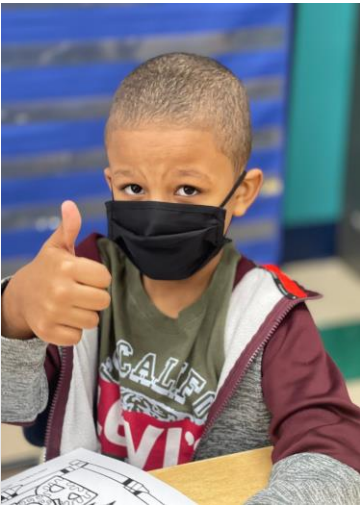


# FROM THE FIELD



Story Telling  
Systems of Change: Promising Practices



NC State Board of Education  
Dr. Anthony D. Jackson  
May 12, 2021



# Our Story



OUR STORY



NICE  
UPON A TIME



# VANCE COUNTY SCHOOLS

- 5400 Students
- 1100 Employees
- 16 Schools
- 7 Member Board of Education
- Innovative Programs
  - (Non-traditional/ Instructional/ Fine Arts/ Organizational)
- Tier 1 Community

# THE DAILY DISPATCH



AN ORIGINAL LEANDRO DISTRICTS



JUNE 2013-2014



# THE DAILY DISPATCH



High Percentage of Low-Performing Schools/ Low-Performing District



JUNE 2015-2016



# THE DAILY DISPATCH

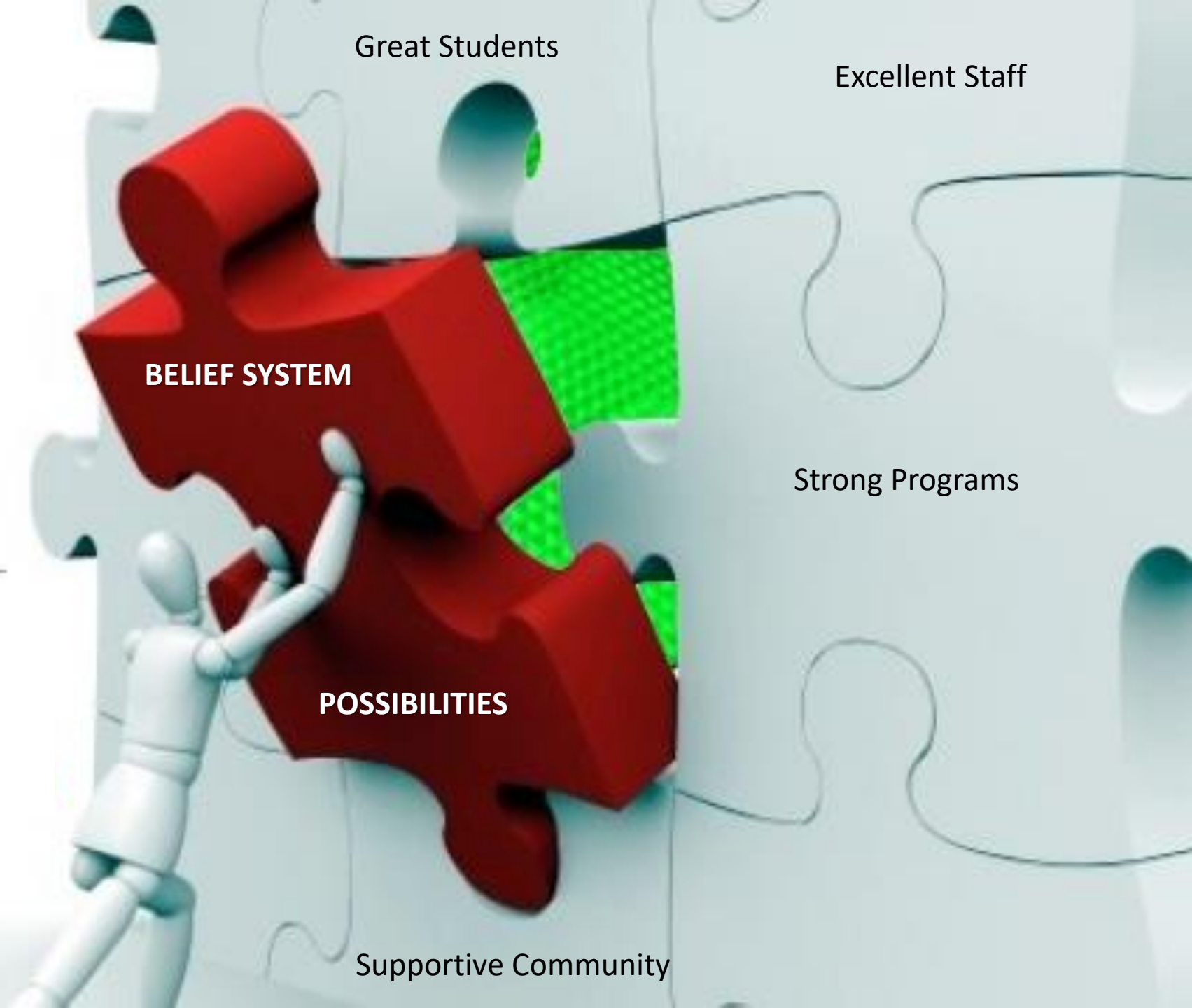


Vance County has NC's lowest graduation rate!



# WE NEEDED CHANGE FROM THE INSIDE OUT

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Great Students

Excellent Staff

Strong Programs

Supportive Community

# A Clearly Defined Directional System

*Helping Us Connect The Dots*



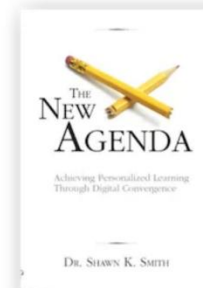
# ROOTED IN A SOUND RESEARCH BASE

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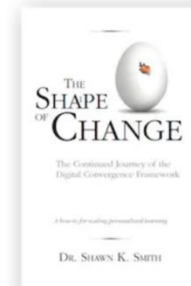
## Phase 1

Backmap the Future of Learning &  
Lead Your System to Scale



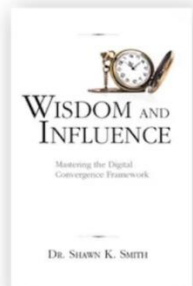
## Phase 2

Connect Your Vision to the  
Classroom & Build a Workforce of  
Modern Teachers



## Phase 3

Expand the Boundaries of Learning  
& Optimize Competency through  
Student Ownership



# modern teacher



## Discover the Power of the Modern Teacher Network

Are you a leader in a district with a bold vision to redefine the student experience?

[Learn More](#)

Achieve district-wide advancement using our strategic framework.



Transform learning to align with today's competencies.



Emphasize teacher proficiency in new instructional models.









Deliver measurable outcomes to make your bold vision a reality.



Curate best practices as a network to move the needle nationally.

# Aligned Pathways to Support and Bring School and Digital Transformation to Scale

	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6	Stage 7
 <b>Leadership</b> Change-Management & Systems Thinking							
 <b>Instructional Models</b> Foundations for Digital Transformation at Scale							
 <b>Modern Curriculum</b> Creation, Alignment, Integration, & Access							
 <b>Digital Ecosystem</b> Organized Systems to Support Digital Transformation							
 <b>Professional Learning</b> Teacher Proficiency in the Instructional Model							
 <b>Community</b> Expanded Stakeholder Engagement							

## Levers of Change

# PREDICTABLE SUCCESS INDICATORS

---

## Power Success Indicators

Success Indicators are actionable steps within the Framework. While all success indicators are vital for achieving scale, completing the following indicates that a district is at the forefront of both change-management leadership and personalized learning classroom strategies.

### Phase 1

**Backmap the Future of Learning & Lead Your System to Scale**

#### Milestone 1 | SI 14

Invite stakeholders to co-construct a cohesive **District Vision for the Future of Learning**. Organize your vision into a high-level plan, and form cross-functional teams to steer the transition.

### Phase 2

**Connect Your Vision to the Classroom & Build a Workforce of Modern Teachers**

#### Milestone 4 | SI 60

A Process for creating a **Modern Curriculum** has been developed with a plan to move towards a continuum of learning, learning progressions, and model units aligned to the instructional model.

### Phase 3

**Expand the Boundaries of Learning & Optimize Competency through Student Ownership**

#### Milestone 7 | SI 114

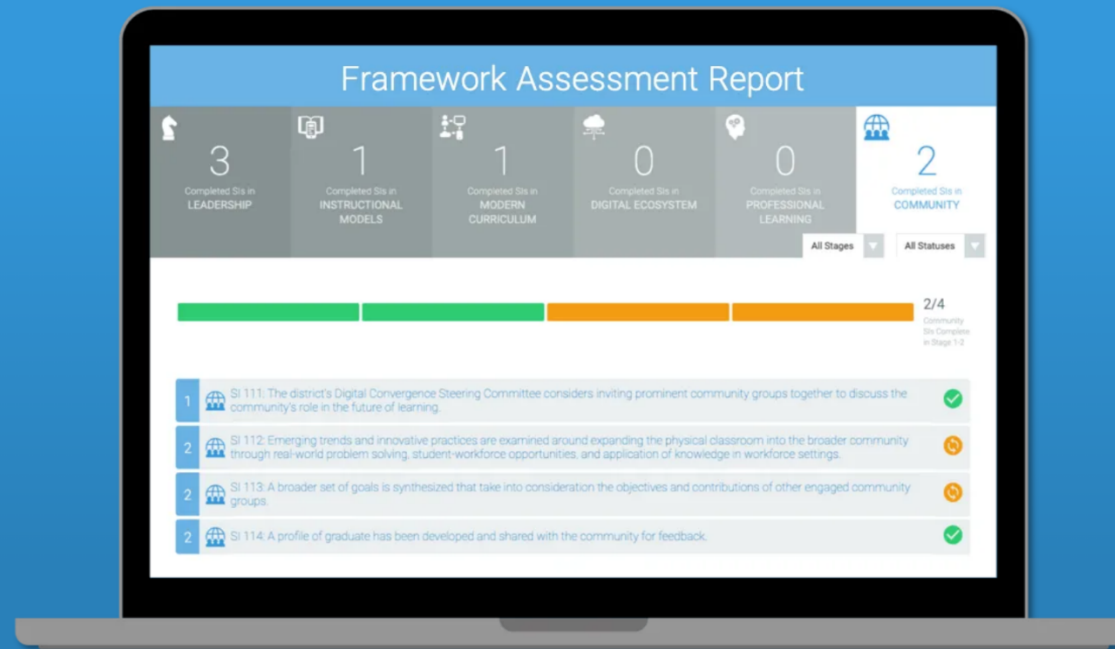
Examine student success as it relates to your instructional model, and unify the knowledge, skills, and dispositions of a successful student into a **Profile of a Graduate**.

# A SYSTEMIC APPROACH TO MAPPING PROGRESS

## Map Your Progress

Take our Adaptive District Assessment to develop next steps toward personalized learning at scale tailored to your current progress.

[Take the Assessment >](#)



# VISION/MISSION DRIVES EVERYTHING...

BIG Vision  
BIG Opposition



small Vision  
small Opposition

NO VISION  
NO OPPOSITION

# THEORY OF ACTION

## VISION

Vance County Schools  
provides an adaptable educational setting where learning  
is a catalyst to the pursuit of dreams in an evolving society



## MISSION

Vance County Schools  
is committed to providing broad experiences and  
opportunities to students that enable them to compete  
globally

### IF Vance County Schools...

- ❑ Provide dynamic, innovative and personalized learning opportunities inclusive of anytime, anywhere, flexible instructional strategies designed to meet the needs of ALL learners;
- ❑ Facilitates opportunities for students to engage with future focused skills through relevant, rigorous and supportive learning experiences across a variety of academic and co-curricular settings; and
- ❑ Develops and executes a caring stable and learner-centered environment with a focus on meaningful and productive relationships

### KNOWLEDGE

**THEN VCS** learners will demonstrate mastery of the standards and use this knowledge to analyze, adapt and apply real world solutions in a digitally and globally competitive world.

### SKILLS

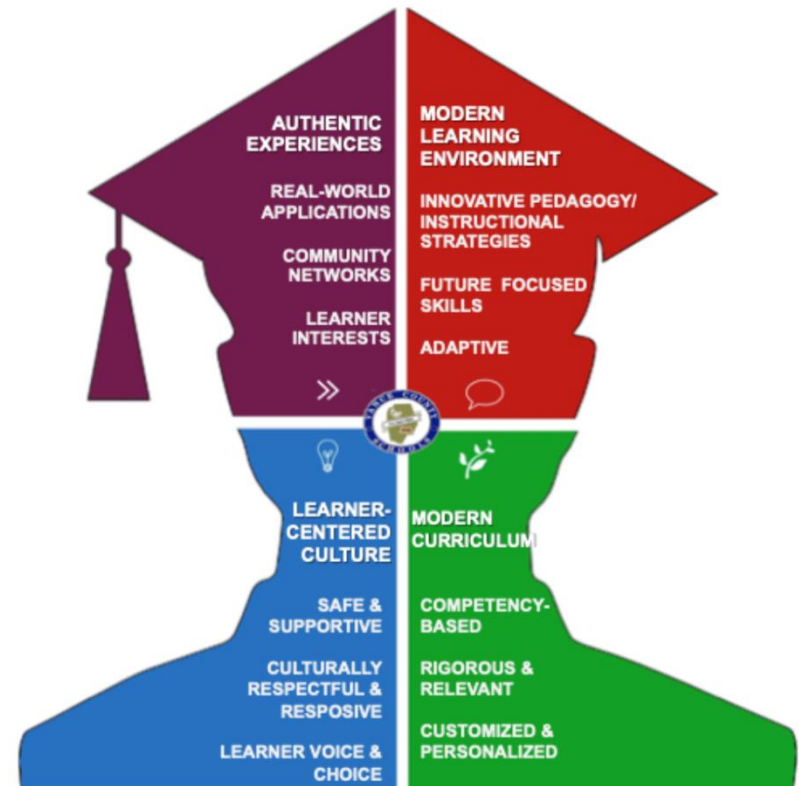
**THEN VCS** learners will apply the future focused skills developed through the PreK-13 learning continuum to think critically and strategically, communicate effectively and collaborate purposefully in a fast changing, globally connected world.

### DISPOSITIONS

**THEN VCS** learners will own their learning and be independent, asynchronous, life-long learners with the confidence, resilience and perseverance to adapt to an ever – changing global society.

# INSTRUCTIONAL MODEL

---



# PROFILE OF A GRADUATE



## COMMUNICATES CLEARLY

Digitally  
Verbally  
Manages digital footprint

## THINKS CREATIVELY & CRITICALLY

Risk-taker  
Problem solver  
Systems-thinker

## ACTS RESPONSIBLY

Self-reliant / manages life  
Initiative  
Goal-Oriented  
Productive citizen

## COLLABORATES EFFECTIVELY

Social and cultural skills  
Conflict resolution  
Develops a community network  
Teamwork



**BREAKING  
NEWS**

# THE DAILY DISPATCH

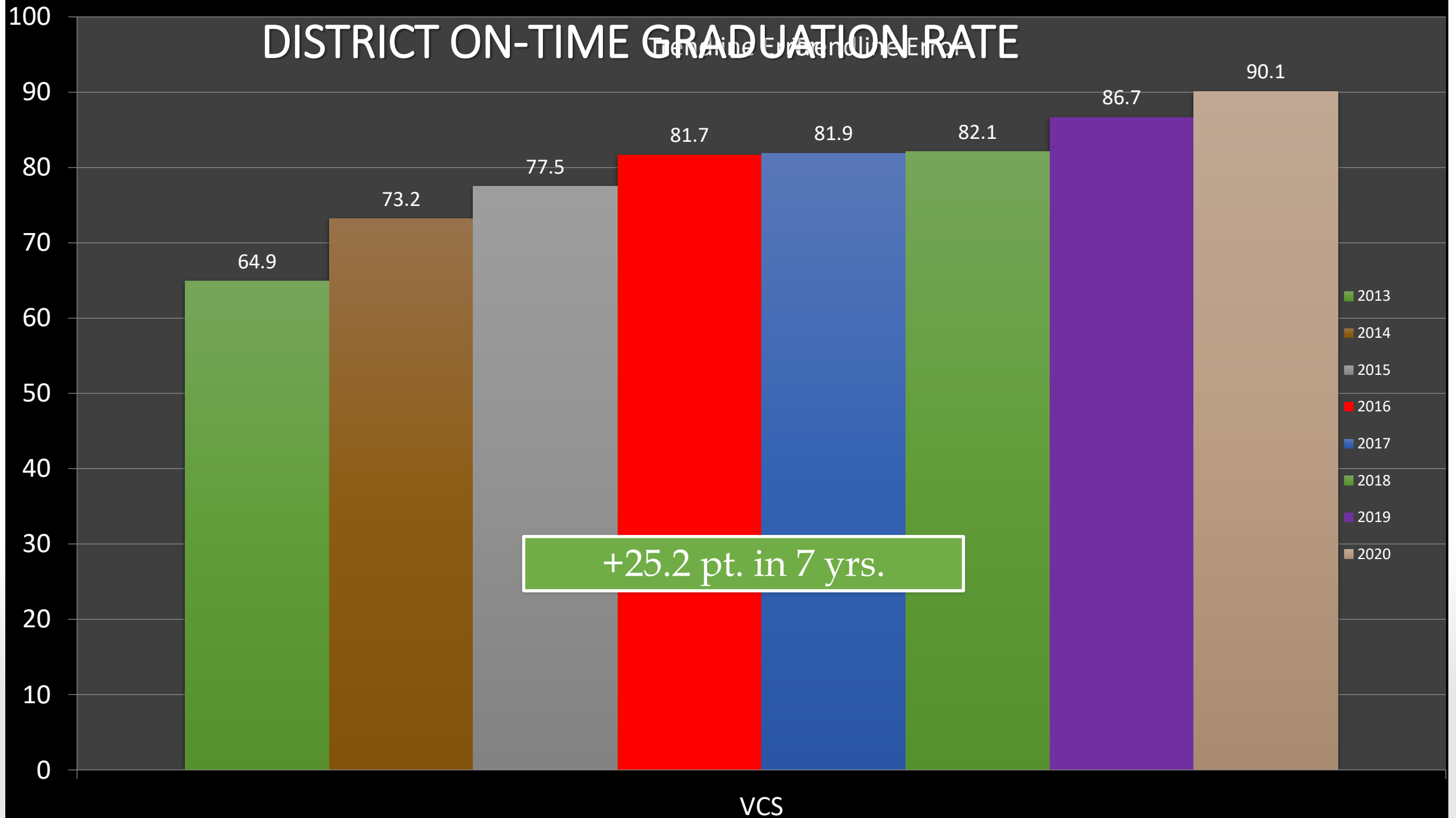


## Vance County Schools Makes History

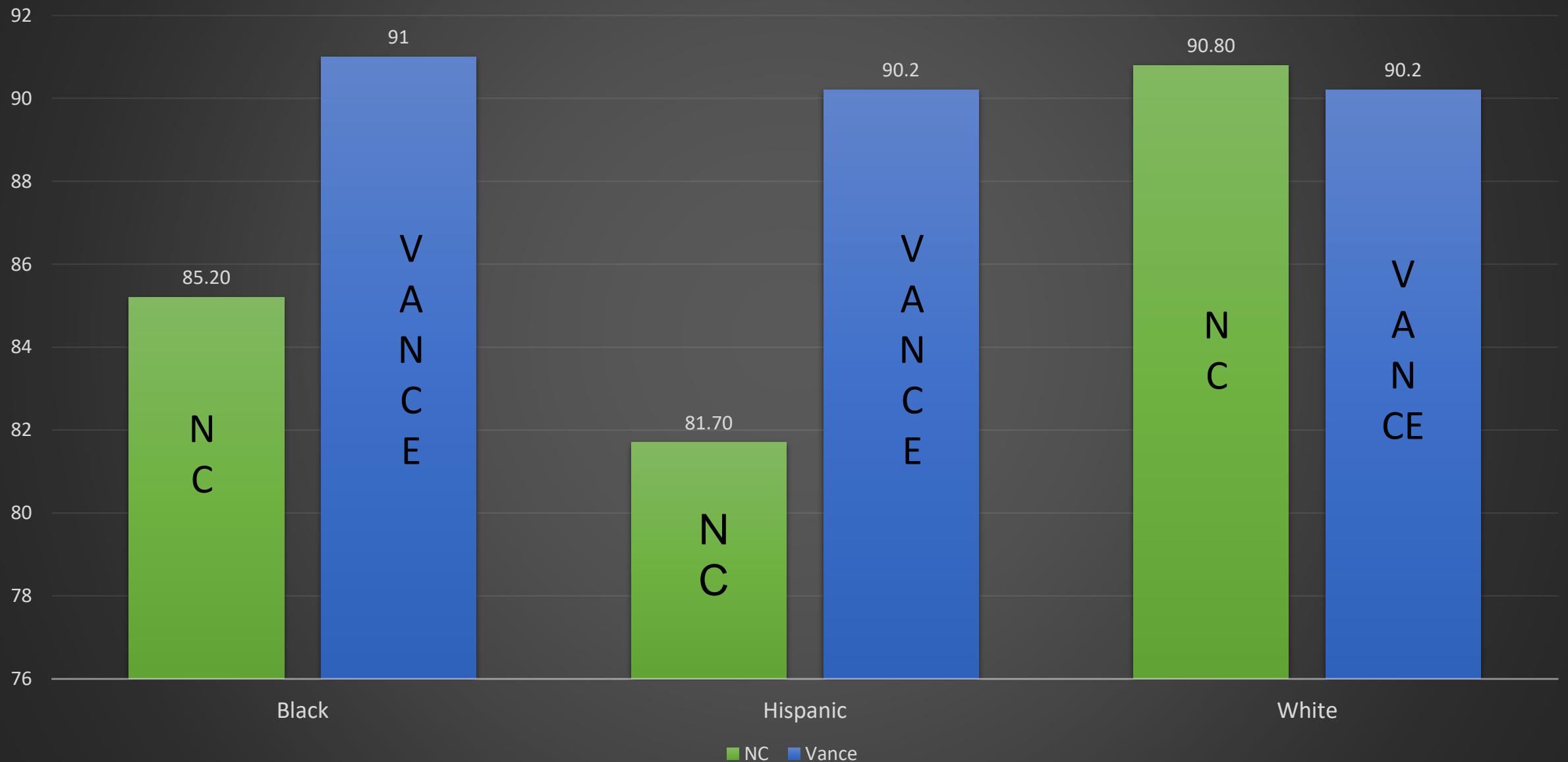
*EXCEEDING* the State Graduation Rate for the first time ever!



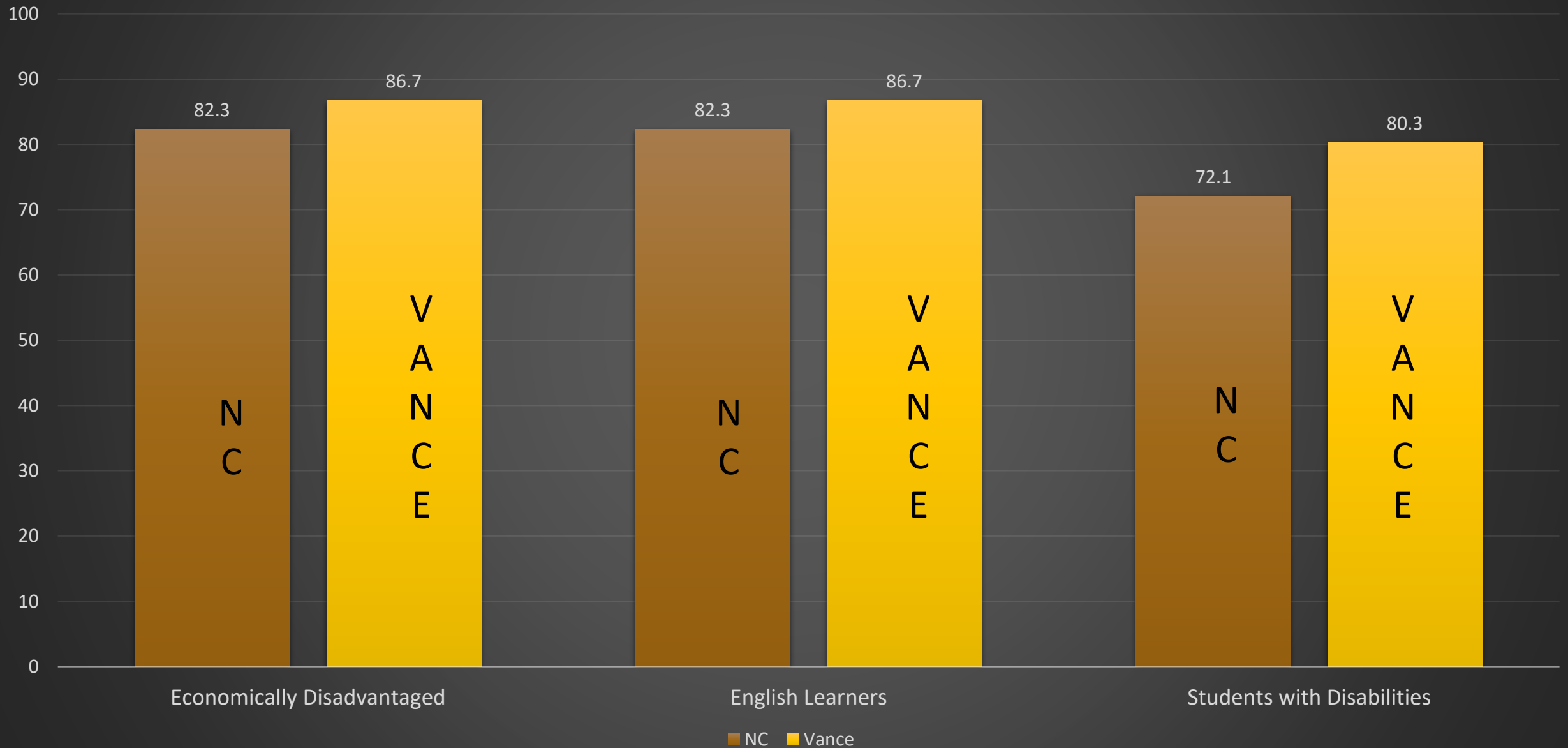
# DISTRICT ON-TIME GRADUATION RATE



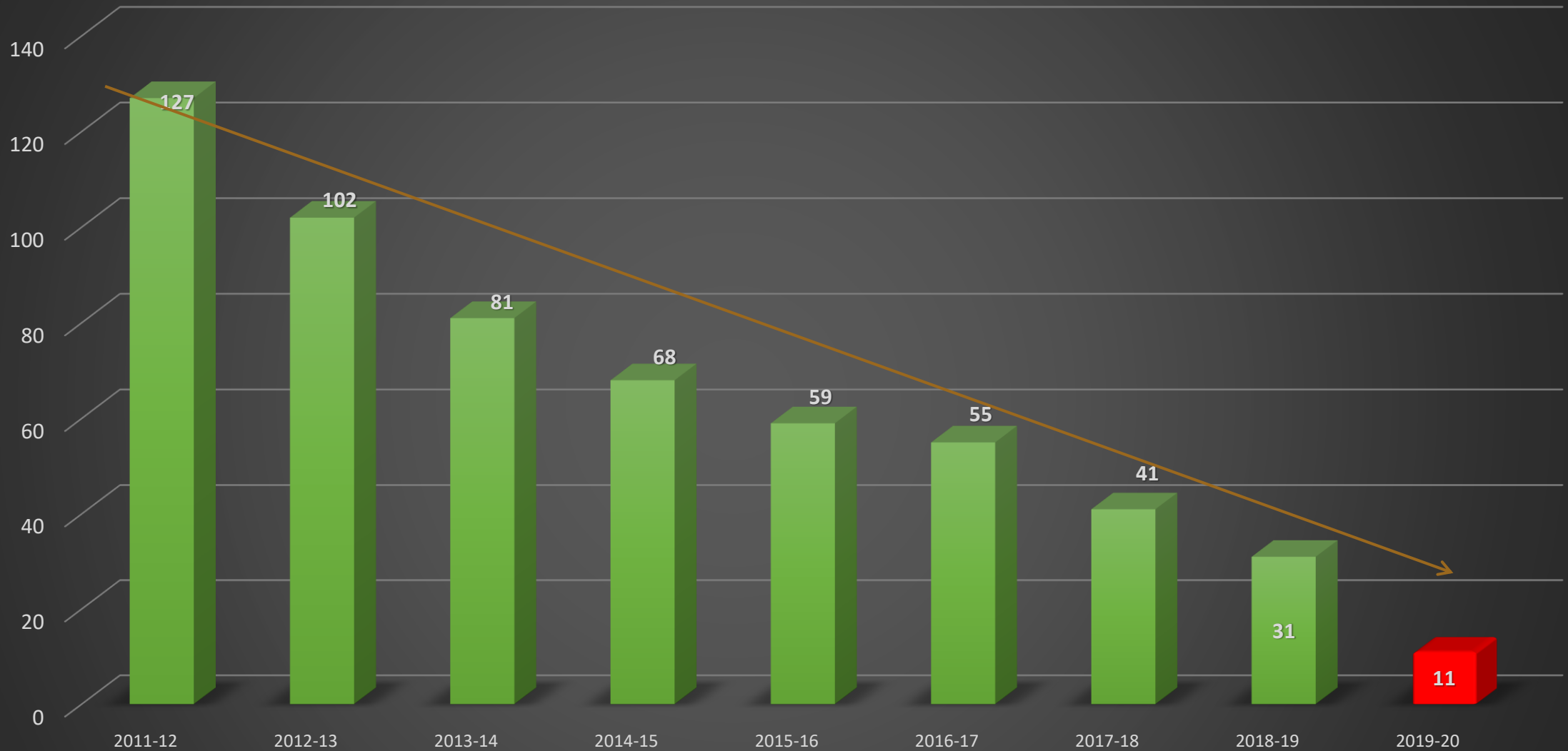
## 4 yr. Graduation Rate Subgroup Gap Analysis 2019-2020



# 4 yr. Graduation Rate Subgroup Gap Analysis 2019-2020



# VCS STUDENT DROPOUT COUNT





BREAKING  
THE CYCLE

from **poverty** to **possibility**



“**Different** is NOT deficient.”

*It's JUST Different*

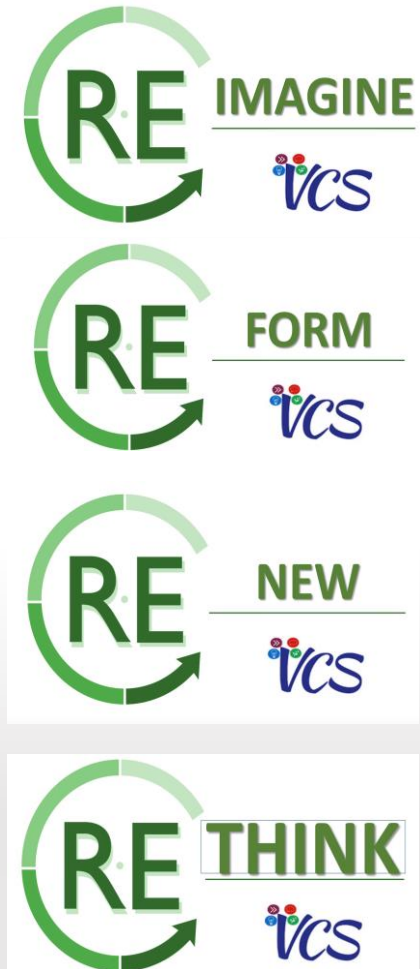
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# Let the VanceFORMATION

Begin...

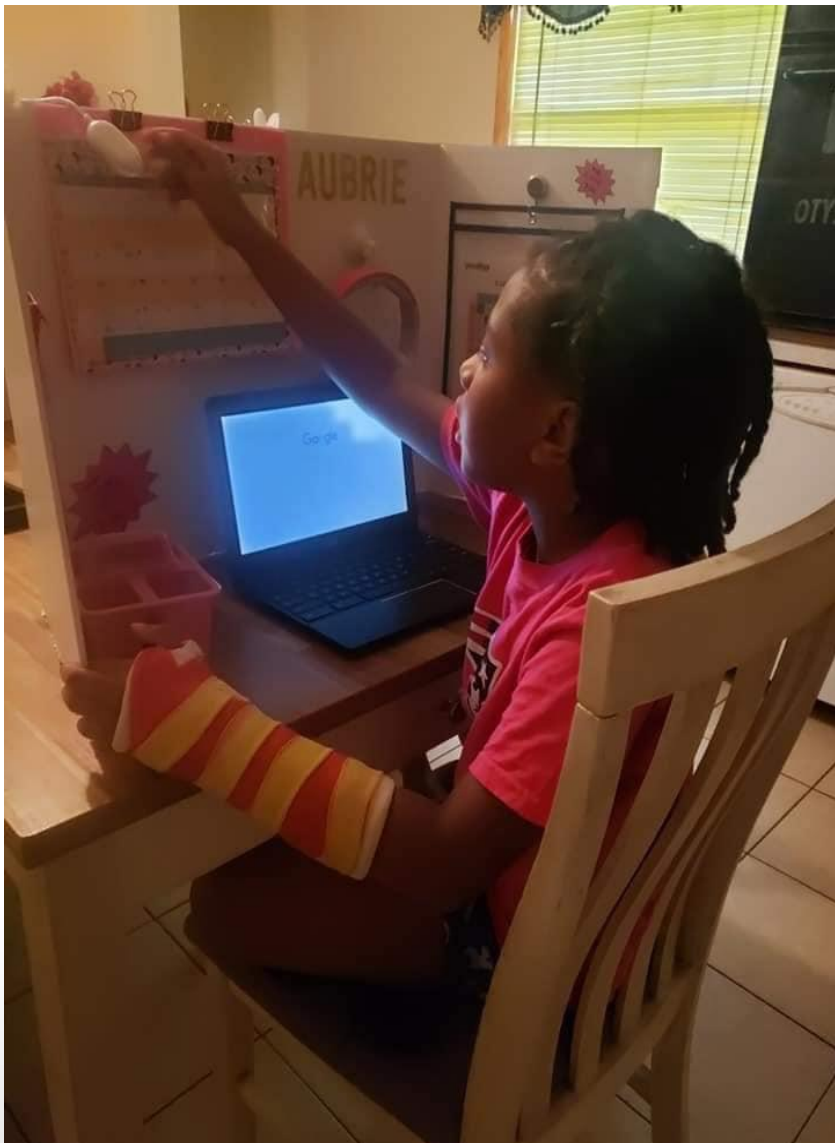


# The Power of POSSIBILITY





High Quality Learning Opportunities



Instructional Engagement and Rigor

# A Culture of Caring



# Relationships Matter





Multiple Pathways to the Diploma



VANCE COUNTY SCHOOLS  
CLASS OF 2020



OVER **10 MILLION**  
IN SCHOLARSHIPS & GRANTS



# Graduation Rate 90.3%

## Graduation Rate

District Average:	90.3%
NC Average:	87.6%
Vance County Early College	94.9%
Vance County High School	90.8%
Advance Academy	87.1%

# Access to Resources and Opportunities



Investment in Human Capital

# Schools as the HUB of the Community

Funding Kajeets, wifi locations, headphones, Arts & Rec kits, document cameras for art teachers, meal distribution and so





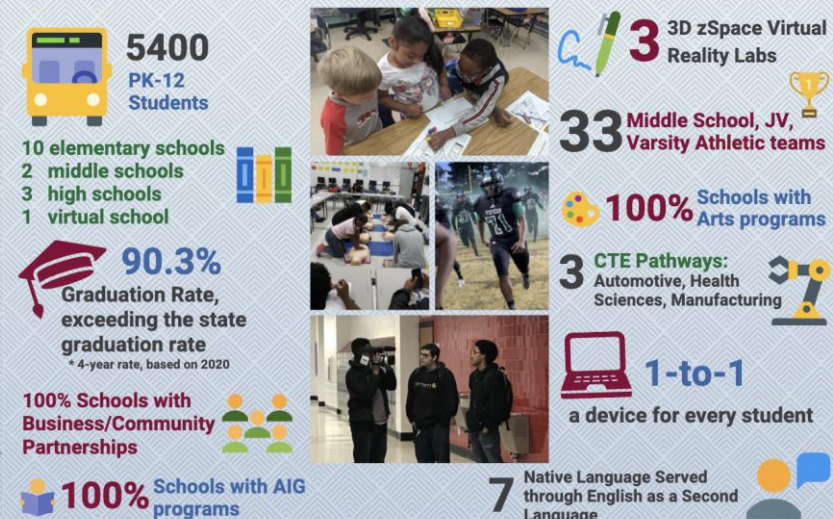
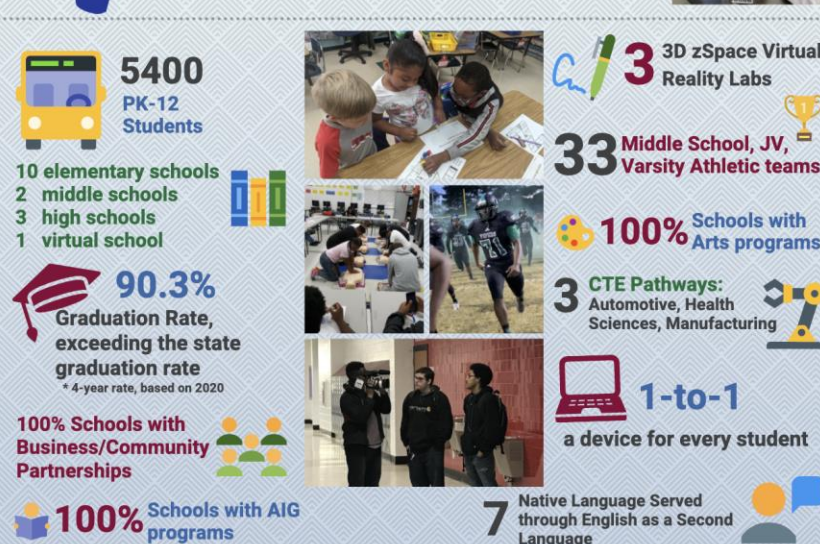
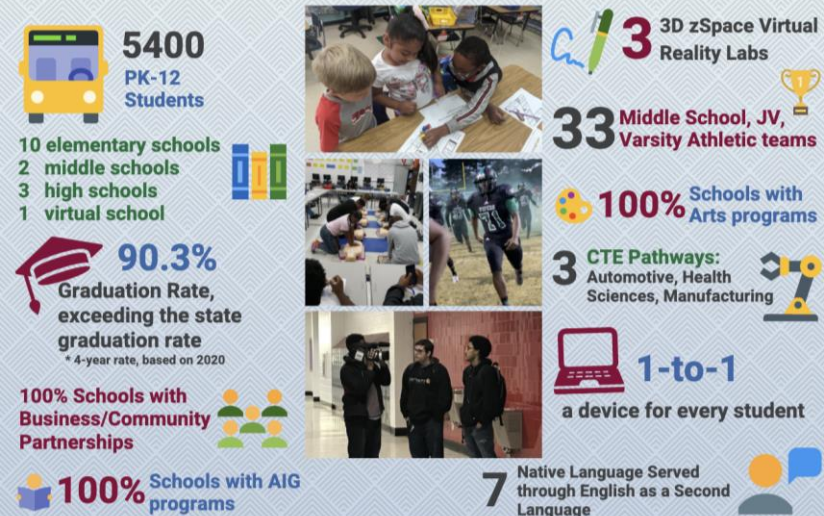
Recruitment, Retention and Recognitions

# 21<sup>st</sup> Century Tools and Learning Opportunities



# A Culture of Care and Civility





**Our programs, partners & supporters**

Opportunity Culture | Modern Teacher | NC Arts Council | Wake Forest Community Youth Orchestra | zSpace | Friday Institute | Turning Point Community Development Corporation | Vance-Granville Community College | Wolfpack Works | Wolf Trap Artists in Residency | National Endowment for the Arts | NC A&T College of Science and Technology | North Carolina State University Department of Education |

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**OVER 70** International teachers representing 9 countries

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## INNOVATIVE PRACTICES

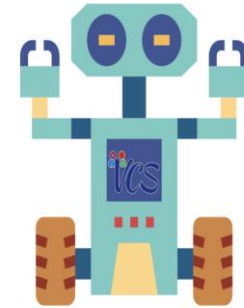


Vance County Schools  
**CENTER FOR  
INNOVATION**

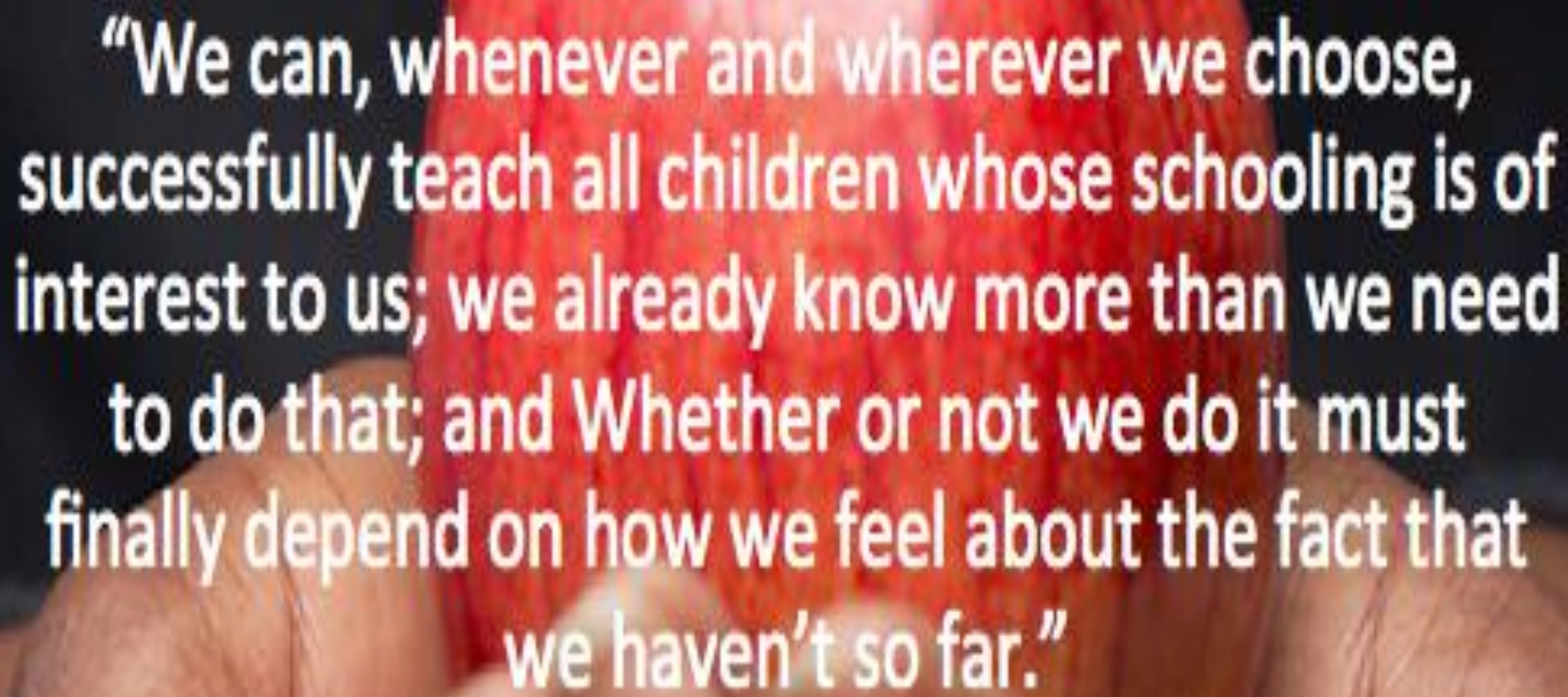
*and*  
**Jerry Wayne Adcock  
Community Auditorium**

**STEM EARLY HIGH SCHOOL - ADVANCE ACADEMY - VANCE VIRTUAL VILLAGE ACADEMY  
VANCE EVENING ACADEMY - VCS PROFESSIONAL PRACTICE CENTER  
TECHNOLOGY ASSISTANCE CENTER**

**ROBOVANCE**



Opportunities in the midst of the Pandemic

A close-up photograph of a pair of hands holding a bright red apple. The hands are positioned at the bottom and sides of the apple, with fingers gently gripping it. The apple is the central focus, showing its characteristic dimpled texture and a small stem at the top. The background is dark and out of focus.

“We can, whenever and wherever we choose,  
successfully teach all children whose schooling is of  
interest to us; we already know more than we need  
to do that; and Whether or not we do it must  
finally depend on how we feel about the fact that  
we haven’t so far.”

—Ronald Edmonds

# PROFILE OF A GRADUATE



## COMMUNICATES CLEARLY

Digitally  
Verbally  
Manages digital footprint

## THINKS CREATIVELY & CRITICALLY

Risk-taker  
Problem solver  
Systems-thinker

## ACTS RESPONSIBLY

Self-reliant / manages life  
Initiative  
Goal-Oriented  
Productive citizen

## COLLABORATES EFFECTIVELY

Social and cultural skills  
Conflict resolution  
Develops a community network  
Teamwork



People, Purpose, Passion... Possibilities

*OUR* PROMISE  
*OUR* COMMITMENT  
*OUR* "WHY"

---

Every Student, Every Minute, Everyday



**VANCE**  
County Schools  
**QUESTIONS**  
**PROUD!**

**#VANCECoProud**