

Dickenson County Public Schools

Comprehensive Plan
2017-2023

Dickenson County Public Schools
Comprehensive Plan

Proposed Timeline

August, 2016	Introduction of the DRAFT of the Comprehensive Plan To the School Board
September, 2016	Board Discussion, Review and Revision of Proposed Plan
October, 2016	Board Discussion, Review and Revision of Proposed Plan
November, 2016	Board Adoption of the Comprehensive Plan
January, 2017:	Implementation of the Plan

Dickenson County Public Schools

Comprehensive Plan

Vision

“Every Child, Every Day”

Comprehensive Plan

The Comprehensive Plan for the Dickenson County Public Schools establishes the orderly framework for the continuous growth of educational programs and services for students. The Dickenson County Public Schools is committed to providing the best possible learning opportunities for all students who attend our schools. The Dickenson County Public Schools is dedicated to equality of educational opportunity for all children, the recognition of each student’s individuality and excellence in its education program.

Beliefs and Philosophy

The beliefs for the Dickenson County Schools are contained in the following:

- Working together, we can make a significant difference in the lives of our students.
- Teamwork and collaboration are essential skills for students, staff and stakeholders
- High quality, well-trained, and caring faculty and staff are essential in student success.
- Instruction will be relevant and curriculum will be rigorous to help students expand 21st Century learning skills essential for career and college readiness.
- Student and staff thrive in safe and caring environments: Our schools and classrooms will be caring, safe and student centered learning environments
- Our schools will recognize the worth, dignity, determination and potential of all its students.
- Individuals excel where there are high expectations and challenging learning opportunities. Therefore our schools will offer accredited programs varied in breadth and depth to provide students opportunities for intervention, remediation and enrichment.
- Our schools will facilitate intellectual, social, emotional and physical growth of all our students.

In summary: The Dickenson County Schools believe the following:

- **Expectations Matter:** Teachers and staff maintain high expectations for all students through continual encouragement, specific and timely feedback, tenacity in providing targeted support, and through communicating that all students have the capacity to meet district standards. We believe that maintaining high expectations leads to higher levels of student achievement.
- **Effort matters.** Students and staff members succeed at high levels through and by their own efforts, determination and the collective efforts. It is through students' own hard work and dedication to the pursuit of excellence that they will succeed. We believe that increasing effort and personal awareness leads to higher levels of student achievement at all levels.
- **Instruction matters.** Teachers refine their teaching craft through ongoing study and action research, observation of instruction, and collaboration with colleagues. Teachers are actively engaged and committed to applying proven instructional strategies to reach every student. All educators demonstrate their commitment to instructional and curricular development for the classroom, team, school, and district through their leadership in improvement efforts. We believe that improving instruction leads to higher levels of student achievement.
- **Relationships matter.** All staff members create and maintain an environment that promotes respect, trust, and understanding, and fosters communication and problem-solving. We nurture the whole child and ensure that each student has a new opportunity each day to perform at his/her best. We believe that developing caring and supportive relationships between and among educators, students, and parents leads to higher levels of student achievement.
- **Results matter.** Administrators, teachers, and students measure progress toward meeting and exceeding defined standards and goals. Through the ongoing and collaborative analysis of student work and data, we hold students and each other accountable for continuous improvement. We believe that sharing and using results to inform our decisions about instruction, resources, curriculum, and program development leads to higher levels of student achievement.

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Goals

Goal 1: The Dickenson County Public Schools will establish a culture of continuous improvement in leadership, instruction and increased student learning and communicate its vision and purpose with community, stakeholders, parents/guardians and staff.

Performance Standards:

- I. Articulate the vision and purpose of the Dickenson County Public Schools through the division’s online presence with accessibility to planning activities, accessibility to monthly school board meetings and direct interaction with community and stakeholders.
- II. Promote yearly review and revision of the division’s vision statement and beliefs with stakeholders’ feedback, and input from parents/guardians, staff, faculty and community.
- III. Promote the expectation of a culture of continuous improvement from district level to school level and to further advance the impact of teaching, learning and student achievement.

Goal 2: Dickenson County Schools will establish an academic culture that ensures all students demonstrate high academic achievement on State and Federal Accreditation benchmarks and Division expectations.

Performance Standards:

The Standards of Learning for Virginia Public Schools explain the Commonwealth’s expectations for student learning and achievement in grades K – 12 in English, mathematics, science, history/social science, technology, the fine arts, foreign language, health and physical education and driver education.

- I. In the four core areas of English, mathematics, science and history/social science, curricula will be reviewed and revised to ensure alignment with the SOL.
- II. The curricula areas of technology, fine arts, foreign language, health and physical education, and driver education will be reviewed and revised to ensure correlation with the SOL.

- III. Students will exceed the state's Standards of Learning assessments requirements in the four core areas and reduce achievement failure rate of all student subgroups by 5% annually.
- IV. Students will exceed the standards established by the *Every Student Succeeds Act (ESSA)* (2015) legislation in order to prepare students for college and future careers.
- IV. All students will graduate through one of the following standard performances areas:
 - Completion of adequate course work and verified credits to graduate with an Advanced Studies or Standard Diploma.
- VI. Career and Technical Programs, designed as specific programs of studies that integrate academic and career/technical areas, will be enhanced to assist students to enter the workforce with the essential knowledge and skills necessary to continue to learn in a work or educational setting.
- VII. Continuously improve the academic achievement of students on state, national and industry assessments.
- VIII. In recognizing the high correlation between student achievement and good student attendance, the Dickenson County Public Schools will promote and recognize student attendance.
- IX. At the school level: continue the M-TIM (Multi-Tiered Intervention Model) process in the instructional schedule which provides for remediation, intervention and enrichment programs based on individual student needs during the day, before school, after school, and during the summer.
- X. Access and use the current student screeners, PALS, benchmark tests and available data to determine instructional practices, instructional needs, and to develop and enhance instructional support programs.

Goal 3: The Dickenson County Schools students will graduate with 21st skills and knowledge required for success in a global society and for college or career readiness as prescribed by the *Profile of a Virginia Graduate*.

Performance Standards

- I. Achieve and apply appropriate academic and technical knowledge (content knowledge);
- II. Demonstrate productive workplace skills, qualities, and behaviors (workplace skills);
- III. Build connections and value interactions with others as a responsible and responsive citizen (community engagement and civic responsibility); and
- IV. Align knowledge, skills and personal interests with career opportunities (career exploration).
- V. Instill in graduates the 5Cs: critical thinking, creative thinking, communication, collaboration and citizenship.
- VI. Evaluate career/technical course offerings and develop programs to meet the interest of students and the needs of employers.
- VII. Implement career coaches to make available post- secondary opportunities to students.
- VIII. Increase the percentage of career/technical certification program students obtaining industry certification by 5%.
- IX. Increase integration of work experiences for students, such as internships and externships.

Goal 4: The Dickenson County Schools will provide a safe and orderly school environment conducive for enhanced student-centered learning and a welcoming, physical and emotional environment for students, staff and stakeholders.

Performance Standards:

A safe and orderly environment free of disruptive behavior will contribute to an effective instructional program, a safe environment that will ensure that all students and staff can learn and work, and safeguard the rights of students and staff.

- I. The expectation is established that the staff of the Dickenson County Schools will demonstrate a caring and nurturing attitude to be focused on meeting the needs of all students.
- II. The Dickenson County Schools will identify and remedy safety issues at all school facilities.

- III. The Dickenson County will actively participate with the appropriate agencies to create effective prevention and intervention agencies.
 - Schools will pass state inspection requirements and will be in compliance with the inspections and standards.
- IV. Provide programs to promote safety and well-being at all schools.
- V. Maintain and update crisis plans at all schools.
- VI. Provide and document trainings to support the physical and emotional needs and safety of students including:
 - Administration of medication
 - Administration of insulin and glucagon's administration
 - Medical management of chronic and serious health conditions
 - Active participation in Bully Prevention activities; Child Abuse Prevention, Character Education, Counselor Trainings and Internet Safety.
- VII. The Dickenson County will facilitate effective communication between schools and all stakeholders regarding school safety related issues.

Goal 5: Dickenson County Public Schools will implement a culture of continuous evaluation of a rigorous academic and technical curriculum which will meet and surpass state and national accountability standards.

Performance Standards:

- I. Continuous inquiry to increase course opportunities in academic and career/technical content areas.
- II. Continuous evaluation and data-driven decision making process in the revision of the curriculum that expands beyond the Virginia Standards of Learning.
- III. Implementation of the Comprehensive School Improvement Plan to expand the instruction and learning opportunities for students and helps educators set specific targets for increasing student achievement.
- IV. Extend partnerships with Mountain Empire Community College, Southwest Virginia Community College, Elite Learning, Southwest Virginia Governor's Schools, Linwood Holton Governor's School, University of Virginia's College at Wise and Virtual Virginia Advanced Placement School to expand dual credit options for students.

Goal 6: Dickenson County Public Schools will recruit and retain a highly qualified student focused staff.

Performance Standards:

- I. All teacher vacancies will be filled with effective and licensed personnel who meet the state's licensure requirements.
- II. Provide an employee mentoring program and staff development opportunities that will nurture and support beginning and new teachers in the classroom.
- III. Implement a teacher evaluation process focused on student academic growth aligned with VDOE's *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*.

Goal 7: Dickenson County Public School will offer professional development activities for professional and non-professional staff that supports the vision of the division to impact student achievement.

Performance Standards:

- I. Provide high quality, sustained and relevant professional opportunities for professional development as determined by staff development needs assessment.
- II. Provide a cohesive staff development program which is research-based and aligned with best instructional practices that include the implementation of instructional strategies, technology integration and teaching and learning skills for the 21st century.
- III. Implement an annual, focused and comprehensive staff development reflective of the needs, the vision of the school division and state/federal mandates and initiatives.
- IV. Integrate structured and student/staff driven professional development opportunities in the annual school calendar.
- V. Evaluate the effectiveness of staff development programs by increase student achievement.

Goal 8: Dickenson County Public Schools will assist and train principals in instructional leadership and will endorse best practices to build the competence required for effectual school leadership.

Performance Standards:

- I. Establish an expectation for each school to disaggregate data and to develop, implement and monitor an annual school improvement plan based on student achievement data and needs of students.
- II. Establish expectations for each school to cultivate an instructional schedule which provides remediation, intervention and enrichment.
- III. Fully implement a principal evaluation process which aligns with VDOE's *Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals*.

Goal 9: Dickenson County Public Schools will put into practice successful programs and activities to engage parents/guardians significantly in schools.

Performance Standards:

- I. Promote parents and community member's advisory committees for input and encourage participation.
- II. Facilitate informal and informal communication with parents, guardians, and stakeholders through advisory committees and promote active engagement in committees at the school and district levels.
- V. Encourage and support schools in planning and implementing parental involvement programs.

Goal 10: Dickenson County Public Schools will promote a culture of focused student achievement and continuous improvement by using the results of data to evaluate the effectiveness of teachers, leaders, and system for its program implementation of division wide change.

Performance Standards:

- I. Develop an accountability process that uses measures of growth for teachers and students.
- II. Disaggregate SOL test data by subgroup, by school, by teachers to identify the strengths and areas of need in the curriculum and instruction.
- III. Implement benchmark tests to examine results and other progress monitoring results to resolve the instructional needs of students, to implement research-based learning practices and provide instructional support programs.
- IV. Utilize numerous sources of data which reflects the grade and development level of students to evaluate the quality of instruction and student learning and revise and implement programs to differentiate instruction and meet the needs of the students.
- V. Implement professional development activities that are reflective of the analysis of students' assessment performance and teacher/classroom observation data.
- VI. Communicate student, school, district progress to staff and stakeholders.

Goal 11: Dickenson County Public Schools will promote stakeholders and community involvement to increase student achievement and promote division programs.

Performance Standards:

- I. Facilitate in regular and effective two-way communications between the school and home.
- II. Inform, involve and train parents/guardians in students learning activities so that they may be an integral part of the learning process.
- III. Ensure that stakeholders are welcome in the school are encouraged to support and assist in various ways.
- IV. Include parents/ guardians in decisions that affect their children and families.
- V. Collaborate with community agencies and organizations to provide resources that will strengthen school programs and student learning.