



**Douglas County School System
Mt. Carmel Elementary Improvement Plan
2023-2024**

Strategic Plan Theme: Teaching and Learning					
Performance Objective: Demonstrate increased academic growth.					
Measurable Outcomes: (SMART Goals)					
Students in Grades K-5 increase the level of proficiency in Reading as identified by STAR and/or GMAS. The students will increase by 6% from the baseline that is derived from STAR GMAS predictor from EOY averages or GMAS Reading scores.					
Grade K: By May, 75% of Kindergarten students have average STAR Reading Lexile of BR160-150L.					
Grade 1: By May, 65% of Grade 1 students will meet the Lexile target of 190.					
Grade 2: The target for Grade 2 in Reading on the STAR Reading assessment for EOY GMAS predictor will be 42.66.					
Grade 3: The target for Grade 3 in Reading on the GMAS for EOY will be 37.96.					
Grade 4: The target for Grade 4 in Reading on the GMAS for EOY will be 30.00.					
Grade 5: The target for Grade 5 in Reading on the GMAS for EOY will be 46.98.					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
ELA: Reading	Continuation of the utilization of the Growing Readers project in K-3 classrooms and provide training for newly hired teachers in the Growing Readers project.	October 2023 January 2024 May 2024	MCES PD Budget Classroom Library	K-3 teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Growing Readers classroom library Teacher resources Growing Readers Reporting Assessment STAR/Beacon/GMAS
	Implementation of Lexile conferencing and data talks with students and colleagues to increase Lexile awareness and set goals.	August 2023 December 2023 March 2024 May 2024	Conference Logs	K-5 teachers Dr. Boone Mrs. Cousin Mrs. Shipp Media Specialist	Data Notebook STAR/GMAS Achieve 3000 Beacon
	Facilitation of professional development to support guided and small groups through the use of leveled readers.	August 2023 October 2023 December 2023 March 2024	Professional Learning Resources	K-5 Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Lesson Plans Observations Conference Notebook

Strategic Plan Theme: Teaching and Learning

Performance Objective: Demonstrate increased academic growth.

Measurable Outcomes: (SMART Goals)

Students in Grades K-5 increase the level of proficiency in Reading as identified by STAR and/or GMAS. The students will increase by 6% from the baseline that is derived from STAR GMAS predictor from EOY averages or GMAS Reading scores.

Grade K: By May, 75% of Kindergarten students have average STAR Reading Lexile of BR160-150L.

Grade 1: By May, 65% of Grade 1 students will meet the Lexile target of 190.

Grade 2: The target for Grade 2 in Reading on the STAR Reading assessment for EOY GMAS predictor will be 42.66.

Grade 3: The target for Grade 3 in Reading on the GMAS for EOY will be 37.96.

Grade 4: The target for Grade 4 in Reading on the GMAS for EOY will be 30.00.

Grade 5: The target for Grade 5 in Reading on the GMAS for EOY will be 46.98.

Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
ELA: Writing	Implementation of conferencing with students to enhance their writing -Set goals for writing based on writing data	August 2023 to May 2024	Writing Journals Conference Logs Write Score Lessons	K-5 ELA Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Data Notebook Writing Journal Writescore GMAS Exemplar writing pieces
	Utilization of AVID strategies to support implementation of peer evaluations based on quick writes that students have written or that have been provided for them	September 2023 to May 2024	AVID Lessons Write Score Lessons	K-5 ELA Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Exemplar writing pieces Time for Kids Error Analysis of writing Writing Journal GUM Workbook Words Their Way Write Score Lessons/Assessment Write Time for Kids GMAS

Strategic Plan Theme: Teaching and Learning

Performance Objective: Demonstrate increased academic growth.

Measurable Outcomes: (SMART Goals)

Students in Grades 1-5 increase the level of proficiency in Mathematics as identified by STAR and/or GMAS. The students will increase by 6% from the baseline that is derived from STAR GMAS predictor from EOY averages or GMAS Reading scores.

Grade K and Grade 1: The target for Kindergarten and Grade 1 will be a 6% increase from the BOY STAR assessment.

Grade 2: The target for Grade 2 in Mathematics on the STAR Reading assessment for EOY GMAS predictor will be 43.60.

Grade 3: The target for Grade 3 in Mathematics on the GMAS for EOY will be 30.00.

Grade 4: The target for Grade 4 in Mathematics on the GMAS for EOY will be 33.07.

Grade 5: The target for Grade 5 in Mathematics on the GMAS for EOY will be 30.00.

Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
Mathematics: Computational Accuracy and Mathematical Modeling	Increase the use of manipulatives by incorporating the CPA (Concrete-Pictorial-Abstract) model.	August 2023 October 2023 December 2023 March 2024 May 2024	Manipulatives	K-5 Math Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Lesson Plans Observations State Benchmark Reporting STAR Beacon
	Improve the knowledge of mathematical language by incorporating items such as interactive notebooks	August 2023 October 2023 December 2023 March 2024 May 2024	Composition Notebooks	K-5 Math Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Word walls Interactive notebooks Agendas
	Increasing the mastery of basic fact fluency	August 2023 October 2023 December 2023 March 2024 May 2024	Number Talks DCSS Fluency Guides	K-5 Math Teachers Dr. Boone Mrs. Cousin Mrs. Shipp	Lesson Plans Number Talk Lesson Number Talk Posters Math Fluency Rubrics

Strategic Plan Theme: Culture and Climate					
Performance Objective: Demonstrate an increase in the number of students are present.					
Measurable Outcomes: (SMART Goals)					
To have a 6% increase in students who are absent less than 10% of enrolled days.					
Our goal for 2023-2024 is to have 77% students enrolled absent less than 10% of the enrolled days.					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
Student Attendance	Implement monthly incentives to students who have perfect attendance with less than 3 tardies.	August 2023 - May 2024	PTA Monthly incentives	Team-Leads K-5 Dr. Boone Mrs. Cousin Mrs. Shipp Ms. Warren Records Clerk Social Worker	Attendance reports Infinite Campus
	Implement quarterly celebrations for students with 100% attendance and 0 tardies.	October 2023 January 2024 March 2024 May 2024	PTA incentives	Team-Leads K-5 Dr. Boone Mrs. Cousin Mrs. Shipp Ms. Warren Records Clerk Social Worker	Attendance reports Infinite Campus