



# FANNIN COUNTY BOARD OF EDUCATION

SUPERINTENDENT  
Dr. Michael Gwatney

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March 28, 2019

Dear FCSS Faculty and Staff:

I have shared with you before the notion that success occurs when opportunity meets preparation. This has proven to be true for our school system, especially this week.


From March 24 through March 27, an AdvancED visiting team consisting of five professional educators from a variety of other locations and backgrounds had the opportunity to visit Fannin County. They visited our campuses, interviewed numerous stakeholders, conducted observations, and reviewed a tremendous amount of data. The team thoroughly assessed our district's performance against AdvancED's *Performance Standards*, and they analyzed how we engage in continuous improvement and demonstrate quality assurance.

The ongoing dedication and commitment to excellence, which is a norm in our district, has paid off with a successful visit. Although we do not have the final report from the team, their preliminary findings shared during an exit meeting on March 27 are quite positive. The slides from their exit presentation are found in the pages below.

Once the final report is available, I will see that the information is shared with you. In the meantime, I wish to thank you for continuously demonstrating a willingness to do whatever it takes to give the children of Fannin County the best education possible. Your hard work and dedication make a difference for our students, school system, and community. You are changing lives for the better.

Sincerely,

Michael Gwatney, Ed.D.  
Superintendent



Oral Exit Review Report  
Engagement Review for  
Fannin County School System  
March 24-27, 2019  
(Dr. Cheryl Allread, Lead  
Evaluator)





**Global Leader in  
providing continuous  
improvement and  
accreditation services to  
over 32,000 institutions  
serving 20 million  
students worldwide.**



# Accreditation

**An international protocol for institutions committed to systematic and sustainable improvement**

- **Builds capacity of the institution to improve and sustain student learning**
- **Stimulates and improves effectiveness and efficiency throughout the institution.**





A diagnostic to stimulate and guide continuous improvement with a focus on

- Leadership Capacity
- Learning Capacity
- Resource Capacity



# The Role of the Engagement Review Team

- Gather first-hand evidence and information pertinent to evaluating an institution's performance against the research-based AdvancED Performance Standards.
- Using the Standards, assess the quality of learning environments to gain valuable insights and target improvements in teaching and learning.
- Provide valuable feedback to institutions that helps to focus and guide each institution's improvement journey.



# Stakeholder Input Interviews



Interviews	Number
Superintendent	1
Board Members	5
Leaders (District Office, Principals, Assistant Principals)	24
Teachers	42
Support Personnel (Media Specialists, Counselors, Academic Coaches, etc.)	21
Community/Business Partners	19
Parents	22
Students	230
<b>Total</b>	<b>364</b>





# ELEOT

**TOTAL Conducted = 85**  
**Overall Average = 2.92**

	<b>Learning Environments</b>		<b>Engagement Review Team</b>
<b>1</b>	Equitable Learning Environment		2.72
<b>2</b>	High Expectations Environment		2.91
<b>3</b>	Supportive Learning Environment	Highest	3.34
<b>4</b>	Active Learning Environment		2.98
<b>5</b>	Progress Monitoring and Feedback Environment		2.81
<b>6</b>	Well-Managed Learning Environment	Highest	3.34
<b>7</b>	Digital Learning Environment		2.14



# Findings



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# INITIATE: *engagement and implementation*



\* Engagement-level of involvement & frequency stakeholders are involved

\* Implementation- practices, processes, or programs are monitored & adjusted for quality & fidelity of implementation.

# Improve: results and sustainability

- \*Results- the collection, analysis, & use of data to attain results
- \*Sustainability- results achieved consistently demonstrating growth and improvement over time





# IMPACT: embeddedness

*\*Embeddedness-* desired practices, processes, or programs are deeply ingrained in the culture & operation of the institution





## THEME

**Committed leadership of Board, Superintendent, and Leadership Team with clear direction & a laser focus on continuous improvement**



## THEME

**Intentional  
communication efforts &  
meaningful stakeholder  
engagement**



## THEME

*Caring, supportive, well-  
managed learning  
environment*



**Theme**

# Culture of excellence and high expectations





## THEME

# *Strategic Resource Management with special emphasis on safety*





## Theme... for Growth

Implementation of formalized processes to continuously assess academic and organizational programs and services to sustain improvements in student learning system-wide.



## Theme... for Growth

Cultivation of leadership  
through more formalized  
structures and processes  
("Growing your own leaders")





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