

Wise County Schools

Six-Year Improvement Plan

2011-2017

The Six-Year Plan for Wise County Schools establishes the orderly frame-work for the continuous growth of educational programs and services for the students. Wise County Schools will continue to provide educational leadership for Southwest Virginia through innovative educational programs. We are dedicated to providing the best possible learning opportunities for all students who attend our schools. We shall work to prepare our students to be successful in their post-secondary endeavors. The goals for the Wise County Public Schools are contained in the following:

1. Vision and Goals

- a. We shall collaboratively develop and support a vision statement and goals which reflect the ideas of our staff, communities, and students.
- b. We shall discuss and evaluate the vision statement and goals of the school division on an annual basis and make necessary revisions.
- c. We shall ensure all stakeholders have an opportunity to comment and provide input on the vision statement and goals of the school division.
- d. We shall ensure the vision statement and goals of the school division are posted on the division website and in a prominent place in each school.
- e. We shall ensure an updated school division profile is posted on the division website.

2. Governance and Leadership

- a. We shall ensure all school board policies are current, relevant, and compliant with all federal, state, and local statutes.
- b. We shall ensure all school board policies facilitate the adoption, maintenance, and implementation of our vision statement and goals.
- c. We shall ensure the school board maintains adequate insurance and access to appropriate legal counsel.
- d. We shall ensure that all schools and the school division annually analyze student performance.
- e. We shall ensure that our efforts, time, resources, and energy are guided by the division's Six-Year Improvement plan and that we maintain a sharp focus on improving student achievement.
- f. We shall consistently model professionalism, respect, and a cooperative spirit on the school board and within the central office.

3. Teaching and Learning

- a. We shall improve student achievement.
- b. We shall develop, implement, and maintain common assessments.
- c. We shall ensure that staff members and administrators revise pacing guides and common assessments on an annual basis.
- d. We shall protect instructional time within the buildings by limiting required divisional meetings, by creating a school calendar conducive to learning, and by emphasizing the necessity of teachers and administrators remaining in the classroom.
- e. We shall develop, implement, and evaluate effective educational programs for at-risk students in all schools.
- f. We shall have at least 90% of our students reading on grade level by the end of third grade.

- g. We shall ensure that all students demonstrate at least one grade level growth in reading on an annual basis from grade 3 through grade 8.
- h. We shall have at least 95% of our students performing math on grade level by the end of fifth grade.
- i. We shall provide quality professional development opportunities to staff in order to help meet division goals in student achievement.
- j. We shall develop and maintain a detailed, appropriate, and effective academic/career plan for all students as they enter 7th grade.
- k. We shall ensure each student graduates from high school with a college-ready rating and/or industry certification in the career and technical field.
- l. We shall ensure our graduation rates exceed those prescribed by state and federal regulations.
- m. We shall improve our dual enrollment program.
- n. We shall develop a highly challenging and rigorous curriculum for our most academically competent students.
- o. We shall develop and implement an exemplary early childhood education program.
- p. We shall develop and implement an effective alternative school program for our middle schools to ensure that our most at-risk students are receiving appropriate instruction and that the instructional program is not disturbed by inappropriate behavior.

4. Documenting and Using Results

- a. We shall develop and utilize effective data analysis tools, software, and programming.
- b. We shall ensure data is collected and analyzed from a variety of sources and not focus on one single data source.
- c. We shall ensure that data is utilized in the development of school improvement plans.
- d. We shall ensure that data connected with student achievement is part of the evaluation system for all employees.

5. Resources and Support Systems

- a. We shall increase the support, assistance, and effectiveness of the central office to ensure we keep a strong focus on curriculum and instruction.
- b. We shall establish more effective communication lines to address potential issues and to respond to the needs of our buildings.
- c. We shall allocate, or reallocate, resources (materials, supplies, personnel, etc.) to wherever they are most needed.
- d. We shall monitor student demographic data to determine where resources are needed the most, and we shall provide our most at-risk schools with additional support.
- e. We shall evaluate a variety of student management systems to determine which programs will better meet our needs.
- f. We shall utilize technology to more effectively integrate various aspects of the division, which will help us to be more effective and efficient.
- g. We shall develop an effective building program which will provide us with the necessary schools and facilities that are highly conducive to learning.
- h. We shall develop an effective maintenance and custodial program that will maintain our buildings in a way that creates a safe, clean, and orderly environment.
- i. We shall develop a more effective and technology-driven human resource/payroll system that will streamline the finance department.
- j. We shall develop a more effective mentoring program to help our new teachers.
- k. We shall develop a more effective assistance program to help our teachers who are struggling within the classroom.

- l. We shall provide an additional focus and emphasis on improving compensation for our staff members by being financially responsible in order to provide our staff members with a raise.
- m. We shall investigate the potential benefits of innovative health insurance programs to determine their value to the division and staff members.

6. Stakeholder and Community Relationships

- a. We shall utilize technology to improve parent communication and specifically target grades and attendance.
- b. We shall utilize the Parent Advisory Committee to solicit input from our parents on a wide variety of issues.
- c. We shall update all websites to ensure that they are current and that they provide the most relevant and necessary information.
- d. We shall better utilize the Alert-Now system to keep our parents and community informed.
- e. We shall better utilize Channel 10 to keep our parents and communities informed.
- f. We shall investigate the mutual benefits of consolidating with other school divisions to create educational, financial, curricular, and operational advantages.

7. Commitment to Continuous Improvement

- a. We shall maintain and update the division's Six-Year Improvement Plan on an annual basis.
- b. We shall develop an annual plan of improvement to address issues gleaned from data collection and other relevant sources.
- c. We shall conduct a technology audit annually to determine strengths and needs.
- d. We shall analyze each cabinet department annually to determine how we can better serve our schools.
- e. We shall evaluate and revise our curriculum on an annual basis.
- f. We shall analyze data from a variety of sources to determine the effectiveness of the current curriculum and instructional program.

Approved by the Wise County School Board on Monday February 13, 2012.