



GREENWOOD
SCHOOL DISTRICT 50

Vision to Victory:
Board-Superintendent Collaboration for Data-Driven
Growth

Dr. Steve Glenn

- Superintendent of Greenwood District 50
 - 6th year
 - 15 schools: 2 HS, 3 MS, 8 Elem, 1 Tech Center, 1 Alternative School
 - 6 Excellent Elementary, 2 Good Elementary
 - 76% poverty
- Assistant Superintendent Greenwood District 52
- Principal Westview Middle - Greenwood 50
- Director G. Frank Russell Technology Center - Greenwood 50
- Principal Abbeville High School
- BS in Physical Education - Mars Hill College
- MS & Doctorate in Ed Leadership - Clemson University



Guiding Principles

Big 3

1. Is it Legal?
2. Is it what is **best** for our **students**?
3. Is it what is best for our students with the least with the least amount of inconvenience to adults?



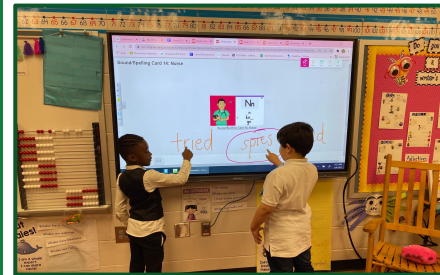
Vision: 2019

Key Focus Points:

- **Board Support**
- **Replacing people's role**
- **Early Childhood Focus**
- **Safety**
- **New Calendar**
- **Change is Necessary**

Facts to Consider:

- Change Takes Time: like turning an Aircraft carrier
- Competition makes the world go around.
- We must love them into success not failure.
- Driving someone else's car



Where did we start?

Greenwood District 50 Data from 2019.

- Look at the X Ray - It was UGLY
- Performing Well - fight complacency
- Transparency leads to Transformation - Own where you are. Your Name is attached
- Schooldigger 2019
- State Report Card 2019
- Community Perception vs Reality

MAP Reading Percentiles	
Grade Level	2019
5K	44
1	35
2	35
3	36
4	30
5	38

MAP Math Percentiles	
Grade Level	2019
5K	42
1	44
2	27
3	23
4	16
5	26

What else needed to happen?

Recruit and Retain

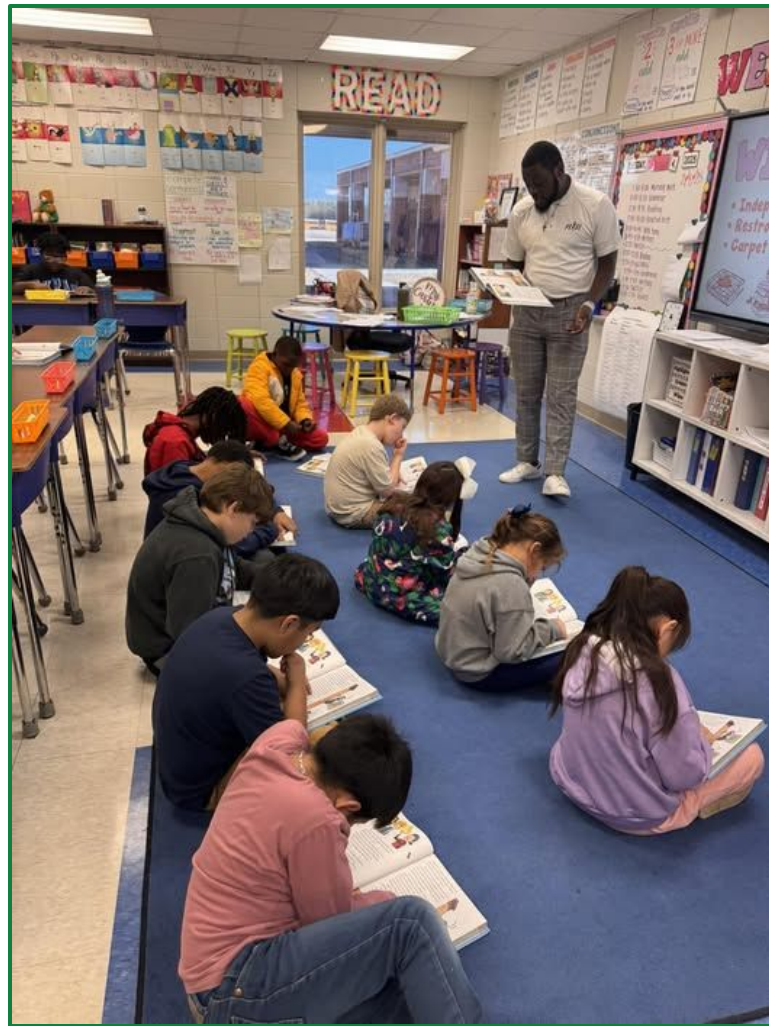
- Intrinsically Motivated Individuals
- Principal's Position
- Coaches
- Hire and Recognize Great Teachers (Data)
- Recruit everyday. Your students deserve the best teacher.
- Interns--4 models of interns
- Grow Our Own--Lander Early Childhood



Then we drilled down to what is going on in the classroom

School is about what happens when the door closes.

- Tier 1: Why students are not learning?
- There is a lack of Urgency (Time Killers)
Or
- They are not being taught the standards.



HOW exactly did we start with so many fires burning?

Start with one:

- One School--Mathews
- Highest Poverty 93.75
- New Principal
- Master Mentors
- Open Court...became a pd model school for Lander and us
- What happened at this school in one year?



Mathews Early Childhood Data

	Read 2019	Read 2021	Read 2022	Read 2023	Read 2024
K	38	91	97	97	99
1	24	41	77	95	95
2	29	50	59	70	93
3	7	39	51	53	84
4	28	39	50	70	52
5	25	32	50	60	65

	Math 2019	Math 2021	Math 2022	Math 2023	Math 2024
K	39	95	99	99	99
1	29	46	82	99	99
2	23	40	65	78	96
3	5	24	45	71	68
4	7	23	27	53	52
5	15	17	28	42	40

Questions for other schools:

- What are your expectations?
- How will your students compare?
- What curriculum will your students use?
- How will you ensure students can read?
- What will be your focus?

NEW MOTTO

*BETTER THAN THE WORST-
NO MORE...*

**WHEN I LOST ALL OF MY EXCUSES,
I FOUND MY RESULTS.**

**NO MORE EXCUSES AFTER
MATHEWS SUCCESS.**



5 year Developments

Board Relationships

- Board Support
- Communication
- Meet with 4
- Board Chair
- School Visits
- Data Transparency
- Community Relations

What We Do:

- Teach Standards
- Coaches
- Leaders
- Train all new teachers
- In House PD - GYO
- Decision Making- Legal?
Ethical? Students? Adults?

Principal:

- Walk the School
- Not an Office Job
- Talk to Your People
- Look at Resources

Recruiting/Retaining:

- Go Get the Best
- Start with K-2
- Put People in Right Positions
- Masters

Are We Winning?

- We Keep Score
- Use what Works - Phonics
- Tier 1 (RR, Intervention)
- Cut the Fluff
- Maximize Instruction time (DRA, Morning meeting, Simple Schedule)
- Community Impact: Workforce

Understanding:

- Share Expectations
- Data Represents Kids

Reflection:

- Celebrate What Matters
- Reflect on What is Working
- Poverty is Not an Excuse

Focus

What you talk about is what matters:

- Data Points
- Truth
- Instruction

ELA				Address Now			
				Concerns			
				Went Down but I feel like we			
5K				1st			
School	Fall	Winter	Diff	School	Fall	Winter	Diff
District	60	87	27	District	80	83	3
Hodges	80	94	14	Hodges	84	76	-8
Lakeview	54	67	13	Lakeview	77	81	4
Mathews	64	92	28	Mathews	96	92	-4
Mays	53	92	39	Mays	89	91	2
Merrywood	47	81	34	Merrywood	61	70	9
Montessori			0	Montessori			0
Pinecrest	72	84	12	Pinecrest	78	79	1
Rice	68	92	24	Rice	69	82	13
Woodfields	45	61	16	Woodfields	71	81	10
2nd							
School	Fall	Winter					
District	74	77	3				
Hodges	94	96	2				
Lakeview	52	69	17				
Mathews	69	65	-4				
Mays	76	84	8				
Merrywood	83	91	8				
Montessori			0				
Pinecrest	69	61	-8				
Rice	68	72	4				
Woodfields	72	59	-13				

D50 Map Data 2024

ELA	2019	2024
5K	44%	97%
1	35%	95%
2	35%	80%
3	36%	70%
4	30%	61%
5	38%	64%

Math	2019	2024
5K	42%	99%
1	44%	96%
2	27%	80%
3	23%	68%
4	16%	55%
5	26%	53%

D50 SCREADY Data 2024

ELA

Percent Meet or Exceeds	State 2019	Gwd50 2019	State 2023	Gwd50 2023	State 2024	Gwd50 2024
Grade 3	49.70%	39.80%	53.40%	52.70%	53.80%	62.00%
Grade 4	51.20%	41.20%	57.10%	54.90%	57.20%	63.70%
Grade 5	41.00%	30.40%	55.20%	51.80%	55.60%	62.20%
Grade 6	41.00%	30.90%	53.40%	44.10%	53.70%	46.80%
Grade 7	44.00%	33%	50.00%	44.00%	50.30%	44.80%
Grade 8	44.60%	35.30%	53.10%	45.50%	50.30%	43.30%

D50 SCREADY Data 2024

Mathematics

Percent Meet or Exceeds	State 2019	Gwd50 2019	State 2023	Gwd50 2023	State 2024	Gwd50 2024
Grade 3	57.70%	46.90%	53.60%	53.50%	54.60%	62.20%
Grade 4	50.50%	32.90%	47.00%	45.70%	51.00%	61.30%
Grade 5	45.40%	35.90%	44.70%	42.60%	45.70%	55.50%
Grade 6	43.90%	34.50%	36.60%	26.40%	38.40%	32.20%
Grade 7	35.30%	30.10%	31.00%	23.30%	33.70%	26.10%
Grade 8	36.60%	31.90%	31.60%	21.00%	30.30%	22.90%

Gifted and Talented Data

	2021	2022	2023	2024	2025
3rd	93	111	148	162	153
4th	102	124	144	160	196
5th	110	123	147	150	178
Total	305	358	439	472	527

What's Next?

New Focus and More Fires

- Middle and High School still need work
- Planning 2024 - coaches/standards
- Implement 2025
- Results hopefully next year but reality would be 2026
- Poorest performing SubGroups are **NOT** AfricanAmerican males, they are ML and SPED



Reflection Questions for You

- Do you have the right:
 - Assistant Superintendents?
 - Directors?
 - Principals?
 - APs paired with correct Principals
- What data are you looking at to measure success?
- Always look at DATA and the person's Urgency
- To what district should we compare ourselves?
- Are we getting Better?
- What are other Districts doing?

Collaborate - It's about what's best for children

- Identify your weaknesses and find another district that is performing well in that area. Talk to them, go visit them, have them come to look at what you are doing and how you can improve.

What is your **FOCUS**?

