

2023-25

**CC Lee
Elementary**

School Improvement Plan



Table of Contents

Section 1: District Mission, Vision, and Beliefs.....	1
Section 2: School Profile.....	2
School Improvement Timeline.....	4
Section 3: Comprehensive Needs Assessment.....	5
South Dakota State Assessment	6
NWEA MAPS.....	8
Climate Survey.....	9
Section 4: 2023-25 School Success Action Plan.....	11
Section 5: Professional Development.....	12
Section 6: Highly Qualified Staff.....	13
Pursuing Certification.....	13
Section 7: Enrichment Activities.....	13
Section 8: Parent Involvement in Education.....	13
Section 9: Transition Processes.....	14
Section 10: Monitoring and Support.....	14
Section 11: Fiscal Requirement.....	15
Section 12: Ongoing Program Development.....	16

Aberdeen School District

Mission, Vision, and Beliefs

Mission

Empowering all students to succeed in a changing world.

Vision

To provide all students with the knowledge and skills necessary to reach their potential in a global community through high expectations of academic achievement, diverse educational opportunities and community involvement in a safe environment.

Beliefs

- All students can succeed when given the opportunity to learn through appropriate instruction, academic experiences and involvement in activities.
- All students benefit from a safe and nurturing learning environment.
- All students benefit from positive role models.
- Student progress is achieved by holding all students, parents and the school district accountable.
- Students' success is enhanced when the school, parents and community work together as partners.

Goals

- To meet AYP in all schools in the areas of math and reading.
- Provide a safe and supportive learning environment for all students and staff.
- Provide equitable access to current and developing technology tools for all students and teachers.
- Ensure a positive climate/culture that promotes collegiality among/between staff, parents and students.
- Promote active partnerships within the community.

CC Lee Elementary School

1900 North State Street Aberdeen, SD 57401

605.725.7500 (phone) 605.725.7599 (fax)

Christopher Osborn, Principal

Christopher.Osborn@k12.sd.us

In an effort to facilitate and enhance student achievement at CC Lee Elementary School, parents, teachers, and administrators have joined to form a School Improvement Planning Committee. The committee's findings are found in this document, which is a tool that will enable stakeholders to sustain the school improvement focus at CC Lee Elementary. This plan should drive subsequent decision-making, interactions, activities, and planning processes to further the goal of student achievement and to ensure that no child will be left behind.

CC Lee Elementary School Profile

Aberdeen is located in northeastern South Dakota, a primarily rural state. It is the third largest city in the state with a population of 28,000. Aberdeen has one post-secondary institution, Northern State University. Its main employers are the schools, the hospitals, and 3M. Agriculture is still the community's predominant industry. Grain terminals, livestock sale barns, a grain inspection service, and related agribusiness help support the area.

The Aberdeen School District is comprised of eight attendance centers: one 9-12 high school, two 6-8 middle schools, and six elementary buildings. Unique characteristics of the staffing patterns and student population of C.C. Lee Elementary School are listed below:

Staff FTE	2021-22	2022-23	2023-24	School Improvement Planning Committee	
General Education Teachers	18.0	18.0	18.0	Camille Kaul	Assistant Superintendent
Special Education Teachers	2.00	2.00	2.00	Christopher Osborn	Principal
Physical Education	1.00	1.00	1.00	Breanne Kraft	Kindergarten teacher
Music	1.00	1.00	1.00	Jessica Hed	1 st grade teacher
Orchestra	0.10	0.10	0.10	Miranda Letze	2 nd grade teacher
Art	0.78	0.78	0.78	Jeanette Drapeaux	3 rd grade teacher
Speech	1.00	1.00	1.00	Jackie Bindenagel	4 th grade teacher
Counselor	1.00	1.00	1.00	Chandra Johnson	5 th grade teacher
				Amber Nguyen	Speech/language
				Katherine Hansen	PE Teacher
				Caitlin Schwan	PTA president
				Susan Casper	PTA treasurer
				Katherine Hansen	PTA vice president
				Jill Malsam	PTA secretary
				Summer Eisenbraun	SST Dept. of Ed.

CC Lee Elementary - Grades 3-5				CC Lee Elementary - Grades 3-5			
	2020-21	2021-22	2022-23		2020-21	2021-22	2022-23
Total Gr 3-5	181	178	181				
White	155	148	160	White	85.60%	83.15%	88.40%
Black	4	5	1	Black	2.20%	2.81%	0.55%
Asian	4	4	5	Asian	2.20%	2.25%	2.76%
Nat Am	5	6	2	Nat Am	2.76%	3.37%	1.10%
Hispanic	3	5	4	Hispanic	1.66%	2.81%	2.20%
TR	10	10	9	TR	5.50%	5.62%	4.97%
PI	0	0	0	PI	0%	0%	0%
Econ Dis	27	17	27	Econ Dis	14.90%	9.55%	14.92%
SpEd	25	28	32	SpEd	11.76%	15.73%	17.68%
LEP	2	0	1	LEP	.53%	0.00%	0.55%
Migrant	0	1	1	Migrant	0%	1%	0.55%

Analysis of School Profile:C.C.Lee Elementary is located on the northern section of Aberdeen. The total enrollment of C.C. Lee is 371 students K-5. The student population for the 3rd-5th grades is 181 students. The enrollment is heavily populated, 88% of the students identifying as White. The school also has a population of Black (1), Asian (5) 3%, Native American (2) 1%, and Hispanic (4) 2%. The Economically disadvantaged in the building make up nearly 15% of the students. SpEd numbers have shown an increase over the past couple of years. The building has 18% of the students that are qualifying for this service. C.C. Lee also has students that are identified as LEP and Migrant.

Implication of Data: The student enrollment numbers are currently stable in the building. We are noticing an increase in the Economic Disadvantage and Special Education numbers in the building. We will continue to utilize resources to assist the education of all learners. Our partnerships with community organizations will assist our students working to their full potential.

School Improvement Timeline

	Reading	Math	Notes
2013-14	N/A	N/A	<ul style="list-style-type: none"> Implementation of Common Core State Standards for English language arts and math Implementation of <i>Investigations</i> math curriculum
2014-15	Progressing	Progressing	<ul style="list-style-type: none"> Piloting SLO and Teacher Effectiveness Model PE/Health curriculum study begins
2015-16	Progressing	Progressing	<ul style="list-style-type: none"> Full implementation of Teacher Effectiveness Model Science curriculum study begins
2016-17	Did Not meet AMO	Met AMO	<ul style="list-style-type: none"> Social Studies curriculum study begins Added an additional elementary site
2017-18	Pending	Pending	<ul style="list-style-type: none"> K-5 Language Arts curriculum review 6-12 World Language, ITech, and Computer curriculum review
2018-19	Designated TSI	Designated TSI	<ul style="list-style-type: none"> 6-12 Language Arts curriculum review K-5 Implement new language arts curriculum
2019-20	TSI School	TSI School	<ul style="list-style-type: none"> K-12 Math curriculum review Addition of Nigh School at Central High School Distance Learning Implemented due to COVID-19
2020-21	TSI School	TSI School	<ul style="list-style-type: none"> COVID Protocol Distance Learning Implemented due to COVID Implemented new math curriculum
2021-22	76 PSI TSI School	76 PSI TSI School	<ul style="list-style-type: none"> Implement new PE and health curriculum Implement SEL curriculum, Everyday Speech
2022-23	77 SPI	77 SPI	<ul style="list-style-type: none"> Implemented a new science curriculum

Comprehensive Needs Assessment

On August 17, 2023, staff members gathered to complete a comprehensive needs assessment of the entire school. Qualitative and quantitative data was reviewed based on the four areas of the CNA, leadership, curriculum and instruction, talent development and family engagement/ culture. Data sources included state assessment results, AIMS web results, ACT Test results, ACCESS results, attendance, and discipline reports. Data retreat participants broke down into sub-groups and identified strengths, areas of concern, and key areas in math and reading in need of improvement. Data is reviewed for all subgroups. An action plan was developed and possible strategies were then brainstormed. Detailed notes from all groups were submitted, kept, and referred to subsequent SIP meetings.

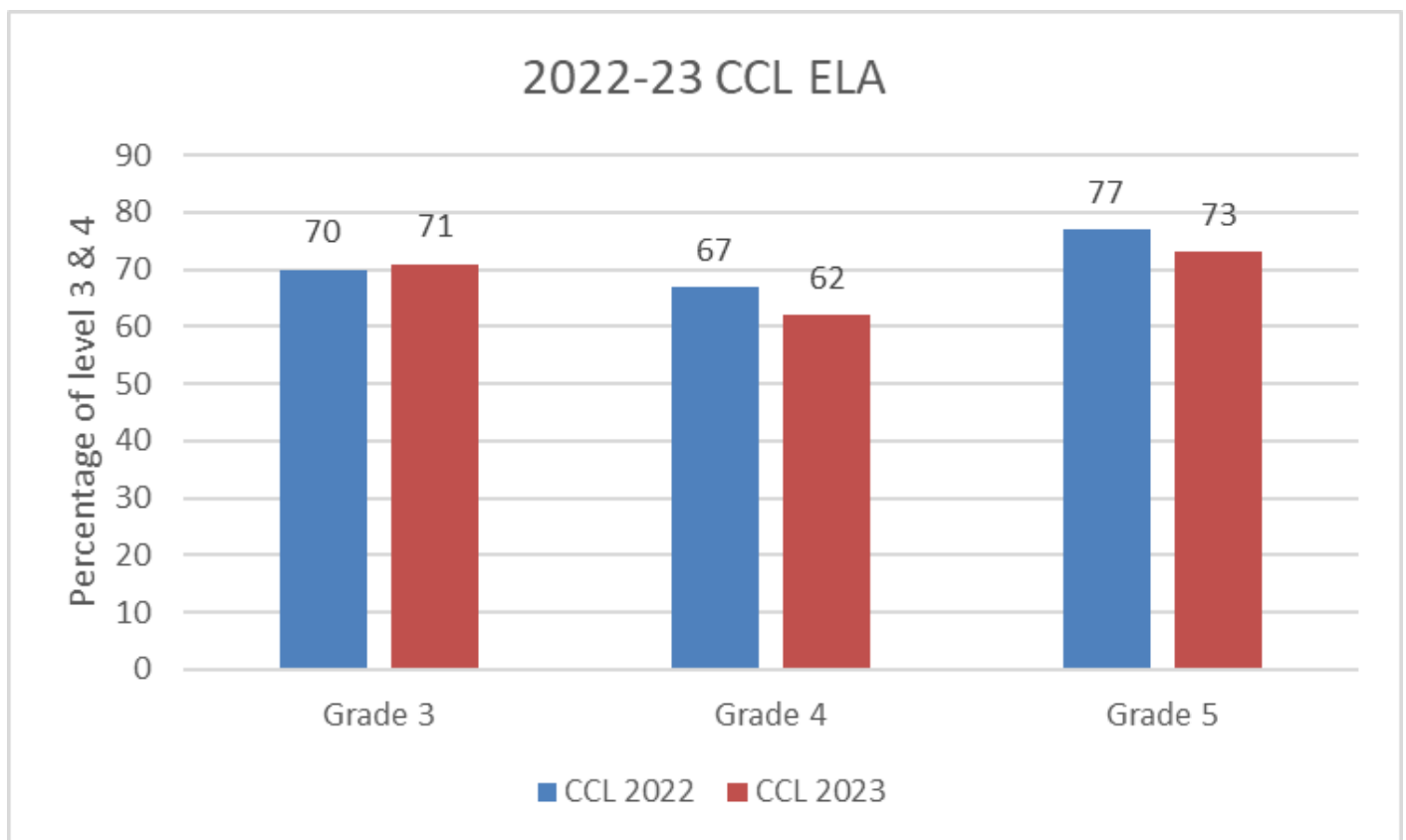
The School Improvement Committee met on the afternoon of August 17, 2023, finalized the action plan statements, and refined the strategies for implementation. After discussing a wide variety of strategies, an action plan was tentatively designed with time frames, persons responsible, and necessary resources. Follow-up conversations and emails were held with Sub-Committee Chairpersons. The sub-committees other than the School Improvement Committee will handle most of the specific details and refining for the action plan. The details of the action plan will be reviewed on an on-going basis with modifications made, as the school improvement committee deems necessary. Staff, students, and parents will complete surveys in October of 2023. This information will be analyzed and changes to the action plan will be done in January of 2024 if necessary.

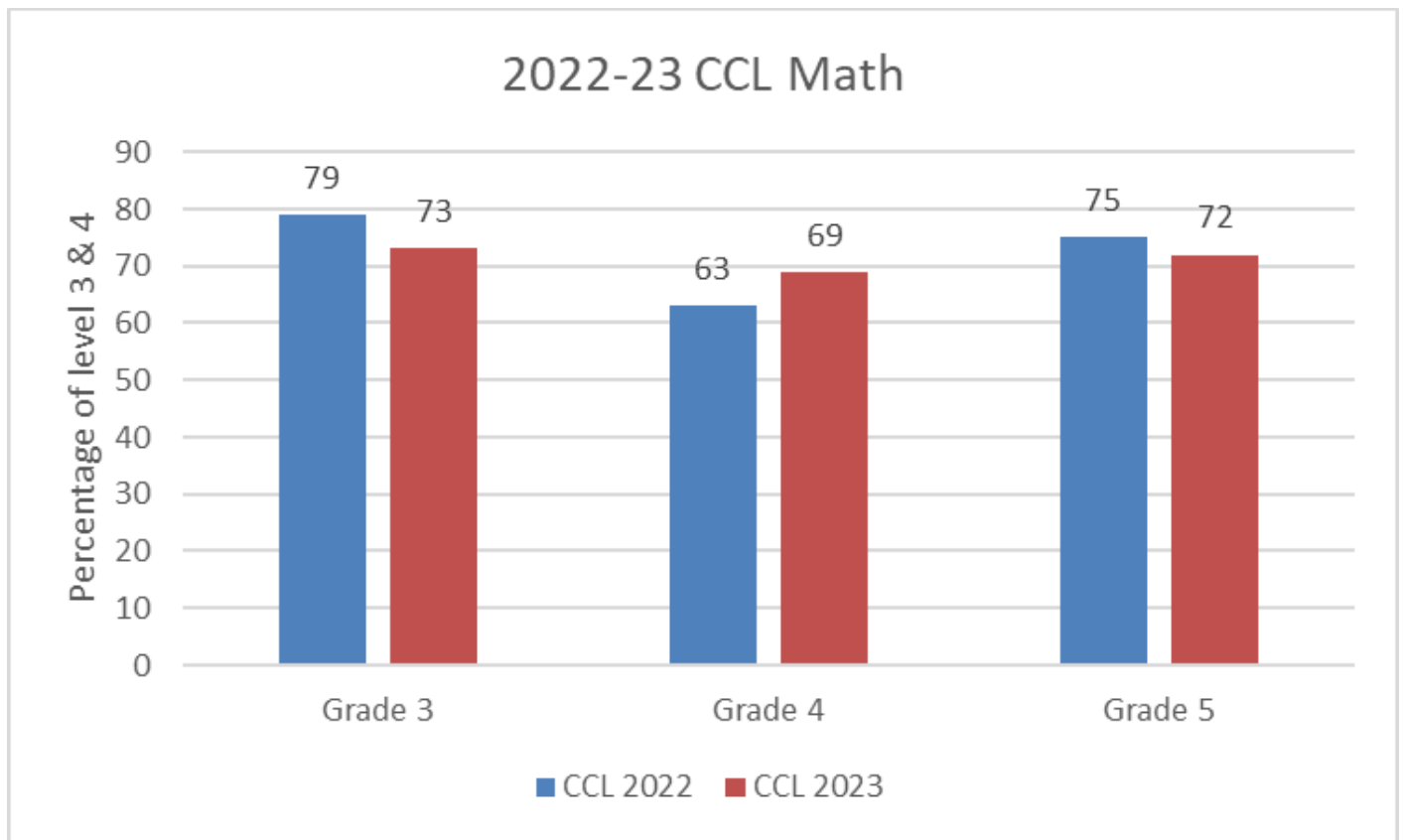
On August 21, 2023, staff members gathered to complete a review of all the quantitative data from the 2022-23 school year. This is year two of our CNA plan. Teams identified academic strengths and needs, updated their School Improvement Plan (SIP). Teachers used the academic data to develop their Student Learning Objectives (SLOs) for the 2023-24 school year.

South Dakota State Assessment

Beginning in 2017, in compliance with the Every Student Succeeds Act (ESSA), the state of South Dakota required all students in grades 3-8 and 11 to take a computer adaptive test called the Smarter Balanced Assessment (SBA). The SBA assesses student achievement in the areas of math and reading. A student's score on each subtest places him or her in one of four achievement categories: Level 1, Level 2, Level 3, or Level 4. Students are deemed proficient when scoring Level 3 or Level 4. South Dakota's overarching goal for Student Achievement is to reduce by half the percentage of students (all subgroups) who are not proficient within six years. Proficiency is measured by performance on the annual statewide assessment. Targets, based on this six-year goal, are set for each subgroup at each school, in equal increments, to give that school a unique trajectory that recognizes where the school's subgroups started in terms of student proficiency and to support continuous improvement. AMO targets will be set following the results of the Smarter Balanced assessment in the 2014-15 school year. . In 2018 AMO targets were removed and a new growth model was adopted. In addition, the Smarter Balanced Assessment was replaced by South Dakota State Assessment.

The following table displays the percentage of students who scored proficient (Level 3 or Level 4) for the 2021-22 school year and the 2022-23 school year.





Analysis of Data:

The Scores in ELA did show a decline comparing the grade-level from the previous year. The 3rd students in 2022 scores dropped in 2023 as 4th graders. However, a noted difference of the performance of the 2022 4th grade students to improve in ELA practices. The same trend appears in the Math performance, the grade-level from 3rd to fourth and fourth to fifth grades show improvement. Each group performs close to their same proficiency year to year.

Implications from Data: Teachers will continue to use CCSS, the Danielson model (teacher effectiveness), SLOs, Webb leveling, formative assessments, and MAPS results to guide and inform instruction. Addressing the significant needs of all students is also a priority, and research based strategies specific to the needs of all will be utilized. South Dakota Assessment and MAPS reading were used to determine reading goals, and SDA data and classroom data were used to determine goals.

NWEA MAPS Growth Assessment

All Aberdeen elementary schools transitioned from using AIMS WEB Plus to NWEA MAPS Growth Assessment for the 2022-23 school year. This assessment evaluated students' reading abilities in decoding, reading comprehension, and oral fluency. Grades 1-5 are assessed three times a year and Kindergarten students are assessed twice a year. The purpose of the assessment is to help identify students' strengths and needs in reading, develop specific skills needed for intervention, and track students' progress.

CC Lee Fall					
Grade	1 st to 20 th Percentile	21 st to 40 th Percentile	41 st to 60 th Percentile	61 st to 80 th Percentile	>80 th Percentile
Kindergarten	NA	NA	NA	NA	NA
Grade 1	5%	22%	15%	22%	36%
Grade 2	8%	5%	30%	39%	18%
Grade 3	5%	11%	18%	29%	37%
Grade 4	11%	9%	22%	25%	33%
Grade 5	11%	7%	18%	21%	43%
CCL Spring					
Grade	1 st to 20 th Percentile	21 st to 40 th Percentile	41 st to 60 th Percentile	61 st to 80 th Percentile	>80 th Percentile
Kindergarten	20%	13%	27%	27%	13%
Grade 1	8%	11%	15%	25%	41%
Grade 2	10%	21%	18%	21%	30%
Grade 3	11%	5%	24%	37%	23%
Grade 4	15%	11%	22%	36%	16%
Grade 5	12%	11%	21%	20%	36%

Analysis of Data:

We notice a slight increase in students regressing by percentages increasing in the Red. The Red group is never the largest percentage of students. A bell-shaped curve would be ideal, but the students do not always fill that mold. Numbers to come close to being comparable orange, green, and blue colors are representative of the South Dakota Assessment given in the Spring.

Implications from Data:

Growth goals may need to be modified because the numbers may not show as much growth as the school would like. The kindergarten scores are alarming that near 33% of the students are falling behind growth scores. The school may look at ways to improve the rate of growth this coming school year.

Climate Surveys

In January 2022, school climate surveys were administered to all students in grades 3 through 12 in the Aberdeen School District. The school climate surveys were provided to all district parents, teachers and other school staff. The purpose of the survey is to collect information to be used along with other data to improve our educational programs and for school accreditation purposes. Climate Surveys are conducted every other year. **Climate surveys will be conducted in spring of 2024.**

CCL Certified Staff (20)						
Question	Always	Frequently	Seldom	Never	Agree	Disagree
I align lessons to the state standards (C1.1)	75%	25%	0%	0%		
I provide or list daily learning targets for students (C1.3)	25%	55%	15%	5%		
I use assessment results to determine my next instructional steps (C1.1)	40%	55%	5%	0%		
School goals are addressed by the principal (EL.1)	35%	45%	20%	0%		
The principal establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	15%	50%	35%	0%		
The principal provides feedback regarding my performance (TD.1)	25%	20%	55%	0%		
I feel supported by my principal (FCC.1)	20%	45%	25%	10%		
I know how to access a variety of professional development resources (TD.2)					90%	10%
The overall school culture/climate is positive (FCC.1)					65%	35%
I know the process for selecting and approving curriculum (C1.3)					80%	20%

Elementary Support Staff Survey (54)		
Question	Agree	Disagree
My direct supervisor establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	88%	12%
I have received training specific to my duties in the district/school (TD.1)	88%	12%
I am required to participate in district level training for, Safe School and ALICE (TD.1)	100%	0%
My direct supervisor support enhances my professional growth through the evaluation process, coaching and feedback, and collaborative dialogue (TD.2)	88%	12%
Resources are available to support the achievement of identified professional learning (TD.2)	83%	17%
School staff members support one another and the school climate is positive (FCC.1)	85%	15%

CCL Student Survey (81)		
Question	Agree	Disagree
I understand what I am learning in school (CI.2)	95%	5%
I understand what quality work looks like (CI.2).	96%	4%
Learning is fun (CI.2)	73%	27%
I feel safe at school (FCC.1).	95%	5%
I feel like I belong at school (FCC.1)	85%	15%
My classroom teacher helps me with my learning (FCC.1)	96%	4%
I feel I do well with my school work (FCC.1)	87%	13%
There are opportunities to participate in after-school activities (FCC.1)	79%	21%
I feel my family culture is respected at school (FCC.1)	89%	11%
The school and my parents work together to support my learning (FCC.2)	96%	4%

CCL Parent Survey (68)				
Question	Strongly Agree	Agree	Disagree	Strongly Disagree
The principal establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	62%	33%	5%	0%
My children are safe at school (FCC.1)	63%	34%	3%	0%
The level of difficulty with my child's assignments is appropriate and manageable (FCC.1)	40%	60%	0%	0%
Teachers care about my children (FCC.1)	60%	37%	3%	0%
The environment of the school is friendly and welcoming (FCC.2)	53%	38%	7%	2%
The school has supported me in knowing what I can do at home to support my child's learning (FCC.2)	49%	47%	4%	0%
I am well informed regarding my child's learning and academic progress through the year (FCC.2)	44%	66%	0%	0%
I am well informed regarding my child's attendance throughout the year (FCC.2)	62%	48%	0%	0%

Analysis of Survey: The survey shows some weaknesses that will be addressed and worked on in the future. The staff climate shows that the staff is showing waning support. The principal is needing to give better feedback to staff throughout the year. This may improve the overall status of the school climate as well. The student survey shows that learning is not fun for 27% of the students. The kids do feel the building is a safe environment to learn and continue to grow.

The parent survey had 68 participants. The survey showed that 95% of the parents feel the principal is communicating and supervising consistently. The safety of the students is very important and 97% of the parents feel this is being done well. The one area that is a little low is the school's being friendly and welcoming. We will continue to work on our families being friendly and welcoming.

2023-25 School Success Action Plan

Theory of Action (If Then, And Statement) Expresses the focus/direction: If teachers/students follow a path to solve the problems then the understanding of the problem will improve the scores of our state assessments. The student achievement data indicated a need for more intensive instruction in problem solving in all grade levels. The trend data over the last four years supports this.																									
Action Plan What actions/tasks will be used to achieve this milestone? What resources are required to implement the plan?		Timeline	Participation and Commitments Who is involved and what role do they play?		Completion Date																				
Action 1: Grade Level Strategies to Math’s solve problems are implemented. Implement Strategies from C.U.B.E.S.			Classroom Teachers will give quarterly assessment , standard based assessments																						
Action 2: Common Grade-Level Assessment to evaluate the students’ ability to implement problem solving strategies. Assessments given in October, January, May of that school year. Resources Required: Use Common Assessments to evaluate problem solving strategies.		Sept. 2023	<table><tr><td colspan="4">Classroom Teachers</td></tr><tr><td></td><td>% 3 & 4 Scores</td><td>% 3 & 4 Scores</td><td>% 3 & 4 Scores</td></tr><tr><td>3rd</td><td></td><td></td><td></td></tr><tr><td>4th</td><td></td><td></td><td></td></tr><tr><td>5th</td><td></td><td></td><td></td></tr></table>			Classroom Teachers					% 3 & 4 Scores	% 3 & 4 Scores	% 3 & 4 Scores	3rd				4th				5th			
		Classroom Teachers																							
						% 3 & 4 Scores	% 3 & 4 Scores	% 3 & 4 Scores																	
		3rd																							
		4th																							
5th																									
Jan. 2024																									
May 2024																									
Action 3: Compare Math Problem Solving on the SDA given to 3-5 students yearly. Comparing the percentage of students falling in the below proficiency level.			<table><tr><td></td><td>23-24</td><td>24-25</td></tr><tr><td>3rd</td><td></td><td></td></tr><tr><td>4th</td><td></td><td></td></tr><tr><td>5th</td><td></td><td></td></tr></table>				23-24	24-25	3rd			4th			5th										
	23-24	24-25																							
3rd																									
4th																									
5th																									

Chris Osborn
Principal Signature

Camille Kaul
Superintendent/Designee Signature

2023-24 Aberdeen School District Staff Development Plans

Date	Elementary Staff	Middle School Staff	High School Staff
Monday, August 14 (new cert.staff only)	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 Meet with Building Principal	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 Meet with Building Principal	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 Meet with Building Principal
Tuesday, August 15	8:00-10:00 Welcome Back, CHS Theater 10:00-12:00 Building Staff Meeting 1:00-3:30 Building Directed	8:00-10:00 Welcome Back, CHS Theater 10:00-12:00 Building Staff Meeting 1:00-3:30 Building Directed	8:00-10:00 Welcome Back, CHS Theater 10:00-11:00 Building Staff Meeting 11:00-12:00 Responsibility Centered Discipline (RDC) 1:00-2:00 RDC Core Values 2:00-3:30 Individual/Team Planning
Wednesday, August 16	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat
Thursday, August 17 (new cert.staff only)	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance
Monday, August 21	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater
Tuesday, August 22	8:00-11:30 School in Session 12:30-3:30 Building Directed 1:00-3:30 Reading Teachers/Title Training (DSC)	8:00-11:45 School in Session 12:45-3:30 Building Directed	8:00-12:00 Freshman Orientation/ Team Planning 12:15-3:20 Classes in Session
Friday, October 6	8:00-11:00 K-2 & Specials Math Book Study 8:00-11:00 3-5 Building Directed 12:00-3:00 3-5 Math Book Study 12:00-3:00 K-2 & Specials Building Directed 8:00-3:00 EA Mental Health First Aid (DSC)	8:00-3:00 EA Mental Health First Aid (DSC)	8:00-3:00 EA Mental Health First Aid (DSC) 8:00 - 3:00 Larry Thompson - RCD booster training
Wednesday, November 22	8:00-11:30 School in Session 12:30-3:30 Building Directed Flexible Staff Development Day	8:00-11:30 School in Session 12:30-3:30 Building Directed Flexible Staff Development Day	8:00-11:45 School in Session 12:45-3:30 Building Directed Flexible Staff Development Day
Tuesday, January 2	8:00-11:00 Molly Hudgens/Winter Address @ CHS	8:00-11:00 Molly Hudgens/ Winter Address @ CHS	8:00-11:00 Molly Hudgens/ Winter Address @ CHS
Monday, January 15	8:00-10:00 SIP Review	8:00-10:00 SIP Review	8:00-10:00 SIP Review
Friday, February 16	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day
Thursday, March 7	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day
Friday, May 17	12:30 -3:30 Building Directed Flexible Staff Development Day	12:45 -3:30 Building Directed Flexible Staff Development Day	12:45-3:30 Building Directed Flexible Staff Development Day

Highly Qualified Staff

The Aberdeen School District requires all staff to be Highly Qualified in their given assignment area. All staff must follow the certification regulations outlined by the South Dakota Department of Education. To promote and retain certified staff the district offers a mentorship program for two years, in addition, we assist in providing professional learning opportunities for credits, and provide additional stipends for those who advance their degrees.

Pursuing Highly Qualified Certification

Pursuant to SDCL 24:28:11, the following staff are currently pursuing the proper certification to be highly qualified in their current position. Staff have two years to complete all the Department of Education requirements to become highly qualified.

Date of Hire	Staff	Course Taught
NA	NA	NA

School Enrichment Activities

The school offers a variety of different activities to enrich and strengthen all aspects of the school. Teachers use methods and instructional strategies that strengthen the academic program in the school; increase the amount of quality of learning time; and help provide an enriched and accelerated curriculum to provide a well-rounded education, such activities include: Field trips to concerts, plays, and other fine arts events, school musical performed in the spring, orchestra, All City Choir select group, field trip to the Water Festival, special topics speakers, Junior Achievement program, School Counselor instruction in classrooms, specialized tutoring during the school day and after school, tutoring for Native American students, computer coding, walking club, dance at recess, Historical Society learning kits, NSU student athlete volunteers, SADD and adult mentors, Conflict Managers, foster grandmas, Fuel Up to Play 60 activities, Student Council, and parent nights.

The above strategies and activities will be evaluated for effectiveness by gathering feedback from students, staff, and parents, monitoring participation rates, noting academic improvement for some activities, and observing student engagement levels.

Parent Involvement in Education

CC Lee Elementary School parents are provided directions to access the School Improvement Plan through the Aberdeen School District Web site in the CC Lee Elementary Parent & Student Handbook (page 6) and occasionally in the monthly newsletter. In addition, the CC Lee Elementary School Improvement Plan is discussed at PTA meetings, School Board meetings, and district-wide School Board listening sessions.

Testing results are sent to parents annually, along with general information about the testing process and an interpretation guide. Parents are invited to contact their child's teacher or the principal if they have questions about the testing process or results. Parents are provided with a Parent Involvement Letter and Lincoln Elementary welcomes parents and families to an Open House during the first week of school. Parent-Teacher conferences are scheduled in the fall and spring, and Parent University (parent education and student activity) is conducted each fall.

Parent-teacher conferences are scheduled twice per school year, once in the fall and again in the spring. Parents may schedule a meeting with teachers at any time during the school year to discuss their child's educational program.

Transition Processes

The registration process for incoming Kindergarten students begins in January at each elementary school. Parents are required to provide the school with the child's name, birth certificate, immunization records, and social security card to complete the registration process. In the spring, the Kindergarten Open House is held for registered students to introduce the parents and students to the teachers, classroom areas, and overall school building. At the start of the new school year, the teachers meet with parents to provide them with information regarding the expectations for Kindergarten. Students begin the year by attending school in small groups to become better acquainted with their environment and daily schedule.

In the early spring, transition activities for fifth graders moving to the middle school begin with a visit from the middle school principals. During this session, the principals provide an overview of the middle school experience and distribute registration materials. Later in the spring, fifth grade students visit and tour the middle schools. The program includes musical entertainment, a school tour, snacks, and small group discussion time with eighth grade student leaders. Also, late spring, the middle school Improv Troupes visit fifth grade classrooms to present scenes that prompt further discussion of middle school issues.

New students are welcomed to their designated middle school with an orientation provided by the school counselor and/or representatives of the student council. Periodically, new student groups are formed to provide students with an opportunity to meet other new students and express their concerns in a small group setting.

All high school students are provided opportunities for career exploration, options for postsecondary education, vocational training, and workforce information. High school students may participate in Advance Placement courses and dual credit courses through the local college.

Monitoring and Support

Students who experience difficulty are referred to the Student Assistance Team (SAT) by parents or teachers. Student needs are evaluated by the team with recommendations made to help rectify the problems identified. Recommendations may include extended school day tutoring, behavior management plans, an outside mentor, and/or further review by the team. The team shares this information with the teachers involved with the child as well as the child's parents.

If problems tend to persist, the student may be referred to the Student Needs Team (SNT) for formal evaluation of academic and/or psychological needs. After the evaluation has been completed, the team communicates the results to staff members and the child's parents. Recommendations may include special education services, professional counseling, and/or alternative placement of the child.

The School Improvement Committee will review the plan quarterly during the 2023-24 school year to analyze updated data and to make adjustments. As the plan is reviewed and modified, progress will be shared with the School Board on an annual basis.

Fiscal Requirement

As this plan is implemented, resources will be available to building teams. Release time will be provided for building teams to meet to review their current school improvement plan, review their school's data and to add new strategies to use for instructional purposes.

District-level administrators will be available to meet with school teams to support the development of school or student improvement plans and also to model effective instructional strategies in the classroom.

School curriculum and supplemental materials will be purchased according to the district curriculum adoption cycle. If additional support materials must be purchased, individual schools may use their building financial allocations to purchase those items.

Financial Resources Available:

Building Level –

- General fund and capital outlay fund allocations
- Special Education allocations for resource rooms and also financial support for after-school tutoring

District Level –

- Title I allocation for reading teacher and tutors' salaries
- Title I and general funds for extended school day tutoring program

Ongoing Program Development

The school improvement plan is part of a dynamic process with periodic evaluation needed to assess progress towards meeting goals. The school improvement plan is a two-year document requiring periodic evaluation to assess progress. The plan was written within three months of identification for state-mandated school improvement. It will be evaluated annually and revised as needed. Future revisions in the plan will be made according to data obtained from assessment results, surveys, state mandates, and student needs. A log will be kept on file of the periodic reviews and revisions.

The improvement plan will be presented to the Aberdeen School Board for final approval in November 2023. After board approval, the School Improvement Plan will be fully implemented. The school improvement plan will be shared with the staff, parents, and the public through the Aberdeen School District website and copies will be available in the school office for interested patrons.

The timeline below indicates the school improvement activities for the 2023-24 school year.

August 15-22	Building data retreats held with all staff members
Completed by September 8	Building leadership teams meet to refine goals and strategies
Completed by September 8	Finalize requirements of building school improvement plans and submit to Assistant Superintendent
September 19	District school improvement meeting-conduct peer reviews of building plans
October 6	Building school improvement plan revisions due back to the Assistant Superintendent
October 23	School improvement plans submitted to the school board for first reading
November 13	School improvement plans submitted to school board for final approval
Completed by January 15	Building leadership teams meet to review student progress and make necessary adjustments to school improvement plan
Completed by March 7	Building leadership teams meet to conduct annual assessment of school improvement plans and make adjustments as necessary