

SCHOOL RENEWAL PLAN COVER PAGE

SCHOOL INFORMATION AND REQUIRED SIGNATURES

Oakland Primary School SCHOOL Sumter School District DISTRICT

SCHOOL RENEWAL PLAN FOR YEARS 2017-2022 (five years)

SCHOOL RENEWAL ANNUAL UPDATE FOR 2017-2018 (one year)

Assurances

The school renewal plan, or annual update of the school renewal 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

Mr. Daryl F. McGhaney		
PRINTED NAME	SIGNATURE	DATE

SUPERINTENDENT

Dr. J. Frank Baker		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Ms. Lakesha Grant		
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Mrs. Shirley Tomlin		
PRINTED NAME	SIGNATURE	DATE

SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD

Mr. William L. Austin		
PRINTED NAME	SIGNATURE	DATE

SCHOOL'S ADDRESS: 5415 Oakland Drive
Sumter, SC. 29154

SCHOOL'S TELEPHONE: (803) 499-3366

PRINCIPAL'S E-MAIL ADDRESS: Shirley.Tomlin@sumterschools.net

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN

List the name of persons who were involved in the development of the school renewal plan. A participant for each numbered category is required.

- | <u>POSITION</u> | <u>NAME</u> |
|---|-------------------------------|
| 1. PRINCIPAL | <u>Mrs. Shirley Tomlin</u> |
| 2. TEACHER | <u>Ms. Antoinette Hampton</u> |
| 3. PARENT/GUARDIAN | <u>Mrs. MaRetha Davis</u> |
| 4. COMMUNITY MEMBER | <u>Mr. Paul Guiry</u> |
| 5. SCHOOL IMPROVEMENT COUNCIL | <u>Ms. Lakesha Grant</u> |
| 6. Read to Succeed Reading Coach | <u>Mrs. Shannon Knudson</u> |
| 7. School Read to Succeed Literacy Leadership Team Lead | <u>Mr. William Austin</u> |
| 8. OTHERS* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.) | |
- ** Must include the School Read to Succeed Literacy Leadership Team.

<u>POSITION</u>	<u>NAME</u>
<u>Assistant Principal</u>	<u>Mrs. Jennifer Howard</u>
<u>Guidance Counselor</u>	<u>Mrs. Lee Osborne</u>
<u>PTA</u>	<u>Ms. Antoinette Hampton</u>
<u>SAFB Liaison</u>	<u>Mr. John F. Kennedy</u>
<u>Media Specialist</u>	<u>Mrs. Beatrice Davis</u>
<u>Reading Interventionist</u>	<u>Mrs. Sheri Palmo</u>
<u>Reading Interventionist</u>	<u>Ms. Melissa Harvin</u>

ASSURANCES FOR SCHOOL PLAN

Act 135 Assurances

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

- X **Academic Assistance, PreK–3**
The 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, and group remediation).
- N/A **Academic Assistance, Grades 4–12**
The 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, and group remediation).
- X **Parent Involvement**
The 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, 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.
- X **Staff Development**
The 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*.
- X **Technology**
The district integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.
- X **Innovation**
The district 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.
- X **Collaboration**
The 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 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 district provides full-day child development programs for **four-year-olds**. 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** **Developmentally Appropriate Curriculum for PreK–3**
The 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 district 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 from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.
- X** **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.
- X** **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.

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Oakland Primary School 2017-18

School Renewal Planning Team Members

Student Achievement

Jennifer Howard-Chairperson
Tracey Lear
Pamela Cusumano
Aleashia Conyers
Taran Eron
Mary Linda Brewer
Allison Curtis
Beatrice Davis
Kahla Ellison
Lakesha Grant
Tephania Green
Shannon Knudson
Chandra Howard
Jennifer Bordelon
Jessica Greene
Melissa Harvin

Teacher Administrator Quality

Shirley Tomlin-Chairperson
Antoinette Hampton
Jennifer Springs
Sha-Quita Jordan-Fowler
Samantha Mouser
Heather Healon
Jeannie Hill
Teresa Harris
Patricia Golden
Lindsey Artman
Nicole Hendrick
Katara Stafford
Lee Osborne

School Renewal Team

Mr. William L. Austin – Internal Facilitator
Mrs. Shirley Tomlin-Principal
Mrs. Jennifer Howard-Assistant Principal
Ms. Antoinette Hampton – PTA President
Mr. Paul Guiry – Community

School Climate

Beatrice Backmon-Chairperson
Emma Bonner
Taheshi Fortune
Carol Southerland
Erica Harrell
Stephanie Harper
Shirley Collick
Latoya Burns
Jennifer Miles
Sheri Palmo
Karen Romuld
Susan Lybrand
Karen White
Lauren Weathers
Rachel Cooper
Vertrena Thompson

Read to Succeed Elements

William Austin – Chairperson
Shirley Tomlin
Jennifer Howard
Shannon Knudson – Reading Coach
Jessica Greene
Erica Harrell
Josephine Mack
Tracey Lear
Sheri Palmo
Aleashia Conyers
Susan Lybrand
Pamela Cusumano
Melissa Harvin
Beatrice Davis

Mrs. Shannon Knudson-Reading Coach
Mrs. Lee Osborne-Guidance Counselor
Mrs. MaRetha Davis – Parent
Mrs. Lakesha Grant – SIC Chairperson

EXECUTIVE SUMMARY OF NEEDS ASSESSMENT FINDINGS

In order to develop the Oakland Primary School Strategic Plan, teachers, parents, community representatives and administrators served on the planning team. These members examined numerous documents to create the roadmap for the education of our students for the next five years.

Members reviewed and analyzed data from the 2016-2017 school year. Sources used were the Next Steps, MAP, DRA2+, Gold, and the third grade PACT scores from Shaw Heights Elementary School. We also acquired information by reviewing the suspension/expulsion rates, attendance rates and teacher retention data. Team members focused on strengths and weaknesses in each area to develop strategies and activities for student growth.

Student Achievement

A major emphasis needs to be placed on hands-on instruction and acquiring strategies for learning to take place.

Teacher/Administrator Quality

Continuous and ongoing professional development must be provided to ensure teachers are and remain certified. Special attention should be given to insure that all certified staff has the appropriate Read-to-Succeed endorsement before the end of the 2021-22 school year.

School Climate

This is an area where perceptions can be misconceiving. Review of discipline and attendance records, parent surveys and evaluation forms show a need for improving communication between the home, school and community while addressing discipline issues.

Read- to Succeed

We continue to work toward High Progress Literacy Classrooms (HPLC) throughout the school. Additional certified reading interventionists and funding for resources and print media are a school priority. Establishment of reading intervention programs to address individual student needs and classroom schedules that allow for effective literacy instruction are additional school priorities.

MISSION, VISION, AND BELIEFS

Oakland Primary School

Mission Statement

The mission of Oakland Primary School is to educate the "whole child."

Vision Statement

The vision of Oakland Primary School is to provide an appropriate educational experience that maximizes the potential of every child.

Belief Statements

1. Challenging instructional practices incorporate learning activities that take into account differences in learning styles.
2. Each student is a valued individual with unique physical, social, emotional and intellectual needs.
3. Each individual is responsible for his or her own actions.
4. The quality of education primarily determines the quality of life in a community.
5. Teamwork is necessary to achieve the goals of an organization.

Oakland Primary School
2018-2022
Performance Goals

Area One: Student Achievement

Goal One: 85% of first grade students will score at or above a RIT Score of 185 in Math and 180 in ELA on the Measures of Academic Progress (MAP) assessment by the spring assessment of 2021-2022 school year. 85% Percent of Kindergarteners will score at or above the state average in English Language Arts (reading) on the spring administration of the South Carolina Reading Readiness Assessment in 2021-2022 school year.

Strategies

1. Implement an instructional program that meets the needs of all primary school students.
2. Implement an assessment program that measures academic achievement in Pre-K through first grade.
3. Implement a professional development program that meets the needs of teachers and other certified staff.

Area Two: Teacher/Administrator Quality

Goal One: 100% of the certified workforce will remain certified through 2022 utilizing a comprehensive program of recruitment, retention, and professional development.

Strategies

1. Recruit and retain a certified workforce

Goal Two: 100% of all certified staff will have completed the requirements for the Read-to-Succeed certificate endorsement by 2022.

Strategies

1. Completion of required Certification for Read-to-Succeed

Area Three: School Climate

Goal One: The number of discipline referrals that result in suspension or expulsion will decrease by 25% by 2022.

Strategies

1. Provide facilities that support high quality developmentally appropriate early childhood and elementary classrooms both environmentally and instructionally.
2. Implement a school-wide Character Development Program to develop appropriate social skills.
3. Implement a Home/School Communications Plan.

SCHOOL RENEWAL PLAN FOR Oakland Primary School

DATE: February 28, 2017

Performance Goal Area: Student Achievement Teacher/Administrator Quality School Climate (Parent Involvement, Safe and Healthy Schools, etc.)

District Priority

PERFORMANCE GOAL: #1 85% of first grade students will score at or above a RIT Score of 185 in Math and 180 in ELA on the Measures of Academic Progress (MAP) assessment by the spring assessment of 2021-2022 school year. 85% of Kindergarteners will score at or above the state average in English Language Arts (reading) on the spring administration of the South Carolina Reading Readiness Assessment in 2021-2022 school year.

INTERIM PERFORMANCE GOAL: (One year goal) 85% of first grade students will score at or above a RIT Score of 178 in Math and 176 in ELA on the Measures of Academic Progress (MAP) assessment by the spring assessment of 2017-2018 school year. 65% Percent of Kindergarteners will score at or above the state average in English Language Arts (reading) on the spring administration of the South Carolina Reading Readiness Assessment in 2017-2018 school year.

DATA SOURCES(S): MAP Testing, South Carolina Reading Readiness Assessment (Kindergarten)

OVERALL MEASURES:

** Represents projections of improvement*

AVERAGE BASELINE		2017-18	2018-19	2019-20	2020-21	2021-22
1 st Gd. Math	Projected	178	180	182	184	185
1 st Gd. ELA		176	177	178	179	180
1 st Gd. Math 175 1 st Gd. ELA 174	Actual Data					
AVERAGE BASELINE		2017-18	2018-19	2019-20	2020-21	2021-22
Kindergarten Reading	Projected	65%	70%	75%	80%	85%
60%	Actual Data					

ACTION PLAN FOR STRATEGY #1: Implement an instructional program that meets the needs of all primary school students.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.1.1 Systematically review MAP, South Carolina Reading Readiness Assessment and common formative assessments to ensure that the curriculum is meeting all the needs of our students.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	MAP SC Reading Readiness Common Assessments Next Steps Assessment
1.1.2 Use Data Based Instructional Solutions to analyze MAP, Reading Assessments, and common formative assessments as a means of improving instructional strategies.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	MAP SC Reading Readiness Common Assessments Next Steps Assessment Professional Development Records
1.1.3 Provide academic assistance to low achieving students <ul style="list-style-type: none"> • Leveled Literacy Instruction (LLI) • MTSS (Multi-Tiered System of Support) • After School Tutoring • Resource/SPED 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$10,000.00	Title-One	MAP SC Reading Readiness Common Assessments Next Steps Assessment Records

ACTION PLAN FOR STRATEGY #1: Implement an instructional program that meets the needs of all primary school students.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.1.4 Use authentic classroom techniques: <ul style="list-style-type: none"> • Portfolios • Rubrics • Running Records • Checklists • Kidwatching 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Classroom assessments Classroom observations Class Work
1.1.5 Use technology to reinforce ELA and Mathematics instruction: <ul style="list-style-type: none"> • Chromebooks/Tablets • Interactive Boards • Computer Based Programs • Educational Websites • eBooks 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$1,000.00	School	Classroom technology inventories Classroom observations Usage data
1.1.6 Educate all students on the value of good nutrition and physical activities that meet the guidelines of the Student Health and Fitness Act: <ul style="list-style-type: none"> • GoNoodle • Cafeteria Promotions 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Classroom observations Usage data Reduce health room visits

ACTION PLAN FOR STRATEGY #1: Implement an instructional program that meets the needs of all primary school students.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.1.7 Use Career Awareness that address the Education Economic Development Act: <ul style="list-style-type: none"> • Career Speakers • Career Day/Fair • Shadow Program 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$100.00	School	Agendas Career Fair Sign-in-sheets
1.1.8 Use Best Practices in the Classroom: <ul style="list-style-type: none"> • Blended Learning • High Progress Literacy Classrooms (HPLC) • Multiple Intelligences • Kagan Strategies • Depth of Knowledge/Rigor 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Classroom assessments Classroom observations Class Work Test scores Reduced discipline issues
1.1.9 Use Motor and Handwriting Techniques: <ul style="list-style-type: none"> • Handwriting without Tears • Letterland • Voyager (Special Ed) 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$1,000.00	School	Classroom assessments Classroom observations Class Work

ACTION PLAN FOR STRATEGY #1: Implement an instructional program that meets the needs of all primary school students.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.1.10 Use Multi-Tiered System of Support to identify struggling students.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Classroom assessments Classroom observations Class Work Test scores Reduced discipline issues Mastery Connect
1.1.11 Provide academic assistance to high performing students: <ul style="list-style-type: none"> • Quest • Stem/Challenge Classes 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$5,000.00	Title-One	National assessments (MAP) District assessments (NSGR) Classroom assessments

ACTION PLAN FOR STRATEGY #2 Implement an assessment program that measures academic achievement in Pre-Kindergarten through first grade.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.2.1 Use DIAL 4 screening tool to determine developmental levels of pre-kindergarten students.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Beginning and end-of-year test data and growth chart
1.2.2 Use Reading Readiness Assessment to determine developmental levels of kindergarten students.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Beginning and end-of-year test data and growth chart
1.2.3 Use Measures of Academic Progress and Next Steps data to determine developmental levels of 1 st Grade Students.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Beginning and end-of-year test data and growth chart

ACTION PLAN FOR STRATEGY #3: Implement a professional development program that meets the needs of teachers and other certified staff.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.3.1 Provide specific professional development for all certified staff: <ul style="list-style-type: none"> • Edivate • Google • Multi-Tiered System of Support (MTSS) • Differentiated Instruction • Mastery Connect • Read-to-Succeed • Time-to-Teach • Dyslexia 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Agendas Sign-In Sheets Handouts Purchase Orders Classroom Observations Discipline Records Lesson Plans Long Range Plans
1.3.2 Provide professional development in bridging the gap between races and gender: <ul style="list-style-type: none"> • Diversity in the Classroom • Hands-On Instruction • Edivate • Guided Reading • Kagan 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Agendas Sign-In Sheets Handouts Purchase Orders Classroom Observations Discipline Records Lesson Plans Long Range Plans

ACTION PLAN FOR STRATEGY #3: Implement a professional development program that meets the needs of teachers and other certified staff.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.3.3 Provide professional development in the theories of best practices: <ul style="list-style-type: none"> • Edivate • Book Studies • Professional Learning Teams • Read-to-Succeed 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$5,000.00	School District Title-One	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans
1.3.4 Provide professional development in high expectations and the Revised Bloom’s Taxonomy: <ul style="list-style-type: none"> • Depth of Knowledge (DOK) • Rigor 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans
1.3.5 Provide professional development in the theories of the delivery of math instruction: <ul style="list-style-type: none"> • Every Day Calendar Math • Focused Math • Subitizing 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$1,200.00	School District Title-One	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans

ACTION PLAN FOR STRATEGY #3: Implement a professional development program that meets the needs of teachers and other certified staff.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1.3.6 Provide professional development for English as a Second Language (ESOL) instruction.	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans
1.3.7 Provide professional development in the effective use of Lucy Calkins Writing Program and Letterland	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel	\$0.00	N/A	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans
1.3.8 Provide professional development that address standards based planning: <ul style="list-style-type: none"> • Vertical Planning (staff) • Vertical Planning (school to school) • Data Analysis • Read-to-Succeed 	July 2017- June 2022	Principal Asst. Principal Curriculum Coaches Interventionists Instructional Staff District Personnel Shaw Heights	\$0.00	N/A	Agendas Sign-In Sheets Handouts Classroom Observations Discipline Records Lesson Plans Long Range Plans

SCHOOL RENEWAL PLAN FOR Oakland Primary School

DATE: February 28, 2017

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

PERFORMANCE GOAL: #1
 (Statement of desired progress or result over **five years**)

100% of the certified workforce will remain certified through 2022 utilizing a comprehensive program of recruitment, retention, and professional development.

INTERIM PERFORMANCE GOAL: (One year goal)

100% of the certified workforce will be certified in 2017-2018 utilizing a comprehensive program of recruitment, retention, and professional development.

DATA SOURCES(S):
 (List types of data that will be collected or examined to measure progress.)

School Report Card, BEDS report, SC Career Ready

OVERALL MEASURES:

SOURCE:

** Represents projections of improvement*

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AVERAGE BASELINE		2017-18	2018-19	2019-20	2020-21	2021-22
100%	Projected Data	100%*	100%*	100%*	100%*	100%*
	Actual Data					

ACTION PLAN FOR STRATEGY #1: Recruit and retain a certified workforce.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
2.1.1 Participate in local and state job fairs.	July 2017- June 2022	Personnel Director Principal	\$0.00	N/A	Personnel Data and School BEDS Report
2.1.2 Develop incentives for teacher retention such as: <ul style="list-style-type: none"> • Team building activities • Teacher appreciation gifts (shirts, pens, mugs, bags, etc.) • Teacher family functions • Courtesy passes • Employee of the Month • Teacher of the Year and Distinguished Reading Teacher parking spaces • Beginning and end of the year celebrations • Snack-n-Yak • Jean Passes • Free meal passes 	July 2017- June 2022	Principal Asst. Principal Curriculum Coach Teachers	\$1,800.00 \$1,800.00	School PTA	Purchase Orders, Receipts

ACTION PLAN FOR STRATEGY #1: Recruit and retain a certified workforce.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
2.1.3 Promote and Support the development of future teachers. <ul style="list-style-type: none"> • Functions, workshops, Conferences • Mock Interviews • Practicum and Student Teacher Training • Teacher Cadet Program • Presentations within the Community • Student Shadows 	July 2017- June 2022	Personnel Director Principal	\$0.00	N/A	Sign-in Sheets for Practicum Students and Student Teachers.
2.1.4 Provide Continuing support to new and relocated teachers. <ul style="list-style-type: none"> • Provide Peer observations • Collaborative planning time • Assignment of a Buddy Teacher • Mentor Teacher assigned for new staff • Grade level planning 	July 2017- June 2022	Principal	\$0.00	N/A	Sign-in sheets Handbook Calendar of meetings

ACTION PLAN FOR STRATEGY #1: Recruit and retain a certified workforce.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
2.1.5 Use professional development programs that help teachers, administrators and paraprofessionals maintain their certified status. <ul style="list-style-type: none"> • Read-to-Succeed training • Professional Learning Communities • Book Studies • Conferences • Surveys • Graduate Courses • Technology workshops 	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Math, Reading, and behavior Interventionists	\$2,500.00	School PTA	Sign-in sheets Handouts Agendas Lesson Plans Observations Surveys
2.1.6 Evaluate the Professional Development Program to examine the effectiveness and make changes for improvement. <ul style="list-style-type: none"> • Surveys • Evaluation Forms • Formal/informal Conferences • Round Table Discussions • Edivate 	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Teachers Para Professionals	\$0.00	N/A	Survey Results Evaluation Forms Edivate

SCHOOL RENEWAL PLAN FOR Oakland Primary School

DATE: February 28, 2017

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

PERFORMANCE GOAL:#2

100% of all certified staff will have completed the requirements for the Read-to-Succeed certificate endorsement by 2022.

INTERIM PERFORMANCE GOAL:
(One year goal)

20% of all certified staff will have completed the requirements for the Read-to-Succeed Certificate endorsement by 2018.

DATA SOURCES(S):
(List types of data that will be collected or examined to measure progress.)

South Carolina Teacher/Administrator Certification

OVERALL MEASURES:

SOURCE: SC Department of Education

** Represents projections of improvement*

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AVERAGE BASELINE		2017-18	2018-19	2019-20	2020-21	2021-22
2%	Projected Data	20%*	40%*	60%*	80%*	100%*
	Actual Data					

ACTION PLAN FOR STRATEGY #1: Completion of required Certification for Read-to-Succeed					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
2.2.1 Monitor the attainment of required level of certification of staff members.	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Teachers	\$0.00	N/A	BEDS Report
2.2.2 Provide Professional Development Opportunities for Read-to-Succeed certification. <ul style="list-style-type: none"> • Workshops • Graduate courses • Conferences • On-line Distance Learning 	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Teachers	\$0.00	N/A	Completion of required endorsement Sign-in sheets Agendas Graduate Credit

SCHOOL RENEWAL PLAN FOR Oakland Primary School

DATE: February 28, 2017

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

PERFORMANCE GOAL: #3
 (Statement of desired progress or result over **five years**)

The number of discipline referrals that result in suspension or expulsion will decrease by 25% by 2022.

INTERIM PERFORMANCE GOAL: (One year goal)

The number of discipline referrals that result in suspension or expulsion will decrease by 5% in 2017-2018.

DATA SOURCES(S):
 (List types of data that will be collected or examined to measure progress.)

Crisis Management Emergency Plan, Model Safe Schools Checklist,

OVERALL MEASURES:

To add a row, go to the last box and press the tab button.

SOURCE:

AVERAGE BASELINE		2017-18	2018-19	2019-20	2020-21	2021-22
83 Referrals	Projected Data	79 Referrals*	72 Referrals*	68 Referrals*	65 Referrals*	62 Referrals*
	Actual Data					

* Represents projections of improvement

ACTION PLAN FOR STRATEGY #1: Provide facilities that support high quality developmentally appropriate early childhood and elementary classrooms both environmentally and instructionally.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.1.1 Utilize the Safe Schools Checklist as a tool to assess the school's safety strengths and weaknesses.	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Interventionists Teachers Staff	\$0.00	N/A	Checklists Maintenance Work orders
3.1.2 Provide professional development opportunities for faculty and staff to increase knowledge of cultural diversity for the prevention of discipline problems and aid in the de-escalation of problems that may occur. <ul style="list-style-type: none"> • Workshops • CPI training • Cultural Diversity training • Anti-Bullying training • MTSS training • Training for the successful mainstreaming of students 	July 2017- June 2022	Principal Assistant Principal Curriculum Coach Reading Coach Interventionists Teachers Staff	\$1,500.00	District Title-One	Agendas Handouts Lesson plans Classroom observations Discipline data

ACTION PLAN FOR STRATEGY #1: Provide facilities that support high quality developmentally appropriate early childhood and elementary classrooms both environmentally and instructionally.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.1.3 Analyze the results of the School Climate surveys and Title I surveys <ul style="list-style-type: none"> • Parent Survey • Teacher Survey • Student Survey 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Title I Parent Advisory Council (PAC)	\$0.00	N/A	Survey results
3.1.4 Use strategies to address identified need from the school climate surveys and Title I surveys.	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Title I Parent Advisory Committee (PAC)	\$0.00	N/A	Procedures implemented Training implemented Survey results

ACTION PLAN FOR STRATEGY #2: Implement a school-wide Character Development Program to develop appropriate social skills.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
<p>3.2.1 Use strategies to develop appropriate skills needed to be personally and socially responsible.</p> <ul style="list-style-type: none"> • School wide discipline plan • Behavior interventionist • Terrific Kid • MTSS • Just Say No club • Career fair • Classroom guidance • Deployment groups • Conflict resolution groups • Multicultural fair/assembly • Eagle Buck store • Citizenship awards • After-school Tutoring/Challenge programs • Attendance awards/incentives 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Parent Advisory Committee (PAC)	\$1,600.00	PTA	Lesson plans Classroom observations Discipline referrals

ACTION PLAN FOR STRATEGY #2: Implement a school-wide Character Development Program to develop appropriate social skills.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.2.2 Use incentive programs to reinforce students taking responsibility for their own personal and social behaviors in the school environment. <ul style="list-style-type: none"> • Readers are Leaders • Book-It • Bus behavior recognition • USC Gamecock reading • Postcards home • Eagle bucks 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Parent Advisory Committee (PAC)	\$1,000.00	District/PTA	Discipline referrals Observations Student recognition programs Awards Newsletters Purchase orders
3.2.3 Improve student attendance <ul style="list-style-type: none"> • Attendance Certificates • Recognition for students with perfect attendance (quarterly & yearly) • STAR Attendance Program • STAR Bucks 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Parent Advisory Committee (PAC)	\$1,000.00 \$1,000.00	School PTA	Purchase orders District attendance reports

ACTION PLAN FOR STRATEGY #2: Implement a school-wide Character Development Program to develop appropriate social skills.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.2.4 Improve teacher attendance <ul style="list-style-type: none"> • Annual recognition for perfect attendance • Quarterly recognition for perfect attendance • STAR attendance program • Jean passes and early release passes 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Parent Advisory Committee (PAC)	\$500.00	School/PTA	Purchase orders District attendance reports
3.2.5 Provide Service Learning and School-to-Work activities for students and staff. <ul style="list-style-type: none"> • Christmas Caroling • Cookies for Shaw • Math-A-Thon • Relay for Life • American Heart Walk • Shadow Day • Earth Day • Career Fair • Toys-for-Tots • Safe Routes to School • March of Dimes • Can Food Drives • Angel Tree • Field Trips 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff Parent Advisory Committee (PAC)	\$750.00	School	Fieldtrip requests Purchase orders Student involvement Staff involvement Portfolio of service learning

ACTION PLAN FOR STRATEGY #3: Implement a Home/School Communications Plan.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.3.1 Increase meaningful communication between the home and school. <ul style="list-style-type: none"> • Newsletters • Social Media • Website • SIC • PTA • Flyers • Parent/Teacher communication folders • Student compact • Edulink • Parent Portal • Parent involvement programs 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Parents Teachers Staff PTA Parent Advisory Council (PAC) Parent Facilitator	\$500.00	N/A	Newsletters Flyers Website usage Parent Facilitator logs Parent-Teacher communication logs

ACTION PLAN FOR STRATEGY #3: Implement a Home/School Communications Plan.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.3.2 Provide workshops for parents. <ul style="list-style-type: none"> • Parenting skills • What is a parent teacher conference • Healthy eating • Child find • ADHD – What parents need to know • Temper tantrums and the explosive child • Letting go • English Language Learner • Parent awareness • School orientation • Volunteer orientation • Technology in the school • Understanding R2S • Capstone • Readers are Leaders 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors Interventionists Teachers Parent Facilitator	\$0.00	N/A	Flyers Agendas Sign-In sheets Evaluation forms Portfolio of activities Capstone usage data

ACTION PLAN FOR STRATEGY #3: Implement a Home/School Communications Plan.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3.3.3 Provide Family Activities <ul style="list-style-type: none"> • Book fairs • Back to school bash • Chuck-E-Cheese Night • PTA Programs • Holiday family meals • Math/Reading/Science night • Donuts with dads • Muffins with moms • Fall festival • Marco’s Pizza Night • Christmas sing along • Character parade 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff PTA SIC Parent Advisory Committee (PAC)	\$2,000.00	Title One	Flyers Agendas Sign-In sheets Evaluation forms
3.3.4 Use Community Outreach programs <ul style="list-style-type: none"> • Collaboration with Shaw AFB • Day Care Visitation • SC Walk to School • Principal for a day • Teacher cadets • Shadow day • Partnerships with local universities and colleges • Parent Volunteer Recognition 	July 2017- June 2022	Principal Assistant Principal Curriculum Coaches Guidance Counselors SIC Committee Interventionists Teachers Staff\PTA SIC Parent Advisory Committee (PAC)	\$0.00	N/A	Brochures Flyers Parent evaluations Communications with day cares List of visitors