

BATH COUNTY SCHOOL BOARD

AGENDA ITEM: INFORMATION { X } ACTION { } CLOSED MEETING { }

SUBJECT: SUPERINTENDENT’S PRESENTATIONS/REPORTS

Comprehensive Plan – Progress Report

BACKGROUND: Comments on the attached document provide an update on the divisions actions and activities to meet Comprehensive Plan goals. The Standards of Quality (SOQ) require a progress report in odd numbered years, but a progress report will be provided annually.

BATH COUNTY PUBLIC SCHOOLS 2015-2021 COMPREHENSIVE PLAN PROGRESS REPORT

Vision: Focus on every child, every class, every day.

Mission: Bath County Public Schools will provide for the overall educational needs of all students with the highest standards possible and will be the schools of choice for Bath County citizens.

Note: Goal statements #1-6 are not in priority order.

Goal #1

All students will be prepared for active participation in society and ready for post-secondary education (college or trade school) or work, including military service.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • The Division will provide a varied program of studies which supports and challenges students. • Students will be exposed to 21st century career opportunities whether they plan to seek post-secondary education or enter the work force. • All schools in the Division will achieve full state accreditation and meet federal Annual Measurable Objectives (AMO's). 	<ul style="list-style-type: none"> • Annual BCHS Program of Studies will be developed to address the requirements of each diploma type, new state requirements, CTE programming (with consideration for community/industry needs), elective offerings (including Virtual Virginia), and dual enrollment opportunities. Middle school programming options will be reviewed. • Early career exploration and workplace readiness skills will be emphasized. • Each school will be engaged in a continuous school improvement process. School and Division goals will be established and monitored according to established timelines. • Opportunities for remediation and intervention will be provided to students for academic success. • The number of students enrolled in advanced, AP and Governor's School Programs will be reported. 	<ul style="list-style-type: none"> • Board approved high school POS, including new course, for 2016-2017. Middle school programming options to be considered for 2017-2018. • Beginning with the 2010-2011 academic year, all schools shall begin development of a personal Academic and Career Plan for each seventh-grade student with completion by the fall of the student's eighth-grade year. BCHS counselor confirmed compliance for 2016-2017 students in Gr. 8. • All CTE classes focus on student attainment of workforce readiness skills. Talent Search has provided a college visitation opportunity for students. • Each school is engaged in continuous school improvement and has developed a plan for 2016-2017 and will monitor progress throughout the year. • Tutoring funds were identified in the 2016-2017 division budget. RTI supports are provided to students during the school day and tutoring is available before and/or after school. • 2016-2017 student enrollment: Academic Year JRGS – 1; English 8-12 AS classes - 61 ; and AP classes – 10 (1 Psychology & 9 US History). • Application process for summer 2017 residential Governor's school has begun.

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Goal #2

Our schools will partner with families and the community to meet the academic, physical, social, and emotional needs of every student.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • News and information about Bath County Public Schools will be effectively communicated to parents/families and other citizens through multiple means. • The Division will partner with agencies and organizations to provide services and programs to meet diverse student needs. • Schools will encourage the utilization of volunteers, including mentors and tutors, to bring community expertise into schools and to complement and enhance instruction. • Schools will provide varied opportunities for families and community members to come into schools and to showcase school activities and successes. 	<ul style="list-style-type: none"> • Annual dissemination plans will be developed to include, but not limited to, the following: weekly website updates, quarterly newsletters, bi-weekly submissions to newspapers and/or radio, and presentations for community organizations. Appropriate use of social media will be considered. • An annual report on partnership activities, including but not limited to Talent Search, GRASP, career coaching and transition services, arts association, historical society, Cooperative Extension Services, will be shared. • An online process for recruitment and approval of volunteers will be utilized. Volunteer lists will be provided to each school. An annual report on volunteer activities will be made. • Parents and other citizens will be invited to school programs and exhibits. Community displays will be developed. 	<ul style="list-style-type: none"> • One of two goals set for principals for 2016-2017 was to lead their school in efforts to increase parent and community involvement in schools. A progress report will be provided by the end of the academic year. • Newspaper, radio, school websites, school newsletters, e-mail blasts, the division Facebook page, and an athletic schedule app are being utilized to provide information about our schools and to encourage participation in school events. • The SchoolMessenger automated system allows important notices to be shared by phone, e-mail, and SMS text messages. • GRASP and SOAR program reports was made in September, 2016. Other partnership reports will follow later in the school year. • Volunteers are assisting in our schools through booster organizations (athletic, band) and as individuals. Principals will report on the 2016-2017 school year volunteer activities in Spring, 2017.

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GOAL #3

Policy, personnel, and resources will be aligned to meet the goals and objectives of the Division.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • Division policy and regulations will be updated and revised as necessary. • The Division will recruit and retain highly qualified personnel for professional and classified staff. • Human and financial resources will be equitably and adequately distributed among schools to meet Standards of Quality (SOQ) personnel requirements, maintenance of fiscal effort requirements, and school needs. • Increase instructional capacity. • The Division will provide technology resources which meet the necessary infrastructure and services for present and anticipated administrative and instructional needs. 	<ul style="list-style-type: none"> • VSBA Policy Services will provide ongoing review and revision of policies. Local regulations will be written and revised, as necessary. • Online and job fair recruitment will continue. Personnel will be retained through competitive salary and fringe benefits, mentoring, professional development, and feedback. • Student enrollment projections and accreditation status will be utilized during annual budget development process. • Annual report of professional development activities, licensure status, endorsements, and graduate degree attainment will be presented. • An annual report will document the acquisition and utilization of Internet bandwidth, network components, and staff/student technology tools. 	<ul style="list-style-type: none"> • VSBA and local policy approvals occurred in April, June and September, 2016. The next policy updates are expected in late February for first reading. The superintendent participates in quarterly policy conference calls. • A personnel page is maintained on the division website and linked to an online list of personnel vacancies and employment applications. • The division participated in the WVPEC job fair in January 2016. • All staff received a 2% raise for 2016-2017. • Mentor teachers assigned to new (“zero experience”) teachers receive a stipend. Both mentors and mentees completed an EOY evaluation survey which was submitted to the VDOE. • An enrollment projection is used to estimate state revenue for annual budget development. The 2016-2017 budget is based on 528 students. An updated enrollment projection will be used in the 2017-2018 budget development. • Pre-school workdays PD was reported in August, 2016. An EOY report will be provided. • 1:1 computer initiative, Gr. 7-12, was completed in fall, 2016. Office 365 was implemented fall, 2016. 3-D printers were purchased during the 2015-2016 school year and in fall, 2016. Classroom <i>interactive</i> projectors have been purchased in fall, 2016. Makerspace environments are currently being developed at the elementary school, and coding and robotics are being introduced to students.

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GOAL #4

Staff and students will demonstrate the character traits of trustworthiness, respect, responsibility, fairness, caring, and citizenship.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • School climate and environment will be conducive to teaching and learning. • Student Code of Conduct will be updated through policy revision. • Students will take advantage of opportunities to assist others through school and community service. 	<ul style="list-style-type: none"> • The implementation of Positive Behavioral Intervention Programs (PBIS) will be reviewed and reported annually. • Character education, family life education and guidance programs that reinforce and extend desired behavior traits will be integral components of the schools' curriculum. • Behavior Intervention Specialists will support the needs of specific students. • Quarterly discipline reports will be submitted by each school, and an annual Crime and Violence report will be submitted to VDOE. • Students will be recognized for good citizenship, service, deeds, and accomplishments. • Annual staff evaluations will include a "professionalism" component that will address expected character traits. 	<ul style="list-style-type: none"> • The division participated in the <i>Classrooms Not Courtrooms</i> Institute (July, 2016). The Virginia Tiered System of Supports (VTSS) is being implemented this year. The VTSS pulls together RTI and PBIS, previously implemented, into one system to focus on academic, behavioral and social-emotional domains. • The Youth Risk Survey was administered (Spring, 2016) and results were presented to the Board (October, 2016). • PBIS reward systems, monthly character education focus with daily highlights, individual community service (high school) and school service projects and student-of-the week recognition are occurring across schools. Weekly elementary classroom guidance lessons are provided. • Quarterly discipline reports, by school, have been shared with the Board since the fall, 2015. Attention is currently being given to "repeat offenders". The annual Crime and Violence report has been filed as required. Data from the report is included in VDOE reporting by division/school. • SOL academic (SOL success) banquets were held in the fall of 2015 and 2016 at each elementary school. • Expectation is that staff members maintain a commitment to professional ethics; communicate effectively; collaborate with other school personnel, parents and the community; take responsibility for and participates in professional growth that results in enhanced student learning; and contribute to the profession.

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GOAL #5

Financial resources will be used responsibly.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • Budget planning will prioritize instructional services to students. • Capital improvement planning will address current and future needs of the Division. • The Division will utilize appropriate accounting practices. • Cost-effective purchasing will be used. 	<ul style="list-style-type: none"> • 65% of annual budget will be designated for instruction, as defined by the VDOE. • The CIP will be reviewed and considered annually. • Annual audits of the Division and school funds and federal program reviews will occur. • The Division will consider consolidation of purchases when possible for cost savings. 	<ul style="list-style-type: none"> • By state formula, funding for instruction was at 58%. • CIP request was submitted in June, 2016. No projects were funded. • The next CIP request will be approved/submitted in January, 2017. • Student Activity Account audits were conducted in summer, 2015 and summer, 2016. Division 2015-2016 audit was completed in November, 2016. • On-site federal program reviews are scheduled for CTE (March) and School Nutrition (Spring, 2017). Virtual audits are scheduled for Title I and Title III (January, 2017). • Consolidated purchases have been used for custodial supplies and the eVA (state system) is utilized. Additional consideration needs to be given to the procurement process.

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GOAL #6

Well maintained, safe, and accessible facilities will be provided for school and community use.

OBJECTIVES	ACTIONS	COMMENTS
<ul style="list-style-type: none"> • Develop annual Crisis Management Plans. • Annual safety audit will be conducted. • Inspections will occur for health and safety. • Maintenance will be scheduled and prioritized. 	<ul style="list-style-type: none"> • Required and optional drills will occur. • Safety and security equipment will be inspected and maintained to be fully functional. • Online system will be utilized to submit and monitor the status of maintenance requests. 	<ul style="list-style-type: none"> • Drills, as prescribed by the <i>Code of Virginia</i> or the VDOE are completed and documented – fire, tornado, lock-down, earthquake, and school bus evacuations. Fire drill records are reviewed during Fire Marshal’s onsite inspections. • Safety and security grants, the 3rd received this year, have allowed the division to upgrade security equipment. Annual safety audits (required) are conducted to assure equipment is adequate and fully functional. Maintenance requests are submitted as needed. • Due to a necessary SharePoint services upgrade, online maintenance requests were off-line from late spring, 2016 to fall, 2016. Software upgrade is now complete and online forms are once again active.