



North Myrtle Beach Primary

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# **Strategic Plan/School Renewal Plan**

**2011-16**

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## HCS VISION:

**Horry County Schools' vision is to be a premier, world-class school system in which every student acquires an excellent education.** Our schools will be welcoming centers organized around high-quality teaching and learning.

### **North Myrtle Beach Primary Vision:**

The vision of North Myrtle Beach Primary, a learning environment where "Everybody's Somebody," is to ensure that our students will develop a strong basic educational foundation through an innovative curriculum using developmentally appropriate learning practices and activities.

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# OUR BELIEFS:

*Our vision is guided by a set of **Beliefs** that serve as the foundation for all our efforts.*

*Foremost, we believe that...*

**Our purpose is to develop the potential of each student and ensure that all graduates become productive members of their community, able to adapt to a diverse, ever-changing world.**

*We also believe that...*

**We have the obligation to challenge every student to meet higher academic standards than his/her current level.**

*In order to accomplish this, we believe that...*

**Our students deserve exceptional and passionate staff who share our core values.** *Our core values are stated as expectations for staff members:*

- **We put service to students above all else.**
- **We take responsibility for the success of all students.**
- **We care passionately about our work with children.**
- **We build strong positive relationships with students, staff, parents, and community.**
- **We model and promote civility and integrity.**

**We must also provide support for continuous improvement for students and staff.**

*We believe...*

**Our students' learning opportunities are enhanced when multiple approaches for learning are provided and positive relationships are formed.**

*And...*

**All who share our schools deserve a safe, respectful and nurturing environment.**

*Finally, acknowledging that we all have a role in reaching our vision, we believe that...*

**Partnerships among family, community and school are imperative to students' social and academic success.**

AREA OF FOCUS	AREA OF FOCUS	AREA OF FOCUS	AREA OF FOCUS	AREA OF FOCUS
<p><b>Teaching And Learning</b></p> <p><b>STUDENT ACHIEVEMENT</b></p>	<p><b>Documenting And Using Results</b></p>	<p><b>Resources and Support Systems</b></p> <p><b>TEACHER AND ADMINISTRATOR QUALITY</b></p> <p><b>SCHOOL CLIMATE</b></p>	<p><b>Stakeholder Communication and Relationships</b></p>	<p><b>Governance And Leadership</b></p>
S T R A T E G I E S				
<p>We will provide research-based curriculum and instructional methods that facilitate achievement for all students.</p>	<p>We will provide a comprehensive assessment system that monitors and documents performance and uses these results to improve student performance and school effectiveness.</p>	<p>We will provide the human, financial, and physical resources and services necessary to support our vision and purpose of achievement for all students.</p>	<p>We will foster effective communications and relationships with and among our stakeholders.</p>	<p>We will provide governance and leadership that promote student performance and school/system effectiveness.</p>

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**AREAS OF FOCUS**  
**STRATEGIES/ACTION PLANS**  
**QUALITY INDICATORS**

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AREA OF FOCUS:

# TEACHING AND LEARNING

## STUDENT ACHIEVEMENT

*Quality Indicators*

- Develops and implements curriculum based on clearly-defined expectations for student learning
- Promotes active involvement of students in the learning process, including opportunities for them to explore application of higher-order thinking skills and investigate new approaches to applying their learning
- Gathers, analyzes, and uses data and research in making curricular and instructional choices
- Designs and uses instructional strategies, innovations, and activities that are research-based and reflective of best practice
- Offers a curriculum that challenges each student to excel, reflects a commitment to equity, and demonstrates an appreciation of diversity
- Allocates and protects instructional time to support student learning
- Provides for articulation and alignment between and among all levels of schools
- Implements interventions to help students meet expectations for student learning
- Monitors school climate and takes appropriate steps to ensure that it is conducive to student learning
- Provides comprehensive information and media services that support the curricular and instructional programs
- Ensures that all students and staff members have regular and ready access to instructional technology and a comprehensive materials collection that supports the curricular and instructional program

**ACTIONS TO BE TAKEN:**

DISTRICT'S Key Work Processes	SCHOOL'S Key Work Processes	Timeline	Funding Source	Responsible	Evidence of Implementation
Implement Common Core curriculum for English language arts and math <ul style="list-style-type: none"> <li>• Develop timelines</li> <li>• Conduct cross-walks</li> <li>• Revise curriculum documents</li> <li>• Develop plans for bridge year</li> <li>• Provide professional development for staff</li> <li>• Conduct information sessions for stakeholders</li> </ul>	Implement Common Core curriculum for English language arts and math <ul style="list-style-type: none"> <li>• Revise curriculum documents Implement designated timelines</li> <li>• Utilize cross-walks from one curriculum to another as necessary</li> <li>• Unpack curriculum documents</li> <li>• Provide professional development for staff in Every Day Math as to how it links to the Common Core Standards</li> <li>• Develop plans for long and short range approach to the Common Core curriculum</li> <li>• Facilitate and support professional development for staff in the Common Core Standards</li> <li>• Facilitate communication among</li> </ul>	2012-2013	General Funds	Principal and instructional coach	Curriculum implementation, classroom walkthroughs, grade level planning, short range and long range plans, information sessions for stakeholders, formal and informal observations

	<p>stakeholders regarding information on curricular updates</p> <ul style="list-style-type: none"> <li>• Provide support to classroom teachers for implementation of Common Core Curriculum through the use of two Black Belt certified faculty members</li> </ul>				
<p>Develop and implement standards and curriculum guides for courses lacking state standards</p> <ul style="list-style-type: none"> <li>• Identify courses lacking state standards</li> <li>• Consult national standards and best practices</li> <li>• Develop standards and curriculum guides for courses</li> <li>• Provide professional development for teachers in standards and curriculum guides</li> </ul>	<p>Implement standards</p> <ul style="list-style-type: none"> <li>• Provide common planning to correlate standards with instructional programs</li> <li>• Utilize district learning specialists and consultants to provide professional development on curriculum standards in all curriculum areas.</li> <li>• Provide school representation on district committees for development of curriculum, benchmark tests, pacing guides, and consensus documents.</li> <li>• Consult national standards and implement best practices based on current research</li> <li>• Implement standards and curriculum guides designed for courses without state standards</li> </ul>	2012-13	HCS	Curriculum Coach	<p>Professional Development session agenda</p> <p>Classroom Walk-throughs that document use of Best practices</p>
<p>Implement the RTI model including Tier II, Tier III-A and Tier III-B interventions system-wide and with fidelity.</p> <ul style="list-style-type: none"> <li>• Identify intervention programs for all Tiers for ELA and Math K-12</li> <li>• Provide professional development for staff in identified programs</li> <li>• Conduct information sessions for stakeholders to develop system-wide understanding</li> <li>• Monitor implementation and provide support</li> <li>• Collect data for program evaluation</li> </ul>	<p>Implement the RTI model including Tier II, Tier III-A and Tier III-B interventions system-wide and with fidelity.</p> <ul style="list-style-type: none"> <li>• Secure intervention programs from the district for all Tiers for ELA and Math K-1</li> <li>• Hold monthly Data Team meetings to identify students who need to be put into Tier II, Tier III-A, and Tier III-B.</li> <li>• Ensure the training of staff for identified programs</li> <li>• Conduct parent meetings to impart information regarding intervention programs</li> <li>• Monitor implementation and provide support for teachers teaching the intervention programs</li> </ul>	2012-13	General Fund and IDEA	Data Team and Classroom teachers	<p>Program evaluation data</p> <p>Monthly data team meetings</p> <p>Data wall located in data room</p> <p>Grade level common planning</p>

	<ul style="list-style-type: none"> <li>Collect data for program evaluation and put data on data wall for monitoring program effectiveness for individual students</li> <li>Employ reading Interventionists</li> </ul>				
Develop a curriculum guide (PK – 12) for students with moderate to severe intellectual disabilities.	<ul style="list-style-type: none"> <li>Implement curriculum developed by Horry County School District for students with moderate to severe intellectual disabilities in PK-1</li> <li>Provide professional development in the use of curriculum guide for students with moderate to severe intellectual disabilities</li> <li>Progress Monitor students as they participate in the instruction for moderate to severe intellectual disabilities</li> </ul>	2012-13	IDEA	Administration, instructional coach, school psychologist, and special education teachers.	IEP meetings IEPs, assessment data Documentation from data meetings,  Curriculum implementation
Revise eligibility criteria for special education. <ul style="list-style-type: none"> <li>Continue to refine protocols for students with specific learning disabilities</li> <li>Revise district evaluation procedures to be consistent with new state eligibility standards for all categories of disabilities</li> </ul>	Revise eligibility criteria for special education. <ul style="list-style-type: none"> <li>Follow protocol for students with specific learning disabilities</li> <li>Adhere to district evaluation procedures to be consistent with new state eligibility standards for all categories of disabilities</li> </ul>	2012-13	IDEA	Administration, instructional coach, school psychologist, regular education teachers, and special education teachers.	Revised protocols, psychological services manual, IEPs, and assessment data.
Initiate unique concept schools and programs around which school clusters can organize their instructional offerings <ul style="list-style-type: none"> <li>Involve stakeholders in exploring theme/concept options</li> <li>Decide delivery model for cluster concept</li> <li>Provide professional development for instructional delivery</li> <li>Ensure collaboration among all schools in the cluster for continuous, consistent implementation</li> <li>Ensure ongoing communication with and involvement of home and community stakeholders</li> </ul>	North Myrtle Beach Primary along with the North Myrtle Beach cluster will initiate a unique concept to organize their instructional offerings <ul style="list-style-type: none"> <li>Involve stakeholders in exploring theme/concept options</li> <li>Decide delivery model for cluster concept</li> <li>Provide professional development for instructional delivery</li> <li>Ensure collaboration among all schools in the cluster for continuous, consistent implementation</li> <li>Ensure ongoing communication with and involvement of home and community</li> </ul>	2012-13	General Funds & Special Revenue	Learning Services, North Myrtle Beach School cluster leaders, and advisory board	Schools and programs successfully operating around theme/concept; survey data



<ul style="list-style-type: none"> <li>• Monitor implementation and integration of theme/concept with all instructional and subject areas</li> </ul>	<p>stakeholders</p> <ul style="list-style-type: none"> <li>• Initiate unique concept schools and programs around which school clusters can organize their instructional offerings</li> <li>• Hold community planning meetings for stakeholders in conjunction with the North Myrtle Beach area schools and the North Myrtle Beach advisory board to explore a theme/concept options</li> <li>• Provide staff development for instruction and delivery after theme is developed</li> <li>• Monitor implementation and integration of theme/concept with all instructional and subject areas</li> </ul>				
<p>Implement comprehensive character development initiatives in all schools</p> <ul style="list-style-type: none"> <li>• Promote, emphasize and support school level initiatives for character development</li> <li>• Provide professional development for integrating lessons of character into classroom instruction in all subject areas</li> <li>• Monitor school level implementation of character education initiatives</li> <li>• Promote and initiate character related community partnerships</li> <li>• Provide ongoing support for the Covey Leadership model in Myrtle Beach Schools</li> <li>• Integrate lessons on character education within elementary guidance sessions (individual, small group, and classroom) and these activities will be promoted within community activities.</li> <li>• Allow sharing sessions during staff development meetings for counselors to share promotional activities being utilized for character education development of students.</li> </ul>	<p>Continue comprehensive PBIS character development initiative at North Myrtle Beach Primary</p> <ul style="list-style-type: none"> <li>• Promote, emphasize and support school level initiatives for character development in PBIS</li> <li>• Provide professional development for integrating PBIS lessons of character into classroom instruction in all subject areas</li> <li>• Monitor school level implementation of PBIS character education initiatives</li> <li>• Promote and initiate character related community partnerships</li> <li>• Continue status of South Carolina Schools of Character</li> <li>• Apply for National Schools of Character</li> <li>• Continue to teach lifeskills as part of curriculum</li> <li>• Reward life skill leaders</li> <li>• Continue Core essential partnership with Chik- Fil-a</li> </ul>	2012-2013		Administration, instructional coach, guidance counselor, teachers, and staff	Principals' job accountabilities, guidance counselor pacing guide plans, staff development agenda, School Report Cards, and status of State National Schools of Character application
<p>Develop a comprehensive PK-12 ESOL model</p> <ul style="list-style-type: none"> <li>• Provide ongoing professional development to</li> </ul>	Participate and use the comprehensive PK-12 ESOL model	2012-13	General Fund	Principal, ESOL	Documentation of parent use and

<p>ensure appropriate ESOL services for students</p> <ul style="list-style-type: none"> <li>• Ensure effective teaching strategies are utilized in classrooms serving ESOL students</li> <li>• Conduct ESOL parent nights to discuss school and community resources</li> <li>• Expand technology tools available for ESOL students</li> </ul>	<ul style="list-style-type: none"> <li>• ESOL teacher will participate in professional development to ensure appropriate ESOL techniques and resources available</li> <li>• ESOL teacher will utilize effective teaching strategies in classrooms serving ESOL teachers</li> <li>• Classroom teachers will utilize effective teaching strategies serving ESOL students</li> <li>• Teachers will use technology tools available for ESOL students</li> <li>• North Myrtle Beach Primary will conduct ESOL parent conferences to discuss school and community resources</li> <li>• ESOL teacher will provide translation services for families as necessary</li> </ul>			<p>teacher, and teachers</p>	<p>participation, planning documentation, and observations</p>
<p>Refine and calibrate classroom expectations across the system with an emphasis on student engagement and levels of questioning</p> <ul style="list-style-type: none"> <li>• Provide professional development for teachers, coaches, principals, and district administrators on high-yield strategies, engagement, and levels of questioning</li> <li>• Conduct classroom walk-throughs using CWT tools</li> <li>• Monitor, analyze, and utilize CWT reports for trends</li> <li>• Plan additional professional development based on CWT results</li> </ul>	<p>Refine and calibrate classroom expectations with an emphasis on student engagement and levels of questioning</p> <ul style="list-style-type: none"> <li>• Schedule teachers, coaches, and leadership team of the school to attend Professional Development on high-yield strategies, engagement and levels of questioning</li> <li>• Continue to use Classroom Walk-throughs and use the CWT tools for analysis of effective instruction</li> <li>• Data Teams to monitor, analyze and utilize CWT reports for instruction trends compared with results</li> <li>• Additional Professional Development to be scheduled based on CWT results</li> </ul>	<p>2012-13</p>	<p>General Fund</p>	<p>District and school level staff development</p>	<p>CWT data &amp; Principal Conferences, staff development documentation</p>
<p>Increase student achievement in science and social studies.</p> <ul style="list-style-type: none"> <li>• Use data from state and district assessments for science and social studies to adjust curriculum, instruction, and assessment in grades 3-8</li> <li>• Utilize and adhere to State support documents</li> </ul>	<p>Increase student achievement in science and social studies at NMBP</p> <ul style="list-style-type: none"> <li>• All teachers in K-1 will provide appropriate instruction in science and social studies based off of the South Carolina Standards</li> <li>• Implement and follow HCS pacing guides</li> </ul>	<p>2012-13</p>	<p>None or general</p>	<p>Administrative team, instructional coach, and teachers</p>	<p>Student work</p>

<ul style="list-style-type: none"> <li>• Implement curriculum maps for grades 3-12 science and social studies.</li> <li>• Implement instructional models for science and social studies.</li> <li>• Provide professional development for teachers and monitor use of science kits in grades K-8</li> <li>• Monitor instruction in US History according to HCS curriculum map and make adjustments after reviewing baseline data.</li> <li>• Administer and monitor results of benchmark assessments for science and social studies in grade 3-12</li> </ul>	<p>for science and social studies</p> <ul style="list-style-type: none"> <li>• Teachers will participate in professional development offerings for science and social studies</li> <li>• Use science kits in K-1 to conduct more hands on experiments and activities</li> <li>• Appropriate use of technology to enhance the learning in the areas of science and social studies</li> </ul>				
<p>Provide opportunities for service learning within the curriculum and through extracurricular activities.</p> <ul style="list-style-type: none"> <li>• Collaborate with our external stakeholders to enhance the service learning possibilities for staff and students.</li> <li>• Monitor and recognize student and staff participation in service learning programs.</li> </ul>	<p>North Myrtle Beach Primary will provide opportunities for service learning within the curriculum and through extracurricular activities.</p> <ul style="list-style-type: none"> <li>• Collaborate with our external stakeholders to enhance the service learning possibilities for staff and students.</li> <li>• Monitor and recognize student and staff participation in service learning programs.</li> <li>• Adjust services learning programs to meet needs age level of school</li> <li>• In August/September NMBP students, parents, and community members will donate school supplies for any child in need at any of our schools in the NMB Area</li> <li>• In October we will work as partners with North Strand Helping Hand to collect gently used costumes for students in need</li> <li>• In November we will participate in the food drive sponsored by North Strand Helping Hand</li> <li>• In December we will create cards for deployed soldiers. NMBP will partner with NMB High and the Red Cross on this project</li> <li>• In January, NMBP will collect large towels</li> </ul>	2012-13		Guidance Counselor, teachers, and community stakeholders	Superintendent's Service Learning Award, Student Recognitions, classroom recognition Donated items/money

	<p>and blankets for the Humane Society/NMB Animal Shelter</p> <ul style="list-style-type: none"> <li>• In February, we will collect jeans for the "Teens for Jeans" program sponsored by Aeropostale</li> <li>• In March we will participate in Relay for Life</li> </ul>				
<p>Improve the effectiveness of guidance counseling programs.</p> <ul style="list-style-type: none"> <li>• Provide ongoing professional development for counselors to ensure effective advisement and guidance of students and parents in the selection of appropriate coursework for the preparation of students toward college and work readiness.</li> <li>• Conduct quarterly staff development sessions with counselors by grade level.</li> <li>• Encourage counselor participation within specialty, regional, and state sponsored counselor meetings.</li> <li>• Conduct district specialty training sessions for counselors within specific needs areas.</li> <li>• Monitor programs through visitation.</li> <li>• Develop HCS Student Information Guide to be distributed to parents/students grades 8-12.</li> <li>• Develop and maintain guidance website for HCS's counselors to provide usable resources for working with students.</li> <li>• Develop and implement goals-based evaluation program for all guidance counselors that are monitored and approved by administration.</li> </ul>	<p>The Guidance Counselor at NMBP will participate in</p> <ul style="list-style-type: none"> <li>• Ongoing professional development for counselors to ensure effective advisement and guidance of students and parents in the selection of appropriate coursework for the preparation of students toward college and work readiness.</li> <li>• Quarterly staff development sessions with counselors by grade level.</li> <li>• Counselor participation within specialty, regional, and state sponsored counselor meetings.</li> <li>• The guidance website for HCS's counselors to provide usable resources for working with students.</li> <li>• Goals-based evaluation program for all guidance counselors that are monitored and approved by administration.</li> <li>• Teach the South Carolina comprehensive guidance model</li> <li>• Coach for PBIS</li> <li>• The counselor will teach "Talk the Talk", model, and assist students with good character attributes, community outreach/service, being respectful and taking responsibility for our actions</li> <li>• The guidance counselor will assist teachers with conferences in order to ensure that all (100%) students' families are aware of progress and grade level expectations. (Conducting home visits as needed.)</li> <li>• The guidance counselor will Collaborate</li> </ul>	2012-13	General Fund	Guidance Counselor, Learning Services and Instructional Support Services	Survey results; feedback on staff development; completed information guides; website

	<p>with teachers, parents, students, and staff at Response To Intervention meetings (RTI), and any other conferences/meetings to ensure academic success by creating a plan for each student in need. (Continue to track student progress) BURST placement, Tier III interventions, team recommendations</p> <ul style="list-style-type: none"> <li>• The guidance counselor will Organize and implement a volunteer program that provides academic assistance to students when needed.</li> <li>• The guidance counselor will hold parent workshops that teach parents strategies and skills to use for promoting desired behaviors, avoiding unwanted behaviors, and other related parenting skills. (Collaborate with WRAPS on this project.)</li> </ul>				
<p>Ensure that persistent gaps between student achievement in subgroups are consistently and continually diminished</p> <ul style="list-style-type: none"> <li>• Develop parent and community partnerships to work collaboratively to close gaps</li> <li>• Provide early intervention/identification for all children with needs</li> <li>• Provide parent/community education around early childhood – communication of research, need, statistics, best practices.</li> <li>• Use literacy (language development, writing, vocabulary, phonemic awareness and phonics) as a vehicle for closing the achievement gap</li> <li>• Use the PDSA process to target effective practices that close achievement gaps</li> <li>• Utilize school and district data teams to identify areas and subgroups where persistent gaps occur</li> <li>• Provide technical, financial and instructional support to schools whose gaps are largest and most persistent</li> <li>• Provide culturally relevant professional development to all schools</li> <li>• Ensure appropriate intervention for all students</li> </ul>	<p>North Myrtle Beach Primary will ensure that persistent gaps between student achievement in subgroups are consistently and continually diminished</p> <ul style="list-style-type: none"> <li>• Develop parent and community partnerships to work collaboratively to close gaps such as family fluency night and math fact night</li> <li>• Provide early intervention/identification for all children with needs in reading and math</li> <li>• Provide parent/community education around early childhood – communication of research, need, statistics, best practices.</li> <li>• Use literacy (language development, writing, vocabulary, phonemic awareness and phonics) as a vehicle for closing the achievement gap</li> <li>• Use the PDSA process to target effective practices that close achievement gaps</li> <li>• Utilize school data team to identify areas and subgroups where persistent gaps occur in reading and math</li> </ul>	2012-13	General Fund	Principal, Data Team, instructional coach, and teachers	Improved academic performance for minority students with diminishing achievement gap

<p>whose achievement is below grade level</p>	<ul style="list-style-type: none"> <li>• Provide relevant professional development at North Myrtle Beach Primary based on staff needs</li> <li>• Ensure appropriate interventions for all students at North Myrtle Beach Primary whose achievement data indicates needs of intervention</li> <li>• Hire reading interventionist for assistance in delivering Intervention programs</li> <li>• Identify students who are not making satisfactory student achievement</li> <li>• Schedule District Team to review Data at Mid-year for progress toward goals</li> </ul>				
<p>Promote collaboration among all school levels to ensure a seamless transition for students</p> <ul style="list-style-type: none"> <li>• Refine and consistently implement identified strategies such as transition meetings (Transition Plans) between early childhood and elementary school, elementary and middle schools, and middle and high schools.</li> <li>• Enhance articulation between high school and post-secondary institutions.</li> <li>• Provide regular and consistent opportunities to communicate/collaborate between high schools and the workforce employers</li> </ul>	<p>Provide transition day experiences between North Myrtle Beach Primary, North Myrtle Beach Elementary, Daycares and Head Start into North Myrtle Beach Primary</p>	<p>2012-2013</p>		<p>Principals of North Myrtle Beach Primary and North Myrtle Beach Elementary Directors of Daycares and Head Start</p>	<p>First grade will take a field trip to visit and tour North Myrtle Beach Elementary and lists of students to enroll at NMBP</p>
<p>Align the District professional development plan with the system's goals and objectives:</p> <ul style="list-style-type: none"> <li>• Collect and utilize data for projecting needs and evaluating effectiveness</li> <li>• Identify and purchase an electronic calendar for scheduling and posting professional development offerings</li> <li>• Identify an electronic tool for posting, registering and scheduling professional development</li> <li>• Provide professional development for support staff that includes customer service, technology, and other identified opportunities</li> </ul>	<p>Development plan with the system's goals and objectives:</p> <ul style="list-style-type: none"> <li>• Create a PDSA plan to identify performance goal and address professional development needs of the school</li> <li>• Analyze data to determine needs and evaluate effectiveness of programs</li> <li>• Utilize Imagine It! consultant to work with reading implementation</li> <li>• Utilize EDM consultant to work with math implementation</li> <li>• Provide professional development through common planning and staff meetings</li> <li>• Provide opportunities for teachers to attend conferences outside of school</li> </ul>	<p>2012-13</p>		<p>Teachers  Administration  instructional coach</p>	<p>Online enrollment in professional development</p>

	<ul style="list-style-type: none"> <li>Utilize district learning specialist for implementation of new programs</li> </ul>				
<p>Implement an instructional technology plan to:</p> <ul style="list-style-type: none"> <li>Create and sustain a culture that supports digital-age teaching and learning</li> <li>Ensure effective utilization of hardware and software</li> <li>Provide teachers with tools to share lesson plans, resources and methodologies</li> <li>Implement criteria/procedure for all software purchases/implementation that must be followed for all schools/departments.</li> <li>Utilize district learning specialists to work at the school level to facilitate the intentional use of technology and digital content in teaching and learning</li> <li>Adopt the National Education Technology Standards for students, teachers, and administrators</li> <li>Develop an instructional technology plan that: <ul style="list-style-type: none"> <li>Supports implementation of the Common Core Standards</li> <li>Identifies digital resources that align with curriculum and instructional practices</li> <li>Ensure instructional technology is incorporated into school and District professional development plans</li> </ul> </li> <li>Incorporate online courses as an option in the computerized student management system for homebound or home-based student instructional programs.</li> <li>Incorporate Assistive technology in classrooms to provide identified students with small group individualized instructional strategies and access to telecommunications, sensory aids and other devices</li> </ul>	<p>Implement an instructional technology plan to:</p> <ul style="list-style-type: none"> <li>Create and sustain a culture that supports digital-age teaching and learning for students</li> <li>Ensure effective utilization of hardware and software for the learning of students</li> <li>Provide teachers with tools to share lesson plans, resources and methodologies</li> <li>Utilize district learning specialists to work at North Myrtle Beach Primary to facilitate the intentional use of technology and digital content in teaching and learning</li> <li>Implement the National Education Technology Standards for students, teachers, and administrators at North Myrtle Beach Primary</li> <li>Develop an instructional technology plan that: <ul style="list-style-type: none"> <li>Supports implementation of the Common Core Standards</li> <li>Identifies digital resources that align with curriculum and instructional practices</li> <li>Ensure instructional technology is incorporated into North Myrtle Beach Primary's professional development plans</li> </ul> </li> <li>Continue to incorporate Assistive technology in classrooms to provide identified students with small group individualized instructional strategies and access to telecommunications, sensory aids and other devices</li> <li>Continue to evaluate technology needs within the building</li> </ul>	2012-13	Tech-nology	Principal, instructional coach, media specialist and teachers	Updated plan implemented; improved teacher technology proficiency

	<ul style="list-style-type: none"> <li>● Survey teachers to determine needs for each classroom</li> <li>● Administer the State Department Survey on technology proficiency</li> <li>● Utilize software programs provided by the district to support instructional programs in both reading and math</li> </ul>				
<p>Update annually the District's Technology Plan to ensure that funds are directed to those programs that expand use of technology in the classroom to improve student learning:</p> <ul style="list-style-type: none"> <li>● Continue the laptop computer initiative for classroom teachers to encourage interactive technology in daily teaching and learning; maintain 4-year refresh cycle</li> <li>● Establish a 5-year refresh cycle for all desktop and laptop computers in the District to ensure a 3:1 ratio of students to fully-functional computers that are 5 years old or newer</li> <li>● Identify the hardware and software required to provide that best instruction;</li> <li>● Develop a relevant technology training program for all teachers who deliver that content area/standard</li> <li>● Revise HCS Teacher Technology Assessment and require all teachers to exhibit proficiency in accordance with State and Federal laws.</li> <li>● Provide mobile wireless labs and hard-wired computer labs to facilitate student access to resources and large group instruction</li> <li>● Develop and provide teachers with technical applications to share lesson plans, resources and methodologies</li> <li>● Establish criteria/procedure for all software purchases/implementation that must be followed for all schools/departments.</li> <li>● Complete wireless overlays in all schools to have all wireless schools</li> <li>● Install interactive whiteboards (ex., Smartboards) in all PK-5 classrooms; expand to provide middle and high school classrooms</li> </ul>	<ul style="list-style-type: none"> <li>● North Myrtle Beach Primary's teachers will continue to participate in the laptop computer initiative for classroom teachers to encourage interactive technology in daily teaching and learning; refresh laptops with the district every four years</li> <li>● Implement the hardware and software required to provide best instruction to students</li> <li>● Teachers will participate in relevant technology training programs to provide best instruction to students</li> <li>● Teachers will exhibit proficiency in accordance with State and Federal laws in technology</li> <li>● Teachers will collaborate to share lesson plans, resources, and methodologies to ensure best practices for student learning</li> <li>● All classrooms have whiteboards (., Smartboards) in all PK-1 classrooms</li> <li>● Wireless overlays will be utilized at North Myrtle Beach Primary</li> <li>● Teachers will use Smartboards to engage students in their learning</li> </ul>	2012-13	Technology	Principal, instructional coach, and teachers	Improved teacher technology proficiency



either interactive whiteboards or interactive tablets (ex., Mobi) as part of technology phase-in for more interactive classrooms					
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AREA OF FOCUS:

# DOCUMENTING AND USING RESULTS

*Quality Indicators*

- Establishes performance measures for student learning that yield information that is reliable, valid, and bias free
- Develops and implements a comprehensive assessment system for assessing progress toward meeting the expectations for student learning
- Uses student assessment data for making decisions for continuous improvement of teaching and learning processes
- Conducts a systematic analysis of instructional and organizational effectiveness and uses the results to improve student performance
- Communicates the results of student performance and school effectiveness to all stakeholders
- Uses comparison and trend data of student performance from comparable schools in evaluating its effectiveness
- Demonstrates verifiable growth in student performance
- Maintains a secure, accurate, and complete student record system in accordance with state and federal regulations

DISTRICT'S Key Work Processes	SCHOOL'S Key Work Processes	Timeline	Funding Source	Responsible	Evidence of Implementation
<p>Develop School and District Plan, Do, Study, Act (PDSA) continuous improvement model plans for student learning</p> <ul style="list-style-type: none"> <li>• Provide professional development on the PDSA cycle</li> <li>• Assist schools in developing PDSA plans targeting 3-4 goals as a priority</li> <li>• Assist schools in the development of school-based professional development aligned with the goals</li> <li>• Load PDSA data on the iPads</li> <li>• Link Goals Based Evaluation process to PDSAs</li> <li>• Monitor and provide support for implementation</li> <li>• Monitor the electronic weekly reports for learning specialists</li> <li>• Develop and implement an electronic weekly report for program specialists</li> <li>• Utilize Next Steps Plans for identifying tasks after visits from Learning Specialists</li> </ul>	<p>North Myrtle Beach Primary will develop School and District Plan, Do, Study, Act (PDSA) continuous improvement model plans for student learning</p> <ul style="list-style-type: none"> <li>• Provide professional development on the PDSA cycle</li> <li>• Research information for PDSA plan in language arts and math</li> <li>• Develop PDSA plans targeting 4 goals as a priority</li> <li>• A goal will be established for first grade students in oral reading fluency</li> <li>• A goal will be established for kindergarteners in phoneme segmentation</li> <li>• Goals will be made for first graders in math specifically with basic math facts in addition and subtraction</li> <li>• Set up dates for staff development with Everyday Math consultant</li> <li>• Gather information for setting up interventions in math and implement</li> </ul>	<p>2012-2013</p>		<p>Principals  Curriculum Coach</p>	<p>North Myrtle Beach Primary's PDSA plans for student learning</p>

	<p>math interventions for grade 1</p> <ul style="list-style-type: none"> <li>• Gather information for setting up interventions in reading and implement reading interventions for Tier II, Tier III A, and Tier III B</li> <li>• Develop school-based professional development aligned with the goals</li> <li>• Load PDSA data on the iPads</li> <li>• Link Goals Based Evaluation process to PDSAs</li> <li>• Monitor and provide support for implementation</li> <li>• Utilize Next Steps Plans for identifying tasks after visits from Learning Specialists</li> </ul>				
Implement Enrich data warehouse with analysis tools provided through SDE longitudinal data system	<ul style="list-style-type: none"> <li>• Monitor student progress through utilization of Enrich</li> </ul>	2012-13	HCS	Principal Curriculum coach	Data on students from Enrich
Provide training to district and school staff on utilizing statewide longitudinal data system program (Enrich); align training with data team processes	<ul style="list-style-type: none"> <li>• Utilize Enrich through teachers and data teams to progress monitor and analyze data</li> <li>• Provide training to faculty on Enrich; aligning training with data team processes</li> <li>• Create and update data wall regularly</li> <li>• Implement Data meetings to disaggregate school data in determining student needs</li> </ul>	2012-13	HCS	Classroom Teachers Curr. Coach Tech. Teacher Data Teams	Agenda Print out from Teachers of score reports from Enrich
Design common district practices to evaluate the operational effectiveness of continuous improvement processes and the impact and effectiveness of various program initiatives. <ul style="list-style-type: none"> <li>• Identify programs and practices for program evaluation</li> <li>• Determine the most effective means of program evaluation, considering in-house expertise and available consultant services</li> </ul>	Utilize District Learning Specialists and consultant services to: <ul style="list-style-type: none"> <li>• monitor effective implementation of programs</li> <li>• work with the coach to develop next steps to ensure proper implementation of district programs</li> </ul>	2012-13		Principal Curr. Coach	Notes from visit sent from District Learning Specialist and Next Steps Plan
Ensure that the district and all schools have teams to continuously review student performance data and make decisions to improve teaching and learning. Develop protocols and guiding documents for school and district data teams	North Myrtle Beach Primary will have a data team to continuously review student performance data and make decisions to improve teaching and learning. Develop protocols and guiding documents for the	2012-13	General	Data Team	Meetings of Data Team

	<p>school data team</p> <ul style="list-style-type: none"> <li>• Create a data team and discuss needs of students in reading, math, and behavioral concerns</li> <li>• Create a data team schedule to meet once per month</li> <li>• Analyze the overall effectiveness of the Data Team for the students as well as teachers</li> <li>• Meet with individual teachers and grade level teams to discuss student achievement</li> <li>• Data team will use the RTI process to ensure the interventions needed for low achieving students</li> <li>• Align SMART goals based off of school performance</li> <li>• Data Team will study results of interventions and regroup interventions as necessary</li> </ul>				
<p>Refine implementation of District and school level data teams</p> <ul style="list-style-type: none"> <li>• Partner with the <i>Leading and Learning Center</i> to provide professional development that focuses on the following steps: <ul style="list-style-type: none"> <li>○ Analyze the data to prioritize needs</li> <li>○ Establish SMART goals</li> <li>○ Select specific Strategies</li> <li>○ Determine results indicators</li> <li>○ Monitor and evaluate results</li> </ul> </li> <li>• Ensure implementation of a District data team</li> <li>• Ensure implementation of school data teams</li> <li>• Provide professional development on Enrich</li> <li>• Develop a yearlong data analysis guide for elementary, middle and high school</li> <li>• Identify priority and high achieving schools</li> <li>• Merge the RtI process with the school level data team work</li> <li>• Align SMART goals with District Performance Goals</li> </ul>	<p>North Myrtle Beach Primary will ensure implementation of a school data team.</p> <ul style="list-style-type: none"> <li>• Create a data team and discuss needs of students in reading, math, and behavioral concerns</li> <li>• Create a data team schedule to meet once per month</li> <li>• Analyze the overall effectiveness of the Data Team for the students as well as teachers</li> <li>• Meet with individuals and grade level teams to discuss student achievement</li> <li>• Data team will use the RTI process to ensure the interventions needed for low achieving students</li> <li>• Align SMART goals based off of school performance</li> <li>• Data Team will study results of</li> </ul>	<p>2012-13</p>		<p>Data Team</p>	<p>Meetings of Data Team</p>

	interventions and regroup interventions as necessary				
Use student achievement data to plan instructional programs, refine curriculum, and align resources at the district and school levels. ( <ul style="list-style-type: none"> <li>Use student achievement data to adjust instructional groups.</li> <li>Use PASS and MAP data to adjust curriculum, instruction, and assessment in English language arts, math, science and social studies</li> </ul>	Use student achievement data to plan instruction and align resources at North Myrtle Beach Primary <ul style="list-style-type: none"> <li>Use student achievement data to adjust instructional groups.</li> <li>Use DIBELS data to adjust curriculum, instruction, and assessment in English language arts</li> <li>Establish a data wall reflecting DIBELS scores to monitor student progress</li> <li>Utilize student achievement data to plan instruction, determine intervention needs, and evaluate curriculum needs.</li> <li>Provide ongoing support to teachers for using student achievement data to guide instruction and planning</li> </ul>	2012-13	HCS	Administrators instructional coach, and teachers	Improved DIBELS and AYP met
Use comparison and trend data from comparable schools and school systems to help evaluate student performance and system effectiveness.	Use comparison and trend data from comparable schools and school systems to help evaluate student performance and system effectiveness. <ul style="list-style-type: none"> <li>Compare and evaluate school effectiveness through the use of Schools Like Us report</li> </ul>	2012-13	HCS	Administrators , instructional coach, teachers	Improved DIBELS and Circle assessment results
Monitor annual growth in students' performance during the school year as measured by assessments (including MAP)	Monitor annual growth in students' performance during the school year as measured by assessments (including DIBELS, CIRCLE testing) <ul style="list-style-type: none"> <li>Create data wall reflecting student performance in DIBELS and CIRCLE testing</li> </ul>	2012-13	HCS	Administrators , instructional coach, teachers	Improved DIBELS and CIRCLE assessment results
Develop user-friendly online student achievement data reports for use by teachers and administrators	Use user-friendly online student achievement data reports for use by teachers and administrators	2012-13	HCS	Administrators , instructional coach, teachers	Use Mclass Home to get updated student achievement reports
Administer DIBELS testing in grades K-1 as part of the district's assessment program and make other revisions to the primary grade literacy measures as	Administer DIBELS testing in grades K-1 <ul style="list-style-type: none"> <li>Create data wall reflecting student performance from prior school years</li> </ul>	2012-13		Administrators , instructional coach,	Improved DIBELS data

needed	<ul style="list-style-type: none"> <li>• Use DIBELS data to plan intervention</li> <li>• Use DIBELS data to plan instruction</li> <li>• Ensure effective instruction through in-depth data analysis during collaborative meetings</li> </ul>			teachers	
<p>Refine the Use of Formative and Summative Assessments</p> <ul style="list-style-type: none"> <li>• Conduct information sessions for stakeholder groups</li> <li>• Develop implementation plan for assessments that accompany the Common Core standards</li> <li>• Provide professional development for staff on Common Core Standards, benchmarks, common assessments, grading practices</li> <li>• Ensure the infrastructure is in place for electronic assessment</li> </ul>	<p>Participate in professional development on Common Core standards, benchmarks, common assessments, and grading practices</p> <ul style="list-style-type: none"> <li>• Hold stakeholders meeting to inform formative and summative assessments used</li> <li>• Utilize formative and summative assessments</li> <li>• Conduct informative sessions for all staff</li> <li>• Provide professional development on Common Core Standards, benchmark assessments, common assessments, and grading practices for staff</li> <li>• Implement assessments that address the common core</li> <li>• Implement pre and post assessments that address Science and Social Studies standards</li> <li>• Provide parents with informational meetings about the common core standards</li> </ul>	2012-13	General	Administrators , instructional coach, and data team	Participation in professional development, and meetings

AREA OF FOCUS:

**HUMAN, FINANCIAL AND PHYSICAL  
RESOURCES AND SUPPORT SYSTEMS**  
**TEACHER/ADMINISTRATOR QUALITY                      SCHOOL CLIMATE**

*Quality Indicators*

- Recruits, employs, and mentors qualified professional staff that are capable of fulfilling assigned roles and responsibilities
- Assigns professional staff responsibilities based on their qualifications (i.e., professional preparation, ability, knowledge, and experience)
- Ensures that all staff participate in a continuous program of professional development
- Provides and assigns staff that are sufficient in number to meet the vision and purpose of the school
- Budgets sufficient resources to support its educational programs and to implement its plans for improvement
- Monitors all financial transactions through a recognized, regularly audited accounting system
- Maintains the site, facilities, services, and equipment to provide an environment that is safe and orderly for all occupants
- Possesses a written security and crisis management plan with appropriate training for stakeholders
- Ensures that each student has access to guidance services that include, but are not limited to, counseling, appraisal, mentoring, staff consulting, referral, and educational and career planning
- Provides appropriate support for students with special needs

**HUMAN RESOURCES / Teacher and Administrator Quality**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Evaluate all staff annually to improve performance. <ul style="list-style-type: none"> <li>• Develop a timeline for completing evaluations on all staff.</li> <li>• Provide continued training and support to administrators on the utilization of the evaluation instruments.</li> <li>• Ensure all support, non-teaching professional and professional staff receive at their sites training on the evaluation instruments.</li> <li>• Develop a procedural plan for intake and review by the Human Resources Department.</li> </ul>	Evaluate all staff annually to improve performance at North Myrtle Beach Primary. <ul style="list-style-type: none"> <li>• Develop a timeline for completing evaluations on all staff.</li> <li>• Participate in continued training and support to administrators on the utilization of the evaluation instruments.</li> <li>• Ensure all support, non-teaching professional and professional staff receive training on the evaluation instruments at North Myrtle Beach Primary.</li> </ul>	2012-13		Administrators	All employees evaluated annually

<p>Improve Talent Acquisition Management System to broadly recruit qualified employees.</p> <ul style="list-style-type: none"> <li>• Increase communications with applicants throughout all steps of the process.</li> <li>• Continue building the system to better utilize its screening and advertise capabilities.</li> </ul>	<p>North Myrtle Beach Primary will use the Talent Acquisition Management System to broadly recruit qualified employees.</p> <ul style="list-style-type: none"> <li>• By doing this increased communications with applicants will be made throughout all steps of the process.</li> <li>• Continue to use to find qualified employees to hire at NMBP</li> </ul>	2012-13	General Fund	Human Resources and Principal	Use of system for hiring
<p>Develop a comprehensive training manual for all hiring managers, and provide training to all district hiring managers.</p>	<p>Principal will participate and use the comprehensive training manual and participate in all trainings by the district</p>	2012-13	General Fund	Human Resources and Principal	Training manual developed and used by principal and attendance to all training sessions
<p>Study the effectiveness of the current teacher mentoring program and redesign as appropriate</p>	<p>North Myrtle Beach Primary will have mentor teachers recommended by the principal to be trained by the district mentoring program</p>	2012-13	General Fund	Principal	Teachers trained
<p>Use student achievement data to design and evaluate the effectiveness of professional development programs.</p>	<p>Use student achievement data to design and evaluate the effectiveness of professional development programs at North Myrtle Beach Primary.</p>	2012-13		Principal, instructional coach, teachers	Program effectiveness model in place
<p>Develop system to monitor implementation of professional development programs at the school and classroom level.</p>	<p>North Myrtle Beach Primary will develop system to monitor implementation of professional development programs at the school and classroom level.</p>	2012-13		Principal, instructional coach	Feedback from participants show improved benefits and satisfaction levels
<p>Provide a comprehensive staff development program for staff members at all levels.</p> <ul style="list-style-type: none"> <li>• Offer courses and workshops in content and research-based strategies.</li> <li>• Implement an effective induction and mentoring program for new teachers.</li> <li>• Design a professional development program for aspiring administrators.</li> <li>• Develop long-range plans for professional development programs to meet certification requirements of professional and classified employees.</li> <li>• Offer courses and workshops in the integration of technology into the curriculum.</li> </ul>	<p>Provide professional development for staff members at all levels.</p> <ul style="list-style-type: none"> <li>• Offer professional development in the integration of technology into the curriculum.</li> <li>• Survey teachers and assistants about professional development</li> <li>• Provide staff with information on how to access courses and workshops based on research-based strategies</li> <li>• Provide induction and mentoring program for new teachers to familiarize then with the culture of the school</li> </ul>	2012-13	HCS	Principal Curriculum Coach Lead Mentor	<p>Results of professional needs survey Mentor Forms completed and submitted to the District</p> <p>Summary of activities for Induction teachers</p>



**FINANCIAL RESOURCES**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Review the system for allocating resources to the school, both staff and dollars and make revisions as appropriate	Review staff and allocation dollars both staff and make revisions as appropriate	2012-13		Principal	Budget and allocation revisions or request

**PHYSICAL RESOURCES**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Implement system to ensure there are no unwanted or unidentified visitors on any campus	Implement system to ensure there are no unwanted or unidentified visitors on North Myrtle Beach Primary's campus	2012-13	HCS	Office Staff	School safety reports and security drills
Install state-of-the-art monitoring systems in facilities	Install state-of-the-art monitoring systems in facilities at North Myrtle Beach Primary	2012-13	HCS	Principal	Systems installed
Establish protocols for identifying, reporting and documenting maintenance and facility repair needs, using the SchoolDude work order system	Use established protocols for identifying, reporting and documenting maintenance and facility repair needs, using the SchoolDude work order system	2012-13	HCS	Principal and secretary	Work-orders online
Maintain a 24/7 anonymous hotline for students/parents to report bullying or other school safety concerns	Promote the 24/7 anonymous hotline for students/parents to report bullying or other safety concerns	2012-13	HCS	Principal	
Designate a school leadership team member in every school whose is responsible for the maintenance of the facility, to include: <ul style="list-style-type: none"> <li>Use of the facility; Emergency procedures; Cleanliness of the facility; Maintenance work orders, insurance claims and other facility needs</li> </ul>	Designate a school leadership team member at North Myrtle Beach Primary who is responsible for the maintenance of the facility, to include: <ul style="list-style-type: none"> <li>Use of the facility; Emergency procedures; Cleanliness of the facility; Maintenance work orders, insurance claims and other facility needs</li> </ul>	2012-13	HCS	Principal and Day Porter	Observation by the facilities management team
Install wireless overlays in all schools and buildings to provide wireless internet access throughout the district	Utilize wireless overlays to provide wireless internet access throughout North Myrtle Beach Primary	2012-13	HCS	Principal	Wireless internet already installed
Ensure that all facilities are accessible with secure	Ensure that North Myrtle Beach Primary is	2012-13	HCS	Principal	Documentation of

keyless entry according to ADA guidelines	accessible with secure keyless entries according to ADA guidelines				equipment installed
Ensure that all facilities meet all applicable safety and security standards, as identified in safety and crisis management plans	Ensure that North Myrtle Beach Primary meets all applicable safety and security standards, as identified in safety and crisis management plans	2012-13	HCS	Principal	Crisis Management Team, Facilities Management Team, Fire code Safety

**SUPPORT SYSTEMS / School Climate**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Maintain a truancy intervention program at each school to improve student attendance	Maintain a truancy intervention program at North Myrtle Beach Primary to improve student attendance	2012-13		Data Quality Clerk	Documented AIP attendance
Designate a school leadership team member in every school whose is responsible for school safety, to include: <ul style="list-style-type: none"> <li>• Student management policies, regulations and procedures</li> <li>• Alternatives to ISS, OSS and homebound</li> <li>• Effective and efficient investigations and preparation for hearings</li> </ul>	Designate a school leadership team member in North Myrtle Beach Primary who is responsible for school safety, to include: <ul style="list-style-type: none"> <li>• Student management policies, regulations and procedures</li> <li>• Alternatives to ISS, OSS and homebound</li> </ul> Effective and efficient investigations and preparation for hearings	2012-13		Assistant Principal Guidance Counselor and Principal	Documentation (incident management)
Review and make needed alterations to each school's efforts and programs to address bullying, using the Safe Schools bullying model; Promote awareness of anti-bullying initiatives among employees, students, and parents.	Review and make needed alterations to North Myrtle Beach Primary's efforts and programs to address bullying, using the Safe Schools bullying model; Promote awareness of anti-bullying initiatives among employees, students, and parents.	2012-13		Principal, Guidance Counselor	Bullying Plan and Guidance Counselors pacing guide plans
Establish health care plans at each school for children with special health care needs	Establish health care plans at North Myrtle Beach Primary for children with special health care needs	2012-13		Nurse	Documentation of plans
Implement wellness plan according to the guidelines of the Federal Child Nutrition and WIC Reauthorization Act that includes: <ul style="list-style-type: none"> <li>• Regular nutritional analyses for all school cafeteria meals</li> </ul>	Implement wellness plan according to the guidelines of the Federal Child Nutrition and WIC Reauthorization Act: <ul style="list-style-type: none"> <li>• Participate in the state pacer Test- SC physical education standards</li> </ul>	2012-13		Cafeteria Manager	

<ul style="list-style-type: none"> <li>Goals for nutrition education, physical activity, and other school-based activities</li> <li>Nutrition Guidelines for all foods selected</li> </ul>	<ul style="list-style-type: none"> <li>Follow federal, state, and district guidelines in regard to selection of foods</li> <li>Provide nutritional values on all foods served</li> <li>Designate a school representative to serve on district committee and establish school meals</li> </ul>				
Train staff on safety in the workplace	Teachers will complete video modules with Safeschools to ensure safety in the workplace	2012-13		Principal and nurse	Completion of modules by all staff
Establish and practice emergency preparedness procedures and disaster recovery protocols (data and operations)	North Myrtle Beach Primary will establish and practice emergency procedures and disaster protocols to ensure safety	2012-13		Crisis management team	Crisis management team and drill documentation
<p>Establish protocols for each nurse in the District to provide to students with allergies and their families evidence-based practices of care, education, and resources to manage their allergic condition effectively.</p> <ul style="list-style-type: none"> <li>Implement a written emergency action plan for each student with documented allergies.</li> <li>Develop a specific training protocol for all staff</li> </ul>	Implement a written emergency action plan for each student with documented allergies.	2012-13		Nurse	Nurse's health plans
<p>Work with Horry County Police to provide an anonymous telephone Tip Line in conjunction with Horry County Police for students, staff and community to report bullying or crime reporting.</p> <ul style="list-style-type: none"> <li>Respond and take appropriate action in timely manner</li> <li>Monitor number of calls and follow-up needed</li> </ul>	North Myrtle Beach Primary will promote the use of the anonymous telephone TipLine in conjunction with Horry County Police for students, staff, and community to report bullying for crime reporting.	2012-13		Principal, Guidance Counselor	Newsletter
Provide behavior intervention services to schools (e.g., WRAP program); train school staff in order to offer a unified curriculum	Provide behavior intervention services to students at North Myrtle Beach Primary (e.g., WRAP program); train school staff in order to offer a unified curriculum (PBIS)	2012-13		Principal, Guidance Counselor	PBIS data and PowerSchool data
<p>Provide safety and health guidelines and training to school staff and students in:</p> <ul style="list-style-type: none"> <li>Personal health practices</li> <li>School bus safety</li> <li>PE and playground procedures</li> <li>Classroom and laboratory procedures</li> </ul>	<p>North Myrtle Beach Primary will provide safety and health guidelines and training to school staff and students in:</p> <ul style="list-style-type: none"> <li>Personal health practices</li> <li>School bus safety</li> <li>PE and playground procedures</li> </ul>	2012-13		Principal, Guidance Counselor, Nurse, classroom teachers, and PE teacher	Lesson plans, and documented Standard 17

<ul style="list-style-type: none"><li>• Indoor air quality</li></ul>	<ul style="list-style-type: none"><li>• Classroom and laboratory procedures</li><li>• Indoor air quality</li></ul>				
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AREA OF FOCUS:

# STAKEHOLDER COMMUNICATIONS AND RELATIONSHIPS

*Quality Indicators*

- Fosters collaboration with community stakeholders to support student learning
- Uses system-wide strategies to listen to and communicate with stakeholders
- Solicits the knowledge and skills of stakeholders to enhance the work of the system
- Communicates the expectations for student learning and goals for improvement to all stakeholders
- Provides information that is meaningful and useful to stakeholders

**ACTIONS TO BE TAKEN:**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Facilitate a communications needs analysis of district stakeholders	North Myrtle Beach Primary and cluster schools will create and disseminate a communications needs survey <ul style="list-style-type: none"> <li>• Parent survey of communication needs analysis</li> <li>• Community survey of communication needs analysis for business partners</li> </ul>	2012-13		Principal and stakeholders	Results of communications needs survey
Develop a district marketing/communications plans for external and internal audiences utilizing cutting-edge technology <ul style="list-style-type: none"> <li>• Assist schools and district departments in developing localized marketing plans for programs and initiatives</li> <li>• Collaborate with Coastal Carolina University to develop training for District and school staff on marketing</li> </ul>	North Myrtle Beach Primary will develop a plan for marketing the school	2012-13		Principal and stakeholders	Marketing plan
Expand the school system's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including increased use of social media (e.g., Facebook, Twitter, etc.) <ul style="list-style-type: none"> <li>• Provide training on the acceptable use of social media</li> </ul>	Expand the North Myrtle Beach Primary's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including increased use of social media (e.g., Facebook <ul style="list-style-type: none"> <li>• Participate in training on the acceptable use of social media</li> <li>• Utilize school marquees at front of the school</li> </ul>	2012-13		Principals, instructional coach, and teachers	North Myrtle Beach Facebook page

	<ul style="list-style-type: none"> <li>• Utilize school website</li> <li>• Continue weekly newsletters</li> <li>• Provide professional development of the creation of teachers/grade level web pages</li> <li>• Plan to communicate with parents through phone calls, post cards, or email</li> </ul>				
<p>Design guidelines for print and electronic communications to ensure continuity of district branding</p> <ul style="list-style-type: none"> <li>• Support the communications efforts of district departments and schools to ensure consistency of message and design</li> </ul>	North Myrtle Beach Primary will adhere to district guidelines for print and electronic communication	2012-13		Principal and media specialist	Print and electronic material
Develop a district e-bulletin board and an e-newsletter to increase communications	Maintain North Myrtle Beach Primary's school website and send home bi-monthly school newsletters to increase communications	2012-13		Webmaster and Principal	Newsletters and updated website
<p>Increase the involvement of businesses and organizations with the district and its schools for relationships that enhance learning</p> <ul style="list-style-type: none"> <li>• Develop guidelines and provide training for Partners in Education (PIE) programs at the district and its schools</li> <li>• Monitor and provide support to schools for ongoing PIE programs</li> <li>• Recognize partners for their contributions to schools</li> </ul>	<p>Increase the involvement of businesses and organizations with North Myrtle Beach Primary for relationships that enhance learning</p> <ul style="list-style-type: none"> <li>• Recognize partners for their contributions to schools during celebrations</li> <li>• Maintain updated list of all assistance from Community Members and volunteers in the school</li> <li>• Provide an appreciation celebration for school volunteers</li> <li>• Continue to foster relationships with current business partners</li> </ul>	2012-13		Guidance counselor and webmaster	Recognition ceremonies webpage, and newsletter
<p>Increase awareness and encourage use among teachers and parents of PowerSchool Parent Portal and webpages as communication venues</p> <ul style="list-style-type: none"> <li>• Develop a marketing campaign to promote PowerSchool Parent Portal</li> <li>• Provide digital training to teachers and parents about the ease of use and types of information available via PowerSchool</li> </ul>	Participate in digital training to teachers and parents about the ease of use and types of information available via PowerSchool	2012-13		Principals and teachers	Use of PowerSchool
Provide training to teachers on how to design and maintain webpages to include contact information and progress to interactive ways to share information with parents about assignments, projects, dates and events.	North Myrtle Beach Primary's teachers will participate in training on how to design and maintain WebPages to include information and progress to interactive ways to share information with parents about assignments, projects, dates, and events.	2012-13		Principal and teachers	Teacher WebPages

Assist schools in developing meaningful parent/family involvement programs	North Myrtle Beach Primary will develop meaningful parent/family involvement <ul style="list-style-type: none"> <li>• Lunch with Dads</li> <li>• Breakfast with Moms</li> <li>• Family Fluency Night</li> <li>• Family Math Night</li> <li>• Volunteer Training Program</li> <li>• Staff/Parent Basketball Game</li> </ul>	2012-13		Principals, instructional coach, cafeteria staff, PTO and teachers	Planned family involvement events
Improve customer service to those whom we serve <ul style="list-style-type: none"> <li>• Conduct a customer service needs analysis</li> <li>• Develop customer service expectations and guidelines for the district and its schools</li> <li>• Develop and provide professional development training for customer service</li> <li>• Recognize employees and schools for acts and efforts to provide exceptional customer service</li> <li>• Develop a tool to receive ongoing feedback on district and school customer service</li> </ul>	Improve customer service with all stakeholders: <ul style="list-style-type: none"> <li>• Implement district guidelines for customer service</li> <li>• Provide professional development training for appropriate staff</li> <li>• Recognize employees for acts and efforts to provide exceptional customer service</li> <li>• Utilize a district tool to receive ongoing feedback on school customer service</li> <li>• Educate all staff on customer service expectations and guidelines</li> </ul>	2012-13		Principal	Professional development
Provide a variety of opportunities for all stakeholders to access and understand the District's vision and performance goals: concise explanations in print and website, marketing brochures, videos and television programming.	Provide a variety of opportunities for all stakeholders to access and understand North Myrtle Beach Primary's performance goals: concise explanations in print and website	2012-13		Principal and website	Newsletter and Website
Help identify capable persons to serve as webmasters for all departments at the district level as well as the school level <ul style="list-style-type: none"> <li>• Provide ongoing professional development for webmasters at each school and district-level departments</li> <li>• Implement guidelines and procedures to ensure web pages are consistent, easily accessible, user friendly, and current for all users.</li> </ul>	At North Myrtle Beach Primary the webmaster will continue to update the website so that information is current for all users. <ul style="list-style-type: none"> <li>• Provide and ensure participation of ongoing professional development for webmasters at each school</li> <li>• Implement guidelines and procedures to ensure web pages are consistent, easily accessible, user friendly, and current for all users</li> <li>• Provide training for staff on web page creation</li> </ul>	2012-13		Webmaster, Principal	Updated website for North Myrtle Beach Primary and training for staff on web page creation
Implement additional communication techniques to ensure that critical information can be provided to	North Myrtle Beach Primary will Implement additional communication techniques to	2012-13		ESOL teacher and guidance	New technique documentations

parents of students who do not speak English.	ensure that critical information can be provided to parents of students who do not speak English.			counselor	
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AREA OF FOCUS:

## GOVERNANCE AND LEADERSHIP

*Quality Indicators*

- Establishes policies and procedures that provide for the effective operation of the school
- Recognizes and preserves the executive, administrative, and leadership prerogatives of the administrative head of the school
- Ensures compliance with applicable local, state, and federal laws, standards, and regulations
- Employs a system that provides for analysis and review of student performance and school effectiveness
- Fosters a learning community
- Provides teachers and students opportunities to lead
- Provides stakeholders meaningful roles in the decision-making process that promote a culture of participation, responsibility, and ownership
- Controls curricular and extracurricular activities that are sponsored by the school
- Responds to community expectations and stakeholder satisfaction
- Implements an evaluation system that provides for the professional growth of all personnel

**ACTIONS TO BE TAKEN:**

<b>DISTRICT'S Key Work Processes</b>	<b>SCHOOL'S Key Work Processes</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Responsible</b>	<b>Evidence of Implementation</b>
Establish a monitoring system to ensure compliance by the District and all schools with the SACS/CASI Accreditation Standards for Quality Systems	North Myrtle Beach Primary will comply with district monitoring system to ensure compliance with the SACS/CASI Accreditation Standards for Quality Systems	2012-13		Principal and teachers	Certification
Establish benchmarks indicating good management for instructional programs, facilities and overhead, foodservice, technology, and special funds based on data driven models or industry standards	Ensure use of benchmarks indicating good management for instructional programs, facilities and overhead, foodservice, technology, and special funds based on data driven models or industry standards	2012-13		Principal	
Implement Leadership Development Program for aspiring administrators. <ul style="list-style-type: none"> <li>• New principal mentoring program</li> <li>• Assistant principal development program</li> </ul>	Individuals seeking administrative certification at North Myrtle Beach Primary will participate in the Development Program for aspiring administrators <ul style="list-style-type: none"> <li>• New Principal mentoring program</li> <li>• Assistant principal development program</li> </ul>	2012-13		Principal, teachers, and Assistant Principal	Participation in principal mentoring program

Horry County Schools

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# PERFORMANCE GOALS

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**2011-16**

Performance Goal: Kindergarten Reading

**At least 97% of kindergarten students will reach benchmark in reading on the end-of-year assessment by 2016.**

*Measurement:* Spring DIBELS Next assessment; percentage of students “on track”

***Interim Goals and Status:***

<b>DISTRICT</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>GOAL:</b>		93.0	94.0	95.0	96.0	97.0
<b>STATUS:</b>	93.0					
<b>SCHOOL</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>GOAL:</b>						
<b>STATUS:</b>	90.0	92.0	94.0	95.0	96.0	97.0

Performance Goal: First Grade Reading

**At least 93% of first grade students will reach benchmark in reading on the end-of-year assessment by 2016.**

*Measurement:* Spring DIBELS Next assessment; percentage of students “on track”

***Interim Goals and Status:***

<b>DISTRICT</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>GOAL:</b>		88.0	90.0	91.0	92.0	93.0
<b>STATUS:</b>	86.0					
<b>SCHOOL</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
<b>GOAL:</b>						
<b>STATUS:</b>	87.0	88.0	90.0	91.0	92.0	93.0

Performance Goal: CONFERENCES

**At least 100% of parents/guardians will participate in a conference with school personnel about their child's academic performance every year.**

*Measurement:* State Report Card "Parents attending conferences" percentage

*Interim Goals and Status:*

DISTRICT	2010	2011	2012	2013	2014	2015	2016
GOAL:			100.0	100.0	100.0	100.0	100.0
STATUS:	95.7	97.8					
SCHOOL	2010	2011	2012	2013	2014	2015	2016
GOAL:			100	100	100	100	100
STATUS:	100	99.3					

Performance Goal: ATTENDANCE

**The attendance rate for students and teachers will be at least 96% each year.**

*Measurement:* Attendance records (Using 135-day ADA as basis for students, end-of-year for teachers)

*Interim Goals and Status:*

DISTRICT	2010	2011	2012	2013	2014	2015	2016
Students							
GOAL:			96.0	96.0	96.0	96.0	96.0
STATUS:	95.6	95.5					
Teachers							
GOAL:			96.0	96.0	96.0	96.0	96.0
STATUS:	94.1	94.8					
SCHOOL	2010	2011	2012	2013	2014	2015	2016
Students							
GOAL:			96.0	96.0	96.0	96.0	96.0
STATUS:	96.4	96.5					
Teachers							
GOAL:			96.0	96.0	96.0	96.0	96.0
STATUS:	94.0	95.3					

Performance Goal: ADVANCED DEGREES

**The percentage of teachers with an advanced degree will increase to 65% by 2016.**

**Measurement:** Percentage of teachers with advanced degrees, as reported on annual State Report Card

*Interim Goals and Status:*

DISTRICT	2010	2011	2012	2013	2014	2015	2016
GOAL:			60.5	62.0	63.0	64.0	65.0
STATUS:	57.3	58.9					
SCHOOL	2010	2011	2012	2013	2014	2015	2016
GOAL:			60.3	61.5	62.5	63.5	65.00
STATUS:	59.1	59.2					

Performance Goal: REPORT CARD GROWTH

**The district and each school will have at least an "Average" Growth rating each year on the State Report Card.**

**Measurement:** State report card Growth rating weighted formula

*Interim Goals and Status:*

DISTRICT	2010	2011	2012	2013	2014	2015	2016
GOAL:			Avg/Good	Avg/Good	Avg/Good	Avg/Good	Avg/Good
STATUS:	Good	Average					
SCHOOL	2010	2011	2012	2013	2014	2015	2016
GOAL:			X	X	X	X	X
STATUS:	X	X					

# Executive Summary

## School Strategic Plan

### STUDENT ACHIEVEMENT

Area Identified for Improvement	Data Analysis	Key Work Processes
<ul style="list-style-type: none"> <li>• Increase the number of students in Grade 1 Math who will meet their target goal by mastering 90% of the 100 basic addition math facts as measured by monthly benchmark assessments.</li> <li>• Increase the number of students in Grade 1 Math who will meet their target goal by mastering 90% of the 100 basic subtraction math facts as measured by monthly benchmark assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• 59% of Students in 2010-2011 mastered the basic addition math facts. The goal for 2011-2012 is 65% of students will meet their goal.</li> <li>• 49% of Students in 2010-2011 mastered the basic subtraction math facts. The goal for 2011-2012 is 55% of students will meet their goal.</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehensive needs and data analysis for all students in grade 1.</li> <li>• Everyday Math consultant has held professional development and modeled strategies on how to teach the basic addition facts.</li> <li>• Fact strategy posters have been printed out for teachers, students, and parents.</li> <li>• Math game night has been held at North Myrtle Beach Primary to help improve basic math facts in addition and subtraction.</li> <li>• Students have been able to utilize Everyday Math online to access games at school and home to help improve basic math facts.</li> <li>• Students have been able to utilize compass odyssey at school and home to help improve basic math facts.</li> <li>• Classroom Walkthroughs</li> <li>• Frequent Basic Skills Assessments</li> </ul>
<ul style="list-style-type: none"> <li>• Increase the number of students scoring benchmark in Grade 1 in DORF as measured by DIBELS.</li> <li>• Increase the percentage of students in Kindergarten meeting benchmark in Phoneme Segmentation as measured by DIBELS.</li> </ul>	<ul style="list-style-type: none"> <li>• (Add percentage) of Students in 2010-2011 scored benchmark in DORF. The goal for 2011-2012 is 88% of students will meet their Benchmark in DORF.</li> <li>• (Add percentage) of Students in 2010-2011 scored benchmark in Phoneme Segmentation. The goal for 2011-2012 is 93% of students will meet their Benchmark in Phoneme Segmentation.</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehensive needs and data analysis for all students in first grade.</li> <li>• Early intervention programs               <ul style="list-style-type: none"> <li>○ Burst</li> <li>○ Pre-teach of Imagine It!</li> </ul> </li> <li>• Strategic Differentiation</li> <li>• Ongoing progress monitoring</li> <li>• During the day tutorial programs in and English language arts</li> <li>• RtI to identify students working below grade level</li> <li>• Effective Tier I, II, and III instruction</li> <li>• Classroom walkthroughs</li> </ul>

<b>SCHOOL CLIMATE</b>		
<b>Area Identified for Improvement</b>	<b>Data Analysis</b>	<b>Key Work Processes</b>
<ul style="list-style-type: none"> <li>Maintain the percentage of teachers who are satisfied with the physical environment</li> </ul>	<ul style="list-style-type: none"> <li>100% of teachers were satisfied with the physical environment on the state survey. This is up from years past.</li> </ul>	<ul style="list-style-type: none"> <li>Survey teachers with regards to physical environment               <ul style="list-style-type: none"> <li>analyze concerns</li> <li>create action plans</li> <li>assign roles and responsibilities</li> </ul> </li> <li>Share survey results with custodians</li> </ul>
<ul style="list-style-type: none"> <li>Maintain the percentage of teachers who are satisfied with home-school relations</li> </ul>	<ul style="list-style-type: none"> <li>100% of teachers were satisfied with home-school relations on the state survey. This percentage is up from years past.</li> </ul>	<ul style="list-style-type: none"> <li>School website</li> <li>Open House</li> <li>Home visits</li> <li>Bi-Weekly School Newsletters</li> <li>Utilize 3N Everbridge Messaging System</li> <li>Teacher web pages</li> <li>Facebook</li> <li>School Sign in front of school</li> <li>Student Academic Planners</li> </ul>
<ul style="list-style-type: none"> <li>Maintain the percentage of teachers who are satisfied with the learning environment</li> </ul>	<ul style="list-style-type: none"> <li>100% of teachers were satisfied with the learning environment</li> </ul>	<ul style="list-style-type: none"> <li>Provide professional development on increasing rigor and engagement:               <ul style="list-style-type: none"> <li>Hands-on instruction</li> <li>High yield instructional strategies</li> <li>Data Team Process</li> <li>Questioning</li> <li>Multiple intelligences</li> <li>Opportunities for choice</li> <li>Inquiry</li> <li>Performance-based assessments</li> <li>Technology integration</li> <li>Brain-based instruction</li> <li>Safe learning environment</li> </ul> </li> </ul>