SCHOOL BOARD RECOGNITION MONTH

January 2018 is South Carolina School Board Recognition Month. The theme — *Superheroes for Public Education* — highlights the unique role school boards play in championing and advocating for quality education and the ownership they take for governing their local public schools. As the elected/appointed representatives of the people in their local communities, they represent their local communities’ voice and vision for their public schools. Florence County School District Four will celebrate our Board of Trustees during our January board meeting.

2018 Theme & Focus Goals

‘A Taste of Florence Four! Persevere ~ Empower ~ Innovate’ is our theme for 2018. Our theme drives the thinking, behavior, actions, and decision making. It is the foundation upon which individuals who continue to support Florence Four stands upon. Further, our theme serves to anchor us when faced with challenges or adversity. In addition, it provides motivation to those who seize opportunities in a manner that ultimately produces something of consequence – something that contributes to the greater good.

Many of you will recall, our district was visited by an External Review Team, via Advanc-Ed, February 6-9, 2017. Our district completed the accreditation and diagnostic visit during the same visit. As a result of the team’s visit, our district received five (5) Improvement Priorities. We will have a monitoring visit in the coming months, by an External Review Team, via Advanc-Ed, to evaluate our progress in regards to the five (5) Improvement Priorities. If your school principal has not shared the Improvement Priorities, your principal will do so in the coming weeks.

To address our district’s Improvement Priorities, our district’s Focus Goals will mirror the continuous improvement process of Advanc-Ed. Our district-wide **Focus Goals** are:

1.) Create, Implement, and Monitor a Continuous Process of **DATA ANALYSIS** of Formative and Summative Assessments via *Professional Learning Communities (PLCs)*.
2.) Create, Implement, and Evaluate Continuous **Professional Development**.

3.) Implement, and Monitor **Response to Intervention (RtI)** Using **Research-Based Instructional Practices**.

4.) Create and Implement a **STEM Lab (K-8)** to Enhance Student Participation in Science, Technology, Engineering and Mathematics, as well as, become STEM Certified via Advanc-ED.

**Change**

“If there is no struggle, there is no progress.” - Frederick Douglass

**Campus Updates**

**It’s about the kids...**

The best interests of students must always come first. As educators, we have a moral obligation to build and sustain the best schools possible. Our schools need to be safe, orderly, and supportive for all students, as we are responsible for the welfare of each and every one of them. Our students need and deserve the very best we have to offer them so that they will someday reach their full potentials and realize their dreams.

- To ensure that key personnel were centralized, for students, on our campus, offices were changed...
- To ensure that ALL students felt a ‘sense of belonging,’ on our campus, areas have been transformed, are being transformed, or will be transformed so that our students exemplify SCHOOL PRIDE...
- To ensure that input from a variety of stakeholders is fostered, committees have been created...

**CAMPUS FEATURES**

<table>
<thead>
<tr>
<th><strong>Office Changes</strong></th>
<th><strong>Transformations</strong></th>
<th><strong>Committees</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse White (located in Coach Stokes’ previous Office)</td>
<td>Cafeteria Painted</td>
<td>Discipline Task Force (Langston Brown, Tammy Adams, Jeanette Shivers, Lisa Durant, Anjennette Moses, Cardelia Brewer)</td>
</tr>
<tr>
<td>Mrs. Jones (located in Mr. Brown’s previous Office)</td>
<td>Artist In Residence (adding Murals: theme focused (School Pride, Alumni Feature, Academic &amp; Student Focused)...working with GT Art Students and Art Classes</td>
<td></td>
</tr>
<tr>
<td>Dr. Heyward (located in Dr. Bracey’s previous office)</td>
<td>District Office painted</td>
<td></td>
</tr>
<tr>
<td>Dr. Bracey (located in Nurse White’s previous office)</td>
<td>Additional Foliage ordered to add a</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Calendar Committee (Lashaundra Fisher, Anjennette Moses, Chris Lewis, Robert McDonald, Dominic Davis, Cardelia Brewer),</td>
</tr>
</tbody>
</table>
- Alternative Learning Program (located in Dr. Heyward’s previous office)
- Mr. Brown (located in Mrs. Jones’ previous office)
- Coach Stokes (located in Ms. Murray’s previous office)
- ‘family’ feel to environment
- Multi-Purpose Room (lights, exit light, and restroom restored)
- Carline transitioned to each school
- Buses centralized to gym entry
- Time Clocks Removed (Honor System – Accountability (Sign-in/Sign-out Sheets)

Gloria Bracey, Kaye Joyner, Michele Heyward)
- Teacher Advisory Committee (TBA)
- Superintendent’s Student Connection (TBA)

**eleot OBSERVATIONS (Certified) & SUPPORT STAFF EVALUATIONS**

On-going, Immediate, and Specific Feedback is critical to one’s growth. In addition, effective organizations operate effectively because those who are on the bus are in the ‘RIGHT’ seat on the bus, and are committed to POSITIVELY effecting CHANGE for the betterment of the organization!

**eleot Observations** will be conducted weekly, using the eleot observation instrument online, by certified staff from the district level and administrators at the building level. Because the eleot observation is completed online; feedback will be immediate (sent via email). Building level administrators will review the eleot observation online tool with certified staff in the coming weeks.

**Support Staff Evaluations** will be completed for every support staff family member. The support staff evaluation instrument will be reviewed with all support staff, and the evaluation instrument will be completed at least twice (2) this calendar year. Effective 2018-2019, the support staff evaluation instrument will completed three (3) times during the year (Fall, Winter, Spring). School level administrators and directors will be meeting with support staff to review the evaluation instrument in the coming weeks.
KUDOS

- Mr. Brown for working during Christmas Break to ensure that specific tasks were executed and completed prior to students and staff return.
- Mr. Davis and Mr. McFadden for assisting staff during the transition as well as ensuring that needed tasks were in motion to move forward with other tasks.
- CMA Custodial Staff for working to clean our facility as well as take down Christmas Trees and move staff.
- Dr. Bracey for cleaning, organizing, and working to complete office tasks during the Christmas Break.
- Dr. Heyward for working during Christmas Break to ensure that specific tasks were completed prior to staff and students returning from break.
- Ms. Chisholm for keeping in touch during the Christmas Break to ensure that I was aware of weather conditions as it related to transporting students.
- Mrs. Pettigrew for coming out during the Christmas Break to remove decorations from Christmas Trees.
- Mrs. Jones and Nurse White for maintaining a POSITIVE attitude in the midst of it all.
- Cafeteria Staff for being flexible during our abbreviated days and ensuring our students were provided breakfast and lunch.