# CONTINUOUS IMPROVEMENT PLAN/TURNAROUND PLAN
## Office of School Transformation

| | | | |
|---|---|---|---|
| **Designation Status:** | **Underperforming School** | **Person completing the form:** | **Dr. LaShay Barksdale** |
| **District Name:** | Marion County School District | **Title:** | Principal |
| **School Name:** | **Creek Bridge STEM Academy** | | |

# 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** | 8.82 | 35 | | **Academic Achievement** | | |
| **Preparing for Success** | 1.67 | 10 | | **Preparing for Success** | | |

| | | | | | |
|---|---|---|---|---|---|
| English Learners' Student Progress | 0 | 10 | English Learners' Student Progress | | |
| Student Progress | 9.4 | 35 | School Climate Progress | | |
| School Climate | 6.88 | 10 | Graduation Rate | | |
| | | | College and Career Readiness | | |
| | | | Student Engagement | | |
| | | | | | |
| Overall Score and Rating | 29 | 100 | Overall Score and Rating | 0 | 0 |
| | | | | | |
| **Conclusions based on Rating Points** | | | **Conclusions based on Rating Points** | | |
| Strengths | Climate | | Strengths | | |
| Opportunities for Growth | Academic Achievement | | Opportunities for Growth | | |

# PHASE 2: SELECT AND PHASE 3: PLAN

| Performance Goal #1 (SMART goal): | By the end of the 2024-2025school year, 75% of teachers will be 3 or better in Presenting Instructional Content as rated on the SCTS 4.0 rubric. |
|---|---|

| Strategy Description | Action Items from Strategy | Instructional Materials Needed/Used | Fund Location | Total for Strategy |
|---|---|---|---|---|
| Support teachers in becoming proficient and teaching to the rigor of SC State Standards | Unpack standards for understanding and clarification | State Standards | None | $0.00 |
| | The instructional leadership team will review and consistently reiterate the SCTS 4.0 rubric during common planning and PLCs. | SC 4.0 Rubric | None | $0.00 |
| | Intensive Coaching Cycles | Coaching tracker, Classroom Mosaic, Observation Notes, | None | $0.00 |
| | Instructional Planning Support | Data, Standards, Assessments, Planning Protocol | None | $0.00 |
| | | | | |
| **What Professional Development Activities will support this strategy?** | Unpack standards for understanding and clarification | State Standards | None | $0.00 |
| Unpacking standards; Crosswalk with new ELA standards; Highly effective Instructional Strategies (math and ELA) | Register for appropriate conferences/professional development. Share conference and PD information with the staff. | Conference information and registration | Federal | $3,000.00 |
| | Collaboration and effective practices through weekly PLCS | | None | $0.00 |
| | Attend monthly professional development sessions with the Office of Instruction | | None | $0.00 |
| **Total Cost** | | | | **$3,000.00** |

| Performance Goal #2 (SMART goal) | By the end of the 2024-2025 school year, the number of students scoring meets or exceeds on SCReady ELA will increase from 15% to 30%. | | | |
|---|---|---|---|---|
| **Strategy Description** | **Action Items from Strategy** | **Instructional Materials Needed/Used** | **Fund Location** | **Total for Strategy** |
| | Intentional targeting and monitoring students based on data tracker | Data Tracker, Possible Schedule Changes | None | $0.00 |

| | | | | |
|---|---|---|---|---|
| Students scoring met or exceeds on SC Ready ELA will increase by 15% | Comprehension and Vocabulary Practice with Exploratory Teachers (Exploratory teachers ask comprehension questions and determine word meanings using context clues during their first 20 minutes of class on Tuesdays and Thursdays. This review increases students stamina for reading and answering questions. Vocabulary concerns is a trend in the building. The practice will help students interpret unfamiliar words successfully. | Tutors | None | $0.00 |
| | Afterschool program (The program began September 3, 2024 and will end on April 24. All students in grade 3-5 were invited to attend. During the first semester, students were based by their academic gaps, based on iReady. Students are now grouped by grade level to review grade level content.) | Teachers, Transportation | Local | Determined by District Finance Department |
| | Reading Intervention (Reading Interventionists serves grades 3-5. The interventionists serve students in an inclusive model. Groups are flexible and based on iReady data, teacher observations, and notes.) | Interventionists, LLI | State | Determined by District Finance Department |
| **What Professional Development Activities will support this strategy?** | Administrators to attend district-led iReady data conferences as requested | School-level iReady Data | None | $0.00 |
| Small group instruction; Understanding how to use data; Using data to drive instruction | PD development and conferences: Instructional strategies for ELA, Research to Practice, Blending Learning, etc. | | State | $0.00 |
| | Ongoing teacher assistance and training throughout the year from the district's iReady consultant | | None | $0.00 |
| | Teachers to attend district instructional PD sessions | School-level iReady Data | None | $0.00 |
| | **Total Cost** | | | **$0.00** |

| | |
|---|---|
| **Performance Goal #3 (SMART goal)** | By the end of the 2024-2025 school year, the number of students scoring meets and exceeds on SCReady Math will increase from 10% to 25%. |

| Strategy Description | Action Items from Strategy | Instructional Materials Needed/Used | Fund Location | Total for Strategy |
|---|---|---|---|---|
| Students scoring met or exceed on SCReady Math will increase by 15% | Intentional targeting and monitoring students based on data tracker | Data Tracker, Possible Schedule Changes | | $0.00 |
| | Fluency Practice with Exploratory Teachers (Exploratory teachers review fluency facts during their first 20 minutes of class on Mondays, Wednesdays, and Friday. This review is to help combat the fluency concerns that make grade level math computations difficult) | Tutors | | $0.00 |
| | Afterschool program (The program began September 3, 2024 and will end on April 24. All students in grade 3-5 were invited to attend. During the first semester, students were based by their academic gaps, based on iReady. Students are now grouped by grade level to review grade level content.) | Teachers, Transportation | Local | Determined by District Finance Department |
| **What Professional Development Activities will support this strategy?** | PD development and conferences: Instructional strategies for Math, South Carolina Council of Teachers of Math (SCCTM), STEM, SCASA, etc. | | State | $0.00 |
| Small group instruction; Understanding how to use data; Using data to drive instruction | Administrators to attend district-led iReady data conferences as requested | School-level iReady Data | None | $0.00 |
| | Ongoing teacher assistance and training throughtout the year from the district's iReady consultant | | None | $0.00 |
| | Teachers to attend district instructional PD sessions monthly | School-level iReady Data | None | $0.00 |
| **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?** | South Carolina State Standards and Support Document, iReady, Ready ELA Resource, Open Court, Instructional Unit Guide, CommonLit | South Carolina State Standards and Support Document, iReady, Ready Math |

## 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?** | Classroom Mosaics, 4.0 Rubric | SC Ready, iReady, benchmark assessments, unit assessments, data tracker | SC Ready, iReady, benchmark assessments, unit assessments, data tracker |

| | 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.** | **GOAL 1** | **Goal 2** | **Goal 3** |
| **30 Day Review (10/9/24)** | **LAGGING** | **ON-TRACK** | **ON-TRACK** |

| | | | |
|---|---|---|---|
| **60 Day Review (1/10/2025)** | LAGGING | ON-TRACK | ON-TRACK |
| **90 Day Review (5/9/2025)** | | | |

## 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 | 45 Days after Implementation | 90 Days after Implementation | 135 Days after implementation |
|---|---|---|---|
| **MONITORING DATE** | 10/9/2024 | 1/10/2025 | |
| **KEY POINTS OF DISCUSSION/PLANNING** | Given the SC Ready data, a needs assessment was conducted to determine the instructional focus for the 24-25 school year. Discussions centered around: Coaching Tier I Instruction, Effective Tier 2 Instruction, and closing academic gaps to prepare students to be successful for Tier I instruction. | Winter data from iReady was discussed in great detail. Teacher's growth and current student proficiency levels. Discussed a 2nd Semester Reset Plan. Discussed the effectiveness of Lunch and Learn (decided to add Exploratory Teachers for fluency practice instead). | |
| **Additional documentation:** | | 2nd Semester RESET | |

*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.