

Legislative Oversight Committee  
*Educational and Cultural Subcommittee Meeting*  
Thursday, March 21, 2019

Table of Contents

Contents

Agenda .....	2
Meeting Minutes .....	4
Study Timeline .....	7
Agency Overview .....	8
Snapshot.....	8
Agency Presentation.....	9
Committee Contact Information.....	31

# AGENDA

# South Carolina House of Representatives



## Legislative Oversight Committee

### *EDUCATION AND CULTURAL SUBCOMMITTEE*

*Chairman Joseph H. Jefferson, Jr.  
The Honorable Neal A. Collins  
The Honorable Patricia Moore "Pat" Henegan  
The Honorable Tommy M. Stringer*

*Thursday, March 21, 2019  
30 Minutes After Adjournment  
Room 321-Blatt Building*

*Pursuant to Committee Rule 6.8, S.C. ETV shall be allowed access for internet streaming whenever technologically feasible.*

### AGENDA

- I. Approval of Minutes
- II. Discussion of study of the Wil Lou Gray Opportunity School
- III. Adjournment

# MEETING MINUTES

*Chair Wm. Weston J. Newton*

*First Vice-Chair:  
Laurie Slade Funderburk*

## **Legislative Oversight Committee**

*Micajah P. (Micah) Caskey, IV  
Neal A. Collins  
Patricia Moore (Pat) Henegan  
William M. (Bill) Hixon  
Jeffrey E. (Jeff) Johnson  
Marvin R. Pendarvis  
Tommy M. Stringer  
Bill Taylor  
Robert Q. Williams*



**South Carolina House of Representatives**

*Gary E. Clary  
Chandra E. Dillard  
Lee Hewitt  
Joseph H. Jefferson, Jr.  
Mandy Powers Norrell  
Robert L. Ridgeway, III  
Edward R. Tallon, Sr.  
John Taliaferro (Jay) West, IV  
Christopher Sloan (Chris) Wooten*

*Jennifer L. Dobson  
Research Director*

*Cathy A. Greer  
Administration Coordinator*

**Post Office Box 11867  
Columbia, South Carolina 29211  
Telephone: (803) 212-6810 • Fax: (803) 212-6811  
Room 228 Blatt Building**

*Charles L. Appleby, IV  
Legal Counsel*

*Carmen J. McCutcheon Simon  
Research Analyst/Auditor*

*Kendra H. Wilkerson  
Fiscal/Research Analyst*

### **Education and Cultural Subcommittee**

**Thursday, February 28, 2019  
Room 321 Blatt Building**

#### **Archived Video Available**

- I. Pursuant to House Legislative Oversight Committee Rule 6.8, South Carolina ETV was allowed access for streaming the meeting. You may access an archived video of this meeting by visiting the South Carolina General Assembly's website (<http://www.scstatehouse.gov>) and clicking on *Committee Postings and Reports*, then under *House Standing Committees* click on *Legislative Oversight*. Then, click on *Video Archives* for a listing of archived videos for the Committee.

#### **Attendance**

- I. The Education and Cultural Subcommittee meeting was called to order by Chairman Joseph H. Jefferson, Jr., Thursday, February 28, 2019, in Room 321 of the Blatt Building. All members were present for some or all of the meeting.

#### **Minutes**

- I. House Rule 4.5 requires standing committees to prepare and make available to the public the minutes of committee meetings, but the minutes do not have to be verbatim accounts of meetings. It is the practice of the Legislative Oversight Committee to provide minutes for its subcommittee meetings.

- II. Representative Tommy Stringer moves to approve the minutes from the Subcommittee’s meeting on February 12, 2019. A roll call vote is held, and the motion passes.

Representative Stringer’s motion to approve the minutes from the February 12, 2019, meeting:	Yea	Nay	Not Voting: Present	Not Voting: Absent
Neal A Collins	✓			
Patricia Moore Henegan				✓
Joseph H. Jefferson, Jr.	✓			
Tommy Stringer	✓			

### Discussion of Wil Lou Gray Opportunity School

- I. Chairman Jefferson provides opening comments and states that this is the subcommittee’s first meeting with Wil Lou Gray. Further, he explains the purpose of the meeting is to receive testimony about educational services and retention.
- II. Chairman Jefferson states all testimony provided to this Committee is under oath, and reminds everyone previously sworn in that they remain under oath.
- III. Mr. Scott Gaines (Principal) provide testimony about Wil Lou Gray’s educational services. Ms. Diane McNinch, Crisis Counselor, and Ms. Lettice Glenn, Social Worker, provide testimony about the counselling department. Brenda Arrant, Healthcare Director, provides testimony about the medical department.
- IV. Agency staff respond to Subcommittee member questions about:
1. Student grade-level improvement;
  2. Special education services;
  3. GED testing;
  4. Home-visits;
  5. SAT and ACT testing;
  6. Crisis mental health counselors;
  7. Reports to the Department of Social Services;
  8. Academic Risk Indicator; and
  9. Substance Abuse.

### Adjournment

- I. There being no further business, the meeting is adjourned.

# STUDY TIMELINE

## Legislative Oversight Committee Actions

- May 3, 2018 - Prioritizes the agency for study
- May 9, 2018 - Provides the agency with notice about the oversight process
- July 17 – August 20, 2018 - Solicits input from the public about the agency in the form of an online survey
- January 14, 2019 - Holds **Meeting 1** to **obtain public input** about the agency

## Education and Cultural Subcommittee Actions

- January 31, 2019 - Holds **Meeting 2** with the agency to receive an overview of the agency's **history, mission, organization, products, and services**
- February 12, 2019 – Holds **Meeting 3** with the agency to receive testimony about student enrollment
- February 28, 2019 – Holds **Meeting 4** with the agency to receive testimony about educational services and retention
- March 21, 2019 – Holds **Meeting 5** with the agency to receive testimony

## Wil Lou Gray Opportunity School Actions

- March 11, 2015- Submits its **Annual Restructuring and Seven-Year Plan Report**
- January 11, 2016- Submits its **2016 Annual Restructuring Report**
- September 2016- Submits its **FY 2015-16 Accountability Report/Annual Restructuring Report**
- September 2017- Submits its **FY 2016-17 Accountability Report/Annual Restructuring Report**
- September 2018 – Submits its **FY 2017-18 Accountability Report/Annual Restructuring Report**
- November 11, 2018- Submits its **Program Evaluation Report**
- January - TBD 2019- Meets with and **responds to Subcommittee inquiries**

## Public's Actions

- July 17 – August 20, 2018 - Provides input about the agency via an **online public survey**
- January 14, 2019 – Provides testimony at public input meeting

# AGENCY OVERVIEW

## Snapshot

# Wil Lou Gray Opportunity School

### Agency History

In 1921, Dr. Wil Lou Gray, Supervisor of Adult Schools for the SC Department of Education, opened the Opportunity School in Tamassee as an experiment in adult education for women and girls. Between 1921 and 1957, the school rotated around the state, including stops at Anderson, Erskine, Lander, Clemson, and Columbia Colleges. In 1957, the General Assembly declared the school a body politic under the oversight of a Board of Trustees.

Residential  
Academic Services  
Counseling Services  
Healthcare  
Admissions

Five Major  
Service Divisions

### Agency Mission

Serve those citizens of South Carolina between sixteen and nineteen years of age who are most at risk of:

- Being retained in their grade in school.
- Dropping out of school and not completing their education.
- Not making the transition from public schools to the work force.
- Being truant from school, or whose home, school or community environment hinders rather than enhances the chance that they will stay in school and become prepared for employment.

98.41  
available FTEs  
(87.04 filled)

\$8,927,095  
appropriated  
and authorized  
to spend

Fiscal Year 2018-19 Resources

### Successes

As identified by the agency

- Increasing individual GED pass rates
- Partnering with S.C. Vocational Rehabilitation to recover dropouts and provide services geared toward obtaining gainful employment
- Providing service learning opportunities for students

### Challenges

As identified by the agency

- Retaining agency staff
- Declining requisite academic proficiencies
- Coordinating services with other agencies

### Emerging Issues

Competing alternative programs, Increasing number of applications with chronic mental health and acute medical issues, and Managing a secure, open campus environment

Source: Agency Program Evaluation Report and 2017-18 Accountability Report



# AGENCY PRESENTATION



# GOALS

Provide productive educational services to students between the ages of 16 to 19

1

Enroll and retain student population for each 14-week session

2

Maintain Human Resource standards to meet the overall mission of the Opportunity School

3

# Goal 3

Maintain Human Resource standards to meet the overall mission of the Opportunity School

## Strategy 3.1

Provide quality working environment to promote healthy employee retention

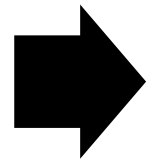


# Vision

It is the vision of the Human Resources department to recruit and retain quality employees who possess the professionalism, education and training necessary to meet the needs of the “at-risk” students we serve.



Objective  
3.1.1: Monitor  
employee  
retention and  
longevity



Objective  
3.1.2: Provide  
exit interviews  
to all staff

Provide quality  
working  
environment to  
promote healthy  
employee  
retention

S  
T  
A  
F  
F  
I  
N  
G

# Resources Available Per Appropriations Act

Organization	Budget for 2018-2019	Number of FTE's
Administration	\$468,923	6.00 (Note 1)
Admissions/Recruiting	\$430,081	3.00
Academics	\$1,070,519 (Note 2)	21.41 (Note 3)
Medical	\$581,509	8.00 (Note 3)
Residential Services	\$2,049,573	41.39
Support Services	\$2,542,851	15.61
Information Technology	\$309,170	3.0
Total for Agency	\$7,452,626	98.41

**Note 1:** Includes Full-Time Temporary Contract Fiscal Analyst III.

**Note 2:** Does not include Budget transfer of \$681,988 for EIA teacher salary supplements or \$39,978 for vocational equipment from SC Department of Education.

**Note 3:** Two Temporary employees in Academics: School Psychologist and a driver shared with Medical and Residential as needed. Two temporary employees in Medical: Medical Doctor and a Licensed Professional Counselor –Intern.

# WLGOS Resources

## Contracted Employees

Organization	Contracted Employees
Administration	Snelling Staffing 1 Fiscal Analyst III
Academics	Kelly Education Services Substitute Teachers as needed
Medical	Open Door Personnel / MedFirst On Call Nurses as needed
Support Services	Snelling Staffing 2 Food Service Specialist III

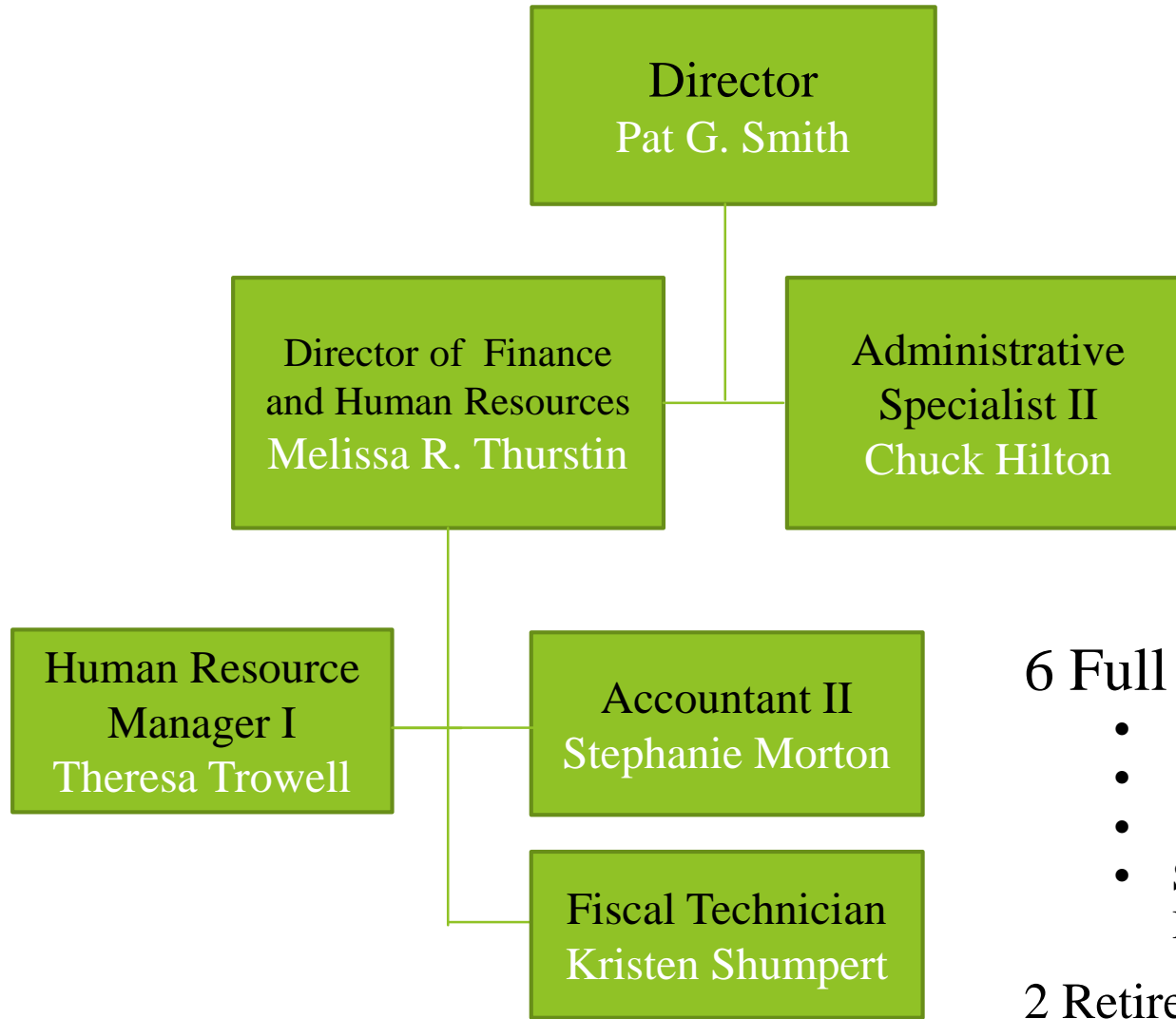


# 3.1.1



Monitor employee  
retention and longevity

# ADMINISTRATION

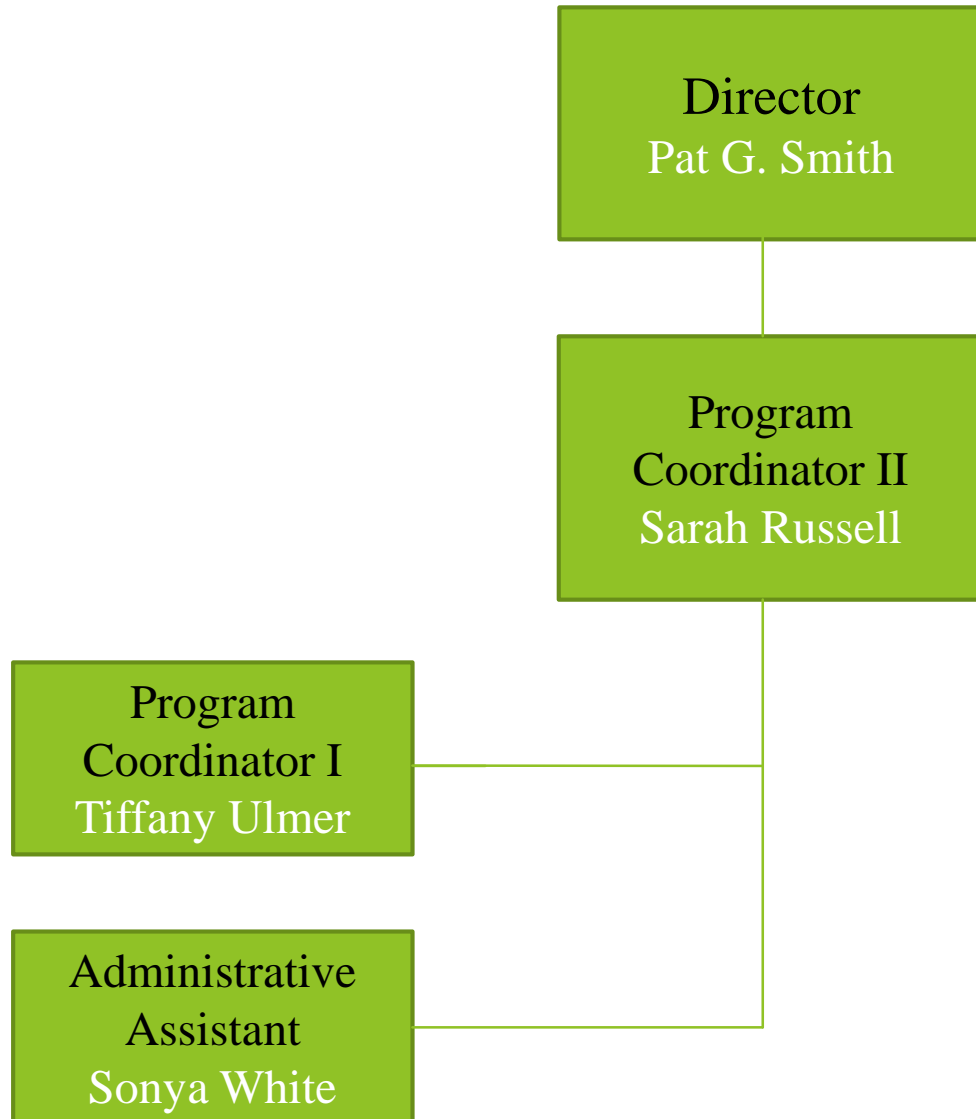


## 6 Full Time Equivalent

- 2 Master's Degrees
- 2 Bachelor's Degrees
- 1 Associate's Degree
- Snelling Contracted Employee-  
Bachelor's Degree

2 Retired Employees 2017-2018

# ADMISSIONS & RECRUITING



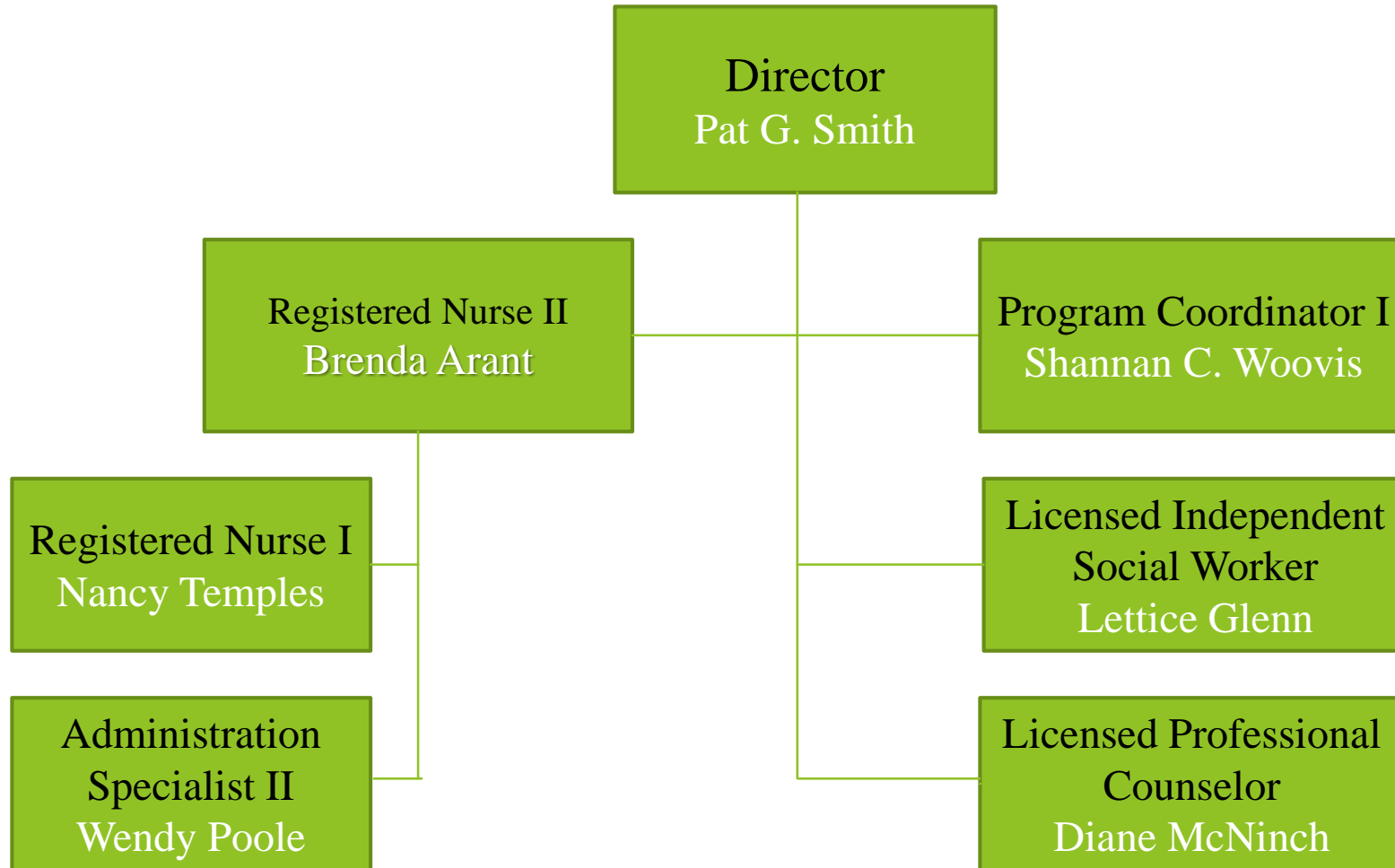
## 3 Full Time Equivalent

- 1 Master's Degrees
- 1 Bachelor's Degrees
- 1 High School Diploma

## 2016-2017

- 1 Employee was employed outside State

# MEDICAL



## 8 Full Time Equivalent

- 2 Master's Degrees
- 2 Bachelor's Degrees
- 1 Associate's Degree
- 1 High School Diploma

## 2017-2018

- 1 Employee Retired
- 1 Left for personal reasons
- 2 Employed outside State Govt.

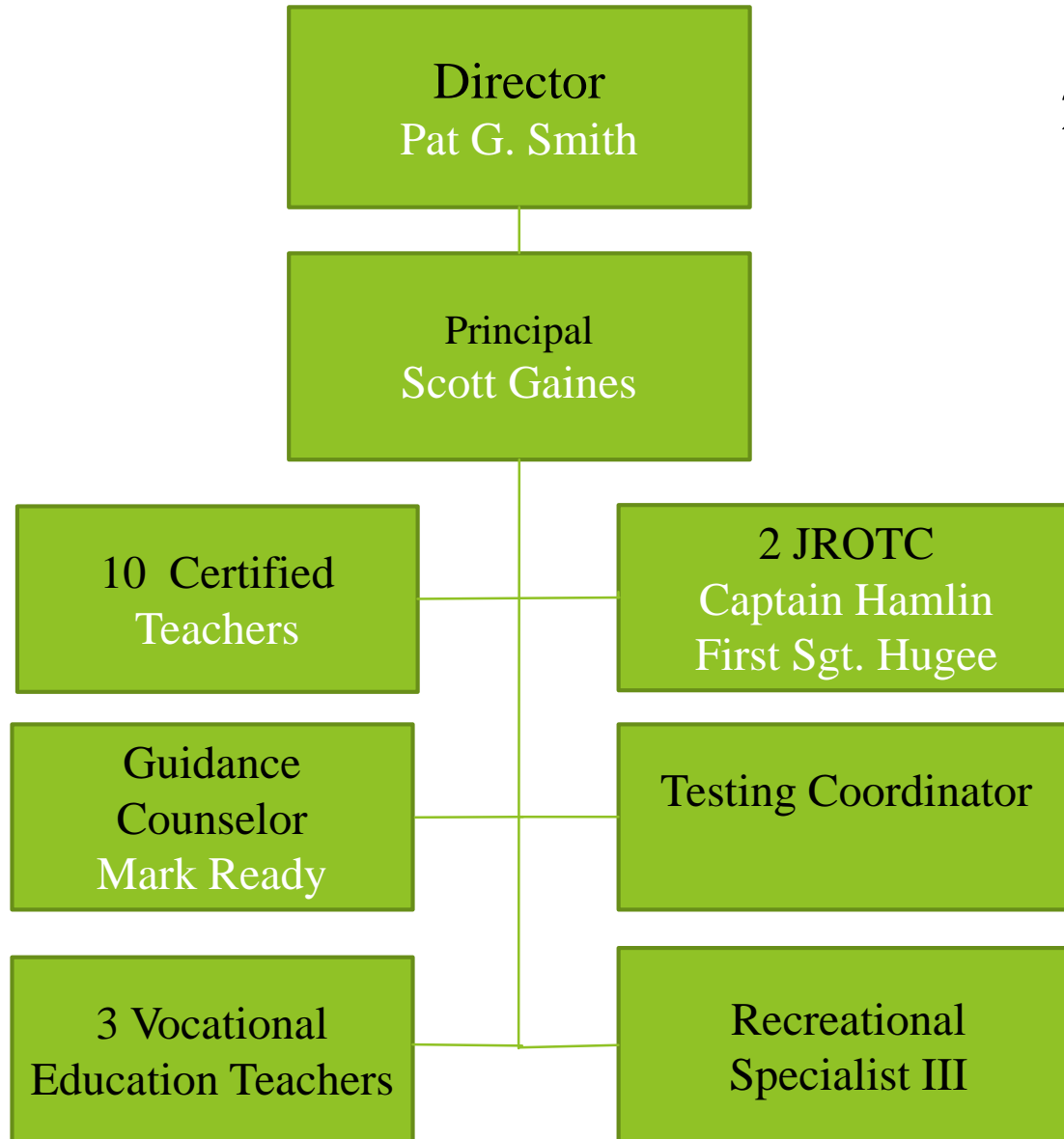
## 2016-2017

- 1 Employee never returned from leave
- 6 Employed outside State Govt.

## 2015-2016

- 1 Employee moved to another State Agency
- 8 Employed outside State Govt.

# ACADEMICS



## 21.41 Full Time Equivalent

- 12 Master's Degrees
- 4 Bachelor's Degrees
- 2 Associate's Degrees
- 1 High School Diploma's

## 2017-2018

- 1 Employee deceased

## 2016-2017

- 1 Employee dismissed for cause

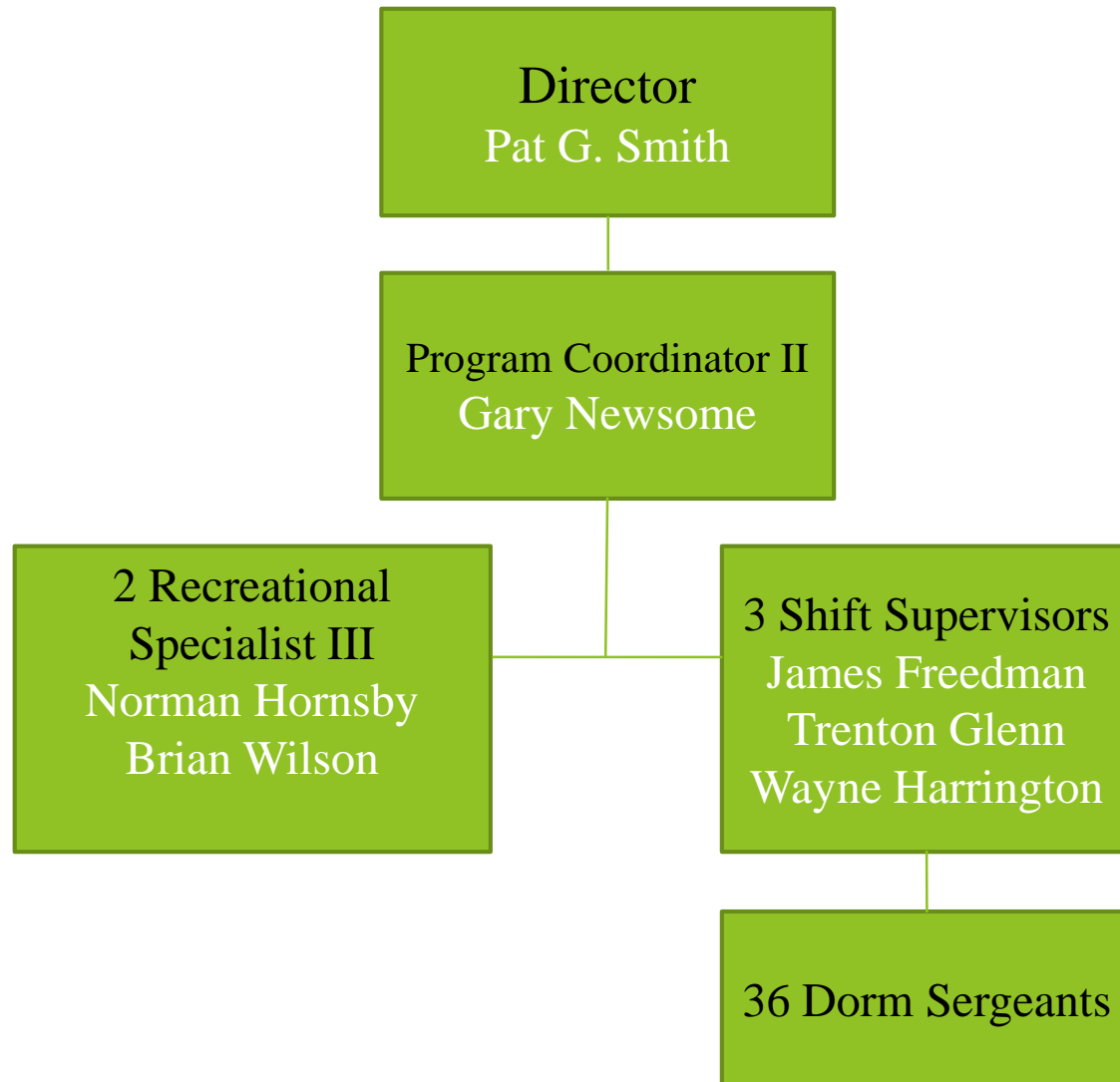
## 2015-2016

- 1 Employee retired

# ACADEMICS



# RESIDENTIAL SERVICES



## 41.39 Full Time Equivalent

- 4 Master's Degrees
- 13 Bachelor's Degrees
- 6 Associate's Degree
- 31 High School Diplomas

## 2017-2018

- 1 Moved to a different State Agency
- 3 Dismissed
- 7 Employed outside State Govt.

## 2016-2017

- 1 Employee never returned from leave
- 6 Employed outside State Govt.
- 2 Dismissed

## 2015-2016

- 4 Employees moved to another State Agency
- 12 Employed outside State Govt.

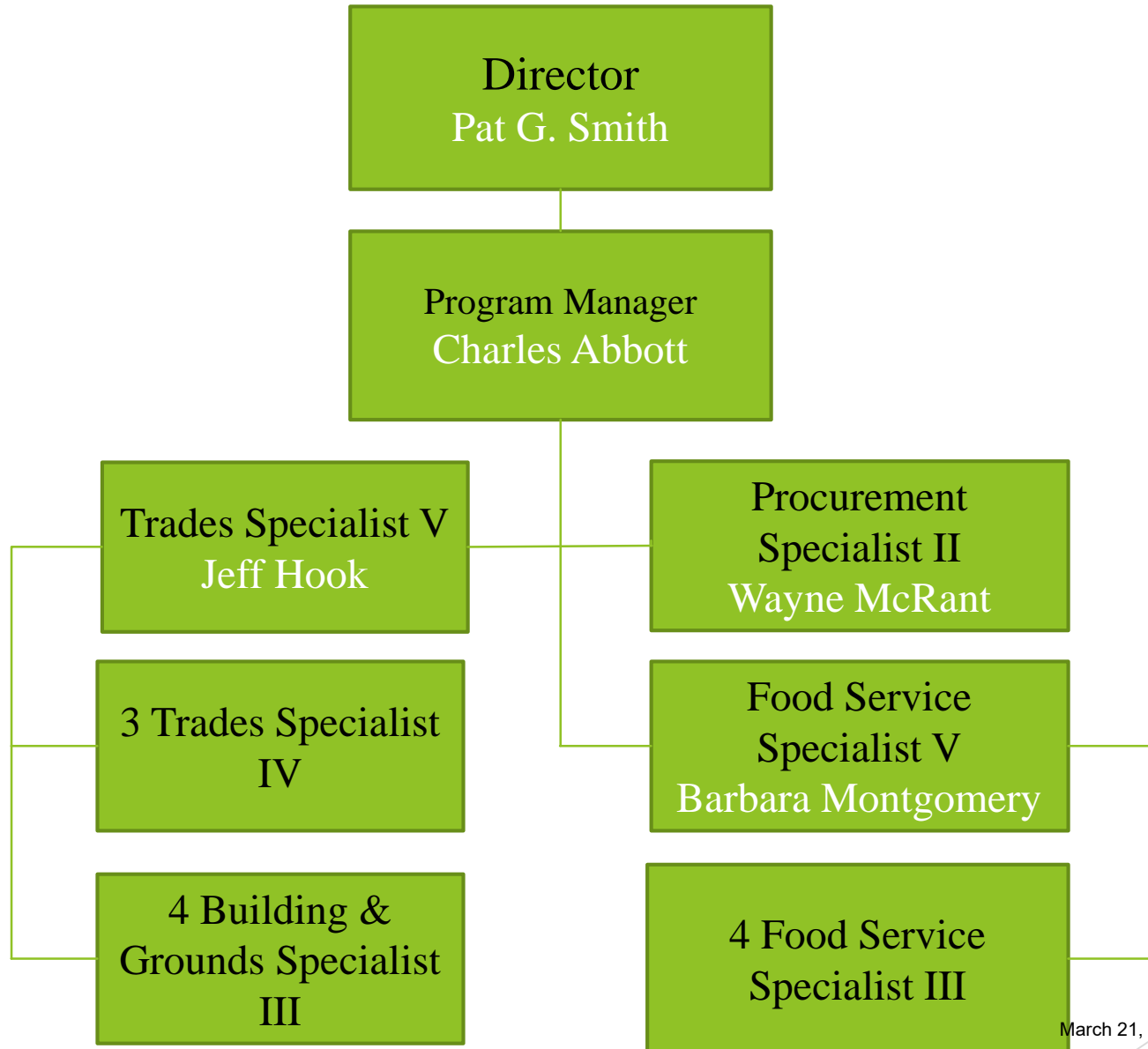


# RESIDENTIAL SERVICES





# SUPPORT SERVICES



## 15.61 Full Time Equivalent

- 2 Bachelor's Degrees
- 2 Associate's Degrees
- 11 High School Diploma's

## 2017-2018

- 1 Employee dismissed
- 7 Employed outside State Govt.

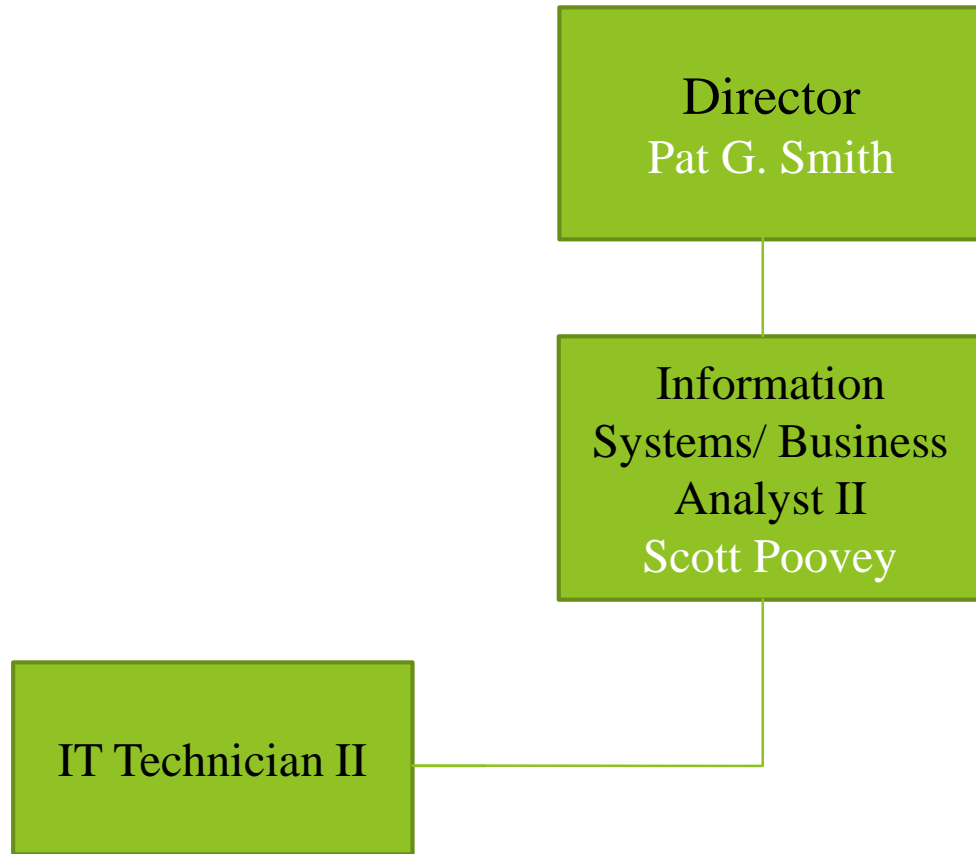
## 2016-2017

- 1 Employee moved to a different State Agency

## 2015-2016

- 1 Employee dismissed

# INFORMATION TECHNOLOGY



3 Full Time Equivalent

- 2 Bachelor's Degrees
- 1 High School Diploma

No Turnover

# EMPLOYEE RETENTION MEASURES

In order to retain employees, we have begun several programs as follows:

1. Offering Tuition Assistance In Accordance With State Regulations.
2. Leaving Positions Vacant for Funding To Increase Salaries.
3. Using 10% Carry Forward For A Bonus Program To Reward Initiatives And Innovations
4. Internal And External Training For Employees
5. Employee Service Ceremony
6. Various Off Site and On Site Luncheons and other Team Building Exercises
7. Using online survey for employee exit interviews

# RETENTION

## TRAINING OFFERED TO EMPLOYEES

### Agency and State

- Human Resources offers classes once a year about laws, rules and regulations to all employees.
- Crisis Prevention Intervention Certified Instructor is on staff and offers classes to employees as needed.
- Nursing Staff trains employees in First Aid, CPR and Blood Borne Pathogens.
- Classes through Division of State Human Resources including Certified Public Manager, Human Resources Professional Development and Mediation.
- State Law Enforcement Division Active Shooter Training
- Public Employees Benefit Authority Health Benefits
- South Carolina Virtual School through SC Department of Education
- State Fleet Management Defensive Driving Classes

# 3.1.2



Provide exit interviews to  
all staff

# EXIT INTERVIEWS

Exit interviews are offered to all employees when they leave Wil Lou Gray. Since the survey has been offered, we have only received 1/3 of the responses. Based on reasons of departure, we feel that this has been the impact on the amount of surveys completed.



## Committee Mission

Determine if agency laws and programs are being implemented and carried out in accordance with the intent of the General Assembly and whether they should be continued, curtailed or eliminated. Inform the public about state agencies.

Website: <http://www.scstatehouse.gov/CommitteeInfo/HouseLegislativeOversightCommittee.php>

Phone Number: 803-212-6810

Email Address: [HCommLegOv@schouse.gov](mailto:HCommLegOv@schouse.gov)

Location: Blatt Building, Room 228