

Comprehensive Plan – Focus Areas

Focus Area 1: Student Achievement

Goal: Provide the highest quality education and appropriate support for all students while meeting and/or exceeding state and national standards and making sure each student is college or career ready when they graduate.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation	Evidence of Implementation of the Strategy/Completion Date
<p>Use school and division data to determine opportunities for academic improvement for all students</p> <ul style="list-style-type: none"> • Provide division support for schools to meet state and federal benchmarks. • Focus intervention programs on struggling students as defined by No Child Left Behind (NCLB) subgroups and track their progress. • Increase the percentage of 8th grade students enrolled in Algebra 1 to 90%. • Increase the percent of Advanced Diplomas. • Increase the number of students graduating with an Associate’s Degree to 12.5%. • Lower the dropout rate and increase the graduation rate each year. • Implement Response to Intervention (RtI) strategies for students struggling academically which will lower over-identification of special education students. 	<p>Superintendent, Director of Instruction, Director of Exceptional Education</p>	<p>Title I Reading/Math Intervention</p>	<p>2012-2018</p>	<p>In progress</p> <p>In progress –SOLAR</p> <p>No – 34%</p> <p>Yes</p> <p>In progress – 10%</p> <p>Meets Accreditation for the last nine years</p> <p>Yes</p>

<ul style="list-style-type: none"> • Increase the rigor in the classroom for better performance on SAT and ACT assessments. 				<p>In Progress – This is a focus for the high school</p>
<ul style="list-style-type: none"> • Continue to revise and update curricula, pacing guides, and nine weeks assessments to meet the new SOL requirements in English, Math and Science. • Develop a keyboarding class in the elementary school level to prepare our students for the state writing assessments. • Continue to have principal meetings reviewing data and strategies to help improve student performance. • Continue to work on vertical alignment of core subjects. 	<p>Director of Instruction, Principals, Faculty</p>			<p>Yes</p> <p>Basic Keyboarding taught in Elementary and Intermediate School</p> <p>Yes</p> <p>Yes</p>
<ul style="list-style-type: none"> • Continue enhancement and enrichment of the curriculum for gifted and high achieving students K-12. 	<p>Director of Instruction, Director of Exceptional Services, Principals, Director of Exceptional Education</p>			<p>Yes – Gifted Coordinator</p>
<ul style="list-style-type: none"> • Align all Career and Technical Education (CTE) programs with national/state licensures and/or industry credentials and increase percentage of students tested. 	<p>Director of Instruction, Principals, CTE Faculty</p>			<p>Yes</p>
<ul style="list-style-type: none"> • Continue to integrate emerging technologies into instructional programs, including CTE programs. 	<p>Superintendent, Directors, Faculty</p>			<p>Yes</p>
<ul style="list-style-type: none"> • Increase Foreign Language and other subject offerings through Virtual Virginia. 	<p>School Board, Superintendent, Directors,</p>			<p>Yes – Virtual Virginia and Grad-Point is used in Middle School and High School</p>

	Principals			
<ul style="list-style-type: none"> • Provide individual/group counseling resources for academic/career paths. • Implement research based reading strategies to increase the number of students reading on grade level. • Improve post-secondary education success through dual enrollment opportunities at NHS and Governor School. • Increase the number of students earning high school credit for Spanish I at the middle school. 	Principals, Counselors	DOE Training and Resources		<p>Yes</p> <p>Yes – Have added Reading Coaches</p> <p>In progress</p> <p>Yes</p>

Focus Area 2: Capital Improvements

Goal: Develop and maintain a list of capital projects that will enhance the safety of each facility while providing an optimal environment for teaching and learning

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation	
<p>Appropriate school facilities and equipment should be available to provide a positive learning environment for students</p> <ul style="list-style-type: none"> • Replace Middle School and High School Lockers and other safety features in the locker rooms. • Landscaping in the “circle” between the middle and intermediate schools. This area is a focal point for the community when they come for events at the auditorium and gym. This area needs to make a good first impression to visitors. Adding trees, plants and a new school sign (LED or simple letter sign) • Complete athletic complex improvements to include Home/Visitor Field House for Football and Soccer • Install a covering around the bus landing at BPS • <u>Replace sound and lighting system in the main auditorium</u> • <u>Tennis Courts</u> • Add a 10,000 sq. ft. gymnasium/physical education 	<p>Superintendent, School Board</p>	<p>Local, state and federal monies</p> <p>\$60,000</p> <p>\$20,000</p> <p>\$130,000</p> <p>\$25,000</p> <p>\$100,000</p> <p>\$350,000</p> <p>\$4,500,000</p>	<p>2011-2012</p> <p>2012-2013</p> <p>2013-2014</p> <p>2014-2015</p> <p>2014-2015</p> <p>2015-2016</p> <p>2017-2018</p>	<p>Complete 2012</p> <p>Complete 2014</p> <p>Complete 2013</p> <p>Complete 2014</p>

facility to NHS <ul style="list-style-type: none"> • <u>Add a small 6000 sq. ft. metal gymnasium/physical education facility/shell for NIS in the absence of a competition gymnasium</u> • Establish a schedule for replacing carpets, shades, playground mulch, furniture, etc. 		\$350,000	2017-2018	
		\$25,000	Yearly	Yes

Focus Area 3: Fiscal Responsibility

Goal: Expend available financial resources in a manner that ensures all students and teachers have access to the materials, supplies and equipment needed to be successful

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
Maintain a budget that meets or exceeds the needs for achieving mandates of SOLs, SOAs and NCLB <ul style="list-style-type: none"> • Maintain a Teacher/Pupil ratio that exceeds state requirements. • Provide educational supplies and equipment, including textbooks, materials and updated technology, to support instruction. • Continue to build a positive relationship with the Board of Supervisors and County Administrator. • Post copies of the proposed budget and expected state revenues prior to the budget hearings in January and February of each year. 	Superintendent, School Board	Local, State and Federal Monies	Completed annual budget that reflects the priorities of the School Board. Yes Yes Work in Progress Yes

Focus Area 4: Human Resources

Goal: Continue to attract, hire, retain and train high quality personnel in all positions within the school division.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>The division will maintain a highly-qualified staff by providing continuous staff development and fostering professional learning community environment.</p> <ul style="list-style-type: none"> • Establish employees’ salaries <u>and benefits</u> that are competitive at regional and state levels to attract and retain high-quality candidates. • Provide comprehensive staff development programs based on needs as identified in school data. • Provide funding (as available) and support to teachers and administrators to continue coursework and/or pursue advanced degrees. • Re-establish and maintain a teacher-cadet program that will provide Nottoway Schools with future staff. • Develop a wellness program for staff members to lower health insurance costs. • <u>As funding becomes available, provide step adjustments to make up for losses to the current staff pay scale created by budget cutbacks.</u> • <u>Nottoway High School will participate in the Longwood</u> 	<p>Superintendent, Administrative Staff, Principals</p>	<p>Local, state and federal monies</p>	<p>On-going</p> <p>In progress – Slight improvement but still lowest in Virginia</p> <p>Yes</p> <p>Not Available at this time</p> <p>In progress</p> <p>Partial – NHS and BPS</p> <p>No</p>

<p><u>University's "Call Me Mister Program" for the development of potential educators from within the student body.</u></p> <ul style="list-style-type: none"> • <u>Develop a partnership with Virginia State University for student teachers and administrative internships to assist in opportunities that will create diversity of staff. Maintain partnership with Longwood University.</u> 			<p>Yes</p> <p>Yes (Note: St. Paul's College closed)</p>
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Focus Area 5: Parent & Community Involvement

Goal: Engage parents and the community to become stakeholders in educating our students

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>The division will seek to enhance the two-way flow of communication with all stakeholders, and will seek to build partnerships with businesses, public and private non-profit organizations, and universities and colleges.</p> <ul style="list-style-type: none"> • <u>Have a calendar of school events made available to churches, all civic and social organizations via hard copy, e-mail, social media, website and newspaper as available.</u> • Provide a variety of parent activities during and after school. • Establish a working relationship with 	<p>School Board, Superintendent, Directors, Principals, Faculty and Staff</p>	<p>Time, Data, Effort</p>	<p>On-going</p> <p>Annually</p> <p>21st Century and other activities</p>

<p>colleges/universities (VSU, SVCC, Longwood, etc.) and community members working in such facilities to keep us informed of opportunities.</p> <ul style="list-style-type: none"> • Solicit parents and businesses to host teacher appreciation breakfast/luncheon once each semester. Encourage community adoptions of schools, grades and classes, providing luncheons for the teachers, volunteers, and treats. • <u>Re-establish mentoring program with officers from Nottoway Correctional Center.</u> • Offer educational workshops, cultural programs through the 21st Century Grant or other available funding sources where children perform and parents attend. • Offer free educational services (GED, Literary Programs, etc.)with job and career fairs through 21st Century grants or other available funding sources as available. • Support the PTA's at the schools. • Have students perform at monthly PTA meetings. • Each school will host parent and grandparent days. • Invite various community members to come eat lunch with children at school. • Provide timely notices of all activities (<u>Utilizing Instant Alert with changes</u>). • Schedule parent/teacher conferences in the second semester as needed. • Avoid having any other activities or events during scheduled parent/teacher conference times. • Each school will provide parents with a volunteer sign-up sheet which lists specific ways volunteers may assist. • Provide presentations to local clubs and organizations on the highlights of the school system and how to become involved in the schools. • Post School Board contact information on the school division website. • <u>Send out quarterly school division newsletters via hard copy, website and through Facebook.</u> 			<p>Yes – VSU , SVCC and Longwood</p> <p>Yes</p> <p>Will continue to ask</p> <p>If grants are available</p> <p>If grants are available</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>As needed</p> <p>Yes</p> <p>Yes</p> <p>Yes – ongoing</p> <p>Yes</p> <p>Yes</p>
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<ul style="list-style-type: none"> • Focus on the positive things about the school system. • Have the county, school system, and recreational leagues work together to share facilities, maintenance and duties for recreational programs. • Utilize the churches, recreational leagues and community organizations to assist in being both messengers and facilitators of school importance. • Implement and/or continue the parent advisory committees in each school and have quarterly lunch meetings with guest speakers. • <u>Restart the Nottoway Boosters which includes a wall of fame dedicated to academic and athletic recognitions.</u> 			<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Wall of Fame - Yes</p>
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Evaluation of Regional Services

Nottoway County is involved in a vast array of regional services including the following:

- The Southside Virginia Regional Governor’s School
- **The Piedmont Alternative School**
- Region VIII No Child Left Behind Partnership
- Region VIII Technology Grant
- Southside Virginia Regional Technology Consortium
- Dual Enrollment Articulation Agreements with Southside Virginia Community College (SVCC)
- Large Equipment Driving Program with SVCC
- Diesel Technician Program with SVCC
- Region VIII Teacher Recruitment Grant
- Region VIII Teacher Mentor Grant
- Pre-Engineering Program
- Institute for Teaching through Technology and Innovative Practices (ITTIP)

- Nottoway Regional Migrant Educational Program
- VCU Training and Technical Assistance Center (TTAC)
- Family Preservation Services Incorporated
- Allied Instructional Services
- Crossroads Community Services Board
- STEPS Incorporated
- Department for Aging and Rehabilitative Services
- Infant and Toddler Connection of the Heartland
- Vision, TAG Longwood etc
- SMART Beginnings

The Region VIII Superintendents meet monthly as a region and continually explore more opportunities for regional services.

Technology Plan

The Nottoway County School Board maintains a current Technology Plan.

Assessment of Achievement of Objectives

By November 1 of each odd numbered year, the Nottoway County School Board will be provided an assessment of the achievement of the goals and objectives.

Forecast of Enrollment Changes and a Plan for Managing Enrollment Changes

Based on projections, it appears that the enrollment in Nottoway County Public Schools over the next six years is going to see a slight decline with student enrollment ranging from 2,050 and 2,100 students per year. If major business or industry comes to Nottoway County, a rise in student population would likely result.

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