Superintendent's Evaluation

September 9, 2013

Part I: Vision 2015 Update

Part II: Report on Specific Goals for 2012-2013

Part I:

Vision 2015

Where do we want to be four years from now?

How do we get there from here?

UPDATE #13



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Superintendent
Lexington-Richland Five

September 9, 2013

By 2015, Lexington-Richland Five will not only continue to be recognized as a “World Class” school district here in the Midlands and in South Carolina, but will also be recognized as a “World Class” school district all across our nation and around the world.

“World Class”

…being a system where teachers have the setting and resources they need to do their best work and students have the setting and instruction they need to perform at their optimum levels and to compete globally.

4 Steps

Step 1: We must aggressively seek to earn broader and deeper trust among the members of our community and to merit the confidence and respect of our employees.

Step 2: We must honestly confront our brutal realities.

Step 3: We must change the dialogue. We must spend a greater proportion of our time and energy focusing on teaching and learning and to spend a significantly smaller proportion of our time and energy on mediating disagreements among adults.

Step 4:

We must move forward with our new facilities and facilities improvement program.

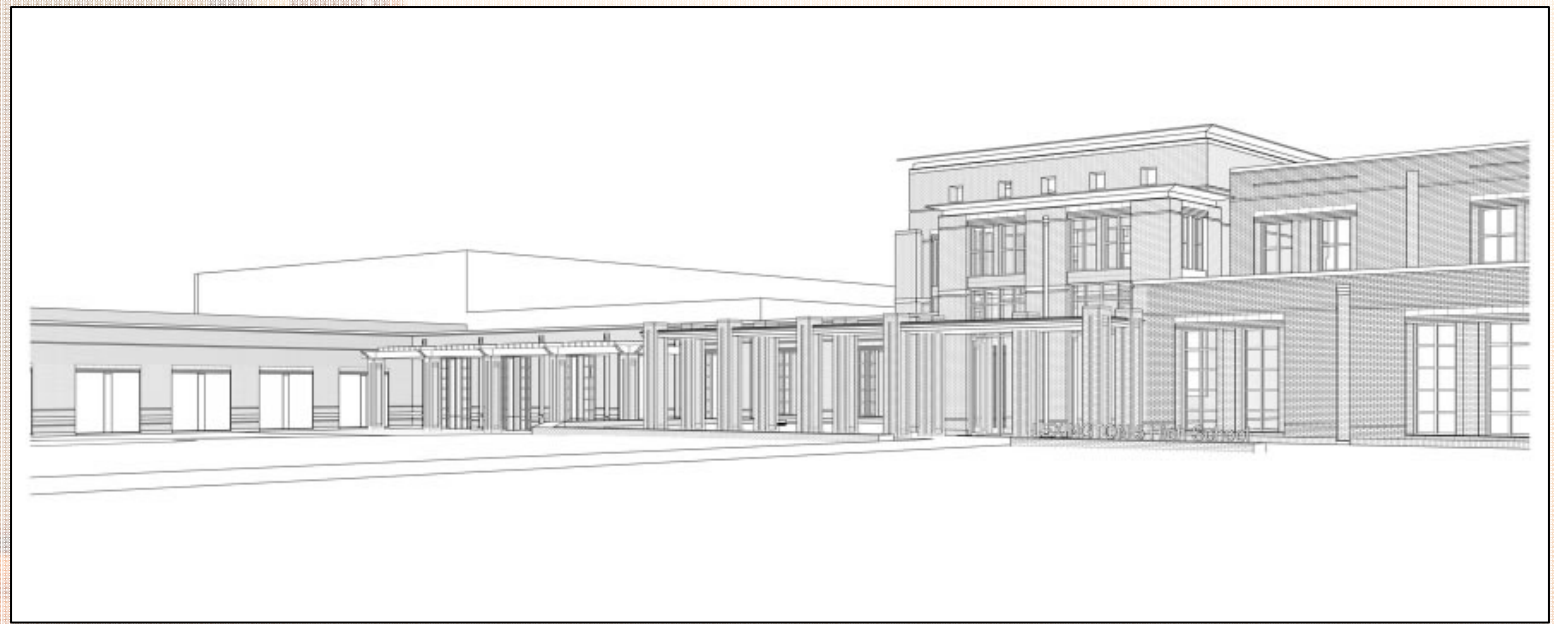
CENTER FOR ADVANCED TECHNICAL STUDIES


CAREER & TECHNOLOGY CENTER
FRONT ELEVATION
mcmillan|pazdan|smith
architecture
CATE

1. RENOVATE AND EXPAND CHAPIN HIGH ON ITS PRESENT SITE



2. BUILD A NEW HIGH SCHOOL ON THE SPRING HILL SITE AND OPEN IT AS A MAGNET HIGH SCHOOL



3. MAKE SIGNIFICANT IMPROVEMENTS TO THE PHYSICAL FACILITIES AT IRMO HIGH AND DUTCH FORK HIGH





REVISED Step #4 January 28, 2013

BUILD THE NEW MIDDLE SCHOOL

5. EXPAND MAGNET AND CHOICE OPTIONS THROUGHOUT THE DISTRICT

- Make optimum use of existing space
- Enhance the ability of each school to compete effectively with other schools in our district and community
- Meet the unique educational needs of our students

2008 Bond Referendum Projects

School	Completed or Nearing Completion	In Progress	Pending
Chapin Elementary	✓		
Chapin High		✓	
Dutch Fork High		✓	
Irmo High		✓	
Irmo Elementary	✓		
Leaphart Elementary	✓		
Seven Oaks Elementary	✓		
New Elementary School			**Deferred**
New Middle School		✓	
Center for Advanced Technical Studies	✓		
Spring Hill High	✓		

Part II:

Superintendent's Goals for 2012-13

*** Goals approved by Board of Trustees on September 10, 2012**

Goal 1: Sustain and enhance the District's record of excellence in student achievement as measured by:

i. a district grade of "A" on the ESEA accountability system

Met – District 5 received a grade of "A" on the ESEA accountability system.

Goal 1: Sustain and enhance the District's record of excellence in student achievement as measured by:

ii. a performance index among the top 10% of districts on the state accountability system.

Met - the performance index for the most recent state accountability system was 3.95, the second highest district rating in the state.

*** The next state accountability report is scheduled to be issued in November 2013**

Goal 2: Ensure the District's instructional program is comprehensive and prepares our students for both post-secondary education and employment that will provide them with long-term economic security as measured by:

i. a district-wide graduation rate that exceeds the national average and is higher than the graduation rate of the previous year

Met - The class of 2013 graduation rate was 87.8. This is a .8 percentage point increase from 2012.

*** A national rate using the four-year adjusted cohort has not been computed due to missing data in some states (OK, ID, KY.) The District 5 rate, however, is at or above all reported states.**

Goal 2: Ensure the District's instructional program is comprehensive and prepares our students for both post-secondary education and employment that will provide them with long-term economic security as measured by:

ii. a CATE completer rate that exceeds the state average and is higher than the completer rate of the previous year.

Projected to be met – The CATE completer status covers a two year cycle. With approximately 600 students in the program, the completer rate is projected to exceed the state average and the previous year's average.

Goal 3: Continue to expand our access to and utilization of technology to improve teaching and learning as measured by:

i. the successful implementation of the year 1 activities in the five-year district technology plan.

Met

- **Each District 5 high school teacher was given an iPad as a tool to enhance instruction.**
- **On-going professional development has been established and is being held regularly.**

Goal 3 (con't):

- Infrastructure upgrades completed at all high schools; wireless access points have been added and installed in each classroom in every high school.
- Internet bandwidth has been increased to accommodate the increased number of Internet-based devices.
- A Coordinator of Instructional Technology has been added to the District Staff.
- One Technology Integration Specialist has been added to the staff of each of our high schools.
- 17 Teacher Technology Leaders (TTLs) have been added (5 each at CHS, DFHS, IHS, and 2 at SHHS).
- One Classroom Technical Support Assistant has been added to the staff of each large high school (CHS, DFHS, IHS).
- Two "Mobile Device" Technical Support Positions have been added to provide technical support for "mobile devices" issued to students.

<u>Goal 4</u>: Proceed with "all deliberate speed" on our new facilities construction/facilities improvement program as measured by:

i. the completion of renovations at Irmo Elementary

Complete (some landscaping issues still being addressed)

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

ii. the completion of the construction of the Center for Advanced Technical Studies

Complete (some landscaping issues still being addressed)

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

iii. the completion of scheduled construction at Spring Hill High School

Complete – Spring Hill High School received students and began instruction on schedule on August 20, 2013.

*** We continue to address landscaping on the campus and continue to work on "punch list" items**

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

iv. the satisfactory progress on the renovations and additions at Chapin High School

On-going and on-track – renovations and additions are continuing at Chapin High. We have completed renovations to the main building; the main office and the classrooms in the main building are now occupied. Construction of the new classroom building and new gymnasium will be completed in December 2013; the renovations to the existing gymnasium and cafeteria will then be initiated.

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

v. the satisfactory progress on scheduled renovations and additions at Irmo High School

On-going and on-track – renovations at Irmo High are approximately 75% complete; all remaining renovations will be accomplished during the summer of 2014. The Field House is scheduled for completion in September 2013 and the Performing Arts Center is scheduled for completion in September 2014.

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

vi. the satisfactory progress on scheduled renovations and additions at Dutch Fork High School

On-going and on-track – renovations and additions at Dutch Fork High continue to progress. The road work to improve traffic patterns is complete. Construction of the new concession stand on the visitor's side of the stadium will be completed for the opening football game. Renovations to the existing building will be accomplished after completion of the Health/Science facility in December 2013.

Goal 4: Proceed with "all deliberate speed" on our new facilities construction / facilities improvement program as measured by:

vii. the development of a plan for addressing the increased student enrollment at Chapin Elementary, Lake Murray Elementary, and Chapin Middle Schools

New Middle School project approved – we are currently awaiting approval of Design Development plans for a new middle school to house 7-8 grade students who currently attend Chapin Middle School. The construction of the new middle school will allow us to house 5-6 grade students at the current Chapin Middle School and, thus, relieve overcrowding at Chapin Elementary, Lake Murray Elementary, and Chapin Middle Schools.

Goal 5: Reinforce and expand our efforts to ensure the safety of our students and staff to include bullying, cyber-bullying and the physical security of our campuses as measured by:

i. a comprehensive needs assessment of the security systems and procedures in our buildings

Met

- **A district-wide security assessment of all District Five schools and facilities was conducted.**
- **A funding plan was developed and approval secured for adding 13 additional SROs to ensure that there is at least one SRO for every school in District 5.**

Goal 5 (con't):

- Local law enforcement provided Active Shooter Trainings and school personnel, including front office staff and district office staff, participated in drills and simulations.
- An exercise to be conducted by Homeland Security in partnership with U.S. Federal Emergency Management Agency (FEMA), S.C. Law Enforcement Division (SLED), and the S.C. Emergency Management Agency has been planned and is scheduled for September 2013.
- Additional or new security cameras and/or Lobby Guard features have been or are being added in all schools.

Goal 5: Reinforce and expand our efforts to ensure the safety of our students and staff to include bullying, cyber-bullying and the physical security of our campuses as measured by:

ii. professional development training for all staff members designed to prevent bullying, cyber-bullying, and sexual harassment/misconduct.

Met

- **Training has been provided in the Olweus Bullying Prevention Training Program.**
- **Irmo Middle School has agreed to serve as the pilot site for the Olweus Bullying Prevention Program.**

Goal 5 (con't):

- A "Bullying Prevention Summit" was held in October 2012.
- On-going consultation is maintained with law enforcement in dealing with incidents of cyber-bullying.
- Social media websites were communicated with to secure their help in deleting and blocking harmful bullying posts.

Goal 6: Continue to improve the emotional, psychological, and physical well-being of our students and staff as measured by:

i. an increase in initiatives to promote healthier staff and students.

Met

- **Wellness Policy (Board Policy ADF and ADF-R) was revised and strengthened.**
- **The Administrative Rule to the School Wellness Policy which ensures that foods served and sold during the school day meet the Institute of Medicine (IOM) recommended nutrition standards for foods in school was implemented.**

Goal 6 (con't):

- The "Snack Pack (Back Pack) Program" sponsored by the District 5 Foundation for Educational Excellence continues to be implemented by our schools.
- A revision in Board Policy to require that all medications administered to students have been ordered by a licensed healthcare provider was approved.
- Nurses (in collaboration with the PE teachers) have identified students whose "Body Mass Indices" indicate that they are "at risk" of health-related issues; the parents of those students are being provided with information on the resources available to help them address the present or potential health issues.

Goal 6 con't:

- A Health Fair for staff was included as a component of the 2012-2013 "Back-to-School Rally."
- The "5 to be Fit" program (a weight loss challenge for staff) was conducted by the District's nurses.
- A district-wide staff walking challenge was held in collaboration with Palmetto Health.

Goal 7: Expand an effective communication system for the District with its employees, parents, students, and community as measured by:

i. the enhancement of the District's communication strategies using electronic media

Met

- **A complete re-design of the District's *Facebook Page* was effected; the number of "friends" was increased by 95%.**
- **A District 5 "*YouTube*" channel was created.**
- **The number of persons following District 5 on *Twitter* increased by 87%.**

Goal 7: Expand an effective communication system for the District with its employees, parents, students, and community as measured by:

ii. the creation of additional avenues for the superintendent's communication with teachers

Met

- **Day-long "*Superintendent Listens*" sessions at all 12 elementary schools were held in 2012-2013.**
- **Monthly meetings with faculty representatives on the "*Superintendent's Faculty Advisory Council*" were held.**

Goal 7 (con't):

- **The "*Teacher Forum*" was supported by and provided feedback to the Superintendent.**
- **Monthly meetings with representatives of the "*Irmo Chapin Education Association*" were held.**