

Year 1 – 2011-12
Update for Year 2 – 2012-13
Update for Year 3 – 2013-14
Update for Year 4 – 2014-15
Plan for Year 5 – 2015-16

Saluda County School District Strategic Plan

Developed 2010-11

For School Years:

2010-11 Planning Year

2011-12 Year 1 Implementation (Reviewed/updated 1-13-2012)

2012-13 Year 2 Implementation (Reviewed/updated 1-18-2013)

2013-14 Year 3 Implementation (Reviewed/updated 1-24-2014)

2014-15 Year 4 Implementation (Reviewed/updated 2-6-2015)

2015-16 Year 5 Implementation (Review/Update 1/13/2016)

**and year to revise/develop new
plan, as needed**

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 1

By 2016-17, 100% of students in 5K will score at or above K level in reading, as assessed by the Observation Survey.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students in 5K will score at or above a Text Level 3 in reading, as assessed by the Observation Survey.

DATA SOURCE(S):

Kindergarten assessment data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 75%	Planning Year **	Year 1 80%*	Year 2 86%*	Year 3 90%*	Year 4 95%*	Year 5 100%*
	82.8%***	85.15%***	83.5%***	80%***	65.5%***	

*Represents projections of improvement
 ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.
 ***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1 Support effective early childhood reading instruction.					
1.1.a District representative will attend state level meetings concerning Common Core Standards and will disseminate all information obtained from the state level to all schools.	June 2012- Aug. 2016	Director of Curriculum and Instruction	\$1000 Travel cost	Teacher Quality	
1.1.b Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.)	Aug. 2012- June 2017	Director of Technology	\$20,000	K5 and 6-8 Enhancement Funds	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.c Continue to provide training to all teachers and implement/expand Balanced Literacy and Write From The Beginning Programs.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
1.1.d Expand to serve the most at-risk 4-year old students for 4K programs in order to promote early literacy and school readiness.	Aug. 2012- June 2017	Director of Curriculum and Instruction	Additional teacher at SPS & HES \$100,000	General Fund	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.e Expand the ESOL program to accommodate the needs of the growing and changing ESOL population.	Aug. 2012- June 2017	Director of Curriculum and Instruction	Additional teacher at SPS \$50,000	General Fund	
1.1.f Form a district committee to research and study the changes in demographics and compile district data. Utilize data to meet the educational needs of all students.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.g Revise district 5K reading assessment.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		Use Observation Survey
1.1.h Provide Spanish 101 classes to all Kindergarten students.	Aug. 2012- June 2017	Director of Curriculum and Instruction			

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.i Utilize the language of Common Core Reading Standards during instruction by teachers and students to express ELA ideas precisely.	Aug. 2012- June 2016	Principals	\$0		
1.1.j Analyze reading data, share instructional strategies and collaborate with Professional Learning Communities.	Aug. 2012- June 2017	Principals	\$0		
1.1.k Teachers will be trained to utilize Data Walls/Data Notebooks to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
1.1.l Designate an area for PLCs to discuss student achievement data.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 2

By 2016-17, 100% of students in 5K will score at or above K level in math, as assessed by the District Math Assessment.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students in 5K will score at or above K level in math, as assessed by the District Math Assessment (Mastery is 80% out of 33 possible points).

DATA SOURCE(S):

Kindergarten assessment data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 75%	Planning Year **	Year 1 80%*	Year 2 85%*	Year 3 90%*	Year 4 95%*	Year 5 100%*
	90.6%***	80.8%***	81%***	70%***	58%***	

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 *** Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1 Support effective early childhood math instruction.					
2.1.a Provide teachers, support staff, and administrators with Professional Development opportunities in Common Core Standards in math.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$2000	K-5 and 6-8 Enhancement Funds	
2.1.b District representative will attend state level meetings concerning Common Core Standards and will disseminate all information obtained from the state level at all schools.	Aug. 2012- June 2016	Director of Curriculum and Instruction	Travel cost \$1000	Teacher Quality	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1.c Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology		K5 and 6-8 Enhancement Funds	
2.1.d Continue to provide training to all teachers and implement Math Instructional Strategies (ie. Problem Solving Based Instruction, Balanced Math, etc.).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1.e. Expand to serve the most at-risk 4-year old students for 4K programs in order to promote early math skills and school readiness.	Aug. 2012- June 2017	Director of Curriculum and Instruction	Additional teacher at SPS & HES \$100,000	General Fund	
2.1.f Form District committee to research and study the changes in demographics and compile district data. Utilize data to meet the educational needs of all students.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1.g Utilize the language of Common Core Math Standards during instruction by teachers and students to express mathematically ideas precisely.	Aug. 2012- June 2016	Principals	\$0		
2.1.h Analyze math data, share instructional strategies and collaborate within professional learning communities.	Aug. 2012- June 2017	Principals	\$0		
2.1.i Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
2.1.j Designate an area and construct Data Walls in Math	Aug. 2011- June 2017	Principals	\$0		Notebooks @ SPS and HES

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DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 3

By 2016-17, 100% of students in 1st grade will score at or above 172 in reading as assessed by MAP.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students in 1st grade will score at or above 172 in reading, as assessed by MAP.

DATA SOURCE(S):

MAP data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 70%	Planning Year ** 69.45%***	Year 1 80%/164* 73.76%***	Year 2 85%/172* 53.5%***	Year 3 90%* 60%***	Year 4 95%* 62.5%***	Year 5 100%*

*Represents projections of improvement

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***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1 Implement effective instructional practices, programs, and assessment strategies in Reading for first grade.					
3.1.a. Provide teachers, support staff, and administrators with Professional Development opportunities in Common Core Standards in Reading. District representative will attend state meetings concerning the Common Core Standards and disseminate all information obtained from the state level to all schools.	Aug. 2012- June 2016	Director of Curriculum and Instruction	Travel cost \$1000	Teacher Quality	
3.1.b. Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1.c. Continue to provide training to all teachers and implement/expand the Balanced Literacy and Write From The Beginning Programs.	Aug. 2012- June 2017	Director of Curriculum and Instruction			
3.1.d. Expand the ESOL program to accommodate the needs of the growing and changing ESOL population.	Aug. 2012- June 2017	Director of Curriculum and Instruction	Additional teacher at SPS & HES (\$100,000)	General Funds	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1.e Develop, refine, and administer common assessments based on Common Core Reading Standards.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
3.1.f. Revise and update district timelines aligned to Common Core Standards.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
3.1.g. Provide learning opportunities that incorporate higher order thinking skills of reading in each content area in first grade.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1.h. Utilize the language of Common Core Reading Standards during instruction by teachers and students to express ELA ideas.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
3.1.i. Analyze reading data, share instructional strategies, and collaborate within Professional Learning Communities.	Aug. 2012- June 2017	Principals	\$0		
3.1.j Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
3.1.k Designate an area and construct Data Walls in ELA.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 4

By 2016-17, 100% of students in 1st grade will score at or above 177 in math, as assessed by MAP.

INTERIM PERFORMANCE GOAL:

By 2016-17, 100% of students in 1st grade will score at or above 177 in math, as assessed by MAP.

DATA SOURCE(S):

MAP data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 75%	Planning Year ** 64.8%***	Year 1 80%/170* 57.94%***	Year 2 85%/177* 51%***	Year 3 90%* 63%***	Year 4 95%* 62.5%***	Year 5 100%*

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

*** Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1 Implement effective instructional practices, programs, and assessment strategies in math for first grade.					
4.1.a Provide teachers, support staff, and administrators with Professional Development opportunities in Common Core Standards in math. District representative will attend state meetings concerning the Common Core Standards and disseminate all information obtained from the state level to all schools.	Aug. 2012- June 2016	Director of Curriculum and Instruction	Travel cost \$1000	Teacher Quality	
4.1.b Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1.c Continue to provide training to all teachers and implement math instructional strategies (i.e. Problem Solving Based Instruction, Balanced Math, etc.).	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
4.1.d Form a district committee to research and study the changes in demographics and compile district data. Utilize data to meet the educational needs of all students.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est.</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1.e Utilize the language of Common Core Math Standards during instruction by teachers and students to express mathematical ideas precisely.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		
4.1.f Analyze math data, share instructional strategies and collaborate within Professional Learning Communities.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
4.1.g Provide learning opportunities that incorporate higher order thinking skills in math in first grade.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
4.1.h Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
4.1.i Designate an area and construct Data Walls in Math.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 5

By 2016-17, 100% of students in 2nd grade will score at or above 190 in reading, as assessed by MAP.

INTERIM PERFORMANCE GOAL:

By 2016-17, 100% of students in 2nd grade will score at or above 190 in reading, as assessed by MAP.

DATA SOURCE(S):

MAP data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 25%/181	Planning Year ** 42.6%***	Year 1 50%/186* 54.66***	Year 2 63%/190* 43.5%***	Year 3 75%* 38.5%***	Year 4 87%* 39%***	Year 5 100%*

*Represents projections of improvement
 ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.
 ***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
5.1 Implement effective instructional practices, programs, and assessment strategies in reading for second grade.					
5.1.a Provide teachers, support staff, and administrators with Professional Development opportunities in Common Core Standards in reading. District representative will attend state meetings concerning the Common Core Standards and disseminate all information obtained from the state level to all schools.	Aug. 2012- June 2016	Director of Curriculum and Instruction	Travel cost \$1000	Teacher Quality	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
5.1.b Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology	\$0		
5.1.c Continue to provide training to all teachers and implement/expand the Balanced Literacy and Write From The Beginning Programs.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
5.1.d Revise and update district timelines aligned to Common Core Standards.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
5.1.e Provide learning opportunities that incorporate higher order thinking skills of reading in each content area in second grade.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
5.1.f Utilize the language of Common Core Reading Standards during instruction by teachers and students to express ELA ideas.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
5.1.g Analyze reading data, share instructional strategies, and collaborate with Professional Learning Communities.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
5.1.h. Emphasize a structured approach to lesson planning, assessment planning, and observational feedback (i.e. using state support resources).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
5.1.i Concentrate on minimizing instructional gaps in curriculum/achievement as well as in subgroup achievement (i.e., ESOL, African American students, special education students, etc.) through differentiated instruction.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		<ul style="list-style-type: none"> •CC vertical meeting •K, 2, 5 •9th Grade Academy •Curriculum Nights
5.1.j Implement support strategies for students to improve achievement, concentrating on transitional years (i.e. 2nd to 3rd grade, 5th to 6th grade, and 8th to 9th grade).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
5.1.k Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
5.1.l Designate an area and construct Data Walls in ELA.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 6

By 2016-17, 100% of students in 2nd grade will score at or above 191 in math, as assessed by MAP.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students in 2nd grade will score at or above 191 in math, as assessed by MAP.

DATA SOURCE(S):

MAP data and Teacher observations

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 38.8%/186	Planning Year **	Year 1 60%/187*	Year 2 70%/191*	Year 3 80%*	Year 4 90%*	Year 5 100%*
	54.3%***	64.9%***	33%***	44%***	47%***	

*Represents projections of improvement

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***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1 Implement effective instructional practices, programs, and assessment strategies in math for second grade.					
6.1.a. Provide teachers, support staff, and administrators with Professional Development opportunities in Common Core Standards in Math. District representative will attend state meetings concerning the Common Core Standards and disseminate all information obtained from the state level to all schools.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$1000	General Funds	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1.b Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology	\$0		
6.1.c Continue to provide training to all teachers and implement math instructional strategies (i.e. Problem Solving Based Instruction, Balanced Math, etc.).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1.d Revise and update district timelines aligned to Common Core Standards.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
6.1.e Provide learning opportunities that incorporate higher order thinking skills of math in each content area in second grade.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1.f Utilize the language of Common Core Math Standards during instruction by teachers and students to express mathematical ideas.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		
6.1.g Analyze math data, share instructional strategies, and collaborate with Professional Learning Communities.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1.h Emphasize a structured approach to lesson planning, assessment planning, and observational feedback (i.e. using state support resources).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
6.1.i Implement support strategies for students to improve achievement, concentrating on transitional years (i.e. 2nd to 3rd grade, 5th to 6th grade, and 8th to 9th grade).	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
6.1.j Concentrate on minimizing instructional gaps in curriculum/achievement as well as in subgroup achievement (i.e., ESOL, African American students, special education students, etc.) through differentiated instruction.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
6.1.k Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
6.1.l Designate an area and construct Data Walls in Math.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 7

By May 2017, 100% of students in grades 3-8 will score met or exemplary in math as measured by (PASS*) **State math assessment.**

INTERIM PERFORMANCE GOAL:

Meet targets below.

DATA SOURCE(S):

MAP data, Teacher observations, State Assessment data
ACT Aspire (effective 2014-15) **SC READY (2015-16)**

OVERALL MEASURES:

Note: State discontinued PASS for Math, effective at end of 2013-14 school year.

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 71.5%	Planning Year ** 77.2%***	Year 1 80%* 77.90%***	Year 2 86%* 75.5%***	Year 3 92%* 73.5%***	Year 4 96%*	Year 5 100%*

*Represents projections of improvement
** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.
***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
7.1 We will employ research-based instructional practices that provide challenging standards-based curriculum.					
7.1.a Demonstrate an understanding of the SC Math Standards/Common Core Standards and address the standards in grades 3-8 through effective instructional strategies.	Aug. 2012- June 2016	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
7.1.b Utilize MAP scores and Des Cartes manuals to differentiate instruction to meet the needs of diverse student learning and minimize instructional gaps among sub-groups.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
7.1.c Analyze data, share instructional strategies, and collaborate vertically with math departments with Professional Learning Communities.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
7.1.d. Utilize standards-based language of math to express mathematical ideas precisely.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
7.1.e Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	Aug. 2012- June 2017	Director of Technology	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
7.1.f Provide learning opportunities that incorporate higher order thinking skills of math in each content area.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
7.1.g Revise and update district timelines aligned to Common Core Standard.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		
7.1.h Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
7.1.i Designate an area and construct Data Walls in Math.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 8

By May 2017, 100% of students in grades 3-8 will score met or exemplary in ELA as measured by (PASS*) **State ELA assessment.**

INTERIM PERFORMANCE GOAL:

Meet targets below.

DATA SOURCE(S):

MAP data and Teacher observations
ACT Aspire (effective 2014-15) **SC READY (2015-16)**

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 73.5%	Planning Year ** 72.4%***	Year 1 80%* 73.50%***	Year 2 86%* 76.6%***	Year 3 92%* 71.2%***	Year 4 96%*	Year 5 100%*

Note: State discontinued PASS for ELA, effective at end of 2013-14 school year.

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
8.1 We will employ research-based instructional practices that provide challenging standards-based curriculum.					
8.1.a Demonstrate an understanding of the SC ELA Standards/Common Core Standards and address the standards in grades 3-8 through effective instructional strategies.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		
8.1.b Utilize MAP scores and Des Cartes manuals to differentiate instruction to meet the needs of diverse student learning and minimize instructional gaps among sub-groups.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
8.1.c Analyze data, share instructional strategies, and collaborate vertically with ELA Professional Learning Communities.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
8.1.d Utilize standards-based language of ELA to express reading ideas precisely.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
8.1.e Continue and expand utilization of technology to impact student achievement and engagement (i.e. Waterford, Smart Board, Study Island, etc.).	June 2012- July 2017	Director of Technology	\$0		
8.1.f Provide learning opportunities that incorporate higher order thinking skills of ELA in each content area in grades 3-8.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
8.1.g. Revise and update district timelines aligned to Common Core Standards.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		
8.1.h. Continue to provide training to all teachers and implement/expand the Balanced Literacy and Write From The Beginning/Future Programs.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
8.1.i Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
8.1.j Designate an area and construct Data Walls in ELA.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 9

By 2016-17, 100% of students will pass both subtests of HSAP* on their first attempt.

*HSAP was discontinued by the state.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students will pass both subtests of HSAP on their first attempt.

*HSAP was discontinued by the state.

DATA SOURCE(S):

MAP data, Teacher observations, State Assessment data

OVERALL MEASURES:

NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.

Average Baseline	2010-11	2011-12	2012-13	2013-14*	2014-15	2015-16
2009-10 81%	Planning Year ** 85.6%***	Year 1 86%* 93.4%***	Year 2 94%* 95.4%***	Year 3 95%* 94.9%***	Year 4 97%* HSAP discontinued	Year 5 100%* HSAP discontinued

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
9.1 Implement effective instructional practices, programs, and assessment strategies in high school grades.					
9.1.a Identify low achievers and subgroups demonstrating lack of proficiency on HSAP diagnostic assessments within the designated math and English courses.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.
9.1.b Utilize power period/academy time to implement support strategies for students to improve achievement on both subsets of HSAP.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.
9.1.b.1 Utilize academic support to improve achievement on subsets of HSAP (e.g.: instructional coaches, prep courses, after-school tutoring, summer school sessions, etc.)					NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
9.1.c Emphasize a structured approach to lesson planning, assessment planning, and observational feedback.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.
9.1.d Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2016	Principals	\$0		NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.
9.1.e Designate an area and construct Data Walls for HSAP.	Aug. 2011- June 2016	Principals	\$0		NOTE: *Final administration of HSAP was Spring 2014. Discontinued statewide for 2014-15.
					47

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 10

By 2016-17, 100% of students will pass Algebra I EOC.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students will pass Algebra I EOC.

DATA SOURCE(S):

MAP data, Teacher observations, State Assessment data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 86%	Planning Year **	Year 1 90%*	Year 2 93%*	Year 3 96%*	Year 4 98%*	Year 5 100%*
	78.2%***	76.4%***	79.9%***	81.1%***	87.2%***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est.</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
10.1 Implement effective instructional practices, programs, and assessment strategies in high school grades.					
10.1.a. Identify low achievers and subgroups demonstrating lack of proficiency on Algebra diagnostic assessments within the designated math courses.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
10.1.a. ¹ Identify students every 3 rd and 8 th week who are not achieving academically and provide intervention (e.g.: Tiger Club, Virtual School, SCORE, context reading, Credit Recovery, and other support services).	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
10.1.b. Utilize power period/academy time to implement support strategies for students to improve achievement on the Algebra I EOC.	June 2012- July 2016	Director of Curriculum and Instruction	\$0		Discontinued in 2011-12
10.1.c. Emphasize a structured approach to lesson planning, assessment planning, and observational feedback.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
10.1.d Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
10.1.e Designate an area and construct Data Walls for Algebra I.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 11

By 2016-17, 100% of students will pass English I EOC.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students will pass English I EOC.

DATA SOURCE(S):

MAP data, Teacher observations, State Assessment data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 62%	Planning Year **	Year 1 77%*	Year 2 88%*	Year 3 93%*	Year 4 98%*	Year 5 100%*
	63.9%***	60.9%***	76.8%***	78.4%***	76.8%***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Est. Cost</u>	<u>Funding Source</u>	<u>Monitor Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
11.1 Implement effective instructional practices, programs, and assessment strategies in high school grades.					
11.1.a Identify low achievers and subgroups demonstrating lack of proficiency on English I diagnostic assessments within the designated English courses.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
11.1.a. ¹ Identify students every 3 rd and 8 th week who are not achieving academically and provide intervention (e.g.: Tiger Club, Virtual School, SCORE, context reading, Credit Recovery, and other support services).	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
11.1.b Utilize power period/academy time/double blocked English courses to implement support strategies for students to improve achievement on the English I EOC.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
11.1.c Emphasize a structured approach to lesson planning, assessment planning, and observational feedback.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
11.1.d Expand the English department to include an English prep teacher to serve identified students needing additional support to increase achievement on English I EOC.	June 2012- July 2017	Director of Curriculum and Instruction	\$50,000	General Fund	
11.1.e Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
11.1.f Designate an area and construct Data Walls in ELA.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 12

By 2016-17, the average SAT score will be 1500.

INTERIM PERFORMANCE GOAL:

By 2016-17, the average SAT score will be 1500.

DATA SOURCE(S):

SAT Assessment data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 1372	Planning Year **	Year 1 1398*	Year 2 1424*	Year 3 1450*	Year 4 1476*	Year 5 1500*
	1289***	1321***	1260***	1359***	1415***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual score

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
12.1 Implement best practices designed to better prepare and support students in increasing SAT scores.					
12.1.a Continue SAT improvement efforts through state and local initiatives (e.g.: provide additional training for teachers to improve SAT prep instruction, provide SAT classes, SAT on-line, virtual school , student workshops, etc.).	June 2012- July 2017	Director of Curriculum and Instruction	2 teachers (1 Math & 1 ELA) (\$4000)	Professional Development Funds	
12.2.b Provide courses to facilitate improvement and success in all forms of high school testing.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
12.1.c Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
12.1.d Designate an area and construct Data Walls for SAT.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 13

By 2016-17, the ACT composite score will be at least 27.

INTERIM PERFORMANCE GOAL:

By 2016-17, the ACT composite score will be at least 27.

DATA SOURCE(S):

ACT testing data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 17	Planning Year **	Year 1 20*	Year 2 23*	Year 3 25*	Year 4 26*	Year 5 27*
	18.4***	18.5***	18.5***	19.2***	17.1***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual score

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
13.1 Implement best practices designed to better prepare and support students in increasing ACT scores.					
13.1.a Continue ACT improvement efforts through state and local initiatives (eg. providing additional training for teachers to improve ACT prep instruction).	Aug. 2012- June 2017	Director of Curriculum and Instruction	2 teachers (1 Math & 1ELA) (\$4000)	Professional Development Funds	
13.1.b Provide courses to facilitate improvement and success in all forms of high school testing.	Aug. 2012- June 2017	Director of Curriculum and Instruction	\$0		
13.1.c Teachers will be trained to utilize Data Walls to improve student achievement.	Aug. 2011- June 2017	Principals	\$0		
13.1.d Designate an area and construct Data Walls for ACT.	Aug. 2011- June 2017	Principals	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 14

By 2016-17, 100% of students will graduate.

INTERIM PERFORMANCE GOAL:

By 2016-17, at least 100% of students will graduate.

DATA SOURCE(S):

School data and State Report Card data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 76%	Planning Year **	Year 1 81%*	Year 2 86%*	Year 3 91%*	Year 4 96%*	Year 5 100%*
	77.7%***	81.4%***	80%***	85%***	81.8%***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
14.1 Implement best practices designed to support and accelerate struggling middle and high school students.					
14.1.a Continue providing opportunities for middle school students to earn high school credit.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
14.1.b Provide instructional intervention opportunities before and after school and in the summer.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
14.1.c Continue to provide the opportunity for identified students to receive online credit recovery.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
14.1.d Continue to expand and update virtual course offerings in the curriculum.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
14.1.e Identify low achievers and subgroups demonstrating lack of proficiency on Algebra diagnostic assessments within the designated math courses.	June 2012- July 2017	Director of Curriculum and Instruction	\$0		
14.1.f Identify students every 3 rd and 8 th week who are not achieving academically and provide intervention (e.g.: Tiger Club, Virtual School, SCORE, context reading, Credit Recovery, and other support services).	June 2012- July 2017	Director of Curriculum and Instruction	\$0		

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: June 28, 2013



Performance Goal Area:

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

District Priority



Original date plan was developed – included in District Strategic Plan beginning in 2014-15 school year.

PERFORMANCE GOAL: 15

GIFTED and TALENTED PROGRAM

The percentage of our students in Grades 3-8 who score Exemplary in ELA as measured by the (PASS*) **State ELA assessment** will increase from 89% in 2012 to 94% by May 2017.

The percentage of our students in Grades 3-8 who scored Exemplary in Writing as measured by the (PASS*) **State ELA assessment** will increase from 95% in 2012 on PASS to 100% by 2017.

The percentage of our students in Grades 3-8 who scored Exemplary in Math as measured by the (PASS*) **State math assessment** will increase from 85% in 2012 on PASS to 90% by 2017.

The percentage of our students in Grades 6-8 who score Exemplary in Science as measured by the PASS will increase from 69% in 2012 to 80% by May 2017.

The percentage of our students in Grades 6-8 who scored Exemplary in Social Studies as measured by the PASS will increase from 75% in 2012 on PASS to 92% by 2017.

INTERIM PERFORMANCE GOAL:

Data will be examined each year to evaluate the progress toward increasing the percentage of students in the Gifted Program.

DATA SOURCE(S):

	Baseline 2012 Actual	2013 Target*	2014 Target*	2015 Target*	2016 Target*	2017 Target*
ELA	89%	90%* 88.17%***	91%* 90.45%***	92%*	93%*	94%*
Writing	95%	96%* 87.24%**	97%* 97.00%***	98%*	99%*	100%*
Math	85%	86%* 83.87%***	87%* 91.33%***	88%*	89%*	90%*
Science	69%	71%* 70.97%***	73%* 78.1%***	75%*	77%*	80%*
SS	75%	77%* 86.67%***	88%* 87.55%***	89%*	91%*	92%*

OVERALL MEASURES:

*State discontinued PASS for Math and ELA, effective at end of 2013-14 school year.

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, District Strategic Plan implementation began in 2011-12.

***Actual percentage

GIFTED and TALENTED PROGRAM
STRATEGY:

15.1 Develop a district-wide, rigorous, challenging academic curriculum differentiated for gifted students.

Activity	Timeline	Entity/Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation	Monitor Yes/No Continue Modified/Date
15.1.a Collect data for identified GT students. Analyze and review scores to measure effectiveness.	2013-2014 School Year	Director of Curriculum & Instruction	N/A	N/A	State standardized tests	
15.1.b Collect curricular and scope & sequence information from GT teachers	2013-2014 School Year	Principal	N/A	N/A	Long range plans & Weekly lesson plans Unit plans	
15.1.c Explore curriculum options and seek funding sources	2013-2014 School Year	Director of Curriculum & Instruction, Finance Coordinator	\$3000	General Fund	Requisitions, purchase orders	
15.1.d Explore GT curriculum focused on science & social studies standards	2013-2014 School Year	Director of Curriculum & Instruction	N/A	N/A		

GIFTED and TALENTED PROGRAM

STRATEGY:

15.2 Provide professional development opportunities in the field of gifted education for all teachers and administrators.

Activity	Timeline	Entity/Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation	Monitor Yes/No Continue Modified/Date
15.2.a Provide opportunity for GT teachers to attend annual SCCGE conference and to participate in regional staff development	2012-2017	Director of Curriculum & Instruction	\$2000.00	PDSI funds	Conference agendas, follow-up professional development agenda	
15.2.b Information regarding nature and needs of gifted students will be disseminated to administrators.	2012-2017	Director of Curriculum & Instruction	N/A	N/A	Faculty Meeting Agendas	
15.2.c Continue to provide opportunities for collaboration and program planning through district level meetings for GT teachers.	2012-2017	Director of Curriculum & Instruction	N/A \$400.00	N/A	Agendas, lesson plans	
15.2.d Provide school counselors professional development re: socio-emotional needs of gifted	2012-2017	Director of Curriculum & Instruction	N/A	PDSI	Notes & agenda from book study, agenda from follow-up faculty meetings where info was disseminated to teachers	

GIFTED and TALENTED PROGRAM
STRATEGY:

15.3 To address the academic, emotional and social needs of academically and artistically gifted and talented students.

Activity	Timeline	Entity/Person Responsible	Estimated Cost	Funding Source	Indicators of Implementation	Monitor Yes/No Continue Modified/Date
15.3.a Provide opportunities for gifted and talented students to understand and appreciate self, and to understand and appreciate others.	2012-2017	GT Teachers, Director of Curriculum & Instruction	N/A	N/A	Survey feedback from students	
15.3.b Provide specific guidance and counseling intervention services for gifted and talented students as a strategy for supporting and improving student performance.	2012-2017	Guidance Counselors, Director of Curriculum & Instruction	N/A	N/A	Survey feedback from students	
15.3.c Increase opportunities for parents to understand the unique socio-emotional needs of gifted and talented students	2012-2017	Principals, Director of Curriculum & Instruction	N/A	N/A	Parent sign-in sheets from Parent GT night	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 1

By 2016-17, 100% of certified staff will demonstrate mastery in technology skills, as assessed by the e-portfolio assessment.

INTERIM PERFORMANCE GOAL:

~~By 2013-14, at least 86% of certified staff will demonstrate mastery in technology skills, as assessed by the e-portfolio assessment.~~

DATA SOURCE(S):

Annual Technology Competency Report and Observation Data

OVERALL MEASURES:

Note 1: E-portfolio not utilized in 2010-11, 2011-12, 2012-13, 2013-14, nor 2014-15.

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 46%	Planning Year ** See Note 1	Year 1 66%*	Year 2 76%*	Year 3 86%*	Year 4 96%*	Year 5 100%*

*Represents projections of improvement
 ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

Deleted from the Plan at the 1-13-2012 Update Meeting because it is no longer a SDE requirement.

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1 Deliver technology training based on skills not mastered according to the e-portfolio assessment.					
1.1.a Identify individual's skills that have not been mastered.	Sept. 2011 – June 2016	Principals	N/A	N/A	Discontinued
1.1.b Provide each Principals with individual item analysis of skills not mastered.	Sept. 2011 – June 2016	Director of Technology	N/A	N/A	Discontinued
1.1.c Designate employees at each school to facilitate training.	Sept. 2011 – June 2016	Principals	N/A	N/A	Discontinued
1.1.d Demonstrate mastery on the e-portfolio assessment.	Sept. 2011 – June 2016	Principals	N/A	N/A	Discontinued

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 2

By 2016-17, 100% of teachers will rate professional development conducted in the district as relevant as assessed by results of surveys.

INTERIM PERFORMANCE GOAL:

By 2016-17, the percentage of teachers rating professional development as relevant will increase to at least 100%.

DATA SOURCE(S):

Feedback from experienced teachers (provided average baseline data), review of district report card and survey results.

OVERALL MEASURES:

NOTE: No longer district level surveys for PD. Will Conduct a survey through TAP at end of year since PD is school-based via clusters.

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 40%	Planning Year ** 43.1%***	Year 1 45%* 94%***	Year 2 95%* 93.3%***	Year 3 96%* 96.6%***	Year 4 98%* 95.6%***	Year 5 100%*

*Represents projections of improvement
 ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.
 *** Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1 Deliver relevant professional development					
2.1.a Assess teacher's professional development needs.	September 2011- June 2017	Director of Curriculum & Instruction	N/A	N/A	
2.1.b Analyze results, compile information, and present to faculty.	September 2011- June 2017	Director of Curriculum & Instruction	N/A	N/A	
2.1.c Report findings to principals.	September 2011- June 2017	Director of Curriculum & Instruction	N/A	N/A	
2.1.d Create Staff Development Plan for the School Year and submit to the Superintendent..	September 2011- June 2017	Director of Curriculum & Instruction	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.2 Determine if the facilitator or presenter provided relevant implementation or application strategies.					
2.2.a Conduct survey to determine relevancy of professional development.	September 2011-June 2017	Director of Curriculum and Instruction	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.3 Promote an awareness of the District's direction.					
2.3.a Post revised District belief statements, vision statements, and mission statement in each room.	September 2011-June 2017	Principals	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> 2.4 Use survey data to determine effectiveness of professional development.	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.4.a Create surveys that will be implemented for each professional development activity.	July 2011-June 2017	Director of Instruction and Instruction	N/A	N/A	
2.4.b Ensure that participants complete survey after each professional development activity.	September 2011-June 2017	Principals	N/A	N/A	
2.4.c Provide individual schools with prompt feedback of survey results.	September 2011-June 2017	Director of Instruction and Instruction	N/A	N/A	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 3

By 2016-17, the percentage of teachers with advanced degrees will increase to at least 60%.

INTERIM PERFORMANCE GOAL:

By 2016-17, the percentage of teachers with advanced degrees will increase to at least 60%.

DATA SOURCE(S):

Report card data

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 46.4%	Planning Year ** 42.5%***	Year 1 49%* 53.7%***	Year 2 54%* 54.0%***	Year 3 55%* 56.3%***	Year 4 58%* 57.4%***	Year 5 60%*

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1 Promote individual professional development.					
3.1.a Share information with certified personnel about the benefits of expanding their knowledge base.	September 2011-June 2017	Director of Personnel	N/A	N/A	
3.1.b Share information with certified personnel on how advanced degrees can provide opportunities for advancement.	September 2011-June 2017	Director of Personnel	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.2 Increase awareness of the financial benefits of having an advanced degree.					
3.2.a Provide information on how an advanced degree would impact personal finances.	September 2011-June 2017	Director of Personnel	N/A	N/A	
3.2.b Provide information on how an advanced degree would impact retirement.	September 2011-June 2017	Director of Personnel	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.3 Inform staff of ways to obtain an advanced degree and address common obstacles of time and money.					
3.3.a Invite spokespersons from WPEC, universities, or other higher learning educational institutions to share information on availability of programs.	September 2011-June 2017	Director of Personnel	N/A	N/A	
3.3.b Develop website information regarding programs available.	September 2011-June 2017	Director of Personnel	N/A	N/A	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

<p>PERFORMANCE GOAL: 4</p>	<p>Saluda County Schools will continue to strive to employ and retain the most qualified teachers, staff members and administrators, while promoting diversity.</p>						
<p>INTERIM PERFORMANCE GOAL:</p>	<p>Continue working with diversity recruitment team. Members will attend at least 8 recruitment fairs in 2016-17.</p>						
<p>DATA SOURCE(S):</p>	<p>School report card, OCR reports, HR records, and CERRA Annual Report (released in September)</p>						
<p>OVERALL MEASURES: Annual report from HR will indicate concerted efforts toward recruitment and retention of qualified teachers and promote diversity.</p> <p>*Represents projections of improvement ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12. ***will be compiled in September.</p>	<p>Average Baseline</p>	<p>2010-11</p>	<p>2011-12</p>	<p>2012-13</p>	<p>2013-14</p>	<p>2014-15</p>	<p>2015-16</p>
		<p>2009-10</p>	<p>Year 1 ***</p>	<p>Year 2 *Create 12 member diversity recruitment team *Team reviews events, recruiters, materials, and strategies *Hold first annual on-site Teacher Recruitment Fair</p>	<p>Year 3 *Members of diversity recruitment team attend recruitment fairs representing 25 SC colleges and universities. *Hold annual on-site Teacher Recruitment Fair</p>	<p>Year 4 ▪Diverse recruitment team continued. ▪New recruitment materials developed. ▪Team members attended 8 recruitment fairs.</p>	<p>Year 5</p>

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1 Promote the teaching profession.					
4.1.a Recruit students to enter teaching profession at the high school level.	June 2010- June 2017	Director of Personnel	N/A	N/A	
4.1.b Track students with Teaching Fellows during their college career.	June 2010- June 2017	Director of Personnel	N/A	N/A	
4.1.c Educate students, parents and community that teaching is a valuable career.	June 2010- June 2017	Director of Personnel	N/A	N/A	
4.1.d Secure waiver SBE 43-205, for high school teachers teaching more than 1500 minutes a week and HS teachers having more than four preps.	July 2017	Director of Personnel	\$0	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1.e Secure waiver SBE 43-261, to delay one year developing a new 5-year District Strategic Plan and School Renewal Plans in order to align with 5-year AdvancED visit and plan in November 2016.	April 2017	Director of Administration	\$3,000	General Fund	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.2 Ensure strong teacher support and facilitate teacher collaboration.					
4.2.a Continue the development of effective PLCs (Professional Learning Communities).	June 2010- June 2017	Director of Curriculum & Instruction	N/A	N/A	
4.2.b Provide each induction teacher with a mentor or an in-building "school buddy".	June 2010- June 2017	Director of Personnel	N/A	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.3 Generate interest in possible teacher applicants.					
4.3.a Recruit at local universities to promote interest in our school district.	June 2010- June 2017	Director of Personnel	\$2000	General Funds (personnel budget)	Met for 2011-12.

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 1

By the end of 2016-17, teacher attendance will increase from 95.6% to at least 98% as reported by the school report card.

INTERIM PERFORMANCE GOAL:

By the end of 2016-17, teacher attendance will increase from 95% to at least 98% as reported by the school report card.

DATA SOURCE(S):

School report card

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 95%	Planning Year **	Year 1 96%*	Year 2 96.2%*	Year 3 96.8%*	Year 4 97.4%*	Year 5 98%*
	95.5%***	95.0%***	94.2%***	94.3%***	94.3%***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1 Provide an incentive of \$25 to certified teachers, who are counted in teacher attendance percentage on School Report Card, for each personal/sick day not taken at the end of the school year.					
1.1.a Determine financial impact on district budget.	June 2011- July 2017	Director of Finance and Operations	\$0.00	N/A	
1.1.b Seek Superintendent/Board approval of plan.	June 2011- July 2017	Superintendent	\$0.00	N/A	
1.1.c Inform teachers upon approval.	August 2011- July 2017	Principals	\$0.00	N/A	
1.1.d Disburse incentive pay to qualifying teachers.	Annually starting June 2011	Director of Personnel	\$0.00	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.2 Recognize staff with perfect attendance at the end of each semester.					
1.2.a Inform teachers of plans for recognition.	August 2011-June 2017	Principals	\$0.00	N/A	
1.2.b Form school level committees to establish recognition procedures.	August 2011-July 2017	Principals	\$0.00	N/A	
1.2.c Conduct recognition ceremonies at each school.	Dec. 2011-June 2017	Principals	\$0.00	N/A	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 2

By the end of 2016-17, the percentage of students in grades K-12 who are suspended will decrease by at least 50% as reported by PowerSchool Data.

NOTE: Suspension means the student is suspended from the school building. Do not include bus suspensions in data collected for this performance goal. (Clarified at the January 18, 2013 Update Meeting and in effect for data collected beginning 2012-13 school year.)

INTERIM PERFORMANCE GOAL:

By the end of 2016-17 the percentage of students in grades K-12 who are suspended will decrease by at least 22% as reported by PowerSchool Data.

DATA SOURCE(S):

Student discipline records warehoused in PowerSchool and State Department of Education School Report Card. (Suspension data include school-related incidents.) (Incident Management Report – PowerSchool)

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 393	Planning Year ** 313***	Year 1 354* 337***	Year 2 407**** see "Note" above	Year 3 319* 444***	Year 4 249* 118***	Year 5 203*

*Represents projections of improvement
 ** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.
 ***Actual number

****New baseline established by criteria explained in the "Note" above

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1 Provide orientation to Primary / Elementary school parents and students with focus on student behavior.					
2.1.a Provide orientation on student behavior to parents and students at registration and first open house.	August 2011- June 2017	Principals	\$0.00	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.2 Develop at the school level a procedure to recognize students who have no discipline referrals each 9 weeks.					
2.2a Form a committee at each school to determine appropriate incentives/ rewards.	Aug. 2011- June 2017	Principals	\$0.00	N/A	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 3

By the end of 2016-17, the percentage of students who drop out of school will decrease from 2.9% to 0%.

INTERIM PERFORMANCE GOAL:

By the end of 2016-17, the percentage of students who drop out of school will decrease from 2.9% to no more than 0.0%.

DATA SOURCE(S):

School Report Card, State Department of Education Drop-Out Report, and PowerSchool Reporting

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 2.9%	Planning Year **	Year 1 2.3%*	Year 2 1.74%*	Year 3 1.16%*	Year 4 .58%*	Year 5 0.0%*
	3.5%***	2.7%***	1.9%***	2.1%***	1.6%***	

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

***Actual percentage

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1 Identify at – risk students at all schools.					
3.1 a Establish school level committees to identify the at-risk population and develop a plan to serve the students.	Aug. 2011- June 2017	Principals	\$0.00	N/A	
3.1b Develop programs in conjunction with Safe Schools/Healthy Students grant project to educate parents about how to promote academic and social success for students.	Annually in September 2011-2017	Principals	\$0.00	N/A	
3.1c Form a committee to develop an exit interview to gather data from drop-outs for future planning.	Aug. 2011- June 2017	Principals	\$0.00	N/A	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.2 Increase student social and academic development.					
3.2a Collaborate with the Safe Schools/Healthy Students grant project to promote social, emotional, and academic development.	August 2011 – June 2017	Principals	\$300,000	Safe Schools Healthy Students	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: September 18, 2013

Performance Goal Area:

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

District Priority

PERFORMANCE GOAL: 4

By the end of the 2016-17 school year, the percentage of students in grades K-12 who are suspended* from the school bus will decrease by at least 30% as reported by PowerSchool data.

(*Suspension means the student is not allowed to ride the school bus.)

INTERIM PERFORMANCE GOAL:

By the end of 2016-17 school year, the percentage of students in grades K-12 who are suspended from the school bus will decrease by at least 10% as reported by PowerSchool data.

DATA SOURCE(S):

PowerSchool data (Incident Management Report – PowerSchool)

OVERALL MEASURES:

2011-12 Baseline	2012-13 Baseline	2013-14	2014-15	2015-16
Incident Location Bus, resulting in Bus Suspension (BSS) 228***	Incident Location Bus, resulting in Bus Suspension (BSS) 217***	Incident Location Bus, resulting in Bus Suspension (BSS) 196* 135***	Incident Location Bus, resulting in Bus Suspension (BSS) 177* 83***	Incident Location Bus, resulting in Bus Suspension (BSS) 160*

Performance Goal added for the 2013-14 school year.

*Represents projections of improvement

***Actual number

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> <u>Activity</u> (List the steps taken by the group to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives, etc.)	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (i.e.; Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> <u>Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
4.1 Provide supports to enhance/improve student behavior on buses.					
4.1a Provide behavior management training for bus drivers	2013-2017	Director of Transportation	\$0	NA	
4.1b Conduct Olweus training for bus drivers	2013-2017	Director of Transportation	\$0	NA	
4.1c Distribute student discipline rules for school buses during registration and have parents/students sign it	2013-2017	Director of Transportation	\$100	General Fund	
4.1d Post rules on school buses and on district and school websites	2013-2017	Public Information Officer and Principals	\$0	NA	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> <u>Activity</u> (List the steps taken by the group to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives, etc.)	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> <u>Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
4.1e Present student bus rules at open houses at all schools	2013-2017	Principals	\$0	NA	
4.1f Include student bus rules in agendas	2013-2017	Principals	\$225	General Fund	
4.1g Publish student discipline bus rules in various types of communication (i.e., newsletter, posters, flyers, etc.)	2013-2017	Principals	\$0	NA	
4.1h Publish article on school bus safety in the local newspaper, emphasize rules, and ask parents to review rules with their child	2013-2017	Director of Transportation Principals	\$0	NA	

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> <u>Activity</u> (List the steps taken by the group to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives, etc.)	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1i Promote National School Bus Safety Week (in October of each year)	2013-2017	Director of Transportation and Principals	\$0	NA	
4.1j Recognize students who have no school bus discipline referrals mid-year or annually.	2013-2017	Principals	\$0	NA	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

IV District Priority

PERFORMANCE GOAL: 1	By 2016, Saluda County Schools will develop a 5-year K-12 comprehensive facility plan. COMPLETED						
INTERIM PERFORMANCE GOAL:	Determine the priorities in Year One.						
DATA SOURCE(S):	Architect's plans and Facility needs survey						
OVERALL MEASURES:	Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
	2009-10	Planning Year **	Year 1 Eval growth & prioritize needs for 5 years	Year 2 Implement priority list See Note below. No change	Year 3 Implement priority list See Note below. No change	Year 4 Implement priority list See Note below. No change	Year 5 Implement priority list See Note below. No change
	*Represents projections of improvement ** Saluda County School District was granted a one year extension. Therefore, implementation will begin in 2011-12. Note: The facilities plan was presented to the school board in the spring of the 2011-12 school year. However, due to financial restraints, it was put on hold.						

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1 Develop a plan to improve District's facilities					
1.1.a Develop a Five-Year Facilities Plan.	September 2011-June 2012	Director of Finance and Operations	\$6,000	General Fund	Performance Goal was put on hold.
1.1.b Form a district-level committee to assess district facility needs.	September 2011	Director of Finance and Operations	\$0	NA	Performance Goal was put on hold.
1.1.c Secure an appropriate professional to conduct and prioritize an overall review of facilities, compile findings, and present to district-level committee.	September 2011-December 2011	Director of Finance and Operations	\$5,000	General Fund	Performance Goal was put on hold.

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.d Visit appropriate prototypes for identified district needs.	October 2011-June 2012	Director of Finance and Operations	\$1,000	General Fund	Performance Goal was put on hold.
1.1.e Secure preliminary information on possible costs.	November 2011-June 2012	Director of Finance and Operations	\$5,000	General Fund	Performance Goal was put on hold.
1.1.f Compile information for the 'Five Year Facilities Plan,' and present information to the School Board of Trustees.	January 2012-June 2012	Director of Finance and Operations	\$0	NA	Performance Goal was put on hold.

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

IV District Priority

PERFORMANCE GOAL: 2

Saluda County Schools desires all schools to be endorsed by SACS and will pursue accreditation for schools not currently accredited.

INTERIM PERFORMANCE GOAL:

By the end of 2010-2011, a plan will be developed to reach Performance Goal.

DATA SOURCE(S):

AdvancED

OVERALL MEASURES:



Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10	Planning Year **	Year 1 Prep yr for Visit – status: visit was April-May 2012	Year 2 Fall-Technical Visits	Year 3 Year 1 of District-wide Accreditation	Year 4 Year 2 of District-wide Accreditation	Year 5 Year 3 of District-wide Accreditation

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

PERFORMANCE GOAL ACHIEVED. DISTRICT RECOMMENDED FOR AdvancED ACCREDITATION IN MAY 2012.

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1 Pursue District SACS accreditation.					
2.1.a Assign committees aligned with SACs standards.	September 2011	Superintendent	\$3000	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.
2.1.b Gather data and prepare narratives that align to SACS standards.	Oct. 2011-Jan. 2012	Superintendent	\$1500	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.
2.1.c Present data to stakeholders and receive feedback.	Feb. 2012	Superintendent	\$0	NA	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.
2.1.d Make adjustments based on feedback.	Feb. 2012-May 2012	Superintendent	\$1500	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

IV District Priority

PERFORMANCE GOAL: 3

By 2016-17, at least 25% of 18-24 year olds will earn a high school diploma or GED.

INTERIM PERFORMANCE GOAL:

By the end of 2016-17 school year, at least 25% of 18-24 year olds will earn a high school diploma or GED.

DATA SOURCE(S):

Kids' Count, SC State Report Card, and Area colleges and technical schools

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10 76%	Planning Year ** 5%*** 18-24 age range 181; 2 earned HSD, 8 earned GED See Note 1	Year 1 7%* 18-24 age range at least 13 will earn HSD or GED 3 earned HSD, 2 earned GED***	Year 2 10%* 18-24 age range at least 18 will earn HSD or GED 1 earned HSD, 10 earned GED***	Year 3 12%* 18-24 age range at least 22 will earn HSD or GED 4 earned HSD, 11 earned GED***	Year 4 20%* 18-24 age range at least 36 will earn HSD or GED 1 earned HSD, 7 earned GED***	Year 5 25%* 18-24 age range at least 45 will earn HSD or GED

Note 1: Based on recent information, interim performance goals were revised.

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

*Represents projections of improvement

***Actual results

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
2.1.e Request to host a visit from the SACS accreditation team.	Jan 2012 - Feb 2012	Superintendent	\$8000	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.
2.1.f Participate in SACS team visit.	Oct 2012 - Nov 2012	Superintendent	\$8000	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.
2.1.g Implement the required actions identified by the SACS team.	July 2013- June 2017	Superintendent	TBD	General Fund	Performance Goal was achieved. District recommended for AdvancED accreditation in May 2012.

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1 Improve the graduation rate among the county's 18-24 year olds.					
3.1.a Launch a PR campaign to promote GED, graduation, college attendance.	July 2011- June 2017	Director of Adult Education	\$2000	Safe Schools/Healthy Students grant	
3.1.b Form a PR committee to include community partnerships for funding.	Feb 2011 - Mar 2011	Director of Adult Education	\$0	N/A	
3.1.c Implement and maintain advertising and outreach programs.	July 2011- June 2017	Director of Adult Education	\$2000	Safe Schools/Healthy Students grant	

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est.</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1.d Implement support services for dropouts.	July 2011- June 2017	Director of Adult Education	\$2000	Safe Schools/Healthy Students grant	
3.1.e Recruit mentors and partnerships to work with current dropouts.	July 2011- June 2017	Director of Adult Education	\$0	NA	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: December 6, 2010

Performance Goal Area:

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

IV District Priority

PERFORMANCE GOAL: 4

Saluda County Schools will continue to support the needs identified in the district technology plan, as funding allows.

INTERIM PERFORMANCE GOAL:

~~By the end of the 2011-12 school year, Saluda County Schools will form a committee to study and prioritize needs.~~

DATA SOURCE(S):

District Technology Plan, 2010-2013

OVERALL MEASURES:

Average Baseline	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
2009-10	Planning Year ** Form committee *Not implemented in 2010-11	Year 1-- Analyze tech. needs & dev new plan See Note below	Year 2-- Identify needs & dev new plan See Note below	Year 3-- Support new plan See Note below	Year 4-- Support new plan See Note below	Year 5-- Support new plan

*Represents projections of improvement

** Saluda County School District was granted a one year extension. Therefore, implementation began in 2011-12.

Note: Not implemented in 2011-12 , 2012-13, 2013-14, or 2014-15.

ACTION PLAN					EVALUATION
<u>STRATEGY:</u>	<u>Timeline</u> Start/End Date	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1 Improve technology offerings for students and staff.					
4.1.a Form a Technology committee.	Sept 2011- Oct 2011	Director of Technology	\$0	NA	Not implemented.
4.1.b Analyze technology needs for District.	Dec 2011- Jan 2012	Director of Technology	\$0	NA	Not implemented.
4.1.c Develop a prioritized list.	Feb 2012- Mar 2012	Director of Technology	\$0	NA	Not implemented.

ACTION PLAN					EVALUATION
	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Est. Cost</u>	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1.d Develop new Technology Plan.	Oct. 2012 - March 2013	Director of Technology	\$0	NA	Not implemented.
4.1.e Prioritize and implement new Technology Plan.	July 2013 - June 2016	Director of Technology	TBD	General Fund	Not implemented.

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: September 5, 2013

Performance Goal Area:

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

District Priority

<p>PERFORMANCE GOAL: 5 (desired result of student learning)</p>	<p>Develop a seamless communication system from schools and departments to the Office of Public Relations.</p>				
<p>INTERIM PERFORMANCE GOAL:</p>	<ul style="list-style-type: none"> ▪ By the end of 2016-17 school year, Saluda County Schools Public Relations committee, including representatives from each school and the district Public Relations Officer, will contribute substantial on-going communication. ▪ 100% of members will attend quarterly meetings. 				
<p>DATA SOURCE(S):</p>	<p>Publications: meet targets below. Agendas, Sign-in Documentation, Annual Survey, Feedback Survey, Newspapers, Websites, Brochures, Student, Staff recognitions</p>				
<p>OVERALL MEASURES:</p>	<p>2011-12</p>	<p>2012-13</p>	<p>2013-14*</p>	<p>2014-15*</p>	<p>2015-16*</p>
	<p>District Info.- 59 Academic-78 Community- 33</p>	<p>District Info.- 81 Academic-77 Community-46</p>	<p>Targets Articles- 85 Academic-80 Community- 50</p> <ul style="list-style-type: none"> • Actual: Articles- 88 Academic- 87 Community- 69 •100% of members attended quarterly P.R. Meetings in 2014. 	<p>Year 2 Targets Articles-90 Academic- 85 Community- 60</p> <ul style="list-style-type: none"> • Actual: Articles – 90 Academic – 77 Community – 69 •90% of members attended quarterly P.R. meetings in 2015. 	<p>Year 3 Targets Articles-100 Academic- 90 Community-70</p>
	<p>Performance Goal added for the 2013-14 school year.</p>				

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> <u>Activity</u> (List the steps taken by the group to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives, etc.)	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> <u>Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
5.1 Provide communication system for information sharing (in district).					
5.1a Form P.R. committee at each school.	2013-2017	Principals	\$0	NA	
5.1b Meet at least quarterly to assess progress in meeting performance goals. Keep Website up-to-date at each school and through district departments.	2013-2017	Public Relations Officer Principals	\$0	NA	
5.1c Publicize in various types of articles in local media.	2013-2017	Public Info. Officer	\$0	NA	
5.1d Keep an on-going record of articles/clippings, etc.	2013-2017	Public Info. Officer	\$0	NA	

DISTRICT STRATEGIC PLAN FOR Saluda County Schools

DATE: September 5, 2013

Performance Goal Area:

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

District Priority

<p>PERFORMANCE GOAL: 6 (desired result of student learning)</p>	<p>Implement a plan to inform the community of how the district is preparing students to be college and career ready.</p>				
<p>INTERIM PERFORMANCE GOAL:</p>	<p>By the end of 2016-17 school year, meet targets below.</p>				
<p>DATA SOURCE(S):</p>	<p>Newspapers, Websites, Brochures</p>				
<p>OVERALL MEASURES:</p>	<p>2011-12</p>	<p>2012-13</p>	<p>2013-14*</p>	<p>2014-15*</p>	<p>2015-16*</p>
	<p>District Information- 59 Academic-78 Community- 33</p>	<p>District Information 81 Academic-77 Community-46</p>	<p>Targets District Information- 85 Academic- 80 Community-60 Actual: District- 88 Academic- 87 Community- 67</p>	<p>Year 2 Targets Articles-90 Academic- 85 Community- 60 • Actual: Articles – 90 Academic – 77 Community – 69 •90% of members attended quarterly P.R. meetings in 2015.</p>	<p>Year 3 Targets District- 95 Academic-90 Community- 75</p> <p>107</p>
<p>Performance Goal added for the 2013-14 school year.</p>					

ACTION PLAN					EVALUATION
<u>STRATEGY:</u> <u>Activity</u> (List the steps taken by the group to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives, etc.)	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Est. Cost</u>	<u>Funding</u> <u>Source</u> (Title II, PDSI, K-5 and 6-8 Enhancement, academic assistance, technology, innovation, local funds, etc.)	<u>Monitor</u> <u>Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
6.1 Provide communication system for information sharing (in community).					
6.1a Form P.R. committee at each school.	2013-2017	Principals	\$0	NA	
6.1b Keep Website up-to-date at each school and through district departments.	2013-2017	Principals P.R. Officer Departments	\$0	NA	
6.1c Publicize in local media.	2013-2017	Public Information Officer	\$0	NA	
6.1d Keep an on-going record of articles/clippings, etc. Post information on website Organize public displays that focus on college & career ready. Erect exhibits at special community events.	2013-2017	Public Information Officer Principals	\$0	NA	