



DISTRICT EXTENDED STRATEGIC PLAN

2024 - 2029

ROCK SOLID: BUILDING LEADERS FOR THE FUTURE



ROCK HILL
Schools



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Superintendent's Message

Dear Rock Hill Schools Community,

We are incredibly proud to lead our school district into our next phase of strategic planning to carry us from now through 2029.

The new strategic plan outlines how we can inspire our children, with the support of our community, to grow into confident leaders. This plan also amplifies the district's dedication to our mission, vision and values in doing what is best for our students and staff.

As a public school system, it is our duty to stand firmly in serving all children and families within our community and to lead by example in treating people well. We hope, with implementation of this plan, students will be well-prepared with world-class knowledge, world-class skills, and life and career characteristics to embody the Profile of the South Carolina Graduate.

Our team is dedicated to the continued support of our Three Big Rocks: Professional Learning Communities involve educators evaluating data and collaborating to ensure teaching is top-notch. Multi-Tiered Systems of Support focus on great instructional practices for all students and provide additional learning support to those who need it. Trusted Professionalism includes treating everyone with respect and kindness.

This plan embraces our Three Big Rocks, focuses on inspiring growth and provides all the essential tools to show the world that leaders are built in Rock Hill.

We are grateful for the opportunity to collaborate with our team, friends, neighbors and families in encouraging our children to lead the way toward our future.

Thank you,

Dr. Tommy Schmolze

Superintendent



2024-2029 ROCK HILL SCHOOLS' DISTRICT *EXTENDED* STRATEGIC PLAN GOAL AREAS AND SUPPORTS

Rock Hill Schools' District *Extended* Strategic Plan (DESP) incorporates the required goals from the South Carolina Department of Education's (SCDE) District Strategic Plan (DSP) to monitor, assess, and improve areas of Student Achievement, Climate, and Teacher/Administrator Quality. Rock Hill Schools' DESP has identified additional areas for improvement and support that are important to being a premier district in our state and nation. These areas include our *District Strategic Focus Support Areas*, the *School Renewal Plan (SRP)* for each school, and initiatives such as the district's *Leader in Me program in Rock Hill Schools*. These and other areas will inspire our students and support their growth and development as Rock Hill Schools embarks on the 2024-2029 journey for excellence.

District Strategic Focus Support Areas: This is a dynamic area that will grow as goals and supports are identified for district success. These areas have identified at least one goal to pursue during the 2024-29 Strategic Plan Cycle to support improvements in Student Achievement, Climate and Culture, and Teacher/Administrator/Staff Quality. The areas include:

- District Athletics
- Behavioral and Mental Health Services
- Communications and Marketing
- District Visual and Performing Arts
- Exceptional Student Education
- Operations/ Facilities
- Multilingual Learner Program
- Nursing Services
- Safety and Security
- Student Services
- Fiscal Resources
- Human Capital Management

School Renewal Plan (SRP): Each school has a companion plan aligned to the 2024-2029 DSP with the goals required by the SCDE to monitor, assess, and improve areas of Student Achievement, Climate, and Teacher/Administrator Quality. Like the 2024-29 DSP, the SRP for each school includes strategies; action steps; evidence-based research; annual goals; assessment of the annual goals, strategies, and action steps; and annual reporting measures to the SCDE, Rock Hill School Board, stakeholders, and the general public.

Leader in Me: Rock Hill Schools is the first school district in the state of South Carolina to pursue the designation of being a *Leader in Me* School District with each school completing the *Leader in Me* training. When this district decided to pursue the district designation, Independence Elementary had been designated as a *Lighthouse School* through the Franklin Covey Organization.

What is *Leader in Me*? *Leader in Me* is a PK–12 evidence-based model focused on leadership, culture, and academics that equips students, educators, and families with the leadership and life skills needed to thrive in a dynamic world.

What does *Lighthouse School* mean? The *Leader in Me Lighthouse School* title is awarded by Franklin Covey to honor the attainment of a well-rounded leadership model. *Lighthouse Schools* serve as models of leadership and mentors to other schools. It is sort of like getting your blackbelt.

The Rock Hill Schools' website will include more information about the DSP, DESP, SRPs, Cognia Accreditation, dynamic reports from the many areas of the plans, goals, supporting areas, and documents. The website will be updated by September 20, 2024 to reflect the initial updates for the 2024-2029 DESP. The link to the website is <https://www.rock-hill.k12.sc.us/domain/2941>.

PRIORITIES FOR SUCCESS

1. Student Achievement and Growth
2. Employee Experience Support
3. Mental Health Support for Students and Employees
4. Relationships with Community
5. Modernized Facilities
6. Organizational Development

VISION

Engaged, equipped, and empowered students prepared for success.

MISSION

Rock Hill Schools works daily to develop world-class leaders.

CORE VALUES

HIGH QUALITY INSTRUCTION

Empowering students and staff to take ownership of their learning.

SAFE AND HEALTHY ENVIRONMENTS

Ensuring mental, physical, and academic well-being within our school community.

ENGAGING COMMUNITY AND COLLABORATION

Emphasizing Professional Learning Communities (PLC) and collaboration.

UNYIELDING INTEGRITY AND PROFESSIONALISM

Engaging with our work both internally and externally (Trusted Professionalism)

MEANINGFUL INCLUSION AND BELONGING

Honoring the diverse makeup of our community and ensuring our approach is kind, civil, and accepting of all.

INNOVATIVE OPPORTUNITIES

Embracing critical thinking and creative problem solving.

CONSISTENT LEADERSHIP AND ACCOUNTABILITY

Setting high standards and taking responsibility for our actions.

MOTTO/EXPLANATION

Rock Solid

“Rock Solid” means creating a sustainable foundation for our students’ success.

PROFILE OF THE SOUTH CAROLINA GRADUATE

WORLD CLASS KNOWLEDGE

Rigorous standards in language arts and math for career and college readiness

Multiple languages, science, technology, engineering, mathematics (STEM), arts and social sciences

WORLD CLASS SKILLS

Creativity and innovation

Critical thinking and problem solving

Collaboration and teamwork

Communication, information, media and technology

Knowing how to learn

LIFE AND CAREER CHARACTERISTICS

Integrity

Self-Direction

Global Perspective

Perseverance

Work Ethic

Interpersonal Skills



**2024-2029 ROCK HILL SCHOOLS:
ACCREDITATION ENGAGEMENT REVIEW THROUGH COGNIA**

Noteworthy Practices

- Leaders actively engage stakeholders to support the institution’s priorities and guiding principles that promote learners’ growth and well-being.
- Professional staff members embrace effective collegiality and collaboration in support of learners.
- Leaders guide professional staff members in the continuous improvement process focused on learners’ experiences and needs.
- Leaders understand learners’ needs and interests drives the design, delivery, application, and evaluation of professional learning.

Areas of Improvement

- Professional staff members integrate digital resources that deepen and advance learners’ engagement with instruction and stimulate their curiosity.
- Learners experience curriculum and instruction that emphasize the value of diverse cultures, backgrounds, and abilities.
- Learners have equitable opportunities to realize their learning potential.
- Learners are immersed in an environment that promotes and develops respect for student voice, responsibility, self-confidence, and love of learning.

**2024-2029 ROCK HILL SCHOOLS EXTENDED DISTRICT STRATEGIC PLAN PROCESS AND
TIMELINE WITH THE FRANKLIN COVEY ORGANIZATION**

In fall of 2023, a new team was formed to consider the changing needs of our students, staff, and stakeholders. This group's work created our new plan that builds and expands on many of those priorities.

District Visioning	October - December 2023
Measuring Success	January - February 2024
Developing the Plan	February - March 2024
Collecting Feedback	April 2024
Finalizing the Plan	May - July 2024

2023 - 2024 ROCK HILL SCHOOLS BOARD OF EDUCATION

Helena Miller	Seat 2 Chairman
Pete Nosal	Seat 4 Vice Chair
James Burns	At-Large
Patrice Cherry	Seat 1
Windy Cole	Seat 5
Mildred Douglas	Seat 3
Bryan McAlinden	At-Large

SUPERINTENDENT'S EXECUTIVE CABINET

Dr. Tommy Schmolze	Superintendent
Dr. John Jones	Deputy Superintendent
Dr. Kershena Dickey	Assistant Superintendent of Academics and Accountability
Mrs. Gina Jenkins	Assistant Superintendent of Human Resources for Certified Employees
Mrs. Terri Smith	Assistant Superintendent of Business Services
Mr. Brian Vaughan	Assistant Superintendent of Operations
Dr. V. Keith Wilks	Assistant Superintendent of Support Services
Mr. Darren Wilson	Assistant Superintendent of Human Resources for Classified Employees
Dr. Marty Conner	Senior Executive Director of Administration Services
Ms. Lindsay Machak	Executive Director of Communications and Marketing



ROCK HILL SCHOOLS' DISTRICT *EXTENDED* STRATEGIC PLAN GOALS CHART 2024-2029

Academics...Elementary School	Climate...Elementary & Middle School Students	Teacher/Administrative Quality (TAQ)
By 2029, at Rock Hill Schools, 63.65% of 3rd grade; 63.65% of 4th grade; and 63.65% of 5th grade students will score MEETS or EXCEEDS in Math as measured by the SC Ready State Assessment from the baseline data of 3rd grade at 50.3%; 4th grade at 57.5%; 5th grade at 55.4% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 5.3% on the Climate Survey for Elementary-Middle School Students' Perception of Safety from a baseline on the 2023 Survey of 8.8% DISAGREE.	By 2029, Rock Hill Schools will work to increase the Teacher-Administrative Quality Goal for Human Capital--Recruitment Strategies to 95% from a baseline in 2023 of 55%.
By 2029, at Rock Hill Schools, 65.6% of 3rd grade; 65.6% of 4th grade; and 65.6% of 5th grade students will score MEETS or EXCEEDS in ELA as measured by the SC Ready State Assessment from the baseline data of 3rd grade at 50.1%; 4th grade at 46.5%; 5th grade at 42.2% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 12% on the Climate Survey for Elementary-Middle School Students' Perception of Social-Physical Environment from a baseline on the 2023 Survey of 27.4% DISAGREE.	By 2029, Rock Hill Schools will work to increase the Teacher-Administrative Quality Goal for Human Capital--Retention Strategies to 95% from a baseline in 2023 of 69%.
By 2029, 58% of All SC Ready 4th Grade Science Students in Rock Hill Schools will score a C or higher on the SC Ready 4th Grade Science Assessments from a baseline of 46.9% in 2023.*	By 2029, Rock Hill Schools will work to decrease DISAGREES to 13% on the Climate Survey for Elementary-Middle School Students' Perception of Rules, Behavior, and Consequences from a baseline on the 2023 Survey of 28.8% DISAGREE.	
Academics...Middle School	Climate...High School Students	
By 2029, at Rock Hill Schools, 63.22% of 6th grade; 63.22% of 7th grade; and 63.22% of 8th grade students will score MEETS or EXCEEDS in Math as measured by the SC Ready State Assessment from the baseline data of 6th grade at 47.7%; 7th grade at 46.3%; 8th grade at 48.7% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 7% on the Climate Survey for High School Students' Perception of Safety from a baseline on the 2023 Survey of 14.3% DISAGREE.	
By 2029, at Rock Hill Schools, 65.94% of 6th grade; 65.94% of 7th grade; and 65.94% of 8th grade students will score MEETS or EXCEEDS in ELA as measured by the SC Ready State Assessment from the baseline data of 6th grade at 29.3%; 7th grade at 25.7%; 8th grade at 27.4% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 15% on the Climate Survey for High School Students' Perception of Social-Physical Environment from a baseline on the 2023 Survey of 31% DISAGREE.	
By 2029, 52% of All SC Ready 6th Grade Science Students in Rock Hill Schools will score a C or higher on the SC Ready 6th Grade Science Assessments from a baseline of 38.9% in 2023.*	By 2029, Rock Hill Schools will work to decrease DISAGREES to 12% on the Climate Survey for High School Students' Perception of Rules, Behavior, and Consequences from a baseline on the 2023 Survey of 27.9% DISAGREE.	
Academics...High School	Climate...Teachers	
By 2029, 64% of All Algebra I Students in Rock Hill Schools will score a C or higher on the Algebra I EOC Exam from a baseline of 40% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 1% on the Climate Survey for District Teachers' Perception of Safety from a baseline on the 2023 Survey of 3.4% DISAGREE.	
By 2029, 75% of All English 2 Students in Rock Hill Schools will score a C or higher on the English 2 EOC Exam from a baseline of 63% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 8% on the Climate Survey for District Teachers' Perception of Home-School Relations from a baseline on the 2023 Survey of 17.6% DISAGREE.	
By 2029, 95.2% of All Qualified Graduates in Rock Hill Schools will graduate on time from a baseline of 80.2% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 7% on the Climate Survey for District Teachers' Perception of Work Conditions from a baseline on the 2023 Survey of 14.7% DISAGREE.	
By 2029, 58% of All Biology I Students in Rock Hill Schools will score a C or higher on the Biology I EOC Exam from a baseline of 46.9% in 2023.*		
By 2029, 55% of All U.S. History Students in Rock Hill Schools will score a C or higher on the U.S. History EOC Exam from a baseline of 42.2% in 2023.*		
By 2029, 60% of All College & Career Readiness (CCR) Students in Rock Hill Schools will score a C or higher on the College & Career Readiness (CCR) Assessments from a baseline of 51.7% in 2023.*		
*These goals are district-initiated focus goals and are not part of the requirements in the South Carolina Department of Education annual reporting system.		Reports for each of these goals are available on the school district website at https://www.rock-hill.k12.sc.us/domain/2941

DISTRICT EXTENDED STRATEGIC PLAN CONTRIBUTORS

District Oversight Committee

Andrew Jones
Dr. Diana Smith
Dr. John Jones
Dr. Nancy Turner
Dr. Tonya Belton
Dr. V. Keith Wilks
Gary Campbell
Heather Wilson
Jimmy Duncan
Kimberly Grant
Lindsay Machak
Maurice Murphy
Peter Kosko Ocampo
Sadie Kirell
Serena Williams
ShaQuenna McLaughlin

Assistant Principals

Brian Hollingsworth
Carie Lowdermilk
Chris Gardner
Dan Blackburn
Daniel Fielder
Elizabeth Rollins
Jaime Cochrane
Jessica Wren
Katrina Moody-Byers
Kendyl Futrelle
Keri Brown
Kimenya Ramet
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School Classified Staff

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District Office Staff

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Della Barrett
Gary Black
Glenette Neal
Graceyn Haskell
Joseph Bridges
Kari Lattimore
Katrina Lanzer
Kay Owens
Meshia Williams
Michael Cox
Morgan Newell
Nina Cullinan
Page Putnam
Sandra Craven

Sharada Abraham
Sonya Horne
Tim Allen
Tish Brannen
Traci Ayer
Tracy Beckham

2023-24 Teachers of the Year

Brandi King
Elicia Miller
Elizabeth (Beth) Klipa
Elizabeth Dillingham
Gilbert Valk
Heather Turner
Janelle Chubb
Jenniffer Bodie
John Brandt
Julie Dickson
Dr. Kathy Barber
Kelly Watson
La'Porchia Davis
Laronda Bomar
Marie Heckard
Rachel Wasserman
Richard Pickering
Robert Shellenberger
Sara Wilson
Shambria Robinson
Stacy English
Stephanie Peavy
Stephanie Venturini
Tomi Kaye Simpson
Tracy Fisher
Yamuel Perez-Sanchez

Community Members

Aaron Nance
Anita Case
Ann Whisonant
Ashley Lovvorn
Catherine Jones
Charles Robinson
Cleopatra Allen
Courtney Denton

Dale Dove
David Keely, MD
Debbie Harrison
Devann Gardner
Dr. Felicia Robinson
Dr. Kiwana Brackett
Elaine Wilmore
Elizabeth Barbey
Ernest Brown
Jane Peeples
Jenifer Crawford
Judy Rauppiss
Kelly Edinger
Laney Buckley
Linda Love
Linnie Miller
Manning Kimmel
Mildred Douglas, School Board
Nikita Jackson
Patrice Cherry, School Board
Rebecca Melton
Rhonda Ginn
Roy Collins
Serena Williams
Tim Veeck
Windy Cole, School Board

District Leaders, Principals, and other School Leaders

Aaron Clark
Andra Mack
Andrea Walker
Andrew Jones
Bianca Chivers-White
Brian Vaughan
Carlo Dawson
Christopher Roorda
Cindy Taubenkimel
Clayton Moton
Crystal Guyton
Cynthia Robinson
Damon Ward
Darlene Del Vecchio
Darren Wilson

DISTRICT EXTENDED STRATEGIC PLAN CONTRIBUTORS CONTINUED

Derek McQuiston
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Dr. Tommy Schmolze
Dr. Tonya Belton
Dr. V. Keith Wilks
Dr. Valarie Williams
Emily Walker
Frank Palermo
Gary Campbell
Gina Jenkins
Gwendolyn Lindsay
Heather Andrus
Heather Wilson
Jacob Moree
Dr. Jacqueline Persinski
Jaime Cochrane

Janice Hyatt
Dr. Jean Dickson
Jen Newendyke
Jennifer Morrison
Jimmy Duncan
Dr. Juan Roldan
Dr. Katie Barber
Katie Walker
Kevin Hood
Kia Frazier
Kimberly Grant
Lesley Rouse
Lindsay Machak
Lindsay Rowe
Lisa Sagona
Maurice Murphy
Michael Abraham
Ozzie Ahl
Pat Maness
Patrick Robinson
Peter Kosko Ocampo
Stephen Truesdale
Richard Pickering
Sadie Kirell
Serena Williams

ShaQuenna McLaughlin
Sheleea Leonard
Walter Wolff, Jr.

Student List

Bess Bailey
Brysen Ginn
Ethan Mick
Giada Valerino
Harris Heckard
Heni Patel
Isabelle Burris-Craig
Isaiah Venning
Jacen Coumbes
Josue Reyes
Julia Jarrell
Langston Venning
Leah Simon
Libba Faircloth
McKayla Sumter
Meridee Ritzer
Miles Wilson
Natalie DiStasio
Phuc Nguyen
Preston Rocca

Prince Brockington
Suniamafileo Tyson
Sydnee Belton
Syncere Clark
Taylor Vail
Treven Raymon
Ty'Keonna Massey

Parents and School Improvement Members

Alice Davis
Ashley Pettit
Branda Polk
Jennifer Brooke
Jennifer Hutchinson
Jess Sanders
Jessica Morton
Keisha Lightner
Margaret Schwieter
Megan Langston
Mona Letigio
Sharon Brown
Stephanie Venturini
Tonya Stokes

