

MADISON COUNTY SCHOOLS

STRATEGIC PLAN

“A STRATEGIC PLAN OFFERS AN ORGANIZATION
AN OPPORTUNITY TO RE-CREATE ITSELF.” BILL COOK

“THE ROADMAP TO PROGRESS”



REVISED: SEPTEMBER 2009

Madison County Schools

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Strategic Plan Foreword

The strategic plan for Madison County Schools has been developed after soliciting input from all the stakeholders within the system. With the process used to obtain information, everyone should have had an opportunity to suggest ideas to improve our school system. These ideas have been amassed and categorized into seven priority areas.

- 1. Use assessments and data to develop a rigorous, relevant core curriculum to prepare students to be globally competitive.*
- 2. Use data to make instructional staff development decisions.*
- 3. Learning environments will be inviting, positive, nurturing, respectful, supportive, inclusive and flexible for student success.*
- 4. Create a culture that embraces change and promotes continuous improvement.*
- 5. Base its financial and budgeting decisions on needs assessments that are aligned to student achievement and 21st Century technology and learning tools.*
- 6. Develop and implement strategies and interventions and provide necessary resources to increase the number of students who graduate with their cohort group.*

This strategic plan is comprised of two parts. Part 1 includes the overall general goals or priorities for the school system. Part 2 shows the strategies that have been identified to accomplish the overall priorities for the school district. This part also lists the person or persons who are responsible for accomplishing each strategy. Additionally, the Board has chosen time frames for strategies to be completed or updated on an annual basis. The superintendent and his staff will review the strategic plan periodically, and will report to the Board as to what has been accomplished.

A special thanks to all who have contributed to this plan which is designed to help move the Madison County School system forward in the oncoming year.

Ronald Wilcox, Ed. D.
Superintendent of Schools

Madison County Schools’ 2009-10 Strategic Plan

Strategic Priorities, Goals and Measures

Goal 1: North Carolina Public Schools will produce globally competitive students.

<i>Measure</i>	<i>Goal</i>		<i>Suggested Strategies to Accomplish Goal</i>	<i>RP</i>	<i>Date</i>
Monthly Reports Principals Review Teacher Feedback	A	Every student has the opportunity to excel in rigorous and relevant core curriculum that reflects what students need to know and demonstrate in a global 21 st Century environment, including a mastery of languages, appreciation of the arts, and competencies in the use of technology.	<ul style="list-style-type: none"> • Lesson plans will follow NC Standard Course of Study (Monthly reports) • Student diversity will be affected in lesson plans. (Differentiation) • Teachers will be provided technology to meet student needs (Tech Plan) • Training in rigor and relevance will be provided. (Boston/Wayne) 	T, P C, D T, P P, CD	
Test Records	B	Every student’s achievement is measured with an assessment system that informs instruction and evaluates knowledge, skills, performance, and dispositions needed in the 21 st Century.	<ul style="list-style-type: none"> • Formative assessment will be used each 9 weeks (in place) • Practice EOGs will be utilized (in place). • ABC’s testing will be used • NCLB testing will be in place. • EVAAs will be used to evaluate scores. • Early childhood education programs will follow curricula. • Science, math, communication and computer skills will be emphasized on the elementary level. • Students will be taught technology. 	T, P T, P T, P T, P P, AS TC CD	
Enrollment Records Counselor Records Student	C	Every student will be enrolled in a course of study designed to prepare them to stay ahead of international competition.	<ul style="list-style-type: none"> • Early College program will expand enrollment (in place). • Students will be evaluated and placed in a course of study that will challenge them. • Huskins classes will be expanded. 	P, S G	
Board Approved Curricula Guide Teacher Observation	D	Every student uses technology to access and demonstrate new knowledge and skills that will be needed as a life-long learner to be competitive in a constantly changing international environment.	<ul style="list-style-type: none"> • The system will adopt a K-12 technology curricula. (IP) • Technology will be taught on every grade level. • School instruction will be technology based. • Teacher/staff development will be provided in technology. 	S S P	
Earn & Learn Policy	E	Every student has the opportunity to graduate from high school with an Associate Degree from the Early College or have college transfer credits.	<ul style="list-style-type: none"> • Earn & Learn program base will be expanded. • The Huskins classes will be expanded (IP) • Students will be encouraged to take challenging classes. • Plan for Huskins classes will be approved by the Board. • An early college program leading to an Associate Degree will be offered. 	S P G P, G D	

T = Teacher
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CD = Curriculum Director

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Madison County Schools' 2009-10 Strategic Plan

Strategic Priorities, Goals and Measures

Goal 2: North Carolina Public Schools will be led by 21st Century Professionals.

<i>Measure</i>	<i>Goal</i>		<i>Suggested Strategies to Accomplish Goal</i>	<i>RP</i>	<i>Date</i>
In-Service Records Inventory Lists	A	Every teacher will have the skills to deliver 21 st Century context with 21 st Century tools and technology that guarantees student learning.	<ul style="list-style-type: none"> • In-service for technology use will be scheduled. • Teachers will have at least one working computer station and access to a computer lab. • Each teacher will have a Mimeo board in their classroom. • Early childhood labs will be developed. 	A,S T, D P D	
Evaluation Records ABC Results Pre/Post Tests	B	Every teacher and administrator will use a 21 st Century assessment system to inform instruction and measure 21 st Century knowledge, skills, performance and dispositions.	<ul style="list-style-type: none"> • DIBELS system will be used. • NC ABC's program will be used. • NCLB evaluation system will be used. • Bench-mark testing will be used. 	AS S S C, D C, D	
In-Service Records Evidence	C	Every educational professional will receive preparation in the interconnectedness of the world with knowledge and skills, including language study.	<ul style="list-style-type: none"> • In-service training will be provided on global learning. • Teachers will have internet access free of charge. • On-line learning provided. 	AS, S AS B, S	
Personnel Records In-Service Records Board Minutes	D	Every educational professional will have 21 st Century preparation and access to ongoing high quality professional development aligned with State Board of Education priorities.	<ul style="list-style-type: none"> • Highly-qualified teachers will be hired. • Staff development will be offered in summer sessions. • Teachers will be encouraged to obtain National Board • National Board Certified teachers are recognized at Board meetings • Principals leading teachers to success meet clearly articulated program for test score improvement. 	S, B A, S B, S S	
TQM Book in Place Minutes from Meeting	E	Every educational professional uses data to make informed decision.	<ul style="list-style-type: none"> • Administrators are trained to use data for decision making. • Total quality management system is used which requires using data for decision making. • Principals will be evaluated on use of data for decision making. 	S S S	

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Strategic Priorities, Goals and Measures

Goal 3: North Carolina Public Schools students will be healthy and responsible.

<i>Measure</i>	<i>Goal</i>		<i>Suggested Strategies to Accomplish Goal</i>	<i>RP</i>	<i>Date</i>
Observation	A	Every learning environment will be safe, inviting, respectful, inclusive and flexible for student access.	<ul style="list-style-type: none"> • A safety program will be in place at each school. • Students and parents will be made to feel welcome. • The campus and classrooms will be properly maintained. • Handbooks will be published concisely. 	T, P P P P	
Parent Feedback Observation	B	Every school provides an environment in which each child has positive, nurturing relationships with caring adults.	<ul style="list-style-type: none"> • All employees will present a friendly demeanor. • All schools will be provided opportunity for social development. • Counselors will schedule time for students with needs. 	P, F P P	
DPI Child Nutrition Monitor SMI Consulted	C	Every school promotes a healthy, active lifestyle where students are encouraged to make responsible decisions.	<ul style="list-style-type: none"> • Child Nutrition program will provide daily healthy nutritional meals. • Health education and PE programs will be provided to meet State requirements. • Trails will be utilized for PE and learning of science. 	F,S,D S, B P	
Teacher Field Trip Requests	D	Every school focuses on developing strong student character, personal responsibility, and community/world involvement.	<ul style="list-style-type: none"> • Each school will develop a character development initiative. • Students will be coached through projects. • Students will be offered field trips to broaden their learning. • Service learning projects will be provided. • A homebound communication program will be developed. 	P P,T P, T P S	
Teacher Surveys Student Transcripts Student Surveys	E	Every school reflects a culture of learning that empowers and prepares students to be life-long learners.	<ul style="list-style-type: none"> • Schools will present the image that they are an institution of learning. • Students will develop learning skills through the use of the internet that are transferrable to life skills. • A plan will be developed to fence each school. • The Board will seek funding to place canopies at bus stop areas at each school. 	P, T P, T S, B S, B	

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Madison County Schools' 2009-10 Strategic Plan

Strategic Priorities, Goals and Measures

Goal 4: Leadership will guide innovation in North Carolina Public Schools.

<i>Measure</i>	<i>Goal</i>		<i>Suggested Strategies to Accomplish Goal</i>	<i>RP</i>	<i>Date</i>
Students Enrolled Membership Data	A	School professionals will collaborate with national and international partners to discover innovative transformational strategies that will facilitate change, remove barriers for 21 st Century learning and understand global connections.	<ul style="list-style-type: none"> • Administrators will belong to the North Carolina Association of School Administrators. • The system will participate in the foreign exchange study program. • Board of Education will belong to the North Carolina School Board Association. • Earn & Learn program will collaborate with school associations. 	S, B S S S	
Evaluation Records Board Minutes Press Releases Training Records	B	School leaders will create a culture that embraces change and promotes dynamic continuous improvement.	<ul style="list-style-type: none"> • System will use the State Administrator evaluation model. • Employee innovation will be rewarded. • Board meetings will begin with special recognitions. • School employees will be trained in quality management and continuous improvement. • Decision making will be delegated to the school improvement team. 	S S,B S,B S S	
PTA Minutes Newspaper Articles Survey analysis Committees in Place	C	Educational professionals will make decisions in collaboration with parents, students, businesses, and faith-based and other community and civic organizations to impact student success.	<ul style="list-style-type: none"> • PTAs will be supported by the school system. • Business community will be offered opportunity for involvement. • Rapport and dialogue with colleges will be evidence. • Committees will allow for process improvement. 	B,P P, S S P, S	
Minutes Teacher workshop records	D	The public school professionals will collaborate with community colleges and public and private universities and colleges to provide enhanced educational opportunities for students.	<ul style="list-style-type: none"> • Early College program will be expanded to include Mars Hill College if possible. • Science grant for teacher staff development with Appalachian State will be continued. • A-B Tech partnership will be continued. 	S, B S, B S, B	

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*Madison County Schools’
2009-10 Strategic Plan*

Strategic Priorities, Goals and Measures

Goal 5: North Carolina Public Schools will be governed and supported by the 21st Century systems.

<i>Measure</i>	<i>Goal</i>		<i>Suggested Strategies to Accomplish Goal</i>	<i>RP</i>	<i>Date</i>
Minutes Finance Reports Minutes/Records	A	Processes are in place for financial planning and budgeting that focuses on resource attainment and alignment with priorities to maximize student achievement.	<ul style="list-style-type: none"> • Budget will be submitted in March. • Monthly finance meetings will be held. • Spending will be related to school system goals and SIPs. • Semi-annual meetings with County Commission. 	S, AS S, AS S, P B	
Visual Evidence Student Records	B	Twenty-first Century technology and learning tools are available and are supported by school facilities that have the capacity for 21 st Century learning.	<ul style="list-style-type: none"> • Learning labs will be maintained at each school. • K-12 technology curricula will be developed and taught. • On-line classes will be offered. 	S S, P S, P	
Visual Evidence Audit Records	C	Information and fiscal accountability systems are capable of collecting relevant data and reporting strategies and operational results.	<ul style="list-style-type: none"> • Use of ISIS software package and BUDD system used for financial reporting monthly. • Annual audit is performed. • Local program audits performed annually. • Training will be provided. 	AS B S, AS	
Annual Report Card SIPs	D	Procedures are in place to support and sanction schools that are not meeting standards for student achievement.	<ul style="list-style-type: none"> • Board reviews report cards. • Funds are directed toward areas of identified needs. • SIPs address identified needs. 	B, S B, S S	

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