



State of the Schools

Butler County School System – Superintendent John D. Strycker

We are very proud of our progress this past year in the Butler County School System. Our administrators, teachers, support staff and Board of Education members have all worked very hard with a common focus on student achievement. The result of this hard work is that our student achievement data is improving. Other areas of improvement include:

1. Increased student participation in school activities.
2. Discipline issues are on the decline.
3. Anticipation of adding to our Fund Balance next fiscal year.
4. An administrative staff evaluation process related to school data.
5. Procedures and practices outlined in policy are closely followed and monitored.
6. Student attendance is closely monitored and improving.
7. A strong Special Education program.
8. A strong Alternative School program.
9. Clean and operational buildings and grounds.

Of course, we are disappointed with the outcome of the Ad Valorem election, as such funds could have furthered our cause and goals. However, we remain steadfast and determined to improve student achievement as we move forward together as a team.

Beyond that which can be qualitatively and quantitatively measured, I know firsthand that our students feel loved and valued. Each morning I typically visit every classroom in one of our school buildings. I conduct such visits to ensure that our students know that we, as a school system, care about them and their future – caring is a foundation from which we are able to build.

Thank you for taking the time to read this report. Certainly, if you have any question, please give us a call or visit anytime.

John Strycker - Superintendent

Department Reports

Curriculum/Student Achievement:

Curriculum Director – Ms. Donna Ash

DIBELS – Data measured by DIBELS assessments from fall to mid-year showed growth in all categories for Kindergarten, 1st, and 2nd Grade; the highest being an increase of 35% of kindergarten students scoring core (proficient) for first sound fluency.

Global Scholar/Scantron – Reading and Math growth as measured by the Scantron Assessment for grades 3-8 has shown steady progress from fall (Aug/Sep) to winter (Jan/Feb). Reading growth is greater than that achieved from fall to spring of last year; math growth from the beginning of the year to mid-year fell only 7% below the yearly average growth for all of 2017-2018.

Teacher Effectiveness – An increase in all 7 areas/environments of the Effective Learning Environments Observation Tool (ELEOT) was shown from Fall 2018 to Spring 2019. The areas of greatest growth based on 177 total observation were: Equitable Learning (.21) and Digital Learning (.21).

Textbooks – The district has been able to provide additional textbooks for many science and math classes to the move toward the goal of “a book in every subject for every child.” The district provided a new set of teacher and students textbooks in Spanish. The S.P.I.R.E Curriculum was purchased for every school to support in the full implementation of District Dyslexia Plan.

Leadership – All Butler County School and District Office Administrators took part in a book study on the *4 Dimensions of Execution* resulting in increased collaboration and use of “Data Scoreboards” that can be found on school walls throughout the district.

Student Discipline/Personnel:

Assistant Superintendent – Mr. Joe Eiland

While challenging this past year, we have evolved to a point in our system that we have reduced expulsions by greater than 70% and reduced out of school suspensions. We have accomplished this by being consistent and by showing compassion and sincerity while demonstrating support for principals and teachers. Our system has created expectations for students and it is paying great dividends. In part, we are experiencing these dividends due to administrative visibility in our schools. It is unprecedented in our state that students know and connect with the system leadership.

We have created a leadership team that is focused on student achievement and positive outcomes for students. Our data (scoreboard) proves it. The positive outcomes from a holistic approach to educating children is being reflected in not only student academic achievement but also in successful extracurricular achievements (athletics, the arts, and other academic activities such as robotics). We have also implemented a progressive discipline policy and procedure for improving staff productivity and effectiveness.

Federal Programs:

Federal Programs Director – Ms. Lisa Adair

Library Media Services – Last year we received the Alabama Arts Education Initiative Grant for \$25,000. This allowed us to create Maker Spaces in Georgiana, McKenzie and GES’s libraries. All 3rd and 4th graders in the county have been able to participate in STEAM activities each month that are directly connected to a literary work. Each school has created online galleries for parents and the community to view the projects. Further in May, each school will host a Maker Space Art Show for the community to enjoy the wonderful projects the students have created. This year, we have received the continuing grant for \$12,500 and we will be able to include all K-4th grade students in our projects next year.

Counseling Services – Last year, we worked diligently to get procedures and processes in place for reviewing student transcripts. This year we are continuing that work along with creating intentionality in scheduling. The counselors, school and system leadership are collaborating to ensure that students are receiving classes that will provide them with a career pathway (and credential) and/or prepare them for college. Also, our collaboration is working to ensure that every student has an active and accurate 4 year plan and that all seniors participate in College Application Week. Further, this year we have provided counselors with meaningful professional development opportunities to enable them to better serve our students.

Federal Programs – This year we created a “store” where displaced students can obtain school supplies, backpacks, blankets, duffel bags, toiletries and uniforms for school. When students are unable to come to the “store”, we bring the “store” to them by delivering items to the school or their temporary residence. Further, we partnered with the Butler County Retired Teachers to provide Christmas dinner for several families this past holiday season.

In addition, we have had the good fortune to be able to provide our English Learners with additional academic support through one of our AmeriCorps members who speaks Spanish. We have collaborated to ensure that all available federal dollars support core instruction, especially as it relates to student literacy and math learning.

Student Assessment – All student assessment procedures are state compliant. We were over the 1% Cap on the AAA last year. The Special Services Specialist and the System Test Coordinator collaborated to determine the reason by reviewing all of the IEP’s of our AAA students and then determining a plan to support some of our AAA students to transition into the general population assessments. Our process was recently audited and was a success. This year less than 1% of our students will be assessed using the Alabama Alternate Assessment.

Career Technical Education Program:

Career Technical Education Director – Ms. Rheta McClain

Career Technical Education (CTE) gives students the academic, technical, and employability skills needed for postsecondary and workplace success. Butler County’s CTE Program consists of 11 programs among four schools (Greenville High School/Career Academy, McKenzie High School, Georgiana School, and Greenville Middle School). With dedication and passion, CTE instructors

make learning engaging and relevant resulting in positive accomplishments such as: the Health Science Program's historical 100% pass rate on the CPCT-A Exam; JROTC's Tiger Battalion's recognition as an Honor Unit with Distinction; 100% of Georgiana's Business Management & Administration students completion of academic resumes for college admission; and CTE student organizations' participation in over 35 community service activities.

CTE ensures that students have opportunities to complete career pathways that result in an Associate Degree or its equivalent, as well as, career pathways that offer relevant credentials that are recognized and valued by local business/industry. In addition, this year the focus has been on collaboration with the Curriculum Director, Federal Programs Director, and the CTE Director. Further, the CTE counselor, career coach, and director made it a priority to increase partnerships with local business and industry. During CTE Month, CTE Day was observed to give business/industry a chance to see students 'in action'. This event was well attended by business and industry and has resulted in even more partnerships. Local community partnerships are important to the success of the CTE Program. Program partners assist with creating authentic work environments that are very beneficial for students' post-high school careers. In many ways, the positive efforts of CTE instructors, district collaborations and community partnerships make the overall success of Butler County's CTE Program immeasurable due to the knowledge, skills and possibilities a student will possess upon graduating college and career ready.

Special Education Services Department:
Special Services Specialist – Ms. Shawaungela Bolden

Special education is an integral part of the total educational enterprise. The image of special education in Butler County is shifting in a positive direction significantly as the school system has made a commitment to providing more educational opportunities for students with disabilities. We prioritized strategies that would be beneficial to most of the schools and identified the technical assistance and professional development that needed to be made available to support their implementation. We identified schools that developed schedules for students receiving special education in general education classes that took their IEP's, intervention needs, and teacher co-planning into consideration. We formalized, revised, and edited the criteria and benchmarks for referrals that are received through RTI. We collected information to facilitate analysis among schools that depart from the norm. We identified schools with disproportionately high referral rates and plan to monitor their files to ensure that all RTI criteria and procedures are being followed.

Special education teachers are currently ensuring that all students with disabilities on their caseloads who have poor reading, math performance and/or behavior problems receive appropriate research-based interventions. Days for special education teachers were provided to ensure that all individuals involved with transition activities were able to collaborate to create and/or decide on the appropriate assessment tools that should be implemented for transition planning of students with disabilities. All current special education folders were audited and placed in order according to state guidelines. Teachers were given checklists and examples of what was expected and a policy of handling special education records was put in order to ensure compliance and confidentiality. There is no reason to believe that the Butler County special education department could not evolve into one of the finest in the state!

Technology Department:
Technology Director – Mr. Matthew Shell

Modern school systems rely on many different types of internet resources. The pace of change in Information Technology is astounding. In order to keep up with this pace, we have to constantly evaluate what we are currently doing and how it needs evolve over time. Organizing online resources that change year to year, product to product, in a way that makes sense for teachers and students can be a real challenge.

The first step in a larger plan to address this challenge was to implement Clever. Clever is a single sign-on portal and rostering solution that works with many online programs. We plan for Clever to be our primary landing page for students and possibly staff beginning in August 2019. Content on the landing page can be targeted by, for example, school, grade level, staff only, or students only. This will allow us to present our online resources to staff and students in a targeted manner so that students are seeing only the programs that are of interest to them instead of getting lost in a menu of all programs that might apply to other schools or groups of students. Also, since Clever serves as a single sign-on platform for many online resources, we hope to leverage that functionality to reduce the number of usernames and passwords students and teachers have to remember. Finally, Clever can also be used as a sign on source for our Chromebooks. This becomes especially exciting for our younger students who are not currently signing in to Chromebooks. Clever offers us the ability to print QR codes for younger students that they can use for sign in instead of typing usernames and passwords. Students will simply show their Clever badge to the webcam on any Chromebook to sign in and begin using the Chromebook under their own profile.

Maintenance Department:
Maintenance Supervisor – Mr. William Love

The school system Maintenance Department continues to do an excellent job maintaining our aging facilities. The staff work as a team to maintain the school system operations. Work orders are processed in a timely manner and within the department budget. In addition to routine maintenance activities, they coordinate special projects.

Transportation:
Transportation Supervisor – Mr. Slade Piggott

When you think about school buses, you think about children and in turn their safety. Our transportation leadership can proudly say that our transportation department has passed the inspection issued by the State of Alabama on every one of our school buses this year.

Throughout the county, we maintain and run a fleet of 48 buses. In addition to this, our drivers have taken new pride in the safety and cleanliness of their buses this school year. They know the students riding with them and maintain a mutual bond between the driver and student based upon respect. Our number one goal, safety, has been achieved and maintained.

Child Nutrition Program:

Child Nutrition Program Director – Mrs. Linda Perdue

The Child Nutrition Program serves approximately 2,450 meals per day in addition to afternoon snacks with a staff of 28 dedicated employees system-wide. Eighteen (18) of these employees are ServeSafe certified. The Child Nutrition Program received an outstanding audit in 2017 by the State Department of Education with no findings. Two of the lunchrooms are operating at or above the state Meals per Labor Hours guidelines (efficiency of operations measurement) with the other schools operating just slightly below. We are pleased to have flexibilities on whole grains, milk, and sodium requirements that should assist with increasing student participation in the future.

W. O. Parmer Elementary School received Gold Level status from the Alliance for a Healthier Generation. The National Healthy Schools Award is a prestigious achievement that celebrates the hard work necessary to create a healthier school. The W. O. Parmer Elementary School CNP staff provided support to the school administration in obtaining this award.

2018-19 School Building Reports

W.O. Parmer Elementary School:

Principal - Ms. Jacqueline Thornton

Academically, our students are working hard to reach their goals. Teachers are working with students on how to take ownership of their own learning. These types of conversations are helping our students become strong leaders within the classroom. Therefore, have implemented the Leader of the Month program for our students. One student is selected each month to represent their class as our safety patrol.

W. O. Parmer has many accomplishments this year. Academically, our teachers are working with students on how to take ownership of their own learning. Our students are learning where they are academically and having meaningful conversations about how to achieve academic success. Students are learning to collect and track their data in order to reach their goals. We have introduced two new software programs (LexiCorp 5 and Dreambox) to help with Response to Instruction (RTI). These programs offer personalized instruction from intervention through enrichment.

W. O. Parmer was awarded a Gold Level status from the Alliance for a Healthier Generation. The National Healthy Schools Award is a prestigious achievement that celebrates the hard work necessary to create a healthier school. Awards are granted at the Bronze, Silver and Gold levels. Schools that receive this award meet best practice criteria established in the Healthy Schools Program. W. O. Parmer was the only school in the state to achieve Gold Level status.

Greenville Elementary School:
Interim Principal – Mrs. Belinda Cook

Greenville Elementary has many positive accomplishments both academically and culturally this year. We opened our new playground this fall, where our students are excited to have a place to play every day. We also brought back after-school clubs to our third and fourth grade students. W.O.P. extended an invitation for our students to participate in a few of their clubs as well. Our students will have the privilege of watching many dance performances from the Montgomery Ballet and will also be allowed to participate in selected performances. Greenville Elementary will also continue to focus on student achievement data, understanding the importance of this focus at the lower grade-levels.

Greenville Middle School:
Principal – Mr. Bryant Marlow

Greenville Middle School's faculty and staff have been dedicated to improving the academic and social environment for all students. We have a total of 15 extracurricular activities students can take part in. Each student receives Character Education during homeroom, as well as, the administration providing Mentoring Monday every 2nd and 4th Monday during lunch time. All classroom teachers have implemented firm but fair classroom procedures along with PBIS (Positive Behavior Intervention and Supports). Our faculty, staff and students decreased office referrals by 489 as compared to the previous year.

Academically, all students have set goals in Reading and Math for their end of the year Scantron Assessment. We have purchased evidence-based computer programs and offer after-school tutoring, along with teaching the Alabama State Standards. Greenville Middle School has a list of accomplishments, both individual and group honors:

- District Spelling Bee Winner (School year 17-18 and 18-19)
- Jr. Beta - Placed Nationally for their Service Project and Service Showcase
- Quiz Bowl - Placed 1st and 3rd for Highest Team
- Individual Quiz Bowl Highest Overall score
- GMS Band - Superior Rating at State Competition
- GMS Band - 2 students made All-State Band
- GMS Band - 11 students made District Honor Band
- GMS Boys and Girls Basketball - Won 1st place in the Don Maestri Hardwood Festival in Troy

Greenville High School:
Principal – Mr. Joseph Dean

Building leadership takes pleasure in highlighting the accomplishments of Greenville High School. Our students' academic achievement was noted on our recent school report card. Our numerical grade increased by 11 points from the previous year. In addition, 92% of our 10th graders demonstrated academic growth from their last state assessment. The number of seniors earning college credentials increased from 46 to 72 students. The marching band participated in

five competitions and received five superior ratings. One band member has received band scholarships to Alabama State and Troy University. Six of the band members received either all-state or district level recognition. The band has also been invited to perform at a NBA Game. Our football team reached the semifinals and ended the season with an 11-3 record. This year's quarterback won WSFA Fever Athlete of the Year and two football players have received athletic scholarships. Lastly, one student was the state runner up for the Poetry Out Loud Competition and one received 2nd place in the state Bicentennial Visual Arts Competition.

Georgiana School:

Principal – Mr. Curtis Moorer

Georgiana School has made some great strides since last year. The juniors increased the ACT data from the previous year over 1.45% and the College Career Readiness increased from 37% to 49%. The overall discipline has decreased by 10% and our attendance remained steady. Our Graduation Rate went up from 95% to 97.5% in one year. The faculty and staff worked extremely hard each and every day to improve our state report grade from a 70% to 74%.

Georgiana started a Track and Field team without any equipment, and was able to win 1A State Championship in the long jump and placed in 4x100 and high jump. The football team went to the second round of the playoffs and the boys' basketball team competed in the finals in Birmingham, AL for the 1A State Championship. A few of our student athletes have been offered athletic scholarship.

McKenzie School:

Principal – Mr. Miles Brown

McKenzie High School has had many occasions to celebrate our students' successes. The school is very proud that 57% of the students in grade 10-12 have chosen dual enrollment classes receiving high school and college credit simultaneously. 87% of McKenzie School kindergarten students, 100% of McKenzie School first grade students and 84% of McKenzie School second grade students met DIBELS former goals by mid-year. 87% of McKenzie School kindergarten students met the yearly target STAR growth for at mid-year, while 96% of McKenzie School first grade students met the yearly target STAR growth for the year at mid-year. Second grade math students have made a gain of 9.35% out of a goal of 10% for yearly growth on Performance Series. Third grade reading students have made a gain of 8.08% out of a goal of 10% for yearly growth on Performance Series. 164 students were eligible for Performance Series Party #1 for spring/fall 2018 Proficient Scores. Performance Series Party #2 based on 2019 winter growth and students scoring in the proficient range had 234 students eligible. That is an increase of 70 more students. 100% of the senior class passed the Civics Test on the initial attempt. 100% of senior class has applied to at least three colleges. All but three seniors have earned CCR distinction.

Our students have participated in the following competitions that displayed their academic prowess:

- Students have been participants in local and state-wide contests such as Poetry Out Loud and Scholars Bowl

- Two students competed at the State Poetry Out Loud competition
- One student tied 1st place and one student won 2nd place individual for Middle School Scholars Bowl competition
- The MHS Scholar Bowl Team A placed 3rd at the Middle School Scholars Bowl competition
- Six 5th graders participated in the Missing Children Poster Contest
- An 11th grader was selected to participate in the Pioneer Electric Youth Tour
- Seven K-6 students participated in the State Superintendent's Art Show

McKenzie students have positively benefitted from numerous grants this year:

- The Weyerhaeuser Grant for \$3100 will be used on the new fence for the girls' softball field
- One grant was awarded by Mid-South RC&D for \$2,105 to be use on the sensory playground
- A second grant from Mid-South RC&D for \$5,448 was used for new Chromebooks and a new cart
- A Soil Conservation award of \$2,000 was used for raised beds in the green house
- The Butler County Economic Development Board sponsored \$5645 for new equipment for the aquaponics greenhouse
- One of the most visible grants has been the Makerspace Grant. Through the utilization of the AAEI Grant, the McKenzie School library has implemented makerspaces. The purpose of the program/project is to expose more students to the arts while using the arts to engage students in literacy, problem solving and core subjects. The program also worked with students through STEAM projects such as Lego Wedo and 3Doodlers to give the students opportunities to problem solve through creativity and innovation. Third and fourth grade students have created many different projects throughout the school year that will be showcased at an end of year show for parents and community members.