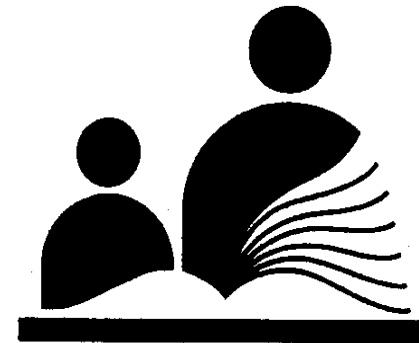


Culpeper County Public Schools

Division Strategic Plan



January 2015 - January 2020

Vision

In Culpeper County Public Schools, every student will be inspired, empowered, and educated for success.

Mission

Our mission is to equip and motivate all learners to maximize their potential.

Beliefs

We believe our mission can best be achieved by

- Partnering with families and the community
- Addressing the intellectual, emotional, social, and physical needs of the learner
- Valuing hard work and honesty
- Viewing school as the work of youth
- Embracing diversity

In achieving our mission, our schools are committed to graduating young adults who will

- Be prepared to become lifelong learners
- Be competent workers
- Become good citizens
- Live productive and fulfilled lives

Core Values

- Compassion and care for all children
- Respect
- Honesty
- Integrity
- Productivity
- Commitment

Focus Areas

- Academics
- Technology
- Safety and Security
- Communication
- Facilities
- Fiscal Responsibility

Goals

1. Culpeper County Public Schools will identify measureable student achievement goals as indicators for academic progress.
2. Culpeper County Public Schools will operationalize means to:
 - a. develop proficiency in the core curriculum
 - b. develop the learning skills of creativity, critical thinking, communication and collaboration
 - c. develop life and career skills of adaptability, self-direction, productivity and leadership
 - d. develop information literacy, media literacy, and communication literacy
3. Culpeper County Public Schools will employ and support quality administrators, teachers, and support staff.
4. Culpeper County Public Schools will identify students at-risk for social or academic failure and develop a plan of action, using community resources and with community partners, as appropriate to ensure success.
5. Culpeper County Public Schools will extend the classroom beyond its walls.
6. Culpeper County Public Schools will increase the use and awareness of technology applications that will expand the proficiency level of students and staff.
7. Culpeper County Public Schools will provide mechanisms for frequent, clear communication at all levels.
8. Culpeper County Public Schools will provide and maintain a safe and secure learning environment.
9. Culpeper County Public Schools will provide facilities that support and promote quality instruction.
10. Culpeper County Public Schools will prioritize instructional needs as the foundation for financial planning.

Goal 1: Culpeper County Public Schools will identify measureable student achievement goals as indicators for academic progress.

- A. The percentage of student exiting kindergarten with the necessary requisite academic and social skills for success in the primary grades will increase each year.
- B. The Standards of Learning pass rates for African American and Hispanic students will exceed the AMO targets in reading and math.
- C. All schools will achieve full accreditation pass rates in each of the four core areas and high schools will earn 85 points on the Graduation and Completion Index (GCI) as defined by the Virginia Department of Education.
- D. All Culpeper County Public Schools will meet federal AMO targets.
- E. The percentage of students taking Algebra I prior to 9th grade will increase each year with a goal of attaining the state's goal of 40%.
- F. The mean scores on the SAT I will meet or exceed the state average.
- G. The number of student taking dual enrollment courses will increase each year.
- H. The number of students taking AP courses and the percentage of students scoring 3 or higher on the AP exam will increase each year.
- I. The number of credentials (industry certifications, state licenses, and National Occupational Competency Testing Institute assessments (NOCTI) will increase in proportion to program enrollment.
- J. The percentage of dropouts will decrease annually.
- K. The percentage of advanced studies diplomas earned will increase annually.

Goal 2: Culpeper County Public Schools will operationalize means to:

- a. develop the key skills of proficiency in the core curriculum
- b. develop the learning skills of creativity, critical thinking, communication and collaboration
- c. develop life and career skills of adaptability, self-direction, productivity and leadership
- d. Develop information literacy, media literacy, and communication literacy

Strategies

- 2.1 Annually review curriculum guides in all core areas.
- 2.2 Include specific strategies for developing competencies in creativity, critical thinking, communication and collaboration across curricular areas in curriculum documents.
- 2.3 Promote STEM education through extra-curricular and co-curricular activities.
- 2.4 Provide professional development to enhance teacher skill level in promoting descriptors found in a-d.
- 2.5 Promote project-based learning throughout the curriculum.
- 2.6 Use project-based learning as an assessment tool.

Goal 3: Culpeper County Public Schools will employ and support quality administrators, teachers, and support staff.

Strategies

- 3.1 Actively recruit at area colleges and universities and explore other means of recruiting highly qualified staff.
- 3.2 Train all new hires on the evaluation process.
- 3.3 Retain effective employees with support and competitive compensation.
- 3.4 Provide high-quality professional development that addresses division, school and individual needs.
- 3.5 Provide training for job-specific responsibilities.

Goal 4: Culpeper County Public Schools will identify students at-risk for social or academic failure and develop a plan of action, using community resources and community partners when appropriate, to ensure success.

Strategies

- 4.1 Use data systems that serve to identify students at-risk for academic or behavior problems.
- 4.2 Develop Positive Behavior Intervention Strategies (PBIS) systems based on a multi-tiered approach (MTSS) where students receive a range of behavioral support interventions based on level of need.
- 4.3 Develop plans to address student bullying, suicide, peer pressure, and other social challenges.
- 4.4 Develop alternative education programs to offer a “best fit” for students who struggle academically or socially in the mainstream school setting.

Goal 5: Culpeper County Public Schools will extend the classroom beyond its walls.

Strategies

- 5.1 Continue the investigation and implementation of course offerings through technology.
- 5.2 Promote field learning, community service, internships, and academic trips.

Goal 6: Culpeper County Public Schools will increase the use and awareness of technology applications that expand the proficiency levels of students and staff.

Strategies

- 6.1 Create a plan that reflects staff needs for instructional and administrative technology (i.e. replacement schedules, bandwidth needs, instructional tools, and data software.)

Goal 7: Culpeper County Public Schools will provide mechanisms for frequent, clear communication at all levels.

Strategies

- 7.1 Continue implementation of web based content management system.
- 7.2 Fully implement the internal communication plan for marketing the division.
- 7.3 Hold Talk About Budget (TAB) times and community forums to seek parent and community input as needed.
- 7.4 Provide for frequent checks of student progress through PowerSchool Parent Portal, Naviance, and Edline.
- 7.5 Continue to participate in collaborative community projects.

Goal 8: Culpeper County Public Schools will provide and maintain safe and secure learning environments.

Strategies

- 8.1 Establish procedures for student supervision at each site that are communicated to essential personnel.
- 8.2 Establish and maintain a crisis plan for each location (schools, central office, off-site departments) that are revised annually to reflect the latest security advice.

Goal 9: Culpeper County Public Schools will provide facilities that promote and provide for quality instruction.

Strategies

- 9.1 Update and revise the Capital Improvement Plan (CIP) at least annually.
- 9.2 Develop a long-range plan for student growth.
- 9.3 Perform routine preventative maintenance on all facilities.

Goal 10: Culpeper County Public Schools will prioritize instructional needs as a basis for financial planning.

Strategies

- 10.1 Follow a systematic budget development process that includes examining school and division needs as they relate to the strategic plan.