



# DISTRICT EXTENDED STRATEGIC PLAN

2024 - 2029

ROCK SOLID: BUILDING LEADERS FOR THE FUTURE



ROCK HILL  
*Schools*



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## Superintendent's Message

*Dear Rock Hill Schools Community,*

*We are incredibly proud to lead our school district into our next phase of strategic planning to carry us from now through 2029.*

*The new strategic plan outlines how we can inspire our children, with the support of our community, to grow into confident leaders. This plan also amplifies the district's dedication to our mission, vision and values in doing what is best for our students and staff.*

*As a public school system, it is our duty to stand firmly in serving all children and families within our community and to lead by example in treating people well. We hope, with implementation of this plan, students will be well-prepared with world-class knowledge, world-class skills, and life and career characteristics to embody the Profile of the South Carolina Graduate.*

*Our team is dedicated to the continued support of our Three Big Rocks: Professional Learning Communities involve educators evaluating data and collaborating to ensure teaching is top-notch. Multi-Tiered Systems of Support focus on great instructional practices for all students and provide additional learning support to those who need it. Trusted Professionalism includes treating everyone with respect and kindness.*

*This plan embraces our Three Big Rocks, focuses on inspiring growth and provides all the essential tools to show the world that leaders are built in Rock Hill.*

*We are grateful for the opportunity to collaborate with our team, friends, neighbors and families in encouraging our children to lead the way toward our future.*

*Thank you,*

*Dr. Tommy Schmolze*

*Superintendent*



## 2024-2029 ROCK HILL SCHOOLS' DISTRICT *EXTENDED* STRATEGIC PLAN GOAL AREAS AND SUPPORTS

Rock Hill Schools' District *Extended* Strategic Plan (DESP) incorporates the required goals from the South Carolina Department of Education's (SCDE) District Strategic Plan (DSP) to monitor, assess, and improve areas of Student Achievement, Climate, and Teacher/Administrator Quality. Rock Hill Schools' DESP has identified additional areas for improvement and support that are important to being a premier district in our state and nation. These areas include our *District Strategic Focus Support Areas*, the *School Renewal Plan (SRP)* for each school, and initiatives such as the district's *Leader in Me program in Rock Hill Schools*. These and other areas will inspire our students and support their growth and development as Rock Hill Schools embarks on the 2024-2029 journey for excellence.

*District Strategic Focus Support Areas*: This is a dynamic area that will grow as goals and supports are identified for district success. These areas have identified at least one goal to pursue during the 2024-29 Strategic Plan Cycle to support improvements in Student Achievement, Climate and Culture, and Teacher/Administrator/Staff Quality. The areas include:

- District Athletics
- Behavioral and Mental Health Services
- Communications and Marketing
- District Visual and Performing Arts
- Exceptional Student Education
- Operations/ Facilities
- Multilingual Learner Program
- Nursing Services
- Safety and Security
- Student Services
- Fiscal Resources
- Human Capital Management

*School Renewal Plan (SRP)*: Each school has a companion plan aligned to the 2024-2029 DSP with the goals required by the SCDE to monitor, assess, and improve areas of Student Achievement, Climate, and Teacher/Administrator Quality. Like the 2024-29 DSP, the SRP for each school includes strategies; action steps; evidence-based research; annual goals; assessment of the annual goals, strategies, and action steps; and annual reporting measures to the SCDE, Rock Hill School Board, stakeholders, and the general public.

*Leader in Me*: Rock Hill Schools is the first school district in the state of South Carolina to pursue the designation of being a *Leader in Me* School District with each school completing the *Leader in Me* training. When this district decided to pursue the district designation, Independence Elementary had been designated as a *Lighthouse School* through the Franklin Covey Organization.

What is *Leader in Me*? *Leader in Me* is a PK–12 evidence-based model focused on leadership, culture, and academics that equips students, educators, and families with the leadership and life skills needed to thrive in a dynamic world.

What does *Lighthouse School* mean? The *Leader in Me Lighthouse School* title is awarded by Franklin Covey to honor the attainment of a well-rounded leadership model. *Lighthouse Schools* serve as models of leadership and mentors to other schools. It is sort of like getting your blackbelt.

The Rock Hill Schools' website will include more information about the DSP, DESP, SRPs, Cognia Accreditation, dynamic reports from the many areas of the plans, goals, supporting areas, and documents. The website will be updated by September 20, 2024 to reflect the initial updates for the 2024-2029 DESP. The link to the website is <https://www.rock-hill.k12.sc.us/domain/2941>.



## **PRIORITIES FOR SUCCESS**

1. Student Achievement and Growth
2. Employee Experience Support
3. Mental Health Support for Students and Employees
4. Relationships with Community
5. Modernized Facilities
6. Organizational Development

## **VISION**

Engaged, equipped, and empowered students prepared for success.

## **MISSION**

Rock Hill Schools works daily to develop world-class leaders.

## **CORE VALUES**

### **HIGH QUALITY INSTRUCTION**

Empowering students and staff to take ownership of their learning.

### **SAFE AND HEALTHY ENVIRONMENTS**

Ensuring mental, physical, and academic well-being within our school community.

### **ENGAGING COMMUNITY AND COLLABORATION**

Emphasizing Professional Learning Communities (PLC) and collaboration.

### **UNYIELDING INTEGRITY AND PROFESSIONALISM**

Engaging with our work both internally and externally (Trusted Professionalism)

### **MEANINGFUL INCLUSION AND BELONGING**

Honoring the diverse makeup of our community and ensuring our approach is kind, civil, and accepting of all.

### **INNOVATIVE OPPORTUNITIES**

Embracing critical thinking and creative problem solving.

### **CONSISTENT LEADERSHIP AND ACCOUNTABILITY**

Setting high standards and taking responsibility for our actions.

## **MOTTO/EXPLANATION**

### ***Rock Solid***

“Rock Solid” means creating a sustainable foundation for our students’ success.

# PROFILE OF THE SOUTH CAROLINA GRADUATE

## WORLD CLASS KNOWLEDGE

Rigorous standards in language arts and math for career and college readiness

Multiple languages, science, technology, engineering, mathematics (STEM), arts and social sciences

## WORLD CLASS SKILLS

Creativity and innovation

Critical thinking and problem solving

Collaboration and teamwork

Communication, information, media and technology

Knowing how to learn

## LIFE AND CAREER CHARACTERISTICS

Integrity

Self-Direction

Global Perspective

Perseverance

Work Ethic

Interpersonal Skills



**2024-2029 ROCK HILL SCHOOLS:  
ACCREDITATION ENGAGEMENT REVIEW THROUGH COGNIA**

**Noteworthy Practices**

- Leaders actively engage stakeholders to support the institution’s priorities and guiding principles that promote learners’ growth and well-being.
- Professional staff members embrace effective collegiality and collaboration in support of learners.
- Leaders guide professional staff members in the continuous improvement process focused on learners’ experiences and needs.
- Leaders understand learners’ needs and interests drives the design, delivery, application, and evaluation of professional learning.

**Areas of Improvement**

- Professional staff members integrate digital resources that deepen and advance learners’ engagement with instruction and stimulate their curiosity.
- Learners experience curriculum and instruction that emphasize the value of diverse cultures, backgrounds, and abilities.
- Learners have equitable opportunities to realize their learning potential.
- Learners are immersed in an environment that promotes and develops respect for student voice, responsibility, self-confidence, and love of learning.

**2024-2029 ROCK HILL SCHOOLS EXTENDED DISTRICT STRATEGIC PLAN PROCESS AND  
TIMELINE WITH THE FRANKLIN COVEY ORGANIZATION**

In fall of 2023, a new team was formed to consider the changing needs of our students, staff, and stakeholders. This group's work created our new plan that builds and expands on many of those priorities.

District Visioning	October - December 2023
Measuring Success	January - February 2024
Developing the Plan	February - March 2024
Collecting Feedback	April 2024
Finalizing the Plan	May - July 2024



## 2023 - 2024 ROCK HILL SCHOOLS BOARD OF EDUCATION

Helena Miller	Seat 2 Chairman
Pete Nosal	Seat 4 Vice Chair
James Burns	At-Large
Patrice Cherry	Seat 1
Windy Cole	Seat 5
Mildred Douglas	Seat 3
Bryan McAlinden	At-Large

## SUPERINTENDENT'S EXECUTIVE CABINET

Dr. Tommy Schmolze	Superintendent
Dr. John Jones	Deputy Superintendent
Dr. Kershena Dickey	Assistant Superintendent of Academics and Accountability
Mrs. Gina Jenkins	Assistant Superintendent of Human Resources for Certified Employees
Mrs. Terri Smith	Assistant Superintendent of Business Services
Mr. Brian Vaughan	Assistant Superintendent of Operations
Dr. V. Keith Wilks	Assistant Superintendent of Support Services
Mr. Darren Wilson	Assistant Superintendent of Human Resources for Classified Employees
Dr. Marty Conner	Senior Executive Director of Administration Services
Ms. Lindsay Machak	Executive Director of Communications and Marketing



## ROCK HILL SCHOOLS' DISTRICT *EXTENDED* STRATEGIC PLAN GOALS CHART 2024-2029

Academics...Elementary School	Climate...Elementary & Middle School Students	Teacher/Administrative Quality (TAQ)
By 2029, at Rock Hill Schools, 63.65% of 3rd grade; 63.65% of 4th grade; and 63.65% of 5th grade students will score MEETS or EXCEEDS in Math as measured by the SC Ready State Assessment from the baseline data of 3rd grade at 50.3%; 4th grade at 57.5%; 5th grade at 55.4% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 5.3% on the Climate Survey for Elementary-Middle School Students' Perception of Safety from a baseline on the 2023 Survey of 8.8% DISAGREE.	By 2029, Rock Hill Schools will work to increase the Teacher-Administrative Quality Goal for Human Capital--Recruitment Strategies to 95% from a baseline in 2023 of 55%.
By 2029, at Rock Hill Schools, 65.6% of 3rd grade; 65.6% of 4th grade; and 65.6% of 5th grade students will score MEETS or EXCEEDS in ELA as measured by the SC Ready State Assessment from the baseline data of 3rd grade at 50.1%; 4th grade at 46.5%; 5th grade at 42.2% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 12% on the Climate Survey for Elementary-Middle School Students' Perception of Social-Physical Environment from a baseline on the 2023 Survey of 27.4% DISAGREE.	By 2029, Rock Hill Schools will work to increase the Teacher-Administrative Quality Goal for Human Capital--Retention Strategies to 95% from a baseline in 2023 of 69%.
By 2029, 58% of All SC Ready 4th Grade Science Students in Rock Hill Schools will score a C or higher on the SC Ready 4th Grade Science Assessments from a baseline of 46.9% in 2023.*	By 2029, Rock Hill Schools will work to decrease DISAGREES to 13% on the Climate Survey for Elementary-Middle School Students' Perception of Rules, Behavior, and Consequences from a baseline on the 2023 Survey of 28.8% DISAGREE.	
Academics...Middle School	Climate...High School Students	
By 2029, at Rock Hill Schools, 63.22% of 6th grade; 63.22% of 7th grade; and 63.22% of 8th grade students will score MEETS or EXCEEDS in Math as measured by the SC Ready State Assessment from the baseline data of 6th grade at 47.7%; 7th grade at 46.3%; 8th grade at 48.7% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 7% on the Climate Survey for High School Students' Perception of Safety from a baseline on the 2023 Survey of 14.3% DISAGREE.	
By 2029, at Rock Hill Schools, 65.94% of 6th grade; 65.94% of 7th grade; and 65.94% of 8th grade students will score MEETS or EXCEEDS in ELA as measured by the SC Ready State Assessment from the baseline data of 6th grade at 29.3%; 7th grade at 25.7%; 8th grade at 27.4% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 15% on the Climate Survey for High School Students' Perception of Social-Physical Environment from a baseline on the 2023 Survey of 31% DISAGREE.	
By 2029, 52% of All SC Ready 6th Grade Science Students in Rock Hill Schools will score a C or higher on the SC Ready 6th Grade Science Assessments from a baseline of 38.9% in 2023.*	By 2029, Rock Hill Schools will work to decrease DISAGREES to 12% on the Climate Survey for High School Students' Perception of Rules, Behavior, and Consequences from a baseline on the 2023 Survey of 27.9% DISAGREE.	
Academics...High School	Climate...Teachers	
By 2029, 64% of All Algebra I Students in Rock Hill Schools will score a C or higher on the Algebra I EOC Exam from a baseline of 40% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 1% on the Climate Survey for District Teachers' Perception of Safety from a baseline on the 2023 Survey of 3.4% DISAGREE.	
By 2029, 75% of All English 2 Students in Rock Hill Schools will score a C or higher on the English 2 EOC Exam from a baseline of 63% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 8% on the Climate Survey for District Teachers' Perception of Home-School Relations from a baseline on the 2023 Survey of 17.6% DISAGREE.	
By 2029, 95.2% of All Qualified Graduates in Rock Hill Schools will graduate on time from a baseline of 80.2% in 2023.	By 2029, Rock Hill Schools will work to decrease DISAGREES to 7% on the Climate Survey for District Teachers' Perception of Work Conditions from a baseline on the 2023 Survey of 14.7% DISAGREE.	
By 2029, 58% of All Biology I Students in Rock Hill Schools will score a C or higher on the Biology I EOC Exam from a baseline of 46.9% in 2023.*		
By 2029, 55% of All U.S. History Students in Rock Hill Schools will score a C or higher on the U.S. History EOC Exam from a baseline of 42.2% in 2023.*		
By 2029, 60% of All College & Career Readiness (CCR) Students in Rock Hill Schools will score a C or higher on the College & Career Readiness (CCR) Assessments from a baseline of 51.7% in 2023.*		
*These goals are district-initiated focus goals and are not part of the requirements in the South Carolina Department of Education annual reporting system.		Reports for each of these goals are available on the school district website at <a href="https://www.rock-hill.k12.sc.us/domain/2941">https://www.rock-hill.k12.sc.us/domain/2941</a>

## DISTRICT EXTENDED STRATEGIC PLAN CONTRIBUTORS

### District Oversight Committee

Andrew Jones  
Dr. Diana Smith  
Dr. John Jones  
Dr. Nancy Turner  
Dr. Tonya Belton  
Dr. V. Keith Wilks  
Gary Campbell  
Heather Wilson  
Jimmy Duncan  
Kimberly Grant  
Lindsay Machak  
Maurice Murphy  
Peter Kosko Ocampo  
Sadie Kirell  
Serena Williams  
ShaQuenna McLaughlin

### Assistant Principals

Brian Hollingsworth  
Carie Lowdermilk  
Chris Gardner  
Dan Blackburn  
Daniel Fielder  
Elizabeth Rollins  
Jaime Cochrane  
Jessica Wren  
Katrina Moody-Byers  
Kendyl Futrelle  
Keri Brown  
Kimenya Ramet  
Matt English  
N'Gail Gaither  
Russell Brown  
Takela Burns  
Terrance Wilson  
Tiffany Burris  
Tim Sawyer  
Walter Wolff, Jr.

### School Classified Staff

Aerni Crawford  
Alicia Sutton  
Carolyn Bailey  
Debra Harrison

Jacquenette Lawrence  
Jasmine Turner  
Joi Byers  
Joleesa Cheatom  
Kellie Tucker  
Kim Brown  
Kimberly Naniot  
LaSalle Foster  
Latresha Peoples  
LeeAnn Alderman  
Marti Thomasson  
Mayhana Dunovant  
Naomi Cauthen  
Rashanda Cunningham  
Rhonda Gamble  
Teresa Rector  
Tiffani Caldwell  
Traci McKoy  
Veronica Welsh  
Victoria Walton

### District Office Staff

Alexa Hansen  
Alice Hardin-Meeks  
Ayanna Gist-Brice  
Brenda Young  
Calea Harris  
Carlisa Rivers  
Casey Lefler  
Della Barrett  
Gary Black  
Glenette Neal  
Graceyn Haskell  
Joseph Bridges  
Kari Lattimore  
Katrina Lanzer  
Kay Owens  
Meshia Williams  
Michael Cox  
Morgan Newell  
Nina Cullinan  
Page Putnam  
Sandra Craven

Sharada Abraham  
Sonya Horne  
Tim Allen  
Tish Brannen  
Traci Ayer  
Tracy Beckham

### 2023-24 Teachers of the Year

Brandi King  
Elicia Miller  
Elizabeth (Beth) Klipa  
Elizabeth Dillingham  
Gilbert Valk  
Heather Turner  
Janelle Chubb  
Jenniffer Bodie  
John Brandt  
Julie Dickson  
Dr. Kathy Barber  
Kelly Watson  
La'Porchia Davis  
Laronda Bomar  
Marie Heckard  
Rachel Wasserman  
Richard Pickering  
Robert Shellenberger  
Sara Wilson  
Shambria Robinson  
Stacy English  
Stephanie Peavy  
Stephanie Venturini  
Tomi Kaye Simpson  
Tracy Fisher  
Yamuel Perez-Sanchez

### Community Members

Aaron Nance  
Anita Case  
Ann Whisonant  
Ashley Lovvorn  
Catherine Jones  
Charles Robinson  
Cleopatra Allen  
Courtney Denton

Dale Dove  
David Keely, MD  
Debbie Harrison  
Devann Gardner  
Dr. Felicia Robinson  
Dr. Kiwana Brackett  
Elaine Wilmore  
Elizabeth Barbey  
Ernest Brown  
Jane Peeples  
Jenifer Crawford  
Judy Rauppiss  
Kelly Edinger  
Laney Buckley  
Linda Love  
Linnie Miller  
Manning Kimmel  
Mildred Douglas, School Board  
Nikita Jackson  
Patrice Cherry, School Board  
Rebecca Melton  
Rhonda Ginn  
Roy Collins  
Serena Williams  
Tim Veeck  
Windy Cole, School Board

### District Leaders, Principals, and other School Leaders

Aaron Clark  
Andra Mack  
Andrea Walker  
Andrew Jones  
Bianca Chivers-White  
Brian Vaughan  
Carlo Dawson  
Christopher Roorda  
Cindy Taubenkimel  
Clayton Moton  
Crystal Guyton  
Cynthia Robinson  
Damon Ward  
Darlene Del Vecchio  
Darren Wilson



## DISTRICT EXTENDED STRATEGIC PLAN CONTRIBUTORS CONTINUED

Derek McQuiston  
Don Gillman  
Dr. Diana Smith  
Dr. John Jones  
Dr. Kershena Dickey  
Dr. Kimberly Odom  
Dr. Marek Marshall  
Dr. Marty Conner  
Dr. Nakia Barnes  
Dr. Nancy Turner  
Dr. Rhonda Kelsey  
Dr. Tommy Schmolze  
Dr. Tonya Belton  
Dr. V. Keith Wilks  
Dr. Valarie Williams  
Emily Walker  
Frank Palermo  
Gary Campbell  
Gina Jenkins  
Gwendolyn Lindsay  
Heather Andrus  
Heather Wilson  
Jacob Moree  
Dr. Jacqueline Persinski  
Jaime Cochrane

Janice Hyatt  
Dr. Jean Dickson  
Jen Newendyke  
Jennifer Morrison  
Jimmy Duncan  
Dr. Juan Roldan  
Dr. Katie Barber  
Katie Walker  
Kevin Hood  
Kia Frazier  
Kimberly Grant  
Lesley Rouse  
Lindsay Machak  
Lindsay Rowe  
Lisa Sagona  
Maurice Murphy  
Michael Abraham  
Ozzie Ahl  
Pat Maness  
Patrick Robinson  
Peter Kosko Ocampo  
Stephen Truesdale  
Richard Pickering  
Sadie Kirell  
Serena Williams

ShaQuenna McLaughlin  
Sheleea Leonard  
Walter Wolff, Jr.

### Student List

Bess Bailey  
Brysen Ginn  
Ethan Mick  
Giada Valerino  
Harris Heckard  
Heni Patel  
Isabelle Burris-Craig  
Isaiah Venning  
Jacen Coumbes  
Josue Reyes  
Julia Jarrell  
Langston Venning  
Leah Simon  
Libba Faircloth  
McKayla Sumter  
Meridee Ritzer  
Miles Wilson  
Natalie DiStasio  
Phuc Nguyen  
Preston Rocca

Prince Brockington  
Suniamafileo Tyson  
Sydnee Belton  
Syncere Clark  
Taylor Vail  
Treven Raymon  
Ty'Keonna Massey

### Parents and School Improvement Members

Alice Davis  
Ashley Pettit  
Branda Polk  
Jennifer Brooke  
Jennifer Hutchinson  
Jess Sanders  
Jessica Morton  
Keisha Lightner  
Margaret Schwieter  
Megan Langston  
Mona Letigio  
Sharon Brown  
Stephanie Venturini  
Tonya Stokes

