



Lakewood Elementary

Phase X 2023-2026

Year One (1) of Three (3)
2023-2024

<p style="text-align: center;">District Mission Statement</p> <p>The mission of St. Charles Parish Public Schools is to develop empathetic, involved, productive, and responsible citizens by providing every student high-quality educational opportunities that empower each to become enthusiastic life-long learners.</p>	<p style="text-align: center;">School Mission Statement</p> <p>The mission of Lakewood Elementary School is to ensure success and nothing less for all.</p>
<p style="text-align: center;">District Vision Statement</p> <p>In pursuit of excellence and equity, St. Charles Parish Public Schools provides a high-quality education that prepares students with the knowledge, skills, and values required to become productive global citizens.</p>	<p style="text-align: center;">School Vision Statement</p> <p>Lakewood Elementary School empowers all students to develop skills necessary to grow academically, socially, and emotionally in order to achieve success in our constantly changing world.</p>
<p style="text-align: center;">District Belief Statements</p> <p>We believe...</p> <ul style="list-style-type: none"> ● education is society's first Goal. ● all students can learn. ● open and honest communication and collaboration between school, home, and community build trust. ● it is imperative to educate the whole child academically, socially, and emotionally to be future ready. ● engaging in challenging and relevant work allows students and staff to meet high expectations and achieve success. ● embracing diversity fosters a culture of acceptance. ● in providing inclusive and equitable opportunities for all. ● excellence is worth the cost. 	<p style="text-align: center;">School Belief Statements</p> <p>We believe...</p> <ul style="list-style-type: none"> ● all students can learn, achieve, and succeed. ● in setting high expectations for all. ● in creating an environment that is safe and inviting. ● in providing an inclusive climate where all experience diversity, empathy, belonging, and respect. ● in promoting a culture of dignity where all are valued as individuals with unique physical, social, emotional, and intellectual needs. ● our school, community, and families are collaborative partners in the education of our students.

District Customer Excellence Standards

You and I...

- We are committed to knowing, fulfilling and sharing the district's Vision daily.
- We are professional at all times, treating all in a respectful and helpful manner.
- We are all vital to the success of the district; therefore, collaboration, communication and ongoing professional development are expected and supported.
- We contribute ideas that improve the service provided to our customers.
- We work together as a team to find positive solutions when service concerns arise.
- We handle all communication (phone calls, emails, visitors, etc.) in a timely, professional and respectful manner. We identify ourselves, provide accurate information and respond to our customers' needs.
- We take pride in our workplace and dress for success according to our job responsibilities.
- We are all responsible for providing a safe environment for all of our customers.
- We are ambassadors for the district as demonstrated in our actions and words at all times.

**St. Charles Parish Public Schools
District Goals and Priorities**

Goal	Priorities	System-Based Team Facilitators
<p>Goal A – Student Achievement</p> <p><i>To prepare students for success in postsecondary education, careers, and life</i></p>	<ul style="list-style-type: none"> • Ensuring kindergarten readiness so students enter school ready to learn • Ensuring each student learns at high levels • Develop strong pathways to college, career, and workforce 	<p>Becky Weber Erin Granier</p>
<p>Goal B – Student Well-Being and Belonging</p> <p><i>To support the academic, social, emotional, nutritional, and physical health needs of all students in a welcoming learning environment that fosters a sense of well-being & belonging</i></p>	<p>Ancillary Services</p> <ul style="list-style-type: none"> • Providing safe and efficient transportation • Providing appealing and nutritious meals that foster healthy eating habits in aesthetically pleasing environments 	<p>Karen Boudreaux Jerry Smith Teresa Brown Tamika Green Kade Rogers</p>
	<p>Student Support</p> <ul style="list-style-type: none"> • Develop SEL competencies within our students • Provide support for students through the Comprehensive School Counseling Program • Provide students with resources, lessons and partnerships to increase their persistence as they matriculate through post – secondary options 	
	<p>Student Services</p> <ul style="list-style-type: none"> • Enhancing children’s wellbeing & belonging through comprehensive assessments and appropriate behavioral interventions • Implementing programs and services that support children academically, socially, emotionally & physically 	
	<p>Student Opportunities</p> <ul style="list-style-type: none"> • Identifying and implementing proactive and responsive processes and practices to enhance athletic programs for students and employees 	
<p>Goal C – Diverse, Effective, and Engaged Employees</p> <p><i>To employ and develop high quality staff and provide resources to support employee success</i></p>	<ul style="list-style-type: none"> • Recruiting and hiring a diverse, qualified, and prepared professional and classified workforce • Developing an effective workforce focused on continuous improvement • Retaining a diverse, engaged, and effective workforce • Increase employee health and wellness 	<p>John Smith Scott Cody Tresa Webre</p>

St. Charles Parish Public Schools
District Goals and Priorities (continued)

<p>Goal D – Resource Allocation</p> <p><i>To identify and maintain resources in an equitable manner that support and enhance student success and employee growth</i></p>	<p>Finance</p> <ul style="list-style-type: none"> • Maintaining responsible fiscal stewardship at the District and school level • Providing competitive employee salaries, consistent with the needs for recruitment and retention, and fiscal prudence • Providing a cost-effective employee benefit package • Maintaining sufficient fund balance to address financial contingencies and uncertainties • Reduce property and workers' compensation insurance costs <p>Technology</p> <ul style="list-style-type: none"> • Providing equitable technology resources that enhance student learning and administrative efficiencies • Protecting district networks and data • Supporting stakeholders with current and future technology endeavors 	<p>Al Suffrin Ray Gregson Ronald White Stephanie Steib</p>
<p>Goal E – Facilities Management</p> <p><i>To build and maintain psychologically and physically safe, clean, and supportive learning environments</i></p>	<p>Facilities</p> <ul style="list-style-type: none"> • Designing and maintaining facilities to support student and employee success • Developing and implementing standards and processes for effective and efficient operations <p>Safety</p> <ul style="list-style-type: none"> • Identifying and implementing proactive and responsive processes and practices to enhance the safety of students and employees <p>Athletics</p> <ul style="list-style-type: none"> • Identify and implement proactive and responsive processes and practices to enhance the safety of students and employees 	<p>Art Aucoin Ellis Alexander John Rome</p>
<p>Goal F – Stakeholder Investment</p> <p><i>To promote and develop meaningful engagement between students, families, business community and the school system.</i></p>	<ul style="list-style-type: none"> • Increasing and varying communication with stakeholders • Increasing educational access and opportunity within the community • Enhancing the English Language Learner Program 	<p>Ellis Alexander Angelle Babin David Schexnaydre</p>

School Governance

School Success Team			
Name	Title/Role	Name	Title/Role
Kelli Oertling	Principal	Marie Johnson	3rd Grade ELA Teacher
Sandra McCullough	Assistant Principal	Erin Knobloch	4th Grade ELA Teacher
Holly Thompson	Assistant Principal	Macie DeJean	5th Grade ELA Teacher
Shannon Madden	3rd Grade Science/SS Teacher	Julie Gauthreaux	Special Education Teacher
Taylor Boudreaux	4th Grade Science/SS Teacher	Lauren Deroche	Art Teacher (Enrichment)
Jenna Mire	5th Grade Science/SS Teacher	Sherrie Pepper	Counselor
Christa Hollis	3rd Grade Math Teacher	Lydia Savoie	Gifted Teacher (Academic Support)
Lauren Hymel	4th Grade Math Teacher		
Ashley Hebert	5th Grade Math Teacher		

Lakewood Elementary Support Committees	
Goal A Student Achievement	Kelli Oertling, Sandra McCullough, Holly Thompson, Shannon Madden, Taylor Boudreaux, Jenna Mire, Christa Hollis, Lauren Hymel, Ashley Hebert, Marie Johnson, Erin Knobloch, Macie DeJean, Julie Gauthreaux, Kim Colley, Heidi Ortego
Goal B Student Well-Being and Belonging	Kelli Oertling, Sandra McCullough, Holly Thompson, Lauren Deroche, Megan Spears, Hycy Bordelon, Katie Benoit, Rikki Perkins, Kathleen Guinnane, Katie LeBoeuf, Kristen Centanni
Goal C Diverse, Effective, and Engaged Employees	Kelli Oertling, Sandra McCullough, Holly Thompson, Lauren Deroche, Megan Spears, Hycy Bordelon, Katie Benoit, Rikki Perkins, Kathleen Guinnane, Katie LeBoeuf, Kristen Centanni
Goal E Facilities Management (Safety and Athletics)	Kelli Oertling, Sandra McCullough, Holly Thompson, Angie Ordoyne, Sherrie Pepper, Katie LeBoeuf, Kristen Centanni, Kortney Carter, Valerie Dauphin, Amanda Mohon, Tanya Street, Lauren Hymel, Lydia Savoie, Mindy Baudouin
Goal F Stakeholder Investment	Kelli Oertling, Sandra McCullough, Holly Thompson, Brian Martinez, Monica Monti, Angie Ordoyne, Lauren Deroche, Kaci Disney, Jenny Hales, Danny Pitre, Bridget Summers

Lakewood Elementary
Goal A: Student Achievement
Comprehensive Needs Assessment

District Priorities	School Strengths	School Challenges
<p>Goal A: Student Achievement</p> <ul style="list-style-type: none"> ● Support K readiness ● Ensuring each student learns at high levels ● Develop pathways to college, career, and workforce 	<ul style="list-style-type: none"> ● Providing a challenging curriculum and learning experience <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Student Survey, 91.52% of students “agree,” “strongly agree,” or are “neutral” that “my school provides me with challenging curriculum and learning experiences.” ○ According to the St. Charles Parish Public School Parent Survey, 95.73% of parents “agree,” “strongly agree,” or are “neutral” that “my child’s teachers give work that challenges my child.” ● High expectations <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Parent Survey, 90.25% of parents “agree” or “strongly agree” that “our school has high expectations for students in all classes.” ○ According to the St. Charles Parish Public Schools Student Survey, 89.69% of students “agree” or “strongly agree” that “in my school, teachers have high expectations for me.” ○ According to the Spring 2023 Upbeat Survey, 96% of faculty “agree” that “employees at my school set high academic standards for all students.” ● Rigorous Curriculum <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Parent Survey, 95.73% of parents “agree,” “strongly agree,” or are “neutral” that “my child’s teachers provide curriculum and learning experiences that meet his/her needs.” 	<ul style="list-style-type: none"> ● Goal A objectives not met <ul style="list-style-type: none"> ○ ELA <ul style="list-style-type: none"> ■ 58% of 3rd graders achieved mastery or above in ELA on the 2023 LEAP 2025. ■ 52% of 4th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ■ 44% of 5th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ○ Math <ul style="list-style-type: none"> ■ 58% of 3rd graders achieved mastery or above in math on the 2023 LEAP 2025. ■ 66% of 4th graders achieved mastery or above in math on the 2023 LEAP 2025. ■ 41% of 5th graders achieved mastery or above in math on the 2023 LEAP 2025. ○ Science <ul style="list-style-type: none"> ■ 38% of 3rd graders achieved mastery or above in science on the 2023 LEAP 2025. ■ 49% of 4th graders achieved mastery or above in science on the 2023 LEAP 2025. ■ 51% of 5th graders achieved mastery or above in science on the 2023 LEAP 2025. ○ Social Studies <ul style="list-style-type: none"> ■ 26% of 3rd graders achieved mastery or above in ss on the 2023 LEAP 2025. ■ 45% of 4th graders achieved mastery or above in ss on the 2023 LEAP 2025. ■ 36.% of 5th graders achieved mastery or above in ss on the 2023 LEAP 2025.

	<ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Student Survey, 91.52% of students “agree,” “strongly agree,” or are “neutral” that “my school provides me with challenging curriculum. ○ According to the Spring 2023 UPBEAT Survey, 98% of faculty believe they “have access to high-quality curricula.” 	<ul style="list-style-type: none"> ● Ethnicity achievement gaps exist <ul style="list-style-type: none"> ○ ELA <ul style="list-style-type: none"> ■ 3rd Grade <ul style="list-style-type: none"> ● 34% of black 3rd graders achieved mastery or above in ELA on the 2023 LEAP 2025. ● 62% of white 3rd graders achieved mastery or above in ELA on the 2023 LEAP 2025. ■ 4th Grade <ul style="list-style-type: none"> ● 39% of black 4th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ● 55% of white 4th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ■ 5th Grade <ul style="list-style-type: none"> ● 12% of black 5th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ● 46% of white 5th graders achieved mastery or above in ELA on the 2023 LEAP 2025. ○ Math <ul style="list-style-type: none"> ■ 3rd Grade <ul style="list-style-type: none"> ● 43% of black 3rd graders achieved mastery or above in math on the 2023 LEAP 2025. ● 60% of white 3rd graders achieved mastery or above in math on the 2023 LEAP 2025. ■ 4th Grade <ul style="list-style-type: none"> ● 36% of black 4th graders achieved mastery or above in math on the 2023 LEAP 2025. ● 72% of white 4th graders achieved mastery or above in math on the 2023 LEAP 2025. ■ 5th Grade
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		<ul style="list-style-type: none"> ● 9% of black 5th graders achieved mastery or above in math on the 2023 LEAP 2025. ● 47% of white 5th graders achieved mastery or above in math on the 2023 LEAP 2025. ● Percentage of students with disabilities achieving mastery or above on LEAP 2025 <ul style="list-style-type: none"> ○ 21% of students with disabilities achieved mastery or above in ELA on the 2023 LEAP 2025. ○ 40% of students with disabilities achieved mastery or above in math on the 2023 LEAP 2025.
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Supporting Data

2023 Parent Climate Survey, 2023 Student Climate Survey, Spring 2023 Upbeat Survey, Spring 2023 LEAP2025

District Goal		District Objective(s)	
Ensuring each student learns at high levels		Percentage of students scoring at or above Mastery on LEAP 2025 will meet or exceed 75%.	
School Goal		School Objective(s)	
Ensure each student learns at high levels		<p>Year 1:</p> <p><u>ELA</u></p> <ul style="list-style-type: none"> 65% of 3rd graders will achieve Mastery or above in ELA on the 2024 LEAP 2025. 60% of 4th graders will achieve Mastery or above in ELA on the 2024 LEAP 2025. 52% of 5th graders will achieve Mastery or above in ELA on the 2024 LEAP 2025. <p><u>Math</u></p> <ul style="list-style-type: none"> 65% of 3rd graders will achieve Mastery or above in math on the 2024 LEAP 2025. 70% of 4th graders will achieve Mastery or above in math on the 2024 LEAP 2025. 66% of 5th graders will achieve Mastery or above in math on the 2024 LEAP 2025. <p><u>Science</u></p> <ul style="list-style-type: none"> 43% of 3rd graders will achieve Mastery or above in science on the 2024 LEAP 2025. 55% of 4th graders will achieve Mastery or above in science on the 2024 LEAP 2025. 55% of 5th graders will achieve Mastery or above in science on the 2024 LEAP 2025. <p>Year 2:</p> <p>Year 3:</p>	
Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
		b. Method for Monitoring (include weekly, monthly, quarterly, etc.)	
<p>1. Expand and refine Guiding Coalition</p> <ul style="list-style-type: none"> Expand membership to include representatives from math, ELA, and science from each grade level, interventionists, and administration Engage in ongoing professional learning (Solution Tree, book study, conferences, Coaching Academy, etc.) Analyze data in order to monitor progress towards school goals Provide support to Professional Learning Teams (PLTs) as needed 	<ul style="list-style-type: none"> Curriculum Development Funds Professional Development Funds Staff Development Funds 	<p>a. August 2023 - May 2024</p> <p>b. Bi-weekly Guiding Coalition meeting agendas and minutes</p>	<ul style="list-style-type: none"> Guiding Coalition Members

<p>2. Engage in the Professional Learning Communities (PLC) Process</p> <ul style="list-style-type: none"> ● Participate in school and district professional learning ● Make collective commitments ● Establish team norms ● Study science and social studies standards ● Implement Tier 1/high-quality standards-aligned curricula <ul style="list-style-type: none"> ○ Eureka Math² ○ PhD Science ○ ELA Guidebooks ○ Bayou Bridges and Studies Weekly ● Engage in PLTs utilizing the critical questions: <ol style="list-style-type: none"> 1. What do we want all students to know and be able to do? 2. How will we know if they learn it? 3. How will we respond when some students do not learn? 4. How will we extend the learning for students who are already proficient? 	<ul style="list-style-type: none"> ● School Success Plan (SSP) Summer Stipend Funds ● Curriculum Development Funds ● School Funds: Substitutes 	<p>a. June 2023 - May 2024</p> <p>b. Weekly PLT meeting agendas and minutes, Bi-weekly observations</p>	<ul style="list-style-type: none"> ● PLT Members
<p>3. Incorporate individual student essential learning goal setting in math and ELA</p> <ul style="list-style-type: none"> ● Create goals with students aligned to essential learning common formative assessments (CFAs) ● Intervene by providing differentiated instruction ● Administer essential learning CFAs ● Celebrate growth ● Revisit goals ● Reteach as needed ● Readminister CFAs as needed 		<p>a. August 2023 - May 2024</p> <p>b. Student Goal Setting Documents, Bi-weekly observations</p>	<ul style="list-style-type: none"> ● Math Teachers ● ELA Teachers

District Goal		District Objective(s)	
Ensuring each student learns at high levels – Literacy		<ul style="list-style-type: none"> 95% of students in grade K-3 will read at or above benchmark. 100% of administrators and teachers who teach reading in grades PK-3 will be trained in the Science of Reading by the end of the 2024 school year. 	
School Goal		School Objective(s)	
Ensure all students read at or above benchmark		Year 1: 75% of 3rd grade students will read at or above benchmark according to the “Composite” score on the literacy screener. Year 2: Year 3:	
Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
		b. Method for Monitoring (include weekly, monthly, quarterly, etc.)	
1. Provide ongoing literacy professional development <ul style="list-style-type: none"> Science of Reading Training (AIM Pathway to Proficient Reading) Administering and interpreting assessment data Reading Intervention (fluency, accuracy, retelling, etc.) 	<ul style="list-style-type: none"> Curriculum Development Funds Professional Development Funds Staff Development Funds 	a. June 2023 - May 2024	<ul style="list-style-type: none"> Administration Interventionists
		b. Professional Development Agendas, Sign-ins, Course Certificates of Completion	
2. Implement flex grouping to target specific reading deficiencies <ul style="list-style-type: none"> 3rd grade: <ul style="list-style-type: none"> Administer Literacy Screener to all students Analyze Literacy Screener results (e.g., DIBELS 8th) Plan and deliver targeted intervention lessons utilizing resources (e.g., Foundational Instruction for Reading Excellence (FIRE), Literacy Interventions and Foundational Tools (LIFT), Foundational Supports, mClass) 4th and 5th grade: 	<ul style="list-style-type: none"> School Funds: Substitutes 	a. August 2023 - May 2024	<ul style="list-style-type: none"> ELA Teachers 3rd Grade Social Studies Teachers Interventionists Paraeducators
		b. Weekly PLT meeting agendas and minutes, Bi-weekly observations	

<ul style="list-style-type: none"> ○ Administer Literacy Screener to students scoring basic or below on the Spring 2023 LEAP 2025 assessment ○ Analyze Literacy Screener results (e.g., DIBELS 8th) ○ Plan and deliver targeted intervention lessons utilizing resources (e.g., Foundational Instruction for Reading Excellence (FIRE), Literacy Interventions and Foundational Tools (LIFT), Foundational Supports, mClass) ● Establish schedules and expectations to implement flex grouping ● Progress monitor student achievement ● Restructure flex groups based on student needs following assessments (ex., Beginning of the Year (BOY) Testing and Middle of the Year (MOY) Testing) 			
<p>3. Implement reading goal setting</p> <ul style="list-style-type: none"> ● Identify student goals ● Chart progress ● Celebrate student growth 	<ul style="list-style-type: none"> ● School Budget: Materials and Supplies 	<p>a. August 2023 - May 2024</p> <p>b. Student Goal Setting Documents, Bi-weekly observations</p>	<ul style="list-style-type: none"> ● ELA Teachers ● 3rd Grade Social Studies Teachers ● Interventionists
<p>4. Engage families in supporting literacy at home</p> <ul style="list-style-type: none"> ● Provide overview of literacy language to parents at Open House ● Provide fluency folders for each student to read and track progress ● Provide monthly writing prompt calendars for at home creative writing opportunities 	<ul style="list-style-type: none"> ● School Budget: Materials and Supplies 	<p>a. August 2023 - May 2024</p> <p>b. Bi-weekly observations</p>	<ul style="list-style-type: none"> ● ELA Teachers ● 3rd Grade Social Studies Teachers ● Interventionists
<p>5. Communicate with parents/guardians regarding reading progress and areas needing improvement</p> <ul style="list-style-type: none"> ● Send home Parent Connect Letters based on assessment results ● Contact parents/guardians regarding student reading progress via parent conferences and/or personal phone calls 		<p>a. August 2023 - May 2024</p> <p>b. Home Connect Letters, School Status Logs, Tracking Document</p>	<ul style="list-style-type: none"> ● ELA Teachers ● 3rd Grade Social Studies Teachers ● Interventionists

Lakewood Elementary

**Goal B: Student Well-being and Belonging
Comprehensive Needs Assessment**

District Priorities	School Strengths	School Challenges
<p align="center">Goal B: Student Well-being and Belonging Ancillary Services (Transportation and Child Nutrition)</p>	<ul style="list-style-type: none"> ● Wellbeing of Students <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Student Survey, 97.23% of students “agree,” “strongly agree,” or are “neutral” that “teachers at my school care about the wellbeing of students.” ○ According to the St. Charles Parish Public School Parent Survey, 97.08% of parents “agree,” “strongly agree,” or are “neutral” that “teachers at my child’s school care about the wellbeing of students.” ● Safe Learning Environment <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Parent Survey, 96.95% of parents “agree,” “strongly agree,” or are “neutral” that “my child’s school provides a safe learning environment.” ○ According to the Spring 2023 UPBEAT Survey, 85% of faculty believe “disciplinary practices are applied fairly to all students at my school.” ○ Decrease in the number of referrals from 241 in 2021-2022 (Hurricane Ida) to 239 in 2022-2023 ○ Decrease in the percentage of students with five or more referrals from 57% in 2021-2022 to 36% in 2022-2023 	<ul style="list-style-type: none"> ● School Counselor Perception <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Student Survey, 64.41% of students “agree,” “strongly agree,” or are “neutral” that “my school counselor meets with me on a regular basis to assist me with my academic, personal/social, and career development needs.” ○ According to the St. Charles Parish Public School Parent Survey, 78.48% of parents “agree,” “strongly agree,” or are “neutral” that “my child’s school counselor meets with him/her on a regular basis to assist with his/her academic, personal/social, and career development needs.” ● Student Belonging <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Student Survey, 74.08% of students “agree” or “strongly agree” that “I feel like I belong at my school.” ● Percentage of referrals occurring for instigating or participating in fights, conduct or habits injurious to others, and commits immoral or vicious acts <ul style="list-style-type: none"> ○ 39% of our referrals were for instigating or participating in fights, conduct or habits injurious to others, and commits immoral or vicious acts
<ul style="list-style-type: none"> ● Provide safe and efficient transportation services ● Provide safe and well-maintained bus fleet ● Develop strong relationships with all internal stakeholders 		
<ul style="list-style-type: none"> ● Provide nutritious and appealing meals ● Develop effective student engagement nutrition programs ● Recruit, train, and retain a skilled workforce ● Provide modern kitchen facilities and dining environments 		
<p align="center">Student Support</p>		
<ul style="list-style-type: none"> ● Provide all students with social emotional learning ● Increase School Counselor availability ● Increase the timeliness of FAFSA completion ● Provide students with resources, lessons and partnerships 		
<p align="center">Student Services</p>		
<ul style="list-style-type: none"> ● Enhance children’s wellbeing & belonging ● Implement programs and services that support children academically, socially, emotionally & physically 		
<p align="center">Student Opportunities</p>		
<ul style="list-style-type: none"> ● Identify and implement proactive and responsive processes and practices to enhance athletic programs 		
<p align="center">Supporting Data</p>		
<p align="center">2023 Parent Climate Survey, 2023 Student Climate Survey, Spring 2023 Upbeat Survey, 2022-2023 Discipline Data</p>		

Goal B – Student Well-being and Belonging

District Goal		District Objective(s)	
To support the academic, social, emotional, nutritional and physical health needs of all students in a welcoming learning environment that fosters a sense of well-being and belonging		<ul style="list-style-type: none"> • Increase students’ social-emotional learning competencies by 5%. • Meet or exceed 70% favorable response rates for social-emotional learning competencies. • Decrease percentage of suspension incidents by 3%. 	
School Goal		School Objective(s)	
Support students’ academic, social, and emotional needs through the use and implementation of Responsive Classroom and Restorative Practices with a focus on social and emotional learning (SEL)		<p>Year 1:</p> <ul style="list-style-type: none"> • The percentage of referrals occurring for instigating or participating in fights, conduct or habits injurious to others, and commits immoral or vicious acts will decrease from 93 to 68. • 75% of students will “agree,” “strongly agree,” or are “neutral” that “my school counselor meets with me on a regular basis to assist me with my academic, personal/social, and career development needs” on the 2024 St. Charles Parish Public School Student Survey. • 80% of students will “agree” or “strongly agree” that “I feel like I belong at my school ” on the 2024 St. Charles Parish Public School Student Survey. <p>Year 2:</p> <p>Year 3:</p>	
Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
1. Refine the positive “Calming Spot” in every classroom <ul style="list-style-type: none"> • Uniform expectations and procedures for every classroom • Uniform resources in every classroom 	<ul style="list-style-type: none"> • School Budget: Materials and Supplies 	a. August 2023 - May 2024	<ul style="list-style-type: none"> • Climate Committee • Teachers
		b. Bi-weekly observations	
2. Participate in district Responsive Classroom Level 1 Training (selected teachers)	<ul style="list-style-type: none"> • District Funding 	a. July 2023	<ul style="list-style-type: none"> • Selected Teachers
		b. Certificates of Completion	
3. Provide Responsive Classroom professional development for paraeducators	<ul style="list-style-type: none"> • Professional Development Funds • Staff Development Funds 	a. August 2023 - May 2024	<ul style="list-style-type: none"> • Administration • Responsive Classroom Teacher Leader
		b. Professional Development Agendas, Sign-in Sheets	
4. Refine monthly “Take Care Tuesday” (TCT) for addressing	<ul style="list-style-type: none"> • School Budget: 	a. August 2023 - May 2024	<ul style="list-style-type: none"> • Climate

<p>Cooperation, Assertion, Responsibility, Empathy, and Self Control (CARES) to increase social and emotional skills during Morning Meeting</p> <ul style="list-style-type: none"> ● Provide resources in Counselor Google Classroom ● Enrichment/Academic Support will be assigned to a classroom to participate and support TCT lessons ● Utilize picture books to reinforce CARES ● Focus on self-regulation and conflict resolution ● Create and provide TCT journal packets 	<p>Materials and Supplies</p>	<p>b. Monthly observations, TCT journal packets</p>	<p>Committee</p> <ul style="list-style-type: none"> ● RESET Monitor ● Teachers
<p>5. Reinforce RESET Room expectations and procedures</p> <ul style="list-style-type: none"> ● Schedule student and teacher tours of the RESET Room ● Conduct student and teacher tours of the RESET Room 		<p>a. August 2023</p> <p>b. Schedule, Signed Oaths</p>	<ul style="list-style-type: none"> ● Counselors ● Mental Health Professional (MHP) ● RESET Monitor ● Teachers
<p>6. Expand and enhance the district’s comprehensive social-emotional wellness (SEW) program that addresses the five components of the Collaborative for Academic, Social, and Emotional Learning (CASEL) SEL Framework into “Feel Good Friday” Morning Meetings</p> <ul style="list-style-type: none"> ● Self-Awareness ● Responsible Decision-Making ● Relationship Skills ● Social Awareness ● Self-Management 		<p>a. August 2023 - May 2024</p> <p>b. Monthly Lesson Plans and Observations</p>	<ul style="list-style-type: none"> ● Counselors ● Mental Health Professional (MHP) ● Teachers
<p>7. Administer student assessments in order to collect data and implement interventions based on student needs</p> <ul style="list-style-type: none"> ● Panorama SEL Survey (Fall and Spring) ● Self-Awareness Survey (Spring) 	<ul style="list-style-type: none"> ● District Funding 	<p>a. Fall 2023 (Panorama), Spring 2024 (Self Awareness)</p> <p>b. Survey Data Analysis, Social and Emotional Wellness (SEW) Team Meeting Agendas and Minutes</p>	<ul style="list-style-type: none"> ● Counselors ● MHP ● Teachers
<p>8. Implement strategies to address physical altercations between students</p> <ul style="list-style-type: none"> ● Incorporate proactive measures to reduce physical altercations between students <ul style="list-style-type: none"> ○ Beginning of the year grade-level assemblies with administration ○ Morning Meeting focus ○ Counseling lessons 		<p>a. August 2023 - May 2024</p> <p>b. Discipline data</p>	<ul style="list-style-type: none"> ● Administrators ● Teachers ● Counselors ● MHP ● RESET Monitor

<ul style="list-style-type: none"> ● Create and implement consistent protocol to address physical altercations between students ● Implement restorative actions that address physical altercations between students <ul style="list-style-type: none"> ○ Conference with administration, counselor, and parents ○ Counseling learning plan 			
<p>9. Educate parents and students regarding the role of the school counselors and the support they provide to students</p> <ul style="list-style-type: none"> ● Establish a Counselors' Information Station at Family Night, Open House, and Meet and Greet ● Distribute informational flyers at Family Night, Open House, and Meet and Greet ● Include information regarding counseling in Open House presentations ● Establish counselor enrichment classes for 4th and 5th graders ● Establish and maintain "Counselor Corner" in the school newsletter ● Maintain counselors' Google Classroom ● Incorporate counselor's weekly objective on Parent Information Guides 		<p>a. August 2023 - May 2024</p> <p>b. Newsletter (monthly), Parent Involvement Guide (Weekly), Google Classroom (Weekly), Observation of Enrichment Classes (Bi-weekly)</p>	<ul style="list-style-type: none"> ● Counselors ● MHP

Lakewood Elementary
Comprehensive Needs Assessment
Goal C: Diverse, Effective and Engaged Employees

District Priorities	School Strengths	School Challenges
<p>Goal C: Diverse, Effective and Engaged Employees</p> <ul style="list-style-type: none"> ● Recruiting and hiring a diverse, qualified, and prepared professional and classified workforce ● Developing an effective workforce focused on continuous improvement ● Retaining a diverse, engaged, and effective workforce ● Increasing employee wellness 	<ul style="list-style-type: none"> ● High rate of retention <ul style="list-style-type: none"> ○ 2% turn over rate for 2022-2023 school year due to reasons other than retirement or relocation ● Opportunities for continuous professional growth <ul style="list-style-type: none"> ○ According to the Spring 2023 UPBEAT Survey, 100% of faculty believe that “the work environment at my school supports teachers’ ongoing professional growth.” ○ According to the Spring 2023 UPBEAT Survey, 98% of faculty believe that “opportunities are accessible to all teachers at my school, regardless of their race, ethnicity, culture, or other aspects of personal identity.” ● Professional Learning Teams <ul style="list-style-type: none"> ○ According to the Spring 2023 UPBEAT Survey, 98% of faculty believe that “teachers at my school do meaningful work together in teams.” ○ According to the Spring 2023 UPBEAT Survey, 96% of faculty believe that “teachers at my school help each other improve their professional practice.” ● Supporting Environment <ul style="list-style-type: none"> ○ According to the Spring 2023 UPBEAT Survey, 98% of faculty believe that “I have someone I can turn to at my school when I am having a difficult time.” ○ According to the Spring 2023 UPBEAT Survey, 96% of faculty believe that “the principal looks out for the well-being of teachers.” 	<ul style="list-style-type: none"> ● Lack of trust amongst faculty and staff <ul style="list-style-type: none"> ○ According to the Spring 2023 UPBEAT Survey, 83% of faculty believe that “teachers at my school trust each other.” ○ According to the Spring 2023 UPBEAT Survey, 76% of staff believe that “employees in my school trust each other.” ● Work/Life Balance <ul style="list-style-type: none"> ○ According to the Spring 2023 UPBEAT Survey, 85% of faculty believe that “the workload expected of teachers at my school is reasonable.” ○ According to the Spring 2023 UPBEAT Survey, 85% of faculty believe that “I look forward to teaching everyday.”
Supporting Data		
Spring 2023 UPBEAT Survey, Lakewood Elementary Staffing Data		

Goal C – Diverse, Effective, and Engaged Employees

District Goal		District Objective(s)	
To employ and develop high quality staff and provide resources to support employee success		<ul style="list-style-type: none"> ● Increase retention rate of teachers to 93%. ● Increase retention rate of teachers of color to 93%. ● Increase teacher workforce diversity to 25%. ● Increase the retention rate of classified employees to 90%. ● Increase teacher engagement survey satisfaction rate collectively for all statements about work/life balance to 75% and for the statement “The workload expected of teachers at my school is reasonable” to 70%. 	
School Goal		School Objective(s)	
Develop and retain a diverse, engaged, and effective workforce focused on continuous improvement		<p>Year 1:</p> <ul style="list-style-type: none"> ● 90% of faculty will believe that “teachers at my school trust each other” on the Spring 2024 UPBEAT Survey. ● 85% of staff will believe that “employees in my school trust each other” on the Spring 2024 UPBEAT Survey. ● 90% of faculty will believe that “the workload expected of teachers at my school is reasonable” on the Spring 2024 UPBEAT Survey. ● 90% of faculty will believe that “I look forward to teaching everyday” on the Spring 2024 UPBEAT Survey. <p>Year 2:</p> <p>Year 3:</p>	
Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
		b. Method for Monitoring (include weekly, monthly, quarterly, etc.)	
<p>1. Promote a sense of belonging and strengthen trust for all employees</p> <ul style="list-style-type: none"> ● Invite all to become a member of the Equity Learning Team (ELT) <ul style="list-style-type: none"> ○ Read <i>Belonging Through a Culture of Dignity</i> and participate in accountable talk ● Highlight unique characteristics of faculty and staff ● Host monthly team building events ● Develop norms for all teams and committees ● Include “ice breaker questions” at the beginning of all PLT, 	<ul style="list-style-type: none"> ● Professional Development Funds ● Staff Development Funds 	<p>a. August 2023 - May 2024</p> <p>b. Professional Development and Meeting Agendas, Professional Development Sign-in Sheets, Calendar of Events, Observations</p>	<ul style="list-style-type: none"> ● Administration ● Team Leaders ● ELT

<ul style="list-style-type: none"> team, and committee meetings ● Implement “Glow & Grow” reflection at conclusion of PLT, team, and committee meetings ● Recognize “Gold Medal Awards” for faculty and staff ● Implement administrator “check-in” sessions with all faculty and staff 			
<p>2. Improve work/life balance</p> <ul style="list-style-type: none"> ● Provide extended planning for teams as needed (Gator Time On-Demand) ● Embed paper-reduction time quarterly on predetermined early dismissal days ● Implement teacher leader planning time during morning meeting ● Promote the use of faculty and staff relaxation room ● Recognize going above and beyond expectations by implementing monthly incentives for faculty and staff <ul style="list-style-type: none"> ○ Attendance at non-required evening events ○ Volunteering for extracurricular activities ○ Recognizing faculty and staff members with “Gold Medal Awards” ○ Participating in spirit days ● Invite faculty and staff members to administrative meetings to provide feedback 	<ul style="list-style-type: none"> ● School Budget: Substitutes 	<ul style="list-style-type: none"> a. August 2023 - May 2024 b. Gator Time On-Demand Agendas and Attendance, Faculty and Staff Survey, Faculty and Staff Participation, Administrative Meeting Agendas 	<ul style="list-style-type: none"> ● Administration

**Lakewood Elementary
Comprehensive Needs Assessment
Goal E: Facilities Management**

District Goals/Priorities	School Strengths	School Challenges
<p>Goal E: Facilities Management</p> <p>Facilities</p> <ul style="list-style-type: none"> ● Design and maintain facilities to support student and employee success ● Develop and implement standards and processes for effective and efficient operations <p>Safety</p> <ul style="list-style-type: none"> ● Identify and implement proactive and responsive processes and practices to enhance the safety of students and employees <p>Athletics</p> <ul style="list-style-type: none"> ● Identify and implement proactive and responsive processes and practices to enhance athletic programs for students and employees 	<ul style="list-style-type: none"> ● Safe Learning Environment <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Parent Survey, 97% of parents “agree,” “strongly agree,” or are “neutral” that “my child’s school provides a safe learning environment.” 	<ul style="list-style-type: none"> ● Safety <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public School Student Survey, 69% of students “agree” or “strongly agree” that “I feel safe at school.” ○ According to the Spring 2023 UPBEAT Survey, 80% of the faculty “feel physically safe at my school.” ○ According to the Spring 2023 UPBEAT Survey, 78% of the faculty feel “my school is a physically safe environment for students.”
Supporting Data		
2023 Parent Climate Survey, 2023 Student Climate Survey, Spring 2023 Upbeat Survey		

District Goal	District Objective(s)
<p>To build and maintain psychologically and physically safe, clean, and supportive learning environments</p>	<ul style="list-style-type: none"> ● Meet or exceed 92% “Agree/Strongly Agree” response rate on the SCPPS Stakeholder Survey for the following statements. <ul style="list-style-type: none"> ○ Our school ensures facilities support student learning. (PARENT) ○ Our school ensures facilities support student learning. (STAFF) ○ The building and grounds are clean and provide a healthy place for learning. (PARENT) ○ The building and grounds are clean and provide a healthy place for learning. (STAFF) ● Meet or exceed 88% “Agree/Strongly Agree” response rate on the SCPPS Stakeholder Survey for the following statements. <ul style="list-style-type: none"> ○ Our school provides a safe learning environment. (PARENT) ○ I feel physically safe at my school. (STAFF) ○ My school is a physically safe environment for students. (STAFF) ● The district’s average Safety Rating Score on the Safe Schools Audit will be at or less than a score of 60.
School Goal	School Objective(s)
<p>Provide a psychologically and physically safe, clean, and supportive learning environment</p>	<p>Year 1:</p> <ul style="list-style-type: none"> ● 75% of students will “agree” or “strongly agree” that “I feel safe at school” on the 2024 St. Charles Parish Public School Student Survey. ● 100% of parents will “agree,” “strongly agree,” or are “neutral” that “my child’s school provides a safe learning environment on the 2024 St. Charles Parish Public School Parent Survey. ● 85% of the faculty will “feel physically safe at my school” on the Spring 2024 UPBEAT Survey. <p>Year 2:</p> <p>Year 3:</p>

Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
		b. Method for Monitoring (include weekly, monthly, quarterly, etc.)	
1. Refine the process and procedures for campus visitors management system (Raptor) by implementing a uniform check-in and check-out process of all school events <ul style="list-style-type: none"> ● Trunk-or-Treat ● Christmas Celebrations ● Special Person Morning Meeting ● Special Person Lunch ● Mardi Gras Parade ● Spring Fling ● Field Trips 	<ul style="list-style-type: none"> ● District Funding 	a. August 2023 - May 2024	<ul style="list-style-type: none"> ● Administration ● School Office Specialists
		b. Observations at events	
2. Refine the process and procedures for fire drills <ul style="list-style-type: none"> ● Focus on accurate count of faculty, staff, and students ● Specific locations for classes to line-up ● Procedure for submitting fire drill slips 		a. August 2023 - May 2024	<ul style="list-style-type: none"> ● Safe Schools Team
		b. Safe Schools Documentation, Observations	
3. Refine the accountability process for safe schools documentation and practices <ul style="list-style-type: none"> ● State-mandated training (Vector) ● Secured doors 		a. August 2023 - May 2024	<ul style="list-style-type: none"> ● Safe Schools Team School Resource Officer ● Faculty ● Staff
		b. Safe Schools Documentation (monthly), Observations (daily)	

Lakewood Elementary
Comprehensive Needs Assessment
Goal F: Stakeholder Investment

District Priorities	School Strengths	School Challenges
<p>Goal F: Stakeholder Investment</p> <ul style="list-style-type: none"> ● Increase and vary communication with stakeholders ● Increase educational access and opportunity within the community ● Enhance the English Language Learner (ELL) Program 	<ul style="list-style-type: none"> ● Communication <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Parent Survey, 88% of parents “agree” or “strongly agree” that “my child’s teachers help me understand my child’s progress.” ○ According to the St. Charles Parish Public Schools Parent Survey, 84% of parents “agree” or “strongly agree” that “our school administrators are accessible to address student and parent concerns.” ● Extra-curricular/Co-curricular activities for students <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Student Survey, 81% of students “agree” or “strongly agree” that “In my schools, I can participate in afterschool activities, clubs, and/or sports that interest me.” ○ Increase in the number of extra-curricular activities provided (Jr. BETA and Gatoettes Dance Team) 	<ul style="list-style-type: none"> ● Stakeholder Involvement <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Parent Survey, 87% of parents “agree” or “strongly agree” that “my child’s school offers opportunities for families to be involved in the school and my child’s learning.” ○ According to the St. Charles Parish Public Schools Student Survey, 84% of students “agree” or “strongly agree” that “my school offers opportunities for my family to be involved in the school and my learning.” ● Trusting relationships between teachers and families <ul style="list-style-type: none"> ○ According to the St. Charles Parish Public Schools Parent Survey, 77% of parents “agree” or “strongly agree” that “teachers at my child’s school build trusting relationships with parents.”
Supporting Data		
2023 Parent Climate Survey, 2023 Student Climate Survey, Budget		

Goal F – Stakeholder Investment

District Goal		District Objective(s)	
To promote and develop meaningful engagement between students, families, business community and the school system		<ul style="list-style-type: none"> • Increase personalized contacts (School Status and in-person/virtual conferences) made by school personnel to families by 20%. • Meet or exceed 85% “Agree/Strongly Agree” response rate for the selected statement on the SCPPS Parent/Guardian Stakeholder Survey. <ul style="list-style-type: none"> ○ My child’s school offers opportunities for families to be involved in the school and my child’s learning. 	
School Goal		School Objective(s)	
Promote and develop meaningful engagement between students, families, business community and Lakewood Elementary		Year 1: <ul style="list-style-type: none"> • 87% of parents will “agree” or “strongly agree” that “my child’s school offers opportunities for families to be involved in the school and my child’s learning” on the St. Charles Parish Public Schools Parent Survey. • 84% of students will “agree” or “strongly agree” that “my school offers opportunities for my family to be involved in the school and my learning” on the St. Charles Parish Public Schools Parent Survey. • 77% of parents will “agree” or “strongly agree” that “teachers at my child’s school build trusting relationships with parents” on the St. Charles Parish Public Schools Parent Survey. Year 2: Year 3:	
Action Steps	Funding Source(s)	a. Timeline for Implementation	Position/Role Responsible
		b. Method for Monitoring (include weekly, monthly, quarterly, etc.)	
1. Provide opportunities for stakeholders to be involved in the school <ul style="list-style-type: none"> • Career Day • Internet Safety Night • Fall Family Night • Spring Family Night • “Special Person” Morning Meeting • “Special Person” Lunch 	<ul style="list-style-type: none"> • School Budget: Student Activities 	a. August 2023 - May 2024	<ul style="list-style-type: none"> • Administration • Enrichment Team • Academic Support Team
		b. School Status Logs, Blackboard Connect Messages, Raptor Sign-ins, Twitter and Instagram Posts, Newsletter, Observations	

<p>2. Building trusting relationships between teachers and families</p> <ul style="list-style-type: none"> ● Create a welcoming SchoolStatus Message to send to all families ● Attend community events, when possible ● Ride each school bus home at least once throughout the year, when possible ● Send positive parent check-ins through SchoolStatus 		a. August 2023 - May 2024	<ul style="list-style-type: none"> ● Administration ● Faculty ● Staff
<p>3. Provide parents with an Edulastic Information Sheet</p> <ul style="list-style-type: none"> ● Create Edulastic Information Sheet ● Share Edulastic Information Sheet during teacher Open House presentations ● Include Edulastic Information Sheet in weekly communication folders ● Post Edulastic Information Sheet on teacher webpages and in teachers' Google Classrooms 		a. August 2023 - May 2024	<ul style="list-style-type: none"> ● Lakewood Leadership Team ● Teachers
		b. School Status Logs, Twitter and Instagram Posts, Observations	
		b. Open House Presentations, Weekly Communication Folders	

District-Wide, High Quality, Tier I Curriculum

	Pre K	Kindergarten-Grade 2	Grades 3-5	Grades 6-8	High Schools
Literacy ELA	Frog Street	Amplify Core Knowledge Amplify CKLA Skills Heggerty (supplemental phonemic awareness)	Louisiana ELA Guidebooks 2022	Louisiana ELA Guidebooks	Louisiana ELA Guidebooks
Math	Frog Street	Eureka Math ²	Eureka Math ²	Eureka Math ²	Eureka Math ²
Science	Frog Street		Great Minds PhD Science®	Louisiana Scope and Sequence	Louisiana Scope and Sequence
Social Studies	Frog Street		Studies Weekly and Louisiana Bayou Bridges	Louisiana Course Frameworks	Louisiana Course Frameworks/Scope and Sequence

Daily Instructional Time Allocation

	Pre K	Kindergarten-Grade 2	Grades 3-5	Grades 6-8	High Schools
Literacy ELA		CKLA Skills- 60 minutes CKLA Knowledge- 60 minutes CKLA Small Group- 30 minutes Heggerty- 15 minutes	Core Instruction- 60 minutes Small Group- 30 minutes	Core Instruction- 60 minutes Small Group- 30 minutes	Intensive English I 90 minutes- (year-long course) English I-IV 90 minutes
Math		Core Instruction- 60 minutes Small group- 15 minutes	Core Instruction- 60 minutes Small Group- 30 minutes	Core Instruction- 60 minutes Small Group- 30 minutes	Intensive Algebra I 90 minutes- (year-long course) 90 minutes
Science			Core Instruction- 45 minutes	Core Instruction- 45 minutes	Core Instruction- 90 minutes
Social Studies			Core Instruction- 45 minutes	Core Instruction- 45 minutes	Core Instruction- 90 minutes