2022-2023 through 2026-2027 District Strategic Plan Update

April 24, 2023

Agenda

- Review of Strategic Plan Requirements
- Needs Assessment and Goals
- Strategies
- Action Steps and Implementation
- Annual Revision

Strategic Planning Requirements

- District Strategic Plans and School Renewal Plans are to be developed every five years and updated annually as required by the Early Childhood Development and Academic Assistance Act of 1993 (S.C. Code Ann §59-139-05 et seq.), the Education Accountability Act of 1998 (S.C. Code Ann §59-18-1300, 1310, and 1510) and the State Board of Education Regulation 43-261.
- District Strategic Plans and School Renewal Plans, as well as Annual Updates, are due April 30th of each year and the plans become effective July 1.

Source: https://ed.sc.gov/districts-schools/state-accountability/district-strategic-and-school-renewal-plans/

Strategic Planning Requirements

- Strategic plans are required to address the following areas (SCDE Regulation No. 43-261):
  - School Climate
  - Student Achievement
  - Teacher/Administrator Quality
- Districts are also required to have a plan for Gifted and Talented programs (SCDE Regulation No. 43-220), and this has been tied to the strategic plan process since 2018.

Strategic Planning Requirements

- The strategic planning process requires that districts undertake a **comprehensive needs assessment**.
- Our needs assessment occurred in 2021 as we closed out the 2015-16 to 2020-21 strategic plans and launched our 2022-23 to 2026-27 plans.
- Needs assessments are usually aligned to **reaccreditation cycles**, but our reaccreditation process will not occur until the 2023-24 school year due to changes to our accrediting organization and updates to their standards.

Needs Assessment

- What steps were followed during the Needs Assessment?
  - The district assembled a team of sixty-nine parents, staff members, teachers, administrators, and community members to review data.
  - Committees then:
    - Identified strengths and opportunities for improvement
    - Drafted goals
  - The goals were approved by the board on June 14, 2021. Potential strategies were also outlined.

School Climate – Goals

- We will maintain a safe and secure environment focused on the social and emotional growth and development of all students as measured by:
  - the **percentage of parents, students, and teachers satisfied with the social and physical environment** on the annual State Department of Education Report Card Opinion Survey increasing from 88.78% to 89% (parents), 84.03% to 84.6% (students), and 92.35% to 94.1% (teachers) by 2027.

Student Achievement – Goals

- We will provide challenging curricula focused on the academic development and college and career readiness of all students as measured by:
  - students in grades 2-8 will have a **Median Student Growth Percentile** of 55 or above on MAP Growth Math and 56 or above on MAP Growth Reading by 2027
  - the **graduation rate** will increase from 90.06% to 91.16% by 2027
  - the percentage of students who are **college or career ready** will meet or exceed 78% through 2027

Teacher/Admin Quality – Goals

- We will recruit, retain, and develop a highly effective, diverse staff as measured by:
  - the annual **teacher retention rate** increasing from 90.24% to 91.3%
  - the percentage of teachers who are **satisfied with current working conditions** increasing from 90.95% to 92% on the annual State Department of Education Survey
  - the percentage of teachers who agree that there **are relevant professional development opportunities** offered at their school increasing from 92.23% to 93% on the annual State Department of Education Survey

Gifted and Talented – Goals

- We will provide challenging curricula focused on the academic development of students in gifted programs and provide equitable opportunities for participation in gifted programs as measured by:
  - students in grades 2-8 in the Initial Achievement Band of 90th percentile or above will have a **Median Student Growth Percentile** of 58 or above on MAP Growth Math and 55 or above on MAP Growth Reading by 2027
  - the **Advanced Placement passage rate** will meet or exceed 68% through 2027
  - the **proportion of students who are coded as Black or African American, Hispanic or Latino, or Two or More Races** who participate in AGP, Honors, AP, IB, and Dual Enrollment courses will increase from 17.1% to 27.1% (grades 3-5), 35.7% to 45.7% (grades 6-8), and 49.1% to 59.1% (grades 9-12) by 2027

Goals

- Each school developed goals aligned with the district's goals.
- The school-level goals were set based on the individual school's baseline data.

Strategies

- What steps were followed during the strategy development phase?
  - The district assembled a team of thirty-six parents, students, staff members, teachers, administrators, and community members to identify strategies that would orient the district's work towards the goals.
  - Committees then:
    - examined the goals
    - discussed the needs of our students, teachers, schools, and district
    - created needs-informed strategies to help the district achieve its goals
  - The strategies were approved by the board on December 13, 2021.

School Climate – Strategies

- We will maintain a safe and secure environment focused on the social and emotional growth and development of all students.
  - We will **partner and engage with families** in order to better understand and address the safety, social, and emotional needs of our students.
  - We will implement research-based practices to ensure the **social and emotional development** of our students.
  - We will promote a safe and secure environment through the establishment, teaching, and reinforcement of **school-wide expectations.**
  - We will promote a safe and secure environment through our **bullying prevention and intervention** programs and practices.
  - We will provide a safe and secure environment for students through the development and implementation of **school safety** procedures.
  - We will provide a safe, secure, and equitable **physical environment** for all students by monitoring, maintaining, and improving district-owned **facilities**.

Student Achievement – Strategies

- We will provide challenging curricula focused on the academic development and college and career readiness of all students.
  - We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **all students**.
  - We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **multi-language learners**.
  - We will provide challenging curricula and implement researched-based instructional practices to ensure the academic development and college or career readiness of **students with disabilities**.
  - We will provide challenging **Career and Technical Education** curricula and opportunities to ensure graduates are **career ready**.
  - We will provide meaningful opportunities for **adult learners** to become college or career ready.
  - We will offer and support differentiated opportunities for challenging curricula through **magnet and choice** programs.

Teacher/Admin Quality – Strategies

- We will recruit, retain, and develop a highly effective, diverse staff.
  - We will provide an equitable learning environment which ensures the development of all students by **retaining a highly effective faculty and staff**.
  - We will improve our ability to offer diverse and equitable learning environments by **retaining and sustaining faculty, staff, and administrators who come from populations that are traditionally underrepresented in our classrooms and schools**.
  - We will provide an equitable learning environment which ensures the development of all students by **recruiting a highly effective faculty and staff**.
  - We will improve our ability to offer diverse and equitable learning environments by **recruiting faculty, staff, and administrators who are representative of the students and communities we serve**.
  - We will improve our ability to offer a learning environment which ensures the development of all students by **providing ongoing support to teacher candidates entering the profession through alternative certification programs**.
  - We will provide an equitable learning environment which ensures the development of all students by **continuing and expanding our professional development programs** with an emphasis on **choice** offerings for faculty and staff.

Gifted and Talented – Strategies

- We will provide **challenging curricula focused on the academic development of students in gifted programs** and provide equitable opportunities for participation in gifted programs.
  - We will **provide a challenging and accelerated curriculum** to gifted and talented students in order to ensure their academic development.
  - We will ensure an equitable learning environment and the academic development of all students by **improving support to students who are taking AGP, Honors, AP, IB, or Dual Enrollment courses for the first time**.
  - We will improve our ability to provide a learning environment which ensures the development of all students by **providing professional development opportunities on the needs of gifted learners to all teachers.**
  - We will improve our ability to provide a learning environment which ensures the development of all students by **providing opportunities for collaboration between teachers at different schools**.

Gifted and Talented – Strategies

- We will provide challenging curricula focused on the academic development of students in gifted programs and **provide equitable opportunities for participation in gifted programs**.
  - We will improve our ability to provide an equitable learning environment which ensures the development of all students **by using district criteria for local identification to place academically talented students in AGP courses**.
  - We will improve our ability to provide an equitable learning environment which ensures the development of all students by **providing parent education about academic opportunities and supports** needed for high achieving students.
  - We will improve our ability to provide an equitable learning environment which ensures the development of all students by **increasing communication regarding opportunities for students and the importance of taking AGP, Honors, AP, IB, and Dual Enrollment courses.**
  - We will improve our ability to provide an equitable learning environment which ensures the development of all students by **providing access to experiential learning opportunities for all students** in order to improve student engagement.

Strategies

- The strategies at each school are aligned to the district's strategies.

Action Steps and Implementation

- Each district-level strategy is led by one or two members of the district administration.
- The district administrators are responsible for implementation of the action steps during the year.

Domain	Strategy	Leader(s)
School Climate	Partner and Engage with Families	Davida Price & Jennifer Felkel
	Social and Emotional Development	Jennifer Felkel & Michael Guliano
	School-wide Expectations	Michael Guliano & Kelly Brown
	Bullying	Kelly Brown
	Facilities	Allen Knotts
	Safety	Dana Catoe & Ross Wise
Student Achievement	Overall	Tina McCaskill & Neshunda Walters
	Multilingual Learners	Julie Schelble
	Students with Disabilities	Dr. Angie Slatton
	Career and Technical Education	David Prigge
	Adult Learners	Paula Wright
	Magnet and Choice	Sara Wheeler
Teacher/Admin Quality	Retention	Melanie Cohen
	Recruitment	
	Alternative Certification	
	Professional Development	Lisa Duda
Gifted and Talented	Outcomes and Opportunities	

Action Steps and Implementation

- District administrators organize a committee of stakeholders for each strategy.
  - Parent or Guardian
  - Staff
  - Teacher
  - Administrator
  - Community member
  - Student (Student Achievement)
- Stakeholder committees review the strategy, current action steps, and relevant data.
- Based on the committee input, new action steps may be identified while existing action steps may be revised or discontinued.

Annual Revision

- The document in the packet contains updated action steps for our annual submission to SCDE.
- We have made minor updates to the plan since the March 24 board meeting. Those updates are highlighted in yellow for your convenience.
- Further revisions will occur as the 2023-24 budget is finalized and approved. Those revisions will be included in the plan brought before the board at this time next year.

Recommendation: The administration recommends that the Board of Trustees approve the annual revisions to the Strategic Plan Amendments for 2022-23 to 2026-27.

Questions