THE STATE OF THE DISTRICT ADDRESS

DR. JORIS M. RAY, SUPERINTENDENT

RE IMAGINING 901

SHELBY COUNTY SCHOOLS
COVID-19 Journey

Shelby County Schools closing Friday & extending Spring Break due to coronavirus concerns

Superintendent Ray Closes Schools As Preemptive Step Amid Rapidly Changing COVID-19 Developments

SCS employee among 70 people quarantined across the Mid-South over coronavirus concerns

SCS suspending meal distribution after nutrition employee tests positive for COVID-19
COVID-19 JOURNEY

We Are 901

THE STATE OF THE DISTRICT ADDRESS

TENANT TWENTY-TWENTY ONE

DR. JORIS M. RAY, SUPERINTENDENT
MOMENT OF SILENCE

COVID-19 Deaths

Shelby County
1,500+

United States
500,000+
COVID-19 JOURNEY

THE STATE OF THE DISTRICT ADDRESS

88.5 THE VOICE OF SCS

Bounce ON TV

WKNO
COVID-19 MEAL DISTRIBUTION

More than 2 MILLION Meals Served
COVID-19 ACCESS FOR ALL

- Trained more than 6K+ teachers, District staff and parents on Microsoft Teams
- 95K devices distributed in 4 WEEKS

ACCESS FOR ALL!

DIGITAL DEVICE PLAN FOR STUDENTS
COVID-19 VACCINATIONS

More than 8K+ vaccines administered to educators, partners, and families
COVID-19 JOURNEY

We are STRONGER TOGETHER.

Coronavirus will NOT defeat us.

We Are 901!
BRIGHT SPOTS

National Award Winning School Board
• SCS Board recognized for 2020 Council of Urban Boards of Education (CUBE)

Universal C.L.U.E. Screening
• Creative Learning in a Unique Environment increased by 600+ students since 2019

Early Childhood
• SCS Pre-K students consistently outperformed on kindergarten readiness

Increased Community & Volunteer Engagement
• Nearly 6,000 volunteers including more than 600 community partners
BRIGHT SPOTS

Suspension Rate
• Declined every year from 2016-2020

Community Confidence in SCS: All-Time High
• 87% of survey respondents agreed the Superintendent and Central Office are on track to improve achievement
• 92% of respondents agreed schools are on track to improve achievement

Teacher Retention
• Teacher attrition decreased in 2020 compared to prior three-year average: 17.3% to 13.6%
Areas of Opportunity

**ACADEMICS**

- The District's on-time graduation rate declined in 2020.
- The percentage of students earning an ACT score greater than 21 has not improved since 2017.
- The percentage of K-1 students in the bottom quartile for reading increased from 2019 to 2020.
Areas of Opportunity

COMMUNITY

- Learning Opportunities (Learning Loss)
- Social and Emotional Learning Supports
- Internet Connectivity
SPOTLIGHT

- Raised by a single mother who is currently an assistant principal in SCS
- Graduated in 2010 in the top 25 of her class at Southwind High School
- Currently a pharmacist who earned a B.S. in chemistry with a minor in Biology from Xavier University in Louisiana.
- "You control your destiny – no one else."
SPOTLIGHT

- Graduated from Raleigh-Egypt High School in 2019 as valedictorian
- Currently an honor student at Tennessee State University majoring in Engineering
- Through homelessness, the loss of a loved one, and being diagnosed with multiple sclerosis, Tupac continues to excel with the support of his SCS community.
- "Your location is not a limitation."
SPOTLIGHT

- Graduated from Central HS in 2007
- Driven by service and strong family values, he succeeded at Yale University.
- Serves as Chief Financial Officer and Chief Operations Officer for Believe Memphis Academy Charter School
- "Trying your best now makes you stronger in the future."
SPOTLIGHT

- Born in Venezuela and overcame language barriers to graduate from legacy SCS in 2011
- Earned a degree from the University of Memphis in Professional Studies
- Proud first-year science and social studies teacher at Hickory Ridge Elementary
- "Driven by high expectations!"
• Attended 10 different schools before moving to Memphis

• Graduated as valedictorian of Melrose High School in 2015

• Currently a Senior Software Engineer with Stanford High Performance Computing Center at Stanford University

• "Do whatever it takes with whatever you have!"
You control your destiny, no one else!

Charnesa Tutwiler, 2010 Graduate

Do whatever it takes with whatever you have!

Dellaronday Readus, 2015 Graduate

Your location is not a limitation!

Tupac Moseley, 2019 Graduate

Trying your best now makes you stronger in the future.

Jeff Warren, 2007 Graduate

Driven by high expectations!

Sylvia Castellano, 2011 Graduate
Impact of Inadequate Reading Skills

- 50% of unemployed individuals ages 16 - 21 are not literate.
- Unemployment and links to poverty
- Link to incarceration rates
- Struggling 3rd Grade Readers
- Low self-esteem, behavioral issues, youth crime, and poverty
- 1 in 4 children in America grow up without learning how to read
- High School Drop Out
- 4x’s more likely to drop out
- Literacy permeates ALL areas of life
- 4x’s more likely to be arrested
FOOTPRINT PROPOSAL
GUIDING PRINCIPLES

- Community Input / Buy-In
- Grounded in Student Achievement
- Embracing Values and Beliefs
- Continuous Improvement
- System-Wide Equity
- Commitment
- Respect
- Effective Communication and Transparency
- Collective Action with Stakeholder Input
MOTTO FOR ALL CHILDREN

“DREAM, STAND, BELIEVE, AND ACHIEVE WITH COURAGE.”
REIMAGINING EDUCATION.

REIMAGINING SCHOOLS.

REIMAGINING COMMUNITIES.
REIMAGINING EDUCATION DISTRICT-WIDE

- Implementing INNOVATIVE AND TRANSFORMATIONAL PROGRAMS designed by the school community
- Providing a DEVICE FOR EVERY STUDENT AND TEACHER with digital pedagogy and professional development
- Expanding or creating NEW CHOICE PROGRAMS in every middle and high school
- Creating SIGNATURE PARTNERSHIPS to ensure that students have the opportunity to participate in job-embedded learning
- Developing a NEW TEACHERS ACADEMY
- Offering DUAL LANGUAGE AND BILINGUAL PROGRAMS for all students Pre-K - 12
REIMAGINING EDUCATION
ELEMENTARY SCHOOLS

• Reducing the STUDENT TO ADULT RATIOS IN K-2 from 1:25 to 1:13
• Offering PRE-K FOR ALL 4-YEAR-OLDS regardless of economic status
• Increasing HONORS COURSES, CODING, and ROBOTICS ACTIVITIES
• Expanding OUTDOOR LEARNING SPACES
• Creating a THEATRE OR VISUAL/PERFORMING ARTS PROGRAMS in all elementary schools
• Developing EMOTIONAL INTELLIGENCE
• Creating SERVICE-LEARNING PROJECTS for elementary students
REIMAGINING EDUCATION MIDDLE SCHOOLS

• Increasing the number of HONORS, CODING AND SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) CLASSES
• Implementing SOCIAL ACTION PROGRAMS including leadership, conservation, international studies, etc.
• Creating a THEATRE AND VISUAL/PERFORMING ARTS PROGRAMS in all middle schools
• Developing EMOTIONAL INTELLIGENCE
• Creating SERVICE-LEARNING PROJECTS for all middle schools
• Establishing K-8 SCHOOLS to minimize student transitions
• Create 6TH GRADE TRANSITION ACADEMIES that include support from counselors to begin career exploration
• Offer CCTE INDUSTRY-BASED CERTIFICATIONS AND APPRENTICESHIPS
REIMAGINING EDUCATION HIGH SCHOOLS

- Increasing the number of students prepared to compete in the GLOBAL ECONOMY
- Exploring LATER SCHOOL START TIMES
- Expanding access to advanced placement courses for all students through high-quality virtual teachers (AP ACADEMY)
- Establishing a world-renowned AGRI-STEM HIGH SCHOOL
- Opening a MEDICAL DISTRICT HIGH SCHOOL
- Creating THEATRE AND VISUAL/PERFORMING ARTS PROGRAMS in all high schools
- Developing EMOTIONAL INTELLIGENCE
- Requiring SERVICE-LEARNING COMMUNITY HOURS for graduation
## Measures of Success

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<tbody>
<tr>
<td>Students graduate on time</td>
<td>77.7%</td>
<td>89.7%</td>
<td>82%</td>
<td>90%</td>
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<tr>
<td>Students earn Tennessee’s Ready Graduate designation</td>
<td>20.9%</td>
<td>40.7%</td>
<td>45%</td>
<td>80%</td>
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<tr>
<td>Students read on grade level before entering middle school</td>
<td>Grade 3-5 ELA: 24.1%</td>
<td>Grade 3-5 ELA: 34.9%</td>
<td>40%</td>
<td>74%</td>
</tr>
<tr>
<td>Student math skills are on grade level before entering middle school</td>
<td>Grade 3-5 34.2%</td>
<td>Grades 3-5 39%</td>
<td>50%</td>
<td>84%</td>
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• Reimagining Central Office as a COLLABORATIVE SERVICE CENTER that supports schools and families

• Building a RESPECTFUL AND POSITIVE CULTURE AND CLIMATE

• Currently lean in administrative salaries, but have cut approximately $18 MILLION in FY 2019-2020, $23 MILLION in 2020-2021 and $22 MILLION in preparation for 2021-2022 operating budget
Reimagining Education
Central Office

- Compassion
- Accountability
- Servant Leadership
- Exquisite Execution
- Respect

The Memphis-Shelby County Schools Way
REIMAGINING EDUCATION
Teacher Compensation

- Ensure SCS teachers are **HIGHEST PAID IN TN**
- Starting salary of **$45,965** (currently $43,000)
- Considering a **STEP AND LANE SCHEDULE**
- Met with City and County leaders about **INVESTING AND SUSTAINING OUR TEACHER COMPENSATION MODEL**
REIMAGINING EDUCATION.

REIMAGINING SCHOOLS.

REIMAGINING COMMUNITIES.
REIMAGINING SCHOOLS

Westhaven ES

Parkway Village ES

New Alcy ES

• STATE-OF-THE-ART BUILDINGS and SCHOOL ADDITIONS

• Improvements in learning conditions from STRATEGIC COMBINATIONS

• RENOVATIONS TO STADIUMS AND PLAYING SURFACES to ensure student-athlete safety

• REPAIRS AND UPGRADES to existing infrastructure
REIMAGINING COMMUNITIES

• Build and enhance STRATEGIC PARTNERSHIPS focused on students

• Develop STRONGER RELATIONSHIPS WITH THE CHAMBER OF COMMERCE to improve workforce development

• Establish SUPERINTENDENT CEO ADVISORY COUNCIL

• Improve ADULT LITERACY and support for families

• Create schools to serve as COMMUNITY HUBS

• Create a WORLD-CLASS AGRI-STEM PROGRAM that will serve students from several counties
**REIMAGINING COMMUNITIES**

**ECONOMIC IMPACT**

- As we reimagine education over the next few years, SCS will not only **LIFT ACADEMIC ACHIEVEMENT**, but also **REDUCE UNEMPLOYMENT**.

- The District is creating approximately **960 NEW SCHOOL-BASED POSITIONS**.

- District capital improvement projects will **INCREASE THE ECONOMIC SPEND** in the community (i.e. sales tax growth).

- New school construction and additions will also **DECREASE BLIGHT** and **IMPROVE COMMUNITY BEAUTIFICATION**.
REIMAGINING EDUCATION.

REIMAGINING SCHOOLS.

REIMAGINING COMMUNITIES.
COVID-19 Relief Funds

ESSER II
Elementary and Secondary School Emergency Relief

RE IMAGINING 901
SHELBY COUNTY SCHOOLS
Dr. Joris M. Ray
Early Learning Center

Red Triangle Award