

2011 – 2016 Strategic Plan
Abner Creek Academy



Karen McMakin
Principal

SCHOOL RENEWAL PLANS

5-Year Plan

School Name Abner Creek Academy School Telephone (864) 949-2334School Address 2050 Abner Creek Road, Duncan, SC 29334District Contact Dr. Ashley Atkinson, Jr. Telephone (864) 949-2350E-mail ashley.atkinson@spart5.net**Assurances**

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

Required Printed Names and Signatures***Chairperson, Board of Trustees***

<u>Mr. Steve Brockman</u>	_____	_____
Printed Name	Signature	Date

Superintendent

<u>Dr. Scott Turner</u>	_____	_____
Printed Name	Signature	Date

School Principal

<u>Mrs. Patricia S. Paul</u>	_____	_____
Printed Name	Signature	Date

Chairperson, School Improvement Council

<u>Ms. Dawn Mitchell</u>	_____	_____
Printed Name	Signature	Date

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLANS

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

	Position	Name
1.	Principal	<u>Patricia S. Paul</u>
2.	Teacher	<u>Elizabeth Grube</u>
3.	Parent/Guardian	<u>Joy Crile</u>
4.	Community Member	<u>Grover Timms</u>
5.	School Improvement Council	<u>Dawn Mitchell</u>
6.	Others* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.)	

Position	Name
<u>Infrastructure chair</u>	<u>Natalie Chandler</u>
<u>School Climate chair</u>	<u>Melissa Fowler</u>
<u>Student Achievement</u>	<u>Elizabeth Grube</u>
<u>Teacher Quality</u>	<u>Pat Geter</u>
<u>PTO Board Member</u>	<u>Tia Talley</u>
<u>Teacher of the Year</u>	<u>Elizabeth Koon</u>

* **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 RENEWAL PLANS
(Mandated Component)

Act 135 Assurances

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

- Academic Assistance. PreK–3**
The school makes special efforts to assist children in PreK–3 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

- Academic Assistance. Grades 4–12**
The school makes special efforts to assist children in grades 4–12 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).

- Parent Involvement**
The school encourages and assists parents in becoming more involved in their children's education. Some examples of parent involvement initiatives include making special efforts to meet with parents at times more convenient for them, providing parents with their child's individual test results and an interpretation of the results, providing parents with information on the district's curriculum and assessment program, providing frequent, two way communication between home and school, providing parents an opportunity to participate on decision making groups, designating space in schools for parents to access educational resource materials, including parent involvement expectations as part of the principal's and superintendent's evaluations, and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.

- Staff Development**
The school provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the district plan for the improvement of student academic performance. The staff development program reflects requirements of Act 135, the EAA, and the National Staff Development Council's revised *Standards for Staff Development*.

- Technology**
The school integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.

- n/a **Innovation**
The school uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students. Provide a good example of the use of innovation funds.

- Recruitment**
The district makes special and intensive efforts to **recruit** and give **priority** to serving those parents or guardians of children, ages birth through five years, who are considered at-risk of school failure. "At-risk" children are defined as those whose school readiness is jeopardized by any of, but not limited to, the following personal or family situation(s): Educational level of parent below high school graduation, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional), and/or child abuse and neglect.

- Collaboration**
The school (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).
- Developmental Screening**
The school ensures that the young child receives all services necessary for growth and development. Instruments are used to assess physical, social, emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.
- Half-Day Child Development**
The school provides half-day child development programs for **four-year-olds** (some districts fund full-day programs). The programs usually function at primary and elementary schools, although they may be housed at locations with other grade levels or completely separate from schools.
- Developmentally Appropriate Curriculum for PreK–3**
The school ensures that the scope and sequence of the curriculum for PreK-3 are appropriate for the maturation levels of students. Instructional practices accommodate individual differences in maturation level and take into account the student's social and cultural context.
- Parenting and Family Literacy**
The school provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their Children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.

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.

Signature of Superintendent

Date

Signature of Principal

Date

EXECUTIVE SUMMARY OF NEEDS ASSESSMENT FINDINGS

Abner Creek Academy, located 2.1 miles off of Interstate 85 in Spartanburg County, opened its doors on August 19 of 2008 and presently serves 433 students in pre-kindergarten through fourth grade. The faculty and staff of 62 serve our students in a state-of-the-art facility. We are on a journey to excellence and focus on providing a supportive learning environment to the children, their caregivers, and all stakeholders who enter our doors. Our students are told daily that we love them and that we have high expectations for them.

The comprehensive needs assessment that was done by the school addressed the following areas: (1) Student Achievement, (2) Teacher Quality, (3) School Climate, and (4) School Infrastructure. For each of these areas, a plan of action has been determined for improvement. Information gained from the school/district report cards, test results, surveys, SIC meetings, our district strategic plan, and school personnel meetings was utilized to develop this strategic plan. Strengths, weaknesses, and challenges were identified from this information. Strategies and action steps were then developed.

Our school has many assets to celebrate. We have consecutively met Annual Yearly Progress as outlined in the No Child Left Behind legislation for two years. The Schools overall rating has increased from Good to Excellent. The school's improvement rating has increased from Average to Good.

The Palmetto Gold and Palmetto Silver awards program was created for schools attaining high levels of absolute performance, high rates of growth, or substantial progress in closing achievement gaps between groups of students. Abner Creek received the Palmetto Silver Award in 2009 for "Closing the Achievement Gap." In 2010, we were awarded the Palmetto Gold Award for "General Performance", as well as the Palmetto Silver award for "Closing the Achievement Gap". We attribute this increase in our ratings to our knowledge of using data to inform instruction as well as our district's Learning Focused Instructional practices.

According to the 2010 Annual School Report card, all teachers at Abner Creek Academy are highly qualified. There are 77.8% of our teachers who have advanced degrees. The teacher attendance rate for our teachers was 96.6% which was up from 91.2% the previous year.

Student achievement data has been analyzed over time with emphasis on the 2010 PASS test data. These results determined our baseline data for PASS in the four content areas: math, reading, writing, science and social studies. Although we have a large percentage of our students who score "Met" on PASS, we must continue to increase the number of students who progress to Exemplary performance. We are also mindful that we need to improve the percentage of students meeting target growth as measured by MAP. We look for trends among the strands of MAP and discuss options for better targeting instruction.

This year, Abner Creek was given the wonderful opportunity to become a communication and leadership magnet school. Although this was an exciting endeavor, it also presented a challenge. The uncertainty of funding was a major concern that had to be considered when trying to implement our new focus. Another challenge that we are facing is the enrollment increases. Although we are excited about the number of families that are choosing to attend our school, we face the challenge of maintaining low teacher/student ratios. The lack of funding does place the availability of additional magnet opportunities, intervention programs and personnel at risk.

MISSION, VISION, AND BELIEFS

Mission Statement

The Mission of Abner Creek Academy is to provide every student quality educational experiences in a safe, nurturing, and engaging environment, enabling each individual to succeed in life and function as a productive citizen.

Vision Statement

Abner Creek Academy will pursue exemplary educational opportunities and academic excellence in order to improve the quality of life for our students and community.

Beliefs

We believe that...

- Children are our most valuable resource.
- Public education is a pillar of our society.
- Integrity is taught by example.
- Excellence is achievable.
- Mutual respect is beneficial.
- Knowledge empowers.
- Diversity strengthens.
- Family is the foundation of society.
- Children need supportive adult role models.
- Attitude makes a difference.
- Learning is a lifelong process.
- Personal responsibility serves the common good.
- Stewardship of resources maintains trust.

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DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County
2011 Performance Goal Area:

DATE: April 15.

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

PERFORMANCE GOAL:
(desired result of student learning)

The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

Students in grades 3-4 will improve 2% a year up to 95% and then maintain or exceed that average in meeting the state's proficiency standard in **English Language Arts (Reading and Research)** as measured by the Palmetto Assessment of State Standards (PASS), through the year 2016.

DATA SOURCE(S):

Palmetto Assessment of State Standards (PASS)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015	2016*
3	85.7	87.7/85.5	89.7/90.9	91.7/88.1	93.7/86.3	95.7/N/A	95.7 N/A
4	91.4	93.4/77.3	95.4/80.7	95.4/85.2	95.4/81.4	95.4/N/A	95.4 N/A

?NA

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County

DATE: April 15, 2011

Performance Goal Area:

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

PERFORMANCE GOAL:
(desired result of student learning)

The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

Students in grades 3-4 will improve 2% a year up to 95% and then maintain or exceed that average in meeting the state's proficiency standard in **Math** as measured by the Palmetto Assessment of State Standards (PASS), through the year 2016.

DATA SOURCE(S): Palmetto Assessment of State Standards (PASS)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
3	92.1	94.1/80.5	96.1/84.4	96.1/83.3	96.1/86.3	96.1/N/A	96.1 /N/A
4	95.7	95.7/89.4	95.7/90.4	95.7/96.3	95.7/85.9	95.7/ N/A	95.7 /N/A

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County

DATE: April 15, 2011

Performance Goal Area:

Student Achievement
 District Priority

Teacher/Administrator Quality

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

PERFORMANCE GOAL:
(desired result of student learning)

The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

Students in grades 3-4 will improve 2% a year up to 95% and then maintain or exceed that average in meeting the state's proficiency standard in **Science** as measured by the Palmetto Assessment of State Standards (PASS), through the year 2016.

DATA SOURCE(S):

Palmetto Assessment of State Standards (PASS)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
3	87.5	89.5/81.8	91.5/74.4	93.5/82.9	95.5/73.2	95.5/N/A	95.5 ^{N/A}
4	85.7	87.7/80.2	89.7/91.6	91.7/93.8	93.7/82.6	95.7/73.6	95.7 ^{75.7}

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County

DATE: April 15, 2011

Performance Goal Area:

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

PERFORMANCE GOAL:
(desired result of student learning)

The achievement of students in K-8 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

Students in grades 3-4 will improve 2% a year up to 95% and then maintain or exceed that average in meeting the state's proficiency standard in **Social Studies** as measured by the Palmetto Assessment of State Standards (PASS), through the year 2016.

DATA SOURCE(S):

Palmetto Assessment of State Standards (PASS)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
3	93.5	95.5/78.8	95.5/89.5	95.5/83.7	95.5/89.7	95.5/N/A	95.5 /N/A
4	85.7	87.7/82.9	89.7/91.6	91.7/90.1	93.7/86.0	95.7/74.7	95.7 /86.6

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County
 2011 Performance Goal Area:

DATE: April 15.

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

PERFORMANCE GOAL:
 (desired result of student learning)

The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

Students in grades 3 and 4 will improve 2% a year and then maintain or exceed that average in meeting the state’s proficiency standard in **Writing** as measured by the Palmetto Assessment of State Standards (PASS), through the year 2016.

*Since grades 5 and 8 are the only grades assessed through the PASS Writing assessment, kindergarten, first, second, third, fourth, sixth, and seventh grade teachers will be responsible for the instruction and accountability in the use of the South Carolina Writing Rubric.

DATA SOURCE(S):

Palmetto Assessment of State Standards (PASS)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
3	81.0	-/na	-/na	83.7	81.3	N/A	N/A
4	75.7	-/na	-/na	85.4	78.6	N/A	N/A

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County
2011 Performance Goal Area:

DATE: April 15.

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

PERFORMANCE GOAL:
 (desired result of student learning)
 The achievement of students in K-8 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:
 The percentage of students in grades K-4 meeting the Measures of Academic Progress (MAP) growth targets in **reading** will increase by 2% each year or until at least 70% meet target growth:
 Grades K – 4 Fall to Spring (Percent Meeting Growth Target)

DATA SOURCE(S): Measures of Academic Progress (MAP)

OVERALL MEASURES: * Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
K	90.3	90.3/80.2	90.3/66.2	90.3/54.5	90.3/49.4	90.3/64	90.3/76.0
1	65.6	67.6/50.8	69.6/37.3	71.6/28.9	73.6/27.0	75.6/53	77.6/33.0
2	52.2	54.2/61.4	56.2/58.9	58.2/52.9	60.2/59.8	62.2/70	64.2/61.0
3	54.4	56.4/61.4	58.4/63.5	60.4/53.6	62.4/52.0	64.4/68	66.4/50.0
4	53.0	55.0/51.6	57.0/48.7	59.0/38.0	61.0/40.7	63.0/49	65.0/57.0

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy of Spartanburg County

DATE: April 15, 2011

Performance Goal Area:

Student Achievement
 District Priority

Teacher/Administrator Quality

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

PERFORMANCE GOAL:
(desired result of student learning)

The achievement of students in K-8 will continuously improve as indicated by summative and formative assessment data.

INTERIM PERFORMANCE GOAL:

The percentage of students in grades K-4 meeting the Measures of Academic Progress (MAP) growth targets in **math** will increase by 2% each year or until at least 70% meet target growth:

Grades K – 4 Fall to Spring (Percent Meeting Growth Target)

DATA SOURCE(S):

Measures of Academic Progress (MAP)

OVERALL MEASURES:

* Represents projections of improvement

Grade Level	Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
K	95.2	95.2/88.9	95.2/75.7	95.2/63.4	95.2/71.3	95.2/72	95.2/72.0
1	50.8	52.8/56.9	54.8/43.4	56.8/53.0	58.8/59.0	60.8/60	62.8/51.0
2	61.2	63.2/50	65.2/52.1	67.2/38.8	69.2/42.5	71.2/56	73.2/33.0
3	42.1	44.1/61.4	46.1/55.4	48.1/47.6	50.1/44.0	52.1/52	54.1/59.0
4	36.4	38.4/46.8	40.4/38.2	42.4/31.6	44.4/46.3	46.4/34	48.4/49.0

Goal 1: The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.					EVALUATION
<u>STRATEGY 1.1:</u> Use assessment data to inform instruction. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.1.1 Assess student academic development through a variety of measures such as PASS, MAP, Developmental Reading Assessments (DRA), reading records, running records, and benchmark assessments such as Tests for Higher Standards.	2011 - 2016	District and School Level Administration	\$7583.33 (yr)	Enhancement (K-5/6-8) Formative Title II	continue
1.1.2 Disaggregate assessment data to identify achievement needs of special populations.	2011 - 2016	District and School Level Administration	\$0	n/a	continue
1.1.3 Conference with principals to analyze assessment data and set instructional goals.	2011 - 2016	Superintendent	\$0	n/a	continue
1.1.4 Provide professional development for teachers and district/school leaders in the analysis, interpretation, and effective use of assessment data.	2011 - 2016	District and School Level Administration	\$0	n/a	continue

Goal 1: The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.					EVALUATION
<u>STRATEGY 1.2:</u> Continue to provide high-quality professional development experiences based on Best Practices. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.2.1 Analyze results from school-wide curriculum needs assessment to guide the planning of professional development.	2011 - 2016	School Level Administration	\$0	n/a	continue
1.2.2 Continue study groups and book talks to support research and Best Practices.	2011 - 2016	School Level Administration	\$3000 (yr)	District Allocated	continue
1.2.3 Provide high quality professional development opportunities using the expertise of District Five professional staff and/or consultants.	2011 - 2016	School Level Administration	\$1500 (yr)	District Allocated	continue
1.2.4 Continue to train teachers to use all available assessment data to determine professional development needs.	2011 - 2016	School Level Administration	\$0	n/a	continue
1.2.5 Continue to provide opportunities for vertical articulation.	2011 - 2016	School Level Administration Grade Level Chairpersons	\$0	n/a	continue

Goal 1: The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.					EVALUATION
STRATEGY 1.2: Continue to provide high-quality professional development experiences based on Best Practices. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
1.2.6 Schedule collaborative planning opportunities for all content areas and departments.	2011 - 2016	School Level Administration Grade Level Chairpersons	\$0	n/a	continue
1.2.7 Continue to write and revise standards-based instructional units/curriculum across all content areas in grades K-4.	2011 - 2016	School Level Administration	\$0	n/a	continue
1.2.8 Continue to monitor the use of Best Practice instructional strategies through actions such as classroom observations, Goals Based Evaluation conferences, and Best Practice Self-Assessments.	2011 - 2016	School Level Administration	\$0	n/a	continue
1.2.9 Provide training for special education teachers to equip them to meet the individual needs of disabled students through the use of Best Practices, integrating IEP goals into grade level standards, the use of Balanced Literacy, and scaffolding/previewing content.	2011 - 2016	School Level Administration	\$0	n/a	continue

Goal 1: The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.					EVALUATION
STRATEGY 1.3: Accelerate student learning in order to meet or exceed grade level standards in all content areas. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
1.3.1 Continue to use researched-based instructional strategies provided through models such as Learning Focused, Balanced Literacy, Thinking Maps, Write from the Beginning, and Write for the Future.	2011 - 2016	School Level Administration	\$0	n/a	continue
1.3.2 Develop and implement benchmark assessments in order to monitor student progress and to inform and adjust instruction.	2011 - 2016	Classroom teachers	\$0	n/a	continue
1.3.3 Provide differentiated instruction to meet the needs of all students.	2011 - 2016	Classroom teachers	\$0	n/a	continue
1.3.4 Use the Response to Intervention (RTI) model to provide services for students who need additional instructional interventions to support their learning.	2011 - 2016	Classroom teachers Reading Interventionist	\$2500 (yr)	District Allocated	continue

Goal 1: The achievement of students in K-4 will continuously improve as indicated by summative and formative assessment data.					EVALUATION
<u>STRATEGY 1.3:</u> Accelerate student learning in order to meet or exceed grade level standards in all content areas. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
1.3.5 Provide integrated and rigorous curriculum through challenging, engaging content and the use of higher order thinking skills for students identified as Gifted and Talented.	2011 - 2016	School Level Administration GT Teachers	\$0	High Achieving Students Local	continue
1.3.6 Provide disabled students an appropriate standards-based curriculum through the use of Best Practices, integrating IEP goals into grade level standards, the use of Balanced Literacy, progress monitoring, and scaffolding/previewing content.	2011 - 2016	School Level Administration Special Education Teachers	\$11,700 (yr)	IDEA	continue
1.3.7 Continue and expand early intervention through services for students with developmental delays, K4 programs for at risk students, and services offered by Parent Educators and/or other agencies such as the Middle Tyger Community Center.	2011 - 2016	School Level Administration Parent Educator K4 Teacher	\$2000 (yr)	EIA K-4 Local At Risk Students IDEA	continue
1.3.8 Enhance technology opportunities such as interactive classes (Global Classrooms) and the use of innovative tools such as Class Response Systems, Classroom Sound Systems, Web-Cams, and Netbooks.	2011 - 2016	School Level Administration Computer Technician Media Specialist	\$5000 (yr)	Local Technology District Allocated	continue

DISTRICT STRATEGIC PLAN FOR District Five Schools of Spartanburg County

DATE: April 15, 2011

Performance Goal Area:

Student Achievement
Priority

Teacher Quality

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

District

PERFORMANCE GOAL:
(desired result of student learning)

The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.

INTERIM PERFORMANCE GOAL:

Maintain the employment of Highly Qualified teachers at 100%.

DATA SOURCE(S):

Human Resource Records – Personnel Director
State Report Cards

OVERALL MEASURES:

Baseline	2011	2012	2013	2014	2015	2016
09-10 100%	100%/100%	100%/100%	100%/100%	100% 100%	100% 100%	100% 100%

Goal 2: The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.					EVALUATION
STRATEGY 2.1: Recruit Highly Qualified teachers. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
2.1.1 Provide resources to support effective performance.	2011 - 2016	Principals	\$24,000 (per year)	District Allocated	continue
2.1.2 Pursue diversity in hiring.	2011 - 2016	Principals, Teachers' Interview Team	\$0	n/a	continue
2.1.3 Promote professional learning communities.	2011 - 2016	Principals Lead Teachers	\$3000	District Allocated	continue
2.1.4 Provide technological resources.	2011 - 2016	Technology Coordinator, Principals	\$700	District Allocated	continue
2.1.5 Provide differentiated staff development opportunities.	2011 - 2016	Principals Director of Elementary Ed	\$3000	District Allocated	continue
2.1.7 Provide effective instructional leadership.	2011 - 2016	Principals	\$3000	District Allocated	continue

Goal 2: The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.					EVALUATION
STRATEGY 2.1: Recruit Highly Qualified teachers. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
2.1.8 Maintain quality school facilities.	2011 - 2016	Principals	n/a	District	continue

Goal 2: The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.					EVALUATION
STRATEGY 2.2: Develop Highly Qualified and well prepared staff. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
2.2.1 Engage all employees in Professional Learning Communities.	2011 - 2016	Principals	\$3000 (per year)	District Allocated	continue
2.2.2 Provide differentiated staff development opportunities based upon staff Needs Assessment Data.	2011 - 2016	Principals	\$3000 (per year)	District Allocated	continue
2.2.3 Assign supportive mentors to new teachers.	2011 - 2016	Principals	\$0	n/a	continue
2.2.4 Promote leadership opportunities for staff.	2011 - 2016	District and School Level Administration	\$0	n/a	continue
2.2.5 Support attainment of advanced degrees by teachers.	2011 - 2016	Principals	\$0	n/a	continue

Goal 2: The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.					EVALUATION
STRATEGY 2.2: Develop Highly Qualified and well prepared staff. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
2.2.6 Maintain high expectations for all.	2011 - 2016	District and School Level Administration	\$0	n/a	continue
2.2.7 Maintain technology proficiency for certified staff.	2011 - 2016	Technology Coordinator, Principals	\$0	n/a	continue

Goal 2: The Abner Creek Academy will continuously improve teacher quality by recruiting, developing, and effectively evaluating teachers.					EVALUATION
STRATEGY 2.3: Evaluate teachers and administrators to maintain highly qualified and well prepared staff. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
2.3.1 Collaboratively develop Goals Based Evaluation for teachers annually.	2011 - 2016	Principals, Superintendent	TBD	Federal, State, Local	continue
2.3.2 Formally evaluate 2nd year teachers with SAFE-T.	2011 - 2016	SAFE-T Trained Teachers, Principals, Personnel Director	TBD	Federal, State, Local	continue
2.3.3 Require formal evaluation of Continuing Contract teachers, when necessary.	2011 - 2016	Principals, Personnel Director	TBD	Federal, State, Local	continue
2.3.4 Require Teacher Induction of 1 st year teachers.	2011 - 2016	Principals	TBD	Federal, State, Local	continue
2.3.5 Require formal evaluation for Continuing Contract teachers using the Goals Based Evaluation.	2011 - 2016	Principals	TBD	Federal, State, Local	continue

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy
Performance Goal Area:

DATE: April 15, 2011

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

PERFORMANCE GOAL: (desired result of student learning)	The school will provide an environment where every individual is engaged, respected, valued, and safe.							
INTERIM PERFORMANCE GOAL:	The student and teacher attendance rate will maintain a level of at least 97% until the year 2016.							
DATA SOURCE(S):	School Report Card							
OVERALL MEASURES:	Baseline	2011	2012	2013	2014	2015	2016	
	Student 97.4%	97/95.8	97/97	97/96.8	97/96.7	97/96.2	97/96.4	
	Teacher 96.6%	97/96.8	97/97	97/93.7	97/95.5	97/94.3	97/94.7	

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy
Performance Goal Area:

DATE: April 15, 2011

- Student Achievement
 District Priority

Teacher/Administrator Quality

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

PERFORMANCE GOAL:
(desired result of student learning)

The school will provide an environment where every individual is engaged, respected, valued, and safe.

INTERIM PERFORMANCE GOAL:

The percentage of parents/guardians/approved designees who attend at least one parent conference with school personnel each year will increase from 86% to 97% by 2016.

DATA SOURCE(S):

School Parent Survey/School Report Card

OVERALL MEASURES:

Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
86%	88/100	90/96.3	92/99.7	94/99.1	96/100%	97/100%

* Represents projections of improvement

DISTRICT STRATEGIC PLAN FOR Abner Creek Academy
Performance Goal Area:

DATE: April 15, 2011

Student Achievement
 District Priority

Teacher/Administrator Quality

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

PERFORMANCE GOAL:
(desired result of student learning)

The school will provide an environment where every individual is engaged, respected, valued, and safe.

INTERIM PERFORMANCE GOAL:

Every student will have the opportunity to participate in at least two service learning projects each school year.

DATA SOURCE(S):

Service Learning form completed by homeroom teachers/
Student Council Minutes

OVERALL MEASURES:

Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
1	2 /2	2/4	2/4	2/5	2/5	2/5

* Represents projections of improvement

**DISTRICT STRATEGIC PLAN FOR Abner Creek Academy
2011 Performance Goal Area:**

DATE: April 15.

Student Achievement
 etc.) District Priority

Teacher/Administrator Quality

School Climate (Parent Involvement, Safe and Healthy Schools,

PERFORMANCE GOAL:
(desired result of student learning)

The school will provide an environment where every individual is engaged, respected, valued, and safe.

INTERIM PERFORMANCE GOAL:

The percentage of parents, teachers and students who indicate that they are satisfied with the safety of the school environment will increase from 97.6% in 2010 to 99% in 2016.

DATA SOURCE(S):

Parent, Teacher and Student Surveys for Abner Creek Academy
*An average of parent, teacher and student surveys will be taken

OVERALL MEASURES:

Average Baseline	2011*	2012*	2013*	2014*	2015*	2016*
97.6%	98/95.1	98.2/96.2	98.4/97.4	98.6/99.6	98.8/98.6	99.0/95.7

* Represents projections of improvement

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.1:</u> Provide a student incentive program. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person Responsible</u>	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.1.1 Recognize and/or provide incentives for student attendance.	2011 - 2016	Principals/Attendance Clerk/Classroom Teachers	\$1000 (yr)	Local Funds	continue
3.1.2 Provide incentives to improve student behavior.	2011 - 2016	Teachers, Principals, School Counselor	\$1000 (yr)	Local Funds	continue
3.1.3 Recognize school participation in community service and/or service learning.	2011 - 2016	Teachers, Principals, Student Council Advisors	n/a	n/a	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.2:</u> Provide a teacher incentive program. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.2.1 Recognize teachers for attendance and other accomplishments through various methods.	2011 - 2016	Principals	\$1000	Local	continue
3.2.2 Provide incentives for teacher participation in school or district sponsored community service activities or projects.	2011 - 2016	Principals	\$1000	Local	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.3:</u> Provide a comprehensive character education program. <u>Activity</u>	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Estimated</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.3.1 Evaluate current character education program by school.	2011 - 2016	School Counselor, Teachers	\$0	n/a	continue
3.3.2 Maintain or update developmentally appropriate character education program by school.	2011 - 2016	School Counselor	\$1400	Local	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.4:</u> Provide opportunities for parent, student, and community involvement. <u>Activity</u>	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person Responsible</u>	<u>Estimated</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.4.1 Utilize and support the district attendance officer to monitor and track students with attendance issues.	2011 - 2016	Assistant Principal/Attendance Clerk	\$0	n/a	continue
3.4.2 Provide opportunities for parents to visit schools and classrooms.	2011 - 2016	All faculty and staff	\$0	n/a	continue
3.4.3 Invite community and faith leaders into our school.	2011 - 2016	All faculty and staff	\$800 (yr)	Local	continue
3.4.4 Provide opportunities for community members to volunteer in the school.	2011 - 2016	PTO Officers/Volunteer Coordinator	\$0	n/a	continue
3.4.5 Provide recognition of Abner Creek volunteers and business partners using various methods.	2011 - 2016	Volunteer Coordinator, Principals	\$500 (yr)	Local	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.4:</u> Provide opportunities for parent, student, and community involvement. <u>Activity</u>	<u>Timeline Start/End Date</u>	<u>Person Responsible</u>	<u>Estimated Cost</u>	<u>Funding Source</u>	<u>Monitor Completed YES/NO</u> <u>Continue</u> <u>Modify/Modified Date</u>
3.4.6 Develop partnerships with community organizations to foster and sustain service learning.	2011 - 2016	Principals Guidance Counselor Volunteer Coordinator	\$0	n/a	continue
3.4.7 Utilize SCALE (South Carolina Academic Learning Environment) for school and community use.	2011 - 2016	Teachers	\$0	n/a	continue
3.4.8 Provide extracurricular opportunities for students.	2011 - 2016	Abner Creek Afterschool Coordinator, Teachers, Community Volunteers, School Administration	\$0	Local	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
STRATEGY 3.5: Provide stakeholder communications using a variety of methods. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
3.5.1 Use the School Connects telephone parent notification system to communicate with parents and caregivers.	2011 - 2016	Principals	\$0	Technology	continue
3.5.2 Use school newsletters to communicate with parents and the community.	2011 - 2016	Teachers, Media Specialist	\$2400 (yr)	District Allocated Funds	continue
3.5.3 Maintain websites for the school, as well as individual teachers, to communicate with parents and the community.	2011 - 2016	Media Specialist, Technology Coordinator, Teachers	\$0	n/a	continue
3.5.4 Use the Parent Portal web-based student information system in grades 2-4 to inform parents of student academic progress and attendance.	2011 - 2016	Technology Director, Principals, Teachers	\$0	n/a	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.5:</u> Provide stakeholder communications using a variety of methods <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.5.5 Distribute School Fact Sheets to provide the community information about our schools and district.	2011 - 2016	Principals	\$0 (yr)	n/a	continue
3.5.6 Review and utilize parent, student, and teacher responses to report card surveys.	2011 - 2016	Principals, Teachers	\$0	n/a	continue

Goal 3: The school will provide an environment where every individual is engaged, respected, valued, and safe.					EVALUATION
<u>STRATEGY 3.6:</u> Provide opportunities to enhance the safety of students and staff. <u>Activity</u>	<u>Timeline</u> Start/End Date	<u>Person</u> Responsible	<u>Estimated</u> Cost	<u>Funding</u> Source	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
3.6.1 Maintain and update school emergency procedure plans.	2011 - 2016	Principals, School Resource Officer	\$0	n/a	continue
3.6.2 Continue to provide and update safety training for employees and students.	2011 - 2016	Principals, School Nurse, School Resource Officer	\$0	n/a	continue

STRATEGIC PLAN FOR: Abner Creek Academy

DATE: April 15, 2011

Performance Goal Area:

- Student Achievement
 School Priority

Teacher/Administrator Quality

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

PERFORMANCE GOAL:
 (desired result of student learning)

Abner Creek Academy will provide needed resources to support quality academic and extra-curricular programs.

INTERIM PERFORMANCE GOAL:

Abner Creek Academy will provide and maintain well-equipped classrooms and technology programs.

DATA SOURCE(S):

Surveys, SC Report Cards, School-wide list of materials and resources, Enrollment Projections

OVERALL MEASURES:

Baseline	2011*	2012*	2013*	2014*	2015*	2016*
Existing facilities and technology 2010	Update 2008-2010 facilities and technology plans	Implement upgrades and improvements as called for in updated plans.	Took steps to maintain current facility and technology.	Added Promethean Boards to ten classrooms and additional devices to thirteen classrooms.	All gen.ed., related arts, and sp.ed. classrooms have Promethean Boards.	Laptops were provided for all students in Grades 3 and 4 in the fall of 2016. Sound systems were replaced in Grades 1-4 and added to the gym and media center in the fall of 2016.

* Represents projections of improvement

Goal 4: Abner Creek Academy will provide equitable resources to support quality academic and extra-curricular programs.					EVALUATION
<u>STRATEGY 4.1:</u> Provide needed resources for all programs. <u>Activity</u>	<u>Timeline</u> <u>Start/End</u> <u>Date</u>	<u>Person</u> <u>Responsible</u>	<u>Estimated</u> <u>Cost</u>	<u>Funding</u> <u>Source</u>	<u>Monitor</u> Completed YES/NO Continue Modify/Modified Date
4.1.1 Conduct facilities needs assessment.	2011 - 2012	School Administration	\$0	n/a	continue
4.1.2 Update facilities plan using data collected.	2011 - 2012	School Administration	\$0	n/a	continue
4.1.3 Implement improvements based on identified needs in facilities needs assessment.	2012 - 2016	School Administration	\$100,000 (4 years)	Local, Grants	continue

Goal 4: Abner Creek Academy will provide equitable resources to support quality academic and extra-curricular programs.					EVALUATION
STRATEGY 4.2: Provide sufficient and equitable resources for all programs. Activity	Timeline Start/End Date	Person Responsible	Estimated Cost	Funding Source	Monitor Completed YES/NO Continue Modify/Modified Date
4.2.1 Conduct technology needs assessment.	2011 - 2012	School Technician	\$0	n/a	continue
4.2.2 Create and implement school technology plan based on annual need assessment.	2011 - 2016	School Technician	\$0	n/a	continue
4.2.3 Implement and update current actions and improvements based on identified needs in technology needs assessment	2011 - 2016	School Technician	\$500,000 (5 year)	Local, Grants	continue