

Charleston County School District receives Accreditation from AdvancED – continued from page 1



AdvancED is a non-profit, non-partisan organization that conducts rigorous reviews of a variety of educational institutions and systems in 70 countries to ensure that learners realize their full potential. AdvancED is a global leader in providing continuous improvement, assessment, and accreditation services to over 36,000 institutions serving 25 million students worldwide.

Using a set of rigorous research-based standards and evidence-based criteria, AdvancED examines the whole district – its policies, programs, practices, learning conditions and cultural context – to determine how well the parts work together to carry out the district’s vision and meet the needs of every learner.

CCSD Students Score Above State/Nation on 2018 SAT

Charleston County School District (CCSD) seniors scored above the state and nation on the overall composite and on both subtests of the 2018 SAT. That’s an increase in seven points on the district’s overall composite (10% composite score). About two-thirds of seniors took the SAT.

CCSD’s SAT composite ranks #8 among districts in South Carolina and is the highest ranking district in the lower part of the state (east of Columbia).

The SAT is a standardized test often used in the college admissions process. The SAT tests the reading, writing, and mathematics skills that students learn in school, and that are critical for success in college and beyond. Most students take the test during their junior or senior year of high school.

2018 SAT SCORES (SENIOR CLASS)					
	% Seniors Tested	Reading and Writing (ERW)	Math	Composite Score	Change from Last Year
Charleston County School District	65.7%	558	538	1096	+7
South Carolina	44.8%	543	529	1064	+6
Nation	n/a	529	520	1049	-11

CCSD HIGH SCHOOLS 2018 SAT COMPOSITE SCORES			
	% Seniors Tested	Combined ERW + Math Score	Change from Last Year
Academic Magnet	96.9%	1383	+42
Baptist Hill	37.3%	940	+66
Burke High	52.6%	875	+1
Charleston School of the Arts	89.2%	1184	+26
Charleston Charter Math and Science	72.6%	1040	+1
Garrett Academy of Technology	86.8%	815	-54
James Island Charter High	64.5%	1074	+17
Military Magnet Academy	65.0%	928	+6
North Charleston High	44.9%	805	-68
RB Stall High	24.7%	988	+54
St. John’s High	36.1%	978	+97
Wando High	77.2%	1162	+13
West Ashley High	56.0%	972	-33

2018-2019 CCSD Teacher Pay Raise in Effect –continued from page 1

The Charleston County Board of Trustees approved CCSD Staff’s recommendation to put in place a variety of teacher

salary enhancements. CCSD invested \$12.2 million in teacher salary increases this year. The results are impressive: CCSD is entering the 2018-19 school year with fewer than two teaching vacancies district-wide – an unprecedented accomplishment.

Pay increases

1. ALL TEACHERS 4% COST-OF-LIVING RAISE (on average) that will be a permanent adjustment to the CCSD salary schedule. Our teachers received on average a 4% Cost-Of-Living adjustment. By the way, CCSD’s raise is 4 times more than the 1% raise the State mandated for teachers. The Board of Trustees approved this raise as part of a three-year plan (subject to approval by the Board each year) to ensure CCSD teachers are the highest paid in South Carolina.
2. ALL TEACHERS STEP RAISE for longevity that averages 2% for up to 25 years of experience. This is on top of the cost-of-living raise, meaning the majority of teachers will see a total of 6% more in salary this year. To put all this into an actual dollars example, a master’s level teacher moving into their 16th year went from a salary of \$54,507 last year to \$57,822 this year with the Step raise added to the cost-of-living raise.
3. FIRST YEAR TEACHERS WILL BE PAID AS SECOND YEAR TEACHERS starting in September with state received funds that can be used specifically for this purpose. This adjustment will further our goal to offer first year teachers a starting salary of \$40,000.
4. MATH TEACHERS IN HIGH-POVERTY SCHOOLS get an extra salary incentive for teaching in identified schools. The extra salary is \$7,593 for beginning teachers

Thankfulness

STEPHANIE HAECHERL

The month of November is a time for counting our blessings and showing gratitude. We recognize the many soldiers who serve or have served our country on Veteran’s Day in November. We gather together with friends and family on Thanksgiving in November. November is truly a special month of the year where we celebrate and honor those who have secured our freedoms and established the traditions that we carry on today to show our thankfulness.

As I traveled home from the State Teacher Forum this past week feeling energized and grateful for the opportunity to meet so many amazing educators, I found my focus starting to shift the further away I traveled. I began to think about all of the deadlines and paperwork that I would need to complete over the next few months. I began to think about my students, my lesson plans, and all of the upcoming events in my classroom and school. I thought about my blog post I hadn’t done yet (yes, this one). Thought after thought kept running through my mind and all of the positivity and gratefulness I felt earlier that day, was slowly starting to be



pushed out of mind and replaced with stress and an overwhelming feeling.

Being a teacher is a hard job. It sometimes comes with very little affirmation and it is all too easy to get caught up in the little things that we miss moments of celebration. Now I’m not saying that we don’t have some big problems in the education field, because we all know that is not true. There are issues with equality, standardized testing, teacher pay, and the list goes on and on. Problems and struggles are always present and we can let them divide us or unite us. How we choose to address these struggles is a true measure of our character and can pave the way for a “road trip” headed toward disdain or thankfulness.

My time collaborating with other teachers at the State Forum is an experience I never will forget. I left feeling purposeful, appreciated, and connected and despite the moments of doubt and frustration that began to creep into my mind, I was able to shift my view back to one of thankfulness. Every day is a new day to seek out opportunities to grow and approach the unknown with gratitude. We need to recognize our



blessings and that our strength truly lies in one another. We need to open the doors to our classrooms and work together as only then can we be true advocates for change.

In the words of Albert Schweitzer, “In everyone’s life, at some time, our inner fire goes out. It is then burst into flame by an encounter with another human being. We should all be thankful for those people who rekindle the inner spirit.”

Thankfulness shouldn’t just be a huge part of November, it should be a HUGE part of our everyday lives.

Stephanie Haecherl, a teacher from Whitesides Elementary in Mount Pleasant is the **2018 CCSD Teacher of the Year**. She takes over the blog from **Mia Pace**, the 2017 Charleston County Teacher of the Year.

You can email Stephanie at: stephanie_haecherl@charleston.k12.sc.us

For more information on the Teacher of the Year award, please visit <https://ccsdteacher.wordpress.com>.

Focus ON CCSD

News for, by and about Charleston County School District, the state of South Carolina’s premier school district where *Students are the Heart of Our Work*.

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Charleston County School District Receives Accreditation from AdvancED



The Charleston County School District (CCSD) Board of Trustees learned Monday afternoon that the district will receive its first-ever system-wide accreditation from AdvancED, the world’s foremost education accrediting agency. AdvancED President and CEO Mark Elgart presented his agency’s findings to the Board with a set of priorities for the district’s initial five-year accreditation period. Elgart also chaired the AdvancED team that conducted a rigorous on-site review in the district in September.

“The district is moving in the right direction. That’s the major message. But it must maintain that effort,” Dr. Elgart said. “Accreditation and achieving it is one aspect of it. Maintaining, and drawing and improving throughout it is even a harder hurdle to cross. But, I am proud to announce that the recommendation to our international commission to be voted on in the next few weeks will be that Charleston County School District should receive initial accreditation.”

While accreditation was recommended today, district officials recognize that it is not a label for a one-time evaluation. Accreditation runs on a five year cycle, with yearly continuous monitoring checks to ensure districts and schools are still committed to making strides in the areas of feedback received from the AdvancED engagement review team.

“This AdvancED Performance Accreditation represents a significant milestone for our system,” said Superintendent Gerrita Postlewait. “This marks the first time in the history of CCSD that the entire school district and all of our schools are internationally accredited. This truly is an accomplishment to cherish and to celebrate.”

Elgart informed the board that the recommendation for accreditation status also includes the following focus areas for the board and district:

- Board governance, with an emphasis on whole board trainings;
- Equitable alignment of resources to meet the needs of all students
- Assessment and realignment of structures and processes to ensure the curriculum is based on high expectations and aligned to standards and best practice
- Greater community awareness, commitment to improvement, and ownership of the district’s strategic plan
- Investment in creating and sustaining a culture in all classrooms that is responsive and supportive of the long-term vision for student engagement – continued on page 4



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GERRITA POSTLEWAIT, SUPERINTENDENT

CCSD BOARD APPROVES RURAL RECRUITMENT INITIATIVE

The Charleston County School District Board unanimously approved a recommendation to increase all first-year classroom teachers (with zero years of experience on their South Carolina Teaching Certificate) to the second year teacher salary schedule (1 year of experience on their South Carolina Teaching Certificate) for the school year 2018-2019 via the Rural Recruitment Initiative expenditure. A supplement will be used to elevate the first year teacher salary schedule to the salary of a second year.

For FY 2019 CCSD will receive state funding for the Rural Recruitment Initiative.

The Rural Recruitment Initiative is a state-funded recruitment and retention program to address the statewide teacher shortage concerns. The use of the term rural is somewhat misleading, however. The District’s eligibility is based on a five-year average teacher turnover rate as reported on the district report cards and the funds can be used district-wide, not limited to select schools.

The district was awarded \$1.67 million for recruitment initiatives.

“The district is permitted to use a portion of these approved funds to increase the salary of our current first-year classroom teachers to the second year salary level in an effort to encourage them to stay with CCSD,” explained Bill Briggman, Chief Human Resources Officer. “This is another step for the board in reaching their goal of being the highest paying district in the state,” he said.

The total cost, based on an estimate of 250 first year teachers (salary and benefits), is \$289,030. This increase is for classroom teachers only; guidance, media and any other paid positions on the teacher salary schedule are not subject to increase.

2018-2019 CCSD Teacher Pay Raise in Effect

The start of the 2018-19 school year marked a financial milestone for Charleston County School District teachers. Whether a veteran or are brand new in the position all teachers saw pay increases and step raises, making CCSD the highest paying teacher salary district in the state. – continued on page 4

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