Fort Mill Elementary School Action Plan

Goal Area:	X Teaching and Learning	Continuous Improvment	Leadership and Communication	Safe, Supportive, Inviting Schools

Goal 1: Fort Mill Elementary teachers will utilize assessment data from multiple sources to monitor, analyze, and drive curriculum planning and instruction, as well as to influence professional growth through the use of Professional Learning Communities.

Strategy 1.1: Develop and implement pre/post assessments in English Language Arts and Math

Measurable Objective: By the spring of 2017, each grade level will create and use pre- and post-assessments for math and ELA units and communicate results at PLC meetings.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Teachers will create Long Range plans prior to the fall of every school year based off of South Carolina State Standards.	**2016**	on going	classroom teachers and specialists	$0	N/A	Electronic copy of Long Range Plans
Common benchmark assessments will be developed and implemented at the beginning of each nine weeks.	**2016**	ongoing	classroom teachers and specialists	$0	N/A	Electronic copy of assessments
Teachers will particiapte in PLC meetings to discuss results of Pre/post assessments and make curriculuar adjustments based on data.	**2016**	ongoing	classroom teachers and specialists	$0	N/A	Minutes of PLC meeting
Develop common literacy assessments for grades K-5.	**2016**	ongoing	classroom teachers, specialists and reading coach	$0	N/A	Electronic copy of assessments

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Goal 1: Fort Mill Elementary teachers will utilize assessment data from multiple sources to monitor, analyze, and drive curriculum planning and instruction, as well as to influence professional growth through the use of Professional Learning Communities.

Strategy 1.2: Develop a data notebook that can be used to disucss student growth and support the improvement of instructional practices.

Measurable Objective: By the fall of 2016, all grade level teachers will create and maintain a data notebook for the use of discussing student growth and supporting instructional practices

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Develop common forms for each grade level's data notebook.	**2016**	ongoing	classroom teachers and specialists	$500	school funds	Data notebooks
Teachers will collect,maintain and organize math, english language arts, and writing data quarterly.	**2016**	ongoing	classroom teachers and specialists	$0	N/A	Data notebooks
Quarterly data meetings will be held to discuss student data.	**2016**	ongoing	classrom teachers, specialists, and administration	$0	N/A	Minutes of quarterly data meetings
Grade levels will participate in annual vertical data meetings.	**2016**	ongoing	classrom teachers, specialists, and administration	$0	N/A	Minutes of quarterly data meetings

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Goal 1: Fort Mill Elementary teachers will utilize assessment data from multiple sources to monitor, analyze, and drive curriculum planning and instruction, as well as to influence professional growth through the use of Professional Learning Communities.

Strategy 1.3: Teachers will be provided with strategically planned Professional Development with a focus of working within PLCs.

Measurable Objective: To increase teacher effectiveness, administration will provide teacher mentor, co-teaching, and professional development opportunities for all staff members.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Teachers will conduct peer observations each semester.	**2015**	ongoing	classroom teachers	$0	N/A	Peer observation form
Teachers will particpate in co-teaching with the lead teacher and specialists.	**2015**	ongoing	classroom teachers, specialists, lead teacher, reading coach	$0	N/A	Coaching notes
Teachers new to the school or district will be provided with a mentor within the building.	**2015**	ongoing	classroom teachers, administration	$200	school funds	Mentor list
Teachers will be provided with the opportunity to lead professional developement based on their strengths/interests.	**2015**	ongoing	classroom teachers	$500	school funds	PD resources

Fort Mill Elementary School Action Plan

Goal Area:		Teaching and Learning	X	Continuous Improvment		Leadership and Communication		Safe, Supportive, Inviting Schools

Goal 2: Fort Mill Elementary will maintain a clearly defined comprehensive assessment system used to monitor student achievement and program effectiveness.

Strategy 2.1: Teachers will continue to utilize assesments in English Language Arts and Math.

Measurable Objective: 100% of teachers will use assessments in ELA and Math to inform instruction.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Teachers in grades 1-5 will administer a minimum of three Fountas and Pinnell reading assessments each year.	**2015**	Ongoing	classroom teacher	$0	N/A	Running record form, Fountas and Pinnell graphs
Kindergarten teachers will administer DRA 2 at least 3 times a year.	**2015**	ongoing	classroom teacher	$0	N/A	DRA form
MAP testing will be administered to students in grades K-5 at least twice a year.	**2015**	ongoing	classroom teacher	$0	N/A	MAP schedule
Teachers will encourage student goal setting based on individual needs.	**2016**	ongoing	classroom teacher	$0	N/A	Goal setting sheets

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Goal Area:	Teaching and Learning	X Continuous Improvment	Leadership and Communication	Safe, Supportive, Inviting Schools

Goal 2 Fort Mill Elementary will maintain a clearly defined comprehensive assessment system used to monitor student achievement and program effectiveness.

Strategy 2.2: Teachers will continue to utilize assesments in English Language Arts and Math.

Measurable Objective: Grade level means will consistently increase to meet or exceed expectations on standardized tests.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Analyze Fall MAP data to differentiate instruction	**2016**	ongoing	classroom teachers, leadership team	$0	N/A	MAP data report
Utilize math specialist for extra instruction for struggling students, as well as instructional ideas	**2016**	ongoing	classroom teachers	$0	N/A	Math Specialist Schedule
Utilize computer programs to practice and improve math fluency and problem solving skills	**2016**	ongoing	classroom teachers	$6,000	school budget	program reports

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Goal Area:		Teaching and Learning	X	Continuous Improvment	Leadership and Communication	Safe, Supportive, Inviting Schools

Goal 2: Fort Mill Elementary will maintain a clearly defined comprehensive assessment system used to monitor student achievement and program effectiveness.

Strategy 2.3: Teachers will use student test data to monitor achievment in order to differentiate instruction, implement best practices and deterimine program effectiveness.

Measurable Objective: Grade level mean scores will consistently increase to meet or exceed expectations on standardized tests.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Teachers will differentiate instruction, so that each spring on math MAP 90% or more of the students in grades K-5 will score within or above the mean range accounting for standard deviation.	**2016**	ongoing	classroom teachers, math and reading specialists	$0	N/A	Test score reports
Utilize math manipulatives to provide hands on intruction while teaching math standards.	**2016**	ongoing	classroom teacher, math specialist	$500	school budget	math lab manipulatives
Teachers will differentiate instruction, so that each spring 85% of students in grades 4 and 5 will achieve levels met or above on SC PASS science tests.	**2016**	ongoing	classroom teachers, math and reading specialists	$0	N/A	Test score reports
Utilize science kits to provide hands on instruction while teaching state science standards.	**2016**	ongoing	clasroom teachers, Lead Teacher	$3,500	Science refurbishment funds	Science Kits
Teachers will differentiate instruction, so that each spring 92% of students in grades 4 and 5 will achieve levels met or above on SC PASS social studies tests.	**2016**	ongoing	classroom teachers, math and reading specialists	$0	N/A	Test score reports
After the implementation of the new state testing in ELA and math, the Leadership team will gather baseline data to set appropriate goals for student passing rate.	**2016**	ongoing	classroom teachers, math and reading specialists	$0	N/A	Test score reports

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Goal Area:		Teaching and Learning	X	Continuous Improvment		Leadership and Communication		Safe, Supportive, Inviting Schools

Goal 2: Fort Mill Elementary will maintain a clearly defined comprehensive assessment system used to monitor student achievement and program effectiveness.

Strategy 2.4: School personnel will implement and evaluate student improvement for student growth, program effectiveness, and school improvement.

Measurable Objective 1: At the beginning of each school year, standardized testing data will be analyzed by grade level teams, leadership team, and special education teachers.

Measurable Objective 2: Once a quarter, interventionists will reevaluate data to adjust groups based on student needs.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Grade level and Leadership teams will meet within the first four weeks of school to dissagregate data from previous year's testing.	**2016**	ongoing	classroom teachers, reading and math specialists, Lead Teacher, administration	$1000 for substitutes	school budget	Meeting minutes and results of disaggregated data
Special Education teachers, along with the Leadership team, will analyze all standardized testing data for trends.	**2016**	ongoing	special education teachers, leadership team	$120 for substitutes	school budget	Meeting minutes and results of disaggregated data
Leadership team will actively monitor sub group data for all standardized tests on an annual basis.	**2016**	ongoing	leadership team	$0	N/A	Meeting minutes and results of disaggregated data
Specialist will be utilized to provide additional instructional opportunities for students who are not currently meeting grade level standards.	**2016**	ongoing	math specialist, reading specialist, Reading Recovery Teachers, Lead Teacher	$0	N/A	Lists of students served, small group instruction plans, anecdotal notes

Fort Mill Elementary School Action Plan

Goal Area:		Teaching and Learning		Continuous Improvemen	X	Leadership and Communication		Safe, Supportive, Inviting Schools

Goal 3: Fort Mill Elementary commits to a culture of continous improvement based on shared values and beliefs while fostering high expectations for student learning.

Strategy 3.1: Fort Mill Elementary will develop a systematic process for evaluating and communicating the school's purpose and direction.

Measurable Objective: Increase survey data scores in the area of learning environment by a minimum of one percentage point in each stakeholder group.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Review and analyze the current mission, vision and beliefs with faculty and School Improvement Council.	**2015**	2020	Principal	$0	N/A	Updated mission, vision, beliefs on all school literature.
Develop a process for establishing a PLC model in each grade level.	**2016**	2020	Leadership Team	$0	N/A	Professional development for teachers
Implement PLC model in each grade level	**2016**	2020	All staff	$0	N/A	Professional development for teachers, Grade Level PLC meetings
Create and disseminate a school survey focusing on learning environment, social and physical environment, and school-home relations	**2016**	2020	Leadership Team	$0	N/A	Electronic copy of survey
Analyze school survey data for targeting areas of improvement	**2016**	2020	Leadership Team	$0	N/A	Survey data
Collaborate with the School Improvement Council to monitor the School Improvement Plan	**2016**	2020	Leadership Team, School Improvement Council	$0	N/A	Meeting minutes

Fort Mill Elementary School Action Plan

Goal Area:		Teaching and Learning		Continuous Improvemen	X	Leadership and Communication		Safe, Supportive, Inviting Schools

Goal 3: Fort Mill Elementary commits to a culture of continous improvement based on shared values and beliefs while fostering high expectations for student learning.

Strategy 3.2: School level stakeholders will plan and facilitate effective communication opportunities among PLC groups.

Measurable Objective: 100% of certified staff will consistently and actively participate in various, relevant group meetings.

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Content related committees will be formed and meetings will be held once a month based on needs.	**2016**	ongoing	math and reading committee	$0	N/A	Meeting minutes
Special Services will participate in PLC meetings once a quarter.	**2016**	ongoing	special services teachers	$0	N/A	Meeting minutes
Special services will meet with grade level teams once a quarter to discuss student data/needs.	**2016**	ongoing	special services teachers and classroom teachers	$0	N/A	Meeting minutes
Student Support Team meetings will continue to be held bi-weekly.	**2015**	ongoing	administrtion, specialists, school psychologist	$0	N/A	Meeting minutes, Student Support Team schedule
Grade levels will meet at least twice a week to focus on data and instructional planning.	**2016**	ongoing	classroom teachers	$0	N/A	Meeting minutes
Grade levels will meet with specialists once a month for professional development and instructional planning.	**2015**	ongoing	classroom teachers, reading and math specialists	$0	N/A	Meeting minutes
Team leaders will meet bi-monthly to discuss grade level needs.	**2016**	ongoing	team leaders, leadership team	$0	N/A	meeting minutes and results of disagregated data

Goal Area:		Teaching and Learning		Continuous Improvment		Leadership and Communication	X	Safe, Supportive, Inviting Schools
Goal 4:	Fort Mill Elementary maintains appropriate resources and services to support the purpose and direction of the school.							
Strategy 4.1:	Student learning opportunities will be supported by sufficient resources to ensure the purpose and direction of Fort Mill Elementary.							
Measurable Objective 1:	100% of teachers will have the opportunity to provide input for the yearly budget.							
Measurable Objective 2:	Adminstration will ensure that 100% of teachers will have a two hour ELA and one hour Math block for each grade on the master schedule.							
Measurable Objective 3:	Resources will be evaluated, inventoried, and updated yearly.							

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Teachers will be given opportunities to provide input in the annual budget process.	**2016**	ongoing	teachers, administration	$0	N/A	Proposed budget
All grades will schedule a protected two hour ELA block and one hour math block.	**2016**	ongoing	classroom teachers	$0	N/A	Classroom schedules
Media center catalog will be updated on a yearly basis to include current text and online resources.	**2016**	ongoing	media specialist	TBD	school budget	Receipt of purchases
Specialists will evaluate math manipulatives and leveled book room for high quality resources.	**2016**	ongoing	reading and math specialist, lead teacher	TBD	school budget	Receipt of purchases

Goal Area:		Teaching and Learning		Continuous Improvment		Leadership and Communication	X	Safe, Supportive, Inviting Schools	
Goal 4:	Fort Mill Elementary maintains appropriate resources and services to support the purpose and direction of the school.								
Strategy 4.2:	The school engages in a systematic process to maintain facilities and services that provide a safe and healthy environment for all students and staff.								
Measurable Objective:	School safety procedures and needs, including playground equipment, will be monitored yearly.								
Action Steps	**Start Date**	**End Date**	**Person Responsible**	**Estimated Cost**	**Funding Source**	**Indicators of Implementation**			
Lockdown drills will be conducted twice a year, fire drills will be conducted monthly, tornado drills will be conducted yearly	**2016**	ongoing	classroom teachers, administration	$0	N/A	Drill logs			
Safe School Training videos will be completed by all staff members each year.	**2015**	ongoing	classroom teachers	$0	N/A	Log of completed requirements			
Playground equipment will be assessed on a yearly basis for updates as needed.	**2015**	ongoing	PTO	TBD	school district budget, PTO funds, school general budget	Receipt of purchases			
School Safety committee will meet twice annually to develop and implement school safety plan.	**2016**	ongoing	school safety committee	$0	N/A	School safety plan			

Goal Area:		Teaching and Learning		Continuous Improvment		Leadership and Communication	X	Safe, Supportive, Inviting Schools
Goal 4:	Fort Mill Elementary maintains appropriate resources and services to support the purpose and direction of the school.							
Strategy 4.3:	Fort Mill Elementary will coordinate and provide effective services for student support, with a focus on counseling, assessment, and educational needs.							
Measurable Objective 1:	100% of faculty and staff will participate in "No Place for Hate" and "One Child at a Time" mentoring program.							
Measurable Objective 2:	All students will be provided the opportunity to be referred to and receive counseling services.							

Action Steps	Start Date	End Date	Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation
Students and faculty will continue to abide by "No Place for Hate" guidelines to maintain eligibility.	**2016**	ongoing	faculty and staff	$0	N/A	Certificate of participation
Staff will continue to support student success through participation in "One Child at a Time" mentoring program.	**2016**	ongoing	faculty and staff	$0	N/A	List of mentors and participants
Students will be referred for additional services with the guidance counselor through a formalized guidance referral process.	**2016**	ongoing	guidance counselor, classroom teachers	$0	N/A	Guidance referral forms