The last year...

As we reflect on the 2021-2022 year, I’d like to thank the entire staff for supporting our students, as well as the community. Our educators and support staff have worked collaboratively to keep students safe, fed, and ensure each receives a quality education. Because of Team OCSD, our students want to come to school to learn and lead better lives, and are prepared to do just that when they graduate.

As a team, we have accomplished some great things this year, and none of them could have been accomplished without our employees’ dedication, creativity, commitment and energy. I cannot overstate my appreciation to teachers and staff for their selfless service and the difference their work makes in the lives of our students.

While the 2022-2023 school year will bring new successes and challenges, I look forward to seeing what students can achieve here at Orangeburg County School District, thanks to you all who inspire our students to do their personal best.

We Are One!

SHAWN D. FOSTER
SUPERINTENDENT

2021-2022 YEAR IN REVIEW

HIGHLIGHTS from
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SUPERINTENDENT HIGHLIGHTS

Seeking community input and developing a facility improvement plan for the District has been at the forefront of the superintendent's work over the last year.

With part of the plan calling for a new Orangeburg-Wilkinson High School on a new site, an extensive search for an available property led the superintendent to county administrators and a mutually beneficial agreement.

The county is giving the school district 95 acres of land on Red Bank Road near U.S. Highway 601. In exchange, the school district is giving the county property near Interstate 95 on U.S. Highway 15 – the site of the former Dantzler Middle School.

With acknowledgement of the physical and emotional stress the coronavirus pandemic has caused teachers and educational support staff, Dr. Foster asked trustees for their consideration of an Employee Health Day Initiative. With the gracious approval of our School Board, OCSD’s Employee Health Day Initiative aimed to encourage teachers, aides, secretaries, bus drivers, principals, school food service workers, custodians, and every member of our District Family to tend to their own physical and mental health and wellbeing by offering a day off during the 2021-2022 school year, without expense to their leave bank, for that purpose.

It is sincerely our hope that the Employee Health Day encouraged all employees to prioritize their mental and physical wellness and served as a reminder of our district’s commitment to creating and sustaining a nurturing work environment for all.

Employee Health Day. Please see work excuse from health care/mental health care provider in uploaded documentation.
To allow our nursing team to accurately document and track our district’s coronavirus impact numbers, and collect data in a way that could be presented to community stakeholders, a COVID-19 Tracker was developed.

School leaders and human resources entered student and employee impacts in a user-friendly interface while up-to-the-minute graphs, charts, and other visual representations allowed district leaders and trustees to see the numbers in real time, enabling them to make informed decisions about the health and safety of school operations.

The tragedy at Orangeburg-Wilkinson High School on August 18, 2021, was a day our community will not soon forget. Superintendent Foster and other District leaders have shared OCSD's Active Shooter Response, Reunification and Insights Gained at state-wide conferences and events over the last year, including the South Carolina School Boards Association's Annual Conference and the South Carolina Association of School Administrator's i3 Conference.

Conference attendees who have evaluated their session have called it "The Best" at the conference, with "informative" and "very helpful information."
We were pleased to be able to incentivize employee health and safety through a $200 bonus available to employees fully-vaccinated. Vaccinated employees who wished to receive the incentive, simply completed the below form and submitted it to their supervisor, along with a copy of their vaccination card.

At the December 2021 Board Meeting, trustees authorized Dr. Foster to compensate full-time active employees of our district an amount of $500 and part-time active employees $250 as an incentive for their efforts of work during COVID-19. OCSD has certainly appreciated the dedication of all teachers and staff throughout the pandemic and hope that the incentive contributed to employees’ merriment over the holidays.
There has been growing interest from external individuals and groups in receiving direct, factual information about OCSD on a regular basis.

THE CIRCLE newsletter has helped fill that desire, keeping stakeholders and groups in the loop of district news and information. This new publication is designed to engage, inform and contribute to stakeholders’ awareness of happenings within our community’s public schools and district.

THE CIRCLE is published weekly during the school year and bi-monthly over the summer, and is available without cost to all stakeholders by subscription. To date, THE CIRCLE has 601 subscribers.

In an ongoing effort to keep all employees engaged and informed of happenings across our schools and within our district, we were delighted to share with our staff ONE VOICE, a new weekly newsletter, sent to employee email accounts every Thursday afternoon.

The Communications Department began this weekly newsletter as an effort to strengthen relationships within our OCSD family and contribute to the sense of belonging and support for one another that we share.
The Communications Department launched our new Employee Perk Program in the 2021-2022 school year. OCSD's Employee Perk Program is just one of many benefits offered at our district. As a benefit of employment with Orangeburg County School District, teachers and staff members have access to discounts from hundreds of local and national companies. To receive discounts, most vendors just require proof of a district badge or offer an online coupon code. We are extremely grateful to the community for honoring our employees and were excited to share make these perks available to our employees.

Orangeburg County School District invites you to join us in appreciation of teachers and district staff by offering a discount or other OCSD Employee Perk. Whether it’s a free doughnut on Teacher Appreciation Day, a discount on a car, a percentage off every purchase, a free beverage with dinner, a discounted oil change, or any other offer of your choosing, we hope you’ll join us in recognition of our educators.

Businesses participating in our Employee Perk Program are featured on the District website, ocsdsc.org. Over the last year, ocsdsc.org has been viewed by more than 58,446 people. The school district also provides complimentary storefront window decals to all participating businesses.

To participate in OCSD’s Employee Perk Program, please email Public.Relations@ocsdsc.org with Employee Discount/Offer in the subject line. For the Communications Office to display your offer on our website, your email must include:

- a hi-resolution horizontal logo or image on a dark background
- a detailed description of the discount or offer
- the dates you would like to begin and end the discount/offer (if applicable)
- a PDF copy of your discount/offer flyer (if available)
- contact information for a member of the business or organization

Please note that businesses must communicate any offer changes via email Public.Relations@ocsdsc.org. While we strive to include all offers, certain limitations apply. We thank you, in advance, for your interest in celebrating Orangeburg County School District employees and for joining others in the community in gratitude for their service to students and families.
OCSD was excited to advertise on billboards this year through the financial partnership of Marcus Johnson, Owner of Nissan of Orangeburg. Thanks to Mr. Johnson, OCSD was able to obtain six billboards throughout the county at a total cost of nearly $37,000 for year-long contracts. Through the billboards, we have been able to market employee recruitment for multiple positions, some specifically geared towards bus drivers while also including the benefits of working for the District. We also reached another target audience of families with school-aged children through these ads. The family targeted billboards highlighted all of the benefits of attending an OCSD school, like the safety at our schools, highly-trained educators, comprehensive support for gifted and talented (GT) students as well as students who may need additional resources, small class sizes (with a class ratio of 13 to 1), latest technologies, and our advanced programs such as GT, magnet programs, Orangeburg Advanced College, and our Technology Centers.
Savannah River Nuclear Solutions (SRNS) expanded their Innovative Teaching Mini Grant opportunities to public schools in Orangeburg, Allendale and Bamberg counties in the fall of 2021, with a commitment to fund special projects for successful high school educator grant awardees. OCSD high school teachers responded to this opportunity with tremendous enthusiasm, and we were extremely proud of the work that was put forth to apply for the grants. In total, $19,250 in funding was awarded to our high schools to support special projects in classrooms, across grade levels or throughout our schools. SRNS later expanded the opportunity to our elementary and middle school teachers, contributing an additional $9,250 in grants to educators in our district.

Teacher awardees were celebrated in spring 2022 with an awards ceremony and dinner hosted at Newberry Hall in nearby Aiken, SC.

<table>
<thead>
<tr>
<th>Awardee</th>
<th>School Name</th>
<th>Grant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quenencia H. Dantzler</td>
<td>Cope Area DO</td>
<td>Shift Learning Forward</td>
</tr>
<tr>
<td>Anna Morgan Smith</td>
<td>Cope Area DO</td>
<td>Empower Book Studies to Empower Instruction</td>
</tr>
<tr>
<td>Derrick James</td>
<td>Cope Area DO</td>
<td>Longer Monitor</td>
</tr>
<tr>
<td>Deidra O. Wright</td>
<td>Cope Area DO</td>
<td>Bowing in the Right Direction</td>
</tr>
<tr>
<td>Heather Haughton</td>
<td>Elloree EMS</td>
<td>Reading Wonderland (Needed to type cover pg &amp; budget)</td>
</tr>
<tr>
<td>Mary S. Fogle</td>
<td>Elloree EMS</td>
<td>&quot;A Smile is Worth a Million Dollars&quot; Collaborative Project</td>
</tr>
<tr>
<td>Tequila Allen</td>
<td>Vance-Privod</td>
<td>Stay Active</td>
</tr>
<tr>
<td>Lori June</td>
<td>Vance-Privod</td>
<td>Building a STEM Foundation</td>
</tr>
<tr>
<td>Beverly J. Parker-Rice</td>
<td>Elloree EMS</td>
<td>Welcome to the World of the Recorder</td>
</tr>
<tr>
<td>Joyce A. Smith</td>
<td>Lake Marion HS</td>
<td>Multimedia Art</td>
</tr>
<tr>
<td>Kara Horoski</td>
<td>CMS</td>
<td>Reading Makes Us Happy Campers</td>
</tr>
<tr>
<td>Kimberly Chubb</td>
<td>Lockett/BHS</td>
<td>We Sing the World Around</td>
</tr>
<tr>
<td>Mihaela Span</td>
<td>Branchville HS</td>
<td>Learning Geometry Using Manipulatives</td>
</tr>
<tr>
<td>Audrey Cook</td>
<td>Branchville HS</td>
<td>VMath Live (Redo budget, Itemize)</td>
</tr>
</tbody>
</table>

The Orangeburg County School District Education Foundation is a not-for-profit organization that was formed for charitable and educational purposes, and to sponsor educational activities in our local public schools.

Our Assistant Superintendent for Communications, Business and Community Partnerships serves on the Board, along with new inductees including, Holly Hill Elementary Principal Johnnie Smith, C&I leaders Amanda Looper and Robert Hemby, former Lockett Principal Dr. Glenda Westbury, Brookdale Principal Latonya Nelson, as well as District Teacher of the Year Ruby Marie Hallman, and Support Staff of the Year Briana Berry.
The Technology Department provided hotspots to support extended and remote learning to students across the county in all grade levels through VILS, Waterford and through district funds that will be reimbursed by Emergency Connectivity dollars.

The Department was awarded five million dollars in Emergency Connectivity Funds to replace out-of-date and broken devices for students across the district.

We replaced the three previous district phone systems and united the county by deploying and installing new phones through a cost-saving Voice Over IP (VOIP) telephone system. We added physical phone sets and virtual sets (Softphones) to allow for greater flexibility for employees to have untethered phone service in the office or, if needed, remotely.

Additionally, we have added eFax services that we will be training users on to increase flexibility and decrease the hardware costs to departments and schools.

Technology also replaced computer systems with new devices for food service and office staff.
Orangeburg County School District and Garden City Consulting partnered to offer COVID-19 Vaccines for students ages 5-11, while continuing to offer vaccines for parents, older students, and other members of our community in need. These clinics were held in the eastern, western, and central regions of our school district on August 28, 2021, September 18, 2021, February 19, 2022 and March 19, 2022.

The National Alliance on Mental Illness (NAMI) partnered with Student Services and our schools’ athletic departments to host Mental Health First Aid Nights at Football Games. These nights were designed to destigmatize mental health by informing the community about mental health issues in order to increase awareness and let students and families know how to get help for themselves or others if needed.
OCSD partnered with other Midlands School Districts and Law Enforcement agencies, including the Orangeburg County Sheriff’s Office, the Orangeburg Department of Public Safety, and The Town of North Police, as well as The Regional Medical Center in Orangeburg, to help raise gun safety awareness as part of our involvement in the Be SMART campaign.

Be SMART was launched to raise awareness that secure gun storage—storing guns locked, unloaded and separate from ammunition—can save children’s lives. Be SMART emphasizes that it’s an adult responsibility to keep kids from accessing guns, and that every adult can play a role in keeping kids and communities safer.

Dr. Foster, school board members, and other partners took part in a public MOU signing ceremony for the initiative in early December.

Local students inspired their families, schools and community on Monday, February 28, by their confidence, presence and masterful delivery of prepared speeches during the Orangeburg County School District MLK Jr. Oratory Competition.

The annual oratory competition featured 14 students, a talented group comprised of one fourth or fifth grade school contest winner from each of the District’s elementary schools. Each student’s powerful, deeply personal speech was based on the competition theme, “Awakening the Consciousness of Compassion,” and answered the question, “What movement would you support, start or lead; why is this movement important?”

Malachi Jean, a fifth grader at Mellichamp Elementary won first place, Dilyn Berry, a fourth grader at Bethune-Bowman Elementary placed second, and Harlem Brown, a fifth grader at Holly Hill Elementary brought home the third-place prize.
Parent liaisons partnered with the Save the Children Action Network and various community supporters to present our very first Parent Empowerment Day. Parents attended sessions, and visited vendors such as Girls and Boys Club, DSS, Wise Staffing, Save the Children, and more at this event which featured our very own Hayward Jean as the keynote speaker.

The Salvation Army accepted applications from families in need of holiday assistance at Nix Elementary School Cafeteria. Assistance was available for things like toys, clothing, hygiene products, and more for children 12 and younger, and we were delighted to offer this additional resource to our families.

**Additional Assistance 2021**

- Energy
- Rental
- Food
- Hygiene
- Clothing Voucher
- Furniture

More details will be shared with you by the Salvation Army.

**CHRISTMAS ASSISTANCE 2021**

Will you need assistance this year for Christmas toys for your children 12 years old and younger?

We will be taking applications:

- **Thursday, October 21, 2021**
- 9:00 AM – 1:00 PM
- **Location:** Nix Elementary School Cafeteria
  770 School Rd
  Orangeburg SC 29115

**Bringing the following documentation:**

1. Picture ID or ID cards for person applying.
2. **LOANS FORM** birth certificates for each child.
3. Clothing sizes for all children in the home 12 years old and younger.
4. A copy of all monthly bills.
5. Proof of all insurance or lack of unemployment office in home including Medicaid/Medicare, Food Stamps, SSI, and WIC.
6. Names and birth dates for every person in the household over the age of 12.

The services described in this information are not supported or endorsed by the Orangeburg County School District.
Student Services created a young male mentoring program for Vance-Providence Elementary School in collaboration with Mrs. Quia Stevenson (counselor) and Mrs. Alethea Bryant-Dixon (assistant principal). The successful program culminated with a catered luncheon on May 25.

Call Me MISTER Mentoring Program “My Brother’s Keeper” was held on the campuses of William J. Clark Middle School, Bethune-Bowman Elementary School, and Orangeburg-Wilkinson High School during the spring semester. Once a week, preservice teachers from the Call Me MISTER program mentored a select group of students.

We were pleased to offer this program in collaboration with SC State 1890 Research and Extension program and the Call Me MISTER program.
The National Alliance on Mental Illness South Carolina (NAMISC) presented Bethune-Bowman M/H School with the very first Go Lime Green (GLG) Spirit Award on March 31. Their efforts to raise awareness on mental illness during their sports programs and other activities set them apart from all other programs throughout the state.

This male empowerment event provided an inspiration day of personal development activities to prepare young men for college, and introduce our high school juniors and seniors to the idea of becoming education majors as Call Me MISTERs.

The National Alliance on Mental Illness South Carolina (NAMISC) presented Bethune-Bowman M/H School with the very first Go Lime Green (GLG) Spirit Award on March 31. Their efforts to raise awareness on mental illness during their sports programs and other activities set them apart from all other programs throughout the state.

Call Me MISTER Recruitment & Male Conference

Power Up Career Fair

OCSD Professional School Counselors and Career Professionals hosted students from all high schools for a motivational event focused on practical tips, and the power of soft skills in career advancement. Career and college vendors from the community and surrounding areas engaged our students with information on their programs and opportunities and provided giveaways, including $500 scholarships.
The Orangeburg Rotary Club, in partnership with Hibbett Sports, hosted their annual “Happy Feet” event on April 8, where new shoes for 101 elementary school students were provided. Mr. Hayward Jean, OCSD Director of Student Services worked with all school counselors to select deserving students across the county.

Save the Children-Community Summits

Community Summits were held this spring in collaboration with Curriculum and Instruction and Save the Children. Families and various members of the community engaged in powerful discussions and heard dynamic speakers centered around the genius development of our students. Save the Children also provided free meals and school supplies for all.
Getting Ready for Opportunities to Work in Orangeburg County was implemented this year to tap into the support staff talent we have within our district and encourage non-certified employees to attain certification to teach.

OCSD partnered with Dr. Rashard Anderson from S.C. State University, The S.C. State Department of Education, Teachers for Tomorrow, and Learning Liaisons to help prepare participating staff for these certification assessments. OCSD also reimbursed participants for the cost of the PRAXIS exams, transcripts, and practice tests.

The G.R.O.W. program is gaining state-wide attention as other districts look for creative ways to ensure each classroom is filled with a certified teacher. HR was invited to share details of this initiative at the South Carolina Association of School Administrator's (SCASA) i3 conference in June 2022.

Human Resources implemented the Rookie Teacher of the Month and the OCSD Employee of the Month Programs this school year in an effort to enhance the culture of the district and assist with retention of employees.

The Rookie Teacher of the Month program recognized induction teachers for their efforts in the classrooms. A committee at the district level selected the rookie teacher of the month from names submitted by schools. By similar account, the employee of the month program recognized both classified and certified employees for their contributions at their work sites.

The rookie teacher of the month and the employee of the month are recognized at board meetings, celebrated in internal and external newsletters and acknowledged on our District website.
To support and develop new educators in OCSD, Human Resources implemented the New Educator to OCSD Academy. This academy of teachers met monthly for focused learning on classroom management, lesson planning, and delivering high-quality instruction to students. Additionally, NEO Academy teachers were assigned a mentor and Mrs. Dyisha Taylor from our Human Resources Office made site visits to support these educators new to our district. The NEO program concluded with The NEO End of the Year Celebration, where Ms. Brandi McGrady, Brookdale Elementary, was named OCSD Rookie Teacher of the Year.

The Human Resources Department hosted two in-district career fairs to hire both certified and classified personnel.

With both career fairs, OCSD was able to hire 23 certified personnel and 18 classified personnel.
The finance office held virtual monthly meetings to discuss updates for procurement, pupil activity, accounts payable, payroll, and grants accounting.

During the virtual meetings, each department provided monthly updates and current activities. The meetings provided the finance staff with timely information, enabling the office to operate more efficiently.

Saniya White, student at Lake Marion High School, and Tamia Yarbrough, student at Orangeburg-Wilkinson High School, are student apprentices in our Finance Office. The two young ladies are pictured on each end of the photograph below.

The students are being trained to perform accounting functions and are learning about the policies and procedures of the school district. The office is preparing these students to become accounting professionals.

Loretta Harden and Corine Miller presented to the district’s school bookkeepers about the policies and procedures for Federal Programs. This annual training for bookkeepers helps keep them updated on policies and procedures for the new year. Ms. Harden and Ms. Miller bring a wealth of knowledge and experience to share during their presentation. The bookkeepers look forward to this gathering with their colleagues to network and gain knowledge.
The School District was released from Fiscal Watch on May 12, 2022, by the South Carolina Department of Education. Orangeburg County School District was fortunate to be released one year after being on Fiscal Watch due to a low fund balance in FY 20 Audit.

The State requires school districts to maintain a minimum fund balance of 8.33% of their annual budget. Orangeburg County School District increased its fund balance by $4,893,513 at the end of FY 21 to $12,019,991.

A Vendor Drop-In was held on March 1, 2022, at the Orangeburg County Library.

We provided a hybrid model for the drop-in and invited James McQuilla, Orangeburg County Chamber President and Johnny Burch, Administrative Staff for Small Minority Business.

Attendance included 23 in person and 21 virtual attendees. We covered topics about navigating the RFP process with OCSD and the certification process with SMBCC.
The School Board approved a balanced budget of $130,790,932.18 at the June 28, 2022, board meeting.

The budget will provide a $2,000 increase for all teachers, a $.68 increase for bus drivers, a step increase for all eligible employees, and a one-time $1,000.00 stipend for all employees.
In the midst of the pandemic, food and supply shortages were an issue for our School Nutrition program this past year. Several emergency purchases had to be made to obtain scarcely available serving utensils and lunch trays for students.

School Food Service persevered through the shortages and still provided all students with USDA reimbursable meals.

1,252,176 lunches served
811,766 breakfasts served
43,211 after-school snacks served

GRANTS AWARDED:

- No Kid Hungry - $20,000 for warmers in five kitchens
- School Breakfast Expansion Grant - $10,000 each for Bethune-Bowman, O-W High, Clark Middle, Whittaker Elem., and Lake Marion.
- The Moo Brew Program (Dairy Alliance) - $10,000 each for O-W High, Edisto High and Lake Marion Campus to start a coffee program.
The U.S. Environmental Protection Agency (EPA) is spending $17 million to fund electric school buses throughout the country. Of that funding, $1.2 million was awarded to the South Carolina Department of Education (SCDE) that will fund four electric school buses for Orangeburg County School District (OCSD). The grant will be used to replace four diesel-powered vehicles in the district with electric-powered ones. These vehicles are intended to help cut down on air pollution and greenhouse gas emissions.

South Carolina Law § 43-80-F requires school bus stops on each route be established at safe locations no closer than two-tenths of a mile apart. Stops shall have a clear visibility of 600 feet in each direction or a "School Bus Stop Ahead" sign shall be located at a point 600 feet in each direction of the designated stop.

The Office of Student Transportation Services is continuously working to ensure the overall safety and well-being of students. Route assessments are ongoing throughout the calendar year. As unsafe conditions are found, bus stops are either moved or “School Bus Stop Ahead” signs are installed by the South Carolina Department of Education (SCDOT) at the request of the District.
On August 18, 2022, a shooting occurred at Orangeburg-Wilkinson High School. District Security was assisted by local and state law enforcement agencies. Students, faculty, and staff were evacuated from the scene. The reunification site was the Orangeburg Technology Center.

- Metal Detector Installation
- Enhanced Procedures

Metal detectors were installed at all middle and high schools in the district. All students and visitors must pass through metal detectors before entering OCSD buildings.

Handheld wands are also used at all athletic events (football, basketball, etc). If an object is detected on a person, he/she will be asked to step aside and searched with the handheld wand. If an illegal item(s) is found on a person, he/she will be turned over to Administration or SRO Law Enforcement personnel.

Individuals with a medical excuse for heart devices, (i.e. pace maker) are searched via hand wand and pat down. Refusal to be searched results in denied entry to buildings/events.
Throughout the year, SERT (Special Emergency Response Team) held intruder drills at specific schools in the district (Lake Marion, W.J. Clark, Marshall, and Branchville High) in collaboration with Orangeburg County Emergency Service and local law enforcement.

A district-wide intruder drill was held on June 6, 2022, at Edisto High School. Participants included district employees, local and state law enforcement agencies, Orangeburg County EMS, Orangeburg County Fire Service, and The Regional Medical Center.

The drill at Edisto included “trauma-informed” active shooter training. This training helps prepare staff to respond in the event of an active shooter situation on a school campus. Several members of the OCSD team acted as gunshot victims, some played the roles of students and teachers, while others observed and evaluated.

“Our goal is to make sure we have adequate visual deterrents, comprehensive trainings, and that we are constantly informing our students and staff. Keeping our students and staff safe is a collaborative effort. We in this school district believe that it is everyone’s responsibility. It takes a village. It’s imperative that we have proper protocols and relationships with not only law enforcement, but the community as well, to ensure our students and staff are safe.”

-Superintendent, Dr. Shawn Foster
**OPERATIONS HIGHLIGHTS**

**Maintenance and Facilities**

**WINDOWS**

High efficiency windows were installed at William J. Clark Middle School, Sheridan Elementary School and Edisto High School. The windows have aluminum frames and are double-pane tempered glass with a slight tint on the interior window.

![Window Image]

**FLOORING**

Flooring replacement has been completed or is currently in process at Bethune-Bowman's guidance department, William J. Clark Middle School, Marshall Elementary School, Vance-Providence Elementary School (rooms C1 and D1), Lockett Elementary School K4 and Branchville High School (2 classrooms). The District selected an Armstrong Vinyl Composite Tile (VCT), which is durable and long lasting. The carpet that has been replaced is a Mohawk Group commercial flooring that comes in carpet squares. If a square is damaged, it is easy to replace the square and less expensive than replacing the entire carpet.

![Flooring Image]

**Work orders accepted, responded to & closed for the 2021-2022 school year**
Maintenance and Facilities

OPERATIONS HIGHLIGHTS

PAINTING

Painting has been completed or is currently in process at William J. Clark, Sheridan Elementary School, Vance-Providence Elementary School, Marshall Elementary School, Elloree Elementary School, Holly Hill-Roberts Middle School, Holly Hill Elementary, Edisto High School, Carver Edisto Middle School and Hunter-Kinard-Tyler K-12. The District chose a premium Sherwin Williams acrylic paint that is washable and scuff resistant. The scope of the painting varied from location to location, but several facilities have been completely repainted.

HVAC

HVAC individual units have been replaced at Dover Elementary, Holly Hill-Roberts Middle School, Lake Marion High School, Robert E. Howard Middle School, Marshall Elementary School, Rivelon Elementary School and The Technology Center. All replacements are high efficiency units containing the new MO99 refrigerant.
WOOD GYM FLOORS

Wood gym floors have been refinished at the following locations: Bethune-Bowman, Branchville High, Edisto High, HKT, North, Lake Marion High, O-W High, Carver-Edisto Middle, Robert E. Howard Middle, William J. Clark Middle, and Dover Elementary.

The district has a schedule in place when school gyms will receive a complete sand down and painting, or a polyurethane scuff and re-coat.

ROOF REPAIRS

Roof Repairs were completed at Lake Marion High School, Holly Hill-Roberts Middle School, R.E. Howard Middle School, Elloree Elementary School, North M/H School, Hunter-Kinard-Tyler Campus, Carver-Edisto Middle School, Edisto High School and Branchville High School.
OPERATIONS HIGHLIGHTS

Maintenance and Facilities

STORM DAMAGE REPAIRS
Storm damage repairs have been completed at Lake Marion High School. Repairs included: Roof replacement over small gym, ridge cap replacement, canopy replacement in courtyard, HVAC replacement and lighting replacement.

ATHLETIC TRACKS
Tracks are currently being upgraded at all high schools. North, Bethune-Bowman, and O-W are completed. At Lake Marion, partial runway work has been completed; and at Branchville and HKT, prep work is complete. Lake Marion is about 95% complete with a runway still to be completed; prep work at Branchville and HKT has been completed, with plans to lay the rubberized surface this fall. EHS's track will need extensive repairs before a surface can be laid down. Track resurfacing work includes laying down an exceptionally durable rubberized coating, and painting the new running lanes.

O-W ELEVATOR REPLACEMENT
The replacement of the elevator at Orangeburg-Wilkinson High School has been completed. Replacement included upgrading the machine room to current standards, flooring replacement, stair tread replacement, and upgraded lighting.
OPERATIONS HIGHLIGHTS

Maintenance and Facilities

ENTRY GATES
Entry gates have been installed and/or repaired at Lake Marion High School, Bethune-Bowman and Elloree Elementary.

BARBER SHOP AT LMHS
The installation of the barber shop at Lake Marion High School/Technology Center has been completed.

NEW MAINTENANCE HOLE FOR SEWER LINE ACCESS
A new maintenance hole for sewer line access has been installed at Orangeburg-Wilkinson to solve an ongoing issue with stop ups.
OPERATIONS HIGHLIGHTS

Foundation repairs have been completed at HKT, Edisto Primary and Sheridan Elementary School.

TOUCHLESS WATER BOTTLE FILLERS

Murdoch touchless water bottle fillers have been installed at all locations throughout the district – 100 total single and double stations were installed.

ABM Energy Performance Contract

Twenty-three schools and facilities will be equipped with upgrades to include Interior/Exterior LED Lighting and Controls, HVAC replacements and control upgrades, and Water Conservation equipment, using funds that would have been used in paying utilities.
This year we completed our first District Strategic Plan as a consolidated district. This project began with a collaborative group of stakeholders, both internal and external, in April 2021. Through a series of meetings, gathering input, recommendations and considerations, the project was completed in April 2022. During this process a district-wide vision, mission, belief statements and goals were created. Along with the district strategic plan, schools created their school-wide strategic plans as well.

**MISSION**

The mission of Orangeburg County School District, the catalyst of innovation and excellence, is to ensure all students discover and develop their person, purpose and platform through high-quality educational experiences distinguished by:
- a culture of collaboration, equity and inclusion;
- a creative learning environment with inspiring opportunities; and
- a commitment to nurture the academic, physical, social and emotional well-being of all.

**BELIEFS**

WE BELIEVE THAT...

- Honoring individuality through respect and empathy empowers and promotes acceptance, which builds family and community.
- Effective communication is key to understanding others.
- Purpose is the core of existence.
- Moral values shape who we are.
- A servant’s heart encompasses love that is manifested in action and deed toward self and mankind.
- Freedom is an inherent right.
- Time is life’s most valuable asset.
- Growth mindset is necessary to adapt and embrace change.

**GOALS**

We will sustain a culture that ensures collaboration, equity and inclusion.

We will provide high-quality and engaging opportunities through academics, arts, athletics and activities.

We will recruit, train, and retain highly effective faculty and staff.

We will ensure stakeholders’ voices are heard and honored in our school system.

We will provide high-quality, state-of-the-art facilities for our students and community.
This past year we celebrated over seven hundred seniors graduating from OCSD. For the first time after consolidation, we were able to hold all graduation ceremonies in one location in the spirit of being ONE. The past two years, ceremonies were limited to each high school due to Covid restrictions. The experience was a success, and we are already planning for the same in 2023.

This past year, the superintendent began a leadership academy for district employees interested in leadership and school administration.

Through a very thorough process, twenty-five applicants were selected to begin this learning journey. The class meets monthly to discuss leadership at both the district and school level through a series of presentations from departments, leadership articles and readings, lectures, sharing personal leadership stories, out-of-class assignments and continuous participation in online classroom chats and discussion.
The district continues to review, update and adopt new policies as we work together to ensure a successful consolidation.

Close attention has been given to Instructional Policies where a subcommittee of the board met with district administration to review and offer feedback. This is an ongoing process as times change, new legislation is adopted and current practices in the district are visited and reviewed.

OCSD completed the very first Office of Civil Rights (OCR) Compliance Report this year. This report is required of districts to ensure all student and employee rights are being considered fairly and with fidelity.

This relates to Title IX, which requires that all students have access to a free and appropriate education. The compliance report details all aspects of the district and each school.

The report is intended to serve as both a guide and reminder that all students and all employees matter and should have equal access.
Recognizing our role in preparing students for success in both college and careers, our District became a registered apprenticeship site this year.

A practical and sound method of preparing workers for employment in skilled occupations is through planned apprenticeship – a training concept which provides On-the-Job Learning (OJL) under actual job conditions supervised by skilled professionals and at wages commensurate with the apprentice’s skill.

In partnership with Apprenticeship Carolina, we formulated and adopted Apprenticeship Standards for the training of Apprentices in our own organization and placed students in the Finance and Operations Divisions, offering a number of students an opportunity for hands-on learning right in our own organization.

In an effort to support students who may have experienced gaps in their learning due to the pandemic, Curriculum and Instruction implemented an extended learning initiative.

A series of 14 Saturday sessions were offered and facilitated virtually by our very own certified teachers, allowing families or students to identify the grade level and times they would like to participate in an Extended Learning session.

Families or students could select to participate in one or more sessions. Each designated time focused on a different skill.

To attend a virtual session at 9:00 a.m., 10:30 a.m., or noon, families or students were able to click on a link to join the session from their school device, personal device and/or any smart device with internet access.
Our District's Waterford implementation began with pre-kindergarten students who were loaned a laptop and hotspot to utilize this evidence-based literacy program at home. All pre-kindergarten students engaged in the program five days a week for 15 minutes. All training, digital device deployment and instructional support were provided by the Waterford team through collaboration from C&I team members.

Teachers had daily access to student data to inform their instruction, allowing instructional feedback and great intervention strategies.

As a result of the positive student outcomes for our youngest learners, more than 70 kindergarten through second grade teachers volunteered to engage in the Waterford in-classroom model as an instructional supplement. Student incentives and contests helped encourage student utilization of Waterford, and involved engagement from leadership all the way to the top, with Dr. Foster allowing the teacher with the highest Waterford usage to pie him in the face.

An added bonus of Waterford is parent engagement, with parent liaisons who provided support and tools to empower OCSD parents as their child's first educator.
Summer Programs

Summer Programs provide an opportunity for students needing additional support to receive standards-based instruction pre-kindergarten through 12th grade from our very own certified teachers.

Additionally, secondary students could earn initial credit or engage in Career and Technical Education sessions.

We also offered summer programs for academically and artistically gifted students.

The OCSD Gifted and Talented Program was fully operational in four elementary magnet academies during the 2021-2022 school year. The goals of the program are to provide a specialized educational approach, improve achievement for magnet program participants and promote and maintain diversity.

A five-year implementation plan will expand these opportunities across more schools in OCSD.

Along with a rigorous standards-based curriculum, student experiences at our Magnet Academies have included STEAM Camps, Family Nights, Virtual Field Trips, Expos and Showcases.
The Curriculum and Instruction Division understands the value of formative and summative assessments to accelerate learning for all students. Therefore, the District currently administers three types of formative assessments.

Assessments

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Grade</th>
<th>Frequency</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAP Reading Fluency</td>
<td>3-6</td>
<td>Three Times Per Year</td>
<td>September 7-16, 2021, December 6-17, 2021, May 21-31, 2021</td>
</tr>
<tr>
<td>CASA Test: ELA, Math, Science</td>
<td>3-6</td>
<td>Three Times Per Year</td>
<td>October 25-November 5, 2021, January 16-31, 2022, March 20-April 1, 2023</td>
</tr>
<tr>
<td>EOC Summative Test: ELA, Math, Science</td>
<td>11-12</td>
<td>Three Times Per Year</td>
<td>September 7-17, 2021, November 1-12, 2021, January 31-February 4, 2022, March 29-April 6, 2022</td>
</tr>
<tr>
<td>MAP Reading, Language, Math</td>
<td>3-6</td>
<td>Three Times Per Year</td>
<td>August 23-September 2, 2021, December 1-17, 2021, April 1-14, 2022</td>
</tr>
</tbody>
</table>

As we seek to accelerate learning, we have involved stakeholder groups in reviewing assessment systems. Following collaborative decisions with the superintendent and stakeholder groups, such as teachers, principals, interventionists and support staff, and approval from the OCSD Board of Trustees, we will transition to iReady in the coming year.

Academic Recovery Plan

All districts in the state are required to submit an academic recovery plan detailing goals and strategies for providing annual growth in English Language Arts (ELA) and math for all students, as well as catch-up growth for those most impacted by the pandemic.

While the requirement focuses on ELA and math, it was essential for Orangeburg County School District to develop a plan that focused on all students and their individual needs. OCSD analyzed multiple data sources to develop specific, actionable goals for students. We did so collaboratively with stakeholders utilizing the following data:

- The End-of-Course Examination Program (EOCEP) results
- Attendance
- Grade distributions
- District-administered assessments
- Early learning assessments and screening tools
The Orangeburg Advanced College (OAC) program is moving into its second year of implementation and is a unique new opportunity for highly-motivated Orangeburg County School District (OCSD) students designed to advance future academic and career goals in a rigorous, yet supportive program.

In partnership with Orangeburg-Calhoun Technical College (OCtech), OCSD is thrilled to offer a character intensive, innovative curriculum for students in grades 9-12, who, upon successful completion, will earn both a high school diploma and an Associate's degree without cost to the student or family.

Orangeburg County School District is excited to welcome an even more diverse group of students, representing Cohort II in the 2022-2023 school year.

One program the District initiated was Orangeburg Advanced College, which puts students on a path to earning an Associate’s Degree by graduation starting with dual enrollment classes as early as ninth grade.

<table>
<thead>
<tr>
<th>Orangeburg Advanced College</th>
<th>21-22 OCSD Middle School</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Branchville Middle/High School</td>
<td>4</td>
<td>5.4%</td>
</tr>
<tr>
<td>Carver Edisto Middle School</td>
<td>10</td>
<td>13.5%</td>
</tr>
<tr>
<td>Elloree Elementary School</td>
<td>9</td>
<td>12.2%</td>
</tr>
<tr>
<td>North/Middle High School</td>
<td>7</td>
<td>9.5%</td>
</tr>
<tr>
<td>Holly Hill Roberts Middle School</td>
<td>7</td>
<td>9.5%</td>
</tr>
<tr>
<td>Robert E. Howard Middle School</td>
<td>11</td>
<td>14.9%</td>
</tr>
<tr>
<td>William J. Clark Middle School</td>
<td>25</td>
<td>33.8%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1.4%</td>
</tr>
<tr>
<td>Total applications submitted</td>
<td>74</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College Credits Earned</th>
<th>2019-2020</th>
<th>2020-2021</th>
<th>2021-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td># Students</td>
<td>328</td>
<td>379</td>
<td>355</td>
</tr>
</tbody>
</table>
Orangeburg County School District was excited to announce our South Carolina Junior Scholars who qualified for the highly-competitive and rigorous program. SC Junior Scholars must score a 550 or higher on the Evidence Based Reading and Writing Section or a 530 or higher score on the Math Section of the PSAT/NMSQT.

As a result of their academic talents, the honorees are named as Duke TIP participants and are identified and recognized at either the Grand Recognition Ceremony or the State Recognition Ceremony during their seventh grade year.

Biliteracy refers to having a functional level of proficiency in two languages in all domains of reading, writing, speaking and listening. The South Carolina Seal of Biliteracy advances the State's commitment to preparing every learner for college- and career-readiness in an increasingly international community by recognizing learners who attain levels of proficiency in English and at least one other world language required in the global workforce.

All South Carolina students are eligible to attain the Seal of Biliteracy based on two qualifications submitted during their junior or senior year of achieving the required level of language proficiency in a language other than English.

Orangeburg County School District is proud to share that the number of students earning this honor has increased for two consecutive years.
The 2022–2023 Orangeburg County School District Course Catalog publication contains information about various course offerings, graduation and promotion requirements, attendance, athletics, and college and career pathways. The Course Catalog is available in an electronic format to staff, parents, and students on our district website.

Course selection options help students focus their interests and learn more about a field. This resource is essential to planning for high school courses that are best fit for each student's college or career goals.

Having a course catalog will be vital to us as our district prepares students to operationalize their goals.

Strengthening the foundation of early childhood education (birth-age 5) is essential to our students' future academic success.

This year, our district established an Early Childhood Advisory Board to ensure that the variety of programs and services provided to young children and their families throughout our community are as consistent and unified as possible with curricula used, outcomes measured, etc. and head in the same direction while maximizing our collective use of resources.

A quote we believe in is, “Building a solid foundation in the early years of a child’s life will not only help him or her reach their full potential but will also result in better societies as a whole.”

-Arthur Unknown
Improving Graduation Rate

Graduation Rates for 2018-2022 are represented in the graph. Data for 2022 is preliminary and subject to change. Graduation rates represent the percentage of students in the senior cohort that met the requirements for graduation. A cohort is established during the students’ first year in high school. The graph shows that in most cases, each school has seen an increase in the graduation rate when comparing 2021 to the preliminary data of 2022. During the 2021-2022 school year, high schools were required to submit High School Data Trackers three times a year. After each submission, principals participated in meetings in which they explained their data and detailed the interventions that were put in place to assist each student.