

MID-CAROLINA HIGH SCHOOL IMPROVEMENT COUNCIL
MINUTES
January 24, 2022

The Mid-Carolina High School Improvement Council met virtually via Google Meet at 5:00 p.m. on Monday, January 24, with the following members present: Ray Cooper, Sissy Delesandro, Janet Davenport, Lorraine Kibler, Jonathan Fowler, Jonathan Gantt, Stuart Lake, & Josh Parsons. The following items were distributed via email on Thursday, January 20, 2022: an agenda, November 2021 meeting minutes, and an updated MCHS School Renewal Plan (Strategic Plan).

Welcome – Mr. Cooper welcomed everyone and thanked them for attending.

Items of business:

- Open Forum – No one had any items to discuss
- November 2021 Minutes – Minutes were approved.
- Updated COVID-19 Protocols – Mr. Cooper asked if there were any questions concerning our updated COVID-19 Protocols. No one in attendance had any questions at this time.
- Teacher Retention & Recruitment – *A discussion was held before the meeting officially started on this agenda topic.* Mr. Cooper shared with the group that there is a crisis in education right now. The number of teachers leaving the profession compared to the number that are entering is a big difference. Teachers are burnt out, especially with everything that has gone on with COVID. Everyone in education is monitoring and adjusting, like everybody else. We have some of the best teachers in South Carolina in our building. They have put in countless hours that nobody even knows about. The educators we have in this community are a commodity and they deserve acknowledgement as such. If we aren't able to retain them, it's no secret we will have an uphill battle. We have several teachers that are living in Lexington, Richland, or other areas and are commuting to us. Those districts pay a better and the drive may be easier. Mr. Cooper feels blessed that we haven't had a lot of turn over. We have a good family atmosphere with the staff that we have. We appreciate any advice on how to support the teachers. We ask that the community let them know how good of a job they are doing and much it is appreciated. That support can go a long way. We also need substitutes. The substitute shortage that we have is a real issue. The substitute shortage is not just for the classroom, we also have a substitute shortage for bus drivers and cafeteria staff. We have to get our students here and fed each day. Everybody is working in overdrive. A lot of the reasons you are seeing the schools shut down right now, is because there is not enough staff. When there's not enough teachers in the building, bus drivers to drive students, or cafeteria workers to feed students, it becomes a situation where a hard decision has to be made. If you know of anybody that would be willing to sub or would like help, that's a solution. Finding substitutes, recruiting, and retaining teachers will help; that is the direction we need to head in. Dr. Kibler stated that she is staying at Mid-Carolina even though she could retire. It is a family and she absolutely loves it. Co-workers and administration all work together and she looks forward to coming to work every day. Dr. Fowler stated that he really likes the community that we have at Mid-Carolina. It is like no other school he has been at. The district he came from was very different. It is a breath of fresh air to be here. He and a couple of other teachers that were in similar situations were talking about getting out of education. The community at Mid-Carolina is like a family. It's just a good community, everything about it has just been amazing. If more people knew that, Dr. Fowler feels like we wouldn't have a teacher shortage. It is just a matter of getting the word out there.
- 2021-2022 – Updated School Report Card Rating System Review
 - ❖ On December 13, 2021, the EOC adopted three recommendations related to the school accountability system for the 2021-22 school year. The recommendations include:
 - Using the SC High School Credential as an additional Career-Ready indicator for high school accountability.

- Selecting results from the teacher and student climate surveys as part of the School Quality/Student Success indicator, replacing the Student Engagement Survey. Results will count 10 points for elementary, middle, and high schools.
 - Continuing to collect and report U.S. History End-of-Course results, but not using them in the high school accountability system for the 21-22 school year.
- ❖ The Accountability Manual, which will detail the accountability measures for all schools, will be published in January 2022.
- ❖ Academic Achievement Indicator Updates (End of Course grades in Algebra I and English II)
 - *Performance Goal 1: The percentage of students who score Level 2 or higher on the Algebra I EOC assessment will increase from 67.4% in 2017 to 74.4% in 2023.* MCHS results for 2021-2022 semester one is that 88% of our students that were tested met this goal for Algebra I.
 - *Performance Goal 2: The percentage of students who score Level 3 or higher on the Algebra I EOC assessment will increase from 23.6% in 2017 to 38.1% in 2023.* MCHS results for 2021-2022 semester one is that 46% of our students met this goal for Algebra I.
 - *Performance Goal 3: The percentage of students who score Level 2 or higher on the English II EOC assessment will increase from 62.8% in 2017 to 70.35% in 2023.* MCHS results for 2021-2022 semester one is that 90% of our students met this goal for English II.
 - *Performance Goal 4: The percentage of students who score Level 3 or higher on the English II EOC assessment will increase from 37.8% in 2017 to 47.8% in 2023.* MCHS results for 2021-2022 semester one is that 76% of our students met this goal for English II.
- ❖ Preparing for Success (End of Course grades in Biology & US History - *Continuing to collect and report U.S. History End-of-Course results, but not using them in the high school accountability system for the 21-22 school year.*)
 - *Performance Goal 5: The percentage of students who score Level 2 or higher on the Biology EOC assessment will increase from 67.1% in 2017 to 73.84% in 2023.* MCHS results for 2021-2022 semester one is that 65% of our students met this goal for Biology.
 - *Performance Goal 6: The percentage of students who score Level 3 or higher on the Biology EOC assessment will increase from 51.8% in 2017 to 57.76% in 2023.* MCHS results for 2021-2022 semester one is that 48% of our students met this goal for Biology.
- School Improvement Plan (Strategic Plan) Committee Assignments – When we meet in February we will break into groups. *State law requires that every public school in SC prepare a five-year School Improvement Plan. SIC's are required to assist in the preparation and monitoring of this Plan.* Any feedback/suggestions we receive from the committee will be added and the plan will be updated.
 - ❖ Group Responsibilities – Next Steps at February SIC Meeting
 - Step 1 – Data Analysis / Review of Provided Data – Designate a Master Copy
 - Based on review of available data identify areas in need of improvement/areas of Positive Performance
 - Potential Factors that contributed
 - Ways to improve
 - Step 2 – Review/Revise Strategic Plan Performance Goals & Action Plans – Designate a Master Copy to document all proposed changes
 - Add/Revise Performance Goals and Action Plans
 - ❖ Group 1 (Harmon) – Student Achievement – End of Course Test Data
 - Student Achievement-Strategy A & B
 - ❖ Group 2 (Cooper) – Student Achievement – Graduation Rate
 - Student Achievement - Strategy C & D
 - ❖ Group 3 (Reid) – School Climate / Teacher Administrator Quality
 - Teacher Admin. Quality – Strategy A
 - School Climate -Strategy A & B

- Positive Share
 - ❖ Band Update – Janet Davenport, Band Booster Club President:
 - Four band students made Region Band. Three of them were called back for All-State Auditions.
 - Band was able to hold a Christmas Holiday Concert with Chorus and everything went really well.
 - Band students are prepping three pieces for their concert assessments.
 - They are also prepping for Solo & Ensemble.
 - Mattress Fundraiser will be in March. Band will start publishing that really hard in February.
 - The South Carolina Band Association is holding their Jazz Band Festival at Newberry College again this year. What this means to our band program is that the Band Association chooses us, the parents, to run their concession stands and they will give us the profit.
 - We are excited to be growing some. Our numbers are starting to go back up from where they were the previous year.
 - ❖ Athletic Update – Ray Cooper, Principal
 - All of our winter sports are doing really well.
 - Girls' basketball is ranked.
 - Wrestling has been ranked and they are really doing a great job.
 - Wrestler Zack Hornsby just became our first wrestler to have 100 wins.
 - A number of athletes have recently signed to play college athletics:
 - Emma Chapman – USC Union – Softball
 - Luke Hammond – Lander – Golf
 - Ginny Bass – Newberry – Triathlon with a possibility of Lacrosse
 - Jackson Livingston – Western Carolina – Football
 - Bethany Reep – USC Sumter - Softball
- Next virtual meeting – Monday, February 28, at 5:00 p.m. A link for the meeting will be emailed to all members the week before our meeting.

With no further discussion, the meeting was adjourned at 5:38 p.m.