

SHAWN D. FOSTER SUPERINTENDENT

2021-2022 YEAR IN REVIEW



The last year...

As we reflect on the 2021-2022 year, I'd like to thank the entire staff for supporting our students, as well as the community. Our educators and support staff have worked collaboratively to keep students safe, fed, and ensure each receives a quality education. Because of Team OCSD, our students want to come to school to learn and lead better lives, and are prepared to do just that when they graduate.

As a team, we have accomplished some great things this year, and none of them could have been accomplished without our employees' dedication, creativity, commitment and energy. I cannot overstate my appreciation to teachers and staff for their selfless service and the difference their work makes in the lives of our students.

While the 2022-2023 school year will bring new successes and challenges, I look forward to seeing what students can achieve here at Orangeburg County School District, thanks to you all who inspire our students to do their personal best.

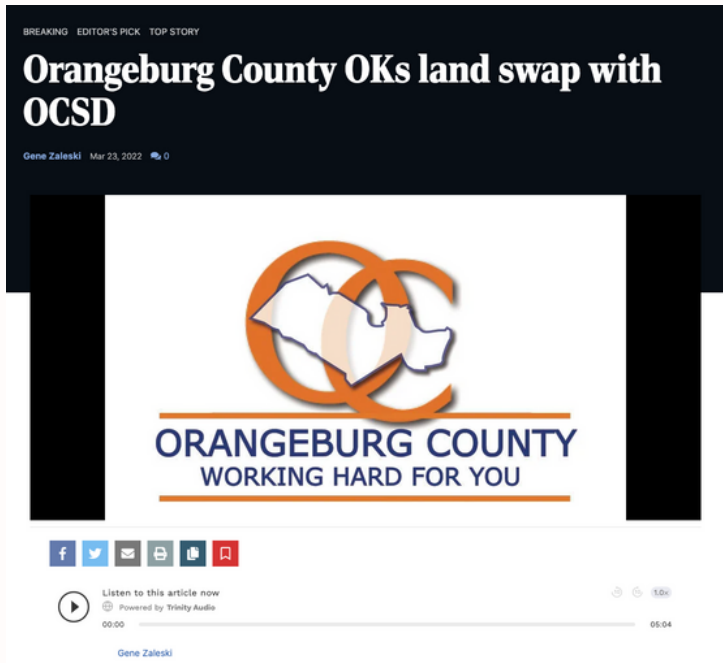
We Are One!

HIGHLIGHTS from

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SUPERINTENDENT HIGHLIGHTS

Land for a New O-W



Seeking community input and developing a facility improvement plan for the District has been at the forefront of the superintendent's work over the last year.

With part of the plan calling for a new Orangeburg-Wilkinson High School on a new site, an extensive search for an available property led the superintendent to county administrators and a mutually beneficial agreement.

The county is giving the school district 95 acres of land on Red Bank Road near U.S. Highway 601. In exchange, the school district is giving the county property near Interstate 95 on U.S. Highway 15 – the site of the former Dantzler Middle School.

Employee Health

With acknowledgement of the physical and emotional stress the coronavirus pandemic has caused teachers and educational support staff, Dr. Foster asked trustees for their consideration of an Employee Health Day Initiative. With the gracious approval of our School Board, OCSD's Employee Health Day Initiative aimed to encourage teachers, aides, secretaries, bus drivers, principals, school food service workers, custodians, and every member of our District Family to tend to their own physical and mental health and wellbeing by offering a day off during the 2021-2022 school year, without expense to their leave bank, for that purpose.

It is sincerely our hope that the Employee Health Day encouraged all employees to prioritize their mental and physical wellness and served as a reminder of our district's commitment to creating and sustaining a nurturing work environment for all.

A screenshot of an absence request form. The form includes fields for "Select the day(s) you will be out:", "Absence Reason" (set to "Other Paid > Requires Note To"), "Time" (set to "Full Day" from 08:00 AM to 04:30 PM), and "Substitute Report Time" (set to "Full Day" from 08:00 AM to 04:30 PM). There is also a calendar for January 2022 showing the selected date. Below the form is a section for "Notes & Attachments" with a note that reads: "Employee Health Day. Please see work excuse from health care/mental health care provider in uploaded documentation."

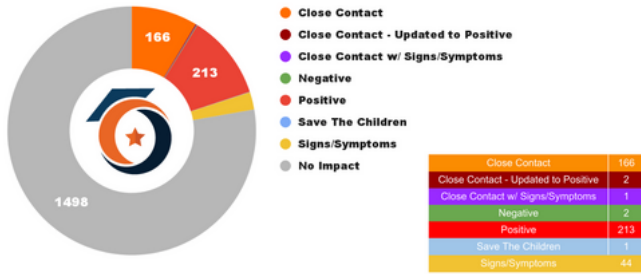
SUPERINTENDENT HIGHLIGHTS

Leading Through Our Crisis Response

COVID-19 Tracker

21-22 COVID Employee Impact

Data represents total employee impact since August



Orangeburg County School District

To allow our nursing team to accurately document and track our district's coronavirus impact numbers, and collect data in a way that could be presented to community stakeholders, a COVID-19 Tracker was developed.

School leaders and human resources entered student and employee impacts in a user-friendly interface while up-to-the-minute graphs, charts, and other visual representations allowed district leaders and trustees to see the numbers in real time, enabling them to make informed decisions about the health and safety of school operations.



The tragedy at Orangeburg-Wilkinson High School on August 18, 2021, was a day our community will not soon forget. Superintendent Foster and other District leaders have shared OCSD's Active Shooter Response, Reunification and Insights Gained at state-wide conferences and events over the last year, including the South Carolina School Boards Association's Annual Conference and the South Carolina Association of School Administrator's i3 Conference.

Conference attendees who have evaluated their session have called it "The Best" at the conference, with "informative" and "very helpful information."



To: Dr. Shawn Foster, Superintendent, Orangeburg County School District
Mr. Robert Grant, Assistant Superintendent for Operations, Orangeburg County School District
Mrs. Merry Glenna Piccolino, Assistant Superintendent for Communication, Business and Community Partnerships, Orangeburg County School District

From: Gwen Hampton, SCSBA Director of Leadership Development

Date: March 4, 2022

Re: Thank You

Thank you for your participation in the success of SCSBA's 2022 Annual Convention breakout presentations. Your session, *Active Shooter Response, Reunification, and Insights Gained from a Real Experience* contained valuable information for our membership. We appreciate the time you spent in preparation for the session and your willingness to share your expertise.

The evaluation results for your session are as follows:

Excellent (49); Good (17); Fair (2); Poor (0); Did not attend (57)

- Very detailed information for any District regarding unforeseen circumstances.
- Should be a requirement!
- Great to hear their step-by-step process, tips, and their lessons learned.
- The BEST breakout session at the conference!
- Great idea to be proactive and as prepared as you can be.
- Best breakout session-very informative!
- The information was very helpful,
- Good topic. Would be nice to hear more on proactive security measures being taken by districts as well as responses to incidents
- So very interesting
- Best session.
- Good to hear close proximity reaction to such a tragic event. We can only hope that we are prepared.
- This was a great session.
- Very informative!!!

We look forward to working with you again in the future!

SUPERINTENDENT HIGHLIGHTS

PANDEMIC RETENTION INCENTIVE

COVID VACCINE INCENTIVE

We were pleased to be able to incentivize employee health and safety through a \$200 bonus available to employees fully-vaccinated. Vaccinated employees who wished to receive the incentive, simply completed the below form and submitted it to their supervisor, along with a copy of their vaccination card.

At the December 2021 Board Meeting, trustees authorized Dr. Foster to compensate full-time active employees of our district an amount of \$500 and part-time active employees \$250 as an incentive for their efforts of work during COVID-19. OCS D has certainly appreciated the dedication of all teachers and staff throughout the pandemic and hope that the incentive contributed to employees' merriment over the holidays.



BOARD OF TRUSTEES
Ruby G. Edwards, Chair
Debra B. Brunson, Ed.D., Vice-Chair
Idella W. Carson, Secretary
R.L. Brown, D.Min., Parliamentarian
Sylvia Bruce-Stephens, Ph.D.
William E. O'Quinn, M.D.
Betty J. Pelzer
Peggy J. Tyler
Mary Berry Ulmer

Board of Trustees
102 Founders Court
2nd Floor, Board Room 232
Orangeburg, South Carolina 29118

December 14, 2021

MINUTES

Board members present: R. L. Brown, Debra Brunson, Idella W. Carson, Ruby Edwards, William O'Quinn, Betty Pelzer, Sylvia B. Stephens, Peggy J. Tyler and Mary B. Ulmer.

PROCEEDINGS:

Call to Order:

Board Chair, Ruby Edwards, called the meeting to order at 6:30 p.m. in accordance with SC Code of Law, 1976, as amended, § 3-4-80 C, the following media outlets were notified of the time, place, and agenda of the meeting: The Times and Democrat and The Advertiser Herald.

Moment of Silence:

Board Chair, Ruby Edwards, called for a moment of silence.

Pledge of Allegiance:

Board Chair, Ruby Edwards, asked Parliamentarian R. L. Brown to lead the Board in the recitation of the Pledge of Allegiance.

Approval of Agenda:

Mary Ulmer moved, with a second by Idella Carson, to approve the agenda. The motion passed 9-0.

Approval of the Minutes:

Idella Carson moved, with a second by Mary Ulmer, to approve the minutes of November 9, 2021. The motion passed 9-0.

Awards and Recognitions:

Rookie Teacher of the Month Initiative

Dysha Taylor, Teacher Effectiveness Coordinator, presented Ms. Charly Jenkins from Rivelon Elementary, Rookie Teacher of the Month. This month's Rookie Teacher of the Month received a certificate, and a \$50 monetary gift prize. The prizes for this month were sponsored by South Carolina Education Association and Mr. Henry Graham of the Campus Corner in Orangeburg.

Information Items:

A. Superintendent's Update — Dr. Shawn Foster

1. Covid-19 Summary

An update was given on COVID Student Impact information. OCS D student population is currently at 11,381. Current number of students impacted by COVID is which includes positive, quarantine and isolation with 884 tested positive dated back to the month of August. Currently, there are 81 students who are out on quarantine. OCS D has 1925 employees and of the 1925, dating back to August, a total of 63 who have tested positive

and 71 that have been impacted via close contact since August. As of this meeting date, there are only 3 employees out under quarantine.

2. Employee Covid Incentive (Action)

Dr. Foster presented an action item asking to compensate Orangeburg County School District full-time active employees an amount of \$500 and Part-time employees \$250 as an incentive for the efforts of work during Covid 19. The incentive is not intended for substitutes, or any employee that has submitted notice of resignation. Idella Carson asked if the amount could be increased to \$1000. After some discussion, R. L. Brown moved, with a second by Debra Brunson to approve the incentive as presented by the Superintendent. The motion passed 9-0.

COVID VACCINATION FORM

Full Name (Please Print): _____

Employee ID or Last 4 of SSN: _____

School/Location: _____

I, _____, am willfully providing Orangeburg County School District a copy of my COVID vaccine information. The district is providing a \$200 incentive for all staff who are fully vaccinated. I freely give permission for my information to be shared with the offices of Human Resources and Finance Office.

The \$200 incentive I receive in exchange for this information will be a physical "live" check. I will receive the check within two weeks of submitting this signed form and proof of vaccination. I also understand that I am committed to working the remainder of the 2021-2022 school year. If I do not work the remainder of the year, I agree to reimburse the district, \$200.00.

I understand that I must be fully vaccinated by October 18, 2021. Moreover, I understand that if I only have one shot by the above stated deadline, I do not qualify for the \$200 bonus. I understand that I am not mandated to share my COVID information, and I have the right to refuse to share my COVID vaccine information, thus, I will not receive a check.

I understand that I am not mandated to share my COVID information and I have the right to refuse to share my COVID vaccine information, thus, I will not receive a check.

____ My initial confirms that I elect not to share COVID vaccination information.

Signature: _____

Date: _____

Signature of School/Department Designee or Administrator: _____

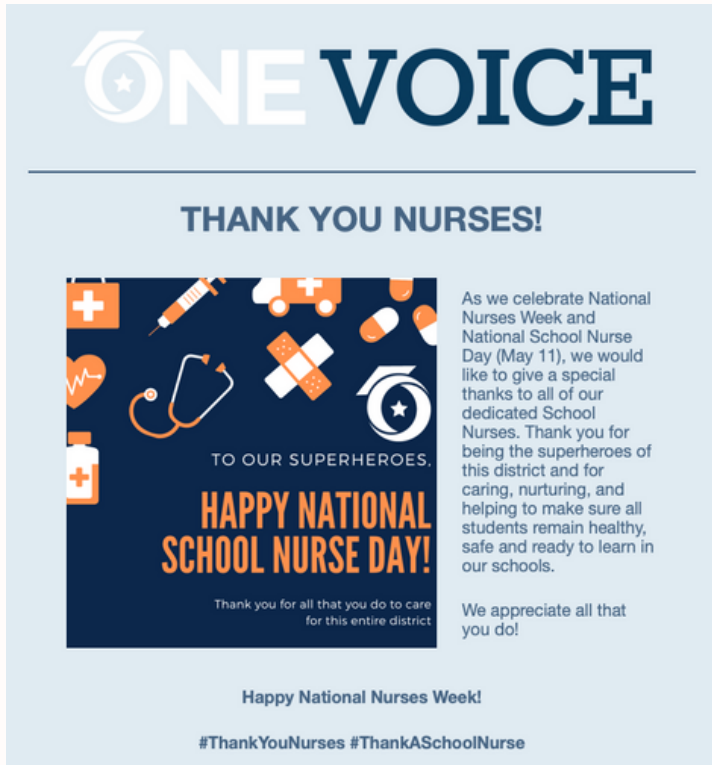
OFFICE OF FINANCE USE ONLY

Approver Signature: _____

Date: _____ Account # 225.213.00125.0000.???

COMMUNICATIONS, COMMUNITY & BUSINESS PARTNERSHIPS HIGHLIGHTS

One Voice-Internal Newsletter



In an ongoing effort to keep all employees engaged and informed of happenings across our schools and within our district, we were delighted to share with our staff ONE VOICE, a new weekly newsletter, sent to employee email accounts every Thursday afternoon.

The Communications Department began this weekly newsletter as an effort to strengthen relationships within our OCSD family and contribute to the sense of belonging and support for one another that we share.

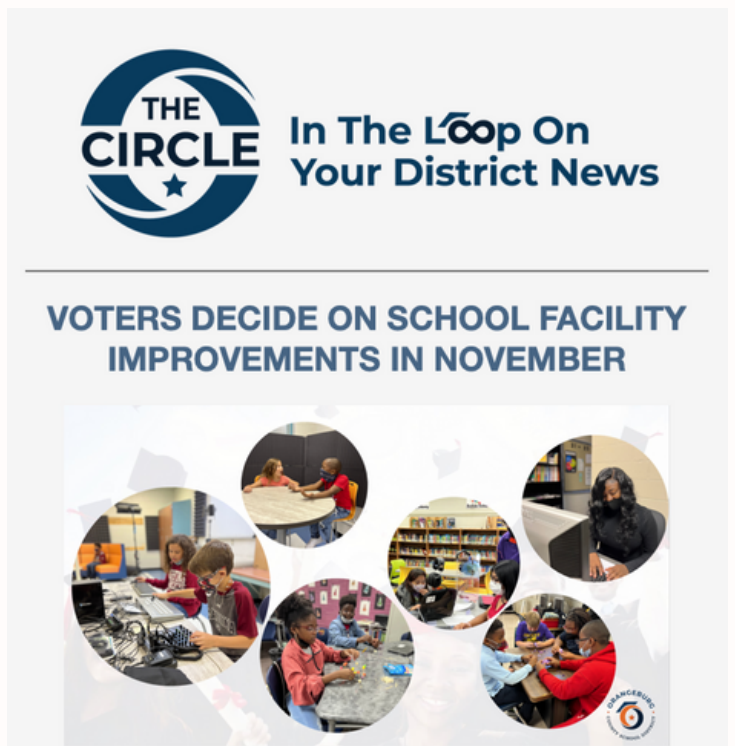
The Circle-External Newsletter

In The Loop On Your District News

There has been growing interest from external individuals and groups in receiving direct, factual information about OCSD on a regular basis.

THE CIRCLE newsletter has helped fill that desire, keeping stakeholders and groups in the loop of district news and information. This new publication is designed to engage, inform and contribute to stakeholders' awareness of happenings within our community's public schools and district.

THE CIRCLE is published weekly during the school year and bi-monthly over the summer, and is available without cost to all stakeholders by subscription. To date, THE CIRCLE has 601 subscribers.



COMMUNICATIONS, COMMUNITY & BUSINESS PARTNERSHIP HIGHLIGHTS

Employee Perk Program

The Communications Department launched our new Employee Perk Program in the 2021-2022 school year. OCSD's Employee Perk Program is just one of many benefits offered at our district. As a benefit of employment with Orangeburg County School District, teachers and staff members have access to discounts from hundreds of local and national companies. To receive discounts, most vendors just require proof of a district badge or offer an online coupon code. We are extremely grateful to the community for honoring our employees and were excited to share make these perks available to our employees.



ORANGEBURG COUNTY SCHOOL DISTRICT
EMPLOYEE PERKS PROGRAM

www.ocsdsc.org/PERKS

BECOME A PARTNER

Orangeburg County School District invites you to join us in appreciation of teachers and district staff by offering a discount or other OCSD Employee Perk. Whether it's a free doughnut on Teacher Appreciation Day, a discount on a car, a percentage off every purchase, a free beverage with dinner, a discounted oil change, or any other offer of your choosing, we hope you'll join us in recognition of our educators.

Businesses participating in our Employee Perk Program are featured on the District website, ocsdsc.org. Over the last year, ocsdsc.org has been viewed by more than 58,446 people. The school district also provides complimentary storefront window decals to all participating businesses.

To participate in OCSD's Employee Perk Program, please email Public.Relations@ocsdsc.org with Employee Discount/Offer in the subject line. For the Communications Office to display your offer on our website, your email must include:

- a hi-resolution horizontal logo or image on a dark background
- a detailed description of the discount or offer
- the dates you would like to begin and end the discount/offer (if applicable)
- a PDF copy of your discount/offer flyer (if available)
- contact information for a member of the business or organization

Please note that businesses must communicate any offer changes via email

Public.Relations@ocsdsc.org. While we strive to include all offers, certain limitations apply. We thank you, in advance, for your interest in celebrating Orangeburg County School District employees and for joining others in the community in gratitude for their service to students and families.

COMMUNICATIONS, COMMUNITY & BUSINESS PARTNERSHIP HIGHLIGHTS

Billboard Marketing

OCSD was excited to advertise on billboards this year through the financial partnership of Marcus Johnson, Owner of Nissan of Orangeburg. Thanks to Mr. Johnson, OCSD was able to obtain six billboards throughout the county at a total cost of nearly \$37,000 for year-long contracts. Through the billboards, we have been able to market employee recruitment for multiple positions, some specifically geared towards bus drivers while also including the benefits of working for the District. We also reached another target audience of families with school-aged children through these ads. The family targeted billboards highlighted all of the benefits of attending an OCSD school, like the safety at our schools, highly-trained educators, comprehensive support for gifted and talented (GT) students as well as students who may need additional resources, small class sizes (with a class ratio of 13 to 1), latest technologies, and our advanced programs such as GT, magnet programs, Orangeburg Advanced College, and our Technology Centers.

Your Future is our Business

A NEW DISTRICT COMMITTED TO THE VERY BEST

ORANGEBURG
COUNTY SCHOOL DISTRICT

SAFETY
QUALITY TEACHERS
LEARNING SUPPORT
SMALL CLASSES
ADVANCED PROGRAMS
HIGH TECH

AD SPONSORED BY NISSAN OF ORANGEBURG

**APPLY TODAY.
SHAPE TOMORROW.**

ORANGEBURG
COUNTY SCHOOL DISTRICT

WIDE SPECTRUM OF CAREERS
EXCELLENT BENEFITS
HIGHEST AVERAGE TEACHER SALARY IN STATE
CAREER GROWTH OPPORTUNITIES
FAMILY FOCUSED SCHEDULE

WWW.OCSDESC.ORG/EMPLOYMENT

• TEACHERS • BUS DRIVERS • CUSTODIANS • FOOD SERVICE • NURSES •

AD SPONSORED BY NISSAN OF ORANGEBURG

ORANGEBURG
COUNTY SCHOOL DISTRICT

Full Time/Part Time/Substitute

**DRIVE THE FUTURE
SCHOOL BUS DRIVERS WANTED**

Excellent Pay & Benefits - Flexible Hours

www.ocsdsc.org/employment

COMMUNICATIONS, COMMUNITY & BUSINESS PARTNERSHIPS HIGHLIGHTS

Irene Myers Grants and Foundation Board Inductees

SRNS MiniGrants

Savannah River Nuclear Solutions (SRNS) expanded their Innovative Teaching Mini Grant opportunities to public schools in Orangeburg, Allendale and Bamberg counties in the fall of 2021, with a commitment to fund special projects for successful high school educator grant awardees. OCS D high school teachers responded to this opportunity with tremendous enthusiasm, and we were extremely proud of the work that was put forth to apply for the grants. In total, \$19,250 in funding was awarded to our high schools to support special projects in classrooms, across grade levels or throughout our schools.

SRNS later expanded the opportunity to our elementary and middle school teachers, contributing an additional \$9,250 in grants to educators in our district.

Teacher awardees were celebrated in spring 2022 with an awards ceremony and dinner hosted at Newberry Hall in nearby Aiken, SC.



Through collaboration with the Orangeburg Education Foundation, a total of \$12,985.04 was awarded to OCS D teachers and staff from the Dr. Irene H. Myers Education Grant. Each awardee received up to \$500 in funding.

AWARDEE	SCHOOL NAME	GRANT TITLE
Quencenia H. Dantzler	Cope Area DO	Shift Learning Forward
Anna Morgan Smith	Cope Area DO	Empower Book Studies to Empower Instruction
Derrick James	Cope Area DO	Larger Monitor
Deedra O. Wright	Cope Area DO	Bowing in the Right Direction
Heather Haughton	Elloree EMS	Reading Wonderland (Needed to type cover pg & budget)
Mary S. Fogle	Elloree EMS	"A Smile is Worth a Million Dollars" Collaborative Project
Tequilla Allen	Vance-Provid	Stay Active
Lori June	Vance-Provid	Building a STEM Foundation
Beverly J. Parler-Rice	Elloree EMS	Welcome to the World of the Recorder
Joyce A. Smith	Lake Marion HS	Multimedia Art
Kara Horoski	CEMS	Reading Makes Us Happy Campers
Kimberly Chubb	Lockett/BHS	We Sing the World Around
Mihaela Span	Branchville HS	Learning Geometry Using Manipulatives
Audrey Cook	Branchville HS	VMath Live (Redo budget. Itemize)

The Orangeburg County School District Education Foundation is a not-for-profit organization that was formed for charitable and educational purposes, and to sponsor educational activities in our local public schools.

Our Assistant Superintendent for Communications, Business and Community Partnerships serves on the Board, along with new inductees including, Holly Hill Elementary Principal Johnnie Smith, C&I leaders Amanda Looper and Robert Hemby, former Lockett Principal Dr. Glenda Westbury, Brookdale Principal Latonya Nelson, as well as District Teacher of the Year Ruby Marie Hallman, and Support Staff of the Year Briana Berry.

COMMUNICATIONS, COMMUNITY & BUSINESS PARTNERSHIPS HIGHLIGHTS

Unified Phone System

Technology Deployments

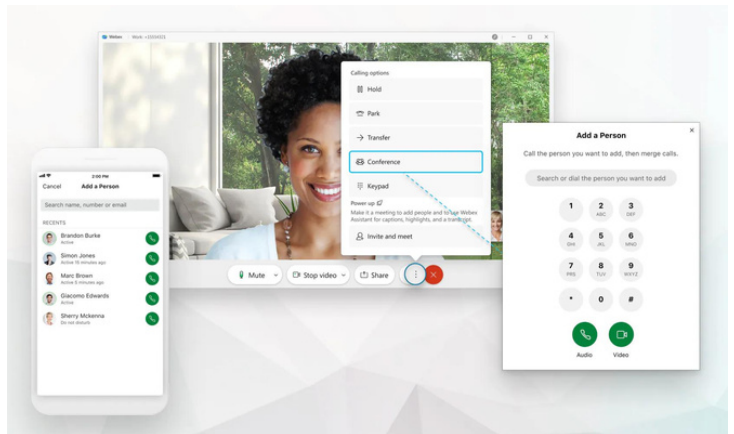
The Technology Department provided hotspots to support extended and remote learning to students across the county in all grade levels through VILS, Waterford and through district funds that will be reimbursed by Emergency Connectivity dollars.

The Department was awarded five million dollars in Emergency Connectivity Funds to replace out-of-date and broken devices for students across the district.

We replaced the three previous district phone systems and united the county by deploying and installing new phones through a cost-saving Voice Over IP (VOIP) telephone system. We added physical phone sets and virtual sets (Softphones) to allow for greater flexibility for employees to have untethered phone service in the office or, if needed, remotely.

Additionally, we have added eFax services that we will be training users on to increase flexibility and decrease the hardware costs to departments and schools.

Technology also replaced computer systems with new devices for food service and office staff.



STUDENT SERVICES HIGHLIGHTS

Community Vaccine Clinics

Orangeburg County School District and Garden City Consulting partnered to offer COVID-19 Vaccines for students ages 5-11, while continuing to offer vaccines for parents, older students, and other members of our community in need. These clinics were held in the eastern, western, and central regions of our school district on August 28, 2021, September 18, 2021, February 19, 2022 and March 19, 2022.



Go Lime Green: "Ending the Silence" Mental Health Nights

The National Alliance on Mental Illness (NAMI) partnered with Student Services and our schools' athletic departments to host Mental Health First Aid Nights at Football Games. These nights were designed to destigmatize mental health by informing the community about mental health issues in order to increase awareness and let students and families know how to get help for themselves or others if needed.



STUDENT SERVICES HIGHLIGHTS

Be SMART Collaboration

OCSD partnered with other Midlands School Districts and Law Enforcement agencies, including the Orangeburg County Sheriff's Office, the Orangeburg Department of Public Safety, and The Town of North Police, as well as The Regional Medical Center in Orangeburg, to help raise gun safety awareness as part of our involvement in the Be SMART campaign.

Be SMART was launched to raise awareness that secure gun storage—storing guns locked, unloaded and separate from ammunition—can save children's lives. Be SMART emphasizes that it's an adult responsibility to keep kids from accessing guns, and that every adult can play a role in keeping kids and communities safer.

Dr. Foster, school board members, and other partners took part in a public MOU signing ceremony for the initiative in early December.



MLK Oratory Competition

Local students inspired their families, schools and community on Monday, February 28, by their confidence, presence and masterful delivery of prepared speeches during the Orangeburg County School District MLK Jr. Oratory Competition.

The annual oratory competition featured 14 students, a talented group comprised of one fourth or fifth grade school contest winner from each of the District's elementary schools. Each student's powerful, deeply personal speech was based on the competition theme, "Awakening the Consciousness of Compassion," and answered the question, "What movement would you support, start or lead; why is this movement important?"

Malachi Jean, a fifth grader at Mellichamp Elementary won first place, Dilyn Berry, a fourth grader at Bethune-Bowman Elementary placed second, and Harlem Brown, a fifth grader at Holly Hill Elementary brought home the third-place prize.



STUDENT SERVICES HIGHLIGHTS

Holiday Assistance Event with Salvation Army

The Salvation Army accepted applications from families in need of holiday assistance at Nix Elementary School Cafeteria.

Assistance was available for things like toys, clothing, hygiene products, and more for children 12 and younger, and we were delighted to offer this additional resource to our families.



Additional Assistance 2021



Other assistance that maybe available:

Energy
Rental
Food
Hygiene
Clothing Voucher
Furniture

More details will be shared with you by the Salvation Army.



CHRISTMAS ASSISTANCE 2021



Will you need assistance this year for Christmas toys for your children 12 years old and younger?

We will be taking applications:
Thursday, October 21, 2021
9:00 AM –1:00 PM

Location: Nix Elementary School Cafeteria
770 Stilton Rd
Orangeburg SC 29115

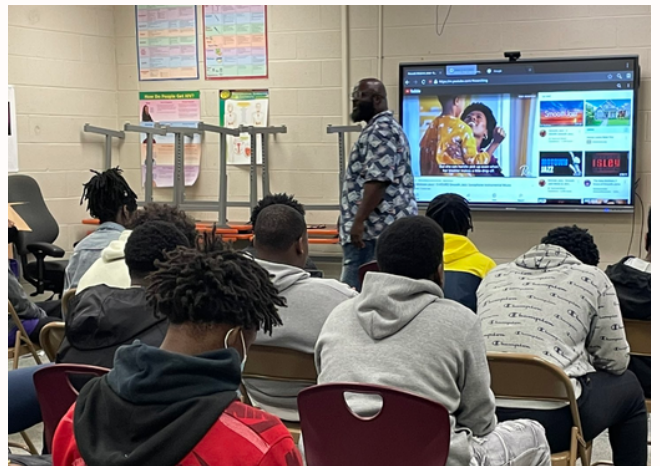
Bring the following documentation:

1. Picture ID or ITIN cards for person applying.
2. **LONG FORM** Birth certificates for each child.
3. Clothing sizes for all children in the home 12 years and younger.
4. A copy of all monthly bills.
5. Proof of all income/ or lack of from unemployment office in the home including Medicaid/Medicare, Food Stamps, SSI, and WIC.
6. Name and birth date for every person in the household over the age of 12.

The services described in this information are not supported or endorsed by the Orangeburg County School District

OCSD & Save the Children Action Network Parent Forum

Parent liaisons partnered with the Save the Children Action Network and various community supporters to present our very first Parent Empowerment Day. Parents attended sessions, and visited vendors such as Girls and Boys Club, DSS, Wise Staffing, Save the Children, and more at this event which featured our very own Hayward Jean as the keynote speaker.



STUDENT SERVICES HIGHLIGHTS

Call Me MISTER Mentoring Program

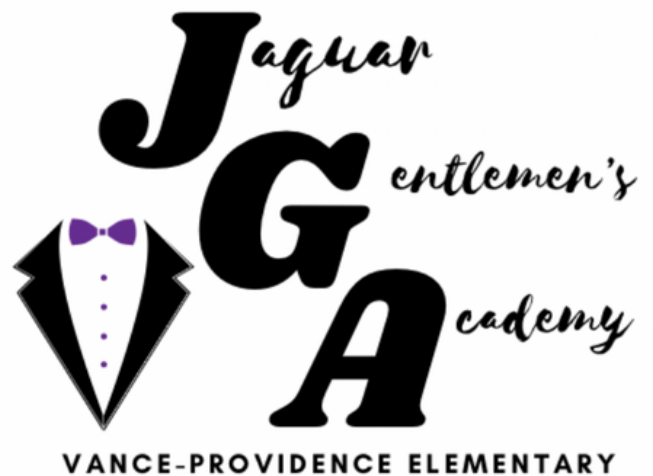
Call Me MISTER Mentoring Program “My Brother’s Keeper” was held on the campuses of William J. Clark Middle School, Bethune-Bowman Elementary School, and Orangeburg-Wilkinson High School during the spring semester. Once a week, preservice teachers from the Call Me MISTER program mentored a select group of students.

We were pleased to offer this program in collaboration with SC State 1890 Research and Extension program and the Call Me MISTER program.



JAGUAR Gentlemen's Academy

Student Services created a young male mentoring program for Vance-Providence Elementary School in collaboration with Mrs. Quia Stevenson (counselor) and Mrs. Alethea Bryant-Dixon (assistant principal). The successful program culminated with a catered luncheon on May 25.



STUDENT SERVICES HIGHLIGHTS

Call Me MISTER Recruitment & Male Conference

This male empowerment event provided an inspiration day of personal development activities to prepare young men for college, and introduce our high school juniors and seniors to the idea of becoming education majors as Call Me MISTERS.



Mental Health First Aid Winner for State

The National Alliance on Mental Illness South Carolina (NAMISC) presented Bethune-Bowman M/H School with the very first Go Lime Green (GLG) Spirit Award on March 31. Their efforts to raise awareness on mental illness during their sports programs and other activities set them apart from all other programs throughout the state.



Power Up Career Fair

OCSD Professional School Counselors and Career Professionals hosted students from all high schools for a motivational event focused on practical tips, and the power of soft skills in career advancement. Career and college vendors from the community and surrounding areas engaged our students with information on their programs and opportunities and provided giveaways, including \$500 scholarships.



STUDENT SERVICES HIGHLIGHTS

Save the Children-Community Summits

Community Summits were held this spring in collaboration with Curriculum and Instruction and Save the Children. Families and various members of the community engaged in powerful discussions and heard dynamic speakers centered around the genius development of our students. Save the Children also provided free meals and school supplies for all.



COMMUNITY SUMMITS

ORANGEBURG COUNTY SCHOOL DISTRICT

FREE DINNER WILL BE PROVIDED, ALONG WITH RESOURCES AND MATERIALS TO SUPPORT AT HOME LEARNING

Summits are open to all PK-12th grade families throughout the county. | Sessions will feature motivational speakers from the community.

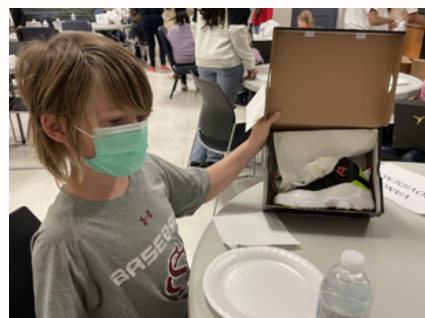
6 PM - 8 PM ON

Monday	Tuesday	Wednesday
11TH	12TH	13TH
April 2022 HOLLY HILL ELEMENTARY	April 2022 DOVER ELEMENTARY	April 2022 MELLICHAMP ELEMENTARY

Sponsored by Save the Children

"Happy Feet"

The Orangeburg Rotary Club, in partnership with Hibbett Sports, hosted their annual "Happy Feet" event on April 8, where new shoes for 101 elementary school students were provided. Mr. Hayward Jean, OCSD Director of Student Services worked with all school counselors to select deserving students across the county.



HUMAN RESOURCES HIGHLIGHTS

G.R.O.W. Program

Getting **R**eady for **O**pportunities to **W**ork in Orangeburg County was implemented this year to tap into the support staff talent we have within our district and encourage non-certified employees to attain certification to teach.

OCSD partnered with Dr. Rashard Anderson from S.C. State University, The S.C. State Department of Education, Teachers for Tomorrow, and Learning Liaisons to help prepare participating staff for these certification assessments. OCSD also reimbursed participants for the cost of the PRAXIS exams, transcripts, and practice tests.

The G.R.O.W. program is gaining state-wide attention as other districts look for creative ways to ensure each classroom is filled with a certified teacher. HR was invited to share details of this initiative at the South Carolina Association of School Administrator's (SCASA) i3 conference in June 2022.



Rookie Teacher of the Month & Employee of the Month

Human Resources implemented the Rookie Teacher of the Month and the OCSD Employee of the Month Programs this school year in an effort to enhance the culture of the district and assist with retention of employees.

The Rookie Teacher of the Month program recognized induction teachers for their efforts in the classrooms. A committee at the district level selected the rookie teacher of the month from names submitted by schools. By similar account, the employee of the month program recognized both classified and certified employees for their contributions at their work sites.

The rookie teacher of the month and the employee of the month are recognized at board meetings, celebrated in internal and external newsletters and acknowledged on our District website.



HUMAN RESOURCES HIGHLIGHTS

New Educator in Orangeburg Academy

To support and develop new educators in OCSD, Human Resources implemented the New Educator to OCSD Academy. This academy of teachers met monthly for focused learning on classroom management, lesson planning, and delivering high-quality instruction to students. Additionally, NEO Academy teachers were assigned a mentor and Mrs. Dyisha Taylor from our Human Resources Office made site visits to support these educators new to our district. The NEO program concluded with The NEO End of the Year Celebration, where Ms. Brandi McGrady, Brookdale Elementary, was named OCSD Rookie Teacher of the Year.



Career Fairs

The Human Resources Department hosted two in-district career fairs to hire both certified and classified personnel.

With both career fairs, OCSD was able to hire 23 certified personnel and 18 classified personnel.



FINANCE & PROCUREMENT HIGHLIGHTS

Virtual Monthly Meetings

The finance office held virtual monthly meetings to discuss updates for procurement, pupil activity, accounts payable, payroll, and grants accounting.

During the virtual meetings, each department provided monthly updates and current activities. The meetings provided the finance staff with timely information, enabling the office to operate more efficiently.



Finance Student Apprentice

Saniya White, student at Lake Marion High School, and Tamia Yarbrough, student at Orangeburg-Wilkinson High School, are student apprentices in our Finance Office. The two young ladies are pictured on each end of the photograph below.

The students are being trained to perform accounting functions and are learning about the policies and procedures of the school district. The office is preparing these students to become accounting professionals.



Policies/Procedures for Federal Programs

Loretta Harden and Corine Miller presented to the district's school bookkeepers about the policies and procedures for Federal Programs. This annual training for bookkeepers helps keep them updated on policies and procedures for the new year. Ms. Harden and Ms. Miller bring a wealth of knowledge and experience to share during their presentation. The bookkeepers look forward to this gathering with their colleagues to network and gain knowledge.

FINANCE & PROCUREMENT HIGHLIGHTS

SDE Financial Watch Ended

Vendor Drop-In

ORANGEBURG COUNTY SCHOOL DISTRICT

VENDOR DROP-IN

MARCH 1, 2022
10 AM - 11:30 AM
ORANGEBURG COUNTY LIBRARY
1645 RUSSELL STREET
ORANGEBURG, SC 29115
VIRTUAL OPTION ALSO AVAILABLE

WELCOMING LOCAL BUSINESSES INTERESTED IN SERVING THE DISTRICT

Introduce Yourself to our Purchasing and Accounting Staff

LEARN HOW TO PROVIDE YOUR SERVICES AND PRODUCTS TO OUR DISTRICT

FOR MORE INFORMATION CONTACT GREG TWITTY, PROCUREMENT COORDINATOR, AT GREG.TWITTY@OCSOSC.ORG

JOIN ZOOM MEETING USING THE FOLLOWING INFO
tinyurl.com/OCSDvondor2022
Meeting ID: 593 330 0769
Passcode: OCSD2022

The School District was released from Fiscal Watch on May 12, 2022, by the South Carolina Department of Education. Orangeburg County School District was fortunate to be released one year after being on Fiscal Watch due to a low fund balance in FY 20 Audit.

The State requires school districts to maintain a minimum fund balance of 8.33% of their annual budget. Orangeburg County School District increased its fund balance by \$4,893,513 at the end of FY 21 to \$12,019,991.

A Vendor Drop-In was held on March 1, 2022, at the Orangeburg County Library.

We provided a hybrid model for the drop-in and invited James McQuilla, Orangeburg County Chamber President and Johnny Burch, Administrative Staff for Small Minority Business.

Attendance included 23 in person and 21 virtual attendees. We covered topics about navigating the RFP process with OCSD and the certification process with SMBCC.



May 12, 2022

Dr. Shawn Foster, Superintendent
Ms. Ruby G. Edwards, Board Chair
Ms. Gail Sanders, Assistant Superintendent for Finance
Orangeburg County School District
102 Founders Court
Orangeburg, SC 29118

RE: Fiscal Watch Release under S.C. Code Ann. § 59-20-90 (Supp. 2018)

Dear Dr. Foster, Ms. Edwards, and Ms. Sanders:

On April 22, 2022, an intent to upgrade to fiscal caution declaration letter was sent to Orangeburg County School District (the District) pursuant to Section 59-20-90(D)(2)(e-f).

The District's fraud by a former employee that led to a Federal Bureau of Investigations investigation lead to the intent to upgrade to fiscal caution. After visiting with District personnel, we have learned that the investigation has been completed. The Fiscal Year 2020-21 District audit showed the district has resolved the fund balance issue that led to the District being placed on fiscal watch after the Fiscal Year 2019-2020 audit report. There also was a repeat material finding in the Fiscal Year 2020-2021 audit report that if repeated in the Fiscal Year 2021-2022 audit report would lead to a designation of fiscal watch being placed by the South Carolina Department of Education (SCDE). The SCDE recognizes the district's efforts and steps taken to meet the fund balance requirement and resolve the issues that lead to the repeat material finding. Please take this notice as the District official release from "fiscal watch" designation under Section 59-20-90.

FINANCE & PROCUREMENT HIGHLIGHTS

FY 21 Audit

Orangeburg County School District received an Unmodified Opinion for the FY 21 Audit. An Unmodified Opinion is a goal that the District seeks to obtain since it provides a seal of approval for our financial statement, making it easier to borrow and at a lower cost.

ORANGEBURG COUNTY SCHOOL DISTRICT SCHEDULE OF FINDINGS AND QUESTIONED COSTS YEAR ENDED JUNE 30, 2021	
1. Summary of Auditor's Results:	
Financial Statements	
Type of report the auditor issued on whether the financial statements audited were prepared in accordance with GAAP:	Unmodified
Internal control over financial reporting:	
Material weakness(es) identified?	Yes
Significant deficiency(ies) identified?	None Reported
Noncompliance material to the financial statements noted?	No
Federal Awards	
Internal control over major federal programs:	
Material weakness(es) identified?	Yes
Significant deficiency(ies) identified?	Yes
Type of auditor's report issued on compliance for major Federal programs:	
Federal Agency and Name of Major Program	Type of Opinion on Major Program
Dept of Agriculture, Child Nutrition Cluster	Qualified
Dept of Education, Special Education Cluster	Unmodified
Dept of Education, Title I	Unmodified
Dept of Education, ESSER	Unmodified
Dept of Education, Title IV	Unmodified
Dept of Education, Title II	Unmodified
Any audit findings disclosed that are required to be reported in accordance with section 2 CFR 200.516 (a)	Yes
Identification of major programs:	
<u>Assistance Listing Number(s)</u>	<u>Name of Federal Program or Cluster</u>
84.027, 84.173	Dept of Education, IDEA Cluster
10.553, 10.555	Dept of Agriculture, Child Nutrition Cluster
84.010	Dept of Education, Title I
84.475D	Dept of Education, ESSER

Budget Approval

The School Board approved a balanced budget of \$130,790,932.18 at the June 28, 2022, board meeting.

The budget will provide a \$2,000 increase for all teachers, a \$.68 increase for bus drivers, a step increase for all eligible employees, and a one-time \$1,000.00 stipend for all employees.

	FY 23 Proposed Budget	Conference Committee Recommended	Conference Committee Recommended
		4K Plus Step and Millage Increase	2K Plus Step
Revenue			
Local (1110, 1140, 1280)(1290)	\$ 47,375,820.57	\$ 47,375,820.57	
Condom Taxes, Delinquent, and Fees in Lieu (Includes 10 additional Mills)	\$ 2,022,837.00		
State Reimbursements (Taxes)(3810,3820,3830,3825,3840,3890)	\$ 22,252,291.20	\$ 22,252,291.20	
Property Tax Relief, Merchants Inventory, Homestead Exemption, Motor Carrier Fees, Manufacturer's Depreciation, Tier II/Act 388 Prop Tax			
State (3181,3177, 3977)	\$ 50,668,599.62	\$ 50,668,599.62	
Educational Funding-GF, Educational Funding, Retiree Insurance, PEBA			
Miscellaneous	\$ 350,000.00	\$ 350,000.00	
Rentals, Contributions, Interest, Miscellaneous			
Transfers	\$ 10,144,220.77	\$ 10,144,220.77	
Educational Funding-FA, Educational Funding Indirect Cost (Special Revenue Funds)			
TOTAL	\$ 132,813,769.16	\$ 130,790,932.16	
Expenditures			
Salaries (100)	\$ 76,696,051.42	\$ 74,688,051.59	
One-Time Stipend	\$ 400,000.00	\$ 2,000,000.00	
Employee Benefits (200)	\$ 32,864,436.25	\$ 31,008,799.08	
Workers' Compensation, Employer Portion of Health, Dental, Social Security, Retirement, Basic Life and Basic LTD			
One-Time Stipend Fringe	\$ 61,300.00	\$ 308,000.00	
Purchase Services (300)	\$ 13,605,319.49	\$ 13,605,319.49	
Property Insurance, Water & Sewage, Rentals, Wireless Overlay/License, Repairs & Maintenance, Waste Management, Telecommunications, Attorney Fees, Audit, Resource Officers/Other Property Services, Adult Education, Contractual/Instructional Services, Misc/Other Purchase Services and Travel			
Supplies (400)	\$ 6,585,562.91	\$ 6,585,562.91	
Programmatic Items, Electricity, and Maintenance Supplies			
Equipment (500)	\$ 1,054,325.58	\$ 1,054,325.58	
Other (600)	\$ 696,163.60	\$ 696,163.60	
Membership/Dues/Interest			
Transfers (700)	\$ 848,709.91	\$ 848,709.91	
Food Service Fringe, Proviso			
TOTAL	\$ 132,813,769.16	\$ 130,790,932.16	

OPERATIONS HIGHLIGHTS

School Nutrition

In the midst of the pandemic, food and supply shortages were an issue for our School Nutrition program this past year. Several emergency purchases had to be made to obtain scarcely available serving utensils and lunch trays for students.

School Food Service persevered through the shortages and still provided all students with USDA reimbursable meals.

1,252,176 lunches served

811,766 breakfasts served

43,211 after-school snacks served



GRANTS AWARDED:

- **No Kid Hungry- \$20,000 for warmers in five kitchens**
- **School Breakfast Expansion Grant - \$10,000 each for Bethune-Bowman, O-W High, Clark Middle, Whittaker Elem., and Lake Marion.**
- **The Moo Brew Program (Dairy Alliance) - \$10,000 each for O-W High, Edisto High and Lake Marion Campus to start a coffee program.**

OPERATIONS HIGHLIGHTS

Transportation Services

The Office of Student Transportation Services provides daily service on over 170 buses and 341 routes to nearly 8,500 riders of OCSD. Buses travel over 10,000 miles daily, which averages around 1.9 million miles during the 180-day school year while covering 1,100 square miles (about half the area of Delaware) in Orangeburg County. It should also be noted that during the duration of the 2021-2022 school year, no life-threatening student injuries or fatalities occurred while in transit to and from school and school-sponsored activities.



South Carolina Law § 43-80-F requires school bus stops on each route be established at safe locations no closer than two-tenths of a mile apart. Stops shall have a clear visibility of 600 feet in each direction or a "School Bus Stop Ahead" sign shall be located at a point 600 feet in each direction of the designated stop.

The Office of Student Transportation Services is continuously working to ensure the overall safety and well-being of students. Route assessments are ongoing throughout the calendar year. As unsafe conditions are found, bus stops are either moved or "School Bus Stop Ahead" signs are installed by the South Carolina Department of Education (SCDOT) at the request of the District.



Photo: Recent installation of "School Bus Stop Ahead" traffic signs installed in Bowman and North.

The U.S. Environmental Protection Agency (EPA) is spending \$17 million to fund electric school buses throughout the country. Of that funding, \$1.2 million was awarded to the South Carolina Department of Education (SCDE) that will fund four electric school buses for Orangeburg County School District (OCSD). The grant will be used to replace four diesel-powered vehicles in the district with electric-powered ones. These vehicles are intended to help cut down on air pollution and greenhouse gas emissions.

OPERATIONS HIGHLIGHTS

OCSD Security

RESPONSE TO O-W SHOOTING



On August 18, 2022, a shooting occurred at Orangeburg-Wilkinson High School. District Security was assisted by local and state law enforcement agencies. Students, faculty, and staff were evacuated from the scene. The reunification site was the Orangeburg Technology Center.



ENHANCED MEASURES

- Metal Detector Installation
- Enhanced Procedures

Metal detectors were installed at all middle and high schools in the district. All students and visitors must pass through metal detectors before entering OCSD buildings.

Handheld wands are also used at all athletic events (football, basketball, etc). If an object is detected on a person, he/she will be asked to step aside and searched with the handheld wand. If an illegal item(s) is found on a person, he/she will be turned over to Administration or SRO Law Enforcement personnel.

Individuals with a medical excuse for heart devices, (i.e. pace maker) are searched via hand wand and pat down. Refusal to be searched results in denied entry to buildings/events.

OPERATIONS HIGHLIGHTS

County-wide Intruder Training/School Intruder Drill

Throughout the year, SERT (Special Emergency Response Team) held intruder drills at specific schools in the district (Lake Marion, W.J. Clark, Marshall, and Branchville High) in collaboration with Orangeburg County Emergency Service and local law enforcement.

A district-wide intruder drill was held on June 6, 2022, at Edisto High School. Participants included district employees, local and state law enforcement agencies, Orangeburg County EMS, Orangeburg County Fire Service, and The Regional Medical Center.

The drill at Edisto included “trauma-informed” active shooter training. This training helps prepare staff to respond in the event of an active shooter situation on a school campus. Several members of the OCSD team acted as gunshot victims, some played the roles of students and teachers, while others observed and evaluated.

“Our goal is to make sure we have adequate visual deterrents, comprehensive trainings, and that we are constantly informing our students and staff. Keeping our students and staff safe is a collaborative effort. We in this school district believe that it is everyone’s responsibility. It takes a village. It’s imperative that we have proper protocols and relationships with not only law enforcement, but the community as well, to ensure our students and staff are safe.”

-Superintendent, Dr. Shawn Foster

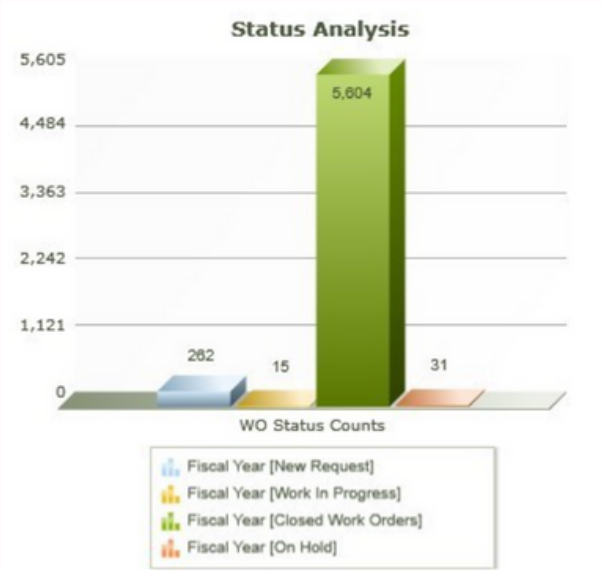


OPERATIONS HIGHLIGHTS

Maintenance and Facilities

WINDOWS

High efficiency windows were installed at William J. Clark Middle School, Sheridan Elementary School and Edisto High School. The windows have aluminum frames and are double-pane tempered glass with a slight tint on the interior window.



Work orders accepted, responded to & closed for the 2021-2022 school year

FLOORING

Flooring replacement has been completed or is currently in process at Bethune-Bowman's guidance department, William J. Clark Middle School, Marshall Elementary School, Vance-Providence Elementary School (rooms C1 and D1), Lockett Elementary School K4 and Branchville High School (2 classrooms). The District selected an Armstrong Vinyl Composite Tile (VCT), which is durable and long lasting. The carpet that has been replaced is a Mohawk Group commercial flooring that comes in carpet squares. If a square is damaged, it is easy to replace the square and less expensive than replacing the entire carpet.



OPERATIONS HIGHLIGHTS

Maintenance and Facilities

PAINTING

Painting has been completed or is currently in process at William J. Clark, Sheridan Elementary School, Vance-Providence Elementary School, Marshall Elementary School, Ellore Elementary School, Holly Hill-Roberts Middle School, Holly Hill Elementary, Edisto High School, Carver Edisto Middle School and Hunter-Kinard-Tyler K-12. The District chose a premium Sherwin Williams acrylic paint that is washable and scuff resistant. The scope of the painting varied from location to location, but several facilities have been completely repainted.



HVAC

HVAC individual units have been replaced at Dover Elementary, Holly Hill-Roberts Middle School, Lake Marion High School, Robert E. Howard Middle School, Marshall Elementary School, Rivelon Elementary School and The Technology Center. All replacements are high efficiency units containing the new MO99 refrigerant.



OPERATIONS HIGHLIGHTS

Maintenance and Facilities

WOOD GYM FLOORS

Wood gym floors have been refinished at the following locations: Bethune-Bowman, Branchville High, Edisto High, HKT, North, Lake Marion High, O-W High, Carver-Edisto Middle, Robert E. Howard Middle, William J. Clark Middle, and Dover Elementary.

The district has a schedule in place when school gyms will receive a complete sand down and painting, or a polyurethane scuff and re-coat.



ROOF REPAIRS

Roof Repairs were completed at Lake Marion High School, Holly Hill-Roberts Middle School, R.E. Howard Middle School, Ellore Elementary School, North M/H School, Hunter-Kinard-Tyler Campus, Carver-Edisto Middle School, Edisto High School and Branchville High School.



OPERATIONS HIGHLIGHTS

Maintenance and Facilities

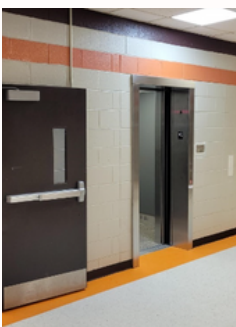
STORM DAMAGE REPAIRS

Storm damage repairs have been completed at Lake Marion High School. Repairs included: Roof replacement over small gym, ridge cap replacement, canopy replacement in courtyard, HVAC replacement and lighting replacement.



O-W ELEVATOR REPLACEMENT

The replacement of the elevator at Orangeburg-Wilkinson High School has been completed. Replacement included upgrading the machine room to current standards, flooring replacement, stair tread replacement, and upgraded lighting.



ATHLETIC TRACKS

Tracks are currently being upgraded at all high schools. North, Bethune-Bowman, and O-W are completed. At Lake Marion, partial runway work has been completed; and at Branchville and HKT, prep work is complete. Lake Marion is about 95% complete with a runway still to be completed; prep work at Branchville and HKT has been completed, with plans to lay the rubberized surface this fall. EHS's track will need extensive repairs before a surface can be laid down. Track resurfacing work includes laying down an exceptionally durable rubberized coating, and painting the new running lanes.



OPERATIONS HIGHLIGHTS

Maintenance and Facilities

ENTRY GATES

Entry gates have been installed and/or repaired at Lake Marion High School, Bethune-Bowman and Ellore Elementary.



BARBER SHOP AT LMHS

The installation of the barber shop at Lake Marion High School/Technology Center has been completed.



NEW MAINTENANCE HOLE FOR SEWER LINE ACCESS

A new maintenance hole for sewer line access has been installed at Orangeburg-Wilkinson to solve an ongoing issue with stop ups.



OPERATIONS HIGHLIGHTS

Maintenance and Facilities

FOUNDATION REPAIRS

Foundation repairs have been completed at HKT, Edisto Primary and Sheridan Elementary School.



TOUCHLESS WATER BOTTLE FILLERS

Murdoch touchless water bottle fillers have been installed at all locations throughout the district – 100 total single and double stations were installed.



ABM Energy Performance Contract

Twenty-three schools and facilities will be equipped with upgrades to include Interior/Exterior LED Lighting and Controls, HVAC replacements and control upgrades, and Water Conservation equipment, using funds that would have been used in paying utilities.

OMBUDSMAN HIGHLIGHTS

District Strategic Plan

This year we completed our first District Strategic Plan as a consolidated district. This project began with a collaborative group of stakeholders, both internal and external, in April 2021. Through a series of meetings, gathering input, recommendations and considerations, the project was completed in April 2022. During this process a district-wide vision, mission, belief statements and goals were created. Along with the district strategic plan, schools created their school-wide strategic plans as well.

District Strategic Plan Signature Page
Strategic Plan for 5 Year Cycle: 2022/23 to 2026/27

District:	Orangeburg
SIDN:	3809
Plan Submission:	School utilizes Cognia
Address 1:	102 Founder's Court
Address 2:	
City:	Orangeburg, SC
Zip Code:	29118-2087
District Plan Contact Person:	Dr. Jesse Washington
District Plan Contact Phone:	8035335454
District Plan E-mail Address:	jesse.washington@ocsdsc.org

Required Signature Page
The district strategic plan, or annual update, includes elements required by the Early Childhood Development and Academic Assistance

MISSION

The mission of Orangeburg County School District, the catalyst of innovation and excellence, is to ensure all students discover and develop their person, purpose and platform through high-quality educational experiences distinguished by:

- a culture of collaboration, equity and inclusion;
- a creative learning environment with inspiring opportunities; and
- a commitment to nurture the academic, physical, social and emotional well-being of all.

BELIEFS

WE BELIEVE THAT...

Honoring individuality through respect and empathy empowers and promotes acceptance, which builds family and community.

Effective communication is key to understanding others.

Purpose is the core of existence.

Moral values shape who we are.

A servant's heart encompasses love that is manifested in action and deed toward self and mankind.

Freedom is an inherent right.

Time is life's most valuable asset.

Growth mindset is necessary to adapt and embrace change.

GOALS

We will sustain a culture that ensures collaboration, equity and inclusion.

We will provide high-quality and engaging opportunities through academics, arts, athletics and activities.

We will recruit, train, and retain highly effective faculty and staff.

We will ensure stakeholders' voices are heard and honored in our school system.

We will provide high-quality, state-of-the-art facilities for our students and community.

OMBUDSMAN HIGHLIGHTS

2022 Graduations

This past year we celebrated over seven hundred seniors graduating from OCSD. For the first time after consolidation, we were able to hold all graduation ceremonies in one location in the spirit of being ONE. The past two years, ceremonies were limited to each high school due to Covid restrictions. The experience was a success, and we are already planning for the same in 2023.



Leadership Academy

This past year, the superintendent began a leadership academy for district employees interested in leadership and school administration.

Through a very thorough process, twenty-five applicants were selected to begin this learning journey. The class meets monthly to discuss leadership at both the district and school level through a series of presentations from departments, leadership articles and readings, lectures, sharing personal leadership stories, out-of-class assignments and continuous participation in online classroom chats and discussion.



OMBUDSMAN HIGHLIGHTS

OCR Compliance Report

Board Policies

The district continues to review, update and adopt new policies as we work together to ensure a successful consolidation.

Close attention has been given to Instructional Policies where a subcommittee of the board met with district administration to review and offer feedback. This is an ongoing process as times change, new legislation is adopted and current practices in the district are visited and reviewed.

OCSD completed the very first Office of Civil Rights (OCR) Compliance Report this year. This report is required of districts to ensure all student and employee rights are being considered fairly and with fidelity.

This relates to Title IX, which requires that all students have access to a free and appropriate education. The compliance report details all aspects of the district and each school.

The report is intended to serve as both a guide and reminder that all students and all employees matter and should have equal access.

Orangeburg County School District
102 Founders Court
2nd Floor, Board Room 232
Orangeburg, SC 29115

June 14, 2022
6:30 p.m.

This meeting is held in accordance with the Freedom of Information Act. The news media has been notified and a copy of the agenda has been made available to the public.

Members:	Agenda
Ruby G. Edwards Chair	1. Call to Order
Deborn Brunson, Ed.D. Vice Chair	2. Moment of Silence
Idella W. Carson Secretary	3. Pledge of Allegiance
R. L. Brown, D.Min. Parliamentarian	4. Approval of Agenda
	5. Approval of Minutes (May 10, 2022)
	6. Awards & Recognitions
	A. Seal of Biliteracy
	B. SC Junior Scholars
	7. Department Information/Action Items:
	A. Superintendent's Update
	1. Covid-19 Summary
	2. Graduation Wrap-Up
	B. Curriculum & Instruction Update
	1. OCSD Applications 2022-2023 (Action)
	2. LIFE 2 Grant Performance Compensation
	3. Leadership Retreat August 1 st and 2 nd
	4. Professional Development Days August 8 th -12 th
	C. Financial Services
	1. General Fund Budget Report (May, 2022)
	2. Proposed FY 2022-23 General Fund Budget 3 rd Reading (Action)
	3. Adoption of resolution for capital projects general obligation bond (Action)
	4. Adoption of resolution to refund the 2006 Qualified Zone Academy Bond (Action)

 **United States Department of Education**
Civil Rights Data Collection

Coversheet Creation Date: 3/10/2022 9:28:08 PM EDT

LEA Identification		LEA Certifier Identification	
LEA Name:	Orangeburg	Certifier's Name:	Jesse Washington
LEA ID:	4503910	Certifier's Title:	District Ombudsman
Submission Status:	Certified	Certifier's Email Address:	jesse.washington@ocdsc.org
School Year:	2020-2021	Certifier's Phone Number:	803.534.5454
Superintendent:	SHAWN D. FOSTER		

CERTIFICATION

I am authorized to submit the LEA's forms for certification because I am designated by the LEA Superintendent to certify

I certify that the information provided is true and correct to the best of my knowledge and belief.

A willfully false statement is punishable by law. (18 U.S.C. §1001.)

Certifier: Jesse Washington Date: 3/10/2022

Previously the CRDC collected disaggregated data on graduates with a regular diploma and graduates with another credential. The CRDC also collected data on students with disabilities by disability category. Your LEA also reports this data to your state education agency, which reports it to ED/EDFacts DG 306 and EDFacts DG 74). To reduce burden, the CRDC will no longer collect this data directly from LEAs. Instead, the data that your LEA provides to the state education agency will become part of your LEA's CRDC submission. Your LEA's certification of its CRDC data includes verifying the accuracy of the data that your LEA submitted to the state education agency.

CURRICULUM & INSTRUCTION HIGHLIGHTS

Youth Apprentices

Recognizing our role in preparing students for success in both college and careers, our District became a registered apprenticeship site this year.

A practical and sound method of preparing workers for employment in skilled occupations is through planned apprenticeship – a training concept which provides On-the-Job Learning (OJL) under actual job conditions supervised by skilled professionals and at wages commensurate with the apprentice's skill.

In partnership with Apprenticeship Carolina, we formulated and adopted Apprenticeship Standards for the training of Apprentices in our own organization and placed students in the Finance and Operations Divisions, offering a number of students an opportunity for hands-on learning right in our own organization.



Extended Learning

In an effort to support students who may have experienced gaps in their learning due to the pandemic, Curriculum and Instruction implemented an extended learning initiative.

A series of 14 Saturday sessions were offered and facilitated virtually by our very own certified teachers, allowing families or students to identify the grade level and times they would like to participate in an Extended Learning session.

Families or students could select to participate in one or more sessions. Each designated time focused on a different skill.

To attend a virtual session at 9:00 a.m., 10:30 a.m., or noon, families or students were able to click on a link to join the session from their school device, personal device and/or any smart device with internet access.



CURRICULUM & INSTRUCTION HIGHLIGHTS

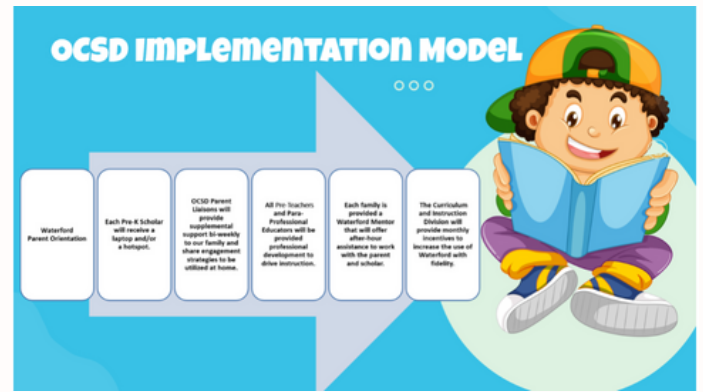
Waterford

Our District's Waterford implementation began with pre-kindergarten students who were loaned a laptop and hotspot to utilize this evidence-based literacy program at home. All pre-kindergarten students engaged in the program five days a week for 15 minutes. All training, digital device deployment and instructional support were provided by the Waterford team through collaboration from C&I team members.

Teachers had daily access to student data to inform their instruction, allowing instructional feedback and great intervention strategies.

As a result of the positive student outcomes for our youngest learners, more than 70 kindergarten through second grade teachers volunteered to engage in the Waterford in-classroom model as an instructional supplement. Student incentives and contests helped encourage student utilization of Waterford, and involved engagement from leadership all the way to the top, with Dr. Foster allowing the teacher with the highest Waterford usage to pie him in the face.

An added bonus of Waterford is parent engagement, with parent liaisons who provided support and tools to empower OCSD parents as their child's first educator.



HOW'S IT GOING WITH WATERFORD ?

- We have 100 percent participation in our Pre-K and Pilot classes.
- We have 71 Kindergarten through 2nd grade teachers to participate in the Pilot Program.
- The purpose of the Pilot Program is to provide our awesome teachers an opportunity to learn how Waterford can enhance their instructional strategies and supplement our curriculum.
- Monthly, the Curriculum and Instruction Division, provides incentives to our classes for exceptional use of Waterford with fidelity.

The infographic includes an illustration of children playing with a large stack of books.



CURRICULUM & INSTRUCTION HIGHLIGHTS

Gifted & Talented

Summer Programs

Summer Programs provide an opportunity for students needing additional support to receive standards-based instruction pre-kindergarten through 12th grade from our very own certified teachers.

Additionally, secondary students could earn initial credit or engage in Career and Technical Education sessions.

We also offered summer programs for academically and artistically gifted students.

The OCSD Gifted and Talented Program was fully operational in four elementary magnet academies during the 2021-2022 school year. The goals of the program are to provide a specialized educational approach, improve achievement for magnet program participants and promote and maintain diversity.

A five-year implementation plan will expand these opportunities across more schools in OCSD.

Along with a rigorous standards-based curriculum, student experiences at our Magnet Academies have included STEAM Camps, Family Nights, Virtual Field Trips, Expos and Showcases.

Secondary Summer School Dates & Sites
Serving Students in Grades 6th – 12th

Thursday, June 9th – Thursday, June 30th

Summer School Site	Schools Served
Edisto High School	Branchville Middle/High Carver Edisto Middle Edisto High Hunter-Kinard Tyler Middle/High North Middle/High
Lake Marion High School	Bethune Bowman Middle/High Elloree Middle Holly Hill Roberts Middle
Orangeburg Wilkinson High School	Robert E. Howard Middle William J. Clark Middle

ENGLISH

ESPAÑOL

ORANGEBURG COUNTY SCHOOL DISTRICT

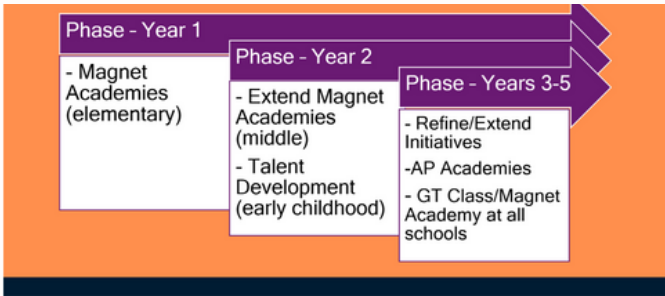
ELEMENTARY

MAGNET ACADEMIES

Application Window
November 2-19, 2021

www.oscdsc.org/magnet

- SAIL** - The Scholars Achieving Investigating and Learning Magnet Academy at Melchamps Elementary School
- BAJA** - The Broadcasting and Journalism Academy at Edisto Elementary School
- STAGE** - The Students Taking on the Arts and Gifted Education Academy at Marshall Elementary School
- STEAM** - The Building STEAM Academy at Holly Hill Elementary School



CURRICULUM & INSTRUCTION HIGHLIGHTS

Academic Recovery Plan

Assessments

The Curriculum and Instruction Division understands the value of formative and summative assessments to accelerate learning for all students. Therefore, the District currently administers three types of formative assessments.

All districts in the state are required to submit an academic recovery plan detailing goals and strategies for providing annual growth in English Language Arts (ELA) and math for all students, as well as catch-up growth for those most impacted by the pandemic.

While the requirement focuses on ELA and math, it was essential for Orangeburg County School District to develop a plan that focused on all students and their individual needs. OCSD analyzed multiple data sources to develop specific, actionable goals for students. We did so collaboratively with stakeholders utilizing the following data:

Assessment Schedule

BENCHMARKS

Assessment	Grade	Frequency	Dates
MAP Reading Fluency (MTSS Requirement)	K-2	Three Times Per Year	September 7-10, 2021 December 6-17, 2021 May 2-13, 2022
CASE-TE21 Benchmarks ELA, Math, Science	3-8/EOC	Three Times Per Year	October 26-November 5, 2021 January 18-31, 2022 March 22-April 1, 2022 EOC Semester Long September 7-17, 2021 November 1-12, 2021 January 24-February 4, 2022 March 29-April 8, 2022
MAP Reading, Language, Math	K-9	Three Times Per Year	August 23-September 3, 2021 December 1-17, 2021 April 4-14, 2022

- The End-of-Course Examination Program (EOCEP) results
- Attendance
- Grade distributions
- District-administered assessments
- Early learning assessments and screening tools

As we seek to accelerate learning, we have involved stakeholder groups in reviewing assessment systems. Following collaborative decisions with the superintendent and stakeholder groups, such as teachers, principals, interventionists and support staff, and approval from the OCSD Board of Trustees, we will transition to iReady in the coming year.

Academic Recovery Plan

All districts are required to submit an academic recovery plan detailing goals and strategies for providing annual growth in English Language Arts (ELA) and math for all students and catch-up growth for those most impacted by the pandemic.

Academic Recovery Plan

7. Implement data coaches in each school to assist teachers with disaggregating data and using data to drive instruction.
8. Implement Microsoft Excel data trackers at each level to help teachers and administrators identify and address the learning needs of students.
9. Administrators will participate in NIET.
10. Parent Engagement Facilitators will plan and coordinate quarterly sessions that will equip parents with strategies to address the learning loss at home.
11. Schools will administer common assessments.

CURRICULUM & INSTRUCTION HIGHLIGHTS

Dual Enrollment

Orangeburg County School District experienced an increase with our dual enrollment program after incorporating several intentional strategies which focused on growing our partnership with Orangeburg-Calhoun Technical College. Some the strategies we incorporated included parent information sessions, OCtech campus tours with school counselors and leaders, and Career and Technology Center student-led presentations that highlighted the various opportunities. Additionally, for the past two summers, students were provided opportunities to explore the Career Centers throughout the District and students engaged in various classroom sessions which provided them access to the dual enrollment offerings.

One program the District initiated was Orangeburg Advanced College, which puts students on a path to earning an Associate’s Degree by graduation starting with dual enrollment classes as early as ninth grade.

The Orangeburg Advanced College (OAC) program is moving into its second year of implementation and is a unique new opportunity for highly-motivated Orangeburg County School District (OCSD) students designed to advance future academic and career goals in a rigorous, yet supportive program.

In partnership with Orangeburg-Calhoun Technical College (OCtech), OCSD is thrilled to offer a character intensive, innovative curriculum for students in grades 9-12, who, upon successful completion, will earn both a high school diploma and an Associate’s degree without cost to the student or family.

Orangeburg County School District is excited to welcome an even more diverse group of students, representing Cohort II in the 2022-2023 school year.

Orangeburg Advanced College		
21-22 OCSD Middle School	#	%
Branchville Middle/High School	4	5.4%
Carver Edisto Middle School	10	13.5%
Ellore Elementary School	9	12.2%
North/Middle High School	7	9.5%
Holly Hill Roberts Middle School	7	9.5%
Robert E. Howard Middle School	11	14.9%
William J. Clark Middle School	25	33.8%
Other	1	1.4%
Total applications submitted	74	

	2019-2020	2020-2021	2021-2022
College Credits Earned	938	1073	1123
# Students	328	379	355

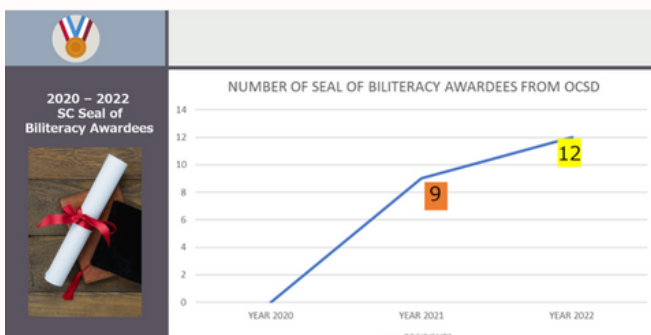
CURRICULUM & INSTRUCTION HIGHLIGHTS

Biliteracy

Biliteracy refers to having a functional level of proficiency in two languages in all domains of reading, writing, speaking and listening. The South Carolina Seal of Biliteracy advances the State's commitment to preparing every learner for college- and career-readiness in an increasingly international community by recognizing learners who attain levels of proficiency in English and at least one other world language required in the global workforce.

All South Carolina students are eligible to attain the Seal of Biliteracy based on two qualifications submitted during their junior or senior year of achieving the required level of language proficiency in a language other than English.

Orangeburg County School District is proud to share that the number of students earning this honor has increased for two consecutive years.



SC Junior Scholars

Orangeburg County School District was excited to announce our South Carolina Junior Scholars who qualified for the highly-competitive and rigorous program. SC Junior Scholars must score a 550 or higher on the Evidence Based Reading and Writing Section or a 530 or higher score on the Math Section of the PSAT/NMSQT.

As a result of their academic talents, the honorees are named as Duke TIP participants and are identified and recognized at either the Grand Recognition Ceremony or the State Recognition Ceremony during their seventh grade year.

South Carolina Junior Scholars Program

Honorees

William J. Clark Middle School

Ariel Bryan

Kaitlyn Hyman

Nishka Patel

Giovanni Medina Diaz

- Local award ceremonies
- Award of Merit certificate from the State Department of Education
- Invitation to attend summer opportunities at participating South Carolina colleges and universities.



CURRICULUM & INSTRUCTION HIGHLIGHTS

Course Catalog

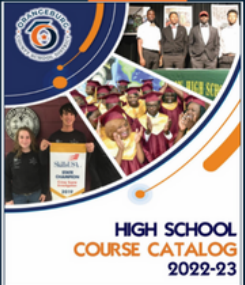
The 2022–2023 Orangeburg County School District Course Catalog publication contains information about various course offerings, graduation and promotion requirements, attendance, athletics, and college and career pathways. The Course Catalog is available in an electronic format to staff, parents, and students on our district website.

Course selection options help students focus their interests and learn more about a field. This resource is essential to planning for high school courses that are best fit for each student's college or career goals.

Having a course catalog will be vital to us as our district prepares students to operationalize their goals.

PLANNING AND PREPARATION

The Orangeburg County School District Course Catalog is a living document and will be updated periodically to reflect new course offerings, opportunities, and programs. This document will be used by students, staff, parents, and community members to make informed decisions related to district programs and course offerings.



Orangeburg County School District has developed and continues to refine a comprehensive publication to provide secondary schools guidance, information and procedures relating to course and program offerings.

Early Childhood Advisory Board

Strengthening the foundation of early childhood education (birth-age 5) is essential to our students' future academic success.

This year, our district established an Early Childhood Advisory Board to ensure that the variety of programs and services provided to young children and their families throughout our community are as consistent and unified as possible with curricula used, outcomes measured, etc. and head in the same direction while maximizing our collective use of resources.

A quote we believe in is, "Building a solid foundation in the early years of a child's life will not only help him or her reach their full potential but will also result in better societies as a whole."

-Arthur Unknown

Orangeburg County Early Childhood Advisory Board Representation

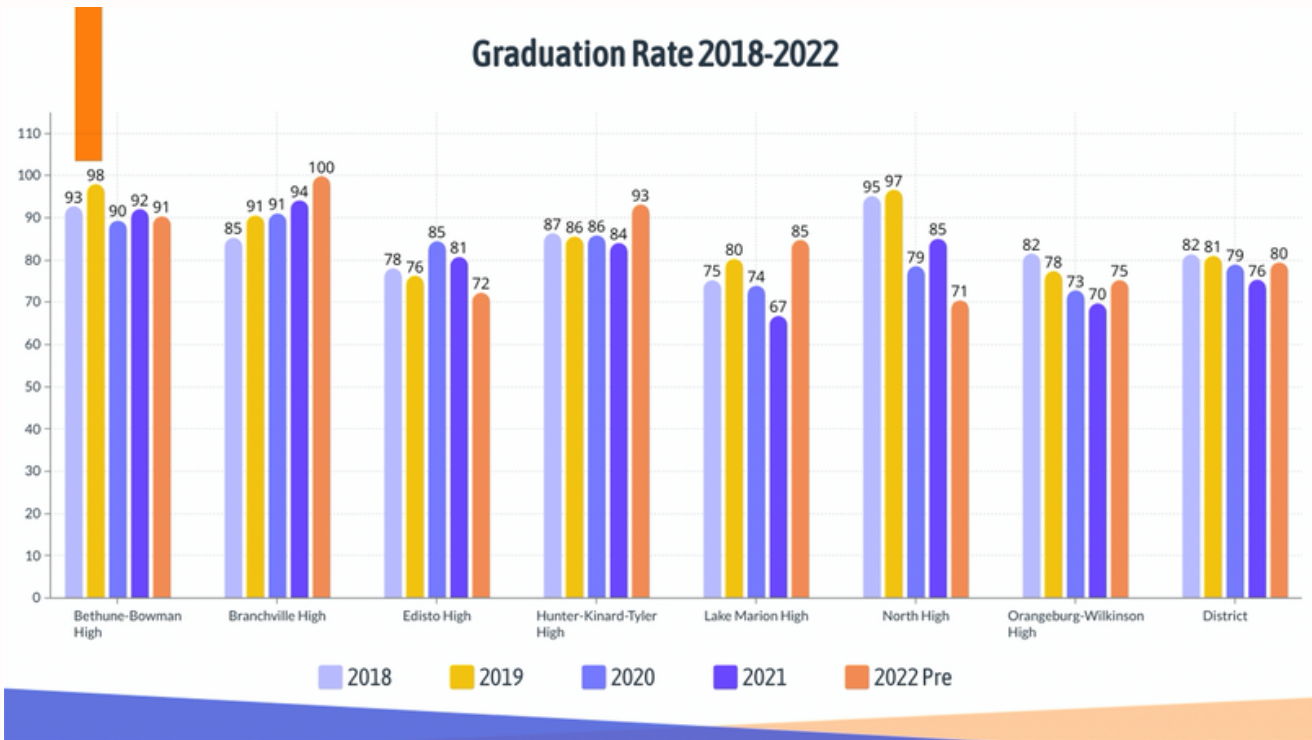


The board includes representatives from:

- Orangeburg County School District
- SC State University
- DSS (South Carolina Department of Social Services)
- Save the Children
- dhec (Department of Health and Environmental Control)
- Boys & Girls Club
- CASA Family Services
- FIRST STEPS (South Carolina)

CURRICULUM & INSTRUCTION HIGHLIGHTS

Improving Graduation Rate



Graduation Rates for 2018-2022 are represented in the graph. Data for 2022 is preliminary and subject to change. Graduation rates represent the percentage of students in the senior cohort that met the requirements for graduation. A cohort is established during the students' first year in high school. The graph shows that in most cases, each school has seen an increase in the graduation rate when comparing 2021 to the preliminary data of 2022. During the 2021-2022 school year, high schools were required to submit High School Data Trackers three times a year. After each submission, principals participated in meetings in which they explained their data and detailed the interventions that were put in place to assist each student.

