

Madison County Public Schools

Long-Range Plan, 2017-2022

VISION

Building on excellence to be the best.

MISSION

Madison County Public Schools, a student-centered and community-supported school division, ensures a superior education through innovative practice in a changing world.

CORE BELIEFS

STUDENTS

Access: All students must have access to a quality education.

Opportunities: Students benefit from educational opportunities outside the traditional school day.

Future: Students must be prepared to succeed in a global society.

Differentiation: Small class sizes facilitate teacher-student relationships and promote student academic achievement.

TEACHERS

Excellence: There must be excellence in teaching and learning.

Create Success: Staff development is critical.

Safe & Positive: We must foster an environment that is safe, caring, healthy, and positive.

Support: All individuals will reach his or her highest potential through equal opportunity and appropriate support.

STAKEHOLDERS

Partnerships: Community support is central to our success.

Schools as Home: Adequate and appropriate facilities are necessary.

Trust & Respect: We believe in the exchange of ideas and we are committed to honest communication in an open environment.

Stewardship: It is our responsibility to work closely with governing bodies and advocate for the needs of the division.

PARAMETERS

Always

- ...make instructional needs of students the highest priority
- ...provide a safe and secure environment
- ...provide relevant professional development for all employees
- ...pursue school and family involvement
- ...seek the most qualified individuals for employment

...value and respect diversity

...value and respect Madison's history and traditions

...have the courage to be innovative

Never

... tolerate abusive or violent behavior

... tolerate discrimination

... tolerate illegal activity or unethical behavior

GOALS

- To provide the highest quality education for all students
- To employ and retain highly qualified staff
- To increase opportunities that foster family and community involvement

INSTRUCTION/CURRICULUM

To increase the learning of all students at all grade levels.

1.1 Enhance family, community, and school partnership.

- Each School will sponsor at least two family events during the school year, in addition to parent conferences, to showcase student work for parents and community members (i.e. PBL nights, career night, invention fairs, classes for parents, etc.)
- Provide opportunities for students to explore their own community (i.e. visiting courts, sheriff's office, dairy farms, parks, cultural events, etc.).
- Schools will develop and maintain annual plans for regular community involvement.

1.2 Promote learner engagement.

- All students will participate in a PBL project that incorporates cross-curricular subjects at least once a year.
- Teachers will incorporate appropriate and meaningful uses of technology in the classroom.
- Teachers will incorporate student led instruction in the classroom.
- Teachers will provide opportunities for student directed learning.
- Each school will provide a supportive reading program for students.
- Teachers will differentiate using the RTI model of instruction for every student, regardless of level (below, on, and above level), in every classroom.
- Teachers will differentiate in both product and process.

1.3 Encourage global perspectives to develop a sense of interconnectiveness.

- Students at all schools will have the *opportunity to learn about other cultures.*
- Schools will provide opportunities for students to interact with other students and cultures around the country and world.
- Provide opportunities for staff currently teaching global perspectives to share resources and connections to help increase global perspective division-wide towards ensuring every student has a cross-cultural experience.

1.4 Provide professional development and support to all teachers at all grade levels.

- Schools will increase supportive personnel to assist in RTI and small group instruction (i.e.

reading and math specialists)

- Division will provide professional development on reading and writing in the content area.
- Division will provide professional development on differentiation that is relevant to individual subjects and curriculums.
- Division will provide professional development on technology and assist teachers with implementation on appropriate and meaningful technology in their classrooms.
- Division will provide a division-level gifted coordinator who will work with students and teachers.
- Teachers will have a voice and choice in professional development activities.

1.5 Technical education is important.

- Investigate the creation of a technical school.
- Investigate joint programs across divisions.
- Increase credentials &/or licensure for grades 8-12.

LEARNING ENVIRONMENT

Expand and strengthen instruction by creating more opportunity for students and staff in and outside the classroom.

2.1 Facilities: Expand/promote opportunities for physical activities/after-school activities.

- Investigate opportunities to upgrade athletic facilities.
 - Install new scoreboards at football/baseball and soccer field.
 - Budget for annual upgrades to weight room.
 - Review results from energy efficiency audit and CIP Committee.
 - Pursue the construction of a new field house to include a multi-purpose room.
 - Install new fences around football and softball fields.
 - Apply for grants and budget for new athletic training equipment for all sports programs.
 - Explore adding additional physical activity based clubs/after school programs for students and staff.
- Create outdoor learning environments at each school.

2.2 Increase network availability for student/staff/parents/guests of MCPS.

- Run fiber lines and create wireless connections to remote facilities.

- Create dedicated public networks.
 - Increase district band-width speeds.
- 2.3 Technology: Implement 1:1 Device availability.**
- Maintain four year replacement cycle.
 - Machine will be used for day-to-day activities and SOL testing.

2.4 Continue improvements on security.

- Re-key high traffic locations.
- Re-key high valuables locations.
- Install additional security cameras.
- Investigate costs of adding additional POTS line.
- Create or enhance front door monitoring.
- Investigate the value of school security officers.
- Create an infrastructure for vehicle monitoring.
- Establish communication projects for student location.
- Investigate upgrading communication systems to include transportation and county vehicles.

2.5 Re-design classroom learning environment.

- Prioritize technology needs and fund appropriately.
- Begin discussions of iPad vs. Chromebook.
- Begin discussions of interactive vs. standard projectors.
- Begin building budgets for hardware applications.
- Investigate common technology access areas.

REINVENT PK-12

To reinvent the educational approach to provide innovative instruction PreK-12 preparing students for the workforce.

3.1 Provide quality educational experiences aligned with Portrait of a Graduate, preK-12.

- Provide parent/community outreach and education on school readiness and maintain frequent parent communication throughout the preK-12 education.
- Provide full-day 3-4 year old Pre-K with transportation door-to-door.
- Continue Problem/Project Based Learning including STEAM for all students.

3.2 Provide students with relevant opportunities to explore options and prepare for Continuing Education.

- Develop partnerships with and provide visits to colleges and businesses.
- Provide opportunities for students to explore various careers and continuing education

including college and trade school.

- Participate in PreK-12 Simulated Career education events including job fairs, speakers, and business tours.

3.3 Provide real-world connections that promote alignment with community workforce needs and emphasize transition to college and/or career.

- Promote entrepreneurial ventures such as school stores, student banking, sole proprietorship, and simulated workplace (PreK-12) in order to instill 21st century skills.
- Expect students to formally present to an authentic audience at least two formal presentations annually beginning in 2nd grade with appropriate manners and communication skills.
- Use career specific technology to explore student career interests.

LITERACY

Create competent, confident students who speak, read, comprehend, and write on or above grade level.

4.1 Establish and promote a literacy-rich culture across disciplines and in a variety of contexts.

- Develop a Pre-K through 12 reading program alignment committee.
- Plan school-wide literacy events (i.e. reading nights, literary magazines, and newspapers).
- Create opportunities for student choice in reading selections.
- Make and expand real world connections (i.e. letters and resumes).
- Increase writing and reading skills in all content areas.
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4.2 Establish and expect quality, research-based, targeted instruction.

- Maximize students' time in text within their instructional range.
- Access text through different forms of media.
- Emphasize a variety of writing and speaking types.
- Build listening, speaking, and reading vocabulary.
- Students self-monitor growth by using data.
- Provide differentiated instruction (remediation and enrichment).
- Use research-based strategies in order for students to retain knowledge.
- Facilitate structured discussion of text.
- Apply strategies for reading fiction and nonfiction

literature.

- Provide data driven instruction.

EXCEPTIONAL LEARNING

To advance the opportunities for exceptional learners through collaboration.

5.1 Develop avenues to inform the community of exceptional learning opportunities.

- Division website will be updated immediately of learning opportunities.
- Superintendent will update and release Mountaineer Notes weekly and will include a monthly briefing on exceptional learners.
- Madison County Eagle will be used to update families.
- Use community meetings to convey information about exceptional learners.

5.2 General Education teachers will differentiate classroom instruction to meet the needs to exceptional learners.

- Professional development learning opportunities will be provided for teachers to develop differentiated instruction for all students.
- All Gifted Coordinators and teachers with gifted students will be offered professional development on Gifted Education.
- Summer School Gifted Enrichment will be offered to identified gifted students as a learning opportunity.
- Destination Imagination teams will be created at each of the four schools (MPS, WYES, WMS, MCHS) – teams will meet quarterly.
- Annual differentiation plans for each student using Naviance.

5.3 Increase the number of standard/advanced diplomas for students with special needs.

- Create and implement an “I’M DETERMINED” program for all 6-12th grade students.
- Guidance Counselors meet with Special Education case managers to review and discuss progress towards diploma status and transition plans at the end of each grading period (5-12th grades).
- Explore more year-long class opportunities for students with special needs.
- Solidify a procedure for students with special needs to earn a state-recognized diploma.

PERSONNEL

To hire, train, and retain the most qualified personnel for Madison County Public Schools.

6.1 Salary: Continue to improve salary for all school employees to be competitive with surrounding school divisions.

- Stay current with the surrounding school divisions and their pay scale.
- Maintain transparency with school budgets and our needs as a division with all stake holders.
- Create an MCPS employee group to be involved in the budget development and process and employee morale.
- Develop mechanism for parent involvement in budgets and division needs in order to communicate with other parents and to improve parent satisfaction.

6.2 Benefits: Continue with quality benefits for all staff.

- Seek out the most competitive rates with insurance companies.
- Provide options to employees with benefits that will fit their individual or family needs.
- Encourage healthy life style programs in schools to improve the health of our staff. This should encourage a healthy lifestyle and decrease our medical insurance.
- Look for ways to improve soft perks for staff. (Reduced lunch cost, gym membership, attendance bonus, etc.)
- Provide support for continuing education with tuition reimbursement.

6.3 Recruitment: Recruit the highest quality applicants possible.

- Continue attending current job fairs and expand our search to other fairs with high numbers of candidates.
- Investigate new teacher incentives such as a signing bonus, housing supplement (discount), and help with moving expenses.
- Seek out diverse candidates.

LEADERSHIP TEAM

Jeanette Alexander, MCHS Dean of Students
Jason Allison, MCHS Assistant Principal
Jessi Almas, MPS Instructional Coach
Griff Carmichael, Assistant Superintendent
Mike Coiner, MPS Principal
Tina Cropp, Director of Finance
Donald Dodson, WMS Principal
Matt Eberhardt, Superintendent of Schools
Tori Gelbert, WMS Assistant Principal
Joe Kubricki, WYES Principal
Heidi Lohr, Supervisor of Student Services

Jared Morris, WMS Instructional Coach
Jackie Ovale, WYES Assistant Principal
Liz Patterson, Executive Assistant to the Superintendent
Jayne Penn-Hollar, MCHS Instructional Coach
Jen Rehm, WYES Instructional Coach
Angela Thiemann, Coordinator of Alternative Education
Sam Utz, Director of Technology
Phil Warren, MCHS Athletic Director
Tina Weaver, Director of Teaching & Learning
Andrea Wilson, MPS Dean of Students
Gary Wintersgill, MCHS Principal

STRATEGY COMMITTEES TO DEVELOP ACTION PLANS

Instruction/Curriculum

Co-Chair: **Jeanette Alexander**, MCHS Assistant Principal
Co-Chair: **Tori Gelbert**, WMS Assistant Principal
Jen Rehm, WYES Instructional Coach
Becky Weigle, WYES Teacher
Mark Arrington, MCHS Teacher
Kelly Mason, WMS Teacher
Kelsey Reott, WYES Teacher
Pam Nelson, Retired WMS Librarian
Clarissa Berry, Community Member (Commonwealth Attorney)
Stephanie Goring, MPS Teacher
Shelby Gohn, Parent
Barry Penn-Hollar, School Board Chairman
Candice Johnson, Parent

Learning Environment

Chair: **Donald Dodson**, WMS Principal
Sam Utz, Director of Technology
Jessi Almas, MPS Instructional Coach
Phil Warren, MCHS Athletic Director
Shawn McDonough, Technology Specialist
Earl Keys, Maintenance Supervisor
Kendall Fears, MPS Teacher
Kiera Guralnik, WMS Media Center Specialist,
Becky Hettinger, WYES Secretary
Lori Foster, Parent
Jerry Carpenter, Parent
Karen Allen, School Board Member
Jia Zhang, MCHS Student

Reinvent K-12

Co-Chair: **Jason Allison**, MCHS Assistant Principal
Co-Chair: **Tina Weaver**, Director of Teaching & Learning
Brittany Baker, WYES Teacher
Sarah Coates, MCHS Student
Mike Coiner, MPS Principal
Rebecca Gore, Grandparent
Gail Helmick, Parent
Clare Lillard, Business Owner and VA Cooperative Extension
Joe Parker, School Board Member
Jayne Penn-Hollar, MCHS Instructional Coach
Matthew Resnick, WMS Teacher
Jenette Reyes, MCHS Teacher
Jennifer Taylor, MPS Teacher
Jonathan Weakley, Parent and Madison County Board of Supervisors Vice-Chair

Literacy

Co-Chair: **Joe Kubricki**, WYES
Principal
Co-Chair: **Jackie Ovalle**, WYES
Assistant Principal
Jared Morris, WMS Instructional
Coach
Cora Chlebnikow, MPS Reading
Specialist
Bonnie Utz, Community Member
Emily Everard, WMS Teacher
Jennifer Brockman, MCHS Teacher
Helen Dixon, Parent
Kara Price, MCHS Student
Karen Allen, School Board Member
Rebecca Bader, WYES Teacher

Exceptional Learners

Co-Chair: **Heidi Lohr**, Supervisor
of Student Services
Co-Chair: **Angela Thiemann**,
Alternative Education
Coordinator
Andrea Wilson, MPS Dean of
Students
Kaitlyn Schmidt, School
Psychologist
Jessica Deboer, Data Specialist
Lisa Wagner, Alternative
Education Teacher
Shannon Johnston, MCHS
Teacher, Gifted Coordinator,
Parent
Claire Keith, WMS Teacher,
Gifted Coordinator
Beth Dickey, MPS Teacher,
Gifted Coordinator
Emma Taylor, WMS Teacher,
former Special Educator
Teresa Aylor, Community
Member and Retired Special
Educator
Nita Collier, Community
Member,
SEAC Chairperson, Parent
Bob Chappell, School Board
Member

Personnel

Chair: **Gary Wintersgill**, MCHS
Principal
Griff Carmichael, Assistant
Superintendent
Tina Cropp, Director of Finance
Doreen Jenkins, School Board
Member
Liz Ford, MPS Media Specialist
Marissa Basille, WMS Teacher
Gene Metz, Parent
Ben Dillon, Student

Committee Work: Winter 2016; First Draft presented to the School Board: _____; School Board Work Session & Public Hearing: _____; Approval: _____.

EDUCATIONAL PHILOSOPHY OF THE MADISON COUNTY SCHOOL BOARD

It is the educational philosophy of the Madison County Public School Board to provide equal opportunity for every student to achieve maximum intellectual, social, emotional and physical growth, to ensure that each individual be equipped to communicate effectively with other people, to be competent both in the work place and in higher education, and to feel confident of the ability to make creative and constructive decisions in his/her life.

SCHOOL BOARD

Barry Penn Hollar

Chairman, *Member since 2014*

Karen M. Allen

Member since 2016

Robert T. Chappell

Member since 2016

Doreen G. Jenkins

Vice Chairman, *Member since 2002*

Joseph E. Parker

Member since 2014