



SPARTANBURG COUNTY SCHOOL DISTRICT THREE

COGNIA 2022

DOMAIN III:  
PROFESSIONAL  
LEARNING  
CAPACITY

## DOMAIN III: INDICATOR 3.1

**The system plans and delivers professional learning to improve the learning environment, learner achievement, and the system's effectiveness.**

Annually, Spartanburg County School District Three creates a professional learning plan and framework to support the implementation of professional learning activities based on data-driven needs assessment and professional learning surveys. This year the school board approved two half days for professional learning, and this allowed us to provide more opportunities for faculty choice in sessions. At the school level, principals work with their leadership teams to create a professional learning plan. The school plans incorporate components of the district plan along with measurable goals based on their school data to improve student learning. Throughout the year the district's professional learning plan is monitored and adjusted to ensure teachers have sufficient and quality opportunities to apply the learning.

Because all employees play a vital role in the education of our children, the district provides professional learning opportunities for all employees annually to ensure everyone is growing toward a common goal. Mini-courses on a variety of topics from safety to classroom management are assigned to all employees through SafeSchools, which is an online professional training website. This year District Three purchased Vector Solutions PD Tracker system to maintain and organize professional learning opportunities for the district. All certified staff were trained on how the system works and how to navigate their personal dashboard. Teachers have the opportunity to select their in-district professional learning sessions within the Vector system, and it keeps track of their hours/credits on an individual transcript. At the conclusion of each district-wide professional learning day, teachers complete a survey that indicates how they will implement their learning, a rating scale for each session, and suggestions for future professional learning opportunities. In addition, District Three encourages teachers to participate in professional growth opportunities outside of our district. Teachers regularly attend training seminars and conferences that include AVID, Edtech, SCIRA, SCATA, Furman Consortium, SCASA, WIDA, etc. Our teachers also participate in cohorts to receive advanced degrees that will assist in professional growth that will not cause them financial hardship.



# DOMAIN III: INDICATOR 3.1

HIGH SCHOOL PROFESSIONAL LEARNING 

*September 17th*

Location:  
Broome High School

Sessions Begin:  
1:00 p.m.





*Rich Allen*

"The Four Walls of Dynamic Teaching"  
In this highly engaging online seminar, Dr. Rich Allen will model how teachers can harness student energy to drive understanding and recall. He suggests a classroom has 4 'walls' – and only one of them involves the teacher talking. The other 'walls' are what students see and do ... and the great, powerful wall of silence. When handled properly, we can make sure the energy required for dynamic teaching comes from those with buckets of it to spare: our students!

*Sessions 1:00–3:25 p.m.*

1:00 - 2:00 p.m. - Guest Speaker, Rich Allen

2:00-3:25 p.m. - Breakout Sessions led by Administration and Department Chairs:

- Standards-Based Instruction
- School Performance
- Engaging Students for All Learning Modalities

ELEMENTARY PROFESSIONAL LEARNING 

*September 17th*

Location:  
Cannons Elementary

Sessions Begin:  
12:30 p.m.

Teachers will choose one session from each time slot! Sign up below!




*12:30 –1:40 Sessions*

- Balanced Literacy 4K-2 \*
- 3-5 NWEA Data Analysis and Small Group Instruction
- 3-5 Fluency and Number Talks
- 3-5 Math Small Group Structure
- 3-5 Goal-Setting
- STC Testing Updates (Guidance Counselors)  
\*Will meet at 1:00 p.m.
- Collaborative Conversations (Special Area Teachers)

*1:45–2:55 Sessions*

- Balanced Literacy 3-5 \*
- K-2 NWEA Data Analysis and Small Group Instruction
- 4K-2 Fluency and Number Talks
- 4K-2 Math Small Group Structure
- 4K-2 Goal-Setting
- MTSS Updates (Guidance Counselors)
- Writing Across the Curriculum (Special Area Teachers)

\*Balanced Literacy is a required session for 4K-5.  
SPED, Media Specialists, and Teacher Assistants can choose from the content area sessions!

*Sign Up Here!* <https://forms.gle/wKT7KTquxARBaQs86>

## Professional Learning Opportunities 2021



## AVID visits Winthrop University 2019

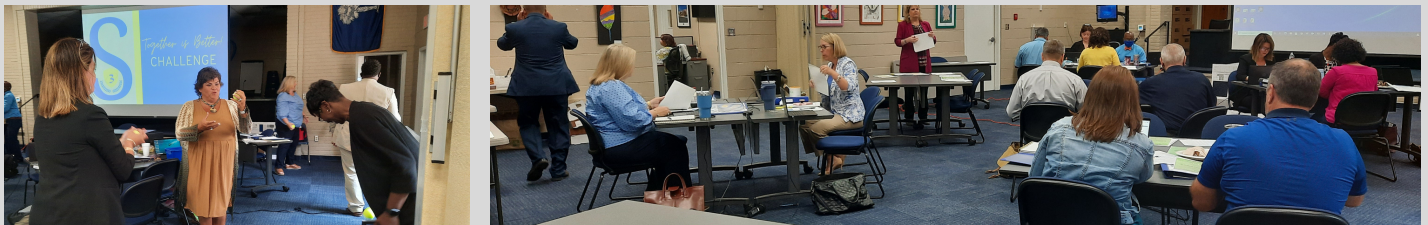




## DOMAIN III: INDICATOR 3.2

**The system's professional learning structure and expectations promote collaboration and collegiality to improve learner performance and organizational effectiveness.**

All professional staff in District Three participate in structured and ongoing collaborative learning communities. In addition, leadership at the district and school level participate in monthly meetings, where a portion of time is spent engaged in activities associated with analyzing data, training, and resource management for improved student outcomes. District cabinet leadership rotates monthly meetings with principals at each school to discuss ongoing goals and needs for each department. All district office staff and principals meet monthly to highlight celebrations in each school and share pertinent information and updates. Principals and instructional coaches meet weekly with their staff and individual/small groups of teachers to disaggregate data, share best practices, and engage in professional learning to improve practice. The Director of Academics meets separately each month with elementary principals, secondary principals, coaches, and interventionists to discuss data, instruction, professional development, etc.



*Leadership Retreat Meeting  
2021*





## DOMAIN III: INDICATOR 3.3

**The system provides induction, mentoring, and coaching programs that ensure all staff members have the knowledge and skills to improve student performance and organizational effectiveness.**

All induction and annual contract teachers are provided a mentor in addition to their evaluation team. These mentors are trained annually to ensure they provide the support necessary for success in the classroom. Mentors meet regularly with these teachers to give guidance on lesson plans, delivery of instruction, classroom management, and paperwork. All induction teachers attend a two-day orientation before school begins and monthly sessions to address Rubric 4.0, professional expectations, classroom management, exceptional children, creating a positive learning environment, safety, etc.

Each elementary and middle school has a reading coach and instructional interventionists. The high school has an instructional coach who provides support for teachers in all content areas. All coaches have specific roles and responsibilities within the schools to support and guide teachers in best practices and to provide professional learning opportunities. Our instructional interventionists work closely with teachers and school leaders during the RTI process to identify students who could benefit from Tier 2 support in reading and/or math. In addition, this year our district added a Coordinator of Instructional Technology position at the district level to travel between schools and assist teachers and administrators with the integration of digital resources into teaching and learning.



[CLICK HERE TO WATCH:](#)  
[Support for Success](#)  
[2021](#)



## DOMAIN III: INDICATOR 3.4

**The system attracts and retains qualified personnel who support the system's purpose and direction.**

With the shortage of teachers and leaders, Spartanburg County School District Three has made a concerted effort to attract and retain qualified personnel who support the system's purpose and direction. Our personnel department has a formal process for identifying personnel needs, assessing talent and qualifications, and attracting, recruiting, and retaining qualified personnel. The department posts vacant positions and job descriptions for both certified and non-certified staff on our district webpage and district social media outlets. The available positions are linked to online applications. School administrators and our Deputy Superintendent of Personnel attend job fairs throughout the school year at local colleges and universities to recruit the best candidates. Our personnel department does an excellent job of tracking certification and teacher evaluation data to make the best decisions regarding the placement of qualified candidates to support our purpose and direction. In order to retain exemplary faculty and staff, our district works in conjunction with all Spartanburg County school districts and USC Upstate to offer a Master's program at no cost to teachers wishing to pursue advanced degrees. In addition, we provide tuition reimbursement to certified and non-certified staff who are working to obtain recertification or initial certification.

**WE LOVE OUR TEACHERS!**

A THANK YOU FROM YOUR STUDENTS



[CLICK HERE TO WATCH:](#)  
[Thank you, Teachers!](#)  
[2021](#)

**A MESSAGE  
FOR  
MRS. CORBIN**



[CLICK HERE TO WATCH:](#)  
[Example of our Videos for Retirees](#)  
[2020](#)



## DOMAIN III: INDICATOR 3.5

**The system integrates digital resources into teaching, learning, and operations to improve professional practice, student performance, and organizational effectiveness.**

All students and staff across the district have access to digital resources and materials to support their needs, interests, and teaching/learning programs. Students in grades 5K through 12 are provided with a laptop or Chromebook to assist in meeting their learning needs. All instructional staff is provided with a laptop, and classrooms are equipped with interactive electronic panels to enhance instruction and student learning. Our technology department has a well-planned cyclical budget to monitor the lifespan of all student/staff devices, to properly maintain the effectiveness of the devices, and to purchase and replace devices as needed. Each school completes electronic tickets when technology needs arise, and instructional technology strives to prioritize those needs at each school and make necessary repairs in a timely manner.

Operationally, district-level employees have remote level access to all systems so the function of the district continues, should we have to move to E-Learning due to the pandemic, inclement weather, etc. Annually we review and revise Remote Learning Expectations for students and staff. The district provides WIFI hotspots for those students without internet access to minimize disruptions in learning. We are confident we are maintaining a high standard of digital resources for our students and staff. Our district recently updated our Technology Plan and maintains the necessary compliance documentation and services needed for safe, secure, and appropriate use of staff and student devices.

District Three utilizes Schoology as our Learning Management System. This enables teachers to communicate with parents and students as well as deliver digital assignments at school and at home. We have a variety of software programs available to our teachers to supplement and enhance instruction such as Clever, IXL, Dreambox, Nearpod, Edmentum, TypeTastic, Safari Montage, USA Testprep, etc. This year our district added a Coordinator of Instructional Technology position at the district level to travel between schools and assist teachers and administrators with the integration of digital resources into teaching and learning.





# DOMAIN III: INDICATOR 3.5

## 3 Tech Tips

### SEPTEMBER EDITION

**1 Team Shake**

'APP'-licable to any Classroom!

Team Shake is a fantastic app to assist teachers in grouping students for collaborative learning. You can sort by the number of students needed in each group or by how many groups you need. You can even specify certain students who should not be in the same group or students who should be paired together for ELL or support purposes.

**2 Schoology**

Schoology has a record feature for students and teachers. The record feature can be accessed by the microphone icon for assignments, tests/quizzes, discussions, pages, updates, and events. Students and teachers have the option to record their voices only or record with a video/audio option. This is a great tool for our early childhood learners, multilingual learners, students enrolled in foreign language courses and many more!

**3 Google Chrome Shortcuts**

Ctrl A	Select all	Ctrl K	Create a link	Ctrl T	New tab	Ctrl Z	Undo
Ctrl B	Bold	Ctrl N	New window	Ctrl U	Underline	F1	Chrome Help Center
Ctrl C	Copy	Ctrl O	Open file from computer	Ctrl V	Paste	HOME	Go to top of page
Ctrl F	Find	Ctrl P	Print	Ctrl W	Close tab	END	Close tab
Ctrl I	Italicize	Ctrl R	Refresh	Ctrl X	Cut (to paste)		

**Let's Talk!**

Don't forget to schedule a time slot with me if you have questions or want to try out a new tech tool!

- Connie Sellers  
D3 Instructional Technology Coordinator

## 3 Tech Tips

### OCTOBER EDITION

**1 Genius Scan App**

This free app allows you to scan any paper document from your phone and export it as a pdf. You can send the pdf to email, Google Drive, OneNote, Dropbox, and more! This app created by The Grizzly Labs is available on Apple and Android devices.

**2 Snipping Tool**

Microsoft's snipping tool is great for taking a screenshot of an entire screen or a specific image or section you want to capture. When you snip an image, it is automatically copied to the Snipping Tool window where you can edit, copy, paste, and share. To locate the tool, type "Snipping Tool" in the search bar beside the start tab. Once the application is open, you can right click on the icon in the taskbar at the bottom of your screen to "pin it" to your taskbar. This is a great tool to pin for easy access because you will use it again and again!

**3 Classroomscreen**

Classroomscreen.com is a free online resource that gives you access to 14 classroom tools all in one screen. You can create screens with clear instructions for beginning activities or for students working independently or in collaborative groups. The widgets include a random name generator, QR code creator, drawing tool, text box, timer, dice, daily calendar and more. There is also an exit poll feature for gauging students' responses at the conclusion of a lesson. Finally, there is a group maker tool which allows you to form collaborative learning groups and establish combinations of students who do not need to work together.

**Let's Talk!**

Don't forget to schedule a time slot with me if you have questions or want to try out a new tech tool!

- Connie Sellers  
D3 Instructional Technology Coordinator

## 3 Tech Tips

### NOVEMBER EDITION

**1 Mote**

Mote is an extension for Google Chrome that allows you to give voice feedback in the comment field of any Google Doc, Form, Sheet or Slides presentation. Using your voice for student feedback is not only quicker for you, but also more personal for students!

**2 Google Lens App**

This app allows users to "Search What You See." You can take a picture of a plant or animal you like, and the app will identify what kind it is. You can also scan and translate a text. The app enables you to take a picture of clothing, accessories, or home décor you like, and it will find a similar item for you on the internet. You can even take a picture of a difficult homework problem, and it will find answers or tutorials for you! The Google Lens app is only available on the Google Play Store, but you can download the Google Photos or the Google app in the App Store on your iPhone. Look for the lens icon within Google Photos and the Google app to use the feature on an Apple product!

**3 Padlet**

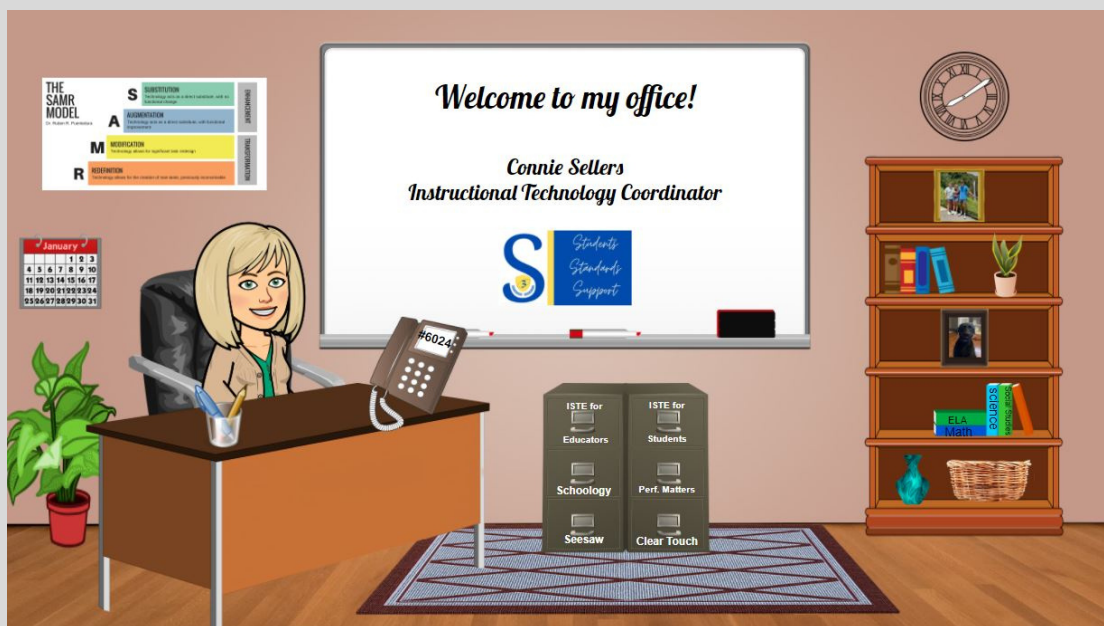
Padlet works much like a digital bulletin board! Users can post texts, images, videos, links, and files to a collaborative board. Teachers can use Padlet for discussion boards, exit slips, digital bookshelves, displaying student work, and more. Teachers can control whether contributions include students' names or whether they are made anonymously. Students can also use Padlet to create group or individual projects such as KWL charts, timelines, research projects, polls, and maps with pinned events and details.

**Let's Talk!**

Don't forget to schedule a time slot with me if you have questions or want to try out a new tech tool!

- Connie Sellers  
D3 Instructional Technology Coordinator

Examples of Tech Tips  
2021



[Click here for a Virtual Classroom Experience](#)  
2021



## DOMAIN III: INDICATOR 3.6

**The system provides access to information resources and materials to support the curriculum, programs, and needs of students, staff, and the system.**

Student resources are allocated equitably in our schools, and instructional materials and supports are aligned to the standards, curriculum, and programs established by the state and the school district. Policies such as textbook adoption, resource allocations, funding methodologies, and curriculum alignment all have formal processes to maintain a level of commitment to quality throughout the system. Through longitudinal student achievement data, resource management data, human resource data, and qualitative data in the form of surveys and feedback, our district is able to demonstrate the ongoing quality and effectiveness of the use of our resources and materials to support instruction and student/staff needs and interests. Evidence of access includes devices for student and staff use, instructional technology and support for all classrooms, appropriate personnel to support unique and challenging programming in our district, and creative and innovative ways of communicating with our students, staff, and community. District Three strives to provide the highest quality of access to information, resources, and materials to support the curriculum, programs, and needs of staff, students, and the system.

### HELPING OUR NEIGHBORS

DELIVERING MEALS FOR HUNDREDS OF FAMILIES  
THREE DAYS A WEEK ISN'T EASY!  
THIS IS JUST A GLIMPSE AT WHAT  
IT TAKES TO LOAD THE BUSES.  
THANK YOU TO ALL OF OUR  
EMPLOYEES WHO'VE PITCHED IN TO  
MAKE SURE THIS HAPPENS SMOOTHLY!



[CLICK HERE TO WATCH:](#)  
[Helping Our Neighbors](#)  
[2020](#)



# DOMAIN III: INDICATOR 3.6

ABOUT US DEPARTMENTS SCHOOL BOARD PARENTS/STUDENTS STAFF CONTACT f t i Q

## Positive Parenting Program

**Spartanburg County School District Three**

About Us >

Departments >

Parents/Students v

ESSER III Return to In-Person Plan

4K/5K Registration >

COVID-19: What You Need to Know >

eLearning Days >

District Assessment Plan

Elementary School Choice

Online Registration >

Immunization and Health

College Admission and Scholarship

Student Links >

### What is the Positive Parenting Program?

Spartanburg County School District Three is a provider of the Triple P parenting series: Positive Parenting Program. As part of the program, 10 short parenting videos were created to help and support parents during these difficult times. If you would like more information on the Triple P parenting program, please contact Ruth Schoonover at 279-6022.

You can learn more here.



[CLICK HERE TO SEE:  
Positive Parenting Program  
2020](#)

## SEARCH FORMS CHECKLIST

- PARENTAL CONSENT FOR SCREENING
- COPY OF DRIVER'S LICENSE
- RELEASE/USE OF INFORMATION
- D3 AND D7 MEDICAID FORMS
- V/H SCREENING
- SPEECH SCREENING
- DEVELOPMENTAL SCREENING
- RECOMMENDATION FORM
- SOCIAL, HEALTH, AND DEVELOPMENTAL HISTORY
- REFERRAL PLANNING, IF APPROPRIATE

*SEARCH Forms Checklist  
2021*

## Spartanburg 3 - Registration for Free Need-Based Internet Service

The Spartanburg School District Three is offering free internet hotspots and internet service to eligible home with school-aged children. Eligibility is based on financial need for those who do not already have internet service.

Spartanburg School District Three is helping interested families to receive this service. If you wish to register, please submit this form.

Required

1. Parent/Guardian First Name

Enter your answer

2. Parent/Guardian Last Name

Enter your answer

*Free Need-Based Internet Form  
2021*



[CLICK HERE TO WATCH:  
Virtual PSA  
2021](#)





## DOMAIN III: INDICATOR 3.7

**The system demonstrates strategic resource management that includes long-range planning and use of resources in support of the system's purpose and direction.**

Strategic resource management in Spartanburg District Three engages multiple stakeholders in support of the system's purpose and direction. Based on the feedback and survey data collected during the development of the strategic plan, we were able to identify specific goals associated with long-range planning and the use of resources. Our district's Assistant Superintendent of Finance and Operation works in conjunction with the Finance Coordinator to update and maintain long-range resource management goals and facility planning. The processes are monitored and revised based on enrollment shifts, funding allocations, and school and district needs. District leadership meets monthly to discuss all aspects of the district including any needs that arise, questions or concerns.



[CLICK HERE TO WATCH:](#)  
[Clifdale Middle Wing Addition](#)  
[2021](#)



[CLICK HERE TO WATCH:](#)  
[Clifdale Middle Compilation](#)



## DOMAIN III: INDICATOR 3.8

**The system allocates human, material, and fiscal resources in alignment with the system's identified needs and priorities to improve student performance and organizational effectiveness.**

Spartanburg County School District Three has processes in place to ensure human, material and fiscal resources are aligned, allocated, and used based on identified needs and key priorities with quality and fidelity. Evidence includes Title I allocations, Grants and Federal Programs timeline, artifacts of previously submitted federal plans, and internal audits of resources. Our district is audited annually in multiple areas and therefore has longitudinal data and evidence to demonstrate the impact of our identified goals and key priorities in the continuous improvement plan. Resource allocations are consistently evaluated and realigned to improve student performance and organizational effectiveness.



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[Growing a Garden](#)  
[2018](#)



[CLICK TO WATCH:](#)  
[Trying New Foods](#)  
[2018](#)



[CLICK TO WATCH:](#)  
[Superintendent Blackwood's Presentation](#)  
[2019](#)

