



District Strategic Plan

2016

Columbus County Board of Education

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Vision

Columbus County Schools will be a system of excellence where students are prepared for life-long learning, productive work, healthy living, and responsible citizenship in a global society.

Mission

The mission of Columbus County Schools is to instill in students the academic and social skills essential for responsible and productive citizenship in a global society.

Motto

“Preparing Today’s Students for Tomorrow’s World”



Beliefs



Teachers and students should be actively involved in the learning process.

All students should have equal access to learning opportunities.

Teaching and administrative practices should create a climate where students are motivated to learn the curriculum.

Parental and community involvement is essential to the improvement of schools and the educational process of students.

Each student is a valued individual with unique physical, social, emotional, and intellectual needs.

Student self-discipline is essential for optimal teaching and learning to occur.

A safe and supportive learning environment promotes student achievement.

Students need to develop not only a deep understanding of essential knowledge and skills, but also need to develop the capacity to apply their learning, and to reason, solve problems, and produce quality work.

The success of our school system depends on the commitment of all staff (administrators, teachers, and support staff) to high quality standards, expectations, and performance.

All students can learn when given a supportive, caring environment that develops self-esteem, self-motivation, and a sense of responsibility.

The achievement of high standards of learning is expected of all students.

SBE Goal 1: Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship

CCS Priority Goal 1: Prepare students to master a rigorous, relevant curriculum.

Strategies	Key Personnel	Performance Measure	Resources
1.1 Align all instruction to the North Carolina Standard Course of Study.	<ul style="list-style-type: none"> • Curriculum Directors/Supervisors • Principals • Lead Teachers • Teachers • Superintendent • Assistant Superintendent 	<ul style="list-style-type: none"> • Completed Columbus County Schools' NC Standard Course of Study Resource Documents (K-12) 	<ul style="list-style-type: none"> • NCDPI Website • Columbus County School Website (K-12 Resource Pages) • Textbooks/Supplementary Materials • NCDPI Crosswalk/Unpacking Documents • MATCH Wellness program with ECU • MTSS • Grade 6-8 Science kits, in partnership with NC Museum of Natural Science • LDC • MDC
1.2 Utilize a balanced assessment system (formative, summative and benchmark) to consistently monitor and ensure student	<ul style="list-style-type: none"> • Testing & Accountability Coordinator • Curriculum Directors/Supervisors • Principals 	<ul style="list-style-type: none"> • Percent of students proficient on District Benchmark Results • Percent of students proficient on Reading 	<ul style="list-style-type: none"> • District benchmarks through SchoolNet Assessment System in HomeBase • Mclass System • Teacher Made Tests

<p>mastery of curriculum.</p>	<ul style="list-style-type: none"> • Teachers • Superintendent • Assistant Superintendent 	<p>3D measure (K-3)</p> <ul style="list-style-type: none"> • Percent of students proficient on iREADY Assessments • Percent of students proficient on weekly/unit assessments 	<ul style="list-style-type: none"> • Teacher Anecdotal Records • Successmaker Reports • Waterford Reports • Bell Ringers • Summarizing Strategies (Exit Slips) • MTSS • LDC • MDC • iREADY reports • KEA Platform • Access assessment • Think Central • 3rd grade RTA portfolios
<p>1.3 Utilize a system of intervention to assist identified students.</p>	<ul style="list-style-type: none"> • Curriculum Directors/Supervisors • Principals • Teachers • Lead Teachers 	<ul style="list-style-type: none"> • Percent of students proficient on District Benchmark Results • Percent of students proficient on Reading 3D measure (K-3) • Master schedules reflect intervention/enrichment period • Percent of students proficient on iREADY assessments (Diagnostic and Standards Mastery) • Percent of student proficient on math diagnostic and 	<ul style="list-style-type: none"> • Soar to Success • Early Success • Road to the Code • Successmaker • K-1 Waterford • Master Schedules depicting Intervention/Enrichment periods • Personalized Education Plans • iREADY • MTSS • ConnectEd • Think Central • LDC • MDC

		progress monitoring assessments	
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SBE Goal 2: Every student has a personalized education

CCS Priority Goal 2: Ensure students will graduate ready to work and/or continue their education.

Strategies	Key Personnel	Performance Measure	Resources
<p>2.1 Expand virtual learning opportunities for K-12 students.</p>	<ul style="list-style-type: none"> • Curriculum Directors/Supervisors • Principals • Lead Teachers • Teachers • Superintendent • Assistant Superintendent • Virtual Facilitators • Counselors 	<ul style="list-style-type: none"> • Percent of students successfully completing virtual courses • CCS graduation rate as compared to NC graduation rate • Percent of students proficient on both formative and summative assessment throughout the year 	<ul style="list-style-type: none"> • NCVPS Portal • CCP • Chromebook 1-to-1 in grades 4-8 • GradPoint • Study Sync • iREADY • K-1 Waterford • Blended learning via Google Classrooms
<p>2.2 Offer a variety of high school experiences that meet the needs of a diverse population of students (i.e. Columbus Career and College Academy, STEM high schools, NCVPS, etc.).</p>	<ul style="list-style-type: none"> • Principals • Teachers • Counselors • Lead Teachers • Virtual Facilitators • Lab Managers 	<ul style="list-style-type: none"> • Percent of students successfully completing virtual courses • CCS graduation rate as compared to NC graduation rate • Percent of students proficient in AP exams 	<ul style="list-style-type: none"> • Student Enrollment for CCCA • Student Enrollment for NCVPS • Student Dual Enrollment via CCP • Master Schedules • Lesson Plans • Collaborative staff sessions in topics such as data disaggregation,

			<p>technology, instructional rounds, etc.</p> <ul style="list-style-type: none"> • MDC • LDC • AP course offerings
<p>2.3 Ensure the district graduation rate meets or exceeds the state graduation rate.</p>	<ul style="list-style-type: none"> • Principals • Teachers • Counselors • Lead Teachers • Virtual Facilitators • Media Specialist • Lab Managers 	<ul style="list-style-type: none"> • CCS graduation rate as compared to NC graduation rate 	<ul style="list-style-type: none"> • Graduate Data Submission System • Graduation Report
<p>2.4 Establish partnerships with local businesses to provide work experiences.</p>	<ul style="list-style-type: none"> • Superintendent • Career/Technical Director • Career Development Coordinator • Career Technical Education Teachers • Counselors 	<ul style="list-style-type: none"> • Record of student placements 	<ul style="list-style-type: none"> • Database of partners
<p>2.5 Establish a careers speakers bureau to facilitate the sharing of expertise with schools.</p>	<ul style="list-style-type: none"> • Career/Technical Director • Career Development Coordinator • Technical education teachers • Counselors • Businesses and industry 	<ul style="list-style-type: none"> • Speakers Bureau List 	<ul style="list-style-type: none"> • Business directories

SBE Goal 3: Every student, every day has excellent educators

CCS Priority Goal 3: Support our teachers, principals, and other personnel in a manner that promotes a continuous learning environment focusing on 21st century skills.

Strategies	Key Personnel	Performance Measure	Resources
<p>3.1 Collaborate with universities and colleges to recruit in-field teachers, principals, and other personnel who represent the demographics of our communities.</p>	<ul style="list-style-type: none"> • Human Resource Department • Beginning Teacher Staff Development • Recruitment Coordinator 	<ul style="list-style-type: none"> • Rosters from universities, colleges and regional job fairs (i.e. recruitment) • Human Resource Management System Data • Percent of teachers that teach in-field • Percent of National Board Certified Teachers 	<ul style="list-style-type: none"> • Recruitment Coordinator • Human Resource Department • Human Resource Management System
<p>3.2 Hold all employees to high expectations and support them in meeting those expectations utilizing district guidelines and the North Carolina Educator Evaluation Process.</p>	<ul style="list-style-type: none"> • School Administrators • Human Resource Department • Central Office Administration 	<ul style="list-style-type: none"> • Regularly audit teacher observations and professional development plans • Percent of teachers proficient or above 	<ul style="list-style-type: none"> • Board policy manual • NCEES • NC General Assembly Statute • Columbus County Schools' websites
<p>3.3 Support teachers, principals, and other personnel through mentoring programs, tuition reimbursement, and/or</p>	<ul style="list-style-type: none"> • Human Resource Department • Beginning Teacher Coordinator 	<ul style="list-style-type: none"> • Agendas • Rosters • Mentor Logs • Beginning Teachers 	<ul style="list-style-type: none"> • Budgets-Title I /Title II • Disadvantaged Student Supplemental Funding • Title II Plan

professional development growth plans.	<ul style="list-style-type: none"> • Staff Development Coordinator • Mentors • Lead Teachers 	<p>Survey</p> <ul style="list-style-type: none"> • Beginning Teacher Support Plan • Number of teachers and administrators completing higher degrees 	
3.4 Provide opportunities for county-wide collaboration, both vertically and horizontally, through Professional Learning Communities.	<ul style="list-style-type: none"> • School Administrators • Lead Teachers • Central Office Administration • Teachers • Lab facilitators • Teacher Assistants 	<ul style="list-style-type: none"> • Agendas • Rosters • Teacher Survey • Teacher Data Notebooks 	<ul style="list-style-type: none"> • Schoollink • PLC data notebooks
3.5 Ensure that long range high quality, researched based professional development plans will focus on 21 st century skills.	<ul style="list-style-type: none"> • School Administrators • Lead Teachers • Central Office Administration • School Improvement Teams 	<ul style="list-style-type: none"> • Schoollink /Professional Development Guidelines • Schoollink calendar/evaluations • Prior Approval Forms 	<ul style="list-style-type: none"> • Schoollink • PD Attendance and follow-up

SBE Goal 4: Every school district has up-to-date financial, business, and technology systems to serve its students, parents and educators.

CCS Priority Goal 4: Implement and utilize appropriate financial and technology systems in support of continuous school improvement.

Strategies	Key Personnel	Performance Measure	Resources
4.1 Apply for ERATE funds for telecommunications, internet access, and/or internal connections projects.	<ul style="list-style-type: none"> • Superintendent • Assistant Superintendent • Chief Technology Officer • Finance Director • ERATE Consultant 	<ul style="list-style-type: none"> • ERATE Form 470 • ERATE Form 471 • Board Minutes • Funding Commitment Letters 	<ul style="list-style-type: none"> • Federal, State, and Local Funding
4.2 Utilize LEA and other school technology funds to enhance school and LEA technology infrastructure to facilitate online real-time assessments at each school.	<ul style="list-style-type: none"> • Chief Technology Officer • Technology Department • Testing & Accountability Coordinator • School Testing Coordinator • School Improvement Teams • Finance Director • Superintendent • Assistant Superintendent 	<ul style="list-style-type: none"> • Increase the number of wireless access points and wireless LAN controllers • Increase the number of “power over ethernet” switches at all locations • Increase the number of mobile workstations 	<ul style="list-style-type: none"> • Federal, State, and Local Funding
4.3 Provide technology support	<ul style="list-style-type: none"> • Superintendent 	<ul style="list-style-type: none"> • Implementation of OS 	<ul style="list-style-type: none"> • Federal, State, and

<p>to all schools in order to ensure that core systems are functional.</p>	<ul style="list-style-type: none"> • Assistant Superintendent • Chief Technology Officer • Finance Director • Computer Technicians • Network Engineer 	<p>Ticket Technology Support Ticketing System</p>	<p>Local Funding</p>
<p>4.4 Utilize NC Education Cloud based technology services.</p>	<ul style="list-style-type: none"> • Chief Technology Officer 	<ul style="list-style-type: none"> • Implementation of NC Cloud firewall services • Implementation of NC Cloud filtering services 	<ul style="list-style-type: none"> • Federal, State, and Local Funding
<p>4.5 Implement an effective 1-to-1 initiative in grades 4-8, including adequate hardware and software</p>	<ul style="list-style-type: none"> • Chief Technology Officer • Curriculum Coordinator • Principals • Teachers 	<ul style="list-style-type: none"> • Use of Google App services • Use of GoGuardian filtering software 	<ul style="list-style-type: none"> • Federal, State, and Local Funding

SBE Goal 5: Every student is healthy, safe, and responsible.

CCS Priority Goal 5: In functional, safe, and efficient facilities, promote healthy, active lifestyles in which students are encouraged to make responsible choices

Strategies	Key Personnel	Performance Measure	Resources
5.1 Inspect all LEA facilities to determine needs and to establish priorities.	<ul style="list-style-type: none"> • Principals • Assistant Superintendent • Finance Director • Maintenance Director • Superintendent 	<ul style="list-style-type: none"> • Memoranda • District maintenance/custodial walkthroughs • Board Minutes • Principal monthly inspections • Fire Marshal inspection data 	<ul style="list-style-type: none"> • Memoranda • Custodial Records • Maintenance Records • Fire Drill Reports
5.2 Solicit funding to implement the Columbus County Schools Capital Improvement Plan.	<ul style="list-style-type: none"> • Principals • Assistant Superintendent • Finance Director • Maintenance Director • Superintendent 	<ul style="list-style-type: none"> • Purchase Orders • Contracts Awarded 	<ul style="list-style-type: none"> • Capital Improvement Plan • Local, State, and Federal Funding Allocations
5.3 Ensure and enforce the instruction of NC Standard Course of Study/Essential Standards in Healthful Living and Physical Education.	<ul style="list-style-type: none"> • Teachers • Lead Teachers • Curriculum Directors/Supervisors/ Coordinators • Central office Administration • Principals • School Counselors 	<ul style="list-style-type: none"> • Master Schedules • Lessons Plans • Pre and Post Assessments (6-12) • Classroom Walkthroughs 	<ul style="list-style-type: none"> • Instructional materials and equipment • NC Standard Course of Study/Essential Standards Textbooks

<p>5.4 Provide free breakfast under the Community Eligibility Provision (CEP) to K-12 and breakfast in the classroom for K-8 to support, promote and reinforce the importance of breakfast.</p>	<ul style="list-style-type: none"> • Principal • Teacher • Director of Food Service • Central Office Administrator • Food Service Staff 	<ul style="list-style-type: none"> • Breakfast Participation Report 	<ul style="list-style-type: none"> • Nutritional Guidelines • School Breakfast funding
<p>5.5 Provide free lunch under the Community Eligibility Provision (CEP) to all K-12 students.</p>	<ul style="list-style-type: none"> • Principal • Teacher • Director of Food Service • Central Office Administrator • Food Service Staff 	<ul style="list-style-type: none"> • Lunch Participation Report 	<ul style="list-style-type: none"> • Nutritional Guidelines • School Lunch funding
<p>5.6 Maintain and enforce the uniform dress code.</p>	<ul style="list-style-type: none"> • All Columbus County Schools personnel • Community Stakeholders • Parents • Students 	<ul style="list-style-type: none"> • Attendance data • Suspension data • Classroom walkthroughs • Office referral data 	<ul style="list-style-type: none"> • Community Stakeholders • Parents • Students • Pupil Personnel Services • Area Merchants • School Clothing Closet
<p>5.7 Establish and maintain a learning environment that promotes respect, communication, and collaboration effectively with all school community stakeholders.</p>	<ul style="list-style-type: none"> • All Columbus County Schools personnel • Community Stakeholders • Parents • Students 	<ul style="list-style-type: none"> • Attendance data • Suspension data • Classroom walkthroughs • Office referral data • Columbus County graduation rate as compared to NC graduation rate • Number of alternative 	<ul style="list-style-type: none"> • Community Stakeholders • Parents • Students • Pupil Personnel Services • All Columbus County Schools personnel

		referrals/incidences and School Resource Officer reports in schools <ul style="list-style-type: none"> Stakeholder Survey data 	
5.8 Maintain and enhance the Positive Behavior Intervention Support program that promotes systematic incentives by showcasing and celebrating good behavior for all students.	<ul style="list-style-type: none"> All Columbus County Schools personnel Community Stakeholders Positive Behavior Intervention Support – School Based Team Parents Students 	<ul style="list-style-type: none"> Attendance data Suspension data Classroom walkthroughs Office referral data Columbus County graduation rate as compared to NC graduation rate Number of alternative referrals/incidences and School Resource Officer reports in schools 	<ul style="list-style-type: none"> Community Stakeholders Parents Students Pupil Personnel Services All Columbus County Schools personnel North Carolina Dept. of Public Instruction Positive Behavior Intervention Support - Regional Consultant Positive Behavior Intervention Support – School Based Teams