

**Regular Meeting of the Board of School Trustees**  
**MES/MMS Cafeteria**  
**6979 Hwy 28 South**  
**McCormick, South Carolina 29835**  
**May 13, 2019**  
**AGENDA**

**6:00 EXECUTIVE SESSION:**

1. Legal Advice
2. Personnel Matters (Leaves, Hires, Separations, Teacher Contracts)
3. Contractual Matters

**7:00 REGULAR SESSION:**

**I. Call to Order** Chairman Moss  
Declare a Quorum Moment of Silence Welcome Pledge of Allegiance

**II. Approval of Agenda** Chairman Moss

**III. Action on Executive Session Items** Chairman Moss  
a. Legal Advice  
b. Personnel Matters (Leaves, Hires, Separations, Teacher Contracts)  
c. Contractual Matters

**IV. Approval of Minutes**

**V. Board Spotlight**  
MES ~ Ms. Nynita Paul MMS  
~ Mrs. Gena Wideman MHS  
~ Mr. Steve English

**VI. Public Comments**

**VII. Office of Superintendent**  
a. Energy Savings Performance Contract..... Justin Shutt (I)  
b. First Reading of 2019-2020 Budget..... David Loadholt/Betty Bagley (A)  
c. Approval of High School Courses ..... Steve English/ Betty Bagley (A)  
d. Middle School Curriculum Resources and Support.....Gena Wideman/Betty Bagley (I)  
e. High School Curriculum Resources and Support..... Steve English/Betty Bagley (I)  
f. High School Pathways ..... Steve English/Betty Bagley (I)  
g. Instructional Program .....Betty Bagley (I)  
h. 2019-2020 Calendars for 190, 200, 210, 220 and 240 Employees..... Betty Bagley (I)  
i. District Employee of the Year (Transportation, Food Service, Custodial/Maintenance, Non-Instructional Support Staff and Instructional Support Staff) .....Betty Bagley (A)

**VIII. Public Comments on Agenda**

**Items Second Executive Session if**

**Needed**

**Adjournment**

**McCormick County School District Board of Trustees**

**Regular Meeting**

**May 13, 2019**

**7:00 p.m.**

**6:00 Executive Session:** Motion to exit Executive session by Christine Lee, seconded by Heather McNally.  
All in favor

**Members Present**

I. Verteema Chiles, Heather McNally, Christine Lee, Karen Becker, Janie Martin and Dr. Melody Wilt.

Verteema Chiles called the meeting to order at 7:00 p.m.

a. **Moment of Silence (Christine Lee)**

b. **Welcome (Heather McNally)**

c. **Pledge of Allegiance (Karen Beckner)**

II. **Approval of Agenda** – Motion to Approve Agenda by Karen Beckner, seconded by Melody Wilt.

All in favor.

III. **Approval of Minutes** – Motion to approve Minutes by Christine Lee, seconded by Melody Wilt.

All in Favor.

**IV. Action on Executive Session Items**

a) **Personnel Matters** – Motion made by Heather McNally, seconded by James Moss (via telephone) All in Favor.

b) **Contractual Matters** – Motion made by Heather McNally, seconded by Christine Lee. All in favor.

**V. Spotlights**

**MES**

	Last Name	First Name
CARE	Singletary	Sariya
HARD WORK	Durant	Karina
INTEGRITY	Wideman Hidges	Tikierra Brady
EXCELLENCE	Greene	Mikai
FOCUS	Acree Williams	Mariah Kirsten
STEADFAST	Duckett	Liam

**MMS- Student of the Month**

6<sup>TH</sup> Grade – Antonio Sibert

7<sup>th</sup> Grade – Carlitos Wideman

8<sup>th</sup> Grade – DeAsia Chiles

Staff of The Month – Jean Freeman

Teachers of the Month – Russ Schneider

**MHS** – Star Academy – Emily Barton

9<sup>th</sup> – Manila Turman

10<sup>th</sup> – Asia Middleton

11<sup>th</sup> – Kaylee Heath

12<sup>th</sup> – Rebecca Luchey

Staff of the Month – Brenda Epps

Teacher of the Month - Cherith Stoner

- VI. Public Comments** – Angela Garrett – “I am asking that we get back to what we used to do where the Agenda is posted to the website and at the schools in a timely manner.”

**VII. Office of the Superintendent**

- a) Budget.....Ms. Bagley
- b) McCormick Elementary School Diagnostic Review.....Presented by MES Principal Nynita Paul
- c) McCormick Elementary School Curriculum Design..... Presented by MES Principal Nynita Paul
- d) McCormick County and District Demographics –Presented by MES Principal Nynita Paul
- e) Motion to approve second reading of Policies **KA, KB, KBB, KC, KCA, KCD, KD, KDB, KDD**, by Karen Becker, seconded by Christine Lee. All in favor
- f) Motion to approve the second reading of policies **KBE, KDDA, KE, KEC, KEC-R, KEC-E, KF, KF-R, KF-E, KLG, KLF, KHC, KHE** by Christine Lee, seconded by Janie Martin. All in favor.
- g) Motion to approve Art Teacher, Middle School Secretary, Special Education Teacher-Emotional Stability. Food Service Operations and Substitute Teaching Job Descriptions by Heather McNally, seconded by Melody Wilt. All in Favor.
- h) Instructional Program information shown and presented by High School principal Mr. Steve English. Motion to approve by Heather McNally, seconded by Christine Lee.
- i) Motion to us the current name of McCormick County Educational Foundation to pursue the 501 C program for planning by Dr. Melody Wilt, seconded by Janie Martin.

**VIII. Public Comments** – None

**IX. No Second Executive Session Needed**

- X. Adjournment** – Motion made by Heather McNally to adjourn the Board Meeting and seconded by Heather McNally. All in favor.

**McCormick County School District Board of Trustees**  
**Special Called Meeting**  
**April 24, 2019**

**Board Members Present:**

Vice Chairman - Verteema Chiles,  
Secretary - Heather McNally  
Karen Beckner  
Janie Martin  
Dr. Melody Wilt

(Absent: James Moss, Christine Lee)

**Executive Session - 7:00 pm**

Heather McNally moved and it was seconded by Dr. Melody Wilt to go into Executive Session. Motion carried unanimously (5:0).

Heather McNally moved and it was seconded by Karen Beckner to adjourn Executive Session. Motion carried unanimously (5:0).

**Motion to authorize our administrative**

Heather McNally moved and it was seconded by Dr. Melody Wilt to proceed with discovery for auditing firm A. Motion carried unanimously (5:0).

Heather McNally moved and it was seconded by Karen Beckner to adjourn. Motion carried unanimously (5:0).

# ***Strategic Leadership Consulting***

## **Proposal for McCormick County School District**

### **Situation and Context**

McCormick County School District is in the midst of change. Ms. Bagley, the interim superintendent, has been tasked with improving the outcomes for students across the district. Miss Bagley is the third superintendent in the past six years. While community support for the schools is strong, the community also does not have high expectations, resulting in a lack of urgency and exacerbating resistance to change. Failure to improve measures of student achievement will result in state intervention. A focus on leadership support and development will help school leaders independently and proactively focus on instructional leadership practices resulting in improved teaching and increased student performance.

### **Objectives**

1. Improve the instructional leadership skills of each principal
2. Improve each principal's ability to communicate and support high expectations for teaching and learning
3. Increase each principal's skills in conducting formative classroom observations
4. Develop instructional coaching skills in each principal

### **Measures of Success**

1. Principals will align their personal time and resources with academic priorities
2. Principals and teachers will engage in conversations about student outcomes using multiple forms of data
3. Principals will conduct varied forms of formative observation on a consistent basis throughout the school year with all teachers, with the goal that each teacher receives four or more observations in addition to walk-bys, walk-ins, and walk-throughs
4. Teacher performance will improve related to goals mutually agreed upon throughout the observation process

### **Value**

1. Confidence by the Superintendent and School Board that principals are self-directed and focused on instruction
2. Ability of Superintendent to focus on other responsibilities and know that principals have support
3. Principals feel equipped to help their teachers meet high expectations for student outcomes
4. Leaders and teachers perceive the value of changes to be worth more than the efforts to change

## ***Strategic Leadership Consulting***

### **Project Options**

Each option is priced per/principal. Each option includes the option(s) before it. Each principal could receive a different choice of option (e.g. elementary principal option 1, middle school principal option 2, and high school principal option 3).

#### **Option 1: Focus on individual leader development**

- Gain insight into each principal's needs and contexts by shadowing and meeting with them (May, 2019)
- Provide a leadership styles inventory for use in coaching (May, 2019)
- Work with principals to identify individual goals for improvement and follow up with targeted training (May or June, 2019)
- Provide a full day face-to-face professional development session to develop strategies to enhance instructional leadership (June, July, or early August, 2019)
- Provide a combination of face-to-face and remote support with a frequency of about every three weeks (August, 2019-June, 2020)
- Provide retainer service for the superintendent for the duration of the contract (24/7 rapid response by phone, text, or email) 365 days of the year (with exceptions for travel and vacation)

#### **Option 2: Focus on building instructional leadership team**

- Interview all instructional leaders, including assistant principals, instructional coaches, and district leaders (May 2019)
- Provide leadership styles inventory for all instructional leaders (May 2019)
- Include all relevant instructional leaders in full day face-to-face professional development session (June, July, or early August, 2019)
- Expand face-to-face support for principals to include group support for the instructional team (August, 2019-June, 2020)

#### **Option 3: Focus on instructional team implementation of best practices**

- Expand professional development training to two-days with additional focus on process development and structuring of PLCs (June, July, or early August, 2019)
- Develop instructional leaders' capacity to lead professional development through shadowing, modeling, and contributing to various PD activities (PLCs, faculty meetings, PD) throughout the school year. Note this does not include actually creating content for and leading teacher professional development days (August, 2019-June, 2020)
- Attend up to two School Improvement Council meetings and provide feedback and input (TBA)
- Meet with the School Board, if desired, up to two times (TBA)
- Work with the instructional team during a one-day workshop to develop meaningful and actionable elements of the strategic plan (April or May, 2020)

## ***Strategic Leadership Consulting***

### **Terms and Conditions**

The investment for each option on a per/principal basis. Each option includes the option(s) before it. The investment for each option is as follows: option 1 is \$10,000; option 2 is \$20,000, and option 3 is \$50,000.

In consideration of the prior negative experiences the school board has had with consultants, the project will be split into three phases. Phase 1 will span June 15-December 1, 2019 and consist of Option 1 for all three principals (\$30,000, prorated to \$18,000). If, at the conclusion of phase 1, the superintendent is dissatisfied with the project, phases 2 and 3 will be cancelled and I will refund 40% of the phase 1 investment (\$7,200). Under these terms, the maximum risk for the district is \$10,800 for five months of professional development for three principals.

The request to cancel the project must be made by December 14, 2019 in writing via email or registered mail. The only reason needed to be provided is that the district is dissatisfied. The refund will be issued by check within 10 business days. This offer applies only to phase 1 of the project.

Phase 2 will span January 15-June 1. Phase 2 will consist of option 1 (prorated to \$12,000), with the possibility of increasing the level of support to option 2 (prorated to \$24,000) if performance and funding warrant it.

Phase 3 will span August 1, 2020-June 1, 2021. Phase 3 will consist of option 2 (\$60,000). Phase 3 will occur based on mutual agreement of both parties. The decision to conduct phase 3 must be made by both parties by April 1, 2020.

This proposal is good from April 18 to May 21, 2019.

Phase 1 Investment: \$18,000, due by June 15, 2019

Phase 2 Investment: \$12-24,000, due by January 15, 2020

Phase 3 Investment: \$60,000, due by July 15, 2020

Betty Bagley, Superintendent

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Frederick Buskey, SLC

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please return signed contract to:

Frederick Buskey, Strategic Leadership Consulting

PO Box 1293

Cullowhee, NC 28723

This proposal is written expressly and exclusively for McCormick County School District and should not be shared or distributed.



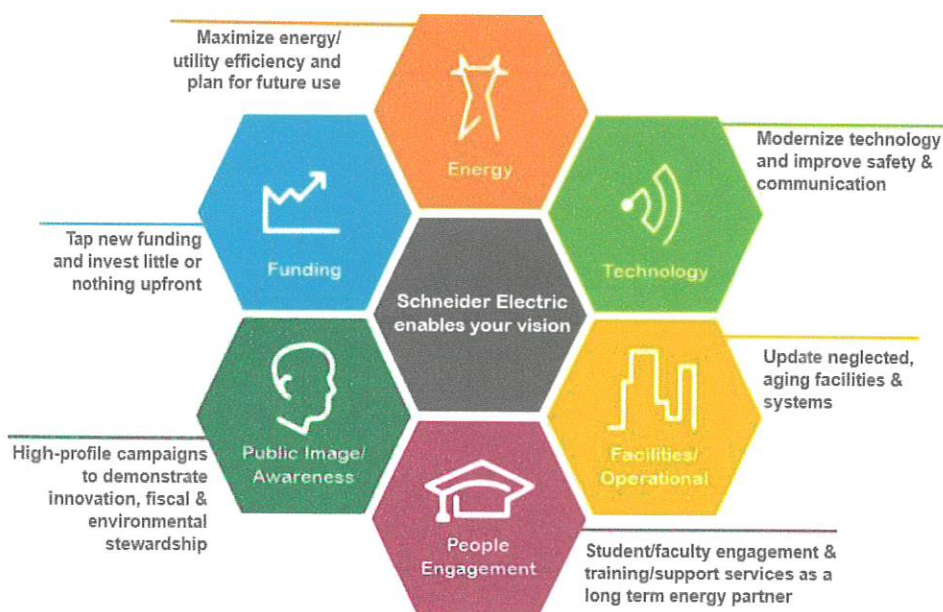
## Program Goals

- **Strategic Planning** – Address capital improvement needs in *proactive & cost effective* manner without burdening McCormick County's tax payers. A long-term strategic plan enables precise budget forecasting & reduced operating costs for *greater financial stability*.
- **Enhanced learning environment** – Capture & re-invest up to \$4M from current operations expenditure for upgrades & modernizations district-wide, ensuring a 21<sup>st</sup> century learning environment.
- **Community Insight** – Broadcast leadership in sustainability and innovation through student & community engagement and positive media spotlights.

## Areas of Opportunity

- Replace outdated **HVAC** equipment district-wide
- Recommission/upgrade existing **Building Automation** System
- **LED lighting** district-wide with controls and light level optimization
- Reduce phone costs by using **cloud based VoIP** solution
- **Building envelope** enhancements including roofs, doors & windows
- **Water conservation** measures
- Roofing upgrades/replacement

## Comprehensive Solution



## Savings Impact

Up to **\$4 Million**

Total savings impact over 20 year guarantee

Up to **33% Reduction**

in energy costs

**55-65%**

reduction in phone costs

## Project Financing

**Combine various funding streams**

- Abbeville Equity District Capital improvement Funds
- ConserFund Plus Program
- Grants/Rebates/Incentives
- Tax Exempt Lease Purchase

**Fund as much scope as desired**

- Self funding option
- Maximum impact option





## A Trusted Partner

### #1 ranked ESCO

2017 industry study evaluating strategy & execution conducted by 3rd party Navigant Research firm

### \$1.75 Billion

of Guaranteed Energy Savings Projects implemented in over 25 years of experience across 650+ projects nation wide

### Zero

Litigation or out-of-court settlements with ESPC customers

### \$500 Million

Energy savings contract value with repeat customers

Owner	Project Value	Guaranteed Annual Savings
<b>K-12 Education</b>		
Brunswick County Schools, NC	\$16,957,562	\$942,087
Thomasville City Schools, GA	\$2,892,758	\$162,064
Madison County School District, AL- <b>2 phases</b>	\$31,358,641	\$1,468,762
Biloxi Public Schools, MS – <b>2 phases</b>	\$4,532,703	\$364,314
Etowah County School District, AL	\$12,256,473	\$565,467
Carteret County Schools, NC	\$6,296,281	\$493,944
Limestone County School District, AL	\$11,526,654	\$502,736
Stewart County Schools, GA	\$458,649	\$38,496
Lawrence County School District, AL	\$9,131,505	\$466,153
Vance County Public Schools, NC	\$7,820,117	\$411,585
Corpus Christi ISD, TX - <b>4 Phases</b>	\$7,565,215	\$919,551
Chicago Public Schools, IL	\$17,589,884	\$1,238,707
Jackson County School District, AL	\$10,853,123	\$539,138
North Little Rock School System, AR	\$8,077,042	\$75,110
<b>Higher Education</b>		
North Carolina State University, NC	\$19,700,703	\$1,727,554
Virginia Comm. College System – <b>27 Phases</b>	\$63,877,302	\$1,638,547
University of North Texas - <b>2 Phases</b>	\$51,431,793	\$4,253,725

#### ✓ 1. Conduct Business Case Analysis (May – June 2017)

Identify scope opportunities and financial impact

#### 2. Procurement Process & Selection

Release Request for Qualifications (RFQ) to determine the most qualified Energy Services Company (ESCO)

#### 3. Design Phase – (4-6 months)

Develop final scope & savings figures by conducting an Investment Grade Audit (IGA) and begin securing funding

#### 4. Project Construction (TBD)

#### 5. Performance Guarantee & Partnership

**“Schneider Electric is the best company I have ever worked with in my 38 years in education.”**

Dr. Kendy Behrends

Former Superintendent,  
Southeast Client



	15-16 Actual	16-17 Actual	17-18 Actual	18-19 Budget	19-20 Budget
<b>Revenue</b>					
Local	\$3,436,503	\$3,801,901	\$3,415,347	\$4,045,789	\$4,000,000
State	\$5,065,252	\$5,440,788	\$5,442,213	\$5,598,784	\$5,596,000
Other	\$38,193	\$45,876	\$38,576	\$35,000	\$35,000
<b>Total Revenue</b>	\$8,539,949	\$9,288,565	\$8,896,136	\$9,679,573	\$9,631,000
<b>Expenses</b>					
				<b>YTD 4-27-19</b>	
Salaries	\$5,396,967	\$5,441,107	\$5,742,815	\$5,329,189	\$4,776,645
Benefits	\$1,907,376	\$1,920,944	\$2,093,073	\$2,902,920	\$2,638,719
Purchased Services	\$1,126,962	\$1,038,748	\$1,191,323	\$1,241,578	\$602,044 Oper
Supplies	\$474,548	\$346,454	\$423,175	\$294,835	\$437,342 Trans
Energy	\$345,501	\$363,014	\$387,992	\$390,000	\$415,000
Equipment	\$0	\$239,393	\$137,300	\$0	\$266,000 Req
Other	\$87,186	\$55,659	\$63,221	\$48,998	\$0
<b>Total Expenses</b>	\$9,338,539	\$9,405,319	\$10,038,899	\$10,207,520	\$9,135,750
<b>Transfers</b>					
In	\$293,555	\$302,194	\$281,984	\$527,947	\$275,000
Out	\$207,134	\$199,231	\$118,780	\$0	\$175,000
<b>Net Transfers</b>	\$86,420	\$102,963	\$163,203	\$527,947	\$100,000
<b>Revenue Over / (Under) Expenses</b>	<b>(\$712,170)</b>	<b>(\$13,791)</b>	<b>(\$979,560)</b>	<b>(\$0)</b>	<b>\$595,250</b>

# MCSD Proposed Teacher Salary Schedule

2019 - 20

Yrs Exp	Doctorate	Masters +30	Masters	Bachelor's +18	Bachelor's
0	\$47,788	\$44,819	\$41,217	\$37,772	\$36,241
1	\$49,611	\$46,034	\$42,497	\$38,916	\$37,077
2	\$51,247	\$47,090	\$43,623	\$39,986	\$38,187
3	\$51,599	\$47,188	\$43,793	\$40,126	\$38,431
4	\$51,982	\$47,319	\$43,993	\$40,327	\$38,664
5	\$52,314	\$47,418	\$44,152	\$40,463	\$38,830
6	\$53,620	\$48,397	\$45,132	\$41,377	\$39,743
7	\$54,927	\$49,375	\$46,111	\$42,258	\$40,628
8	\$56,232	\$50,355	\$47,091	\$43,174	\$41,541
9	\$57,538	\$51,335	\$48,069	\$44,054	\$42,421
10	\$58,845	\$52,314	\$49,051	\$44,969	\$43,336
11	\$60,150	\$53,294	\$50,029	\$45,850	\$44,217
12	\$61,456	\$54,274	\$51,008	\$46,764	\$45,132
13	\$62,761	\$55,253	\$51,988	\$47,645	\$46,014
14	\$67,188	\$56,232	\$52,967	\$48,560	\$46,927
15	\$65,374	\$57,212	\$53,947	\$49,441	\$47,808
16	\$66,680	\$58,191	\$54,927	\$50,355	\$48,723
17	\$67,985	\$59,170	\$55,906	\$51,237	\$49,604
18	\$68,648	\$59,743	\$56,445	\$51,733	\$50,082
19	\$69,315	\$60,323	\$56,991	\$52,230	\$50,563
20	\$69,989	\$60,907	\$57,544	\$52,733	\$51,052
21	\$70,671	\$61,497	\$58,102	\$53,242	\$51,542
22	\$71,358	\$62,094	\$58,662	\$53,755	\$52,039
23	\$72,031	\$62,678	\$59,212	\$54,258	\$52,525

# **MCSD Proposed FY20 Teacher Assistants Salary Schedule**

<b>Step</b>	<b>ParaPro</b>	<b>Associates</b>	<b>Bachelors</b>	<b>Masters</b>	<b>Ed Specialist</b>	<b>Doctorate</b>
0	\$ 14,685	\$ 16,153	\$ 19,090	\$ 26,720	\$ 27,788	\$ 29,455
1	\$ 14,832	\$ 16,375	\$ 19,238	\$ 26,941	\$ 27,935	\$ 29,603
2	\$ 14,980	\$ 16,522	\$ 19,386	\$ 27,089	\$ 28,083	\$ 29,750
3	\$ 15,128	\$ 16,670	\$ 19,533	\$ 27,237	\$ 28,231	\$ 29,898
4	\$ 15,276	\$ 16,818	\$ 19,681	\$ 27,384	\$ 28,378	\$ 30,046
5	\$ 15,423	\$ 16,966	\$ 19,829	\$ 27,532	\$ 28,526	\$ 30,193
6	\$ 15,571	\$ 17,103	\$ 19,976	\$ 27,680	\$ 28,674	\$ 30,341
7	\$ 15,719	\$ 17,261	\$ 20,124	\$ 27,827	\$ 28,822	\$ 30,489
8	\$ 15,866	\$ 17,409	\$ 20,272	\$ 27,975	\$ 28,969	\$ 30,636
9	\$ 16,014	\$ 17,556	\$ 20,419	\$ 28,123	\$ 29,117	\$ 41,184
10	\$ 16,162	\$ 17,704	\$ 20,567	\$ 28,270	\$ 29,265	\$ 30,932
11	\$ 16,309	\$ 17,852	\$ 20,715	\$ 28,418	\$ 29,412	\$ 31,079
12	\$ 16,457	\$ 17,999	\$ 20,862	\$ 28,566	\$ 29,560	\$ 31,227
13	\$ 16,605	\$ 18,147	\$ 21,010	\$ 28,713	\$ 29,708	\$ 31,375
14	\$ 16,752	\$ 18,295	\$ 21,158	\$ 28,861	\$ 29,855	\$ 31,522
15	\$ 16,900	\$ 18,442	\$ 21,305	\$ 29,009	\$ 30,003	\$ 31,670
16	\$ 17,048	\$ 18,590	\$ 21,453	\$ 29,156	\$ 30,151	\$ 31,818
17	\$ 17,195	\$ 18,794	\$ 21,601	\$ 29,304	\$ 30,298	\$ 31,965
18	\$ 17,343	\$ 18,885	\$ 21,748	\$ 29,452	\$ 30,446	\$ 32,113
19	\$ 17,491	\$ 19,033	\$ 21,896	\$ 29,599	\$ 30,594	\$ 32,261
20	\$ 17,638	\$ 19,181	\$ 22,044	\$ 29,747	\$ 30,741	\$ 32,408
21	\$ 17,786	\$ 19,328	\$ 22,192	\$ 29,895	\$ 30,889	\$ 32,556
22	\$ 17,934	\$ 19,476	\$ 22,339	\$ 30,042	\$ 31,037	\$ 32,704
23	\$ 18,081	\$ 19,624	\$ 22,487	\$ 30,190	\$ 31,184	\$ 32,852

**MCSO Proposed FY 20 Food Service Salary Schedule**

Step	FS Operator (6.5 hrs*185 days)		FS Operator (8.0 hrs*185 days)		FS Operator (8.0 hrs*185 days)		Asst Mgr 8 Hrs 190 Days Hr		Asst Mgr 8 Hrs 190 Days Daily		Manager 8 Hrs 190 Days Hr		Manager 8 Hrs 190 Days Daily	
	Hourly Rate	Daily Rate	Annual Rate	Daily Rate	Annual Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	
1	\$9.61	\$62.46	\$11,556	\$76.88	\$14,222	\$9.94	\$79.54	\$15,112	\$10.29	\$82.28	\$15,634			
2	\$9.80	\$63.68	\$11,781	\$78.37	\$14,499	\$10.13	\$81.04	\$15,397	\$10.35	\$82.78	\$15,729			
3	\$9.98	\$64.90	\$12,006	\$79.87	\$14,776	\$10.32	\$82.53	\$15,682	\$10.54	\$84.28	\$16,014			
4	\$10.18	\$66.18	\$12,243	\$81.45	\$15,069	\$10.51	\$84.12	\$15,982	\$10.73	\$85.86	\$16,314			
5	\$10.38	\$67.46	\$12,481	\$83.03	\$15,361	\$10.71	\$85.70	\$16,282	\$10.93	\$87.44	\$16,614			
6	\$10.58	\$68.75	\$12,719	\$84.61	\$15,654	\$10.91	\$87.28	\$16,583	\$11.42	\$91.35	\$17,357			
7	\$10.78	\$70.10	\$12,969	\$86.28	\$15,962	\$11.12	\$88.94	\$16,899	\$11.64	\$93.10	\$17,689			
8	\$10.99	\$71.45	\$13,219	\$87.94	\$16,269	\$11.33	\$90.60	\$17,215	\$11.85	\$94.76	\$18,005			
9	\$11.21	\$72.87	\$13,481	\$89.69	\$16,593	\$11.54	\$92.35	\$17,547	\$12.07	\$96.60	\$18,353			
10	\$11.43	\$74.29	\$13,744	\$91.44	\$16,916	\$11.76	\$94.10	\$17,879	\$12.30	\$98.43	\$18,701			
11	\$11.65	\$75.71	\$14,007	\$93.18	\$17,239	\$11.98	\$95.85	\$18,211	\$12.52	\$100.17	\$19,033			
12	\$11.88	\$77.20	\$14,282	\$95.01	\$17,578	\$12.21	\$97.68	\$18,559	\$12.76	\$102.09	\$19,396			
13	\$12.11	\$78.69	\$14,557	\$96.84	\$17,916	\$12.44	\$99.51	\$18,906	\$12.99	\$103.92	\$19,744			
14	\$12.34	\$80.24	\$14,845	\$98.76	\$18,270	\$12.68	\$101.42	\$19,270	\$13.24	\$105.91	\$20,124			
15	\$12.58	\$81.80	\$15,132	\$100.67	\$18,624	\$12.92	\$103.33	\$19,634	\$13.49	\$107.91	\$20,503			
16	\$12.83	\$83.42	\$15,432	\$102.67	\$18,994	\$13.17	\$105.33	\$20,013	\$13.74	\$109.91	\$20,882			
17	\$13.08	\$85.04	\$15,733	\$104.67	\$19,363	\$13.42	\$107.33	\$20,392	\$14.00	\$111.99	\$21,278			
18	\$13.34	\$86.73	\$16,045	\$106.75	\$19,748	\$13.68	\$109.41	\$20,788	\$14.27	\$114.15	\$21,689			
19	\$13.60	\$88.42	\$16,358	\$108.83	\$20,133	\$13.94	\$111.49	\$21,183	\$14.53	\$116.23	\$22,084			
20	\$13.87	\$90.18	\$16,683	\$110.99	\$20,533	\$14.21	\$113.65	\$21,594	\$14.81	\$118.48	\$22,511			
21	\$14.14	\$91.94	\$17,008	\$113.15	\$20,933	\$14.48	\$115.81	\$22,005	\$15.09	\$120.72	\$22,937			
22	\$14.42	\$93.76	\$17,346	\$115.40	\$21,349	\$14.76	\$118.06	\$22,432	\$15.37	\$122.97	\$23,364			
23	\$14.71	\$95.59	\$17,683	\$117.64	\$21,764	\$15.04	\$120.31	\$22,858	\$15.79	\$126.30	\$23,997			



# **MCSD Proposed FY 20 Bus Driver Salary Schedule**

Years Exp	MCSD		
	State Scale	Supplement	Total / Hr
0	\$7.70	\$5.96	\$13.66
1	\$7.72	\$5.96	\$13.68
2	\$7.74	\$5.96	\$13.70
3	\$7.76	\$5.96	\$13.72
4	\$7.93	\$5.96	\$13.89
5	\$8.07	\$5.96	\$14.03
6	\$8.24	\$5.96	\$14.20
7	\$8.41	\$5.96	\$14.37
8	\$8.60	\$5.96	\$14.56
9	\$8.77	\$5.96	\$14.73
10	\$8.95	\$5.96	\$14.91
11	\$9.13	\$5.96	\$15.09
12	\$9.31	\$5.96	\$15.27
13	\$9.49	\$5.96	\$15.45
14	\$9.67	\$5.96	\$15.63
15	\$9.86	\$5.96	\$15.82
16	\$10.57	\$5.96	\$16.53
17	\$11.70	\$5.96	\$17.66
18	\$11.57	\$5.96	\$17.53
19	\$12.07	\$5.96	\$18.03
20	\$12.57	\$5.96	\$18.53
21	\$13.07	\$5.96	\$19.03
22	\$13.57	\$5.96	\$19.53

# **Proposed MCSD FY20 Custodial Salary Schedule**

<b>Step</b>	<b>Hourly Rate</b>	<b>Custodian (8hrs*247 days)</b>
1	\$9.05	\$17,879
2	\$9.10	\$17,982
3	\$9.16	\$18,105
4	\$9.29	\$18,352
5	\$9.40	\$18,578
6	\$9.65	\$19,071
7	\$9.77	\$19,297
8	\$9.89	\$19,543
9	\$10.00	\$19,769
10	\$10.13	\$20,016
11	\$10.25	\$20,263
12	\$10.36	\$20,468
13	\$10.47	\$20,694
14	\$10.62	\$20,982
15	\$10.72	\$21,187
16	\$10.86	\$21,455
17	\$10.96	\$21,660
18	\$11.18	\$22,092
19	\$11.22	\$22,174
20	\$11.33	\$22,379
21	\$11.46	\$22,647
22	\$11.56	\$22,852
23	\$11.69	\$23,099

# MCSD Proposed DO Support Salary Schedule

2019 - 20

Step	Admin Asst DO		Oper Support DO		Coordinator DO		Maint DO	
	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20
0	\$19,000	\$19,760	\$22,500	\$23,400	\$35,000	\$36,400	\$22,000	\$22,880
1	\$19,555	\$20,337	\$23,185	\$24,112	\$35,630	\$37,055	\$22,667	\$23,574
2	\$20,110	\$20,914	\$23,870	\$24,825	\$36,260	\$37,710	\$23,334	\$24,267
3	\$20,665	\$21,492	\$24,555	\$25,537	\$36,890	\$38,366	\$24,001	\$24,961
4	\$21,220	\$22,069	\$25,240	\$26,250	\$37,520	\$39,021	\$24,668	\$25,655
5	\$21,775	\$22,646	\$25,925	\$26,962	\$38,150	\$39,676	\$25,335	\$26,348
6	\$22,330	\$23,223	\$26,610	\$27,674	\$38,780	\$40,331	\$26,002	\$27,042
7	\$22,885	\$23,800	\$27,295	\$28,387	\$39,410	\$40,986	\$26,669	\$27,736
8	\$23,440	\$24,378	\$27,980	\$29,099	\$40,040	\$41,642	\$27,336	\$28,429
9	\$23,995	\$24,955	\$28,665	\$29,812	\$40,670	\$42,297	\$28,003	\$29,123
10	\$24,550	\$25,532	\$29,350	\$30,524	\$41,300	\$42,952	\$28,670	\$29,817
11	\$25,105	\$26,109	\$30,035	\$31,236	\$41,930	\$43,607	\$29,337	\$30,510
12	\$25,660	\$26,686	\$30,720	\$31,949	\$42,560	\$44,262	\$30,004	\$31,204
13	\$26,215	\$27,264	\$31,405	\$32,661	\$43,190	\$44,918	\$30,671	\$31,898
14	\$26,770	\$27,841	\$32,090	\$33,374	\$43,820	\$45,573	\$31,338	\$32,592
15	\$27,325	\$28,418	\$32,775	\$34,086	\$44,450	\$46,228	\$32,005	\$33,285
16	\$27,880	\$28,995	\$33,460	\$34,798	\$45,080	\$46,883	\$32,672	\$33,979
17	\$28,435	\$29,572	\$34,145	\$35,511	\$45,710	\$47,538	\$33,339	\$34,673
18	\$28,990	\$30,150	\$34,830	\$36,223	\$46,340	\$48,194	\$34,006	\$35,366
19	\$29,545	\$30,727	\$35,515	\$36,936	\$46,970	\$48,849	\$34,673	\$36,060
20	\$30,100	\$31,304	\$36,200	\$37,648	\$47,600	\$49,504	\$35,340	\$36,754
21	\$30,655	\$31,881	\$36,885	\$38,360	\$48,230	\$50,159	\$36,007	\$37,447
22	\$31,210	\$32,458	\$37,570	\$39,073	\$48,860	\$50,814	\$36,674	\$38,141
23	\$31,765	\$33,036	\$38,255	\$39,785	\$49,490	\$51,470	\$37,341	\$38,835



# MCSD Proposed DO Support Salary Schedule

2019 - 20

Step	Admin Asst DO		Oper Support DO		Coordinator DO		Maint DO	
	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20
0	\$19,000	\$19,760	\$22,500	\$23,400	\$35,000	\$36,400	\$22,000	\$22,880
1	\$19,555	\$20,337	\$23,185	\$24,112	\$35,630	\$37,055	\$22,667	\$23,574
2	\$20,110	\$20,914	\$23,870	\$24,825	\$36,260	\$37,710	\$23,334	\$24,267
3	\$20,665	\$21,492	\$24,555	\$25,537	\$36,890	\$38,366	\$24,001	\$24,961
4	\$21,220	\$22,069	\$25,240	\$26,250	\$37,520	\$39,021	\$24,668	\$25,655
5	\$21,775	\$22,646	\$25,925	\$26,962	\$38,150	\$39,676	\$25,335	\$26,348
6	\$22,330	\$23,223	\$26,610	\$27,674	\$38,780	\$40,331	\$26,002	\$27,042
7	\$22,885	\$23,800	\$27,295	\$28,387	\$39,410	\$40,986	\$26,669	\$27,736
8	\$23,440	\$24,378	\$27,980	\$29,099	\$40,040	\$41,642	\$27,336	\$28,429
9	\$23,995	\$24,955	\$28,665	\$29,812	\$40,670	\$42,297	\$28,003	\$29,123
10	\$24,550	\$25,532	\$29,350	\$30,524	\$41,300	\$42,952	\$28,670	\$29,817
11	\$25,105	\$26,109	\$30,035	\$31,236	\$41,930	\$43,607	\$29,337	\$30,510
12	\$25,660	\$26,686	\$30,720	\$31,949	\$42,560	\$44,262	\$30,004	\$31,204
13	\$26,215	\$27,264	\$31,405	\$32,661	\$43,190	\$44,918	\$30,671	\$31,898
14	\$26,770	\$27,841	\$32,090	\$33,374	\$43,820	\$45,573	\$31,338	\$32,592
15	\$27,325	\$28,418	\$32,775	\$34,086	\$44,450	\$46,228	\$32,005	\$33,285
16	\$27,880	\$28,995	\$33,460	\$34,798	\$45,080	\$46,883	\$32,672	\$33,979
17	\$28,435	\$29,572	\$34,145	\$35,511	\$45,710	\$47,538	\$33,339	\$34,673
18	\$28,990	\$30,150	\$34,830	\$36,223	\$46,340	\$48,194	\$34,006	\$35,366
19	\$29,545	\$30,727	\$35,515	\$36,936	\$46,970	\$48,849	\$34,673	\$36,060
20	\$30,100	\$31,304	\$36,200	\$37,648	\$47,600	\$49,504	\$35,340	\$36,754
21	\$30,655	\$31,881	\$36,885	\$38,360	\$48,230	\$50,159	\$36,007	\$37,447
22	\$31,210	\$32,458	\$37,570	\$39,073	\$48,860	\$50,814	\$36,674	\$38,141
23	\$31,765	\$33,036	\$38,255	\$39,785	\$49,490	\$51,470	\$37,341	\$38,835

**MCSD Proposed School Support Salary Schedule  
2019 - 20**

Step	Sec		Other Support	
	FY19	FY20	FY19	FY20
0	\$13,000	\$13,520	\$19,000	\$19,760
1	\$13,408	\$13,944	\$19,297	\$20,069
2	\$13,816	\$14,369	\$19,594	\$20,378
3	\$14,224	\$14,793	\$19,891	\$20,687
4	\$14,632	\$15,217	\$20,188	\$20,996
5	\$15,040	\$15,642	\$20,485	\$21,304
6	\$15,448	\$16,066	\$20,782	\$21,613
7	\$15,856	\$16,490	\$21,079	\$21,922
8	\$16,264	\$16,915	\$21,376	\$22,231
9	\$16,672	\$17,339	\$21,673	\$22,540
10	\$17,080	\$17,763	\$21,970	\$22,849
11	\$17,488	\$18,188	\$22,267	\$23,158
12	\$17,896	\$18,612	\$22,564	\$23,467
13	\$18,304	\$19,036	\$22,861	\$23,775
14	\$18,712	\$19,460	\$23,158	\$24,084
15	\$19,120	\$19,885	\$23,455	\$24,393
16	\$19,528	\$20,309	\$23,752	\$24,702
17	\$19,936	\$20,733	\$24,049	\$25,011
18	\$20,344	\$21,158	\$24,346	\$25,320
19	\$20,752	\$21,582	\$24,643	\$25,629
20	\$21,160	\$22,006	\$24,940	\$25,938
21	\$21,568	\$22,431	\$25,237	\$26,246
22	\$21,976	\$22,855	\$25,534	\$26,555
23	\$22,384	\$23,279	\$25,831	\$26,864

Step	AP Cert, Admin Asst		Prin Elem/Middle		Prin Secondary		Coordinator		Asst Supt		Band		Ath Dir		CATE FY20
	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20	FY19	FY20	
0	\$1,000	\$1,040	\$5,000	\$5,200	\$7,000	\$7,280	\$2,000	\$2,080	\$10,000	\$10,400	\$3,000	\$3,120	\$8,000	\$8,320	
1	\$1,193	\$1,241	\$5,270	\$5,481	\$7,270	\$7,561	\$2,270	\$2,361	\$10,385	\$10,800	\$3,154	\$3,280	\$8,085	\$8,408	
2	\$1,386	\$1,441	\$5,540	\$5,762	\$7,540	\$7,842	\$2,540	\$2,642	\$10,770	\$11,201	\$3,308	\$3,440	\$8,170	\$8,497	
3	\$1,579	\$1,642	\$5,810	\$6,042	\$7,810	\$8,122	\$2,810	\$2,922	\$11,155	\$11,601	\$3,462	\$3,600	\$8,255	\$8,585	
4	\$1,772	\$1,843	\$6,080	\$6,323	\$8,080	\$8,403	\$3,080	\$3,203	\$11,540	\$12,002	\$3,616	\$3,761	\$8,340	\$8,674	
5	\$1,965	\$2,044	\$6,350	\$6,604	\$8,350	\$8,684	\$3,350	\$3,484	\$11,925	\$12,402	\$3,770	\$3,921	\$8,425	\$8,762	
6	\$2,158	\$2,244	\$6,620	\$6,885	\$8,620	\$8,965	\$3,620	\$3,765	\$12,310	\$12,802	\$3,924	\$4,081	\$8,510	\$8,850	
7	\$2,351	\$2,445	\$6,890	\$7,166	\$8,890	\$9,246	\$3,890	\$4,046	\$12,695	\$13,203	\$4,078	\$4,241	\$8,595	\$8,939	
8	\$2,544	\$2,646	\$7,160	\$7,446	\$9,160	\$9,526	\$4,160	\$4,326	\$13,080	\$13,603	\$4,232	\$4,401	\$8,680	\$9,027	
9	\$2,737	\$2,846	\$7,430	\$7,727	\$9,430	\$9,807	\$4,430	\$4,607	\$13,465	\$14,004	\$4,386	\$4,561	\$8,765	\$9,116	
10	\$2,930	\$3,047	\$7,700	\$8,008	\$9,700	\$10,088	\$4,700	\$4,888	\$13,850	\$14,404	\$4,540	\$4,722	\$8,850	\$9,204	
11	\$3,123	\$3,248	\$7,970	\$8,289	\$9,970	\$10,369	\$4,970	\$5,169	\$14,235	\$14,804	\$4,694	\$4,882	\$8,935	\$9,292	
12	\$3,316	\$3,449	\$8,240	\$8,570	\$10,240	\$10,650	\$5,240	\$5,450	\$14,620	\$15,205	\$4,848	\$5,042	\$9,020	\$9,381	
13	\$3,509	\$3,649	\$8,510	\$8,850	\$10,510	\$10,930	\$5,510	\$5,730	\$15,005	\$15,605	\$5,002	\$5,202	\$9,105	\$9,469	
14	\$3,702	\$3,850	\$8,780	\$9,131	\$10,780	\$11,211	\$5,780	\$6,011	\$15,390	\$16,006	\$5,156	\$5,362	\$9,190	\$9,558	
15	\$3,895	\$4,051	\$9,050	\$9,412	\$11,050	\$11,492	\$6,050	\$6,292	\$15,775	\$16,406	\$5,310	\$5,522	\$9,275	\$9,646	
16	\$4,088	\$4,252	\$9,320	\$9,693	\$11,320	\$11,773	\$6,320	\$6,573	\$16,160	\$16,806	\$5,464	\$5,683	\$9,360	\$9,734	
17	\$4,281	\$4,452	\$9,590	\$9,974	\$11,590	\$12,054	\$6,590	\$6,854	\$16,545	\$17,207	\$5,618	\$5,843	\$9,445	\$9,823	
18	\$4,474	\$4,653	\$9,860	\$10,254	\$11,860	\$12,334	\$6,860	\$7,134	\$16,930	\$17,607	\$5,772	\$6,003	\$9,530	\$9,911	
19	\$4,667	\$4,854	\$10,130	\$10,535	\$12,130	\$12,615	\$7,130	\$7,415	\$17,315	\$18,008	\$5,926	\$6,163	\$9,615	\$10,000	
20	\$4,860	\$5,054	\$10,400	\$10,816	\$12,400	\$12,896	\$7,400	\$7,696	\$17,700	\$18,408	\$6,080	\$6,323	\$9,700	\$10,088	
21	\$5,053	\$5,255	\$10,670	\$11,097	\$12,670	\$13,177	\$7,670	\$7,977	\$18,085	\$18,808	\$6,234	\$6,483	\$9,785	\$10,176	
22	\$5,246	\$5,456	\$10,940	\$11,378	\$12,940	\$13,458	\$7,940	\$8,258	\$18,470	\$19,209	\$6,388	\$6,644	\$9,870	\$10,265	
23	\$5,439	\$5,657	\$11,210	\$11,658	\$13,210	\$13,738	\$8,210	\$8,538	\$18,855	\$19,609	\$6,542	\$6,804	\$9,955	\$10,353	

**308600CW Secondary Literacy****1 Unit**

Prerequisite: Successful Completion of Grade 8 English

Secondary Literacy is a semester course which assists students in performing on or above grade level. Emphasis should be on helping students approach literature and writing at a pace appropriate to their abilities. Curriculum for this course is designed for students who are reading one or more years below grade level. Students will read a variety of literature and write in response to the literature. Students will learn about the writing process in order to foster confidence in developing a written voice, use of mechanics, and enhanced vocabulary. This course will cover traditional grammar usage and study skills. This class is designed to enable the student to perform proficiently in all of the Grade 9 South Carolina College and Career State Standards.

**AVID****1 Unit**

AVID (Advancement Via Individual Determination) is offered as an elective course that prepares students for entrance into four-year colleges. There is an emphasis on analytical writing, preparation for college entrance and placement exams, study skills and test taking, note taking, and research. AVID students are required to take the most rigorous coursework possible. To support them in the rigorous coursework, AVID students learn organizational and study skills, develop critical thinking, learn to ask probing questions, receive academic help from peers and college tutors, and participate in enrichment and motivational activities to make their college dreams reality. In AVID, students also participate in motivational activities including college and career research, college and career outreach speakers, field trips to colleges and businesses and other educational opportunities in their communities, and service learning experiences. These activities provide students with the resources they need to learn about many positive opportunities available to them in the community that will impact their future.

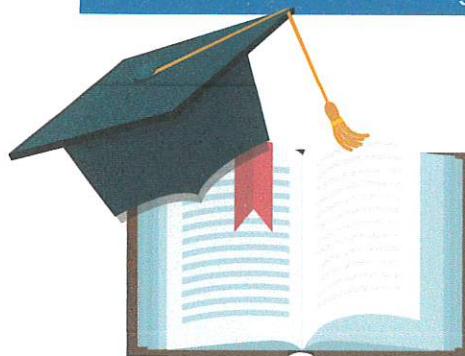
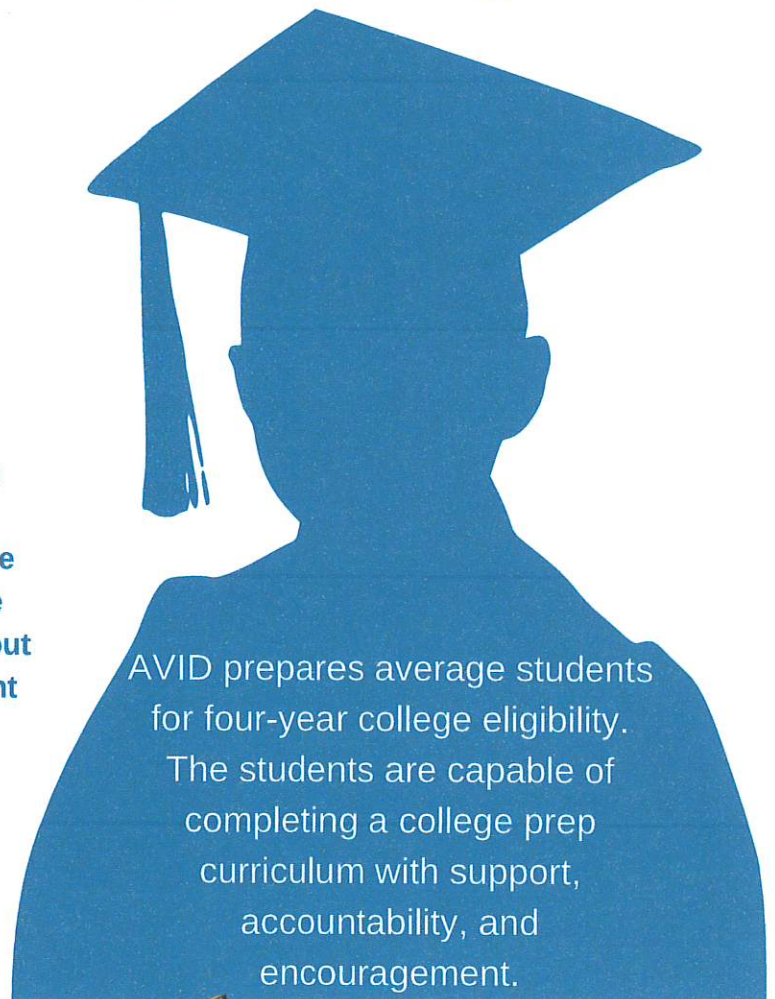


## **Advancement Via Individual Determination**

AVID is a program dedicated to helping students achieve their goals of going to college. The AVID class, held within the regular school day, provides support, academic monitoring, and tutoring. The writing process, socratic questioning, collaborative learning, and reading are the core strategies of the program. It has a proven track record in bringing out the best in students and in closing the achievement gap.

**Students in AVID will:**

- Engage in team building and leadership activities**
- Develop study skills to enhance student success.**
- Improve writing skills**
- Learn how to organize**
- Discover how to get financial aid & scholarships**
- Prepare for a professional career**
- Visit college campuses**
- Interact with guest speakers**





## Why AVID works

The AVID program is tailored to the needs of this diverse group of students, and it works for them because:

- \* AVID accelerates underachieving students into more rigorous courses, instead of consigning them to dead-end remedial programs.
- \* AVID offers the intensive support students need to succeed in rigorous courses.
- \* AVID uses Socratic methods and study groups that specifically target the needs of under-achieving students.
- \* AVID is a schoolwide initiative, not a school within a school.
- \* AVID redefines the role of teacher from lecturer to advocate and guide. The role of counselor changes from gate-keeper to facilitator.
- \* AVID creates site teams of administrators and educators from different content areas, encouraging communication and sharing among teachers, counselors, and principals.

All AVID strategies are based on research on tracking the process by which some children are channeled into challenging courses and others are relegated to remedial ones and peer influences in student achievement.



A.V.I.D.

Uniform Dress Code

### 6th Grade

- Academic Enrichment
- Odysseyware Academy Assistance
- Keyboarding (2018-2019)
- Digital Literacy & Mystery Detectives (STEM) 2019-2020
- Career Development Read 180/System 44

### 7th Grade

- Academic Enrichment
- Odysseyware Academy Assistance
- Career Development Gateway to Technology (2018-2019)
- Computer Applications & Design and Modeling (STEM) 2019-2020

### 8th Grade

- Academic Enrichment
- Odysseyware Academy Assistance
- Career Development
- Google Basics (2018-2019)
- Google Basics and Robotics (STEM) 2019-2020
- Intro to Spanish
- Honors Algebra I
- Honors English I

### Interventions

- Instructional Coach
- After School Tutoring
- Flexible Seating
- Classroom Guidance Lessons
- Positive Behavior Fun Day
- Small Group Testing
- Student Data Meetings
- Incentives (attendance)

### Clubs & Organizations

- BETA Clubs
- Pearls/Gents
- Fellowship of Christian Athletes
- Band
- Athletics: Football, Basketball, Softball, Track & Field, Soccer, Golf, Tennis

### Community Involvement

- Visiting the elderly
- School-wide clean-up
- CHIEF R.E.S.E.T.
- G.R.E.A.T. Program
- Clemson Nutrition (P.E.)
- M.O.D.E.L.S.
- United Churches of McCormick
- Emergency Agencies

### Assessments

- Benchmarks (TE 21)
- Mastery Connect
- MAP (Fall, Winter, Spring)
- SC READY
- SC PASS
- EOCEP
- SCOIS (SC Occupational Information System)

S.T.A.R. Academy

Odysseyware Academy

All Grade Levels Have Access to the Following Curriculum and Community Resources:

- SC State Standards and Support Documents
- Pacing Guides for Instruction
- Leveled Literacy Intervention
- Data Meetings (with Instructional Coach)
- Cluster Meetings (with Instructional Coach)
- Professional Development (content areas, personalized learning, responsive classroom, suicide prevention, Odysseyware Academy)
- Parent Workshops (Odysseyware, note-taking, student data, intruder drills, mentorship programs, PowerSchool, attendance, fostering children, Profile of SC Graduate)

**Curriculum  
Resources and  
Supports at  
McCormick  
Middle  
School**



<b>I.</b>	<b><u>Sixth Grade</u></b> a. English-Language Arts b. Mathematics c. Science d. Social Studies e. Academic Enhancement f. OWA Assistance g. Keyboarding (2018-19) h. Digital Literacy & Mystery Detectives (STEM) (2019-20) i. Careers
<b>II.</b>	<b><u>Seventh Grade</u></b> a. English-Language Arts b. Mathematics c. Science d. Social Studies e. Academic Enhancement f. OWA Assistance g. Careers h. Gateway to Technology (2018-19) i. Computer Applications & Design and Modeling (STEM) (2019-20)
<b>III.</b>	<b><u>Eighth Grade</u></b> a. English-Language Arts b. Mathematics c. Science d. Social Studies e. Academic Enhancement f. OWA Assistance g. Careers h. Google Basics (2018-19) i. Google Basics & Robotics (STEM) (2019-20) j. Intro to Spanish k. Honors Algebra 1 l. English 1 Honors i. Rosetta Stone
<b>IV.</b>	<b><u>Related Arts (Grades 6 – 8)</u></b> a. Physical Education b. Art c. Band d. Health
<b>V.</b>	<b><u>STAR Academy</u></b>

**VI. Observations**

- a. Walk-through observations
  - i. Follow-up individual teacher meeting
- b. Formal Observations
  - i. Follow-up individual teacher meeting

**VII. Classroom Instructional Support**

- a. DATA Meetings
  - i. Dissecting & Using MAP Data
  - ii. Student Goals
  - iii. Reading/Reviewing State Assessment Data
  - iv. Benchmark Data
- b. Cluster Meetings
  - i. Depth-of-Knowledge
- c. Professional Development
  - i. Project-Based Learning
  - ii. Personalized Learning
  - iii. Mathematics
  - iv. English-Language Arts
  - v. Gifted & Talented for teacher certifications
  - vi. Responsive Classroom
  - vii. Odyssey-Ware Academy Training
  - viii. TE21
  - ix. Mandated Reporter
  - x. Suicide Prevention

**VIII. Assessments**

- a. Benchmarks
- b. MAP (Fall, Winter, Spring)
- c. SCREADY
- d. SCPASS
- e. End-of-Course
- f. SCOIS (SC Occupational Information System)

**IX. Community Involvement**

- a. Visiting the elderly
- b. School-Wide Clean-up
- c. CHIEF R.E.S.E.T. (Refocus, Encourage, Succeed, Empathize, Transform)
- d. G.R.E.A.T. Program through the Department of Juvenile Justice
- e. Clemson Nutrition through PE dept.
- f. Emergency Agencies involved with emergency planning
- g. M.O.D.E.L.S. (Men of Distinction becoming Elite Leaders and community Servants) Academy through Piedmont Technical College
- h. United Churches of McCormick

**X. Parental Workshops**

- a. Parent/Student Orientation
- b. Open House
- c. OWA
- d. Note-Taking

- e. Combine Teacher Cluster with Parent Meeting for teachers to share classroom information and ideas with parents.
- f. Intruder Drill
- g. Homeless Act
- h. Parent Volunteers
- i. Parent Surveys
- j. Mentorship Programs
- k. Power School Portal
- l. Attendance
- m. Teachers Information
- n. Foster Parent Recruitment w/guest from Department of Social Services
- o. Parent/Community Workshops
  - i. Uniform Dress Code
  - ii. Year-Round School
  - iii. OWA w/staff presenters from MMS
- p. Profile of the SC Graduate

**XI. Clubs/Organizations**

- a. BETA Clubs
- b. Pearls/Gents
- c. Fellowship of Christian Athletes
- d. Band
- e. Athletics
  - i. Football
  - ii. Basketball
  - iii. Baseball
  - iv. Softball
  - v. Track/Field

**XII. Student Support**

- a. After-School Tutoring
- b. Flexible Seating
- c. Classroom Guidance Lessons
- d. Positive Behavior Fun Day
- e. End-of-Year Academic/Behavior Trip
- f. Incentives
  - i. Attendance
  - ii. Behavior
  - iii. Academic
  - iv. Working positively & diligently while focusing when taking assessments
- g. Small Group Testing
- h. Individual Graduation Plan meeting (8<sup>th</sup> grade)
- i. Individual Student Guidance Meetings
- j. Individual Student Data Meetings

**XIII. Technology**

- a. Interactive Boards
- b. One-to-One Chrome-books

c. Two computer labs

d.



# A.V.I.D.

Uniform Dress Code

## English Language Arts

- Classroom Library
- MAP Skills - ELA
- William & Mary GT Materials (grade 9)
- Pre-AP and AVID Strategies
- Balanced Literacy
- STAR Academy Support

## Math

- MAP Skills - Math
- Khan Academy
- Algebra Nation
- Pre-AP and AVID Strategies
- STAR Academy Support

Virtual SC

## Science & Social Studies Assessments

- USA Test Prep
- Mastery Connect
- TE 21 Benchmarks (EOC Courses)

## Interventions

Small Group Instruction  
After School Program  
Student Conferencing

## ELA & Math Assessments

- EOCEP
- ACT
- WIN
- USA Test Prep
- MAP (9-10, Fall, Winter, Spring)
- Mastery Connect
- TE 21 (EOC Courses)

## Science

- Manipulatives and labs for experiments
- Pre-AP and AVID Strategies
- STAR Academy Support

## Social Studies

- Pre-AP and AVID Strategies
- STAR Academy Support

Modified Calendar

Odysseyware Academy

All Core Content Areas Have Access to the Following Curriculum Resources:

- SC State Standards and Support Documents
- Pacing Guides for Instruction
- State adopted textbooks and supplements
- One to One Technology

## Curriculum

## Resources and

## Supports at

## McCormick

## High

## School

SEE ATTACHED  
DIPLOMA  
PATHWAYS

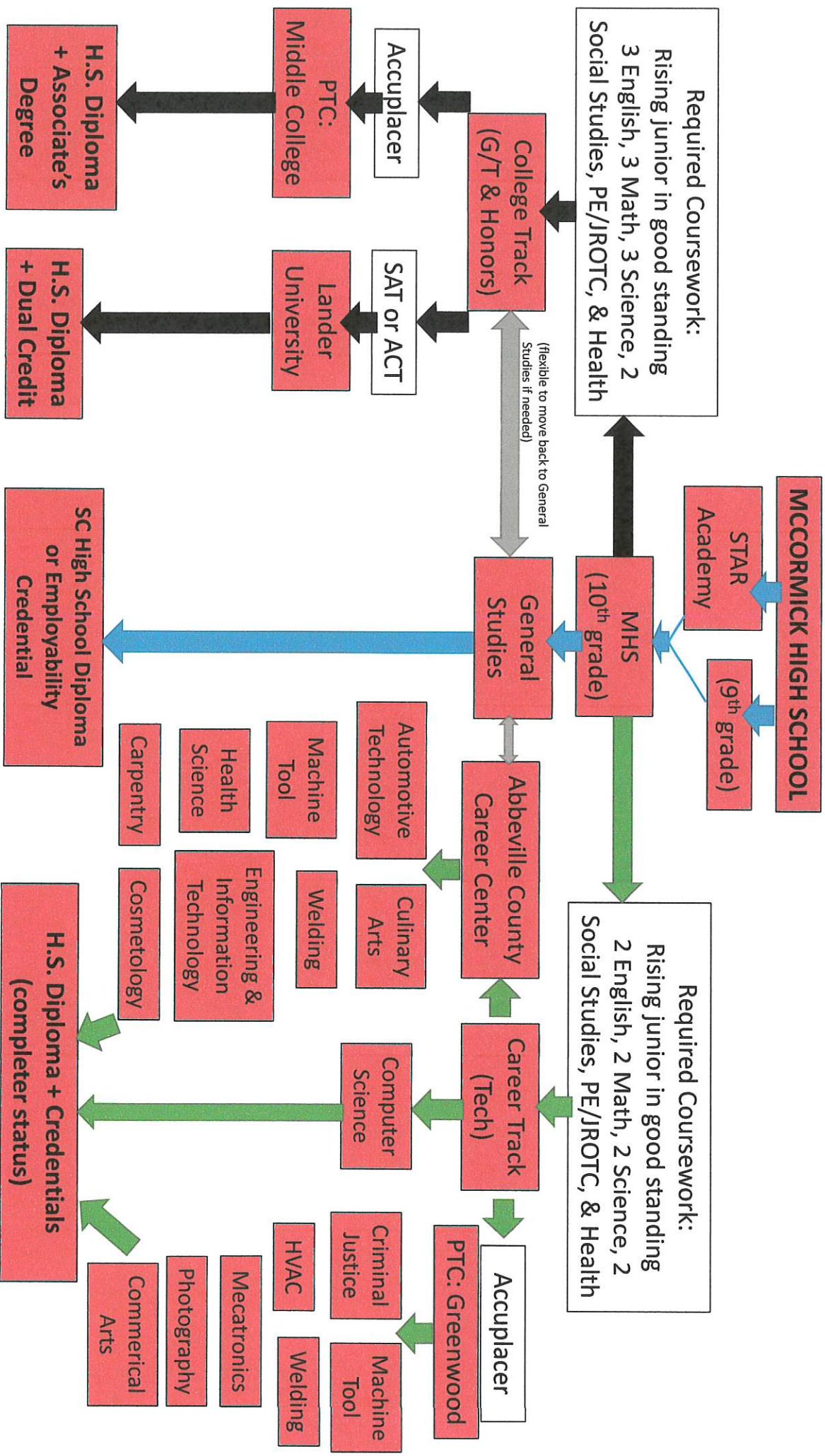


### Resources by Content Area

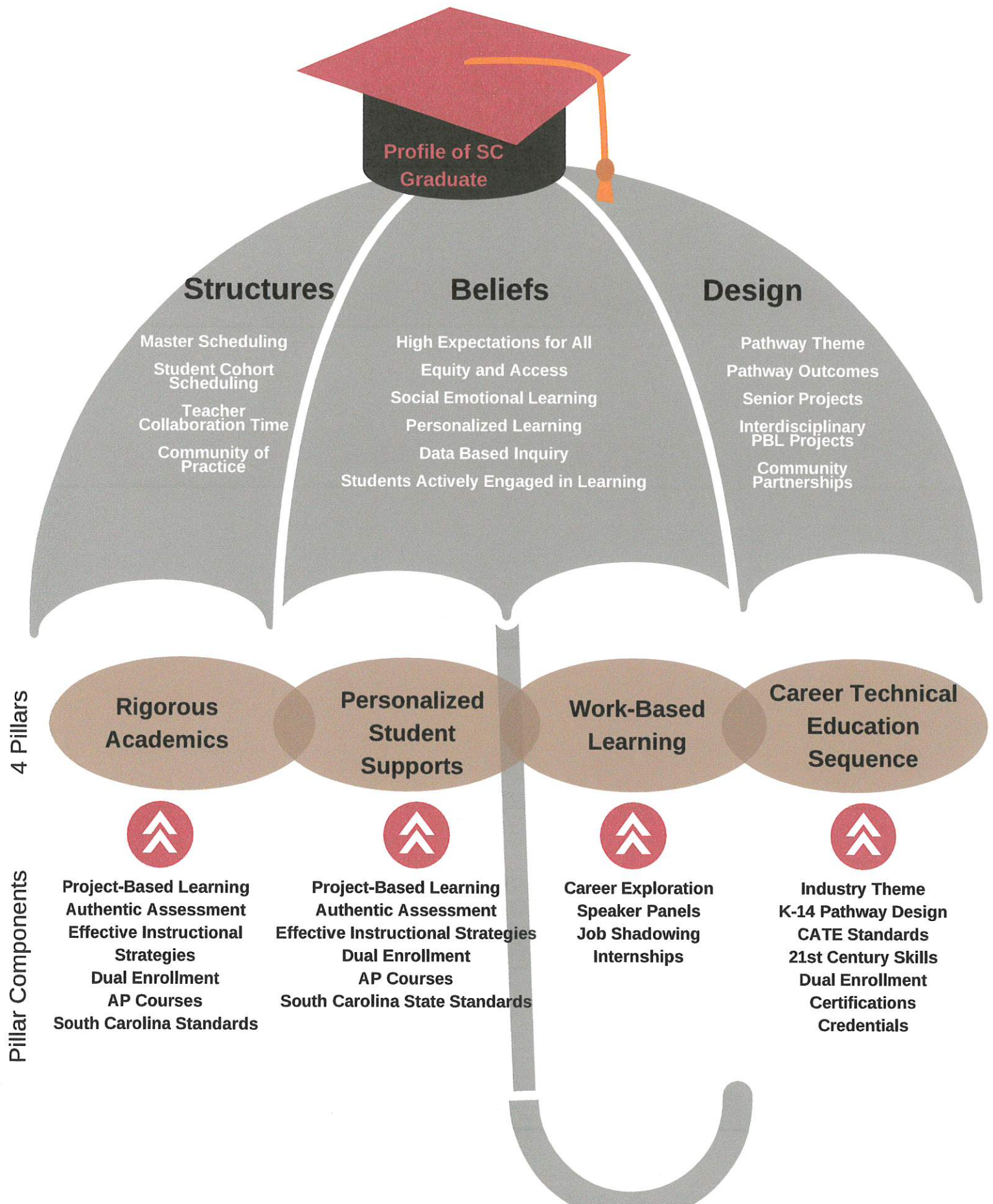
Grade and Subject	School-Endorsed Curriculum	Resources	Lessons/Activities	Assessment	Remediation	Enrichment	Professional Development
ELA 9-12	ELA Standards and support documents	Activities and resources	Direct Instruction for ELA	EOC exams	Small Group with Teacher	William & Mary G/T materials (9)	SCDE ELA PLO (summer, fall, spring)
	Pacing Guide State adopted textbooks and supplementals  Rubicon curriculum maps	Classroom Library  MAP Skills - ELA	Balanced Literacy - Small Groups, Writing, Independent Reading	ACT English & Reading  WIN Reading & Locating Information  USATestPrep  MAP Reading (9-10, 3x/year)  MasteryConnect benchmarks (EOC courses)	After-school Program	Pre-AP & AVID strategies	Personalized Learning  PBL  STAR Academy  SLO support  WIDA standards for ESOL  Gifted & talented  Read to Succeed
Math 9-12	Math Standards and support documents	Activities and resources	Small Groups, Independent Work, Whole Class	EOC exams	Small Group with Teacher	Pre-AP & AVID strategies	STAR Academy
	Pacing Guide State adopted textbooks and supplementals  Rubicon curriculum maps	MAP Skills – Math  Khan Academy  Algebra Nation	Direct Instruction for Math	ACT Math  WIN Applied Mathematics  USATestPrep  MAP Math (9-10, 3x/year)  MasteryConnect benchmarks (EOC courses)  OdysseyWare Academy	After-school Program		SLO support

<b>Science 9-12</b>	Science Standards and support documents Pacing Guide State adopted textbooks and supplementals Rubicon curriculum maps	Activities and resources	Small Groups, Independent Work, Whole Class Direct Instruction for Science	USATestPrep MasteryConnect benchmarks (EOC courses)	Small Group with Teacher After-school Program	Pre-AP & AVID strategies	STAR Academy SLO support Gifted & talented
<b>Social Studies 9-12</b>	History Standards and support documents Pacing Guide State adopted textbooks and supplementals Rubicon curriculum maps	Activities and resources	Small Groups, Independent Work, Whole Class Direct Instruction for History	USATestPrep MasteryConnect benchmarks (EOC courses)	Small Group with Teacher After-school Program	Pre-AP & AVID strategies	PBL STAR Academy SLO support

Pathways







McCormick County School District

MCCORMICK HIGH SCHOOL





MCCORMICK  
ELEMENTARY SCHOOL

# Summer READING Camp

MONDAY - THURSDAYS

8 AM - 12 PM

JUNE 10 - JULY 18

(EXCLUDING JULY 4)

## THIRD GRADERS - INVITATION ONLY

34 THIRD GRADERS INVITED BASED ON  
STATE READ TO SUCCEED REQUIREMENTS  
AND CURRENT TESTING DATA (MAP SCORE  
OF 199 AND BELOW)

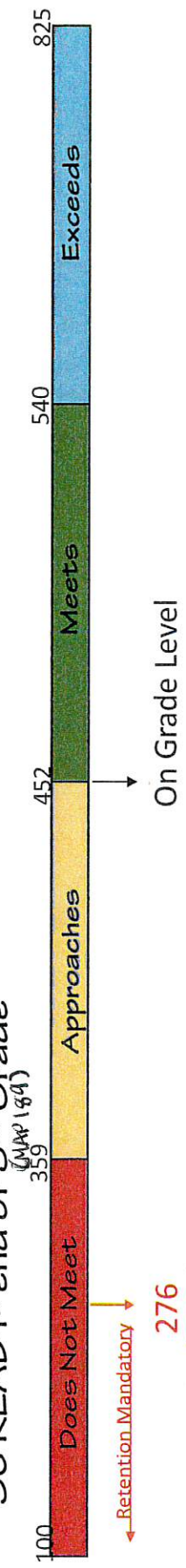


TEACHERS

THREE TEACHERS WITH  
PROVEN READING  
INTERVENTION SUCCESS  
WERE OUTSOURCED  
FROM A NEIGHBORING  
DISTRICT



# SC READY- end of 3<sup>rd</sup> Grade



Retention Mandatory

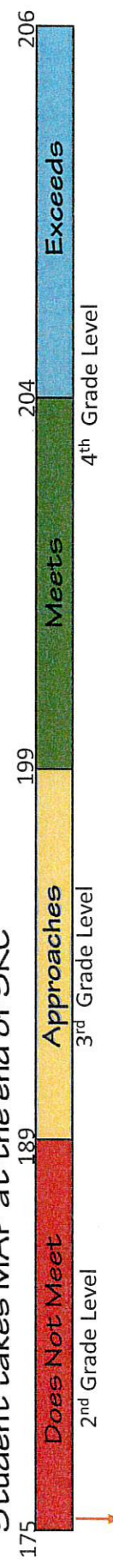
276

Reading Cut Score

On Grade Level

Student Attends Summer Reading Camp (at least 96 hours of intense reading intervention)

# Student takes MAP at the end of SRC



177

Cut Score

(this score and below, retention is still mandatory)

# McCormick County School District

## 2019-2020 School Calendar - 190 day employees

July 2019						
Su	M	Tu	W	Th	F	Sa
	X	X	X	X	X	6
7	X	X	X	X	X	13
14	X	X	X	X	X	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1	X	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	X					

October 2019						
Su	M	Tu	W	Th	F	Sa
		X	X	X	X	5
6	X	X	X	X	X	12
13	X	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	X	X	X	30

December 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	X	X	X	X	X	28
29	X	X				

January 2020						
Su	M	Tu	W	Th	F	Sa
			X	X	X	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	X	21	22	23	24	25
26	27	28	29	30	31	


February 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	X	18	19	20	21	22
23	24	25	26	27	28	29




March 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	X	X	X	X	X	21
22	X	X	X	X	X	28
29	30	31				





April 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	X	X	X	X	X	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	X	26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	X	X	13
14	X	X	X	X	X	20
21	X	X	X	X	X	27
28	X	X				

-  Teacher Inservice Days (No Students)
-  Intersession
-  Inclement Weather Make-Up Days  
(Schools are closed if days are not needed)
-  September 30, October 1, October 2 = Make Up Days, Remediation/Enrichment
-  March 16, 17, 18 OR March 17, 18, 19 = Make Up Days, Remediation/Enrichment

-  Holiday - No Students
-  High School Graduation: June 5, 2020
-  First and Last Day of School

-  Regular School Day
-  Half Day - dismiss at 11:30
-  First/Last Day to report
-  No Work



# McCormick County School District

## 2019-2020 School Calendar - 200 day employees

July 2019						
Su	M	Tu	W	Th	F	Sa
						6
7						13
14						20
21						27
28						

August 2019						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1		3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29						

October 2019						
Su	M	Tu	W	Th	F	Sa
						5
6						12
13		15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26				30

December 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22						28
29						

January 2020						
Su	M	Tu	W	Th	F	Sa
						4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19		21	22	23	24	25
26	27	28	29	30	31	

February 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16		18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15						21
22						28
29	30	31				

April 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12						18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24		26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4		6
7		9	10	11	12	13
14	15	16	17			20
21						27
28						

- Teacher Inservice Days (No Students)
- Intersession
- Inclement Weather Make-Up Days  
(Schools are closed if days are not needed)
- September 30, October 1, October 2 = Make Up Days, Remediation/Enrichment
- March 16, 17, 18 OR March 17, 18, 19 = Make Up Days, Remediation/Enrichment

- Holiday - No Students
- High School Graduation: June 5, 2020
- First and Last Day of School

- Regular School Day
- Half Day - dismiss at 11:30
- First/Last Day to report
- No Work
- Work Days (over 190 days)



# McCormick County School District

## 2019-2020 School Calendar - 210 day employees

July 2019						
Su	M	Tu	W	Th	F	Sa
	<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	<del>5</del>	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1	<del>2</del>	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	<del>30</del>					

October 2019						
Su	M	Tu	W	Th	F	Sa
		<del>1</del>	<del>2</del>	<del>3</del>	<del>4</del>	5
6	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>	<del>11</del>	12
13	<del>14</del>	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	<del>27</del>	<del>28</del>	<del>29</del>	30

December 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	<del>23</del>	<del>24</del>	<del>25</del>	<del>26</del>	<del>27</del>	28
29	<del>30</del>	<del>31</del>				

January 2020						
Su	M	Tu	W	Th	F	Sa
			<del>1</del>	<del>2</del>	<del>3</del>	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<del>20</del>	21	22	23	24	25
26	27	28	29	30	31	

February 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	<del>17</del>	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	<del>16</del>	<del>17</del>	<del>18</del>	<del>19</del>	<del>20</del>	21
22	<del>23</del>	<del>24</del>	<del>25</del>	<del>26</del>	<del>27</del>	28
29	30	31				

April 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	<del>13</del>	<del>14</del>	<del>15</del>	<del>16</del>	<del>17</del>	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	<del>25</del>	26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	<del>5</del>	6
7	<del>8</del>	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	<del>25</del>	<del>26</del>	27
28	<del>29</del>	<del>30</del>				

- Teacher Inservice Days (No Students)
- Intersession
- Inclement Weather Make-Up Days  
(Schools are closed if days are not needed)
- September 30, October 1, October 2 = Make Up Days, Remediation/Enrichment
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- Holiday - No Students
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- First and Last Day of School

- Regular School Day
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- First/Last Day to report
- No Work
- Work Days (over 190 days)



# McCormick County School District

## 2019-2020 School Calendar - 220 day employees

July 2019						
Su	M	Tu	W	Th	F	Sa
	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>	<del>11</del>	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1	<del>2</del>	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	<del>7</del>	<del>8</del>	<del>9</del>	<del>10</del>	<del>11</del>	12
13	<del>14</del>	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	<del>27</del>	<del>28</del>	<del>29</del>	30

December 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	<del>23</del>	<del>24</del>	<del>25</del>	<del>26</del>	<del>27</del>	28
29	<del>30</del>	<del>31</del>				

January 2020						
Su	M	Tu	W	Th	F	Sa
			<del>1</del>	<del>2</del>	<del>3</del>	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<del>20</del>	21	22	23	24	25
26	27	28	29	30	31	

February 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	<del>17</del>	18	19	20	21	22
23	24	25	26	27	28	29

March 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	<del>23</del>	<del>24</del>	<del>25</del>	<del>26</del>	<del>27</del>	28
29	30	31				

April 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	<del>13</del>	<del>14</del>	<del>15</del>	<del>16</del>	<del>17</del>	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	<del>25</del>	26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	<del>5</del>	6
7	<del>8</del>	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	<del>25</del>	<del>26</del>	27
28	<del>29</del>	<del>30</del>				

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- First and Last Day of School

- Regular School Day
- Half Day - dismiss at 11:30
- First/Last Day to report
- No Work
- Work Days (over 190 days)



# McCormick County School District

## 2019-2020 School Calendar - 240 day employees

July 2019						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2019						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

January 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	


February 2020						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29




March 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2020						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

-  Teacher Inservice Days (No Students)
-  Intersession
-  Inclement Weather Make-Up Days  
(Schools are closed if days are not needed)
-  September 30, October 1, October 2 = Make Up Days, Remediation/Enrichment
-  March 16, 17, 18 OR March 17, 18, 19 = Make Up Days, Remediation/Enrichment

-  Holiday - No Students
-  High School Graduation: June 5, 2020
-  First and Last Day of School

-  Regular School Day
-  Half Day - dismiss at 11:30
-  First/Last Day to report
-  No Work
-  Work Days (over 190 days)



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## **McCormick County School District Guidelines for Selecting District Employees of the Year**

### **Procedure:**

1. School or site begins selection process according to school/site selection procedures
2. Each Principal, Site Director, or appropriate District Office Administrator, or his or her designee, submits a nomination to include an essay of qualifications and recommendation. This essay should be 250 words or less.
3. All nominations are then reviewed by the Director of Personnel (or appropriate third party staff member) and a committee will select the District Support Staff Employee of the Year.

### **Criteria:**

Attendance  
Motivation  
Achievements  
Job Performance/Outstanding Service  
Promoting a Positive Learning Environment  
Employed Full Time

Recognize at yearly District-wide Meeting in July.

### **Recognition:**

## **Procedures for Selecting School/Site Employee of the Year**

### **STEP ONE:**

Survey each school principal via memo asking for nominations from that site for "\_\_\_\_\_ Staff Employee of the Year." Memo should list all those eligible to be nominated for each category: Custodial/Maintenance, Food Service, Transportation (Bus Driver/Monitor, Instructional Support Staff, Non-Instructional Support Staff.

### **STEP TWO:**

School Principal and appropriate District Office Administrator, or his/her designee compiles all nominations onto one ballot. The ballot is sent to each person eligible to vote, listing a deadline for ballots to be returned.

### **STEP THREE:**

School Principal and appropriate District Office Administrator, or his/her designee counts ballots to determine the winner.

### **STEP FOUR:**

School Principal announces school or site winner to school/site staff in a manner best suited for that site.

### **STEP FIVE:**

School Principal and appropriate District Office Administrator, or his/her designee, in conjunction with Mrs. Morris, writes narrative for submitting name to Director of Personnel at the District Office.

### **STEP SIX:**

Name of winner and narrative is submitted to the Director of Personnel at the District Office by the deadline date designated in the District Employees of the Year Timeline.

### **STEP SEVEN:**

A Committee selected by the Director of Personnel will read and evaluate each narrative based on the attached rubric. The top three are invited to the District Office for a face to face interview with the committee to select the winner.

**Finalist:** \_ \_ \_ \_ \_

Category:     Custodial/Maintenance     Food Service     Transportation

Support Staff (Instructional)     Support Staff (Non-Instructional)

### **Employee of the Year Finalists Interview Questions**

1.     To help us get to know you better, tell us about yourself and why you chose to work for McCormick County School District.
  
  
  
  
  
  
  
  
  
  
2.     Why do you think you should be employee of the year?
  
  
  
  
  
  
  
  
  
  
3.     There are times when you have opportunities to speak with students. What advice would you give to them?
  
  
  
  
  
  
  
  
  
  
4.     If you could do something special for the children in the district or just one child in the district, what would you do?
  
  
  
  
  
  
  
  
  
  
5.     What are some suggestions you could give for making the district stronger?

# Non-Instructional Support

CANDIDATE \_\_\_\_\_

Attendance	10 ...-.-	
Motivation	10 ...-.-	
Achievements	10...-.-	
Job Performance/ Outstanding Service	is _.,.,.,	
Promoting a Positive Learning Environment	15...-.-	
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10 - -	
Motivation	10 ...-.....	
Achievements	10...-.-	
Job Performance/Outstanding Service	is _.,.,.,	
Promoting a Positive Learning Environment	is _.,.,	
<b>TOTAL</b>	60	

CANDIDATE \_\_\_\_\_

Attendance	10 - -	
Motivation	10- -	
Achievements	10...-.-	
Job Performance/Outstanding Service	15 ...-.-	
Promoting a Positive Learning Environment	1s - *.-	
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10 --	
Motivation	10 .-...-	
Achievements	10.....,.,.	
Job Performance/Outstanding Service	15 ,.....,.,.	
Promoting a Positive Learning Environment	1s _.,.,	
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10 .....	
Motivation	10 - -	
Achievements	10- -	
Job Performance/ Outstanding Service	15 ...-.-	
Promoting a Positive Learning Environment	is _.....	
<b>TOTAL</b>	60	

Reader:

\_\_\_\_\_

**Finalist:** \_ \_ \_ \_ \_

Category:    Custodial/Maintenance    Food Service    Transportation

Support Staff (Instructional)    Support Staff (Non-Instructional)

### **Employee of the Year Finalists Interview Questions**

1.    To help us get to know you better, tell us about yourself and why you chose to work for McCormick County School District.
  
  
  
  
  
  
  
  
  
  
2.    Why do you think you should be employee of the year?
  
  
  
  
  
  
  
  
  
  
3.    There are times when you have opportunities to speak with students. What advice would you give to them?
  
  
  
  
  
  
  
  
  
  
4.    If you could do something special for the children in the district or just one child in the district, what would you do?
  
  
  
  
  
  
  
  
  
  
5.    What are some suggestions you could give for making the district stronger?



# Non-Instructional Support

CANDIDATE \_\_\_\_\_

Attendance	10	...
Motivation	10	...
Achievements	10	...
Job Performance/ Outstanding Service	is	...
Promoting a Positive Learning Environment	15	...
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10	- -
Motivation	10	...
Achievements	10	...
Job Performance/Outstanding Service	is	...
Promoting a Positive Learning Environment	is	...
<b>TOTAL</b>	60	

CANDIDATE \_\_\_\_\_

Attendance	10	- -
Motivation	10	- -
Achievements	10	...
Job Performance/Outstanding Service	15	...
Promoting a Positive Learning Environment	1s	- -
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10	--
Motivation	10	...
Achievements	10	...
Job Performance/Outstanding Service	15	...
Promoting a Positive Learning Environment	1s	...
<b>TOTAL</b>	60	

CANDIDATE \_ \_ \_ \_ \_

Attendance	10	.....
Motivation	10	- -
Achievements	10	- -
Job Performance/ Outstanding Service	15	...
Promoting a Positive Learning Environment	is	.....
<b>TOTAL</b>	60	

Reader:

\_\_\_\_\_