

**NEW KENT COUNTY PUBLIC SCHOOLS
SIX YEAR PLAN
2008 – 2014**

(Adopted – January 5, 2009)

VISION STATEMENT I

New Kent County Public Schools (NKCPS) will continue to attract and retain quality staff that is well trained to meet the needs of our students and community.

GOAL STATEMENT A:

NKCPS will provide a competitive salary and benefits package.

1. NKCPS will develop a three-year plan to achieve the objective of ensuring no less than 6 percent annual raises for teachers.
2. NKCPS will utilize its Compensation Study to develop competitive salary targets for all other personnel.
3. NKCPS will update and continually secure a benefits package attractive to current and prospective employees.
4. NKCPS will develop and implement a plan to increase the school division's contribution to employee health care premiums based on years of service.

GOAL STATEMENT B:

NKCPS staff members will meet the requirements of the No Child Left Behind Act (NCLB).

1. NKCPS will continue to recruit highly qualified teachers and provide training to maintain or achieve “highly qualified status.” NOTE: 100 percent of all classes in core areas of English, Social Studies, Math, Science, Foreign Language, and Arts will be taught by teachers fully certified and endorsed in these areas.
2. NKCPS will increase to 85 percent the number of highly qualified instructional paraprofessionals. (Currently, we have 69 percent.)

GOAL STATEMENT C:

NKCPS will provide on-going research-based professional development that enables our staff to address the needs of our students.

1. A written Staff Development Plan will be developed that is focused on the pre-determined needs of the faculty and staff relevant to student achievement.
2. NKCPS will explore, identify, and maintain a current listing of available print, media, university, and agency professional development resources.
3. NKCPS will provide opportunities for professional development in concert with division goals, school improvement plans, and teacher recertification.

VISION STATEMENT II:

All NKCPS facilities and grounds will be well maintained and provide appropriate space and resources to meet the needs of students, staff, and community.

GOAL STATEMENT A:

NKCPS will provide appropriate classroom and core facilities to meet the instructional and safety needs of students at all levels.

1. NKCPS will work with the Board of Supervisors through the Annual Capital Improvement Plan (CIP) process to provide school facilities consistent with the following maximum capacities:
 - High School - 1400 Students
 - Middle School - 1000 Students
 - Elementary School - 700 Students
2. The CIP will reflect a need for equity among all newly constructed and existing facilities.
3. NKCPS will relocate The Community That Cares and the ISAEP/GED Program to the former middle school once renovations are completed.
4. NKCPS will continue to conduct annual safety audits.

GOAL STATEMENT B:

NKCPS will identify available space and actively promote use of facilities and grounds by community residents.

1. NKCPS will establish a Facilities and Grounds Utilization Committee which includes community members to identify all available space for recreational, educational and general community use.
2. The Facilities and Grounds Utilization Committee will investigate other school systems to understand the different approaches to space utilization by their communities.
3. With research complete, the Facilities and Grounds Utilization Committee will recommend to the School Board a comprehensive plan for facilities and grounds utilization by the community.

GOAL STATEMENT C:

NKCPS will invest in instructional equipment and supplies tailored to each school's instructional needs.

1. The instructional materials and supplies line for each school and each school's library will increase by no less than 5 percent annually.
 2. NKCPs will provide funds necessary for the timely implementation of the instructional program at each school to include technologies, consumables and textbooks.
 3. NKCPs will provide the funds necessary to implement programs developed to meet the requirements of NCLB.
 4. Funds will continue to be provided for the purchase of materials needed to meet the requirements of NKCPs' 9-week assessment program at the building level.
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VISION STATEMENT III

NKCPS will provide a research-based instructional program that creates life-long learners prepared to contribute to a diverse and changing world.

GOAL STATEMENT A:

NKCPS will offer a curriculum that is aligned with the SOLs (Standards of Learning), and is designed to ensure that students meet or exceed the achievement targets of NCLB.)

1. NKCPs will establish a Curriculum Committee, which includes community members, in order to ensure the K-12 curriculum is aligned with the SOLs but also to explore possibilities for enriching the curriculum.
2. Schools will continue to develop and implement annual improvement plans that reflect an analysis of SOL assessments and Adequate Yearly Progress (AYP) of NCLB.
3. NKCPs will create and staff a reading instruction program at the middle and high school levels for students in need of such programs.
4. NKCPs will develop and implement a recycling program in order to expand the environmental awareness component of the science curriculum.
5. NKCPs will expand early intervention programming to include an initiative to serve four year old students.
6. NKCPs will seek out grant opportunities to pilot outdoor learning environments to expand earth science experiences.

GOAL STATEMENT B:

NKCPS will expand program offerings to provide students with more opportunities to develop their interests and meet their needs.

1. The middle school program will be expanded to include Career and Technical programs.
2. A Foreign Language pilot after-school program will be offered at the elementary schools which may be expanded.
3. NKCPs will provide and staff an expanded English as a Second Language (ESL) Program to meet the needs of Limited English Proficient students (LEP.)
4. The high school will increase the number of Advanced Placement and Dual Enrollment courses to provide more students with an enriched academic program.
5. The high school will develop a mandatory graduation requirement in Community Service.
6. NKCPs will expand the current Fine Arts Program at the elementary level to include choral and instrumental opportunities.
7. NKCPs, in conjunction with community organizations, will develop and deliver a life skills curriculum to all students.
8. NKCPs will pursue a goal of equity in resources and programs, especially as it applies to K-5 elementary schools.
9. NKCPs will research, develop, and recommend to the School Board a plan to provide an accelerated curriculum for advanced elementary and middle school students to fully prepare them to take the high school advanced placement and dual enrollment courses.

GOAL STATEMENT C:

NKCPS will expand remedial assistance programs to students who need additional assistance in meeting their academic and behavioral goals.

1. NKCPs will expand reading and math early intervention and remediation services at both the elementary and middle school levels.
2. NKCPs will study the possible expansion of the existing ISAEP/GED/ABE programs.
3. NKCPs will study the feasibility of establishing an in-house alternative education program for middle and high school students.
4. NKCPs will develop and implement a K-12 Behavior Management/Intervention Program for students with significant maladaptive behaviors.

GOAL STATEMENT D:

NKCPS will provide staff positions to meet the programmatic needs of the school division while targeting an increasingly diverse student population.

1. NKCPs will hire teachers to provide the following pupil-teacher ratios:
 - K- 15:1 or provide a Paraprofessional in every class with 18 students
 - Grade 1 - 18:1
 - Grades 2-5 - 20:1
 - Grades 6-8 - 20:1
 - Grades 9-12 English and Math - 23:1
 2. NKCPs will provide a reading specialist for each elementary and middle school.
 3. NKCPs will provide a math remediation specialist for each elementary and middle school.
 4. NKCPs will provide staff for an expanded ESL program to meet the needs of LEP students
 5. NKCPs will provide a full-time art teacher at each elementary school.
 6. NKCPs will provide a technology teacher at each elementary school (2 teachers needed).
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VISION STATEMENT IV:

NKCPS will continue to provide learning environments that foster a safe and positive atmosphere for students and staff.

GOAL STATEMENT A:

School administrators and staff will continue to consistently enforce the code of conduct and set high standards for student behavior.

1. NKCPs will continue to track discipline referrals, analyze data, and modify the Code of Conduct at least bi-annually and develop strategies to address areas of need.
2. The Olweus Bullying Prevention Program will be expanded and implemented by all New Kent schools to reinforce positive interactions and interventions between students.
3. NKCPs will review and, when appropriate, enhance the orientation program for students and parents at all grades.
4. NKCPs will explore the possible benefits of implementing a Peer Mediation Program at the secondary level.

GOAL STATEMENT B:

NKCPS will regularly monitor and evaluate the safety practices and status of our schools.

1. NKCPS, in partnership with the New Kent Sheriff's Office, will conduct safety drills (including tabletop exercises) at least two times a year.
 2. NKCPS will continue to perform annual safety audits.
 3. NKCPS will conduct an annual review of each school's crisis management plan and revise as needed.
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VISION STATEMENT V:

NKCPS will actively seek the support of the New Kent community.

GOAL STATEMENT A:

NKCPS will provide a systematic communication program to inform the community of school programs, accomplishments and needs.

1. NKCPS will maintain an automated instant alert system for critical information.
2. NKCPS will review available two-way Internet-based communication software and select for implementation that program which best serves the school and parent community.
3. NKCPS will provide and maintain division and school websites which will be supported with appropriate resources.
4. NKCPS will maintain a positive relationship with all Parent Teacher Organizations and the media.

GOAL STATEMENT B:

NKCPS will provide opportunities for business and community partnerships.

1. NKCPS will review community and business partnerships employed by similar school divisions in rural localities and implement a model based on its findings.
 2. NKCPS will foster and maintain a positive relationship with PTOs and the New Kent Educational Foundation to utilize these groups to their fullest.
 3. NKCPS, in partnership with the New Kent Chamber of Commerce, will establish a cooperative education program that provides students with career path work/internship opportunities, and local businesses access to needed resources.
 4. NKCPS will develop a program where local businesses and community organizations mentor our students, individually and through clubs/classes.
 5. The NKCPS website will be used to communicate partnership goals, initiatives, and activities.
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VISION STATEMENT VI:

NKCPS will provide safe and efficient transportation for students.

GOAL STATEMENT A:

All school buses and vehicles will be safely maintained according to state regulations and local guidelines.

1. NKCPS will continue to update and implement a maintenance and inspection schedule to ensure all vehicles meet or exceed established safety requirements.
2. Reports on safety maintenance and compliance with state regulations and local guidelines will be shared biannually with administrators and the School Board.
3. The school bus replacement schedule will be maintained requiring that buses 12 years of age or older are taken off regular routes.
4. NKCPS will evaluate the potential for additional safety features in all replacement vehicles.

GOAL STATEMENT B:

NKCPS will continue to monitor and address student conduct on school buses.

1. The Bus Safety Committee will continue to meet regularly, and will include drivers, administrators, parents, and law enforcement personnel to discuss ways to enhance positive and safe pupil conduct on buses.
2. NKCPs will annually provide proper student conduct training for all bus personnel.
3. NKCPs will provide students with clear conduct expectations for riding in a division vehicle, including posted rules on each bus.
4. NKCPs will maintain an up-to-date camera system and data recording on all school buses to monitor student behavior.
5. NKCPs will explore new communication and GPS technologies for possible use on all school division vehicles.

GOAL STATEMENT C:

NKCPS will ensure that all areas of transportation will operate efficiently and in an environmentally responsible manner.

1. Bus routing software will be purchased and utilized to provide the most cost effective routes.
 2. NKCPs will investigate environmental and efficiency benefits of such practices as “no idling zones” and reduced idling times.
 3. Fuel efficiencies will be considered in the purchasing of new vehicles including those incorporating emerging technologies.
 4. NKCPs will research the feasibility and impact of a 4-day school week to reduce fuel consumption.
 5. NKCPs will explore establishing a “Drive to School” Reward Program, based on academic performance and after-school activities, with bus transportation for all non-qualifying students and an investigation of the impact on the existing activity bus schedule.
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VISION STATEMENT VII:

NKCPS will ensure the access to and availability of the necessary technology and software to meet the needs of the students, staff, and community.

GOAL STATEMENT A:

NKCPS will provide the technology infrastructure, hardware, software, and personnel necessary to support and administer an effective educational program, consistent with the division's Technology Plan.

1. A division-wide technology committee composed of administrators, teachers, Instructional Technology Resource Teachers (ITRT's), and technicians will be formed to assess school needs/concerns, long range NKCPs goals, and ongoing training for students and staff to meet local and state technology standards.
2. A technology procurement and replacement plan will be developed, adopted, and funded to meet the instructional and operational needs of NKCPs.
3. All teachers will be provided with a laptop computer along with the necessary technical support to maintain them.
4. All areas of instruction will be equipped with "interactive white board" technology.
5. Mobile labs will be purchased for each school in accordance with the requirements of SOL on-line testing and instructional applications.
6. A full-time technology teacher and ITRT will be employed for each school.