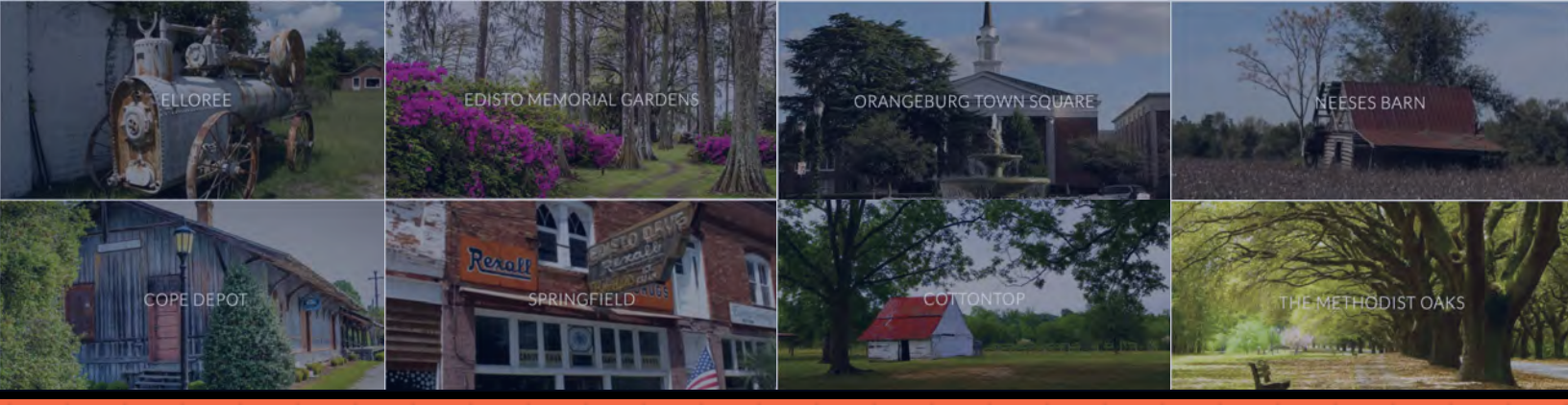
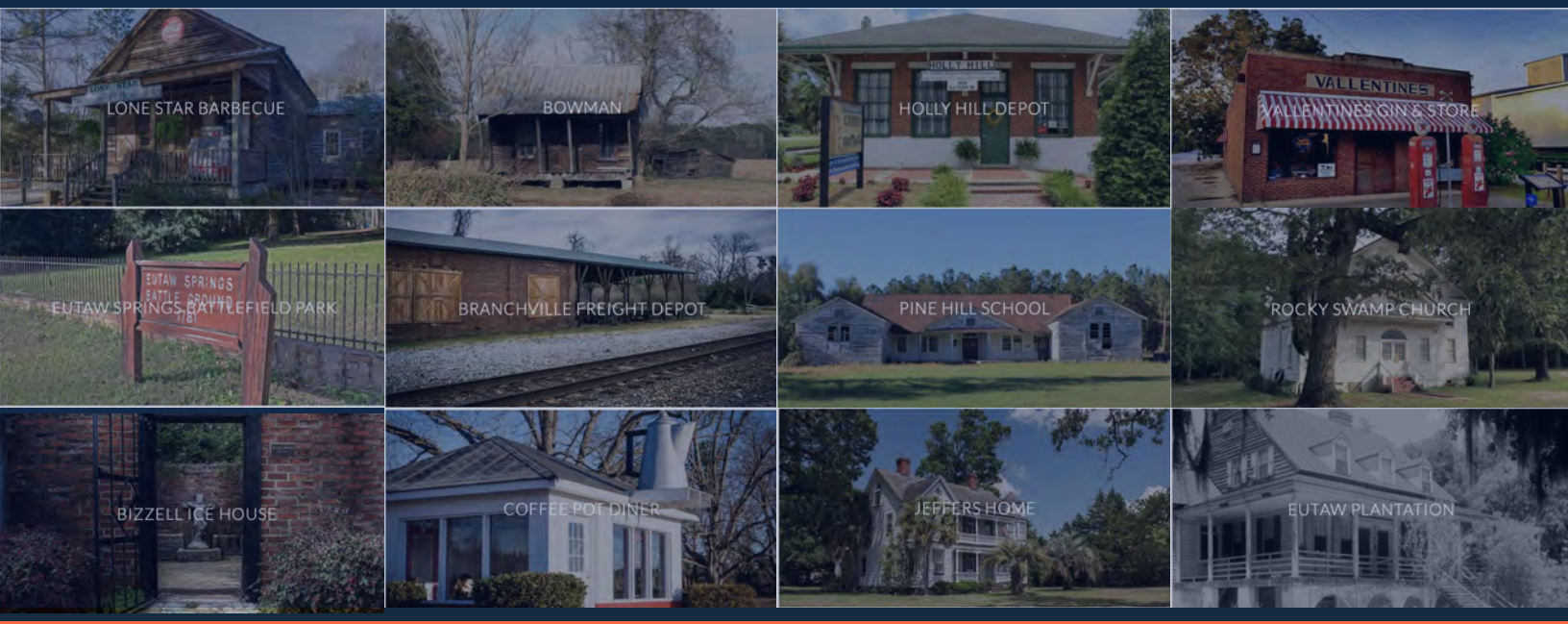


SHAWN D. FOSTER
SUPERINTENDENT
2020-2021 GOALS UPDATE



ORANGEBURG COUNTY SCHOOL DISTRICT
We Are One



Dr. Shawn Foster addresses those gathered at a forum Monday afternoon at Edisto High School. He's one of two finalists seeking to become the next superintendent of the Orangeburg County School District.

LARRY HARDY, T&D

The last year...

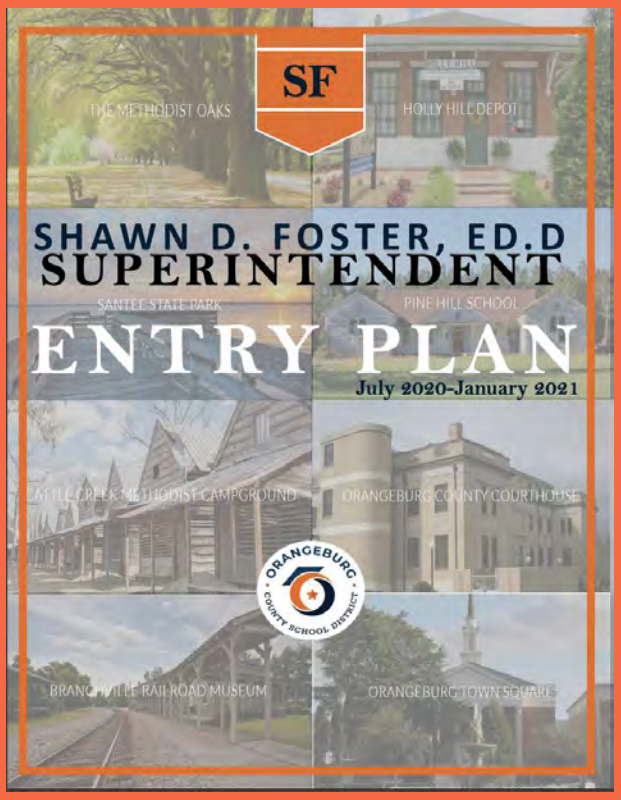
I am grateful to each of you, our elected school board members, for your collaboration and partnership in navigating together a new day for Orangeburg's school system amidst unprecedented changes to public education. I am honored to have been selected to serve as superintendent and appreciative of the opportunity to work alongside a courageous school board in a shared pursuit and uncompromising spirit of excellence.

As you'll discover in the pages to follow, great progress has been made on the actions planned to orient myself to our community and schools. I'm pleased to see our team beginning to implement action to propel our students, organization, and educational community forward. Saying I'm fortunate to work with such a capable and passionate Cabinet and School Leadership Team cannot be overstated. I'm truly blessed by the expertise each brings to their unique area and to our team. The contents of the pages to follow reflect our work together as a team and in no way could have been accomplished without their partnership, their leadership and their dedication.

I look back with pride over our last trip around the sun, and look forward to a future together where Orangeburg County School District is a bright light inspiring our students to their personal best, and a beacon for others to follow.

We Are One!





CONTENTS

Updates include information and artifacts related to efforts identified in my Entry Plan organized by Goal areas, including:

GOAL ONE 2

GOAL TWO 11

GOAL THREE 19

GOAL FOUR 25

GOAL FIVE 29

GOAL NUMBER ONE

ESTABLISH A RELATIONSHIP OF TRUST AND COLLABORATION WITH THE SCHOOL BOARD, CABINET MEMBERS, ADMINISTRATIVE DEPARTMENTS AND COMMUNITY STAKEHOLDERS.

ACTION STEP: SHARE ENTRY PLAN FOR FEEDBACK, GUIDANCE & SUGGESTIONS

In an effort to ensure a shared vision as it relates to my entry into the school system and lay the foundation for a positive and trusting working relationship, I presented my initial Entry Plan to our Board and community during the July 14, 2020, meeting. I shared the same with our administration during our regularly scheduled weekly meeting.



Orangeburg County School Board

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

Special Called Meeting
July 14, 2020
6:30 p.m.

Agenda

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Approval of Agenda
5. Approval of Minutes
6. Information Items:
   - A. Superintendent's Update
     - Superintendent Transition Status Update
     - Superintendent's Entry Plan
     - Parent/ Community Survey Results





ACTION STEP: ENGAGE IN ONE-ON-ONE MEETINGS WITH DEPARTMENT HEADS

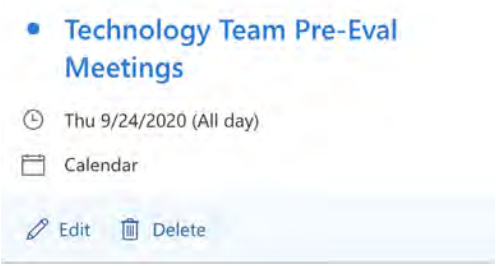
Early meetings with Departmental leaders has helped to establish relationships with key personnel while deepening my understanding of departmental goals and our building on a shared vision. Initial meetings were followed by pre-evaluation meetings, using an Executive Leader Evaluation Instrument, with each member of my senior team.

With mid-term evaluation meetings with each department head, I am monitoring progress of goals that were set for each division at the beginning of the school year. Each department head submitted a self-evaluation using the evaluation instrument. I then used the evaluation instrument to provide ratings for each evaluation standard with written feedback. Evaluations in this fashion are not punitive in nature, but intended to provide tangible feedback to improve leadership capacity and progress towards goals.



EXECUTIVE LEADER EVALUATOR INSTRUMENT

SECTION I: EVALUATION STANDARDS

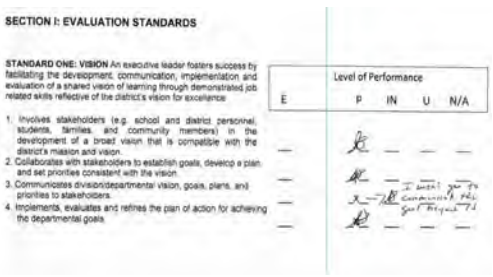


- Technology Team Pre-Eval Meetings

Thu 9/24/2020 (All day)

Calendar

Edit Delete



SECTION I: EVALUATION STANDARDS

STANDARD ONE: VISION An executive leader fosters success by facilitating the development, communication, implementation and evaluation of a shared vision of learning through demonstrated job related skills reflective of the district's vision for excellence

	Level of Performance				
	E	P	IN	U	N/A
1. Involves stakeholders (e.g. school and district personnel, students, families, and community members) in the development of a broad vision that is compatible with the district's mission and vision.					
2. Collaborates with stakeholders to establish goals, develop a plan, and set priorities consistent with the vision.					
3. Communicates division/departmental vision, goals, plans, and priorities to stakeholders.					
4. Implements, evaluates and refines the plan of action for achieving the departmental goals.					

ACTION STEP: WORK WITH VARIOUS DEPARTMENTS TO SUPPORT REGULAR PROFESSIONAL DEVELOPMENT & GOALS

From an audit of our comprehensive Human Resources systems and processes to Financial Training for Bookkeepers and Professional Learning opportunities being offered through all departments, extensive effort and progress has been made in the areas of continuous improvement and support of Departmental goals.

Summary of Data Collection Process, Sources and Documents

Numerous documents were requested of the HR staff for review and analysis to include but not limited to: District strategic plan, policies and procedures (HR), district employee handbooks, customer service comment cards, annual reports, newspaper accounts, recruitment and retention plans, application forms for employment, and anecdotal data. In addition, the HR administrator was asked to complete a *"self-audit."* This information was used as a comparison of how he saw the office operating compared to the outside auditors' review. On-site visits were made as a means of ascertaining additional opportunities to confirm and assess HR operations in the District. Other sources of verification included state legislation manuals, legal advisories, and findings from various professional organizations, publications, and peer reviews.

Overall, the HR Review/Audit is made up of four (4) major phases:

1. Planning
2. Data Collection
3. Data Analysis
4. Findings



Every month, cabinet meetings are held to meet with all Assistant Superintendents and Department Directors. During these meetings, we discuss all department updates, questions, suggestions and ideas. Recommendations are also brought to the table for discussion.

During these meetings, it is clear that all the District's departments work independently and interdependently. It is necessary this collaboration happens to ensure that all departments are meeting the needs of the schools, students, faculty, staff and community.

Cabinet Meeting Agenda
Thursday, March 24, 2021

"If you think what you do is insignificant or too small to matter, try spending the night with a mosquito." – Everything matters...

Ombudsman Update
- Calendar 2021-2022
- Graduation 2021

Human Resources Update
- Principal and Assistant Principal of the Year Award
- Employment Contract Distribution Process
- Employee Pay Sheets

Student Services Update
- Spring Sports
- SEL Videos
- PD Training for School Counselors

Finance Update
- Purchase Order Closeout
- Monthly Travel Submission
- Required Documents for Summer Payroll

Instructional Update
- Grading Procedures/Senior Timeline
- OAC Interviews
- Dual Enrollment
- District-wide Schedule
- CERDEP Registration
- Childcare Center Partnership
- Frontline
- Summer Extravaganza
- S2TEM Algebra 1
- Smithsonian
- Orangeburg Online
- OWL Implementation
- TAR Updates
- SIS Operator
- Title 1 School Presentation
- Federal Amendments

Technology Update
- System-wide VOIP Project
- Student Device Collection

Superintendent Comments

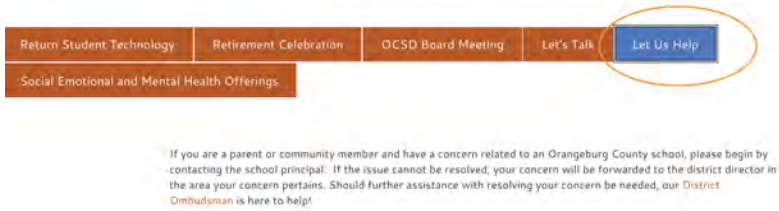


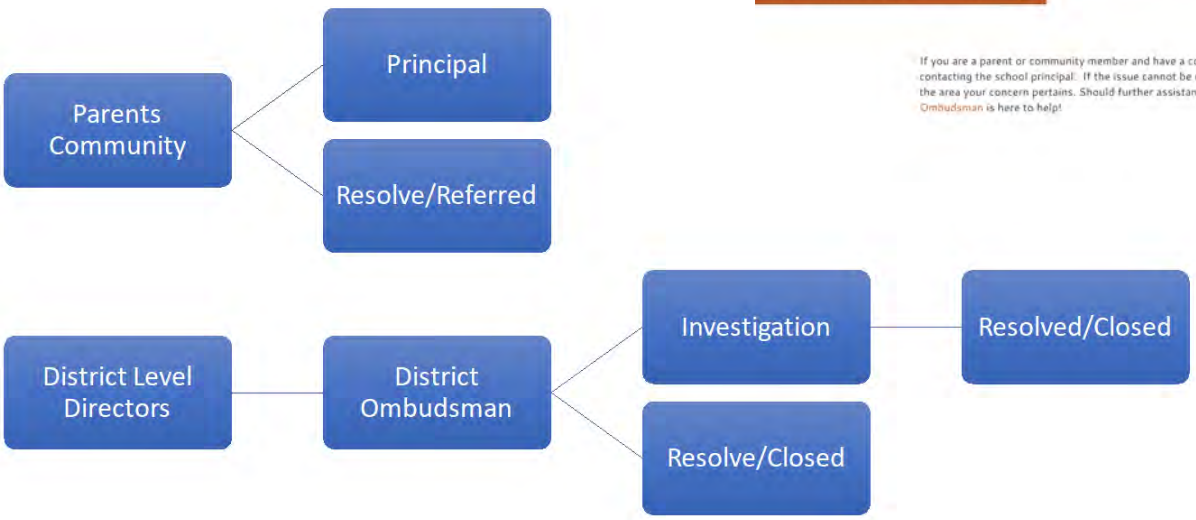
ACTION STEP: ESTABLISH CLEAR UNDERSTANDINGS OF ROLES, RESPONSIBILITIES AND EXPECTATIONS

Roles, responsibilities and expectations have been established for District leaders, as well as Principals. The roles of school and District leaders are sometimes difficult to determine without deliberate action on behalf of the school system to define those for stakeholders. A new flow chart for reporting concerns and topic-focused contact information was developed to do just that, as well as a "Let Us Help" button on our website, in an effort to help the public visualize our information structure, while providing direct access to support at the District office through our Ombudsman.

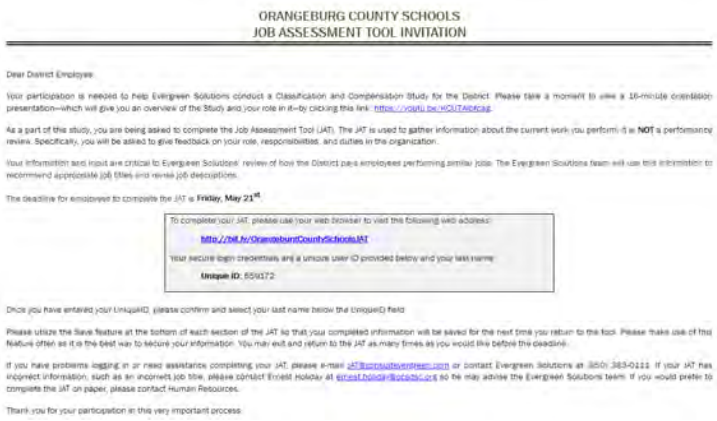
DISTRICT OFFICE

Area	Contact	Phone
Academics	Dr. Andress Carter-Sims	(803) 534-8081
Elementary Instruction	Dr. Charlene Stokes	(803) 534-1108
Middle/High School Instruction	Dr. Veronica Scott	(803) 534-8081
Gifted & Talented	Priscilla Hollington	(803) 534-1110
ESOL Families	Yvonne Mitchell	(803) 534-8081
Testing & Accountability	Dr. Wanda McMichael	(803) 395-7066
Learning Support Services	Dr. Andress Carter-Sims	(803) 534-8081
Pre-K	Dr. Charlene Stokes	(803) 534-1108
Virtual Programs	Quencenia Dantzler	(803) 534-1102
Title I Programs	Sharon Wilson	(803) 395-7078
School Improvement and Innovation	Terri Fludd	(803) 534-1116
PowerSchool	Cindy Williams Gina Edwards	(803) 395-7088 (803) 395-7067





A compensation and staffing study began in February 2021 though contracted vendor, Evergreen Solutions. The study aimed to ensure competitive salaries, and that current job descriptions and classifications for each employee matched their role, responsibilities, and expectations. As part of Evergreen's work, employees were also asked to complete a job assessment.


ORANGEBURG COUNTY SCHOOLS
JOB ASSESSMENT TOOL INVITATION

Dear District Employee:

Your participation is needed to help Evergreen Solutions conduct a Classification and Compensation Study for the District. Please take a moment to view a 16-minute orientation presentation—which will give you an overview of the Study and your role in it—by clicking this link: https://youtu.be/HOUTAIbAcag.

As a part of this study, you are being asked to complete the Job Assessment Tool (JAT). The JAT is used to gather information about the current work you perform. It is **NOT** a performance review. Specifically, you will be asked to give feedback on your role, responsibilities, and duties in the organization.

Your information and input are critical to Evergreen Solutions' review of how the District pays employees performing similar jobs. The Evergreen Solutions team will use this information to recommend appropriate job titles and revise job descriptions.

The deadline for employees to complete the JAT is **Friday, May 21st**.

To complete your JAT, please use your web browser to visit the following web address:
http://bit.ly/OrangeburgCountySchoolsJAT
Your secure login credentials are a unique user ID provided below and your last name:
Unique ID: 659372

Once you have entered your UniqueID, please confirm and select your last name below the (UniqueID) field.

Please utilize the Save feature at the bottom of each section of the JAT so that your completed information will be saved for the next time you return to the tool. Please make use of this feature often as it is the best way to secure your information. You may exit and return to the JAT as many times as you would like before the deadline.

If you have problems logging in or need assistance completing your JAT, please e-mail JAT@evergreensolutions.com or contact Evergreen Solutions at (850) 383-0111. If your JAT has incorrect information, such as an incorrect job title, please contact Ernest Holiday at ernest.holiday@ocsdsc.org so he may advise the Evergreen Solutions team. If you would prefer to complete the JAT on paper, please contact Human Resources.

Thank you for your participation in this very important process.

From: Public Relations <Public.Relations@ocsdsc.org>
Date: Sunday, May 9, 2021 at 7:44 PM
To: Public Relations <Public.Relations@ocsdsc.org>
Subject: Attention All Staff: Compensation and Staffing Study Job Assessment

Compensation and Staffing Study Job Assessment Tool

In February of 2021, Evergreen Solutions was retained by Orangeburg County School District to conduct a Compensation and Staffing Study for Employees. As part of the study, all employees will be asked to complete a Job Assessment Tool (JAT). The JAT will allow Evergreen Solutions the ability to gather details about each employee's job. All employees will receive an email from Evergreen Solutions on Monday, May 10, 2021, that will include the JAT for completion, along with a YouTube video which will further explain the process. Each employee should first view the short video, complete the JAT and follow directions for submission. Thank you in advance for your attention to this matter.

Ernest Holiday
Assistant Superintendent for Human Resources
Phone 803-534-5454
Email Ernest.Holiday@ocsdsc.org
Orangeburg County School District

At Orangeburg County School District, we believe our primary purpose is to serve our community through effective teaching and learning for all students. In everything we do, our goal is to create a learning environment built for academic success.
Visit us online at ocsdsc.org

ACTION STEP: ESTABLISH DEPARTMENTS AS A COHESIVE TEAM



A necessary first step to increasing cohesion among departments and capacity among leaders was to officially establish a Superintendent's Cabinet with a purpose of progress monitoring of initiatives and other items which are highly consequential and far reaching that need to be planned for. Our first bi-monthly meeting was held in early October and is already proving effective in increasing cross-organizational communication and collaboration.

CABINET MEETING NOTES SEPTEMBER 18, 2020

OVERVIEW OF MEETINGS
Dr. Washington to oversee and run Cabinet.
Bimonthly meeting with the purpose of progress monitoring for initiatives and other items which are highly consequential and far reaching that we need to plan for.

SETUP & AGENDA ITEMS
Teams meeting.
Agenda items to include deliverables (what you need to walk out of the meeting with) and r steps.

MEETING NORMS
Be actively engaged.
Limit side bar conversations.
Start and end on time.
Share the floor.
Respect each other.
Don't be offended.

The C&I and IT departments meet twice a month to increase collaboration and cohesion amongst the two departments. This allows both departments to support initiatives that overlap and impact other divisions and schools. The consistent and on-going meetings allow for progress monitoring of technology and curriculum platforms that intersect. These meetings prove effective in planning for and resolving cross organizational initiatives that directly support teaching and learning.

Organizer: Quencenia Dantzler
Subject: C&I and IT Collaboration
Location:
Start time: Tue 5/4/2021 3:00 PM All day event
End time: Tue 5/4/2021 4:30 PM

May 4, 2021 Agenda
(Weekly C&I and IT Collaborations will be held until at least June 12th; please plan accordingly)

1) 10 Minute Overview to Update all stakeholders

Teacher device,Owl bins, and collection

Student device collection, distribution for testing, and use during Summer School (Looper/Taphnie)

Hands-On Cisco WebEx-Distance Learning Room PD Dates Needed (Looper &Ham)

2) Verbiage and Station Information for Device Collection and Teacher Device PreCheck

Student device collection, distribution for testing, and use during Summer School (Looper/Taphnie)

3) Student Applications Prep for FY 21-22

TBD Week of 5/10/21: Draft directions for securing content in MS Teams, Canvas, and Seesaw

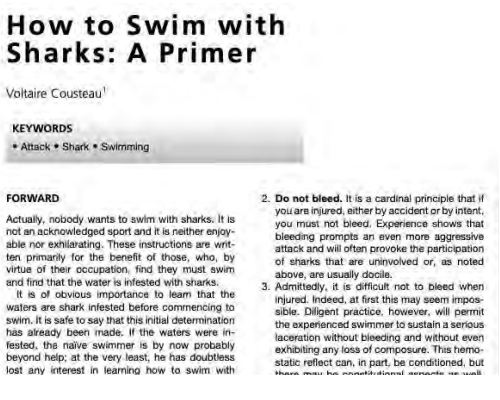
4) Enrich access over the summer, acct. locks out when password expires

5) Inquiry: iPad case lifespan and replacement

In February of 2021, the Departments of Human resources and Communications collaborated to successfully execute our District's first-ever Virtual Recruitment Event. This successful social media marketing campaign drew 65 registrants to our event and led to the hiring of more than 20 new teachers.



As our Departments and School Leaders work together on projects, I am intentionally embedding Professional Learning through our Leadership Community through high-quality texts, analysis and intensive discussions. Our book study on Monday Morning Leadership and deliberations on the article "How to Swim with Sharks" have proven particularly interesting and have allowed for deeper relationship building as we come together as a cohesive team.



How to Swim with Sharks: A Primer

Voltaire Cousteau[1]

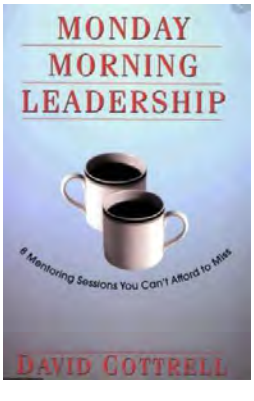
KEYWORDS
• Attack • Shark • Swimming

FORWARD

Actually, nobody wants to swim with sharks. It is not an acknowledged sport and it is neither enjoyable nor exhilarating. These instructions are written primarily for the benefit of those, who, by virtue of their occupation, find they must swim and find that the water is infested with sharks.

It is of obvious importance to learn that the waters are shark infested before commencing to swim. It is safe to say that this initial determination has already been made. If the waters were infested, the naïve swimmer is by now probably beyond help; at the very least, he has doubtless lost any interest in learning how to swim with

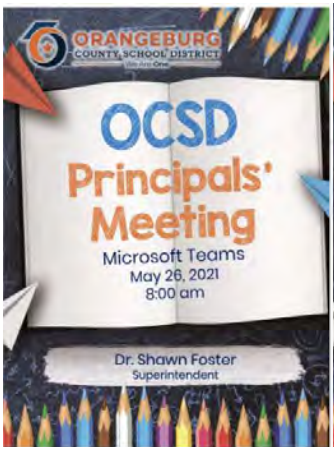
2. **Do not bleed.** It is a cardinal principle that if you are injured, either by accident or by intent, you must not bleed. Experience shows that bleeding prompts an even more aggressive attack and will often provoke the participation of sharks that are uninvolved or, as noted above, are usually docile.
3. Admittedly, it is difficult not to bleed when injured. Indeed, at first this may seem impossible. Diligent practice, however, will permit the experienced swimmer to sustain a serious laceration without bleeding and without even exhibiting any loss of composure. This hemostatic reflect can, in part, be conditioned, but



ACTION STEP: ESTABLISH A REGULAR MEETING TIME WITH DEPARTMENT HEADS



I've also carved out an hour prior to the start of each month's Principal's meeting for spending time with building-level leaders. This collective but private discussion is vital to the superintendent-principal relationship and critical to our schools and districts' success.





In addition to the aforementioned Cabinet Meetings, regular meetings are held each Monday morning with Assistant Superintendents. I value this time spent with Organizational and Departmental Leaders, and meeting collectively has allowed for shared tasks, deliverables and goals.

Task	Deliverables
Demography Study RFP- Foster	Want RFP closed by Dec. Board meeting; possibility to piggy-back on Pickens Study
A&E interviews-Foster	Board Room on 11/12 - start at 8:30; Need David or Dejuan to help with technology all day – 8 presentations
Hybrid Teacher Survey- Foster	Concerns about 4 days/week; Orangeburg Online will continue to be an option for future years; adding comment box to survey; plan to send on 11/13
2021-2022 Student Projections -Foster	Set student:teacher ratio; Finance to be involved with C&I; need school configurations first; December deadline
2nd Semester Orangeburg Online request survey-Foster	C&I to create plan to get data from students;
NMSI-Foster	National Math and Science Initiative; Certify and endorse teachers to teach AP courses; Saturday training; $100-$150 teacher bonuses to students taking AP tests; Communications to help create a presentation; 3 HS – OW, LMHS, EHS; present to business partners
District Flag etiquette draft-Foster	NAACP – buying district logo'd flags for each school; Communications to draft procedures;
School Board Meeting Agenda-Foster	Installation of new Board members; 1 guest per Board member; State Supreme court Judge Beatty to conduct installation;
Special Education Desk Audit-Foster	Finance and SPEd audit; processes and procedures from Spartanburg to use; SDE audit – Robert Goodlet; Calloway has completed the audits in the past and has been successful

Cabinet Meeting Agenda
Thursday, March 24, 2021

"If you think what you do is insignificant or too small to matter, try spending the night with a mosquito." – Everything matters…

Ombudsman Update
Calendar 2021-2022
Graduation 2021

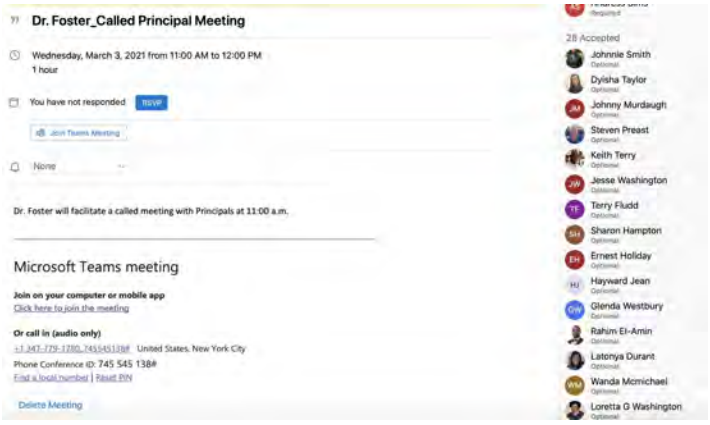
Human Resources Update
Principal and Assistant Principal of the Year Award
Employment Contract Distribution Process
Employee Pay Sheets

Student Services Update
Spring Sports
SEL Videos
PD Training for School Counselors

Finance Update
Purchase Order Closeout
Monthly Travel Submission
Required Documents for Summer Payroll

Instructional Update

Principals and Department Heads are just a called Teams Meeting away when quick decision-making is required. I appreciate so much the leadership of our school administrators and District Directors in leading our District through the 2020-2021 school year as we work together to achieve greater successes moving forward.



ACTION STEP: ATTEND VARIOUS EVENTS WITH CABINET MEMBERS & DEPARTMENT HEADS



ORANGEBURG COUNTY SCHOOL DISTRICT
We Are One

Salary Computation Worksheet

Date: September 30, 2020

Name: [redacted]

Location: Howard Middle School

Employees in our School Food Services Department received notification letters in June and a reminder in August regarding the change in the hours per workday for the 2020-2021 school year. In addition, a member of our District's Senior Leadership Team visited School Food Service employees at your school in mid-September to further discuss this change.

-AGENDA-

Greeting and Purpose – Rodney Zimmerman- Teacher Effectiveness OCSD
Brief Introductions
Words for Our Superintendent – Dr. Shawn Foster
Words for Our Partnering Universities
Dr. Janice Owens – South Carolina State University
Dr. Anthony Pittman – Claflin University
Mr. Ernest Holiday – Assistant Superintendent, Human Resources
District Teacher of the Year – Mrs. Desiree Lewis
Reflections: Ms. Kadijah Spell – Student Teacher, SCSU
Ms. Jessie Dixon – Student Teacher, CU
Recruitment and Retention – Mr. Jerome Davis, Dir. of Certified Staff
Closing & Thank You – Rodney Zimmerman

Events, such as the ones planned for Marshall Elementary's Leadership Transition have been planned to support efficient and effective transitions with school leadership. These meetings are impactful as we engage in our continuous improvement journey, placing leaders in positions that will enhance student achievement in the classroom.





Internal and external meetings, far too numerous to list, have allowed me to establish presence for Orangeburg County School District, as well as myself as its new educational leader. From Division and Departmental Meetings, a meeting with Teachers of the Year and Support Staff of the Year, a surprise for Mellichamp Elementary, our very own School of Promise, in partnership with NIET, and Senior Staff Meetings with the School Food Service Workers at each and every school internally, to external meetings with Business Leaders arranged through Economic Development about the workplace impact of school closures, to a speaking engagement for apprenticeships in collaboration with OCtech, a Student Teacher Meeting with Claflin and SC State, celebrating the 100th year of Orangeburg's Rotary, and our community engagement efforts such as providing Food Boxes, in collaboration with Save the Children, my calendar has been jam-packed with impactful meetings and events held in-person, when possible, and virtually.

OCSD, partners help provide happy Thanksgiving

Gene Zaleski Nov 25, 2020 0







In May, we not only celebrated our teachers with cake and cards, we also hosted a Nurse Appreciation Luncheon honoring our frontline healthcare workers to demonstrate how much we appreciate all of their hard work and efforts, especially during the pandemic. Our nursing team has not only taken care of our own healthcare needs, but also that of the community through their volunteerism at Vaccine Clinics on Fridays at the Fairgrounds.







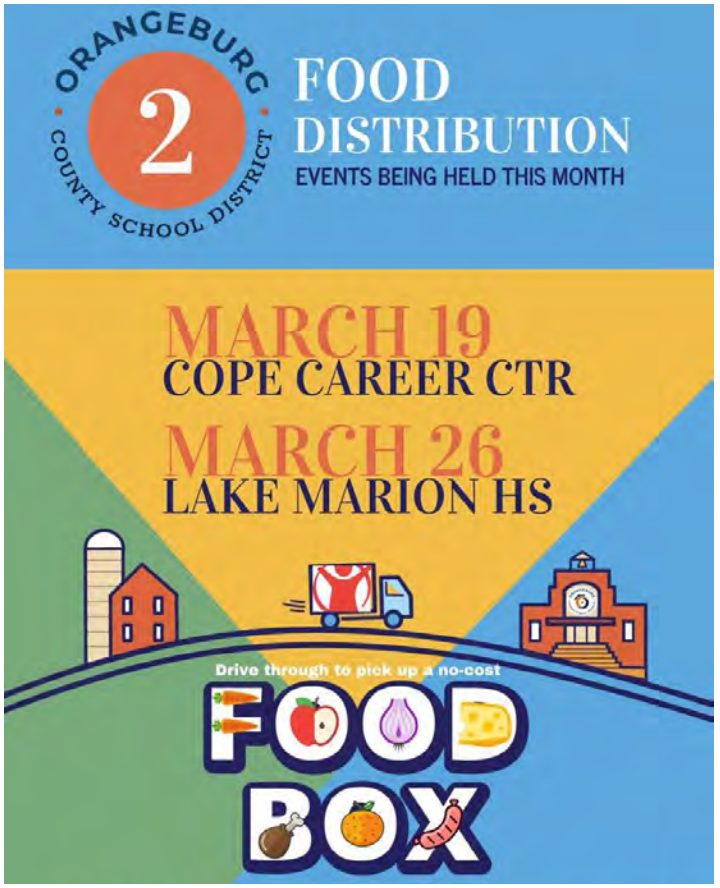


The opportunities available to our students and staff just down the road at OCtech are extremely impressive! In an effort to ensure our school leaders and counselors were fully aware of the offerings of our post-secondary partner, we toured the campus and learned together about their programs.




ORANGEBURG COUNTY SCHOOL DISTRICT

ORANGEBURG MIDDLE & HIGH SCHOOL PRINCIPALS AND COUNSELORS PARTICIPATE IN A CAMPUS TOUR & PROGRAM AT OCtech



Food Box Giveaways have continued throughout the 2020-2021 school year. To date, 6 giveaways were held to combat food insecurity throughout our county. I am so proud of the volunteer efforts of our District and school leaders, as well as students who have assisted us at these events. OCSD provided the community with more than 10,000 food boxes and other instructional materials for students.



As we encourage enrollment throughout the county, with particular emphasis in our eastern region, athletic team success will be critical. Lake Marion High School welcomed Coach Jarvis Davis this year, and our District staff worked in partnership with the school and Booster Club, to ensure a warm reception and high visibility of the event.



ACTION STEP: ESTABLISH A STRUCTURE &/OR EXPECTATIONS FOR RESPONDING TO SCHOOLS, STAKEHOLDER CONCERNS, COMMENTS & FEEDBACK



The position of a District Ombudsman needed to be established for our District. I'm grateful for your support in identifying Dr. Washington for that key role of mitigating concerns in the best interest of the the District, those we employ, and those we serve. An online two-way communication system was established this past spring, to increase efforts of communication both internally and externally between the district and stakeholders. The forum is titled, "Let's Talk" and provides a forum for stakeholders to share their suggestions and recommendations regarding the District across all areas. The forum ensures anonymity, though stakeholders are free to leave contact information for further discussion with the District.

ORANGEBURG COUNTY SCHOOL DISTRICT

TITLE: OMBUDSMAN/ASSISTANT TO THE SUPERINTENDENT

DEPARTMENT: SUPERINTENDENTS OFFICE

REPORTS TO: SUPERINTENDENT

OBJECTIVE

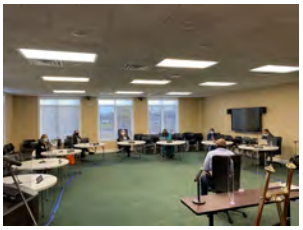
Under administrative direction, seek to resolve concerns raised by parents and guardians of children enrolled in the Orangeburg County School District by providing formal and informal assistance to District constituents, including students, staff, faculty, administrators and community stakeholders; serve as a designated neutral advocate for fairness, equity and inclusion; provide resources for information and referral; foster positive working relationships between the school community and District staff.

When parents have exhausted all options, including talking to their child's teacher and principal, the District Ombudsman is available to discuss other avenues necessary to rectify their concerns about their child's education. The District Ombudsman provides a safe and confidential forum to surface individual, group and systemic problems, by listening to and helping clarify concerns, underlying issues and interests and exploring possible options through formal and informal channels. Investigates stakeholder concerns regarding a variety of issues and must be committed to fairness, inclusion, equity and respect for all viewpoints. This staff member collects a variety of data on emerging trends and patterns in the organization and makes recommendations for systemic change, while preserving the confidentiality of the individual(s) who seek their services. Employees in this classification should not be risk-averse and should understand that this position is empowered and may, on occasion, challenge even the highest levels of the administration in an effort to foster fair and just practices.



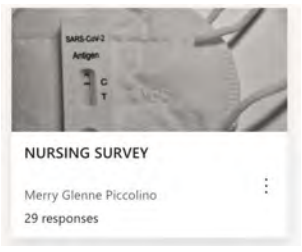


ACTION STEP: DEVELOP & UTILIZE APPROPRIATE COMMUNICATIONS PROTOCOLS & EXPECTATIONS





Feedback has been the cornerstone of my entry into OCSD and we've established quality means for teacher, staff, and specific employee group input through surveys and informal discussions. In addition, we're communicating in a more streamlined manner through a weekly Communications Memo and established protocols for media interest and stories.









ACTION STEP: OUTLINE A PLAN & RESOURCES FOR FOLLOWING THE DISTRICT STRATEGIC PLAN

In an effort to align efforts and plans to tangible goals while planning for the future, we have sought the leadership of an established Strategic Planning Firm, the Cambrian Group. In April, we began to engage our internal and external stakeholders in a comprehensive strategic planning exercise to develop a path forward. We'll finalize those plans and action steps next year and begin implementation, monitoring and reporting of all aspects. The strategic plan will guide the district to effectively and continuously serve an extraordinary purpose, our students.





THE CAMBRIAN GROUP

November 16, 2020

Dr. Shawn Foster
Superintendent
Orangeburg County School District
102 Founders Court
Orangeburg, South Carolina 29118

Dear Dr. Foster:

We are pleased to submit our proposal for **STRATEGICS®**, including Thinking, Planning and Action. We have built in a tentative schedule and can adjust where necessary. This proposal also includes information about our **Internal Facilitator Training Program** and our **Web-Based Planning Software.**

As you know, our firm, established in 1978, is the originator of the authentic strategic planning for education. In fact, we wrote the book on it, **Strategic Planning for America's Schools**. This is the classic text used by colleges and the genesis of almost all planning by education professionals. Complete information about our Firm, Associates, Programs and Publications can be seen at www.thecambriangroup.org

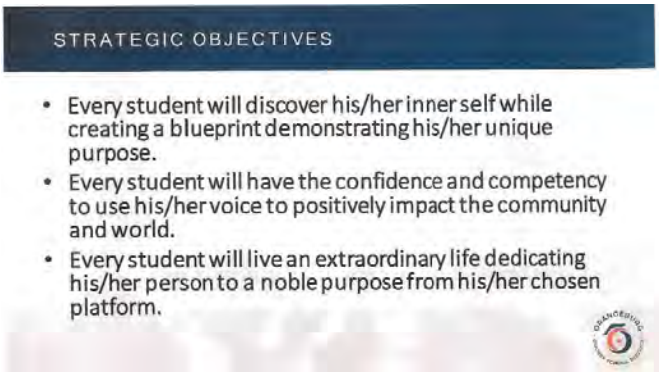
We have facilitated plans in over 1,450 schools school systems and have trained over 16,000 strategic planning facilitators. The Cambrian Process and Discipline is still the ultimate in Strategic Planning. Not only has our original version been strengthened and deepened, but it is enhanced by Strategic Thinking, as the preliminary activity, and Strategic Action, as the only way to guarantee successful implementation. In addition, our exclusive software enables a district to track, monitor and report all aspects of the plan.

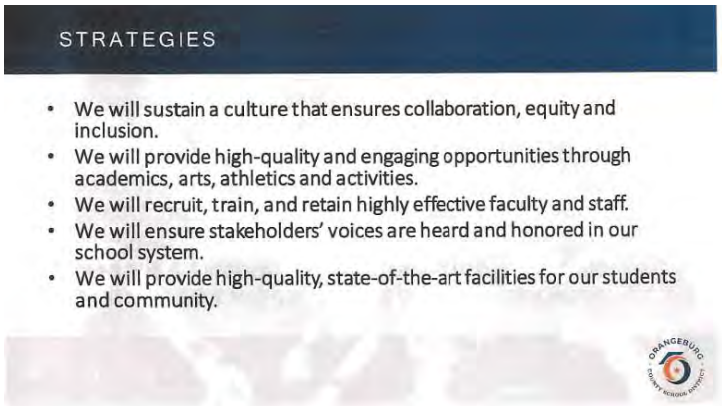
Thank you for the opportunity to present our holistic planning system. We pledge you our very best effort.

All the best,

Vonda C. McLain
Vonda C. McLain
Executive Vice President









GOAL NUMBER TWO

LEARN SYSTEMS AND STRUCTURES FOR FISCAL AND ORGANIZATIONAL ACCOUNTABILITY.

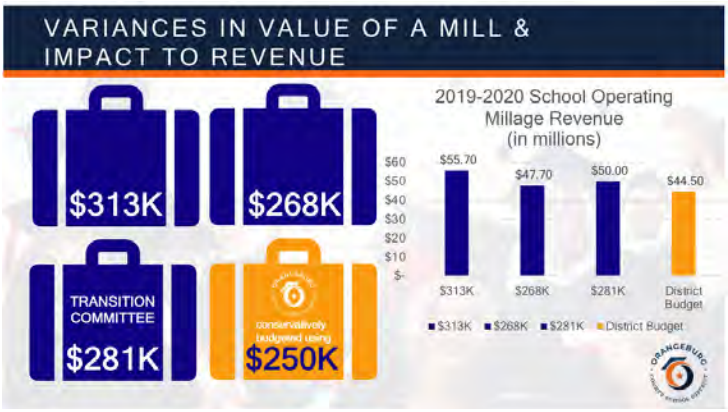
ACTION STEP: MEET WITH BUSINESS SERVICES TO REVIEW CURRENT BUDGET DETAILS

In an effort to ensure a collaborative budget process, a review was held regarding current practices. In working with our Finance Department, we've developed and are implementing a new budget process which will be structured and allow for input from stakeholders. The new budget calendar was distributed to principals and department heads in December.

Also as part of the review, as you are aware, we identified an error in Fiscal Year 2020's budget. There was an error in communicating the value of a mill that caused the budget to be built based on revenues that would never be realized by the school district. We committed to communicate the shortfall openly and effectively, while searching for a resolution.

On a number of occasions, our team met with members of the Orangeburg County Delegation to discuss the financial status of the district.

I'm extremely grateful for the support of our local legislative delegation in their advocacy throughout their respective chambers to reset the millage and prevent future shortfalls.



ORANGEBURG COUNTY SCHOOL DISTRICT
We Are One

NOTICE OF PUBLIC BUDGET MEETING:
TUESDAY, MAY 25, AT 6:30 P.M.

Orangeburg County School District's proposed operating budget for Fiscal Year (FY) 2021-2022 will be submitted to the school board for second and final reading at their Tuesday, May 25, meeting. Community stakeholders wishing to make public comment on the General Fund budget are welcome to do so. In an effort to ensure COVID-19 health and safety precautions are followed, stakeholders interested in making public comment on the budget must be scheduled by contacting the school board's Secretary Marie Harrison at (803) 534-5454 or via email at marie.harrison@ocsdsc.org. Public comments will be limited to three minutes per stakeholder and must be scheduled by Thursday, May 20, at 4:30 p.m.

FY 21-22 BUDGET OVERVIEW

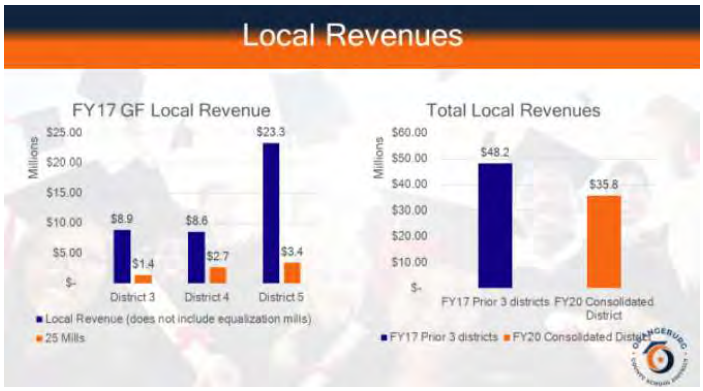
	FY 20-21	FY 21-22	CHANGE
Total Revenue	134,206,437	137,371,448	2.3%
Total Expenditures	134,206,437	137,848,395	2.6%
Local Tax Millage	191	219	

The district's final assessed value is not available.
The budget is subject to change based on the updated projections.

For additional information, please contact:
Dr. Jesse Washington, III
District Ombudsman and Assistant to the Superintendent
Orangeburg County School District , 102 Founders Court
(803) 534-5454 or jesse.washington@ocsdsc.org

Each year a proposed budget for the next fiscal year must be presented and advertised in the local newspaper to allow for public participation. Our advertisement for the board's meeting to approve the Annual General Fund Budget for operations of the school district was held on, May 25, 2021, a copy of the advertisement is above.

	1st Reading	2nd Reading	Difference
Revenue			
Local (1110, 1140, 1280)(1290)	$ 45,179,507	$ 47,500,775	$ 2,321,268
Current Taxes, Delinquent, and Fees in Lieu			
State Reimbursements (Taxes)(3810,3820,3830,3825,3840,3890)			
Property Tax Relief, Merchants Inventory, Homestead Exemption, Motor Carrier Fees, Manufacturer's Depreciation, Tier III/Act 388 Prop Tax	$ 20,307,235	$ 21,001,029	$ 693,794
State			
Educational Finance Act, Employee Contributions(Fringe), Bus Drivers' Salaries, EIA Teacher Salary Supplement, TSS Fringe	$ 53,776,517	$ 54,022,854	$ 246,337
Miscellaneous			
Rentals,Contributions, Interest, Miscellaneous	$ 873,000	$ 873,000	$ -
Transfers			
Fund Balance, Transfers, Indirect Cost	$ 17,235,191	$ 4,830,639	$ (12,404,552)
TOTAL	$ 137,371,449	$ 128,228,296	$ (9,143,153)
Expenditures			
Salaries (100)	$ 83,312,947	$ 79,073,349	$ (4,239,598)
Employee Benefits (200)	$ 35,304,789	$ 33,069,286	$ (2,235,503)
Workers' Compensation			$ -
Employer Portion of Health, Dental, Social Security, Retirement, Basic Life and Basic LTD			$ -
Purchase Services (300)	$ 8,862,721	$ 6,117,721	$ (2,745,000)
Property Insurance, Water & Sewage, Rentals, Wireless Overlay/License, Repairs & Maintenance, Waste Management , Telecommunications, Attorney Fees, Audit, Resource Officer/Other Property Services, Adult Education, Contractual/Instructional Service, Misc/Other Purchase Services and Travel			$ -
Supplies (400)	$ 5,796,518	$ 5,546,518	$ (250,000)
Programmatic Items, Electricity, and Maintenance Supplies			$ -
Equipment (500)	$ 509,443	$ 359,443	$ (150,000)
Other (600)	$ 696,437	$ 696,437	$ -
Membership/Dues/Interest			$ -
Transfers (700)	$ 3,365,542	$ 3,365,542	$ 0
ROTC, Food Service Fringe, HSHP, and Department of Juvenile Justice			
TOTAL	$ 137,848,397	$ 128,228,296	$ (9,620,101)



The FY 2021-2022 Proposed General Fund Budget was approved by the School Board at the May 25, 2021 Board Meeting in the amount of $ 128,228,296.

The finance office is in the process of performing audits of the pupil activity funds of the district's thirty-two (32) schools. The following information will be reviewed:

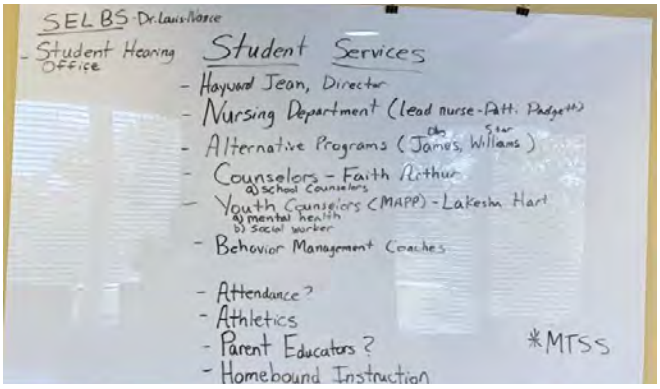
1. Receipt Book Issuance Log(s)
2. Administrative Receipt Books and Teacher Receipt Books
3. Fundraiser Records
4. Tickets and Ticket Inventory Log
5. Canteen/Vending Logs
6. All paid and unpaid invoices
7. Deposit Records
8. Bank statements for audit period
9. Copy of audit(s) of support organizations.
10. Any other records of funds collected within the school.

ACTION STEP: BECOME FAMILIAR WITH THE CURRENT ORGANIZATIONAL STRUCTURE

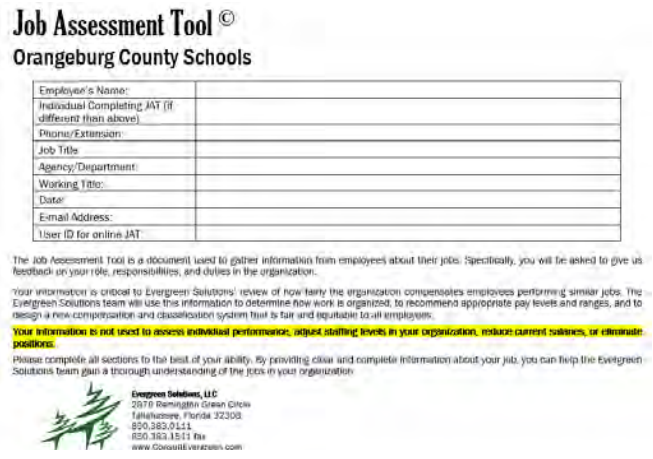
As part of my own efforts to become familiar with our organizational structure, our team has revised our Organization Chart. It is our hope that this chart will aid stakeholders in their own discovery of our organization.

Prior to the start of the school year, in collaboration with leaders in the Student Services Division, we reorganized the departmentl to ensure that all direct reports were aligned to the appropriate Coordinator.





Orangeburg County School District retained the services of Evergreen Solutions to conduct a complete compensation and staffing study. By completing the study, Orangeburg County will be provided with recommendations from Evergreen Solutions that will provide a competitive and equitable pay schedule for employees. Additionally, by participating in the staffing portion of the study, Orangeburg County School District will be provided with information needed to ensure that the organization is staffed and organized correctly. Finally, updated job descriptions will be created for each position associated with the district.


Job Assessment Tool ©

Orangeburg County Schools

Employee's Name:	
Individual Completing JAT (if different than above)	
Phone/Extension:	
Job Title	
Agency/Department:	
Working Title:	
Date:	
E-mail Address:	
User ID for online JAT	

The Job Assessment Tool is a document used to gather information from employees about their jobs. Specifically, you will be asked to give us feedback on your role, responsibilities, and duties in the organization.

Your information is critical to Evergreen Solutions' review of how fairly the organization compensates employees performing similar jobs. The Evergreen Solutions team will use this information to determine how work is organized, to recommend appropriate pay levels and ranges, and to design a new compensation and classification system that is fair and equitable to all employees.

Your information is not used to assess individual performance, adjust staffing levels in your organization, reduce current salaries, or eliminate positions.

Please complete all sections to the best of your ability. By providing clear and complete information about your job, you can help the Evergreen Solutions team gain a thorough understanding of the jobs in your organization.

Evergreen Solutions, LLC
2970 Remington Green Circle
Tallahassee, Florida 32308
850.383.0111
850.383.1511 fax
www.GreenSolutions.com

ACTION STEP: UNDERSTAND & REVIEW DETAILS OF THE DISTRICT'S PURCHASING PROCEDURES



All presentations must address the following areas:

1 – Size of the firm, including number of staff's registered architects and engineers
2 – Years in business
3 – Experiences working with school districts on remodel projects and new construction projects
4 – Costs and Billing Rates, include fees associated with consultants
5 – Names, locations and affiliations with consultants and contractors
6 – Challenges you see working with OCSD and how you will address
7 – How you plan to minimize school disruption for any building remodels
8 – Explain your design process and timelines
9 – Experiences working with OSF
10–How OCSD would benefit by working with your firm

1.	McMillan Pazdan Smith	8:30am
2.	Boomerang Design	9:20am
3.	LS3P	10:10am
4.	Brownstone Design	11:00am
5.	Larry Wilund	11:50am
	Lunch	12:30pm
6.	Quackenbush	1:35pm
7.	Craig Gaulden Davis	2:25pm
8.	Buford Goff	3:10pm

The procurement process for public organizations is very specific and largely different from business handlings within the private sector. In an effort to support the local economy and demonstrate a spirit of collaboration with local businesses, I believe it is important that we invite local vendors to do business with our District.

To assist and educate vendors as it relates to the procurement/solicitation process, in partnership with the Office of Small and Minority Business Contracting and Certification, we hosted a vendor fair in October of 2020. In-person seating was limited, but the event was also live streamed.

In addition, we have procured architects and engineers through a formal interview process in preparation for facilitating future capital needs. The Request for Proposal Rubric is the tool used to evaluate vendors who submit bids for services. The vendors are evaluated on a point evaluation or percentage grade rubric. The vendor who receives the highest points or grade receives the award.

POINT EVALUATION VALUES

CRITERION	POINT VALUE
Cost	20
Service	20
References/Schools Districts/State Agencies	30
Contractor Offices within 100 miles radius of City of Orangeburg	20
Years in Business	10
TOTAL POINTS	100

PERCENTAGE GRADES

GRADE	DESCRIPTION
0%	Criterion was not addressed in the response or the material presented was totally without merit.
20%	Criterion was addressed minimally, response indicated little capability or experience.
40%	Criterion was addressed minimally, but response shows some capability and experience
60%	Criterion was addressed adequately. Shows basic capability and experience.
80%	Criterion was addressed well. The response indicates some superior features.
100%	Criterion was addressed in superior fashion, indicating excellent or outstanding capability.

Spending deadlines are being strictly adhered to as we close out the school year's finances, with item purchases required to be made by May 24 for all departments, with a few week extension for Operations which will close June 14.

Sent: Tuesday, May 4, 2021 11:19 AM
To: Bookkeeper1 <mlinder@ocsdsc.org>
Cc: Gail Sanders <Gail.Sanders@ocsdsc.org>
Subject: Requisitions

All ordering for this school year will end for the following on May 24, 2021:

Staples
Amazon
FSI
Keep in mind we are only approving items for year-end programs.

For the operation areas the end date will be June 14, 2021. Please make sure all vendors are contacted to receive year-end invoices. Thanks!

ACTION STEP: REVIEW CURRENT FACILITIES, MAINTENANCE, TRANSPORTATION & TECHNOLOGY PLANS

Category 2: Internal Connections and Managed Internal Broadband Services

Type	Function	Number Entities	Quantity	Unit	Manufacturer	Manufacturer Other Description	Installation and Initial Configuration ?	Associated RFP
Internal Connections	WAP		450	Each	Meraki or equivalent		Yes	View RFP Documents
Internal Connections	UPS/Battery Backup		64	Each	No Preference		Yes	View RFP Documents
Internal Connections	Cabling	4	4	Feet	No Preference		Yes	View RFP Documents
Internal Connections	Racks		1	Each	No Preference		Yes	View RFP Documents
Internal Connections	Router		1	Each	Cisco Systems or equivalent		Yes	View RFP Documents

1 - 5 of 14

Transportation plans were updated and revised throughout the year as student attendance for face-to-face instruction increased. All activity buses are in the process to be painted to reflect the District's current branding. Radio communications have been installed on all state-owned buses used within the District, and grounds work has been streamlined and improved through contracting with a AccuSweep Corporation.

Robert Grant

To: Leadership Team

All -

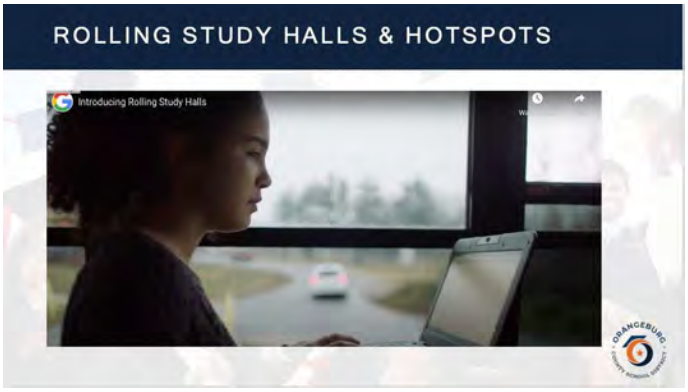
As requested, I solicited feedback from my team regarding Food Service and meal delivery when we return to school 5 days a week.

The consensus is that we cannot continue to deliver meals during the regular school day, as we have done on Fridays when students were not in attendance, due to the following: Lack of drivers (too many dual role employees needed simultaneously in kitchens, classrooms and buses), lack of additional adult riders on buses that assist with deliveries, not enough time to deliver food before elementary dismissals begin.

However, we do have two recommendations:
1 - If school were to be dismissed half day on Fridays, we could provide deliveries on Friday afternoons.
2 - We will still have drive-thru pick-up option available at each school on Fridays as cafeteria staff could put together the week-long meal packages while completing their regular meal preparation for students that are on campus. We could potentially add another day or two to this option to give parents a chance to take advantage of this option.

Please advise as to your thoughts.

In my desire to better understand our current operations, I've met with Department leaders to review plans and improve operations. Over the last year, we've improved connectivity through partnerships with Google and Aiken Electric, submitted a request for a reduced rate for technological services (E-rate), and procured a phone system that will extend throughout the county.







Major facility projects that have been completed this year include: Flooring replacements (4 schools), painting (1 school), roof replacements (3 schools), parking lot resurfacing (7 schools) and field house renovation (1 school). Our District applied and has been awarded the largest USDA grants in our state's history, which will allow us to complete additional capital project needs that are being prioritized through a comprehensive demographic and facilities study underway.



OCSD snags grants for school improvements; district provides employee raises

The Orangeburg County School District is getting $1.5 million in U.S. Department of Agriculture grants to fund several school improvement projects.

"If you remember a few months ago, I talked to you about the USDA Rural Development grants that we were applying for, and tonight I bring you the good news that we have been awarded five of those grants. We have another six that we're still waiting for," Assistant Superintendent for Operations Bob Grant said during a May 11 school board meeting.



ACTION STEP: CONDUCT A REVIEW OF THE COMMUNICATIONS DEPARTMENT PROCESSES, PRACTICES, STRUCTURES, & OUTREACH TO THE COMMUNITY

In reviewing our school system's communications activities and structure, it was immediately apparent that few resources had been allocated in that critical area. With your support, the addition of an Assistant Superintendent position in the area of Communications, Business & Community Partnerships was approved in late summer. By examining our use of existing human and financial resources within the department, our hire for the position has already added tremendous value by aligning both existing employees' roles and the departmental budget to strategic initiatives. The result: improved communications and community outreach.



The OCSD "Clothes Closet" is an effort to support students with hardships that result in the need for proper academic attire. The Student Services Department is receiving shipment orders from various vendors. We are expecting 917 articles of uniform clothing and 1,452 pairs of sneakers. The OCSD "Clothes Closet" is located at the Orangeburg County School District Office.

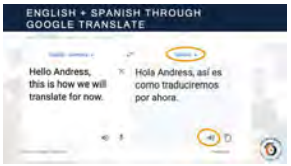


The Orangeburg County Community Male Speaker Series was held throughout the school year, engaging approximately 65 young men from our high schools who gained exposure to some of our community's most influential male leaders. The series addressed topics such as education and goal setting; developing good habits; good character; civic engagement; entrepreneurship; and servant-leadership.



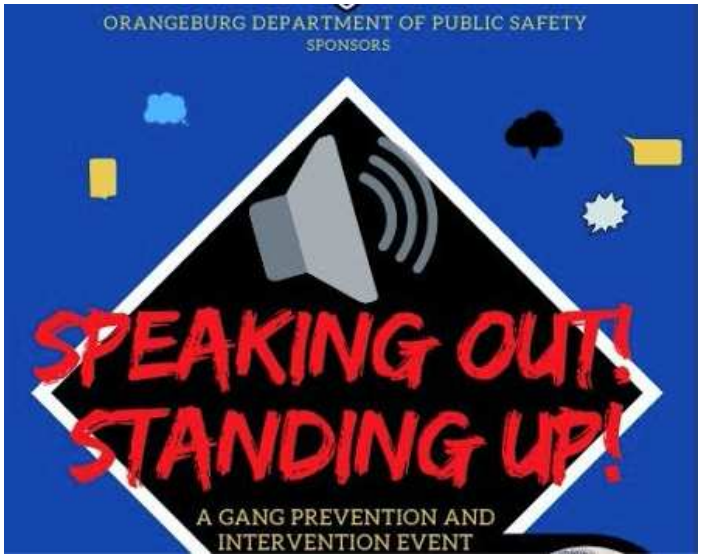




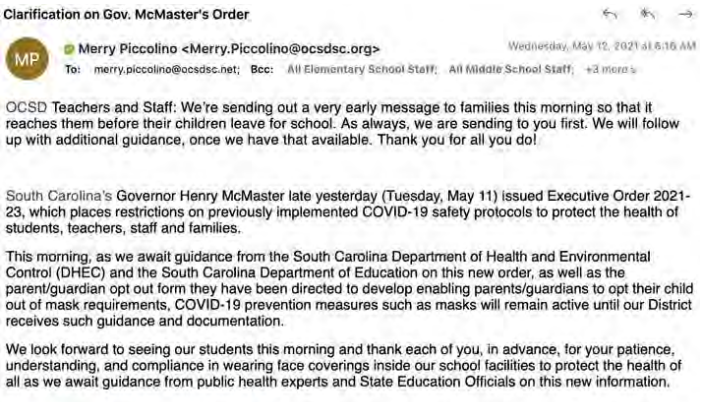




The Gang Prevention Summit was an event to provide students with interventions on Speaking Out and Standing Up against gangs. The Summit also increased their awareness of Gangs and activities (need date of this event, etc.)



The District's Communications Department is committed to regular, relevant updates to the community and ensuring that internal stakeholders receive critical messaging first. Communications is actively assisting all other Departments with marketing and communications for critical initiatives such as 4K enrollment.



Clarification on Gov. McMaster's Order

MP — Merry Piccolino <Merry.Piccolino@ocsdsc.org> — Wednesday, May 12, 2021 at 6:16 AM

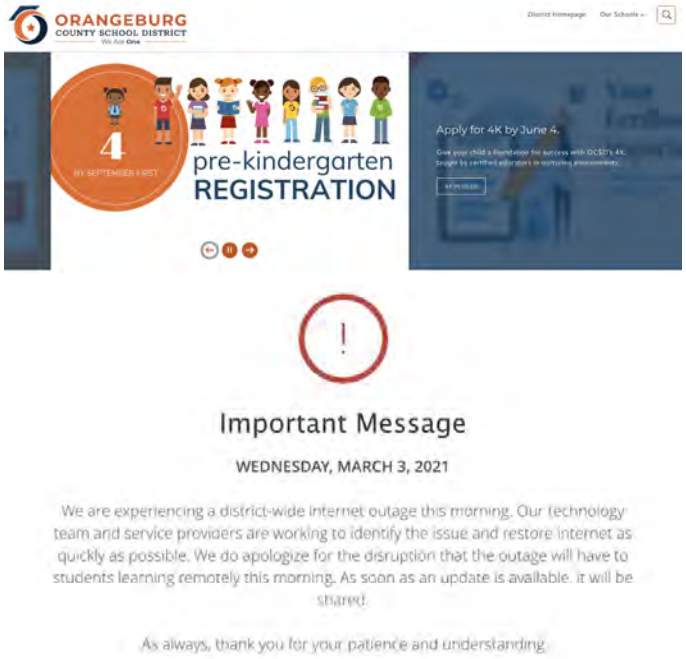
To: merry.piccolino@ocsdsc.net; Bcc: All Elementary School Staff; All Middle School Staff; +3 more

OCSD Teachers and Staff: We're sending out a very early message to families this morning so that it reaches them before their children leave for school. As always, we are sending to you first. We will follow up with additional guidance, once we have that available. Thank you for all you do!

South Carolina's Governor Henry McMaster late yesterday (Tuesday, May 11) issued Executive Order 2021-23, which places restrictions on previously implemented COVID-19 safety protocols to protect the health of students, teachers, staff and families.

This morning, as we await guidance from the South Carolina Department of Health and Environmental Control (DHEC) and the South Carolina Department of Education on this new order, as well as the parent/guardian opt out form they have been directed to develop enabling parents/guardians to opt their child out of mask requirements, COVID-19 prevention measures such as masks will remain active until our District receives such guidance and documentation.

We look forward to seeing our students this morning and thank each of you, in advance, for your patience, understanding, and compliance in wearing face coverings inside our school facilities to protect the health of all as we await guidance from public health experts and State Education Officials on this new information.



Important Message

WEDNESDAY, MARCH 3, 2021

We are experiencing a district-wide internet outage this morning. Our technology team and service providers are working to identify the issue and restore internet as quickly as possible. We do apologize for the disruption that the outage will have to students learning remotely this morning. As soon as an update is available, it will be shared.

As always, thank you for your patience and understanding.

The Department of Student Services is supporting students, faculty, and staff as they learn, instruct, and lead in tough times through inspirational videos, social emotional empowerment, and mental health & wellness sessions.

OUR MOST WIDELY REQUESTED TOPICS OF SUPPORT

Our Student Services Department offers support on a wide range of issues impacting young people, as well as adults. We invite you to review our library of mental health and social emotional support topics. These video overviews represent the most widely requested counseling sessions that are available for students and staff. To receive these services, please contact our Social Services Coordinator Lakesha Hart at Lakesha.Hart@ocsdsc.org or (803) 516-6052.



All You Have Is All You Need



Parents, All You Have Is All You Need! (Full Session)



Let's Talk About It



Let's Talk About It: Healthy Talk in Trying Times

As we extend our hand in support to those in the community, OCSD has been richly blessed as well, with Claflin University's sports teams, when they donated 10,987 food items to help with the Filling Station's mission; the Tiffany Grant Foundation, when they donated school supplies to our students; the Ladies of Alpha Xi Chapter of Delta Sigma Theta, Inc. of South Carolina State University, when they provided after school tutoring and support to middle and high school students, and the 2021 Class of Leadership SC as they chose Howard Middle School for their service project and are raising funds statewide to paint the school and establish a clothing closet.



As we reflect on the 2020-2021 school year, the Communications Department has developed a comprehensive presentation for community meetings, such as one recently shared with the Democratic Party.



















ACTION STEP: BEGIN PLANNING FOR THE UPDATE OF THE 5-YEAR STRATEGIC PLAN

The planning team began work on the first Orangeburg County School District Strategic Plan this past Spring. The work consists of intense training for facilitators and collaborating with a core group representing all stakeholders, both internal and external, in the county.





Under the leadership of Dr. Washington, OCSD and a representative group of community, school and district stakeholders are embarking upon a comprehensive strategic planning process, mapping out goals for the next five years.

ORANGEBURG COUNTY SCHOOL DISTRICT
We Are One

April 9, 2021

We are pleased to announce that our newly-consolidated school district is engaging in a formal strategic planning effort. There are amazing possibilities for our school system and this community-driven process is designed to solidify stakeholder beliefs, desires and goals for its local schools and students. I'm confident that it will be transformative.

We'd be honored if you'd consider joining our strategic planning team. The group will be a comprised of 25-30 persons, representing a wide variety of school and community stakeholders. The plan that we will develop together will have a five-year horizon, guiding our action and strategic efforts for the next several years.

The strategic planning team will convene for three consecutive days later this month (Tuesday, April 20, Wednesday, April 21, and Thursday, April 22), then gather again for an additional day in early 2022. In an effort to ensure social distancing measures and other COVID-19 prevention measures are strictly followed, the retreat will be held at the Orangeburg County Development Commission located at 125 Regional Parkway, Suite 100, Orangeburg, SC 29118. We'll meet each morning at 9:00 a.m. and dismiss no later than 4:00 p.m., light meals and snacks will be provided and business casual dress is encouraged.

I understand that this is an extensive time commitment, and appreciate so much your consideration to join us for this retreat. Please let me know if you are able to join us at your earliest convenience. Because our goal is to gather a group representative of our larger community, the favor of a response on or before the end of the day Friday, April 16, 2021 is requested.

Sincerely,

Shawn D. Foster, Ed.D.
Superintendent

4/22/2021 South Carolina Legislature Online - Search

South Carolina Legislature

S*515 found 1 time.

S*515
Session 124 (2021-2022)

S 0515 {Rat #23} General Bill, By Stephens and Hutto
AN ACT TO AMEND ACT 280 OF 2018, RELATING TO THE ORANGEBURG COUNTY SCHOOL DISTRICT, SO AS TO ELIMINATE THE PROHIBITION AGAINST HOLDING CERTAIN SCHOOL CLOSURE REFERENDUMS AT THE SAME TIME AS A SCHOOL BOND REFERENDUM, TO PROVIDE THAT CERTAIN PROCEDURES REGARDING THE CLOSURE OF AN ORANGEBURG COUNTY ELEMENTARY, MIDDLE, OR HIGH SCHOOL DO NOT APPLY IF THE BOARD OF TRUSTEES DETERMINES THAT A BUILDING OR STRUCTURE IS AN IMMINENT THREAT TO THE HEALTH OF SAFETY OF STUDENTS OR STAFF, OR THAT THE NEEDED UPGRADES AND REPAIRS TO MAINTAIN A BUILDING OR STRUCTURE ARE ECONOMICALLY UNFEASIBLE; AND TO REVISE THE ORANGEBURG COUNTY SCHOOL DISTRICT'S MILLAGE LEVY FOR FISCAL YEARS 2021-2022 AND 2022-2023. - ratified title

Shawn Foster <Shawn.Foster@ocsdsc.org>
Thursday, April 22, 2021 at 7:15 PM
To: legare4@yahoo.com; cbhutto@williamsattys.com; cobbhunter@gmail.com; jerrygovanh09@gmail.com;

Legislators:

I am overcome with gratitude for the tremendous effort that each of you have put forth in ensuring the future financial stability of our community's public school system. You have given of your time on countless occasions to meet with me and members of my team in a supportive manner to listen, understand and develop together a strategy to ensure the operational millage for our combined District matches the rate of the three districts consolidated as well as the intent of the original consolidation bill.

I learned today that Governor McMaster signed S515, enacting the legislation that you put forth.

While words cannot adequately express my appreciation to each of you, I thank you!

Shawn D. Foster, Ed.D
Superintendent
Phone: 803.534.5454
Email: Shawn.Foster@ocsdsc.org
Orangeburg County School District

ACTION STEP: MEET WITH FINANCIAL ADVISORS TO REVIEW THE DISTRICT'S DEBT STRUCTURE & PORTFOLIO

I have met with our financial advisors to better understand the debt capacity for the consolidated district. They have been instrumental in meeting with the county to determine the debt service millage. We are certainly delighted by the legislative action of S515, resetting the millage to the intended rate for our consolidated system.

Orangeburg County School District
SCAGO General Obligation Debt Program, Series 2020C
General Obligation Bonds, Series 2020
(Final Schedules)

Bonding Schedules
Distribution of Funds Schedule 1
Flow of Funds Schedule 2
Bonding Schedules 3 - 8

Cumulative Debt Schedules
Debt Capsule Report 9
Debt Structure Graph 10
Debt Service Structure Report 11
Millage Cash Flow Report 12
Constitutional Debt Limitation Report 13
Debt Service Fund Millage Levy Summary 14
Cumulative Bond Payment Schedule 15 - 17

GOAL NUMBER THREE

ESTABLISH A POSITIVE CULTURE AND CLIMATE BETWEEN THE CENTRAL OFFICE, SCHOOLS AND COMMUNITY.

ACTION STEP: MEET WITH ALL DISTRICT-LEVEL STAFF

From a back-to-school meeting in August held virtually with every employee in attendance, small planning meetings with varied departmental and school leaders, to a bar-b-que reward for Bethune-Bowman for their win in our District-wide census challenge and an open-ended survey distributed to all staff, I have aimed to make a connection with each and every staff member, while being receptive to their thoughts, ideas, concerns, and aspirations.







Superintendent Entry Survey Results

1) In your Professional opinion what are the things that we do better than most districts in South Carolina? Please cite one instructional and operational practice. Cite examples if possible.

2) In your Professional opinion what are the things that hamper our progress or cause us to struggle? Please cite one instructional and operational practice. Cite examples if possible.

3) In your Professional opinion would we be best described as a school system or a system of schools? Cite examples if possible to justify your answer.

It's been an honor to celebrate the Teacher of the Year and Support Staff of the Year honorees throughout the school year. This spring, we presented each with the Jostens Rhodes Graduation Services rings they'd designed at a Board of Trustees Meeting. These teacher and employee leaders have each established forums to share ideas and additional voice to their goals, needs and ideas.











November 2, 2020
1:00 p.m. Edisto ES
2:00 p.m. Holly Hill ES

November 5, 2020
2:15 p.m. Marshall ES

November 6, 2020
1 p.m. Brookdale ES

November 9, 2020
2:10 p.m. Lockett ES
3:40 p.m. The Technology Center

November 10, 2020
3:30 p.m. Howard MS
4:15 p.m. OW HS

November 13, 2020
8 a.m. Edisto HS
11 a.m. St. James Gaillard ES
1 p.m. Carver-Edisto MS

November 17, 2020
2:15 p.m. Elloree ES
3:00 p.m. Dover ES
3:45 p.m. Bethune-Bowman ES, MS, HS

November 19, 2020
2:15 p.m. Vance-Providence ES
2:50 p.m. Rivelon ES
3:30 COPE Career Center

November 20, 2020
9 a.m. Edisto Primary
11:30 a.m. Branchville HS

December 1, 2020
2 p.m. Sheridan ES
3:30 p.m. Lake Marion HS & Tech Ctr

December 8, 2020
2:30 p.m. Whittaker ES
3:15 p.m. Clark MS

December 11, 2020
11 a.m. North MS/HS

December 15, 2020
2:15 p.m. Mellichamp ES
3 p.m. Star Center

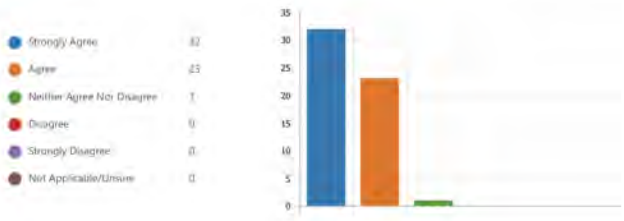
December 17, 2020
3 p.m. HKT HS

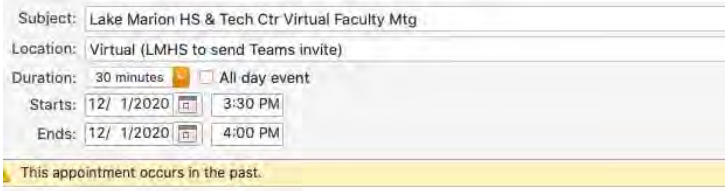
ACTION STEP: ATTEND A FACULTY MEETING AT EACH SCHOOL

From November 2-December 16, 2020, I attended a Virtual Faculty Meeting at each of our district's schools. Listening to and learning from our teachers and other staff members as they discussed their challenges and triumphs, as well as goals and dreams for our community's children, our public schools, and those who serve them was an important exercise, which has deepened my understanding of our school system.

In second semester, principals opened up their lines of communication with teachers and staff through a comprehensive principal survey, receiving input on such things as their accessibility, openness to new ideas, ability to solve problems and much more.

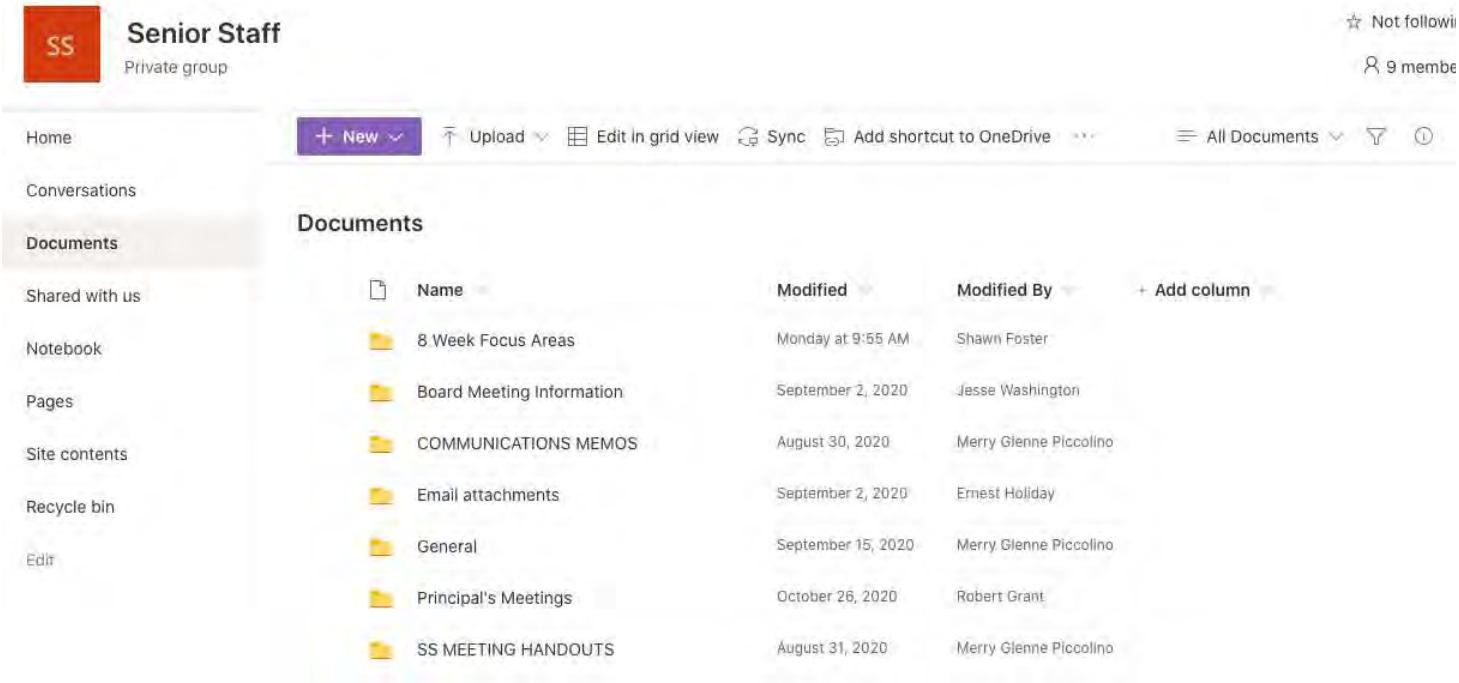
1. My principal interacts well with teachers and all staff members in a variety of settings and situations.





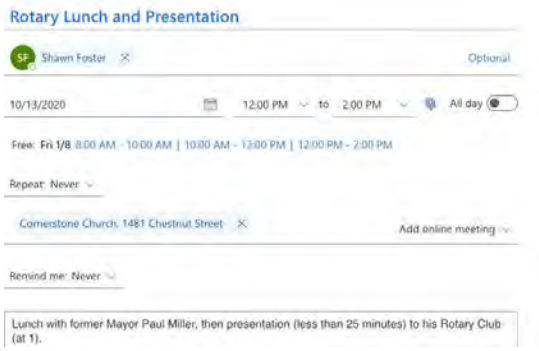
ACTION STEP: ESTABLISH & MAINTAIN REGULAR MEETINGS WITH DEPARTMENTS TO DISCUSS PROGRESS & NEEDS

Existing and new members to our Senior Leadership Team have worked extremely well together, with impressive collaboration and determination to achieve our shared goals. Utilizing Microsoft Teams and a progress monitoring system, in concert with weekly meetings, we are working as a cohesive group, with each member fully engaged in leading our departments and schools forward.



ACTION STEP: MEET WITH COMMUNITY MEMBERS, ELECTED OFFICIALS, & RELIGIOUS LEADERS

A diverse myriad of individuals have helped me better understand our school system's history and project a new path forward. Through Concerned Citizens Conference Calls; visits with members of our legislative delegation, and Education Foundation representatives; and the partnership of religious, law enforcement, government, economic development, and civic club leaders, we are making an overt effort to garner community interest in its public schools.





Virtual Meet & Greet Participants

Mr. Hayward Jean-Moderator-Orangeburg County School District

Rev. Robert Cannon, Prayer-St. Andrews United Methodist Church

Mayor Michael Butler-Orangeburg Mayor

Dr. Liz Zimmerman Keitt-Orangeburg Mayor Pro Tem

Mrs. Barbara Williams-NAACP President

Mr. Michael Bartley-Alpha Phi Alpha Fraternity, Delta Zeta Lambda President

Mrs. Andrea Jeffries-Orangeburg Pan Hellenic Council President

Mrs. Peggy James-Tyler-Orangeburg County School District Board Chairman

Mr. James McQuilla-Orangeburg County Chamber President

Dr. Shawn Foster-Orangeburg County School District Superintendent

Mr. Jaime Harrison-Candidate US Senate

Mr. Leroy Ravenell-Orangeburg County Sheriff

Mr. Kenneth Middleton-One Orangeburg County Initiative Chairman

Rev. Ken Nelson-Orangeburg District Superintendent UMCSCC

Mr. Randolph Scott-Nissan

https://us02web.zoom.us/webinar/register/WN_8-cCAk7RXm2xfBkmDN2eA

ACTION STEP: ATTEND SPORTS & COMMUNITY EVENTS TO ESTABLISH A PRESENCE IN THE COMMUNITY

Through attendance at sporting, community and philanthropic events, I have strived to establish an early presence as a community-driven leader.





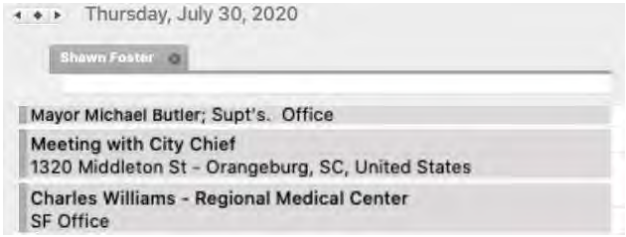




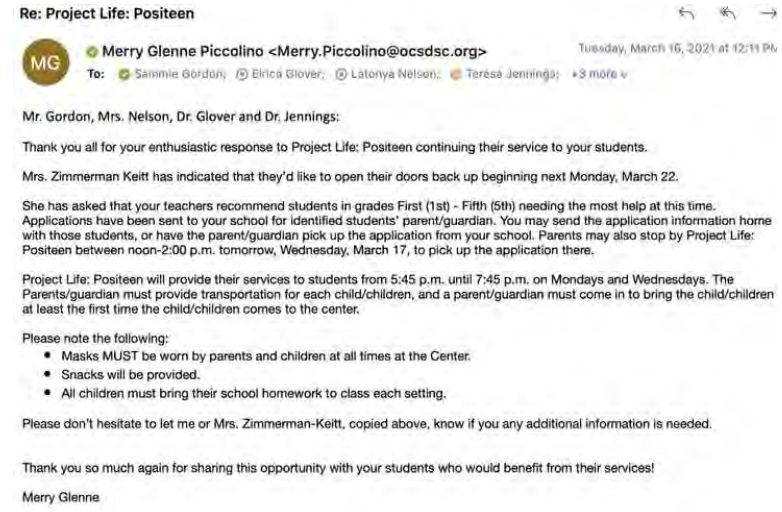
ACTION STEP: MEET WITH KEY COMMUNITY LEADERS, INCLUDING SERVICE ORGANIZATIONS & POST-SECONDARY PRESIDENTS



I have met on a monthly basis with our Security Roundtable group. This group is comprised of all local law enforcement agencies, area higher education law enforcement, first responders and state law enforcement agencies. I regularly speak with this group as a part of the monthly meetings.



The collaborative energy in Orangeburg is truly remarkable! Early in my entry, I became engaged with leadership in One Orangeburg and the NAACP, met with mayors, police chiefs, business leaders, hospital administrators and college presidents. Through Conference Calls, Forums, Virtual and in-person meetings, we're forging partnerships and friendships through a collective commitment to improve schools, engage citizens, and attract business and industry to boost the economy in our area. We were thrilled this semester to help Liz Zimmerman-Keitt, Mayor Pro-Tem, in reestablishing Project Life: Positeen, an early evening program for academic support for students.



Re: Project Life: Positeen

MG — Merry Glenne Piccolino <Merry.Piccolino@ocsdsc.org> — Tuesday, March 16, 2021 at 12:11 PM

To: Sammie Gordon; Erica Glover; Latonya Nelson; Teresa Jennings; +3 more

Mr. Gordon, Mrs. Nelson, Dr. Glover and Dr. Jennings:

Thank you all for your enthusiastic response to Project Life: Positeen continuing their service to your students.

Mrs. Zimmerman Keitt has indicated that they'd like to open their doors back up beginning next Monday, March 22.

She has asked that your teachers recommend students in grades First (1st) - Fifth (5th) needing the most help at this time. Applications have been sent to your school for identified students' parent/guardian. You may send the application information home with those students, or have the parent/guardian pick up the application from your school. Parents may also stop by Project Life: Positeen between noon-2:00 p.m. tomorrow, Wednesday, March 17, to pick up the application there.

Project Life: Positeen will provide their services to students from 5:45 p.m. until 7:45 p.m. on Mondays and Wednesdays. The Parents/guardian must provide transportation for each child/children, and a parent/guardian must come in to bring the child/children at least the first time the child/children comes to the center.

Please note the following:

- Masks MUST be worn by parents and children at all times at the Center.
- Snacks will be provided.
- All children must bring their school homework to class each setting.

Please don't hesitate to let me or Mrs. Zimmerman-Keitt, copied above, know if you any additional information is needed.

Thank you so much again for sharing this opportunity with your students who would benefit from their services!

Merry Glenne

ACTION STEP: DEVELOP A SYSTEM FOR SHOWCASING SCHOOL, STAFF & STUDENT SUCCESSES

The successes of our students, schools and employees are highlighted publicly during my Superintendent's Update at School Board Meetings. In addition, our school board has adopted a wonderful framework for showcasing employee and staff successes. In partnership with the office of communications, Board Recognition Criteria has been developed and we've celebrated students, staff and community at meetings since, including Carrlen Waymyers being named as a SC Hall of Fame Bridge Builder Athlete semi-finalist, Seal of Biliteracy Winners, Student Odyssey of the Mind winners, and much more. The celebration continues for those recognized on our District website.

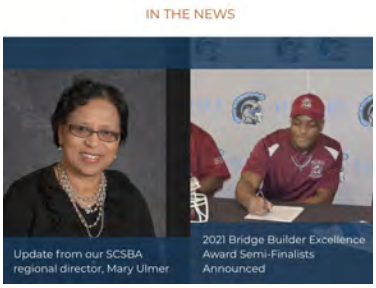
Also, during our monthly meeting with principals, two schools per month are celebrated, with the building level leader sharing his/her school, traditions, accolades, staff, students, and more with colleagues.





BOARD RECOGNITION CRITERIA

The Orangeburg County Board's agenda has a placeholder for celebrating and recognizing teachers, students and staff recognized for state and national level awards, or honored at the state or national level, or winners of county-level athletic and academic championships, and awards of merit.







The January, 2021, school board meeting gave our students, staff and community an opportunity to share our gratitude with the Board of Trustees for your commitment to our District's success. We did so by presenting each trustee with a chair built by district students for board appreciation month. The students in the building and constructions technology program have constructed several projects, but this one was for a special purpose. It was my honor to present each board member with a solid wood adult-sized reading chair for themselves, and an additional kid-sized chair to gift to an OCSD elementary school of their choosing.



Trustees honored with students' handiwork; board members, schools get chairs

The Orangeburg County School District recently celebrated its elected board members by presenting them with chairs built by district students.

OCSD superintendent Dr. Shawn Foster presented each board member with a solid wood reading chair manufactured by students in the building and construction technology program at The Technology Center in Orangeburg.

The program's instructor, Tracey Scoville, said that his students were fully prepared to handle the task at hand.

"The kids worked as a team to build the chairs from completely raw materials to a beautiful, finished project that can rival the rocking chairs that you see outside of Cracker Barrel," Scoville said. "The quality is absolutely amazing."

A student in the class, Kenodre Dickson, commented on his experience with building the chairs.

"There were definitely more than a few hurdles. But when you manage to overcome them, you can be really excited with the outcome. The construction program is amazing, and I'm proud to be part of the team that built these from the ground up."



LOCAL
Top 10 of 2020: Orangeburg schools faced challenging 2020; district adjusted to coronavirus, tax problems
Gene Zaleski



LOCAL
Students receive Christmas bikes; OCSD trustee spearheads holiday effort
Gene Zaleski

Scoville emphasized that his students have constructed several projects, but this one was for a special purpose.

"The chairs were machined, processed and assembled according to the National Center for Construction Education & Research specifications. This allowed my students to document this project on their way to their completers certification, widely recognized by the construction industry as a positive indicator for hiring new employees," he said.

Written communications, such as a column, published in the Times & Democrat in November, to acknowledge the wonderful support our District has received during the pandemic, to a congratulations letter included in each graduate's diploma, have provided an additional conduit for celebration and appreciation.

COMMENTARY: Cultivating gratitude

DR. SHAWN FOSTER Nov 15, 2020 0

As we near Thanksgiving, I wanted to take a moment to share my gratitude to all who call Orangeburg County home for the welcome that I and my family have felt over the last several months. Despite social distancing and mask mandates, we have felt the warmth of your sincere optimism for our community's public schools and are certainly grateful for your trust in me to lead our school district through consolidation, as we work together to become a school district of choice for this region.

Although the 2020-21 school year has been unusual, there is much for which I am thankful.

I am thankful to our parents, grandparents and guardians for the patience and grace that they have shown to me, our leadership, schools, and teachers. You have allowed us time to prepare, gain feedback and develop procedures and protocols to help protect the health and safety of students, staff and your families. You have been understanding when we overcame hurdles associated with new virtual platforms and connectivity. And, most importantly, you have joined with us in a commitment to continue educating our community's children amid the coronavirus pandemic.

Orangeburg County School District: Google to provide internet help

For the dedicated employees of Orangeburg County School District, we are certainly blessed. From our custodial service workers, who are meticulously

CONGRATULATIONS

CLASS OF two-thousand twenty-one

Graduate:

As you read this letter, you will likely just have walked across the stage at your high school stadium, received your diploma, and ceremoniously moved the tassel upon your cap from left to right.

I trust that you have imagined this moment for some time. Undoubtedly, you imagined it differently, certainly without a mask, gaiter, or anything covering the smile you envisioned sharing with fellow classmates, teachers, and/or friends and family looking down upon you on this day.

If you had not already, you learned today that success does often look different than imagined. I have found that to be true throughout my own life and from others who have shared their life's wisdom with me. For better or worse, success does usually play out differently in reality than in our dreams. The critical part of success, though, is the creative imagination of it. It is the permission that you must give yourself to dream it.

Success will also continue to require that you surround yourself with good, honest people who consistently demonstrate positive regard for themselves, for you, and for our community and world. Success will also demand that you embrace failure for the lessons it always teaches, fall as gracefully as the situation allows, and that you get back up and rise again with newfound commitment to your goals and dreams. Success will need continued guidance and planning; if you do not find that in wherever tomorrow leads you, I assure you that your school counselors, career specialists, teachers, school administrators, district administration (including myself), and our board of trustees are forever committed to helping you shape your unique interests and talents into a meaningful career and life that contributes positively to mankind. While you may bid goodbye to us today, please remember that we are here and will always be here for you.

On behalf of all of us, it is truly my honor to congratulate you on this important milestone today, as we look forward to celebrating and supporting your successful future.



Hats Off to the Class of 2021-

Shawn Foster, Ed.S., Superintendent

ACTION STEP: SYSTEMIZE STRUCTURES FOR CELEBRATIONS OF STUDENTS, STAFF & COMMUNITY

Public celebrations, whether a press conference for a S.M.A.R.T. Virtual Health Collaborative, a flag debut, a surprise announcement of our Teacher of the Year and Support Staff Person of the Year, and the celebration of our CTE completers have been structured in such a way that have honored contributions to our public schools and district, while maintaining COVID-19 safety precautions. The framework in place now for celebrations has made even smaller events grand by engaging media for coverage and sharing our own press releases, photographs and videos through various platforms, while also being present for media opportunities, such as the work underway at Howard with Leadership SC.




ORANGEBURG COUNTY SCHOOL DISTRICT

OCSD ANNOUNCES TEACHER OF THE YEAR & SUPPORT STAFF PERSON OF THE YEAR


The Times and Democrat

'Teaching her students to be good humans': OCSD names Teacher of Year, Support Staff of Year


Merry Glenne Piccolino @MerryGlenne · Sep 11
Great job, OCSD!! Thank you for lunch, Dr Foster and Thad (our super's best friend who drove here to grill out with our Census Challenge winners). #oneOCSD

Dr. Shawn Foster @fosteringocsd · Sep 11
I enjoyed cooking out with our first two schools to reach 100% employee participation on the Census. Congrats to Bethune Bowman & Cope for winning the Census Challenge! Everyone wins when you visit My2020Census.gov. Please ensure our kids count! #FosteringOCSD #OneOCSD


Orangeburg County School District flags raised throughout county; NAACP sponsors effort as symbol of unity, purpose


Orangeburg school in need of repair set to get makeover

Orangeburg County School District recognized first time retirees from 2019-2020 and 2020-2021 on June 1, 2021. It is important that the District recognize the importance of each employee's contribution while working as part of the team and upon their retirement.


Dr. Shawn Foster @fosteringocsd · May 28
Outstanding CTE Completer Ceremony at OWHS. #OneOCSD



ACTION STEP: ESTABLISH AN ADVISORY GROUP TO BEGIN ONGOING DIALOGUE/FEEDBACK

Separate Superintendent Advisory Councils are being established for students, teachers, parents, business and faith-based leaders. Principals have shared with us their recommendations for these councils to ensure representation across our communities. The councils were delayed a bit by the pandemic, but are set to begin in the 2021-2022 school year. I look forward to the authentic feedback and ideas that these various stakeholder groups will offer.



I provided the welcome to OCSD stakeholders conveying the district's appreciation for their engagement in our district. The intent of the meeting was to allow stakeholders insight into our Federal funds, and also allowed them to provide recommendations to the District. Their recommendations articulated where they feel we should allocate the Federal funds to address the needs of the District based on our District's needs assessments.

Orangeburg County School District
Federal Programs Update/Districtwide Parent Engagement Session

May 26, 2021
5:30pm-7:00pm

Welcome	Dr. Shawn Foster, OCSD Superintendent
Federal Programs Update	Sharon Wilson, Director of Federal Programs
Introduction of Speaker	Kimberly L. Ray, Parent Liaison Coordinator
Beat The Summer Slump	Dr. Reginald Williams, SCSU
Summer Program Spotlight	Susan Engelhardt, GoSciTech Director, GSSM
Summer Program Spotlight	Shanika Aiken, S.A.F.E. organization
Summer Program Spotlight	Jennifer Ballew, Orangeburg YMCA
Summer Program Spotlight	1890 Research and Extension
Summer Program Spotlight	Felicia Lawrence, L.I.T project, SCSU
Summer Program Spotlight	Glenna Mason, Clemson Extension
Adjourn	Kimberly L. Ray

Helping schools discover the genius in each student in order to develop strong, young leaders.

As a part of our planning to return students and staff to schools in the fall, parents from each school were included on planning committees, that developed the framework for our "Return To School" handbook that was submitted and approved by the SC Department of Education.

Greetings Instructional Leaders,

I hope this message finds you well! Your support is needed to conduct a stakeholders' meeting focused on the district wide Parent and Family Engagement Policy. The objective of the meeting is to engage stakeholders and obtain thier feedback regarding the policy. Please consider inviting your SIC, PTO, and/or other stakeholders to participate in this meeting. Participants will also be asked to complete a survey which would allow them to provide thier input regarding the parent engagement policy at the conclusion of the meeting. The expected timeframe of the meeting is one hour.

Instructional Leader Roles and Responsibilities:
1. Identify a minimum of two stakeholders to attend from your school.
2. Please inform the stakeholders that the meeting is set for January 13 at 6:30pm. A meeting invite will be sent prior to the meeting

Also, we encourage your participation in this stakeholder meeting as the instructional leader of your building.

Kind regards,
Parent Engagement Team

OCSD: Operations, Health, & Safety Committee Members
Bob Grant, Chair

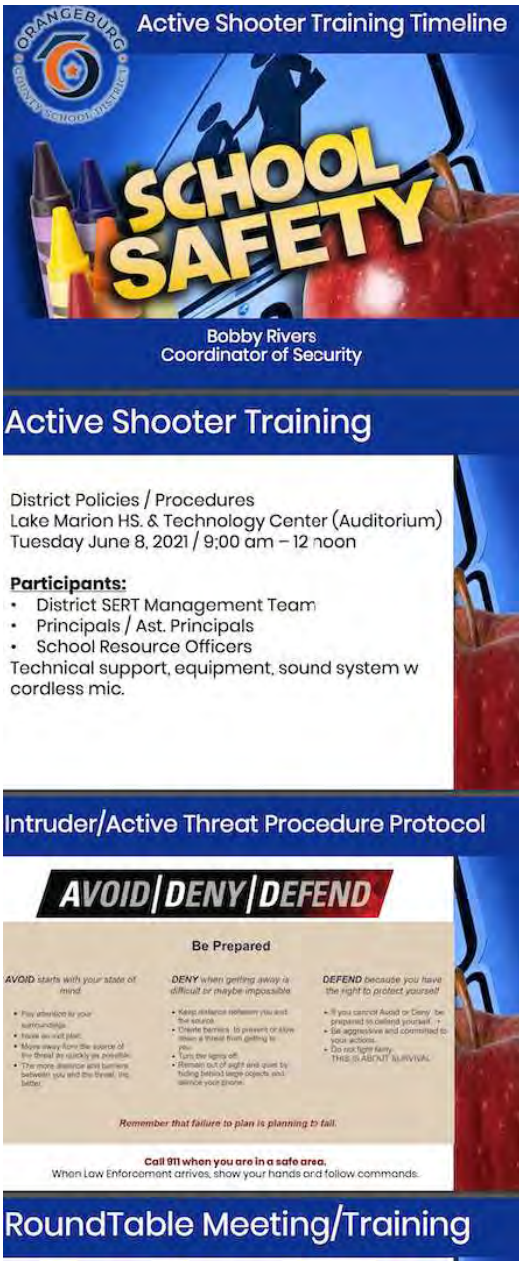
Subcommittees Leaders
Cleaning : *Cedric Walker* | Facility Function : *David Hess* | Transportation : *Kevin Addison*
Food Service : *Angela Robinson* | Health & Safety : *Patti Padgett*

Location	Role	Participant's Name	Participant's Email Address
OW High School	Parent	Jackie Elmore	Jayelmore248@yahoo.com
	TOY	Veronica Williams	Veronica.Williams@ocsdsc.org
	SSOTY	Katherine Waymer	Katherine.Waymer@ocsdsc.org
	Principal	Rahim El-Amin	Rahim.Elamin@ocsdsc.org
Mellichamp Elementary School	Parent	Stanyetta Carson	Stanyett.Carson@att.net
	TOY	Andre Moss	Andre.Moss@ocsdsc.org
	SSOTY	Cole Lewis	Cole.Lewis@ocsdsc.org
	Alternate	Rhemell Jones	Rhemell.Jones@ocsdsc.org
	Assistant Principal	Dr. Elrica Glover	Elrica.Glover@ocsdsc.org
Lockett Elementary School	Parent	Amy Metts	amylynetts@gmail.com
	TOY	Kristi Kittrell	Kristina.Kittrell@ocsdsc.org
	SSOTY	Judy Ott	Judy.Ott@ocsdsc.org
	Principal	Dr. Glenda Westbury	Glenda.Westbury@ocsdsc.org
COPE Area Career Center	Parent	N/A	N/A
	TOY	John Coleman	John.Coleman@ocsdsc.org
	SSTOY	Lori Fanning	Lori.Fanning@ocsdsc.org
	Principal	Richard Leonard	Richard.Leonard@ocsdsc.org
Branchville High School	Parent	Ronald Nester	Ronald.Nester@ocsdsc.org
	TOY	Dr. Kelly Hayden	Kelly.Hayden@ocsdsc.org
	SSTOY	Candace Ilderton	Candace.Ilderton@ocsdsc.org
	Principal	Charles Gregory	Charles.Gregory@ocsdsc.org
Holly Hill Roberts Middle School	Parent	Dr. Felisha Williams	Felisha.Williams@ocsdsc.org
	TOY	Vernell Watson	Vernell.Watson@ocsdsc.org
	SSTOY	Felicia Washington	Felicia.Washington@ocsdsc.org
	Principal	Robert Hemby, II	Robert.Hemby@ocsdsc.org
Vance Providence Elementary School	Parent	Patricia Haase	Patricia.Haase@ocsdsc.org
	TOY	Brenda Weatherspoon	Brenda.Weatherspoon@ocsdsc.org
	SSTOY	Ianthe Toles	Ianthe.Toles@ocsdsc.org
	Alternate	Tiffani Roberts	Tiffani.Roberts@ocsdsc.org
	Principal	Latonya Durant	Latonya.Durant@ocsdsc.org

GOAL NUMBER FOUR

MAINTAIN SAFETY AND SECURITY FOR STUDENTS AND STAFF.

ACTION STEP: REVIEW THE CURRENT DISTRICT EMERGENCY GUIDE & MEET WITH DISTRICT SAFETY COMMITTEE





The safety and security of our students and staff members must be our greatest priority. In collaboration with District safety officers, our Senior Staff has reviewed emergency response procedures, assembled them in an organized manual for each school and classroom and, in concert with local law enforcement, have begun training for school-level leaders and our District Safety Team.

School level safety leaders have then trained all members of the faculty and staff with our updated safety manual. A 12-month timeline, including all relevant training, has been established for training all staff members for an Active Shooter/Intruder scenario and simulation that will be conducted across the District and includes all law enforcement and first responder agencies.



ACTION STEP: REVIEW ENTRANCE/EXIT PROCEDURES FOR STUDENTS & STAFF

Student and staff arrival at school/work, as well as their dismissal at the end of the day must be reviewed regularly to ensure safety. In addition to examining these potential times of vulnerability during operational hours, we have also reviewed the procedures for staff entering and exiting buildings after closing. Entry/exit as we continue our work through this ongoing pandemic has included staff temperature screening and a requirement for visitor appointments.



Staff Temperature Screening Procedures

1 – Use the thermometer to check your temperature.

* Aim the thermometer at your forehead 1-2 inches away
* Press the scan button and then read the digital number
* Thermometer will turn off automatically after 30 seconds

2 – Record the temperature on your personal Employee Temperature Screening Log.

3 – Use a wipe to clean the thermometer.

4 – If your temperature is 100.4 or greater, please leave the facility immediately and notify your supervisor of your situation. Your supervisor will work with you to develop your next steps. You will need to take a picture of your log and send that to your supervisor.

****Staff members are required to screen as they enter a facility for the first time each day or whenever they enter a different facility on the same day.**



A3 communications

A DIVISION OF THE COOK & BOARDMAN GROUP, LLC

QUOTE

Number AAAQ40386
Date May 1, 2020

Sold To	Ship To	Your Consultant
Orangeburg County School District	Orangeburg County School District	Greg Moorer
Taphnie Berry-Sanders District Office 102 Founders Court Orangeburg, SC 29118 United States Phone (803) 533-7975	Taphnie Berry-Sanders Holly Hill-Roberts Middle School 530 Hessman Street Holly Hill, SC 29059 United States Phone (803) 533-7975	803-744-5022 ext: 803-269-9222 fax: 803-731-6046 gmoorer@a3communications.com 1038 Kinley Rd., Irmo, SC 29063

Terms	P.O. Number	Ship Via	Valid Through
NET 30		UPS Ground	6/1/2020

Notes

Pricing Based on NASPO - Security and Fire Protection Services - South Carolina Contract #4400018340. All terms and conditions are based on the NASPO master agreement and any state specific terms included in the associated participating. Please reference the attached SOW document.

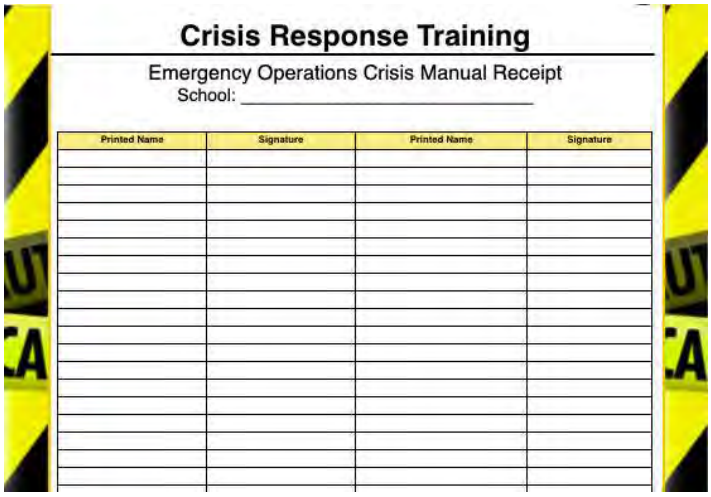
Qty	Description	Unit Cost	Unit Price	Ext. Price
	Holly Hill - Roberts Middle School			
	Surveillance and Access Control Migration			
	Surveillance Materials			
	Head End Materials			
1	I-PRO SR2.2U, SINGLE XEON OCTA CORE CPU, 16GB RAM, WINDOWS SERVER STANDARD, OS ON 1TB HDD, TOTAL STORAGE 40TB (RAID 5), USABLE 32TB,), KEYBOARD MOUSE. NO RAILS, NO OPTICAL DRIVE. 3 YEAR PRO-LIMITED HARDWARE WARRANTY WITH ON-SIGHT SERVICE. TOTAL USABLE STORAGE IS CALCULATED BASED ON ADVERTISED HDD SIZE, NOT OS RECOGNITION. USABLE STORAGE SIZE MAY VARY SLIGHTLY	$7,160.25	$8,305.89	$8,305.89
78	Video Insight Video Management Software License	$109.65	$127.19	$9,920.82
	Surveillance Materials			
38	Hanwha Techwin WiseNet 4 Megapixel Network Camera - Color, Monochrome - 65.62 ft - H.264, H.265, Motion JPEG - 2592 x 1520 -	$223.60	$259.38	$9,856.44

Additionally, secured card-access entry ways are vital to the security of the buildings. With grant funding from the USDA, all facilities will have secure, card-access entry points by the end of the calendar year.



ACTION STEP: ASSURE EVERY CLASSROOM HAS A COPY OF THE EMERGENCY GUIDE

Having developed Safety Protocols is great, but without ensuring the safety manual is in each and every classroom throughout the district, the written guidance wouldn't be much use. Safety leaders at each school signed out booklets during our training, then ensured they were distributed to each classroom within their school campuses.



Crisis Response Training

Emergency Operations Crisis Manual Receipt
School: _____

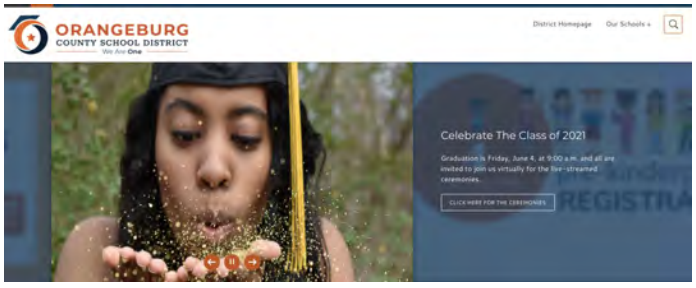
Printed Name	Signature	Printed Name	Signature

ACTION STEP: MEET WITH SRO'S & SUPERVISORS FOR RECOMMENDATIONS ON MAINTAINING AND INCREASING SAFETY





As coronavirus precautions became less stringent, we were thrilled to work with principals to safely provide our graduating seniors with prom and an in-person graduation ceremonies streamed live to our websites for additional family members and friends to celebrate the Class of 2021.



Open communication regarding our safety practices and protocols is necessary to optimize our security operations. In meeting with local law enforcement officers, our School Resource Officers and Supervisors, we are discussing and implementing best practice measures to further protect the safety of our schools and workplaces. As a result discussions to enhance protocols, radios were installed in all state-owned buses to ensure bus drivers were able to maintain consistent communication with supervisors and emergency personnel, if needed.




RADIO COMMUICATION SERVICE
DIV OF MOBILE COMMUNICATIONS AMER
487 BROUGHTON ST
ORANGEBURG, SC 29115
Phone: 803-516-0005
Fax: 803-516-0803

INVOICE

547000642-2

Page 19
Invoice Date: 10/23/2020
Due Date: 11/22/2020

Bill To:
Orangeburg County School District
102 Founders Court
Orangeburg, SC 29115

Ship To:
Orangeburg County School District
102 Founders Court
Orangeburg, SC 29115

Contact:
Contact #:

Contact:
Contact #:

PO# : 204217

Customer #: 115218	SalesPerson: 3775	Terms: NET 30 DAYS	
Qty	Item	Description	Unit Price	Amount

Remit To:
MOBILE COMMUNICATIONS AMERICA, INC.
PO BOX 1458
CHARLOTTE, NC 28201

Subtotal: $25,584.14
Tax: $7,303.13
Total Amount: $32,887.27

It is our goal to expand our partnership with Orangeburg's Department of Public Safety, and were happy to support their grant requests for the personnel costs of three additional School Resource Officers for Sheridan, Marshall, and Mellichamp's campuses, additional schools also located within their jurisdiction.

ORANGEBURG
COUNTY SCHOOL DISTRICT
We Are One

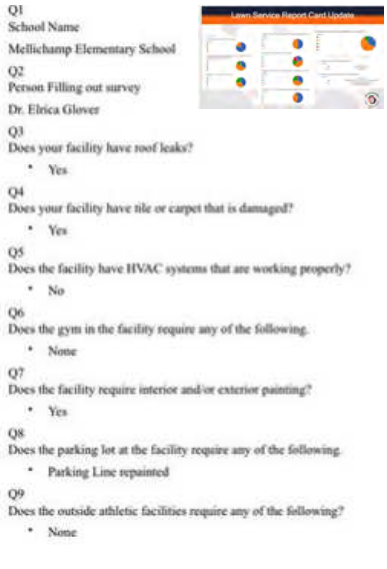
March 25, 2021

Justice Assistant Grant Selection Committee:

On behalf of our District, and board of trustees, as well as all employees, students, parents and guardians who currently benefit from the additional safety assurance that is provided for by your grant opportunity and our partnership with the Orangeburg Department of Public Safety, we thank you. The Justice Assistance Grant (JAG) has allowed us to place a School Resource Officer (SRO) at William J. Clark Middle School.

ACTION STEP: WORK WITH THE MAINTENANCE SUPERVISOR TO ASSURE AREAS OF CONCERN IN ALL FACILITIES ARE ADDRESSED

Ensuring that our school facilities and campuses are clean, safe and welcoming requires consistent oversight. In working alongside our Assistant Superintendent, Directors and Coordinators for Maintenance, we are surveying schools on their lawn maintenance and assessing capital project needs for priority improvements.



Q1
School Name
Mellichamp Elementary School
Q2
Person Filling out survey
Dr. Elrica Glover
Q3
Does your facility have roof leaks?
- Yes

Q4
Does your facility have tile or carpet that is damaged?
- Yes

Q5
Does the facility have HVAC systems that are working properly?
- No

Q6
Does the gym in the facility require any of the following.
- None

Q7
Does the facility require interior and/or exterior painting?
- Yes

Q8
Does the parking lot at the facility require any of the following.
- Parking Line repainted

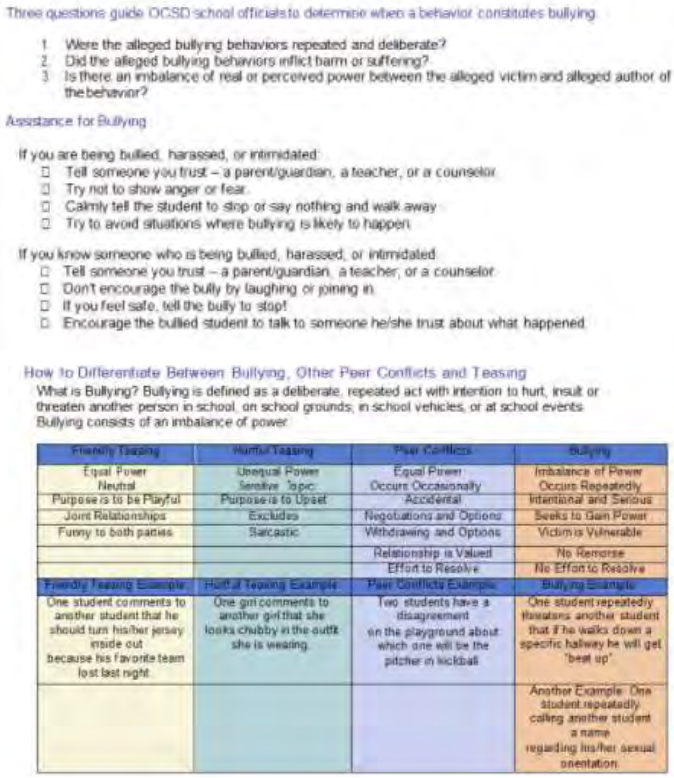
Q9
Does the outside athletic facilities require any of the following?
- None



ACTION STEP: REVIEW PROTOCOLS FOR REPORTING SAFETY CONCERNS, BULLYING, ETC.

Bullying in schools makes for one of the most challenging experiences for young persons. In collaboration with elementary, and secondary school directors, principals, and our Student Services Division, we've clearly identified bullying in our new Student Code of Conduct and provided guidance to administrators in distinguishing between bullying and other behaviors. In addition, our Communications office and Ombudsman designed an electronic reporting feature for the website, which alerts administration of bullying reports and prompts an investigation.

The administration and board's commitment to maintaining a learning and working environment free from sexual discrimination, harassment, bullying, and/or retaliation and has defined that commitment as part of policy.



Three questions guide OCSD school officials to determine when a behavior constitutes bullying:

1. Were the alleged bullying behaviors repeated and deliberate?
2. Did the alleged bullying behaviors inflict harm or suffering?
3. Is there an imbalance of real or perceived power between the alleged victim and alleged author of the behavior?

Assistance for Bullying

If you are being bullied, harassed, or intimidated:
- Tell someone you trust – a parent/guardian, a teacher, or a counselor.
- Try not to show anger or fear.
- Calmly tell the student to stop or say nothing and walk away.
- Try to avoid situations where bullying is likely to happen.

If you know someone who is being bullied, harassed, or intimidated:
- Tell someone you trust – a parent/guardian, a teacher, or a counselor.
- Don't encourage the bully by laughing or joining in.
- If you feel safe, tell the bully to stop!
- Encourage the bullied student to talk to someone he/she trust about what happened.

How to Differentiate Between Bullying, Other Peer Conflicts and Teasing

What is Bullying? Bullying is defined as a deliberate, repeated act with intention to hurt, insult or threaten another person in school, on school grounds, in school vehicles, or at school events. Bullying consists of an imbalance of power.

Friendly Teasing	Hurtful Teasing	Peer Conflicts	Bullying
Equal Power Neutral	Unequal Power Sensitive Topic	Equal Power Occurs Occasionally	Imbalance of Power Occurs Repeatedly
Purpose is to be Playful	Purpose is to Upset	Accidental	Intentional and Serious
Joint Relationships	Excludes	Negotiations and Options	Seeks to Gain Power
Funny to both parties	Sarcastic	Withdrawing and Options	Victim is Vulnerable
		Relationship is Valued	No Remorse
		Effort to Resolve	No Effort to Resolve
Friendly Teasing Example	Hurtful Teasing Example	Peer Conflicts Example	Bullying Example
One student comments to another student that he should turn his/her jersey inside out because his favorite team lost last night.	One girl comments to another girl that she looks chubby in the outfit she is wearing.	Two students have a disagreement on the playground about which one will be the pitcher in kickball.	One student repeatedly threatens another student that if he walks down a specific hallway he will get "beat up".
			Another Example: One student repeatedly calling another student a name regarding his/her sexual orientation.



CHANGEWING COUNTY SCHOOLS

Policy JICFAA* Intimidation, Bullying, or Harassment

Issued 8/19

The board prohibits acts of intimidation, bullying, or harassment of a student by other students, staff, or third parties that interfere with or disrupt a student's ability to learn and the school's responsibility to educate its students in a safe and orderly environment whether in a classroom, on school premises, on a school bus, or other school-related vehicle, at an official school bus stop, at a school-sponsored activity or event whether or not it is held on school premises, or at another program or function where the school is responsible for the student.

For purposes of this policy, intimidation, bullying, or harassment is defined as a gesture, electronic communication, or a written, verbal, or physical act reasonably perceived to have the effect of either of the following:

- harming a student physically or emotionally or damaging a student's property, or placing a student in reasonable fear of personal harm or property damage
- insulting or demeaning a student or group of students causing substantial disruption in, or substantial interference with, the orderly operation of the school

Any student who feels he/she has been subjected to intimidation, bullying, or harassment is encouraged to file a complaint in accordance with procedures established by the superintendent. Complaints will be investigated promptly, thoroughly, and confidentially. All staff members are required to report alleged violations of this policy to the principal or his/her designee. Reports by students or staff may be made anonymously.

The district prohibits retaliation or reprisal in any form against a student or staff member who has filed a complaint or report of intimidation, bullying, or harassment. The district also prohibits any person from falsely accusing another as a means of intimidation, bullying, or harassment.

The board expects students to conduct themselves in an orderly, courteous, dignified, and respectful manner. Students and staff have a responsibility to know and respect the policies, rules, and regulations of the school and district. Any student or staff member who is found to have engaged in the prohibited actions as outlined in this policy will be subject to disciplinary action, up to and including expulsion in the case of a student or termination in the case of a staff member. Individuals may also be referred to law enforcement officials. The district will take all other appropriate steps to correct or rectify the situation.

Students, parents/legal guardians, and staff members should be aware that the district may take disciplinary actions for conduct initiated and/or created off-campus involving the inappropriate use of the Internet or web-based resources if such conduct poses a threat or substantially interferes with or disrupts the work and discipline of the schools, including discipline for student intimidation, bullying, or harassment.

The superintendent will be responsible for ensuring notice of this policy is provided to students, staff, parents/legal guardians, volunteers, and members of the community, including its applicability to all areas of the school environment as outlined in this policy.

The superintendent will also ensure that a process is established for discussing the district policy with students.

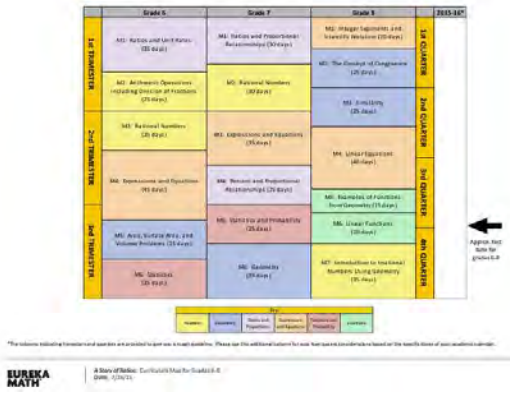
GOAL NUMBER FIVE

EVALUATE THE CURRENT INSTRUCTIONAL PROGRAM TO ENSURE THAT ALL STUDENTS ARE PROVIDED THE OPPORTUNITY TO MAXIMIZE THEIR ACADEMIC POTENTIAL.

ACTION STEP: MEET WITH INSTRUCTIONAL STAFF TO DISCUSS THE CURRENT INSTRUCTIONAL MODEL, CURRENT NEEDS, GOALS, & PROGRAMS, & EXPLORE HOW THE DISTRICT MONITORS DATA



Ensuring an exemplary instructional program has been among my highest priorities. In addition to regular discussions with the Assistant Superintendent over this area, Curriculum and Instruction division meetings are held on Tuesday mornings to share current instructional needs, goals, and information about programs. These data-driven discussions help us ensure all students perform at or above grade level, that students receive appropriate, targeted interventions, and that we accelerate gifted learners.



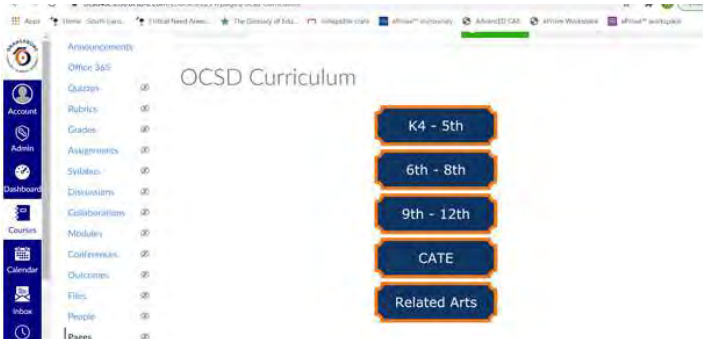
Monday, November 16				
Darby, Looper, James	Cope District - Scope and Sequence • Edgenuity MyPath • Edgenuity Pathblazer • Clever			8:00-1:30
Dantzler	OW	Virtual	PLC/ Admin Discussion (10 teachers)	8:30
Looper	CEMS	Virtual	Admin discussion about Teacher Clarity for school lead	9:15
Dantzler	SLT	Face to Face	Cafeteria at Nix	1:00-3:00
Smith	Edisto High School	Face to Face	Teacher Clarity	9:00-10:15 10:20-11:35 12:45-2:00 2:05-3:30
Looper and James	Rivelon	Face to Face	Teacher Clarity and Edgenuity	2:00-3:30

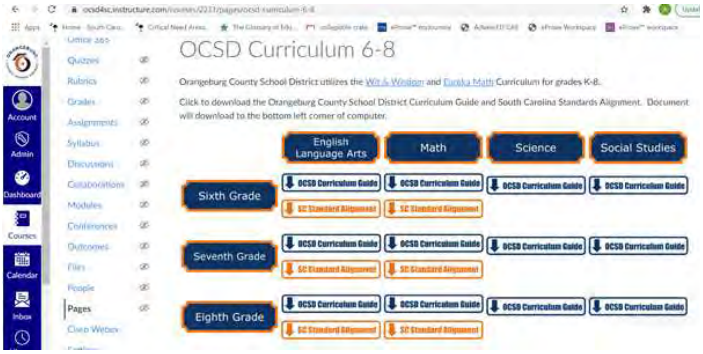


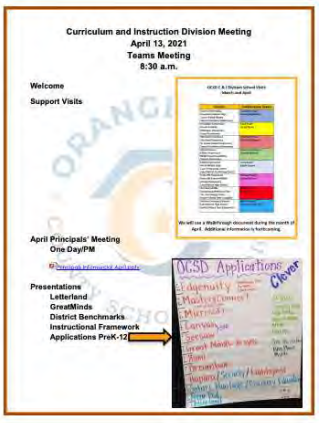
Fostering and promoting an exemplary instructional program continues to be among the District's highest priorities. Monthly principals' meetings are held to identify, plan, and implement with fidelity standards-based evidence based instructional strategies. Principals' Meetings allow the Curriculum Division to facilitate professional learning sessions and provide school leaders with pertinent information to support and progress monitor programs as well as build the capacity of all staff.

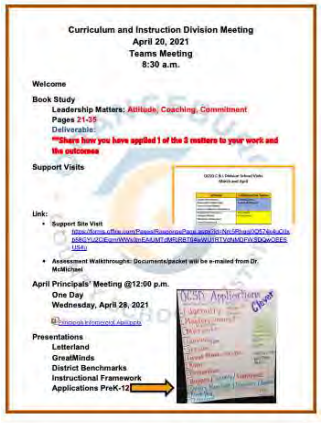
Curriculum pacing guides for the core content areas, gifted and talented, related arts, and career and technical education are also an integral component of the instructional scope and sequence. All of the documents are housed in Canvas, one of our learning management systems. These guides provide the standards, goals, objectives, learning experiences and instructional resources that comprise our specific educational programs. Providing teachers with these guiding documents offers the scope and sequence to address grade level standards. Furthermore, these essential curriculum and instruction components allow the district to leverage instructional leadership within all schools and programs.

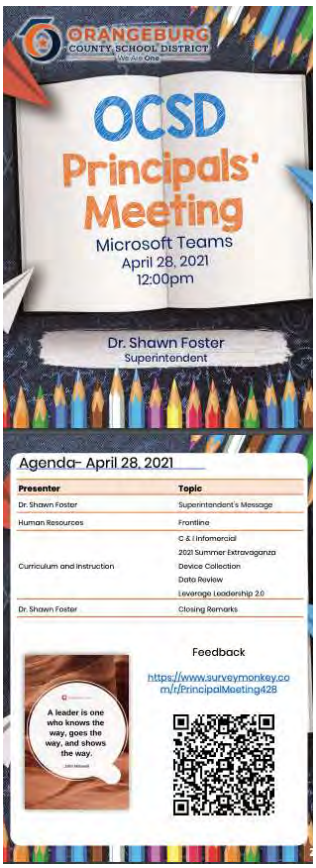
The Curriculum and Instruction Division meets on a consistent basis to implement programs and initiatives based on data. Through school support visits qualitative and quantitative data is gathered for the purpose of enhancing program implementation. This data allows for the development of professional learning opportunities for school leaders, teachers, and classified staff in order to meet the needs of students. These meetings allow district-wide programs to work in tandem rather than in conflict for the benefit of building principal, assistant principal and teacher capacity while also fostering student achievement.



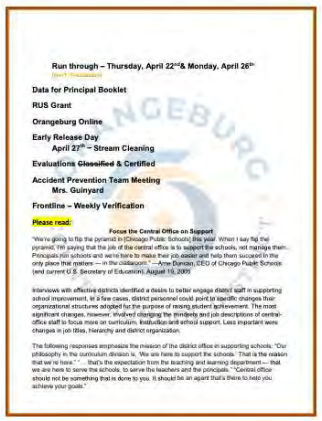












Providing students authentic, hands-on experiences so that each graduates with a diploma and a set of employable skills is an overarching goal to prepare our students to be future-ready. Our District is leading the way in providing those experiences and we're pleased to begin with student apprentices in our Departments of Operations, Finance, Technology and Communications.

South Carolina Apprenticeship Standards

Sponsored By:

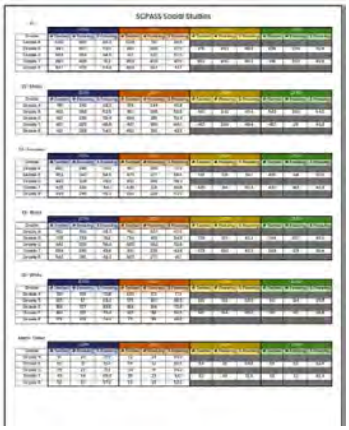
Orangeburg County School District
102 Founders Court
Orangeburg, SC 29118

ACTION STEP: REVIEW ALL BASELINE & LONGITUDINAL DATA ON STUDENT & DISTRICT ACADEMIC PERFORMANCE

While State Report Cards had limited data due to COVID-19 closures, we have dug deep into our student performance measures in collaboration with instruction and school principals. I have ensured also that appropriate support is provided to our schools identified for Targeted Support and Improvement, Comprehensive Support and Improvement, and Priority for Improvement. In addition to building internal awareness about our academic performance, we've also shared transparently our data with school stakeholders through a comprehensive press release, which was shared and reported by local media.

CATEGORY	SCHOOLS	PRINCIPALS
ATSI	BROOKDALE ELEMENTARY ORANGEBURG-WILKINSON HIGH ELLOREE ELEMENTARY HOLLY HILL ELEMENTARY HOLLY HILL-ROBERTS MIDDLE VANCE-PROVIDENCE ELEMENTARY	LATONYA NELSON RAHIM EL-AMIN DR. CASANDRA JENKINS MR. JOHNNIE SMITH ROBERT HEMBY LATONYA DURANT
PRIORITY	ST. JAMES-GAILLARD ELEMENTARY BETHUNE-BOWMAN MIDDLE-HIGH MARSHALL ELEMENTARY	KEONIA GILIARD LAKEKIA LEWIS DYISHA TAYLOR
CSI	DOVER ELEMENTARY	SYLVIA WILLIAMS





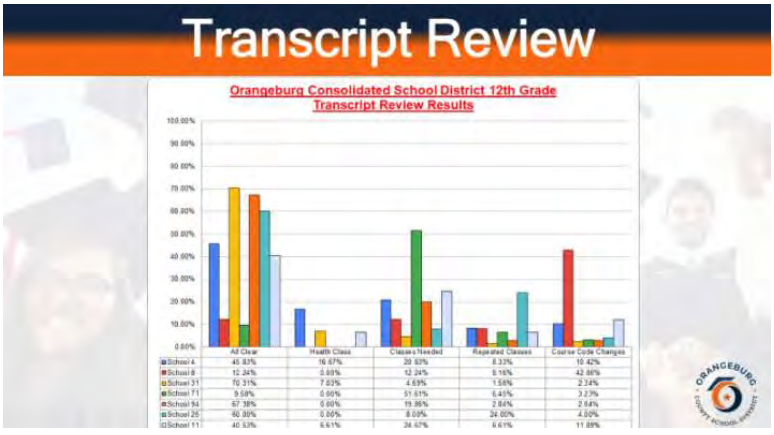








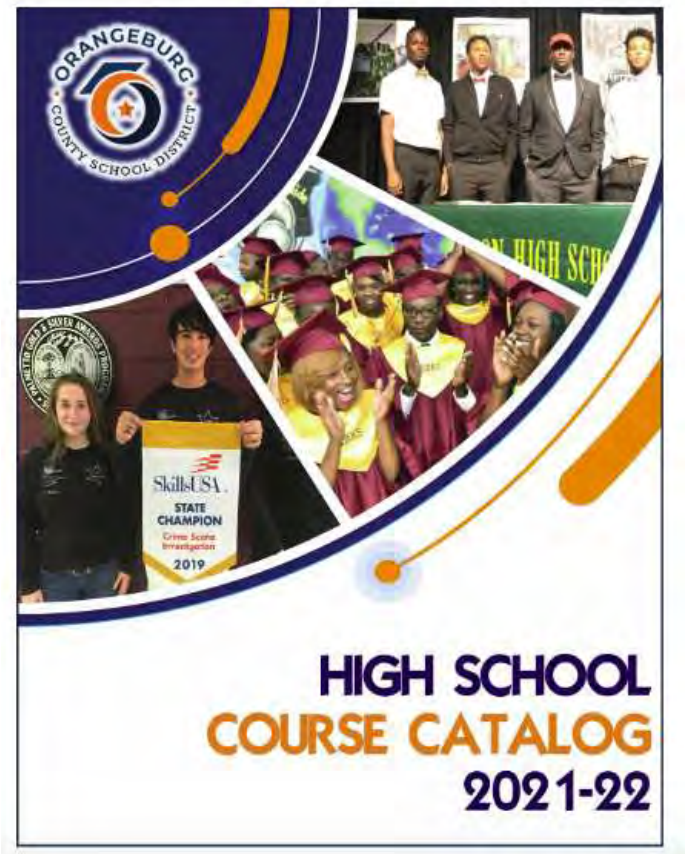
While the SCDE has removed the 95% testing requirement, the Curriculum and Instruction Division has put systems in place to assist schools with progress monitoring data over time through an automated spreadsheet. This system allows schools to monitor progress towards being college and career ready, as well as mastery of state academic standards. This analysis of the data at the elementary, middle, and high school levels allows us to strategically and systemically continue support to Palmetto Literacy Project, Comprehensive Support and Improvement, Priority and Targeted Support and Improvement schools.



To ensure all high school students earn the necessary Carnegie units, are registered for the appropriate courses, and graduate on time, a quality assurance system was put in place to support the course registration process. Support was requested from the SCDE to assist with supporting guidance counselors with the newly revised transcript review process.

The scope of support included formalized a district-wide process and timeline for reviewing all high school transcripts, provided professional development and technical support to the Curriculum and Instruction Division, as well as the Coordinator of Guidance. Furthermore, a comprehensive course catalog was created and provided to all schools to support the course selection and transcript review process for all stakeholders.

ACTION STEP: REVIEW CURRENT CURRICULUM & COURSE OFFERINGS



Our Instructional Services Division, in collaboration with school counselors, have developed a comprehensive Course Catalog for High School coursework. This user-friendly guide will aid students and families in course selection unique to student interest and future preparedness needs.

All courses taught on our campus are represented on the document. The courses listed for each pathway are the correct courses for a student to earn completer status. The number of courses leading to completer status (3 or 4) are provided in our district course catalog. Any additional courses taught in our schools that provide an alternate path for a student earning completer status is also provided in the course catalog.

We have partnered with Phoenix Learning and will receive the add-on tool in PowerSchool that will automatically track the completer status of CTE students. With this tool, counselors can select a student and view how many courses the student still needs to be a completer in a pre-determined pathway and what those courses are. This will significantly enhance our ability to ensure CTE students are being assigned to the needed courses and aid counselors in the process. The training and setup of this tool will occur later this month on May 19th & May 20th.


CTE Completer Pathway PowerSchool Training

Greetings all,

The Orangeburg County School District has partnered with Phoenix Learning Systems to acquire a unique add-on tool that will track the status of completers and provide valuable assistance in the scheduling process. The overview and training session for this initiative will be held in the cafeteria at the Clyburn Center **on Wednesday, May 19th & Thursday, May 20th**. The training will begin at 9:00 AM daily and conclude by 3:30 PM.

Please review the chart below for the expected audience for each day of training. In addition, please use the survey monkey link below to RSVP so I can accurately plan for lunch. Please respond to the RSVP by the close of business **on Friday, May 14, 2021.**

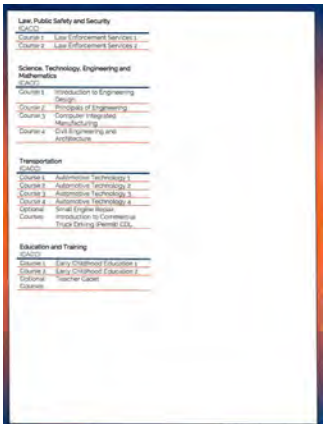
Thanks in advance; please share any questions or concerns.

Wednesday, May 19th	Thursday, May 20th
• All HS Counselors • All CTE Counselors • HS Admin. Responsible for Scheduling • CTE Directors • PowerSchool Coordinators • CTE Coordinator	• At least one counselor from each HS • CTE Directors/Designee • HS Admin. Responsible for Scheduling • PowerSchool Coordinator) • CTE Coordinator


CTE COMPLETER PATHWAYS







ACTION STEP: REVIEW CURRENT INSTRUCTIONAL FTE'S IN EACH SCHOOL, & STUDENT/TEACHER RATIOS

Student teacher ratios throughout the District have been reviewed and shifts made, where necessary, to ensure student class sizes and the student to teacher ratios were appropriately balanced throughout the District.

Principals, please complete the information fields below by indicating the continuing and new positions you plan to fund using 2021-2022 Title I allocations. As a reminder, *parent liaisons* and *school-level instructional technologists* are required positions for all Title I schools. Please email the completed document to Sharon Wilson by 8:00 a.m. Friday, May 14, 2021.

School: _____

Title I Positions	Continuing Position For 2021-2022	New Position For 2021-2022
Parent Liaison		
School Level Instructional Technologist		
Math Coach		
Reading Interventionist		
Math Interventionist		
Behavior Interventionist		
Mental Health Counselor		
Other: _____		

STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION
MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION

MEMORANDUM

TO: Dr. Shawn Foster, Superintendent, Orangeburg County School District
Dr. Charlene Stokes, District Coordinator of Early Learning Programs

FROM: Quincie Moore, Ed.D.
Director, Office of Early Learning and Literacy

DATE: April 19, 2021

RE: South Carolina Child Early Reading Development and Education Program (CERDEP) 2021–22 School Year Classroom Expansion and/or Extended Day Approval

Read to Succeed Act Section 59-156-120 and Proviso 1.69 outline the South Carolina Child Early Reading Development and Education Program (CERDEP) expansion. The South Carolina Department of Education (SCDE) Office of Early Learning and Literacy (OELL) previously reached out to district superintendents and CERDEP coordinators in January 2021 to determine the number of CERDEP classroom(s) expansion and/or extended day requests for the 2021–22 school year. The purpose of this memo is to confirm approval of your request for additional CERDEP classrooms and/or extended day. Approvals were determined based on the priorities set forth in legislation.

Please review the information below and use the letter of confirmation to verify your district's number of CERDEP expansion classroom(s) and/or extended day requests for the 2021–22 school year. The letter of confirmation also will allow you to verify that your district is maintaining a waiting list of 4K students who meet the CERDEP income eligibility requirements. The letter of confirmation is due by **May 3, 2021**. In addition, please complete the attached CERDEP Supply and Materials Application for each new classroom by **July 16, 2021**.

Your district indicated an interest in expanding your current CERDEP program by adding classrooms for the 2021–22 school year. Your district is approved to offer the following:

Number of additional classrooms requested	Number of additional classrooms approved
8	8

RUTLEDGE BUILDING · 1429 SENATE STREET · COLUMBIA, SC 29201

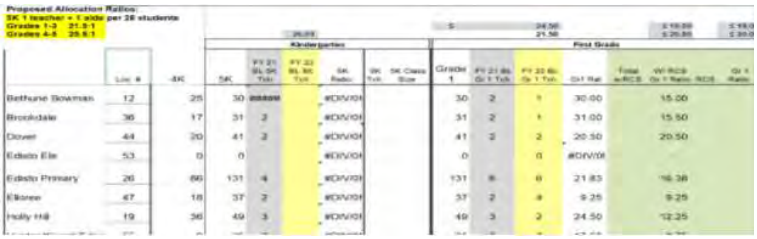
School Name: St. James Gillard

Person	Current Position/Location	Funding Source	Proposed Position/Location	Funding Source	Contract Days	Current Position Status
[redacted]	5th grade@ SJG	General Fund	Reading Interventionist	Priority Funds	190	5th grade position closed
[redacted]	3rd grade@ SJG	General Fund	Instructional Technology Facilitator	Title I	200	
[redacted]	4th grade @SJG	General Fund	3rd grade @ SJG	General Fund	190	4th grade position closed
[redacted]	TA @SJG	General Fund	Parent Facilitator	Title I	190	TA Position closed
[redacted]	TA @ SJG	CDEP	BMC @ HHE	General Fund (Filling Vacancy)	185	TA position at SJG closed

SCDE has issued the 2021-2022 Title I allocations to SC school districts allowing schools to plan based on their needs assessment. Schools are asked to complete the Title I Position document to indicate continuing and new positions planned to fund with 2021-2022 Title I allocations, based on information shared during their Title I presentations. The Title I schools collaborated with their leadership team and stakeholders to identify necessary staffing needs. Human Resources supports this process by posting new vacant/positions in preparation for the interviewing/hiring process.

Addressing the needs of our early childhood students is essential to ensuring students benefit from a strong educational foundation. To that end, OCSD requested 8 additional classrooms through the SCDE CERDEP office. SCDE approved this request affording OCSD to serve 160 additional pre-kindergarten students for the 2021-2022 school year.

All Principals, Senior Staff Departments, and I participated in budget meetings to review current staffing, request additional staffing, identify vacancies and overages and present their rationale for proposed additions and deletions to current staffing levels. These meetings are important to ensure that the staffing level of each school meets the student-teacher projections and to ensure all staffing levels are appropriate as to mitigate any negative impact to the district's overall budget.



ACTION STEP: REVIEW THE ORGANIZATIONAL STRUCTURE OF THE INSTRUCTIONAL DEPARTMENT & EVALUATE THE DELIVERY OF SUPPORT TO SCHOOLS

The organizational chart for our Curriculum and Instructional Division has been aligned to maximize support to classroom teachers.

The weekly chart identifying the schools team members should attend allows the C&I team to distribute support throughout the division in an equitable manner. A support link is used with the curriculum and instruction division team members, to document support to schools. This allows us to analyze the areas where support is provided the most or the least. The trends are examined to plan next steps.



OCSD C & I Division School Visits
October and November

Schools	Collaborative Teams
Bethune Bowman Complex Lockett Branchville Complex	Veronica Scott Wanda McMichael
Brookdale Elementary Howard Middle Whittaker Elementary	Terry Fludd Anna Smith Vickel Darby
Marshall Elementary Sheridan Elementary	Charlene Stokes Priscilla Hollington
Dover Elementary North Middle High	Terry Fludd Anna Smith Vickel Darby
Hunter Kinard Tyler Complex Cope Career Center Technology Center	Kelvin Lemon Andrea Carter-Sims Yvonne Mitchell
Edisto Primary Edisto Elementary	Charlene Stokes Priscilla Hollington
Carver Edisto Middle Edisto High School	Veronica Scott Wanda McMichael
Holly Hill Elementary Holly Hill Roberts Middle	Amanda Looper Deedra Wright Sharon Wilson
St. James Gilliard Elementary Vance-Providence Elementary	Quencenia Dantzler Derrick James
Elloree Elementary Lake Marion High School	Amanda Looper Deedra Wright

OCSD C & I Division School Visits
March and April

Schools	Collaborative Teams
Lockett Elementary Branchville Middle High Carver-Edisto Middle Vance Providence Elementary	Amanda Looper Wanda McMichael
Brookdale Elementary Howard Middle Whittaker Elementary Dover Elementary	Terry Fludd Vickel Darby
Marshall Elementary Sheridan Elementary St. James Gilliard Elementary Vance-Providence Elementary	Charlene Stokes Priscilla Hollington
Edisto Primary Edisto Elementary Mellichamp Elementary Rivelon Elementary	Quencenia Dantzler Yvonne Mitchell
Edisto High School North Middle High Cope Technology Center Lake Marion Technology Center	Anna Smith Kelvin Lemon
Holly Hill Elementary Holly Hill Roberts Middle Elloree Elementary Lake Marion High School	Deedra Wright Sharon Wilson
WJ Clark Middle Orangeburg Wilkinson High The Technology Center Hunter Kinard Tyler Complex	[redacted]
Bethune Bowman Complex Lake Marion High School	Derrick James Andrea Carter-Sims

ACTION STEP: EVALUATE INSTRUCTIONAL TECHNOLOGY THROUGHOUT THE DISTRICT



In order to adequately transition from in-person instruction to Hybrid or Virtual, Orangeburg's instructional technology needed an upgrade. From student and educator devices to a standardized classroom setup for teachers, complete with an interactive smartboard, web camera, and 360 degree (Owl) camera, Orangeburg's instructional technology is second to none.

The innovative OWL camera in every classroom has afforded our teachers the opportunity to engage those students that were learning from home while also providing instruction to students that were face to face. Our innovation caught the interest of other districts. As a result, a few districts visited OCSD schools to observe the innovation up close and personal. Not only have the OWL cameras allowed us to be innovative, but also our CISCO labs which are in every middle and high school as well as our technology centers. The OWL cameras and CISCO labs support distance learning, team teaching, and teacher collaboration.



These technologies promote schools collaborating with PD using this technology.

Superintendent candidate: 'It is about children'; Foster says students should graduate with job skills

The Times and Democrat
Gene Zaleski Jun 15, 2020 0

"This article, published June 15, 2020, details the promises made as a candidate for the superintendency.

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Looking back a year to the date later, it's gratifying to see so much of it underway."

Dr. Shawn Foster says he understands Orangeburg County parents want their children to have a solid educational foundation.

"It is about children," Foster said Monday. "It is about the young man and young lady who are standing at a bus stop trying to get to school."

"It is about a parent wanting the very best for their children," he said. "Even though there are barriers along the way and even though there are things they may not understand."

Foster is one of two candidates to become the next superintendent of the Orangeburg County School District. He spoke to the public at three events Monday, including addressing a couple dozen people at Orangeburg-Wilkinson High School.

Foster told those gathered that his life was not easy when he was growing up. He grew up in poverty in a single-parent home.

His mother worked and did not drive. She would give Foster a house key tied to a shoe lace and 35 cents so he could take the city bus to the school bus stop.

"I remember my mom always saying, 'You be good, you do what is right, you work hard and you make good decisions,'" Foster said.

He is passing those lessons to his own children.

"That is why I am who I am today. It is why I lead and why I have been leading the past two decades," he said. "It's who I am."

Foster says he has been engaged with Orangeburg County schools long before the superintendent position opened up, as he sat in on town hall meetings before consolidation.

"My communication style is simple," he said. "You tell people what you are going to do, give them an update on where you are and then you tell them when it is done. If I don't tell people it is done, then it ain't done."

Ensuring students are college-ready is about, "turning our school system from being a product-driven school system to a solutions-focused school system."

"It is my goal to make sure not only do we have students earn their diploma, but they graduate with the skill that someone is willing to pay them for so they can make a living wage and provide for their family," he said.

Foster said apprenticeship opportunities need to start as early as the 10th grade.

Foster said he helped write the district's Summer Youth Jumpstart Program. The program helps high school seniors get job experiences to enhance their work skills.

If he's selected to be the next superintendent, Foster said he'll focus on facility improvement, financial solvency, personnel, technology and instruction for the next five years as part of his strategic plan. He said it will take a team effort involving the entire community and stakeholders.

Foster said an early focus on social and emotional skills will help students struggling academically.

"We have to teach them behaviors just as well as we teach them application," he said.

Foster said adult mentoring is also needed.

"We can't suspend children just for the sake of suspending them, but we can't love them into failure either. We can't allow ourselves to feel sorry for a child because of a circumstance," he said.

To help close achievement gaps, Foster says he would like for retired teachers to take books to young mothers at the Regional Medical Center.

"They get a book, they get information on the school district, they get a list of resources to help them with early literacy," Foster said.

For older grades, he said there needs to be a universal identifier or screener that can identify a child's deficiencies on an individual basis.

Foster says he will be open and accessible to all district employees.

Mellichamp Elementary School assistant principal Dr. Elrica Glover said Foster offered "a very genuine presentation."

"I do believe he has the children at heart for what he wants to do in our district. I am looking forward to hearing more from him, but I was very impressed with his presentation," she said.

Destynei Tiller, professional school counselor, said "I am very impressed with his knowledge and his ability to articulate his thoughts about our school district.

"It does seem like he would be a person who comes in and has a plan, so I am excited to see that. I appreciate his welcoming attitude. He was very open to anything that we had to ask."

Later in the day Foster got to meet with parents, teachers and other community members at Lake Marion High School and Edisto High School.

Foster has served as the chief officer for Operations and Student Services for the Aiken County School District since 2015. He previously served as director of Student and Administrative Services for Spartanburg School District 7.

He received a bachelor's degree in social work from Livingstone (NC) College, a master's degree in counseling from Webster University, a master's degree in divergent learning from Columbia College and a doctorate in administration from South Carolina State University.

The community will be able to meet the second finalist for the position, Dr. Valarie Williams, on Tuesday.