

SCHOOL RENEWAL PLAN COVER PAGE
SCHOOL INFORMATION AND REQUIRED SIGNATURES

HILLCREST MIDDLE SCHOOL

SUMTER DISTRICT

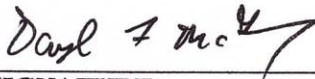
SCHOOL RENEWAL PLAN FOR YEARS 2018-2022 (five years)

SCHOOL RENEWAL ANNUAL UPDATE FOR _____ (one year)


Assurances

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

CHAIRPERSON, BOARD OF TRUSTEES

Rev. Daryl F. McGhaney		4/26/17
PRINTED NAME	SIGNATURE	DATE

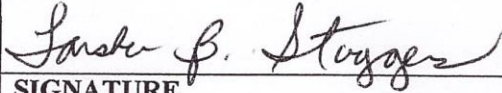
SUPERINTENDENT

Dr. J. Frank Baker		4-26-17
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Brandi Fitzpatrick		3-28-17
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Tarsha B. Stagers		3-28-17
PRINTED NAME	SIGNATURE	DATE

SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD

Elaina G. Lemon		3/28/17
PRINTED NAME	SIGNATURE	DATE

SCHOOL'S ADDRESS: Hillcrest Middle School
 4355 Peach Orchard Road
 P.O. Box 151
 Dalzell, SC 29040

SCHOOL'S TELEPHONE: (803) 499-3341

PRINCIPAL'S E-MAIL ADDRESS: tarsha.stagers@sumterschools.net

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN (Mandated Component)

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

<u>POSITION</u>	<u>NAME</u>
1. PRINCIPAL	Tarsha B. Staggers
2. TEACHER	Richard Phillips
3. PARENT/GUARDIAN	Michelle Simmons
4. COMMUNITY MEMBER	John F. Kennedy
5. SCHOOL IMPROVEMENT COUNCIL	Brandi Fitzpatrick
6. Read to Succeed Reading Coach	n/a
7. School Read to Succeed Literacy Leadership Team Lead	Elaina G. Lemon
8. OTHERS* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.)	
** Must include the School Read to Succeed Literacy Leadership Team.	

<u>POSITION</u>	<u>NAME</u>
Literacy Team/Teacher	Kawana Harris
Literacy Team/Media Specialist	Laura Diggs
Literacy Team/Teacher	Teresa Barwick
Literacy Team/Teacher	Robert Easley
Literacy Team/Teacher	Sandra Conley
Literacy Team/Teacher	Karen Newman
Literacy Team/Teacher	Vernesia Cotton
Assistant Principal	Neil Baldwin
Guidance Counselor	Tenika Chambers
Career Specialist	Susan Ballard
Teacher	Gayle Wilson
Teacher	Ashley Womack
Teacher	Misti Roberson
Teacher	Teresa Barwick
Teacher	Shelia Regan-Choice

***REMINDER:** If state or federal grant applications require representation by other stakeholder groups, it is appropriate to include additional stakeholders to meet those requirements and to ensure that the plans are aligned.

ASSURANCES FOR SCHOOL PLAN

(Mandated Component)

Act 135 Assurances

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

- n/a **Academic Assistance, PreK–3**
The district makes special efforts to assist children in PreK–3 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).
- x **Academic Assistance, Grades 4–12**
The district makes special efforts to assist children in grades 4–12 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).
- x **Parent Involvement**
The district encourages and assists parents in becoming more involved in their children’s education. Some examples of parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, providing parents with their child’s individual test results and an interpretation of the results, providing parents with information on the district’s curriculum and assessment program, providing frequent, two way communication between home and school, providing parents an opportunity to participate on decision making groups, designating space in schools for parents to access educational resource materials, including parent involvement expectations as part of the principal’s and superintendent’s evaluations, and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.
- x **Staff Development**
The district provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the school/district plan for the improvement of student academic performance. The staff development program reflects requirements of Act 135, the EAA, and the National Staff Development Council’s revised *Standards for Staff Development*.
- x **Technology**
The district integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.
- x **Innovation**
The district uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students. Provide a good example of the use of innovation funds.
- x **Collaboration**
The district (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).
- x **Developmental Screening**

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

n/a **Half-Day Child Development**

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

n/a **Developmentally Appropriate Curriculum for PreK–3**

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

n/a **Parenting and Family Literacy**

The district provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.

n/a **Recruitment**

The district makes special and intensive efforts to **recruit** and give **priority** to serving those parents or guardians of children, ages birth through five years, who are considered at-risk of school failure. “At-risk children are defined as those whose school readiness is jeopardized by any of, but no limited to, the following personal or family situation(s): Educational level of parent below high school graduation, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional) and/or child abuse and neglect.

x **Coordination of Act 135 Initiatives with Other Federal, State, and District Programs**

The district ensures as much program effectiveness as possible by developing a district-wide/school-wide coordinated effort among all programs and funding. Act 135 initiatives are coordinated with programs such as Head Start, First Steps, Title I, and programs for students with disabilities.

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EXECUTIVE SUMMARY OF NEEDS ASSESSMENT FINDINGS

In an effort to develop a Strategic Plan for Hillcrest Middle School a planning team comprised of school level administrators, teachers, parents, and community stakeholders was formed for the purpose of determining the needs of our students. The team analyzed data from various sources which included SC Ready scores, SC PASS scores, and MAP scores. Parent, teacher and student surveys, student attendance, suspension and expulsion rates, teacher attendance and teacher retention rates were analyzed to determine what effects these factors had on student academic growth.

During the planning process, the members analyzed the data from the 2015-2016 school year. The instructional sources included scores from the SC Ready, SC PASS, and MAP tests; a compilation that included a list of school-wide instructional programs, and parent, teacher and student surveys. The School Literacy Team also used the self-evaluation tool provided by the South Carolina Department of Education to assess strengths and weaknesses in our literacy program for read to succeed. In addition, discipline reports including suspensions, expulsions, and attendance rates were studied. Furthermore, attendance rates for students and teachers were reviewed. After working in small groups to review the data, the team developed strategies and activities based upon specific areas of strengths and weaknesses to add to the plan.

After reviewing the data, the team identified strengths and weaknesses of the school and developed strategies and activities to improve the areas of weakness.

Student Achievement

Analysis of 2016 SC Ready and SC PASS assessment results show our subgroups of students in need of more educational opportunities and exposure to content in order to gain and maintain achievement are our students receiving subsidized meals, our African American population, and our disabled subgroup. Opportunities for more experiences for these groups were included in our plan and will continue to be a focus for further research.

The use of manipulatives, streaming videos, Promethean Boards, and computerized learning programs such as VMath, Language Live, TransMath, MobyMax, Mastery Connect, and ALEKS, were strategies and programs that were used to improve comprehension and student learning. Use of technology, such as computer labs, student Chromebooks, Google Classroom, Google apps, and graphing calculators was recommended to enhance instructional strategies and expose students to real world problems. Instructional strategies to make Science, Social Studies and Mathematics more relevant and interesting are also a focus for not only increasing student performance but increasing student motivation as well. The need for increased literacy and authentic reading and writing experiences was also addressed.

Teacher Quality

Obtaining highly qualified status for all teachers by 2022 and retaining these teachers in our school were the two identified focal points. Professional development, Read to Succeed Endorsement, and course work are the major emphasis in this area.

School Climate

Teams reviewed the teacher, parent, and student surveys to identify areas of weakness. They also reviewed the discipline statistical data, attendance records, along with expulsion and suspension data. It was determined that professional development is clearly needed in the areas of understanding the culture of the middle school student, effects of poverty, communication and classroom management. Parent involvement and parent, teacher, student and school communication were also areas identified as key factors in student performance. Emphasis is strongly placed on improving parent involvement and communication between the school, the student and the home.

MISSION, VISION, VALUES, AND BELIEFS

HILLCREST MISSION:

Believing, Achieving and Succeeding through Academics, Citizenship and Service.

HILLCREST VISION:

We envision a school where the major emphasis is on the development of the total child.

HILLCREST BELIEFS:

We believe that:

- Children are our greatest assets.
- The family is the most important influence on the individual.
- Learning is a lifelong process.
- Each person is responsible for his or her own actions.
- Teamwork (students, parents, and teachers) is necessary to achieve the goals of our school.
- Character development is necessary for a student to reach his/her full potential.
- The quality of education primarily determines the quality of life.
- There is a Supreme Being.
- Human beings have unlimited potential.
- Effective communication bridges school, home and community.
- We are responsible for one another.
- Every person has worth.
- Diversity strengthens the community.

Reached by consensus on March 23, 2017

2018 – 2022

Performance Goals

Area One: Student Achievement

Goal One: The percentage of students scoring proficient or better in grades 6-8 will increase by 10% on the SC Ready ELA/Writing and Mathematics and the Science and Social Studies SC PASS by 2022.

Strategies:

1. Implement research-based instructional strategies and programs supporting curricula and high expectations for all Hillcrest Middle students.
2. Provide professional development experiences for all instructional staff to ensure a challenging curriculum with high expectations are provided to all students.
3. Utilize assessment data to drive instructional practices.
4. Educate all students on the value of good nutrition and physical activity.

Area Two: Teacher/Administrator Quality

Goal One: The percentage of Highly Qualified workforce will be maintained at 100% through June 2022.

Strategies:

1. Maintain a highly qualified workforce.

Area Three: School Climate

Goal One: The number of discipline referrals that result in suspensions and expulsions will decrease by 10% by 2022.

Strategies:

1. Provide professional development for faculty and staff to increase knowledge of cultural diversity for the prevention of discipline problems and aid in the de-escalation of problems as they occur.
2. Provide programs that teach and encourage positive social interaction between school and the community for the prevention of discipline problems.

Goal Two: The percentage of parent/guardian and community involvement in school activities and partnerships will increase by 10% by 2022.

Strategies:

1. Provide programs that teach & encourage positive social interaction between school and the community.
2. To increase meaningful communication between the home and school.

Goal Three: Increase the number of parents, students, and teachers by 5% who are satisfied with the social and physical environment by 2022.

Strategies:

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

SCHOOL RENEWAL PLAN FOR Hillcrest Middle School

DATE: March 23, 2017

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

PERFORMANCE GOAL 1:
 (Statement of desired progress or result over five years)
 The percentage of students scoring proficient or better in grades 6-8 will increase by 10% on the SC Ready ELA/Writing and Mathematics and the Science and Social Studies SC PASS by 2022.

INTERIM PERFORMANCE GOAL: (One year goal)
 By 2018, the percentage of our students scoring proficient or better in grades 6-8 will increase by 2% on the SC Ready ELA/Writing and Mathematics and the Science and Social Studies SC PASS by 2022.

DATA SOURCES(S):
 (List types of data that will be collected or examined to measure progress.)
 SCPASS scores and SC Ready scores as reported by the state department on the SC Department of Education website.

OVERALL MEASURES:

SOURCE: ELA and Math SC Ready scores for 2016
 Science and Social Studies SCPASS scores for 2016

- Projected growth rates were based on 2% per year of the baseline year.
- Baseline Scores were obtained from SC Department of Education.
- 2015-2016 SC Ready scores for ELA/Writing combined score and Math scores.
- 2015-2016 SCPASS scores for Science and Social Studies

** Represents projections of improvement.*

PASS/Ready Baseline Data for 2016 with projections for 2016-2021						
AVERAGE All Students	2016 SCPASS/SC Ready Baseline	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
ELA/Writing	36.6%	38.6%*	40.6%*	42.6%*	44.6%*	46.6%*
Grade 6	40.6%	42.6%*	44.6%*	46.6%*	48.6%*	50.6%*
Grade 7	32.4%	34.4%*	36.4%*	38.4%*	40.4%*	42.4%*
Grade 8	36.8%	38.6%*	40.6%*	42.6%*	44.6%*	46.6%*
MATH	28.9%	30.9%*	32.9%*	34.9%*	36.9%*	38.9%*
Grade 6	38.7%	40.7%*	42.7%*	44.7%*	46.7%*	48.7%*
Grade 7	27.1%	29.1%*	31.1%*	33.1%*	35.1%*	37.1%*
Grade 8	20.8%	22.8%*	24.8%*	26.8%*	28.8%*	30.8%*
SCIENCE	57.1%	59.1%*	61.1%*	63.1%*	65.1%*	67.1%*
Grade 6	59.2%	61.2%*	63.2%*	65.2%*	67.2%*	69.2%*
Grade 7	57.6%	59.6%*	61.6%*	63.6%*	65.6%*	67.6%*
Grade 8	54.4%	56.4%*	58.4%*	60.4%*	62.4%*	64.4%*
SOCIAL STUDIES	65.6%	67.6%*	69.6%*	71.6%*	73.6%*	75.6%*
Grade 6	78.9%	80.9%*	82.9%*	84.9%*	86.9%*	88.9%*
Grade 7	60.4%	62.4%*	64.4%*	66.4%*	68.4%*	70.4%*
Grade 8	57.6%	59.6%*	61.6%*	63.6%*	65.6%*	67.6%*

ACTION PLAN FOR STRATEGY #1: Implement research-based instructional strategies and programs supporting curricula and high **EVALUATION**

expectations for all Hillcrest Middle students.					
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
SA 1-1.1 Ensure the use of the curricula pacing guides developed by Sumter School District in classroom instruction.	July 2017 – July 2022	Instructional Leadership Team	\$0.00	No funding needed	Administrators, Curriculum Coach, and Department Chairs monitor lesson plans and classroom lessons to ensure that they reflect the use of the pacing guide.
SA 1-1.2 Minimize performance gaps by the use of strategies to address cultural diversity.	July 2017 – July 2022	Instructional Team	\$0.00	No funding needed	Observations Monitoring of classroom setting
SA 1-1.3 Provide academic intervention in reading and math using intervention programs such as Read 180, VMath, Language Live, TransMath, MobyMax, Mastery Connect, and ALEKS.	July 2017 – July 2022	Instructional Team Curriculum Coach Intervention Teachers	\$1,500	TBD	Diagnostic Tests Universal Screens Progress Monitoring Class Rosters
SA 1-1.4 Utilize Special Education teachers to monitor and support the Special Education students in the inclusion process in the general classroom.	July 2017 – July 2022	Instructional Team	\$0.00	No funding needed	Administrators will monitor lesson plans and classrooms to ensure implementation. Monthly Accommodation Logs
SA 1-1.5 Provide training and support for Special Education teachers to teach Language Arts concepts on grade level to Special Education students.	July 2017 – July 2022	Instructional Team	\$0.00	No funding needed	Administrators will monitor lesson plans and classrooms to ensure implementation. Monthly Accommodation Logs
SA 1-1.6 Provide opportunities for students to conduct research for content specific projects online and for students to prepare at least one multi-media presentation per year.	July 2017 – July 2022	Instructional Team Media Specialist	\$0.00	No funding needed	Administrator, Curriculum Coach, and Department Chairs will monitor lesson plans and classrooms to ensure implementation.
SA 1-1.7 Continue the use of technology to effectively support the curriculum such as Chrome Books, Google Classroom, Google Apps, ALEKS, Reading Academy, and Learn360.	July 2017 – July 2022	Instructional Team	\$0.00	TBD	Observation of unit projects involving use of technology in the lesson plans.
SA 1-1.8 Provide differentiated instruction for the identified Honors students by infusing standards from the next grade level.	July 2017 – July 2022	Instructional Leadership Team	\$0.00	No funding needed	Observations, lesson plans, and unit plans.
SA 1-1.9 Increase literacy by maintaining a Literacy Closet.	July 2017 – July 2022	Instructional Leadership Team Department Chair Teachers	\$0.00	No funding needed	Sign out Sheets for materials Use of materials in classroom

	EVALUATION
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ACTION PLAN FOR STRATEGY #1: Implement research-based instructional strategies and programs supporting curricula and high expectations for all Hillcrest Middle students.					
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
SA 1-1.10 Increase literacy by creating classroom libraries to help teachers foster authentic writing by students.	July 2017 – July 2022	Instructional Leadership Team Teachers	TBD	Donations	Use of materials in classroom
SA 1-1.11 Teach the importance of routines and procedures in the learning process.	July 2017 – July 2022	Principal Assistant Principal Teachers	\$0.00	No funding needed	Lesson Plans Observation Morning Assembly
SA 1-1.12 Integrate School-to-Work components in CATE classes.	July 2017 – July 2022	Instructional Team School Counselor CATE Career Specialist	\$0.00	No funding needed	Lesson Plans Observation logs
SA 1-1.13 Electronic Individual Graduation Plans will be created for each 8 th Grade student to include a Career Cluster of study, Career Goal and post-secondary plans.	July 2017 – July 2022	Instructional Leadership Team Career Specialist School Counselor	\$0.00	No funding needed	Completed IGP
SA 1-1.14 Integrate School-to-Work components through Job Shadow Day.	July 2017 – July 2022	Career Specialist School Counselor	\$0.00	No funding needed	Job Shadow Forms
SA 1-1.15 Implement a 90-minute block schedule to provide effective in-class intervention	July 2017 – July 2022	Instructional Leadership Team	TBD	TBD	School schedule

ACTION PLAN FOR STRATEGY #2: Provide professional development experiences for all instructional staff to ensure challenging curricula	EVALUATION
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with high expectations are provided for all students.					
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
SA 1-2.1 Provide staff development which complements the efforts of Sumter School District to provide comprehensive instruction in the mastery of Best Practices.	July 2017 – July 2022	Curriculum Coach Instructional Leadership Team	\$0.00	No funding needed	Sign-In Logs Monitoring of classroom setting Observations Teacher Self-Assessment (Teacher Leader Notebook)
SA 1-2.2 Encourage all core subject teachers to register for and attend all district-sponsored seminars and implement the strategies into their classroom.	July 2017 – July 2022	Administrators Curriculum Coach	\$0.00	No funding needed	ProDev Course Registration Observations Lesson Plans Logs
SA 1-2.3 Set aside one staff meeting per month for departmental planning to discuss student and curriculum concerns, integration of ELA, SS, Science, and Math concepts. (Applies to all staff).	July 2017 – July 2022	Instructional Team Curriculum Coach Administrators	\$0.00	No funding needed	Evidence of team planning, discussing student and curricula needs, integration of the core areas and suggestions for improvement, Collaboration Community Sign-in Logs
SA 1-2.4 Train teachers to analyze state assessment-like items to improve student performance.	July 2017 – July 2022	Curriculum Coach	\$0.00	No funding needed	Attend training and use of strategies in the classroom.
SA 1-2.5 Train teachers in data analysis.	July 2017 – July 2022	Curriculum Coach Department Heads	\$0.00	No funding needed	Evidence of lesson plans that focus on the identified weaknesses from the result of the data analysis to include state assessment & MAP results, Mastery Connect, academic monitoring

ACTION PLAN FOR STRATEGY #3: Utilize assessment data to drive instructional practices.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

SA 1-3.1 Use formative and interim assessment data to inform instruction in all content areas at all levels.	July 2017 – July 2022	Instructional Team		No funding needed	State Assessment Data MAP Data Data Walls Mastery Connect Benchmark Assessment
SA 1-3.2 Collect and disaggregate data by achievement levels to identify trends and develop strategies to target specific areas of need.	July 2017 – July 2022	Administrators Teachers Curriculum Coordinator		No funding needed	Disaggregated data from state assessment and MAP Benchmark Assessment
SA 1-3.3 Target students from Gaps and Cushions.	July 2017 – July 2022	Principal Assistant Principal Teachers Curriculum Coordinator		No funding needed	Disaggregated data from SC Ready and MAP Benchmark Assessment SC PASS
SA 1-3.4 Identify students who have shown measurable growth toward their academic goals and provide incentives.	July 2017 – July 2022	Administrators Curriculum Coach Instructional Team	\$1,000	TBD	MAP Benchmark Mastery Connect

ACTION PLAN FOR STRATEGY #4: Educate all students on the value of good nutrition and physical activity.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
SA 1-4.1 Provide P.E. classes that meet all state standards.	July 2017 – July 2022	Instructional Leadership Team Coaches P.E. Teacher	\$0.00	No funding needed	Observation Logs Lesson Plans
SA 1-4.2 Provide nutritional information to students through Health and P.E. classes about the value of eating balanced meals, exercise, and water consumption.	July 2017 – July 2022	Instructional Leadership Team P.E. Teacher Health Teacher	\$0.00	No funding needed	Observation Logs Lesson Plans

SCHOOL RENEWAL PLAN FOR Hillcrest Middle School

DATE: March 23, 2017

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

<p>PERFORMANCE GOAL 1: (Statement of desired progress or result over five years)</p>	<p>The percentage of the certified staff will increase from 97% to 100% by June 2022.</p>																										
<p>INTERIM PERFORMANCE GOAL: (One year goal)</p>	<p>The percentage of certified staff will increase to 100 % by May 2018.</p>																										
<p>DATA SOURCES(S): (List types of data that will be collected or examined to measure progress.)</p>	<p>SDE Teacher Certification Records, District Office Personnel Teacher Certification Records</p>																										
<p>OVERALL MEASURES:</p> <p>SOURCE: SDE Teacher Certification Records, District Office Personnel Teacher Certification Records</p> <p><i>* Represents projections of improvement</i></p>	<table border="1"> <thead> <tr> <th data-bbox="573 630 793 711">AVERAGE BASELINE</th> <th data-bbox="793 630 1003 711"></th> <th data-bbox="1003 630 1199 711">2017–18</th> <th data-bbox="1199 630 1413 711">2018–19</th> <th data-bbox="1413 630 1617 711">2019–20</th> <th data-bbox="1617 630 1820 711">2020–21</th> <th data-bbox="1820 630 2016 711">2021–22</th> </tr> </thead> <tbody> <tr> <td data-bbox="573 711 793 818">97%</td> <td data-bbox="793 711 1003 818">Projected Data</td> <td data-bbox="1003 711 1199 818">100%*</td> <td data-bbox="1199 711 1413 818">100%*</td> <td data-bbox="1413 711 1617 818">100%*</td> <td data-bbox="1617 711 1820 818">100%*</td> <td data-bbox="1820 711 2016 818">100%*</td> </tr> <tr> <td data-bbox="573 818 793 909"></td> <td data-bbox="793 818 1003 909">Actual Data</td> <td data-bbox="1003 818 1199 909"></td> <td data-bbox="1199 818 1413 909"></td> <td data-bbox="1413 818 1617 909"></td> <td data-bbox="1617 818 1820 909"></td> <td data-bbox="1820 818 2016 909"></td> </tr> </tbody> </table>						AVERAGE BASELINE		2017–18	2018–19	2019–20	2020–21	2021–22	97%	Projected Data	100%*	100%*	100%*	100%*	100%*		Actual Data					
AVERAGE BASELINE		2017–18	2018–19	2019–20	2020–21	2021–22																					
97%	Projected Data	100%*	100%*	100%*	100%*	100%*																					
	Actual Data																										

ACTION PLAN FOR STRATEGY #1: Increase the number of certified staff.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

TAQ 1-1.1 Promote and support the development of newly hired teachers through the CERRA Mentoring program.	July 2017 – July 2022	Instructional Leadership Team Designated Trained Mentor Teachers	\$0.00	No funding needed	Select trained mentors to work closely with new teachers. Monitor evidence of observations and conferences. Train additional staff as teacher mentors.
TAQ 1-1.2 Maintain a professional development program that focuses on content and application of current research that is in conjunction with and supportive of district policies.	July 2017 – July 2022	Instructional Leadership Team Curriculum Coach Department Chairs	\$3,000.00	School Funds and Title III	Sumter School District Annual Professional Growth Log Agendas from faculty meetings. Department meetings Professional Development Library “Powerful Pedagogy” “Read to Lead” Staff Sign-in Sheets
TAQ 1-1.3 Monitor recertification program to maintain certified classroom teachers.	July 2017 – July 2022	Instructional Leadership Team	\$0.00	No funding needed	Sumter School District Annual Professional Growth Log Recertification documentation. South Carolina Teaching Standards 4.0; Observations for Induction and Annual Teachers. SLO (Student Learning Objectives) for all teachers
TAQ 1-1.4 Promote and support the development of newly hired teachers through the CERRA Mentoring program.	July 2017 – July 2022	Instructional Leadership Team Designated Trained Mentor Teachers	\$0.00	No funding needed	Select trained mentors to work closely with new teachers. Monitor evidence of observations and conferences. Train additional staff as teacher mentors.
TAQ 1-1.5 Maintain FAC (Faculty Advisory Council) to promote positive staff morale.	July 2017 – July 2022	Administrative Team Department Chairs	\$0.00 \$200.00 Annual (PTSA/SIC funding)	No funding needed	Agendas, Sign in sheets, Responses to Faculty Questions, and Meeting Minutes Faculty Collaboration Events Wildcat WOW’s Staff quarterly perfect attendance incentive Golden Pen Award Crystal Apple Award

ACTION PLAN FOR STRATEGY #1: Increase the number of certified staff..					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

TAQ 1-1.6 Monitor staff instructional practices in all classrooms and provide coaching and assistance as needed.	July 2017 – July 2022	Instructional Leadership Team	\$0.00	No funding needed	Completed Observation walk-through/full period form. Observation Schedule ELEOT observation instrument
TAQ 1-1.7 All certified staff will be given the opportunity participate in quarterly peer observations for in-house professional development to garner ideas to improve instruction.	July 2017 – July 2022	Instructional Leadership Team and all certified class room teachers	\$0.00	No funding needed	Completed feedback forms from teachers, staff meetings and department agendas
TAQ 1-1.8 One hundred percent of the certified staff will be endorsed or in the process of becoming endorsed for Read-to-Succeed by May 2022.	July 2017 – July 2022	Instructional Leadership Team and all certified class room teachers	TBD	TBD	SDE Teacher Certification Records, District Office Personnel Teacher Certification Records

SCHOOL RENEWAL PLAN FOR Hillcrest Middle School

DATE: March 23, 2017

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

PERFORMANCE GOAL 1: (Statement of desired progress or result over five years)	The number of discipline referrals that result in suspensions and expulsions will decrease by 10% by 2022.																										
INTERIM PERFORMANCE GOAL: (One year goal)	See projected decrease for 2018 - 2022 below.																										
DATA SOURCES(S): (List types of data that will be collected or examined to measure progress.	Powerschool																										
OVERALL MEASURES: SOURCE: Powerschool <i>* Represents projections of improvement</i>	<table border="1"> <thead> <tr> <th data-bbox="569 591 793 672">AVERAGE BASELINE</th> <th data-bbox="793 591 1003 672"></th> <th data-bbox="1003 591 1199 672">2017–18</th> <th data-bbox="1199 591 1413 672">2018–19</th> <th data-bbox="1413 591 1617 672">2019–20</th> <th data-bbox="1617 591 1820 672">2020–21</th> <th data-bbox="1820 591 2024 672">2021–22</th> </tr> </thead> <tbody> <tr> <td data-bbox="569 672 793 777"> Suspensions 153 </td> <td data-bbox="793 672 1003 777"> Projected Data </td> <td data-bbox="1003 672 1199 777"> S – 150* E – 16* </td> <td data-bbox="1199 672 1413 777"> S – 147* E – 15* </td> <td data-bbox="1413 672 1617 777"> S – 144* E – 14* </td> <td data-bbox="1617 672 1820 777"> S – 141* E – 13* </td> <td data-bbox="1820 672 2024 777"> S – 138* E – 12* </td> </tr> <tr> <td data-bbox="569 777 793 875"> Expulsions 17 </td> <td data-bbox="793 777 1003 875"> Actual Data </td> <td data-bbox="1003 777 1199 875"></td> <td data-bbox="1199 777 1413 875"></td> <td data-bbox="1413 777 1617 875"></td> <td data-bbox="1617 777 1820 875"></td> <td data-bbox="1820 777 2024 875"></td> </tr> </tbody> </table>						AVERAGE BASELINE		2017–18	2018–19	2019–20	2020–21	2021–22	Suspensions 153	Projected Data	S – 150* E – 16*	S – 147* E – 15*	S – 144* E – 14*	S – 141* E – 13*	S – 138* E – 12*	Expulsions 17	Actual Data					
AVERAGE BASELINE		2017–18	2018–19	2019–20	2020–21	2021–22																					
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ACTION PLAN FOR STRATEGY #1: Provide professional development for faculty and staff to increase knowledge of cultural diversity for the prevention of discipline problems and aid in the de-escalation of problems as they occur.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

SC 1-1.1 Provide book study using a book relevant to classroom management and Middle Level Education.	July 2017 – July 2022	Instructional Leadership Team	\$1,500.00	TBD	Sign-In Logs, classroom monitoring and observations, decrease in number of teacher referrals, suspensions and expulsions. Pre and Post Survey
SC 1-1.2. Provide classroom management tips on a regular basis via email, blogs, or in regular staff communication.	July 2017 – July 2022	Instructional Leadership Team and teachers	\$0.00	No funding needed	Record of sent emails, monitoring of classroom settings, observations, decrease in the number of teacher referrals, suspensions and expulsions.
SC 1-1.3. Promote positive student behavior by providing incentives for students without discipline referrals each quarter and end of year.	July 2017 – July 2022	Instructional Leadership Team Teachers	7840.00	General fund	Decreased referrals

ACTION PLAN FOR STRATEGY #2: Provide programs that teach and encourage positive social interaction between school and the community for the prevention of discipline problems.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

SC 1-2.1 Provide mentors for at-risk students through the SAP (Student Assistance Program) program.	July 2017 – July 2022	Instructional Leadership Team School Counselor	TBD	TBD	Agendas from meetings Mentor log data
SC 1-2.2 Promote and continue role models from higher education and the work force for 6 th – 8 th grade students through planned job shadowing activities.	July 2017 – July 2022	Career Specialist School Counselor	\$0.00	No funding needed	Documentation of student shadowing activities
SC 1-2.3 Promote and continue the Service Learning Program to help students become aware of their personal importance and obligation to their community.	July 2017 – July 2022	Instructional Leadership Team School Counselor Career Specialist Club Leaders (BETA club, NJHS, FBLA, student council, cheerleaders)	\$0.00	No funding needed	Documentation of service learning projects

SCHOOL RENEWAL PLAN FOR Hillcrest Middle School

DATE: March 23, 2017

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

The percentage of parent/guardian and community involvement in the school activities and partnerships will increase by 10% by 2022.

PERFORMANCE GOAL 2: (Statement of desired progress or result over five years)							
INTERIM PERFORMANCE GOAL: (One year goal)	Annually increase the percentage of parent/guardian and community involvement in the school activities and partnerships will increase by 10% by 2022.						
DATA SOURCES(S): (List types of data that will be collected or examined to measure progress.	Annual SCDE School Report Card Surveys						
OVERALL MEASURES: SOURCE: Annual SCDE School Report Card Surveys <i>* Represents projections of improvement</i>	AVERAGE BASELINE		2017–18	2018–19	2019–20	2020–21	2021–22
	63.2%	Projected Data	65.2 %*	67.2%*	69.2%*	71.2%*	73.2%*
		Actual Data					

ACTION PLAN FOR STRATEGY #1: Provide programs that teach and encourage positive social interaction between school and the community.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

SC 2-1.1 Promote the TechnoTeens club which designs, prints, and distributes flyers and newsletters for teachers, staff, administration, parents, and the community.	July 2017 – July 2022	TechnoTeen Sponsor	TBD	TBD	Log and copies of completed material
SC 2-1.2 Utilize the Library Advisory Council to improve the quality of services and the acquisition of quality resources in the media center.	July 2017 – July 2022	Instructional Leadership Team Media Specialist SIC Committee Members	\$0.00	No funding needed	Agenda of SIC Committee, minutes and notes of meetings.
SC 2-1.3 Promote & continue PTSA organization within the school.	July 2017 – July 2022	Instructional Leadership Team PTSA Board	\$0.00	No funding needed	Agendas & meeting notes
SC 2-1.4 Sponsor an annual “Career Fair” with community volunteers presenting information about their career choices	July 2017 – July 2022	Instructional Leadership Team Career Specialist	TBD	TBD	Career Passports Agenda(s) from Career Fair
SC 2-1.5 Sponsor parent/teacher nights with parent conference nights.	July 2017 – July 2022	Instructional Leadership Team Teachers	\$0.00	No funding needed	Sign in for parents Higher frequency of parent involvement
SC 2-1.6 Sponsor holiday lunches and breakfast where parents are invited to dine with students (Thanksgiving, Christmas and National Breakfast activities).	July 2017 – July 2022	Cafeteria Techno Teens	\$0.00	No funding needed	Parent sign-up forms
SC 2-1.7 Promote school clubs in after school activities (cheer camp for basketball games, BETA induction ceremony, FBLA induction ceremony, National Junior Honor Society induction ceremony, etc).	July 2017 – July 2022	Club sponsors	\$0.00	No funding needed	Ticket sales/sign-up form
SC 2-1.8 Provide opportunities for parent involvement with literacy development by hosting a family literacy night each semester.	July 2017 – July 2022	Instructional Leadership Team Teachers	\$0.00	No funding needed	Sign in for parents Higher frequency of parent involvement
SC 2-1.10 Send home a quarterly student created newsletter with emphasis on literacy	July 2017 – July 2022	Instructional Leadership Team Teachers Techno Teens	TBD	TBD	Copies of literacy newsletters
ACTION PLAN FOR STRATEGY #2: Increase meaningful communication between the home and school and community.					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION

SC 2-2.1. Update enrollment forms and emergency cards to include such information as e-mail, addresses, cell phone numbers, etc.	July 2017 – July 2022	Instructional Leadership Team Attendance Clerk	\$0.00	No funding needed	Updated forms in school office Edulink Reports
SC 2-2.2. Promote and continue the use of student agenda as a means of communication with the parents.	July 2017 – July 2022	Instructional Leadership Team Teachers	\$0.00	No funding needed	Evidence of student use of agenda
SC 2-2.3. Use the Parent Contact Log as a record of teacher-parent communication via letter, note home, phone call, conference, etc.	July 2017 – July 2022	Instructional Leadership Team Teachers	\$0.00	No funding needed	Evidence of Parent Contact Log
SC 2-2.4. Promote upcoming school activities by including them on the website, in the school newsletter, & the Parent Portal, Google Classroom, Edulink, Google Calendar and marquee.	July 2017 – July 2022	Instructional Leadership Team Media Specialist Teachers	\$0.00	No funding needed	Increased parent Involvement Increased student involvement

SCHOOL RENEWAL PLAN FOR Hillcrest Middle School

DATE: March 23, 2017

Performance Goal Area: Student Achievement

Teacher/Administrator Quality

School Climate (Parent Involvement, Safe and Healthy Schools, etc.)

District Priority

<p>PERFORMANCE GOAL 3: (Statement of desired progress or result over five years)</p>	<p>Increase the number of parents, students, and teachers by 5% who are satisfied with the social and physical environment by 2022.</p>																										
<p>INTERIM PERFORMANCE GOAL: (One year goal)</p>	<p>Annually increase the number of parents, students, and teachers by 5% who are satisfied with the social and physical environment.</p>																										
<p>DATA SOURCES(S): (List types of data that will be collected or examined to measure progress.)</p>	<p>SCDE Report Card Surveys</p>																										
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<p>ACTION PLAN FOR STRATEGY #1: Create a safe, secure, and healthy school environment by utilizing proactive measures to ensure student safety and an orderly environment.</p>					<p>EVALUATION</p>
<p>ACTIVITY</p>	<p>TIMELINE (Start and End Dates)</p>	<p>PERSON RESPONSIBLE</p>	<p>ESTIMATED COST</p>	<p>FUNDING SOURCE</p>	<p>INDICATORS OF IMPLEMENTATION</p>

SC 3-1.1. Conduct fire drills on a monthly basis.	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Observations and logs of monthly fire drills
SC 3-1.2. Conduct an annual tornado drill each school year.	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Observation and log of drill
SC 3-1.3. Conduct an annual shelter in place drill each school year.	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Observation and log of drill
SC 3-1.4. Conduct an annual earthquake drill each school year.	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Observation and log of drill
SC 3-1.5. Conduct lockdown drills during each school year. (1 per year)	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Observation Log of drill
SC 3-1.6. Conduct review sessions each school year with all faculty and staff of the School Crisis Management Plan making changes as needed to promote a safe school environment	July 2017 – July 2022	Assistant Principal Faculty and Staff	\$0.00	No funding needed	Sign In Logs Agenda of session(s)
SC 3-1.7. Conduct a school-wide Bullying and Harassment Training.	July 2017 – July 2022	School Counselor All Faculty All Students	\$0.00	No funding needed	Sign In Logs Agenda of session (s)
SC 3-1.8. Conduct bus evacuation drills twice per year.	July 2017 – July 2022	Asst. principal	\$0.00	No funding needed	Log
SC 3-1.9. Conduct yearly training/updates to MERT team.	July 2017 – July 2022	Nurse MERT team	\$0.00	No funding needed	Sign-in sheet
SC 3-1.10 The school safety committee will meet a minimum of once per semester to discuss school safety concerns and possible solutions, and the status of needed repairs and solutions.	July 2017 – July 2022	Assistant Principal Safety Committee	\$0.00	No funding needed	Sign-in sheet Meeting Agenda and Minutes