

# WESTMORELAND COUNTY SCHOOLS

“REAL TEACHING - REAL LEARNING - REAL RESULTS”



# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

### GOALS

1. All students will demonstrate high standards of academic performance and will be expected to be successful.
2. The learning environment will be caring, safe, and healthy creating a positive climate through aesthetics and through the conduct and interaction of people.
3. Student academic progress will be monitored frequently and all students will be given the opportunity to learn the academic standards on which they will be tested.
4. Time on task will be monitored and valued as a major component of student achievement.
5. Family and community involvement will be a central focus in improving student achievement.
6. Faculty, staff, and the leadership will be highly qualified, well trained, high performing, and diverse.
7. The use of technology will be optimized to improve learning and to maximize efficiency and effectiveness.
8. The organizational systems will be aligned with the mission and goals of the Westmoreland County School Board and will be evaluated continually for efficiency and effectiveness.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- All students will demonstrate high standards of academic performance and will be expected to be successful. [Goal 1]
  - We continue to work toward a 90% pass rate for all of the core subject areas (English, Mathematics, Science, History) Standards of Learning (SOL). [Goal 1]
  - Presently we have pass rates of:

School	Subject	English	Mathematics	Science	History
Cople Elementary		84	86	3 <sup>rd</sup> / 5 <sup>th</sup> 87 / 83	3 <sup>rd</sup> / 5 <sup>th</sup> 81 / 91
Washington District		80	86	86 / 83	79 / 93
Montross Middle		86	84	90	79
Washington and Lee		91	85	86	81

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- All core teachers administer Division Benchmark Tests to determine student mastery of the Standards of Learning (SOL) three times a year. [Goal 3]
- Presently we have 17 dual enrollment and 15 Advanced Placement (AP) classes offered at Washington and Lee High School. [Goal 1]
- Our objective was the number of students attending a two-year or 4 year college would increased by 10% each year. [Goal 1]

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Our objective was to decrease the student dropout rate by 1%. The student dropout rate for the reported years: 08-09 4.22%; 09-10 5.29%. [Goal 1] (School Report Card VDOE)
- A Guiding Coalition of community members and staff representatives was established to serve as an advisory council to the School Board and the Superintendent. [Goal 5]
- A Foundation Board, composed of community members and staff representatives, was established to find, obtain, and apply local, state, national and international resources, both monetary and in-kind, to assist the Westmoreland County Public Schools. [Goal 5]

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Our goals were to increase professional development offerings for our staff: [Goal 1, 4 & 6]
  1. A variety of professional development opportunities have been offered in the past five years:
    - a. Graduate courses,
    - b. Conferences / Workshops,
    - c. On-site Coaching,
    - d. Book Studies,
    - e. On-line Webinars.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- A sampling of topics covered includes:
  1. Graduate courses leading to a Reading endorsement was offered,
  2. Licensure endorsement in gifted education,
  3. 21<sup>st</sup> Century Learning Skills,
  4. Reading/Writing Across the Curriculum,
  5. Teaching Great Books,
  6. Revised English, Mathematics, Science, and History & Social Studies Standards,
  7. Differentiated Instruction,
  8. Communication with Parents,

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

9. Best Practices associated with teaching reading, writing, mathematics, science, & history,
  10. Creating schedules to meet individual student needs,
  11. Using technology to meet individual student needs, and
  12. Multiple Disabled Student, and Best Practices associated with inclusive instruction.
- 
2. Training in selection and implementation of effective instructional strategies to improve engaged learning time were presented to all teachers.
  3. A staff development plan was created that addresses the Advanced Technology Standards for Instructional and Administrative Personnel.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Our objective to add academic staff to give support to students and teachers: [Goal 1, 6 & 7]
  - Reading Specialists (Elementary & Middle).
  - English Consultant (Elementary, Middle, & High).
  - Mathematics Consultant (Elementary, Middle, & High).
  - History Consultant (Elementary, Middle, & High).
  - Two Instructional Technology Specialists have joined the staff.
  - A PC Technician/Data Management Specialist has joined the staff.
  - An Early Intervention Specialist was secured.
  - A Career Coach was added to serve the Washington and Lee students in college preparation.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Our goal of student academic progress will be monitored frequently and all students will be given the opportunity to learn the academic standards on which they will be tested and technology will be optimized to improve learning. [Goal 1, 6 & 7]
  - Pacing Guides and Benchmark Tests were developed and updated to reflect revisions to the SOL core subject areas.
  - Two intervention programs, summer school and after-school, are offered to students that do not pass the SOL.
  - Reading Across the Curriculum instructional strategies have been employed.
  - The 2008 History and Social Studies Standards are fully implemented.
  - A Robotics Program, for the study of science, was implemented at Washington District Elementary.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- New mathematics courses are offered at Washington and Lee High School:
  1. Algebra, Functions, and Data Analysis,
  2. Applied Algebra / Foundation of Geometry,
  3. Trigonometry / Probability & Statistics.
- A Science Fair is held annually at Montross Middle School.
- U.S. History was moved to Fifth Grade.
- The James Farmer Scholarship, the Rappahannock Scholars, Gear-up, and the Upward Bound Programs are all available to support targeted students in the pursuit of college.
- Plato online courses for credit recovery are now available to high school students during the summer as well as during the school year.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- A freshmen seminar that includes mentoring, study skills, and tutoring is offered to at risk ninth graders.
- Students in grades 2 through 5 used an online curriculum to learn Spanish.
- All sixth, seventh, and eighth graders used the online foreign language program to learn either Spanish or French.
- Block Scheduling was implemented at Washington and Lee High School.
- The School Division now has in place a Teacher Recruitment and Retention process that is centered on retaining “Highly Qualified” teachers and teachers who reflect the diversity of the student population.
- Teachers now design and use classroom web pages.
- Classroom computers are now replaced on a 4-year cycle.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Instructionally-driven technologies, such as smart boards, phonics ear, online instruction, etc. are used to address the needs of students with different learning modalities and styles.
- All middle and secondary students have an e-mail account that is used for school business.
- An Internet Safety Awareness program has been put in place at all levels.
- The school system uses emerging technologies such as web communication, wikis, blogs, video presentation, and document sharing.
- Benchmark assessments for grade levels 3-8 and end of course are administered online.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- The Lead and Support Model of instruction that includes both co-teaching in the regular classroom and collegial collaboration for pull-out instruction for students with special needs is now in place.
- Technology goals are now added to Individual Education Plans for students with multiple disabilities.
- Consulting support for Autism is provided from Commonwealth Autism.
- The instructional program for students with severe and profound multiple disabilities is now housed within students' home schools with inclusion being as an integral part of each student's IEP.
- Students identified as gifted learners now receive differentiated, integrated K-12 instruction.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Our goal of family and community involvement. [Goal 5]
  - A Guiding Coalition of parents and community members was established.
  - An Education Foundation was established.
  - SOL nights at the schools were established.
  - School operations' surveys were conducted.
  - Parents have access to the Parent Portal through PowerSchool.
  - An Instant Alert system was implemented to better communicate with parents.
  - A district bulletin is distributed three times a year.
  - PTA was established at Washington and Lee High School.
  - A division-wide recognition ceremony for the SOL 600 Club members was established.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- ◉ The learning environment will be caring, safe, and healthy creating a positive climate through aesthetics and through the conduct and interaction of people. [Goal 2]
  - A Capital Improvement Plan for Westmoreland County Public Schools was developed with specific recommendation for each facility.
    - New bleachers were purchased and installed at Montross Middle School Gymnasium.
    - All buses were equipped with safety cameras.
    - The roof was replaced at Washington District, Cople, Washington and Lee, the Central Office Building and the Transportation Building.
    - Carpet and/or tile were replaced at all four schools.
    - A new playground was installed at Cople and Washington District.
    - All buses are equipped with a Global Positioning System (GPS).

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- The school division now has an updated comprehensive Crisis Management Plan.
  - A Crisis Management Plan including procedures for responding to a potential Pandemic Flu emergency was developed.
  - A Crisis Management Team meets monthly to review and practice procedures for different types of emergencies at each facility.
  - A visitor pass system is now used in all schools.
  - Each classroom now has an emergency bag containing items such as a flashlight, bandages, blankets, etc.
  - A Crisis Management Flip Chart is placed in each classroom in each school outlining emergency procedures in a brief and easy to read format.
  - The Crisis Management Team conducts drills of emergency situations outlined on the Crisis Management Flip Chart.

# FIVE YEAR STRATEGIC PLAN

## WHERE ARE WE?

- Nutrition and Wellness activities were developed and implemented.
- All schools have been enrolled in the Governor's scorecard nutritional program.
- The School Board adopted the Standards of the Heart; a character education program which has been embedded throughout the division.

# WHERE TO NEXT?

- Building a 2013 - 2017 Strategic Plan
  - Select community members to construct the next 5 year plan.
  - Strategic Plan Committee meeting January through June.
  - School Board review and adoption of the new 2013-2017 Strategic Plan.

# WESTMORELAND COUNTY SCHOOLS

“REAL TEACHING - REAL LEARNING - REAL RESULTS”

