

Madison County Schools

Strategic Plan

2015-2016



ROAD MAP TO PROGRESS

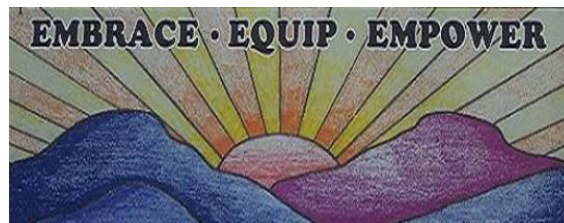
“Children Are Our Business”

Revised 01/2016

Madison County Schools

MISSION

The Mission of the Madison County School system is to embrace, equip and empower our students and employees to excel.



Artwork by Madison High Students 2004

BELIEF STATEMENT

We believe:

- *That a safe respectful environment is important.*
- *We must focus on the total child.*
- *In stakeholder involvement.*
- *Early childhood education is important.*
- *Teamwork is necessary for accomplishing goals.*
- *In the need to maintain a student-centered approach to instruction.*
- *Students should be career and college ready.*
- *Every employee serves a vital role.*
- *Parents play a vital role in their child's education.*
- *A positive school culture promotes student growth.*

CONTINUED QUEST FOR QUALITY

The Madison County School system will continue its quest for quality through the following:

1. Adopting a quality-based management model which includes data analysis and continuous improvement.
2. Establishing clearly defined goals for each school and the district as a whole.
3. Incorporating the State Board of Education's goals into our improvement plan:
 - a. NC public schools will produce globally competitive students.
 - b. NC public schools will be led by 21st Century professionals.
 - c. NC public school students will be healthy and responsible.
 - d. Leadership will guide innovation in NC public schools.
 - e. NC public schools will be governed and supported by 21st Century systems.
4. Incorporating the AdvancED goals into our school improvement plan.

Standard 1: Purpose and Direction

The system maintains and communicates at all levels of the organization a purpose and direction for continuous improvement that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.

Standard 2: Governance and Leadership

The system operates under governance and leadership that promote and support student performance and system effectiveness.

Standard 3: Teaching and Assessing for Learning

The system's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning across all grades and courses.

Standard 4: Resources and Support Systems

The system has resources and provides services in all schools that support its purpose and direction to ensure success for all students.

Standard 5: Using Results for Continuous Improvement

The system implements a comprehensive assessment system that generates a range of data about student learning and system effectiveness and uses the results to guide continuous improvement.

5. Implementing the Common Core and Essential Standards provided by the State.
6. Providing all personnel with the financial, support training, and support that will allow them to be successful.
7. Establishing high expectations for all to perform and succeed.



In addition, the Madison County School system will:

- Follow school board policies.
- Adhere to State laws and regulations.
- Adhere to Federal laws and regulations.
- Work cooperatively with the Madison County Commission.
- Operate under the auspices of the Department of Public Instruction.
- Operate under the auspices of the United States Department of Education.

STAKEHOLDER INVOLVEMENT PLAN

The Madison County Board of Education recognizes the value of stakeholder involvement in decisions made by the school system. The Board defines a stakeholder as any person or entity that is impacted by the actions of the Board or the performance of students. A stakeholder is any person with a vested interest in the educational processes, programs or services provided by the school district. Some identified stakeholders are as follows:

1. Students
2. Parents
3. Citizens of the county
4. Business and industry
5. Vocational/Technical community colleges
6. Area colleges

7. Potential employers
8. Civic Organizations
9. Government Organizations

The list can be expanded to any individual or group that is impacted by the actions of the school system.

The Board of Education will do the following in order to provide opportunities for stakeholder involvement:

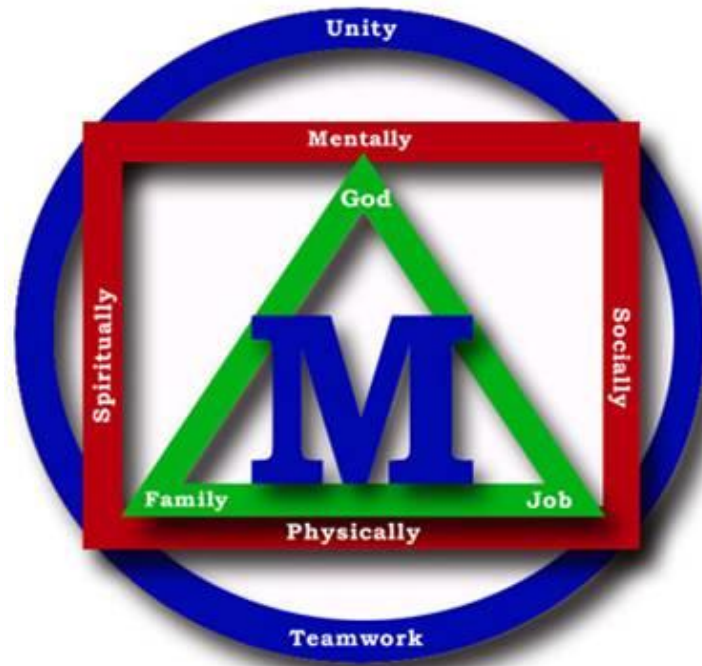
1. Participate in the State working conditions survey.
2. Seek input from teachers relative to the strategic plan.
3. Have teacher professional learning teams for all grade levels
4. Obtain input from principals and at principal work sessions.
5. Obtain input from administrators at administrators' monthly meetings.
6. Use surveys to obtain opinions from all stakeholders.
7. Operate a central office with an "open door" policy that allows any employee to have access to the superintendent and other central office administrators.

ROAD MAP TO PROGRESS

"Children Are Our Business"

Madison County Board of Education

Goals and Strategies



Local Board Goals:	Suggested Strategy(ies)		Persons Responsible	Financial Resource	Time Line
Goal 1: <i>Students and employees will have access to computers and training of technology.</i>	1.	Establishment of Technology Committee	S		2014 C/A
	2.	Survey staff annually	PD		2014 IP
	3.	Technology fair/teachers training teachers/tech dept. to schools	TD/CD	RTTT/F	2014 C/A
	4.	Seek funding for technology grants, e-rate application	TD/B/S		A
	5.	Implement Citrix	TD/S	RTTT/F/LCE	2014 C
	6.	Students trained K – 12 for technology	TD/CD/ECD/P	RTTT	2014 IP
	7.	Wireless at all schools	TD/S/B	RTTT	2014 C
	8.	Implement PowerSchool	CD/DD		2015 C
Goal 2: <i>Madison County students will perform above state average on all forms of tests that are given</i>	1.	EOC/EOG/ACT/PLAN/MSLs/VOCATS/BOG Testing	S/CD/ECD/P		A
	2.	School Grade Card Disseminated	S/P		IP
	3.	Establish test prep program	CD/TD		IP
	4.	Special topics in math class	CD		IP
	5.	Identify and establish a culture for success	S/P	New Schools	2014 IP
	6.	Provide alternative assessments (State) for EC	CD/DD		2014 C
Goal 3: <i>Communications, processes, and systems will be in place to assure all stakeholders are informed of meetings, policies, expectations, and activities taking place in the school system.</i>	1.	Expand Friday Report readership	S/P		A
	2.	Alert Now communication system	S	LCE	2014 C
	3.	School web sites/news letters	P		2014 C
	4.	Communication Committee	S		2014 C
	5.	Using local paper for dissemination of information	S/P		A
	6.	Continue to utilize message board	S/TD		2014 IP
	7.	Utilized IED surveys	S/P		2014 IP
	8.	Distribute selected materials to stakeholders	S/P		A
	9.	Utilize public relations office	S/P		2014 C
Goal 4: <i>Implement Capital Outlay Plan</i>	1.	Annually survey needs of teachers			2014 C/A
	2.	Implement selected projects in Building Program			2015-16 IP

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

ECD = Exc. Children's Director

P = Principal

D = Directors

Financial Source:

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed

State Board Goals



State Board Goals	Suggested Strategy(ies)		Persons Responsible	Financial Resource	Time Line
Goal 1: North Carolina schools will produce globally competitive students.	1.	Transferable skills /stackable credentials taught	CD/ECD		2014 IP
	2.	Expose students to college-level work through New Schools, Early College and College Promise	S/CD/P		2014 C/A
	3.	Provide access to technology	B/S		2014 IP
	4.	Provide all students opportunity to enroll in dual credit courses	P/CD		2014 C/A
	5.	Expose students to foreign language	P/CD		2015
	6.	OCS diploma track	P/CD/CTED		2014 C
Goal 3: North Carolina students will be healthy and responsible.	1.	Child Nutrition program tied to health initiatives	CD	CN	2014 C
	2.	Support SHAC initiatives for health	CD/S		A
	3.	Expand PBIS	ECD/CD/P		2014 C
	4.	Develop an advocacy program	P/CD/ECD		2014 C
	5.	Continue safe schools program	ECD/P		A
	6.	Emphasize character education	ECD/CD/P		2014 C/A
	7.	Promote community involvement	P/S		2014 IP

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

ECD = Exc. Children's Director

P = Principal

D = Directors

Financial Source:

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed

*Advanced Goals/
NC Goals*



AdvancED Goals/NC Goals

<i>AdvancED Goals/NC Goals</i>	<i>Suggested Strategies</i>		<i>Persons Responsible</i>	<i>Financial Resource</i>	<i>Time Line</i>
<p style="text-align: center;">STANDARD 1: Purpose and Direction</p> <p>The system maintains and communicates at all levels of the organization a purpose and direction for continuous improvement that commit to high expectations for learning as well as shared values and beliefs about teacher and learning.</p>	1.	Vision	S/B		2013/14 C
	2.	Mission	S/B		2013/14 C
	3.	Plan for Continuous Improvement	S		2014 C
		o Quality Management Model	S	RTTT	2014 C
		o Data Team	S/CD	RTTT	2014 C
		o Efficiency Studies	S/D	RTTT	2014 IP
		o District improvement	S/CD/ECD	RTTT	2014 IP
		o School Improvement Plan	CD/P	RTTT	A
	4.	Establish data profiles for testing	S/CD/ECD/P		2014 IP
	5.	Monitoring of Instruction Plan	CD/ECD/S		A
	6.	Quarterly District Data Meetings	S/P/CD/ECD		2014 C
	7.	Relate Staff Development to Identified Goals	CD/ECD	RTTT	A
	8.	Utilize PR director to communicate	S		2014 C
	9.	Survey stakeholders	S/CD/ECD		2014 C
	10.	Establish goals for test score improvement	S/P/CD/ECD		A
	11.	Establish smart goals	CD/P/ECD		2014 C
	12.	Update School Handbooks	P		A
13.	Faculty handbooks	P		2014 C	
14.	New teacher handbooks	CD		2014 IP	
15.	Establish student advocacy programs	P		2014 C	
16.	LEAs Assessment				
17.	Autism Coaching Team				

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

ECD = Exc. Children's Director

P = Principal

D = Directors

Financial Source:

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed

AdvancED Goals	Suggested Strategy(ies)		Persons Responsible	Financial Resource	Time Line
<p>STANDARD 2: Governance and Leadership</p> <p>State Board Goal: Schools will be led by 21st Century Professionals.</p> <p>The system operates under governance and leadership that promote and support student performance and school effectiveness.</p>	1.	Update School Board policies	B/S/FD		A
	2.	Job descriptions	PD		2014 C
	3.	Update Administrative procedures and policies	S/Ds		2014 IP
	4.	State and federal mandates	S/Ds		2014 IP
	5.	Provide necessary funding for instructional goals	S/B/FD		2014 IP
	6.	Identify critical areas to improve	B/S/Ds/P		2014 IP
	7.	Monitoring of strategic plan	S/CD/ECD		2014 IP
	8.	Foster leadership through teacher and administrative leader-ship programs	S/CD/ECD		A
	9.	Provide school handbooks	P		2014 IP
	10.	Provide faculty handbooks	P		2014 IP
	11.	Provide new teacher handbooks	CD		2014 IP
	12.	Establish student advocacy programs.	P		2014 C
AdvancED Goals	Suggested Strategy(ies)		Persons Responsible	Financial Source	Time Line
<p>STANDARD 3: Teaching and Assessing for Learning</p> <p>The system's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning across all grades and courses.</p>	1.	Professional development annually	CD/ECD	RTTT	A
	2.	Professional learning communities	CD/ECD		A
	3.	Teacher evaluation	P/PD		A
	4.	Classroom monitoring/learning walks	P/CD		A
	5.	Decisions based on data	S/CD/ECD/P		A
	6.	MTSS	CD/ECD/P		2014 C
	7.	New Schools strategy	P/ECD/S		2014 C
	8.	Implement smart goals	P/CD		2014 C
	9.	Lesson plans/pacing guides regularly monitored	P/CD		A
	10.	Develop exemplars for instruction	ECD/P/CD		A

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

ECD = Exc. Children's Director

P = Principal

D = Directors

Financial Source:

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed

<i>AdvancED Goals</i>	<i>Suggested Strategy(ies)</i>		<i>Person Responsible</i>	<i>Financial Source</i>	<i>Time Line</i>
<p>STANDARD 4: Resources and Support Systems</p> <p>State Board Goal 5: Schools will be supported by 21st Century systems.</p> <p>The system has resources and provides services in all schools that support its purpose and direction to ensure success for all students.</p>	1.	Safe environment: Plans, Drills, Inspections	ECD/P		2014 A
	2.	Transportation system	S/TD	SPSF, LCE	2014 A
	3.	Books, supplies, materials	CD	SPSF	2014 A
	4.	Technology	TD/S/CD	SPSF/LCE/F	2014 IP
	5.	Custodial services for building cleanliness	S	LCE	2014 C
	6.	Provide quality staff	S/P	SPSF/F	2014 A
	7.	Facility maintenance	S/MD	LCE	2014 IP
	8.	Child nutrition	S/CND	CN	2014 IP
	9.	Data profile and management system for testing	S/TD	RTTT/SPSF	2014 C
	10.	Volunteer program	CD		2014 C
	11.	PTA/PTO	P		2014 A
	12.	Teacher support - grade level meetings	P/CD	RTTT	2014 A
	13.	Health services	P/CD	SPSF/LCE	2014 IP
	14.	Pursue grants	S	N/A	2014 IP
	15.	Law enforcement	S/ECD	LCE	2014 C
	16.	Nurses, counselors, social workers	CD	SPF/LCE	2014 C
	17.	Utilize external support	S/Ds/P		2014 IP
	18.	EC support program/ Western Highlands/ TEACCH	ECD	SPSF/F	2014 IP
<i>AdvancED Goals</i>	<i>Suggested Strategy(ies)</i>		<i>Persons Responsible</i>	<i>Financial Source</i>	<i>Time Line</i>
<p>STANDARD 5: Use Results for Continuous Improvement</p> <p>The system implements a comprehensive assessment system that generates a range of data about student learning and system effectiveness and uses the results to guide continuous improvement.</p>	1.	Quality-based management system	S		2014 C
	2.	Data teams	S/CD/ECD		2014 C
	3.	Data banks	S/CD/TD		2014 C
	4.	Annual surveys for employees, parents and students	TD		2014 IP
	5.	State report card	S/CD		2014 C
	6.	Dropout rates	P		2014 IP
	7.	Employee evaluation	P/S		2014 C
	8.	Custodial monitoring	S/P		2014 A
	9.	Analyze assessments	S/CD/ECD/P		2014 A
	10.	Respond to state and federal audits	S/Ds		2014 A
	11.	Evaluate goals established for system	S/D/B		2014 A
	12.	LEA Self Assessment/Data Profile	ECD/CD		

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

ECD = Exc. Children's Director

P = Principal

D = Directors

Financial Source:

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed

Persons Responsible:

B = Board **S** = Superintendent

CD = Curriculum Director

TD = Technology Director

PD = Personnel Director

Financial Source:

ECD = Exc. Children's Director

P = Principal

D = Directors

LCE = Local Current Expense

F = Federal

SPSF = State Public School Fund

CN = Child Nutrition

Time Line:

A = Annually

IP = In Progress

C = Completed