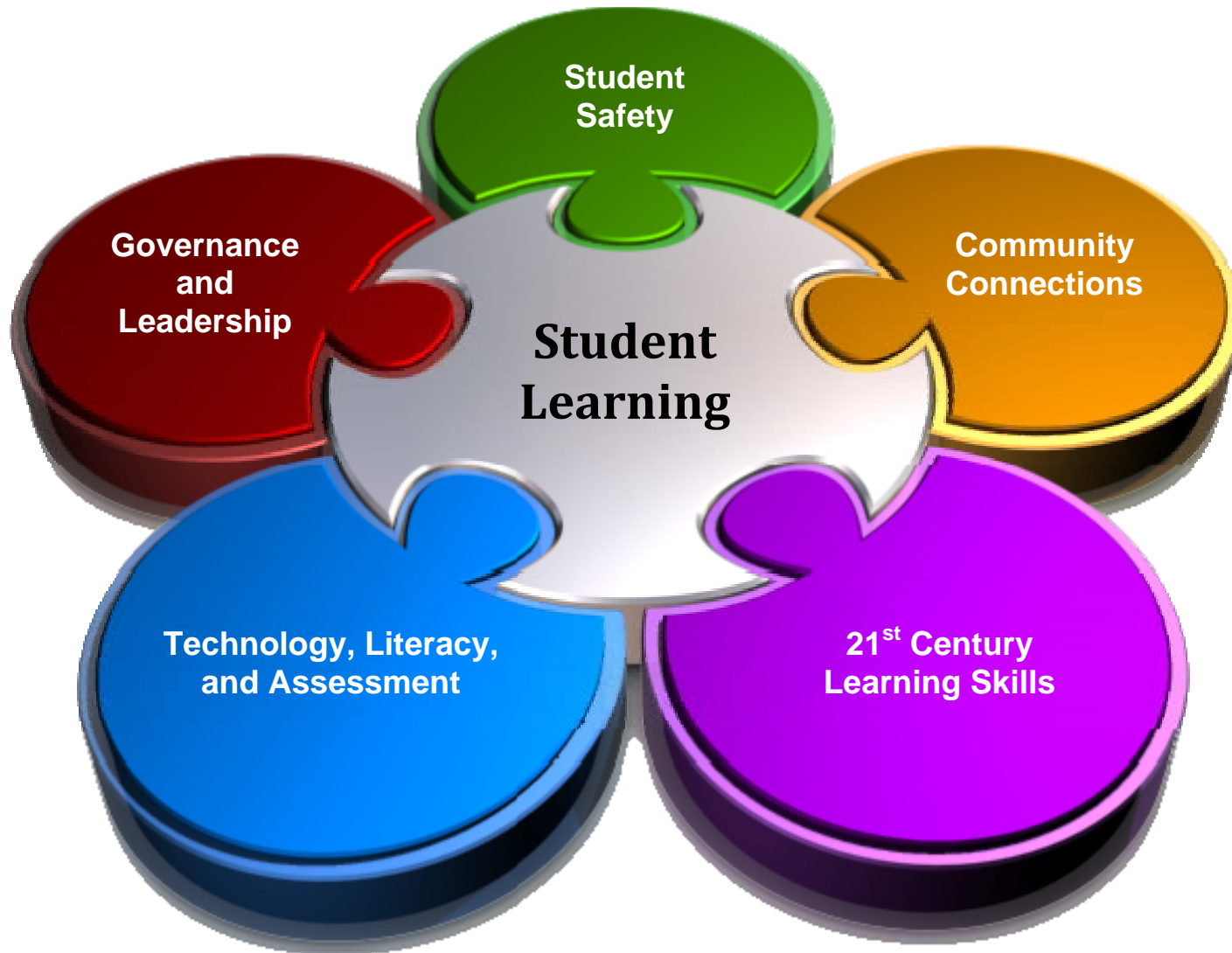
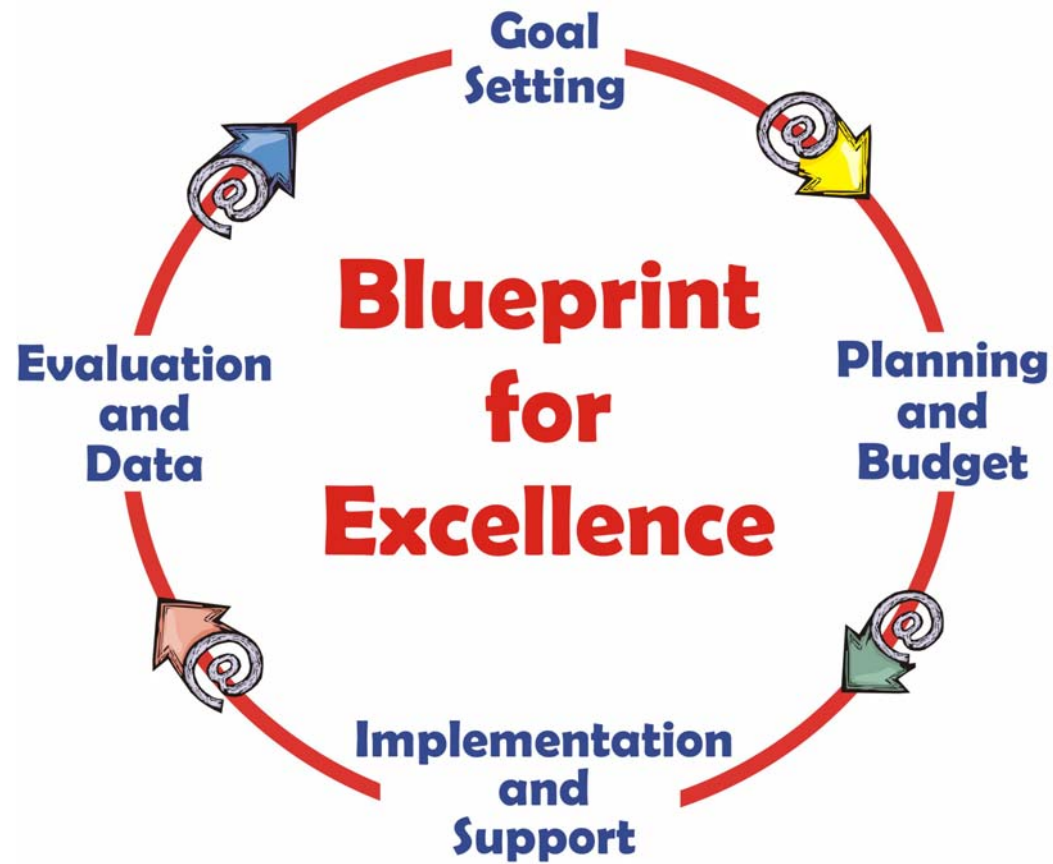


Waynesboro Public Schools Blueprint for Excellence 2008-2016



Blueprint for Excellence 2008-2016



Waynesboro Public Schools’
Blueprint for Excellence
 2008-2016

Student Learning

Focus 1: Student Learning		
Goal 1.1: Meet or exceed all federal (AMO) and state (accreditation) benchmarks annually at both school and division levels.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Ongoing	<ul style="list-style-type: none"> Provide effective, data-driven intervention and remediation programs during and beyond the school day. (<i>i.e. Indistar, Early Warning Systems, Program effectiveness studies</i>) 	S, C
Ongoing	<ul style="list-style-type: none"> Increase vertical alignment of core curriculum, use Vertical Teams in the areas of Technology, Mathematics, and English. 	SD
Ongoing	<ul style="list-style-type: none"> Continue to work with benchmark software and expand teacher leadership to develop non-multiple choice common assessments. 	SD
Incomplete Due to Funding	<ul style="list-style-type: none"> Expand the math, reading, and technology coaches’ model into all schools. (<i>Significant need because of increased technology usage (1 to 1). Significant need due to increased demand and accountability for all staff.</i>) 	S
New	<ul style="list-style-type: none"> Additional programs, strategies and resources for schools with populations that have an increased poverty rate and/or the need for increased student achievement among subgroups. (<i>i.e. Talented and Gifted, Special Education, ELL, Minority, and disadvantaged. Consider staffing Incentives.</i>) 	S,D
New	<ul style="list-style-type: none"> Implement a teacher/principal/superintendent evaluation model that includes academic student progress as an indicator. (<i>i.e. SMART Goals, pre and post tests, student growth percentiles</i>) 	SD, T

Student Learning

Goal 1.2: Equip ALL students with thinking and problem-solving skills for the 21 st Century.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Begin a planned, strategic three-year program of staff development that equips teachers to design and deliver a rich instructional program reflecting the three focus areas in the goal. (<i>i.e. Critical thinking/problem solving; creativity and innovation; communication and collaboration</i>) 	SD
Completed	<ul style="list-style-type: none"> Establish a process to connect core curriculum to 21st Century learning skills. (<i>i.e. Relationships, Relevance, Rigor</i>) 	
Ongoing	<ul style="list-style-type: none"> Identify best practices and key skills that demonstrate applications of 21st Century skills to content and concepts. (<i>We are in the third year of our staff development plan. We anticipate that this work will continue.</i>) 	C
Ongoing	<ul style="list-style-type: none"> Establish partnerships with high-tech industries and businesses to infuse relevance into the curriculum and provide real world experiences. (<i>i.e. Initiated meetings with community members. This process continues to develop.</i>) 	S, O
New	<ul style="list-style-type: none"> Implement a teacher/principal/superintendent evaluation model that includes a measure of 21st Century Skill Achievement 	SD
New	<ul style="list-style-type: none"> Increase support for imbedded staff development (<i>i.e. Instructional coaches, mentors</i>) 	SD

Key: S=Staffing T=Technology M/S=Maintenance/Security SD=Staff Development C=Curriculum/Materials O=Outreach

Student Learning

Goal 1.3: Provide learning opportunities for every student, through programs that are engaging, meaningful, and empowering for all students.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Ongoing	<ul style="list-style-type: none"> Provide career coaches at the middle and high school level through partnership with Blue Ridge Community College. <i>(Completed at WHS)</i> 	S
Ongoing	<ul style="list-style-type: none"> Provide on-going professional staff development to increase student engagement. 	SD
Ongoing	<ul style="list-style-type: none"> Develop programs in all core areas that exceed SOL requirements with rigorous expectations and relevance at every level. 	SD, C
Ongoing	<ul style="list-style-type: none"> Expand online learning opportunities for all students. <i>(i.e. online courses, WHS, Pathways, and secondary special education program, and Virtual Virginia)</i> 	T, C
Ongoing	<ul style="list-style-type: none"> Expand student access to technology. 	T
Ongoing	<ul style="list-style-type: none"> Develop student profile information and data that will assess student interest and support success beyond K-12 education. <i>(Initiated and needs additional development.)</i> 	S
Incomplete due to funding	<ul style="list-style-type: none"> Explore the feasibility of offering a second language at the elementary level. <i>(Remains an important priority.)</i> 	S, C
New	<ul style="list-style-type: none"> Expand partnership with Blue Ridge Community College <i>(i.e. Associate's Degree – Blue Ridge Scholars Program/Academic Certificate at the High School Level.)</i> 	S, SD, C, O
New	<ul style="list-style-type: none"> Explore student international experience <i>(i.e Student Ambassador Program)</i> 	O

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Student Learning

Goal 1.4: Ensure all students at every grade level are involved in daily literacy activities to strengthen reading, writing, and oral communication.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Development of vertical plan for writing in language arts classes and across content areas. 	SD
Incomplete due to funding	<ul style="list-style-type: none"> Provide instructional aide support for small group instruction in literacy at the middle school level. (<i>Remains an important priority.</i>) 	S, SD, C
New	<ul style="list-style-type: none"> Increase professional staff in the area of literacy at the middle school. (<i>Reading Specialists</i>) 	S
New	<ul style="list-style-type: none"> Explore increasing the school day or alternative calendar options for literacy instruction 	O

Goal 1.5: Ensure all children in the Waynesboro community receive a meaningful pre-kindergarten education.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Evaluate the availability of space, transportation, and staffing for this program. (<i>i.e. Wayne Hills Center</i>) 	S
Completed	<ul style="list-style-type: none"> Examine the number of preschoolers needing or wanting a pre-k experience. 	S
Completed	<ul style="list-style-type: none"> Develop programs for parents to be involved with their child's learning. 	S, O
Eliminated	<ul style="list-style-type: none"> Examine ways to align private, faith based, and public school pre-school curriculums. 	SD, O
New	<ul style="list-style-type: none"> Increase staffing for administrative services at the prekindergarten center. (<i>i.e. full time principal and secretary</i>) 	S

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Student Learning

Goal 1.6: Implement inclusive practices for students in all subgroups and students who learn differently.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Complete	<ul style="list-style-type: none"> Develop the Wayne Hills facility into a non-traditional educational center for students and adults. <i>(i.e. Adult center remains at RHA. Phoenix and Pre-K Center located at the Wayne Hills Center)</i> 	M/S, O
Completed	<ul style="list-style-type: none"> Examine ways to strengthen school-based gifted programs. <i>(i.e. Outreach with SVRGS)</i> 	SD, C, S
Completed	<ul style="list-style-type: none"> Continue to develop community out-reach efforts to support GED training and ESL support. <i>(i.e. ABE, CASA, Boys and Girls Club, Office on Youth)</i> 	S, O
Ongoing	<ul style="list-style-type: none"> Expand alternative educational and instructional settings that meet the diverse learning needs of a non-traditional population. <i>(i.e. online courses, 1 to 1 Technology, Pathway)</i> 	S, C
Ongoing	<ul style="list-style-type: none"> Build on previous efforts to expand staff development for teachers in assessment and instructional practices that acknowledge diverse learning styles and differentiation of instruction. 	SD
Ongoing	<ul style="list-style-type: none"> Identify and remove any barriers that prohibit minority student participation in honors, AP, dual enrollment, and the Governor School programs. <i>(i.e. Purple and Gold Connection 21st Century Grant), Institute of Applied Learning)</i> 	SD, C
New	<ul style="list-style-type: none"> Identify and implement programs and practices that target first generation college students 	S, O

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Student Learning

Goal 1.7: Prepare students for 21 st Century careers by embedding technology into the curriculum.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Identify and implement a keyboarding curriculum for all elementary schools. 	S, C
Ongoing	<ul style="list-style-type: none"> Compile a school-by-school inventory of computers and peripherals; and determine what equipment and software is needed to support all instructional programs for 21st Century learning skills. 	T
Ongoing	<ul style="list-style-type: none"> Provide on-going professional staff development to all teachers and administrators focused at the integration of technology in specific content areas. Additional staff development opportunities are needed in the area of social media. 	SD
Ongoing	<ul style="list-style-type: none"> Bring all schools and classrooms up to minimum standards for technology hardware/software. 	T
Incomplete Due to Funding	<ul style="list-style-type: none"> Integrate technology into daily teaching and learning activities in the classroom. <i>(Budget eliminated Instructional Coach)</i> 	T, SD
New	<ul style="list-style-type: none"> Expand student access to technology with personal digital devices for all students. 	T, C
New	<ul style="list-style-type: none"> Adoption of online textbooks with additional technology support personnel 	T, C

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Governance and Leadership

Focus 2: Governance and Leadership		
Goal 2.1: Establish practices that ensure a high quality staff that reflects the diversity of our community.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Ongoing	<ul style="list-style-type: none"> Develop an effective website that supports employee recruitment. 	T
Ongoing	<ul style="list-style-type: none"> Develop a workforce profile using demographic data by school that reflects diversity at all levels (teachers, support staff, etc.). 	S, T
Ongoing	<ul style="list-style-type: none"> Strategically target Historically Black Colleges and Universities, career fairs, local colleges, universities, and faith based organizations in the recruitment of minority teachers and staff. <i>(Limited due to funding.)</i> 	O
Ongoing	<ul style="list-style-type: none"> Assess the need for a mentoring/outreach program for minority employees. <i>(Support for VISA applications, etc.)</i> 	S
Ongoing	<ul style="list-style-type: none"> Utilize staffing agencies for identifying prospects for hard-to-fill vacancies. 	O
Ongoing	<ul style="list-style-type: none"> Offer early contract status or hiring incentives for the recruitment of minority candidates and hard to fill vacancies. <i>(Budget Constraints)</i> 	
Ongoing	<ul style="list-style-type: none"> Work with the Waynesboro Education Association and Waynesboro High School to establish a Future Educators of America Student Organization. 	C
New	<ul style="list-style-type: none"> Adjust salary scales to be at or above the state average. 	S

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Governance and Leadership

Goal 2.2: Establish and implement a research-based model for an administrator's professional growth and evaluation system.		
Strategy/Annual Action Plan 2008-2016 (Process beginning for the development of the Principal Performance Plan.)		Budget Implications
Ongoing	<ul style="list-style-type: none"> Ensure ongoing leadership training and opportunities for all administrators. (<i>i.e. Leadership academy, state institutes, consortium trainings, social media</i>) 	SD, T
Ongoing	<ul style="list-style-type: none"> Complete the development of administrator's leadership competencies. 	SD
Ongoing	<ul style="list-style-type: none"> Monitor and refine process for administrators. 	SD
Ongoing	<ul style="list-style-type: none"> Establish a process that provides a high level of accountability and ongoing support. 	SD
Ongoing	<ul style="list-style-type: none"> Identify assistance and training to help administrators progress to their next level of leadership development. (<i>i.e. Leadership Academy, ongoing staff development, and principal meetings</i>) 	SD
Eliminate	<ul style="list-style-type: none"> Assess the need for a mentoring program for new and aspiring administrators. 	SD

Goal 2.3: Establish a plan that supports individual School Improvement Plans and SAC's.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Ensure that Academic Review Team recommendations are implemented at a high level for Kate Collins Middle School. 	SD
Ongoing	<ul style="list-style-type: none"> Provide technical assistance to School Improvement Teams to connect their School Improvement Plan to the Blueprint for Excellence. 	S
Ongoing	<ul style="list-style-type: none"> Collect and analyze data, which can support School Improvement and/or SACS recommendations. 	T
Ongoing	<ul style="list-style-type: none"> Develop an Annual Report of each school's student learning results and future recommendations. 	S

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Community Connections

Focus 3: Community Connections		
Goal 3.1: Address students' basic needs (poverty, health issues, etc.) through school based services.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Ongoing	<ul style="list-style-type: none"> Create structures that support schools as community centers for health needs, food/clothing banks, and continuing education. 	S, O
Incomplete due to funding	<ul style="list-style-type: none"> Establish and staff a home/school coordinator for each school to increase student attendance, support for struggling students, and parent involvement. 	S, O
Eliminated	<ul style="list-style-type: none"> Plan and create structures that result in every student being assigned a significant adult. 	S, O
Eliminated	<ul style="list-style-type: none"> Assess the feasibility of establishing a resource center for parents and community members in each school that provides information on such topics as "How to Help Your Child Succeed", job training, parenting, and college information. 	S, O
New	<ul style="list-style-type: none"> Explore offering ongoing parent programs in each school to support student success using a variety of print and media options 	O

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Community Connections

Goal 3.2: Increase the degree to which all parts of the community value education.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Completed	<ul style="list-style-type: none"> Develop an effective structure for gathering, updating, and sharing information internally and externally about successful programs. <i>(i.e. Supt.'s Week Review, School Board Meeting Presentations, Staff meetings, and Website)</i> 	O
Ongoing	<ul style="list-style-type: none"> Provide opportunities for community leaders to become knowledgeable about our students populations, schools, and programs. <i>(i.e. Budget presentations at school board meetings and city council meetings, Community presentations – civic organizations)</i> 	T, O
Ongoing	<ul style="list-style-type: none"> Expand the use of division and school-based communications to share information with parents and community. <i>(i.e. Channel 13, Website, Expansion of translation services , Automated information system incomplete because of budget)</i> 	T, O
Ongoing	<ul style="list-style-type: none"> Market the “Blueprint for Excellence” to all parts of the community. 	O
Ongoing	<ul style="list-style-type: none"> Establish and expand mentorship programs throughout the community, which will allow the participation of <u>all</u> students prior to graduation. 	S, O
Eliminated	<ul style="list-style-type: none"> Establish a yearly meeting with area clergy and the superintendent. 	O
New	<ul style="list-style-type: none"> Explore disseminating school information to community members without school aged children. <i>(Less dependence on media)</i> 	O

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Student Safety

Focus 4: Student Safety		
Goal 4.1: Promote school and student cultures that create safe learning environments, positive discipline frameworks, and healthy behaviors that support school and student core values.		
Strategy/Annual Action Plan 2008-2016		Budget Implications
Ongoing	<ul style="list-style-type: none"> Expand the use of telephone, e-mail, texting, etc. to better communicate with our community (<i>i.e. School Link, Pre-K-12 Notification System, Social Media, etc.</i>) 	T, O
Ongoing	<ul style="list-style-type: none"> Begin a process to install security cameras at the middle and secondary schools. 	T
Ongoing	<ul style="list-style-type: none"> Support each school in the development of a positive discipline framework tailored to each school's unique needs, with an increase focus on bullying and harassment prevention. (<i>i.e. Expanded MANDT Training, Community of Caring, Rachel's Challenge, Individual Building Initiatives</i>) 	SD
Incomplete Due to Funding	<ul style="list-style-type: none"> Provide an assistant principal at all elementary schools to support the diverse needs of our student body. (<i>Remains priority</i>) 	S
New	<ul style="list-style-type: none"> Expand training of staff and students regarding social media/internet safety. 	SD

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