CONTINUOUS IMPROVEMENT PLAN/TURNAROUND PLAN
Office of School Transformation

Designation Status:	Underperforming School		Person completing the form:	Crystal Guyton
District Name:	Rock Hill School District Three		Title:	Principal
School Name:	York Road Elementary School			

PHASE 1: DIAGNOSE

USE THE CONTINUOUS IMPROVEMENT RUBRIC TO ASSESS READINESS

MOST RECENT REPORT CARD ACCOUNTABILITY MANUAL RATING POINTS						
Elementary/Middle Schools				**High Schools**		
	Numerator	Denominator			Numerator	Denominator
Academic Achievement	13.49	35		Academic Achievement		

Preparing for Success	3.13	10
Student Progress	8.13	35

School Climate	5.37	10
Overall Score and Rating	33	90

Conclusions based on Rating Points	
Strengths	Academic achievement is a relative area of strength with a score of average.
Opportunities for Growth	Science scores, climate rating, and student progress are all areas with opportunities for growth.

Preparing for Success		
School Climate Progress		

Graduation Rate		
College and Career Readiness		
Student Engagement		
Overall Score and Rating		

Conclusions based on Rating Points	
Strengths	
Opportunities for Growth	

PHASE 2: SELECT AND PHASE 3: PLAN

Performance Goal #1 (SMART goal): Resource Inequity Goal	By the Spring of 2024, teachers who disagree with the statement "The level of teacher and staff morale is high at my school" will decrease by 5% as evidenced by the SC School Report Card Climate indicator.			
Strategy Description	**Action Items from Strategy**	**Instructional Materials Needed/Used**	**Fund Location**	**Total for Strategy**
Improving School Climate through root cause analysis and strategic action	Increase self-report of staff morale, teachers feelings of concerns being addressed, and feelings of being supported by administration	Teacher Surveys		
	Provide teacher and staff leadership opportunites to promote individual and collective efficacy.	Teacher Surveys and Peer Observations		
	Provide opportunities for 1:1 with certified and classified staff at least twice before June 10, 2024.	Suggested questions for this designated time will be provided.		
	Create schoolwide structure to effectively monitor and communicate progress of student behavior using the Elementary Progressive Discipline Matrix.	Disciplinary Procedure Flowchart		
	Engage teachers and staff in activities, experiences, and crucial conversations that develop trust in the workplace	N/A		
What Professional Development Activities will support this strategy?	Provide Professional Learning for faculty and staff with de-escalation strategies (ESE Coaches)	N/A		
	Provide team building PD that includes a root cause analysis protocol to assess needs, model best practices, and set appropriate goals.	N/A		
	Monthly collaboration between administration, dean of student leadership, and teachers will be necessary to develop clear expectations for behavior and acceptable consequences.	N/A		
	Monthly teacher collaboration across grade levels to share best practices	N/A		
	YRES cultural competence committee will lead PD with staff monthly in order to create a more positive school culture.	N/A		
	Total Cost			$0.00

Performance Goal #2 (SMART goal)	By the Spring 2024 administration of SC Ready, the combined percentage of fourth and fifth grade students meeting Added-Value Targets in English Language Arts and Math will increase from 26.2% to 35% as evidenced by the SC School Report Card Student Progress indicator.			
Strategy Description	**Action Items from Strategy**	**Instructional Materials Needed/Used**	**Fund Location**	**Total for Strategy**
Maximizing Student Growth and Academic Achievement in ELA and Math through the investigative cycle	Use data tools for classroom teachers to capture strengths and needs of students in reading and math.	N/A		
	Partner with district specialists, school coaches, and administration to implement resources and analyze data quarterly.	District Data Tools		
	Support PLC teams and activators to consistently engage in the investigative cycle - Where are we now, where are we going, how we are going to move instruction forward, what did we learn today, who benefited and who did not?	Instructional Framework - Collaborative Planning Component		
	Complete coaching cycles that align to the components of the instructional framework to strenghten Tier 1 instruction.	Instructional Framework		
What Professional Development Activities will support this strategy?	Provide customized Professional Learning on the SC School Report Card, the Added-Value Growth Model, and district data tools	N/A		
	Implement Rigor and Relevance PD, follow-up site visits, and classroom observations to build instructional capacity for rigorous learning	N/A		
	Conduct differentiated professional learning sessions and coaching cycles on unpacking essential standards, differentiation, small group instruction, and data literacy	N/A		
Total Cost				**$0.00**

Performance Goal #3 (SMART goal)	By the Spring 2024 administration of SC Ready, the percentage of fourth grade students scoring Meets or Exceeds in Science will increase from 34.8% to 45% as evidenced by the SC School Report Card Preparing for Success indicator.			
Strategy Description	**Action Items from Strategy**	**Instructional Materials Needed/Used**	**Fund Location**	**Total for Strategy**
Enhancing Science Instruction through essential standards and content integration	Partner with district specialist monthly to unpack essential standards and plan targeted instruction.	Science Standards		
	Use data tools for classroom teachers to capture strengths and needs of students in science.	N/A		
	Consistently integrate science content standards into daily ELA instruction with an emphasis on text features and strategies for comprehending informational text.	N/A		
	Conduct hands-on and science lab experiments to reinforce learning and expand opportunities to demonstrate student thinking and application of learning	N/A		
What Professional Development Activities will support this strategy?	Ensure that teachers participate in on-going Professional Learning on creating and analyzing common assessments and implications for instruction	N/A		
	Total Cost			$0.00

* Include additional goals and strategies on the 3rd tab.

High Quality Instructional Materials		
	ELA	**Math**
What high quality instructional materials are being used to focus on growth and continuous improvement for ELA and math instruction?	FastBridge, NWEA MAP, iReady, LETRS, LLI, Words Their Way, Linda-Mood Bell, Patterns of Power, SAVAAS My View	Math Diagnostic Intervention System (MDIS), Math In Practice, iReady, NWEA MAP, Dreambox, Envision, FastBridge

PHASE 4: IMPLEMENT AND PHASE 5: MONITOR

	GOAL 1	Goal 2	Goal 3
WHAT DATA SOURCE(S) IS THE TEAM USING TO MONITOR THIS GOAL?	District Created Survey & SCDE Climate Survey	NWEA MAP Assessments & SC Ready Spring 2024	Science Benchmark Assessment & SC Ready Spring 2024

	GOAL 1	Goal 2	Goal 3
Does the data indicate that the team is AT-RISK, LAGGING, OR ON TRACK as it relates to progress towards each prioritized goal.			

30 Day Review (by 2/1/2024)			
60 Day Review (by 4/1/2024)			
90 Day Review (by 6/15/2024)			

PHASE 6: REVISE

Please describe in detail any adjustments that have been made to the plans for each of the goals listed above. Be sure to include what has been learned in this improvement cycle, as well.

BENCHMARK PROGRESS	30 Days after Implementation	60 Days after Implementation	90 Days after implementation
MONITORING DATE			
KEY POINTS OF DISCUSSION/PLANNING			

Additional documentation:			

*Upon completion of the 90-day plan, teams should begin a new continuous improvement cycle. The Office of School Transformation recommends using the **Continuous Improvement Rubric** to re-assess where the team is and to make adjustments before Diagnosing and Selecting new or updated goals.