

Performance Goal

Performance Goal Area:	District Priority					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	The Technology Department strives to equip our students and staff with the tools, training, support, and safety necessary to utilize technology to enhance learning, increase productivity, access information, and communicate with others.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Devices per student	65%	Projected Data: 68%	72%	75%	78%	80%
Instructional technology support	1 District Technology Integration Specialist	Projected Data: 1 District Technology Integration Specialist	1 District Technology Integration Specialist	1 District Technology Integration Specialist	2 District Technology Integration Specialists	2 District Technology Integration Specialists

Action Plan

Strategy #1: Provide technology resources to improve infrastructure and support student learning					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Prioritize technology maintenance needs and available revenue	July 2018 June 2023	Principals, Assistant Superintendent for Operations, Director of Technology, Chief Financial Officer, and School Board	-0-	NA	TBD
2. Survey current conditions of technology hardware infrastructure and available bandwidth from SC Chief Information Office (CIO)	July 2018 June 2023	Assistant Superintendent for Operations, Director of Technology and consultants	-0-	NA	TBD
3. Continue to assess and update wireless network connectivity across the district	July 2018 June 2023	Assistant Superintendent for Operations, Director of Technology, Consultants, and Director of Facilities Management	\$200,000	General, Capital Project, State, Erate	Connectivity reports
4. Maintain a phased replacement program for technology hardware to include but not limited to computers, mobile devices, interactive panels, projectors, security cameras, and VOIP phones	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$1,000,000	General, Capital Project, State, Erate	Replacement Technology
5. Identify adequate dollar amount for technology maintenance needs and how to fund	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	-0-	NA	TBD
6. Maintain secure door access and IP security cameras at all locations. Replace/add additional as needed.	July 2018 June 2023	Assistant Superintendent for Operations, Director of Technology and Director of Facilities Management	\$200,000	Local, Capital Project Funds, State	Device inventory
7. Establish and continue internet safety instruction as well as anti-cyberbullying instruction in all grade levels.	July 2018 June 2023	Teachers, Principals, Instructional Software Support Technician, and District Technology Integration Specialist, Teacher Technology Leaders	-0-	NA	Lesson plans, online documentation from CommonSense media

8. Maintain a baseline classroom that includes 1 teacher mobile device or teacher PC, and 1 interactive system (audio, visual). Upgrade and replace on a cyclical basis	July 2018 June 2023	Director of Technology	\$400,000	Local, Capital Project Funds, State	Device inventory
9. All teachers will integrate technology into their day-to-day instruction	July 2018 June 2023	Teachers, Principals, Instructional Software Support Technician, and District Technology Integration Specialist, Teacher Technology Leaders	\$50,000	Local	Observations, lesson plans, OnCourse
10. Provide and update software and hardware (ipads, tablets, laptops, desktop PC, etc.) to support instructional standards in K - 12, moving to 1:1	July 2018 June 2023	Instructional Software Support Technician, Assistant Superintendent for Instruction, Director of Secondary Education, and Director of Special Services	\$1,000,000	Local, State, Title I, and Title III	Software, hardware, labs
11. Every media center will have an assistant to assist students, teachers, and media specialists in the support of the curriculum	July 2018 June 2023	Assistant Superintendent for Instruction and Director of Technology	\$300,000	Local	Personnel hired
12. Provide outsourced network engineers to support advanced network applications	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$150,000	Local and Erate	Applications
13. Establish and maintain a 1:500 technology technician-to-device ratio	July 2018 June 2023	Assistant Superintendent for Instruction, Assistant Superintendent of Operations and Director of Technology	\$100,000	Local	Ration met
14. Provide three technology coaches for district schools to support the use of classroom technology and to assist teachers with effectively integrating technology to enhance instruction and student achievement -1 per grade span	July 2019 June 2023	Assistant Superintendent for Instruction and Director of Technology	\$160,000	Local	Technology coaches hired
15. Establish and maintain school based technology and instructional support using in-house technology teacher leaders	July 2018 June 2023	Assistant Superintendent for Operations, Assistant Superintendent for Instruction, Technology Integration Specialist, Director of Assessment, Accountability and Professional Development, and Technology Teacher Leaders	\$39,000	Local	Personnel hired

16. Establish and maintain school based technology and instructional support using in-house technology teacher leaders	July 2018 June 2023	Assistant Superintendent for Operations, Assistant Superintendent for Instruction, Technology Integration Specialist, Director of Assessment, Accountability and Professional Development, and Technology Teacher Leaders	\$39,000	Local	Personnel hired
17. Provide continuing PD for technology integration through after-school workshops, summer institutes and on-line training	July 2018 June 2023	Technology Integration Specialist, Director of Assessment, Accountability and Professional Development, and Technology Teacher Leaders	\$2,000	Local and Title II	Professional development
18. Provide each school with a visitor management system for the safety of students and staff	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$8,000	Local	System onsite at each school
19. Establish a webpage for the district and all schools to promote communication with the community. Utilize a parent-call system such as School Messenger to communicate to parents.	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$20,000	Local	Webpages online and School Messenger utilized

Performance Goal

Performance Goal Area:	Gifted and Talented: Academic					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	1. The average percentage of students in grades 3-8 who score exceeds in ELA as measured by SC Ready will increase from 32.7% in 2017 to 45% in 2022. 2. The average percentage of students in grades 3-8 who score exceeds in Math as measured by SC Ready will increase from 39.6% in 2017 to 50% in 2022. 3. The average percentage of students in grades 3-8 who score exceeds in Science as measured by the SCPASS will increase from 41.5% in 2017 to 51.5% in 2022. 4. The average percentage of students in grades 3-8 who score exceeds in Social Studies as measured by the SCPASS will increase from 71.8% in 2017 to TBA in 2022.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
ELA	32.7%	Projected Data: 35%	37%	39%	41%	45%
Math	39.6%	Projected Data: 42%	44%	46%	48%	50%
Science	41.5%	Projected Data: 43.5%	45.5%	47.5%	49.5%	51.5%
Social Studies	71.8%	Projected Data: 73%	73%	TBD	TBD	TBD

Action Plan

Strategy #1: Implement William and Mary and M3 curriculum to provide students with challenging and rigorous activities. SDNC will use the data to determine the effectiveness of William and Mary and M3.

Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Review the GT SCPASS data provided by the SDE for overall average of scores and compare to target goals	July 2018 - June 2023	GT Coordinator, Director of Assessment & Accountability, and Assistant Superintendent for Instruction	NA	NA	Data charts with comparisons
2. Review the GT curriculum for SC standards at each grade level for standards which will enhance acceleration	July 2018 - June 2023	GT Coordinator, Director of Assessment & Accountability, and Assistant Superintendent for Instruction	NA	NA	Walk through observations
3. Provide opportunity for GT teachers to attend annual SCCGE conference and to participate in regional staff development	July 2018 - June 2023	GT Coordinator	\$1,000	344 GT Funds	Number of participants
4. Information regarding nature and needs of gifted students will be disseminated to administrators	July 2018 - June 2023	GT Coordinator	NA	NA	GT list with identification of selection
5. Continue to provide opportunities for collaboration and program planning through district level meetings for GT teachers	July 2018 - June 2023	GT Coordinator	NA	NA	District Wednesdays
6. Provide school counselors opportunity to attend annual SCCGE conference	July 2018 - June 2023	GT Coordinator	\$1,000	344 GT Funds	Number of participants
7. Provide professional development in best practices of project-based instruction	July 2018 - June 2023	GT Coordinator and Director of Assessment & Accountability	\$500	344 GT Funds	District Professional Development
8. Offer the two courses for GT endorsement	June 2018 - July 2023	GT Coordinator and Course Instructor	\$8,000	344 GT Funds	Class participants
9. Work with parents and students to help them understand and appreciate their giftedness	July 2018 - June 2023	GT Coordinator and Guidance Counselors	NA	NA	Number of participants

10. Work with guidance counselors to provide them training as they deal with gifted and talented students and parents	July 2018 - June 2023	GT Coordinator and Guidance Counselors	NA	NA	Number of participants
11. Provide information to parents about the GT programs and requirements	July 2018 - June 2023	GT Coordinator and Guidance Counselors	NA	NA	Information in parent/student handbook and web page

Performance Goal

Performance Goal Area:	Gifted and Talented: Artistic					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	Increase the number of students participating in the artistic program from 13.6% to 16% during the five-year period of 2018 - 2023 by obtaining the number of GT participants and the number of completed projects.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Music	294	Projected Data: 171	175	185	195	205
Art	142	Projected Data: 125	130	140	150	160

Action Plan

Strategy #1: Provide professional development opportunities in the field of artistic gifted education for teachers.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Allow art and music teachers to attend the SCCEG conference in the areas of GT artistic	July 2018 - June 2023	GT Coordinator	\$1,000	344 GT Funds	Number of participants
2. Set aside time on district Wednesdays for art and music teachers to meet.	July 2018 - June 2023	GT Coordinator	NA	NA	District Wednesday Schedule

Performance Goal

Performance Goal Area:	School Climate * (Parent Involvement, Safe and Healthy Schools, etc.)					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	By 2023, increase the percentage of stakeholders satisfied with home-school relations					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Students satisfied	84%	Projected Data: 86%	87%	88%	89%	90%
Parents satisfied	76%	Projected Data: 78%	80%	82%	84%	85%
Teachers satisfied	82.4%	Projected Data: 84%	85%	86%	88%	90%

Action Plan

Strategy #1: Parenting skills are promoted and supported					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Monitor and update Parent Lending Library at each school and increase awareness of this resource via email, newsletters, social media	July 2018 June 2023	Principals, Guidance Counselors, Family Literacy Coordinator, Librarians, Assistant Administrators	\$4,200 (\$350/school)	Title I, Title III, Local & State	Record of Use
2. Provide a minimum of two parenting workshops at the school level such as: * Math * SAT/ACT * ELA * Parenting skills * Study skills * Work Keys * State Standards * State Assessments * Special Education Programs * Technology/Parent Portal	July 2018 June 2023	Principals, Assistant Administrators, Guidance Counselors, Family Literacy Coordinator, Parent Involvement Facilitator	\$150/workshop	Title I, Title III, Local & State	Sign in Sheets
Strategy #2: Provide a variety of communication tools to facilitate two way communication					
Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Maintain a web page for the district, all schools and utilize School Messenger	July 2018 June 2023	Principal, Technology Department, and School Representative	\$20,000	Local and E-rate	Webpage & School Messenger
2. Provide viable school documents in Spanish and English (registration, bus, medical, lunch, etc.)	July 2018 June 2023	Translator, School Guidance Counselors and School Representative	\$1,000	Local	Samples of Translated Information
3. Utilize daily tools, such as Parent Portal, School Messenger and/or student agendas as to communicate student progress	July 2018 June 2023	Teachers	-0-	NA	Usage reports

4. Survey parents on satisfaction with school climate, academic and overall school performance, and character education using state and/or school designed surveys	July 2018 June 2023	Principal, Chief Student Services Officer, Assistant Administrators, Guidance Counselors, and Directors of Elementary and Secondary Education	-0-	NA	Surveys completed
5. Analyze results of surveys and utilize to develop school renewal/improvement plans	July 2018 June 2023	Principal, Chief Student Services Officer, Assistant Administrators, Guidance Counselors, and Directors of Elementary and Secondary Education	-0-	NA	School renewal plans

Strategy #3: Promote volunteering in schools

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Develop an organized parent volunteer program at each school	July 2018 June 2023	Principals, SIC, and PTO	\$500/year	Local	Record of Participation
2. Provide workshops to staff members in creating an inviting climate to effectively utilize volunteers	July 2018 June 2023	Principals, SIC, and PTO	\$1000/year	General Fund	Sign in Sheets
3. Form partnerships with local businesses	July 2018 June 2023	Principals, Chief Student Services Officer, SIC and PTO	-0-	NA	Listing of Businesses
4. Provide token of appreciation for school volunteers	July 2018 June 2023	Principals, Chief Student Services Officer, SIC, and PTO	\$300/per school	School Funds	The Event
5. Encourage community volunteers to serve as mentors throughout the district	July 2018 June 2023	Principals and Chief Student Services Officer	-0-	NA	List of Mentors

Performance Goal

Performance Goal Area:	School Climate * (Parent Involvement, Safe and Healthy Schools, etc.)					
Performance Goal: SMART goal must include: WHO will do WHAT , as measured by HOW and WHEN .	By 2023, increase the percentage of stakeholders who feel safe at school					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Students satisfied	84.8%	Projected Data: 90%	94%	96%	98%	100%
Parents satisfied	86%	Projected Data: 90%	94%	96%	98%	100%
Teachers satisfied	99.3	Projected Data: 99.5%	99.6%	99.7%	99.8%	100%

Action Plan

Strategy #1: Review and update crisis preparedness plan					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Review and update Emergency Preparedness Safety Plan once a semester	July 2018 June 2023	Chief Student Services Officer, Principals, Staff, and Assistant Superintendent of Operations	-0-		Updated Plan
2. Identify/address safety issues— specific to each school to establish and maintain a safe school environment	July 2018 June 2023	School Crisis Coordinator, Chief Student Services Officer, and Assistant Superintendent of Operations	-0-		Identified Safety Issue
3. Hold mock procedures drill (one per semester)	July 2018 June 2023	Principals, Assistant Superintendent for Operations, and Chief Student Services Officer	-0-		Dates of Drills
4. Provide training to staff on updated Emergency Preparedness Safety Plan and emergency kits with trauma kits at each facility	July 2018 June 2023	School Crisis Coordinator, Assistant Superintendent of Operations, School Nurse Coordinator, and Chief Student Services Officer	\$1,000	Safety Committee Grant	Online Training Log & Sign In Sheets
5. Review and update Crisis Response Team plans at schools and district yearly. Implement "panic button" application at each campus	July 2018 June 2023	Chief Student Services Officer, Assistant Superintendent for Operations, and Principals	\$2,000		Updated Plan
6. Conduct safety audit walk throughs of schools annually with the help of the Sheriff's Department	July 2018 June 2023	Chief Student Services Officer, Principals, Assistant Superintendent of Operations, Director of Secondary Education, and Safety Committee	-0-		Record of Walk Through
7. Maintain full time school resource officers	July 2018 June 2023	Chief Human Resources Officer, Chief Student Services Officer, and Assistant Superintendent for Operations	\$50,000	Local	SRO's hired

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	The goal, for the School District of Newberry County, is to meet or exceed the goals as established by the federal and state accountability systems for elementary schools in each of the subgroups that have been identified for our district.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
ELA	31.7	Projected Data: 33.8	35.9	38	40.1	42.2
Math	41.3	Projected Data: 42.8	44.3	45.8	47.3	48.8
Science	41.4	Projected Data: 42.9	44.4	45.9	47.04	48.9
Social Studies	72.0	Projected Data: TBD	TBD	TBD	TBD	TBD

Action Plan

Strategy #1: Utilize data to improve instruction and student achievement					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Develop and implement a written district policy for collecting and analyzing data at all grade levels	July 2018 June 2023	Director of Assessment, Accountability and Professional Development, Assistant Superintendent for Instruction, Director Secondary Education, Principals, School Data Teams, Director of Elementary Education, District Literacy and Math Specialist	-0-	NA	Data analysis sheets
2. Analyze student subgroup performance on state, district, and federal mandated assessments and use the results of the analysis to improve instruction	July 2018 June 2023	Director of Assessment, Accountability and Professional Development, Assistant Superintendent for Instruction, Director Secondary Education, Principals, School Data Teams, Director of Elementary Education, District Literacy and Math Specialist	-0-	NA	Data Analysis sheets
3. Identify areas of strength and areas of concern based on analysis of state and district assessment results and formulate a plan of enrichment and remediation	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Principals, School Data Teams, Director of Elementary Education, District Literacy and Math Specialist	-0-	NA	Data analysis sheets
4. Conduct a longitudinal study annually of state and district assessments to include various subgroups and individual scores as needed	July 2018 June 2023	Director of Assessment, Accountability and Professional Development, Director of Secondary Education, Principals, and Director of Elementary Education	-0-	NA	Data analysis sheets

5. Provide professional development for schools and district staff related to data analysis	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Assessment, Accountability and Professional Development, District Technology Integration Specialist, District Literacy & Math Specialist	\$1,000/year	General Fund	Professional development schedule
6. Analyze and revise as necessary gateway courses' semester exams to ensure reliability and validity	July 2018 June 2023	Principals, Teachers, Director of Secondary Education, Director of Assessment, Accountability and Professional Development, Director of Elementary Education, and District Literacy and Math Specialist	-0-	NA	Gateway exams
7. Provide for the continuation of MAP, Reading Benchmarking, CFAs, and Enrich, in order to evaluate student and teacher performance, English and Math Units, KRA, PALS, and Fountas & Pinnell	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Director of Assessment, Accountability and Professional Development, Director of Elementary Education, and District Literacy & Math Specialists	\$70,000/year	General Fund & Title V	Completion of assessments

Strategy #2: Provide standards-based instruction in the core curricular areas

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Identify and implement as needed, research-based instructional techniques, interventions and standards-based instructional pacing concepts across district schools to improve performance of tested subgroups at the elementary, middle, and secondary levels	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Elementary Education, District Literacy & Math Specialist, Reading Coaches, Director of Assessment, Accountability and Professional Development, Director of Secondary Education, Federal Funds Coordinator, and Teachers	-0-	NA	Instructional walk-throughs
2. Develop and revise (as needed) K-12 instructional units aligned with state standards in the core curricular areas	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Curriculum Development Committee, Director of Elementary Education, District Literacy & Math Specialist, Federal Funds Coordinator, Teachers, and Reading Coaches	\$10,000/year	Title V	Completed units

3. Continue cyclical review and updates of curriculum guides, instructional units, common assessments, pacing guides of current state standards in ELA and math	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Federal Funds Coordinator and Curriculum Development Committee, Teachers, Director of Elementary Education, District Literacy & Math Specialist, and Reading Coaches	\$10,000	Title V	Completed units and assessments
4. Monitor the overall class sizes in elementary grades and core subjects in grades 6-12. The District will strive to maintain a student teacher ratio of 30:1 in kindergarten, 20:1 in grades 1-3, 23:1 in grades 4-5, and 25:1 in grades 6-12	July 2018 June 2023	Superintendent, Assistant Superintendent for Instruction, Assistant Superintendent of Operations, Principals and Chief Human Resources Officer	-0-	NA	Class size reports
5. Provide developmentally appropriate early childhood programs throughout the district, as needed	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Elementary Education, Principals, and Family Literacy Coordinator	-0-	NA	Pre-K
6. Provide instructional strategies, techniques, professional development, and materials that meet the needs of English language learners	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Assessment, Accountability and Professional Development, Lead ESOL Teacher, ESOL and Classroom Teachers	\$25,000	Title III	Professional development schedule
7. Continue to provide teachers with instructional coaching in ELA and Math at all grade levels	July 2018 June 2023	Superintendent, Assistant Superintendent for Instruction, Instructional Leaders, District Literacy and Math Specialist, Director of Elementary Education, Director of Secondary Education, and Reading Coaches	\$100,000	Local & Title II	ELA and Math Coaches
8. Provide teachers with reading coaches in the elementary school	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Elementary Education, District Literacy Specialist, and Reading Coaches	\$400,000	Local	Reading coaches in elementary schools
9. Use a variety of formal and informal assessment techniques on an on-going basis to guide daily instruction and decision-making	July 2018 June 2023	Principals, Assistant Administrators, Teachers, Reading Coaches, and District Literacy & Math Specialist	-0-	NA	Instructional walk-throughs

10. Study and utilize the Bloom's Taxonomy and depth of knowledge as they relate to the level of rigor in classrooms	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Principals, Assistant Administrators, Director of Elementary Education, District Literacy and Math Specialist, and Teachers	-0-	NA	Instructional walk-throughs
11. Continue to evaluate current instructional technology being used and its effect on student achievement (consistency across schools)	July 2018 June 2023	Principals, Assistant Administrators, Computer Lab Monitors, Instructional Technology Administrator, Technology Coach, and Teacher Technology Leaders	-0-	NA	Technology surveys
12. Utilize instructional technology to remediate, enrich, and progress monitor classroom instruction for all students	July 2018 June 2023	Principals, Assistant Administrators, Instructional Coaches, Teachers, Technology Administrator, and Technology Integration Specialist, and Teacher Technology Leaders	-0-	NA	Technology surveys, student test scores
13. Provide elementary schools with reading interventionists/Reading Recovery	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Elementary Education, District Literacy Specialist and Reading Coaches	\$400,000	Local	Reading interventionists
14. Utilize state and district assessments to guide instruction to meet the individual student needs in reading, language, and math, at appropriate grade levels	July 2018 June 2023	Principals, Assistant Administrators, and certified school personnel to include media specialists and Reading Coaches	-0-	NA	Instructional walk-throughs
15. Utilize strategies for content recovery (and initial credit) to increase high school graduation rates	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, and Principals/Guidance	\$29,000	Local & State	Graduation rates
16. Provide on-going PD grounded in current research, to include literacy and math support during early release time and district Wednesdays and to maximize instructional time and provide opportunities to plan for varied classroom instructional activities	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, Director of Assessment, Accountability and Professional Development, Assistant Administrators, Reading Coaches, and District Literacy & Math Specialist	\$2,000	Local, State, Title I, III, & VI	Professional development schedule
17. Provide professional development supporting literacy/writing in all PK – 12 curricular areas to include Montessori	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, Assistant Administrators, Administrative Assistants, Director of Assessment, Accountability and Professional	\$8,400	Local, State, Title I, III, & VI	Professional Development schedule

		Development, District Literacy Specialist, and Reading Coaches			
18. Provide for the continued implementation and a choice program/expansion of the Montessori program	July 2018 June 2023	Superintendent and Assistant Superintendent for Instruction	\$50,000	Title V	Montessori enrollments
19. Provide opportunities for students to participate in district, regional, state-wide, and national academic events/competitions	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, Teachers, and Counselors	-0-	NA	Events schedule
20. Ensure the systematic process of regular communication, at the school level, between regular education, special education, and ESOL teachers regarding academic progress and needs of shared students	July 2018 June 2023	Director of Special Services, Principals, Teachers, Special Education Teachers, Guidance Counselors, and ESOL Teachers	-0-	NA	Planning meetings
21. Develop schedules, at the school level, to provide for subject area and grade level planning	July 2018 June 2023	Director of Secondary Education, Principals, and Assistant Administrators	-0-	NA	Schedules
22. Provide continuing job specific professional development for instructional coaches, curriculum leaders, and district specialists	July 2018 June 2023	Director of Assessment, Accountability and Professional Development	\$10,000	Local & Title V	Professional development schedule
23. Provide enrichment for students in need of academic assistance and academic acceleration at every elementary and middle school during school hours	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education, Principals, Assistant Administrators, and Teachers	-0-	NA	School schedules
24. Provide secondary students with opportunities to earn high school credit based on content proficiency in-lieu of seat time	July 2018 June 2023	Director of Secondary Education and High School Principals	-0-	NA	Proficiency based application

Strategy #3: Provide standards-based instruction in Mathematics

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Provide all math teachers with on-going professional development in utilizing resources in standards-based that will support state standards	July 2018 June 2023	Director of Assessment, Accountability and Professional Development and Director of Secondary Education, Director of Elementary Education, and District Math Specialist	\$10,000	Local	Professional development schedule

2. Provide ongoing professional development to include existing resources, newly adopted resources and technology to enhance planning and instruction	July 2018 June 2023	Director of Assessment, Accountability and Professional Development, Assistant Administrators, District Math Specialist, District Technology Integration Specialist, and Teacher Technology Leaders	-0-	NA	Professional development schedule
3. Provide teachers with professional development to enable them to create and utilize appropriate assessments of standards-based math instruction	July 2018 June 2023	Director of Secondary Education, Assistant Administrators, Director of Assessment, Accountability and Professional Development, Design Team and District Implementation Team, Director of Elementary Education, and District Math Specialist	\$5,000	Local	Professional development schedule
4. Provide resources necessary to promote optimum student learning to include and not limited to: manipulatives, literature, calculators, demonstration resources, visuals, models, and technology	July 2018 June 2023	Principals, Assistant Superintendent for Instruction, District Math Specialist, District Integration Specialist, and Teacher Technology Leaders	\$25,000	Local	Instructional walk-throughs

Strategy #4: Provide standards-based instruction in Social Studies

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Provide opportunities to connect historical events to today's world and facilitate research-based decision making by using a variety of resources and experiences to build background knowledge and encourage higher-order thinking, including but not limited to field studies, visuals (real and virtual), experts, historical fiction, artifacts, primary documents, and technology	July 2018 June 2023	Principals, Assistant Administrators, and Teachers	-0-	NA	Instructional walk-throughs
2. Provide opportunities for students to be involved with service learning and social advocacy projects that guide students to become responsible citizens and to appreciate cultural diversity as indicated in Profile of SC graduate	July 2018 June 2023	Principals, Assistant Administrators, Teachers, Parents and Community Volunteers	-0-	NA	Service learning logs
3. Revise Common Formative Assessments to address revised/ new SC state standards	July 2018 June 2023	Assistant Superintendent for Instruction, Director of Secondary Education and Teachers	\$10,000	Local	Assessments created

4. Implement SC State Standards, teacher unit plans, and integrate writing of three modes of text (argument/opinion, informational/explanatory, and narrative)	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, Assistant Administrators, Teachers, Unit Writers, and District Literacy Specialist	-0-	NA	Instructional walk-throughs
5. Provide resources necessary to promote optimum student learning to include but not limited to: current maps, atlases, globes, literature, primary resources, and real world simulation activities. Include updated technology or media based support	July 2018 June 2023	School Based Administration, Technology Department, Department Chairs (secondary), and School Librarians	\$10,000	Local, State, Federal	Classroom Observation, Media Center

Strategy #5: Provide standards-based instruction in Science

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Develop and/or provide science kits and materials to all teachers K - 8	July 2018 June 2023	Principals, Assistant Administrators, Kit Center Facilitator, Director of Secondary Education, and Director of Elementary Education	\$30,000	State	Science kits
2. Provide professional development for teachers to improve their utilization of inquiry-based science instruction (kits, texts, supplemental resources, workshops and technology) and assessments of standards/inquiry-based instruction including formative assessments	July 2018 June 2021	Principals, Assistant Administrators, Director of Assessment, Accountability and Professional Development, Director of Secondary Education, and Director of Elementary Education	\$15,000	Local & Title II	Professional development schedule
3. Support science kit refurbishment through .5 FTE in an effort to increase focus on STEM, kit development and kit refurbishment	July 2018 June 2023	Assistant Superintendent for Instruction	\$20,000	Local	.5FTE, Science kits
4. Develop a committee to revise/develop K-12 science kits to address the most current science standards	July 2018 June 2020	Assistant Superintendent for Instruction and Director of Secondary Education	\$10,000	Local	Committee minutes
5. Provide resources necessary to promote optimum student learning to include but not limited to: consumable and non-consumable materials, science kits training and technology equipment	July 2018 June 2023	Director of Assessment, Accountability and Professional Development, Assistant Superintendent for Instruction, Director of Secondary Education, and Director of Elementary Education	\$10,000	State	Science kits, Professional development schedule

Strategy #6: Provide standards-based instruction in English Language Arts

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Provide an uninterrupted literacy block which includes the utilization of best practice ELA instructional strategies	July 2018 June 2023	Principals, Assistant Principals, Teachers, Reading Coaches , District Literacy Specialist, Director of Elementary Education, Director of Secondary Education, and Director of Assessment, Accountability and Professional Development	-0-	NA	School schedules
2. Continue a District-wide publication featuring student created writing that will be placed on the district's website by the technology department	July 2018 June 2023	Assistant Superintendent for Instruction, Assistant Principals, Newberry County Reading Council, District Literacy Specialist, Director of Secondary Education, Director of Elementary Education, and Technology Department	\$1,000	Local	Writing anthology
3. Research and continue implementation of scientifically based strategies of intervention and enrichment related to assisting all readers in flexible groupings at all levels	July 2018 June 2023	Principals, Assistant Principals, Director of Secondary Education, SIP Teams, Reading Coaches , District Literacy Specialist, ESOL teachers, Director of Elementary Education, and Reading Interventionists	-0-	NA	Professional development schedule
4. Develop and implement district and school literacy plans as required by Read to Succeed state law	July 2018 June 2023	Principals, Teachers, Assistant Principals, Reading Coaches, District Literacy Specialist, and School Literacy Team	-0-	NA	Literacy plan
5. Utilize a benchmark assessment in grades K-5	July 2018 June 2023	Principals, Teachers, Assistant Principals, District Literacy Specialist and Reading Coaches	-0-	NA	Assessments
6. Continue to implement SC College and Career Readiness State Standards for English Language Arts and Literacy in all subject areas	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, Assistant Administrators, District Literacy Specialist, Reading Coaches and Teachers	-0-	NA	Professional development schedule

7. Provide resources necessary to promote optimum student learning to include: classroom libraries and/or bookroom and leveled readers which include a variety of genres, literature in a variety of formats such as Big Books and listening centers, classroom publishing materials and supplies, reference materials, intervention materials, demonstration resources, visuals, and models. Includes technology or media based support	July 2018 June 2023	Principals, Administrative Assistants, Assistant Principals, District Literacy Specialist, Reading Coaches , Media Specialists, ESOL teachers, and Teachers	\$15,000	State, Local, Title I, Title III, Title VI	Instructional walk-throughs
8. Utilize reading interventionists to provide additional instruction to students in grades K-5 identified as struggling readers	July 2018 June 2023	Assistant Superintendent for Instruction, Chief Human Resources Officer, Director of Elementary Education, Director of Secondary Education, and Principals	\$250,000	State, Local, Title I	Reading interventionists
9. Utilize and expand reading interventionists to provide additional instruction to students in grades 6-12 identified as struggling readers	July 2018 June 2023	Assistant Superintendent for Instruction, Chief Human Resources Officer, Director of Secondary Education, and Principals	\$250,000	State, Local & Title I	Reading interventionists

Strategy #7: Implement a quality sequential K – 12 fine arts program

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Hire full time highly qualified teachers in music and art to serve the needs of our schools, to include additional staff to meet the requirements for Fine Arts for college admission	July 2018 June 2023	Superintendent, Assistant Superintendent for Instruction and Chief Human Resources Officer	-0-	NA	Certification records
2. Include instruction, in each individual school, in under-represented arts areas including drama, dance, strings, piano/ keyboard, and visual arts	July 2018 June 2023	Principals, Office of Instruction, and Fine Arts Teachers	\$100,000	Local, State, & Grants	TBD
3. Coordinate professional development activities to improve and increase the incorporation of the arts across the curriculum and include State Standards connections at the building and district level planned at beginning of school, share unit/key concepts)	July 2018 June 2023	Principals, Director of Assessment, Accountability and Professional Development and Fine Arts Teachers	\$6,000	Local, State, Grants & Title I	Professional development schedule
4. To increase public awareness of the arts through public recognition of student accomplishments through varied avenues	July 2018 June 2023	Fine Arts Teachers	\$1,000	Local, State, & Grants	Music and art performances
5. Collaborate across levels to align district fine arts K-12 curriculum, specific to the fine arts and levels	July 2018 June 2023	Assistant Superintendent for Instruction and Chair of Fine Arts for each level at each school	-0-	NA	TBD

6. Hire full-time fine arts coordinator to serve the needs of our district to develop, enhance, and sustain our current fine arts programs	July 2018 June 2023	Superintendent, Assistant Superintendent for Instruction, and Chief Human Resource Officer	\$65,000	Local & State	Person Hired
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Strategy #8: Implement a quality sequential K – 12 physical education program

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Hire full time physical education teachers to serve the needs of our schools	July 2018 June 2023	Assistant Superintendent for Instruction and Chief Human Resources Officer	-0-	NA	TBD
2. Establish and maintain an intramural sports programs	July 2018 June 2023	Teachers, Athletic Directors, and Volunteers	\$1,000	Local, State & Grants	Intramural sports program established

Strategy #9: Provide technology resources to improve student achievement

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Provide three technology coaches for district schools to support the use of classroom technology and to assist teachers with effectively integrating technology to enhance instruction and student achievement – 1 per grade span	July 2019 June 2020	Assistant Superintendent for Instruction and Director of Technology	\$160,000	Local	Technology coaches hired
2. Maintain a baseline classroom that includes 1 teacher mobile device/ or teacher PC, and 1 interactive system (audio, visual). Upgrade and replace on a cyclical basis	July 2018 June 2023	Director of Technology	\$400,000	Local, Capital Project Funds, State	Device inventory
3. All teachers will integrate technology into their day-to-day instruction	July 2018 June 2023	Teachers, Principals, Instructional Technology Administrator, and District Technology Integration Specialist, Teacher Technology Leaders	\$50,000	Local	Observations, Lesson Plan, OnCourse
4. Provide and update software and hardware (ipads, tablets, laptops, desktop PC, etc.) to support instructional standards in K – 12	July 2018 June 2023	Instructional Technology Administrator, Assistant Superintendent for Instruction, Director of Secondary Education, and Director of Special Services	\$1,000,000	Local, State, Title I, Title III	Software, Hardware, Labs
5. Every media center will have an assistant to assist students, teachers, and media specialists in the support of the curriculum	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$300,000	Local	Personnel Hired

6. Provide out sourced network engineers to support advanced network applications	July 2018 June 2023	Assistant Superintendent for Operations and Director of Technology	\$150,000	Local, E-rate	Applications
7. Establish and maintain a 1:500 technology technician-to-device ratio	July 2018 June 2023	Assistant Superintendent for Operations, Assistant Superintendent for Instruction, and Director of Technology	\$100,000	Local	Ratio Met
8. Establish and maintain school based technology and instructional support using in-house technology teacher leaders	July 2018 June 2023	Principals, Director of Technology, Assistant Superintendent for Operations, Assistant Superintendent for Instruction, and Instructional Technology Administrator	\$39,000	\$39,000	Persons Listed
9. Provide continuing PD for technology integration through after-school workshops, summer institutes, and on-line training	July 2018 June 2023	Technology Integration Specialist, Director of Assessment, Accountability and Professional Development, and Technology Teacher Leaders	\$2,000	Local, Title II	PD

Strategy #10: Provide adult education students with instruction based on best practices

Action Step	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Maintain current supplies, materials and technology including recommendations to all faculty members with appropriate and up-to-date instructional materials and technology	July 2018 June 2023	Director of Adult Education, Director of Technology, Administrative Assistants	\$25,000	State	Materials and technology in classrooms
2. Adult education teachers will attend professional development programs provided by the school, district and state. Programs will address knowledge skills and instructional strategies to ensure that all state standards are met	July 2018 June 2023	Director of Adult Education, District Literacy & Math Specialist, and Teachers	-0-	NA	Professional development schedule
3. Evaluate curricula in all areas of instruction and revise if need is determined to exist to ensure that the materials are aligned with state standards	July 2018 June 2023	Director of Adult Education, District Literacy & Math Specialist, and Teachers	-0-	NA	Materials in classrooms
4. Train teachers on proper use of technology to enhance instruction and student academic achievement	July 2018 June 2023	Director of Adult Education, Teachers, Technology Office, and District Technology Integration Specialist	-0-	NA	Professional development schedule

5. Evaluate quarterly program data reports to determine if program, instructional and/ or curricula changes are necessary to modify program and services	July 2018 June 2023	Director of Adult Education and Transition Specialist	-0-	NA	Data reports
6. Identify regional needs based upon community, business, industry, and school district needs to develop programs and services to meet identified needs	July 2018 June 2023	Director of Adult Education, Teachers, and Business Collaborative Partners	-0-	NA	TBD

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	The goal, for the School District of Newberry County, is to meet or exceed the goals as established by the federal and state accountability systems for middle schools in each of the subgroups that have been identified for our district					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
ELA	34.4	Projected Data: 36.4	38.4	40.4	42.4	44.4
MATH	38.6	Projected Data: 40.3	42	43.7	45.4	47.1
SCIENCE	41.2	Projected Data: 42.8	44.4	46	47.6	49.2
SOCIAL STUDIES	70.8	Projected Data: TBD	TBD	TBD	TBD	TBD

Action Plan

Strategy #1: See Action Steps listed under 5. Student Achievement.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	The goal, for the School District of Newberry County, is to meet or exceed the goals as established by the federal and state accountability systems for high schools in each of the subgroups that have been identified for our district					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Algebra 1	67.1	Projected Data: 68.4	69.7	71	72.3	73.6
English 1	74.9	Projected Data: 75.9	76.9	78	79	80
Biology I	60.7	Projected Data: 62.3	63.9	65.5	67.1	68.7
US History	62.4	Projected Data: 63.9	65.4	66.9	68.4	69.9

Action Plan

Strategy #1: See Action Steps listed under 5. Student Achievement.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. See Action Steps listed under 5. Student Achievement.	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement	See 5. Student Achievement

Performance Goal

Performance Goal Area:	Student Achievement *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	The goal for the Newberry Adult Education program is to meet or exceed established goals by the State Department of Education through 2023.					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Number of graduates (GED & Diploma)	12	Projected Data: 22	25	29	33	40
Work keys recipients	12	Projected Data: 18	22	26	30	34
Percent of students who complete an Adult Education level	40	Projected Data: 42	44	46	48	50
Percent of ESOL students who complete an Adult Education level	35	Projected Data: 37	38	40	42	44

Action Plan

Strategy #1: See Performance Goal 5, Strategy 10.					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. See Performance Goal 5, Strategy 10	See Performance Goal 5, Strategy 10	See Performance Goal 5, Strategy 10	See Performance Goal 5, Strategy 10	See Performance Goal 5, Strategy 10	See Performance Goal 5, Strategy 10

Performance Goal

Performance Goal Area:	Teacher/Administrator Quality *					
Performance Goal: SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.	Recruit, retain, evaluate, and support a diverse staff					
Interim Performance Goal: Meet annual targets below.						
Data Source(s)'	Average Baseline	2018/19	2019/20	2020/21	2021/22	2022/23
Number of teachers not properly certified	2%	Projected Data: 2%	1	0	0	0
Overall turnover rate	15%	Projected Data: 15%	14%	13%	11%	10%
Leaving for another district	28%		25%	22%	19%	16%
Leaving profession	4%		3%	2%	1%	0
Other reasons	33%		30%	27%	24%	21%
Teacher attendance rate	95.2%	Projected Data: 95.5%	96%	96.5%	97%	97.5%
Percentage of minority personnel hired	27%	Projected Data: 28%	28%	29%	29%	30%

Action Plan

Strategy #1: To recruit and retain qualified teachers					
Action Step (List the processes to fully implement the strategy. Include professional development, scientifically based research, innovation initiatives etc.)	Timeline Start/End Dates	People Responsible	Estimated Cost	Funding Source	Indicators of Implementation
1. Develop a recognition program for years of service within our district	July 2018 June 2023	Chief Human Resources Officer	-0-	NA	TBD
2. Encourage pre-service educators to experience the profession through Teacher Cadets, PRO-team at middle schools, field experiences, and clinical experiences	July 2018 June 2023	Assistant Superintendent for Instruction, Principals, and Teachers	-0-	NA	TBD
3. Continue implementation of comprehensive mentoring program for 1st year teachers and assess its effectiveness	July 2018 June 2023	Chief Human Resources Officer, Director of Assessment, Accountability and Professional Development, and Principals	-0-	NA	Mentors assigned
4. Utilize all resources available to the school district through our partnerships with colleges and universities	July 2018 June 2023	Chief Human Resources Officer	-0-	NA	Partnerships established
5. Encourage the recruitment and retention of qualified, diverse personnel	July 2018 June 2023	Chief Human Resources Officer and Diversity Recruitment Committee	-0-	NA	Recruitment fairs
6. Collaborate and support The Call Me Mister Program	July 2018 June 2023	Chief Human Resources Officer, Diversity Recruitment Committee, and Principals	-0-	NA	TBD
7. Offer \$1,000 advance to first year teachers from their salary	July 2018 June 2023	Chief Human Resources Officer and Finance	\$50,000	Local	TBD
8. Exit interviews with existing employees	July 2018 June 2023	Chief Human Resources Officer	-0-	NA	Interviews conducted
9. Host an annual recruitment fair	July 2018 June 2023	Chief Human Resources Officer	\$500	Local	Recruitment fair flyers

10. Ensure all content area teachers meet appropriate certification status by: Reviewing transcripts to determine courses needed to satisfy content hours (offer professional development courses for add-on certification)	July 2018 June 2023	Chief Human Resources Officer and Director of Assessment, Accountability and Professional Development	-0-	NA	Teacher certificates
11. Provide information about professional development opportunities to assist teachers in obtaining National Board Certification	July 2018 June 2023	Director of Assessment, Accountability and Professional Development and Chief Human Resources Officer	-0-	NA	National Board Certified Teachers List
12. Develop partnerships with colleges and universities to provide middle level add on certification	July 2018 June 2023	Chief Human Resources Officer and Director of Assessment, Accountability and Professional Development	-0-	NA	List of partnerships
13. Assist potential teachers with alternative certification routes (PACE, ABCTE, CAETE)	July 2018 June 2023	Chief Human Resources Officer and Director of Assessment, Accountability, and Professional Development	-0-	NA	Certification reports
14. Provide a comprehensive mentoring and induction program	July 2018 June 2023	Chief Human Resources Officer and Director of Assessment, Accountability, and Professional Development	\$10,000	Local and Title II	Teacher turnover rate
15. Quality assurance -- check each October to verify certification status of each teacher to include: certification #, areas of certification/endorsements, contract status, certification expiration	July 2018 June 2023	Chief Human Resources Officer	-0-	NA	Certification records
16. Keep abreast of salary trends of our region, state, and districts like ours	July 2018 June 2023	Chief Human Resources Officer	-0-	NA	CERRA Reports
17. Make recommendations to the Board to secure competitive salaries	July 2018 June 2023	Superintendent and Chief Human Resources Officer	-0-	NA	TBD
18. Increase local supplement to teacher salary schedule	July 2018 June 2023	Chief Human Resources Officer, Chief Financial Officer, Superintendent, and Board	\$100,000	Local	TBD
19. Conduct salary survey which would include all classifications of employees	July 2018 June 2023	Superintendent and Chief Human Resources Officer	-0-	NA	Salary survey

GIFTED AND TALENTED REQUIRED TABLES

DIRECTIONS: As a part of the District Strategic Plan, complete the following tables, save as one PDF file, and upload under the tab labeled Gifted and Talented Required Tables. Additionally, attach up to four documents to support the final table. All information should be saved as one PDF file and uploaded. The required tables are as follows:

- A. Gifted and Talented Policies and Practices**
- B. Gifted and Talented Scope and Sequence**
- C. Gifted and Talented Grades of Academic Service**
- D. Gifted and Talented Grades of Artistic Service**
- E. Gifted and Talented Screening and Identification Notification**

DISTRICT:

GT INFORMATION FOR SCHOOL YEAR:

GIFTED AND TALENTED POLICIES AND PRACTICES

Directions: Place an X for an affirmative response in columns marked Academic and Artistic.

		ACADEMIC	ARTISITIC
The district utilizes state identification of gifted and talented students for:	grades 1-2		
	grades 3-5	X	X
	grades 6-8	X	X
	grades 9-12	X	X
The district utilizes trial placement (1 year conditional placement) for:	grades 1-2		
	grades 3-5	X	X
	grades 6-8	X	X
	grades 9-12	X	X
The district utilizes a local identification process (local criteria rubric) for:	grades 1-2	X	X
	grades 3-5	X	X
	grades 6-8	X	X
	grades 9-12	X	X
The district utilizes a formal withdrawal policy for:	grades 1-2		
	grades 3-5	X	X
	grades 6-8	X	X
	grades 9-12	X	X

DISTRICT:

INFORMATION FOR SCHOOL YEAR:

GIFTED AND TALENTED SCOPE AND SEQUENCE

A gifted and talented scope and sequence is utilized in the following grades for:	K	1	2	3	4	5	6	7	8	9	10	11	12
	Academic			D	D	D	X	X	X	X	X	X	X
	Artistic												
Formal gifted and talented curriculum is utilized in the following grades for:	K	1	2	3	4	5	6	7	8	9	10	11	12
	Academic			X	X	X	X	X	X	X	X	X	X
	Artistic												

DISTRICT:

INFORMATION FOR SCHOOL YEAR:

GIFTED AND TALENTED GRADES OF ACADEMIC SERVICE

GRADE	MODEL	CURRICULUM AREA					
		<i>Use approved abbreviations for curriculum.</i>	INTERDISCIPLINARY	ELA	MATH	SCIENCE	SOCIAL STUDIES
K		Curriculum Used					
1		Curriculum Used					
2		Curriculum Used					
3	Pull out	William and Mary M3	X	ELA Enrichment	Math Enrichment	Science Enrichment	Social Studies Enrichment
4	Pull out	William and Mary M3	X	ELA Enrichment	Math Enrichment	Science Enrichment	Social Studies Enrichment
5	Pull out	William and Mary M3	X	ELA Enrichment	Math Enrichment	Science Enrichment	Social Studies Enrichment
6	Special class	William and Mary M3		ELA Enrichment	Math Enrichment		
7	Special class	William and Mary M3		ELA Enrichment	Honors or Enriched Curriculum		
8	Special class	William and Mary M3		Honors or Enriched Curriculum	Honors or Enriched Curriculum		
9	Special class	Curriculum Used		Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum

10	Special class	Curriculum Used	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum
11	Special class	Curriculum Used	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum
12	Special class	Curriculum Used	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum	Honors Curriculum

DISTRICT:

INFORMATION FOR SCHOOL YEAR:

DISTRICT:

INFORMATION FOR SCHOOL YEAR:

GIFTED AND TALENTED GRADES OF ARTISTIC SERVICES

Model Used: _____

GRADE	(Use approved abbreviations for curriculum.)	INTERDISCIPLINARY	DANCE	MUSIC	THEATRE	VISUAL ARTS	OTHER
K	Curriculum Used						
1	Curriculum Used						
2	Curriculum Used						
3	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
4	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
5	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
6	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
7	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
8	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
9	Curriculum Used			Teacher Developed Units		Teacher Developed Units	

10	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
11	Curriculum Used			Teacher Developed Units		Teacher Developed Units	
12	Curriculum Used			Teacher Developed Units		Teacher Developed Units	

DISTRICT:

INFORMATION FOR SCHOOL YEAR:

GIFTED AND TALENTED SCREENING AND IDENTIFICATION NOTIFICATION

Describe the ways in which the district notifies parents and community of its nomination and identification.
Parents are notified at the school and district level with letters, parent conferences, and phone calls.

Attach up to four relevant files pertaining to notification to the parents and community on GT identification screening. These may include brochures, parent letters, non-English versions, etc.