

ROWAN-S  **LISBURY**

SCHOOL SYSTEM

Be an original.™

RENEWAL UPDATES 2023

Dr. Kelly W. Withers, RSS Superintendent

OVERVIEW

- **Directional System**
- **Current State**
- **Renewal Defined**
- **Renewal Challenges**
- **Renewal in Action**





CURRENT STATE DATA

Renewal Reporting Requirement #1:

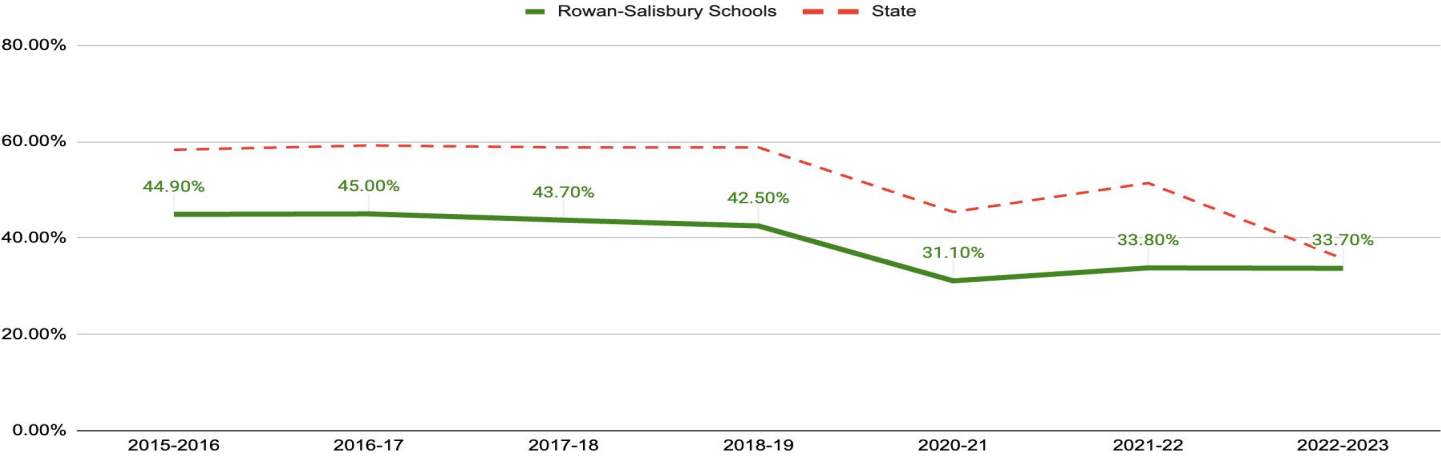
“An annual report on assessment instruments used pursuant to G.S. 115C-174.11 (a) and the student outcomes based on those assessments.”

- **Proficiency**
- **Growth**
- **Low Performing Schools**
- **CTE**
- **Graduation Rate**

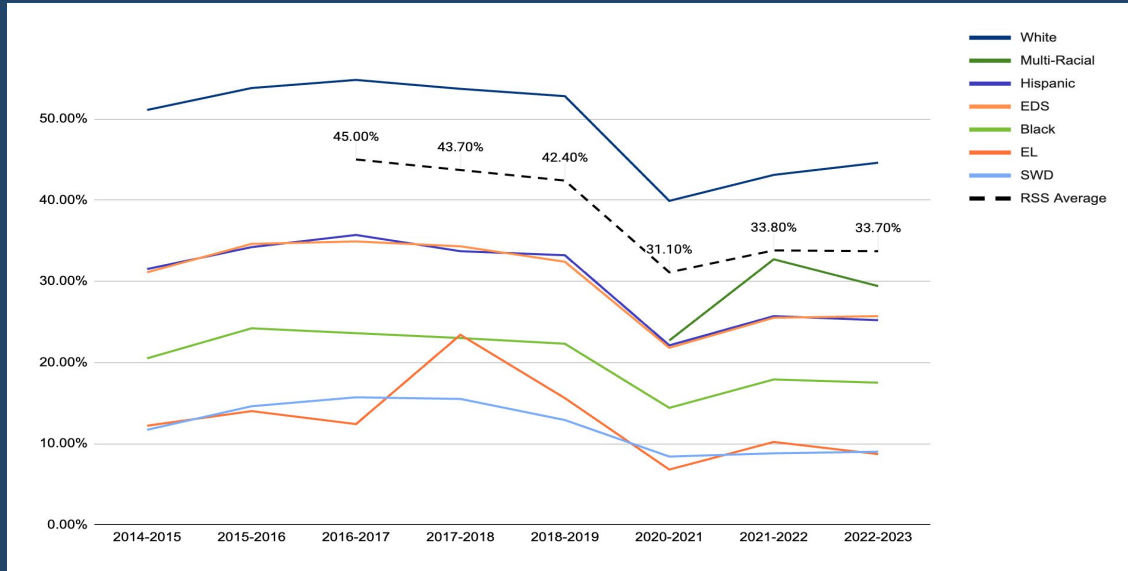


EOG /EOC PROFICIENCY

Trends Proficiency -- All EOC & EOG

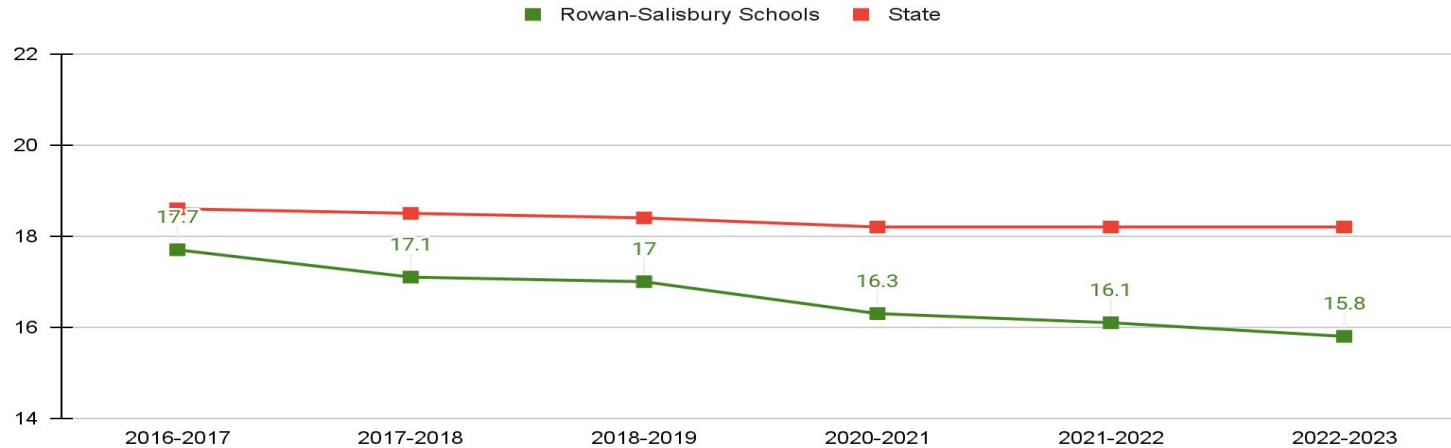


SUBGROUP PROFICIENCY

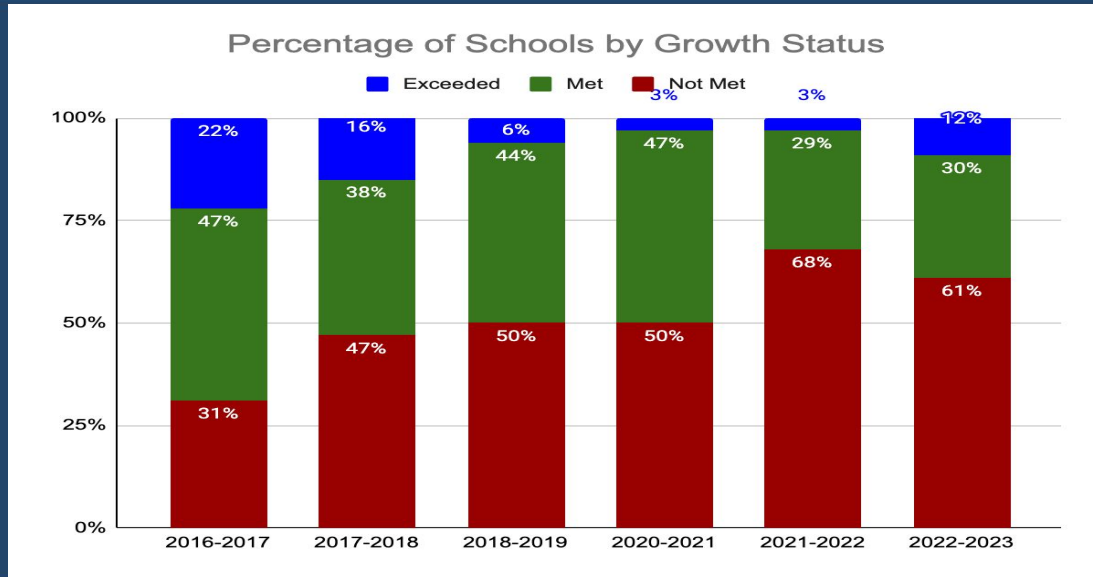


ACT COMPOSITE MEAN

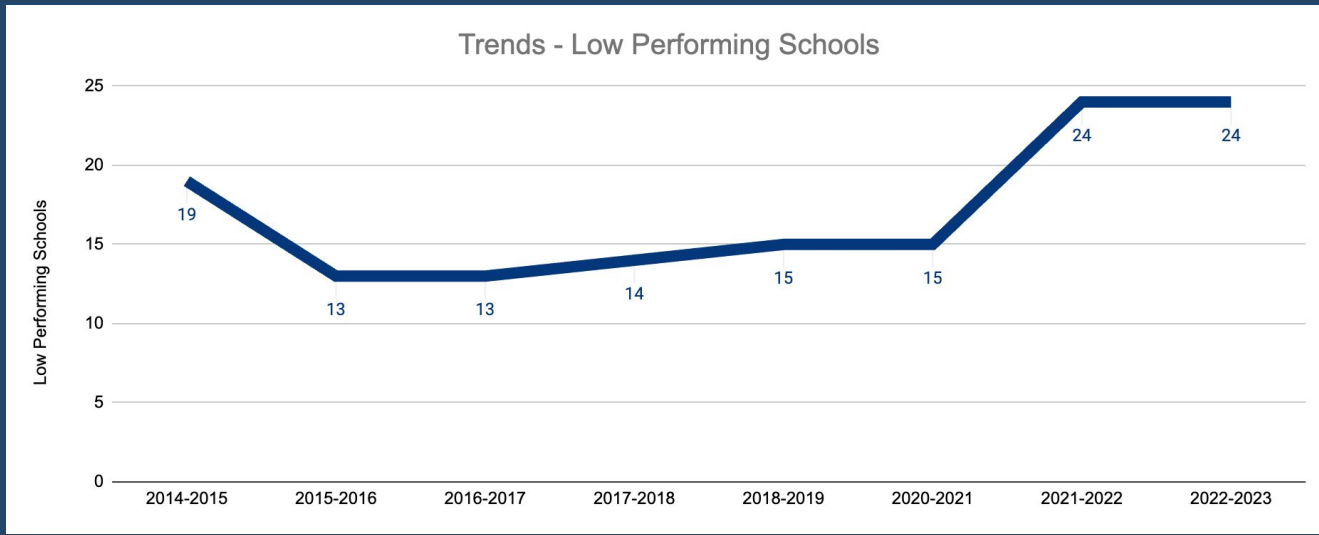
ACT Composite Mean (Average Score on ACT)



GROWTH (EVAAS)

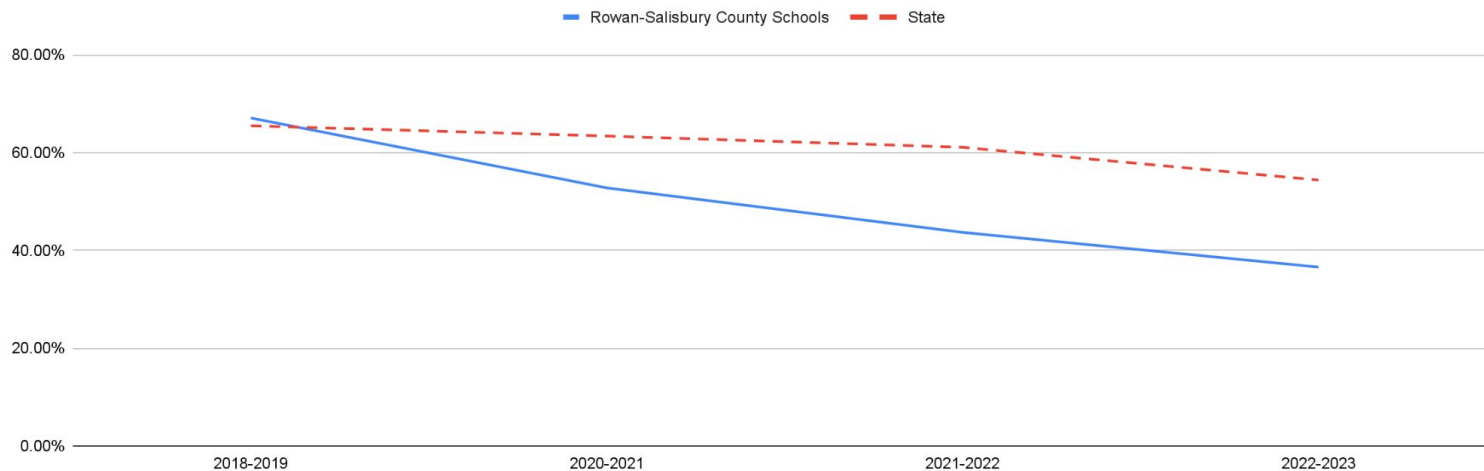


LOW PERFORMING SCHOOLS



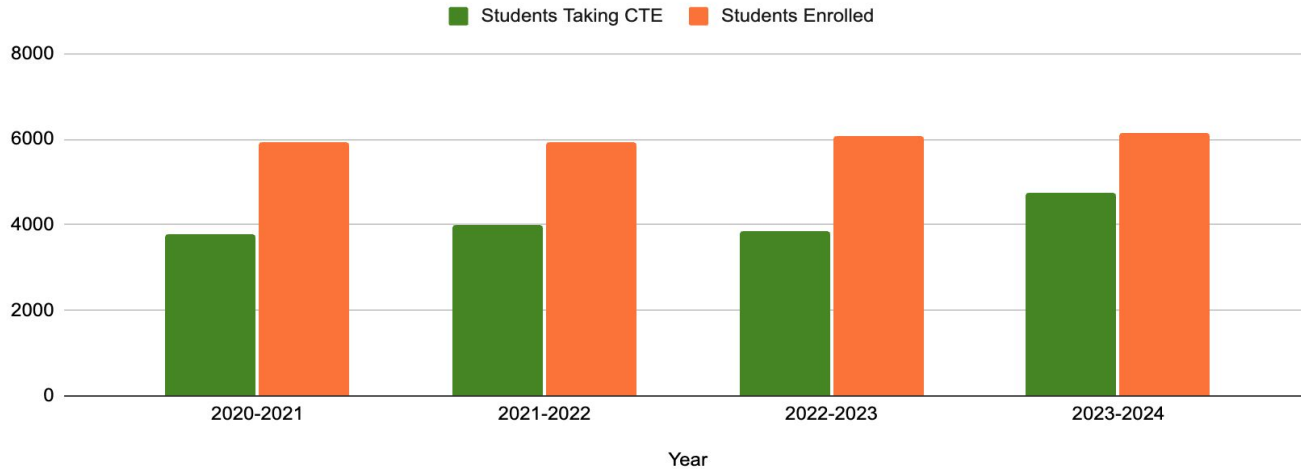
CTE WORKKEYS

WorkKeys Presentation



CTE ENROLLMENT

Students Taking CTE and Students Enrolled



WORK-BASED LEARNING

In 2022-2023:

- **231 job shadow experiences**
- **254 internships**
- **Bridges to Healthcare**
 - (Paid Internship - \$17/hour)
 - **9 internships completed**
 - **15 selected to begin in January 2024**



WORK-BASED LEARNING

Job Shadow Day: Feb 2, 2023
233 Junior & Senior students
Over 150 Business/Industry/Professionals

Aspire & Hire: April 3, 2023
200 Junior & Senior students
70 Employers and Community Representatives

Manufacturing Week: October 2-6, 2023
562 students 6th-12th grade students
21 Manufacturing Facilities



WORK-BASED LEARNING

“When I Grow Up” 5th grade Career Fair:
October 26, 2023
1351 5th grade students
45 business booths

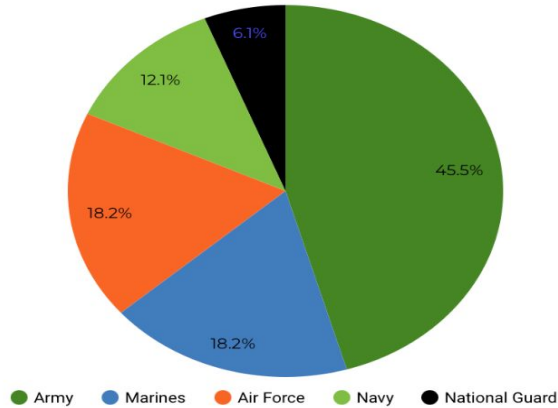
“Careers on Wheels” 6th Grade Career Event:
November 14, 2023
1286 6th grade students
35 Career Vehicles and 23 Companies/Careers
represented

CTE/Habitat for Humanity Build Days:
January 2023 - November 2023
6 on-site build days (Masonry, Carpentry,
Woodworking students)

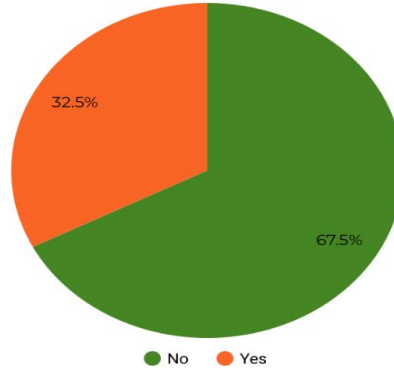


ENROLLED, ENLISTED, EMPLOYED '22-'23

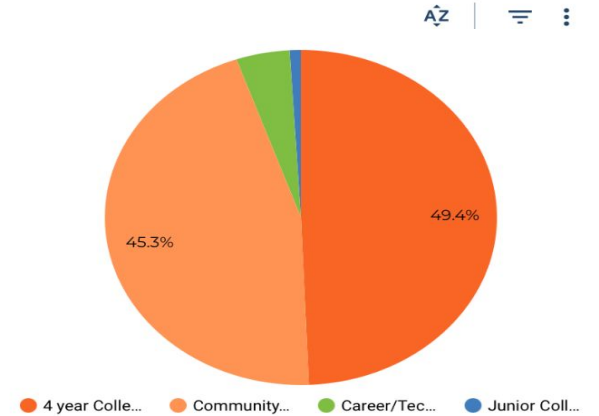
If enlisted, which military branch?



If employed, is your employment linked to your post-secondary career goals?

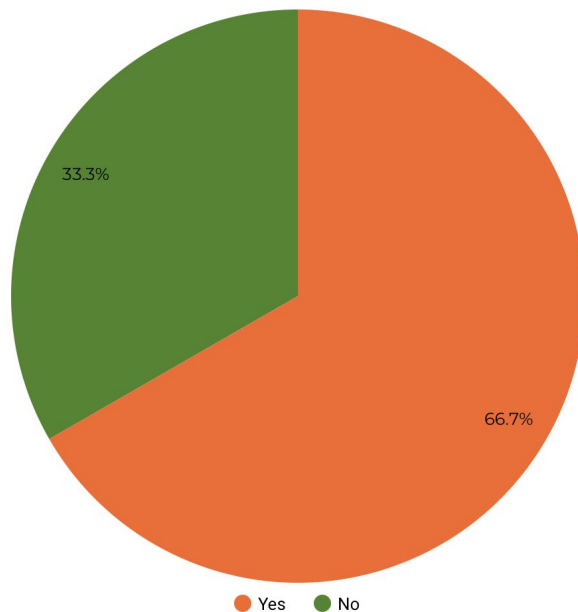


If enrolled, which type of school best describes your enrollment?



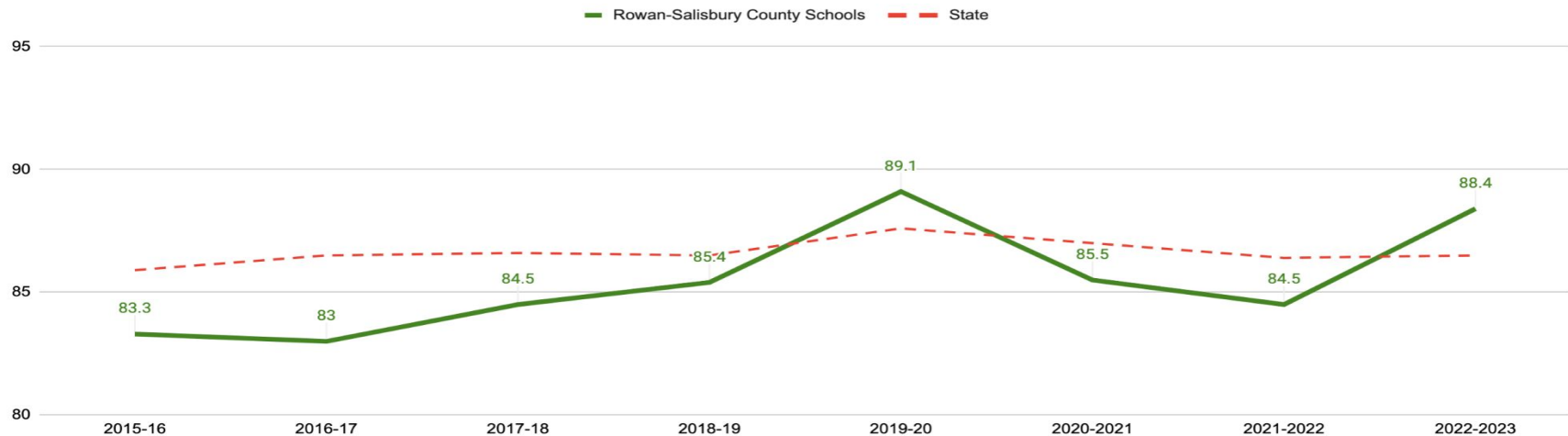
STUDENT SELF-REPORTED EXPERIENCES '22-'23

Did you experience at least one work-based learning opportunity while enrolled in high school?



GRADUATION RATE

Trends - Graduation Rate



CURRENT STATE DATA

Renewal Reporting Requirement #2:

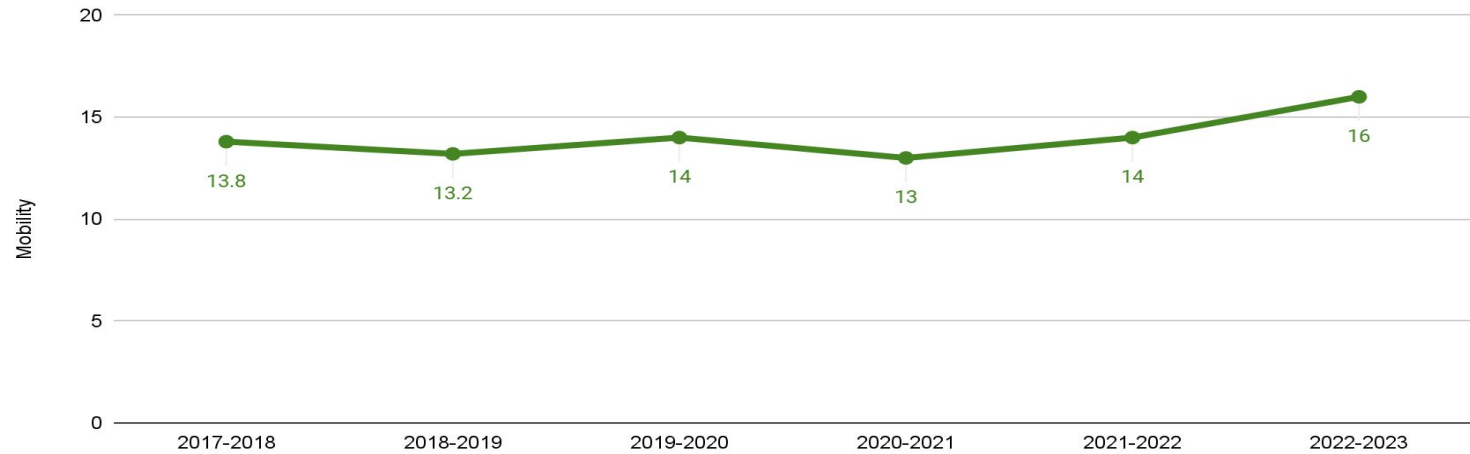
“An annual report on the number of classroom teacher and school administrator vacancies, turnover, and use of long-term substitutes in filling vacancies for both classroom teachers and school administrators.”

- **Teacher Attrition Rate**
- **Renewal Teachers**
- **Principal Turnover**



TEACHER ATTRITION RATE

Teacher Attrition Rate



RENEWAL TEACHERS



177 Total Renewal Teachers

66 First Year Teachers

49 Second Year Teachers

21 Third Year Teachers

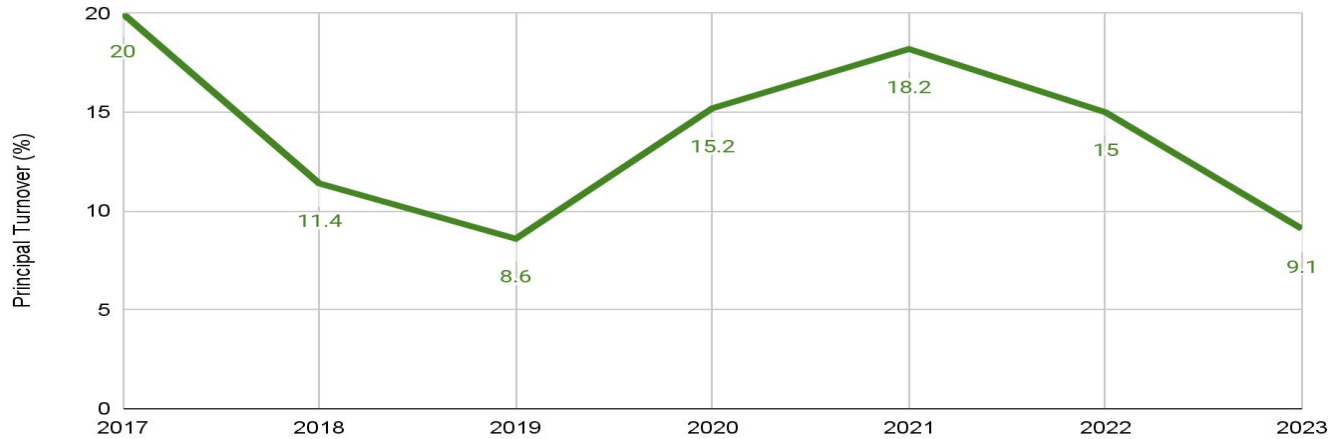
41 Career Teachers (beyond three years)

Each of these teachers receives a one-year contract



PRINCIPAL TURNOVER

Principal Turnover Rate



CURRENT STATE DATA

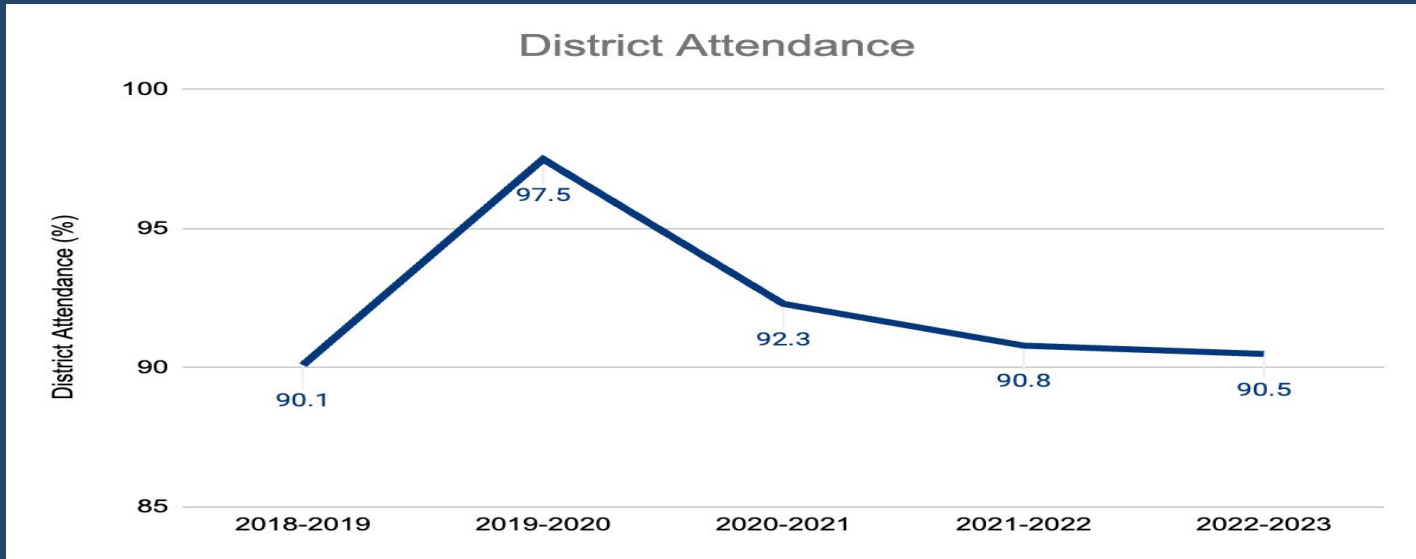
Renewal Reporting Requirement #3:

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

- **Student Attendance**



STUDENT ATTENDANCE



RENEWAL DEFINED



- **Calendar Flexibility**
 - **Early Start Calendar**
- **Curriculum Flexibility**
 - **Integrated Courses**
 - **Spark Lab**
 - **CBE Exploration**
- **Personnel Flexibility**
 - **Varied Hiring Options**
- **Financial Flexibility**
 - **Budgeting matches students' need**



RENEWAL CHALLENGES



- **Calendar Flexibility**
 - **Community Challenge**
- **Curriculum Flexibility**
 - **Accountability Challenge**
- **Personnel Flexibility**
 - **Capacity Building Challenge**
 - **Evaluation Challenge**
- **Financial Flexibility**
 - **Alignment Challenge**
- **Implementation Challenge**
 - **Leadership Transitions**
 - **Pandemic**



RENEWAL IN

Strategic Plan 2028

action



What guides RSS decision-making?

GROUNDING *practices*



We prioritize student voice.



Every student has a consistent, identified adult advocate.



Teaching is rooted in standard-aligned, engaging lessons with authentic feedback.



Educators have protected time for collaboration using a professional learning community framework.



Teacher leaders are empowered to collaboratively design student learning experiences at the classroom, school, and district levels.



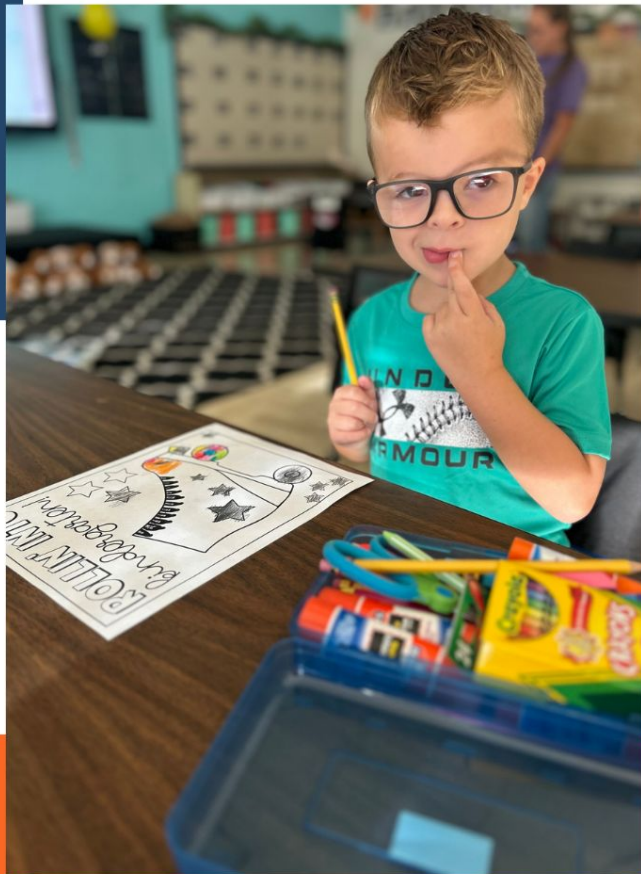


PRIORITY ONE

BUILDING ACADEMIC EXCELLENCE

RSS commits to the progress of all students towards mastery across disciplines through inquiry-based learning experiences.





ACTION *steps*

PRIORITY ONE

BUILDING ACADEMIC EXCELLENCE

Research, design, and implement multiple measures of growth that allows students and teachers to create learning experiences and set individual goals towards mastery of learning concepts.

Research, design, and execute standards-aligned lessons and experiences in which multiple learning concepts are connected across disciplines to illustrate relevance and purpose.

Create and implement relevant problem based learning opportunities that challenge students to explore rigorous concepts through innovative learning models.

Design and implement a robust kindergarten readiness campaign to prepare all students for personalized learning acceleration as they enter schools for the first time.





PRIORITY TWO

GROWING THROUGH ENGAGING EXPERIENCES

RSS commits to provide authentic and personalized learning experiences for all students.





ACTION *steps*

PRIORITY TWO

GROWING THROUGH ENGAGING EXPERIENCES

Plan and execute experiential learning opportunities inside and outside of the classroom that inspire learners to discover and explore.

Capture students' passions and interests to create career development plans and academic experiences.

Provide future-focused workforce development opportunities.

Establish a reading culture in every school and every classroom.





PRIORITY THREE

REINFORCING WELLNESS

RSS commits to prioritize well-being in students, staff, and community.





ACTION *steps*

PRIORITY THREE

REINFORCING WELLNESS

Enhance awareness of & support for health, wellness, social-emotional learning, and safety in schools.

Develop a post-secondary health mindset in students.

Align the Code of Conduct to clearly state expectations and processes to recognize productive behaviors and remediate adverse behaviors.

Reinforce measures to maintain safe and secure schools.





PRIORITY FOUR

INVESTING IN TALENT

RSS commits to invest time and assets into recruiting, retaining, and developing our talent.





ACTION *steps*

PRIORITY FOUR

INVESTING IN TALENT

Acquire a highly effective talent pool representative of our diverse student population

Design and implement hiring, evaluation, and coaching processes that ensure all students have a high-quality teacher in every classroom
high-quality staff in every school.

Create pathways for skill attainment throughout RSS positions for internal development.





PRIORITY FIVE

SUPPORTING ORGANIZATIONAL FOUNDATIONS

RSS commits to be good stewards of our property, procedures, and people.





ACTION *steps*

PRIORITY FIVE

SUPPORTING ORGANIZATIONAL FOUNDATIONS

Research and align decisions for our current and future facilities to meet the needs of the whole community.

Establish a culture and reputation of excellence in instruction, passion, and purpose.

Research and align decisions for operations and talent that meet the needs of the whole community.



RENEWAL IN

Strategic Planning 2028

action

• Signaling Questions & Possible Evidence



PRIORITY ONE: Building Academic Excellence

RSS commits to the progress of all students towards mastery across disciplines through inquiry-based learning experiences.

Action Step: Research, design, & implement multiple measures of growth that allow students & teachers to co-author learning experiences & set individualized goals toward mastery.

Signaling Questions

- In what ways are students & teachers co-authors of individual learning plans & experiences?
- How are students moving forward with their learning?
- How are PLCs establishing student ownership & progress toward mastery of standards?
- In what ways/are students advancing on state & federal assessments year to year?
- How are PLCs discussing student data & finding ways to close gaps?
- In what ways/are students advancing on state & federal assessments year to year?
- How are PLCs discussing student data & finding ways to close gaps?



Possible Evidence

- Progress Monitoring
- Mastery of Standards
- Lesson Planning
- Depth of Knowledge
- Revised Blooms
- Summative Assessments
- Formative Assessments
- Diagnostic Assessments
- Interim Assessments
- Student Portfolios
- Observations





PRIORITY TWO: Growing through Engaging Experiences

RSS commits to provide authentic & personalized learning experiences for all students.

Action Step: Plan & execute experiential learning opportunities inside & outside of the classroom that inspire learners to discover & explore.

Signaling Questions

- What new experiential learning opportunities have your students had inside of school?
- What new experiential learning opportunities have your students had outside of school?
- In what ways are the experiential learning opportunities authentic, engaging, & innovative?
- How do you know the experience impacted your students?
- How do experiential learning experiences help students discover their purpose & design their future?
- How do you know if the experiential learning opportunities are aligned to the standards?
- In what ways is student voice considered in creating experiences?
- In what ways does your school budget/ spending prioritize learning experiences?
- In what ways are all students provided opportunities to participate in experiential learning?



Possible Evidence

- **Special visitors/speakers**
- **Excursions or field experiences**
- **Learning lab**
- **Internships**
- **Job shadowing**
- **Pre-apprenticeships**
- **Simulations**
- **Service learning**
- **Immersive learning**
- **Inquiry-based learning**
- **Expanded Enhancement & elective selections**



How will RSS measure the impact of our work?

METRICS OF *Success*



ENROLLED, ENLISTED, EMPLOYED

Increase the percentage of RSS graduates who are enrolled, enlisted, or employed upon graduation.



EDUCATIONAL ATTAINMENT

Increase the percentage of Rowan-Salisbury Schools graduates who have a high quality credential or college degree by the age of 25.



RETENTION OF QUALITY STAFF

Decrease the attrition rate of high quality staff.

CLIMATE

Increase student, family, staff, and community satisfaction and engagement.

ROWAN-ST. LISBURY SCHOOL SYSTEM

Be an original.™



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