



Goals Progress 2016–17

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.

Progress on this goal is difficult to gauge while the State Department of Education and Education Oversight Committee continue to work on the format for one combined state and federal report card. We will receive a rating in the late fall of 2018. We continue to compare favorably with results on state instruments including SCReady, SCPass, ACT, SAT, AP, and End-of-Course (EOC) tests.

- b. 80% of District Two students in grades 3-5 will achieve Measures of Academic Progress (MAP) growth in reading and math as indicated in fall to spring MAP administrations.

MAP Reading growth was 90.3% (fall 2016 to spring 2017) as compared to 85.5% the previous year while Math was 96.0% (fall 2016 to spring 2017) as compared to 91.0% in the previous year, making these the highest scores we have achieved on this instrument.

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

53.0 % of students achieved their target growth measures on MAP in Reading and 50.7% of students achieved target growth measures in Math. This is based on 28 weeks of instruction while the NWEA norming reports are based on 32 weeks of instruction.

- d. MAP, Developmental Reading Assessment (DRA), 100 Book Challenge, and Leveled Literacy Intervention (LLI) results will indicate improvement in the number of students on or above grade level in reading each year in grades 1-5.

Our spring 2017 MAP results showed 56.1% of students reading at or above grade level. 24.5% of students reading below grade level were no more than one grade level below.

As based on LLI, DRA or MAP – schools selected 2 of the 3 measures for each child to determine those not reading on grade level; our results showed the percentage of students reading on level in grades 1-5: Beginning of Year – 67%; End of Year – 72%

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 increased from 18.8 to 18.9, above the state average of 18.4 for public schools students and 18.7 for all students, but below the national average of 21.0. Our composite score of 18.9 ranked 12th out of 83 districts in the state and first among all Spartanburg County school districts. Due to Act 200, all 11th graders in SC are now required to take the ACT test. The downside is that average ACT

scores have dropped across the state; the upside is that the total number of students across the state who meet ACT benchmarks increased suggesting that students who may not have thought about going to college may reconsider their options. The number of juniors taking the test in 2017 increased to 680 from last year's 658.

Students in the 2017 graduating class took the new SAT scoring a mean baseline score of 1075 on the combined Evidence-Based Reading/Writing and Math; above both the state mean of 1058 and the national mean of 1060. Fewer students (n=180) took the test in 2017 than in 2016 (n=182).

- 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 2016-17 school year was 4039, a 1085 credit increase from 2954 credits earned for 2015-16. For 2017, 117 students took 138 AP tests and had 118 scores of 3+ (85.5%) compared to the state (57%) and nation (56%). In 2016, 111 students took 131 AP tests and had 115 scores of 3+ (88%) compared to the state (57%) and nation (56%).

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

The Class of 2017 earned \$26.2 million compared to the previous year's \$22 million.

- d. Graduation rate will increase from previous year.

Our graduation rate improved to 89.0% compared to the previous year's 85.4%.

- e. Dropout rate will decrease from previous year.

The Dropout Rate for 2015-16 was 2.4%, up from 1.4% the previous year.

- 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 was 33.7%, a decrease of 1.2% from the previous year (34.9%).

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

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

- We added Apple Classroom to allow teachers to monitor student devices.
- Improved connection between several educational software programs and the student information system to improve teacher and student access to these systems.

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

- Annual Tech in Two Conference held at RLM with over 220 participants.
- Delivered Wednesday after school Snack Sessions: hour-long technology-focused PD on Canvas and Google concepts.
- Continued to provide one-on-one and other support when possible to all district users.

- Eight graduate technology courses provided to 200 teachers (the courses maxed out at 25 teachers, and we had waiting lists each time)
- Edviate 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
- Traci Thompson is facilitating a DEN Ambassador program with teachers in conjunction with Discovery Techbook this fall.
- Continued to share the Rainbow Lake Middle technology specialist (Tina Svenson) at other schools in the district along with Kenna Sanders as the Elementary Technology Specialist.

Qualified Personnel

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

The District employed 93 new employees for the 2017-18 school year including 79 certified positions and 14 support staff positions. D.O. administrators attended nine job fairs with emphasis on minority recruiting. Spartanburg Two, in conjunction with other Spartanburg Districts, Cherokee and Union counties, conducted a successful joint Career Fair. New administrators attended leadership training sponsored by the South Carolina State Department of Education. New teachers and administrators were assigned trained mentors. Induction teachers attended monthly support training and were provided training during four days in August for orientation.

Goal 5. Continue to provide support and assistance to teachers as we prepare to implement the SCDE teacher evaluation system.

The District ensured all administrators were trained with Rubric 4.0 by the state during the spring of 2017. All instructional coaches were trained in Rubric 4.0 in March of 2017. Additionally, the District team trained approximately 100 teachers as Rubric Evaluators over the spring and summer. A timeline was created and shared with administrators for Rubric 4.0 as well as SLO implementation for the 2017-2018 year. All teachers participated in the one day training led by school administrative teams on August 21. As per the timeline and individual school needs, instructional coaches will design and deliver PD on specific areas of the rubric throughout the 17-18 year. A Google site has been created for Rubric 4.0 that houses timelines, training materials, and other pertinent information for Rubric 4.0 and its future implementation.

Fiscal Responsibility

Goal 6. 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. We transferred \$1.8 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 \$13.2 million, which maintains 16.7% of the 2016-17 operating budget, a 60-day reserve, an industry standard. We were able to increase our general fund budget for the 2017-18 school year by \$2.52 million for a total of \$78.96 million without an increase in general fund millage. This budget increased all principals to 240-day contracts, and provided step increases for all eligible employees. Finally, the District passed a \$120 million referendum in November by a majority of 4 to 1; the debt service millage remains constant at 50 mils.

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.

The bond referendum was strongly supported by our community (80% approval) in November of 2016. Since then, all architectural plans have been submitted to the contractors and work is progressing on the new Boiling Springs High School. We have issued documents to secure architects and contractors to plan and build facilities for Maintenance, Transportation and the Upstate Family Resource Center. Spencer Hines continues to market the 64 acres in the middle of Boiling Springs on our behalf.

Goal 8. Maintain school cleanliness and building safety.

- Based on five annual inspections, three schools' custodial teams were recognized at the Convocation for highest levels of cleanliness among their age-of-facility peer groups.
- The District completed a comprehensive review of all schools' safety cameras and equipment. We repaired and purchased new equipment where the need was identified.
- The Technology Department completes a remote weekly review of all cameras and sends building principals a notification if any equipment needs repair.

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.
- Each school completes an annual survey to assess building safety and needs, and the District property insurance company performs audits at selected schools. At monthly meetings, principals are briefed in safety expectations, offered strategies, and reminded to be vigilant.
- A team of administrators, Mental Health Staff, District Nurse and SROs attended "Leadership in Crisis" training with the former Columbine Principal and *I Love you Guys Foundation* in November 2016. Our Student Management Director completed an advanced two-day Train-the-Trainer workshop on Emergency Management for School Districts and *Mass Casualty Crisis Response* training. Newberry County Chief Deputy Todd Johnson conducted a session during the District administrators' meeting in January about awareness of student activity on their devices and parent technology education training.
- District adopted the *I Love U Guys Foundation* Standard Response Protocol. By standardizing the vocabulary, all stakeholders can understand the response and status of the event. The District provided every location with classroom posters and school/teacher resources to implement the school safety plans. A District Incident Response Team was created and roles for every member were developed. The team met in the spring to review their roles and plans for District response during a crisis. A District Crisis Response Quick Reference Guide was developed and given to each school. We reviewed during Principal meeting to ensure all locations knew the District roles and protocol in place to ensure efficient response in any emergency. After meeting with local EMTs, the District purchased each location a Red Emergency kit with a tourniquet. The District has partnered with Crisis Go and is currently working on implementation of the comprehensive emergency planning and communications platform.
- All schools submit monthly drill and safety response reports to the Office of Student Services. The District Crisis Plan was updated in 2017; each location is currently updating their individual plans to incorporate the Standard Response Protocol.
- Our District Nurse Supervisor conducts regular training and oversight for school nurses.

Effective Communication

Goal 10. Progressively strengthen internal and external communication and provide avenues for stakeholder input.

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

We worked to update all of the District's websites to new, more user-friendly platforms. The new sites make it easier for the community to find the information they need, on whichever digital device they may use. They also make it more convenient for the District to provide timely information to our stakeholders. The new platforms are designed specifically for school staff to manage and update with ease. Focus groups made of parents, students, and school staff all provided input in the implementation of the new sites.

The District also provides avenues of feedback and input via Superintendent's Advisory Council and other meetings that give students, parents, support staff, teachers and community leaders direct communication with administrators. We are responsive to emails, calls and social media direct messages from the community.

We work to maintain a respectful and productive relationship with our local media partners and provide them equal and fair access to information. The Public Relations office strives to answer all media requests in a timely manner and to ensure that information that is broadcast or printed about the District is accurate.

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, and a recognition of new employees.

We 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. We use hashtags (#2sGotTalent, #C2inD2 and #D2isFamily) to bring attention to our District's achievements and values.