



WELCOME DR. BARON R. DAVIS



Greetings Richland Two Leaders!

Welcome to our 2018-2019 Back-to-School Inservice. As I think about the upcoming school year, I am excited about the next chapter we are about to write. For the next two days and throughout the year, we will be "Blazing the Way" to continue our journey to make Richland Two the premier school district — PERIOD.

Please take advantage of the sessions offered at the inservice to build your capacity as an instructional leader and as a professional who creates a high-performing, values-aligned culture in your school.

The Superintendent's Cabinet tailored the general sessions and breakout sessions to meet the collective needs of our organization as well as the individual needs of you—our leaders.

At the end of our two days of learning together, I look forward to talking with you about the Richland Two Promise and our 2018 Expectations:

- Demonstrate Integrity and Character
- Achieve Outstanding Results
- Exhibit a Sense of Urgency
- Inspire and Develop People
- Lead Innovation and Positive Change

I am confident the professional development you receive at the back-to-school inservice will help refine your leadership skills, enabling you to provide outstanding service and support to our partners — students, parents, colleagues and community members. I am grateful to have you on the premier team.

Warmest Regards, Baron R. Davis, Ph.D. Superintendent

KEYNOTE APRIL LEWIS



April Lewis is a highly sought out transformational speaker, consultant and author. She founded the A. Lewis Academy for Well-Being, where professionals learn proven principles to enhance their quality of life, increase productivity and improve effectiveness.

Lewis' experience as a student, professional athlete and veteran positioned her to become a change agent in the wellness and mental health industry. Her specialty is working with entrepreneurs and corporations to gain clarity and focus, while helping them establish and set necessary goals for progression. Lewis provides the fundamental tools to overcome any mental barriers that cause lack of productivity and decreased performance. She is known for helping people transform thoughts and ideas into results and revenue.

In 2015, she became a best-selling author for her contributions to "The Missing Piece in Forgiveness: Overcoming the Impossible." In this book, Lewis shares how the tragedy of losing her husband, who died a hero serving his country in Iraq, led to her downward spiral. Lewis suffered from PTSD that manifested as suicidal thoughts, addictive behavior and chronic depression. During these devastating and often hidden times of suffering, she discovered the one thing that would change it all, mindfulness. Lewis realized she had to focus on her mental stability and began the transformative journey to change her life.

Lewis engulfed herself in the practice of meditation, allowing her to truly understand what it means to "live well." This transformation catapulted her to sharing her story in front of thousands. She has served as a speaker and consultant for leading corporations, colleges and universities, trade associations, healthcare and faith-based organizations.

A native of Mobile, Alabama, Lewis holds a bachelor's degree in public relations from the University of South Carolina. As the youngest of five children, she is a first-generation college graduate. Lewis is committed to teaching people how to live well, create the life they want to live, and fulfill their life mission. Her greatest joy is hearing the testimony of the lives she has helped transform.

TABLE OF CONTENTS

Schedule

Breakout Sessions

5 Block A

6 Block B

7 Block C

8 Block D

9

Breakout Sessions Index

16
Floorplan

1 7 Key Terms

BREAKOUT SESSION HANDOUTS

Some of our session facilitators have opted to provide electronic handouts. You may access the handouts here.

FEEDBACK

In an effort to refine our professional development experiences, we welcome your feedback! The feedback form will be available $\frac{1}{\text{here}}$ at the end of the day Thursday.

RENEWAL CREDITS

Are you interested in earning renewal credits for your participation in this inservice? To do so, please complete the following steps:

(1) Go to <u>PDExpress</u> and register for the course titled Administrative Inservice (TL-1801).
(2) Be certain to sign-in both days of the inservice using the QR code on the hard copy agenda.

(2) Be certain to sign-in both days of the inservice using the QR code on the hard copy agenda. Within the week following inservice, you will receive a confirmation e-mail indicating that you have completed the course and earned twelve (12) renewal credits (6 credits per day of inservice).

SAFETY

As you travel to various rooms in R2i2, please identify the nearest exit(s) and staircase. In the event that we evacuate the building, please use the nearest exit. Our meeting point will be the front parking lot. Additionally, please refrain from creating tripping hazards when you plug in electronic devices or set bags/purses on the floor.

SOCIAL MEDIA

Of course we want you to share: @RichlandTwo #Blazingtheway #R2Promise

JULY 25 WEDNESDAY



JULY 26 THURSDAY

ARRIVAL, CONTINENTAL BREAKFAST INSTRUCTIONAL LEADERSHIP ELEMENTARY SCHOOLS (MEETING ROOM E) MIDDLE SCHOOLS (MEETING ROOM D) HIGH SCHOOLS (MFFTING ROOM C)

*DRINKS ARE NOT ALLOWED IN AUDITOR IUM

9:45-10:30
TEAM HUDDLE

10:30-11:30
LEGAL UPDATE W/ KATHY MAHONEY (AUDITORIUM)

11:30-12:45
APPRECIATION LUNCHEON (MEETING ROOMS C, D & E)

1:00-2:00 BREAKOUT SESSION: BLOCK C 2:15-3:15 BREAKOUT SESSION: BLOCK D

7:30-8:00

8:00-9:45

3:30 CLOSING (MEETING ROOMS C, D & E)

BLOCK A ~ WEDNESDAY, JULY 25 @ 9:15-10:15 AM

CULTURE & ENVIRONMENT

Session Number	Session Title	Room	Target Audience
A1	Behavior Interventions for the Early Childhood Learner District Behavior Interventionists	Meeting Room A	elementary
A2	Suicide Prevention Procedures (elementary) Dawn MacAdams, Cara Thompson	Classroom 3	elementary (one admin per school)
A3	Rebranding Your School, Creating a Culture of "WE" Tamala Ashford	Classroom 10	

TALENT

Sessi Numb	Saggion Lifta	Room	Target Audience
A4	Achieving Your Balance for Living Life James Ann Sheley	Classroom 4	
A5	Meeting of the Minds: Student Activities Coordinators Olisa Ashford	Classroom 6	student activities coordinators

ACHIEVEMENT

Session Number	Session Title	Room	Target Audience
A6	MAPping Out a Road for Student Growth Karis Mazyck, Denise Webster, Robert Ratterree, Greta Carter, Tyler Abernathy	Meeting Room B	secondary
A7	Leveraging Grade Distributions with Microsoft Excel, Part 1 Rob Herron This is a double session (Blocks A & B). Participants must have accedevice with Microsoft Excel. Chromebooks will not suffice.	Board Room 1 ess to SQL Reports in Po	werSchool and a

Session Number	Session Title	Room	Target Audience
A8	LEA Role & Responsibilities Instructional Support Services Department	Board Room 2	
A9	Student Discipline Hearings Lottie Chishom	Classroom 8	

BLOCK B ~ WEDNESDAY, JULY 25 @ 10:30-11:30 AM

CULTURE & ENVIRONMENT

Session Number	Session Title	Room	Target Audience
B1	Behavior Interventions for the Secondary Learner District Behavior Interventionists	Meeting Room A	secondary
B2	Suicide Prevention Procedures (secondary) Abby Cobb, Shirley Vickery	Classroom 3	secondary (one admin per school)
В3	Leverage Communications & Partnership Resources Communications & Strategic Partnerships Team	Classroom 10	minimum of one admin per school
B4	Culture Eats Strategy for Breakfast Andrea Berry, Shane Bagwell, Jackie Norton	Classroom 6	

TALENT

Session Number	Session Title	Room	Target Audience
B5	Fostering Leadership Talent for Students with Academic Barriers Shawn Suber, Arthur Newton	Classroom 4	
В6	Female Leadership: Paths to the Top Kendra Hill	Classroom 8	
В7	Preparing for an Unemployment Hearing Shawn Williams, Traci Batchelder, Karen Lovett	Meeting Room B	

ACHIEVEMENT

Session Number	Session Title	Room	Target Audience
В8	Rob Herron This is a double session (Blocks A & B). Participants must have accomply in PowerSchool and a device with Microsoft Excel. Chromebooks w	Classroom 7 ess to SQL Reports ill not suffice.	
В9	Put Me in Coach: A Playbook for Premier Instruction Shanitra Deas	Board Room 1	

Session Number	Session Title	Room	Target Audience
B10	LEA Role & Responsibilities Instructional Support Services Department	Board Room 2	

BLOCK C ~ THURSDAY, JULY 26 @ 1:00-2:00 PM

CULTURE & ENVIRONMENT

Session Number	Session Title	Room	Target Audience
C1	Behavior Interventions for the Early Childhood Learner District Behavior Interventionists	Meeting Room A	elementary
C2	Suicide Prevention Procedures (elementary) Dawn MacAdams, Cara Thompson	Classroom 3	elementary (one admin per school)
C3	De-escalation Strategies Instructional Support Services Department	Board Room 2	
C4	Using the RSD2 Discipline Guidelines to Address Infractions Cleveland Smith	Classroom 10	
C5	Preparing for and Responding to Sensitive Topics in the Classroom Helen Grant	Classroom 7	

TALENT

Session Number	Session Title	Room	Target Audience
C6	Developing AP Leadership Capacity Marshalynn Franklin, Keith Price, James Ann Sheley	Classroom 6	principals

ACHIEVEMENT

Session Number	Session Title	Room	Target Audience
C7	A Lot of Learning + A Little Fun + Targeted Interventions + Defined Incentives = A Formula for Success BMS Administrative Team	Meeting Room B	
C8	Fueling the GIS Flame: Project-Based Learning Will Simon, Beth Cox	Classroom 8	
С9	Accessing Student Test Score Data in Enrich Rob Herron Participants need to bring a laptop or Chromebook.	Board Room 1	

Session Number	Session Title	Room	Target Audience
C10	Buildings, Buses & Beef Operations Department	Classroom 4	

BLOCK D ~ THURSDAY, JULY 26 @ 2:15 - 3:15 PM

CULTURE & ENVIRONMENT

Session Number	Session Title	Room	Target Audience
D1	Behavior Interventions for the Secondary Learner District Behavior Interventionists	Meeting Room A	secondary
D2	Suicide Prevention Procedures (secondary) Abby Cobb, Shirley Vickery	Classroom 3	secondary (one admin per school)
D3	De-escalation Strategies Instructional Support Services Department	Board Room 2	
D4	Leadership is Plural, Not Singular Alvera Butler, Patrina Smith, Whitney Prowell	Classroom 6	

TALENT

Session Number	Session Title	Room	Target Audience
D5	Hiring in Times of Employee Shortages Shawn Williams, Helen Grant	Meeting Room B	
D6	Servant Leadership: Leader vs. Boss Shawn Suber	Classroom 4	

ACHIEVEMENT

Session Number	Session Title	Room	Target Audience
D8	South Carolina Succeeds (ESSA) Updates John Arnold	Classroom 8	
D9	Updates: Uniform Grading Policy Mary Paige Boyce, O'Tasha Morgan	Board Room 1	

Session Number	Session Title	Room	Target Audience
D10	Food Service Enhancements and Regulation Highlights Melinda O'Connell	Classroom 7	

BREAKOUT SESSION INDEX

A Lot of Learning + A Little Fun + Targeted Interventions + Defined Incentives = A Formula for Success (Block C)



Karis Mazyck, Denise Webster, Robert Ratterree, Greta Carter, Tyler Abernathy

What happens when you take a lot of learning along with targeted interventions and mix in a little fun and well defined incentives? At Blythewood Middle School, we found that it was a formula for success! Come listen as we share strategies that we have used with our faculty/ staff and students as we have worked together to move students to higher levels of learning and academic achievement. As you work to implement these strategies within your own school, sit back and watch student engagement and ownership begin to take flight!

Accessing Student Test Score Data in Enrich (Block C)



Rob Herron

Learn how to create powerful custom reports in Enrich to easily access all of your students' MAP. SC READY, and SCPASS test scores. There is no need to look these scores up individually for each student. Learn how to create reports that pull the scores for all of your students at one time as well as how to export the data into Excel and filter and manipulate it to easily identify categories of students. All participants must bring a laptop or a Chromebook as this is a working session.

Achieving Your Balance for Living Life (Block A)



James Ann Sheley

Stressed? Overwhelmed? Is life at its tipping point? Let's talk about some possibilities for helping to manage stress and to find balance in life.

Behavior Interventions for the Early Childhood Learner (Blocks A & C)



District Behavior Interventionists

This session will provide specific behavior interventions to address behaviors that were prevalent among our early childhood students during the previous school year.

Behavior Interventions for the Secondary Learner (Block B & D)



District Behavior Interventionists

This session will provide specific behavior interventions to address behaviors that were prevalent among our secondary students during the previous school year.

CULTURE & ENVIRONMENT



TAI FNT

Buildings, Buses & Beef (Block C)



Operations Department

This session will provide an overview of all things that principals and assistant principals need to know in order to have a safe, secure, clean and future-ready facility. Improvements in transportation and food service will also be shared.

Culture Eats Strategy for Breakfast (Block B)



Andrea Berry, Shane Bagwell, Jackie Norton

During this session, we will share what we practice at Lake Carolina Lower to develop a culture that wins the hearts and minds of others. Through the idea of servant leadership, we will discuss ways that we welcome visitors as well as maintain a positive, supportive atmosphere for our faculty, staff, students, and their families.

De-escalation Strategies (Blocks C & D)



Instructional Support Services Department

There is no magic recipe for keeping intense situations from occurring, but there is a way to constructively respond. This session will provide tips and strategies to help all involved "keep calm and carry on."

Developing AP Leadership Capacity (Block C)



Marshalynn Franklin, Keith Price, James Ann Sheley

Facilitators will share strategies principals can use to inspire professional growth in their APs and develop leadership capacity on their admin team. You will learn how intentional planning can assist an AP in developing instructional leadership skills.

Female Leadership: Paths to the Top (Block B)



Kendra Hill

Research shows that female leadership, especially African American female leadership, is very limited beyond the elementary levels; however, research also reveals that the paths leading to the highest levels of district leadership, the superintendency, are often the paths less traveled by women. We will explore these paths together, as well as other causes of the infamous "glass ceiling," so that ultimately we can continue to pave the way as a district that honors and cultivates the growth and forward progression of all its leaders.

- CULTURE & ENVIRONMENT
- ACHIEVEMENT

TAI FNT

Food Service Enhancements & Regulation Highlights (Block D)



Melinda O'Connell

We will discuss new and improved changes to staff/teacher offerings next school year and the new high school program. We will also have an overview of current regulations (Why we do the things we do!).

Fostering Leadership Talent for Students with **Academic Barriers (Block B)**

Shawn Suber, Arthur Newton

Students from impoverished backgrounds have specific needs. This session will address how to intentionally impact their learning through high expectations, nurturing classroom environment, and targeted instruction. Participants will learn the importance of setting high expectations, practical strategies for building a nurturing classroom environment and the significance of targeted instruction.

Fueling the GIS Flame: Project-Based Learning (Block C)



In this session, facilitators will share how Geographic Information Systems (GIS) can be used in the classroom as a project-based learning tool.

Hiring in Times of Employee Shortages (Block D)

Shawn Williams

Amid a teacher shortage, we must modify our practices to ensure hiring success. We will discuss tools and strategies for meeting the personnel needs of our district.

LEA Role & Responsibilities (Blocks A & B)



Instructional Support Services Department

Tag ... You're it! The LEA representative is an integral member of the IEP team. This session will provide clarification of the LEA's roles and responsibilities.

CUI TURF & FNVIRONMENT

TAI FNT

ACHIEVEMENT

Leadership is Plural, Not Singular (Block D)



Alvera Butler, Patrina Smith, Whitney Prowell

Do you ever wonder if your degree is in Administration or Juggling? Do you have days when you feel you are on an island? Well, before you start to look for that job as a part of a sideshow, or begin to feel like a contestant on Survivor, we want you to know there is hope for bringing balance to your work. Come to our session and let's balance the scales together while exploring how to recognize and capitalize on each other's talents and strengths, work with a team mindset and even explore how the use of humor contributes to the success of your leadership team. When it comes down to it, there is no better way than to lead together because "Leadership is Plural, Not Singular".

Leveraging Grade Distributions with Microsoft Excel (Block A, continues in Block B)

Rob Herron

Learn how to easily access grades for all teachers and all students via SQL reporting in PowerSchool, and how to export and manipulate the data in Microsoft Excel to gain valuable insights. Participants will use actual school data to build PivotTables showing teacher grade distributions for every teacher in their school as well as a tables showing student grades for every student. Learn how to use powerful Excel tools to filter the data to see, for example, only those students or groups of students who are under performing and in need of intervention. This session is limited to middle and high school administrators and counselors. You must have access to SQL Reports in PowerSchool and a device with Microsoft Excel installed on it (Chromebooks will not suffice).

Leverage Communications and Partnership Resources (Block B)



Communications & Strategic Partnerships Team

The CASP Team (Communications and Strategic Partnerships) wants to make your life easier, not harder. In this session we will provide an overview of major resources our office provides with a focus on how you can leverage these resources to be more productive and efficient.

MAPping Out a Road for Student Growth (Block A)



Karis Mazyck, Denise Webster, Robert Ratterree, Greta Carter, Tyler Abernathy

Facilitators will share strategies for helping students achieve success and reach their MAP goals, as well as strategies for helping teachers analyze MAP data more effectively and identify and target students that are in need of additional support.

CUI TURF & FNVIRONMENT

ACHIEVEMENT

TALENT

Meeting of the Minds: Student Activities Coordinators (Block A)



Olisa Ashford

This session will provide student activities coordinators with strategies and tips. Participants will also have an opportunity to share ideas. Ultimately, all will leave the session with a sharpened skill set!

Preparing for & Responding to Sensitive Topics in the Classroom (Block C)

Helen Grant

In this session, participants will receive an overview of Richland Two policies regarding the teaching and discussion of sensitive topics in the classroom. Advice and suggestions will be shared on how to prepare teachers to work with students regarding sensitive topics and time will be set aside for groups to discuss and practice responses to topics that may be raised by students in the classroom. This will be an interactive session designed to hear about and share experiences and ideas.

Preparing for an Unemployment Hearing (Block B)



Shawn Williams, Traci Batchelder, Karen Lovett

Did you know that only firsthand information can be accepted for an unemployment hearing? This session will help you prepare to be sworn in and provide the necessary information during an appeal.

Put Me in Coach: A Playbook for Premier Instruction (Block B)



Shanitra Deas

Anytime a teacher steps away from the classroom and into a support position of any kind they lose touch with the most important part of education: teaching students daily. In this interactive session, participants will explore the value of spending more time in classrooms.

CUI TURF & FNVIRONMENT

TALENT

ACHIEVEMENT

Rebranding Your School, Creating a Culture of "WE" (Block A)



Tamala Ashford

Your brand represents everything that your school is and strives to be. School leaders must not only establish a clear vision and live that vision, but build a culture in which ALL stakeholders are helping to move this vision forward. Join us to learn about our journey as we worked to re-brand a large diverse school with our motto, "I am, You are, WE are... DENT!" Students in various programs and of all socio-economic levels came together to embrace a common purpose of positive RELATIONSHIPS, community PARTNERSHIPS and ACADEMIC EXCELLENCE for all. No matter what type of leader you are or what organization you are leading, you can relate to our story and gain ideas for how to throw a stake in the ground and build something that will be a legacy not to be forgotten.

Servant Leadership: Leader vs. Boss (Block D)



Shawn Suber

This session will distinguish the difference between transformational leadership and transnational leadership. Increasing the capacity and leadership skill sets of everyone throughout the organization is of vital importance to the servant leader. The culture of the organization is transformed to meet the needs of the employees, therefore providing them with the needed tools to meet the needs of our students.

South Carolina Succeeds (ESSA) Updates (Block D)



John Arnold

This session will focus on the most recent updates from the Education Oversight Committee and Department of Education on the state's new accountability plan.

Student Discipline Hearings (Block A)



Lottie Chishom

This session will provide participants a refresher on preparing for student due process hearings.

- CUI TURF & FNVIRONMENT
- **TALENT**

- **ACHIEVEMENT**
- **ADMINISTRATION**

Suicide Prevention Procedures – elementary (Blocks A & C)



Dawn MacAdams, Cara Thompson

Each school must have at least one administrator attend the Suicide Prevention Procedure session to learn the new protocols rolling out district wide for the 2018-19 school year. Staff will receive education and training on using a suicide screening tool to assess the level of risk and determine the path of care needed for students.

Suicide Prevention Procedures - secondary (Blocks B & D)



Abby Cobb, Shirley Vickery

Each school must have at least one administrator attend the Suicide Prevention Procedure session to learn the new protocols rolling out district wide for the 2018-19 school year. Staff will receive education and training on using a suicide screening tool to assess the level of risk and determine the path of care needed for students.

Updates: Uniform Grading Policy (Block D)



Mary Paige Boyce, O'Tasha Morgan

The latest information as to updates, interpretations, and implementation of the SC Uniform Grading Policy will be discussed.

Using the RSD2 Discipline Guidelines to Address Infractions (Block C)



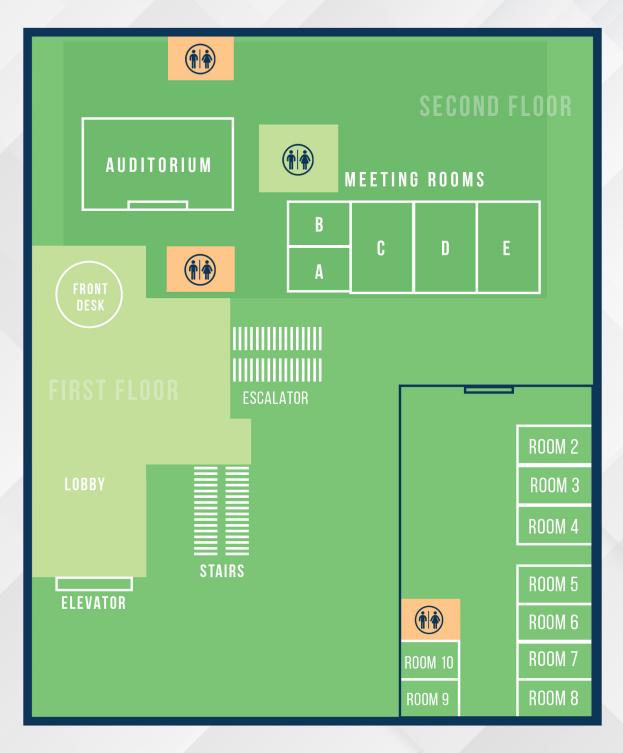
Cleveland Smith

After a full year of implementation, let's have a review of the discipline matrix. It's our goal to reduce the number of suspensions and expulsions and increase the magnitude of teaching appropriate, acceptable behaviors.

- **CULTURE & ENVIRONMENT**
- TALENT

- **ACHIEVEMENT**
- **ADMINISTRATION**

FLOORPLAN









Richland School District Two

The District Of Choice Where Every School Is An Excellent Choice

Vision:

Richland Two strives to be the premier school district - a learning and working environment where all partners are committed to creating, sustaining and investing in a culture and environment of excellence and where all are afforded the opportunity to maximize their gifts and talents as they pursue their pathway to purpose.

Mission:

In partnership with our community, Richland School District Two will work to develop the global citizens of tomorrow — citizens who are prepared to lead and excel in their chosen pathway.

Key Terms:

FOUR SQUARES - CORE VALUES



PRINCIPLE **PRACTICES**

