

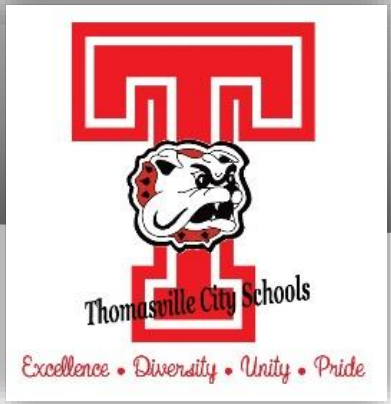
Mid-Year Goal Update

Dr. C. Gentry

Thomasville City Schools

February 2020

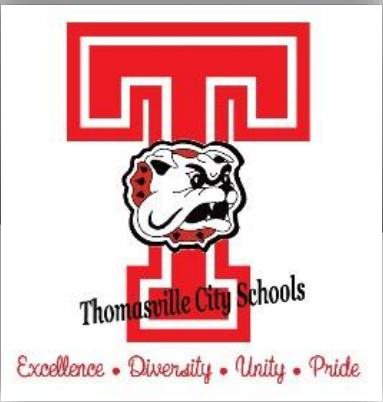




Goal Areas (Board Approved 11/2019)

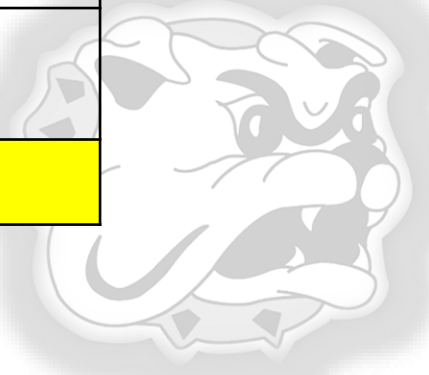
- Teacher Turnover
- Financial Stability
- Academic Growth and Proficiency
- Staff and Student Attendance
- Student Discipline

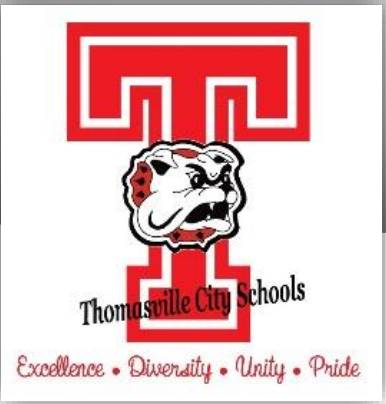




Teacher Turn Over

Year	Thomasville City Schools Total Attrition Rate (%) From the State of the Teaching Profession Report	North Carolina State Average Total Attrition Rate (%) From the State of the Teaching Profession Report
2015-2016	28.65 (171/49)	13.40
2016-2017	26.90 (171/46)	13.50
2017-2018	25.30 (166/42)	12.50
3 Year Average (baseline)	26.95	13.14





Teacher Turnover

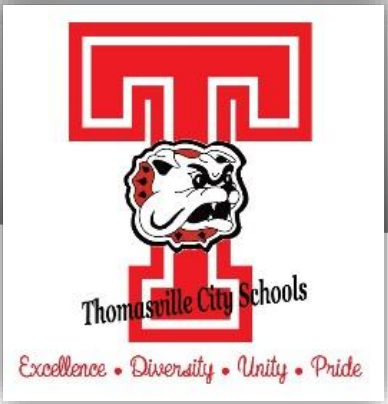
Goals:

- 2019-2020: 21.56% (20% reduction, -5.39% from baseline)
- 2020-2021: 17.24% (20% reduction, -4.32% from 2019-2020)
- 2021-2022: 15.51% (10% reduction, -1.73% from 2020-2021)
- 2022-2023: 13.95% (10% reduction, -1.56% from 2021-2022)

“Benchmark” - Actual Turnover for 2018-2019: **24.10** (compiled/not published)

Will have 2019-2020 data spring 2021



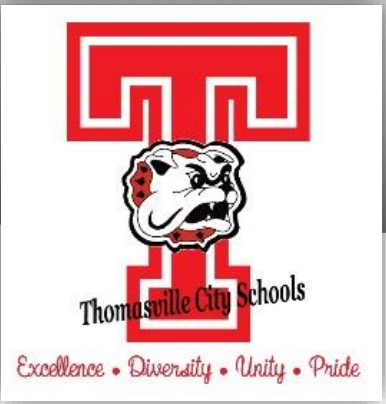


Teacher Turnover

2018-2019 (compiled/not published)

LEA	Sch	LEA Name	School Name	March 2018 Teachers	Teachers	Left LEA	Attrition Percent
292	316	Thomasville City Schools	Liberty Drive Elemen		26.00	8.00	30.77
292	318	Thomasville City Schools	Thomasville Primary		56.00	7.00	12.50
292	320	Thomasville City Schools	Thomasville Middle		37.50	11.50	30.67
292	324	Thomasville City Schools	Thomasville High		46.50	13.50	29.03
				LEA Totals	166.00	40.00	24.10





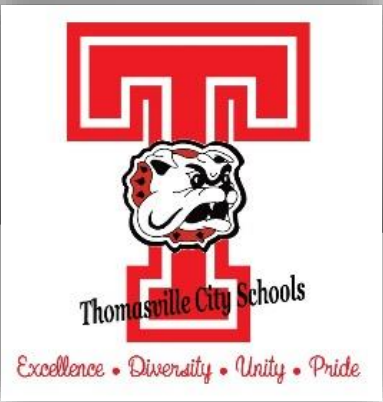
Financial Stability

Fund balance has been declining since 2014:

	2014	2015	2016	2017	2018
Unassigned	\$ 1,555,633	\$ 770,793	\$ 425,724	\$ 735,659	\$ (135,466)
All other	1,262,980	1,377,115	1,355,972	463,724	353,380
	<u>\$ 2,818,613</u>	<u>\$ 2,147,908</u>	<u>\$ 1,781,696</u>	<u>\$ 1,199,383</u>	<u>\$ 217,914</u>

	2014	2015	2016	2017	2018
General Fund	\$ 2,818,613	\$ 2,147,908	\$ 1,781,696	\$ 1,199,383	\$ 217,914
All other funds	801,774	1,062,744	525,084	279,277	316,155
	<u>\$ 3,620,387</u>	<u>\$ 3,210,652</u>	<u>\$ 2,306,780</u>	<u>\$ 1,478,660</u>	<u>\$ 534,069</u>



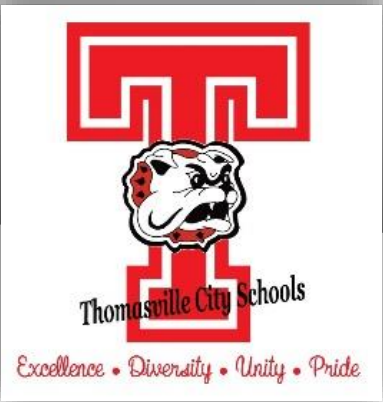


Financial Stability

- Reduction in Force policy was put in place for the end of the 2018-2019 school year. Those efforts resulted in projected savings for the 2019-2020 school year of over \$550,000.00.
- Continued efforts will be made regarding allotments, cuts, and implementing cost saving measures (LED lighting, contracted vs hired services, attrition, etc.).
- Additionally, some bonuses (attendance) cut and others were not reached by as many; re-align coaching supplements; less \$/less students to charters; adjustments to SRO pay; some additional local funds (city tax increases, county “special” funds)
- **HOWEVER – no NC budget, additional benefit costs, increased utilities and cost of doing business – More Work To Be Done (3-5 year process)**

**Additional Cuts
EOY 19-20 to be
in effect 20-21**





Academic Growth and Proficiency

- Semester I – Raw Data from THS

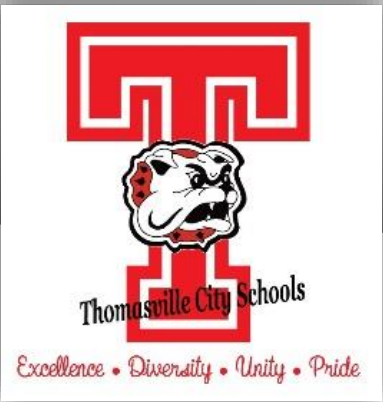
Subject	EOG/EOC 18-19 (overall)	Fall EOC 2018-19	Fall EOC 2019-20
Fall English II	41.8	36	N/A
Fall Math I	35.2	73.17	48.15
Fall Math III	25.8	39.58	26.19
Fall Biology	47.6	43.84	41.67

English II – Re-Norm (Fall 2020). Benchmark results are up for English II (55%+)

Look at comparison to overall year

Math I Concerns

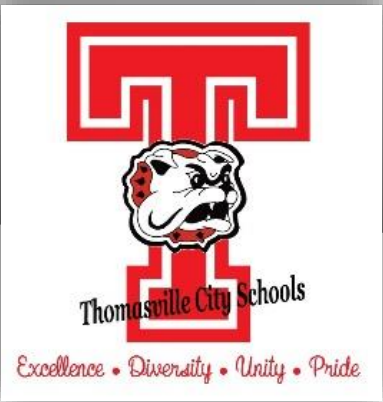




Academic Growth and Proficiency

Math					
	EOG 2018-19	1st BM 18-19	1st BM 19-20	2nd BM 18-19	2nd BM 19-20
Grade 3	52.5	46.5	47.5	51.9	54.4
Grade 4	24.4	46.3	44.5	38.7	48.1
Grade 5	33.9	30.9	36.5	35.7	23.4
Grade 6	35.4	21.4	39.7	31.4	43.3
Grade 7	43.5	31.1	32.6	33.1	30
Grade 8	37.9	18.3	33.3	10.7	31.5



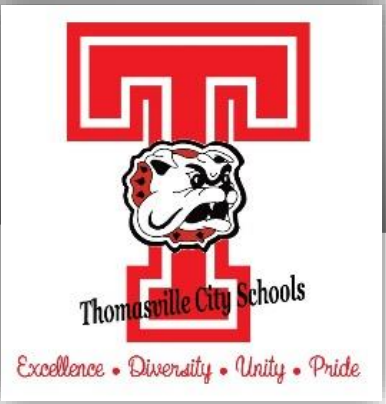


Academic Growth and Proficiency

Reading					
	EOG 2018-19	1st BM 18-19	1st BM 19-20	2nd BM 18-19	2nd BM 19-20
Grade 3	44.7	37.1	38.8	39.4	42.6
Grade 4	28.1	30.4	36.1	29.3	37.4
Grade 5	32.9	33.3	24.4	43	26.7
Grade 6	33.3	28.5	38.1	30.3	43.3
Grade 7	33.7	29.9	30.9	31.3	32.2
Grade 8	31.8	32.9	35.1	30.8	36.2

**Delayed
Reporting
Fall 2020**





Staff and Student Attendance

Staff:

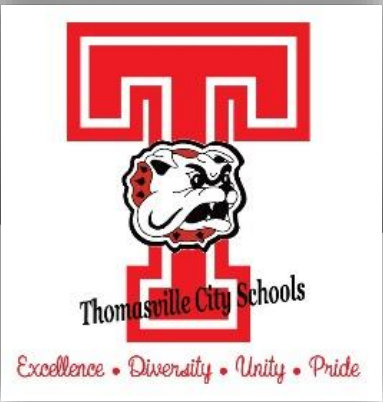
3 year average (15-16 thru 17-18): **10.67** days

Year	Average Days Missed	% Reduction from Previous Year
3 Year Average (15-16, 16-17, 17-18)	10.67	Baseline Data
18-19	9.50	10%
19-20	8.25	10%
20-21	7.00	10%
21-22	6.30	10%
22-23	5.67 (Maintain)	10%

2018-2019 average days absent:
8.70 days

By School:
LDES – 10.69 days
TPS – 6.54 days
TMS – 7.77 days
THS – 9.81 days





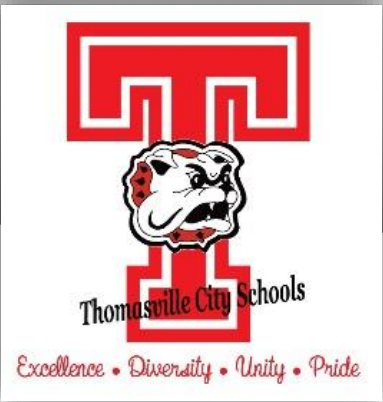
Staff and Student Attendance

Students:

Principals' Monthly Report (PMR) on attendance shows a district average attendance rate for students for 2018-2019 as 93.95%. The rate was 94.47% in 2017-2018 and 94.10 in 2016-2017.

So far in 2019-2020 our average is 94.25% for the year, but direct month four to month four comparison shows 19-20 at 92.1% whereas 18-19 was 93.5%. Month four, five and six tend to be lower than months one, two, three and seven, eight, nine historically.





Staff and Student Attendance

Attendance ~ Month 4 (8/26-12/17)

TPS

3-9 (360) ~ 373 students

10-17 (169) ~ 43 students

18+ (70) ~ 9 students

LDES

3-9 (171) ~ 142 students

10-17 (67) ~ 19 students

18+ (24) ~ 3 students

TMS

3-9 (180) ~ 237 students

10-17 (128) ~ 31 students

18+ (62) ~ 7 students

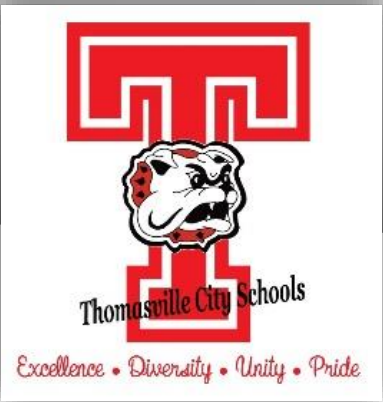
THS

3-9 (211) ~ 269 students

10-17 (104) ~ 54 students

18+ (147) ~ 47 students

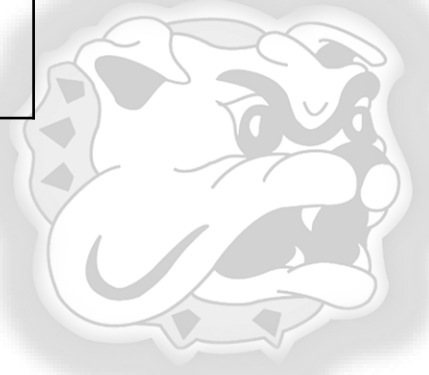


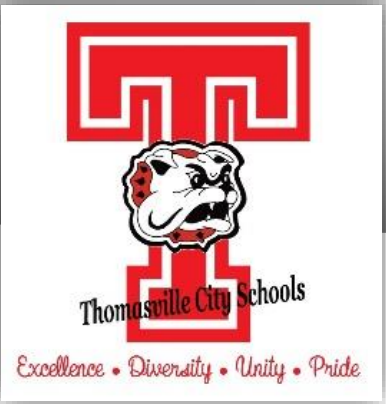


Student Discipline

School	Goal 19-20	Goal 20-21	Goal 21-22	Goal 22-23
TPS ^(33/26)	30 / 17	27	24	22
LDES ^(152/85)	137 / 36	123	111	100
TMS ^(582/787)	524 / 226	472	425	383
THS ^(477/533)	429 / 205	386	347	312

**Days Missed Due to OSS
Thru 1/3/2020**





Student Discipline

School	Total for 18-19	Goal for 19-20
TPS	44	40 34
LDE	269	242 94
TMS	1,121	1,009 353
THS	1,075	967 447

**Total Office Discipline
Referrals
Thru 1/3/2020**

