

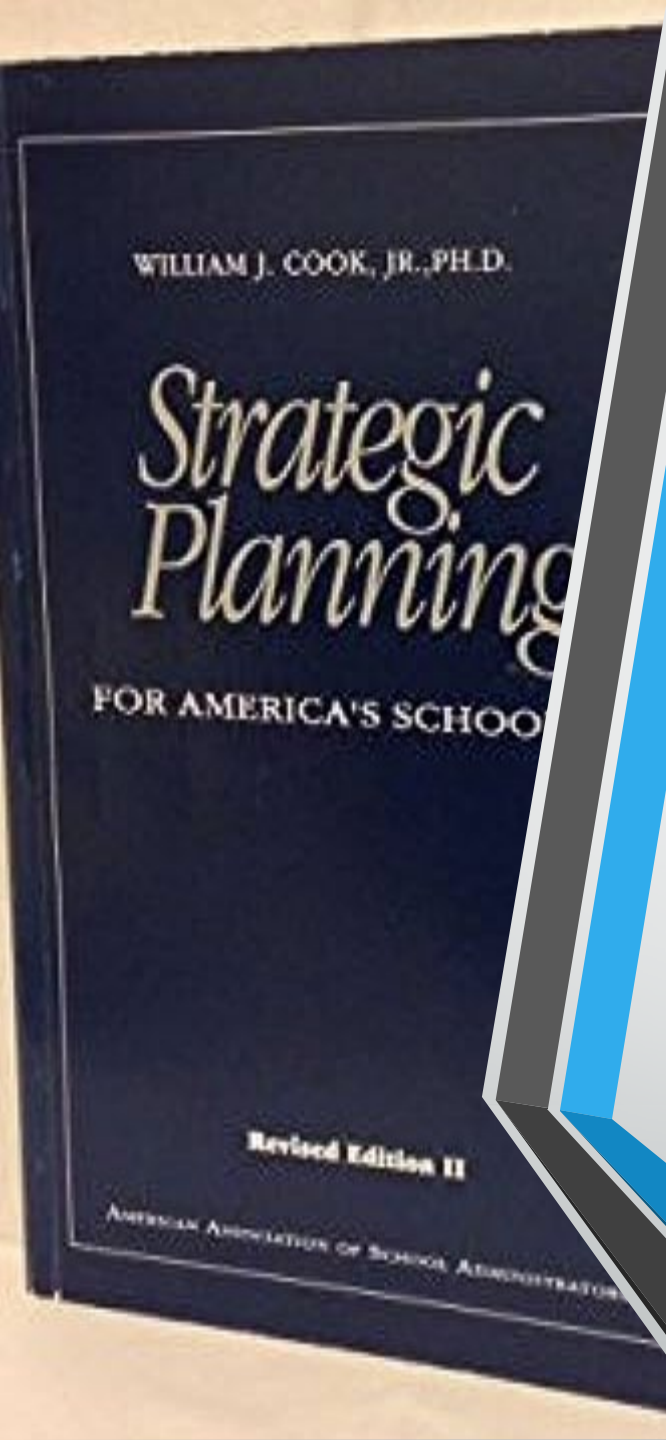


Hampton County School District Strategic Plan Addendum

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

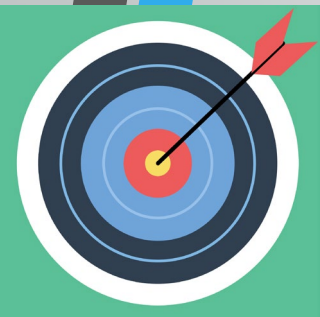


Goals for the District

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-risk 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 & instructional coaching support 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
- Improve attendance rates for students & staff

HCSD Strategic Plan Performance Goal Area: Student Achievement

Community Input

- Establish after-school programs in all schools
- Provide time & encourage teachers to collaborate
- Provide differentiated instruction to students
- Protect instructional time
- Provide appropriate homework to reinforce learning
- Maintain small class sizes
- Provide intervention support for students
- Help students prepare for high-stakes testing
- Seek highly qualified personnel in all positions
- Fill staff shortages
- Provide laptops to all students and teachers

HCSD Strategic Plan Performance Goal Area: Teacher/Administrator Quality

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 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 and reflections. Instructional leaders in the district have been trained in their 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. How are you ensuring 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 learning lag for students.** The goal includes an articulation of the goal.



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

<https://screportcards.com>

School Report Cards are embargoed until public release- October 15

11/27/23, 4:06 PM Hampton County School District releases first report cards

Bluffton Today

LOCAL

Hampton County School District releases first-ever district, school report cards

Michael M. DeWitt, Jr. Bluffton Today
Published 8:58 p.m. ET Nov. 12, 2023 | Updated 8:58 p.m. ET Nov. 12, 2023

The South Carolina Department of Education has recently released district and school report cards, and Superintendent Ron Wilcox and his staff are proud of the improvements made in the recently consolidated Hampton County School District.

From improved elementary school Math and English Language Arts scores to improvements in SC Ready scores and high school graduation rates among older students, overall the H.C. School District appears to be on an upward academic track that in some areas exceeds the state average.

"I am proud of our students, teachers, and principals for the effort they have made to consolidate and do well on the report card," Wilcox said in a release. "I am especially proud of Kristy Wood, Curriculum Director, and our Curriculum Committee for the leadership they have shown. Debra Holmes and Marsha Robinson, current Board members also serve on the Curriculum Committee. We have done well to rebound from the COVID issue that closed our schools and set us back academically. Our Board has placed much emphasis on test score improvement."

The school district recently consolidated Wade Hampton High School with Estill High School to form Hampton County High School after having consolidated the two school districts.

Here are several highlights from the district report card summary released last week by Wilcox's office.

South Carolina School Report Cards

Hampton County School District had an 88 percent graduate rate for 2023, which reflects a six percent increase over the previous year and is above the state average.

All four elementary schools in the district that received a Report Card Rating improved their overall rating score. Brunson Elementary School, North District Middle School and the former Wade Hampton High School all moved to a higher overall category rating.

Both BES and NDMS received an overall rating of "GOOD" on their report card.

South Carolina Ready Scores

Hampton County School District Data Snapshot for Grades 3-5:

HCSd had an overall increase, +6 points, in the percentage of students scoring "Meets or Exceeds" in ELA = 48%
All six elementary schools saw a decrease in the percentage of students scoring "Does Not Meet" on SC READY in ELA
HCSd had an overall increase, +5 points, in the percentage of students scoring "Meets or Exceeds" in Math = 60%
HCSd Math scores for Grades 3-5 were ABOVE state average (HCSd 50%, State 48%)
HCSd exceeded the state's growth rate in Math in Grades 3-5 (HCSd gained 5% points, State gained 3% points)
HCSd exceeded the district's target improvement goal for Spring 2023 in both ELA & Math for Grades 3-5

Grades 6-8

HCSd had an overall increase, +10 points, in the percentage of students scoring "Meets or Exceeds" in ELA = 46%
All five schools with middle school students saw a decrease in the percentage of students scoring "Does Not Meet" on SC Ready in ELA
All five schools with middle school students saw an increase in the percentage of students scoring "Meets or Exceeds" on SC Ready in ELA
HCSd exceeded the state's growth rate in ELA in Grades 6 (HCSd gained 10% points, State gained 8% points)
HCSd had an overall increase, +1 point, in the percentage of students scoring "Meets or Exceeds" in Math=25%

<https://www.blufftontoday.com/story/news/local/2023/11/12/hampton-county-school-district-releases-first-report-cards/71551106007/>

1/2

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: Implement 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 or combining schools
- Develop a long-range Facility Improvement Plan
- Work with county & cities to utilize school buildings that are no longer used or dispose of surplus properties in accordance with state guidelines
- Evaluate safety and update security of all buildings
- Address storage needs & meeting spaces for district

Community Input

- Provide adequate maintenance of schools
- Work to have clean & safe facilities
- Update playground equipment
- Evaluate all roof conditions & develop a replacement schedule
- Have cameras in all schools and on buses
- Properly maintain the heating & cooling systems
- Pressure wash and clean outside of buildings annually
- Develop a renovations plan for each school
- Evaluate kitchen equipment needs
- Strive for cleanliness by having appropriate staffing, supplies, & equipment



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 PK-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 or look to combining schools for cost savings
- Due to the high cost to renovate-place a hold on using Fred's building for a Central Office
- Maintain facilities not in the building program through constant maintenance and monitoring

**Groundbreaking Target Date
January 18, 2024**



HAMPTON COUNTY HIGH SCHOOL
CONCEPTUAL RENDERING

LS3P

Goal 3: Fill vacant teacher and bus driver positions

Employee Input

- Contemplate non-pay perks or perks payable at retirement
- Meet with teachers and drivers to hear their needs and concerns
- Establish teacher retention initiatives
- Evaluate and maintain our salaries to be competitive
- Lobby state legislatures for bus driver pay increase
- Consider incentive programs for staff such as housing, continuing education, etc..

HCSD Strategic Plan Performance Goal Area: Student Achievement

Community Input

- Procure more funding to purchase buses, hire drivers, & increase pay
- Strive to maintain student behavior on buses & in classrooms
- Provide competitive pay & benefits for staff
- Establish incentive bonuses for recruitment and retention
- Provide mentor teacher support for new teachers
- Develop and support fair & consistent discipline codes for all
- Recruit constantly

HCSD Strategic Plan Performance Goal Area: Teacher/Administrator Quality

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 strengthen all programs and discipline
- Facilitate the relocation of Estill Elementary to EHS campus
- Continue the Branding process for the new school and district
- Build new district & school website
- Evaluate personnel annually for cost saving opportunities
- Establish district-wide expectations and initiatives

Community Input

- Complete the building of the new high school
- Establish policies for the new district
- Communicate with stakeholders through all venues
- Do a facility study on all schools to determine if further consolidation can be made
- Establish after-school bus services for athletes and students who participate in clubs/programs

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: Keep the school district fiscally sound

Employee Input

- Train all staff in Infinite Visions
- Begin training an Assistant Finance Director
- Have finance committee to review financial matters of consequence
- Meet all state and federal reporting obligations
- Preplan for funding for equipment replacement/capital improvement (curriculum, technology, facilities, etc.)

Community Input

- Establish budgets for each school & department
- Strive for efficiency by combining jobs through attrition
- Establish annual reports

Hampton County School District

Financial Services Policies and Procedures Manual



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: Increase communications with stakeholders

Employee Input

- Continue teacher advisory groups to address employee concerns
- School Board will host quarterly-Community Forums throughout the district to include local governments
- Provide communication opportunities with all parents (i.e.- Parent Square, Social Media, Newsletters, Communication Vignettes, etc.)
- Provide communication opportunities with the students at each school
- Utilize surveys for obtaining feedback

Community Input

- Establish community forums
- Use all modes of communication when a communique is sent out
- Establish a quarterly newsletter
- Ensure all staff responds to emails, phone calls, & other communications in a timely manner

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

Based on the data results from the School Climate Surveys administered in Spring 2022 to HCSO 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 st 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 priority st...	involved
Pacing guides ✓	Participates and/or plans PLC etc.
Admin Support ✓	cares
focused PLCs + meetings ✓	Perception may not reality (think some is happening that)
Extra" stuff	- KEEPS LEARNING
	- Speaking a common language.

Goal 7: Develop Hampton County School District into a “unique school district”

Employee Input

- Base decisions on data driven student interest and community needs
- Identify desirable and unique programs for our school district and work to implement them
- Involve our employees in developing ideas of uniqueness worth implementing
- Strive to become 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
- Study the implementation of developing a daycare for employees
- Consider a “unique” school calendar for students & staff
- Provide student workshops to teach special skills

Community Input

- Provide updated technology to students and staff
- Consider offering a foreign language to all students
- Study the possibility of providing childcare for employees
- Score well on state report card
- Develop opportunities for all children to participate in public speaking



Schools earning a Badge of Recognition:

- ❖ Ben Hazel Primary School
- ❖ Varnville Elementary School
- ❖ Brunson Elementary School

7 of our 9 schools were included in the rankings

11/27/23, 4:03 PM

Three Hampton County schools named Best Elementary Schools in SC

Bluffton Today

LOCAL

Three Hampton County schools named Best Elementary Schools in South Carolina for 2024

HCS D News Release Bluffton Today

Published 8:30 p.m. ET Nov. 19, 2023 | Updated 8:31 p.m. ET Nov. 19, 2023

Washington, D.C. - The following Hampton County Elementary Schools — Ben Hazel Primary, Varnville Elementary, and Brunson Elementary School — are among the South Carolina recipients honored by the 2024 Best Elementary School rankings by U.S. News & World Report.

Across the nation, the top 40 percent of the state's public, charter, and magnet schools receive rankings with highly ranked schools being awarded badges of recognition. Seven of the nine Hampton County Schools were included in the rankings with three elementary schools earning the top honor badges.

"We are extremely proud of the work being done in our schools to provide students of Hampton County with a high-quality education," said Kristy C. Wood, HCS D director of curriculum & instruction. "This recognition is just a small glimpse into the great things happening in Hampton County School District. A huge 'Thank you' to our dedicated teachers, instructional leaders, and principals for all their hard work. We appreciate you and all you do for our students!"

Superintendent of Schools Ronald Wilcox added, "We are proud of our schools that were recognized in this report. We commend our administrators, teachers, and staff for their hard work. I also thank our curriculum committee that meets once per month to support our academic programs."

The curriculum committee is comprised of instructional leaders along with two board members, Debra Holmes and Marsha Robinson, who meet with the committee to help support curriculum and instruction along with Board Chair Hannah Priester and Superintendent Wilcox.

The methodology of the rankings focuses on state assessments of students who were proficient or above in mathematics and reading/language arts while accounting for student backgrounds, achievement in core subjects, and how well schools are educating their students.

The 2024 Best Elementary and Best Middle School rankings are based on publicly available data from the U.S. Department of Education.

"The 2024 Best Elementary and Best Middle School rankings offer a way for parents to get a snapshot of their child's school and how well it is doing compared to other schools within their community and state," said LaMont Jones, managing editor for education at U.S. News.

Hampton County School District US News Badge Awarded Schools:

Ben Hazel Primary - Ranked #117 Badge Winner (80.92 Percentile)

Varnville Elementary- Ranked #143 Badge Winner (76.64 Percentile)

Brunson Elementary- Ranked #213 Badge Winner (65.13 Percentile)

To be eligible to earn a badge, the elementary or middle school must be in the 60th percentile or above.

Both HCS D middle schools were very close to earning the badge of recognition as well with Estill Middle School earning a percentile score of 58 and North District Middle a score of 51.

Hampton County School District has seen continuous growth in test scores despite the hurdles being faced in education today, say administrators.

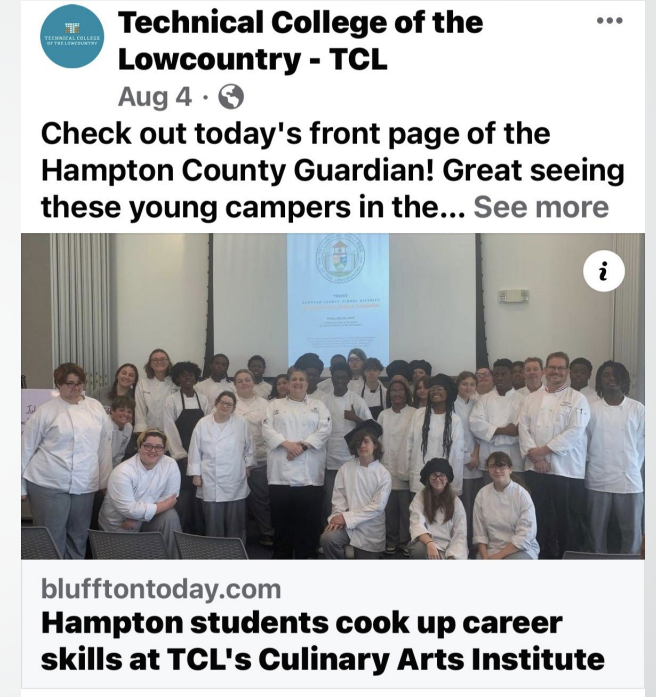
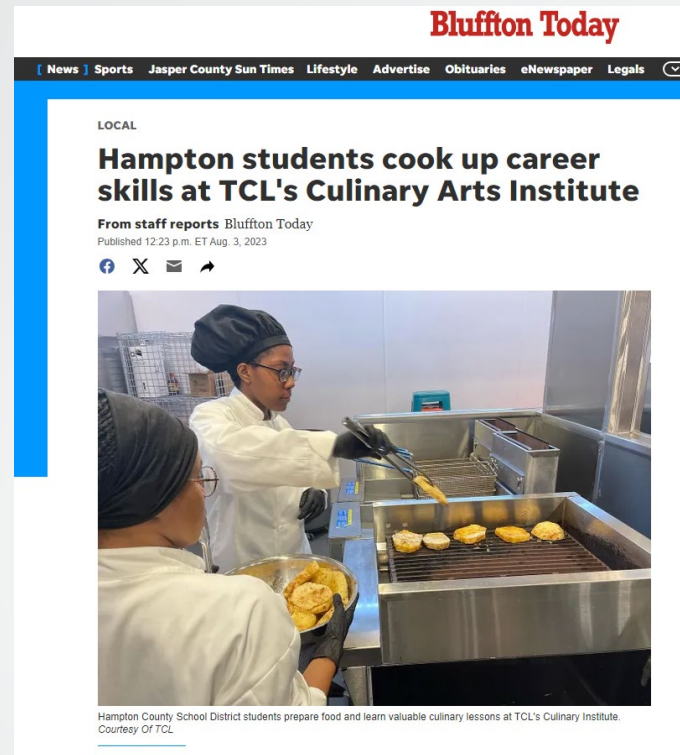
For more information <https://www.usnews.com/education>



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 total quality management model to improve the overall effectiveness of the district

Employee Input

- 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 (Process, Evaluation, & Improvement)
- Monthly Instructional Leaders Meetings (Principals, Instructional Coaches, Instructional Directors, etc.)
- Embed weekly Professional Learning Community (PLC) meetings into school schedules for instructional staff
- Be customer focused & data-driven

Community Input

- Provide more opportunities for stakeholders to be involved in decision making
- Communicate successes
- Provide booklets, guides, & flyers to explain programs



Total Quality Management Principles

Goal 9: Develop an academic and vocational model that prepares students for College and Career Readiness

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 middle and secondary students (i.e., -courses, certifications, internships, etc.)

Community Input

- Annually evaluate all program offerings
- Provide special vocational opportunities for special needs students
- Attract quality teachers in math & science
- Offer vocational programs that will allow to students to earn a living if they stay in that field
- Provide early college opportunities for all students

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

Goal 10: To ensure a robust Career & Technical Educational (CTE) program that provides a seamless pathway for students to become career ready, certified, and/or college ready.

Employee Input

- Hire and retain quality CTE teachers
- Replace CTE equipment to stay up-to-date with industry standards
- Meet with businesses, industries in the county and surrounding areas to stay current on job market trends and needs
- Increase students graduating with industry recognized credentials
- Increase work-based learning opportunities for students
- Increase partnerships with local colleges (TCL and USC SALK) to allow for dual enrollment and dual credit possibilities for CTE
- Use data to evaluate current and future CTE programs

Community Input

- Visit leading CTE programs within the state to gain new insights and perspectives
- Work with local agencies & industries to identify career opportunities in the area
- Define employability skills for students in the workforce