Related Arts to support instruction for all students, grades 6-8. Expenditures to include notebook paper, 3 ring binders, pens, glue, project materials, book bags, book covers, lunch containers, pencil sharpeners, erasers, sheet protectors, expo markers, art supplies and dividers.	July 2015 to June 2016	Mrs. Fleming Mr. Swiney Related Arts Teachers	$ 1,000.00	General	*Lesson plans *Observations *Meeting Notes
2. Continue to support student participation in academic related activities such as Spelling Bee, PSAT, QUEST, ROBOTICS, South Carolina Academy of Science/MESAS Contest, Quiz Bowl, Beta Club, Academic Challenge Team, and French Club. (Expenditures are to include registrations, entrance fees, meals, transportation, and materials.)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Related Arts teachers	$ 1,000.00 $ 1,000.00	Title 1 BP Grant	*Lesson plans *LRP *Club Rosters *Meeting notes *Registrations *Membership Dues *Field Trip forms *Charter memberships
3. Continue to offer more opportunities for students to participate in related arts. eg. Art, chorus (Expenditures include salary and benefits for Art and a Chorus Teacher)	July 2015 to June 2016	Ms. Fleming Mr. Swiney	$ 1,000.00	District	*Master Schedule *PAFs
4. Provide opportunities for students to participate in field studies that support and reinforce classroom instruction related to math, science, social studies, and ELA. South Carolina Governor's School of Math & Science. (Expenditures to include transportation and meals for students)	August 2015 to April 2016	Ms. Fleming Mr. Swiney All teachers	N/A	Parents Governors School	*Lesson Plans *Field Trip Request

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, sustain a MTSS (Multi-tiered Support System) to support academic achievement across the curriculum.					
Interim Performance Goal	By 2016, implement a MTSS (Multi-tiered Support System) to support academic achievement across the curriculum.					
Data Sources	*Grade reports *ASPIRE *PASS Data *MAP Data *Benchmarks					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
NA	NA	NA	NA	NA	NA	NA
Actual:						

Action Plan

Strategy #1: Provide interventions for struggling and at-risk students					
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 to provide initial content recovery utilizing A+ software during school and after school.	August 2015 to June 2016	Ms. Fleming Mr. Jefferson Mrs. Owens	$ 2,800.00	Title 1	*A+ Reports *Student Reports
2. Employ a two part-time interventionist (reading and math) to provide instruction to students identified based on MAP Reading and ASPIRE ELA/Math scores.	August 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Lowe Reading Interventionist	$ 36,000.00	Title 1	*MAP/ASPIRE Data *Attendance Log *Lesson Plan *Time Sheets
3. Provide extended learning opportunities for students scoring Not Met on Spring 2015 ASPIRE (math and ELA). Students will receive direct instruction afterschool 1.5 hour 2 days per week, 25 sessions, transportation and snacks for approximately 60 students. Expenditure to include salary and benefits for 4 teachers, mileage)	January 2015 - April 2016	Ms. Fleming 4 teachers	$ 8,000.00	Title 1	Attendance Log Mastery Connect Sign-In Sheets
4. Implement a(Reteach/Redo) R2system to improved student performance in math, science, social studies, and ELA. Assistance will be provided one days a week afterschool.	September 2015-May 2016	Ms. Fleming All teachers	N/A	N/A	*Referrals *Attendance Log *Grade Report *Meeting notes
5. Utilize Mastery Connect & District Benchmarks for assessment and instructional planning for all students.	August 2015 to June 2016	Mrs. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	N/A	District	*NWEA Reports *Mastery Connect
6. Provide planning time for staff to collaborate within and across grade levels.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe	N/A	District	*Sign-In Rosters *Agendas
7. Continue to provide differentiated instruction, accomodations, and appropriate modifications during classroom instruction and after-school tutoring.	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe	N/A	N/A	*Lesson Plans *Assistance Plan
8. Implement a system of Tier 2 interventions based on the recommendations of the MTSS Team.	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Combs Mrs. Wilson MTSS Team	NA	N/A	*Team members *Minutes *Student Data *MTSS Plan

Strategy #2: Employ Paraprofessionals to provide supplemental computerized lab instruction for at risk students to improve their academic performance in math and ELA					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Employ a 1.0 FTE support personnel to provide computer-assisted instruction (ASSIST, A+ Content Recovery)in ELA, math, science, social studies instruction for all students. (Expenditures to include salary, benefits, and software licenses)	August 2015 to June 2016	Ms. Fleming Mr. Jefferson	$ 23,995.00	District	*PAF *Master Schedule
2. Employ a 1.0 FTE support personnel to provide computer-assisted instruction (Compass) in ELA, math, science and social studies instruction for all students. (Expenditures to include salary and benefits)	August 2015 to June 2016	Ms. Fleming Mr. Burrows	$ 16,420.00	District	*PAF *Master Schedule

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, sustain the integration of technology resources to support academic achievement in all students.					
Interim Performance Goal	By 2016, increase technology resources available for support for academic achievement for all students.					
Data Sources	Technology survey					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
NA	NA	NA	NA	NA	NA	NA
Actual:						

Action Plan

Strategy #1: Utilize technology to support the instruction and integration of math and ELA across the curriculum.					
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. Integrate technology into classroom instruction with the use of technology materials, supplies and equipment to support Common Core State Standards and district curriculum programs 6-8. (Expenditures may include tablet covers, replacement iPad chargers, Smart Response System, poster printer paper, poster printer ink, ink cartridges, flash drives, headphones, 3 printers)	July 2015 to June 2016	Ms. Fleming Mrs. Owens Mrs. Gaskins	$ 13,464.00	Title 1	*POs *Checkout log *Meeting notes
2. Integrate, update, maintain, and expand technology resources for classroom instruction with the use of technology materials, supplies, software and equipment to support ELA and math programs across the curriculum (Expenditures to include tablets and mobile device carts, 5 document cameras/Elmos)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Gaskins	$ 5,000.00	Title 1	* Technology Inventory *Lesson Plans
3. Integrate technology into classroom instruction with the use of technology software site licenses to support District Math Curriculum, SC State Standards, and classroom instruction grades 6-8. (Expenditures: Brain Pop, Read 180, Simple K12, Study Island, Catch Up Math, Scholastic Reading Software)	August 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Gaskins	$ 2,500.00 $ 1,000.00	Title 1 General	*Lesson Plans *Meeting notes

Performance Goal

Performance Goal Area	Student Achievement
Performance Goal (desired result of student learning)	By 2016, sustain a recognition program that supports and encourages student achievement in all academic areas.
Interim Performance Goal	By 2016, implement a recognition program to support and encourage student achievement in all academic areas.
Data Sources	2011 PASS ELA/Math scores SCDOE Report Card Honor Roll

Overall Measures

Measure	Average Baseline	2011/12	2012/13	2013/14	2014/15	2015/16
NA	NA	NA	NA	NA	NA	Na
Actual:						

Action Plan

Strategy #1: Continue to implement an academic recognition program to recognize excellence and improvement on ASPIRE, MAP, and in subject matter. Students will also be recognized for their accomplishments and school based endeavors.					
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. Recognize students achieving academic excellence or improvement during the nine-week. Students are also recognized for their performance of Met on ASPIRE, targeted growth on MAP, Student of the Month, Junior Scholar, Duke Tip Scholar, Honor Roll, and academic competitions, i.e Spelling Bee, Quest, Robotics, Quiz Bowl, Scholastic Reader(Expenditures to include medallions, lanyards, ribbons, paper, pencils, trophies, certificates, and Ram Bucks)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe Ms. Wilson	$ 3,000.00 $ 1,400.00	Title 1 General	*Honor Roll List *MAP/ASPIRE scores *Registrations

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, sustain a research based STEM curricula for all students.					
Interim Performance Goal	By 2016, initiate the implementation of a research based STEM curricula for students.					
Data Sources	Research Based Stem curricula					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
NA	NA	NA	NA	NA	NA	NA
Actual:						

Action Plan

Strategy #1: Continue with the implementation of research-based instructional models.					
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 to integrate research-based instructional strategies as a part of classroom and After School STEM Tutoring instruction to include: Enhanced Balanced Literacy, Project Based Learning, STEM, and Inquiry Based Learning, and Arts Integration (Expenditures to include materials, equipment, 3D printer, supplies and overtime pay and benefits for 12 sessions (2 teacher))	July 2015 to August 2016	Ms. Fleming Mr. Swiney Mrs. Owens Mrs. Lowe All teachers	$ 2,500.00	BP Grant C of C	*Lesson plans *PD agendas

Performance Goal

Performance Goal Area	Student Achievement					
Performance Goal (desired result of student learning)	By 2016, increase the percentage of parent participation in IGP's and career related conferences for 30% to 70%.					
Interim Performance Goal	By 2016, increase the percentage of parent participation in IGP's and career related conferences for 30% to 40%.					
Data Sources	*IGP conferences					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
2012 IGP conferences	85%	85%	90	95	98	100%
Actual:			100%			

Action Plan

Strategy #1: Increase career guidance awareness among parents and students.					
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 8th grade IGP conferences to include a kick-off campaign (Expenditures include flyers, PSA, postcards and postage)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Ms. Wilson	$ 150.00	General	*Attendance Rosters *Flyers *Blackboard Connect *Mailing List
2. Conduct classroom and small group guidance lessons. (Expenditure to include cost of resources/materials)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Ms. Wilson	$ 200.00	General District	*Lesson Plans *Monthly Calendar
3. Implement an advisory/advisee program to support student interests and career aspirations. (Expenditures to include materials and resources)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Ms. Wilson All staff	$ 200.00	MMGW	*Sign-In Rosters *Lessons
4. Apply for RAMP	August 2015 to June 2016	Mrs. Fleming Mr. Swiney Mrs. Wilson	$ 400.00		*Application

Performance Goal

Performance Goal Area	Teacher/Administrator Quality					
Performance Goal (desired result of student learning)	By 2016, we will continue to recruit, retain, and develop, quality teachers and staff members.					
Interim Performance Goal	By 2016, we will raise our teacher retention from 72.2 to 75%.					
Data Sources	2011 School Report card					
Overall Measures						
Measure	**Average Baseline**	**2011/12**	**2012/13**	**2013/14**	**2014/15**	**2015/16**
School Report card	59.8	63.8	68.8%	73.8	75.8	80.8
Actual:		80.6	72.2%			

Action Plan

Strategy #1: Develop and implement strategies to support and train all employees					
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. Attend "High Schools That Work" national conference in Nashville, TN as a part of Making Middle Grades Work. (Expenditures to include travel, registration, food, hotel)	July 2015	1 Administrator 6 Teachers	$ 9,000.00	MMGW Title 1	*Registration *Conference Agenda *Travel Authorization
2. Provide staff development on relevant issues, best practices, instructional strategies, and SRP activities. (Expenditures to include Simple K12)	July 2015 -August 2016	Ms. Fleming Mr. Swiney Depart. Heads Mrs. Lowe Mrs. Owens			*School Staff Development plan *Meeting notes
3. Participate in professional development activities to improve leadership teams, PLCs, project based learning (PBL), standards, curriculum development/implementations, literacy, critical thinking skills, digital devices, assessments, targeted interventions, and other systems of support.	July 2015 to June 2016	District	N/A	District	*ERO registration
4. Provide effective instructional feedback from classroom observations utilizing software. (Expenditures to include cost of online observation tool, etc.)	August 2015 June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe Mrs. Owens	$ 800.00	District	*Observation log *Observation *Meeting notes
5. Provide professional development opportunities aligned with the district initiatives to support implementation of SC State Standards. (Expenditures: workshops, trainings, materials, books, and refreshments/meal, consultants)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe Mrs. Owens	$ 4,000.00	Title 1	*Attendance log *ERO Registration *Professional Development log
6. Engage in collaborative cross curricular planning as grade level PLCs and vertical alignment as departmental PLC's.	August 2015 to June 2016	Ms. Fleming Mr. Swiney All teachers	$ 600.00	MMGW	*PLC minutes *Agendas
7. Participate in the South Carolina Middle School Conference in Myrtle Beach, SC. A team will be selected to attend the conference. (Expenditures to include hotel, registration, mileage, meals)	March 2016	Ms. Fleming Mr. Swiney 3 Teachers	$ 2,500.00	MMGW General Title 1	*Registration *Conference Agenda
8. Participate in the South Carolina ASCD conferences in Columbia SC. Principal will attend the conference. (Expenditures to include, hotel, registration, mileage, meals)	October 2015 March 2016	M. Fleming	$ 1,500.00	Title 1	*Registration *Conference Agenda
9. Participate in the South Carolina Title 1 Administrators conference in Myrtle Beach, SC. Facilitator will attend conference. (Expenditures to include hotel, registration, mileage, meals)	October 2015	Mrs. Owens	$ 1,500.00	Title 1	*Registration *Conference Agenda
10. Participate in the South Carolina Leadership Academy in Columbia, SC and Greensboro, NC. Principal will attend the conference. (Expenditures to include hotel, registration, mileage, meals)	August 2015 through June 2016	Ms. Fleming	$ 3,000.00	Title 1 General	*Registration *Conference Agendas
11. Evaluate staff performance utilizing Professional Development plans, Goal Based Evaluation, Diagnostic Assistance, SAFE-T and PRIDE.	August 2015 to June 2016	Ms. Fleming Mr. Swiney	N/A	District	*Evaluations *Conferences
Strategy #2: Recruit and hire highly qualified teachers.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Hire HQ candidates for vacant teaching position(s).	July 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Lowe	N/A	District	*Interview Logs *Resumes
2. Participate in district recruitment activities e.g. District Teacher Recruitment Fairs	December 2015 to March 2016	Ms. Fleming Mr. Swiney	$ 300.00	General	*Interview Log *Resumes *Interview Forms
Strategy #3: Implement a teacher/staff recognition program to support teacher retention.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Continue to provide opportunities for staff recognition for achieving academic and professional goals, including perfect attendance, TOY, staff of the month, NBCT, professional organization achievements, shirts, teacher appreciation week and grant awards. (Expenditures to include certificates, plaques, books and refreshments for 50 people at 6 meetings)	August 2015 to June 2016	Ms. Fleming Mr. Swiney Mrs. Owens Ms. Lowe	$ 1,500.00	General	*TOY *SOM log *NBCT *Achievements
Strategy #4: Retain HQ teachers and staff.					
Action Step	**Timeline** Start/End Dates	**People Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**
1. Implement mentoring program to assist beginning teachers and teachers new to the school.	August 2015 to June 2016	Ms. Fleming Mr. Swiney	N/A	District	*Mentor/Mentee Log *Mentor/Buddy assignment

Performance Goal