

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT



**RE**  
**IMAGINING 901**  
S H E L B Y C O U N T Y S C H O O L S



# 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**

T W E N T Y - T W E N T Y O N E  
**THE**  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★  
DR. JORIS M. RAY, SUPERINTENDENT

# COVID-19 JOURNEY



# MOMENT OF SILENCE



## COVID-19 Deaths

**Shelby County**

1,500+

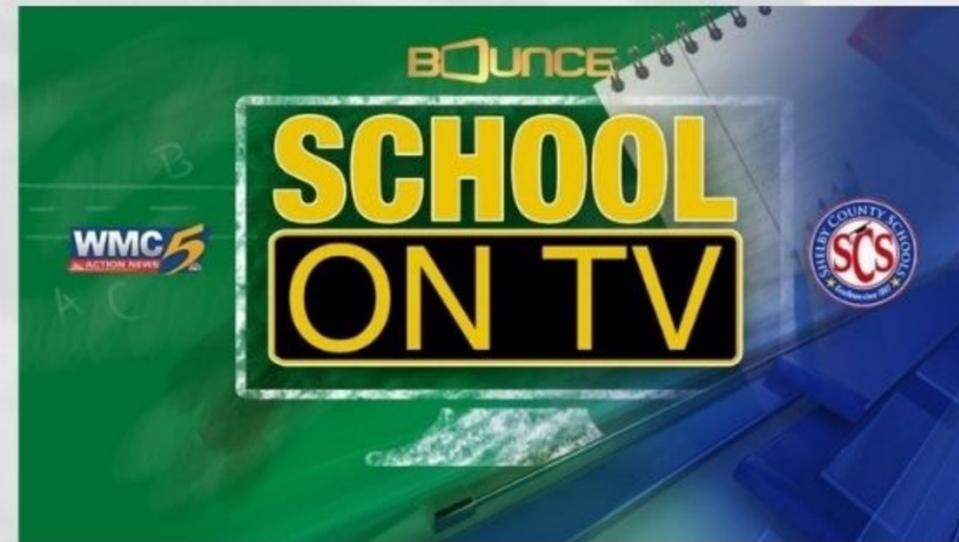
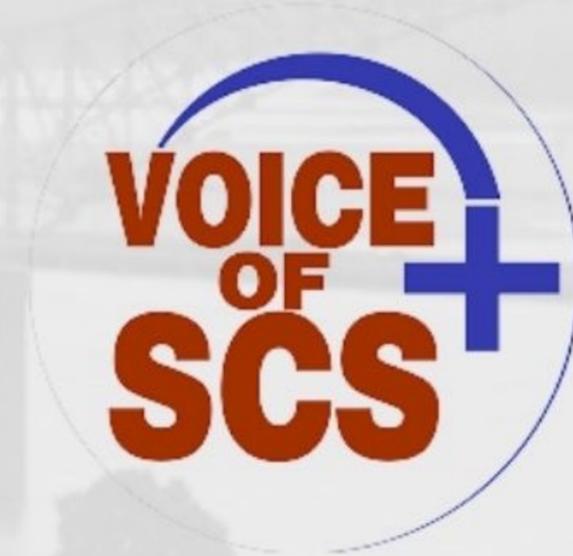
**United States**

500,000+

# COVID-19 JOURNEY

T W E N T Y - T W E N T Y O N E  
THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★  
DR. JORIS M. RAY, SUPERINTENDENT

88.5   
**C19**  
THE VOICE OF SCS



**WKNO** 

# COVID-19 MEAL DISTRIBUTION

## More than 2 MILLION Meals Served



TWENTY - TWENTY ONE  
THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★  
DR. JORIS M. RAY, SUPERINTENDENT

T W E N T Y - T W E N T Y O N E

THE

# STATE

★ OF THE ★

# DISTRICT

★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT

# COVID-19 ACCESS FOR ALL

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



# COVID-19 VACCINATIONS

More than **8K+** vaccines administered to educators, partners, and families



T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT

# COVID-19 JOURNEY

We are **STRONGER TOGETHER.**

Coronavirus will **NOT**  
defeat us.

**We Are 901!**

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT

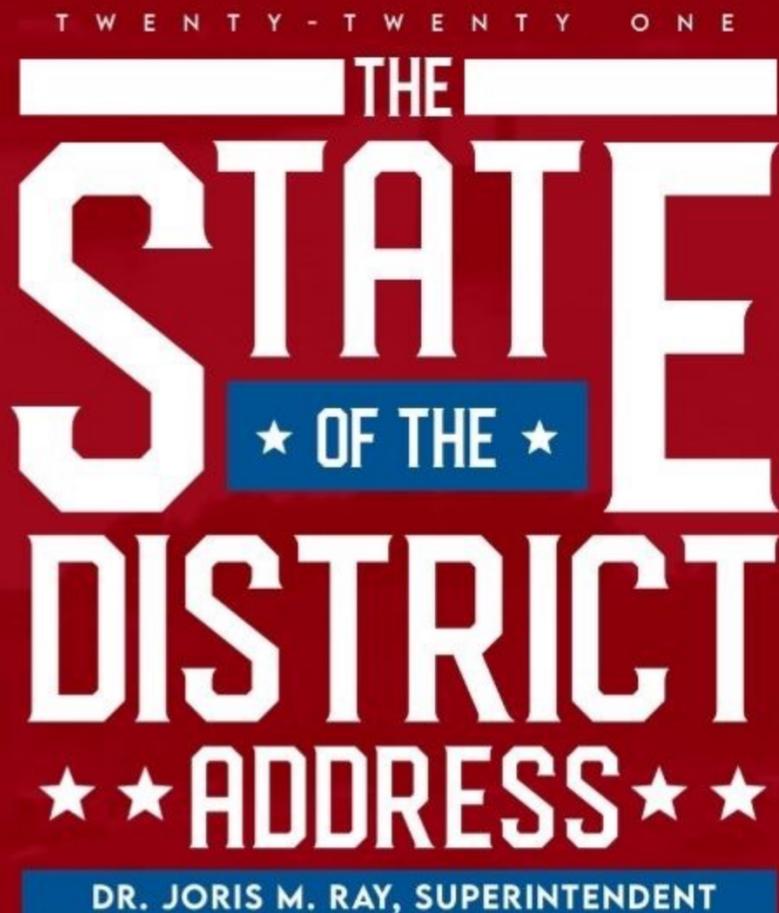
# SCSB BOARD *Cares*



# SCS HEART WORK



TWENTY-TWENTY ONE  
THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★  
DR. JORIS M. RAY, SUPERINTENDENT



# 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%

T W E N T Y - T W E N T Y O N E

THE

STATE

★ OF THE ★

DISTRICT

★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT

# 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.

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT

# Areas of Opportunity

## COMMUNITY

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

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT



**REIMAGINING**  
*EDUCATION.*



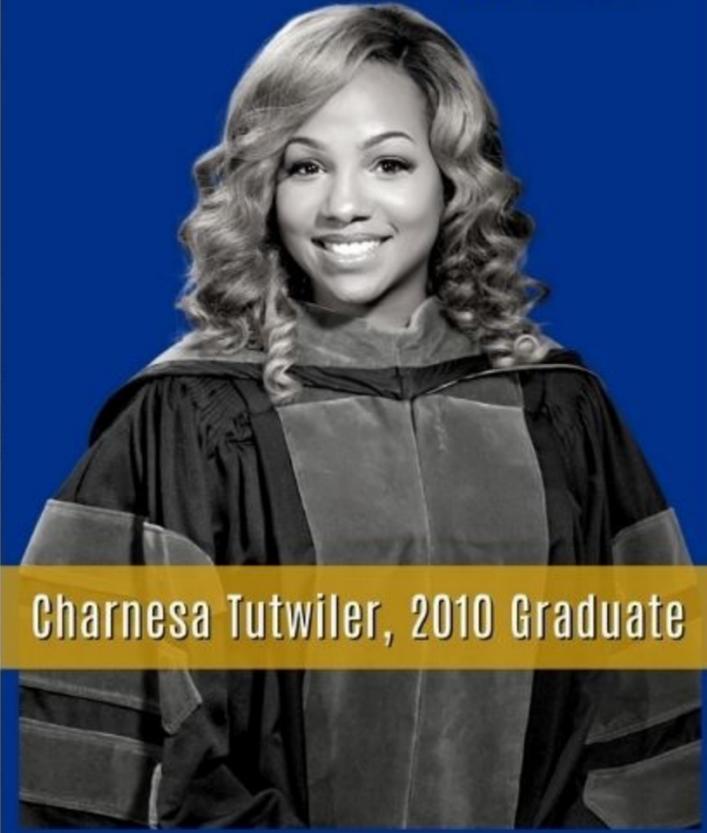
**REIMAGINING**  
*SCHOOLS.*



**REIMAGINING**  
*COMMUNITIES.*

# SPOTLIGHT

*You control your destiny,  
no one else!*



Charnesa Tutwiler, 2010 Graduate

- 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."

T W E N T Y - T W E N T Y O N E

THE  
STATE  
★ OF THE ★  
DISTRICT  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT

# SPOTLIGHT

T W E N T Y - T W E N T Y O N E

THE

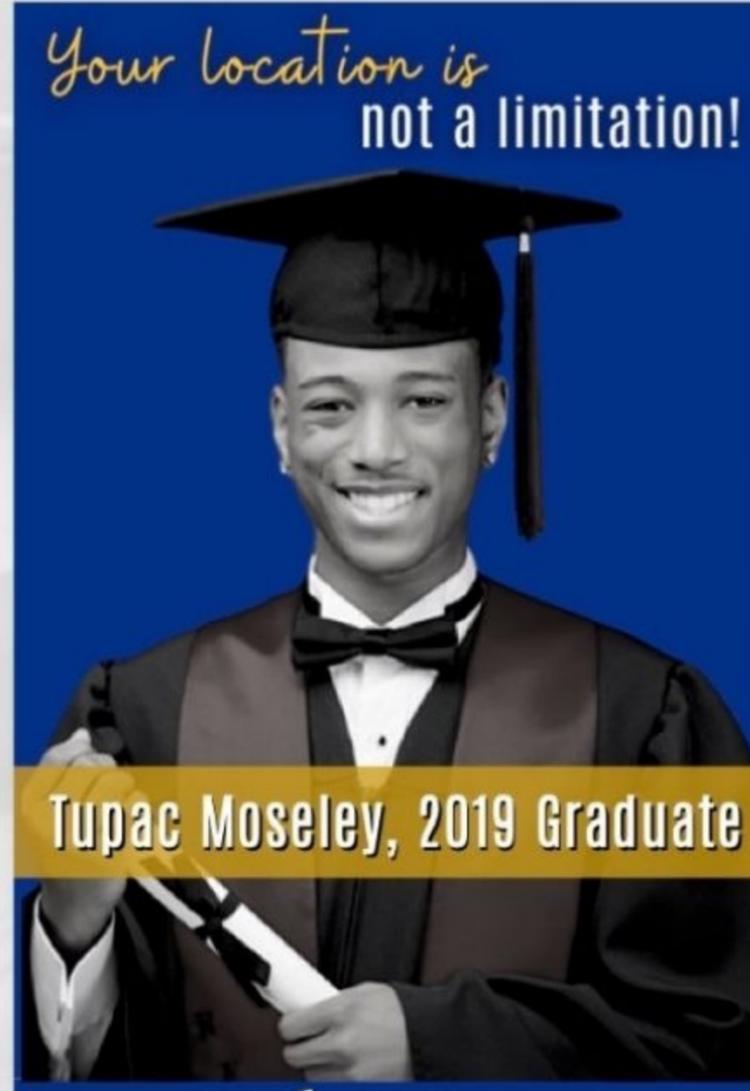
STATE

★ OF THE ★

DISTRICT

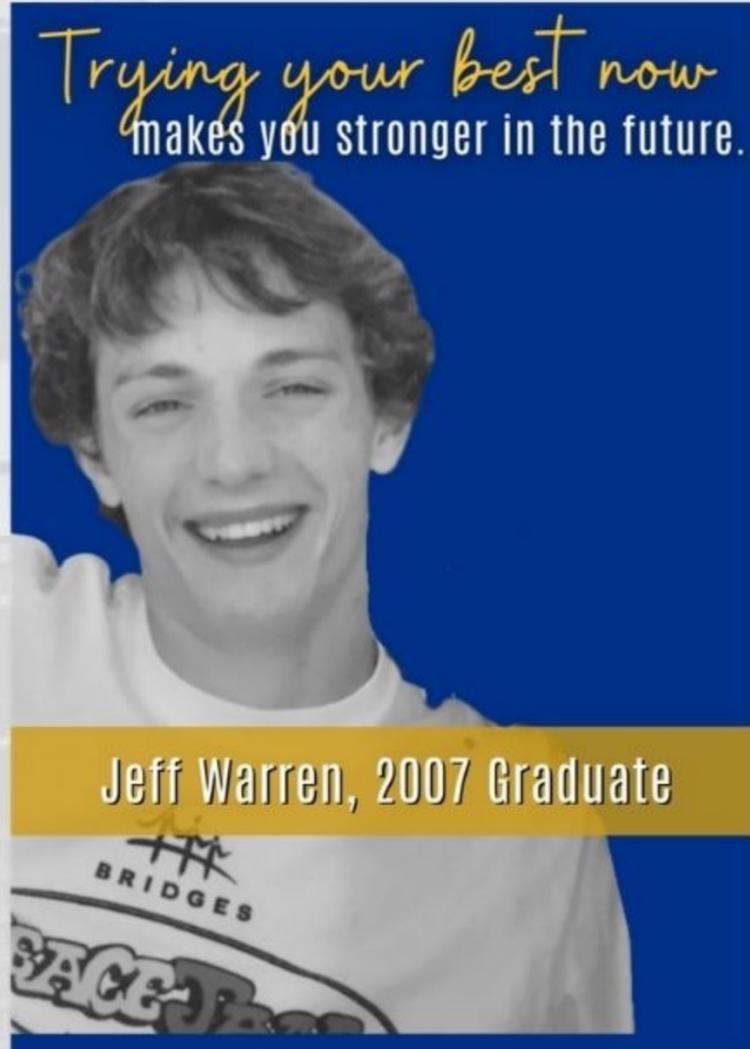
★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT



- 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."

T W E N T Y - T W E N T Y O N E

THE

STATE

★ OF THE ★

DISTRICT

★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT

# 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!"



T W E N T Y - T W E N T Y O N E  
THE  
STATE  
★ OF THE ★  
DISTRICT  
★★ ADDRESS★★  
DR. JORIS M. RAY, SUPERINTENDENT

# SPOTLIGHT

T W E N T Y - T W E N T Y O N E

THE

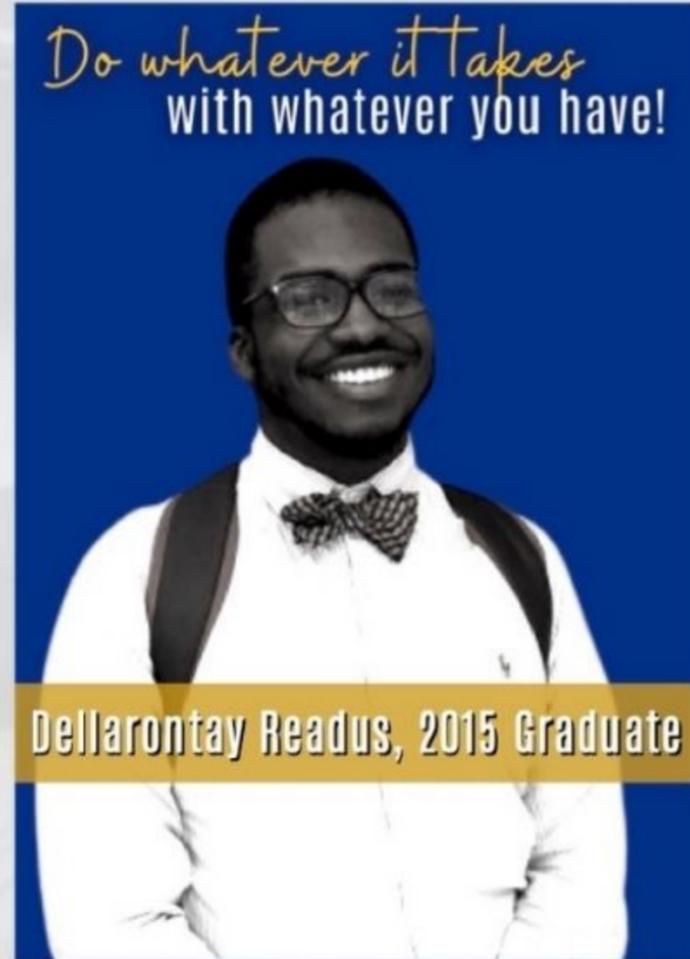
STATE

★ OF THE ★

DISTRICT

★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT



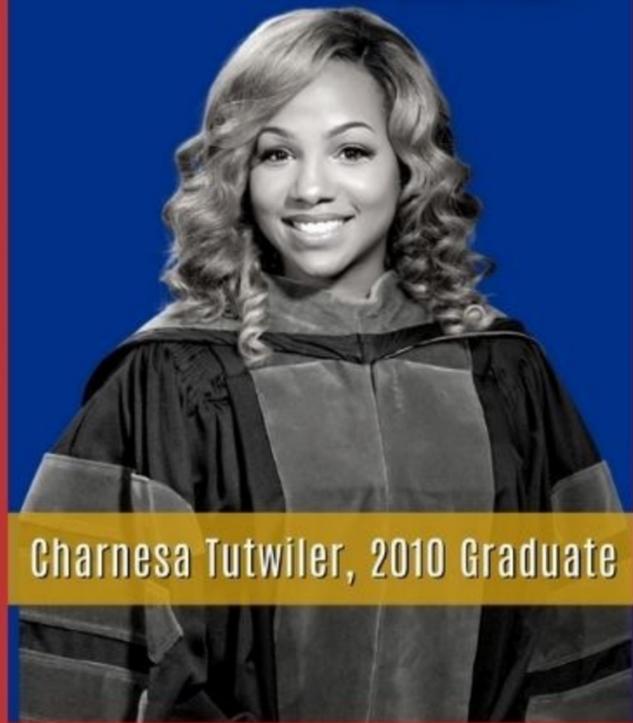
- Attended 10 different schools before moving to Memphis
- Graduated as valedictorian of Melrose High School in 2015
- Currently a Senior Software Engineer with Stanford High Performance Computing Center at Stanford University
- "Do whatever it takes with whatever you have!"

T W E N T Y - T W E N T Y O N E

# THE STATE OF THE DISTRICT ADDRESS

DR. JORIS M. RAY, SUPERINTENDENT

*You control your destiny,  
no one else!*



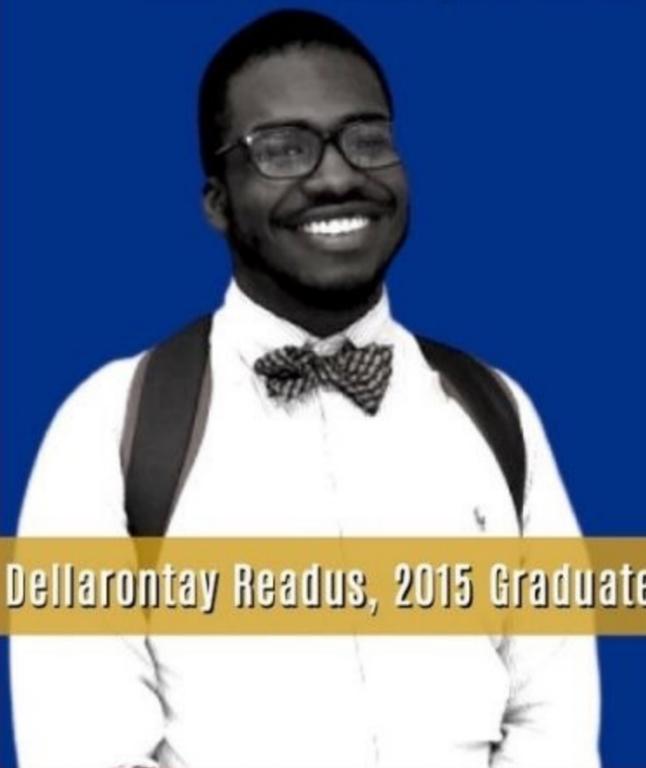
Charnesa Tutwiler, 2010 Graduate

*Trying your best now  
makes you stronger in the future.*



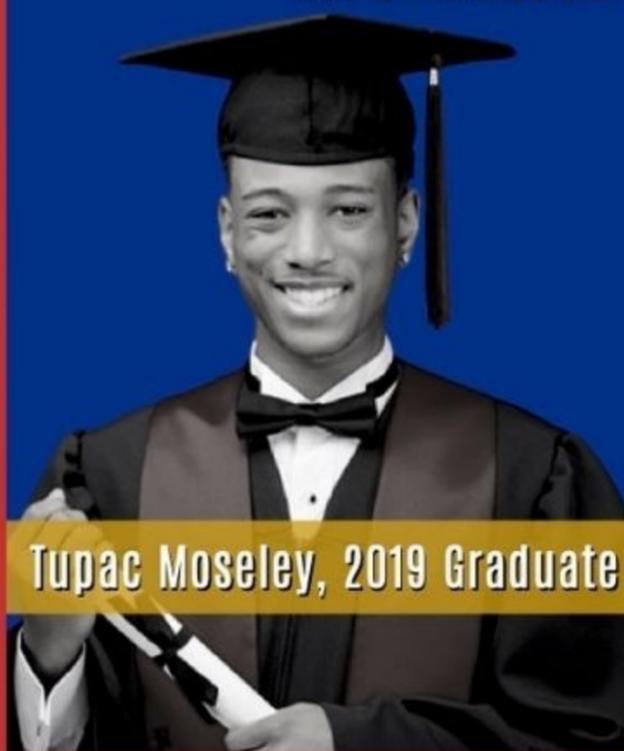
Jeff Warren, 2007 Graduate

*Do whatever it takes  
with whatever you have!*



Dellarontay Readus, 2015 Graduate

*Your location is  
not a limitation!*



Tupac Moseley, 2019 Graduate

*Driven by  
high expectations!*



Sylvia Castellano, 2011 Graduate

T W E N T Y - T W E N T Y O N E

THE  
STATE  
★ OF THE ★  
DISTRICT  
★ ★ ADDRESS ★ ★

DR. JORIS M. RAY, SUPERINTENDENT

# Literacy is LIFE

T W E N T Y - T W E N T Y O N E

THE

# STATE

★ OF THE ★

# DISTRICT

★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT

## Impact of Inadequate Reading Skills



# FOOTPRINT PROPOSAL



T W E N T Y - T W E N T Y O N E

# THE STATE ★ OF THE ★ DISTRICT ★★ ADDRESS★★

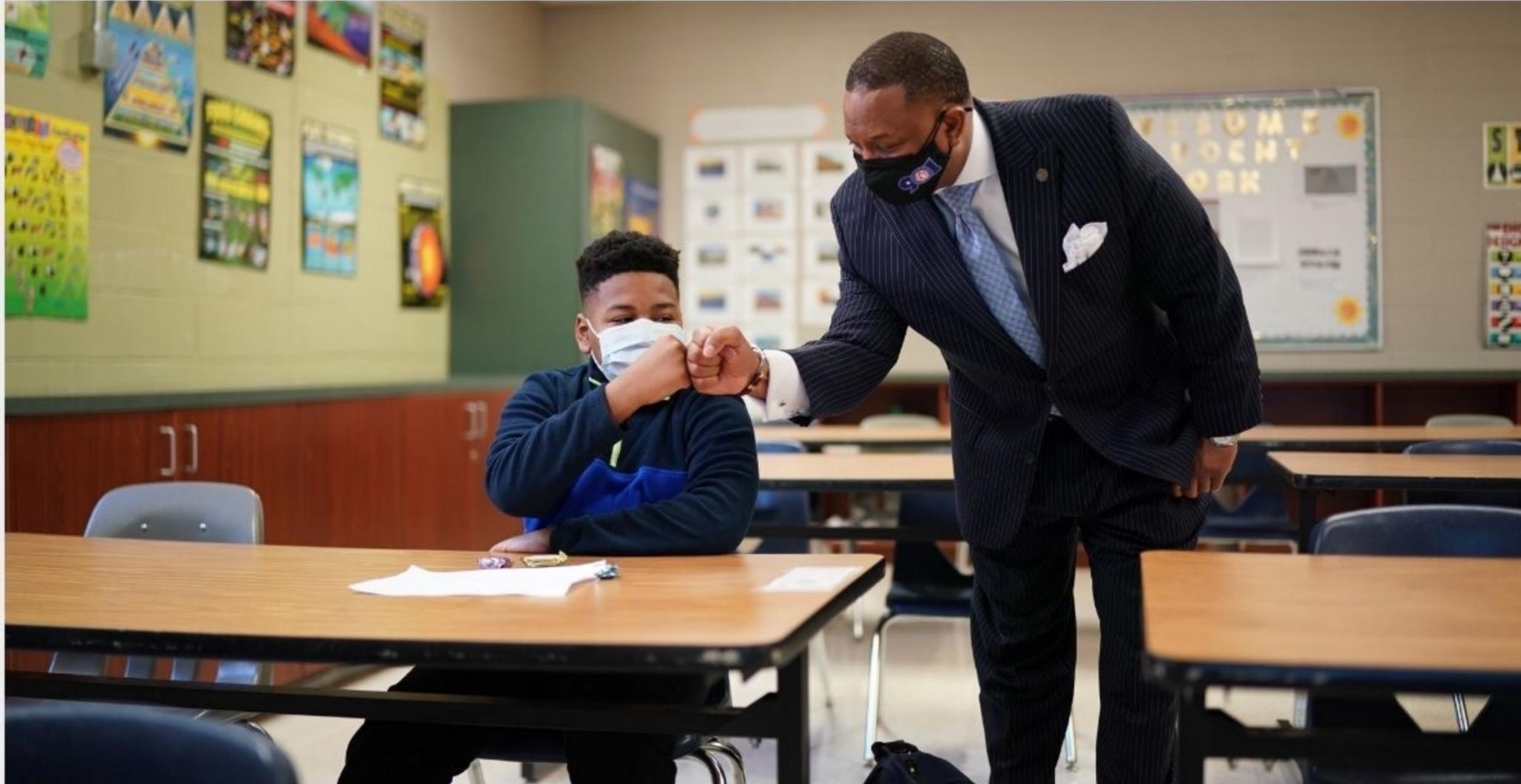
DR. JORIS M. RAY, SUPERINTENDENT

# 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.”**



**RE**   
**IMAGINING 901**  
SHELBY COUNTY SCHOOLS



**REIMAGINING**  
*EDUCATION.*



**REIMAGINING**  
*SCHOOLS.*



**REIMAGINING**  
*COMMUNITIES.*

# REIMAGINING 901 STUDENT VOICE



T W E N T Y - T W E N T Y O N E

## THE STATE ★ OF THE ★ DISTRICT ★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT



**REIMAGINING**  
*EDUCATION.*



**REIMAGINING**  
*SCHOOLS.*

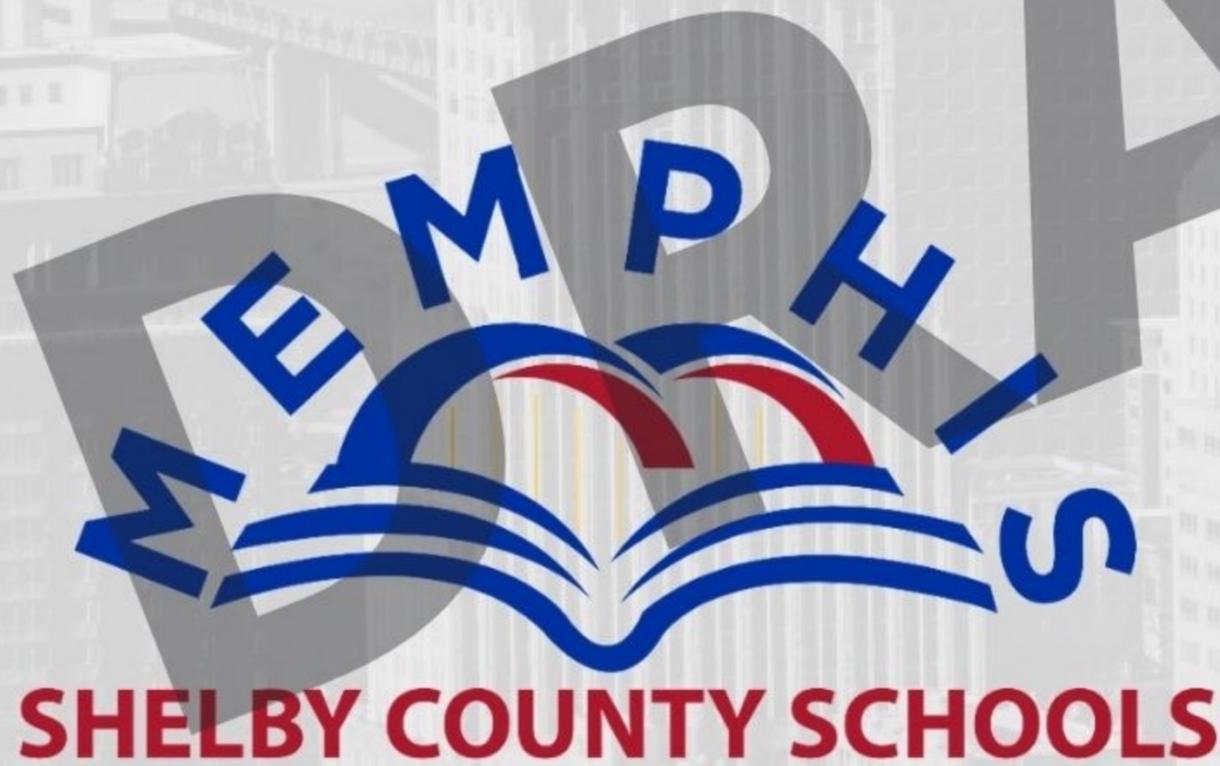


**REIMAGINING**  
*COMMUNITIES.*

# REIMAGINING THE SCS BRAND



**emph**  
**SHELBY COUNTY SCHOOLS**



**MEMPHIS**  
**SHELBY COUNTY SCHOOLS**



**MEMPHIS**  
**SHELBY**  
**COUNTY**  
**SCHOOLS**

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT



**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



**FEDEx LOGISTICS ACADEMY**



**EAST T-STEM**



**MEDICAL DISTRICT HIGH SCHOOL**

TWENTY-TWENTY ONE  
**THE STATE DISTRICT ADDRESS**  
★ OF THE ★  
DR. JORIS M. RAY, SUPERINTENDENT

# 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

Indicator	Baseline 2018-2019*	State 2018-2019	Milepost 2024	Goal 2030
Students graduate on time	77.7%	89.7%	82%	90%
Students earn Tennessee's Ready Graduate designation	20.9%	40.7%	45%	80%
Students read on grade level before entering middle school	Grade 3-5 ELA: 24.1%	Grade 3-5 ELA: 34.9%	40%	74%
Student math skills are on grade level before entering middle school	Grade 3-5 34.2%	Grades 3-5 39%	50%	84%

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
 ★ OF THE ★  
**DISTRICT**  
 ★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT

# REIMAGINING EDUCATION CENTRAL OFFICE

- 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

---

● Servant Leadership

---

● Accountability

---

● 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**

T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS★★

DR. JORIS M. RAY, SUPERINTENDENT



**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**

T W E N T Y - T W E N T Y O N E  
THE  
STATE  
★ OF THE ★  
DISTRICT  
★★ ADDRESS★★  
DR. JORIS M. RAY, SUPERINTENDENT



**REIMAGINING**  
*EDUCATION.*



**REIMAGINING**  
*SCHOOLS.*



**REIMAGINING**  
*COMMUNITIES.*

# 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.*



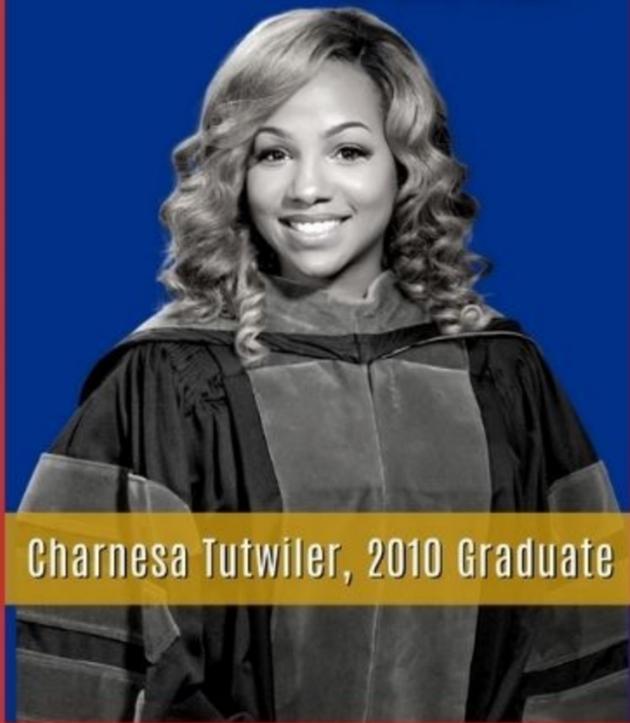
**REIMAGINING**  
*COMMUNITIES.*

T W E N T Y - T W E N T Y O N E

# THE STATE OF THE DISTRICT ADDRESS

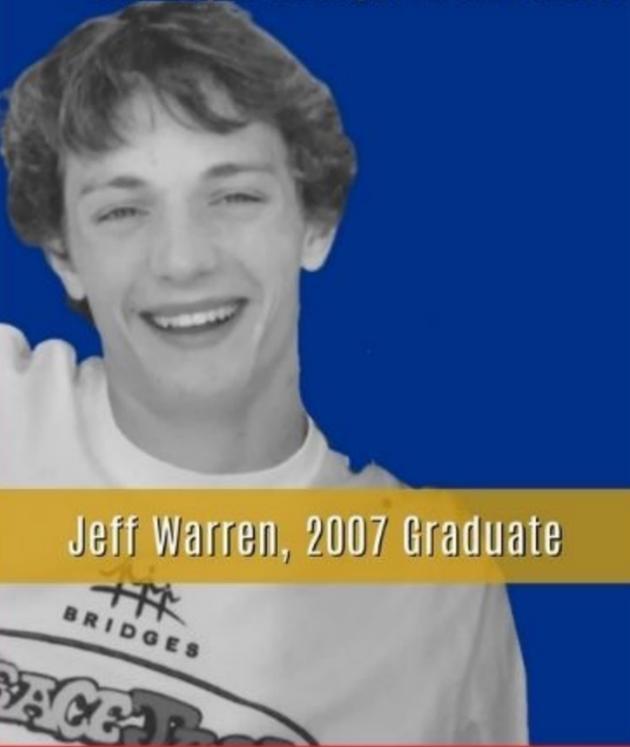
DR. JORIS M. RAY, SUPERINTENDENT

*You control your destiny,  
no one else!*



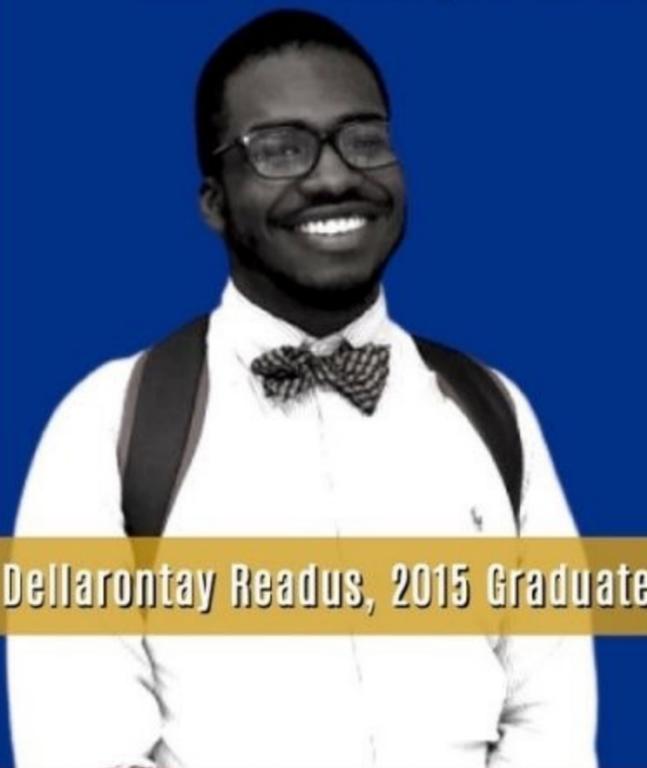
Charnesa Tutwiler, 2010 Graduate

*Trying your best now  
makes you stronger in the future.*



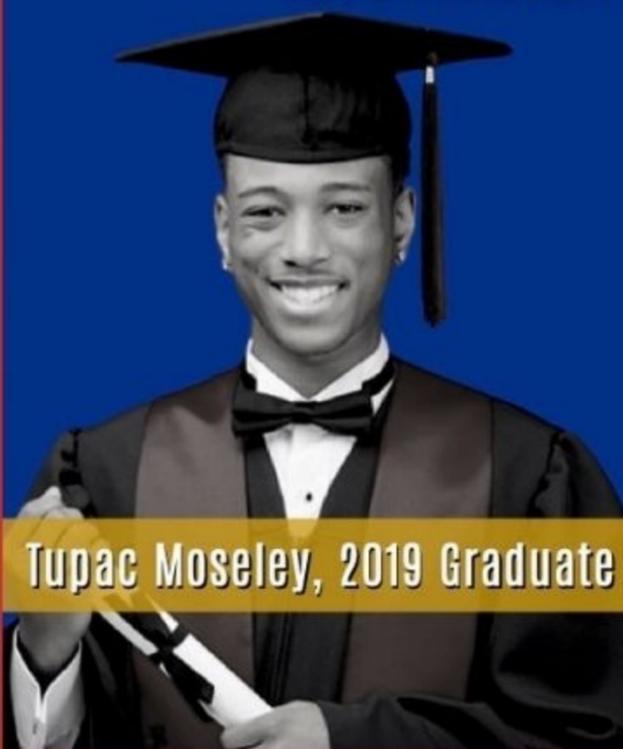
Jeff Warren, 2007 Graduate

*Do whatever it takes  
with whatever you have!*



Dellarontay Readus, 2015 Graduate

*Your location is  
not a limitation!*



Tupac Moseley, 2019 Graduate

*Driven by  
high expectations!*



Sylvia Castellano, 2011 Graduate

# COVID-19 Relief Funds



## ESSER II

Elementary and Secondary  
School Emergency Relief



T W E N T Y - T W E N T Y O N E

THE  
**STATE**  
★ OF THE ★  
**DISTRICT**  
★★ ADDRESS ★★

DR. JORIS M. RAY, SUPERINTENDENT

**RE**   
**IMAGINING 901**  
S H E L B Y C O U N T Y S C H O O L S



# Dr. Joris M. Ray Early Learning Center



***Red Triangle Award***