



Leadership Entry Plan 2019-2020  
Wade Hampton High School  
Dr. Carlos C. Grant

Introduction

Born in Winston-Salem, NC and raised in Columbia, South Carolina, I received a Bachelor of Science Degree in Biology Education from SC State University, Master of Education in Educational Leadership from Winthrop University, and Educational Doctorate in Educational Leadership from the University of North Carolina-Charlotte. I have 20 years of experience in the educational field to include being a high school science teacher, assistant principal, academic director, high school principal, and district level leader.

Being an educational champion is the primary focus of my daily approach to most things in my life. I deeply believe that we have a responsibility to prepare citizens with the ability to thrive in this world. I have a personal mission to aid in reversing the systematic cycles of poverty which is the source of many social ills. I believe that education is the new currency. My purpose in life is to stand in the gap for our children and prevent systemic failures from giving them high level access to opportunities.

Our vision at WHHS centers on a shared philosophy that we must serve our diverse student body with a personalized plan for all students beginning at their current academic level and guiding them to graduation and beyond, fully prepared and confident to contribute to society. As I imagine becoming a General, I am personally challenged, inspired, and motivated to grow our school by growing every child, every day based on their unique learning profiles.

I believe that education is in a state of flux that requires more attention to how we assess student learning. This requires an adoption of competency-based practices that result in deeper learning outcomes for students as they engage in application, analysis, and evaluation of academic content to prepare for post-secondary success. This direction calls for students to reach proficiency of academic content while learning how to (1) think critically and creatively, (2) collaborate and communicate effectively, (3) adapt to challenges and complex problems, and (4) be accountable for quality results. This approach authorizes learning and proficiency of standards along with competencies that occur both in and outside the traditional school structure.

I currently reside in Duncan with my wife (Michelle) and two wonderful children, Cameron, 9th grade, will be attending Wade Hampton. Cayden, 7th grade, will be attending Florence Chapel Middle School. We are excited about coming back home and relocating to a foothills of Greenville. Beyond being an avid reader, I enjoy coaching baseball, playing golf, and spending a tremendous amount of time in community activism through his involvement with a variety of civic groups.



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I am proud of the strategic and forward-thinking mindset that exist in Greenville County Schools. There is a clear intentionality around providing an excellent post-secondary preparatory education, well situating students to have success in their chosen life path. There is also a commitment to bring high quality, excellent education through inspiring minds, engaging hearts and growing better together. As fierce education advocates, we will continue to be “the beacon on the hill” in South Carolina. I truly believe we can further develop a commitment to cultivate the potential of each student that will result in all graduates becoming productive members of their community while ensuring they can adapt to a diverse, ever-changing world.

Dozens of co-curricular activities are offered at Wade Hampton and students are strongly encouraged to participate. WHHS has a strong community support system anchored by four parent-based groups. The Parent Teacher-Student Association, athletic boosters, and performing arts boosters all provide extensive support. Our high-quality staff boast a robust representation of National Board Certifications, advanced degrees, AP endorsements, and endorsements for the teaching of gifted learners.

WHHS is an important staple in the greater Greenville community. As such, students are groomed by the vision of its leaders. It is important to know that we share in this aim. This will require a community focused on inspiring all members to grow academically, socially, and emotionally within a safe, caring, and nurturing environment. In challenging students and staff toward excellence, we support a collaborative and cooperative school striving for enthusiasm and joy in learning. We are respectful of the vast diversity of individuals and groups and teach the values of our democratic society. Kindness, respect, honesty, and cooperation are central to our success as a community of learners.

### Leadership Entry Plan

This Entry Plan provides an overview of how I will operate during the first one hundred (100) days at Wade Hampton High School. This plan may change as I learn more about the school, district, and surrounding community. It consists of three primary goals, each with specific audiences. They all revolve around learning and understanding the established culture at Wade Hampton for me to make informed and strategic decisions. This involves meeting with key stakeholders to include staff, parents, students, district leaders and community members. They also involve strategic planning. We will focus on how to best utilize current resources, procure new resources, and identify areas of need to support the growth of the school.



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**Goals**

- **Goal 1:** Establish and nurture positive and productive relationships with the members of the Wade Hampton High School family in order to better understand the history, norms, values and traditions of the school community-at-large.
- **Goal 2:** Establish a foundation for continuous school improvement by identifying strengths and opportunities of the school and school community and create systems that support a thriving and successful learning community.
- **Goal 3:** Rally the Wade Hampton High School Family towards achieving goals outlined in our [School Portfolio](#) and GCS [Strategic Education Plan](#).

Goal 1: Establish and nurture positive and productive relationships with the members of the Wade Hampton High School family in order to better understand the history, norms, values and traditions of the school community-at-large.

<b>Objective A:</b> Establish and nurture positive and productive relationships with the members of Wade Hampton High staff members.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Meet with outgoing Principal and current Building Leadership Team	June 22-July 1, 2019
Meet with Front Office staff	By July 8, 2019
Meet with financial secretary to establish structures and procedures	By July 8, 2019
Send phone blast and email message to all staff, parents and students	By July 10, 2019
Invite all staff members to one-on-one meetings	By July 3, 2019
Communicate the Principal Entry Plan to staff members (via e-mail and posted on school website)	By July 19, 2019
Host one-on-one meet and greet with staff members. <ul style="list-style-type: none"> <li>❖ Custodial Team</li> <li>❖ Administration Team</li> <li>❖ Classroom Teachers</li> <li>❖ Professional and Support Staff</li> <li>❖ Counseling</li> <li>❖ Secretarial Staff</li> <li>❖ Cafeteria Team</li> </ul>	July-August 2019
Collaborate with administrative team and use feedback garnered from one-on-one meet and greets sessions and scheduling survey in alignment with the preliminary Comprehensive Needs Assessment	July 2019
Review of the Master Schedule with administrative team	July 2019



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<b>Objective A:</b> Establish and nurture positive and productive relationships with the members of Wade Hampton High staff members.	
Review the School Portfolio goals with Building Leadership Team	July 2019
Collaborate with administrative team and Teacher Leadership to plan opening day activities	July 2019
Send welcome back letter to staff members (for school year 2019-2020).	July 2019
Establish and publish the <i>Events Calendar</i> for 2019-2020 School Year	By July 30, 2019
Host planning sessions prior to August 20 <sup>th</sup> start date for certified staff	August 2019
Schedule Family Fun Fest and Course Registration with communication to staff members and families	August 2019
Host first formal staff meetings <ul style="list-style-type: none"> <li>● Getting-to-Know You Activities</li> <li>● Develop Norms and “Essential Agreements” for staff expectations</li> <li>● Review of the Data –“State of the School” (Where have we been? Where are we now? Where are we going? How are we going to get there?)</li> <li>● Preliminary development and articulation of shared vision and organizational goals</li> <li>● Family Gathering (Staff Luncheon)</li> <li>● Continuing Curriculum Shifts (South Carolina Core Standards)</li> <li>● PLC Review – Collaborative Planning Norms</li> <li>● Instructional and Non-Instructional Duties</li> <li>● Instructional Support</li> <li>● Master Schedule</li> <li>● Curriculum Mapping</li> </ul>	August 12-16, 2019
Attend daily planning sessions with certified staff members.	August – Ongoing
Conduct beginning-of-the-year walkthroughs in classrooms weekly and provide feedback and coaching for instructional staff as necessary. Continue walk-throughs throughout 2019-2020 year focusing on: <ul style="list-style-type: none"> <li>● prescriptive instructional practices for EACH child</li> <li>● high levels of student engagement</li> <li>● acquisition of Student Learning Characteristics</li> <li>● intensive intervention and acceleration through RTI/MTSS</li> <li>● evidence of data-driven instruction</li> <li>● use of multiple-intelligence approaches to teaching and learning</li> </ul>	August - Ongoing



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<b>Objective A:</b> Establish and nurture positive and productive relationships with the members of Wade Hampton High staff members.	
Send weekly newsletters to staff with updates, events, celebrations and “family news”.	Weekly

<b>Objective B:</b> Establish and nurture relationships with the Wade Hampton High student body.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Introductory walk-throughs on first days after being announced as the new principal of Wade Hampton High School.	July 1, 2019
Send SchoolMessenger to all staff, parents and students.	July 10, 2019
Informal meetings with students during summer enrichment programs:	July 2019
Send “Back-to-School” letters to all families	August 2019
Host Family Meet and Greet Night with the New Principal. (Ice Cream Social)	July/ August 2019 Date TBD
Host “Back to School” Open House (Family Fun Fest)	August 16, 2019
Host student assembly on the first week of school <ul style="list-style-type: none"> <li>● Establishment of norms and “essential agreements”</li> <li>● Vision articulation</li> <li>● Beginning of the year motivational rally</li> </ul>	August 20-23, 2019
Provide visible presence with morning announcements and set expectations for this morning “ritual” (Based on established culture) <ul style="list-style-type: none"> <li>● Introduce School Pledge (<i>I am respectful, I am responsible, and I am ready to learn...</i>)</li> <li>● Pertinent Announcements</li> </ul>	August-Ongoing
Interact with and supervise students during morning arrival, afternoon dismissal, in classrooms, during transitions, lunch time, etc.	August- Ongoing
Host informal sessions with students to gather informal student perception information to make informed decisions about learning activities, programs, etc.	August - Ongoing



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<b>Objective C:</b> Establish and nurture relationships with the Wade Hampton High parent community.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Send SchoolMessenger message to all staff, parents and students.	By July 10, 2019
Meet with school webmaster to update website to provide accurate information and to provide another link for the home-school connection.	July 2019
Post introductory letter and Principal Entry Plan on Website	By July 3, 2019
Meet with Building Leadership Team	By July 8, 2019
Establish and publish <i>Events Calendar for 2019-2015</i> School Year	By July 30, 2019
Host Parent Coffees	Monthly
Host “Back to School” Open House (Family Fun Fest)	August 2019
Participate in parent events (PTSA meetings, etc.).	On-going
Establish daily and weekly home –school communication protocols. <ul style="list-style-type: none"> <li>● Phone Calls</li> <li>● Parent Conferences</li> <li>● Newsletters</li> </ul>	By August 30, 2019
Establish and publish “essential agreements” for parent participation within the total school environment: <ul style="list-style-type: none"> <li>● Inclusion of one, inclusion of all! All parents are encouraged to partner with the staff at Wade Hampton High to ensure that we provide each student with the best education possible. In order to make this possible, we as a staff will commit to: <ol style="list-style-type: none"> <li>1. open, honest and regular communication with our parents</li> <li>2. eliminate obstacles to parent involvement that are within our control</li> <li>3. make decisions that are in the best interest of all children</li> <li>4. never give up – we will make it happen for each child</li> </ol> </li> </ul>	By August 30, 2019

<b>Objective D:</b> Establish working relationships with GCS Central Office Personnel.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Hold regular conversations with the Assoc. Superintendent-Academics, and Assoc. Superintendent-School Leadership to receive feedback and support in alignment with the vision of the school district.	Ongoing
Attend regular principals’ meetings.	Ongoing
Meet with HS Principal colleagues	Ongoing



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<b>Objective D:</b> Establish working relationships with GCS Central Office Personnel.	
Meet with representatives from Instructional Support offices to garner support for our administrative and teaching staff as we prepare for summative and formative Assessment windows	Ongoing

<b>Objective E:</b> Establish working relationships with Wade Hampton High community members and business partners.	
Work with the Community Relations Supervisor to develop a plan for expanding current community and faith-based partnerships and establish new relationships with local businesses and faith based organizations.	July-September 2019
Identify 2 key communicators within the school to share out events and good news/pictures from Wade Hampton High to local news agencies and GCS communications.	August 2019
Meet with representatives of local community college and four-year colleges to review current partnership	July 2019
Review dual enrollment and CTE programming.	Ongoing

Goal 2: Establish a foundation for continuous school improvement by identifying strengths and opportunities of the school and school community and create systems that support a thriving and successful learning community.

<b>Objective A:</b> Identify Wade Hampton High’s strengths and targeted areas of opportunities for growth in the areas of curriculum and instruction and define systems and practices for sustainable and continuous improvement.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Review historical performance data for the past 2 years, identifying trends for proficiency and growth for : <ul style="list-style-type: none"> <li>· the total school</li> <li>· subgroups</li> <li>· grade levels</li> <li>· individual students</li> </ul>	June-July 2019
Meet with the outgoing administration to discuss past instructional initiatives and future instructional needs of the school body.	June 22-July 1 2019



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<b>Objective A:</b> Identify Wade Hampton High’s strengths and targeted areas of opportunities for growth in the areas of curriculum and instruction and define systems and practices for sustainable and continuous improvement.	
Meet with the current Building Leadership Team to review student data, survey data, identify trends and develop priorities for school-wide instructional practices.	July 2019
Meet with individual classroom teachers and support staff members to review data, identify trends and develop priorities for school-wide instructional initiatives (disaggregated by sub-groups). <ul style="list-style-type: none"> <li>● G+ Criteria</li> <li>● EOCEP ACT/SAT/PSAT/NMSQT</li> <li>● NAEP</li> <li>● Advanced Placement</li> <li>● Learning Supports Database             <ul style="list-style-type: none"> <li>○ Attendance</li> <li>○ Office Referrals, Suspension and Expulsion</li> </ul> </li> </ul>	July-August 2019
Empower teachers to hold weekly data meetings to discuss preliminary data, flexible grouping options and alignment of best instructional practices (PLC Format) <ul style="list-style-type: none"> <li>● Formative Assessments/Quick Data</li> <li>● Unit Assessments</li> <li>● Learning Supports Database: (disaggregated by sub-groups)             <ul style="list-style-type: none"> <li>○ Attendance</li> <li>○ Office Referrals, Suspension and Expulsion</li> <li>○ Reading 180 formative data</li> </ul> </li> </ul>	August 2019-Ongoing
Based on data meetings, survey data, and focus groups with staff members, develop the Comprehensive Needs Assessment in alignment with federal, state, district and school level.	July-August 2019
Conduct beginning-of-the-year walkthroughs in classrooms weekly and provide feedback and coaching for instructional staff as necessary (non-evaluative). Continue walk-throughs throughout 2019-2015 year focusing on <ul style="list-style-type: none"> <li>● prescriptive instructional practices for EACH child</li> <li>● high levels of student engagement</li> <li>● acquisition of Student Learning Characteristics</li> <li>● intensive intervention and acceleration through RTI</li> <li>● evidence of data-driven instruction</li> <li>● use of multiple-intelligence approaches to teaching and learning</li> </ul>	August - Ongoing





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<b>Objective A:</b> Identify Wade Hampton High’s strengths and targeted areas of opportunities for growth in the areas of curriculum and instruction and define systems and practices for sustainable and continuous improvement.	
Conduct first round of formal observations with post-conferences with certified staff members.	By November 7, 2019
Attend daily planning sessions with certified staff members as available.	August – Ongoing

<b>Objective B:</b> Identify Wade Hampton High’s strengths and targeted areas of opportunities for growth in the areas of parent and community relations and define systems and practices for sustainable and continuous improvement.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Meet with Rotary Club and Optimist Club	July 2019
Host Parent Coffees	Monthly
Develop and conduct a parent perception survey	TBD
Analyze results of the parent survey and present results to P.T.S.A., School Leadership Team and staff-at-large.	By August 26, 2019

Goal 3: Collaboratively develop and communicate a clear vision for continuous improvement (academic growth and achievement), grounded in research-based outcomes and supported by historical data and feedback from staff members, parents, partners and students and extended family members (district personnel).

<b>Objective A:</b> Establish and communicate a shared vision for Wade Hampton High that capitalizes on strengths and seizing opportunities for areas of continued growth and development.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Based on the findings of the Comprehensive Needs Assessment, begin the process of establishing and articulating a shared vision for future success. Revisit the school mission statement.... Revisions necessary?	August 2019- Ongoing



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<b>Objective A:</b> Establish and communicate a shared vision for Wade Hampton High that capitalizes on strengths and seizing opportunities for areas of continued growth and development.	
Collaborate with administrative team and use feedback garnered from one-on-one meet and greets sessions and scheduling survey to review Master Schedule for the 2019-2020 School Year in alignment with the preliminary Comprehensive Needs Assessment.	July 2019
Collaborate with the administrative team to review expectations for instructional coaching and support as well as facilitation of collaborative planning (PLC meetings) sessions.	July –August 2019
Develop school-wide Assessment Platform in alignment with the GCS Instructional Protocol and the needs of the school body. Communicate the platforms to all staff members and district level representatives as appropriate.	July-August 2019
Review (establish if necessary) and communicate structures for data analysis, presentation and integration for the 2019-2020 School Year.	August 2019
Communicate the platforms with all staff members, parents and district level representatives as appropriate.	August – September 2019
Based on the findings of the Comprehensive Needs Assessment, develop action items, strategies and deliverables for the School Improvement Plan in collaboration with the School Leadership Team and staff members at-large.	August-September 2019
Establish and communicate expectations for instructional practices as well as non-negotiables to all staff members.	August 2019 - Ongoing
Review (establish if necessary) and communicate expectations for collaborative planning sessions (PLC meetings) with all staff members.	August 2019
Collaborate with the administrative team and instructional staff to develop Professional Development activities and calendar in alignment with the Comprehensive Needs Assessment for the 2019-2020 school year.	By October 31, 2019
Host First Quarter “State of the School Address” (held during staff meeting).	By October 24, 2019
Establish and articulate proficiency and growth targets for the total school population, subgroups, grade levels and individual students.	By October 24, 2019
Establish “Watchmen on the Wall” partnerships with staff members to foster mutual accountability, structures for support and focused, personalized Intervention Teams for identified students.	Before October 12, 2019



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**Goal 4: Rally the Wade Hampton High Family towards achieving goals outlined in our shared vision**

<b>Objective A:</b> Develop systems for on-going communication between all members of the Wade Hampton High family focusing on revisiting the shared vision, collaborative efforts, celebration of individual and corporate successes, intervention as necessary and maintaining momentum.	
<b>Actions for Accomplishing Objectives</b>	<b>Timeline</b>
Establish systems for communicating information in a timely, clear and concise manner. <ul style="list-style-type: none"> <li>● SchoolMessenger messages</li> <li>● Social Media</li> <li>● School Newsletters</li> <li>● Parent Conferences</li> <li>● School Meetings and Focus Groups</li> <li>● School Leadership Team and PTA</li> <li>● Building Leadership Team</li> <li>● Quarterly “State of the School” addresses and Benchmark Reports</li> </ul>	August 2019- Ongoing
Establish systems and expectations for collaboration between members of the Wade Hampton family: <ul style="list-style-type: none"> <li>● Daily collaborative planning sessions</li> <li>● School Leadership Team and PTA</li> <li>● Building Leadership Team</li> </ul>	August 2019- Ongoing
Establish systems for celebration of individual as well as corporate successes. <ul style="list-style-type: none"> <li>● Student Recognition</li> <li>● Staff Recognition</li> <li>● Parent and Volunteer Recognition</li> <li>● Diversity focused celebrations</li> </ul>	Ongoing