

Goal Statement:				
<ol style="list-style-type: none"> Scores will increase by 10 percentage points from 75% in 2015 – 2016 to 85% in 2016 – 2017 for 3rd, 4th, and 5th grade students taking the end of course reading SOL. 94% of K – 2nd grade students will score the required benchmark or higher for their grade level on the PALS assessment. 				
Performance Indicators		Rationale (current status)	Target Performance	
3 – 5 Language Arts test results on SOL tests K – 2 PALS results		Maintain and exceed accreditation standards	According to VDOE SOL accreditation guidelines	
<p>Comprehensive Plan Reference: This goal aligns with comprehensive plan goal #1: The Pulaski County School Board will ensure that students are provided equitable, comprehensive opportunities that promote high levels of student achievement. The correlating objectives include:</p> <ul style="list-style-type: none"> 1.f. PCPS leadership will have all students reading on grade level by third grade. <p>This goal also aligns with comprehensive plan goal #2: The Pulaski County School Board will promote student achievement by providing a rigorous curriculum delivered through quality instruction by highly qualified professionals. The correlating objectives include:</p> <ul style="list-style-type: none"> 2.a PCPS leadership will update curriculum and pacing guides for all grades and subject areas to the new district template with an additional column added to indicate the level of Bloom’s Taxonomy for each standard. 2.b. PCPS leadership will revise the nine weeks tests to include the level of Bloom’s Taxonomy for each question. 2.e. PCPS leadership will continue implementation of the Virginia Tiered System of Supports (VTSS). 				
<u>Operational Strategy</u>	<u>Personnel Responsibilities</u>	<u>Specific Resources Needed</u>	<u>Timeline</u>	<u>Evidence/Evaluation</u>
1. Teachers will examine Student Detail Report by Question data and adjust instruction to address student needs.	Administrators Teachers 3 – 5	SDRQ Data	2016 – 2017 School Year	SDRQ Data
2. Teachers will utilize the Accelerated Reader program to increase fluency and comprehension.	Teachers 1-5	Existing	2016 – 2017 School Year	Accelerated Reader Program Data Teacher schedules Lesson plans
3. Teachers will work with students daily in guided reading	Teachers PLC Teams	Reading series A-Z Reading Program	2016 – 2017 School Year	Teacher schedules Teacher lesson plans

literacy groups to increase fluency and comprehension.				Running Records
4. Teachers will be provided with additional instructional support (SPED and Title I) for Tier 2 and Tier 3 students.	Administrators Title I teachers SPED teachers	Existing	2016 – 2017 School Year	Teacher schedules Teacher lesson plans
5. Teachers will use PowerSchool Achievement benchmark assessments to provide students the opportunity for SOL practice.	Teachers PLC Teams	Existing	2016 – 2017 School Year	Copies of assessments Nine weeks tests Observation/evaluation of instruction
6. Teachers will use instructional practices that build higher order thinking skills, test taking skills, and problem solving skills.	Administrators Teachers PLC teams	Existing	2016 – 2017 School Year	Observation/evaluation of instruction Teacher lesson plans
7. Teachers will provide classroom centers and stations to reinforce skills taught in grades K – 5.	Administrators Teachers	Existing and consumable materials	2016 – 2017 School Year	Observation/evaluation of instruction Teacher lesson plans
8. Teachers will analyze PALS data to measure individual student growth.	Administrators Teachers	Existing and consumable materials	2016 – 2017 School Year	PALS assessments
9. Teachers will utilize pacing guides to guide instruction and ensure that standards are being met.	Administrators Teachers	Existing	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans Dated pacing guides
10. Teachers will continue to participate in staff development opportunities and utilize skills learned to improve classroom instruction.	Administrators Teachers	Staff development funds	2016 – 2017 School Year	Attendance rosters Staff development calendar

11. Teachers will utilize the multimedia classrooms for technology integration.	Administrators Teachers TRT	Existing	2016 – 2017 School Year	Lesson plans Lab schedule
12. Teachers will continue to use Marzano strategies in their daily instruction to address the varying learning styles of their students.	Administrators Teachers SBO personnel	Staff development Marzano resources	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans Staff development calendar
13. Teachers will utilize STAR Reader to measure student growth and guide instruction.	Teachers 2 – 5	Existing	2016 – 2017 School Year	STAR Reader program Fall and spring scores
14. Teachers will use the DOE curriculum frameworks, test blueprints, enhanced scope and sequence, essential knowledge, and SOL practice items to guide instruction.	Administrators Teachers	VDOE website	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans
15. Critzer will continue the partnership with Radford University and their teacher preparation program.	Administrators Teachers RU faculty	Existing	Continue Fall 2016	Attendance rosters
16. Radford University blocking students and student teachers will provide tutoring and reading instruction for identified students in grades 3 – 5.	Administrators Teachers RU blocking/student teachers	RU instructional materials	Continue Fall 2016	Written logs Progress charts Attendance rosters
17. Teachers will implement interactive notebook strategies focusing on essential knowledge for students in grades 4-5.	Administrators Teachers	Existing	Continue Fall 2016	Observations Lesson plans Interactive notebooks

18. The CORE Team will meet to identify Tier 2 and Tier 3 interventions for students who are not excelling under the general education curriculum and instructional strategies.	Administrators Teachers CORE Team	Existing	Continue Fall 2016	Core Team log Assessments Evidence of intervention strategies
19. Teachers will work together to write appropriate, measurable IEP goals and objectives for identified students.	Administrators Teachers	Existing	Continue Fall 2016	Review of IEP goals and objectives Attendance at IEP meetings
20. Teachers will use available reading programs to increase comprehension and fluency at all grade levels.	Administrators Teachers	Read Naturally Reading A – Z Words Their Way Failure Free Reading Barton Reading Program	Continue Fall 2016	Observation of usage Assessments
21. Teachers will use the lesson plan template for reading instruction to include Blooms, vocabulary, tiers of instruction, and assessment.	Administrators Teachers	Lesson Plan Template	2016 – 2017 School Year	Classroom observations Lesson plans
22. One day each week will be designated as “Worksheet Free” day to incorporate more centers, stations, and hands-on activities	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans
23. Teachers in grades 3, 4, and 5 will utilize classroom computers to help increase student comprehension skills.	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans

24. Teachers in grades 4 and 5 will integrate science and social studies content into reading lessons.	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans
--	----------------------------	----------	----------------------------	--

Goal Statement:

1. Scores will increase by 5 percentage points from 80% in 2015 – 2016 to 85% in 2016 -2017 for 3rd, 4th, and 5th grade students taking the end of course math SOL.
2. 85% of 1st and 2nd grade students will show one year grade equivalent growth on the STAR Math assessment.
3. 85% of kindergarten students will score 85% or above on the end-of-the-year kindergarten math assessment.

<p>Performance Indicators 3 – 5 math test results on SOL tests K – 2 STAR math results</p>	<p>Rationale (current status) Maintain and exceed accreditation standards</p>	<p>Target Performance According to VDOE SOL accreditation guidelines.</p>
---	--	--

Comprehensive Plan Reference: This goal aligns with comprehensive plan goal #2: The Pulaski County School Board will promote student achievement by providing a rigorous curriculum delivered through quality instruction by highly qualified professionals. The correlating objectives include:

- 2.a. PCPS leadership will update curriculum and pacing guides for all grades and subject areas to the new district template with an additional column added to indicate the level of Bloom’s Taxonomy for each standard.
- 2.b. PCPS leadership will revise the nine weeks tests to include the level of Bloom’s Taxonomy for each question.
- 2.e. PCPS leadership will continue implementation of the Virginia Tiered System of Supports (VTSS).

Operational Strategy	Personnel Responsibilities	Specific Resources Needed	<u>Timeline</u>	Evidence/Evaluation
<p>1. Teachers will examine Student Detail Report by Question data and adjust instruction to address student needs.</p>	<p>Administrators Teachers</p>	<p>SDRQ data</p>	<p>2016 -2017 School Year</p>	<p>SDRQ data</p>
<p>2. Teachers will continue to use Marzano strategies in their daily instruction to address the varying learning styles of their students.</p>	<p>Administrators Teachers</p>	<p>Staff development Marzano resources</p>	<p>2016 -2017 School Year</p>	<p>Observation/evaluation of instruction Lesson plans Staff development calendar</p>

3. Teachers will use flexible achievement grouping to address specific student needs.	Administrators Teachers	Existing	2016 -2017 School Year	Teacher schedules Teacher lesson plans Assessments
4. Administration will provide an uninterrupted 1 hour block of time for direct math instruction for grades 1-5.	Administrators Teachers	Existing	2016 -2017 School Year	Master schedule
5. The librarian, P.E., music, and art teachers will integrate math skills into their daily lessons to support and reinforce classroom instruction.	“Specials” teachers	Existing	2016 -2017 School Year	Teacher lesson plans Pacing guides
6. Integrated hands-on centers will be used in grades K – 5 to address all learning styles and meet the needs of the students.	Administrators Teachers	Existing Touch math Math manipulatives	2016 -2017 School Year	Lesson plans Centers
7. Teachers will use PowerSchool Achievement benchmark assessments to provide students the opportunity for SOL practice.	Administrators Teachers	Existing	2016 -2017 School Year	Copies of assessments Nine weeks tests Observation/evaluation of instruction
8. Title I math supplies will be available to all teachers to use for classroom instruction and practice.	Administrators Title I teachers Teachers	Existing Math manipulatives	2016 -2017 School Year	Lesson plans Check out list
9. Power-up remediation will be provided daily with additional resource support for Tier 2 and Tier 3 students on specific math skills.	Administrators Teachers Title I teachers SPED teachers	Existing	2016 -2017 School Year	Pre and post testing Student assessments Lesson plans

10. Teachers will utilize pacing guides to guide instruction and ensure that standards are being met.	Administrators Teachers	Existing	2016 -2017 School Year	Observation/evaluation of instruction Lesson plans Dated pacing guide
11. The DOE curriculum frameworks, test blueprints, enhanced scope and sequence, essential knowledge, and SOL practice items will be used to guide instruction.	Administrators Teachers	VDOE website	2016 -2017 School Year	Assessments SOL scores Lesson plans
12. Pre-school programs will continue to identify at-risk students for early intervention	Administrators Teachers	Existing	2016 -2017 School Year	Attendance
13. Teachers will use instructional practices that build higher order thinking skills, test taking skills, and problem solving skills.	Administrators Teachers	Existing Dan Mulligan strategies	2016 -2017 School Year	Observation/Evaluation of instruction Lesson plans
14. Teachers will utilize STAR Math to measure student growth and guide instruction.	Administrators Teachers	Existing	2016 -2017 School Year	STAR Math program Fall and spring scores
15. Teachers will utilize the multimedia classrooms for technology integration.	Administrators Teachers TRT	Existing	2016 -2017 School Year	Student work Lab schedule Lesson plans
16. Critzer will continue the partnership with Radford University and their teacher preparation program.	Administrators Teachers RU faculty	Existing	2016 -2017 School Year	Faculty evaluations Student- teacher assessments

17. The CORE Team will meet to identify interventions for Tier 2 and Tier 3 students who are not excelling under the general education curriculum and instructional strategies.	Administrators Teachers CORE Team	Existing	2016 -2017 School Year	CORE Team minutes Assessments
18. Teachers will work together to write appropriate, measurable IEP goals and objectives for identified students.	Administrators Teachers	Existing SEAS	2016 -2017 School Year	Attendance at IEP meetings Review of IEP goals and objectives
19. Teachers will use available math programs for extra practice and to reinforce specific math skills.	Administrators Teachers SBO	Moby Max IXL Cool Math Sum Dog	2016 -2017 School Year	Observation/evaluation of instruction Lesson plans Lab schedule
20. Teachers will use the lesson plan template for math instruction to include Blooms, vocabulary, tiers of instruction, and assessment	Administrators Teachers	Lesson Plan Template	2016 -2017 School Year	Classroom observations Lesson plans
21. One day each week will be designated as “Worksheet Free” day to incorporate more centers, stations, and hands-on activities.	Administrators Teachers	Existing	2016 -2017 School Year	Classroom observations Lesson plans
22. Teachers in grade 3 – 5 will use classroom computers to improve student math skills.	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans

Goal Statement:

1. **85% of all students in 5th grade science and 85% of all students in 4th grade social studies will score 400 or better on the end of course SOL by June, 2016.**

Performance Indicators

5th grade science test results on SOL tests
4th grade social studies test results on SOL tests

Rationale (current status)

Maintain and exceed accreditation standards

Target Performance

According to VDOE SOL accreditation guidelines and NCLB Annual Measureable Objectives guidelines for school and subgroups

Comprehensive Plan Reference: This goal aligns with Comprehensive Plan goal #2: The Pulaski County School Board will promote student achievement by providing a rigorous curriculum delivered through quality instruction by highly qualified professionals. The correlating objectives include:

- 2.a PCPS leadership will update curriculum and pacing guides for all grades and subject areas to the new district template with an additional column added to indicate the level of Bloom’s Taxonomy for each standard.
- 2.b PCPS leadership will revise the nine weeks tests to include the level of Bloom’s Taxonomy for each question.
- 2.e PCPS leadership will continue implementation of the Virginia Tiered System of Supports (VTSS).

This goal also aligns with Comprehensive Plan goal #5: The Pulaski County School Board will provide an education system that promotes high quality educational opportunities in a safe, caring environment that develops healthy, productive citizens prepared for work in the 21st century global market. The correlating objectives include:

- 5.b PCPS leadership will expose students to enrichment opportunities through field trips, guest speakers, virtual field trips and motivational speakers.

<u>Operational Strategy</u>	<u>Personnel Responsibilities</u>	<u>Specific Resources Needed</u>	<u>Timeline</u>	<u>Evidence/Evaluation</u>
1. Teachers will examine Student Detail by Question data and adjust instruction to meet student needs.	Administrators Teachers	Student Detail by Question Data	2016 – 2017 School Year	Student Detail by Question Data
2. Teachers will increase hands-on activities using science materials to address all learning styles and meet the needs of students.	Administrators Teachers	Existing Consumable and supplemental materials	2016 – 2017 School Year	Lesson plans Observations/evaluation of instruction Science closet check-out/in sheet
3. Teachers will continue to participate in staff development opportunities and use skills learned to improve classroom instruction.	Administrators Teachers SBO	Staff development funds	2016 – 2017 School Year	Participation Staff development calendar
4. Special guests will be invited to present “real-life” demonstrations for science and social studies classes to enrich student learning experiences.	Administrators Teachers	Existing	2016 – 2017 School Year	Visitations/invitations Lesson plans 4-H program for 4 th and 5 th grades Yorktown Presentation 4 th grade

5. Teachers will plan and conduct field trips relevant to science and social studies SOLs to offer “real-life” experiences to all students.	Administrators Teachers	Field trip funds and guidelines	2016 – 2017 School Year	Activity calendars Lesson plans
6. Marzano strategies will be used in daily instruction to address the varying learning styles of their students.	Administrators Teachers	Staff development Marzano resources	2016 – 2017 School Year	Participation Staff development calendar Observation/evaluation of instruction
7. Teachers will use PowerSchool Achievement benchmark assessments to provide students the opportunity for SOL practice.	Teachers	Existing	2016 – 2017 School Year	Copies of assessments and nine weeks tests Observation/evaluation of instruction
8. Teachers will utilize the multimedia classrooms for technology integration.	Administrators Teachers ITRT	Existing	2016 – 2017 School Year	Student work Lab schedules
9. Teachers will utilize pacing guides to guide instruction and ensure standards are being met.	Administrators Teachers	Existing	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans Dated pacing guides
10. Teachers will use the DOE curriculum framework, test blueprints, enhanced scope and sequence, essential knowledge, and SOL practice items to guide instruction.	Administrators Teachers	VDOE website	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans

11. Teachers will use instructional practices that build higher order thinking skills, test taking skills, and problem solving skills.	Administrators Teachers	Existing Bloom's revised taxonomy Marzano strategies	2016 – 2017 School Year	Observation/evaluation of instruction Lesson plans
12. Teachers will implement interactive notebook strategies focusing on essential knowledge for students in grades 4 – 5.	Administrators Teachers	School based funding	2016 – 2017 School Year	Observation/evaluation of instruction Lesson Plans Notebook review/checklist
13. Fourth grade teachers will utilize Virginia Studies Weekly and readworks.org for daily lessons.	Administrators Teachers	School based funding	2016 – 2017 School Year	Observation/evaluation of instruction Lesson Plans
14. Third grade teachers will work with 4-H personnel to provide real-life experiences to students through the chicken-hatching project.	Administrators Teachers	School based funding	2016 – 2017 School Year	Observation
15. Teachers in grades 4 and 5 will integrate science and social studies content into reading lessons.	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans
16. Teachers in grades 3, 4, and 5 will use classroom computers to enhance science and social studies content.	Administrators Teachers	Existing	2016 – 2017 School Year	Classroom observations Lesson plans

Goal Statement:				
1. Our goal is to have 10% or more of our parents/guardians attend each of the family engagement events throughout the school year.				
<u>Performance Indicators</u> Number of parents at each scheduled meeting.	<u>Rationale (current status)</u> Results of planning team needs assessment survey indicate a low percentage of parent involvement	<u>Target Performance</u> Increase the number of parental and community contacts by 10% annually over the next three years.		
<u>Comprehensive Plan Reference:</u> This goal aligns with comprehensive plan goal #4: The Pulaski County School Board will operate a school system that is valued and embraced by the community such that it promotes increased marketability for economic development. The correlating objectives include: <ul style="list-style-type: none"> • 4.a. PCPS leadership will constantly evaluate the communication options available through social media and evolving technology to better reach our stakeholders in this ever-changing 21st century. • 4.b. PCPS leadership will explore means to recognize accomplishments of our students, teachers and schools through social, local and regional media. • 4.c. PCPS leadership will expand career and graduation promotional activities to elementary and middle schools. • 4.f. PCPS leadership will provide a website that is easy to navigate, relevant, and up-to-date. • 4.g. PCPS leadership will empower their stakeholders to become invested in the school by engaging in periodic activities such as small landscaping projects and afterschool events to showcase their school. 				
<u>Operational Strategy</u>	<u>Personnel Responsibilities</u>	<u>Specific Resources Needed</u>	<u>Timeline</u>	<u>Evidence/Evaluation</u>
1. Promote parental and community involvement by hosting a “Back to School Night” prior to school opening.	Administrators Teachers	Existing	August 2016	Open House pamphlet Attendance records Marquee display

2. Teachers will notify parents of the schedule for Parent-Teacher conferences and schedule conferences according to parent requests.	Administrators Teachers	Existing	October 2016 February 2017	Conference schedule School/county calendar Parent sign-in logs Teacher newsletters
3. Teachers will increase and maintain parent contacts via phone, email, or written notes or messages in student planners.	Administrators Teachers	Contact log Student planners	2016 – 2017 School Year	Completion of parent/community contact logs Student planners
4. Maintain a Parent Teacher Organization to increase involvement and parental support.	Administrators Faculty/staff PTO officers and members	Existing	2016 – 2017 School Year	Membership Attendance at scheduled events
5. Administration will use the school marquee to provide current information about school activities for parents and the community in general.	Administration	School marquee Calendar of activities	2016 – 2017 School Year	Information reported in a timely manner
6. Utilize the Virginia Cooperative Extension 4-H classroom program to build positive community relationships.	Administrators Teachers 4-H Coordinators	Existing	2016 – 2017 School Year	Participation Scheduled sessions

7. Administrators and teachers will promote the use of Parent Portal for parents to keep current with student assignments and grades.	Administrators Teachers	Parent Portal logins and passwords SBO	2016 – 2017 School Year	Documented use of website Parental feedback
8. Administration will maintain and update school web page to keep parents informed of school activities.	Administrators	Existing	2016 – 2017 School Year	Online web page
9. Teachers/sponsors will lead the Junior Master Gardener’s Club to build respect for community and community resources.	Teachers Parents	Existing	2016 – 2017 School Year	Observations Participation
10. Teachers will prepare students for PTO meetings and programs to forge community and family relationships.	Administrators Teachers PTO members Students	Existing	2016 – 2017 School Year	Attendance

11. Teachers will plan and implement field trips, picnics, fun days, etc. to expose students to community resources and opportunities.	Administrators Teachers	Existing	2016 – 2017 School Year	Activity calendars Participation
12. Teachers will promote the Book-It reading program sponsored by Pizza Hut to foster school and community relationships.	Administrators Teachers	Existing	2016 – 2017 School Year	Student participation
13. Teachers will work with PTO to support and encourage participation in school sponsored celebrations.	Administrators Teachers PTO members Students	Existing	2016 – 2017 School Year	Attendance logs/sign-in sheets Library/Technology night Book Fair Holiday Program Grade level programs
14. Teachers will implement the Olweus Anti-Bullying Prevention Program to reduce the number of bullying incidents with students at all grade levels.	Administrators Teachers	Project Aware	2016 – 2017 School Year	Monday meetings Discipline records