

# FOUNTAIN INN ELEMENTARY

**TONY REABOLD, PRINCIPAL**

**608 Fairview Street**

**Fountain Inn, SC 29644**

**(864) 355-5100**

**[www.greenville.k12.sc.us/ftinn](http://www.greenville.k12.sc.us/ftinn)**

## GREENVILLE COUNTY SCHOOLS

**MR. BURKE ROYSTER, SUPERINTENDENT**

**Grades Served 3 - Year Kindergarten-Fifth**



**Scope of Action Plan: 2013-14 through 2017-18**

**SCHOOL RENEWAL PLAN COVER PAGE**

**SCHOOL INFORMATION AND REQUIRED SIGNATURES**

SCHOOL Fountain Inn Elementary

GREENVILLE COUNTY SCHOOL DISTRICT

SCHOOL RENEWAL PLAN FOR YEARS 2013-2014 through 2017-2018 (five years)

SCHOOL RENEWAL ANNUAL UPDATE FOR 2016-2017 (one year)

**Assurances**

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

**CHAIRPERSON, BOARD OF TRUSTEES**

|                     |                  |             |
|---------------------|------------------|-------------|
| Mrs. Lisa Wells     |                  |             |
| <b>PRINTED NAME</b> | <b>SIGNATURE</b> | <b>DATE</b> |

**SUPERINTENDENT**

|                      |                         |             |
|----------------------|-------------------------|-------------|
| Dr. W. Burke Royster | <i>W. Burke Royster</i> | 3/23/2016   |
| <b>PRINTED NAME</b>  | <b>SIGNATURE</b>        | <b>DATE</b> |

**CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL**

|                     |                        |             |
|---------------------|------------------------|-------------|
| Laura Barrineau     | <i>Laura Barrineau</i> | 4-4-16      |
| <b>PRINTED NAME</b> | <b>SIGNATURE</b>       | <b>DATE</b> |

**PRINCIPAL**

|                     |                     |             |
|---------------------|---------------------|-------------|
| Tony Reabold        | <i>Tony Reabold</i> | 3-23-14     |
| <b>PRINTED NAME</b> | <b>SIGNATURE</b>    | <b>DATE</b> |

**SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD**

|                     |                     |             |
|---------------------|---------------------|-------------|
| SHARON-MAKÉ SMITH   | <i>Sharon Smith</i> | 3/23/16     |
| <b>PRINTED NAME</b> | <b>SIGNATURE</b>    | <b>DATE</b> |

SCHOOL'S ADDRESS: 608 Fairview Street  
Fountain Inn, SC 29644

SCHOOL'S TELEPHONE: 803 355-5100

PRINCIPAL'S E-MAIL ADDRESS: tonyreabold@greenville.k12.sc.us

# STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN

(Mandated Component)

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

- | <u>POSITION</u>   | <u>NAME</u>   |
|---|---|
| 1. PRINCIPAL _____  | <u>Tony Reabold</u>   |
| 2. TEACHER _____  | <u>Austin Greene</u>  |
| 3. PARENT/GUARDIAN _____  | <u>Laura Barrineau</u>  |
| 4. COMMUNITYMEMBER _____  | <u>Walt Tanner</u>  |
| 5. SCHOOLIMPROVEMENTCOUNCIL _____   | Tony Reabold<br>Sharon-Marie Smith<br>Susan Pritchett<br>Laura Barrineau<br>Lauren Stoddard<br>Lisa Hartnett<br>Walt Tanner<br>Johnny Dyer<br>Austin Greene |
| 6. Read to Succeed Reading Coach _____  | <u>Allison Bass</u>   |
| 7. School Read to Succeed Literacy Leadership Team Lead _____   | <u>Sharon-Marie Smith</u>   |
| 8. OTHERS* (May include school board members, administrators, School Improvement Council members, students, PTO members, agency representatives, university partners, etc.) |   |
- \*\* Must include the School Read to Succeed Literacy Leadership Team.

| <u>POSITION</u> | <u>NAME</u> |
|-----------------|-------------|
| _____           |             |
| _____           |             |
| _____           |             |
| _____           |             |

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

# ASSURANCES FOR SCHOOL PLAN

(Mandated Component)

## Act 135 Assurances

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

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

emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.

**X** **Half-Day Child Development**

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

**X** **Developmentally Appropriate Curriculum for PreK–3**

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

**X** **Parenting and Family Literacy**

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

**X** **Recruitment**

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

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

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

# TABLE OF CONTENTS

## Contents

|   |           |
|---|-----------|
| <b>SDE COVER PAGE .....</b>                     | <b>2</b>  |
| <b>SDE STAKEHOLDER INVOLVEMENT.....</b>         | <b>3</b>  |
| <b>SDE ASSURANCES .....</b>                     | <b>4</b>  |
| <b>TABLE OF CONTENTS.....</b>                   | <b>6</b>  |
| <b>INTRODUCTION .....</b>                       | <b>7</b>  |
| <b>EXECUTIVE SUMMARY.....</b>                   | <b>8</b>  |
| <b>SCHOOL PROFILE .....</b>                     | <b>12</b> |
| <b>MISSION, VISION AND BELIEFS .....</b>        | <b>24</b> |
| <b>DATA ANALYSIS AND NEEDS ASSESSMENT .....</b> | <b>25</b> |
| <b>ACTION PLAN .....</b>                        | <b>37</b> |
| <b>ANNUAL SCHOOL REPORTS .....</b>              | <b>62</b> |

# INTRODUCTION

Fountain Inn Elementary’s Strategic Plan was developed to document the changes and progress our school has made while working to continuously increase student achievement, strengthen community relations, and offer purposeful staff development. The strategic plan provides our staff with an ongoing means for self-assessment, communication, continuous improvement, and accountability.

The categories in our strategic plan are:

- Introduction
- Executive Summary
- School Profile
- Mission, Vision and Beliefs
- Data Analysis and Needs Assessment
- Action Plan
- Annual School Report Card

Our strategic plan is a working document that describes Fountain Inn Elementary and includes evidence of our work. It describes our goals, plans, needs assessment based on results, and achievements. The strategic plan also describes how we build and utilize our overall school plan for the purpose of increasing student learning—our ultimate outcome.

Much of the narrative content came from evaluating our program through the AdvanceED Standards Assessment. We have continued these efforts through our Professional Learning Communities in grade level, faculty council, vertical, and leadership meetings.

All of our stakeholders have an investment in our success. With a continued focus on strong collaborative planning and excellence within the classroom, together teachers, students, and the community will continue to exceed our levels of expectation for excellence in the 21<sup>st</sup> century academic standards.

This portfolio is a reflection of who we are and how we work collaboratively for continuous improvement. We work to prepare our students to become successful citizens and productive participants in the future world!

*The Staff of Fountain Inn Elementary*

# EXECUTIVE SUMMARY

## *Summary of Student Achievement:*

Based on state law, schools will not be rated for state accountability purposes again until Fall 2017. For the 2013-2014, Fountain Inn Elementary School earned an ESEA letter grade of 86 “B” on the school report card. We are proud to report that for the school year, 2013-2014, Fountain Inn Elementary School performed “Good” for our Absolute Rating and “Good” for our Growth Rating on the State Report Card. This represents an increase from the past five years for which Fountain Inn Elementary School had performed “Average” for our Absolute Rating and “Good” for our Growth Rating on the State Report Card. Over the past six years, we have continued to earn the Palmetto Silver Award for increasing student achievement.

Academic goals are the foundation for the delivery of instruction within the classroom. We make the necessary steps to ensure that all students are learning at their potential. After careful review of demographic data, survey questionnaire results, and student achievement data, an effective strategic plan for student achievement, complete with goals and objectives, was created. Benchmarks were identified for gains in both reading and math. Staff development activities which include MAP assessment data, implementation of Fountas and Pinnell Balanced Literacy, our continual development as a PLC, are all focused on meeting students’ various academic needs. The staff, Faculty Council, and SIC update the goals and objectives determined by the strengths and limitations of current data. Data is disaggregated and discussed, and priorities are established for the upcoming school year.

For the 2014-2015 school year, our school participated in ACT Aspire testing in third through fifth grade. When looking this baseline data, 66.8% of students were considered Exceeding or Ready in English, 25.6 % of students were considered Exceeding or Ready in Reading, 48 % of students were considered Exceeding or Ready in Math, and 19.4 % of students were considered Exceeding or Ready in Writing. For the 2014-2015 school year, all fourth and fifth grade students participated in SCPASS Science and Social Studies testing. In regards to the SCPASS test, 71.9% of all fourth and fifth grade students scored Met or Exemplary on Science and 79.5 % of all fourth and fifth grade students scored Met or Exemplary on Social Studies. These percentages are above the state percentage of students scoring Met or Exemplary in all both subject areas

When looking at our MAP data from last school year, 55% of students in third through fifth grade made their MAP target RIT goals in the area of reading. Less than 50% of students in third through fifth grade made their MAP target RIT goals in the area of math. We will continue to set goals, differentiate instruction, focus on formative assessments, and remediate where needed to increase these percentages.

### **Continual Steps Taken to Continually Improve:**

**Fountain Inn Elementary School continues to enhance instruction through effective program initiatives. These include:**

- ❖ Working extensively with our Special Education team to create a stronger model for delivery of services including “inclusion” services. We are working closely with the district to implement a program that will meet the needs of our special education students including ability grouping, direct teaching, and using a modified curriculum.
- ❖ Laying the foundation for becoming a S.T.E.A.M. school starting during the 2016-2017 schoolyear.
- ❖ Identify and support two Literacy Mentors (one primary and one intermediate) in 2016-2017.
- ❖ Ongoing evaluation of technology. Promethean boards are located in every instructional classroom. We are in the process to updating all Promethean boards to a touch screen model. All teachers have an iPad with access for our students, as well as a minimum of two Google Chromebooks per classroom. We currently maintain two accessible computer labs for student use, as well as a laptop cart and two additional Chromebook carts for teacher check-out.
- ❖ Continual development of ourselves as an effective PLC, including the use of common assessments, common grading practices, and the use of best practices in the classroom.
- ❖ A plan for purposeful, differentiated, and meaningful staff development.
- ❖ Implementation of Successmaker as an afterschool tutoring program, as well as using data to identify select students to participate in this program throughout the school day.
- ❖ Training and Implementation of Fountas & Pinnell Balanced Literacy Program.
- ❖ Ongoing evaluation of the strategic five year school plan.

### **Summary of Teacher and Administrator Quality:**

Over half of our staff, 56%, holds advanced degrees. We have three teachers with National Board Certification. According to the 2014-2015 state report card, 100% of classes are taught by highly qualified teachers. Ongoing, quality staff development is utilized to maintain a strong Professional Learning Community. We have completed our sixth year striving to serve as a PLC. We will continue to participate in book studies, address issues pertaining to professionalism, develop common assessments, and analyze

formative assessment data to guide instruction. Staff development is designed to help teachers maintain highly qualified certification and continue to grow as a professional educator. Technology is addressed through evaluation of materials and response to our needs assessment. Continued professional development focused on technology is provided to help teachers be “technology proficient” by the State Department.

### **Summary of School Climate:**

According to our teacher, student, and parent survey data from the 2015 school report card, 98% of teachers, 89% of students and 88% of parents are satisfied with the learning environment. We will continue to provide and seek out ways to create a school culture that cultivates and celebrates student growth and learning. In regards to school-home relations, 63% of parents are satisfied, which was the lowest percentage concerning our school climate. We will continue to work to improve communication, increase participation, and help parents be an integral part of their child’s education.

In terms of student performance, 2014-2015 served as a source of baseline data, as we participated in ACT Aspire testing for the first time. Though SCPASS was not a new state assessment, the data collected from 2014-2015 included all fourth and fifth grade students, which is a different group of students that was tested in the past. We will continue to explore ways to tailor our instruction to meet the needs of the individual, as well as improve performance in all subject areas.

### **Fountain Inn’s Significant Challenges:**

One of our significant challenges from the past three years has continued to be reaching all abilities of the learning spectrum in the classroom. We strive to look for ways to lessen the gaps for our subgroups, as well as challenge our high-performing students. Standardized assessments, such as SC PASS and MAP testing, present challenges associated with maintaining and exceeding student past performance. As of 2013-2014 and 2014-2015, all staff has been a part of training and implementation of the Fountas and Pinnell Balanced Literacy program. We will identify two staff members, one at the primary level and one at the intermediate level, to serve as our building Literacy Mentors. These teachers will pave the foundation for future schoolwide reading practices. All staff has successfully implemented the Fountas and Pinnell leveled reading groups into their classrooms. Teachers are regularly meeting with leveled reading groups to meet individual student needs in reading. We are continuing to professionally grow and learn in order to improve reading instruction, which in turn will improve performance across the other content areas. Another significant challenge is continuing to fund positions to support classroom instruction such as a computer lab teacher and RTI Interventionist. We continue to explore ways to use funding to support our students’ learning. The ongoing need for technology upgrades, as well as current staff development in all aspects of the curriculum, pose significant challenges. We strive to grow professionally and be lifelong learners in as a PLC. Though these challenges are present, we are committed to

excellence and providing the best environment for our students to develop into productive citizens.

## **Fountain Inn's Significant Awards, Results or Accomplishments:**

We have continued to earn the Palmetto Silver Award for increasing student achievement. Fountain Inn Elementary School performed “Good” for our Absolute Rating and “Good” for our Growth Rating on the 2014 State Report Card. This represents an increase from the five years prior in which Fountain Inn Elementary School had performed “Average” for our Absolute Rating and “Good” for our Growth Rating.

This year, we have the additional support of a fulltime Literacy Specialist. The specialist has been provided to support literacy and best practices for teachers to more effectively meet the needs of struggling students. There is continued support in the areas of reading and math for low-achieving students. To assist in these efforts, we work to increase hands-on experiences in the classrooms, provide reading intervention in grades K-3, utilize character education, and form partnerships with local agencies to support student and family needs.

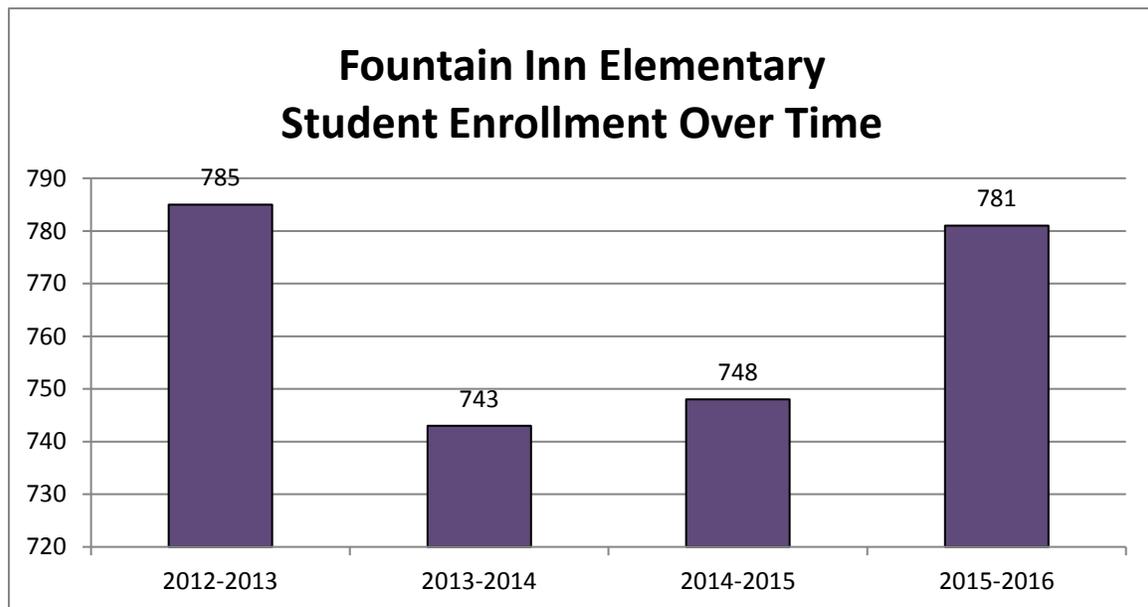
Fountain Inn Elementary has established itself as a Professional Learning Community where teachers are committed to a collaborative process for teaching and planning. Our staff is engaged in on-going staff development for increasing their level of effectiveness in the classroom. We will continue to engage in professional development to explore all components of the balanced literacy framework. We have adopted the Lucy Calkins writing program. K-2 have completed training and are in the process of full implementation, while grades 3-5 will join this effort in 2016-2017. Collaborative planning and the use of common assessments are in place across all grade levels and curriculum areas. Data analysis assists our teachers in developing rigorous lessons that will support our high expectations for student growth. We continue to develop a data analysis system that will meet the needs of each grade level to ensure at least an 80% mastery of performance in each area.

Our students are positively impacting our community. Opportunities such as the National Junior BETA Club offer our students the ability to serve others inside and outside of our school. We maintain select Positive Behavior and Intervention Supports, along with utilizing our strong guidance department to build students of character. Fifth grade students have the opportunity to apply and interview to be a part of the FIE Morning News Show. This select group produces and directs the show live on a daily basis. Fourth and fifth grade students participate in leadership opportunities that are offered in the newly established Student Council. Our school has also been recognized with the SC Safe Routes to School award, as well as the South Carolina Safe Kids School award.

# SCHOOL PROFILE

## *Fountain Inn Elementary and its Community:*

Fountain Inn Elementary is a kindergarten through grade five public school built in 1998. It is one of fifty-two elementary schools in the School District of Greenville County. Fountain Inn Elementary is located in Fountain Inn, South Carolina. Fountain Inn Elementary serves a community of urban, rural, and agricultural areas. It has been fully accredited by the regional association and is a deregulated school. Originally built in 1939, the new facility was completed in 1998. There are forty-two classrooms, as well as two music rooms, two art rooms, science lab, gymnasium, media center, and two computer labs. Twelve additional classrooms and a multi-purpose room were added during the spring of 2007. Fountain Inn is now home to 781 students and fifty-seven instructional staff members. This year, 2015-2016, is the seventy-sixth year of Fountain Inn Elementary's existence.



Fountain Inn Elementary has the following current enrollment configuration by grade

level: Grade K3 & K4 = 58

Grade K5 = 95

Grade 1 = 132

Grade 2 = 111

Grade 3 = 129

Grade 4 = 149

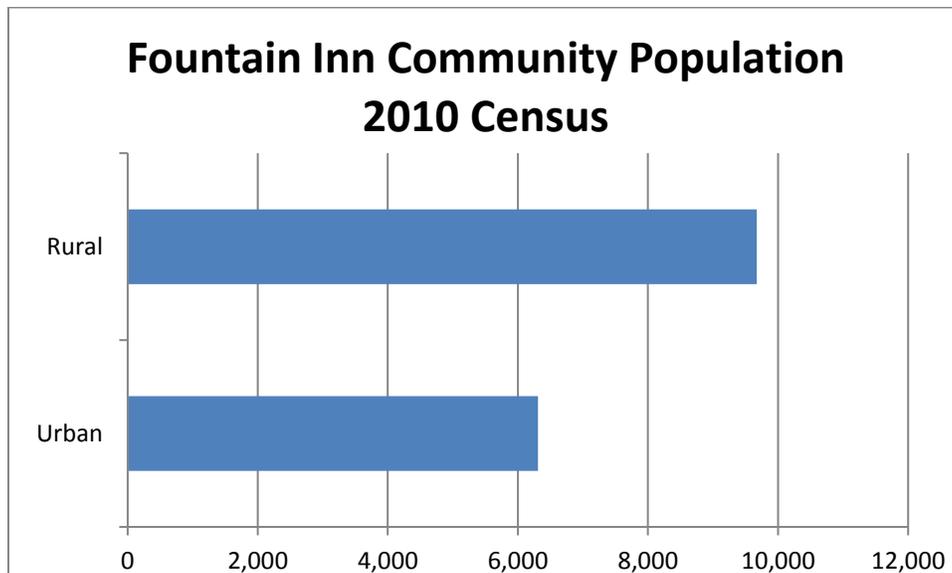
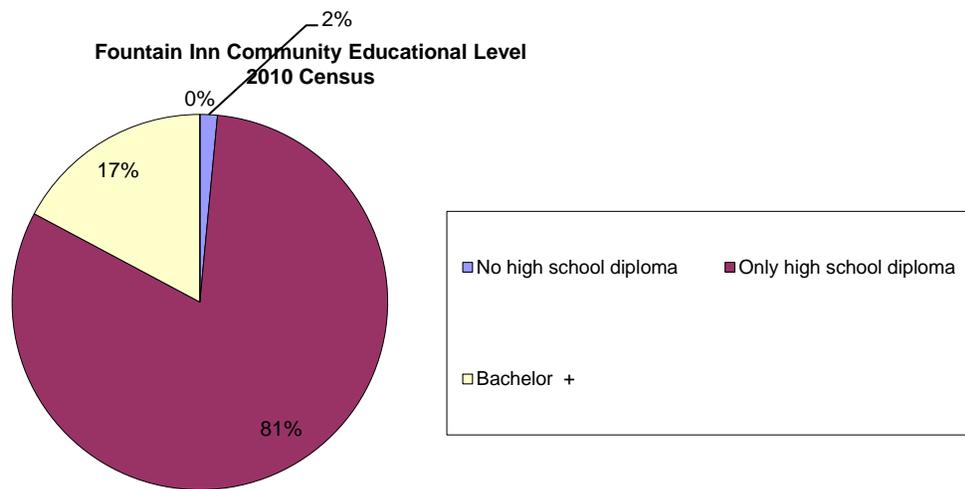
Grade 5 = 107

**Total Students: 781**

Our school population has stayed between 740-790 over the past four years. It is imperative that we are aware of the ongoing changes throughout Fountain Inn as the town continues the revitalization process in an effort to impact our students and community.

## **Fountain Inn Community**

The Fountain Inn Community reflects the growing national trend toward an increase in the number of single-parent families, families where both parents are working, or families where neither parent is working. This has been further compounded by the current economic conditions. According to the 2010 census for the Fountain Inn zip code of 29644, the population of 15,980 people is divided into two areas: 6,308 from urban areas and 9,672 live in rural areas. The educational level of our community is quite diverse. Approximately 1.5% of the population does not have a high school diploma; 81.3% of the population has only a high school diploma; and only 17.2% of the population has a Bachelor's degree or higher. Approximately 25% of the population consists of single parent households. According to the 2010 Census, 13.5% of the households reported are living below the poverty level in Fountain Inn as shown in the graphs below. This affects the quality of educational resources available to students in their homes.



### **Local Leaders**

Fountain Inn's new Mayor, Sam Lee, is a Charleston native who moved to Simpsonville in 1993 and Fountain Inn in 2007. Mr. Lee is a licensed HVAC contractor, a licensed realtor, and member of the National Association of Realtors. He was elected to Fountain Inn City Council in November 2015. He, along with other city leaders, is presenting a progressive style of leadership that fully embraces the community of Fountain Inn to build it into the greatest city it can be.

### **Parental Involvement and Community Business Partners**

School Improvement Council (SIC) meets monthly to review school decisions and policies and offer advice towards meeting our school goals. SIC includes the Principal, Assistant Principal, two teachers, a PTA representative, two parents, and two community/business members. PTA Board meets monthly to discuss school improvement and projects for the school. The PTA Board includes the President & Vice-President, Treasurer & Secretary, Teacher Liaison, and Ways and Means Chair. Many in the business community have reached out to Fountain Inn Elementary for ways to help the school in meeting the needs of the students and teachers. They have offered incentives for both students and teachers as well as services to enhance the overall program.

### **School Leadership**

Mr. Tony Reabold is in his first year as Principal of Fountain Inn Elementary. He is in his 31<sup>st</sup> year as an educator with all of his experience, except one year, being at the elementary school level. He has served as a physical education teacher, a classroom teacher, an assistant principal and is in his 17<sup>th</sup> year as a principal. In addition to his building level experience he served one year as the Federal Programs Director for a school system in Georgia. He holds degrees from the University of Georgia and Georgia State University. Mr. Reabold believes that caring for students and challenging them appropriately academically is vital and that it is not good enough to do one without the other. Mrs. Sharon-Marie Smith is in her first year as Assistant Principal at Fountain Inn Elementary. This is her 16<sup>th</sup> year as an educator. She holds an Honor's Degree in Elementary Education and a Master's in School Leadership and administration.

### **School Administrative Structure**

Administrative teams are included in decision-making at Fountain Inn Elementary. The Faculty Council members make decisions, disaggregate data, and discuss concerns from each team to the leadership meetings for discussion. Members also relay information back to their team. Faculty Council includes one grade level representative from each team, one representative from Related Arts and Special Education, Guidance Counselor, Principal, Assistant Principal, and Instructional Coach.

## Staffing Model 2015-2016

**Tony Reabold, Principal**  
**Sharon-Marie Smith, Assistant Principal**  
**Austin Greene, Instructional Coach**

### PreK

Kellie Cook 3/4K  
Ashley Gore 4K  
Valerie Shuler 4K

### K5

Susannah Gable  
Michelle Ford  
**Sarah Vaughan**  
Celia Wrice

### Assistants

Stacy Adams – Primary Neuro  
Amy Cox – 5K  
Yolanda Crouch - 4K  
Traci Danley - Media Clerk  
Rene Davis - 3/4K  
Latoria Dorsey - Aide  
Mary Edwards – 5K  
Michelle Garrett – 5K  
Michelle Gervasi - SSA  
Tanya Humphrey -5K  
April Lengel – 3/4K  
Pam O’Bleness – 5K  
Sara Taylor – Intermediate Neuro

### First Grade

Becky Asberry  
Lila Balentine  
**Jamie Hazel**  
Lisa Maddox  
Shamel Minga  
Bonnie Pearson

### Second Grade

Brooke Beam  
Jodi Fletcher  
Will Frost  
Marie Mahon  
**Amanda Reininger**

### Third Grade

**Josh Bryant**  
Jessica Cacciato  
Elizabeth Johnson  
Christa Morrison  
Lawrence Ochieng  
Jill Walls

### Fourth Grade

**Katie Hester** - Math/Sci  
Annah Lord – All subjects  
Valerie Meadows - Math/Sci  
Debbie Searcy - Reading/SS  
Amber Shade- All subjects  
Angela Shaw - Reading/SS

### Fifth Grade

LuAnn Bartell - Reading/SS  
Heather Bolt – Math/Sci  
**Kristen Jones - Reading/SS**  
Elizabeth Woods - Math/Sci

### Special Ed.

Allison Bass – Literacy Specialist  
Catherine Brummett – RTI  
Alyssa Contestable – SC/Neuro  
Alicia Dinottia – SC/Neuro  
Ann Hardigree – ESOL (.2)  
**Stuart Howlett - Resource**  
Leah Lancaster – Speech  
Suzanne Sneed – SC/LD  
Andria Kinninger – Challenge (.5)  
Brooke Vickery – Speech (.5)  
Kamella Winslett – Resource

### Related Arts

Jennifer Bishop – Art  
Mary Creek - PE  
Adam Ezell – PE  
Carol Ann Good - Art  
Anna Hood – Media  
Donna Morton – Computer  
Caitlin Scott - Music  
Gary Sutton – Music

### Guidance

Julie Bridges - 3 – 5 (0.5)  
Brenda Lipe - Mental Health  
Susan Pritchett - K - 2

### Office Staff

Susie Humphrey –Bookkeeper  
Lynn Lambrecht - Attendance  
Leigh Owens - Clerk  
Lisa Wagner – Nurse  
Tracy Schillinger - Nurse

### Custodial Staff

**Galo Franco**  
Joshua Haslam  
Robert Nelson  
Rusty Patterson  
Tomas Quiros  
Cynthia Sanders

### Cafeteria Staff

Kristy Abee  
Brittany Duncan-Conley  
Kisha Hickman  
**Beth Mendoza, Manager**  
Bridgette King  
Kimberly Ward

## **Fountain Inn Elementary and its Staff:**

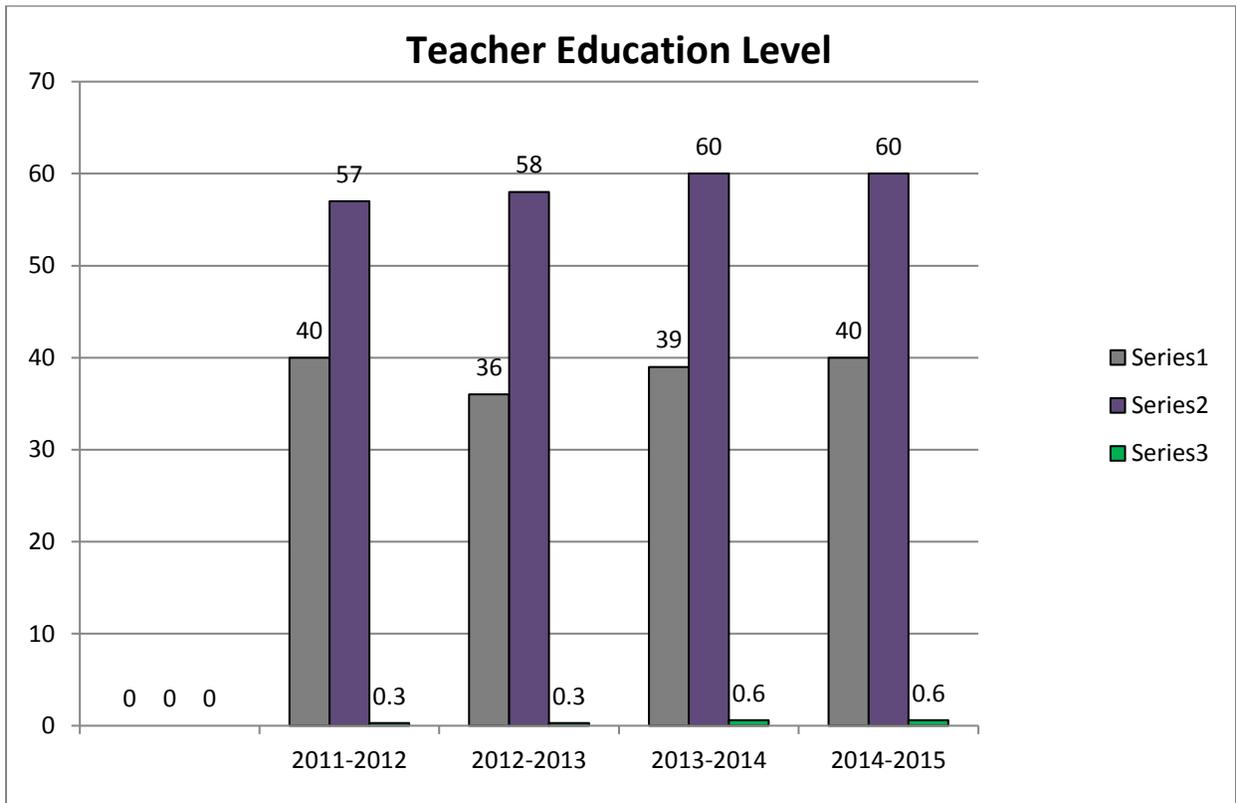
The staff at Fountain Inn Elementary School includes: 1 principal, 1 assistant principal, 1 instructional coach, 1.5 guidance counselors, 1 mental health counselor, 31 classroom teachers, 3 self-contained special education teachers, 2 resource teachers, 1.5 speech teachers, 1 media specialist, .3 challenge teacher, 4 kindergarten aides, 2 K-4 aides, 3 special education resource self-contained aides, 1.2 music teachers, 1.2 physical education teachers, 1.2 art teachers, 1 RTI interventionist, 1 Literacy Specialist. The number of years teaching experience, by grade level, is shown below for Instructional Teaching Staff:

**Years of Teaching Experience by Grade Level  
2015-2016 School Year**

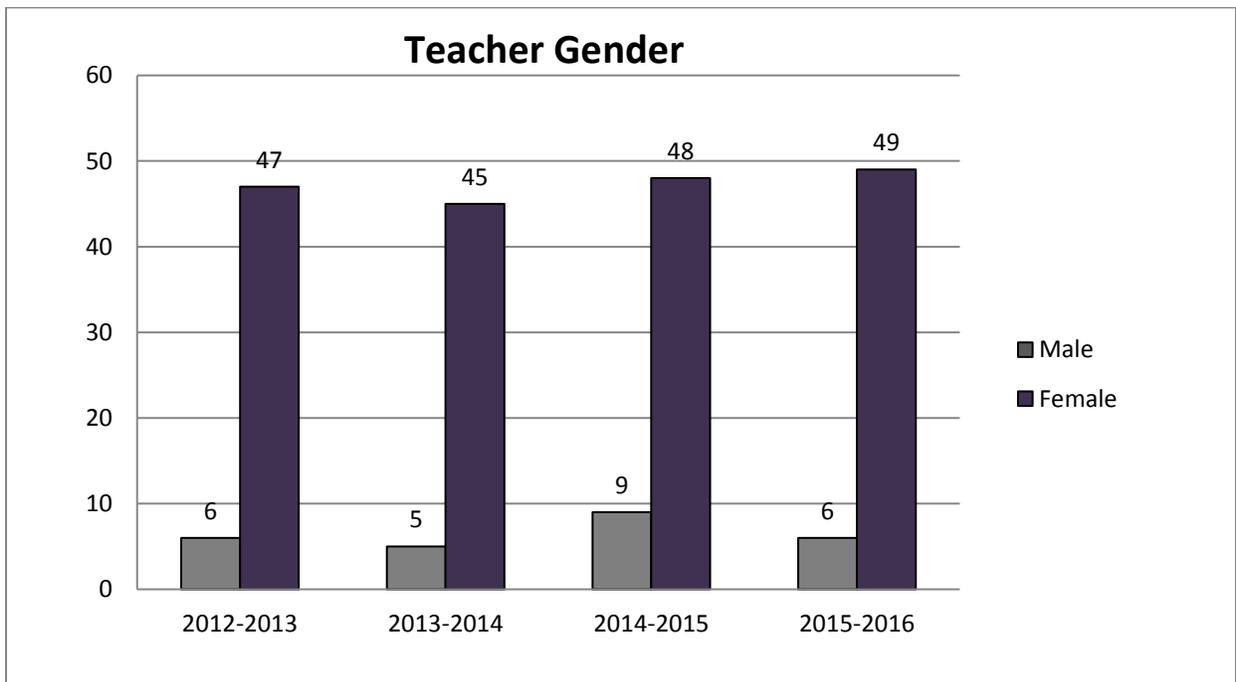
| Grade Level              | Years of Teaching Experience |      |       |       |       |     |
|--------------------------|------------------------------|------|-------|-------|-------|-----|
|                          | 0-5                          | 6-10 | 11-15 | 16-20 | 21-25 | 26+ |
| Pre-K/K5                 | 2                            |      | 2     | 1     |       | 1   |
| 1                        |                              | 1    | 3     | 2     |       |     |
| 2                        | 1                            |      | 2     |       |       | 2   |
| 3                        | 3                            | 3    |       |       |       |     |
| 4                        | 1                            | 1    | 1     |       | 1     | 2   |
| 5                        |                              |      | 2     | 1     | 1     |     |
| Special Ed.              | 5                            |      | 1     |       |       |     |
| Related Arts             | 2                            | 3    | 1     |       |       | 1   |
| Support Services         | 2                            | 3    | 1     |       | 1     | 1   |
| Instructional Leadership |                              | 1    |       | 1     |       | 1   |

Fountain Inn Elementary is centrally located near numerous colleges and universities where continual educational programs are available and accessible. This accessibility provides teachers with the resources to enhance their professional knowledge, and continually upgrade their teaching throughout the year. Staff development programs are based on a review of data and survey results to determine the areas of instructional needs for our staff.

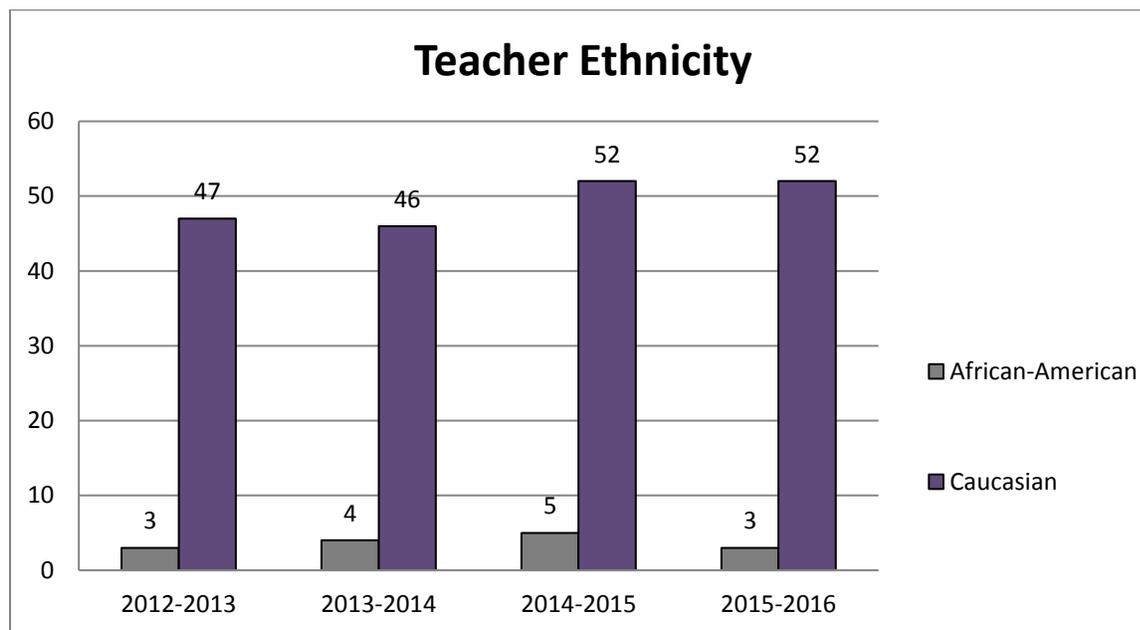
The graph below indicates the education level of teachers from 2011 -2015.



There are currently 49 female and 6 male teachers.



There are currently 52 Caucasian and 3 African-American teachers.



Additional personnel include the secretary, 1.5 attendance clerk, six custodians, and six food services workers. Five bus drivers also provide services to students. Other support personnel available to assist in meeting the needs of Fountain Inn Elementary students include the district psychologist and two school nurses.

### **Counseling and Other Student Support Services**

Students at Fountain Inn Elementary receive a high level of support services from an outstanding staff. Susan Pritchett and Julie Bridges, our school counselors, provide a comprehensive, developmental guidance program for all students. Direct services include classroom guidance lessons, small group sessions, and individual counseling. As needed, the counselor provides crisis intervention for members of the school community. Indirect services include consultation with parents, teachers, and administrators. The program assists students' growth in three major areas as defined by the state. They are: 1) Learning to learn (academic development), 2) Learning to work (career development), and 3) Learning to live (personal/social development).

Brenda Lipe, our school's site-based Mental Health Counselor, works daily with our school to increase partnerships within our school and community that promote emotional health. Her position is funded by the S.C. Department of Mental Health and has a mission of identifying and intervening at early points in emotional disturbances and assisting parents, teachers, and counselors in developing comprehensive strategies for resolving these disturbances. School based services include individual, family, and group counseling as well as crises intervention and psychiatric consultation as needed. These programs are non-stigmatizing and easily accessible to children and their families in the Fountain Inn Community.

## **Safety, Cleanliness, and Adequacy of School Facilities**

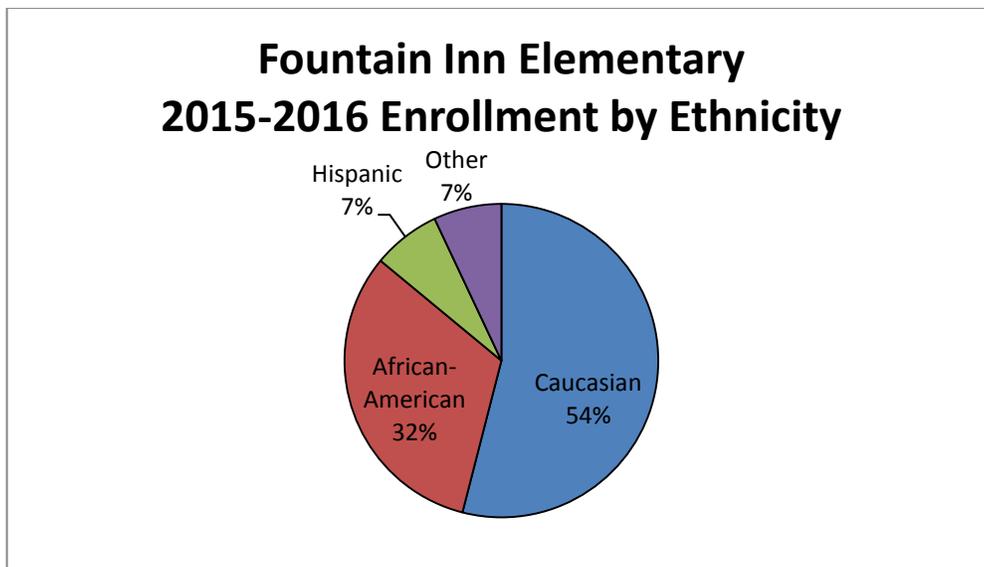
Fountain Inn Elementary and the district are both committed to having a safe and clean environment for learning. At the site level, there is an emergency preparedness plan. Regular fire and emergency drills are held. Planning for various potential emergencies is done in coordination with regional agencies, with the district, and school plans stressing safety for the students first.

Fountain Inn Elementary was provided with two community officers who have an office at FIE and works with the staff to provide a safe environment for our students. Safety Patrol, originally sponsored by the police department, is now coordinated by a fifth grade teacher and supervised by adults in our building.

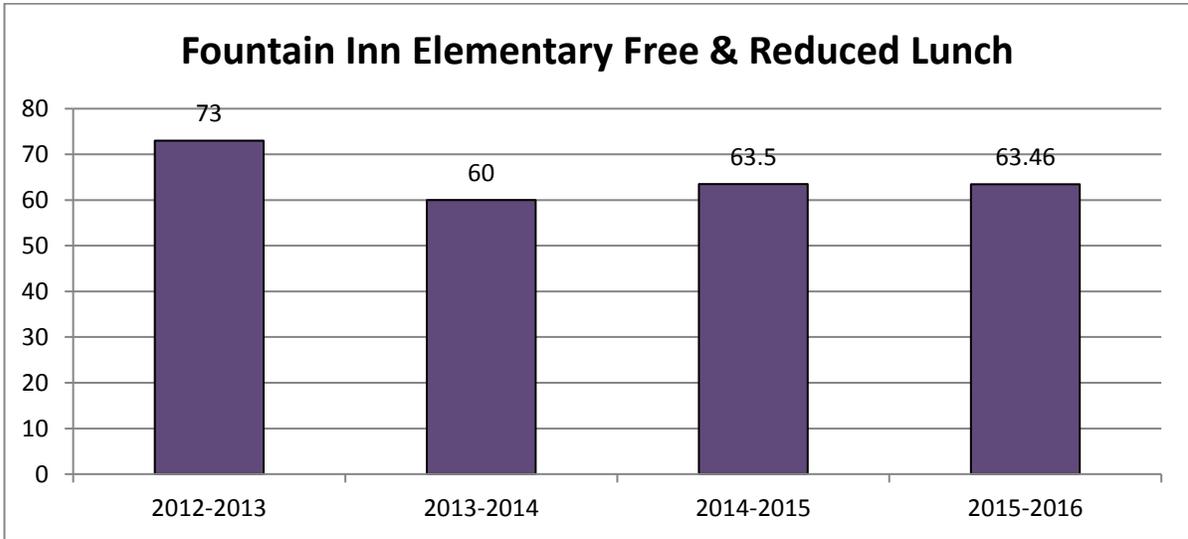
Specific safety concerns regarding buildings and grounds at the school site are handled by both the maintenance department and site custodians or utility workers assigned to site duties. Our professional staff includes one plant engineer and five custodians who perform basic cleaning operations in every classroom every day.

## **Fountain Inn Elementary and its Students:**

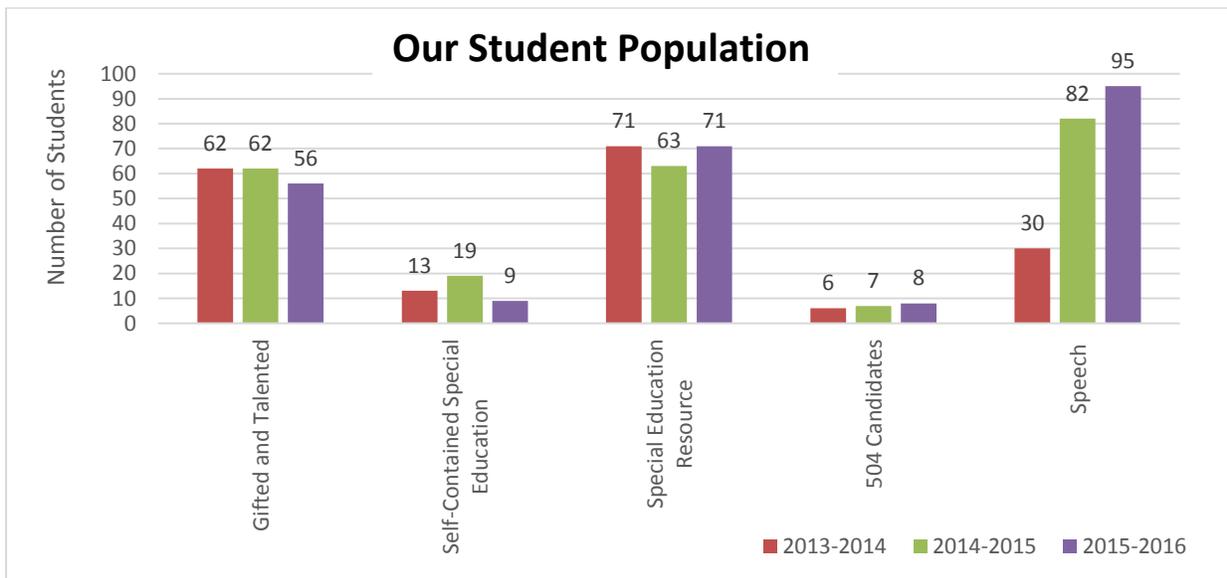
The total enrollment of Fountain Inn Elementary School is 781. At the present time, the student enrollment at Fountain Inn Elementary is made up of 7 percent Hispanic, 54 percent Caucasian, 32 percent African-American, and 6 percent “Other”, as shown in the pie chart below. The population served by Fountain Inn Elementary has remained consistent with no significant shifts in demographics of ethnic groups over the past years.



Fountain Inn Elementary currently has 63.46% percent of its students qualify for free and reduced priced meals. As shown in the graph below, the percentage of free and reduced lunch has remained relatively constant since 2014-2015.



The student population is comprised of students with 4 home languages. These languages, in order of student enrollment are English, Spanish, Micronesia, and Hmong. Fountain Inn Elementary has several funded programs which focus on helping “at risk” students and the special needs of all students. This assistance is provided by having specialized instruction during the school day. Fountain Inn Elementary has identified 31% of its population this year as special needs students. There are 57 students in the gifted and talented program, 9 students assigned to self-contained special education classes, 71 students in special education resource classes, and 95 speech students. There are 8 students on a 504 plan.



## **Fountain Inn Elementary Academic and Behavior Features:**

Fountain Inn Elementary School offers a variety of academic programs and accommodations to meet student needs. Data is utilized to determine needs of students and effectiveness of models. The following are academic and behavior features of FIE:

**Measures of Academic Progress (MAP)** - The Measures of Academic Progress (MAP) test is an additional resource for assessment in Greenville County. This computerized system of testing is administered two times this year in reading and mathematics at Fountain Inn. MAP correlates with national and state curriculum standards, and is nationally norm-referenced. The difficulty of each test adjusts to each individual student's performance, meaning if a student answers a question correctly, the next question will be more difficult and vice-versa. After a student completes a test, the program reports the student's equal-interval RIT score. MAP results are regularly being used in the schools as one of several data sources for curriculum decisions, student placement, and parent conferences. As MAP testing continues, the results will increasingly be used to help assess students' academic achievement and in district planning.

**Assistance Team (A-Team)** - The A-Team, chaired by our Assistant Principal, meets monthly to address students with learning problems not resolved by classroom accommodations. Members may refer students for possible psychological evaluations. This purpose of this team is to explore interventions and strategies to put into place for the purpose of serving the student. If students qualify based on the psychological testing provided by our district, students will then enter into the pullout resource program or self-contained resource program.

**Reading Intervention** - We have one full-time RTI Interventionist and one full-time Literacy Specialist who support students in grades K – 4 in reading and literacy. These positions, along with all classroom teachers in grades K-4, work with small groups of students for developing skills early on and assisting to build a stronger academic foundation. Kindergarten through second grade students are all screened used AIMSweb. Third and fourth grade students are identified for service through MAP test scores and teacher recommendation. The students who score below benchmark are targeted and given additional instruction, 30-minutes daily. Students' progress is monitored every ten days using AIMSweb. Kindergarten receives early reading intervention through a program by Scott Foresman. First and second grade receive intervention through Soar to Success by Houghton Mifflin. Third and fourth grade students are being served through additional guided reading lessons using leveled readers aligned with Fountas and Pinnell.

**Fountas & Pinnell** - All teachers have been trained to implement the Balanced Literacy Language Arts model in the classroom. This program measures proficiency in reading and promotes small group instruction. The Fountas and Pinnell Benchmark Assessment System is used to evaluate reading progression as students increase their reading achievement. A measurement is taken twice

a year. All staff has successfully implemented the Fountas and Pinnell leveled reading groups in to their classrooms. Teachers are regularly meeting with leveled reading groups in their classrooms to meet individual student needs in reading.

**Successmaker** - A select group of students participate in Successmaker Afterschool Tutoring Program in computer lab three days a week. Successmaker is a computer-based program that prescribes a path to meet students where they are in Math/Reading. This program helps students grow through short, concise lessons and regular progress monitoring.

**CODE** - Fountain Inn Police Department provides an officer to teach fifth grade students drug awareness and character lessons. The program encourages self-esteem, responsible decision making and positive relationships with community officers.

**Character Education** - The character education program is designed to increase positive behavior in the school. Included in Character Education is Terrific Kids (each nine weeks). Our program uses some components of the PBIS intervention program. This program teaches our children that “We are All on One Team.” At Fountain Inn, We: Treat others with respect, Encourage others to do their best, Act Responsible, Make good choices. Whole classes are rewarded by earning puzzle pieces for a class incentive, while individual students are rewarded by earning punches on their cards for individual incentives.

**MVP** – Five times per year, classroom teachers identify one student per class as their MVP. The teacher writes a special message about this student to share with administration, as well as their family. The MVP students get to eat lunch with the administration, have their picture displayed in the school lobby, and listen to a positive phone call made to their parents by the Principal or Assistant Principal.

**Lucy Calkins Writing** - Kindergarten, first, and second grade teachers have been trained with the Lucy Calking Units of Study curriculum. Third, fourth, and fifth grade teachers will be trained during the 2016-2017 school year. This writing program emphasizes the craft of writing through daily mini-lessons and encourages independent writers through Writers Workshop. Teachers also follow the provided district pacing guide to strengthen students writing skills throughout the year.

**Technology Integration** - Instructional staff members (Kindergarten through fifth grade) are trained to implement the use of Promethean Boards, ActiveExpressions, ActiveVotes, Ipads, ActiveSlates, and Hues to incorporate technology into daily instructional delivery and student engagement. Our staff has also participated in a series of GAFE (Google Apps for Education) training to assist in the use of Google Chromebooks.

**Data Tracking** - We are in the ninth year of staff development focused on instruction strategies and best practices to implement within the classroom. As a school, we are tracking student's progress in setting goals for Fountas and Pinnell reading levels, common formative assessments, and goal setting on the Reading and Math MAP tests.

**PLC (Professional Learning Community)** - We continue to provide ongoing staff development for maintaining ourselves as a strong Professional Learning Community. Over the past six years as a PLC, we have participated in numerous book studies, addressed issues pertaining to professionalism, developed common grade-level assessments, and utilized a consistent grading system for our school.

### **After-School Activities**

Fountain Inn Elementary supports after-school programs that service many of the students attending the school. These programs include: Good News Club, Successmaker Tutoring, Junior Beta Club, Safety Patrol, Chorus, Girls on the Run, and the After-Care Program. FIKE is also a local free after-school and mentoring center for our students in the community of Fountain Inn.

### **Classroom Discipline/Learning**

Fountain Inn Elementary provides a disciplined, but stimulating, learning climate for students. The climate for learning at Fountain Inn Elementary is enhanced by involved parents. Parents are encouraged to become involved in school communities and councils, to help with homework, and to encourage and honor their child's successes. Daily instruction directly aligns with our state academic standards and district curriculum support.

Student discipline is the responsibility of all Fountain Inn Elementary staff members. A major goal is to provide a positive climate for learning in order to assure student achievement, enhance self-esteem, and develop positive social behavior. To reach this goal, Fountain Inn Elementary offers many opportunities for student participation and recognition. Our school's Positive Behavior Intervention Support strategies (PBIS) assist us in promoting positive behaviors and minimizing negative outcomes. At Fountain Inn Elementary, "We are all on one TEAM." "TEAM" stands for **T**reat Others with Respect, **E**ncourage Others to do Their Best, **A**ct Responsible, and **M**ake Good Choices. Expectations are clear throughout the school and home. School rules and consequences are posted in every room and additional areas throughout the school. Students are rewarded for following the "TEAM" acronym individually and as a class. Students are encouraged and expected to maintain appropriate behavior at all times because disruptions interfere with learning. Student handbooks and other information about school and classroom rules are distributed and discussed on a regular basis.

# MISSION, VISION AND BELIEFS

## **The Mission of Fountain Inn Elementary:**

One Team, One Mission: Success for ALL Students

## **The Vision of Fountain Inn Elementary:**

Building a Successful Community of Learners

## **The Beliefs of Fountain Inn Elementary:**

### ***We believe...***

- Students are the center of the learning process.
- Students will have caring and competent teachers, administrators, and support personnel.
- The home, community, and school share the responsibility in the education of students.

### ***We are...***

On a continuous journey to sustaining a Professional Learning Community where:

- We know what our students need to learn.
- We work and plan collaboratively.
- We are results focused.
- Staff development is purposeful.
- We have high expectations for student achievement.
- Common assessments are used across the grade levels.
- We will respond when they don't learn.
- Data drives every decision we make.
- Decisions are made together.
- Exemplary staff is focused on student learning.

# DATA ANALYSIS AND NEEDS ASSESSMENT

## Student Achievement Needs Assessment:

### Data Sources:

SDE School Report Card Website = <https://ed.sc.gov/data/report-cards/>

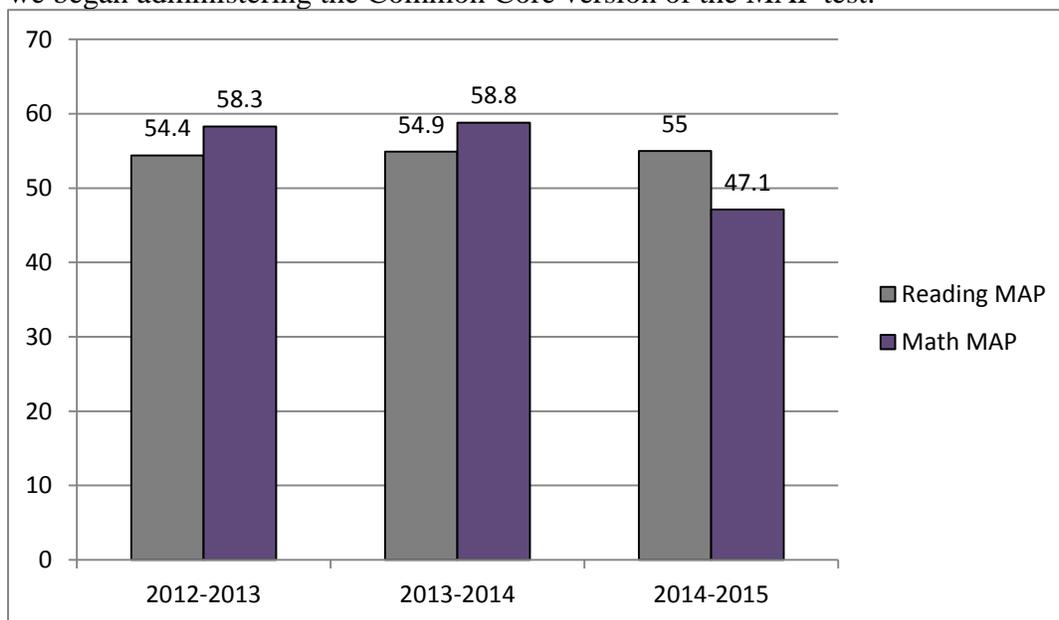
### Summary of findings of student achievement:

For the 2014-2015 school year, Fountain Inn Elementary...

- Earned the Palmetto Silver Award.
- Third graders outperformed Greenville County Schools, elementary schools like ours, and schools statewide on the ACT Aspire Math assessment.
- Had over fifty percent of students in second through fifth grade met their target growth on the reading MAP test.

### MAP Analysis

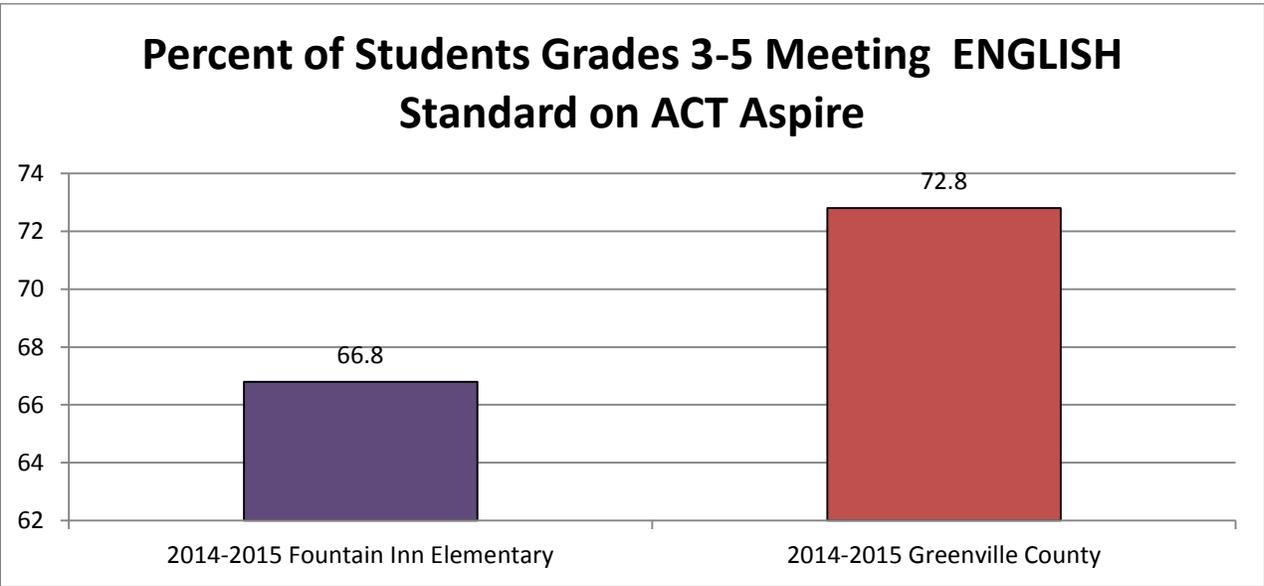
Second through fifth graders are assessed in our district using MAP (Measures of Academic Progress). The graph below reflects the Student Growth summary results of the percent of students meeting their target growth from Fall 2012 to Spring 2015 for reading and math. In 2013-2014, we began administering the Common Core version of the MAP test.



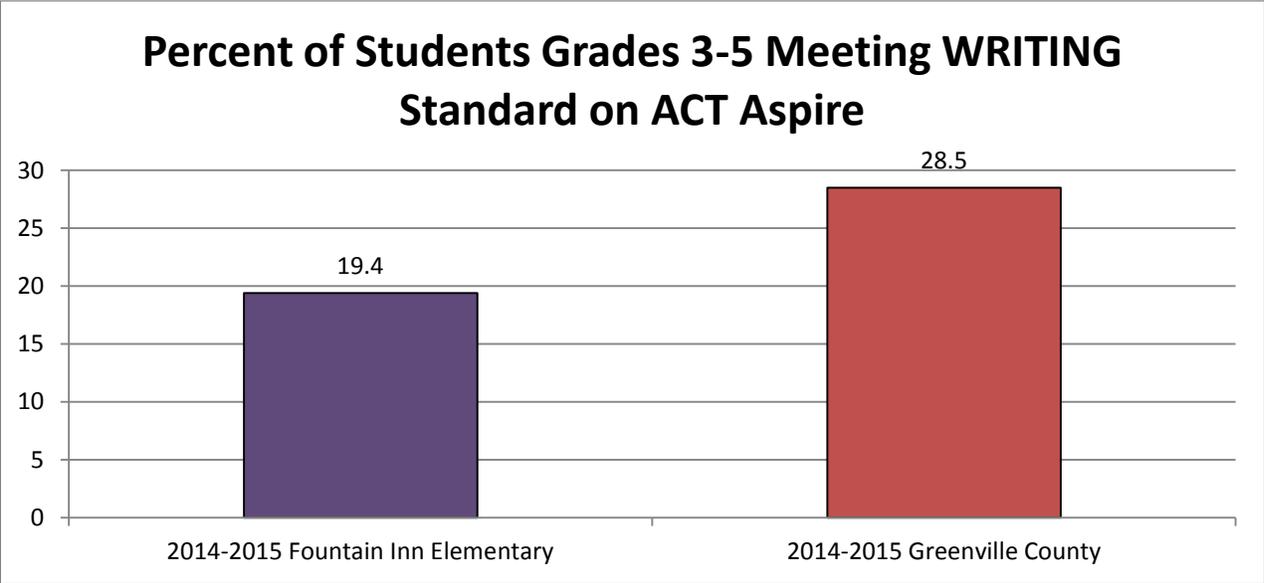
| Percent Meeting MAP Target Growth By Grade Level |                   |                   |                   |                |                |                |
|--|-------------------|-------------------|-------------------|----------------|----------------|----------------|
| Grade  | 2012-2013 Reading | 2013-2014 Reading | 2014-2015 Reading | 2012-2013 Math | 2013-2014 Math | 2014-2015 Math |
| 2  | 54.6              | 51.5              | 56.3              | 48             | 53             | 36.1           |
| 3  | 51.3              | 60                | 52.6              | 46.2           | 58             | 45.9           |
| 4  | 43.0              | 44.3              | 47.7              | 65.4           | 58.6           | 49.5           |
| 5  | 68.6              | 63.6              | 63.5              | 73.7           | 65.7           | 57             |

***ACT Aspire Analysis for 2014-2015***

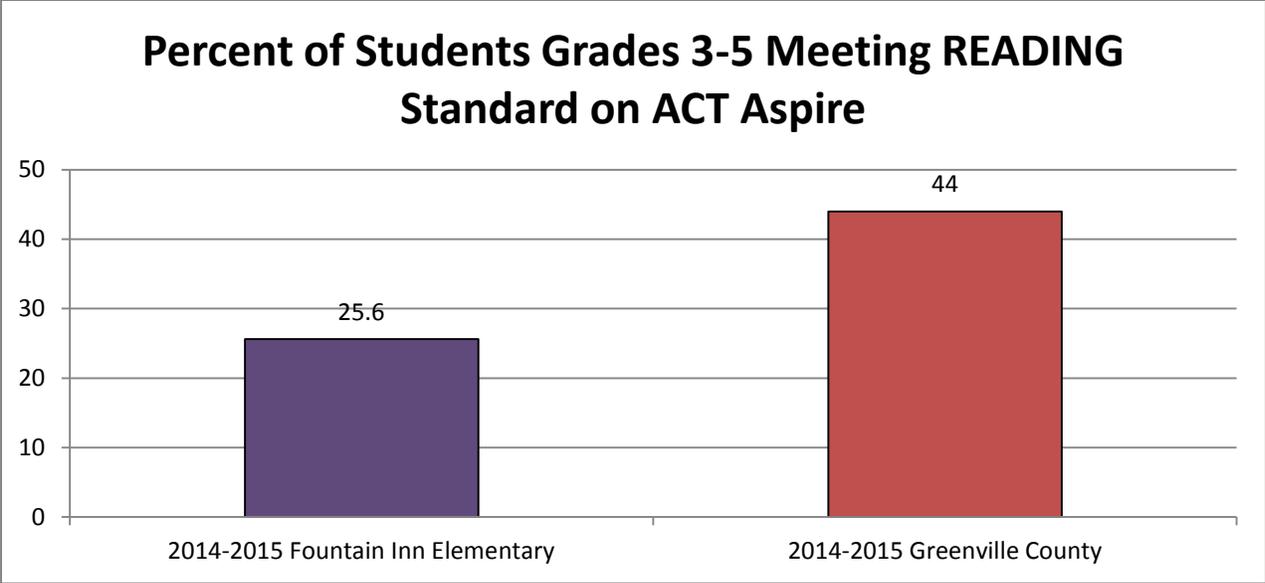
For the first year ever, students in South Carolina participated in the ACT Aspire testing in 2014-2015. All students in grades third through fifth at the elementary level took this standardized assessment. The scoring categories included the following ACT Readiness Levels: Exceeding, Ready, Close, and In Need of Support. School performance, as well as grade level performance, can be found below.



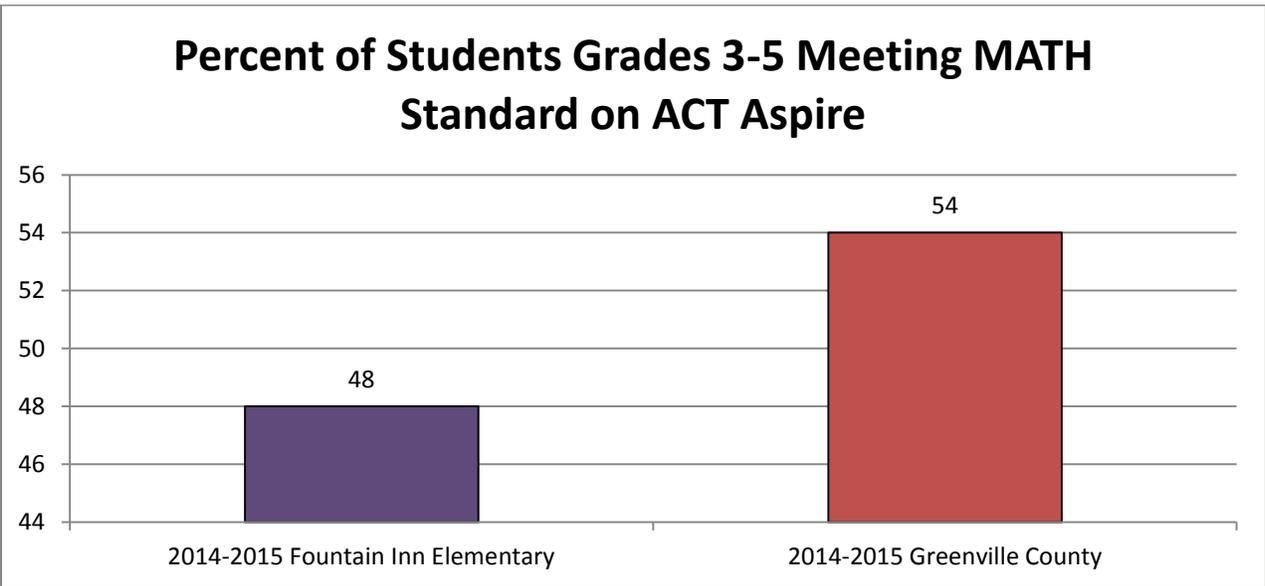
| <b>ACT Aspire Grade Level Data: ENGLISH</b>                                   |                  |
|---|------------------|
| <b>Percent Scoring “Ready or Exceeding” according to ACT Readiness Levels</b> |                  |
|   | <b>2014-2015</b> |
| <b>3<sup>rd</sup> Grade</b>   | 69.7             |
| <b>4<sup>th</sup> Grade</b>   | 66.0             |
| <b>5<sup>th</sup> Grade</b>   | 64.6             |



| <b>ACT Aspire Grade Level Data: WRITING</b>                                   |                  |
|---|------------------|
| <b>Percent Scoring “Ready or Exceeding” according to ACT Readiness Levels</b> |                  |
|   | <b>2014-2015</b> |
| <b>3<sup>rd</sup> Grade</b>   | 22.8             |
| <b>4<sup>th</sup> Grade</b>   | 22.0             |
| <b>5<sup>th</sup> Grade</b>   | 13.7             |



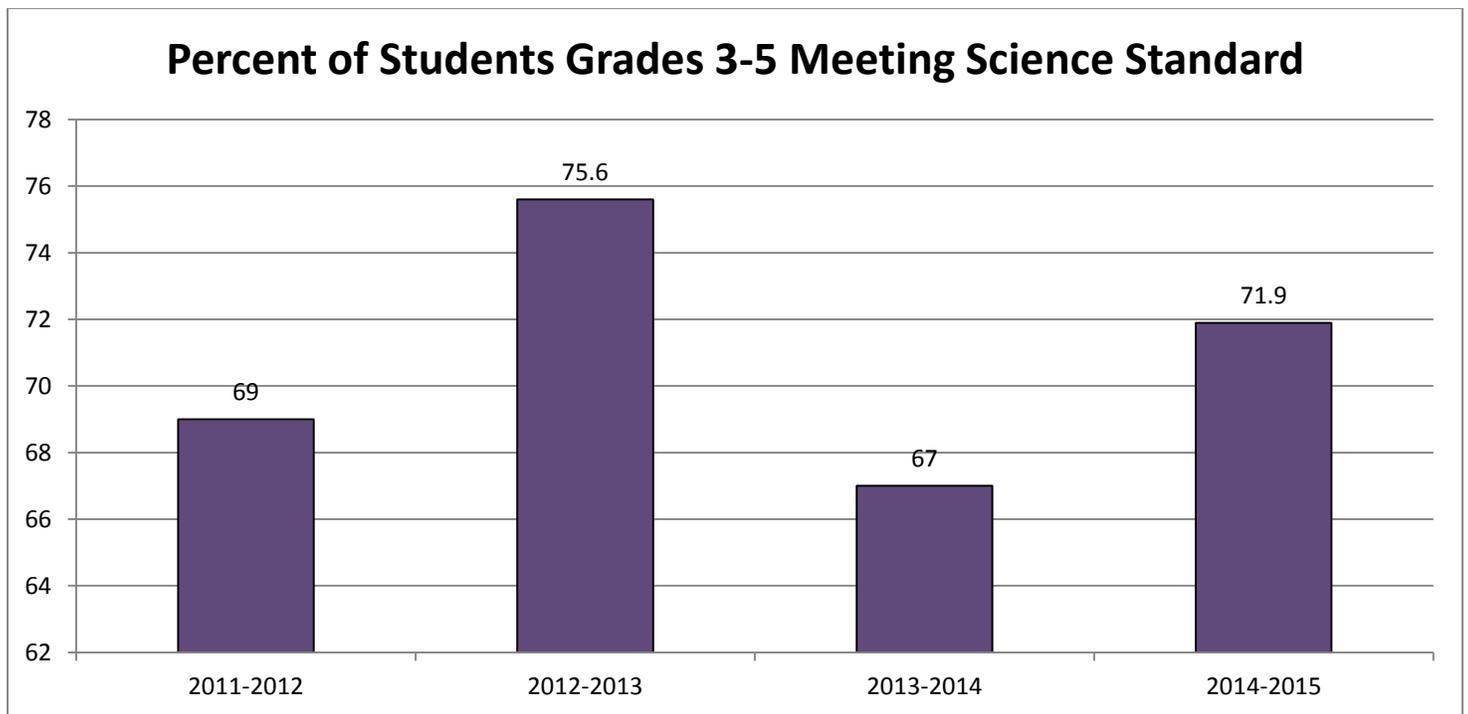
| <b>ACT Aspire Grade Level Data: READING</b>                                   |                  |
|---|------------------|
| <b>Percent Scoring "Ready or Exceeding" according to ACT Readiness Levels</b> |                  |
|   | <b>2014-2015</b> |
| <b>3<sup>rd</sup> Grade</b>   | 27.3             |
| <b>4<sup>th</sup> Grade</b>   | 28.3             |
| <b>5<sup>th</sup> Grade</b>   | 21.2             |



| <b>ACT Aspire Grade Level Data: MATH</b>                                      |                  |
|---|------------------|
| <b>Percent Scoring "Ready or Exceeding" according to ACT Readiness Levels</b> |                  |
|   | <b>2014-2015</b> |
| <b>3<sup>rd</sup> Grade</b>   | 58.3             |
| <b>4<sup>th</sup> Grade</b>   | 48.1             |
| <b>5<sup>th</sup> Grade</b>   | 36.4             |

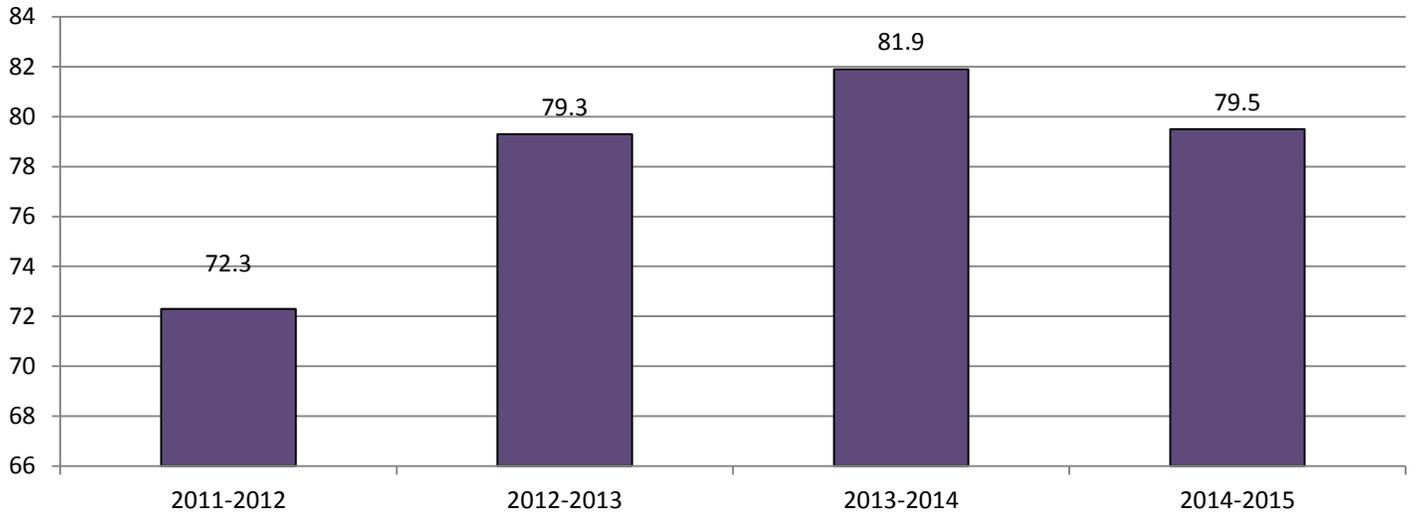
### ***SC PASS Analysis for 2011-2015***

Each year, students in grades third through eighth grade take the South Carolina Palmetto Test of State Standards (SC PASS). This standardized test measures the students' achievement with regards to our state standards. Students can exceed the standard, meet the standard, or not meet the standard. The graphs below show the percentage of students at Fountain Inn Elementary that either met or exceeded the standard in Science and Social Studies for the past three to five years.



| <b>SCPASS Grade Level Data: SCIENCE</b> |                  |
|---|------------------|
| <b>Percent Scoring "Met or Above"</b>   |                  |
|   | <b>2014-2015</b> |
| <b>4<sup>th</sup> Grade</b>             | 69.8             |
| <b>5<sup>th</sup> Grade</b>             | 73.7             |

## Percent of Students Grades 3-5 Meeting Social Studies Standard



| <b>SCPASS Grade Level Data: SOCIAL STUDIES</b> |                  |
|--|------------------|
| <b>Percent Scoring "Met or Above"</b>          |                  |
|  | <b>2014-2015</b> |
| <b>4<sup>th</sup> Grade</b>                    | 87.7             |
| <b>5<sup>th</sup> Grade</b>                    | 72.0             |

## ***STUDENT ACHIEVEMENT SUMMARY***

### ***What the Data Tells Us:***

Since the 2014-2015 ACT Aspire data serves as baseline data, we can only compare our performance to Greenville County schools, elementary schools like ours, and statewide. In comparison to these three areas, we performed under those percentages overall in English and Reading. We performed above the state in Math, but below when compared to Greenville County and to elementary schools like ours. Third grade outperformed all three of these areas in math. We performed above elementary schools like ours in Writing, but below when compared to Greenville County and the state.

The review of SCPASS 2014-2015 data shows an increase in the percentage of students scoring met or above in science and a slight decrease in the percentage of students scoring met or above in Social studies. This year, all students in fourth and fifth grade were administered this test. Our school outperformed elementary schools like ours and elementary schools statewide in science. We outperformed elementary schools statewide in social studies.

With the continued implementation of MAP testing, Measurements of Academic Progress, we will disaggregate and identify specific weaknesses in student's learning and develop strategies for enhancing instructional practices through differentiated instruction and spiral review of concepts. The Compass Learning program provides individualized practice for each student based on their MAP strengths and weaknesses. Goals are set for each student according to NWEA and growth is measured from the fall to spring administration.

### ***Next Steps:***

In order to increase student achievement, we will plan to-----

- continue to examine and monitor student progress and results as identified through MAP and standardized testing.
- continue to implement quality tools and best practices such as the use of the Learning Continuum associated with MAP Testing.
- provide ongoing, quality staff development based on our needs assessment.
- implement Lucy Calkins writing program K-5, offering additional support to all instructional staff in the process of writing.
- align our yearly goals to reflect on assessment data.
- continue supporting all teachers in the use of Compass Learning.
- facilitate a second computer lab.
- give priority scheduling for Special Ed students.
- continue to offer intervention support in reading in grades K-3.
- utilize district supported curriculum with all students.
- support teachers in the implementation of the Fountas & Pinnell Balanced Literacy Program.
- provide support to teachers in the use of the state standards.
- learn and implement research-based instructional practices as mentioned in Robert Marzano's work

## ***Teacher and Administrator Quality***

Greenville County Schools uses the Performance Assessment for Teachers (PAS-T) as the model for our teacher evaluation. The PAS-T model is a South Carolina State Department approved model of teacher evaluation and is a modified form of ADEPT. This model provides assurance that schools are staffed with competent professionals who possess the knowledge and skills necessary to meet the needs of all students. ADEPT stands for Assisting, Developing, and Evaluating Professional Teachers and is the state regulation for supporting and evaluating teachers at all contract levels. In the ADEPT/PAS-T system, there are different levels of support and evaluation. These levels are based on the contract the teacher holds. There are three types of contracts issued to teachers: induction, annual, and continuing. First year teachers are given Induction Contracts. Teachers can also be issued an Annual or Annual Diagnostic Assistance (ADA) Contract. Teachers holding an Annual Diagnostic Assistance contract are in many cases those teachers who have never taught in South Carolina before and come to Greenville County Schools with at least two years of successful experience from out of state. Some teachers are given an ADA contract because they may need an additional year of support prior to a formal evaluation year. Teachers in their second year of teaching or those teachers, who held an ADA contract the previous year, are formally evaluated using the PAS-T model for Teacher Evaluation. In this formal evaluation process, a three person team works together to evaluate the Annual Contract Teacher. Continuing Contract teachers are placed by their administrator in a cycle of evaluation. Continuing Contract teachers in cycles one and two are informally evaluated using the PAS-T model. Teachers in cycle three receive a summative evaluation of their performance at the end of their cycle three year. In compliance with the state, all teachers are participating in goal-setting through creating Student Learning Objectives (SLOs). They track data, progress monitor through formative assessments, and reflect on each individual student's performance and growth.

### **Overview of the Performance Assessment System for Teachers (PAS-T)**

The PAS-T System has 8 Performance Standards. Each Performance Standard contains Performance Indicators that identify the key points in each of the standards.

1. Knowledge of Curriculum, Subject Content, and Developmental Needs
2. Instructional Planning
3. Instructional Delivery
4. Assessment
5. Learning Environment
6. Communication
7. Professionalism
8. Student Achievement

Each Performance Standard is rated on a four point scale.

1. Exemplary: High quality performance that exceeds the requirements contained in the job description as expressed in the evaluation criteria.
2. Proficient: High quality performance that meets the requirements contained in the job description as expressed in the evaluation criteria
3. Needs Improvement: Minimal performance which requires assistance in order to produce high quality results
4. Unsatisfactory: Performance has not met the requirements contained in the job description as expressed in the evaluation criteria

We believe in providing teachers and staff members with quality professional development to support school goals. Our professional development plan is developed with input from all stakeholders in order to promote a community of professional learners. Our professional development calendar consists of workshops, book studies, small group sessions based on interest/need, and grade level trainings with the instructional coach and administration. The district requires each teacher to participate in a minimum of 24 hours of professional development per year. At the school level, we provide teachers with a minimum of 12 of those hours.

## Professional Development Calendar 2015-2016

| Title  | Presenter                      | Description  | Date                                       | Time   | Number Attended             | Targeted Group           | Correlation to School Goals |
|--|--------------------------------|--|--|--|-----------------------------|--------------------------|-----------------------------|
| New Teacher Orientation                        | Leadership Team                | Orientation for new teachers to FIE  | 8/10/15<br>Monthly                         | 11:30 – 1:30<br>3:15 – 4:15                              | 5                           | New Teachers to FIE      | Goal Area 1, 2 & 3          |
| Book Study : The Energy Bus                    | Leadership Team                | Lay the foundation for leaders in our building and apply to our school culture   | 8/11/15<br>Revisit<br>Monthly              | 8:00 – 9:00<br>3:15 – 3:15                               | 12                          | Faculty Council          | Goal 1, 2, and 3            |
| District Content Meetings                      | District Staff                 | To keep current on instructional and district academic trends  | 2015-2016<br>school year                   | Refer to District PD Calendar                            | One Teacher per Grade Level | FIE Staff                | Goal Area 1, 2 & 3          |
| Data Meetings                                  | Leadership Team                | To monitor and share progress on formative and summative data  | Ongoing                                    | During Common Planning                                   | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |
| Kristy Jennings – Lucy Calkins Writing Support | Kristy Jennings                | To support grades K – 2 with implementation of the Lucy Calkins writing curriculum   | 8/25/15<br>10/13/15<br>2/23/16             | 8:00 – 2:00<br>Common Planning<br>Coaching Cycles        | 15<br>15<br>3               | K – 2 Classroom Teachers | Goal Area 1, 2 & 3          |
| IC/Team Meetings                               | Leadership Team                | Grade level meetings focused on instructional practices and academic updates   | Monthly                                    | During Common Planning                                   | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |
| Google Sites Workshop                          | Austin Greene                  | Offered to help teachers transition to Google Sites  | 8/17/15                                    | 8:30 – 10:00   | 10                          | FIE Staff                | Goal Area 1, 2 & 3          |
| Donor's Choose                                 | Jed Dearybury                  | To expose teachers to the power of Donor's Choose  | 8/17/15                                    | 12:30 – 2:30   | 5                           | FIE Staff                | Goal Area 1, 2 & 3          |
| Vertical Teams                                 | Leadership Team                | To meet vertically (and weekly in horizontal teams) to identify areas of weakness and to develop a plan to support these areas in all subjects | Individual<br>Vertical<br>Team<br>Calendar | 3:15 – 4:15  | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |
| SLO Objectives                                 | Austin Greene                  | To meet with, give guidance, and prepare teachers for writing SLOs   | 9/2/15                                     | 3:15 – 4:15<br>Common Planning                           | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |
| Greenville County Teacher of the Year          | Shiree Turner Fowler           | To share her love of teaching and inspire others   | 10/14/15                                   | 3:00 – 4:00  | 55                          | FIE Staff                | Goal Area 1, 2, & 3         |
| Marzano's 9: Similarities and Differences      | Austin Greene                  | To focus on one of Robert Marzano's research-based instructional strategies and its application in the classroom                               | 11/14/15<br>1/16/16<br>2/3/16<br>4/6/16    | 3:15 – 5:00<br>3:15 – 4:15<br>3:15 – 4:15<br>3:15 – 4:15 | 55                          | FIE Staff                | Goal Area 1, 2, & 3         |
| One Hour Wonders (Optional Sessions)           | Austin Greene                  | To provide small PD sessions based on individual survey results, interests and needs   | 1/14/16<br>3/17/16<br>4/21/16<br>5/19/16   | 3:00—4:00  | 5                           | Classroom Teachers       | Goal Area 1, 2 & 3          |
| Virtual Field Trips                            | District Staff                 | To help teachers become familiar with the Virtual equipment and to provide resources   | 9/16/15                                    | 3:00—4:00  | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |
| GAFE Training                                  | Coleman Brown<br>Austin Greene | To help teachers become familiar with the Google Apps and apply with Google Chromebooks  | 1/12/16                                    | 3:15 – 5:00  | 55                          | FIE Staff                | Goal Area 1, 2 & 3          |

## Professional Development Calendar 2017-2018

\*\*This calendar will continue to grow and change based on our school needs assessment of standardized testing data and teacher needs.\*

| Title  | Presenter                         | Description   | Date           | Time  | Number Attended | Targeted Group                  | Correlation to School Goals |
|--|-----------------------------------|---|----------------|---|-----------------|---------------------------------|-----------------------------|
| STEAM Professional Development/Planning        | Chris Burras<br>Leadership Team   | To prepare our grade levels for the transition to Project-Based Learning                                | TBD            | During Common Planning                              |                 | FIE Staff                       | Goal Area 1, 2 & 3          |
| New Teacher Orientation                        | Leadership Team                   | Orientation for new teachers to FIE   | TBD            | TBD   |                 | New Teachers to FIE             | Goal Area 1, 2 & 3          |
| Stetson: Inclusive Practices                   | Stetson Leadership Team           | To provide acquire training and provide support as we prepare for the transition to inclusion with SPED | TBD            | TBD   |                 | Stetson Lead Team               | Goal Area 1, 2, & 3         |
| Supporting Balanced Literacy                   | Austin Greene<br>Literacy Mentors | To provide support and strategies to enhance and sustain Balanced Literacy                              | TBD            | TBD   |                 | FIE Classroom/<br>SPED Teachers | Goal Area 1, 2 & 3          |
| District Content Meetings                      | District Staff                    | To keep current on instructional and district academic trends   | TBD            | TBD   |                 | FIE Staff                       | Goal Area 1, 2 & 3          |
| Data Meetings                                  | Leadership Team                   | To monitor and share progress on formative and summative data   | TBD            | TBD   |                 | FIE Staff                       | Goal Area 1, 2 & 3          |
| Kristy Jennings – Lucy Calkins Writing Support | Kristy Jennings                   | To support grades K – 2 and 3-5 with implementation of the Lucy Calkins writing curriculum              | TBD            | 9/1—Narrative<br>12/3—Informational<br>2/15—Opinion |                 | 3-5 Classroom Teachers          | Goal Area 1, 2 & 3          |
| IC/Team Meetings                               | Leadership Team                   | Grade level meetings focused on instructional practices and academic updates                            | Weekly/Monthly | During Common Planning                              |                 | FIE Staff                       | Goal Area 1, 2 & 3          |

## School Climate Needs Assessment

### Data Sources:

- SDE School Report Card – <https://ed.sc.gov/data/report-cards/>

### *SCHOOL PERCEPTIONS*

The survey data below is recorded from the Annual School Report Card from the State of South Carolina. Evaluations are presented from teachers, fifth grade students, and parents of fifth grade students. School climate is recognized as a significant factor related to student achievement. Survey results from 2012-2015 are recorded below.

| <b>Survey Data from the Annual Report Card Survey – Teachers</b> |      |      |      |      |
|--|------|------|------|------|
|  | 2012 | 2013 | 2014 | 2015 |
| Satisfied with learning environment                              | 91.7 | 91.9 | 89.1 | 98   |
| Satisfied with social and physical environment                   | 95.8 | 96   | 95.5 | 98   |
| Satisfied with home-school relations                             | 93.8 | 96   | 86.9 | 96   |
| <b>Survey Data from the Annual Report Card Survey – Students</b> |      |      |      |      |
|  | 2012 | 2013 | 2014 | 2015 |
| Satisfied with learning environment                              | 96.4 | 84.6 | 100  | 89   |
| Satisfied with social and physical environment                   | 95.6 | 81.6 | 98.2 | 85   |
| Satisfied with home-school relations                             | 96.4 | 89.7 | 98.2 | 90   |
| <b>Survey Data from the Annual Report Card Survey – Parents</b>  |      |      |      |      |
|  | 2012 | 2013 | 2014 | 2015 |
| Satisfied with learning environment                              | 93   | 91.6 | 92   | 88   |
| Satisfied with social and physical environment                   | 86.1 | 85.7 | 91.5 | 83   |
| Satisfied with home-school relations                             | 87.1 | 86.9 | 79.2 | 63   |

According to our 2014-2015 results, all three areas of the teacher survey experienced an increase. On the contrary, all three areas of the student and parent survey experienced a decline. Our greatest decline was in regards to home-school relations. We will continue to explore and enhance strategies to improve this area and increase communication, as well as involvement, with our parents and community.

| <b>Student and Teacher Attendance Rate</b> |             |             |             |             |
|--|-------------|-------------|-------------|-------------|
|  | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> |
| Students                                   | 96.4        | 96.1        | 96.4        | 95.4        |
| Teachers                                   | 95.7        | 94.9        | 96.2        | 94.2        |

**FOUNTAIN INN  
ELEMENTARY SCHOOL  
ACTION PLAN**

**SCHOOL RENEWAL PLAN FOR 2013-14 through 2017-18**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**GOAL AREA 1:** Raise the academic challenge and performance of each student.

**PERFORMANCE STATEMENT:** Meet the state and federal accountability objectives for all students and subgroups in writing each year.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the standard in writing as measured by SC Ready.

**ANNUAL OBJECTIVE:** Annually meet or exceed the standard in writing as measured by SC Ready.

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

|                       | <b>Baseline<br/>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|----------------|----------------|
| School<br>Projected   | X                           |                |                |
| School<br>Actual      |                             |                |                |
| District<br>Projected | X                           |                |                |
| District<br>Actual    |                             |                |                |

\*Baseline data to be established in 2015-16.\*

**SC READY READING**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**PERFORMANCE STATEMENT:** Meet the state and federal accountability objectives for all students and subgroups in reading each year.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the standard in reading as measured by SC READY.

**ANNUAL OBJECTIVE:** Annually meet or exceed the standard in reading as measured by SC READY.

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

|                       | <b>Baseline<br/>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|----------------|----------------|
| School<br>Projected   | X                           |                |                |
| School<br>Actual      |                             |                |                |
| District<br>Projected | X                           |                |                |
| District<br>Actual    |                             |                |                |

\*Baseline data to be established in 2015-16.\*

**SC READY MATH**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**PERFORMANCE STATEMENT:** Meet the state and federal accountability objectives for all students and subgroups in mathematics each year.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the standard in mathematics as measured by SC READY.

**ANNUAL OBJECTIVE:** Meet or exceed the standard in mathematics as measured by SC READY.

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

|                       | <b>Baseline<br/>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|----------------|----------------|
| School<br>Projected   | X                           |                |                |
| School<br>Actual      |                             |                |                |
| District<br>Projected | X                           |                |                |
| District<br>Actual    |                             |                |                |

\*Baseline data to be established in 2015-16.\*

**SC READY % TESTED**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Meet the annual measurable objective (AMO) of 95% tested for all students and student subgroups tested on SC READY.

**ANNUAL OBJECTIVE:** Meet the annual measurable objective (AMO) of 95% tested for all students and student subgroups tested on SC READY.

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

| <b>% Tested ELA – School</b> | <b>Baseline 2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|------------------------------|-------------------------|----------------|----------------|----------------|
| Projected Performance        | 95.0                    | 95.0           | 95.0           | 95.0           |
| Actual Performance           |                         |                |                |                |
| All Students                 | *                       |                |                |                |
| Male                         | *                       |                |                |                |
| Female                       | *                       |                |                |                |
| White                        | *                       |                |                |                |
| African-American             | *                       |                |                |                |
| Asian/Pacific Islander       | *                       |                |                |                |
| Hispanic                     | *                       |                |                |                |
| American Indian/Alaskan      | *                       |                |                |                |
| Disabled                     | *                       |                |                |                |
| Limited English Proficient   | *                       |                |                |                |
| Students in Poverty          | *                       |                |                |                |

\*SC SDE did not provide baseline data for 2014-15.\*

| <b>% Tested ELA – District Grades 3-5</b> | <b>Baseline 2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|---|-------------------------|----------------|----------------|----------------|
| Projected Performance                     | 95.0                    | 95.0           | 95.0           | 95.0           |
| Actual Performance                        |                         |                |                |                |
| All Students                              | *                       |                |                |                |
| Male                                      | *                       |                |                |                |
| Female                                    | *                       |                |                |                |
| White                                     | *                       |                |                |                |
| African-American                          | *                       |                |                |                |
| Asian/Pacific Islander                    | *                       |                |                |                |
| Hispanic                                  | *                       |                |                |                |
| American Indian/Alaskan                   | *                       |                |                |                |
| Disabled                                  | *                       |                |                |                |
| Limited English Proficient                | *                       |                |                |                |
| Students in Poverty                       | *                       |                |                |                |

\*SC SDE did not provide baseline data for 2014-15.\*

| <b>% Tested Math – School</b> | <b>Baseline 2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-------------------------------|-------------------------|----------------|----------------|----------------|
| Projected Performance         | 95.0                    | 95.0           | 95.0           | 95.0           |
| Actual Performance            |                         |                |                |                |
| All Students                  | *                       |                |                |                |
| Male                          | *                       |                |                |                |
| Female                        | *                       |                |                |                |
| White                         | *                       |                |                |                |
| African-American              | *                       |                |                |                |
| Asian/Pacific Islander        | *                       |                |                |                |
| Hispanic                      | *                       |                |                |                |

|                            |   |  |  |  |
|----------------------------|---|--|--|--|
| American Indian/Alaskan    | * |  |  |  |
| Disabled                   | * |  |  |  |
| Limited English Proficient | * |  |  |  |
| Students in Poverty        | * |  |  |  |

\*SC SDE did not provide baseline data for 2014-15.\*

| <b>% Tested Math – District – Grades 3-5</b> | <b>Baseline 2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|--|-------------------------|----------------|----------------|----------------|
| Projected Performance                        | 95.0                    | 95.0           | 95.0           | 95.0           |
| Actual Performance                           | *                       |                |                |                |
| All Students                                 | *                       |                |                |                |
| Male   | *                       |                |                |                |
| Female                                       | *                       |                |                |                |
| White  | *                       |                |                |                |
| African-American                             | *                       |                |                |                |
| Asian/Pacific Islander                       | *                       |                |                |                |
| Hispanic                                     | *                       |                |                |                |
| American Indian/Alaskan                      | *                       |                |                |                |
| Disabled                                     | *                       |                |                |                |
| Limited English Proficient                   | *                       |                |                |                |
| Students in Poverty                          | *                       |                |                |                |

\*SC SDE did not provide baseline data for 2014-15.\*

**SCPASS SCIENCE**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**PERFORMANCE STATEMENT:** Meet the state and federal accountability objectives for all students and subgroups in science each year.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the standard in science as measured by the South Carolina Palmetto Assessment of State Standards (SCPASS).

**ANNUAL OBJECTIVE:** Annually meet or exceed the standard in science as measured by the South Carolina Palmetto Assessment of State Standards (SCPASS).

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

|                       | <b>Baseline<br/>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|----------------|----------------|----------------|
| School<br>Projected   | X                           |                |                |                |
| School<br>Actual      | 71.9                        |                |                |                |
| District<br>Projected | X                           |                |                |                |
| District<br>Actual    | 72.9                        |                |                |                |

\*Beginning in 2014-15, grades 4-8 will take Science **and** Social Studies.\*

**SCPASS SOCIAL STUDIES**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**PERFORMANCE STATEMENT:** Meet the state and federal accountability objectives for all students and subgroups in social studies each year.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the standard in social studies as measured by the South Carolina Palmetto Assessment of State Standards (SCPASS).

**ANNUAL OBJECTIVE:** Annually meet or exceed the standard in social studies as measured by the South Carolina Palmetto Assessment of State Standards (SCPASS).

**DATA SOURCE(S):** ESSA Federal Accountability and SDE School Report Card

|                       | <b>Baseline<br/>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|----------------|----------------|----------------|
| School<br>Projected   | X                           |                |                |                |
| School<br>Actual      | 79.5                        |                |                |                |
| District<br>Projected | X                           |                |                |                |
| District<br>Actual    | 81.2                        |                |                |                |

\*Beginning in 2014-15, grades 4-8 will take Science **and** Social Studies.\*

Student Achievement     Teacher/Administrator Quality     School Climate     Other Priority

**PERFORMANCE STATEMENT:** Increase student performance on state and national assessments, including the Iowa Test of Basic Skills (ITBS).

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the national norm of 50<sup>th</sup> percentile in each subtest of the Iowa Tests of Basic Skills (ITBS) in grade 2.

**ANNUAL OBJECTIVE:** Annually meet or exceed the national norm of 50<sup>th</sup> percentile in each subtest of the Iowa Tests of Basic Skills (ITBS) in grade 2.

**DATA SOURCE(S):** Fall ITBS/CogAT report produced by Riverside Publishing

| Reading                        | 2014-15                     | 2015-16                     | 2016-17                     | 2017-18                     |
|--------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| District Projected Performance | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile |
| District Actual Performance    | 60 <sup>th</sup> percentile | 62 <sup>nd</sup> percentile |                             |                             |

\*Fall 2014 students began taking a new form of the ITBS\*

| Mathematics                    | 2014-15                     | 2015-16                     | 2016-17                     | 2017-18                     |
|--------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| District Projected Performance | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile | 50 <sup>th</sup> percentile |
| District Actual Performance    | 52 <sup>nd</sup> percentile | 51 <sup>st</sup> percentile |                             |                             |

\*Fall 2014 students began taking a new form of the ITBS\*

| <b><u>STRATEGY Activity</u></b>   | <b><u>Timeline</u></b> | <b><u>Person Responsible</u></b>                   | <b><u>Estimated Cost</u></b> | <b><u>Funding Sources</u></b> | <b><u>Indicators of Implementation</u></b>                             |
|---|------------------------|--|------------------------------|-------------------------------|--|
| 1. Teachers will use Fountas and Pinnell Balanced Literacy Program to provide small group reading instruction and to ultimately increase student reading achievement.   | 2013-2018              | Leadership Team<br>Teachers                        | None                         | Current materials             | Lesson Plans<br>Classroom Evidence<br>Leveled Readers<br>Room          |
| 2. Teachers will integrate South Carolina State Standards in lesson planning, as well as align units of instruction with district curriculum guides from Rubicon Atlas. | 2013-2018              | Teachers<br>Leadership Team                        | None                         | None                          | Lesson Plans<br>Observations<br>Feedback from Leadership Team          |
| 3. Teachers will participate in vertical articulation meetings about State Standards, academic vocabulary, and best practice.   | 2013-2018              | Leadership Team<br>Vertical Team<br>Content Chairs | None                         | None                          | Vertical Team Minutes<br>Observations<br>Feedback from Leadership Team |
| 4. Provide teachers with training and resources in order to help them integrate technology into curriculum, instruction, and assessment.                                | 2013-2018              | Leadership Team<br>Teachers                        | None                         | None                          | Professional Development<br>Calendar<br>Classroom Observations         |

|   |           |  |                                   |          |   |
|---|-----------|--|-----------------------------------|----------|---|
| 5. Continue to implement school-wide writing program (Lucy Calkins Units of Study)                              | 2013-2018 | Leadership Team<br>Teachers<br>Kristy Jennings | None                              | None     | Lesson Plans<br>Professional Development Plan<br>Classroom Evidence |
| 6. Provide early intervention literacy instruction for identified students in kindergarten through third grade. | 2013-2018 | RTI Teacher<br>Literacy Coach<br>Teachers      | Teacher Salary (for RTI position) | District | AimsWeb<br>Summative Data   |
| 7. Continue to implement researched based instructional delivery models. i.e. Learning Focused.                 | 2013-2018 | Teachers                                       | None                              | None     | Lesson Plans<br>Classroom Observations                              |
| 8. Continue to use the data from a variety of tools and assessments to evaluate student's progress.             | 2013-2018 | Teachers<br>Leadership Team                    | None                              | None     | PowerSchool<br>MAP Data<br>ITBS<br>PASS<br>AimsWeb<br>Compass       |
| 9. Continue to utilize and analyze common grade-level assessments to track student's progress.                  | 2013-2018 | Teachers<br>Leadership Team                    | None                              | None     | Data Meetings<br>Grade Level Planning                               |

**PROFESSIONAL DEVELOPMENT**

Student Achievement     Teacher/Administrator Quality     School Climate     Other Priority

**GOAL AREA 2:** Ensure quality personnel in all positions.

**FIVE YEAR PERFORMANCE GOAL:** 100% of our instructional staff will be trained in the theory and implementation of the Balanced Literacy Model using Fountas & Pinnell from 2013-2018.

**ANNUAL OBJECTIVE:** 100% of our instructional staff will complete Cycle 2 of the Balanced Literacy Model Training in 2014-2015.

**DATA SOURCE(S):** Fountain Inn Elementary Professional Development Calendars, District Professional Development Calendars, GCS Portal Attendance Records, Professional Development Agendas.

|           | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| Projected | x                           | x                                    | 100            | 100            | 100            | 100            | 100            |
| Actual    | 100                         | 100                                  | 100            | 100            |                |                |                |

| <b><u>STRATEGY Activity</u></b>  | <b><u>Timeline</u></b> | <b><u>Person Responsible</u></b>       | <b><u>Estimated Cost</u></b> | <b><u>Funding Sources</u></b>     | <b><u>Indicators of Implementation</u></b>                |
|--|------------------------|--|------------------------------|-----------------------------------|---|
| 1. Instructional staff will participate in classroom visits and model lessons to observe Fountas & Pinnell Implementation. | 2013-2018              | Leadership Team<br>Instructional Staff | NA                           | NA                                | Log of school visits<br>Professional Development Calendar |
| 2. Instructional staff will participate in Cycle 1 training to implement Fountas & Pinnell Balanced Literacy.              | 2013-2014              | Leadership Team<br>Instructional Staff | NA                           | NA                                | Professional Development Portal Log                       |
| 3. Instructional staff will participate in Cycle 2 training to implement Fountas & Pinnell Balanced Literacy.              | 2014-2015              | Leadership Team<br>Instructional Staff | NA                           | NA                                | Professional Development Portal Log                       |
| 4. Instructional staff will continue to implement Fountas & Pinnell Balanced Literacy.                                     | 2015-2016              | Leadership Team<br>Instructional Staff | NA                           | NA                                | Professional Development Portal Log                       |
| 5. Maintain school wide Staff Development Plan in  | 2013-2018              | Principal, Media Specialist, IC,       | NA                           | Local Funds, District Funds, PTA, | Training agenda, Sign-In Sheets                           |

|   |           |                                 |                 |                        |                                 |
|---|-----------|---------------------------------|-----------------|------------------------|---------------------------------|
| technology integration as additional technology resources are added.  |           | Instructional Tech.             |                 | Grants, K5 Enhancement |                                 |
| 6. Utilize Successmaker in an afterschool tutoring program and for select students during the school day                                      | 2015-2018 | Instructional Staff             | NA              | Flex Funds             | Successmaker Reports            |
| 6. Continue interpreting and using MAP & state testing data.  | 2013-2018 | Leadership Team Teachers        | n/a             | n/a                    | Training Agenda, Sign-in Sheets |
| 7. Attend training for Compass Learning Software.   | 2013-2018 | New Staff                       | District Funded | District Funded        | Training Agenda, Sign-in Sheets |
| 8. Appoint two literacy mentors (one primary and one intermediate) to model best practices and receive personalized professional development. | 2016-2017 | Leadership Team<br>Two teachers | District Funded | District Funded        | Professional Development Log    |

## STUDENT ATTENDANCE

Student Achievement  
  Teacher/Administrator Quality  
  School Climate  
  Other Priority

**GOAL AREA 3:** Provide a school environment supportive of learning.

**FIVE YEAR PERFORMANCE GOAL:** Achieve an annual student attendance rate of 95%.

**ANNUAL OBJECTIVE:** Maintain an annual student attendance rate of 95% or higher.

**DATA SOURCE(S):** SDE School Report Card – School Profile page – Students section

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 95.0           | 95.0           | 95.0           | 95.0           | 95.0           |
| School<br>Actual      | 96.4                        | 96.1                                 | 96.4           | 95.4           |                |                |                |
| District<br>Projected | X                           | X                                    | 95.0           | 95.0           | 95.0           | 95.0           | 95.0           |
| District<br>Actual    | 95.9                        | 95.6                                 | 95.0           | 95.6           |                |                |                |

**PARENT SATISFACTION – LEARNING ENV.**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Maintain the percent of parents who are satisfied with the learning environment at 93% or higher through 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, maintain at least 93% of parents who are satisfied with the learning environment

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #5

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 93             | 93             | 93             | 93             | 93             |
| School<br>Actual      | 93.0                        | 91.6                                 | 92.0           | 88.0           |                |                |                |
| District<br>Projected | X                           | X                                    | 89.0           | 89.5           | 90.0           | 90.5           | 91.0           |
| District<br>Actual    | 88.0*                       | 88.1                                 | 88.1           | 89.8           |                |                |                |

\*SDE has not yet provided GCS with the District’s Parent Survey results for 2011-12. Info is from 2010-11.\*

**STUDENT SATISFACTION – LEARNING ENV.**

Student Achievement    Teacher/Administrator Quality    School Climate    Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Maintain the percent of students who are satisfied with the learning environment at 96.4% through 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, maintain at least 96.4% of students who are satisfied with the learning environment

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #18

|                                     | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b>         | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-------------------------------------|-----------------------------|--------------------------------------|----------------|------------------------|----------------|----------------|----------------|
| School Projected                    | X                           | X                                    | 96.4           | 96.4                   | 96.4           | 96.4           | 96.4           |
| School Actual                       | 96.4                        | 84.6                                 | 100.0          | 89.0                   |                |                |                |
| District Projected (ES, MS, and HS) | X                           | X                                    | 83.5           | 84.0                   | 84.5           | 85.0           | 85.5           |
| District Actual (ES and MS)         | 83.8                        | 82.7                                 | 81.6           | 83.9<br>(ES, MS, & HS) |                |                |                |

## TEACHER SATISFACTION – LEARNING ENV.

Student Achievement  
  Teacher/Administrator Quality  
  School Climate  
  Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Increase the percent of teachers who are satisfied with the learning environment from 91.7 % in 2012 to 94.7 % by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by at least 0.5% points annually teachers who are satisfied with the learning environment.

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #27

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 92.7           | 93.2           | 93.7           | 94.2           | 94.7           |
| School<br>Actual      | 91.7                        | 91.9                                 | 89.1           | 98.0           |                |                |                |
| District<br>Projected | X                           | X                                    | 92.5           | 93.0           | 93.5           | 94.0           | 94.5           |
| District<br>Actual    | 98.0                        | 92.6                                 | 93.5           | 93.3           |                |                |                |

**PARENT SATISFACTION – SAFETY**

Student Achievement     Teacher/Administrator Quality     School Climate     Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Increase the percent of parents who indicate that their child feels safe at school from 93.1% in 2012 to 95.6% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by 0.5 percentage points annually parents who indicate that their child feels safe at school.

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #18

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 93.6           | 94.1           | 94.6           | 95.1           | 95.6           |
| School<br>Actual      | 93.1                        | 95.3                                 | 94.5           | 83.0           |                |                |                |
| District<br>Projected | X                           | X                                    | 93.9           | 94.3           | 94.7           | 95.1           | 95.5           |
| District<br>Actual    | 93.5*                       | 92.8                                 | 93.1           | 91.7           |                |                |                |

\*SDE has not yet provided GCS with the District’s Parent Survey results for 2011-12. Info is from 2010-11.\*

## STUDENT SATISFACTION – SAFETY

Student Achievement  
  Teacher/Administrator Quality  
  School Climate  
  Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Maintain the percent of students who feel safe at school during the school day from 97.1% in 2012 to 97.1% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, maintain at least 97.1 percentage points annually students who feel safe at school during the school day.

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #30

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 97.1           | 97.1           | 97.1           | 97.1           | 97.1           |
| School<br>Actual      | 97.1                        | 88.2                                 | 94.7           | 85.0           |                |                |                |
| District<br>Projected | X                           | X                                    | 91.9           | 92.3           | 92.7           | 93.1           | 93.5           |
| District<br>Actual    | 90.9                        | 90.2                                 | 89.2           | 91.3           |                |                |                |

## TEACHER SATISFACTION – SAFETY

Student Achievement  
  Teacher/Administrator Quality  
  School Climate  
  Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Maintain the percent of teachers who feel safe at school during the school day from 100% in 2012 to 100% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, maintain at least 100 percentage point(s) annually teachers who feel safe at school during the school day.

**DATA SOURCE(S):** SDE School Report Card Survey results – Question #39

|                       | <b>Baseline<br/>2011-12</b> | <b>Planning<br/>Year<br/>2012-13</b> | <b>2013-14</b> | <b>2014-15</b> | <b>2015-16</b> | <b>2016-17</b> | <b>2017-18</b> |
|-----------------------|-----------------------------|--------------------------------------|----------------|----------------|----------------|----------------|----------------|
| School<br>Projected   | X                           | X                                    | 100            | 100            | 100            | 100            | 100            |
| School<br>Actual      | 100.0                       | 98.0                                 | 97.7           | 98.0           |                |                |                |
| District<br>Projected | X                           | X                                    | 98.5           | 98.5           | 98.5           | 98.5           | 98.5           |
| District<br>Actual    | 98.9                        | 98.3                                 | 98.2           | 98.3           |                |                |                |

| <b><u>STRATEGY</u></b><br><b><u>Activity</u></b>  | <b><u>Timeline</u></b> | <b><u>Person</u></b><br><b><u>Responsible</u></b> | <b><u>Estimated</u></b><br><b><u>Cost</u></b> | <b><u>Funding</u></b><br><b><u>Sources</u></b> | <b><u>Indicators of</u></b><br><b><u>Implementation</u></b> |
|---|------------------------|---|---|--|---|
| Maintain positive contact with families and community:  |                        |   |   |  |   |
| 1. Classrooms provide weekly newsletters to parents and PTA and principal provides quarterly newsletter to parents. | 2013-2018              | Principal<br>PTA<br>Teacher                       | Copying                                       | Local Funds,<br>PTA                            | Published Newsletters,<br>Web Page                          |
| 2. Provide local media sources with weekly updates of school activities and needs.                                  | 2013-2018              | Faculty and Staff; Assistant Principal            | n/a   | n/a  | Greenville County Facebook<br>Local Publications Newsletter |
| 3. Maintain and Update School and Teacher Web Pages or blogs at least weekly, and school marquee.                   | 2013-2018              | Leadership Team Teachers<br>Office Clerk          | n/a   | n/a  | Web Pages or Blogs<br>And Marquee                           |
| 4. Continue to make school available for Community group meetings, and invite business leaders to the school.       | 2013-2018              | Principal   | n/a   | n/a  | Log of Meetings   |

|  |           |                              |     |     |                         |
|--|-----------|------------------------------|-----|-----|-------------------------|
| 5. Continue to utilize surveys done by PTA to place volunteers in appropriate roles.                 | 2013-2018 | Principal, PTA Board         | n/a | n/a | Log of Volunteer Hours  |
| 6. Continue Family Learning Nights.  | 2013-2018 | Faculty and Staff            | n/a | n/a | Agenda of Family Nights |
| 7. Continue with site-based model, and involve SIC in safety & learning environment decision-making. | 2013-2018 | Leadership Team, SIC Members | n/a | n/a | Agenda of Meetings      |

**2014-2015 School Report Card:**

**Full Version:**

<http://ed.sc.gov/assets/reportCards/2015/elem/c/e2301058.pdf>