

# **Wilson County Schools**

## **5 Year Strategic Plan**

**2018-2023**

### **Mission:**

The mission of Wilson County Schools is to provide an educational environment which creates success for all students through the community working together.

### **Vision:**

Wilson County Schools is a place where students participate in an educational environment in which they are engaged and empowered in their learning and graduate as responsible citizens prepared to compete in the global economy.

Collectively, students, educators, families and community members commit to becoming lifelong learners and ensuring students are prepared for success and equipped with the skills to pursue their dreams.

### **Belief Statements:**

- Educators set high expectations that drive learning and coursework to be rigorous, engaging and aligned with college and career readiness.
- Student achievement and success should not be predictable by race, ethnicity, gender or socioeconomic status.
- Educators believe in and share the responsibility for the development of the whole child.
- Learning occurs in a safe and inviting educational environment.
- Strong educators are keys to accelerating student achievement.
- All stakeholders share responsibility for promoting a culture of integrity, honor and respect.
- Effective family and community partnerships are a cornerstone of the educational experience.

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### Successful Students

**Goal 1: Focused Instructional Framework - Wilson County Schools will implement, support, refine and evaluate a consistent instructional framework aligned to the written, taught, and assessed curriculum which supports high quality instruction and planning to support student success.**

- **Key Strategy:** The district will deploy, monitor, and continuously improve a common lesson plan format for consistent planning.
- **Key Strategy:** The district will deploy, monitor, and continuously improve the purposeful use and implementation of proven learning strategies.
- **Key Strategy:** The district will implement, monitor, and continuously refine the skills, knowledge and resources for increasing rigor and accelerating learning for all students.
- **Key Strategy:** The district will implement, monitor and continuously refine an approach to professional learning communities to support high quality instruction and effective planning.

**Goal 2: High Performing Schools - Wilson County Schools will perform within the top 20 school districts in North Carolina on all facets/components of state accountability mandates.**

- **Key Strategy:** The district will develop and maintain an assessment information system to align, adjust, and improve services, products, support, and instruction. Performance, growth, composite, trend, comparison, subgroup, and all other accountability data will be provided to classrooms, schools, and all district leaders.
- **Key Strategy:** The district will evaluate, report and improve the performance gap among subgroups on state assessment measures to improve outcomes for all students.
- **Key Strategy:** The district will implement, monitor, and continuously improve a local assessment system that informs instruction and evaluates knowledge, skills, and performance.

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### Goal 3: Prepared Graduates - All students will graduate career and college ready.

- **Key Strategy:** The district will strengthen and expand early learning education to build early foundations for learning success and eliminate achievement gaps before they occur.
- **Key Strategy:** The district will continuously implement, monitor, and evaluate literacy instruction to increase the number of students who read and write at or above grade level.
- **Key Strategy:** The district will continuously implement, monitor, and evaluate instruction to increase the number of students who perform at or above grade level in mathematics.
- **Key Strategy:** The district will continuously implement, monitor, and evaluate instruction to increase the number of students who perform at or above grade level in science.
- **Key Strategy:** The district will monitor and support a coordinated intervention, acceleration, and enrichment framework in reading, writing, and mathematics for all students through supports that are responsive to individual student needs.
- **Key Strategy:** The district graduation rate data will be collected, reviewed, analyzed, and systematically reported to identify trends for increasing the successful completion of high school within four years.
- **Key Strategy:** The district will evaluate key programs to determine their impact on the graduation rate and other instructional outcome variables.
- **Key Strategy:** The district will promote and increase the number of students who earn industry standard certifications as indicated by WorkKeys certificates earned annually to improve postgraduate employment readiness.
- **Key Strategy:** The district will promote and increase the number of students who participating in career apprenticeship programs to improve the postgraduate employment of students.

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- **Key Strategy:** The district will promote and increase the number and diversity of students who successfully complete IB, AP, Honors and college courses to support and expand the rigor of high school coursework.

**Goal 4: Digital Learners** - All classroom walkthroughs and student work will reflect the incorporation and integration of technology in daily instruction and products of learning.

- **Key Strategy:** The district will use a rubric to evaluate classroom walkthroughs indicating the incorporation and integration of technology.
- **Key Strategy:** The district will implement, monitor and improve the support process for instructional technology in the classroom.

## Safe and Inviting Schools

**Goal 5: Secure Facilities** - Wilson County Schools will maintain environments that are safe and conducive for learning.

- **Key Strategy:** The district will monitor, evaluate and revise the district's safety plan.
- **Key Strategy:** The district will monitor and evaluate clear and consistent school cleanliness and safety standards.
- **Key Strategy:** The district will continue the planning and support of revitalizing our buildings, athletic facilities, technology, transportation, maintenance, safety and overall infrastructure.

**Goal 6: Positive Climate** - All school facilities will be inviting and conducive for learning.

- **Key Strategy:** The district will design, coordinate, and implement a system of wrap-around supports and services within the district and community partners to provide students' emotional, behavioral, mental, and physical health needs.
- **Key Strategy:** The district will implement and monitor customer satisfaction as measured by annual surveys.

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### **High Quality and Caring Professionals**

**Goal 7: Effective Staffing - Wilson County Schools will create and maintain a culture that attracts, supports, and retains high-quality staff.**

- **Key Strategy:** The district will develop, implement and monitor a professional development plan to ensure that all WCS family members possess the skills to support and extend student learning.
- **Key Strategy:** The district will create and implement a comprehensive plan to develop, recruit and employ teachers and leaders to reflect the diversity of the student population.
- **Key Strategy:** The district will consistently monitor and provide quarterly reports on key indicators in the area of human resource services to address areas of strengths and needs.
- **Key Strategy:** The district will consistently implement and monitor the evaluation process and procedures for certified and non-certified staff.

**Goal 8: Grow and Support Our Family - Wilson County Schools will provide a high quality mentoring and support program for all staff.**

- **Key Strategy:** The district will create, maintain and consistently monitor and improve a New Teacher Induction and Mentoring Program in order to attract and retain new teachers.
- **Key Strategy:** The district will create, maintain and consistently monitor and improve a support program for lateral entry professionals in order to attract and retain new teachers.

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- **Key Strategy:** The district will develop internal leadership capacity throughout the district through the implementation of a future leaders program including non-certified staff.
- **Key Strategy:** The district will develop, implement and monitor an induction program for administrators.
- **Key Strategy:** The district will develop, implement and monitor an on-going administrator and district growth and learning program to continuously expand our leadership capacity.

### **School - Home - Community Connections**

**Goal 9: Partnerships** - Wilson County Schools will grow, strengthen, and extend community relations and engagement through effective communication practices and collaborative processes.

- **Key Strategy:** The district will enhance its image by communication tools, processes and resources to expand positive two-way relationships with our stakeholders.
- **Key Strategy:** The district will develop, implement, and monitor a thorough communication plan to ensure that essential information is shared to all internal and external stakeholders.
- **Key Strategy:** The district will increase partnerships with members of local businesses, higher-education, faith-based and civic groups and local government.
- **Key Strategy:** The district will strengthen parent and community engagement to support successful student outcomes and enhance educational opportunities.

### **Effective and Efficient Operations**

**Goal 10: Quality Administrative Services** - Wilson County Schools will be effective and efficient in all administrative services.

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- **Key Strategy:** The district will monitor child nutrition operations for customer satisfaction, sanitation ratings, and revenues.
- **Key Strategy:** The district will monitor transportation operations for efficiency and budget ratings.
- **Key Strategy:** The district will develop, implement and monitor a comprehensive facilities plan and monitor maintenance operations for efficiency and customer satisfaction.
- **Key Strategy:** The district will ensure that all budgeting and accounting procedures are aligned with district priorities and sound accounting practices.
- **Key Strategy:** The district will monitor school-age care enrichment programs for efficiency and satisfaction ratings.
- **Key Strategy:** The district will evaluate key programs to determine their feasibility, sustainability and impact on student and district outcomes.

### **Goal 11: Effective and Supportive Technology Services - Wilson County Schools will provide secure and reliable communication and information technologies.**

- **Key Strategy:** The district will develop, monitor, implement, and evaluate the standard for existing and emerging technologies in the classroom.
- **Key Strategy:** The district will develop and implement a plan to ensure technology sustainability through strategic purchasing and ongoing replacement of assets.
- **Key Strategy:** The district will develop, implement and monitor networks and data security to ensure safety for all networked users.
- **Key Strategy:** The district will develop, implement and monitor a staffing plan to improve instructional technology support systems aligned to students' academic needs.