



# GOALS 2015-16

## Student Achievement

**Goal 1.** Increase academic rigor and student engagement in learning, assess individual student progress, and improve performance.

- a. Student achievement results will be in the top 10 in the state.

Without either State Report Card (A-F) or ESEA Waiver Card (excellent-at risk) grades, progress on this goal is difficult to gauge while the State Department of Education and the Education Oversight Committee continue to work on the format for one combined state and federal report card. We will receive a rating in the fall of 2019. We continue to compare favorably with results on state instruments including SCReady and End-of-Course (EOC) tests.

- b. 80% of District Two students will achieve Measures of Academic Progress (MAP) growth in reading and math as indicated in fall to spring MAP administrations.

MAP Math growth fall 2015 to spring 2016 was 91.0% and Reading was 85.5%; these are among the highest scores we have achieved on this instrument.

- c. 60% of students will achieve individual target growth measures on MAP in reading and math as indicated in fall to spring MAP administrations.

Fifty-three point zero percent (53.0%) of students achieved their target growth measures on MAP in Reading and 52.0% of students achieved target growth measures in Math. This is based on 24 weeks of instruction while the NWEA norming reports are based on 32 weeks of instruction.

- d. MAP results will indicate improvement in the number of students on or above grade level in reading each year in grades 1-8.

Our spring 2016 MAP results showed 59.6% of students reading at or above grade level compared with 62.7% in spring 2015. Eighty-one point one percent (81.1%) of students were no more than 1 grade level below compared to 79.0% in 2015.

**Goal 2.** Promote and support opportunities for students to be successful in post-graduation endeavors.

- a. SAT/ACT scores will show improvement from the previous year in an effort to reach and exceed the national average for composite scores.

Our ACT Composite score decreased from 20.9 to 18.8 though still above the state average of 18.5, but below the national average of 20.8. Our composite score of 18.8 ranked 13<sup>th</sup> out of 83 districts in the state. Due to Act 200, all 11<sup>th</sup> graders in SC are now required to take the ACT test. The downside is that average ACT scores dropped across the state; the upside is that the total number of students across the state who met ACT benchmarks increased by 1,369 students; this suggests that students who may not have thought about going to college may reconsider their options.

Our SAT mean composite score increased from 1447 in 2015 to 1450 in 2016, above the state average of 1446, but below the national average of 1453. Fewer students (n=182) took the test in 2016 than in 2015 (n= 246).

- b. Accelerated learning opportunities (Dual Credit, Advanced Placement, Scholars Academy, Early College) will be offered for qualified students, and the programs will continue to be reviewed and evaluated for participation/results/success rate.

The number of dual credits earned for the 2015-16 school year was 2954, a 790 credit increase from 2164 credits earned for 2014-15. For 2016, 111 students took 131 AP tests and had 115 scores of 3+ (88%) compared to the state (57%) and nation (56%). In 2015, 110 students took 133 tests and had 89 scores of 3+ (67%) compared to the state (59%) and nation (61%).

We currently have 26 of the 69 students (38%) participating in cohorts 1, 2, and 3 of the Spartanburg County Early College High School program at Spartanburg Community College. We had ten 2016 graduates from the Scholars Academy bringing our total to 45 graduates. Currently, 47 of the 144 students (33%) enrolled are from Spartanburg 2.

- c. Scholarship totals will increase from previous year's total.

Scholarships earned by the class of 2016 were nearly \$22 million (\$21,971,152) as compared to \$21.6 million earned in 2015 and \$18.4 million earned in 2014.

- d. Graduation rate will increase from previous year.

Our 4-year on-time graduation rate decreased from 87.7% in 2015 to 85.3% in 2016. When adding our 11 fifth year grads, the 2015 graduation rate improved to 88.1%.

- e. Dropout rate will decrease from previous year.

Dropout data is always a year behind. Our dropout rate for 2014-15 was 1.5% as compared to 1.7% in 2013-14, 2.3% in 2012-13, and 2.9% in 2011-12 and 2010-11, respectively.

- f. Percentage of seniors taking at least one college-level course prior to graduation will increase from previous year.

The percentage of seniors taking at least one college-level course prior to graduation increased to 34.9% from 34.1% in 2015.

**Goal 3.** Continue to monitor and improve the EXCEL Digital Conversion Plan.

- a. Continue to update technology infrastructure and support systems.

Shoally Creek Elementary was added to the District's network and set up to be capable of full Internet access from the first day, though there was some shuffling of iPads for their students from their original schools.

Nine schools and the District Office were upgraded to 10 Gigabytes and the others are in the process of being upgraded.

We worked with maintenance and the HVAC vendor to centralize control systems to two servers hosted at the D.O. This allows maintenance to see schools in one place.

We applied for and received \$800,000 in Erate reimbursement.

- b. Provide training to support blended and personalized learning.

- Summer, 2016 – Awesome "Tech in Two" conference held at BSE with 240 participants on June 3
- Summer, 2016 – Canvas training to 45 teachers two days per week during the month of July
- Technology leads provided focused support to secondary schools
- Seven graduate technology courses offered in 2015-16 provided to 175 teachers (the courses maxed out at 25 teachers, and we had waiting lists each time)
- Edvivate courses and mini-courses including: WIDA Standards for ESOL Students, Getting Started with Canvas, Getting Started with Google Classroom, Webb's Depth of Knowledge, Read to Succeed Course for Elementary Teachers, Read to Succeed Course for Middle and Secondary Teachers, SLO Training, Flipped Learning, and Student Response Systems
- Continued training for staff on TenMarks, Canvas, and Discovery Education Science Techbook
- Hired full-time (Kenna Sanders) and part-time (Matt Johnson) elementary technology specialists
- Continued to share the Rainbow Lake Middle technology specialist (Tina Svenson) at other schools in the District

## Qualified Personnel

**Goal 4.** Recruit, train, and retain highly qualified faculty, effective administrators, and competent support staff.

We hired 124 new employees for the 2016-17 school year including 108 certified positions and 16 support staff positions. D.O. administrators attended nine job fairs with an ongoing emphasis on minority recruiting. Spartanburg Two, in conjunction with other Spartanburg districts, Cherokee and Union Counties, planned and conducted a

successful joint Career Fair. Induction teacher classes met for four days in August and monthly through March. Each new teacher and administrator was assigned a trained mentor to support them throughout their first year.

**Goal 5.** Provide support and assistance to teachers with the implementation of the new SCDE teacher evaluation system.

The District revised an existing position to include the responsibilities of the newly created position of Director of Teacher Quality. A variety of support was given to schools, principals, instructional coaches, and teachers including providing support to administrators and instructional coaches on the Student Learning Objective (SLO) process by updating the SLO Timeline and providing resources to schools, conducting an overview of the SLO process with the Induction class, offering SLO sessions for new teachers and teachers new to our district, assembling a training team and scheduling training for Rubric 4.0 (a new teacher evaluation tool), and notifying principals of training sessions available to them.

## **Goal 6. Fiscal Responsibility**

Ensure that funds are budgeted and allocated to most efficiently and effectively address student needs.

The District has continued to meet its responsibility in budgeting and allocating funds efficiently and effectively as demonstrated first by attaining a successful external audit in which there were no audit findings. We transferred \$2.92 million from the general fund into the capital projects fund to improve the District's facilities and technology purchases for a better learning climate. We also increased the general fund balance to \$12.2 million, which is 16.7% of the 2015-16 operating budget. Finally, we were able to increase our general fund budget for the 2016-17 school year by \$3.28 million for a total of \$76.43 million without an increase in general fund millage. This budget gives us the ability to provide a quality education for our students, a 3.25% increase for bus drivers, and a 2% salary increase and step increases for all eligible employees.

## **Supportive Learning Environment**

**Goal 7.** Update and extend the long-range facilities plan annually in order to meet the needs of curriculum delivery and student population growth.

Construction of Shoally Creek Elementary School was completed and attendance areas adjusted at Boiling Springs Elementary and Intermediate, Hendrix and Carlisle-Foster's Grove Schools. Staff was reassigned and vacancies filled as necessary. A new meeting area was added at the District Office and the old computer lab remodeled into offices. After receiving results from two ThoughtExchange surveys, reports from a demographer and an architectural study, the Board approved a plan to build a new Boiling Springs High School, renovate the current BSH for BSH-9 staff and students, and to upgrade athletic facilities at the school. Architects and contractors have been hired and a bond referendum question placed on the November 8 general election ballot.

**Goal 8.** Maintain school cleanliness and building safety.

Three schools' custodial teams (Hendrix, Carlisle-Foster's Grove and Rainbow Lake) were honored at the Convocation in August for highest performance in their respective categories.

We have upgraded or added cameras and/or systems at six schools, Shoally Creek, and the District Office.

**Goal 9.** Continue to assess and improve school security.

Input on school safety is gathered throughout the year via advisory meetings with parent, student, staff, and community groups, culminating with the Safe Schools Advisory Council meeting. Administrators and all SROs met in the spring to discuss safety needs and concerns, evacuation sites and crisis response. An annual checklist is provided to schools for assessing building safety, and the District property insurance company performs audits at selected schools. At monthly meetings, principals are briefed on safety expectations, offered strategies, and reminded to be vigilant. A team comprised of principals from each level and the District Coordinator received Multi-Hazard Event Training in August through the SC Department of Education and FEMA. All schools submit monthly drill and safety response reports to the Office of Student Services. The District Crisis Plan was updated in 2016, and we are currently updating all organizational contact information and charts.

## Effective Communication

### **Goal 10.** Progressively strengthen internal and external communication.

The District realizes that our stakeholders receive information in a variety of ways and we strive to meet those demands. Through the use of Facebook, Twitter, YouTube, our website, a Superintendent's Blog, email, calls via School Messenger, and traditional mailings, we strive to provide our students, parents, and community accurate and timely information about our schools.

The district also provides avenues of feedback and input via Superintendent's advisory committees and other meetings that give students, parents, support staff, teachers and community leaders direct communication with administrators.

We also work to maintain a respectful and productive relationship with our local media partners and provide them equal and fair access to information.

We start each school year with a "Welcome Back Convocation" that brings all of the District's employees together. During the gathering, we recognize both school and individual achievements with awards such as Teacher of the Year, Ambassador of the Year, School Climate Award, Palmetto Gold and Silver Award, recognition of new employees, and this year the District presented each School Resource Officer with a certificate of appreciation.

We also strive to recognize achievement throughout the year with the Golden Ruler Award and by spotlighting the work of our teachers and staff with videos and pictures posted on our social media accounts.