

# GALAX CITY PUBLIC SCHOOLS

## Comprehensive Plan 2016-2021

Adopted: July 12, 2016

# GALAX CITY PUBLIC SCHOOLS

## Comprehensive Plan 2016-2021

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# GALAX CITY PUBLIC SCHOOLS

## Comprehensive Plan 2016-2021

### Section I      Vision Philosophy

# Comprehensive Plan 2016-2021

**Vision** To be the best small school division in the state of Virginia

**Mission** We, the School Board of Galax City, Virginia, commit ourselves to a philosophy of respect and high expectations for all students, parents, teachers and other staff. Our mission is to enable all students to become contributing citizens who can communicate effectively, gather and use information, make responsible decisions, utilize technology effectively and adapt to the challenges of the future.

We Believe:

- Excellence must be exhibited in all we do.
- Every student is an opportunity and must be challenged.
- Every administrator, teacher, coach and support personnel is responsible for the growth of our students.
- Effective engagement of our parents and community enhances our mission.
- Each and every extracurricular activity is the most important one.

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Section II      Building the Capacity of Teachers and Learners

Goals, Strategies, and Action Plan

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## Goals, Strategies, and Action Plan

**Goal 1**      Ensure the development of basic skills, mastery of the Standards of Learning, and fulfillment of state and federal educational requirements as a foundation for all further academic growth and achievement.

**Strategies:**            1.1    Provide a guaranteed, non-negotiable viable curriculum K-12.

**Action Plan:**            1.      Assess current curriculum for reading and math grades K-8

- Monitor curriculum format
- Review annually the implementation of curriculum maps with grade level/content teacher participation.
- Ensure the Reading/Language Arts curriculum and instruction includes emphasis on basic skills with a focus on the five pillars of reading to include grammar and writing.
- Update assessment maps with grade level/content teacher participation as needed.
- Develop aligned benchmark assessments with grade level/content teacher participation.
- Write full curriculum with grade level/content teacher participation.
- Implement and monitor implementation of curriculum and its fidelity.

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## Goals, Strategies, and Action Plan

2. Assess current curriculum for English and Mathematics grades 9-12.

- Monitor implementation of established format, develop curriculum maps with grade level/content teacher participation.
- Monitor implementation of assessment maps with grade level/content teacher participation.
- Ensure the Reading/Language Arts curriculum and instruction includes emphasis on basic skills with a focus on the five pillars of reading to include grammar and writing.
- Develop aligned benchmark assessments with grade level/content teacher participation.
- Write full curriculum with grade level/content teacher participation
- Implement and monitor implementation of curriculum and its fidelity.

3. Assess current curriculum for science and social studies K-12.

- Monitor implementation of established format; develop curriculum maps with grade level/content teacher participation.
- Monitor implementation of assessment maps with grade level/content teacher participation.

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## Goals, Strategies, and Action Plan

- Develop aligned benchmark assessments with grade level/content teacher participation.
- Write full curriculum with grade level/content teacher participation.
- Implement and monitor implementation of curriculum and its fidelity.

### Strategies:

- 1.2 Provide an ongoing assessment program to identify instructional levels and needs of each student.

### Action Plan:

1. Identify current student assessment programs.
2. Monitor the implementation of a universal screening instrument for reading and math.
3. Provide professional development on the use of the screening instrument.
4. Continue to monitor student progress through school-based and division level data meetings.
5. Analyze student data to appropriately plan for student instruction within the first three weeks of school. Utilize, ongoing, screening results and progress monitoring results to customize instruction for students.
6. Research use of student learning profiles.



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## Goals, Strategies, and Action Plan

Strategies: 1.3 Provide explicit instruction for all students.

- Action Plan:
1. Continue to research and determine best practices for delivering explicit instruction.
  2. Monitor the implementation of the divisions' defined instructional delivery components and framework.
  3. Continue to identify effective instructional strategies for teacher implementation.
  4. Monitor implementation of lesson plan format.
  5. Implement multi-tiered instructional program for explicit instruction and interventions.
  6. Provide professional development in instructional components, lesson plan format, tiered instructional model, and effective instructional strategies.
  7. Monitor and assess elements put in place for explicit instruction.

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## Goals, Strategies, and Action Plan

Strategies: 1.4 Provide proven evidence-based interventions for students.

Action Plan:

1. Continue to identify proven evidence-based behavioral and instructional programs, strategies and interventions.
2. Select programs, strategies and interventions for use by GCPS in multi-tiered instruction.
3. Align selected approaches to grades and tiers and communicate to schools.
4. Purchase selected materials/programs.
5. Implement programs, strategies, and interventions.
6. Monitor and assess implementation.

Strategies: 1.5 Provide aligned staff development to ensure that student learning needs are met.

Action Plan:

1. Conduct professional needs assessment based on instructional and behavioral practices.
2. Identify professional development needs.
3. Develop professional development plan.
4. Implement plan.
5. Monitor and assess the plan and its implementation.

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## Goals, Strategies, and Action Plan

Strategies: 1.6 Utilize assessment data to make informed instructional decisions.

Action Plan:

1. Identify various assessment instruments to be used with GCPS.
2. Create assessment calendar with administration dates and quarterly dates for analyzing results.
3. Administer assessments.
4. Gather assessment results for analysis.
5. Adjust classroom instruction as indicated by the analysis of the results.
6. Convene to discuss results analysis and make recommendations for individual students who may need interventions at tiers 2, 3, or 4.
7. implement recommendations and progress monitor.
8. Monitor and review according to assessment calendar.

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## Goals, Strategies, and Action Plan

**Goal 2** Ensure students have the necessary skills to participate and complete in a global society.

**Strategies:** 2.1 Provide instruction that will develop 21<sup>st</sup> century skills for all students.

**Action Plan:**

1. Identify from the research appropriate 21<sup>st</sup> century skills and devise a plan that defines and models the divisions' vision and plan for 21<sup>st</sup> century learning.
2. Ensure teaches challenge students to ability and meet individual needs to include those of gifted and talented students.
3. Expand the programs to academically challenge all learners with emphasis on appropriate differentiation.
4. Define and design opportunities for students and teachers to fully develop the skills needed to successfully compete in a global society.
5. Incorporate identified skills into the curriculum that foster critical thinking and problem solving that will produce students who meet the division's 21<sup>st</sup> century learning goals.
6. Provide staff development for 21<sup>st</sup> century skills instruction.
7. Implement 21<sup>st</sup> century skills into instruction.
8. Monitor and review implementation.

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## Goals, Strategies, and Action Plan

- Strategies: 2.2 Provide an environment and technological resources that facilitates 21<sup>st</sup> century learning for all students.
- Action Plan:
1. Identify what a 21<sup>st</sup> century environment should look like in GCPS.
  2. Inventory technological hardware and tools and assess needs.
  3. Align needs with the curriculum and prioritize needs.
  4. Develop a schedule for purchasing 21<sup>st</sup> century classroom tools.
  5. Purchase and deploy tools.
  6. Provide staff development for the use of 21<sup>st</sup> century classroom tools.
  7. Implement the application of the 21<sup>st</sup> century tools.
  8. Monitor and review the implementation.
- Strategies: 2.3 Develop an assessment plan that will measure student and staff competencies in 21<sup>st</sup> century skills.
- Action Plan:
1. Identify the 21<sup>st</sup> century competencies to be assessed.
  2. Determine the format and content of the assessment.
  3. Communicate and train the students and staff in the implementation of the assessment.
  4. Implement assessment.
  5. Monitor and review the implementation.

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## Goals, Strategies, and Action Plan

Strategies: 2.4 Ensure that students have opportunities to develop in the areas of the fine and related arts.

Action Plan:

1. Continue to research best practices.
2. Continue to review current opportunities for students.
3. Determine if there is a need to revise or expand course offerings.
4. Recommend based on results of analysis.
5. Implement and monitor.

**Goal 3** Ensure and facilitate partnerships with families and the school community.

Strategies: 3.1 Create opportunities for parental engagement and support of the schools' mission.

Action Plan:

1. Continue to research best practices.
2. Ensure regular and ongoing communication through a variety of media (i.e. Twitter, Facebook).
3. Investigate parent interests and needs to design structured ongoing learning opportunities for parental involvement.
4. Design and offer structured programs for parental involvement.

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## Goals, Strategies, and Action Plan

5. Recognize parents for their engagement in the education of our youth.

### Strategies:

- 3.2 Create opportunities for community engagement and support of the division's mission.

### Action Plan:

1. Provide avenues for the community to make recommendations and provide input.
2. Ensure regular and ongoing communication through a variety of media.
3. Investigate the development for supporting the division's mission.
4. Recognize outstanding contributions from the community.

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Section III      Safety and Efficiency

Goals, Strategies, and Action Plan



# Comprehensive Plan 2016-2021

## Goals, Strategies, and Action Plan

Goal 4 Provide an environment that will attract and retain high quality staff.

Strategies: 4.1 Benchmark the division against local and statewide peer divisions for achievement success indicators and salary competitiveness..

Action Plan:

1. Identify divisions for benchmarking.
2. Determine appropriate benchmark indicators.
3. Collect and analyze information.
4. Make appropriate recommendations

Strategies: 4.2 Offer competitive salaries and benefits.

Action Plan:

1. Identify divisions for benchmarking.
2. Determine appropriate benchmark indicators.
3. Collect and analyze information.
4. Make appropriate recommendations

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## Goals, Strategies, and Action Plan

Strategies: 4.3 Provide an explicit instructional framework for teaching and learning.

Action Plan: 1. Implement strategies for Goals 1-4.

Goal 5 Maintain facilities and environments that are safe, inviting, respectful, supportive, and efficient.

Strategies: 5.1 Develop and implement a capital improvement multi-year plan.

Action Plan:

1. Review of division-wide maintenance, efficiencies and capital improvement needs.
2. Conduct annual safety audits.
3. Identify and prioritize capital improvement needs.
4. Identify and prioritize maintenance needs in accordance with a schedule.
5. Recommend and budget capital improvement and maintenance needs.

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## Goals, Strategies, and Action Plan

6. Secure funding for identified needs.
7. Implement capital improvement and maintenance recommendations based on secured funding.
8. Review and evaluate.

### Strategies:

- 5.2 Implement a behavioral framework that fosters a positive learning environment.

### Action Plan:

1. Review and analyze behavioral and discipline data from each school.
2. Research evidence based practices that foster a safe and respectful learning environment and address school needs.
3. Refine practices as appropriate to outcomes.
4. Put structural supports in place that are necessary to initiate and sustain the model (e.g. availability of funding, human resource strategies, procedure development, etc.).
5. Provide access to ongoing staff development necessary to the effective implementation of the model.
6. Investigate a corresponding behavioral intervention program for the secondary level.

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7. Refine and administer a Character Education and etiquette emphasis as a division-wide focus.

Strategies: 5.3 Implement a framework for youth leadership development. I.E. Project based learning.

Action Plan:

1. Evaluate current programs and student opportunities.
2. Research state and national programs.
3. Determine need for additional programs and opportunities.
4. Recommend based on need.
5. Implement programs and monitor.

Strategies: 5.4 Provide an environment that promotes health and wellness for students and staff.

Action Plan:

1. Research best practices.
2. Define current practices.
3. Determine if there is a need to revise or expand health and wellness offerings.
4. Recommend based on results of analysis.
5. Implement and monitor.

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### Section V      Facilities

### Capital Improvement Planning Document

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## Capital Improvement Projects 2016-2017

	<u>Action</u>	<u>Timeframe</u>	<u>Estimated Cost</u>
1.	Galax High School Football Field Renovations	August 2016	\$800,000
2.	Vehicle Replacement	March 2017	\$12,000
3.	Galax Middle School Addition Roof	June 2016	\$150,000
4.	Purchase Route Bus	June 2017	\$90,000
5.	Complete Plans for Galax Elementary School Building or Renovation	June 2017	N.A.

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## Capital Improvement Projects 2018

	<u>Action</u>	<u>Timeframe</u>	<u>Estimated Cost</u>
1.	HVAC Upgrade at Galax Middle School	June 2018	\$1,000,000
2.	Upgrade Electrical at Central Office	June 2018	\$25,000
3.	Purchase Route Bus	June 2018	\$90,000

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## Capital Improvement Projects 2019

	<u>Action</u>	<u>Timeframe</u>	<u>Estimated Cost</u>
1.	Replace Roof at Galax Middle School/ and Vocational Building	June 2019	\$160,000
2.	Purchase Route Bus	June 2019	\$90,000
3.	Improve Galax Rec Baseball Field/Dugouts	June 2019	\$200,000



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## Capital Improvement Projects 2020

	<u>Action</u>	<u>Timeframe</u>	<u>Estimated Cost</u>
1.	Replace Roof at Galax High School Library	June 2020	\$100,000
2.	Renovate Galax Middle School Bathrooms	June 2020	\$125,000

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## Capital Improvement Projects 2021

	<u>Action</u>	<u>Timeframe</u>	<u>Estimated Cost</u>
1.	Galax High School Gym	June 2021	\$100,000
2.	Purchase a Route Bus	June 2021	\$105,000