

# Gilmer County Strategic Plan

DATE PUB: 02/01/2016

**SECTION I - MISSION STATEMENT - What are the core beliefs that guide improvement? What does the district want to accomplish for students?**

**CORE BELIEFS:**

CORE BELIEFS: Providing Community Unity so that: 1. Children are always First. 2. All children can learn. 3. A safe, welcoming environment fosters learning. 4. Effective leadership and accountability are keys to success. 5. Students, families, communities, and schools are valuable partners. 6. High expectations yield better results.

**MISSION STATEMENT:**

DISTRICT MISSION: Learning, Leading, and Life Skills

**SECTION II - GOALS - What are the district's improvement goals? What evidence will be used to judge success in accomplishing these goals?**

**GOALS:**

Goal1. Gilmer County Schools will meet 50% Proficiency Rate for student performance at mastery or above in Reading and 65% Proficiency Rate for student performance at mastery or above in Math based on STAR RLA, STAR MATH, and the General Summative Assessment, when applicable, in grades 1-12 by then end of the 4th nine weeks. WVDE HIGH QUALITY STANDARD ADDRESSED: Standard 3: Standards Focused Curriculum, Instruction and Assessments In high quality schools, the staff delivers standards-focused curriculum that enhances the unique qualities of each learner and assures that all students attain essential knowledge, skills and dispositions necessary in the global, digital age.

Goal2. Monitor timeline and process for construction of Gilmer County Elementary during the 2015-2016 school year with 95% accuracy. \*Support for Consolidation will occur throughout the 2015-2016 school year among teachers, students, and parents.

Goal3. Working to elevate the teaching profession at each school location, principals and district leaders will provide teachers the opportunity to acquire new knowledge, provide leadership in professional learning, and understand the student needs, issues, and interests while promoting and supporting continuous improvement through the implementation of a specialized Professional Development Plan for each Gilmer County school with 75% completion rate. WVDE HIGH QUALITY STANDARD ADDRESSED: Standard 5: Educator Growth and Development In high quality schools, staff members participate in processes of self reflection, collaboration and evaluation that lead to professional growth and development in order to impact student learning. All schools will have a working professional development plan that is a shared document on the One Drive through Office 365.

Goal4. Gilmer County Schools will increase one-to-one student to computer ratio by 100% in grades 3rd through 6th by September 2016.

**EVIDENCE (EV):**

EV1. All schools will have a working instructional interventionist documentation manual to actively monitor the implementation of interventions. School and District administrators will monitor progress toward trajectories and ensure alignment of efforts within each school and grade band as a district.

EV2. Williamson and Shriver timeline and anticipated construction process. Gilmer Administrative Objectives Checklist for Gilmer County Elementary will be a guiding document which will allow for an organized approach to supporting consolidation efforts.

EV3. At the end of the year, each principal will indicate all items completed on the professional development plan as a means of evidence.

EV4. Evidence used will be technology inventories for all schools.

**NOTE: Red background for goal indicates no action items recorded for that goal.**

**SECTION IIIA - ACTION PLAN - What core actions or processes will be implemented to accomplish the goals?**

**ACTION PLAN:**

Goal 1: Gilmer County Schools will meet 50% Proficiency Rate for student performance at mastery or above in Reading and 65% Proficiency Rate for student performance at mastery or above in Math based on STAR RLA, STAR MATH, and the General Summative Assessment, when applicable, in grades 1-12 by then end of the 4th nine weeks. WVDE HIGH QUALITY STANDARD ADDRESSED: Standard 3: Standards Focused Curriculum, Instruction and Assessments In high quality schools, the staff delivers standards-focused curriculum that enhances the unique qualities of each learner and assures that all students attain essential knowledge, skills and dispositions necessary in the global, digital age.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Throughout all four nine weeks and within 15% of the instructional day, Gilmer County Elementary School's Instructional Interventionists and Title I teachers will implement specifically designed remedial or enrichment lessons to students in grades K-8 based on the Support for Personalized Learning model, constructed from STAR Early Literacy, STAR Reading, and STAR Math monthly benchmarking results.	all four nine weeks	Interventionists and Title I	Step 7	Intervention Logs
With a minimum of four times per year, all Gilmer County teachers, grades PreK-12, will participate in grade level collaboration/vertical team meetings to construct school and district improvement efforts within instructional practices and standards-focused curriculum founded upon teacher input, educator evaluation results, benchmark scores, and specific needs of the student population to impact student learning.	all four nine weeks	Teachers and School and District Administrators	LIREC Grant and Policy 2512 Funding	Agendas and Surveys
A Student Assistance Team Coordinator will regularly identify and engage community agencies and organizations to provide students and families with a variety of resources and supports to enhance student success and well-being in every aspect of the SAT process and parent involvement policy, monitored by SAT meetings as needed 100% of the year.	all nine weeks	SAT Coordinators	Step 7	SAT Plans/Meetings
All Gilmer County Teachers will be given a direct training on Support for Personalized Learning, Thinking Maps, STAR Assessments/Programs, and other evidence based strategies and programs throughout the 2015-2016 school year aligning with data driven Instructional Design techniques.	First nine weeks	District and School Administrators	Step 7	Sign in Sheet and Agenda
Schools will focus on intentional interventions based on STAR Early Learning Assessment in Grades K-2nd to promote grade level proficiency.	all four nine weeks	School Personnel	Step 7	Intervention Logs

Goal 2: Monitor timeline and process for construction of Gilmer County Elementary during the 2015-2016 school year with 95% accuracy. \*Support for Consolidation will occur throughout the 2015-2016 school year among teachers, students, and parents.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Hire a Clerk of the Works to oversee construction and site development.	January 2014	Superintendent	County/SBA	Personnel Agenda
SBA Approval of Plan	December 2014	SBA Review Board	SBA	SBA Minutes
Hold Planning Meeting to determine school name, mascot, and colors.	November 6, 2014	Superintendent	N/A	Meeting Minutes
Bids for Constuction to be released.	late February 2015	Williams and Shriver	N/A	Received Bids and Documents

Construction to occur	April 2015-July 2016	Darren Feit, Clerk of the Works	SBA/County	Construction Meetings prior and throughout process
Hire Gilmer Elementary Principal and Assistant Principal	September to November 2015	Judith Stalnaker and Gabriel Devono	County	Postings and Hire Matrix
Develop Gilmer County Elementary Administrative Objectives Checklist	Fall 2015	Kyre-Anna Minney	County/Title II	Administrative Meeting Agendas and Objectives List
With a minimum of four times per year, all Gilmer County teachers, grades PreK-6, will participate in grade level collaboration/vertical team meetings to construct school and district improvement efforts within instructional practices and standards-focused curriculum founded upon teacher input, educator evaluation results, benchmark scores, and specific needs of the student population to impact student learning.	2015-2016 School Year	School and District Administrators	LIREC Grant and Policy 2512 Funding	Agendas and Sign in Sheets
Implement "Gilmer Students Connecting" Events to allow for Social Interactions among students and parents and communities prior to 2016-2017 school year for both after school and during school hours.	2015-2016 School Year and Summer 2016	School and District Administrators	Title I and Policy 2512	Documentation Files such as pictures and agendas and letters home to parents regarding field trips/events
Provide Transitional Efforts with Consolidation for teaching staff, students, and parents	2015-2016 School Year and Summer 2016 (one week of a "Gilmer Elementary Academy" at school location)	School and District Administrators	Levy and Title I and II	Presentation and PD Content as well as Parent and Staff Surveys for Data on Needs

Goal 3: Working to elevate the teaching profession at each school location, principals and district leaders will provide teachers the opportunity to acquire new knowledge, provide leadership in professional learning, and understand the student needs, issues, and interests while promoting and supporting continuous improvement through the implementation of a specialized Professional Development Plan for each Gilmer County school with 75% completion rate. WVDE HIGH QUALITY STANDARD ADDRESSED: Standard 5: Educator Growth and Development In high quality schools, staff members participate in processes of self reflection, collaboration and evaluation that lead to professional growth and development in order to impact student learning. All schools will have a working professional development plan that is a shared document on the One Drive through Office 365.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
With a minimum of four times per year, all Gilmer County teachers, grades PreK-12, will participate in grade level collaboration/vertical team meetings to construct school and district improvement efforts within instructional practices and standards-focused curriculum founded upon teacher input, educator evaluation results, benchmark scores, and specific needs of the student population to impact	all four nine weeks	School and District Administrators	LIREC Grant and Policy 2512	Agendas and Surveys

student learning.				
Survey School Staff on Professional Developments.	Fall 2014 and Spring 2016	Principals	County	Survey Results
Survey Grade level and Vertical Collaboration Groups on PD	Initial Collaborations	TIS and Academic Coach	Levy	Survey Results
Maintain a PD plan through the One Drive for each school.	2015-2016 school year	Principals, TIS, and District Administrators	Levy	Completion on PD plan through monitoring
Provide professional development for county PreK, day cares, and headstart staff members in the areas of social and emotional well being.	2015-2016 school year	Director of Curriculum	PreK	signins, agendas, and module assignments
Implement LIREC Rural Innovations in Literacy Grant in grades PreK-6th	Spring 2015-Summer 2016	Superintendent	Grant	Grant Facilitation and Monitoring
Implement Graduation 20/20 Initiatives and Provide Trainings	2015-2016 School Year	Director of Special Education	State and RESA 7	Sign ins Agendas and PD Plans via RESA 7

Goal 4: Gilmer County Schools will increase one-to-one student to computer ratio by 100% in grades 3rd through 6th by September 2016.

Action Step	Date(s) or Time Span	Person(s) Responsible	Funding Source(s)	Progress Monitoring
Evaluation of one-to-one ratio in all schools and grade levels.	August/September 2014	TIS and RESA Tech	Title	Technology Inventory
Meeting GCHS Technology Committee	November 17, 2014	High School Principal	N/A	Meeting Minutes
Utilize Tools for Schools and other funding to provide four grades one-to-one student computer ratio in 3rd through 12th.	2015-2016	Technology Committee	Tools for Schools and STEP 7	Technology Budget
Utilize Existing Devices and Develop a Technology Section for Gilmer Elementary Administrative Objectives Checklist	Fall 2015	Technology Committee and School Administrators	N/A	Gilmer Elementary Administrative Objectives Checklist
Provide User Friendly Platform to Deliver Instruction and to Access District and State Level Technology Resources	Fall 2015	TIS and School and District Administration	Title II	School Websites and Platform Launching and Usage
Provide Teacher Training on Schoology and Blended Instructional Delivery	2015-2016 School Year	TIS and Director of Curriculum	Title II	Teacher PD Evaluations and Surveys

SECTION IIIB - PROFESSIONAL DEVELOPMENT NEEDS - What skills or knowledge are needed to accomplish your goals?

**PROFESSIONAL DEVELOPMENT:**

What skills enhancements/developments needs to occur to accomplish your goals? (Professional Development should be aligned with your beliefs, your mission, the self-study analysis, goals, action plan and any other local/state/federal compliance considerations).

Identify strengths and weaknesses as determined by the educator evaluations system and explain how these findings guide your professional development.

Gilmer County Schools are working diligently to address the needs of all students on an individual basis and to implement the Support for Personalized Learning model in various ways over the course of the 2015-2016 school year. Our local approach to this is referred to as the Gilmer County Coaching Model and is a coaching model for students, teachers, and parents enabling all entities to take on leadership roles and seek improvements in relative areas of need to reach high expectations in educational and social endeavors. Each school will be administering the STAR Reading, STAR Math, and STAR Early Literacy assessment tools as deemed appropriate for each child in grades K-12; these programs will be the framework of our comprehensive assessment plan. Specifically, these tools will be used in three phases: an initial universal screening tool, a progress monitoring tool (for the SAT process and for SPL intervention/enrichment groups), and a diagnostic and summative assessment tool to provide information and allow all teachers to be reflective and responsive practitioners. The assessment package for all schools was purchased through the NEXT Generation grant which supports student mastery of Next Generation content standards and objectives. Furthermore, in order to provide the staffing resources to implement the interventions, the district utilized Step 7 funds to hire part time Instructional Interventionists at each elementary school 12 hours a week through RESA 7. The Title I teachers are leaders within the SPL process and will work collaboratively with the Instructional Interventionists and all other staff members to target the needs of each class and promote effective instructional practices to increase student achievement and work toward the WVDE Math and RLA trajectories at each school location. All of the core subject area teachers have been trained on the Next Generation content standards performance descriptors, SPL process, and the STAR Comprehensive Assessment Plan. As described and documented within our measureable objectives enclosed by this plan, the district will promote the high quality standards 3, 4, and 5 by hiring a SAT Coordinator, holding regular SAT meetings, providing specifically designed remedial or enrichment lessons to students in grades K-6, implementing a specialized professional development plan per school, and enacting a collaborative model for leading professional development and growth. Support for Improving Professional Practice (WVSSIP Plan) plan for Gilmer County schools includes the school level and collaborative model for addressing professional development needs within our district. Highly Qualified status is held in high regard, and all staff members who are not highly qualified are placed in a permit status cycle in which we seek to make all efforts to rectify highly qualified shortage areas. The TIS personnel, funded through Title I and II, will also develop and implement the professional development as every collaboration ends with an instructional practice survey for technology integration and that data is used to establish specific support for each collaboration group. IPI (Instructional Practices in Inventory) is also utilized at the high school as part of professional improvement, and may be an avenue to assess and address student engagement in all schools by the end of the year. Gilmer County Schools also received a Literacy Innovation in Rural Education through Collaboration (LIREC) grant this school year which will provide funding for a Literacy Coach and parent involvement activities that integrate literacy exposure and enrichment. The two main areas of need based on the action research thus far within professional development and support are foundational literacy instructional techniques and delivering engaging instructional experiences through WRITING that enhance individual student progress on mastery of the curriculum using multiple strategies, appropriate assessments, learning resources, digital tools, and processes aligned with instructional targets. Each of our school level professional development plans align with the weakest standards indicated from Educator Evaluation System results from 2014-2015. Overall, the district has noted the need to develop Standard 1 - Element 1.2 (The teacher designs standards-driven instruction) as the data indicates that this is one of the element with the largest amount of emerging evaluations. The Gilmer County Coaching Model along with the STAR Assesments have provided an opportunity to support teachers in this emerging area for our district. All aspects of this plan have been driven by WVDE seven Standards for High Quality Schools and the Support for Personalized Learning guidance for West Virginia schools and districts.

Beginning Teachers (Years 0-2)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Mentorship Training October 15, 2015	October 15, 2015	All Initial teachers	Face to Face Blended Study	N/A
Beginning Teacher Academy	Fall 2015 and Spring	Initial teacher recommended via Principal	Face to Face	Step 7

	Spring 2016	and Ment		
Beginning Teacher Tea	October 2015	Initial Teachers (0-3)	Blended Study	Title II
Mentorship Check-UP	February 2016	Current Mentor/Mentee Teams	Face to Face	Title I
The Great Teacher Swap	May 2016	Beginning Teachers to swap places and reflect	Face to Face	Title II

**Experienced Teachers (3+ Years)**

Action Step	Timeline	Target Audience	Desired Method	Funding Source
18 Hours of CE Credit		All teachers	Face to Face	County
See Professional Development Plans for Each School - Various trainings for each staff based on surveys		All staff	On-line Study Face to Face Blended Study	County, School Levy, and STEP 7
Co-Teaching with Marilyn Friend and Ann Benninghof		SPED Teachers	Face to Face Blended Study	Step 7
LIREC Grant Read Aloud PLC Meetings (4)		PREK-6th	Blended Study	LIREC Grant
LIREC Grant Writing PLC Meetings		PREK-6th	Blended Study	LIREC Grant
Music, Science, Art Textbook Caravan	January 2016	Reps from each discipline	Face to Face	Title II

**Student Teachers**

Action Step	Timeline	Target Audience	Desired Method	Funding Source
GSC 411/412 Seminar on Teacher Evaluations and WVDE High Quality Standards		GSC Student Teachers	Face to Face	N/A
Participation in Vertical or Grade Level Collaborations		All student teachers	On-line Study Face to Face Blended Study	County
		GSC		

IEP Training via WVEIS WOW	October 15, 2015	Student Teachers, interns, Gilmer SPED Tchrs	On-line Study Blended Study	Step 7
Hold Seminar GSC Seminar Support from Various Staff	2015-2016 School Year	ALL GSC and Gilmer prospective Student Teachers	Blended Study	n/a

Other Staff (administrators, counselors, paraprofessionals, academic coaches, etc)

Action Step	Timeline	Target Audience	Desired Method	Funding Source
18 hours of CE Credit		All staff	Face to Face	County
Policy 2419 Training		Directors and SPED Teachers	Face to Face	County
Mental Health First Aide Training	Summer 2016	Counselors and School Psychologist, GCHS Teachers	Face to Face	Title II
SAT Coordinator Training Sessions (3 total)		SAT Coordinators	Face to Face	STEP 7 and Policy 2512

Meeting Highly Qualified Teachers Compliance

Action Step	Timeline	Target Audience	Desired Method	Funding Source
Grade Level Collaborations for all Elementary Staff 4 times per year		K-6 teachers	Face to Face Blended Study	LIREC GRANT and Step 7
Vertical Collaborations for Core Subject High School Staff 4 times per year		7-12 RLA, Math, SS, and Sci teachers	Face to Face Blended Study	Title II and Step 7
Special Education Teacher Collaboration - 4 times per year		SPED Teachers	Blended Study	Step 7
Mentorship Training via WVCPD	Fall 2015 and Spring 2016	Mentor Teachers	Face to Face	Title II

Professional Development

Action Step	Timeline	Target Audience	Desired Method	Funding Source
All Schools have Individualized Professional Development Plans		All schools	Face to Face Blended Study	County
iPad Basic Training		All Teachers	Face to Face	Step 7
STAR Assessment Training for each school		GES, NES, TES, SFES, and GCHS	On-line Study Face to Face	County
Literacy Strategies Trainings at School Sites		PREK-6th Teachers	Face to Face	LIREC Grant
Office 365 Training - Josh Ratliff		All School Staff and Central Office Staff	Face to Face	County
Schoology and Blended Learning - Lori Whitt WVDE (11-13-14 and 11-14-14)		GCHS Vertical Teams	On-line Study Face to Face Blended Study	Step 7
Support for Personalized Learning Training		All staff	Face to Face	County
Google, Office 365 and Internet Resources - Shannon Carnes RESA 7		Elementary Grade Level Collaboration Groups	On-line Study Face to Face Blended Study	Step 7
Provide professional development for county PreK, day cares, and headstart staff members in the areas of social and emotional well being.		PreK Teachers in all schools	Face to Face	PreK and County
Schoology Training-Traci DeWall and Lori Whitt	2015-2016	3rd-12th grade teachers	Blended Study	County
Digital Tools for Gilmer Schools - 6 hour clinic of various sessions on local and state technology platforms	August 5, 2015	PREK-12th	Face to Face Blended Study	County-CE
Pearson Training for RLA Textbook Adoption	ON GOING - (8-13-15 and 10-13-15)	K-12th Staff	Blended Study	County
Office Mix-Mark Moore		All School Staff	Face to Face	County-CE



Odyssey Training		PREK-12th	On-line Study Face to Face	County
SPED Accommodations- Dr. Taylor GSC		GCHS Staff	Face to Face	County-CE
LIREC and NCTE Literacy Strategies with Jennifer Adams		PREK-6th Staff and GSC Students	Face to Face	LIREC Grant
Graduation 20/20 Training	2015-2016 School Year	7th-12th Staff	Face to Face	Title II and County
WVEIS WOW - Mike Harker		Office Staff and Teachers	Blended Study	RESA7
Accelerated Math and Math Facts in a Flash Trainings		K-12th	Blended Study	Step 7
One Drive Training - Traci DeWall		PREK-12th	Face to Face Blended Study	N/A