

NC State Board of Education Renewal School System Report

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Superintendent | Rowan-Salisbury Schools

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Rowan-Salisbury

SCHOOL SYSTEM

Extraordinary Education Every Day

Be an original.

Renewal Vision & Requirements

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Where We Are

02

Presentation
Outline

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About Rowan-Salisbury Schools

Demographics

- 33 Schools
- 18,000 Students
- 18% Black, 20% Hispanic, 54% White, 8% Other Races
- Receive Low Wealth Funding



Innovation History

- 1st and Only Renewal School System in NC (2018)
- 1st Large Scale K-12 Apple 1:1 Program in NC (2014)
- Ranked Top 10 Nationally for Technology Use* (2017)

**Center for Digital Education & National School Board Association*

Renewal Vision

Refine our district Renewal flexibilities and local accountability model to:

1. Educate the **whole child** in academic skills, interpersonal skills, and unique life goals vs. a focus on a singular test score
2. Increase students who are **enrolled, enlisted, or employed** after graduation
3. Increase school **growth** (under state accountability model)
4. Decrease **low-performing** schools (under state accountability model)

RENEWAL REPORTING REQUIREMENTS

1. An annual report on assessment instruments used pursuant to G.S. 115C-174.11 (a) and the **student outcomes** based on those assessments.
2. An annual report on the number of **classroom teacher and school administrator vacancies**, turnover, and use of long-term substitutes in filling vacancies for both classroom teachers and school administrators.
3. An annual report on **student absences**. This data shall provide comparisons with the previous year's data on these items.
4. Any **other reporting requirements** deemed necessary by the State Superintendent of Public Instruction.

State Board of Education will conduct a review of the operation and student performance at the end of the **2022-2023 school year**, and at least every three years thereafter.

RENEWAL TERMINATION CRITERIA

The State Board may terminate the Renewal school system plan after a review upon any of the following grounds:

Failure to meet the requirements for student performance contained in the plan.

The majority of schools have been identified as low-performing schools in the two school years immediately preceding the review.

RENEWAL TIMELINE

- June 2018 | **HB 986 Signed into Law**
- August 2018 | **State BOE Approval of RSS Renewal Plan**
- August 2018 | **Teacher-Led Design Teams Launch**
- Winter - Spring 2019 | **Schools Explore Best Practices**
- Spring 2019 | **School-Based Renewal Plans Developed**
- March 2020 | **Pandemic**
- September 2020 | **Teacher & School Leadership Grant**
- January 2021 | **Leadership Transition**
- January 2021 - Present | **New Local Accountability Model Development**



Renewal Flexibility Areas



Flexibility	Curriculum	Budget	Personnel	Calendar
Renewal Legislation	Opportunity for teacher-led design teams to design curriculum to meet the needs of our students. Reduction in some standardized testing.	Opportunity to receive state funds in one lump sum, rather than in multiple restricted funds that allow us to use our money in a way we need to support our students.	Opportunity to hire teachers with industry expertise to teach in their areas of strength, regardless of their teaching license.	Opportunity to create a school calendar that meets the needs of our students, parents, staff, community, and the designed curriculum.
Rowan-Salisbury Schools Implementation	Reduced testing and identified Fundamental Standards. Other(s) TBD	Allowed schools to have managed budget flexibility based upon performance. Other(s) TBD	Hired 86 teachers under Renewal licensure flexibility. Other(s) TBD	Developed school calendar that concludes exams before winter break. Other(s) TBD



Teacher & School Leader (TSL) Grant

- **Background:** Established by Elementary and Secondary Education Act of 1965 (ESEA), and reauthorized in 2015, by the Every Student Succeeds Act (ESSA).
- **Purpose:** To primarily serve educators in **High-Need Schools** who **raise student academic achievement** and **close the achievement gap** between high- and low-performing students.
- **Focus Areas:** Recruitment and retention of highly qualified educators by implementing a Human Capital Management System (HCMS) and a structured Performance Based Compensation System (PBCS).

\$26,359,818

Over Three Years

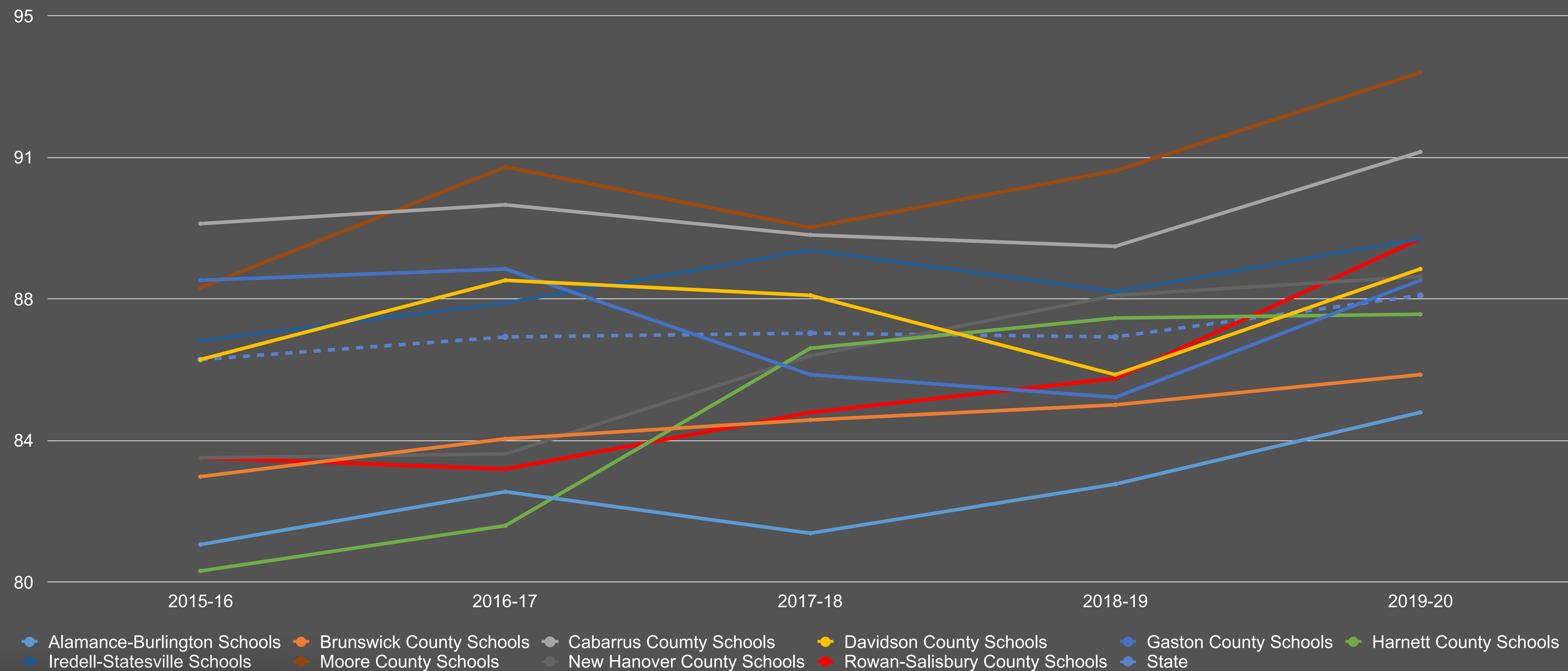


Renewal Requirement 1: Student Outcomes

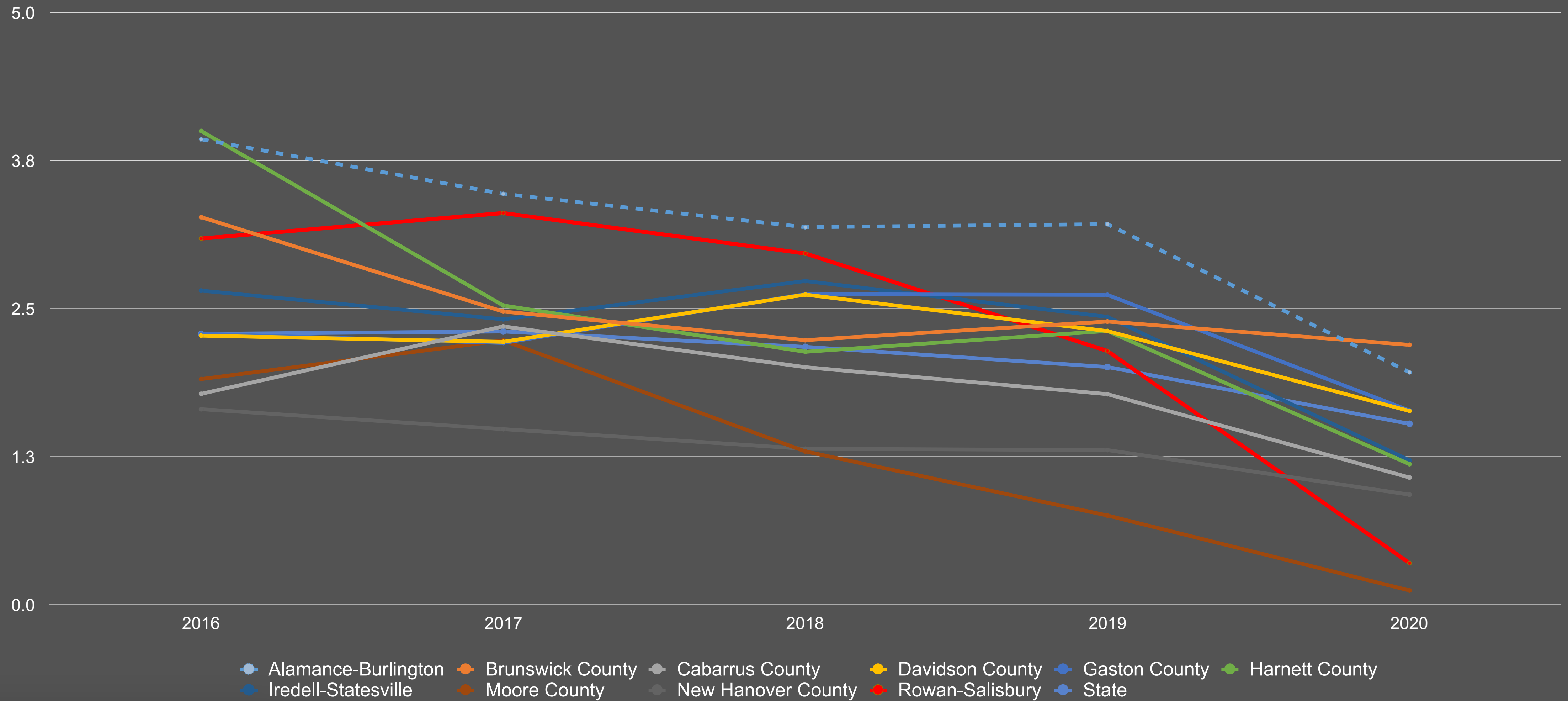
*"An annual report on assessment instruments used pursuant to G.S. 115C-174.11 (a) and the **student outcomes** based on those assessments."*

1. Graduation Rate
2. Dropout Rate
3. CTE Data
4. Growth (EVAAS Data)
5. Proficiency (EOG/EOC Tests)
6. Low-Performing Schools

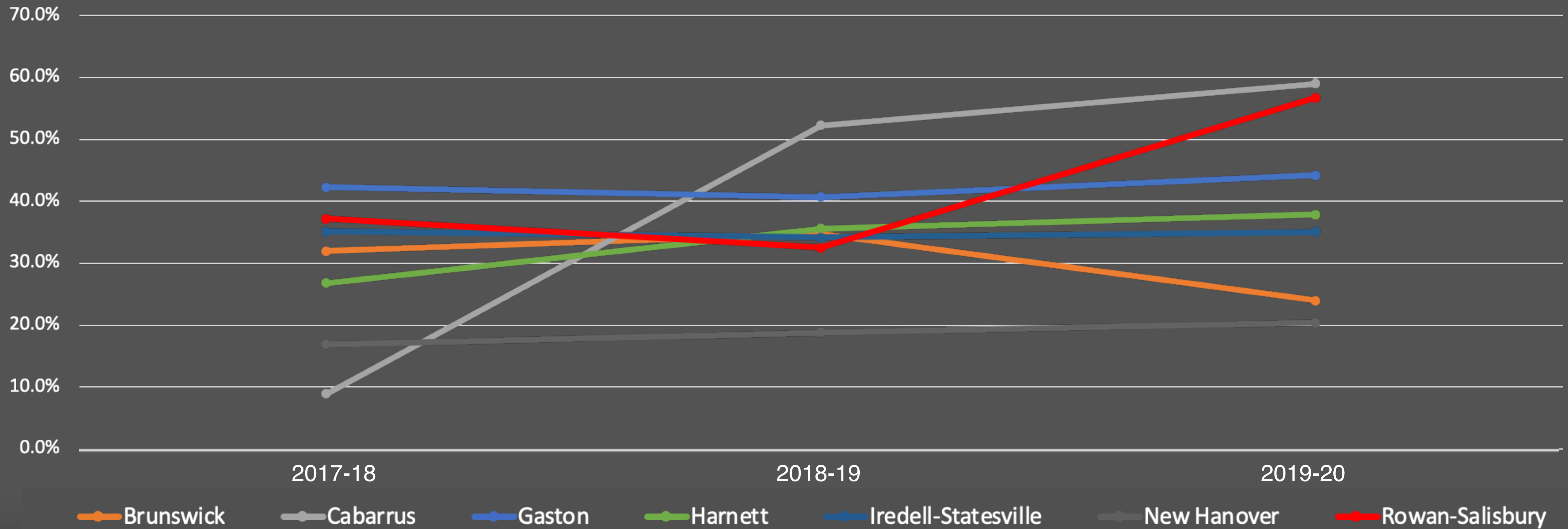
Trends - Graduation Rate



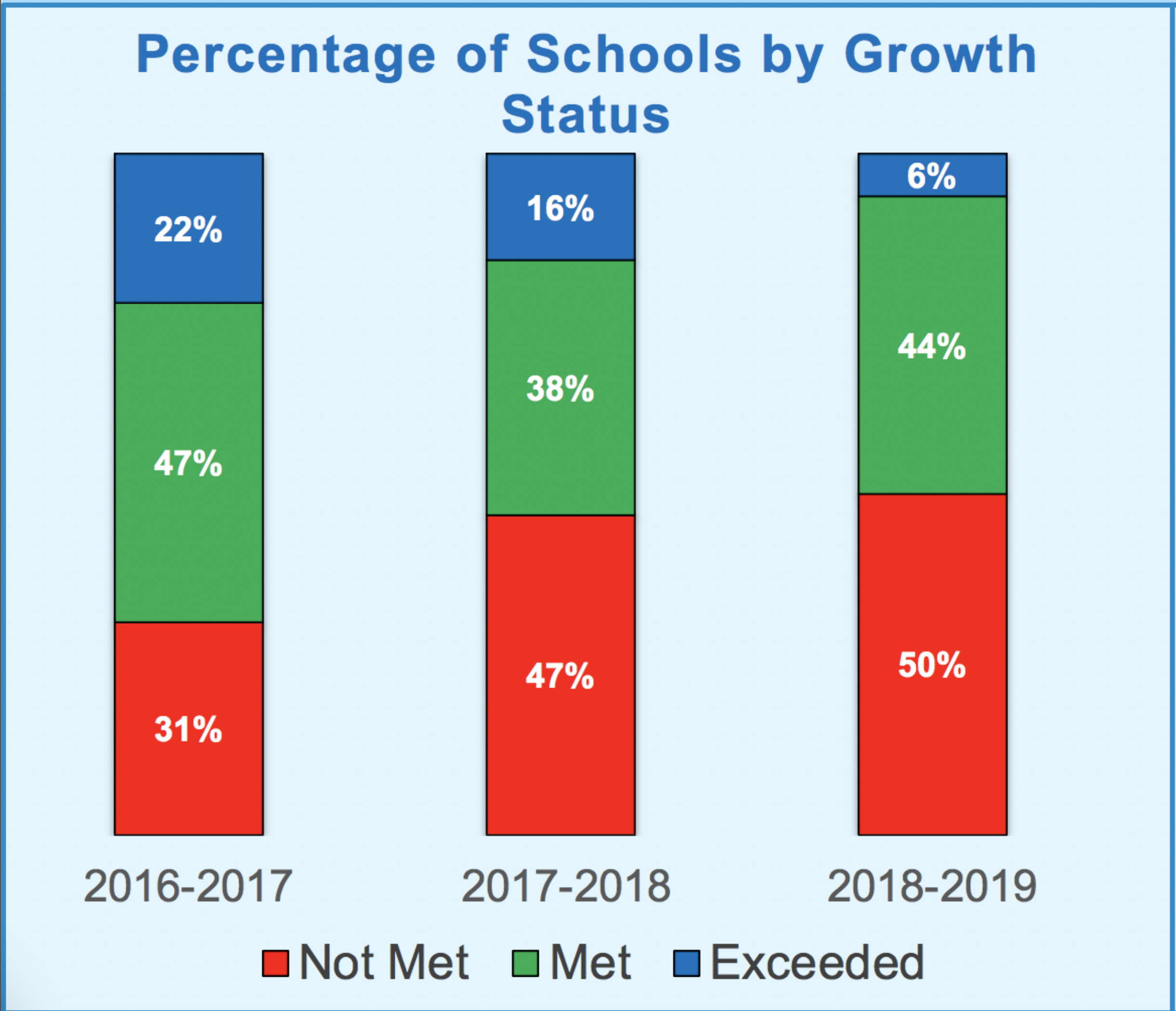
Trends - *Dropout Rate*



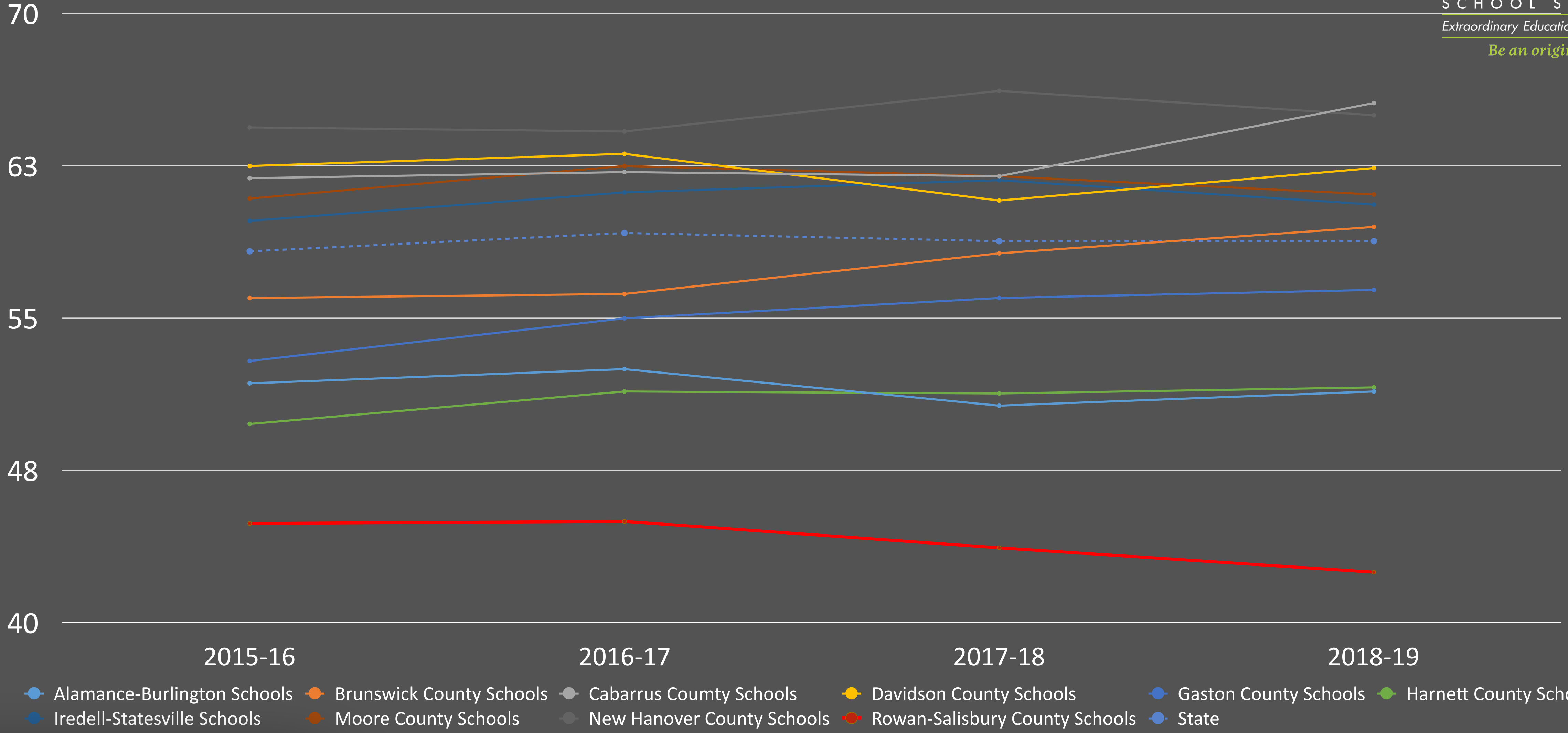
Trends - Graduates with CTE Concentration



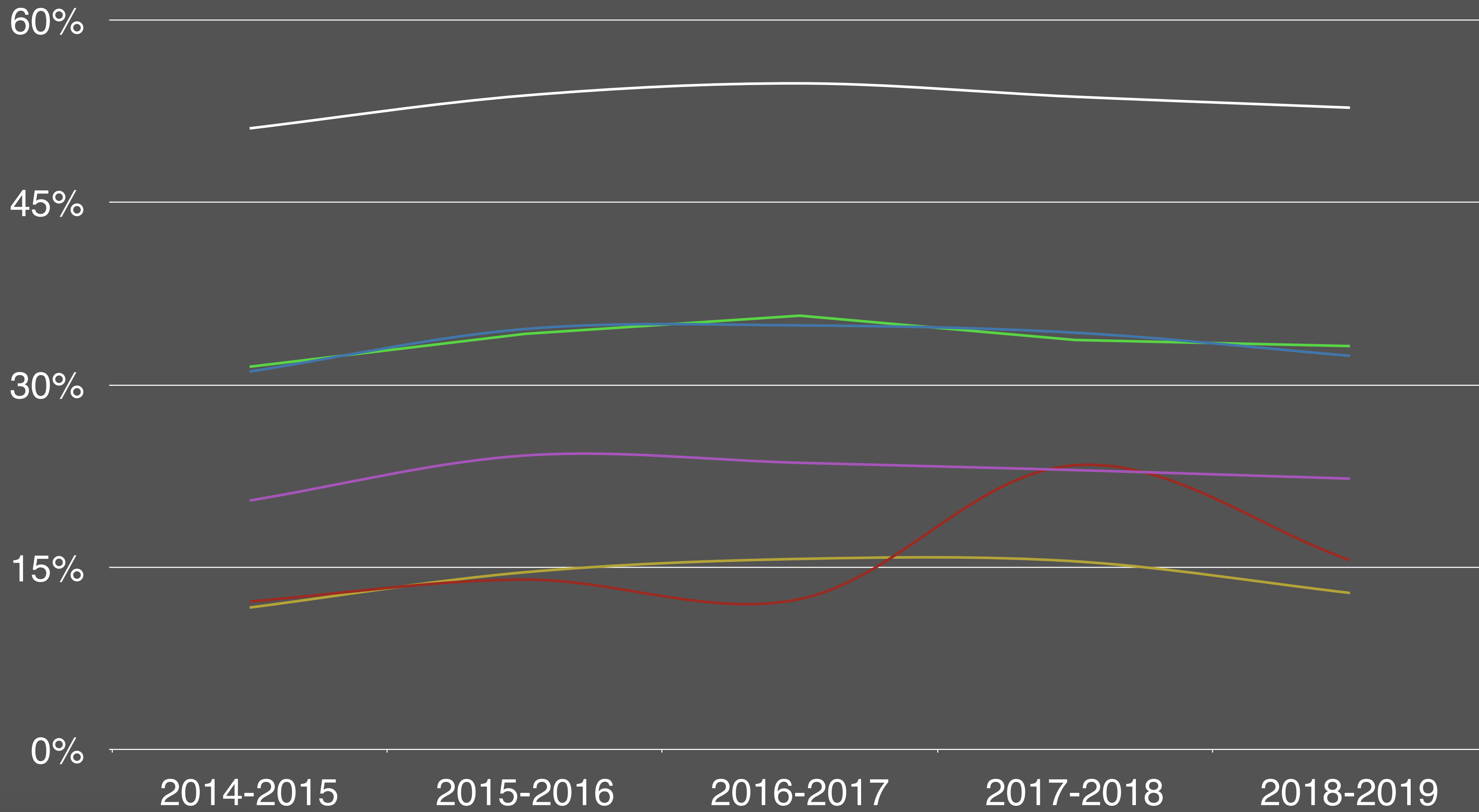
Trends - Growth - Meet, Exceed, or Not Met



Trends - EOG & EOC Proficiency

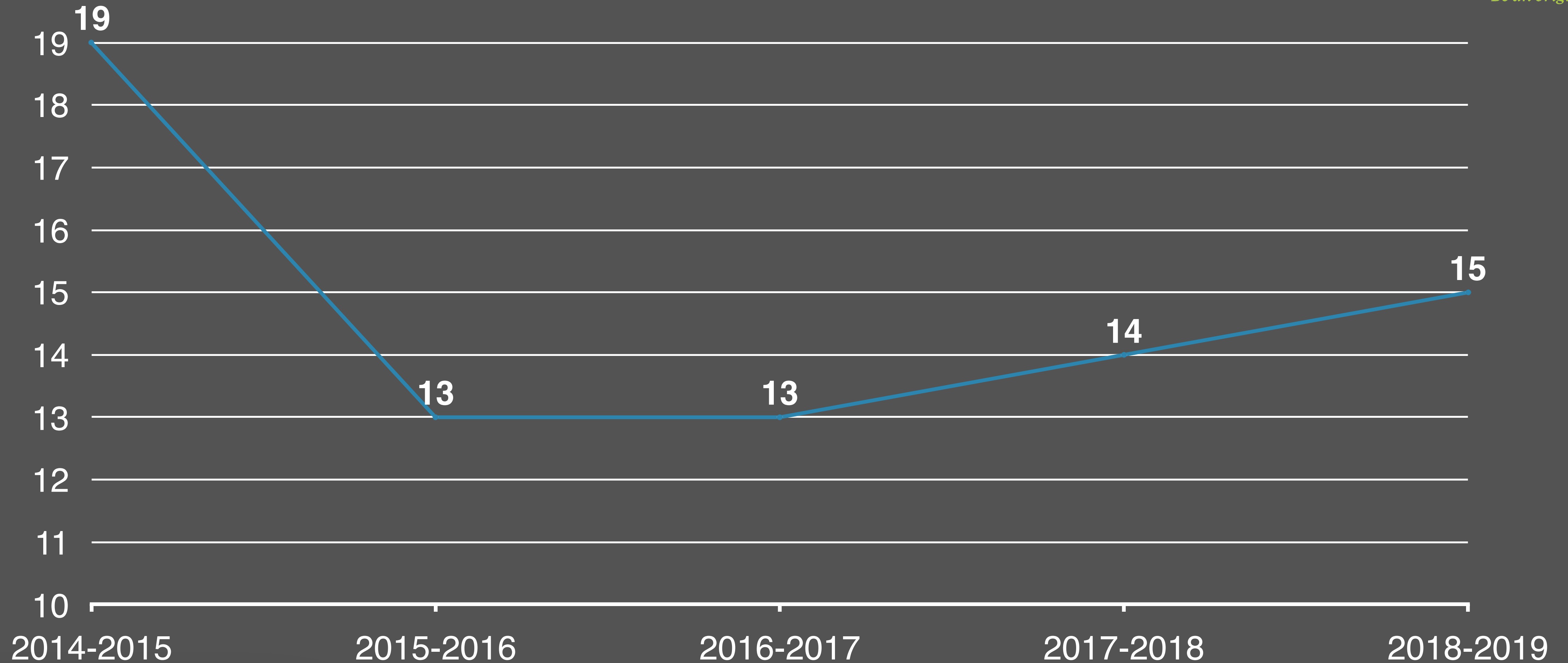


Trends - EOG & EOC Proficiency by Student Subgroups



— Black — EDS — EL — Hispanic — SWD — White

Trends - *Low-Performing Schools*

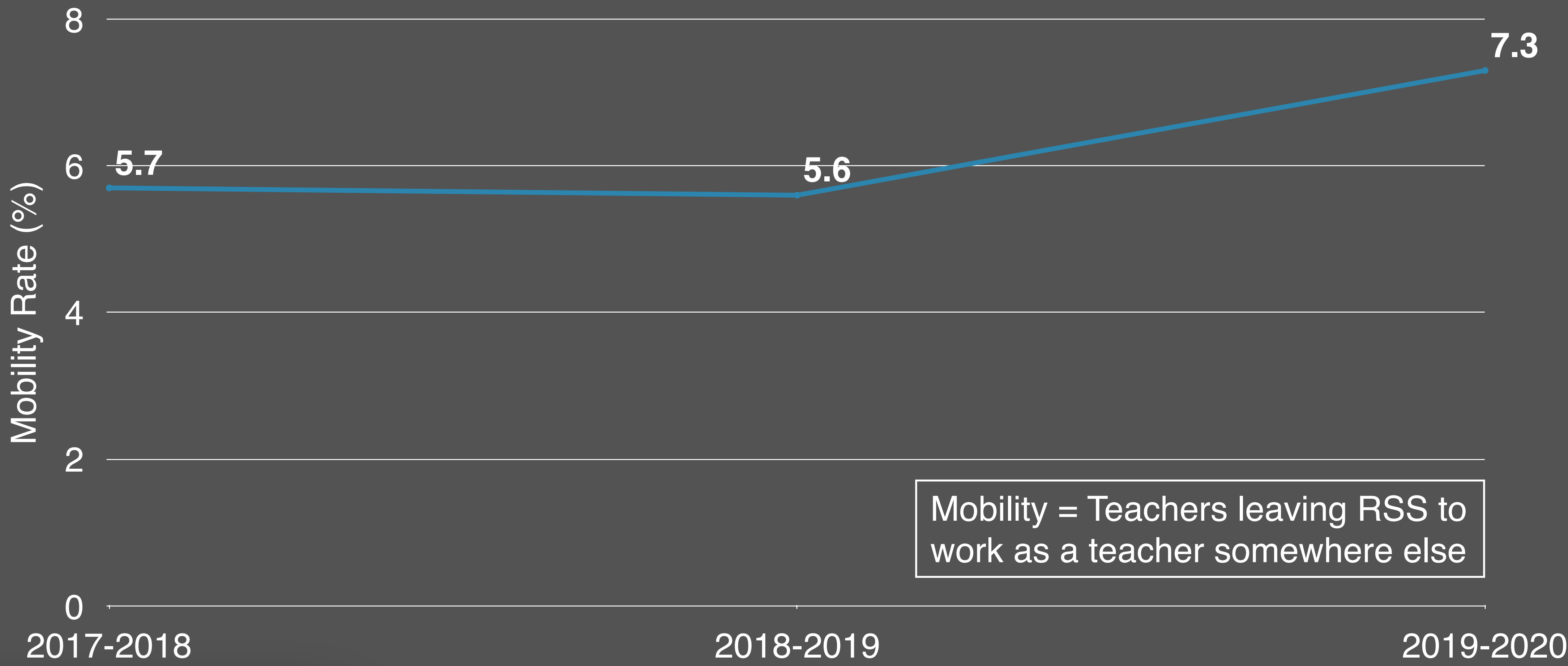


Renewal Requirement 2: Teacher & Leader Turnover

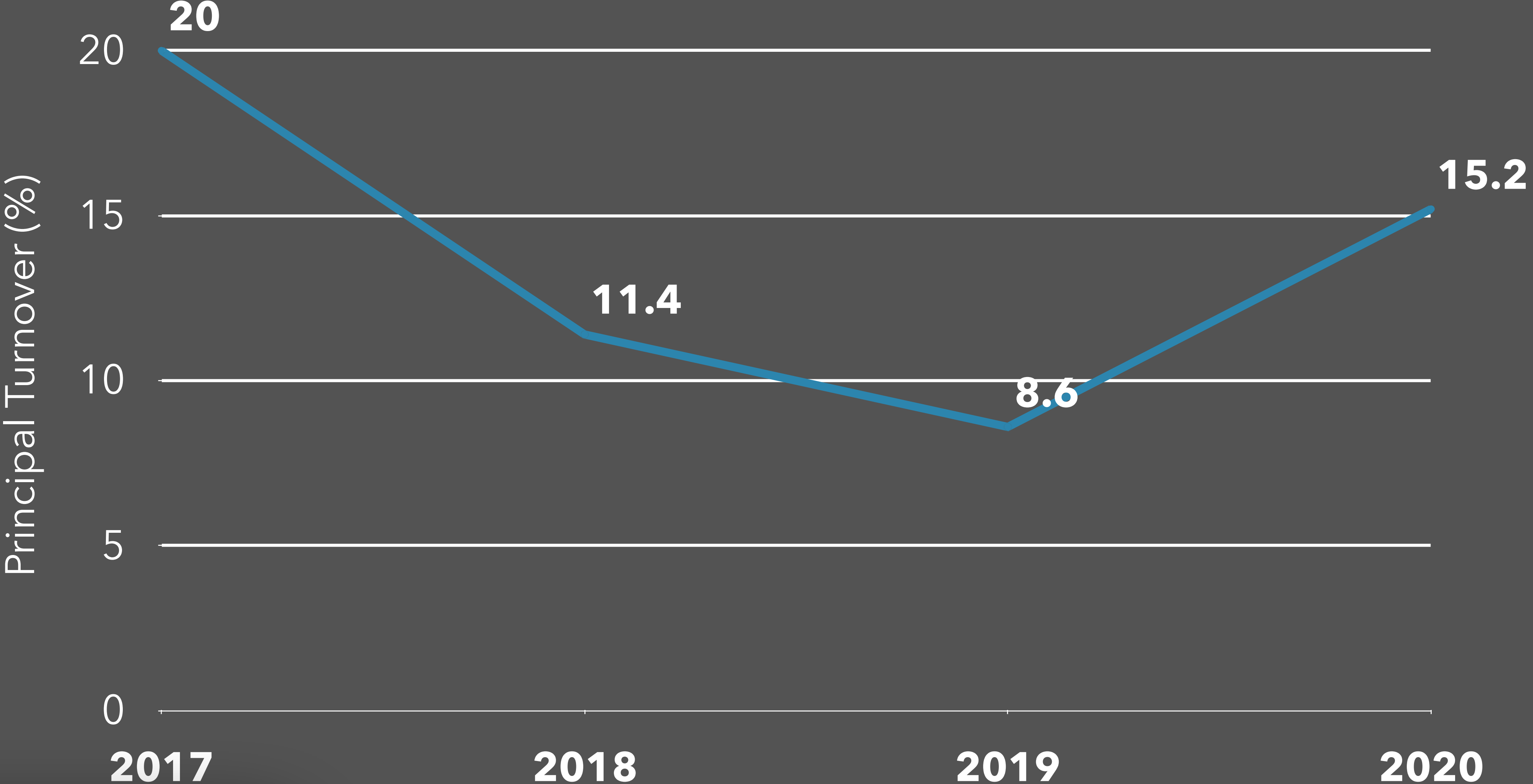
*“An annual report on the number of **classroom teacher and school administrator vacancies**, turnover, and use of long-term substitutes in filling vacancies for both classroom teachers and school administrators.”*

1. Teacher Mobility Rate
2. Principal Turnover

Trends - *Teacher Turnover/Mobility Rates*

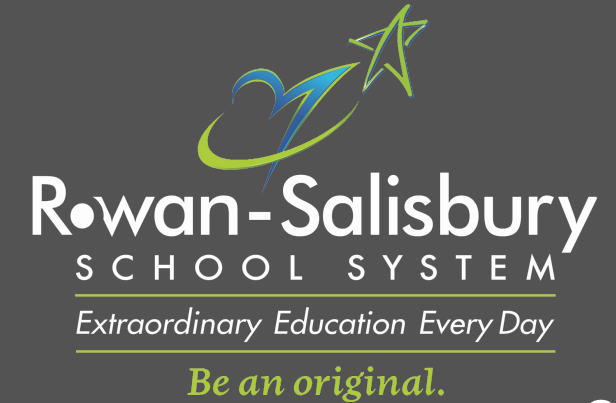


Trends - *Principal Turnover Rates*



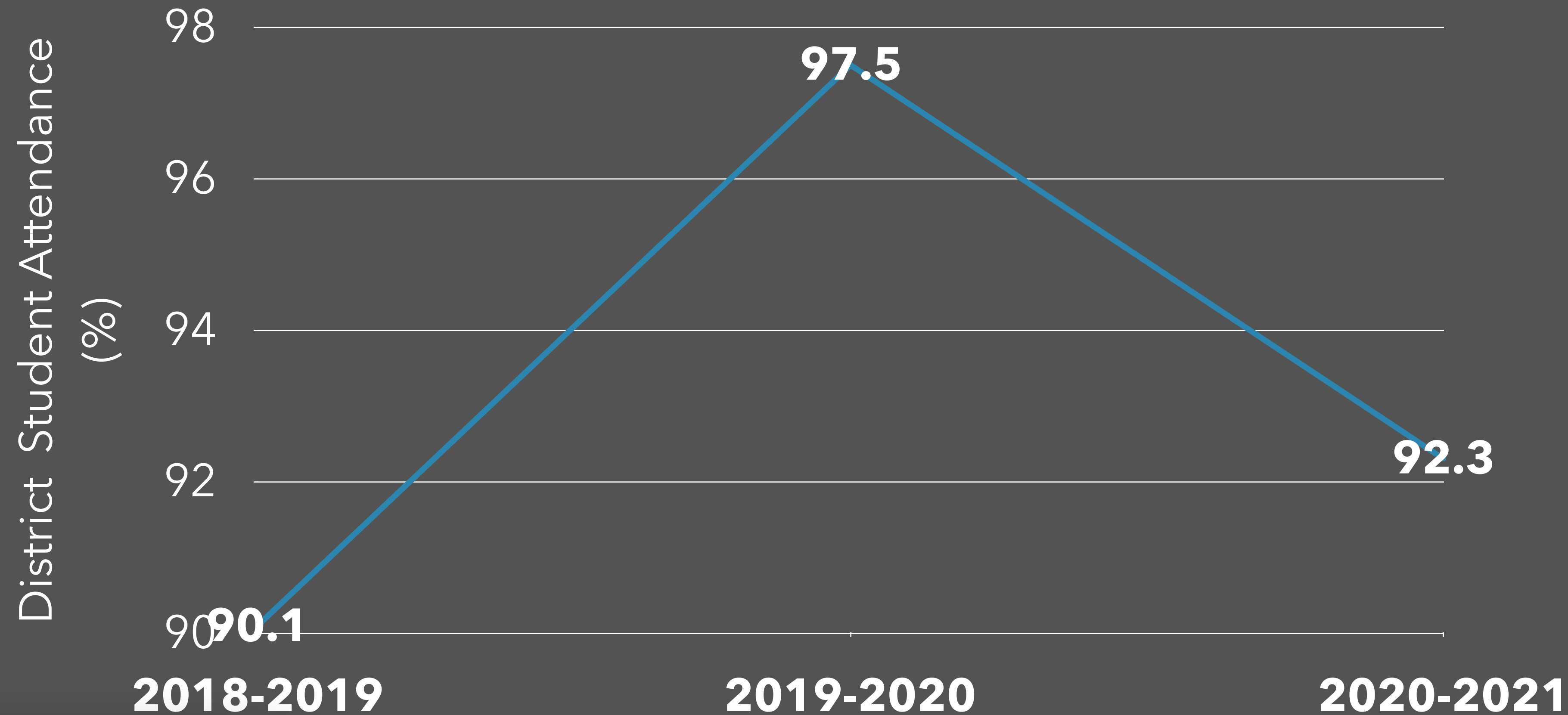
Where We Are **02**

Data Source: NC State Report Card



Renewal Requirement 3: Student Attendance

*“An annual report on **student absences**. This data shall provide comparisons with the previous year’s data on these items.”*



Where We Are **02**

Data Source: PowerSchool

Renewal Status Summary

Glows

- Deep teacher/leader buy-in for Renewal (developed aligned school Renewal plans)
- Graduation rate increase
- Dropout rate decrease
- CTE concentrators increase

Grows

- Further develop Renewal flexibilities and new local accountability model, while educating the whole child
- Increase school growth and decrease low-performing schools
- Increase CTE industry credentials earned
- Parent/community understanding, support, and partnerships

STRATEGIC PLAN PROCESS

January - March 2021
Begin Needs Assessment

PRE-WORK

March - April 2021
Cabinet Revisits & Refines
Core Beliefs, Vision, &
Mission

DESIGN

April - July 2021
Steering Committee Meetings
and Focus Groups

Fall 2021
Seek Board Approval of
Strategic Plan/Accountability Model,
Launch New Strategic Plan

IMPLEMENTATION

Where We Want to Be

03

Strategic Plan Emerging Themes

Renewal Legislation

- Increase student attendance.
- Decrease state identified low-performing schools.
- Reduce teacher & principal mobility.

Directional System

- Develop new accountability model and provide job-embedded, aligned supports.
- Increase percent of students enlisted, enrolled, or employed immediately following graduation.
- Increase academic performance for all students and decrease gaps across subgroups.
- Improve interpersonal skills as well as mental health and social/emotional wellness.

Focus Groups

- Increase student enrollment.
- Increase percent of schools that meet or exceed growth.
- Increase percent of high performing teachers and leaders.
- Develop more competitive pay structures.
- Cultivate relationships with family, community, and local higherEd institutions.

Where We Want to Be

03

Equity

Strategic Plan/Renewal Vision

Refine our district Renewal flexibilities and local accountability model to:

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Where We Want to Be

03

Next Steps

1. Finalize Strategic Plan
2. Align resources (time, budgets, staff, professional learning) with strategic plan goals
3. Monitor progress regularly (Local Board of Education)
4. Report progress annually (State Board of Education)

Thank You

Questions?



Rowan-Salisbury

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Be an original.