

# Inside Three

## District Strategic Plan Update Special Edition



*Steeped in history,  
focused on the future.*

### POINTS OF INTEREST:

- *Process*
- *Planning Committee*
- *The Plan*
- *District Schools*

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VOLUME XIV  
ISSUE I  
.....

WINTER  
2011

## The Strategic Plan Process

On September 29 and 30, 2010, the Spartanburg District Three Strategic Planning Committee convened to update the district's Five-Year Strategic Plan. The 25 member committee represented a diverse cross-section of our schools and community and included parents, business representatives, teachers, and administrators.

Created in 1997, and updated in 2002, and 2005, our Five-Year Strategic Plans have been designed using the nationally recognized Cambridge model. We selected this model because it is participatory and values based. Using maximum participation from our stakeholders, the process establishes consensus on the following components:

• **Beliefs** (A statement that is a formal expression of the district's fundamental values: its ethical code, its overriding convictions.)

• **Mission** (A statement that is a clear and concise expression of the district's *purpose and function*.)

• **Parameters** (These are limits the district places upon itself for good reasons. They are things the district either will never do, or will always do.)

• **Performance Objectives** (Performance Objectives are commitments to achieve spe-

cific, measurable end results.)

• **Strategies** (Strategies are the most important part of the planning discipline. They are bold commitments to deploy scarce resources toward the stated objectives.)

### Outcome:

Guided by a veteran facilitator, Dr. Odell Stuckey, the Strategic Planning Committee examined a considerable amount of data and identified the district's strengths, opportunities, weaknesses and challenges. They also studied the 2005 plan and, after two days of thoughtful discussion, made recommendations to strengthen it as follows:

#### 1. Revised two existing Beliefs:

- All people have an inherent potential to learn.
- Supportive community involvement is essential for effective education.

#### 2. Added three new Beliefs:

- Public Education is the foundation of a democ-

cratic society.

- The needs of children come first.
- Education empowers the individual.

#### 3. Revised two Performance Objectives to reflect the critical need for students to pursue a post secondary education or be fully prepared for careers.

#### 4. Added a new Performance Objective which addresses the development of positive character traits.

#### 5. Added one new parameter:

- We will never give up on a child.

#### 6. Revised two strategies to recognize the importance of economic, career and social competencies that students must have to be successful; and to enhance the districts communication efforts to better market our successes.

#### 7. Added one new strategy to address the need to implement a process to guide students and parents to achieve high educational aspirations.

All strategies of the plan are assigned to staff as individualized job accountabilities. In 12 months, the Strategic Planning Committee will be reconvened for an annual update and revision of the plan.



## 2010-2011 STRATEGIC PLANNING COMMITTEE



### COMMUNITY/BUSINESS REPRESENTATIVES

Elaine Harris, Mayor, Pacolet  
 B.G. Stephens, Retired Professor, Wofford College  
 Betty Littlejohn, Mayor Pro Tem, Pacolet  
 Kaye Kesler, Retired Educator  
 Crystal Kingsmore, Spartanburg County Sheriff's Office  
 Richard Wheeler, Retired Educator  
 Clarence Batts, Retired, BASF-Whitestone  
 Cindy Snead, Parent  
 Buddy Robertson, Parent  
 Jimmy Bolton, Parent  
 Chris Jolley, Parent

### DISTRICT PERSONNEL

Dr. Jim Ray, Superintendent  
 Greg Mack, Assistant Superintendent for Finance & Operations  
 Rodney Goode, Director of Personnel & Pupil Services  
 Donnie Elder, Director of Technology  
 Ladson Berry, Director Special Services & Student Assessment  
 Karen Grimm, Principal, Cannons Elementary  
 Kenny Blackwood, Supervisory Principal, Pacolet Elementary & Middle School of Pacolet  
 Todd Hardy, Principal, Broome High  
 Janet Linder, Guidance Counselor, Broome High  
 Angie Jarecki, Teacher, Cowpens Middle  
 Pam Flynn, Teacher, Broome High  
 Tracy Herring, Teacher, Cannons Elementary

### FACILITATORS

Dr. Odell Stuckey  
 Dr. Eric Levitt, Assistant Superintendent  
 for Instruction



# SPARTANBURG SCHOOL DISTRICT THREE

## Strategic Plan

2011-2016

<p><b>BELIEFS – (convictions)</b></p> <p>We believe that . . .</p> <ul style="list-style-type: none"> <li>• All people have an inherent potential to learn.</li> <li>• All people have worth.</li> <li>• All people are unique, and diversity strengthens the group.</li> <li>• The family is the foundation of society.</li> <li>• Equal educational opportunity is critical to our society.</li> <li>• People are our greatest resource.</li> <li>• Learning is a lifelong process.</li> <li>• Supportive community involvement is essential for effective education.</li> <li>• Public education is the foundation of a democratic society.</li> <li>• The needs of children come first.</li> <li>• Education empowers the individual.</li> </ul>	<p><b>MISSION STATEMENT –</b> (our purpose and what we want to do)</p> <p>The mission of Spartanburg School District Three...steeped in history, focused on the future...is to equip our students to thrive economically as productive citizens by ensuring challenging and relevant learning experiences in a healthy, safe, nurturing environment.</p> <hr/> <p><b>PERFORMANCE OBJECTIVES –</b> (desired, measurable and end results)</p> <ul style="list-style-type: none"> <li>• One hundred percent of our students will master or exceed essential grade-level achievement standards.</li> <li>• One hundred percent of our students will successfully complete their individual achievement goals.</li> <li>• One hundred percent of our students will complete their Individual Graduation Plan and be equipped to enter post-secondary education or their career choice after graduation.</li> <li>• One hundred percent of our students will develop positive character traits and civic virtue through school programs and service to our community.</li> </ul>
<p><b>PARAMETERS –</b> (fundamental rules)</p> <ul style="list-style-type: none"> <li>• We will always make decisions in the best interest of students.</li> <li>• We will never sacrifice the safety and security of students and staff.</li> <li>• We will always give priority to the pre-K - 12 instructional program.</li> <li>• We will always deal honestly and fairly with people and issues.</li> <li>• We will never tolerate harassment or discrimination in any form.</li> <li>• We will never give up on a child.</li> </ul>	<p><b>STRATEGIES –</b> (how the district will meet its objectives)</p> <ul style="list-style-type: none"> <li>• We will develop a comprehensive, dynamic program to address social, educational and economic issues impacting the school.</li> <li>• We will effectively use financial and human resources to implement an appropriate learning program that includes academic, career, social and cultural competencies.</li> <li>• We will actively pursue additional funding resources to support and improve the education process.</li> <li>• We will share our district's unique story by marketing our successes to encourage economic development, new housing and pride in the district.</li> <li>• We will implement a process to guide students and parents to achieve high educational aspirations.</li> </ul>

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Spartanburg School  
District Three



... steeped in history,  
focused on the future ...

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U.S. POSTAGE  
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SPBG SC 29306  
PERMIT NO. 7



**Cannons Elementary School**

1315 Old Converse Road  
Spartanburg, SC 29307  
864-279-6100

<http://cannons.spartanburg3.org>

**Clifdale Elementary School**

451 Heritage Hills Road  
Spartanburg, SC 29307  
864-279-6200

<http://clifdale.spartanburg3.org>

**Cowpens Elementary School**

341 Foster Street  
Cowpens, SC 29330  
864-279-6300

<http://cowpens.spartanburg3.org>

**Pacolet Elementary School**

150 McDowell Steet  
Pacolet, SC 29372  
864-279-6500

<http://pacolet.spartanburg3.org>

**Cowpens Middle School**

150 Foster Street  
Cowpens, SC 29330  
864-279-6400

<http://cms.spartanburg3.org>

**Middle School of Pacolet**

850 sunny Acres Road  
Pacolet, SC 29372  
864-279-6600

<http://msp.spartanburg3.org>

**Broome High School**

381 Cherry Hill Road  
Spartanburg, SC 29307  
864-279-6700

<http://broome.spartanburg3.org>

**Daniel Morgan Technology Center**

201 Zion Hill Road  
Spartanburg, SC 29307  
864-579-2810

<http://dmtconline.org>

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