

# **Brushy Creek Elementary School Strategic Plan**

**B**uilding a **C**ommunity of **E**xcellence One **S**tudent at a Time



**Greenville County Schools  
Brushy Creek Elementary School  
1344 Brushy Creek Road  
Taylors, South Carolina 29687  
864-355-5400**

**Charles T. Davis, Jr., Principal  
Dr. W. Burke Royster, Superintendent**

**SCHOOL RENEWAL PLAN COVER PAGE**  
**SCHOOL INFORMATION AND REQUIRED SIGNATURES**

**SCHOOL**

**GREENVILLE COUNTY SCHOOL DISTRICT**

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

**SCHOOL RENEWAL ANNUAL UPDATE FOR 2017-2018 (*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**

Dr. Crystal Ball O'Connor		
PRINTED NAME	SIGNATURE	DATE

**SUPERINTENDENT**

Dr. W. Burke Royster	 3/31/17	
PRINTED NAME	SIGNATURE	DATE

**CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL**

Dr. Onarae Rice		
PRINTED NAME	SIGNATURE	DATE

**PRINCIPAL**

Charles T. Davis Jr.		
PRINTED NAME	SIGNATURE	DATE

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

Gaie Perez		
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**SCHOOL'S ADDRESS**      **1344 Brushy Creek Road**  
Taylors, SC 29687

**SCHOOL'S TELEPHONE:** **864-355-5400**

PRINCIPAL'S E-MAIL ADDRESS:      ctdavis@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.

### **POSITION**

### **NAME**

1. PRINCIPAL Charles T. Davis Jr.
2. TEACHER Molly Mosley
3. PARENT/GUARDIAN Carolyn Brightharp
4. COMMUNITY MEMBER Jen Davis
5. SCHOOL IMPROVEMENT COUNCIL Onarae Rice
6. Read to Succeed Reading Coach Amy Murphy
7. School Read to Succeed Literacy Leadership Team Lead Gaie Perez
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.

### **POSITION**

### **NAME**

<u>Assistant Principal</u>	<u>Betsy Shouse</u>
<u>RTI</u>	<u>Brittany Evans</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 school complies with all applicable Act 135 requirements.

X     **Academic Assistance, PreK–3**

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

X     **Academic Assistance, Grades 4–12**

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

X     **Parent Involvement**

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

X     **Staff Development**

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

X     **Innovation**

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

X     **Collaboration**

The school (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).

- X**     **Developmental Screening**  
 The school ensures that the young child receives all services necessary for growth and development. Instruments are used to assess physical, social, emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.
- X (full day)**                      **Half-Day Child Development**  
 The school provides half-day child development programs for **four-year-olds** (some districts fund full-day programs). The programs usually function at primary and elementary schools, although they may be housed at locations with other grade levels or completely separate from schools.
- X**     **Developmentally Appropriate Curriculum for PreK–3**  
 The school ensures that the scope and sequence of the curriculum for PreK–3 are appropriate for the maturation levels of students. Instructional practices accommodate individual differences in maturation level and take into account the student's social and cultural context.
- X**     **Parenting and Family Literacy**  
 The school provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriated education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but generally is most appropriate for parents of children at the primary and elementary school levels and below, and for secondary school students who are parents. Family Literacy program goals are to strengthen parent involvement in the learning process of preschool children ages birth through five years; promote school readiness of preschool children; offer parents special opportunities to improve their literacy skills and education, a chance to recover from dropping out of school; and identify potential developmental delays in preschool children by offering developmental screening.
- X**     **Recruitment**  
 The school 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 school ensures as much program effectiveness as possible by developing a district-wide/school-wide coordinated effort among all programs and funding. Act 135 initiatives are coordinated with programs such as Head Start, First Steps, Title I, and programs for students with disabilities.

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## Introduction

During the 2016-2017 school year, Brushy Creek updated the School Strategic Plan using the South Carolina State Department guidelines.

Our Faculty Council and Vertical teams updated the various sections of the Strategic Plan. Each group looked at data which always drives our instructional decisions. Teams met monthly to finalize all information.

The categories utilized in this school portfolio are:

- [Introduction](#)
- [Executive Summary](#)
- [School Profile](#)
- [Mission, Vision and Beliefs](#)
- [Data Analysis and Needs Assessment](#)
- [Action Plan](#)
- [Website link to 2015-2016 Annual School Report Card](#)

## Faculty Council and Vertical Teams

<b>Faculty Council</b>	<b>Math/ Technology</b>	<b>ELA</b>	<b>Science</b>	<b>Social Studies</b>	<b>Writing</b>
Action Plan/ Perceptions	Executive Summary	School Profile	Mission/Vision/ Beliefs	Data Analysis	School Profile
Charles T. Davis Jr.	Kathy Lewis	David Janiske	Mary Jane Leland	Jill Farr	Tammy Rogers
Betsy Shouse	Karen Fowler	Sharon Bennett	Abbie Meadows	Stephanie Wright	Pam McGahee
Gaie Perez	Joy Rogers	Lynsay Birckbichler	Kelli Wallen	Rachel Mills	Ellie Placko
Rachel Pope	Lauren Cox	Madeline Martin	Beth Nelson	Brandy Smith	Emily Covington
Jennifer Hart	Hope Chapman	Liz Putnam	Holly Rushton	Mary Jaqueline McGrath	Daniel Hoilett



Abby Price	Bridgett Pressley	Lauren Happeard	Christy Dean	Corinne Wickline	Kim Lambert
Molly Mosley	Marty Mayfield	Kristen Wiggs	Aly Malone	Wendy Frans	Christine Wallace
Angela Larsen	Summer Hankins	Laura Shaw		Gary Frazier	
Holly Rollison	Debra Forrester	Charles Davis			
Pam Wells					
Kerry Cromer					

## **Executive Summary**

### **Summarize findings of student achievement:**

- 74% of third through fifth grade students met or exceeded Math benchmark on SCReady
- 66% of third through fifth grade students met or exceeded ELA benchmark on SCReady
- Students in grades 3-5 met or exceeded district and state averages in all subject areas on SCReady
- ESEA letter grade of 97.4 (A) for the 2014 school report card
- Earned an Excellent Absolute Rating on the 2014 School Report Card
- Increased the Growth Rating from Good to Excellent on the 2014 School Report Card
- Students in grades 3-5 continue to score above the district and national average in Math and ELA
- Students in grades 3-5 grade continue to score above the district and state average in writing
- We continue to be concerned about the achievement gap between our white and African American students; however, we are pleased to have received the Palmetto Silver Award for closing the achievement gaps and the Palmetto Gold Award for academic performance
- We continue to be concerned about the performance of our students with disabilities on SCReady and SCPASS
- Over 57% of students in grades 2-5 made their MAP target RIT goals in the area of reading
- 48% of students in grades 2-5 made their MAP target RIT goals in the area of math

### **Summarize findings for teacher and administrator quality**

- 100% of Brushy Creek administration and staff are highly qualified
- Quality staff development is provided on campus
- Staff development is designed to help teachers maintain highly qualified certification
- Technology staff development is provided to help teachers meet State Department technology proficiency

## **Summarize findings for school climate**

- Needs Assessment for School Climate: (Parent Survey)
  - According to our parent survey from the 2016 school report card, 93% of our parents indicated satisfaction with the learning environment, which was the same percentage from the 2016 school report card.
- Needs Assessment for Teacher and Administrator Quality: (Survey)
  - According to the teacher survey, 100% of our teachers are satisfied with the learning environment, social and physical environment, and the school-home relations, however, we continue to explore ways to improve our overall learning environment with parents and students in order to involve all stakeholders in improving our school climate.

## **Brushy Creek's significant challenges from the past three years**

- Reaching all ability levels and continuing to lessen the gap for subgroups
- Continuing the tradition of high performance on MAP, SCPASS and SCReady testing
- Increasing the use of a variety of technology in the instructional program to ensure students meet the characteristics of the Profile of the SC Graduate
- Continuing to provide current staff development on best practices such as balanced literacy, inclusion, and integration of technology

## **Brushy Creek's significant awards, results, or accomplishments from the past three years**

- National Blue Ribbon School of Excellence Award
- National Foundation for Improving Education Through Technology Award
- Palmetto's Finest Award
- S.C. Blue Ribbon School Award
- S.C. Hall of Fame Award for Exemplary Writing
- School Incentive Award Winner
- Red Carpet Schools Award
- Palmetto Finest Finalist
- Palmetto Gold Award Winner
- National PTA School of Excellence
- National Board Certified Teachers
- International Reading Award of Excellence
- Digital Leader Corp

## **School Profile**

Brushy Creek Elementary School is located in the suburban community of Taylors, South Carolina. It is one of fifty-one elementary schools in the School District of Greenville County. The school serves students in K4 through Grade 5. The school day begins at 8:00 a.m. and students are dismissed at 2:30 p.m.

The original Brushy Creek Elementary School was a four-room facility located across the street from the present campus. Rapid growth in the area created the need for a larger modern facility, and in 1964 a new building was completed. In the mid- seventies, a 10-classroom modular unit was added. As student enrollment continued to increase, portable classroom units were added.

In August 2001, we moved into a new facility designed for a capacity of 800 students with core facilities for 1,000 students. The building has administrative offices, 34 regular classrooms, seven kindergarten classrooms, three self-contained classrooms for special education of which one can be divided into two resource classrooms; two permanent resource classrooms, two rooms for itinerant teachers, a health room, a science lab, computer lab, art room, music room, physical education multipurpose room and office. The administrative offices include an office for the principal, assistant principal, secretary, and attendance/bookkeeper, as well as a reception area, main office area, storage rooms, student bookstore, work area with staff mailboxes, and teacher workroom. The media center includes a professional library/conference room, a television production room, teacher resource center, a computer research station and large office area. The school also has a guidance suite that includes two offices, a waiting area, and a conference room and an office suite for the plant engineer. Play areas include separate playgrounds for kindergarten and for grades 1-5, a softball field and walking track.

Brushy Creek Elementary School provides a comprehensive and challenging curriculum to all students. Our curriculum is based on the state's new standards implemented fully during the 2014-15 school year in the content areas of ELA and math. Students are instructed in Reading, Language, Spelling, Math, Science/Health and Social Studies. Students also receive instruction in Art, Music and Physical Education each week. We offer classroom guidance instruction every month as well as media instruction on a rotating basis.

Teachers prepare a course syllabus that outlines these standards and the timeline for teaching them, textbooks and other resources used in the classroom, grading policies, homework practices, and classroom management plans. Syllabi are shared with all parents at our Back to School Night as well as linked on every teacher's website. Parents who do not attend can reference the syllabus on-line or request a hard copy. Each teacher maintains a web-site which includes the syllabus, weekly classroom updates, and teacher e-mail. Subject matter and courses are reviewed on a regular basis both within the grade level and from one grade level to the next through vertical articulation. All our instructional activities are accurately aligned with curriculum standards in order to prepare all of our students for the next grade level.

During the 2016-2017 school year, we served 18 students in a before school WOOF (Working on our Future) Club, which is a tutorial based program to help students who demonstrated

weaknesses in SCPass and MAP. Students worked on the SuccessMaker computer program in math. Our kindergarten and first grade students were also involved in an RTI (Response to Intervention) reading program where they received intensive remediation.

### **History of Brushy Creek Elementary School**

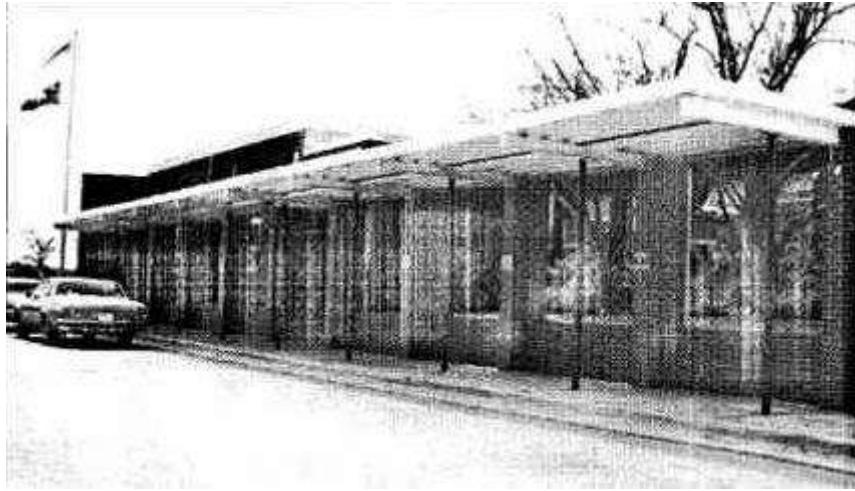
Brushy Creek Elementary School has a long history of excellence in education, care and concern for students, and a strong involvement with the community. The first Brushy Creek School building was built in 1916. It was a four-room structure and stood across Brushy Creek Road from the present day building. Early on, quiet fields and busy farms surrounded the school. Across the street was Brushy Creek Baptist Church; distinguished for being the oldest church in Greenville County. Up the road was the prosperous and progressive Silverleaf Dairy.



*Original Brushy Creek Elementary School  
1916*

Brushy Creek's first PTA was formed in 1956, with Mrs. Eugene Hammett (Dot) as the first PTA president. Then, as today, the families of students at Brushy Creek were intent on securing the best education possible for their children. Working closely with the school's administration, the PTA bought school supplies, helped maintain the school grounds, repaired the school building, provided substitute teachers and held fundraisers.

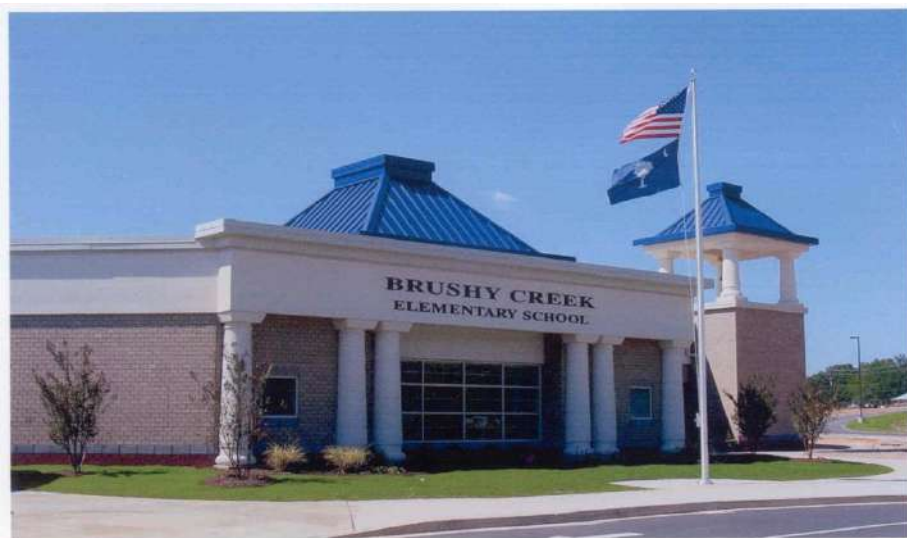
During the late 1950's and early 1960's, the future of Brushy Creek School was uncertain. At one point, the Greenville County School District decided to close the school and send the students to other schools. But eventually, the plans evolved in favor of closing the small schoolhouse and building a new structure. In the spring of 1964, the old schoolhouse that had served so well was abandoned and a new Brushy Creek structure was occupied in the fall of 1964. It had 12 classrooms and was built to educate 124 students. The first school year welcomed 486 students under the leadership of Helen Jordan and her staff.



Brushy Creek Elementary School  
1964

The 1960's and 1970's also brought many changes to the community surrounding Brushy Creek. During that time, many industries moved into Greenville, Greer and Taylors. In less than 10 years, the area evolved from a rural community to a suburban one.

Beginning in the 1970's, additions were made as needed, including a modular unit that consisted of 10 classrooms and 20 portable classrooms were added behind the 1964 building. During the summer of 1999, Brushy Creek began construction on a second new school. We moved into the new building in August, 2001.



Brushy Creek has always been among the top schools in the School District of Greenville County in academics and has won many awards. In 1996, Brushy Creek was awarded the prestigious

"Palmetto's Finest" honor. The school also won the distinguished South Carolina Blue Ribbon award in 1998. In 1999, the U. S. Department of Education recognized Brushy Creek as a National "Blue Ribbon" School. Brushy Creek was given the "Red Carpet" Award in 2001 for being a friendly school. Brushy Creek has also received the Palmetto Gold Awards for PACT Performance for the past two academic years. During the 2007-08 school year Brushy Creek Elementary School received the Red Carpet Award from the South Carolina State Department of Education. "A Red Carpet School does an outstanding job of creating a family-friendly school environment and providing excellent customer service, according to the State Department of Education. (<http://ed.sc.gov/agency/Innovation-and-Support/Community-and-Parent-Services/Red-Carpet-Schools/Index.html>) During the 2010-2011 school year Brushy Creek Elementary School received the Palmetto Silver Award for Closing Achievement Gap in 2009-2010 and the Palmetto Gold Award. Brushy Creek Elementary was selected as one of the four finalist elementary schools for the Palmetto's Finest Award in 2011-12. In 2012-2013, Brushy Creek was recognized as a finalist for the SIC Dick and Tunky Riley Award for SIC Excellence.

### **Brushy Creek Attendance Area**

Students at Brushy Creek Elementary School are mostly from middle class neighborhoods. Our poverty index is approximately 39.2%.

### **Current Enrollment**

Enrollment for 2016-2017 by grade levels is as follows:

4K	5K	First	Second	Third	Fourth	Fifth	Total
23	117	132	158	157	165	144	896

### **School Personnel**

#### **Our Leaders**

#### **Charles T. Davis, Jr.**

Charles T. Davis, Jr., principal, for the past several years has served Greenville County Schools as an assistant principal at both Woodland and Rudolph G. Gordon Elementary Schools. Mr. Davis has also served as an elementary teacher and school counselor in Greenville County prior to beginning his career as an administrator.

A graduate of Morris College in Sumter, South Carolina, he earned a Bachelor of Science Degree in Elementary Education. Additionally, Mr. Davis completed graduate studies at Clemson University. While there he earned a Master of Education Degree in School Counseling, as well as

30 additional hours in family and student behavioral counseling. Mr. Davis also obtained certification in Educational School Leadership from Clemson University. He additionally earned an Education Specialist Degree from Furman with a concentration in the Superintendency.

In his seventeenth year as a professional educator with Greenville County Schools, he values and understands the importance of parental support and community involvement in a student's life. Mr. Davis firmly believes that children receive the best education possible when the school and home work together as a team. His motto and desire is for all children to be treated fairly and with respect. He passionately works with teachers, parents, and community leaders to teach, encourage, and mold students into responsible citizens of tomorrow. Mr. Davis truly believes in our school motto, "Building a Community of Excellence One Student at a Time"!

### **Betsy Shouse**

Brushy Creek's Assistant Principal is Betsy Shouse. Mrs. Shouse received her B.S. degree from Clemson University and attended Furman University for graduate level work. At Furman, Mrs. Shouse received her Master of Arts degree in Elementary Education, with a concentration in Learning Disabilities, and an additional certification in Elementary Administration. Mrs. Shouse taught in the classroom for over 15 years before moving into administration. She taught first, third, fourth and fifth grade as well as served as a Literacy Coach at the elementary level. Mrs. Shouse was an Administrative Assistant before becoming an Assistant Principal at Brushy Creek. Because the role of Assistant Principal includes the disciplining of students, Mrs. Shouse strives to support teachers in this area so that classrooms can be free from distractions that may interfere with instruction.

Embodied in her educational philosophy is the belief that schools need to grow and change in order to best meet the needs of all students. "Educators need to be encouraged and feel safe when they experiment with new innovations and techniques, which may benefit their students. In essence, we need to take more risks if we are going to 'discover' what will better meet the needs of our students. The school and the community should join forces to carefully shape a significant culture which embraces all children and gives them reason to be excited to attend school, remain in school, and develop a zest for life-long learning."

### **Instructional Staff**

The school is staffed with a principal, assistant principal, 51 teachers, one full-time and one part-time school counselor, two part-time literacy specialists, one full-time STEAM Lab facilitator, and

an instructional coach. The support staff includes 11 paraprofessionals, one nurse, two and ½ office staff, one media clerk, seven cafeteria workers, and six custodial staff.

The average teaching experience ranges from 1 to 30 years of teaching experience. One teacher is certified as Intel Teach to the Future Technology instructor. One teacher is a Spanish translator for the school district. Two teachers have Gifted and Talented certification, two teachers have certification as reading specialists, and six are ADEPT evaluators.

## **Parental Involvement**

The students at Brushy Creek come from a wide range of socioeconomic groups. Brushy Creek families earn incomes spanning from less than \$10,000 to more than \$200,000 per year. Our poverty index is 39.2%.

## **Parents and Community Business Partners**

Brushy Creek Elementary has a very active PTA. Our parents serve as mentors for students, room mothers, or assist making copies for teachers. The PTA has numerous committees which encourage parental involvement to support their goals. With an annual budget for the 2016-2017 school year of over \$60,000, PTA funds are used to support various school projects. In previous years, PTA has assisted with the purchase of playground equipment for the K-5 play area, refrigerators and microwave ovens for various areas in the building, as well as supporting the rental, maintenance agreement, and supplies for copiers. PTA has committed to provide annual grants to teachers to support classroom instruction.

Brushy Creek enjoys the eager support of its parents and community volunteers. For the past several years, volunteers have contributed up to 15,000 hours per year. The PTA and community volunteers organize fund-raising programs as well as many service programs for our school.

The School Improvement Council is actively involved at Brushy Creek. This group is composed of parents, community volunteers, teacher representatives, and school administrators.

The role of the Brushy Creek Elementary School Improvement Council (SIC) is:

- Assist in the development, implementation and evaluation of the five-year school improvement plan (also known as the school renewal plan or strategic plan).
- Assist in the preparation of yearly plan updates;
- Write the annual Report to Parents, which provides information on the school's progress in meeting school and district goals and objectives, due for distribution by April 30;



- Prepare the annual 425-word narrative for the School Report Card, in conjunction with the principal;
- Provide advice on the use of school incentive award expenditures (if allocated by the legislature and awarded to the school);
- Participate in the revision of the School Improvement Plan if the school is rated unsatisfactory on the School Report Card;
- Serve as liaison between the school, school organizations, the community and the local school board by collecting and disseminating pertinent information;
- Provide other assistance that the principal may request as well as carrying out any other duties prescribed by the local school board.

### **Community Partnerships**

Community and business partners provide a wide range of services and support to our school. Kiwanis Club International sponsors and assists us each quarter with recognizing two students from each homeroom class who exhibits good character and citizenship skills for our Terrific Kids program. Local businesses offer student rewards and incentives for such things as perfect attendance and honor roll. We have parents and community members who volunteer to mentor, tutor, and assist with needs identified by teachers and staff. This spirit of service has definitely spread to the Brushy Creek student body. Each year our students participate in many charitable and service-oriented projects, including, holiday food drives (including collecting treats for animals at the Humane Society), collecting gloves, hats, and coats for shelters, supporting the Miracle Hill Industries, and visiting nursing homes.

### **Major Academic and School Programs**

#### **Vertical Teaming**

At each grade level, teachers are encouraged to work together as a team. We are working across grade levels to ensure a continuum of learning. These vertical teams are set up to make sure every teacher is teaching to the standards and that each is clear on what we want our students to know and be able to do. Brushy Creek is using a vertical teaming approach that includes a representative of each grade level as well as a member of our Related Arts team. Vertical teams meet once a month to ensure that teachers have the opportunity to collaborate in order to improve teaching and learning.

Faculty Council is one of the most valuable vertical team/professional learning communities in the building. This team meets with the Leadership Team the first Wednesday of each month. The team discusses everything from schedules, professional development, curriculum, and assessment. At least twice during the year the team reads and discusses a professional article. This discussion is led by the assistant principal. This vertical team also attends a summer retreat where the coming school year is planned. During this retreat the team discusses a professional book and plans a presentation to the staff.

### **Balanced Literacy**

As a school, we have consistently implemented a variety of best practices such as: Fountas and Pinnell, Power Writing, and have been intentional in ensuring rigor in teaching reading and writing. Brushy Creek teachers have received extensive professional development in Fountas and Pinnell as another approach to providing students with meaningful reading and writing instruction in order to improve student achievement. We continue to implement literacy centers, refine assessments in order to level students appropriately in regards to reading texts, and implement full use of a school-wide leveled library. Our Literacy Specialist serves as the Read to Succeed Lead and is a support to teaching of reading and writing.

### **Response to Intervention**

The overall goal of RTI is to accelerate children's reading ability by increasing their ability to use phonics skills in order to improve their reading fluency and their comprehension. Appropriate reading tools and strategies are taught so that children can become independent and successful readers. All kindergarten students are screened in letter name fluency and letter sound fluency in the fall. Students who fall in the "at risk" (red and yellow) range are served in small reading intervention groups. The ERI Reading Kit is used for instruction. Kindergarten teachers and assistants have 3-5 students for 30 minutes daily. All kindergarten students are screened again in the winter--letter naming fluency, letter sounds fluency, and the phoneme segmentation fluency probes. Students scoring in the red and yellow areas are invited to participate in an RTI group. Students who have made good progress in both their RTI group and in the regular classroom are recommended for dismissal from the RTI program. Progress monitoring is done every 10 days for 30 days. If the student has continued to maintain their skills, they are dismissed from the program. If the student begins to struggle, the student is put back into the program.

### **The Writing Process**

We believe that our emphasis on writing is of central importance to our curriculum vision and goals. Research shows us that exemplary writing instruction is critical in improving student achievement. At the kindergarten level, students use invented spelling to begin the development of the writing process. First graders move to conventional spelling as they are introduced to

proper sentence structure and mechanics. Journal writing, language experience books, classroom published books, and book adaptations are all strategies used to reinforce this step of the writing process. Computers are also introduced as a classroom publishing tool to primary students.

### **Mission**

The mission of Brushy Creek Elementary Schools is to provide educational opportunities for children to acquire the skills necessary to empower them to become confident, life-long learners in an ever-changing global, technological society. Our school motto is "Building a Community of Excellence One Student at a Time".

### **Shared Vision**

We believe...

- Education is the shared responsibility of students, families, school, and community.
- Learning is a life-long process and is essential for continuous growth.
- All children have the ability to learn and will flourish in a stimulating learning atmosphere.
- Education promotes attitudes of self-worth, responsibility, success and confidence.
- Brushy Creek Elementary provides equal education opportunities to all students.
- Character education and citizenship, along with cultural diversity, strengthens society and should be honored and protected.
- True motivation comes from within.
- All children possess academic potential and, when challenged, can achieve personal success.
- Development of student accountability will begin at K4 and continue through Grade 5, thus supporting the district vision as articulated in the Education Plan for Greenville County School District.
- Continuous education for staff members fosters a dynamic and creative learning environment.

### **Data Analysis and Needs Assessment**

The focus of Brushy Creek Elementary is to provide equal education opportunities to all students, promote attitudes of self-worth, responsibility, success and confidence and provide a rigorous, comprehensive instructional program. Our comprehensive instructional program focuses on education as a shared responsibility between students, families and staff. Student achievement and the academic growth of our students continue to be our top priority. We analyze data to determine school goals that address the academic needs of all students and ensure that our long range plans promote continuous improvement. The long range plan and goals are consistent with Greenville County Schools Education Plan, which consists of five strategic goals. Our focus will be on goals 1, 2, and 3 of the district plan with activities and strategies designed to support goals 4 and 5.

## **School District of Greenville County Strategic Education Plan**

1. Raise the Academic Challenge and Performance of Each Student
2. Ensure Quality Personnel in All Positions
3. Provide a School Environment Supportive of Learning
4. Effectively Manage and Further Develop Necessary Financial Resources
5. Improve Public Understanding and Support of Public Schools

### **Student Achievement Needs Assessment**

#### **Summarize findings of student achievement**

- 74% of third through fifth grade students met or exceeded Math benchmark on SCReady
- 66% of third through fifth grade students met or exceeded ELA benchmark on SCReady
- Students in grades 3-5 met or exceeded district and state averages in all subject areas on SCReady
- ESEA letter grade of 97.4 (A) for the 2014 school report card
- Earned an Excellent Absolute Rating on the 2014 School Report Card
- Increased the Growth Rating from Good to Excellent on the 2014 School Report Card
- Students in grades 3-5 continue to score above the district and national average in Math and ELA
- Students in grades 3-5 grade continue to score above the district and state average in writing
- We continue to be concerned about the achievement gap between our white and African American students; however, we are pleased to have received the Palmetto Silver Award for closing the achievement gaps and the Palmetto Gold Award for academic performance
- We continue to be concerned about the performance of our students with disabilities on SCReady and SCPASS
- Over 57% of students in grades 2-5 made their MAP target RIT goals in the area of reading
- 48% of students in grades 2-5 made their MAP target RIT goals in the area of math

#### **Brushy Creek Elementary SCReady 2016**

<b>ELA &amp; Math Meeting or Exceeding</b>	<b>3<sup>rd</sup> Grade</b>	<b>4<sup>th</sup> Grade</b>	<b>5<sup>th</sup> Grade</b>
<b>ELA</b>	65%	68%	65%
<b>Math</b>	71%	77%	73%

**Brushy Creek Elementary  
SCPASS Science and Social Studies Data  
2016**

Science	4 <sup>th</sup> Grade	5 <sup>th</sup> Grade
<b>Not Met</b>	18.9%	10.8%
<b>Met</b>	55.9%	43.7%
<b>Exemplary</b>	25.2%	45.6%

Social Studies	4 <sup>th</sup> Grade	5 <sup>th</sup> Grade
<b>Not Met</b>	11.8%	11.4%
<b>Met</b>	32.3%	26.6%
<b>Exemplary</b>	55.9%	62.0%

**Iowa Test of Basic Skills (ITBS) and Cognitive Ability Test (CogAT)**

The Iowa Test of Basic Skills (ITBS), a nationally normed test, is given to second grade students in the fall along with the Cognitive Ability Test (CogAT) to identify students for the Gifted and Talented Program (Challenge). The ITBS provides an in-depth assessment of students' achievement of important educational objectives and was developed primarily for the purpose of supporting instruction. Classroom teachers use information derived from administering the reading, language, and math tests to assist them in assessing curriculum strengths and weaknesses. Scores also help teachers make decisions about selecting instructional materials or methods, forming instructional groups, providing remediation or enrichment, and assessing individual student needs. Our goal is to meet or exceed the national norm of 50<sup>th</sup> percentile in each subtest of the ITBS.

**ITBS Results for Second Grade from the Fall of 2016**

School	2015-2016	2016-17
<b>Reading Comprehension</b>	72%tile	69%tile
<b>Mathematics Concepts</b>	64%tile	59%tile

## 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. Information about the state regulation and the ADEPT Guide.

In the ADEPT/PAS-T system, there are different levels of support and evaluation. These levels are based on the contract the teacher holds.

**INDUCTION:** First year teachers are given Induction Contracts. Greenville County uses a First Year Success program to assist first year teachers in their Induction Year. Vital to this First Year Success program is a Mentoring Program. In their first year, teachers are assigned a trained mentor in their building to assist them as needed. They are also given written feedback periodically throughout the school year by their administrator and their mentor. In addition, First Year Success Seminars are held 5 times during the school year. The purpose of these seminars is to provide Induction teachers with a knowledge base of the PAS-T Performance Standards and to prepare them for formal evaluation. Induction Teachers are required to maintain a portfolio that is reviewed by their administration at the end of the school year.

**ANNUAL:** Teachers can also be issued an Annual I or II Formative or an Annual I, II or III Summative.

Teachers in their second year of teaching are formally evaluated using the PAS-T/SAFE model for Teacher Evaluation. In this formal evaluation process, a three person team works together to evaluate the Annual Contract Teacher. This three person team is made up of a building level administrator, an ADEPT Teacher Leader, and a peer teacher from another school. Each one of the team members observes the teacher and reviews artifacts two times during the school year in an unannounced observation. Following each of the observations, the teacher receives feedback in our electronic data warehouse called ePAS. Following three observations in the fall, the team meets together for a consensus meeting where the teacher's performance is discussed. The team comes to a consensus about the teacher's performance and assigns a rating to the performance. This process is repeated in the spring semester as well. Written feedback is given to the teacher prior to winter break and prior to April 15th.

**CONTINUING:** 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. Additional information about the cycles of evaluation can be found in the PAS-T Handbook.

## **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

Information on a teacher's performance is collected using multiple data sources.

Teachers will maintain information on their performance in a Portfolio. Teachers will also distribute Student Surveys. Observations, either formal or informal will be conducted by the members of the evaluation team. Teachers will use the process of Academic Goal Setting to show how the work of the teacher results in student progress.

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 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 16 hours of those hours.

**Professional Development Calendar  
Brushy Creek Elementary School  
2016-2017**

<b>Date</b>	<b>Topic</b>	<b>Presenter</b>	<b>Points</b>
August 15, 2016	First 20 Days of Personalized Learning	Instructional Leadership Team	1
August 31, 2016	MAP Testing Training	Betsy Shouse and Gaie Perez	1
September 9, 2016	SLO Fall Goal Conferences	Instructional Leadership Team	1
September 14, 2016	Google Docs	Stephanie Williams	2
September 28, 2016	A-Team and 504 Best Practices	Amy Murphy Belinda Black Aly Malone	2



Date	Topic	Presenter	Points
October 6, 2016	Coach's Corner Google Classroom	Stephanie Williams	1
October 12, 2016	Digital Leader Corp Learning Labs	Digital Leaders	2
October 21, 2016	Coach's Corner Common Assessment Data Discussion	Instructional Leadership Team	1
November 4, 2016 November 11, 2016	Faculty Council to Ron Clark Academy	Instructional Leadership Team	8
December 1, 2016	Coach's Corner Google Classroom	Stephanie Williams	1

Date	Topic	Presenter	Points
January 11, 2017	Digital Leaders Corps Learning Labs	Digital Leader Corp	2
January 27, 2017	Coach's Corner	Instructional Leadership Team	1

February 15, 2017	Windows 8 Refresh Tools	Stephanie Williams	2
February 24, 2017	Coach's Corner Common Assessment Data Discussion	Instructional Leadership Team	1
March 8, 2017	Digital Leader Corps Learning Labs	Digital Leadership Teachers	2

Date	Topic	Presenter	Points
March 23, 2017	Coach's Corner Google Apps	Stephanie Williams	1
April 5, 2017	SCReady and SCPASS Training	Instructional Leadership Team	2
Monthly	Meetings with PAS-T and Induction Year Teachers	Gaie Perez	0

## School Climate Needs Assessment

### School Climate Surveys

Teachers, fifth grade students, and fifth grade parents are surveyed annually as part of the overall effort to provide more valid, reliable, and comprehensive information regarding the school environment. School climate is recognized as a significant factor related to student achievement. Detailed data on the status of client perceptions of climate are critical additions to the available information used by schools to determine appropriate ways to assure a safe, orderly, and supportive environment for learning and the continued improvement of student achievement. Baseline data was gathered during the 2015-2016 school year to serve as a reference point for comparing changes in perception over time.

Survey responses are recorded in the chart. Results indicate that the respondents were quite satisfied with Brushy Creek Elementary.

	<b>Teachers</b>	<b>Students</b>	<b>Parents</b>
<b>Number of surveys returned</b>	30	146	108
<b>Percent satisfied with learning environment</b>	100%	95.9%	92.6%
<b>Percent satisfied with social and physical environment</b>	100%	93.1%	97.2%
<b>Percent satisfied with school-home relations</b>	100%	90.3%	83.9%

### Needs Assessment for School Climate: (Parent Survey)

According to our parent survey from the 2016 school report card, 83.9% of our parents indicated satisfaction with school-home relations, which was an increase from last year. We will continue to implement strategies to improve our school-home relations with our parents and the community.

### **2015-2016 School Report Link**

<http://ed.sc.gov/data/report-cards/state-report-cards/2016/view/?d=2301&s=039&t=E&y=2016>

**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 ELA as measured by SC Ready.

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

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

	<b><u>Baseline 2015-16</u></b>	<i>2016- 17</i>	<i>2017- 18</i>
<b>School Projected</b>	<u>X</u>	<b>67</b>	<b>68</b>
<b>School Actual</b>	<u>66</u>		
<b>District Projected</b>	<u>X</u>	<b>53</b>	<b>56</b>
<b>District Actual (ES only)</b>	<u>50</u>		

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

☒ 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><u>Baseline 2015-16</u></b>	<i>2016- 17</i>	<i>2017- 18</i>
<b>School Projected</b>	<u>X</u>	<b>71.2</b>	<b>72.2</b>
<b>School Actual</b>	<u>70.2</u>		
<b>District Projected</b>	<u>X</u>	<b>59</b>	<b>63</b>
<b>District Actual (ES only)</b>	<u>56</u>		

\*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>	<i>Baseline 2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>Projected Performance</b>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>Actual Performance</b>	<b>100</b>		
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 data for 2015-16.\*

<b>% Tested ELA – District Grades 3-5</b>	<i>Baseline 2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>Projected Performance</b>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>Actual Performance</b>			
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 data for 2015-16.\*

<b>% Tested Math – School</b>	<i>Baseline 2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
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<b>Projected Performance</b>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>Actual Performance</b>	<b>100</b>		
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 data for 2015-16.\*

<b>% Tested Math – District – Grades 3-5</b>	<i>Baseline 2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
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<b>Projected Performance</b>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>Actual Performance</b>			
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 data for 2015-16.\*

## 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:** From 2015-16 through 2017-18, maintain the percentage of students scoring Met and Exemplary on SCPASS Science at or above 86%.

**ANNUAL OBJECTIVE:** From 2015-16 through 2017-18, annually maintain the percentage of students scoring Met and Exemplary on SCPASS Science at or above 86%.

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

	<b><u>Baseline 2014-15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	<u>X</u>	<b>86.0</b>	<b>87.0</b>	<b>88.0</b>
<b>School Actual</b>	<u>89.0</u>	<b>86.0</b>		
<b>District Projected</b>	<u>X</u>	<b>73.9</b>	<b>74.9</b>	<b>75.9</b>
<b>District Actual (ES &amp; MS)</b>	<u>72.9</u>	<b>71.4</b>		

\*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:** From 2015-16 through 2017-18, maintain the percentage of students scoring Met and Exemplary on SCPASS Social Studies at or above 91%.

**ANNUAL OBJECTIVE:** From 2015-16 through 2017-18, annually maintain the percentage of students scoring Met and Exemplary on SCPASS Social Studies at or above 91%.

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

	<b><u>Baseline 2014-15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	<u>X</u>	<b>91.0</b>	<b>92.0</b>	<b>93.0</b>
<b>School Actual</b>	<u>89.0</u>	<b>91.0</b>		
<b>District Projected</b>	<u>X</u>	<b>82.2</b>	<b>83.2</b>	<b>84.2</b>
<b>District Actual (ES &amp; MS)</b>	<u>81.2</u>	<b>78.8</b>		

\*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.

**FIVE YEAR PERFORMANCE GOAL:** Meet or exceed the national norm of 50<sup>th</sup> percentile in each subtest of the IOWA Test in grade 2.

**ANNUAL OBJECTIVE:** Annually meet or exceed the national norm of 50<sup>th</sup> percentile in each subtest of the IOWA Test in grade 2.

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

Reading	2014-15	2015-16	2016-17	2017-18
School Projected Performance	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile
School Actual Performance	70 <sup>th</sup> percentile	72 <sup>nd</sup> percentile	69 <sup>th</sup> percentile	

Mathematics	2014-15	2015-16	2016-17	2017-18
School Projected Performance	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile	50 <sup>th</sup> percentile
School Actual Performance	59 <sup>th</sup> percentile	64 <sup>th</sup> percentile	59 <sup>th</sup> percentile	

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	60 <sup>th</sup> percentile	

<b>Mathematics</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>
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	48 <sup>th</sup> percentile	



## PROFESSIONAL DEVELOPMENT

☐ Student Achievement   ☒ Teacher/Administrator Quality   ☐ School Climate   ☐ Other Priority

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

**FIVE YEAR PERFORMANCE GOAL:** To improve our effectiveness as instructional leaders by continuing to increase our knowledge of **Balanced Literacy, Inclusion practices, and promote Digital Teacher Leaders** in order to improve teaching and learning at Brushy Creek Elementary School

**ANNUAL OBJECTIVE:** 100% of teachers and staff will complete professional development as outlined in the school's professional development plan.

**DATA SOURCE(S):** Professional Development Plan

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

## 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 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X	<u>95.0</u>	<u>95.0</u>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>School Actual</b>	97.4	97	<u>97</u>	<u>97.3</u>	<b>96.6</b>		
<b>District Projected</b>	X	X	<u>95.0</u>	<u>95.0</u>	<b>95.0</b>	<b>95.0</b>	<b>95.0</b>
<b>District Actual</b>	95.9	95.6	<u>95.0</u>	<u>95.6</u>	<b>95.7</b>		

## PARENT SATISFACTION – LEARNING ENV.

☐ Student Achievement   
 ☐ Teacher/Administrator Quality   
 ☒ School Climate   
 ☐ Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Increase the percent of parents who are satisfied with the learning environment from 93.2% in 2012 to 96% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by .5 percentage point(s) annually parents who are satisfied with the learning environment.

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

	<b>Baseline 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X	<u>93.7</u>	<u>94.1</u>	<u>94.6</u>	<u>95.1</u>	<u>95.6</u>
<b>School Actual</b>	96.2	93.2	<u>89.5</u>	<u>92.8</u>	<b>92.7</b>		
<b>District Projected</b>	X	X	<u>89.0</u>	<u>89.5</u>	<b>90.0</b>	<b>90.5</b>	<b>91.0</b>
<b>District Actual</b>	88.0*	88.1	<u>88.1</u>	<u>89.8</u>	<b>90.1</b>		

\*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:** Increase the percent of students who are satisfied with the learning environment from 96% in 2012 to 96.7% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by .1 percentages point(s) annually students who are satisfied with the learning environment.

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

	<b>Baseline 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X					
<b>School Actual</b>	96	87.1	<u>93</u>	<u>92.7</u>	<u>95.8</u>		
<b>District Projected (ES, MS, and HS)</b>	X	X	<u>83.5</u>	<u>84.0</u>	<b>84.5</b>	<b>85.0</b>	<b>85.5</b>
<b>District Actual (ES and MS)</b>	83.8	82.7	<u>81.6</u>	<u>83.9</u> (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 100% in 2012 to 100% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by 0 percentage point(s) annually teachers who are satisfied with the learning environment.

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

	<b>Baseline 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X					
<b>School Actual</b>	100	100	<u>100</u>	<u>100</u>	<u>100</u>		
<b>District Projected</b>	X	X	<u>92.5</u>	<u>93.0</u>	<b>93.5</b>	<b>94.0</b>	<b>94.5</b>
<b>District Actual</b>	98.0	92.6	<u>93.5</u>	<u>93.3</u>			

## 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 98.7% in 2012 to 99% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by .1 percentage point(s) annually parents who indicate that their child feels safe at school.

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

	<b>Baseline 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X					
<b>School Actual</b>	98.7	97.4	<u>97.5</u>	<u>92.8</u>	<b>94.5</b>		
<b>District Projected</b>	X	X	<u>93.9</u>	<u>94.3</u>	<b>94.7</b>	<b>95.1</b>	<b>95.5</b>
<b>District Actual</b>	93.5*	92.8	<u>93.1</u>	<u>91.7</u>			

\*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:** Increase the percent of students who feel safe at school during the school day from 97% in 2012 to 97.6% by 2018.

**ANNUAL OBJECTIVE:** Beginning in 2013-14, increase by .1 percentage point(s) annually students who feel safe at school during the school day.

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

	<b>Baseline 2011- 12</b>	<b>Planning Year 2012-13</b>	<b><u>2013- 14</u></b>	<b><u>2014- 15</u></b>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>
<b>School Projected</b>	X	X					
<b>School Actual</b>	97	91.9	<u>95.9</u>	<u>96.3</u>	<b>93.3</b>		
<b>District Projected</b>	X	X	<u>91.9</u>	<u>92.3</u>	<b>92.7</b>	<b>93.1</b>	<b>93.5</b>
<b>District Actual</b>	90.9	90.2	<u>89.2</u>	<u>91.3</u>			

## TEACHER SATISFACTION – SAFETY

☐ Student Achievement   
 ☐ Teacher/Administrator Quality   
 ☒ School Climate   
 ☐ Other Priority

**FIVE YEAR PERFORMANCE GOAL:** Increase 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, increase by 0 percentage point(s) annually teachers who feel safe at school during the school day.

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

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



