

Lending your voice to the future



of Thomas County Schools

Thomas County Board of Education

Mrs. Nancy Hiers, District 1

Mr. Mark NeSmith, District 2, Vice-Chair

Mr. Charles Evans, District 3

Mr. Derwood Hickey, District 4

Mr. David Dawson, District 5

Mr. Scott Morgan, District 6, Chair

Mrs. Kay Streets, District 7

Dr. Dusty Kornegay, Superintendent



Our core mission:

Teaching students and
ensuring their success



1. Our system will provide a rigorous, effective educational program designed to have every child reach his or her greatest potential and achieve readiness for college or a career.
2. We will have a professional and dedicated staff that is always striving to get better.
3. We will have modern, clean, well-equipped, and well-maintained facilities.
4. We will have an efficient business structure that delivers a great value for the investment that the public makes in our programs.
5. We will have a respectable governance system that earns the confidence of the public and that instills pride in our students and staff.





GSBA

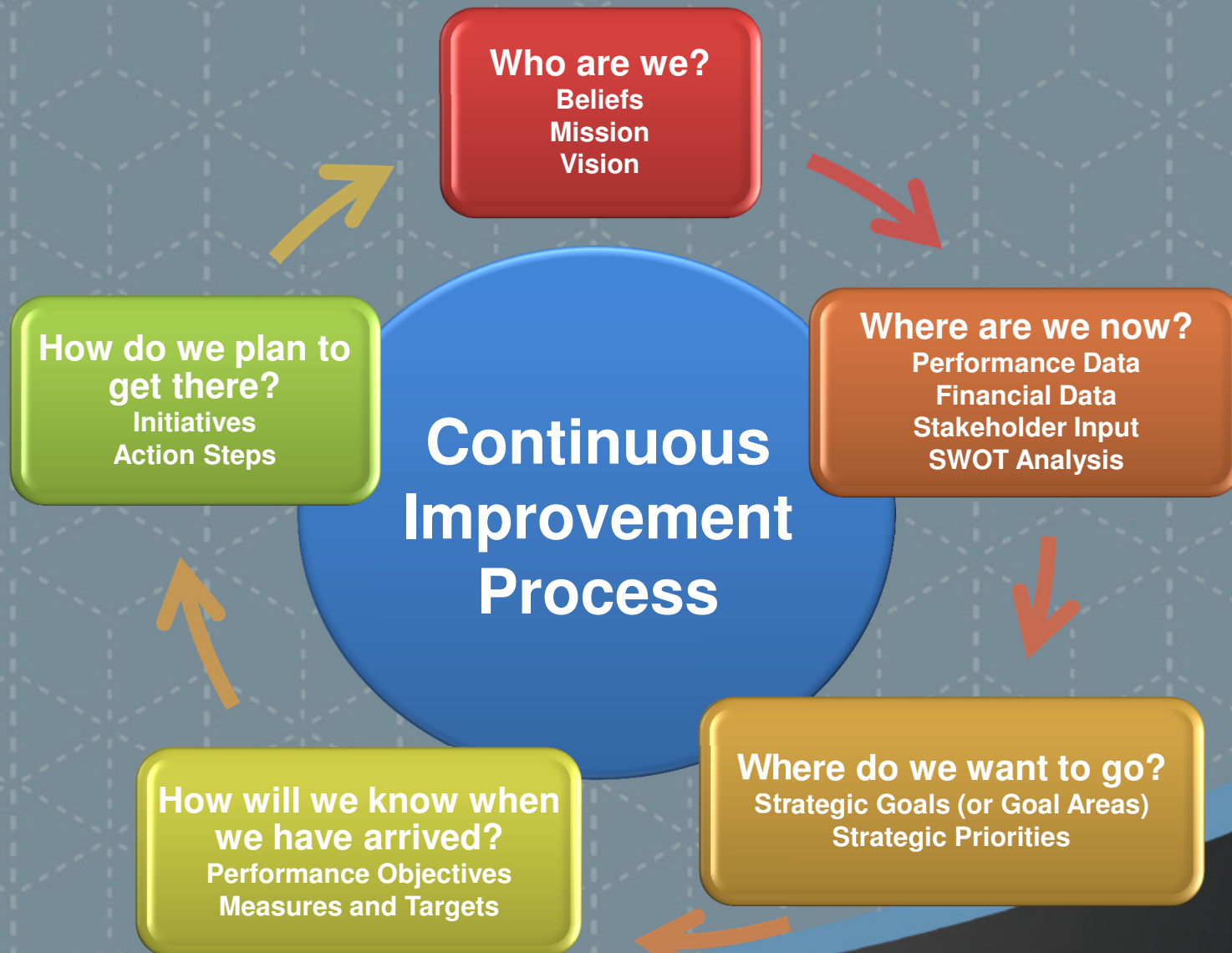
Strategic Improvement Planning

A Continuous Improvement Model

About GSBA

- **The Georgia School Boards Association is a voluntary association that provides training, programs and services to the state's 180 locally elected boards of education. For more information visit www.gsba.com**

Plan Format



Inclusive and Transparent

Community Engagement Session

Phase 1

Continuous Improvement Process

Who are we?

Where are we now?

Where do we want to go?

How will we know when we have arrived?

Phase 2

How do we plan to get there?

Planning Team

Beliefs
Mission
Vision
SWOT Analysis

Strategic Goal Area 1
with Strategic Priorities

Strategic Goal Area 2
with Strategic Priorities

Strategic Goal Area 3
with Strategic Priorities

Action Teams

Performance Objective 1
with Measures & Targets

Performance Objective 2
with Measures & Targets

Performance Objective 3
with Measures & Targets

Action Plans
Initiatives
Action Steps

Board of Education

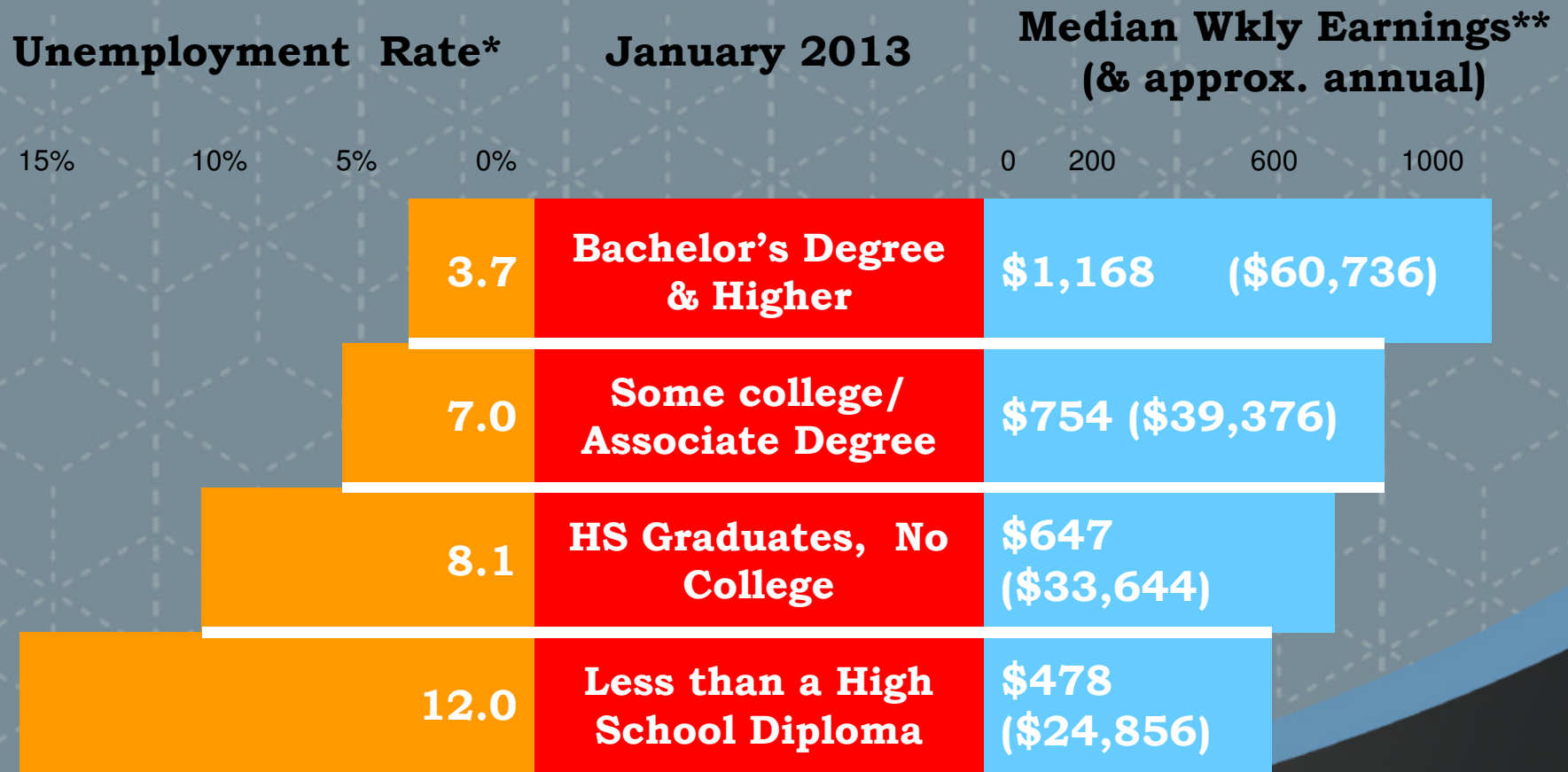
District

Individual Schools

*Board/Staff
Report to the
Community*

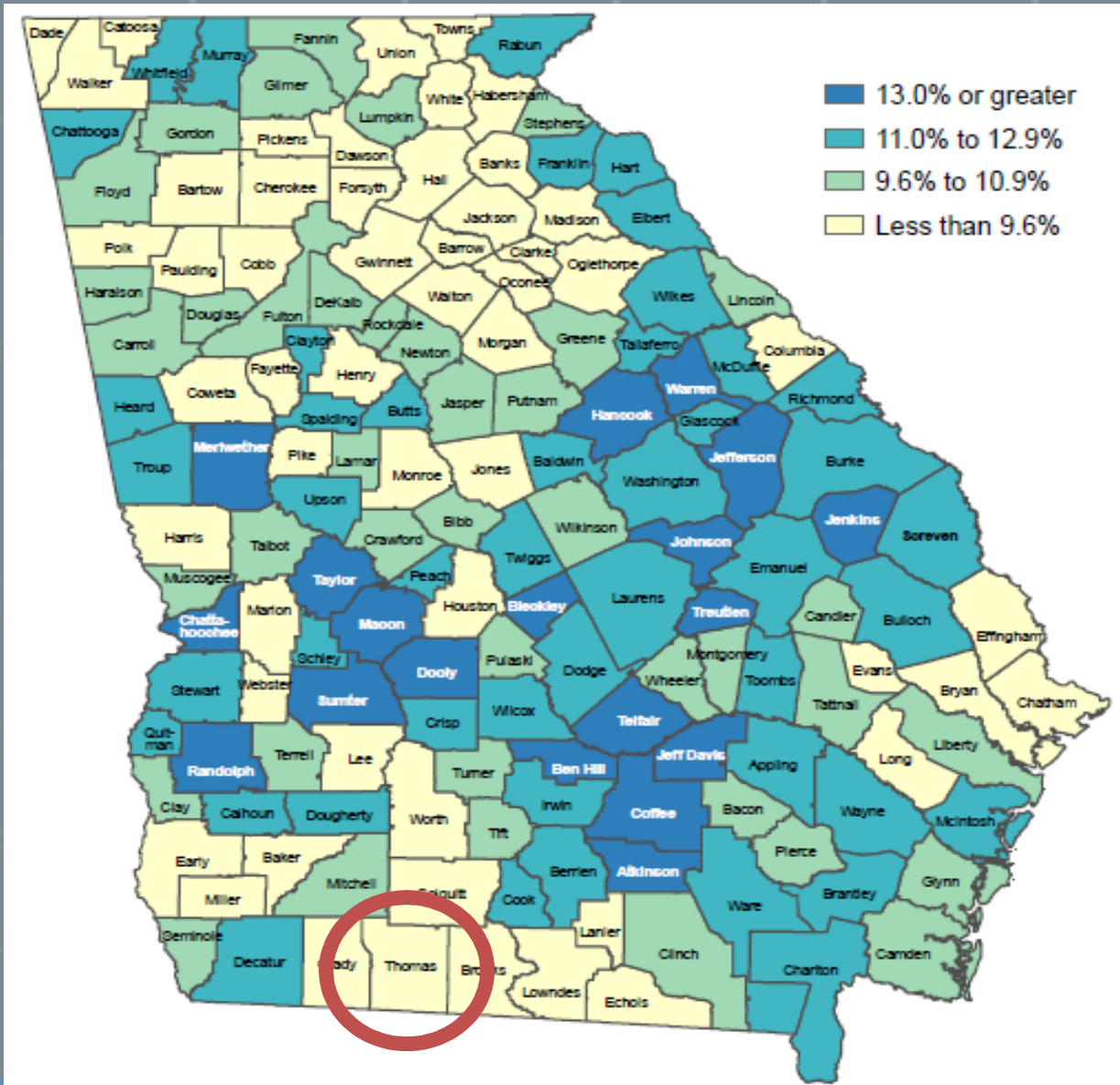
Education Pays

EDUCATIONAL ATTAINMENT & EMPLOYMENT



Source: *U.S. Bureau of Labor Statistics Table A-4. Employment status of the civilian population 25 years and over by educational attainment. **U.S. Bureau of Labor Statistics Table 5. Quartiles of usual weekly earnings of full-time wage and salary workers.

Unemployment Rates by County: June 2012



Source: Georgia Department of Labor; State average = 9.6%

Economic Impact of Dropping Out of High School

Region 1	\$2.2 billion
Region 2	\$1.2 billion
Region 3	\$4.2 billion
Region 4	\$1.1 billion
Region 5	\$1.1 billion
Region 6	\$1.0 billion
Region 7	\$1.1 billion
Region 8	\$0.9 billion
Region 9	\$0.9 billion
Region 10	\$2.0 billion
Region 11	\$1.0 billion
Region 12	\$1.1 billion
TOTAL	\$18 billion*

How much could YOUR region benefit from this additional income currently being foregone?

Source: Isley, P. & Hill, J. "Updated Economic Impact of High School Non-Completion in Georgia: 2005 Estimate," Georgia Southern University. April 2007. *According to GSU study, totals may not add due to rounding.

Community Engagement: Inclusive and Transparent

- Online Survey –
Link will be posted to
District's website
- Community
Engagement
Session





GSBA

Strategic Improvement Planning

A Continuous Improvement Model

Who are we?



We are . . .

Thomas County's Second Largest Employer

Archbold Medical Center	2,057
Thomas County Schools	735
Southwestern State Hospital	690
Flowers Foods of Thomasville, Inc.	715
City of Thomasville	429
Thomasville City Schools	417
Thomas County Government	402
Wal-Mart	307



We are . . .

Thomas County's Second Largest Employer

Classified employees	314
Certified employees	690
<hr/>	
Total	735

Percent of employees with
advanced degrees 59%



We are . . .

A major economic force in the
community:

The system issues a
monthly payroll of
\$2,350,000



We are . . .

A great value

- The difference in lifetime earnings of a high school graduate as compared to a student who did not finish school is \$741,759.
- A K-12 public education costs local tax payers approximately \$31,200 (2,400 per year X 13 years) per student in local tax dollars.
- **This is a 2,377 percent return on the investment.**



We are . . .

The future of Thomas County

System Demographics	
Total Enrollment (October 2012 FTE count)	5,403
Male	50.8%
Female	49.2%
Asian	1%
Black	33%
Hispanic	4%
White	59%
Two or more races	2%

68 % of students qualify for free or reduced lunch.

169 students are classified as homeless.



We are . . .

Growing

After several years of declining enrollment, we are seeing growth.

School/Program	October 2012 Enrollment	October 2011 Enrollment	Change
Hand-In-Hand Pre-K	317	297	+20
Hand-In-Hand K	354	337	+17
Garrison-Pilcher	726	679	+47
Cross Creek	703	682	+21
Thomas County Middle	1687	1693	-6
Thomas County Central (including CrossRoads)	1487	1452	+35
Bishop Hall	122	113	+9
Totals	5396	5253	+143



How are we organized?



Thomas County Schools Configuration

- Three elementary schools that operate under a seamless curriculum program known as Thomas County Elementary Schools
- One middle school that includes a 5th & 6th grade school within a school program, Thomas County Upper Elementary
- One high school with a charter career academy attached
- A non-traditional charter high school



Hand-In-Hand Primary School



Pre-Kindergarten and Kindergarten
Enrollment 671



Garrison Pilcher Elementary School



Grades 1 & 2
Enrollment 726

Cross Creek Elementary School



Grades 3 & 4
Enrollment 703



Thomas County Middle School



Grades 5-8
Enrollment 1,687

Thomas County Central High School



Grades 9-12
Enrollment 1,487

Bishop Hall Charter High School



Grades 9-12
Enrollment 122

PREP Academy Charter School

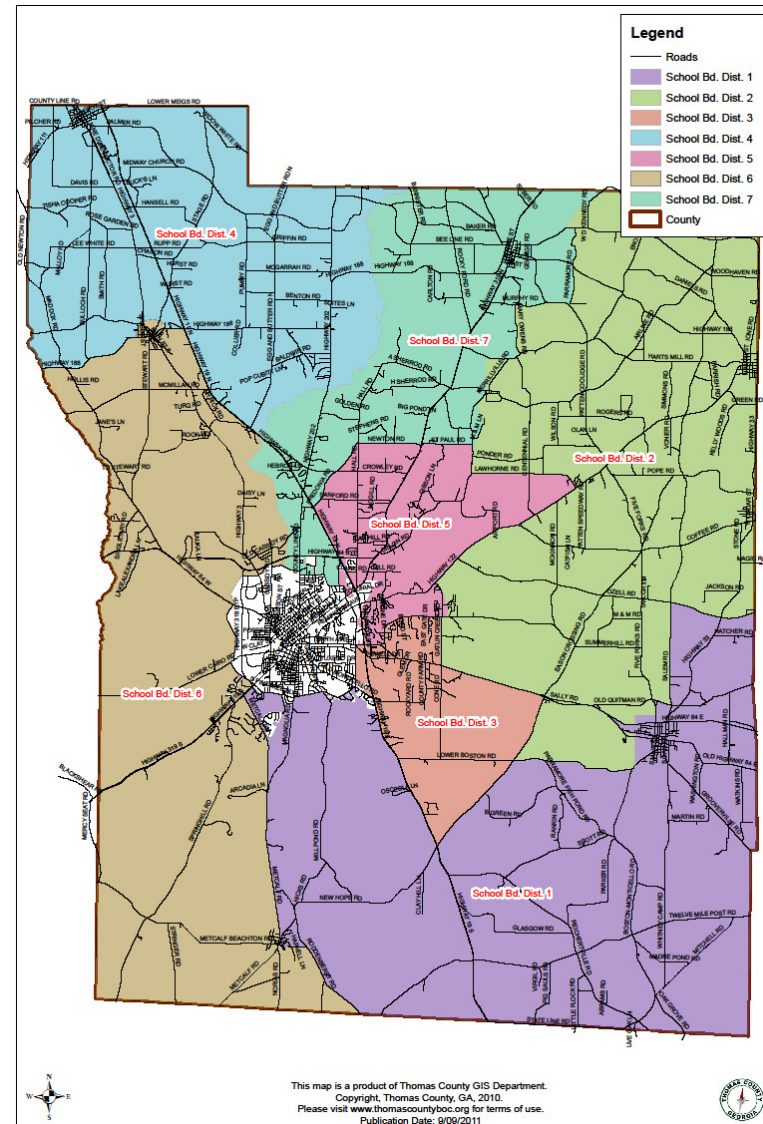


How is our school system governed?



County School Board

- The county is divided into seven school board districts.
- Each district elects one member to the school board.
- Terms are staggered with elections occurring in even-numbered years.
- The school board appoints the superintendent.



In addition to the local board of education, public schools are accountable to

- The state government
- The federal government
- Accrediting agencies
 - Georgia Accrediting Commission
 - Southern Association of Colleges and Schools



While education is our core mission,
your public schools are much more:

- We operate the county's largest food service establishments.
- We operate the county's largest transportation program.
- We manage the county's largest walk-in health clinics.



Thomas County Schools Nutrition Program

Average number of students who are served breakfast each day	3,030
Average number of students who are served lunch each day	4,100
Average number of adults who are served breakfast each day	64
Average number of adults who are served lunch each day	132

Total nutrition budget \$3.7 million

Amount of nutrition budget in terms of dollars and percentage from federal sources \$2.8 million = 81%

Amount of budget in terms of dollars and percentage from funds collected for meals served \$512,000 = 15.3%

Amount of budget in terms of dollars and percentage from state sources \$77,235 = 2.7%



Tran\$portation



Number of buses in fleet	75
Approximate number of students transported each day	3,000
Approximate number of miles traveled each day	1,650
Number of daily routes	60

Clinic services in our schools

Average number of students served each day in system by school nurses – **403**

Approximate number of students who receive medication daily in school clinics – **164**

Number of diabetic students served by school nurses - **22**

Number of school nurses – **6.5**





Maintenance & Operations

- Approximate number of square footage cleaned and maintained – **753,962 square feet**
- Approximate number of acres mowed and maintained - **365 acres**



How are we
performing?



Grade 1 ITBS

Percent of students scoring above the national average.

Year	Reading	Math
2011 ITBS	54	40
2012 ITBS	73	54



Grade 3 CRCT

Year	Reading	State Reading	E/LA	State ELA	Math	State Math	Science	State Science	Soc. Studies	State SS
2009	89%	88%	86%	87%	80%	78%	78%	80%	72%	76%
2010	92%	90%	89%	88%	82%	80%	82%	80%	75%	79%
2011	94%	91%	94%	89%	92%	81%	84%	80%	72%	81%
2012	95%	91%	96%	91%	93%	81%	78%	78%	80%	81%



Grade 8 CRCT

Year	Reading	State Reading	E/LA	State ELA	Math	State Math	Science	State Science	Soc. Studies	State SS
2009	95%	92%	94%	92%	66%	70%	76%	64%	74%	63%
2010	95%	95%	89%	92%	65%	74%	70%	65%	72%	70%
2011	98%	96%	94%	93%	70%	78%	68%	67%	80%	73%
2012	97%	96%	96%	95%	71%	77%	75%	74%	80%	77%



Graduation Rate

State Average	67.5%
Thomas County Central System	71.43%
	66.13%



Thomas County Schools Attendance Report

System Totals by School Year	Average Daily Attendance	Number of Students with Total Absences Greater Than 15
2009-2010	94.54%	941
2010-2011	94.80%	829
2011-2012	95.06%	761



Thomas County Schools Class of 2012

Zell Miller Scholarship	9
Hope Scholarship	149 (45%)
Four year University or College	108
Two year College or Technical College	109
Military	11

66% of our graduates continued their education after high school.



Notable accomplishments in achievement data

- Greater than 90% of 8th grade students have passed Reading and English Language arts for the past two years.
- Greater than 90% of 7th grade students have passed Reading, English Language Arts and Math for the past four years.
- Greater than 90% of 6th grade students have passed Reading for the past two years.
- Greater than 90% of 4th grade students have passed Reading, English Language Arts and Math last year.
- Greater than 90% of 3rd grade students have passed Reading, English Language Arts and Math for the past two years.



Thomas County Schools Dual Enrollment Participation

	PSO/ACCEL	Move On When Ready
Fall 2012	79	10
Spring 2013	101	10
Fall 2011	73	5
Spring 2012	75	3



Outstanding Athletic Program

Football	1 region champs, 3 runner-up, 2 sweet 16, 1 final 8
Baseball	1 runner-up, 1 sweet 16
Boys Basketball	1 region champs, 2 sweet 16
Girls Basketball	1 runner-up, 1 final 8
Softball	1 region champs, 1 final 8
Girls Soccer	2 region champs, 1 sweet 16, 1 final 8
Boys Soccer	1 region champs, 1 final 4
Girls Golf	2 region champs, 1 runner-up, placed 2 nd , 3 rd , 5 th in state
Wrestling	4 wrestlers placed in top 6 in state
Boys Track	2 athletes in top 3 at state meet
Boys Tennis	1 sweet 16

How are
we funded?



How are our schools funded?

- Federal revenue
 - Title I Program (funds to schools with high percentages of low income students)
 - Special Education
 - Nutrition Program (free and reduced-price lunch program)
 - Other grants
- State funding
 - QBE funding (enrollment based funding: more than 90% of state revenue)
 - Lottery (cut 24% in 2012)
 - Capital outlay (funds earned based on enrollment growth and aging buildings)
 - Special grants
- Local
 - Property taxes (Approximately 70% of local revenue)
 - Sales taxes (E-SPLOST) (Approximately 30% of local revenue)



How much does it cost to operate our school system?

General Fund Budget	\$36,146,898
Federal Revenue	\$6,149,000



Local Revenue Per Student

Thomas County	\$2,507.34
State Average	\$3,541.68

29% below the state average



Student Expenditure per FTE

Total expenditure per FTE
in Thomas County \$7,890.77

Total expenditure per FTE
in Georgia \$8,558.84

7.8% below the state average



How do we spend our money?

	% of total expenditure
Instruction & Pupil Services	71%
Administration	9.6%
Transportation	5.4%
Maintenance & Operations	7.8%
Staff Services	6%



How do our expenditures compare to state averages?

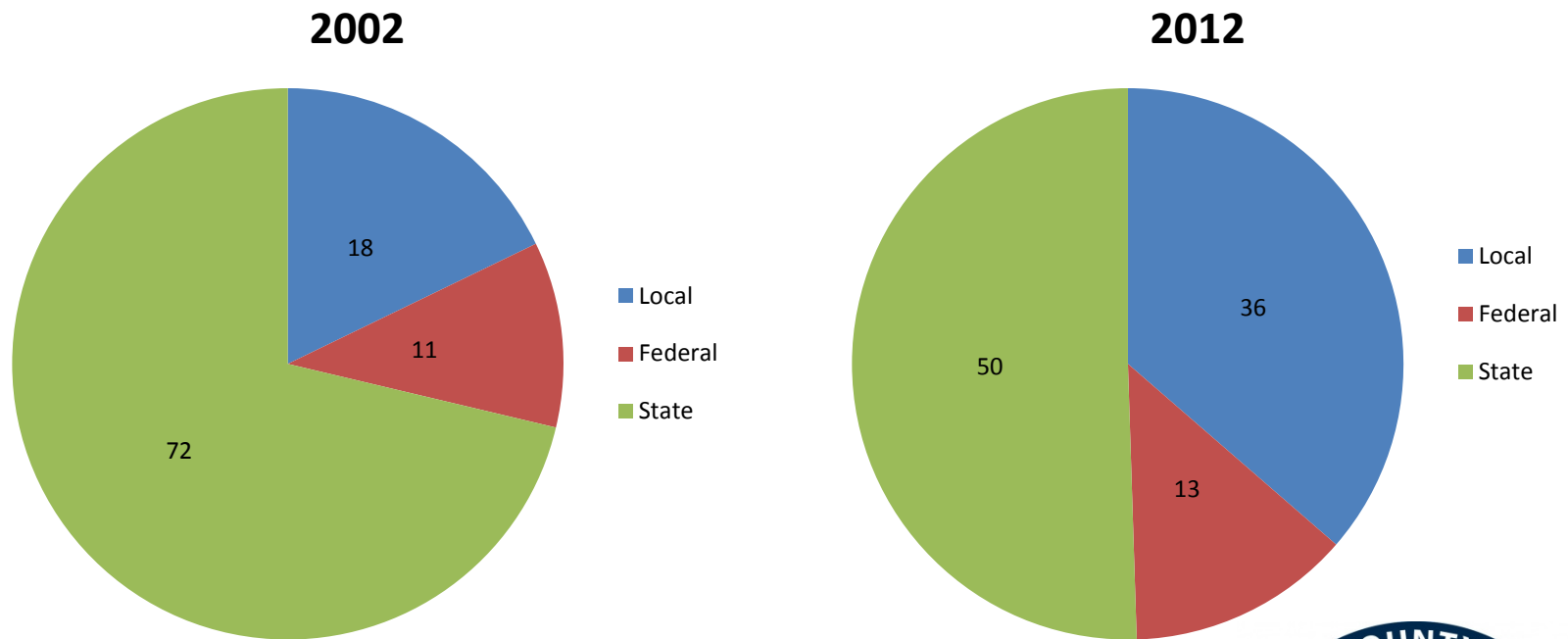
Instruction and Pupil Services	6% below state average
General and School Administration	20% below state average
Transportation	6% below state average
Maintenance and Operations	12% below state average



How has the recession affected Thomas County Schools?



Reductions in state funding have resulted in costs being shifted to local sources



Budget Reduction Actions by Thomas County Schools

- **Reductions in staff**
 - **48** certified teaching positions have been eliminated since 2008 through a reduction in force, retirements and resignations.
 - **51** classified positions have been eliminated
 - Nearly \$1 million annually in personnel cost cuts through furlough days

Budget reductions made by Thomas County Schools

- In the past five years we have eliminated the
 - driver's education program that was taught during the school day and was free of charge to students;
 - significantly reduced professional learning opportunities for staff;
 - eliminated system paid dental insurance for employees; and
 - eliminated system paid health insurance supplement for employees.

- **Frozen salary scales** – salary scales have not been increased since 2008.

How does Thomas County's dependence on local taxes compare to the rest of the state?

	Local	State	Federal
State average	47.6%	37.8%	14.6%
Thomas County	36%	50%	13%

What special programs do we offer?

- Programs for gifted and talented students
- The MERIT program for students beginning in 5th grade
- Full continuum of services for students with special needs



COMPREHENSIVE PROGRAM FOR GIFTED AND HIGH ACHIEVING STUDENTS

MERIT PROGRAM GRADES 5-12

Maximizing
Education to
Realize
Intellectual
Transformation

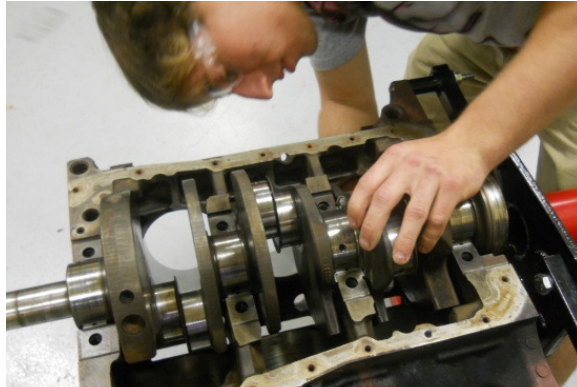


MERIT PROGRAM

- Courses exceed the requirements of the Georgia Performance/Common Core Standards.
- Students will receive an academic course in Spanish each year which will allow them to earn two full years of high school Spanish credit while still in middle school.
- Pre-advanced placement content is integrated in early courses to prepare students for rigorous high school honors, AP, and Accel classes.



Agriculture



Automotive Technology



Broadcast Video Production



Business

TCCHS CTAE Programs



Family and Consumer Science



Healthcare Science



Metals Technology



Work-Based Learning

Pathway Completers

- A pathway includes three sequenced courses in an area
 - Students pick a pathway at the end of 8th grade due to the BRIDGE Bill
 - TCCHS offers 12 pathway options
 - Students who complete a pathway take an End of Pathway Assessment to earn an industry-recognized credential
 - CTAE Pathway Completers
 - FY 11 – 133
 - FY 12 – 166
 - FY 13 – 153
- Students enrolled in any pathway may also apply to participate in a work-based learning program as a junior or senior

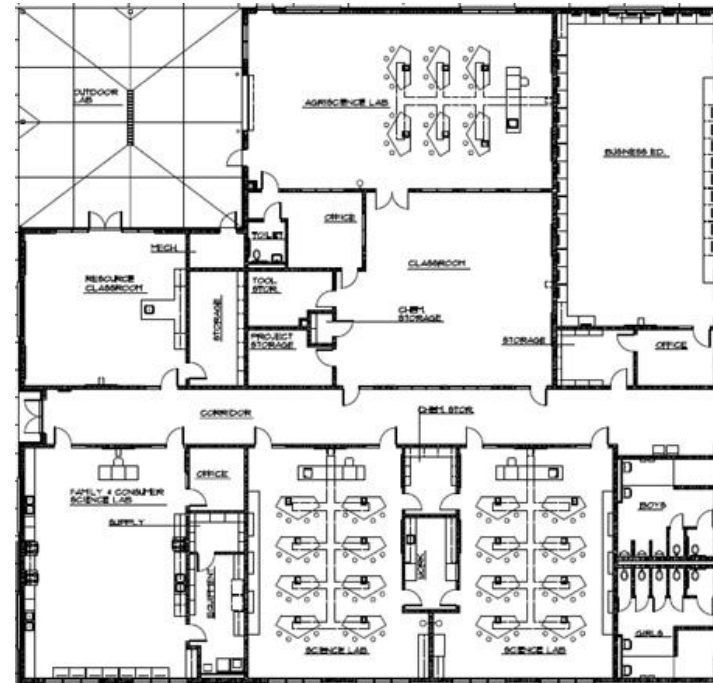
Thomas County Middle School Programs

- Current Programs
 - Agriculture
 - Broadcast Video Production
 - Business
- Programs to Be Added
 - Family and Consumer Science



Career Science Annex

- Business Lab
- Agriculture Lab
- Family and Consumer Science Lab
- Science Labs
- Resource Classroom



What changes are
coming for public
education?



A new state curriculum

- Georgia is one of forty-four states to adopt the “Common Core State Standards.”
- These standards provide the minimum levels of instruction for academic subjects in grades K-12.



New state assessments

- Implementation of the common core will be evaluated using a new system of assessments known as PARCC:
 - Partnership for
 - Assessment of
 - Readiness for
 - College and
 - Careers
- PARCC assessments will soon begin replacing our state-mandated tests known as the CRCT or Criterion Referenced Competency Test.
- While accountability standards are going up, the assessments will become more rigorous at the same time.



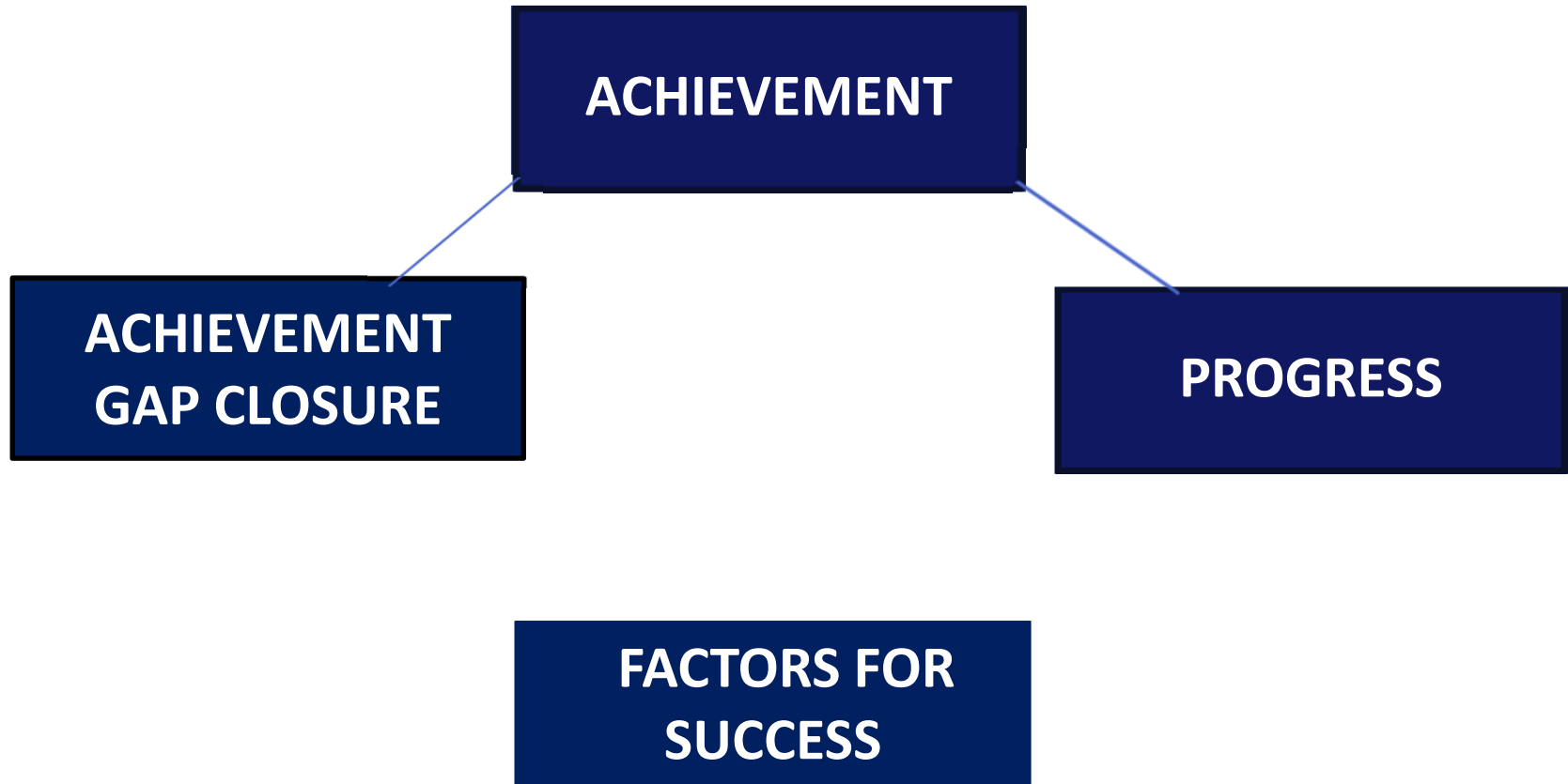
A new accountability system

- Georgia had developed a new index for measuring the progress of its schools known as the *College and Career Readiness Index*.
- *The College and Career Readiness Index* continues to place a heavy emphasis on student achievement as measured by achievement tests while adding several additional components including:
 - Percent of students completing a Career Pathway Program
 - SAT/ACT scores
 - Attendance
 - Advanced Placement Scores



COLLEGE AND CAREER READY PERFORMANCE INDEX (CCRPI)

OVERALL CCRPI SCORE



Strengths

- Strong community support
 - Three successful SPLOST referendums
- SPLOST funding for technology & capital improvements
- Diverse, talented, and motivated student body
- Full continuum of offerings to help each student meet his or her highest potential
- Highly qualified teaching, administrative, and support staff.
- Technology specialists serving every school.
- Two full time resource officers who enhance school safety.
- System accreditation with quality by the Southern Associations of Colleges and Schools and the Georgia Accrediting Commission.



Challenges

- Finances—reductions in state and federal funding
- Slow enrollment growth
- Limited tax base/tax base grows slowly



Challenges facing the system

- Maintaining and attracting quality faculty with declining salaries. Salaries frozen since 2008.
- Meeting increasingly higher academic expectations with fewer resources and larger class sizes.
- Increased competition for resources from on-line charter schools that deplete state resources.



Goals

- Increasing graduation rate
- Becoming more competitive in academic competitions at the regional, state, and national levels.
- Improving academic performance at all levels.
- Increasing the full integration of technology into the instructional program.
- Improving financial efficiency and program effectiveness.



In closing. . .

- This is a very good school system.
- We want to get better!
- We want you to help us.
- Thank you for your attendance.



Thanks to our Group Facilitators

Lee Bryant, Rose City Federal Credit Union

Greer Cox, YMCA

Tim Helms, Southwest Georgia RESA

Margie Jordan, Southwest Georgia RESA

Susan Lynn, Thomas University

Brecca Pope, Cross Creek Elementary School

Annie McElroy, Southwest Georgia Technical College

Chris Odom, Parent and State Superintendent's Parent Advisory Council member

Lester Prickett, Community Business Partner, Wal-Mart

Jeremy Rich, Pastor, First Missionary Baptist Church

Brent Runyon, Thomasville Landmarks

Don Sims, Thomasville-Thomas County Chamber of Commerce

Bobby Smith, Georgia Department of Education, Retired school administrator

Woody Thompson, Professional Counselor, Retired Thomas County educator

Cindy Wooten, Department of Labor (retired)

Kelly Young, Southwest Georgia RESA

Ralph Comerford, Vashti

