

South Dover Elementary School Capital School District | Dover, Delaware

School Success Plan for 2022-2023





Contact Information

School:	South Dover Elementary School	Principal:	Mrs. Lenita R. McIntyre
Address:	955 S State St. Dover, DE 19901	Phone:	(302) 672-1690
Website:	www.south.capital.k12.de.us		

School Success Plan Team Membership

Name	Role	Name	Role
Lenita McIntyre	Principal	Alexis Bailey	Related Arts Teacher
Gabriella Gedney	Associate Principal	Sorrelle Harris	Paraprofessional
Tammy Taylor	Counselor	David Gordon	Teacher of the Year
Cailin McClane	Kindergarten Teacher	Paula Mast	Nurse
Aneila Rouse	First Grade Teacher	Tarez Ridgway	Special Education Coordinator
Kim Blose	Second Grade Teacher	Chris Hampton	LCSW
Kim Grier	Third Grade Teacher	Kristin Spence	Math Interventionist
	Fourth Grade Teacher	Nicole Ickes	Instructional Coach



Shayla Jackson	Parent	Couc. Andre Boggerty	Community Member
Lisa Ripoll	Parent		Community Member

School Success Plan Team Meetings	
Date	Description of Meeting
Aug 22, 2022	Review 2021-2022 and Needs Assessment
Sept. 13, 2022 2:00pm	Input Data teams collected
Sept. 23, 2022 4:00pm	Write goals and actions



Other Active Building Committees

Committee Name: MTSS Team	Committee Name: Building Leadership Team (BLT)	Committee Name: LIM: Lighthouse Team	Committee Name: Building Safety/Crisis Team	Committee Name: Parents, Teachers, & Friends (PTF)
Description: Academic/Behavior/Attendance Tier II & III	Description: Core Team responsible for ongoing development and monitoring of School Success Plan	Description: Coordinate the school-wide work needed to achieve and maintain Lighthouse status. Orient new staff to LIM and ensure they are trained in 7 Habits; provide ongoing staff development around LIM; own School-Wide Implementation Plan	Description: Responsible for creating and monitoring building safety plans and responding to crisis needs.	Description: Supports teachers and students by coordinating fundraisers, volunteering for school programs and events.
<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>	<u>Members</u>
Tarez Ridgway	Aneila Rouse	Gabriella Gedney	Lenita McIntyre	Mary Finch
Chris Hampton	David Gordon	Tina Metcalfe	Gabriella Gedney	Lenita McIntyre
Tammy Taylor	Alexis Bailey	Cailin McClane	Tammy Taylor	Gabriella Gedney
Gabriella Gedney	Tammy Taylor	Terence Moore	Amy Henry	Nicole Ickes
Kristin Spence	Kim Grier	Alexis Bailey	Dominique Brown	Lisa Ripolli
Alexander Woolford	Chris Hampton	Lauren Thompson	Chris Hampton	Tarez Ridgway



Amanda Gordy	Tarez Ridgway	Cindy Junge		
Nicole Ickes	Kim Blose	Tammy Taylor		
	Cailin McClane	Marci Naftzinger		
	Kristin Spence			
	Nicole Ickes			

Vision Statement

Spurring the Audacity of Hope to advance Excellence through Innovation



Mission Statement

South Dover Elementary School empowers students to be leaders who positively impact their community through leadership, academic, and social/emotional skills.

Core Values

Excellence through Equity- striving to differentiate how we support the needs of our students.

Unity through Love- striving to advance strategic partnerships that address the holistic needs of students.

Leadership through Inclusiveness- striving to create more transparency while strengthening our communication efforts.

Strategic Plan Intent #1 - Linear and Streamlined District Linked Priorities - Communication

Key Outcomes: ***Analysis of Community and Stakeholder Engagement; Analysis of Professional Learning, Analysis of Access to Equitable Educators***

- (1) Communication will increase to all stakeholders - students, parents, staff, and community members
- (2) Students will report greater connectedness to the school community
- (3) Student grades will improve
- (4) Student attendance will improve
- (5) Student standardized test scores will improve
- (6) Student behavior incidents decrease
- (7) 10-15 year Facility Plan is accepted by community of stakeholders



- (8) Teachers report feeling supported
- (9) Highly qualified teacher retention will increase across the district
- (10) Opportunities for and participation in extracurricular activities increase

**Strategic Plan Intent #2 - Meeting the Needs of the Whole Child
Linked Priorities - Care, Capacity, Continuous Improvement**

Key Outcomes: ***Analysis of Safe and Healthy Environment (Attendance, Behavior); Analysis of Rigorous Standards, Instruction & Assessment (MTSS)***

- (1) Proficiency rates increase (Acadience, STAR, SBAC, DeSSA, SAT, PSAT, etc.)
- (2) Increase accessibility to social and emotional resources
- (3) High School graduation rate increases
- (4) Student dropout rate decreases
- (5) Student attendance rates increase
- (6) Staff with dual certifications increases in Special Education, Gifted/Talented, ELL
- (7) Staff with national certifications will increase
- (8) Behavioral incidents decrease
- (9) Students receiving multiple behavior referrals decreases
- (10) Increased student engagement
- (11) Enrollment across the district increases



- (12) Increased positive perception of schools by all stakeholders
- (13) Individual Education Plans (IEPs) will be implemented with fidelity

**Strategic Plan Intent #3 - Senator Pride
Linked Priorities - Community**

Key Outcomes: Analysis of School Climate Areas

- (1) Teacher job satisfaction improves
- (2) Students report feeling safe
- (3) Teacher retention improves
- (4) Parental involvement increases
- (5) An increase in educator applicants through “Join Delaware Schools”
- (6) Student enrollment will increase
- (7) Student involvement increases – curricular and extra-curricular
- (8) Partnerships with community organizations increases

District Balanced Scorecard

[Link to Balanced Scorecard](#)



The Balanced Scorecard is the framework that communicates the targets from each Strategic Intent (SI) to all stakeholders. Each Key Performance Indicator on the Balanced Scorecard is aligned to a Key Outcome that was determined by the three SI teams. The Balanced Scorecard measures the targets over the next five years and includes annual milestones. In addition to annual milestones, work groups may identify interim data sources to more closely monitor their progress. The Scorecard will serve as an important tool for aligning our initiatives, gaining systematic feedback, and monitoring progress.

School Profile

South Dover Elementary School is a public school that provides a safe and nurturing atmosphere for students. The staff recognizes the role the community plays in educating its children and includes parents and volunteers. We regularly work together with parents to ensure that our school is an inviting, orderly and exciting place to learn. A continuum of services is available for our students. The Accelerated Curriculum and Technology (ACT) is designed for gifted and talented students served within our school setting. Inclusion classes are offered for special needs students and we are home to one of the district's Spanish Immersion Program. Our curriculum is designed with an emphasis on the Common Core State Standards and developing critical thinking, problem solving skills and incorporating student voice and choice. Art, music, library, technology and physical education are components of the curriculum that promote a broader understanding of the world. With access to classroom computers, laptop carts and a computer lab, each child has the opportunity to become computer literate and to take advantage of computer-based instruction. Student achievement, both academic and social, is recognized regularly. Discipline is viewed as a shared responsibility involving students, parents, teachers and the principal. The success of our students in their future academic pursuit is testimony to the value of the education we offer at South Dover Elementary School.

Mission Statement

South Dover Elementary School empowers students to be leaders who positively impact their community through leadership, academic, and social/emotional skills.

Delaware School

SPURRING THE AUDACITY OF HOPE TO ADVANCE EXCELLENCE THROUGH INNOVATION



[Link to School Report Card](#)

The Delaware School Success Framework (DSSF) is the statewide system of accountability for publicly reporting progress in multiple areas at both the district and school levels. Federal law requires a single statewide system of accountability that replaces the previous Adequate Yearly Progress (AYP) system under No Child Left Behind (NCLB). This is the second year that the DSSF has been released. The reports focus on five areas: Achievement, Growth, On-Track to Graduate, College and Career Preparation, and Contextual Measures.

South Dover Elementary Needs Assessment

Link to Needs Assessment

The Needs Assessment is a systematic process for determining and addressing needs or “gaps” between current conditions and desired conditions or “wants”. The School Needs Assessment allows teams to collect and analyze school level data in an ongoing process throughout the year in order to develop goals, monitor progress towards goals, and reflect on outcomes to determine next steps.

Identified Goal #1

Goal Description	<i>Academic: Improve Achievement in Reading and Math with effective implementation of instruction using researched based HQIM.</i>		
Strategic Intent Alignment	<i>SI 1 SI 2</i>	Key Outcomes Alignment	100% of students will demonstrate growth on Acadience, STAR and/or iReady assessments.
What identified need(s) are you looking to address?	<i>Student performance on Acadience, iReady, and STAR assessments.</i>		



What data have you analyzed to determine the need?	<p>Spring 2022 data % of students not proficient in reading and math</p> <table border="0"> <tr> <td>Reading</td> <td>Math</td> </tr> <tr> <td>K: 65%</td> <td>K: 20%</td> </tr> <tr> <td>1st: 72%</td> <td>1st: 46%</td> </tr> <tr> <td>2nd: 70%</td> <td>2nd: 70%</td> </tr> <tr> <td>3rd: 65%</td> <td>3rd: 68%</td> </tr> <tr> <td>4th: 71%</td> <td>4th: 66%</td> </tr> </table>	Reading	Math	K: 65%	K: 20%	1st: 72%	1st: 46%	2nd: 70%	2nd: 70%	3rd: 65%	3rd: 68%	4th: 71%	4th: 66%
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4th: 71%	4th: 66%												
Target	<p>Kindergarten & 1st grade - all student growth on Acadience Kindergarten through 4th grades - all student growth on iReady (math) 2nd - 4th grades- all student growth on STAR (reading)</p>												

Action Plan	Timeline	Point Person(s)	Funding	Status
Create a walkthrough schedule with the admin and instructional coach to ensure instructional best practices are being used.	All year, ongoing	Mrs. McIntyre Mrs. Gedney Ms. Ickes	NA	
Use PLC's to analyze and reflect on current data.	All year, ongoing	Mrs. McIntyre Mrs. Gedney Ms. Ickes Mrs. Spence	NA	
Goal Setting meetings	Winter Conference (Jan)	Mrs. McIntyre Mrs. Gedney	NA	



Implement and utilize high quality instructional curriculum materials with fidelity by utilizing the Capital School District Implementation plan as well as unpacking of standards and materials.	All year, ongoing	Ms. Ickes Mrs. Spence	District Office	
Analyze data and provide meaningful feedback Using data to inform Tier 1 instruction Professional Learning	Monthly @ PLCs	Mrs. McIntyre Mrs. Gedney Ms. Ickes Mrs. Spence	NA	
Coaching Cycle	All year, ongoing	Ms. Ickes	NA	
Senator Success Club After School Program to reinforce instruction	September -June	Mrs. McIntyre Mrs. Gendey Tiffany Dewese	Grant funding	
Curriculum Nights	All year, ongoing	Mrs. McIntyre Mrs. Gedney Ms. Ickes Mrs. Spence	Building budget	
Buddy Classes - Upper class paired with Lower class to promote academic, social, and school-wide expectations.	February - End of year	Ms. Ickes	NA	



Identified Goal #2

Goal Description	By using SEL strategies found in Leader in Me and Second Step Curriculum, we will work to promote a positive school climate where students and staff feel safe and respected.		
Strategic Intent Alignment	S1 2 S1 3	Key Outcomes Alignment	Decrease bullying climate index score < 2.61 Decrease Discipline referrals < 267 Increase student to student relationships > 2.89 Students receiving multiple behavior referrals decreases
What identified need are you looking to address?	Students feeling safe in the school setting. Large number of discipline referrals. Large number of multiple behavior referrals. Increase student to student relationships.		
What data have you analyzed to determine the need?	52% of students feel safe in the hallway. 70% of students worry about others bullying them. 67% of students are friendly with each other. Discipline Referrals - 267 <ul style="list-style-type: none"> ● 99 students generated the 267 discipline referrals ● 52 students generated multiple discipline referrals 		
Target	Student body		



Action Steps	Timeline	Point Person(s)	Funding	Status
The SEL team will push into related arts classes and teach 2nd Step Program	Fall	Mrs. Taylor	NA	
Teachers will hold Morning Meetings to provide instruction on Leader in Me / Seven Habits	All Year	Homeroom teachers	NA	
Leader of the Month program recognizing student achievement based on assigned monthly Senator character traits, Be Responsible, Be Respectful, Be Safe, Be a Senator (student leaders will assist with reminding teacher, collecting names, distributing awards and decorating for luncheon)	All Year	Homeroom teachers and Leader of the Month Action Team	Building Budget	
The Leader in Me (TLIM)/Implementation and development of The TLIM Lighthouse team to bring the entire school in through action teams - Alimint of 7 Habits with School-wide expectations of Being Responsible, Being Respectful, Being Safe, Being a Senator - Process for transforming school through Lighthouse Committee and action teams to focus on Leadership, Culture and Academic outcomes.	All Year	Lighthouse Team	Building Budget	
Classroom counseling lessons will be offered once a month addressing Social Emotional Learning needs based on the School	All Year	School Counselors	NA	



Counseling Program Curriculum. The SEL Lessons will help support the further development of a positive school culture.				
Utilization of PLC's to implement SEL/TLIM to develop staff capacity of trauma informed approaches and strategies/tools to support student needs	All Year	Homeroom teachers	NA	
Student Leadership Team (Student Council)this school committee provides student voice in Leadership decisions	2nd-4th Marking Period	Mrs. Huttie Student Body	Building Budget	
Basketball League/Cheerleaders	Feb - March	Mr. Gordon	Building Budget	
Tech Gurus - student leadership group that help assist kindergarten students in the computer lab and also provide support to staff for basic computer troubleshooting.	All Year	Ms. Bailey	NA	
Senator Summit - student mentor program	January	Mrs. Taylor	Building Budget	
Student volunteers - students can volunteer time to increase positive peer interactions and behaviors during lunch periods.	TBD	Mrs. McIntyre Mrs. Gedney	NA	
Pride Fridays - staff and students will wear blue and white to foster a sense of school/Senator pride every friday.	November - June	Mr. Gordon Homeroom Teachers	NA	



Identified Goal #3			
Goal Description	Increase family and community engagement in school wide activities.		
Strategic Intent Alignment	SI 2 SI 3	Key Outcomes Alignment	Increase participation of Family and community engagement at: <ul style="list-style-type: none"> ● Back to School Night ● Family Curriculum Night ● Open House ● Special Education process (IEP Meetings) ● Home School Climate Survey by 10% ● Mentor program
What identified need are you looking to address?	Increase family engagement in school activities. Increase student engagement in extracurricular.		
What data have you analyzed to determine the need?	Enrollment of students in Senator Success Club Afterschool Program Family participation in Open House, Family Curriculum Nights, and school wide day and evening events. Volunteers from community organizations supporting school events.		
Target	Families and community organizations		



Action Steps	Timeline	Point Person(s)	Funding	Status
Provide new opportunities such as Donuts with Grown Ups twice a year.	Fall and Winter	Mrs. Naftzinger	Building Budget	
A South Dover engagement calendar will be designed, shared, and maintained. A link in the South Dover Homepage will provide access to the calendar.	All Year	Mrs. Gedney	None	
Parents will be asked to provide feedback for activities they would like to see at South Dover using a Google Form	All Year	Mrs. Finch (PTF Teacher liaison)	None	
Weekly newsletters emailed to parents about school events and bi-weekly reminder calls to families using School Messenger communication.	Weekly and bi-weekly	Mrs. McIntyre Mrs. Gedney	None	
Mentor program through Connecting Generations organizations for community members to mentor and connect with students	Monthly	Mrs. Analore Mrs. Flaherty	Building Budget	
Invite community partners in to greet students as they come to school and do read alouds in the classroom: -Million Father March/Real Men Read -Greek Read Day	Fall and Spring	Mrs. McIntyre	Building Budget	
Families served by the food pantry through advertising efforts and connections to the pantry	All year	Mrs. Taylor	Delaware Food Pantry	



Families served by the backpack program through partnership with the Delaware Food Bank.	Weekly	Mrs. Analore Mrs. Flaherty	Food Bank	
Raffles/Giveaways to promote family engagement and partnerships	Evening Events	Mrs. Mcintyre	Building Budget	
Events in the Community (Books and Baskets for example)	Spring	Ms. Ickes	Building Budget	
Field Day - Community members partner to provide activities for students to participate	Spring	Mr. Gordon	Building Budget	