



SPARTANBURG COUNTY SCHOOL DISTRICT THREE

COGNIA 2022


DOMAIN I:

LEADERSHIP CAPACITY

DOMAIN I: INDICATOR 1.1

The system commits to a purpose statement that defines beliefs about teaching and learning including the expectations for learners.

The vision, mission, and belief statements are the guiding principles on which all system decisions are based. These principles are the basis of the district's strategic plan and also determine priorities for the use of funds, program initiatives, personnel decisions, professional development, and facility needs. In an effort to maintain the district's vision, Spartanburg County School District Three works diligently to ensure the planning, goal setting, and evaluation of programs are centered on high expectations and equitable access for a quality education. The system's process for review, revision, and communication of the mission statement is well documented. All stakeholders are invited and actively participate in our review of the mission, purpose, values, and guiding principle. You will find our mission, purpose, values, and guiding principle evident throughout each school, the district office, and in our everyday practices.



Spartanburg County School District Three

MISSION

Our mission, in Spartanburg School District Three, is to provide experiences and teach world class skills and values which empower all children to achieve their fullest potential.

PURPOSE

Every student *Future Ready*.
Prepared for college, career and personal success.

VALUES

In collaboration with our families and community we value:

- Children, first and foremost;
- Safety and security;
- Uniqueness and diversity;
- High expectations;
- Learning as a lifelong process;
- Equal access to a quality education;
- All needs of every child.

Guiding Principle

ALL IN. Every Child, Every Day, Whatever It Takes!

Our Mission, Purpose, Values and Guiding principle are aligned with the Profile of the South Carolina Graduate: World-Class Knowledge, World Class Skills, Life and Career Characteristics

Mission/Purpose/Vision/Guiding Principle
2015

SPARTANBURG COUNTY SCHOOL DISTRICT THREE

Mission

THE MISSION, IN SPARTANBURG COUNTY SCHOOL DISTRICT THREE, IS TO BE STUDENT-FOCUSED THROUGH POSITIVE RELATIONSHIPS WHILE TEACHING WORLD-CLASS SKILLS AND VALUES.

Purpose

PREPARING TODAY'S STUDENTS FOR TOMORROW'S SUCCESSES.

Values

SPARTANBURG COUNTY SCHOOL DISTRICT THREE VALUES:
CHILDREN, FIRST AND FOREMOST;
SAFETY AND SECURITY;
UNIQUENESS, DIVERSITY, AND INCLUSIVITY;
HIGH EXPECTATIONS;
EQUITABLE ACCESS TO A QUALITY EDUCATION;
TEACHERS, PARENTS, GUARDIANS, AND COMMUNITIES WHO HELP OUR STUDENTS GROW;
THE MENTAL AND PHYSICAL NEEDS OF EVERY CHILD.

Guiding Principle

ALL IN. EVERY CHILD, EVERY DAY, WHATEVER IT TAKES!

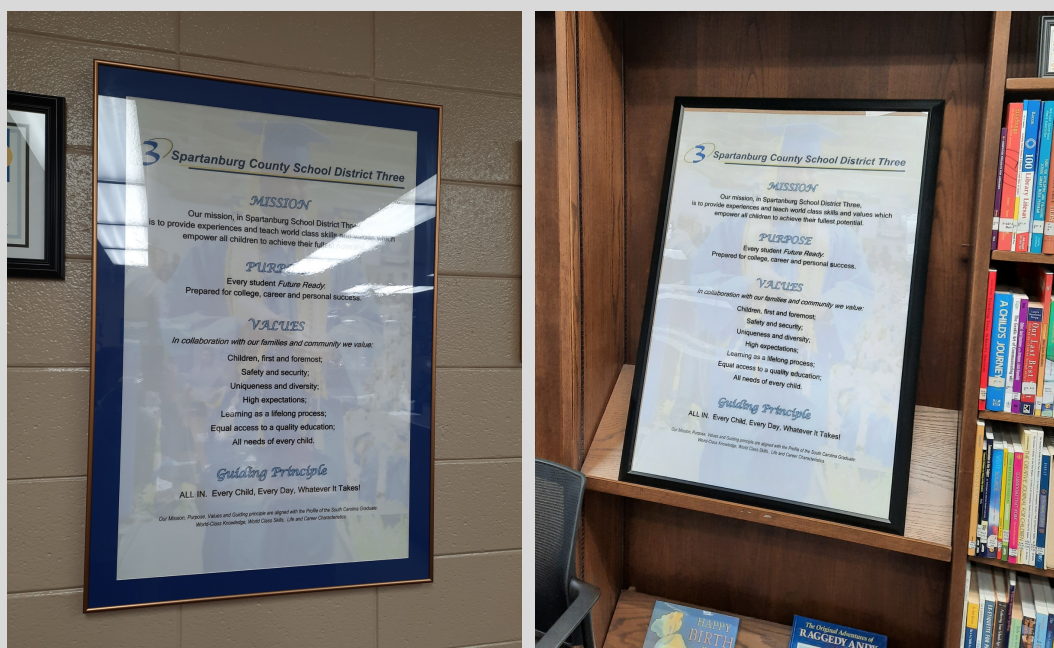
OUR MISSION, PURPOSE, VALUES, AND GUIDING PRINCIPLE ARE ALIGNED WITH THE PROFILE OF THE SOUTH CAROLINA GRADUATE: WORLD-CLASS KNOWLEDGE, WORLD CLASS SKILLS, LIFE, AND CAREER CHARACTERISTICS.



Mission/Purpose/Vision/Guiding Principle
2021



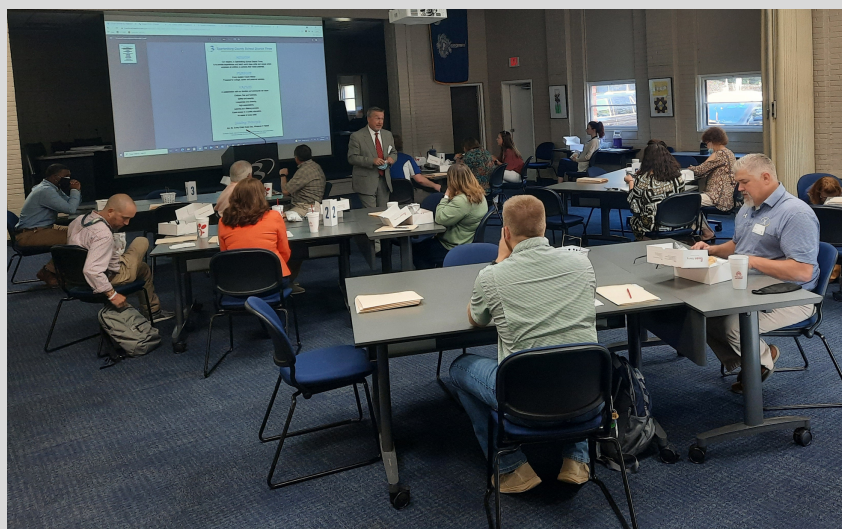
DOMAIN I: INDICATOR 1.1



Examples of former Mission/Purpose/Vision/Guiding Principle in schools



[We have a plethora of videos that exemplify how we support our Mission, Purpose, Vision, and Guiding Principle. Click here or use the QR code above to watch just a few!](#)



Collaboration of parents, teachers, administrators, and community members helping to adjust the Mission/Purpose/Vision/Guiding Principle for 2021



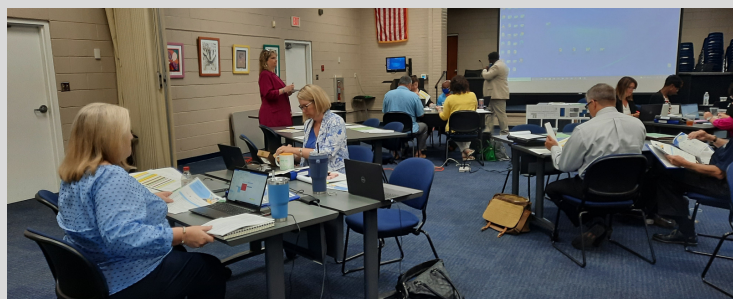
DOMAIN I: INDICATOR 1.2

Stakeholders collectively demonstrate actions to ensure the achievement of the system's purpose and desired outcomes for learning.

District policies and procedures clearly outline the expectations for schools regarding a systematic, inclusive, and comprehensive process for review, revision, and communication of a purpose and an opportunity for student success. Spartanburg County School District Three uses multiple ways to collect, analyze, and use data related to the achievement of this purpose. Stakeholder feedback is collected both formally and informally through District Three board meetings, School Improvement Councils/Title 1 meetings, parent/teacher conferences, teacher forums, principals' meetings, district instructional team meetings, student learning objective meetings, and Annual Reports to the People.



*Administrators being recognized for communication awards
2021*



*Instructional Team Meeting
2020*

COWPENS ELEMENTARY SCHOOL

ANNUAL SCHOOL IMPROVEMENT COUNCIL
REPORT TO THE PARENTS
2018-2019

341 Foster Street
Cowpens, SC 29330
864-279-6300
<http://cowpens.spartanburg3.org/>

YOUR SIC MEMBERS

Angela Bellamy, Esq., abellamy@spartanburg3.org
 Wanda Noblin, Teacher, wcnoblin@spartanburg3.org
 Amy Cash, Community Member, Parent, acash@union.k12.sc.us
 Summer Kitchin - Chairperson, Parent, kitchin01@gmail.com
 Jennifer Millwood, Teacher, jmillwood@spartanburg3.org
 Danny Swafford, Community Member
 Cindy Sneed, Principal, csneed@spartanburg3.org

Children Enjoying Success!

PURPOSE OF REPORT:

The Annual School Improvement Council Report to the Parents is issued by Cowpens Elementary School in accordance with South Carolina law to share information on the school's progress in meeting various goals and objectives, the work of the School Improvement Council, and other accomplishments during the school year.

POINTS OF PRIDE/ABOUT US

Cowpens Elementary School is proud to have received an EXCELLENT overall rating on our 2018 South Carolina report card. An excellent overall rating indicates that our school performance substantially exceeds the criteria to ensure all students meet the Profile of the SC Graduate. This rating places CES in a group of a prestigious few with less than 15% of schools in SC receiving an excellent overall rating. As a school family, we focus on personalized learning and intervention based on data assessment to insure that our students are on the path to being college and career ready. We have fully implemented Reading Recovery to provide instructional strategies for the teaching of struggling readers and writers and a comprehensive Response to Intervention Plan that enables us to target and better address a child's individual needs.

Our mission, in Spartanburg School District Three, is to provide experiences and teach world class skills and values which empower all children to achieve their fullest potential.

2018 TESTING INFORMATION

Cowpens Elementary-SCREADY
ELA Approaches, Meets or Exceeds

Cowpens Elementary-SCREADY
Math Approaches, Meets or Exceeds

Cowpens Elementary-SCASS Social
Studies Met or Exemplary

Cowpens Elementary-SCASS Science
Approaches, Meets or Exceeds

*Annual Report to the People
Cowpens Elementary School
2018-2019*



DOMAIN I: INDICATOR 1.2



[CLICK HERE TO WATCH:](#)

[Our Board Chairman organizes a school supply drive yearly. Check out how it's grown over these past few years!](#)

[CLICK HERE TO WATCH:](#)

[A Message from the Board 2021](#)

ROADMAP to SUCCESS
Students | Standards | Support
November 2021 | Teachers

Professional Learning Opportunities

2022 Micro-credential Academy (MCA)
Participants in the Effectiveness and Leadership Micro-credential Academy will have the opportunity to earn micro-credentials with SEL connections in five key focus areas: Social Emotional Learning, Collective Leadership, SC Teaching Standards (SCTS) 4.0 Rubric, Early Childhood, and Diversity, Equity, and Inclusion.
Find out more information here: <https://scsdeandleadershipdevelopmentmicrocredentialacademy.fcps.edu/>

Instructional HUB One-stop shop for all things with professional learning: Sept. 17 presentations were also added to the HUB.

Student Engagement:
What is engagement?
Behavioral Engagement vs. Cognitive Engagement

Tech Tip:
GooseChase Edu is a digital tool used for creating and participating in scavenger hunts. It is a great tool to encourage active learning in the classroom. Students can complete individually or in groups. You can create the scavenger hunt from scratch or get ideas from the GooseChase Edu library. Each scavenger hunt includes a list of missions to complete with designated point values. The object of the game is to earn the most points by completing missions during a specified amount of time. Teachers create the scavenger hunt on the website, and students participate using an Android or iOS app. Elementary school students can participate by downloading the GooseChase app on the Chromebooks. It is a great tool for increasing excitement about classroom assignments!

Engagement by Design
<https://resources.getedupoint.com/enr/engagementbydesign>

"If we teach today's students as we taught yesterday's, we rob them of tomorrow." - John Dewey

Self-Care Tips
...continued from October

#5: Stay on top of things
Being organized and on top of things brings consistency to your systems and routines and makes your workload more manageable. Stay as organized as you can daily. Cleaning up tiny issues every day is a lot less stressful than cleaning up a huge mess of issues once a week.

#6: Set boundaries
Create a plan and a schedule and stick to it. Be careful what you allow to disrupt your "me" time.

#7: Prioritize
Think deeply about your priorities and block out sections of your calendar for the work and the play that you need to accomplish. Of course, things will always come up that require flexibility but do your best to put into writing the commitments that are most important to you and communicate those goals.

#8: Develop a support network
One of the best self-care tips for teachers is to spend time outside of school with your teacher friends. It is not only relaxing, but they just "get it!" Treat yourself to chips and salsa after school on a Friday or coffee on a Saturday morning.

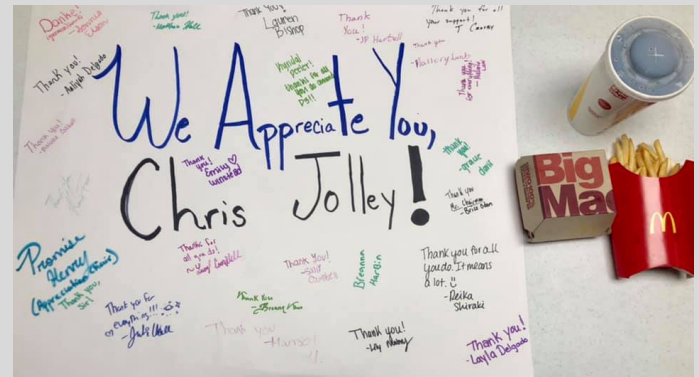
<https://www.cheneycenterforlearning.com/self-care-for-teachers>

Stay tuned for more tips to come!

Teacher SPOTLIGHT
Congratulations to the following teachers for being recognized as their school's Distinguished Reading Teacher of the Year

- Brooke White**
Cannons Elementary
- Megan Grigg**
Cowpens Elementary
"District Elem. DRTOT"
- Carla Peeler**
Pacolet Elementary
- Hillary Wyatt**
Citrade Middle School
"District Secondary DRTOT"
- Angela Sparks**
Broome High School

"If we teach today's students as we taught yesterday's, we rob them of tomorrow." - John Dewey



Appreciation gift given to Board Chairman

Examples of professional learning opportunities



Board member and her daughter organizing at the school supply drive



DOMAIN I: INDICATOR 1.3

The system engages in a continuous improvement process that produces evidence, including measurable results of improving student learning and professional practice.

Commitment to shared values and beliefs about teaching and learning is evident in documentation and decision-making. Each year, the District and schools complete a Read to Succeed reflection tool, in which stakeholders rate themselves on various indicators regarding literacy implementation and improvement. Schools evaluate their progress on the previous year's plan and write new measurable goals and action steps to address literacy needs. Additionally, during the 20-21 school year, District Three wrote an Academic Recovery Plan geared toward specific strategies to mitigate the learning loss due to school closures and other challenges brought on by the COVID-19 pandemic. Multiple times a year, district-level instructional leaders and school administration meet to analyze and discuss current data from various sources such as MAP testing, DRA, Fountas and Pinnell, SC Ready/PASS, End of Course exams, AP exams, WIDA ACCESS, and MTSS surveys. Leaders discuss and plan how to support areas of strength and address areas of weakness. Leaders and teachers in Spartanburg District Three use NWEA, Enrich, and Performance Matters to investigate multiple data sources in order to better understand and inform student learning and professional practice. Teachers use current data to guide instruction and advise students in goal setting throughout the academic year. Finally, data is compiled, summarized, and presented monthly to District Three School Board members and annually to parents and the community at large through the parent/teacher conferences, School Improvement Council meetings, District Reports to the People, and School Report Cards.

Universal Screener Fall 2021

School	High External and Internal	High External Only	High Internal Only	Moderate External and High Internal	High External and Moderate Internal	Moderate in Both
Cannons	8	15	12	13	8	15
Cowpens	0	10	14	10	1	10
Pacolet	9	11	14	23	4	25
Clifdale	4	17	13	12	2	1
Broome	3	14	64	23	5	0
	24	67	105	81	20	51

*Social/Emotional Screener
2021*

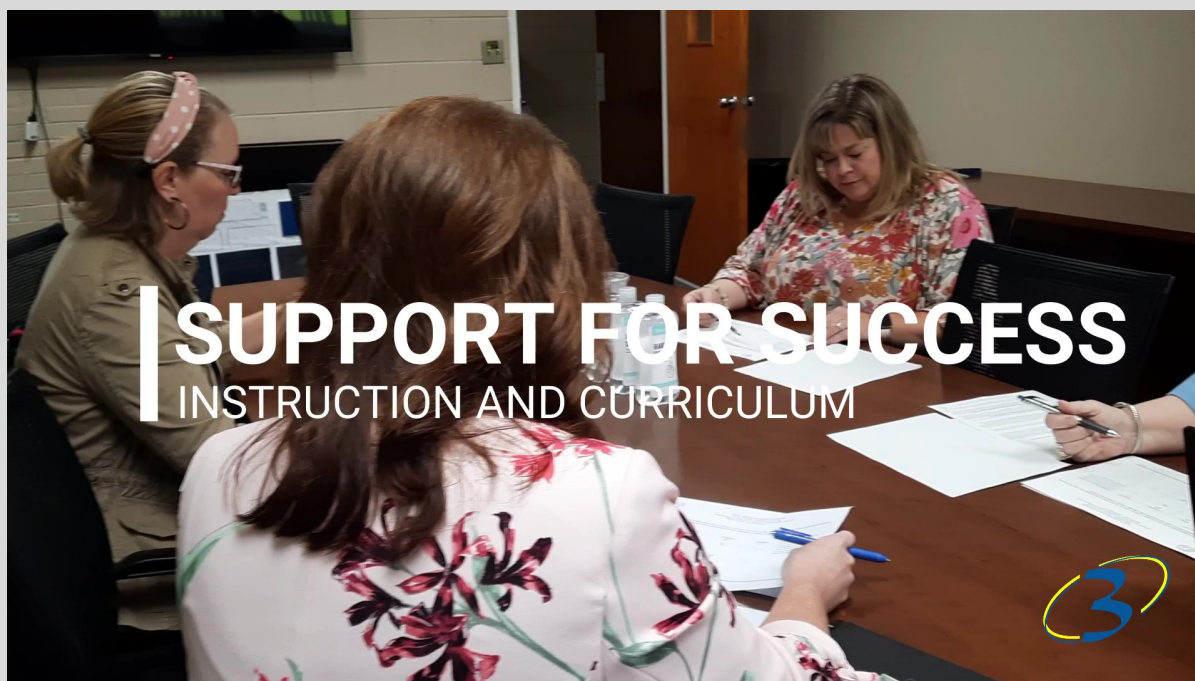


Spartanburg District Three Handbook
Essentials 2020-2021

Mission, Purpose, and Values <ul style="list-style-type: none"> • School Mission Statement • Goals and Objectives • Students' Rights and Responsibilities • Newsletters and Other Communications 	Support Services <ul style="list-style-type: none"> • Special Education Identification/Placement Procedures • Guidance and Counseling Services • Student Health Services/Medications at School • Transportation/Field Trips
Attendance <ul style="list-style-type: none"> • South Carolina Compulsory Attendance Law • Attendance and Absences • Tardiness • Truancy Court • Make-Up Work 	School Day <ul style="list-style-type: none"> • Daily Schedule • Severe Weather and School Cancellations • Open/Closed Campus • Sign-In/Sign-Out • Emergencies and Drills • Lunch/Breakfast Program
Student Conduct and Discipline Policies <ul style="list-style-type: none"> • Forms of School Discipline: Verbal reprimand, detention, In-School Suspension, Out of School Suspension, Expulsion, and other sanctions as approved by administration • Rules and Regulations • Tiers of Discipline and Levels • Dress Code Policy • Harassment and Bullying Policy (HBVBS) • Office Campus Internet Conduct (M&H) • Electronic Devices/Cell Phone 	Scholastic Achievement <ul style="list-style-type: none"> • Grading System Procedures • Graduation Requirements • Promotion/Retention • Interim Reports/Report Cards • Parent/Teacher Conferences • Honor Roll • Extra-Curricular Programs
Purpose and Welcome <ul style="list-style-type: none"> • Intent of Handbook • Principal's Message • Board of Trustees • Administrative Staff • Teaching Staff • Support Staff • School Calendar 	District, State and Federal Programs <ul style="list-style-type: none"> • Statement of Non-Discrimination • Section 504 of the Rehabilitation Act of 1973 • Title VI, Title IX • Notification of Rights Under FERPA • Annual Achievement Notification • Protected Health Information Notice • Protection of Pupil Rights Amendment (PPRA) • No Child Left Behind Parent Notification • Photo Release Statement • Release of Student Information • Smack Policy • Title I (E) • McKinney-Vento Homeless Act
Use of Building and Grounds <ul style="list-style-type: none"> • Visitors • Volunteers and Chaperones • Tobacco-Free Schools and Campuses Policy • Student Valuables • Lost and Found 	

*Handbook Essentials
2020-2021*

DOMAIN I: INDICATOR 1.3



[CLICK HERE TO WATCH:](#)

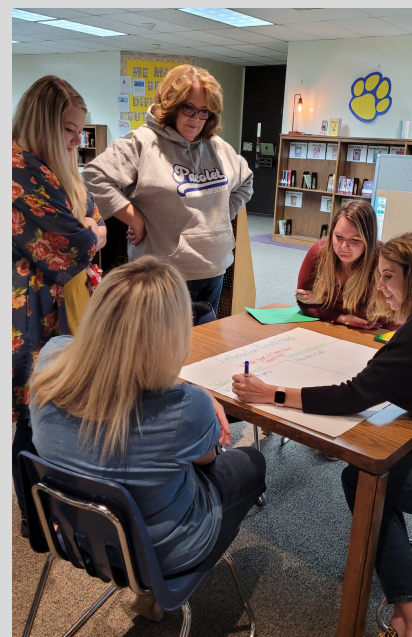
[Our Instruction and Curriculum team tell teachers how they can support them](#)



DRAFT SUMMARY OF: REOPENING PLAN FOR THE 2020-2021 SCHOOL YEAR

Plans are subject to change based on
DHEC, CDC and health official guidance.

Complete plan will be shared on or before
July 28, 2020.



*The first page of our Return to
Learn 2020 reopening plan*

Professional Development 2021



DOMAIN I: INDICATOR 1.4

The governing authority establishes and ensures adherence to policies that are designed to support system effectiveness.

The governing authority and institution leadership engage in ongoing leadership development, review, and revision of practices. School board policy is regularly reviewed and updated and can be easily accessed through our District's website. As evidenced by board meeting/training agendas and minutes, processes ensure ongoing and current compliance with all applicable laws and regulations. Each board member has the opportunity to engage in continuous learning opportunities through the SC School Board Association. Annually, our Board of Trustees elects a delegate to represent Spartanburg County School District Three at the School Board Association's Delegate Assembly.



*Social media post
2019*



Meeting Goals

- | | | | | |
|------------------------------|---|--------------------------------------|------------------------------|--|
| 01
Sticking to the agenda | 02
Allowing each Trustee an opportunity to speak in an orderly fashion | 03
Providing public participation | 04
Conducting legal votes | 05
Limiting executive sessions to maintain trust within the community |
|------------------------------|---|--------------------------------------|------------------------------|--|

*Slide from New Member Orientation
2021*



*Social media post
2020*



DOMAIN I: INDICATOR 1.5

The governing authority adheres to a code of ethics and functions within defined roles with responsibilities.

All governing members operate under a written Code of Ethics that identifies principles of conduct and ethical standards within the institution. Roles and responsibilities are also specifically outlined in our Board policy. These policies are accessible to all stakeholders through the District's website. In addition, the Superintendent presents and discusses training packets for all newly elected board members. Annually, board members attend Ethics training and a Law Conference to remain current on policies and procedures.

SPARTANBURG SCHOOL DISTRICT THREE AND SPARTANBURG SCHOOL DISTRICT SEVEN



New Board Orientation

November 30, 2021

Welcome

Mr. Kenny Blackwood and Mr. Jeff Stevens

Purpose

Mr. Blackwood

Working Together Effectively

Andrea White and Ashley Story of White & Story LLC - Attorneys at Law

Question/Answer

New Board Members

Closing

Mr. Stevens

*New Member Orientation
2021*



Thank You, Board Members!


*Signing the Ethics pledge
2020*

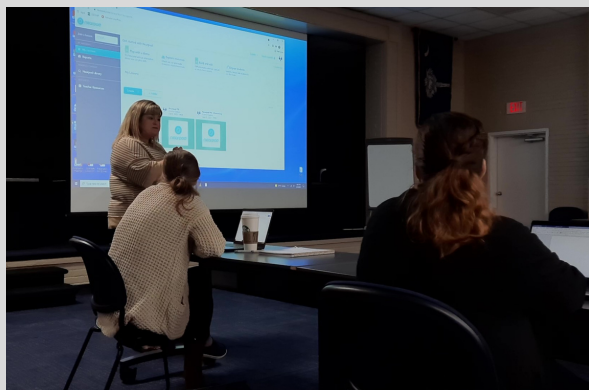


DOMAIN I: INDICATOR 1.6

Leaders implement staff supervision and evaluation processes to improve professional practice and organizational effectiveness.

Non-certified employees, certified employees, and administrators participate in the supervision and evaluation process annually to improve practice and overall effectiveness. Supervision and evaluation are documented through an online system in SC Lead. Evaluators are trained and assessed on the 4.0 Teaching Rubric, and teachers receive an annual orientation to reiterate expectations on rubric standards. Induction teachers participate in an in-depth study of the 4.0 rubric and its components. In addition to state-required 4.0 Teaching Rubric observations, teachers are observed through informal walk-throughs and school-based written observations. Administrators provide both written and face-to-face observation feedback to teachers highlighting strengths and areas for growth. Each year, administrators set professional and academic goals to be discussed with the superintendent and entered into the PADEPP system. Goals are evaluated with the superintendent at least three times during the year, with the final summative evaluation form being documented in the system as well.

To ensure the improvement of professional practice and organizational effectiveness, administrators provide necessary school-based professional development to address needs identified during classroom observations and the 4.0 process. District Three principals collectively discuss professional development needs with district-level instructional leaders. In addition, teachers are surveyed as to their professional growth wants and needs. From there, a plan is developed for district-wide professional development opportunities.



[CLICK HERE TO WATCH:](#)
[Our Coordinator of Instructional Technology](#)
[teaching an induction course](#)

LEARNING THROUGH DATA

HOW DO STUDENT LEARNING OBJECTIVES
HELP YOU AND YOUR STUDENTS?



[CLICK HERE TO WATCH:](#)
[What have our teachers learned through](#)
[Student Learning Objectives?](#)



DOMAIN I: INDICATOR 1.7

Leaders implement operational processes and procedures to ensure organizational effectiveness in support of teaching and learning.

Spartanburg County School District Three has documented standard operating procedures and practices in place to ensure organizational effectiveness of teaching and learning. These procedures and practices can be found in the board policy on the District's website. District personnel staff creates and administers a district staff handbook and provides training for new substitute teachers. School administrators then create school-specific handbooks for faculty/staff and students/parents. These handbooks are available on the schools' websites and hard copies are provided at registration each year. Faculty/staff handbooks include processes and procedures such as bell schedules, duty assignments, teacher expectations, student supervision, intervention schedules, and grading policies. Student/parent handbooks include behavior expectations, discipline policies, arrival/dismissal procedures, parent/teacher conference schedules, yearly calendar, school mission, and vision statements.

The District outlines safety guidelines and emergency procedures based on the Standard Response Protocol (SRP) and can be found on the District website. All District employees must complete annual SafeSchools training, relevant to their specific roles. School administrators create a Safety Team in their buildings including the School Resource Officer, Nurse, Cafeteria Manager, Faculty Representative, custodians, secretary, and administration. In addition, administrators create a safety handbook specific to their schools, which outlines the roles and responsibilities of the safety team members during an emergency. They also include information about safety drills, school response protocol language, reunification plans, and off-site meeting locations in the event of emergency evacuations.

**KEEPING OUR
STUDENTS & STAFF
HEALTHY**



[CLICK HERE TO WATCH:](#)
[Keeping Our Staff and Students Healthy](#)



[CLICK HERE TO WATCH:](#)
[Meet Your School Resource Officers](#)



SPARTANBURG COUNTY SCHOOL DISTRICT THREE

DOMAIN I: INDICATOR 1.7

Spartanburg School District Three Induction Evaluation Team Assignments 2021-2022

Cannons Elementary School	
Teacher	Mentor and Assistance Team
Katy Jeffords	Courtney Smith/Elizabeth Phillips
Faith Hammonds	Courtney Smith/Elizabeth Phillips
Kelli Fisher	Ashley Freeman/Elizabeth Phillips
Janna Sparks	Jamie May/Elizabeth Phillips
Cowpens Elementary School	
Kyleigh Murphy	Shawn Price/Kim Goode
Brianne Samuelson	Jaclyn Richards/Kim Goode
Peyton Mills	Megan Grigg/Kim Goode
Pacolet Elementary School	
Ashlyn Bishop	Ivy Garner/Allison Berry
Amanda Lee	Meredith Stephenson/Allison Berry
Ashton Thompson	Ivy Garner/Allison Berry
Kylie Burger	Meredith Stephenson/Allison Berry
Jessica Pisa	Rodney Goode/Allison Berry/Holly Hartell
Clifdale Middle	
Kristin Frost	Janice Baker/Max Deaton
Arran Setro	Tracy Taylor/Max Deaton
Hannah Hall	Hillary Wyatt/Max Deaton
Broome High School	
James Cochran	Lana Greene/Rodney Graves
Daniel Morgan Technology Center	
Thomas Swanger	Robert Sparks/Heath Roberts

Induction Evaluation Team Assignments 2021-2022



SPARTANBURG COUNTY SCHOOL DISTRICT THREE
ALL IN. EVERY CHILD. EVERY DAY. WHATEVER IT TAKES!

SCHOOLS +
BOARD PORTAL
Select Language | ▼

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 >

ESSEI III Return to In-Person Plan
4K/5K Registration >
COVID-19: What You Need to Know >
eLearning Days >
District Assessment Plan
Elementary School Choice

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:](#)
[Positive Parenting Program](#)



School: Cowpens Middle School Date: 10-18-18

Topic: Burn Prevention Training Video

Associate Name

- Melissa Suttles
- Janice Baker
- Tracy Taylor
- Ashley Freeman
- Janice Blanton
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Burn prevention training 2018

Cowpens Elementary School

341 Foster Street
Cowpens, SC 29330
Phone: 864-279-6300 Fax: 864-279-6310

www.cowpens.spartanburg3.org



"Children Enjoying Success"

Cindy H. Snead
Principal

Student/Parent Handbook

2020-2021

An example of a school-specific handbook



DOMAIN I: INDICATOR 1.8

Leaders engage stakeholders to support the achievement of the system's purpose and direction.

Spartanburg County School District Three uses a variety of formats to ensure the district's purpose and direction are thoroughly and consistently communicated to stakeholders. This is achieved through meetings, committees, online communication, brochures, etc. At the district level, the Superintendent meets monthly with his Leadership Council to discuss school updates and current needs. He also meets monthly with all administrators and district office staff to provide relevant information and professional learning opportunities. In addition, the Superintendent routinely meets with various community organizations where stakeholders are included in discussions and are encouraged to share concerns, requests, ideas, and strategies. Each year, parents, students, and teachers are invited to participate in the SCDE opinion surveys. Survey results are then analyzed and used to tailor activities, outreach, involvement, and academic programming for students, teachers, and families.

Each school has a School Improvement Council made up of elected parents, administrators, faculty, and community members. SIC members meet monthly to discuss school improvement strategies, Title I, and data. The council produces an annual report to be distributed to all stakeholders. Schools host various family engagement events such as parent/teacher conferences, Open House, Family Literacy Nights, math/science activities, social/emotional awareness meetings, Parents as Teachers home visits, and early literacy sessions.

East Spartanburg Leadership Council Minutes of February 14, 2018

The Leadership Council met at 12:00 noon in the District Three Administrative Offices Board Room. The meeting was called to order by the chairman, Clarence Batts.

Mr. Batts asked if there were any questions or corrections to the minutes of November 8, 2017. There being none he stated the minutes were approved.

Chamber and community reports were as follows:

Clifton: No report was given. Sherri Horton did announce that Bo Waldrop, a community leader and pastor, had passed away.

Pacolat: Billy Spencer reported that a steak house is moving into the community as well as an KGA, Coleman store, and a Banana Box. The roundabout and River Walk at the bridge should both be completed by this spring. A new police chief has been hired, Lee Teal. Work continues on the Cloth Room.

Cowpens: Mike Hamrick reported Christmas activities were a huge success. The town is planning their Spring Clean in March and in May they will hold their annual Spring Arts and Antiques event. Flower baskets have been placed in the downtown area.

Glendale: B.G. Stephens reported work continues on the Glendale Bridge project with a projected completion in late April. They are currently laying the planking on the bridge. There are plans to have parks on each end of the bridge.

Cannons: Danny Phillips reported the annual Robbie Chapman Memorial golf tournament will take place May 19th. The annual fishing rodeo will be coming up soon. The Cannons Ruritan Club has a new project working with Spartanburg School District Three social worker, Ruth Schoonover, to give assistance to homeless students in the District. Over 400 students in the district are classified as "homeless".

Representative Trey Gowdy: Missy House reported for Rep. Trey Gowdy. The tax reform bill passed; a two year spending bill has passed and been signed; DACA is the next big issue. Rep. Gowdy will not be running for re-election. He will be returning to law.

Spartanburg School District Three: Greg Mack, Assistant Superintendent for finance and operations gave an update on where the District stands in the Educational Space review and what information has been gathered to this point.

Spartanburg Chamber of Commerce: John Kimbrell introduced Jansen Tidmore, executive vice president for the Downtown Development Project. Mr. Tidmore gave the group an update on One Spartanburg, which is celebrating its one year anniversary.

Clarence Batts thanked the group.

The meeting was adjourned.



[CLICK HERE TO WATCH:
To Our Graduates...](#)

*Example of minutes from an Eastside
Spartanburg Leadership Council*



DOMAIN I: INDICATOR 1.8

POINTS OF PRIDE

- Students raised \$11,493.70 during the 12 Days of Giving & Beta Club donated 3,400 cans to local food shelters.
- Athletics is proud that 559 athletes competed in 17 sports during the 20-21 school year. So far this year, we have had 22 make All Region and 3 make All State. In addition, we had one Region Runner of the Year and one Cheerleader of the Year. Ten athletes have an opportunity to continue their career after graduation!

PURPOSE OF REPORT

The Annual School Improvement Council Report to the Parents is issued by Gettys D. Broome High School in accordance with South Carolina law to share information of the school's progress in meeting various goals and objectives, the work of the School Improvement Council, and other accomplishments during the school year.

OUR MISSION, IN SPARTANBURG COUNTY SCHOOL DISTRICT THREE, IS TO PROVIDE EXPERIENCES AND TEACH WORLD CLASS SKILLS AND VALUES WHICH EMPOWER ALL CHILDREN TO ACHIEVE THEIR FULLEST POTENTIAL.



SIC MEMBERS

- Michael Boykin - Parent
- Jana Calvert - Teacher
- Lucy Campbell - Student
- Deilah Goode - Parent
- Lana Greene - Parent
- Promise Henry - Student
- Tina Kanipe - Parent
- Hannah Levister - Chair
- Lindsay Meulemans - Teacher
- Ami Odom - Parent



- Kandice Tucker - Parent
- Steve Bolin - Community Member
- Keith Davis - Community Member
- Ralph Jett - Community Member
- Chris Jolley - Community Member
- Daniel Kuhr - Community Member
- Jan Rogers - Community Member
- Gary Barnard - Counselor
- Jermaine Greene - Asst. Principal
- Sabrina Brackett - Asst. Principal
- Rodney Graves - Principal

STATEMENT OF NON-DISCRIMINATION: SPARTANBURG COUNTY SCHOOL DISTRICT THREE DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGION, OR AGE IN ITS PROGRAMS OR ACTIVITIES AND PROVIDES EQUAL ACCESS TO THE BEST AND MOST ADVANCED EDUCATION AVAILABLE TO ALL STUDENTS. SPARTANBURG COUNTY SCHOOL DISTRICT THREE DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGION, OR AGE IN ITS PROGRAMS OR ACTIVITIES AND PROVIDES EQUAL ACCESS TO THE BEST AND MOST ADVANCED EDUCATION AVAILABLE TO ALL STUDENTS.



Spartanburg School District Three

All-In. Every Child, every day, whatever it takes!

April 19, 2021

Dear Spartanburg School District Three Stakeholders,

You are invited to the Title I, Title II, Title III and Perkins annual public meeting on Tuesday, May 25th at 5:00pm at the Spartanburg School District Three office. Our office is located at 3535 Clifton Glendale Road, Spartanburg, SC 29307.

Our district receives federal funds in four designated areas. Our elementary schools receive Title I federal funds to enhance our instructional program. There are specific requirements that we must meet in order to maintain this funding. Title II enhances teacher and principal quality. Title III enhances instruction for non-English speaking students and will soon become part of the Title I funds. Perkins promotes continuous career and technology education (CATE) program improvement.

Your attendance at this meeting is greatly appreciated. Please call Stacy Mann at 279-6006 or email her at smann@spartanburg3.org if you are unable to attend. I look forward to meeting with you.

Respectfully,

Windy Hodge

Windy Hodge
Coordinator of Accountability and Federal Programs

PO Box 267 3535 Clifton Glendale Road Glendale, SC 29346 864.279.6000 Fax: 864.279.6010 www.spartanburg3.org

Example of a School Improvement Council Report

Annual Public Meetings 2020-2021



[Click here or scan the QR code for a list of several videos that show our purpose and direction.](#)



DOMAIN I: INDICATOR 1.9

The system provides experiences that cultivate and improve leadership effectiveness.

Leadership opportunities are provided for multiple stakeholders including staff, students, parents, and community members. Spartanburg School District Three created the 3 Leads program to foster leadership potential in faculty members who are pursuing administrative roles. This group meets with the Superintendent and participates in professional book studies, leadership activities, and roundtable discussions. Each year the personnel staff provides Mentor Training for educators identified by the administrators as individuals with leadership potential. These mentors work closely with induction teachers to ensure a smooth and successful transition into the teaching profession. Each administrator selects a leadership team to assist in decision making, team building, planning, and scheduling for the school. Additionally, each school in our district has instructional coaches who work directly with teachers through coaching cycles to improve instructional practice. We also have elementary and middle school interventionists to work with students to provide Tier 2 instruction. In conjunction with the other Spartanburg County districts, District Three provides a Masters Cohort for educators seeking to pursue advanced degrees.

We currently have 24 teachers enrolled in this cohort, and participation has grown incrementally over the last four years. District Three Teacher of the Year and Distinguished Reading Teacher of the Year awards allow educators the opportunity to reflect on their own classroom experiences. In addition, teachers selected for these awards become part of a larger community of educators networking and growing professionally. Teachers of the Year, collectively known as the Teacher Forum, meet quarterly with the superintendent to discuss current educational issues and be a voice for teachers in their respective buildings. Administrators in District Three improve their leadership effectiveness through the PADEPP standards evaluated each year by the superintendent. The goal-setting piece allows administrators the opportunity to self-reflect on their decision-making, school climate, professional development, management, and interpersonal skills. South Carolina Association of School Administrators (SCASA) offers a variety of professional growth opportunities including the Center for Executive Education Leadership (CEEL), roundtable discussions, Innovative Ideas Institute, and seminars. School administrators also meet monthly with the superintendent and district staff to showcase what is happening in their schools, participate in district-level book studies and receive pertinent updates and information. In addition, principals meet monthly as Elementary or Secondary groups with the Director of Academics to discuss topics such as instructional updates, professional development opportunities, and school data.

Students in District Three have numerous leadership opportunities as well such as Boys and Girls Club, My Brother's Keeper, Student Government, leadership classes. Citizen Scholars, Early College, Scholars Academy, and AVID. Students also cultivate and improve leadership skills through participation in extracurricular activities, clubs, fine arts, and sports. Parents and community members are encouraged to grow in leadership through initiatives such as School Improvement Council, Eastside Leadership Council, Parent Teacher Organization, Federal Programs committee meetings and Athletic Booster clubs.



DOMAIN I: INDICATOR 1.9

MS. DUNAGIN RECEIVES DISTRICT TEACHER OF THE YEAR!

[CLICK HERE TO WATCH:](#)
[Ms. Dunagin wins District Teacher of the Year](#)



*Beta Club Canned Food Drive
2021*



Spartanburg School District Three

2019-20 MEETING SCHEDULES

BOARD 7:30 P.M.	PRINCIPALS 8:30 A.M.
Thursday, August 15	Thursday, August 22
Thursday, September 19	Thursday, September 26
Thursday, October 17	Thursday, October 24
Thursday, November 21	Tuesday, November 26
	TBD
Thursday, January 16	Thursday, January 23
Thursday, February 20	Thursday, February 27
Thursday, March 19	Thursday, March 26
Thursday, April 16	Thursday, April 23
Thursday, May 21	TBD
Thursday, June 18	TBD

*Board meeting and Principals' meeting dates
2019-2020*




My Brother's Keeper 2021



DOMAIN I: INDICATOR 1.10

Leaders collect and analyze a range of feedback data from multiple stakeholder groups to inform decision-making that results in improvement.

Stakeholder feedback is collected formally and informally through surveys, conversations, Board Meetings, school-based meetings, and stakeholder participant groups. Spartanburg County School District Three uses stakeholder feedback to plan activities, outreach, involvement, professional development, and the instructional focus for the district.



SCAN ME

WE WANT YOUR FEEDBACK -

FEDERAL PROGRAMS PARENT SURVEY

Please take a few moments to provide feedback to our schools and district.

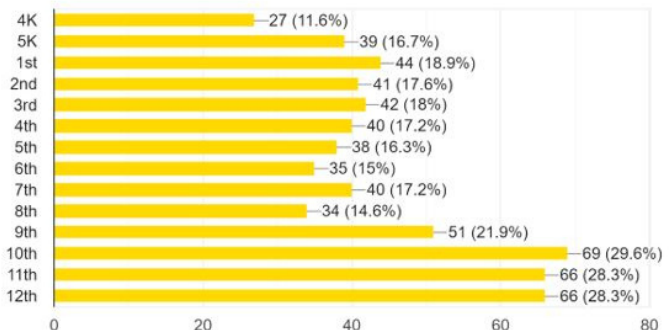
You may access the survey through the QR code above or by going to our district's website at www.spartanburg3.org.

*Federal Programs Parent Survey
2021*

STUDENT SURVEY RESPONSES - 2020-21 SCHOOL YEAR						
ID=4203025 District=Spartanburg 3 School=Cowpens Middle						
QUESTION	% DISAGREE	% MOSTLY DISAGREE	% MOSTLY AGREE	% AGREE	N	
1 My classes are challenging (not too easy; they make me think).	3.7	15	47.7	33.6	107	
2 My teachers want me to understand what I am learning, not just remember facts.	6.5	8.4	34.6	50.5	107	
3 My teachers expect students to learn.	0.9	1.9	17.8	79.4	107	
4 My teachers expect students to behave.	0	0.9	23.4	75.7	107	
5 My teachers spend enough time helping me learn.	6.5	17.8	47.7	28	107	
6 My teachers help students when they do not understand something.	2.8	14	50.5	32.7	107	
7 My teachers do a good job teaching me mathematics.	2.8	3.7	34.6	58.9	107	
8 My teachers do a good job teaching me English language arts.	0	1.9	19.6	78.5	107	
9 My teachers give tests on what I learn in class.	0.9	4.7	27.1	67.3	107	
10 My teachers give homework assignments that help me learn better.	14.2	21.7	44.3	19.8	106	
11 My classes are interesting and fun.	16.8	33.6	37.4	12.1	107	
12 Students at my school believe they can do good work.	19.6	36.4	39.3	4.7	107	
13 My teachers praise students when they do good work.	17.8	21.5	39.3	21.5	107	
14 Work done by students can be seen on the walls of my school.	21.5	23.4	33.6	21.5	107	
15 The textbooks and workbooks I use at my school really help me to learn.	45.8	26.2	19.6	8.4	107	
16 The media center at my school has a good selection of books.	3.7	9.3	34.6	52.3	107	
17 I use computers and other technology at my school to help me learn.	0	2.8	21.5	75.7	107	
18 I am satisfied with the learning environment in my school.	8.4	18.7	46.7	26.2	107	
19 The grounds around my school are kept clean.	11.2	19.6	45.8	23.4	107	
20 The hallways at my school are kept clean.	8.4	15	48.6	28	107	
21 The bathrooms at my school are kept clean.	35.5	25.2	29.9	9.3	107	
22 Broken things at my school get fixed.	10.3	18.7	48.6	22.4	107	
23 There is enough room for students to learn at my school.	4.7	5.6	43	46.7	107	
24 Students at my school behave well in class.	28	37.4	30.8	3.7	107	

*Student Survey Responses
2021*

If you answered "Teacher" to Question 2, what grade level do you teach? (Check all that apply)
233 responses



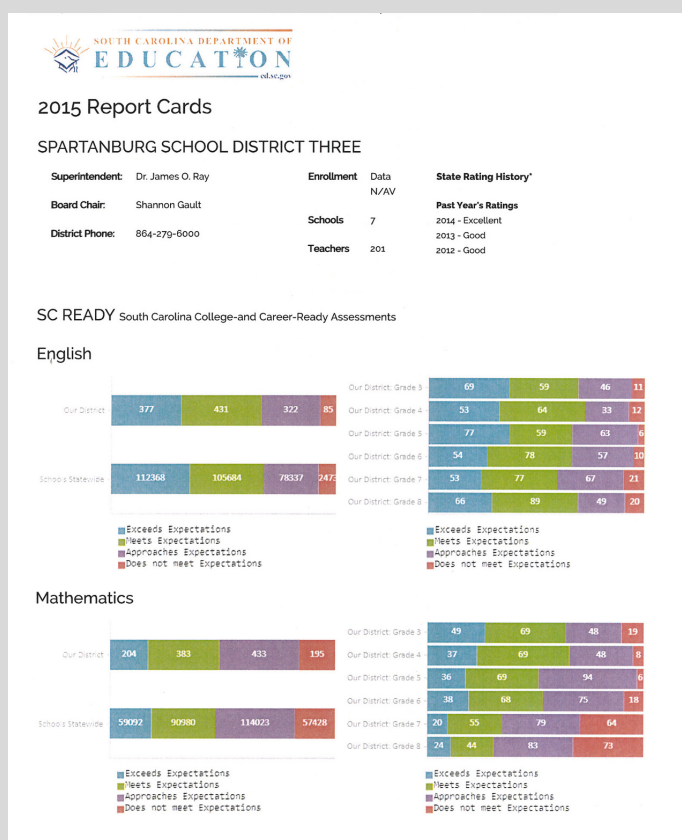
*Example of Staff Survey Result
2021*



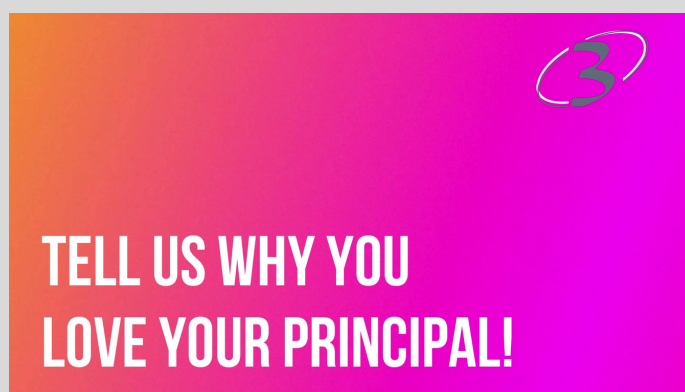
DOMAIN I: INDICATOR 1.11

Leaders implement a quality assurance process for its institutions to ensure system effectiveness and consistency.

In Spartanburg County School District Three, our schools uniformly implement SC standards-based instruction. Teachers and administrators are evaluated routinely through the expanded ADEPT and PADEPP processes. All elementary and middle schools are held accountable for this implementation through the SCDE annual school report card. The report cards measure student growth and achievement on the summative SC Ready and PASS assessments. At the high school level, the school report cards measure college and career readiness, achievement on End of Course examinations, graduation rates, and WIDA ACCESS data. Every five years, District Three undergoes a comprehensive review of the system through a national accreditation process.



*Example of District Report Card
2015-2016*



[CLICK HERE TO WATCH:
Happy National Principals' Month!](#)



[CLICK HERE TO WATCH:
Explaining the PADEPP processes](#)

