

South Carolina
Governor's School for the Arts
and Humanities

creative
writing



dance



drama



music



visual
arts



2008-2009 Accountability Report

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Section I: Executive Summary

I.1 Mission and Values

The mission of the South Carolina Governor's School for the Arts and Humanities is to serve the artistically talented high school students of South Carolina through programs of pre-professional instruction in an environment of artistic and academic excellence. The school is a resource for all teachers and students in South Carolina.

In terms of the SCGSAH environment, we value:

THE WHOLE CHILD. As a residential living and learning environment, we recognize responsibility to meet the needs of the whole child in a safe, supportive, creative environment.

MUTUAL RESPECT. We seek to create and sustain a diverse community characterized by respectful challenges and civility.

COLLABORATION. Teaching and learning should be collaborative.

In terms of student characteristics, we value:

RESPONSIBILITY. Students share the responsibility for their learning.

INTELLECTUAL CURIOSITY. Students are best prepared to meet life's challenges by becoming critical and creative thinkers and problem solvers.

GROWTH. The school seeks to provide a solid foundation for continued artistic and academic development.

SERVICE LEARNING. Students benefit from extending what they learn in the classroom to the arena of the larger community.

In terms of teaching and learning, we value:

ARTISTS, SCHOLARS, TEACHERS, MENTORS. Students learn best with artists/scholars/teachers as role models and mentors, in an open exchange of ideas and a passion for the area of study. Since this mentoring relationship best meets the demands of artistically gifted students, we will strive to foster it by maintaining optimal class sizes (appropriate to subject area).

INNOVATIVE CURRICULUM. The nature of the school's curriculum and students' demands means instruction, evaluation, and assessment that are often original.

INDIVIDUALIZED INSTRUCTION. Teaching should reflect each student's unique needs through a differentiated curriculum.

PROGRAM INTEGRATION. An integrated relationship connects all programs. The arts, academics and humanities enrich each other and are best learned in a mutually supportive atmosphere.

LEADERSHIP. The SCGSAH serves as a resource throughout the state by collaborating on curriculum design, instruction, and other forms of professional development for educators.

I.2 Major 2008-2009 Achievements

Proud of many accomplishments, the South Carolina Governor's School for the Arts and Humanities (SCGSAH) is the only fully accredited public arts high school in the country, having achieved national accreditation by both ACCPAS and SACS. With a composite score of 1,785 on the SAT and 25.5 on the ACT, the school again ranked third among South Carolina public schools for achievement in these measurements, far surpassing the state composite scores of 1,445 and 19.7, respectively. Moreover, seven students achieved a perfect score of 800 in one or more areas of the SAT test. The SCGSAH received the state's Palmetto Gold award for the eighth consecutive year. Every 2009 graduate was again offered some level of financial assistance to continue his or her education. AP tests continue to demonstrate our rigor and student achievement, indicated by outstanding school scores in all curricular areas and including passing rates of 90-100% in areas of Art History, English Literature, English Language/Composition, European History, and Music Theory. The SCGSAH had an additional faculty member earn National Board Certification, bringing the school's total to 13 of 32 teachers, boasting the highest percentage of teachers certified in any school in the state.

The school continues to lead the nation in awards and achievements on many levels. This year, creative writers won 21 of 28 of the South Carolina awards given in the National Scholastic Writing Awards Competition and placed in the top ranks of several regional and national competitions, including recognition as one of the top 22 students out of several thousand in the National Foundation for the Advancement in the Arts writing competition. Dance students once again earned recognition for the school as the program with the greatest percentage of finalists in the Youth American Grand Prix, an international dance scholarship competition. Drama students were commended for superior work by the National Foundation for Advancement in the Arts and by representatives of the country's leading drama college and university drama programs. Visual Arts students were selected for all of the major awards at the Upstate Regional Picasso Project of Student Art Competition and a senior visual artist won First Place in the exceptionally competitive National Juried High School Metals Exhibition. Music students performed with the Carolina Youth Symphony and the Greenville Symphony, and a junior violinist was selected to receive a fellowship from the National Symphony Orchestra at the Kennedy Center. Music students also won the prestigious Charleston Symphony Orchestra League Scholarship and first place titles at the South Carolina Music Teachers National Association State Competition in piano and brass.

Additional student honors include a Presidential Scholar in the Arts Award finalist, one of only 20 in the nation and three National Merit Scholarship Finalists. Also, a National Achievement Program Scholarship Finalist was selected from the school as one of only 1,300 from more than 150,000 students across the country. During the year, the school's students contributed more than 1,862 volunteer hours to a variety of nonprofit organizations across the Upstate.

The 2009 graduating class of 96 students collectively received over \$18.3 million in scholarship offers. This brings the total scholarship offers to approximately \$97.4 million for the 893 students who have graduated from the residential high school. In a recent Newsweek Magazine article rating public high schools providing academically challenging course work, the school ranked in the top 2% nationally. The SCGSAH continues to demonstrate remarkable accomplishments and continued growth.

I.3 Key Strategic Goals for Present and Future Years

Management of the school is a collaborative effort between school administration and the SCGSAH Board of Directors. The school is guided by a Five-Year Plan that was developed at an annual board retreat involving administrative staff and the Board of Directors. Administrative staff, faculty, campus-wide committees, guilds, and friends of the school all contributed recommendations. The ultimate goal of SCGSAH's Five-Year Plan is to develop a national model, recognizing excellence in arts education through pre-professional training in a residential community environment, supported by the state of South Carolina. The goals and objectives for the 2008-2012 fiscal years include the following:

Personnel

Goal: To review reporting relationships, position descriptions, and evaluations/assessment practices and reaffirm or make changes.

Objective: To implement timetable for each aspect of the review

Diversity

Goal: To strengthen recruitment by developing a plan for contacting specific individuals and institutions with influence in minority communities.

Objectives:

- Analyze geographic patterns for minority population in the state
- Identify potential contacts
- Arrange contacts/meetings

GSA Foundation

Goal: To continue to build on the working relationship with the Governor's School Foundation for the Arts and establish expectations for both the School and Foundation.

Objectives:

- Identify areas of mutual support
- Identify areas of need for the school
- Establish regular contact
- Move Foundation back to campus

Government

Goal: To develop and implement a plan to enhance relationships with key government employees and elected officials.

Objectives:

- Identify individuals who may have positive relationships with Foundation and School Board members
- Identify individuals who care about the school
- Meet individuals and seek support
- Maintain contact with individuals

Facilities

Goal: To review the use of facilities and develop plans to meet the space requirements for the next 1 to 5 years and 5 to 10 years.

Objectives:

- Gather information on present use of facilities
- Seek projections on future use of facilities
- Analyze information for potential costs and usage

Outreach

Goal: Review the role of outreach for the School and develop a plan to meet this role.

Objectives:

- Identify purpose of outreach related to recruitment, cultivation, support, and reputation
- Develop goals for each of the above.
- Identify sources of financial support
- Create cohesive approach with School and Foundation

Accreditation

Goal: To prepare for and complete the Southern Association of Colleges and Schools (SACS) and Accrediting Commission for Community and Pre-Collegiate Arts Schools (ACCPAS) accreditation reviews.

Objectives:

- Prepare for review
- Complete visit
- Receive renewal of accreditation

I.4 Opportunities and Barriers

The Governor's School has developed ambitious action steps designed for achieving and creating the highest quality arts education, and for raising the bar for education in the arts and academics throughout the state. SCGSAH has developed strong relationships and/or partnerships with private and public schools, students, alumni, parents, patrons, vendors and state government in order to reach the school's goals and objectives.

President Bruce Halverson completed his second year of leadership at the School during FY 2008-2009. Along with the Academic Dean and Vice President for Finance, these three senior administrators provide a resource of many years in senior educational leadership.

This leadership team works closely with the Executive Director of the GSA Foundation and a new era of mutual support has been established and promises success in the challenging area of seeking support from the many constituencies interested in the school.

The School has made progress in increasing the number of minority applicants, but faces a challenge to convert these applications to enrollment in an increasingly competitive arena. Minority representation continues to be strong in the staff of the school, but with a continuing residential faculty there are few if any positions available for recruitment. However, when there are faculty openings, there is a focused and active recruitment plan in place to emphasize the need and desire for minority candidates. Women are well represented in all areas of the school. In the summer programs, where there is a turnover of faculty, there has been a continuing effort to increase minority representation and now every program has one or more minority faculty members. The principal of the summer programs is African-American. We continue our commitment to build a school population that is representative of our state.

It goes without saying that the 2008-2009 school year budget reductions had a dramatic impact on the school. Almost all of the school's expense reductions occurred outside academics and arts instruction. Of course, FY2010 and beyond will present further budget challenges. The school's leadership continues to examine ways to reduce expenses, though our options at this point are quite limited.

I.5 How the Accountability Report is Used to Improve Organizational Performance

The information contained in the Annual Accountability Report is used to guide the decisions of the school's leadership in relation to targeting potential areas in need of improvement. SCGSAH is a school of excellence, and to maintain this status, the school must also be a change agent. The information contained within this report is used to improve the performance of students, faculty and staff. The report is posted on the school's website and distributed to customers and potential supporters in an effort to provide them with as much information as possible.

Section II: Organizational Profile

II.1 Main Products and Services

Residential High School

The nine-month public residential high school allows rising eleventh graders to finish their last two years of high school (with the exception of dance, for which rising ninth-eleventh graders may apply) while also concentrating on one of five art areas:

2008-2009 Accountability Report

Creative Writing, Dance, Drama, Music and Visual Arts. Total enrollment is limited to 242 students to allow for individualized instruction. In addition to rigorous pre-professional arts training, students receive an intense and innovative academic education that fosters connections to the arts while meeting all the requirements necessary for a South Carolina high school diploma. There is no tuition to attend, although students are responsible for a \$250 residence hall processing fee and a \$150 matriculation fee. They must also purchase an annual \$3,000 meal plan from Aramark Food Services (which can be defrayed by scholarships for those with need). The application fee for the residential high school is \$50. An application fee waiver form may be submitted in lieu of this charge.

Summer Programs for Students

Summer students live in the campus community and experience the challenges and rewards of intensive arts training. The summer faculty is made up of artists who are dedicated to nurturing creative potential. While learning discipline and craft from instructors who are practicing artists, they also form bonds with emerging artists from all the art areas, and from all over the state, in a supportive and engaging environment. Summer programs for students are:

Summer Discovery

Discovery is a two-week program for rising ninth graders interested in concentrating on Creative Writing, Drama, Music or Visual Arts. While they work intensely in their art area, students are also exposed to the other art areas with opportunities to attend performances and guest lectures.

Summer Academy

Academy is a two-week program for rising tenth graders who desire intensive training in Creative Writing, Drama, Music or Visual Arts. The non-traditional curriculum incorporates studio work, self-directed studies, performance, field trips, lectures and presentations by faculty and guest artists.

Summer Dance

Summer Dance is an intensive five-week program for rising seventh to twelfth grade dancers. The classically-based ballet program is based on the strictest interpretation of the Vaganova technique and taught by world-renowned instructors. Through complex exercise training in both classical ballet and modern dance, students are taught a conscious approach to every movement.

II.2 Key Customers and Their Expectations

- The Residential High School's key customers are the artistically talented high school students of South Carolina. They expect to excel artistically and academically through pre-professional training in a supportive, residential community of artistic and academic excellence.
- Key customers of Summer Programs are the artistically talented middle and high school students of South Carolina. They expect to excel artistically through pre-professional training in a supportive, residential artistic community.
- Key customers of the Summer Teacher's Institute are the elementary, middle and high school teachers of South Carolina. They expect to earn recertification hours or graduate credits while learning concrete classroom strategies and finding inspiration in a supportive, residential artistic community.

II.3 Key Stakeholders

SCGSAH serves many key stakeholders, including: students; parents; teachers; public and private schools and districts; governmental entities; businesses; community and arts organizations.

II.4 Key Suppliers and Partners

The SCGSAH Board of Directors mandates that the school provide the highest quality pre-professional training within an excellent high school academic setting, and the leadership is diligently working to enhance the school's reputation as a premier model for arts education. This commitment is executed in collaboration with the Office of the Governor, the State Department of Education, the South Carolina Arts Commission, the South Carolina Educational Television and the State Budget and Control Board.

II.5 Operation Locations

The SCGSAH Campus is located at 15 University Street in downtown Greenville, South Carolina.

II.6 Employees/School Staffing

The school currently employs approximately 75 permanent full-time employees, including both faculty and staff. Of these, classroom teachers and some residential life staff are 10 month employees. In addition, the residential high school employs approximately 64 temporary employees who serve in various capacities, such as adjunct faculty, tutors, substitute teachers, student services personnel, and support staff. The school's adjunct faculty, who teach individual music lessons and specific arts-related courses, are critical to the mission of the school.

II.7 Regulatory Environment

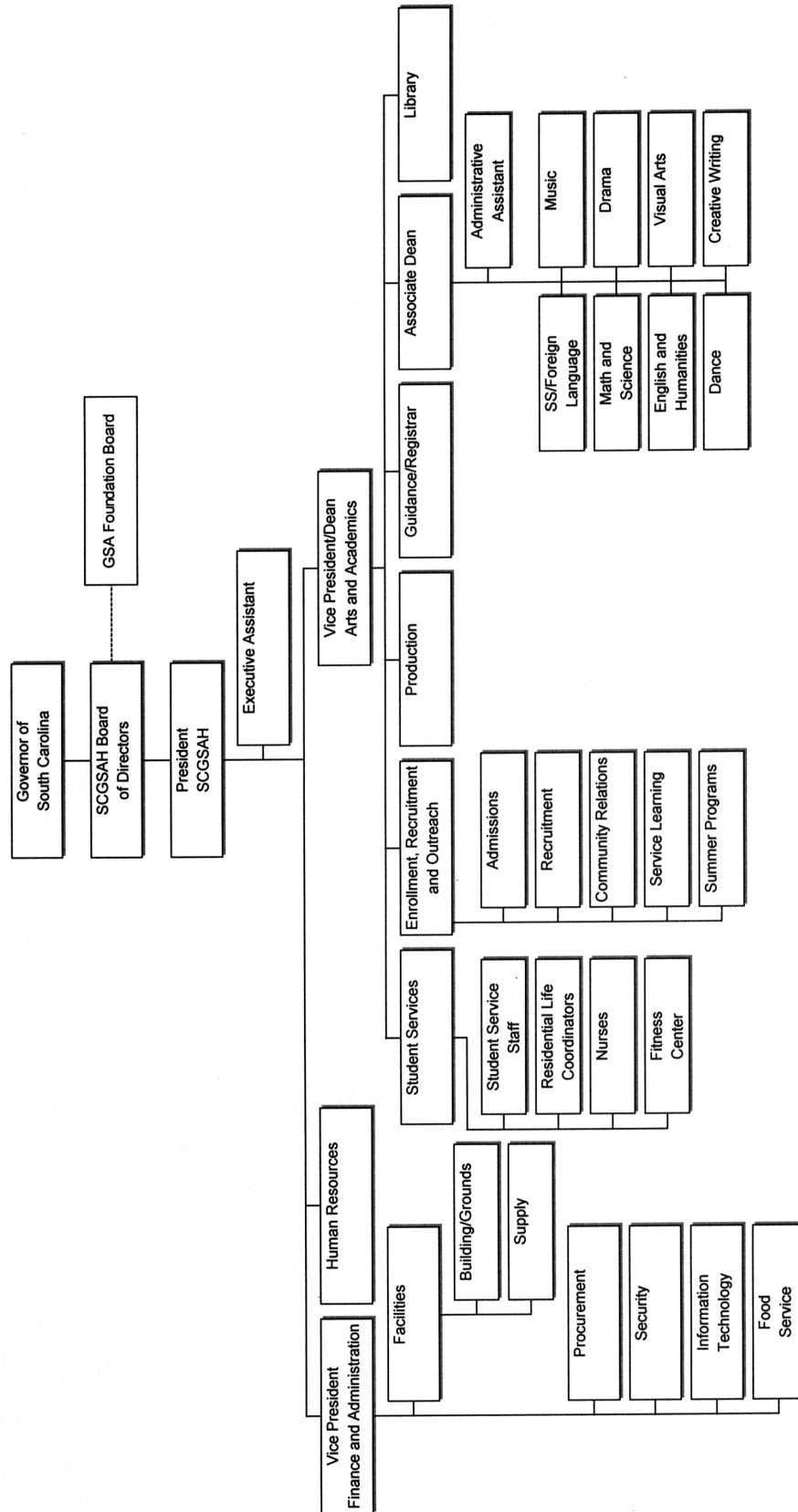
SCGSAH operates as a public high school and as a state agency and is responsible for maintaining regulatory compliance with both. As a state agency, SCGSAH is required to comply with State Procurement Code, policies and procedures of the Budget and Control Board, Office of Materials Management and the State Department of Education.

II.8 Performance Improvement System

Non-teaching faculty and staff employed by SCGSAH are evaluated annually using the Employee Performance Management System mandated by state policies and procedures communicated through the State Department of Education and the Budget and Control Board, Office of Human Resources. All SCGSAH teaching faculty participated in the required planning stage and evaluation of the Teacher Performance Evaluation Program for establishment and review of their goal which had to address Instruction, Content, or Professional Development, with emphasis on the core teaching values defined by the faculty during the development of the program.

II.9 Organization Chart

SC Governor's School for the Arts and Humanities



II.10 Expenditures and Appropriations

SCGSAH receives its appropriations as a separate program (XIV) within the budget of the State Department of Education. The school's funding is detailed in the following Base Budget Expenditures & Appropriations Table II.11.a:

Base Budget Expenditures and Appropriations Table II.10.a

Major Budget Categories	07-08 Actual Expenditures		08-09 Actual Expenditures		09-10 Appropriations Act	
	Total Funds	General Funds	Total Funds	General Funds	Total Funds	General Funds
Personal Service	\$4,762,398	\$4,173,364	\$4,492,034	\$3,627,963	\$3,732,980	\$3,495,980
Other Operating	\$2,092,643	\$1,936,232	\$1,675,740	\$1,432,564	\$2,324,965	\$1,597,794
Special Items	\$	\$	\$	\$	\$	\$
Permanent Improvements	\$	\$	\$	\$	\$	\$
Case Services	\$	\$	\$	\$	\$	\$
Distributions to Subdivisions	\$	\$	\$	\$	\$	\$
Fringe Benefits	\$1,393,187	\$1,210,720	\$1,340,742	\$1,163,503	\$1,059,100	\$1,018,500
Non-recurring	\$	\$	\$	\$	\$	\$
Total	\$8,248,228	\$7,320,316	\$7,508,516	\$6,224,030	\$7,117,045	\$6,112,274

Other Expenditures

Sources of Funds	07-08 Actual Expenditures	08-09 Actual Expenditures
Supplemental Bills	\$	\$
Capital Reserve Funds	\$397,160	\$1,208,877
Lottery (Carry Forward)	\$0	\$0

II.11 Major Program Areas Chart

Program Number and Title	Major Program Area Purpose (Brief)	FY 07-08 Budget Expenditures			FY 08-09 Budget Expenditures			Key Cross Ref Financial Results*
		State:			State:			
H63.XIV Academic Programs	Required curriculum for SCGSAH Residential HS (SACS accredited)	State:	1,768,500		State:	1,208,347		Section III
		Federal:			Federal:			7.1 - 7.5
		Other:	25,000		Other:	25,000		
		Total:	1,793,500		Total:	1,233,347		
		% of Total Budget:		22%	% of Total Budget:		18%	
H63.XIV Art programs	Required curriculum in 5 art areas for SCGSAH Residential HS (ACCPAS accredited)	State:	1,092,000		State:	1,406,636		Section III
		Federal:			Federal:			7.1 - 7.5
		Other:	50,000		Other:	50,000		
		Total:	1,142,000		Total:	1,456,636		
		% of Total Budget:		14%	% of Total Budget:		20%	
H63.XIV Residential Life	Provide a safe, healthy, and family oriented life experience for students	State:	888,950		State:	688,100		Section III
		Federal:			Federal:			7.2
		Other:	50,000		Other:	50,000		
		Total:	938,950		Total:	738,100		
		% of Total Budget:		11%	% of Total Budget:		10%	
H63.XIV Admissions, Recruiting, Outreach & Summer Programs	Ensure all eligible students are aware of the SCGSAH opportunity and have equal access	State:	465,000		State:	371,110		Section III
		Federal:			Federal:			7.1
		Other:	379,771		Other:	379,771		
		Total:	844,771		Total:	750,881		
		% of Total Budget:		10%	% of Total Budget:		11%	
H63.XIV Admin and Facility Mgmt	Supports leadership, facility support and management, finance and budget, utilities and maintenance, school security and Life Safety, HR, school technology, and student performances	State:	2,785,268		State:	2,243,316		Section III
		Federal:			Federal:			7.1 - 7.5
		Other:	250,000		Other:	250,000		
		Total:	3,035,268		Total:	2,493,316		
		% of Total Budget:		37%	% of Total Budget:		35%	

Below: List any programs not included above and show the remainder of expenditures by source of funds.

Remainder of Expenditures: FY 07-08 and FY 08-09 Library	State:	205,500		State:	194,765	
	Federal:			Federal:		
	Other:	250,000		Other:	250,000	
	Total:	455,500		Total:		
	% of Total Budget:		6%	% of Total Budget:	444,765	6%

*Key Cross-References are a link to the Category 7 - Business Results. These References provide a Chart number that is included in the 7th section of this document.

Section III: Malcolm Baldrige Award Criteria Elements

III.1 Leadership

Board of Directors

The Governor-appointed Board of Directors leads SCGSAH. The Board holds legislatively mandated quarterly meetings culminating with an Annual Board Retreat. The President of SCGSAH presents a yearly comprehensive progress report at this retreat. Board members have the opportunity to discuss and evaluate the progress of the school's growth, and participate in planning for the upcoming new fiscal year. The SCGSAH Policy-making authority rests with the Board of Directors. The Board's prescribed role is facilitated by four Board committees appointed by the Board Chairman. These committees are: Executive Committee, Program/Curriculum Committee, Long-Range Planning/Advancement Committee, and Finance and Development Committee. Board committees meet as appropriate to continue on-going activities and directives.

President

The day-to-day leadership of the school is guided by the President, who serves as the Chief Executive Officer. The President presents the SCGSAH Annual Budget Request to both House Ways and Means and Senate Finance Committees, attends legislative events, builds and maintains strong partnerships with civic and arts organizations, hosts monthly luncheons with potential donors, and researches art schools around the country.

President's Cabinet

The President's Cabinet, consisting of the President, the Dean and Vice President, and the Vice President for Finance and Administration, meets weekly to discuss the school's programs, operations and administrative issues. Policy recommendations proposed by the Cabinet are submitted to the Board of Directors for response and formal action.

President's Council

The President's Council, made up of the Cabinet members, directors, and the Chair of the Faculty Council and two other faculty members, meets monthly to seek input and discuss any issues that need to be addressed.

Department Chairs and Faculty Council

The broader administrative structure includes the Chair of the Faculty Council and the eight Department Chairs, including Creative Writing, Dance, Drama, Music and Visual Arts, Science and Mathematics, Social Studies and Foreign Languages, and Humanities and English. Faculty Council meets regularly to discuss current issues and ideas for school improvement.

School Improvement Council

The School Improvement Council (SIC) opens lines of communication with a geographically diverse group of parents and businesspeople dedicated to bettering the school. The SIC's goals include: developing an annual school report to the parents and constituents of the school to provide information on the school's progress in meeting the school and district goals and objectives; providing advice on the use of school incentive grant awards; and serving as liaisons between the school, school organizations and community by collecting and disseminating information about school improvement.

Parent Guilds

The statewide network of Parent Guilds exists to support the school as well as open the lines of communication between the school and parents. Regional Parent Guilds offer many opportunities for parents to be involved in activities and their child's educational experience. Guilds serve a threefold purpose: to encourage communication between parents; to facilitate communication between parents and school personnel; and to increase statewide awareness of the school.

Student Council

The Student Council meets regularly to discuss current school issues. Co-presidents report to the Dean with ideas for improvements.

Community Meetings

The entire SCGSAH community is invited to regular community meetings to make announcements and to share achievements and/or concerns.

III.2 Strategic Planning

III.2a Strategic Planning Chart 2008-2009

Program Number and Title	Supported Agency Strategic Planning Goal/Objective	Related FY 08-09 Key Agency Action Plan/ Initiative(s)	Key Cross References for Performance Measures*
H63.XIV Academic Programs	To provide required curriculum for SCGSAH Residential High School students	Graduation of enrolled students in compliance with the Southern Association of Colleges and Schools (SACS) accreditation standards and requirements	Section III 7.1 - 7.5
H63.XIV Art Programs	To provide the required curriculum in the five art areas (Drama, Creative Writing, Music, Dance, and Visual Arts), for SCGSAH Residential High School students	Graduation of enrolled students in compliance with the Accrediting Commission for Community and Precollegiate Arts Schools (ACCPAS) accreditation standards and requirements	Section III 7.1 - 7.5
H63.XIV Residential Life	To provide residential life supervision and assistance for all SCGSAH enrolled students	To provide a safe, healthy, and family oriented residential life experience for all SCGSAH enrolled students	Section III 7.2
H63.XIV Admissions, Recruiting, Outreach, & Summer Programs	To ensure that all eligible students across South Carolina are aware of and have equal access to the SCGSAH	Artistically talented high school students from across South Carolina will participate in pre-professional arts and academic instruction, and the school will serve as a resource for all teachers and students in the state	Section III 7.1
H63.XIV Administration & Facility Management	To provide school leadership, facility support and management, public safety, SCGSAH finance and budget responsibilities, policy development and implementation, human resource management, technology and distance learning management, and student performance production and design support	Compliance with all state and federal policies and procedures while also making every effort to ensure exemplary customer service both internally and externally	Section III 7.1 - 7.5

*Key Cross-References are a link to the Category 7 - Business Results. These References provide a Chart number that is included in the 7th section of this document.

Using the Strategic Planning Goals as a foundation, the school has identified three major goals underscored in 2007-08 that remained major initiatives in 2008-2009. They are:

1. To create a community representative of the population of South Carolina and where diversity thrives.
2. To ensure that all school faculty and staff have the context, knowledge, skills, and accountability to help all students to achieve.
3. To build a strong and continuing foundation of support for the Governor's School for the Arts and Humanities.

III.3 Customer Focus

Students are selected on the basis of their talent, achievement and potential through required applications, auditions, portfolio reviews, master-classes and personal interviews. Parents or guardians of students are required to be legal residents of South Carolina. Enrollment and Outreach is constantly in search of potential students. Through ongoing relationship building with students, parents, teachers, arts and community organizations throughout the state, focus on the customer continues to evolve.

The Board of Directors and the school's leadership are committed to articulating the role and value of the arts in society.

A continuous and concerted effort is made to build positive relationships with the citizens of South Carolina by being responsive to requests, inquiries, and by meeting with numerous groups on a regular basis and providing speakers and performing students and faculty as appropriate.

III.4 Measurement, Analysis, and Knowledge Management

The results of the previous year's reconfigured approach to recruiting students improved the quality of the of students applying for admission to the different programs at the school. Now, the administration has implemented an in-depth analysis of the student recruitment area in order to maximum efficiency, measure results of initiatives, and ensure that students from diverse backgrounds are fully represented. In addition, an analysis of faculty and staff recruitment efforts is in process in order to ensure contact with individuals from diverse backgrounds are included in the candidate pool.

Annual facilities reviews are conducted to ensure their maximum and sustainable use. There is a continuing review of faculty effectiveness measured, in part, by the students' test scores, college acceptances, and competitive activities related to a student's major art area.

The Governor's School for the Arts Foundation Board with the Board of Directors of the Governor's School has ongoing discussions on working jointly at various times in order to create more opportunity for the students.

Finally, efforts are continuing to develop contacts with the School's residential alumni. By gathering current information and measuring the success of these alumni, the School can gain information on the direct benefits of the educational experience offered to these alumni and apply this information to benefit the present day students.

Student Achievement Data & Analysis

SCGSAH tracks student performance on state and national achievement tests and utilizes that data to identify areas where more intensity is warranted in courses and in the overall curriculum or where motivation of the student needs particular attention. The Dean, the Associate Dean, and the Director of Guidance follow closely the SAT, Advanced Placement, and other testing results for comparison and analysis with state and national student performance data.

III.5 Workforce Focus

Employees of SCGSAH are knowledgeable, experienced, and enthusiastic professionals committed to institutional excellence. This dedication to quality and high standards of performance require human resources that communicate clearly and collaborate fully. To better serve the school's employees, Exit Interviews have become standard practice. Other initiatives include the implementation of the Alternative Certificate Renewal Plan for the school's faculty and the Employee Activity Committee.

The leadership of the school assists their employees in developing their full potential by providing positive feedback, mentoring, a safe and comfortable work environment, training and professional development opportunities, recognition programs, and appropriate resources. Professional activity and community service is encouraged resulting in a broad range of activities that contribute to the institution's mission and forge partnerships within the community. As evidenced by the list of faculty and staff accomplishments as detailed in Section III.7, all employees are supported in their participation in professional organizations, conferences, and collaborative meetings. Such collaboration and communication enhances employee knowledge and classroom teaching skills.

III.6 Process Management

Policy Board of Directors – Bylaws

The Policy Board of Directors continues to review its bylaws and adopts technical and substantive amendments that it deems appropriate for efficient operations. Recent substantive amendments include: extend voting privileges to ex-officio members and enable a chairperson to be re-elected and serve up to three consecutive terms.

Administrative School Policies & Procedures

SCGSAH completed the development of its Policy and Procedures Manual, which also includes related statutory references as appropriate. The manual, which now serves as the school's official reference to administrative and school policies, is based on a national model taxonomy endorsed by the National School Boards Association. Several copies of the manual are accessible in the school for review and reference by SCGSAH staff, faculty, students and parents. A manual is also available for public inspection. SCGSAH continues to publish student, faculty and guidance handbooks each year for reference to school rules and regulations pertaining to residential life, and employment expectations of staff and faculty.

School Accreditation

In 2008, the SCGSAH received full accreditation from the Southern Association of Colleges and Schools (SACS). The Accrediting Commission for Community and Pre-collegiate Arts Schools (ACCPAS) was approved in 2004 and renewal will be sought in 2010.

III.7 Results

III.7.1 Results: Performance and Mission Accomplishment

The core reason for our school's existence is to serve the artistically talented high school students of South Carolina through programs of pre-professional instruction in an environment of artistic and academic excellence. Annual results from the SCGSAH Report Card reflect as fully as any other measure on our adherence to that primary mission.

III.7.1.a Results: 2008-2009 School Report Card

The 2008-2009 school report card is embargoed at the time of Accountability Report submission. This report will be provided to the Budget and Control board once it is available for release.

Enrollment: 235

Residential High School Enrollment: 235

Art Area	Male	Female	Total	African American	Asian	Hispanic	Other	White
Creative Writing	9	13	22	2	0	0	3	17
Dance	8	29	37	5	1	1	4	26
Drama	11	18	29	4	1	1	2	21
Music	43	50	93	11	4	0	2	76
Visual Arts	16	38	54	4	1	5	1	43
Totals	87	148	235	26	7	7	12	183

Absolute Rating: Excellent

The school's performance substantially exceeded the standards for progress toward the 2010SC Performance Goal.

Improvement Rating: Good

The school's performance substantially exceeded the standards for progress toward the 2010SC Performance Goal.

Performance Trends Over 4-Year Period

	Absolute Rating	Improvement Rating	Adequate Yearly Progress
2005	Excellent	Excellent	Yes
2006	Excellent	Excellent	Yes
2007	Excellent	Good	Yes
2008	Excellent	Good	Yes
State Objectives: Graduation Rate - Met Student Attendance Rate - Met			

Performance Ratings: Academic & Arts Achievement Standards

Standard	Rating	Details	
Students in State and National Arts Competitions, Auditions, Portfolio Review, or Other by Senior Year: <u>Participation, 98%</u>	Excellent (Same as Prior Year)	% By Arts Discipline	
		Creative Writing	100%
		Dance	100%
		Drama	100%
		Music	90%
		Visual Arts	100%
Students in State and National Arts Competitions, Auditions, Portfolio Review, or Other by Senior Year: <u>Recognition, 90.4%</u>	Excellent (Same as Prior Year)	% By Arts Discipline	
		Creative Writing	100%
		Dance	100%
		Drama	72%
		Music	88%
		Visual Arts	92%
Advanced Placement Exams Taken with Seniors Scoring 3 or Above: <u>82.3%</u>	Good (Up from Prior Year)	179 of 218 Exams	
SAT Points Scored Above the National SAT Mean by Seniors: <u>173 Points Above, 17% Above</u>	Excellent (Up from Prior Year)	2008	Change From Prior Year
		School Mean: 1189	Up 24
		*National Mean: 1016	Down 1
		*State Mean: 982	Down 3
Seniors Awarded Scholarships, including LIFE: <u>100%</u>	Excellent (Same as Prior Year)	96 of 96 Seniors	

*Source: The College Board SAT, 2005-06 (Critical Reading and Math were compiled for consistency for previous years.)

Definitions of School Rating Terms:

Excellent – School performance substantially exceeds the standards for progress toward the 2010 SC Performance Goal.

Good – School performance exceeds the standards for progress toward the 2010 SC Performance Goal.

Average – School performance meets the standards for progress toward the 2010 SC Performance Goal.

Below Average – School is in jeopardy of not meeting the standards for progress toward the 2010 SC Performance Goal.

Unsatisfactory – School performance fails to meet the standards for progress toward the 2010 SC Performance Goal.

III.7.1.b Results: Admissions

Since its inception, SCGSAH has strived to ensure that the student body be representative of the entire state and reflects its cultural and ethnic diversity. Area Representatives visited over 325 schools, district programs, and civic, educational and arts organizations to inform students, educators, parents and other key constituents about the Governor's School. In addition, outreach programs, student shadowing opportunities and campus tours are just a few of the activities available to potential students. In addition, an annual Open Doors event offers prospective students, along with interested parents and teachers, the opportunity to experience the school first-hand through tours, clinics and class observations. Students, parents and teachers from across the state attend this event. Special efforts are made to identify students with artistic potential who reside in rural areas that may not offer arts instruction

Applications received increased from 578 in 2005 to 688 in 2006, to 750 in 2007, to 995 in 2008. In 2009, a total of 956 applications were received from 43 of the 46 counties. The recruitment timetable continues to address the need to ensure that students in all counties have information and access

III.7.1.c Results: Outreach

As SCGSAH strives to be a model of excellence for the state of South Carolina, students and faculty reach out to the state's teachers, schools, students, and arts organizations with artistic and academic workshops, performances, lectures, and other opportunities. Outreach in 2008-2009 included the following:

- Faculty from throughout the school participated in and presented at the South Carolina Alliance for Arts Educators Conference as well as at the National Conference of the Arts Schools Network in Charleston. Presenters included: Jennifer Thomas (English/Humanities); Carlyn Tucker (Visual Arts); Kathryn Dey (Music); Dan Murray (Drama); Libby Higgins (Mathematics); Mike Farmer (Science).
- In partnership with the SC Virtual Schools and the University of South Carolina, SCGSAH Faculty developed and implemented distance education courses in the arts provided for students from throughout the state.

Creative Writing

- Senior Creative Writing students traveled to Aiken as participants in that city's Juilliard In Aiken festivities.
- Creative Writing Department faculty member Ashley Warlick coordinated the Emrys Foundation Reading Room, a year-long series of readings by regionally and nationally known writers.
- Creative Writing Department faculty member Ashley Warlick served as an instructor for the Queens University low-residency MFA program.
- Creative Writing Department faculty member Mamie Morgan served as a visiting writer-in-residence at Whitlock Junior High in Spartanburg, South Carolina, as part of a grant to support Palmetto Priority Schools.
- Creative Writing Department faculty member Mamie Morgan was a guest reader at Converse College in Spartanburg, South Carolina.
- Creative Writing Department faculty member Scott Gould was an instructor in the Emrys Foundation's Writing Room Program, offering both fiction and nonfiction courses.
- Creative Writing Department faculty member George Singleton was a guest speaker at the Clemson Literary Festival.
- The Creative Writing Department hosted public readings by visiting novelists Ron Rash and Jane Alison.
- Creative Writing Department faculty member George Singleton was a featured speaker at the Upstate Writing Project meeting and conducted a workshop for the Project's 6th-9th graders.

Dance

- A number of dance students performed in regional productions of *The Nutcracker* or dance recitals.

Drama

Jayce Tromsness presented the following workshops in the following venues, among others:

- South Carolina Theatre Association presenter: *Shakespeare's Text*
- Trustus Theatre-Shakespeare Workshop
- Standards Revision Writing Panelist (Revising SC Arts Standards/SC Dept. of Ed.)
- Panel Discussion for TYA performance of *The Comedy of Errors* (SCGSAH)

Daniel Murray:

- Panelist for the fall TYA (Theatre for Young Audiences) performance of *The Greeks* (SCGSAH)
- Presenter, along with Katie Dey (Music Dept.), for SC Alliance for Arts Educators: *Acting for Strings Players*

Drama Department:

- Students from several area schools attended fall and spring Drama TYA productions of *The Greeks* and *The Comedy of Errors*. As part of their experience, they took tours of the school, ate in our dining hall, and participated in a panel discussion with teachers, directors, and cast members.

Music

All Music Students

- Students from the Music Department performed an evening concert at Buncombe Street United Methodist Church in Greenville November 9, 2008.

Vocal Students

- The Cantus Chamber Choir, directed by Dr. David Rhyne, hosted the League Academy Chorus for an on-campus choral workshop.

Piano

- Piano instructor Stephen Taylor was a guest solo performer at the Crescent Music Club, Greenville, South Carolina, January 2009.
- Dr. Taylor was a featured Guest Artist at the annual Festival of Keys at Anderson University, February 2009.
- Dr. Taylor served as an adjudicator for the South Carolina Federation of Music Clubs Scholarship Auditions, February 2009.

- Dr. Taylor served as an adjudicator for the South Carolina Music Teachers Association District I Auditions, Greenville, South Carolina, March 2009.
- Dr. Taylor served as an adjudicator for the South Carolina Music Teachers Association District XI Auditions, Florence, South Carolina, March 2009.
- The piano area hosted public master classes at SCGSAH with pianists Douglas Weeks, John Kenneth Adams, Joan Yarbrough, Keiko Sekino, Andreas Boyde, Vladomyr Vannitsky, and Jean Louis Steuermann.
- The piano area received Surdna funds to host a public lecture by John Kenneth Adams on Vladimir Horowitz and public piano recitals by Joan Yarbrough and Keiko Sekino.

Instrumental: Wind/Brass/Percussion

- Area students and teachers were invited to a master class and recital by guest artist Susan Welty October 21, 2008. Ms. Welty is co-principal horn in the Atlanta Symphony Orchestra.
- Area students and teachers were invited to a master class and recital by guest artist Robert Young October 24, 2008. Mr. Young, an alumnus of the Governor's School, is a doctoral candidate at the University of Michigan. In addition, he has an active solo career.
- Area students and teachers were invited to a master class and recital by Dr. Cliff Leaman, professor of saxophone at the University of South Carolina, January 27, 2009.
- Area students and teachers were invited to a master class and recital by the USC Brass Trio. Dr. Brad Edwards, trombone, James Ackley, trumpet, and Dr. Joseph Rackers, piano, presented master classes for their instruments and performed an evening recital in Smith Recital Hall.
- Area students and teachers were invited to a master class by Tasha Warren, clarinetist and artist in residence at Louisiana State University February 12, 2009. Dr. Warren gave a chamber music master class featuring several woodwind groups, followed by a master class for the clarinet students.
- Area students and teachers were invited to a master class and performance by Mark Ostoich, associate professor of oboe at the University of Cincinnati, and Jennifer Potochnic of Columbus State. The two joined forces with SCGSAH oboe faculty member Petrea Warneck, presenting a trio performance and master class in Smith Recital Hall February 20, 2009.
- Area students and teachers were invited to a master class and performance February 19, 2009, by the bassoon duo "Tupel," featuring Lynn Hileman, assistant professor of bassoon at West Virginia University, and her duo partner Rachael Elliott from Middlebury College.
- Trombone instructor David Hamilton served as an adjudicator for Region One Band auditions and All State Band Auditions January 2009.

Instrumental: Strings

- String instructor Kathryn Dey received a grant from the American String Teacher Association to create a South Carolina Violin Workshop. The event was held in January 2009 with over 150 South Carolina violin students and teachers in attendance. Collaborating organizations included Furman University, Converse College, The School District of Greenville County, Carolina Youth Symphony, and the Greenville County Youth Orchestra.
- String instructor Kathryn Dey and Drama instructor Daniel Murray were featured presenters at the 2008 conference of the South Carolina Alliance for Arts Education. Their inter-disciplinary presentation provided classroom music teachers ideas and strategies for building ensemble and improving artistic communication in student groups using drama exercises and techniques. September 2008.
- String instructor Kathryn Dey was a featured presenter at the 2009 South Carolina Music Educators Association annual conference.
- String students and faculty hosted an on-campus workshop for Greenville Symphony Orchestra String Academy (GSOSA) students. Featured workshop clinician was Surdna guest artist George Taylor, string faculty at the Eastman School of Music in Rochester, New York. The GSOSA is an orchestral string program offered to underserved partner Elementary Schools in Greenville County and provides instruction, instruments, and materials to participating students free of charge. The GSOSA is currently in residence at two Title I Elementary Schools, Alexander Elementary and Sue Cleveland Elementary. All third, fourth, and fifth grade students at each school are eligible to participate in the program.
- String students and faculty hosted an on-campus workshop for Anderson County District One string students and faculty.
- String instructor Kathryn Dey presented two outreach workshops at Greenville High School for string students and faculty.
- String faculty Kathryn Dey and Robert O'Brien conducted two on-site clinics "Introducing Strings" for elementary school music students at Woodfields Elementary in Greenwood, South Carolina.
- String instructor Kathryn Dey and staff accompanist Lisa Lee performed for music education students and faculty at North Greenville College in February 2009.
- Concertato String Orchestra was a featured ensemble on the Winterclassics Concert Series held at Christ Church, Greenville. They performed for over 200 audience members.
- Area string students and teachers were invited to a public master class given by cellist Scott Cook, string pedagogy instructor at the University of Wisconsin-Milwaukee in October 2008.

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- Area string students and teachers were invited to a public master class and performance given by George Taylor, viola faculty at the Eastman School of Music in Rochester, New York, in November 2008.
- Area string students and teachers were invited to two public master classes and a performance given by violinist Lee Chin Siow and cellist Natalia Khoma, string faculty at the College of Charleston in March 2009.
- Area string students and teachers were invited to a public master class given by Hillary Herndon, viola faculty at the University of Tennessee-Knoxville in November 2008.
- Area string students and teachers were invited to a public master class given by violinist Nancy Bartgerstock and violist Eric Koontz, string faculty at Appalachian State University in Boone, North Carolina, in March 2009.

Visual Arts

- Dana Howard has been the lead teacher on a multi-year project developing recertification courses that help teachers integrate the arts into the high school curriculum. She has been collaborating with faculty in math, science, language arts, and social studies to create a series of three online courses through ETV with funding through the commission on higher education for their Gear Up project. The courses are offered each semester through ETV Teacherline.
- Carlyn Tucker was invited to make a presentation at the South Carolina Arts Education Alliance Annual meeting in Charleston. The substance of the presentation was on a "Careers in the Arts" document worked on by Ms. Tucker and a few other teachers from throughout the state.
- Axel Forrester presented a workshop at the National Arts Network Conference held in Charleston, South Carolina.
- Department Chair Joe Thompson attended the South Carolina Art Educators Association Conference here in Greenville.
- Carlyn Tucker attended the Southeast Regional meeting of the Society for Photographic Education, held at Randolph Community College in Asheboro, North Carolina. Ms. Tucker's work was represented in the juried exhibition held in conjunction with the meeting, at Circa Gallery.
- Paul Yanko's work was included in the "Third Annual South Carolina Art Teacher Invitational" at Columbia College in Columbia, South Carolina.
- Dana Howard was selected as the new Development Committee member for AP Art History for the Southern Region by the College Board.
- Senior Visual Arts students visited the Greenville County Art Museum. They saw the Trotman exhibit as well as a painting exhibit. They were accompanied by Ben Gilliam, Carlyn Tucker and Joe Thompson.
- Joe Thompson was on a panel to jury the "Science as Art Competition" at Clemson University.
- Axel Forrester coordinated a field trip for Visual Arts students to see the "Turner to Cezanne" Show at the Columbia Art Museum. While at the Museum students saw their own work on display. After lunch the group went to the "701 Contemporary Art Center" and met artist in residence Anne Boudreau. Ms. Boudreau spoke to the students about her work and her life in the arts. The students were accompanied by Axel Forrester, Dana Howard, Paul Yanko and Joe Thompson.
- Carlyn Tucker with the assistance of Joe Thompson organized the Visual Arts Department participation in the "Stepping into the Arts" program at the Beech Springs Intermediate School in Duncan, SC. Ms. Tucker met Visual Arts students; Zach Greenway, Audrey Putz, Ally Gomez, Ade Gee, and Quenton Briggs at Beech Springs School. They did 15 minute presentations to 40-50 students for 4 hours. By the end of the event the Visual Arts students had spoken to between 550-600, 10-11 year olds.
- Anderson 1 students toured and participated in a brief workshop creating ceramic tiles.

III.7.1.d Results: Student Accomplishments

Creative Writing Students

- Over the course of their careers at the Governor's School, the class of 2009 won 53 Regional-at-Large Gold Key Awards and 22 National Citations from the Scholastic Writing Awards. They were also recognized on the national level by the NFAA (National Foundation for Advancement in the Arts), and on a state-wide level as multiple winners in the South Carolina Writers Workshop High School Writing Competition, as well as the winner of the Archibald Rutledge Scholarship for Poetry.
- Jacob Borchardt
 - 2009
 - Scholastic Writing Awards, National General Writing Portfolio Silver Medal
 - Scholastic Writing Awards, National Nonfiction Portfolio Silver Medal
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio
 - 2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry

- Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
- Sammi Bryan
2009
 - National Foundation for Advancement in the Arts, Honorable Mention
 - Scholastic Writing Awards, National Silver Medal Personal Essay/Memoir
 - Scholastic Writing Awards, National Nonfiction Portfolio Silver Medal
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio
 - SC Writers Workshop High School Competition, 2nd Place, Poetry
 - SC Writers Workshop High School Competition, Honorable Mention, Nonfiction2008
 - Scholastic Writing Awards, National Gold Key Winner, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key Winner, Personal Essay/Memoir
 - SC Writers Workshop High School Competition, 1st Place, Nonfiction
- Maggie Creech
2009
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - SC Writers Workshop High School Competition, Fiction, Honorable Mention
- Taylor Davidson
2009
 - Scholastic Writing Awards, National Gold Medal Dramatic Script
 - Scholastic Writing Awards, National Silver Medal Poetry
 - Scholastic Writing Awards, National Silver Medal Short Story
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, Dramatic Script
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio2008
 - SC Writers Workshop High School Competition, 1st Place, Poetry
 - SC Writers Workshop High School Competition, 2nd Place, Nonfiction
- John Ott, Jr.
2009
 - Scholastic Writing Awards, National Gold Medal Short Short Story
 - Scholastic Writing Awards, National Nonfiction Portfolio Silver Medal
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Short Story
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Short Story
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - SC Writers Workshop High School Competition, 1st Place, Fiction
- Neha Parthasarathy
2009
 - National Foundation for Advancement in the Arts, Young Arts Silver Award Winner (\$5000)
 - National Foundation for Advancement in the Arts, Finalist, Poetry
 - National Foundation for Advancement in the Arts, Merit Award, Short Story
 - Scholastic Writing Awards, National Silver Medal Poetry
 - Scholastic Writing Awards, National Silver Medal Short Story

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- Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
- Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
- Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio
- Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio
- Bennington College Young Writers Competition, 2nd Place, Poetry
- Michael Pruitt
2009
 - Scholastic Writing Awards, National Silver Medal Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio
- Mike Roberts
2009
 - Archibald Rutledge Scholarship Winner for Poetry (\$3500)
 - Scholastic Writing Awards, National General Writing Portfolio Silver Medal
 - Scholastic Writing Awards, National Nonfiction Portfolio Silver Medal
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
 - SC Writers Workshop High School Competition, Honorable Mention, Nonfiction
 - SC Writers Workshop High School Competition, Honorable Mention, Poetry
- Shelby Switzer
2009
 - Scholastic Writing Awards, National Silver Medal Poetry
 - Scholastic Writing Awards, National Nonfiction Portfolio Silver Medal
 - Scholastic Writing Awards, Region-At-Large Gold Key, Humor
 - Scholastic Writing Awards, Region-At-Large Gold Key, Humor
 - Scholastic Writing Awards, Region-At-Large Gold Key, Personal Essay/Memoir
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, General Writing Portfolio
 - SC Writers Workshop High School Competition, Honorable Mention, Nonfiction
 - Poetry forthcoming in New Mexico Poetry Review2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, Short Story
- Lauren Taylor
2009
 - Scholastic Writing Awards, Region-At-Large Gold Key, Dramatic Script
 - Scholastic Writing Awards, Region-At-Large Gold Key, Poetry
 - Scholastic Writing Awards, Region-At-Large Gold Key, Nonfiction Portfolio2008
 - Scholastic Writing Awards, Region-At-Large Gold Key, Humor

Dance Students

- Jonathan Spigner: Second Prize, Youth America Grand Prix Regional Ballet Competition 2009
- Michael Agudelo, Jonathan Spigner, and Kristie Landing qualified for New York Finals of Youth America Grand Prix 2009
- Former Dance student Kendall Teague signed a contract with North Carolina Dance Theatre September 2009

Drama Students

- Jessieh Johnson-Cunningham won a Merit Award (top 10% of students nation-wide) in the National Foundation for Advancement for the Arts Competition.
- Drama seniors performed in the following productions: *The Greeks*, by Euripides and Aeschylus, and *The Comedy of Errors*, by Shakespeare.
- Drama students won top artistic merit awards to the nation's highly selective arts schools, including Southern Methodist University, The University of Utah, and Evansville University.

Music Students

- Several music students were selected for honors in various concerto competitions across the state.
Concerto Competition Honors:
 - Audrey Cook: Winner, Carolina Youth Symphony Concerto Competition; Winner, GAMAC Concerto Competition; Winner, Hilton Head Orchestra Concerto Competition
 - Alexander Bedillion: Carolina Youth Symphony Senior Honors Concert
 - Benjamin Chen: Carolina Youth Symphony Senior Honors Concert
 - Daniel Klaeren: Carolina Youth Symphony Senior Honors Concert
 - Carrie Frey: Carolina Youth Symphony Concerto Competition Winner
- Music Teacher's National Association State Competitions
Woodwinds
 - Benjamin Chen, Honorable MentionBrass
 - Andrew Smith, Winner
 - Kathryn Breazeale, Honorable MentionStrings
 - Audrey Cook, Honorable MentionPiano
 - Lonnie Russell, Winner
- Music Teacher's National Association Regional Competition
Brass
 - Andrew Smith, Second Place
- The following students were selected through competitive audition to participate in All State and Region Bands:
All State Band
 - Hillary Bolt
 - Christopher SparaceAll State Jazz Band
 - Zachary SlaughterRegion Band
 - Brittany Bradfute
 - Hannah Marsh
 - Jonathan Britt
 - Knox Martin
 - Amy Kellems
 - Zachary Slaughter
 - James Hall
 - Ross Dubois
 - Alexis Perry
 - Kenneth Cox
 - Keenan McKoy
- These students were selected to perform in the SC Band Director's Association Master Recital Festival:
 - Jonathan Britt
 - Benjamin Chen
- The following students were selected through competitive audition to participate in All State and Region Orchestras:
All State Orchestra
 - Alexander Bedillion
 - Joshua Dieringer
 - Carrie Frey
 - Michael Byrd
 - Christopher SparaceRegion Orchestra
 - Alexander Bedillion
 - Emily Wyant
 - Joshua Dieringer
 - Carrie Frey
 - Michael Byrd
- Focus on Art Music Division Winner
 - Sarah Jordan Holcombe

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- “Juilliard at Aiken” Master Class Participants
 - Erin McMullin
 - Tegan Watts
- Emerson Scholar to Interlochen Arts Academy
 - Benjamin Chen
- Oberlin Conservatory Vocal Academy for High School Students
 - Kati Lear
- National Association of Teachers of Singing Competition
 - Caroline Alexander, First Place
 - Kati Lear, Regional Finalist
 - Garrett Campbell, Music Theater Regional Finalist
 - Caroline Alexander, Musical Theater Regional Finalist
 - Chris Gentry, Musical Theater Regional Finalist
- Classical Singer Competition
 - Caroline Alexander, Regional Finalist
 - Kati Lear, Third Place (Shorter College)
 - Morgan Roach, Third Place (Converse College)
- USC Aiken Young Artist Competition
 - Caroline Alexander, First Place
 - Garrett Campbell, Second Place
- Senior Showcase Winners
 - Caroline Alexander
 - Alexander Bedillion
 - Hillary Bolt
 - Darlea Carr
 - Benjamin Chen
 - Audrey Cook
 - Nicholas Gerald
 - Kaci Gibson
 - Meghan Jackson
 - Daniel Klaeren
 - Kati Lear
 - Erin McMullin
 - Christopher Sparace
 - Anna Teague
 - Alexandra Tennant
 - Tyler Thompson

Visual Arts Students

Scholastic Art Awards for the 2009 year are as follows:

Printmaking

- Tatyana Grechina, Printmaking, Silver Key
- Tatyana Grechina, Printmaking, Certificate of Merit
- Ashley Jones, Printmaking, Certificate of Merit
- Catherine Peacock, Printmaking, Certificate of Merit

Graphic Design

- Alicia Ballard, Design, Certificate of Merit
- Austin Cox, Design, Certificate of Merit
- Emerald Persall, Design, Certificate of Merit
- Corey Pope, Computer Art, Silver Key
- Ezequiel Rodriguez, Design, Certificate of Merit
- Audrey Putz, Design, Silver Key

Metalworking

- Kayla Gifford, Design: Product, Certificate of Merit
- Kate Worthen, Design: Jewelry, Silver Key

Sculpture, Ceramics

- Kayla Gifford, Ceramics&Glass, Certificate of Merit
- Kayla Gifford, Sculpture, American Visions

- Kayla Gifford, Sculpture, Gold Key
- Zachary Greenway, Sculpture, Gold Key
- Painting, Drawing, 2-D Design
- Kymberly Day, Art Portfolio, Gold Key
- Tatyana Grechina, Painting, American Visions (The Lander University affiliate only awards 4 American Vision Awards. The American Vision Award winner's work is sent to New York and is juried there for further award consideration.)
- Madeline Mikolon, Painting, Gold Key
- The National Biennial Juried High School Metals Exhibition was held at the Fine Arts Center. Visual Arts students Zachary NeSmith won 1st Place and Kayla Gifford won 2nd Place.
- Visual Arts students Madeline Mikolon won first place, Tanya Grechina won second place, and Kate Barnwell won 3rd place in the jurying of the Upstate division of the Picasso Project. Sarah Gregory, Maria Arroyo, Kayla Gifford, Lindsay Carroll, Ashley Jones, and Cat Peacock received certificates of appreciation. The Picasso Project, "Kids Helping Kids," raises funds for the prevention of child abuse and neglect in South Carolina.
- Junior Visual Arts student Shirley Chan received an honorable mention in the national Utrecht High School Art Self Portrait competition.
- The 19th Annual Upstate High School Art Exhibition was held at Greenville Tech, Greer Campus. There were 20 high schools represented and 137 pieces in total exhibited. The SCGSAH Visual Arts Department had a very strong showing. Of our 21 pieces in the show, 9 won awards (5 first place, 3 second place, 1 third place).
 - Lauren Scarborough, 1st place, promotional design
 - Emeral Persall, 2nd place, promotional design
 - Zachary NeSmith, 2nd place, fine art photography
 - Jennifer Watson, 1st place, ceramics
 - Kate Worthen, 1st place, metals
 - Kate Worthen, 2nd place, metals
 - Kymberly Day, 1st place, sculpture
 - Lindsay Carroll, 3rd place, drawing
 - Maria Arroyo, 1st place, printmaking
- Visual Arts Department Student Exhibition Awards:
 - Jeanet Dreskin Scholarship Award, Maria Arroyo
 - Lipscomb Family Foundation Purchase Award, Kayla Gifford
 - Chevalier Jackson Tucker Award, Tatyana Grechina
 - 2008 Visual Arts Department Award, Erin Mitchell
 - Gomez Design Award, Emerald Persall

Academics

- Twelve students qualified for the state level competition for National History Day and three of those students went on to qualify for the national competition in College Park, Maryland.
- Presidential Scholar: Neha Parthasarathy
- The Governor's Citizenship Award: Samantha Bryan
- Principal's Leadership Award: John Ott, Jr.
- National Merit Finalists 2009
 - Taylor Davidson
 - Audrey Cook
 - Shelby Switzer
- National Achievement Finalists 2009: AJ Brannum
- Recognition in the 2010 National Achievement Program: James Hall
- Commended Students in the 2009 National Merit Program
 - AJ Brannum
 - Kathryn Breazeale
 - Margaret Creech
 - Theodore Gwara
 - Anna Jane Jones
 - Erin Mitchell
 - Michael Pruitt
 - William Wirthlin
 - Kathleen Worthen
 - Haley Zdybel
- Participation in the 2010 National Merit Program

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- Kailey Bray
- Austin Cox
- Carrie Frey
- Mary Beth Hanner
- Jake Ross
- Abby Starnes
- Anna Velicky
- National Hispanic Recognition Program 2009: Maria Isabel Arroyo
- Perfect SAT Critical Reading Score of 800
 - Benjamin Chen
 - Erin Mitchell
 - John Ott, Jr.
- Perfect SAT Writing Score of 800
 - Dustin Poelker
 - Tatyana Grechina
- Perfect SAT Subject Test Score of 800: Shelby Switzer: World History, Literature
- Perfect ACT English Score of 36: Shelby Switzer
- 2009 Academic Achievement Award Scholars
 - Elizabeth Abowd
 - Alexander Bedillion
 - Malynn Berry
 - AJ Brannum
 - Kathryn Breazeale
 - Darlea Carr
 - Benjamin Chen
 - Audrey Cook
 - Margaret Creech
 - Taylor Davidson
 - Tatyana Grechina
 - Sarah Gregory
 - Meghan Jackson
 - Anna Jane Jones
 - Kristie Landing
 - Erin McMullin
 - Erin Mitchell
 - John Ott, Jr.
 - Neha Parthasarathy
 - Dustin Poelker
 - Michael Pruitt
 - Nathan Reeves
 - Shelby Switzer
 - Lauren Taylor
 - Anna Teague
 - Tyler Thompson
 - Jennifer Watson
 - Alexius Wise
 - Haley Zdybel
- Palmetto Fellows Scholarship Recipients
 - Elizabeth Abowd
 - Caroline Alexander
 - Maria Isabel Arroyo
 - Alexander Bedillion
 - Malynn Berry
 - AJ Brannum
 - Benjamin Chen
 - Audrey Cook
 - Margaret Creech
 - Taylor Davidson
 - Tatyana Grechina
 - Meghan Jackson
 - Anna Jane Jones
 - Daniel Klaeren
 - Kristie Landing
 - Kati Lear
 - Hannah Marsh
 - Erin Mitchell
 - John Ott, Jr.
 - Dustin Poelker
 - Michael Pruitt
 - Nathan Reeves
 - William Smith
- 2009 Quest Bridge Recipients
 - AJ Brannum
 - Kati Lear
- Junior Marshals
 - Grace Bernardo, Head Marshal
 - Carrie Frey, Head Marshal
 - Jessica Dugan
 - Sarah Hamilton
 - Amanda Palmer
 - William Barker IV
 - Kailey Bray
 - Mary Beth Hanner
 - Jake Ross
 - Meghan Henson
- Palmetto Girls State Palmetto Boys State
 - Amanda Palmer

- Siobhan McLaughlin
- Joshua Denzell Phelps
- Furman University (The Riley Institute) Emerging Leader 2009: Neha Parthasarathy
- Washington and Lee Book Award: Uchechi Kalu
- Cincinnati Scholarship Competition
 - Benjamin Chen
 - Daniel Klaeren
- Coker College Scholars
 - Kaitlin Edwards
 - Mahalia Mays
 - Fantashia Spruill
- College of Charleston Cistern Scholars
 - Carrie Frey
 - Sarah Hamilton
- Converse College Junior Scholars
 - Grace Bernardo
 - Catherine Devoe
 - Sara Parker
 - Patesha Vance
- Furman University Scholar: Carrie Frey
- Lander University Junior Fellows: Mary Beth Hanner
- Newberry College Scholars Program
 - Mary Beth Hanner
 - Maura Keane
- Oglethorpe University Presidential Scholar: Erin Mitchell
- Presbyterian College Fellows
 - Grace Bernardo
 - Carrie Frey
 - Sarah Hamilton
 - William Barker IV
 - Kailey Bray
 - Mary Beth Hanner
 - Jake Ross
 - Meghan Henson
- Wofford College Scholar: Mary Beth Hanner
- National Young Leaders Conference Nominees
 - Alexandra Adams (10th grade)
 - Grace Bernardo (11th grade)
 - Kailey Bray (11th grade)
 - William Barker IV (11th grade)
 - Margaret Perry (11th grade)
 - Uchechi Kalu (11th grade)
 - Daenayia Hudson (11th grade)
 - James Hall (11th grade)
 - Christian Reisig (11th grade)
 - Lucy Warner (10th grade)
- Bryn Mawr College President's Book Award: Uchechi Kalu
- Rutgers University Book Award: Rory Gilbert
- Swarthmore College Book Award: Carrie Frey
- Claflin University Scholar: Cory France
- Mount Holyoke College "Take the Lead" Nominees
 - Alexandra Adams
 - Veronica Jiao
 - Lucy Warner
- AP Scholars
 - Scholars
 - Seth Adams, 2008
 - Kate Barnwell, 2009
 - Braden Joyce-Schleimer, 2008
 - Lauren Koch, 2008
 - Trenton Barnes, 2008

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- Malynn Berry, 2009
 - AJ Brannum, 2009
 - Kathryn Breazeale, 2009
 - Matthew Casedonte, 2008
 - Taylor Davidson, 2009
 - Elizabeth Estochen, 2008
 - Austin Gaboriau, 2008
 - Meghan Jackson, 2009
 - Kati Lear, 2009
 - Lauren McClure, 2009
 - Grace Mix, 2008
 - Neha Parthasarathy, 2009
 - Margaret Sands, 2008
 - Alexandra Tennant, 2009
 - Ian Wilson, 2008
 - Haley Zdybel, 2009
- AP Scholars with Honor
- Nicholas Gerald, 2009
 - Robert Gladden, 2008
 - Everett Hamilton, 2008
 - Findley Merritt, 2008
 - Dustin Poelker, 2009
 - Marcus Shields, 2008
- AP Scholars with Distinction
- Claire Ardis, 2008
 - Celeste Brewer, 2008
 - Allen Butt, 2008
 - Benjamin Chen, 2009
 - Victoria Cole, 2008
 - Tianyi Hu, 2008
 - Anna Jane Jones, 2009
 - Shelby Switzer, 2009
 - Benjamin Watkins, 2008
 - Colin Whelehan, 2008
- AP National Scholars
- Tianyi Hu, 2009
 - Shelby Switzer, 2009
 - Colin Whelehan, 2008
- Presidential Service Awards (Over 100 Hours)
 - Elizabeth Abowd
 - Brittany Bradfute
 - Shelby Switzer
 - Alexius Wise
 - CATS (Connecting Arts Through Service) Cords
 - Elizabeth Abowd
 - Justina Adorno
 - Maria Isabel Arroyo
 - Malynn Berry
 - Hillary Bolt
 - Brittany Bradfute
 - Samantha Bryan
 - Garrett Campbell
 - Darlea Carr
 - Benjamin Chen
 - Linda Chen
 - Audrey Cook
 - Margaret Creech
 - Taylor Davidson
 - Cory France
 - Corneilus Franklin
 - Nicholas Gerald
 - Kaci Gibson
 - Kayla Gifford
 - Sarah Holcombe
 - Meghan Jackson
 - Jessieh Johnson-Cunningham
 - Daisy Laird
 - Kristie Landing
 - Anne Lewis
 - Daniel Miller
 - Erin Mitchell
 - Kat Norcutt
 - Samantha Orr
 - John Ott, Jr.
 - Neha Parthasarathy
 - Nicholas Pascual
 - Michael Pruitt
 - Nathan Reeves
 - Morgan Roach
 - Virginia Roberts
 - Marjorie Schultz
 - Kati Lear
 - Andrew Smith
 - William Smith
 - Christopher Sparace
 - Shelby Switzer
 - Lauren Taylor
 - Maeve Tierney
 - Harleigh Warner
 - Jennifer Watson
 - Alexius Wise
 - Haley Zdybel
 - National Forensic Qualifier 2008 and Governor for South Carolina Youth in Government 2008: Neha Parthasarathy
 - 2009 State Champion Senate Student Congress Event: Neha Parthasarathy
 - National History Day State Qualifiers
 - Danielle Peters
 - Erin Lusk
 - Keenan Shepard
 - Jake Ross
 - Emily Sizemore
-

III.7.1.e Results: Faculty & Staff

In keeping with the school's mission to provide an environment of excellence, SCGSAH's faculty and staff were honored and served as leaders in the arts nationally and regionally throughout the 2008-2009 school year, including the following:

- Rusty Godfrey participated in a week-long National Humanities Center course in North Carolina entitled "Becoming Modern: American in the 1920s." Only one participant from each state was selected.
- Faculty from throughout the school participated in and presented at the South Carolina Alliance for Arts Educators conference in Charleston. Presenters included: Jennifer Thomas (English/Humanities); Carlyn Tucker (Visual Arts); Kathryn Dey (Music); Dan Murray (Drama); Libby Higgins (Mathematics); Mike Farmer (Science).
- Julie Allen and Dana Howard are both on the national College Board development committees for their respective subjects, AP European History and AP Art History. The committees meet twice yearly in Princeton to review test materials, formulate test questions, and offer feedback and suggestions for curriculum. Membership is by invitation and only 2-3 high school teachers serve on the committee.
- Julie Allen was a question leader at the AP European History Reading in Ft. Collins, Colorado. She directed the scoring of the document-based question and was responsible for developing standards and guiding the training of approximately 400 high school and college faculty readers.
- Dan Day directed *K2*, by Patrick Myers, at the Warehouse Theatre in Greenville. The production received strong audience and critical support, as well as an extended run.
- Daniel Murray performed in *K2* at the Warehouse Theatre, as part of the same production.
- Jayce Tromsness Directed *This Wooden O* and *Italian American Reconciliation* at The Warehouse Theatre and acted in *The Three Cuckolds* and *Hamlet* at the Warehouse Theatre. He also performed with the Greenville Symphony Orchestra in *Music from Shakespeare*.
- Paul Yanko's work was in a group show at Marji Gallery in Santa Fe, New Mexico.
- Axel Forrester received a grant from the South Carolina Arts Commission to do a photography project in Las Vegas, Nevada, at the "Bone Yard," which is also called the Neon Museum.
- Carlyn Tucker, Chair of the Discovery Program hosted a group of art education master's degree candidates from Lander University. The group received a tour of the campus and sat in on classes in photography and drawing for the day.
- Dana Howard has been the lead teacher on a multi-year project developing recertification courses that help teachers integrate the arts into the high school curriculum. She has been collaborating with faculty in math, science, language arts, and social studies to create a series of three online courses through ETV with funding through the commission on higher education for their Gear Up project. The courses are offered each semester through ETV Teacherline.
- Carlyn Tucker was invited to make a presentation at the South Carolina Arts Education Alliance Annual meeting in Charleston. The substance of the presentation was on a "Careers in the Arts" document worked on by Ms. Tucker and a few other teachers from throughout the state.
- Visual Arts faculty member John Benjamin Gilliam was selected as a 2007-2008 Individual Artist Fellow by the South Carolina Arts Commission. The Fellowship was awarded in the crafts category and recognizes artistic achievement. Through a SURDNA Foundation Grant Mr. Gilliam studied with a master craftsman in Ireland in the summer. He presented a public lecture about the work on campus.
- Dana Howard was selected as the new Development Committee member for AP Art History for the Southern Region by the College Board.
- Paul Yanko was in a two person show with Enid Williams at Marji Gallery in Santa Fe, New Mexico.
- Axel Forrester presented a workshop at the National Arts Network Conference held in Charleston, South Carolina.
- Paul Yanko had his work published in the Studio Visit Magazine, Volume three, Fall 2008. (Juried.)
- Carlyn Tucker attended the Southeast Regional meeting of the Society for Photographic Education, held at Randolph Community College in Asheboro, North Carolina. Ms. Tucker's work was represented in the juried exhibition held in conjunction with the meeting, at Circa Gallery.
- Visual Arts Department Chair Joe Thompson received his National Board Certification.
- Paul Yanko was in a group exhibition "Salon I & II" at If Gallery in Columbia, South Carolina.
- Paul Yanko's work was included in the "Third Annual South Carolina Art Teacher Invitational" at Columbia College in Columbia, South Carolina.
- Carlyn Tucker had two photographs in the "Architecture as Art" exhibit at Upstate Visual Arts. The show was sponsored by the local AIA and was part of a month of activities celebrating April as Architecture Month. Ms. Tucker's piece "Economic Indicators: Ponderosa" was named first place in the "whole building" category.
- Stanislav Issaev was selected as a Russian Coach for the NBC production of "Superstars of Dance" broadcasted January 2001. A Russian dancer won First Prize for Solo Performance.
- Former Governor's School student Joseph Phillips, coached and accompanied by Stanislav Issaev, won First Prize and the Gold Medal at the prestigious International Ballet Competition in Seoul, Republic of Korea, in August 2008.

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- Sharon Kazez, Dean and Vice President for Arts and Academics, participated on several local, state, and national boards of directors, including the Board of Governors for the Greater Greenville Chamber of Commerce, the Greenville Commission on Arts in Public Spaces, the South Carolina Arts Alliance, the South Carolina Alliance for Arts Education, the South Carolina Arts in Basic Curriculum Steering Committee, and the Arts Schools Network.
- George Singleton, a Creative Writing instructor was selected to receive a 2009 Guggenheim Fellowship from the John Simon Guggenheim Memorial Foundation in New York for his demonstration of exceptional capacity for creative ability in the arts.

III.7.2 Customer Satisfaction

The following chart includes survey evaluation results from students, teachers, and parents at the end of the 2008 school year.

Evaluations by Students, Teachers, and Parents

	Students*	Teachers	Parents
Number of surveys returned	95	20	24
Satisfied with learning environment	95.7%	85%	95.7%
Satisfied with social and physical environment	94.7%	100%	95.8%
Satisfied with home-school relations	92.6%	100%	79.2%

*11th grade students and parents were surveyed.

III.7.2.a Customer Satisfaction: Guest Artists

Thanks to a grant from the Surdna Foundation, the artists below visited the school to work with students this school year. The school continues to build relationships with and invite well-established national and international artists to build upon students' experience.

Creative Writing

- Ron Rash, Novelist
- Jane Alison, Novelist

Dance

- Marat Daukayev, Choreography Master Classes

Drama

- Dale Girard, Stage Combat
- Mary Gutzi, Musical Theatre
- Megan Gogerty, Playwright
- Susan Heyward, Actor
- Arlene Hutton, Playwright
- Cecil O'Neal, Director
- Robert Richmond, Director
- Ashley Robinson, Actor
- Greg Walter, Singing

Music

- Susan Welty, Horn
- Joan Yarbrough, Piano Recital and Master Class
- John Kenneth Adams, Horowitz Lecture and Master Class
- George Taylor, Viola
- Keiko Sekino, Strings
- Vladomir Vannitsky, Piano
- Thomas Joiner, violin

Visual Arts

- Cristina Cordova, Ceramics and Sculpture
- Peter Sis, Graphic Design
- Elaine Quave, Presentation for Academy/Discovery
- Anila Agha, Lipscomb Gallery Exhibit

III.7.2.b Customer Satisfaction: Facility Maintenance

The campus facilities were designed and built as an environment that reflects the school's unique program. Its facilities were designed as a Tuscan Village, a living learning environment to support the artistic and academic standards for the school and students while ensuring their safety and security. Annually, the school procures various maintenance services and supplies. Operating as a state agency, SCGSAH is required to comply with State Procurement Code, policies and procedures of the Budget and Control Board, Office of Materials Management and the State Department of Education. Facility maintenance services and supplies provided during 2008-2009 included:

- Janitorial staff and supplies
- Grounds keeping staff, materials, and equipment
- Food services through Aramark, Inc.
- Equipment lease and maintenance, to include School technology
- Classroom materials, supplies, and equipment
- Building repairs and renovations such as painting and carpet replacement, gutter maintenance, elevator repair, HVAC maintenance, waste management, sprinkler system maintenance, window replacement, installation of new furniture, etc.
- Plumbing maintenance and supplies
- Electrical maintenance and supplies
- Pest control service
- Waste Management and recycling services
- Lease cars and vehicle maintenance
- Operation of postal center
- Lease copiers and maintenance
- Provided generator maintenance for emergency lighting
- Security equipment maintenance.

III.7.2.c Customer Satisfaction: Public Safety and Security

SCGSAH utilized the following strategies to increase campus safety and security:

- In-house Public Safety and Security team, and established the Administration Building as the single point of entry and/or exit for all visitors
- Posted signage to discourage trespassers
- Continued to utilize card access in residence hall
- Utilization of emergency life safety alarm system
- Enhanced usage of School identification card
- Increased communication to parents, students, faculty and staff
- Performed SLED background checks on applicants prior to offer of employment
- Increased security within the campus perimeter through surveillance cameras and increased security patrol

III.7.3 Financial Performance Levels

Key measures of financial performance include compliance with the Statewide Accounting and Reporting System, compliance with the South Carolina Procurement Code, closing of each fiscal year in the black, and completion of an annual audit by the State Auditor's Office with no major findings.

III 7.4 Workforce Results

Alternative Certificate Renewal Plan for Teachers

SCGSAH participates in the Alternative Certificate Renewal Plan through the State Department of Education, Office of Teacher Certification. The purpose of the certificate renewal plan is to provide a mechanism that will enable educators to apply a broad range of relevant professional development activities toward their certificate renewal. The certificate renewal plan is intended to encourage educators to engage in meaningful, quality professional development activities that are directed toward promoting student achievement; ensure that educators are accountable for their continuous professional development; and be operationally efficient.

Employee Activity

The SCGSAH Employee Activity Committee's purpose is to increase employee morale and raise awareness of health and wellness issues that may affect employees. Its main goal is to create a fun and engaging work environment at the school. The committee promotes the orderly and efficient planning and management of various employee activities.

Employee Performance Evaluation

Non-teaching faculty and staff employed by SCGSAH are evaluated annually using the Employee Performance Management System mandated by state policies and procedures communicated through the State Department of Education and the Budget and Control Board, Office of Human Resources. All SCGSAH teaching faculty participated in the required planning stage and evaluation of the Teacher Performance Evaluation Program for establishment and review of their goal which had to address Instruction, Content, or Professional Development, with emphasis on the core teaching values defined by the faculty during the development of the program.

Employee Retention

SCGSAH is committed to the retention of its highly capable and knowledgeable employees. Professional development opportunities, flexible work schedules, and open-door policies lend themselves to a dedicated staff.

Equal Employment Opportunity

SCGSAH is committed to diversity in its recruitment efforts. Human resource searches are open to all qualified applicants. Vacancies are advertised and posted through the school's fiscal agent, the State Department of Education. Various recruitment tools, such as communication with minority represented professional associations, historically black colleges and selected community organizations are used to ensure a diverse applicant pool.

III.7.5 Community Support

SCGSAH was named a National Service Learning School in 2002 by The Corporation for National and Community Service. The Governor's School continues to honor the commitment selected schools made to further the concept of service and service-learning and to serve as a mentor to all schools and teachers seeking input in service-learning. Students in this program work with a Service-Learning Coordinator with ties to organizations throughout the upstate. The purpose of service at the school is to teach students to use their gifts and talents to reach out to the community in which they live in an effort to demonstrate elemental kindness, concern and respect for others. The program works to educate students about the needs of the community and the agencies that address those needs, and also provide opportunities for students to use their skills, talents, and resources to address these needs. Service-learning activities are also tied directly to the school's curriculum, this year:

- Was the 6th year students planned and executed Rock Stars, an after school program for at-risk elementary-aged youth. This was a third year partnership with the Sterling Hope Center and the YMCA of Greenville and the sixth year for Rock Stars. Over 25 SCGSAH students served as mentors to 16 children from the Sterling Community, instructing them in life skills as well as academic and arts enrichment.
- Students worked with Art in the Park as instructors for the children's art area and participated in continuing Reedy River Clean-Up days throughout the year.
- Students participated in The Spinx Run Fest, and served as hosts for volunteers for The Reedy River Run, facilitating packet stuffing as well as manning water stations for the event which benefitted Meals on Wheels. Excellence in service for this event was recognized by the Greenville Track Club who donated a monetary gift in honor of the Connecting Arts Through Service Club (CATS) to the service program.
- Spanish IV students, under the guidance of instructor Janice Boyles and the Service Learning Coordinator, traveled to Mauldin Middle School, to teach Latin American dances to 8th grade Spanish I students.
- Student Ambassadors from the Governor's School served as evaluators for Simpsonville Elementary School's entries for the PTA's national art contest, Reflections.
- Over 75 students headed up the crafts in the children's area of Artisphere, Greenville's regional art festival. Students volunteered over 760 hours of their time to plan, refine and oversee craft projects used in the festival's Kidsphere. This was the fourth year students took a leadership role in this area.
- CATS students worked with Greenville Animal Rescue to raise awareness and conducted a pet food drive for the shelter.
- 35 students attended a volunteer training session for Safe Harbor, a shelter for domestic violence. Throughout the school year, students volunteered weekly at the shelter, providing childcare and arts enrichment activities.
- Students volunteered at the Warehouse Theatre, helping to construct the haunted house which benefits the theatre's educational arm. They also served as evaluators for the theatre's outreach program.

- During December as well as during the CATS sponsored Martin Luther King, Jr Spirit of Service Week in January, students raised funds to support Operation Smile, which provides life-saving reconstructive facial surgery to children in developing countries.
- Students also conducted a toy drive for needy families in Pickens County during the holiday season.
- Students in Joni Jordan's chemistry classes implemented an on-campus recycling program designed to encourage more students to recycle. Recycling educator Alyssen Woodruff instructed classes and helped to coordinate the program with the Service Learning Coordinator, Ms. Anne Tromsness
- Over 50 graduating students completed service requirements for an SCGSAH graduation cord. Three students were recognized during the 2008 graduation weekend for their service participation. They each qualified for the Presidential Service Bronze Award by completing over 100 hours of service.

South Carolina Governor's School for the Arts and Humanities
A Public Residential High School for Emerging Artists

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