



Buncombe County Schools

Presented by

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Superintendent



2020-2025 Strategic Goals Update



- Increase Kindergarten Readiness
 - *This is the most powerful lever to improving outcomes for students!*
 - Beginning of year results for 2022-2023 reflect a 16-point difference between children that attended Pre-K to those that didn't*
 - End of year results reflect a 13-point difference in the percentage of children At & Above Benchmark compared to children that attended Pre-K to those that didn't*
 - 2024 Kindergarten Readiness Data not yet available.
 - BCSF Bookmobile – 7,505 children served at 48 sites

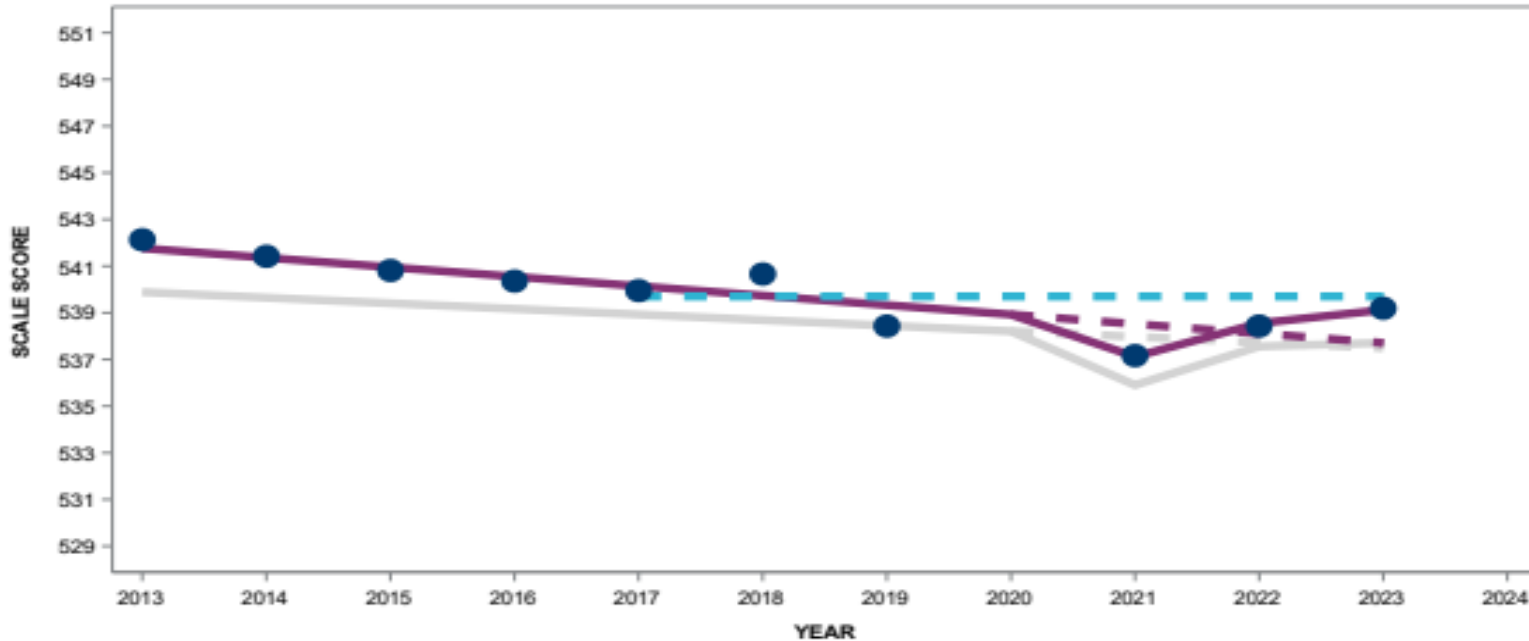
**Fall 2023 NC ELI & mClass Overview Presentation presented by Buncombe County Government's Strategy and Innovation Team*



2020-2025 Strategic Goals Update

Increase 3rd grade literacy rates, especially among underperforming students

**Year-Over-Year Trends and Impacts from the Pandemic
EOG READ Grade 3 - Buncombe County Schools**



- **District Average Scale Score** - Achievement averaged over all test-takers in the district.
- **District Achievement Trajectory** - Model estimated trajectory with three components:
 - Pre-Pandemic Trend
 - Pandemic Response
 - Recovery Response
- - - **Extended District Trend Line** - Pre-Pandemic Trend line extended into the pandemic period (2020-2023).
- - - **District 3-Year Average Threshold** - District achievement, averaged over a three-years prior to the pandemic (2017-2019).
- **State Trajectory** - Model estimated trajectory averaged over 115 traditional LEAs in the state (included for comparison).
- - - **Extended State Trend Line** - Pre-Pandemic Trend line extended into the post-pandemic period and averaged over 115 traditional LEAs in the state (2020-2023).

Statistic	Year										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Average Score	542.1	541.4	540.8	540.3	540.0	540.7	538.4		537.2	538.4	539.2
Percent Proficient	59%	68%	65%	60%	50%	62%	59%		48%	48%	50%
Student Count	1,647	1,714	1,736	1,744	1,781	1,700	1,687		1,513	1,561	1,667

Notes:

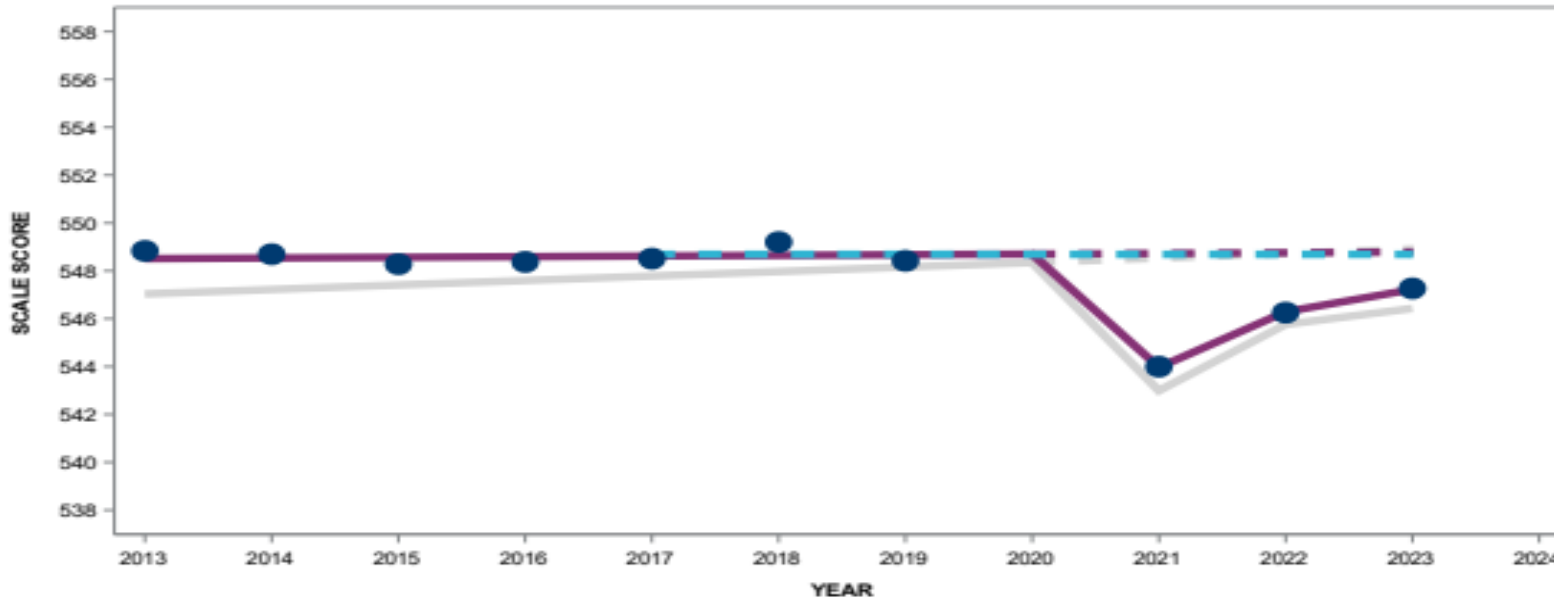
- All averages are based on current measurement scale of assessment.
- Results may not match published values due to the use of different sample selection criteria.
- Some average scale score values have been adjusted for the effect of a change in test version.



2020-2025 Strategic Goals Update

Increase 3rd grade literacy rates, especially among underperforming students

Year-Over-Year Trends and Impacts from the Pandemic
EOG MATH Grade 3 - Buncombe County Schools

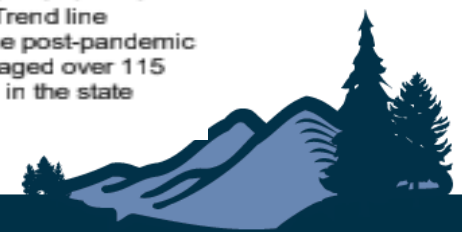


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Statistic	Year										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Average Score	548.9	548.8	548.4	548.5	548.6	549.3	548.4		544.0	546.2	547.2
Percent Proficient	55%	67%	67%	68%	64%	69%	65%		46%	57%	58%
Student Count	1,655	1,716	1,735	1,740	1,780	1,700	1,686		1,508	1,562	1,667

Notes:

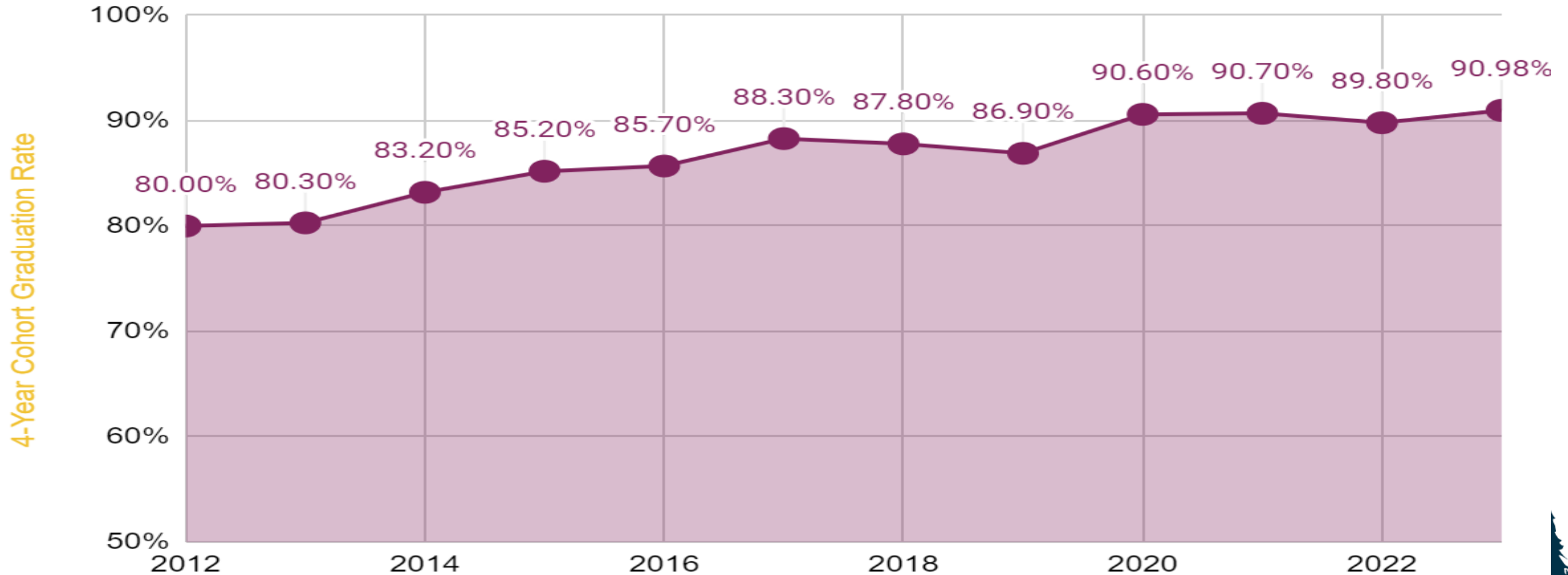
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2020-2025 Strategic Goals Update

Improve college and career readiness: High School Graduation Rate

BCS System Historical Cohort Graduation Rate



Strengths in K-12 education for the next 5 years

- **Accessibility and Inclusivity:** Public education is designed to be accessible to all students, regardless of their background or socioeconomic status. This inclusivity helps ensure that education is a right rather than a privilege, providing opportunities for all children to learn and develop.
- **Community:** Public schools serve as important social hubs where students interact with peers from diverse backgrounds. This exposure fosters social skills, empathy, and a sense of community. It also provides opportunities for students to engage in extracurricular activities, sports, and community service.



Strengths in K-12 education for the next 5 years

- **Experienced Faculty – Licensed Staff**

- 15.7% 0-4 Years of Experience
- 14.8% 5-9 Years of Experience
- 18.5% 10-14 Years of Experience
- 17.5% 15-19 Years of Experience
- 16.3% 20-24 Years of Experience
- 12.4% 25-29 Years of Experience
- 4.9% 30+ Years of Experience

- **Satisfaction of Teachers and Certified Staff**

“Overall my school is a good place to work and learn.”

- 2020 85.63%
- 2022 80.14%
- 2024 91.25% (95.73% response rate)



Weaknesses in K-12 education for the next 5 years

- **BCS Need for Additional ESL Faculty** – The ML student population is growing rapidly in Buncombe County Schools.
 - 3,451 - 2024-2025 (projected)
 - 2,793 – 2023-2024
 - 2,372 – 2022-2023
- **Teacher Pipeline** – In 2022-23, 5,020 candidates entered the EPP pipeline (total enrollment 15,865), down from 5,763 candidates the year before. Those numbers reflect a 10% decrease from 2021-22, and a 43% decrease over the last decade. – *NC State Board of Education, March 2024*



Opportunities in K-12 education for the next 5 years



© Buncombe County Schools

- **Partnering with Pre-K Providers**
 - Professional Development
 - Data Reviews
 - Bookmobile
- **Marketing/Telling Our Story**
 - Nesbitt Discovery Academy was named a NC STEM Model School of Distinction (Sept. 2024)
 - Black Mountain Primary was named Top 10 in the State for closing the achievement gap between student groups for two or more years. (Oct. 2023)
 - Fairview Elementary was named National Blue Ribbon School. (Sept. 2023)



Threats in K-12 education for the next 5 years

- **Erosion of State Funding** – North Carolina currently ranks 49th out of 50 states in percentage of state's GDP allocated to funding public education. *Public School Forum, April 18, 2024*
- **Opportunity Scholarship Expansion (SB 406/HB 823)** – Buncombe County stands to lose \$5,573,040 in state funding for public education. *Office of State Budget and Management*
 - BCS one of eight school districts to pass resolutions to increase teacher pay and fully fund public education. – *EdNC, August 21, 2024*



What we hope to achieve for our community over the next 5 years



BUNCOMBE COUNTY SCHOOLS
PREPARING STUDENTS FOR THEIR TOMORROW




STRATEGIC PLAN 2024-2027

OUR VISION
Every Buncombe County Schools student will graduate on time, prepared to pursue their chosen path as critical thinkers and collaborative leaders in our diverse society.

OUR MISSION
Buncombe County Schools will foster a culture of excellence and continuous improvement where every student will thrive and learn from exceptional educators.

OUR CORE BELIEFS *As a school system, we are at our best when we:*

- Engage Students in Meaningful Ways**
Every student can succeed when they feel a sense of belonging and are engaged in instruction that is designed to meet their academic, social, and emotional needs.
- Collaborate and Connect**
All students need opportunities to collaborate and connect in authentic ways, both in and out of the classroom, so that they can apply their learning to real-world challenges now and in the future.
- Build Strong Family and Community Partnerships**
Our school communities are strongest when we honor diversity and nurture partnerships through meaningful communication with families and the larger community.
- Support Educators**
Our educators thrive in environments when they are valued, trusted, and supported to be highly effective in ensuring success for all students. When our educators thrive, our students thrive.
- Invest for Equity and Excellence**
When we invest and allocate resources equitably and intentionally, we create the conditions for excellence necessary for every student to achieve at high levels.

buncombeschools.org  @buncombeschools




GOALS FOR GROWTH TO GREATER HEIGHTS

1 EVERY SCHOOL WILL MEET OR EXCEED GROWTH WHILE INCREASING PROFICIENCY IN ALL CONTENT AREAS AND ALL SUBGROUPS, AS MEASURED BY MULTIPLE INDICATORS OF PROGRESS INCLUDING STATE ASSESSMENTS.

- 1.1 Provide effective core instruction for every student in every classroom based on research-based instructional practices outlined in our BCS framework.
- 1.2 Develop, implement, and refine systems to identify and provide data-based supports and interventions for students.
- 1.3 Engage in regular collaboration through professional learning communities (PLC) and public teaching to promote collective efficacy in order to best meet the learning needs of all students.
- 1.4 Deepen instructional leadership practices in every school through shared learning experiences such as instructional rounds.

2 ESTABLISH A CLASSROOM, SCHOOL AND DISTRICT CULTURE THAT IS WELCOMING, RESPONSIVE, SAFE AND ENGAGING FOR ALL STUDENTS, STAFF AND FAMILIES.

- 2.1 Prioritize kindness, compassion, and empathy in all interactions with students, staff and families.
- 2.2 Use multiple methods to thoughtfully listen and clearly communicate in a timely manner in each family's home language.
- 2.3 Embed social-emotional learning (SEL) instruction in the core while also implementing key behavioral support initiatives including positive behavior intervention and support (PBIS), and restorative practices.
- 2.4 Implement, review, and revise school safety protocols to maximize student and staff well-being and safety.

3 PREPARE EACH STUDENT FOR SUCCESS IN LIFE BY ENGAGING THEM IN REGULAR APPLICATION OF DURABLE SKILLS ACROSS SCHOOL SETTINGS.

- 3.1 Create high quality tasks for students to regularly practice durable skills, which could include hands-on learning experiences, internships, community service projects, apprenticeships, and opportunities to earn industry recognized credentials.
- 3.2 Provide opportunities for career development planning, career exploration, mentoring, and guidance to help students identify their interests, strengths, and goals for life after graduation.
- 3.3 Model and use the language of *Portrait of a Graduate* competencies throughout the district, and in schools and classrooms.

4 PROVIDE ONGOING, INTENTIONAL SUPPORT FOR EVERY STAFF MEMBER IN ORDER TO EQUIP THEM TO MEET THE NEEDS OF EACH AND EVERY STUDENT THEY SERVE.

- 4.1 Provide staff members with differentiated options for professional learning that meet their needs and support student success.
- 4.2 Create and implement a comprehensive support and professional development plan for beginning teachers.
- 4.3 Determine professional learning needs through the ongoing review of student data and staff input.
- 4.4 Allocate resources to ensure access to high quality professional learning opportunities.

PORTRAIT OF A GRADUATE
The North Carolina Department of Public Instruction identifies seven durable skills that students should possess upon graduation from high school in order to thrive in a 21st century place of work - be it college, career, or military. Those skills include adaptability, collaboration, communication, critical thinking, empathy, learner's mindset, and personal responsibility.

[Learn more about the strategic plan at buncombeschools.org](http://buncombeschools.org)

