

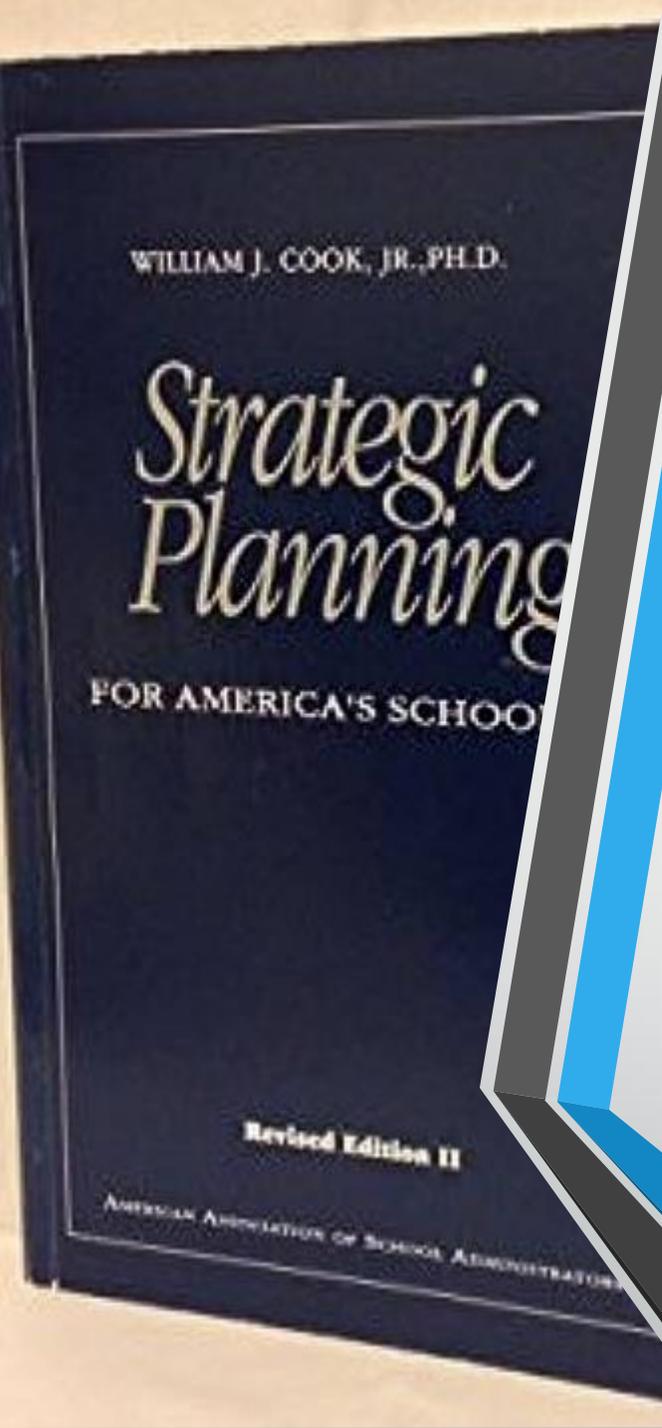


Hampton County School District Strategic Plan Addendum

Support Document

2023-2025

Ronald Wilcox, Ed. D.
Superintendent of Schools



FORWARD

“A Strategic Plan is a means where in an organization recreates itself.”

-Bill Cook

This Plan is based on the following:

1. Adherence to US Department of Education Laws, Guidelines, and Regulations
2. Adherence to the State of South Carolina Statutes and Regulations
3. HCSD Board of Education influence and input into the selection of areas to improve upon
4. HCSD Employee input, Parent input, and Student input into the process
5. HCSD Superintendent and Administrative Leadership input
6. Community input



Mission

HCSD provides all students with the highest quality education that equips them to succeed in an evolving world.

Vision

"The vision of Hampton County School District is",

Empowering students to achieve excellence and positively impact the global community.



Belief Statements

We believe that

- Stakeholder involvement is important to a successful district
- Teamwork is necessary for accomplishing goals
- A positive school culture promotes student growth
- A safe respectful environment is necessary for student learning
- We must focus on the total child
- Every employee serves a vital role
- Early childhood education is critical
- Parents play a vital role in their child's education
- Maintaining a student-centered approach to instruction is essential
- Students must be career, college, and/or work ready
- Students need technology training for academics and vocational skills



Goals for the District

In addition to the District Strategic Plan- the following list of goals have been developed from Board discussions by the Superintendent and developed by the District Leadership Team as a supplement to our targeted areas for improvement outlined in the District Strategic Plan

HCSD Strategic Plan Areas for Improvement

- **School Climate**
Culture of Learning
- **Student Achievement**
Engagement of Learning
Growth in Learning
- **Teacher/Administrator Quality**
Leadership for Learning



Quality characteristics

Four key characteristics are evident when institutions effectively adopt the Cognia Performance Standards and engage in Cognia's peer review process for accreditation and continuous improvement.

CULTURE OF LEARNING: the institution's focus on the challenges, joys, and opportunities for learning, and the coherence with its mission and vision

LEADERSHIP FOR LEARNING: the responsibility of an institution's leaders to influence and impact all aspects of the institution in positive ways

ENGAGEMENT OF LEARNING: the inclusion of all learners in the learning process, and their development of confidence and love of learning

GROWTH IN LEARNING: the growth of learners in the programs and curricula provided by the institution and their readiness to successfully transition to next levels of learning

These characteristics serve as our model for identifying and discussing school and system quality. Additional information will be available to members to show how the standards align with these characteristics.

HCSD Strategic Plan Performance Goals

School Climate

- Create a safe, orderly and supportive environment by increasing respondents' perception of school climate, safety, and satisfaction with the learning environment by 3% per year on state and local surveys and decreasing by 3% the number of Out-Of-School (OSS) suspensions.

Student Achievement

- By 2026, HCSD will improve attendance rates through an annual 3% decrease in Chronic Absenteeism rates.
- By 2026, HCSD will decrease the percentage of students scoring Not Met 1 on SC READY state assessment by 3 percentage points in grade 3 and HCSD will Increase the percentage of students in grades 3-8 scoring "Meets or Exceeds" in ELA on SC READY by 3 percentage points in order to be on-track to meet state target goal in 2026.
- By 2026, HCSD will decrease the percentage of at-students in grades K-12 scoring in Tier 3 as evidenced by iReady Reading and Math data by 3 percentage points yearly.
- Expand Educational Opportunities Academic and Vocational -Increase the number of students, by 3% annually meeting the on-time graduation rate and increasing by 3 percentage points those who score a level 3 or higher on the WIN College and Career Readiness Exam.
- By 2026, HCSD will increase the percentage of students scoring a C or higher on the state End of Course (EOC) assessment by 3% points in English 2 and by 5% points in Algebra 1.



HCSD Strategic Plan Performance Goals

Teacher/Administrator Quality

- Leadership Capacity- By 2026, HCSD will provide ongoing professional development for progress monitoring and intensive targeted intervention in both Reading and Math in grades K-12 to improve outcomes for at-risk students and increase by 3 percentage points the percentage of Tier 1 on grade level students by increasing teacher / administrator knowledge of data driven instruction, targeted intervention support, and to increase teacher / administrator quality.
- Resource Capacity - Build the teachers and administrator quality by hiring highly qualified teachers and decreasing by 3% the percentage of teachers teaching with an out-of-field permit and decreasing by 3% the percentage of inexperienced teachers.
- To increase teacher administrator quality, HCSD is participating in LETRS training for all PreK – Third grade teachers, interventionists, instructional coaches, and principals to provide intensive two- year professional development to increase their knowledge of best practices as evidenced by an increase in student achievement in Phonological Awareness and Phonics with a 3- percentage point increase in student scoring on grade level or above on diagnostic tests in iReady in grades K and 1.



Goal 1: Improve Test Scores

Employee Input

- Provide appropriate teaching materials
- Provide appropriate methodology to teachers
- Principals to monitor instructional delivery
- Use data to determine effectiveness
- Provide Multi-Tiered Systems of Support (MTSS) for all students (PK-12)
- Hire & Retain highly qualified teachers
- Provide technology devices for students & teachers

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here

HCSD Academic Recovery Improvement Plan 2021-2025 Goals-Strategies-Action Steps



South Carolina Department of Education
2022-23 Academic Recovery Plan Feedback

District Name: Hampton

Overall Plan

Hampton County School District is commended for their focus upon clear, measurable strategies and objectives. HCSD is also commended for their articulation of legislative expectations such as reference to and plans for MTSS and R2S. HCSD highlights notes of celebration and measurable targets for improvement. Your district's goals and strategies provide the necessary evidence of meeting student needs. You are encouraged to update your plan with the SCDE when goals are met or require redirection based on assessment data. Based on your responses, we have provided some suggestions to strengthen your district's goals.

Goal One

Interventions outlined are focused on **accelerating learning for students who are below grade level expectations to help them meet and/or exceed grade level expectations.**

Goals indicates specific strategies for providing **interventions to address a specific tier(s) of learning lag for students in ELA/Math.**

Your goal is clear and has a realistic timeline which includes **monitoring efforts** to support the eventual completion of the goal. The goal is action-oriented and clearly define resources, frequency and timing. The goal also outline professional development to include instructional walk-throughs, observations and reflections. Instructional leaders in the district have been trained to understand district roles and school based personnel.

Recommendation: Evaluate the effectiveness with vendors such as Edmentum, and resources being maximized to support the vision of this goal, the district's vision, and the academic readiness of students?

Goal Two

Interventions outlined are focused on **accelerating learning for students who are below grade level expectations to help them meet and/or exceed grade level expectations.**

The goal indicates specific strategies for providing **interventions to address a specific tier(s) of learning lag for students.** The goal includes an articulation of the goal's purpose and the goal's impact on students.



SOUTH CAROLINA DEPARTMENT OF EDUCATION
ed.sc.gov

Hampton 1	
Overall Plan	Strong Evidence
Thank you for submitting your district's Academic Recovery Plans. Your academic recovery plan demonstrated strong evidence and fully met the planning requirements. You are encouraged to update your plan with the SCDE when goals are met or require redirection based on assessment data. Please see the below feedback for each one of your goals.	
Goal One	Strong Evidence
Your goal indicates specific strategies for providing interventions to address a specific tier(s) of learning lag for students in ELA/Math.	
Goal Two	Strong Evidence
Your interventions outlined are focused on accelerating learning for students who are below grade level expectations to help them meet and/or exceed grade level expectations.	
Goal Three	Strong Evidence
Your interventions outlined in the goal are evidence-based and are informed by multiple data sources.	



SC SCHOOL REPORT CARD

School Report Cards are embargoed until public release- October 15

<https://screportcards.com>

District Data- Spring 2023 SC Ready State Assessment

- ❖ 6% increase in ELA scores for Grades 3-5
- ❖ 5% increase in Math scores for Grades 3-5
- ❖ 10% increase in ELA scores for Grades 6-8
- ❖ 1% increase in Math scores for Grades 6-8

Other Highlights:

- Decreased "Does Not Meet" subgroup district-wide in ELA in Grades 3-5
- Above the state average in Math in Grades 3-5
- Exceeded the state's growth rate in Math in Grades 3-5
- Decreased "Does Not Meet" subgroup district-wide in ELA in Grades 6-8
- Exceeded the state's growth rate in ELA in Grades 6-8

Secondary Data-

- ❖ 4% increase in English 2 EOC scores
- ❖ 6% increase in Graduation Rate



SC SCHOOL REPORT CARD

Elementary Schools	Overall Rating 2023	Overall Rating 2022
Brunson Elementary	Good (57)	Average (48)
Estill Elementary	Average (50)	Average (45)
Fennell Elementary	Average (48)	Average (47)
Hampton Elementary	Average (47)	Average (42)
Middle Schools	Overall Rating 2023	Overall Rating 2022
Estill Middle	Average (47)	Good (49)
North District Middle	Good (48)	Average (43)
High Schools	Overall Rating 2023	Overall Rating 2022
Estill High	Below Average (49)	Below Average (49)
Wade Hampton	Average (51)	Below Average (49)

Elementary School Overall Ratings Points	
Excellent *	61 to 100
Good	53 to 60
Average	42 to 52
Below Average	34 to 41
Unsatisfactory	33 and below

Middle School Overall Ratings Points	
Excellent	56 to 100
Good	48 to 55
Average	36 to 47
Below Average	29 to 35
Unsatisfactory	28 and below

High School Overall Ratings Points	
Excellent *	67 to 100
Good	60 to 66
Average	51 to 59
Below Average	40 to 50
Unsatisfactory	39 and below



Report Card Analysis:

All (4) Elementary Schools that receive a Report Card rating improved their overall rating score.

BES, NDMS, & WHHS all moved to a higher overall category rating.

Category ratings changed for the following schools:

BES- Academic Achievement- Average to Good

Student Progress- Average to Good

FES- Academic Achievement – Below Ave to Average

EHS- Academic Achievement- Unsatisfactory to Average

Graduation Rate- Average to Good

WHHS-College & Career Readiness- Average to Good

Climate score ratings changed for the following schools: (Target Area)

EES- Unsatisfactory to Below Average

FES- Unsatisfactory to Average

HES- Unsatisfactory to Below Average

NDMS- Average to Good

EMS- Average to Excellent

BES- Average to Below Average

EHS & WHHS- NO CHANGE

Goal 2: Complete the Facility Program

Employee Input

- Build a new high school
- Renovate Estill High School for the Estill Elementary School
- Evaluate the schools on the North Side and consider closing one or develop a new option
- Develop a long-range Facility Improvement Plan
- Work with county & cities to utilize school buildings that are no longer used
- Evaluate safety and security of all buildings
- Address storage needs & meeting spaces for district

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here



HAMPTON COUNTY SCHOOL DISTRICT

FACILITY PLAN

June 20, 2022

Ronald Wilcox, Ed. D.
Superintendent of Schools
Hampton County School District

See Attachment

The Facility Plan consists of the following components:

- Build a new high school for the county
- Establish a K-8 Estill area school campus for FY 24/25 school year
- Implement the State's recommendation for having two elementary schools on the North side of the county as funds become available
- Due to the high cost to renovate-place a hold on using Fred's building for a Central Office. Evaluate whether to keep building for an alternative use or sell.
- Maintain facilities not in the building program through constant maintenance and monitoring.

**Groundbreaking Target Date
January 2024**



HAMPTON COUNTY HIGH SCHOOL
CONCEPTUAL RENDERING

LS3P

Goal 3: Fill vacant teacher and bus driver positions

Employee Input

- Evaluate salaries annually
- Compare our pay to other districts
- Contemplate non-pay perks or perks payable at retirement
- Meet with teachers and drivers to hear their needs and concerns
- Establish teacher retention initiatives

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here

HCSD Job Fairs

Human Resources Department



HSDMarch11thJobFair

<https://www.youtube.com/watch?v=-LRYyJL-5cc>

Hampton County School District
WTOC Recruitment Video

Goal 4: Complete the consolidation process

Employee Input

- Help HCHS have a good 1st year
- Monitor the relocating of Estill Elementary to EHS campus
- Continue the Branding process for the new school and district
- Build new district & school website

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here

Timeline:

- SY 22-23
Began combining student groups (athletes) for TEAM building activities, camps, & events
- SY 22-23
Mock Day with both high schools
- Summer 2023-
Summer learning combined both schools at HCHS campus
- SY 23-24
"New" Hampton County High School

Bluffton Today

[News] Sports Jasper County Sun Times Lifestyle Advertise Obituaries eNewspaper Legals

NEWS

Proposed new Hampton County high school now has an official identity

Michael M. DeWitt, Jr. Bluffton Today
Published 9:57 a.m. ET Aug. 23, 2022

f X M ↗

1st Choice



This is an example of what the new Hampton County High School mascot and colors will look like, say school district officials. However, a final design has not been approved or copyrighted yet, and this design and its color shades are subject to change. *Courtesy Of Hampton County School District*

Hampton County's proposed new high school now has an official name, mascot and colors.

Goal 5: Develop a solid Finance Department

Employee Input

- Allow the Director to hire personnel she needs for a viable Financial Department
- Train all staff in Infinite Visions
- Begin training an Assistant Finance Director
- Have finance committee to review financial matters of consequence
- Keep the school district fiscally sound

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here



**CREDIT CARD
PROCEDURES MANUAL**

Hampton County School District
Financial Services Policies and Procedures Manual



Kathy Culclasure
Chief Financial Officer

Finance Staff and Phone Exts:

Kathy Culclasure 1003

Shenna Solomon 1004

Eanion Boyd 1005

Danaejah Hallman 1020

Morgan Peeples 1043

Jerold Smart 1058

Eleanor Murray 1026

Grants, Pupil Activity, Budget

Accounts Payable

Payroll

Time sheets, Deposits

Procurement, Contracts

**Benefits, Workers Comp, Liability Claims
and Proof of Insurance**

Please call the person in that special area.

Goal 6: Provide for employee & community involvement

Employee Input

- Continue teacher advisory groups to improve staff morale
- Have Quarterly Community Forums
- Provide communication opportunities with all parents (i.e.- Parent Square, Social Media, Newsletters, Communication Vignettes, etc.)
- Utilize surveys for obtaining feedback
- Create next steps for improvement

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here

Climate Survey Accountability on Report Card



TOOL for Increasing
Stakeholder Involvement
Microsoft Office Forms

Surveys for Feedback
Staff
Students
Parents
Community

School Climate Survey - SC School Report Card - Save

School Climate Survey - SC School Report Card

Based on the data results from the School Climate Surveys administered in Spring 2022 to HCSD certified teachers, we have identified the following areas for improvement. We would like your feedback in specific ways we can grow and refine our practices as a district. YOUR VOICE MATTERS! Please take a moment to respond to the items below.

- Please list ways to improve staff morale at your school.*
Enter your answer
- Please list ways to improve staff morale across the district.*
Enter your answer
- Please identify the most significant need to enhance your classroom instruction.*
 Additional Classroom Supplies



Learning Environment

Teachers	Parents
Student behavior ✓ <i>tradition vs new age</i>	grades <i>tradition vs new age</i>
Resources ✓ <i>support</i>	reporie b/w teachers/studen
time/expectations ✓	Computers
Computers	"fairness"
No lost time	
Not having to double class	

Perceptions of School Climate

Teachers	Parents
friendliness ✓	friendliness
clean ✓	Clean/attractive
Supportive ✓	helpful office staff
feeling valued ✓	appearance of staff
communication	appearance of school
SAFE	feeling valued
clear, common expectations/discipline	communication
morale	feeling their child is seen/treated fair
being celebrated	Accessibility

School-Home Relations

Teachers	Parents
Communication ✓	Communication ✓
Support from parents ✓✓	Support from school ✓
welcoming / non-threatening	Teaches supporting stu activities outside of school
lack of parental support - big issue	

Perceptions of Instructional Focus
what's a resource vs non-negotiables

Teachers	Administrators
state Standards	involved
priority st...	Participates and/or plans PLCs.
Pacing guides ✓	cores
Admin Support ✓	Perception may not reality (think some is happening that)
focused PLCs + meetings ✓	- KEEPS LEARNING
Extra" stuff	- Speaking a common language.
11-12 of across ✓	

Goal 7: Develop Hampton County School District into a “quality school district” with uniqueness

Employee Input

- Base decisions on data (i.e., surveys, student & community needs)
- Identify desirable and unique attributes for our school district and work to implement them
- Involve our employees in obtaining ideas of uniqueness worth implementing
- Be known as the best school district in the Lowcountry
- Become a K-14 school district by expanding college & technology learning opportunities/course credits beyond high school diploma
- Celebrate & highlight CTE courses & pathways

Community Input

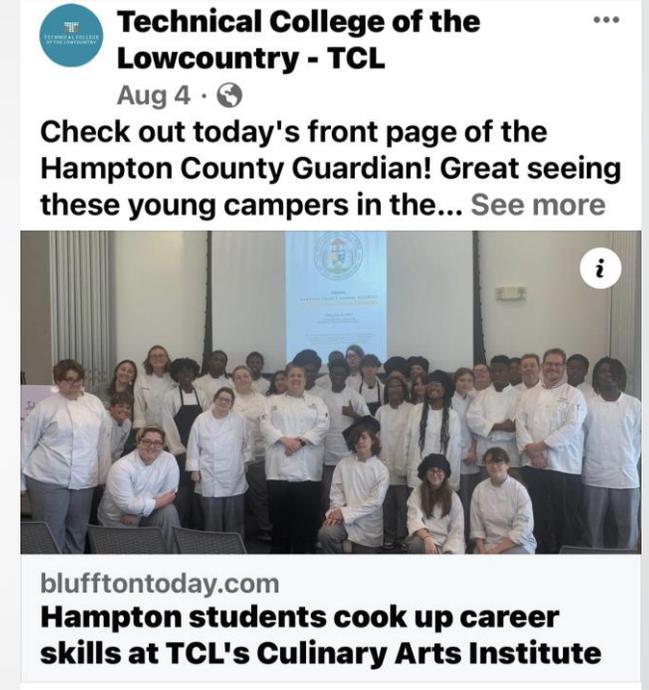
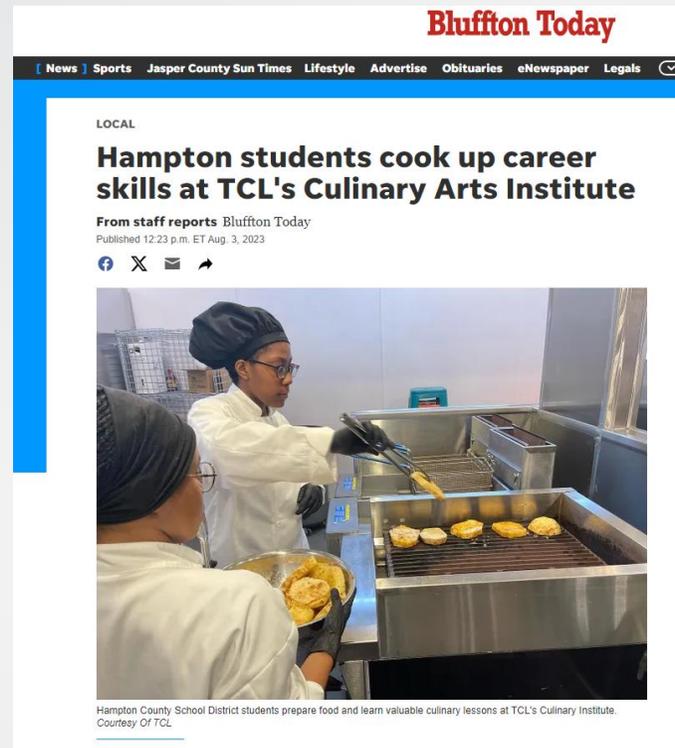
Data will be compiled from community feedback survey and/or community forums and will be uploaded here



HCSD Partnership with
TCL Culinary Arts Institute
with grant support from
Truist Bank Foundation

32 - HCHS students
attended

Students received college credit
and Safe Serve certification
upon completion along with full
chef uniforms, knife kits, &
other supplies



Goal 8: Implement a quality management model for the district

Employee Input

- Develop a Total Quality Management (TQM) system framework for the school district
- Integrate the TQM management philosophy into our daily activities
- Operate the school district with committees- Monthly Facility, Athletics, Curriculum, Finance, & Policy Meetings
- Weekly director meetings
- Monthly Instructional Leaders Meetings (Principals, Instructional Coaches, Instructional Directors, etc.)

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here



Total Quality Management Principles

Goal 9: Develop the new high school into an academic and vocational model that meets student needs as well as the needs of the community in work force development

Employee Input

- Continue to develop the Early College Program to increase College & Career Readiness
- Increase the number of students who graduate with a high school diploma and a 2-year degree
- Establish partnerships with local industries to identify specific skills needed to be considered work ready & employable
- Utilize local expertise to teach special vocational skills
- Offer basic life skills workshops to high school students
- Expand college & career opportunities for our secondary students (i.e., -courses, certifications, internships, etc.)

Community Input

Data will be compiled from community feedback survey and/or community forums and will be uploaded here

Hampton County students who earned an Associates Degree from USC Salk while also earning simultaneously earning their high school diploma

2022- 3 students

2023- 2 students

SY 2023-2024 **84** students in Dual Enrollment (TCL & USC Salk)

Bluffton Today

vs | Sports Jasper County Sun Times Lifestyle Advertise Obituaries eNewspaper Legals

As part of the early college partnerships with local school districts, three high school seniors, Alyssa Hanna (South Carolina Connections Academy), Jayda Risher (Wade Hampton High School) and Faizah Rivers (Wade Hampton High School), earned their associate degrees.



As part of the early college partnerships with local school districts, three high school seniors (center), Alyssa Hanna (South Carolina Connections Academy), Faizah Rivers (Wade Hampton High School), Jayda Risher (Wade Hampton High School) earned their associate degrees. *Courtesy Of USC Salk*

2023 USC Salk High School Graduates
2-WHHS Seniors



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