

## DODDRIDGE COUNTY 2020-2021 STRATEGIC PLAN

| <b>GOAL 1: ACHIEVEMENT/PROFICIENCY-Doddridge County Schools will increase student proficiency and achievement 3% in English Language Arts and 3% in Math as determined by the state summative assessment used to measure student progress and the achievement levels of the challenging State academic standards.</b> |   |   |
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| <b>STRATEGY: HIGH EXPECTATIONS/STANDARDS AND MONITORING- Doddridge County School district will promote student achievement by setting high expectations/standards and monitoring instructional activities in schools.</b>   |   |   |
| <b>ACTION STEPS</b>   | <b>PERSON RESPONSIBLE</b>   | <b>PERFORMANCE MEASURES</b>   |
| 1) Doddridge County Schools will continue to utilize state and county approved benchmark and interim assessments to monitor student growth data.  | Curriculum Coordinator  | <ul style="list-style-type: none"> <li>• Academic Assessment Results</li> <li>• Benchmark Assessment Tools</li> <li>• Progress Monitoring</li> <li>• SAT</li> <li>• Classroom Benchmarks</li> </ul> |
| 2) Doddridge County School district will continue district wide curriculum planning/curriculum mapping to ensure efficient and effective instruction.   | Curriculum Coordinator,<br>Principals                                   |   |
| 3) Doddridge County Schools will continue to focus on increasing the county attendance rate by creating a welcoming, engaging school environment and providing support to parents/guardians through an established open line of communication.  | Attendance/ CTE<br>Coordinator  |   |
| 4) Doddridge County Schools will continue to implement and provide professional learning opportunities and secure adequate technology staff to ensure all educators can effectively integrate technology into the classroom and fully utilize the STEAM labs.   | Curriculum Coordinator &<br>County Technology<br>Integration Specialist |   |
| 5) Doddridge County Schools will implement new CTE pathways, provide industry certifications, and further enhance the STEAM opportunities, through various business partnerships, to ensure our students are college and career ready.  | Attendance/ CTE<br>Coordinator  |   |
| 6) Doddridge County Schools will continue CEP, Backpack Feeding Program, Summer Read and Feed, CREW/Energy Express/Critical Skills/Title I Tutoring and strengthening existing partnerships with local libraries to provide multiple feeding opportunities to help meet the nutritional needs of our students.        | Director of Student<br>Support Services,<br>Child Nutrition Coordinator |   |

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| 7) Doddridge County School district will annually review and revise the action steps in the WV Early Literacy Campaign to ensure high quality RLA opportunities exist for our students.   | Director of Student Instructional Services  |  |
| 8) Doddridge County Schools will utilize technology with Project Based Learning to effectively engage students' minds, allow for student creativity and provide real-world application to ensure basic knowledge and skills necessary for student success in secondary and postsecondary institutions, as well as in the workplace. | Curriculum Coordinator  |  |
| 9) Doddridge County Schools will continue the implementation of a diverse approach to English Learners based on individual student needs and demands of content instruction to ensure student success while receiving direct services, upon exiting the program and during future monitoring.                                       | ESL Instructor  |  |
| 10) Doddridge County Schools will continue to provide real-life work experience for High School students through the Career Exploration Course, which has been designed to focus on Career Readiness with emphasis on establishing a transition from student to employee.   | County Liaison, Principals, Teacher   |  |
| 11) Doddridge County Schools will continue to focus on the Mission and Vision Plan based upon a central concept: the profile of a Doddridge County Graduate   | District-Wide   |  |
| 12) Doddridge County Schools will improve written communication skills by applying components of the writing process as well as focusing on grammar, sentence structure and content.  | Curriculum Coordinator & County ELA Specialist  |  |
| 13) Doddridge County Schools will continue participation in the Math for Life Campaign and utilize grade level supplemental math materials to address and support identified areas of weakness to improve overall math proficiency.   | Curriculum Coordinator & County Math Specialist   |  |
| 14) Principals will focus on the quality of instruction by setting clear goals, managing curriculum, monitoring lesson plans, completing walk-throughs, disaggregation of data, allocating resources and evaluating teachers regularly to promote student learning and growth.  | Superintendent, Assistant to the Superintendent, Director of Instructional Services, Curriculum Coordinator |  |
| 15) Doddridge County Schools will develop and administer a plan to recover/recoup skills lost due to the COVID-19 school closure during the 2019-2020 academic year.  | Superintendent, Director of Student Instructional Services, Curriculum Coordinator                          |  |

| 16) Doddridge County Schools will continue planning and creating Doddridge County Schools' Career and Technical Education Center's courses and curriculums.  | Superintendent,<br>Attendance/ CTE<br>Coordinator                    |  |
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| 17) Doddridge County Schools will develop and create a Remote/Distance Learning Plan that provides more instructional opportunities and flexibility for students and their families.   | Superintendent, Curriculum<br>Coordinator, Technology<br>Coordinator |  |
| <b>GOAL 2: COMMUNITY RELATIONS/UNITED CULTURE- Building positive relationships and a unified atmosphere among all stakeholders is a high priority for Doddridge County Schools. The district will continue to pursue positive community partners and increase the opportunities for stakeholders to provide input as measured by the publishing of monthly newsletters, the number of social media posts, provide minimum of one Facebook live opportunity for parent input regarding school re-entry, and increase opportunities for raising awareness of the county mission statement by 5%.</b> |  |  |
| <b>STRATEGY: ENHANCING INVOLVMENT OPPORTUNITIES- Doddridge County Schools will enhance the community connections and relations between the district and community agencies, businesses and the general citizenry of the county by cultivating a positive and unified atmosphere.</b>   |  |  |
| ACTION STEPS   | PERSON RESPONSIBLE   | PERFORMANCE MEASURES   |
| 1) Doddridge County Schools will continue to promote the county mission statement: "United to Make a Difference".  | District Wide  | <ul style="list-style-type: none"> <li>• Review of Feedback</li> <li>• Stakeholder Input</li> </ul>          |
| 2) Doddridge County Schools will continue the release of monthly newsletters to local newspaper publications, Doddridge County Schools App, Website, Board Docs and various social media outlets.  | Superintendent   | <ul style="list-style-type: none"> <li>• Focus Team Meetings</li> </ul>                                      |
| 3) Doddridge County Schools will continue to provide extracurricular passes to students and tax payers of the county in order to relieve the financial burden of admission fees as well as encourage community attendance at sporting events and functions thus increasing student support.  | Superintendent   | <ul style="list-style-type: none"> <li>• Newspaper Publications</li> <li>• Website</li> </ul>                |
| 4) Doddridge County Schools will empower students to provide feedback and take ownership of the educational process with Student Advisory Council, age appropriate surveys and teacher led student input activities.   | Superintendent   | <ul style="list-style-type: none"> <li>• Doddridge County Schools App</li> <li>• School Messenger</li> </ul> |
| 5) Doddridge County Schools will focus on our Mission and Vision by establishing relationships with diverse business organizations in the Service, Merchandising and Manufacturing areas in order to empower graduates with the will, skill, capacity and knowledge to succeed in life.  | Central Office<br>Administration,<br>Principal, Teacher              | <ul style="list-style-type: none"> <li>• Various Social Media Outlets</li> </ul>                             |
| 6) Doddridge County Schools will develop and launch a community-wide "United to Make a Difference" Day to promote citizenship and teach students about serving others.   | Superintendent   |  |

| 7) Doddridge County Schools will continue working jointly with the Doddridge County Commission/EDA/CITYNET Telecommunications to provide consistent internet access/services for Doddridge County students.   | Superintendent   |   |
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| <b>GOAL 3: FINANCE/PERSONNEL- Doddridge County Schools will prioritize capital expenditures that will allow the district to effectively attain goals and objectives, enhance educational opportunities, instructional planning and student performance goals/achievements while maintaining fiscal accountability as measured by implementing at least 50% of professional development requested by staff via a staff development survey.</b> |  |   |
| <b>STRATEGY: EXPENDITURES &amp; EDUCATIONAL NEEDS- Doddridge County Schools will continue to focus on capitalizing expenditures and personnel so that educational needs are met while maintaining fiscal responsibility.</b>  |  |   |
| ACTION STEPS  | PERSON RESPONSIBLE   | PERFORMANCE MEASURES  |
| 1) Doddridge County Schools will provide Monthly Financial reports to the Board of Education and General Public.  | Chief School Business Official   | <ul style="list-style-type: none"> <li>• Transparency with Financial Reports</li> <li>• Certified Lists</li> </ul>            |
| 2) Doddridge County Schools will update and review Certified Lists for Professional and Service Staff.  | Chief School Business Official, Human Resources Manager/Assistant to the Superintendent        | <ul style="list-style-type: none"> <li>• Student Enrollment Data</li> <li>• Professional Development Opportunities</li> </ul> |
| 3) Doddridge County Schools will continue the monthly review and reporting of student enrollment data.  | Superintendent & Attendance/ CTE Coordinator   | <ul style="list-style-type: none"> <li>• Professional Development Sign-in Sheets</li> </ul>                                   |
| 4) Doddridge County Schools will continue to maximize employee learning and development with the implementation of electronic professional development management systems. The Schoology and Safe Schools systems will empower staff to easily manage and monitor their professional development activities, as well as expands course opportunities to contribute to the district mission.   | Curriculum Coordinator, Service Personnel Staff Development Coordinator & Personnel Department |   |
| 5) Doddridge County Schools will transition to an electronic records management system that streamlines the multi-step process associated with various forms and recordkeeping. The electronic “paper” trail will keep staff in the loop, increase efficiency and decrease waste.   | Personnel Coordinator, Finance Department  |   |
| 6) Doddridge County Schools will continue to include budgetary allocations to ensure high quality staff development opportunities exist for staff members, including Learning Walks, STEAM Days, Teacher Tuesdays, and Professional Learning Days to provide staff members consistent "TIME" for the instructional planning process. Other professional   | Curriculum Coordinator, Principals   |   |

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| development opportunities include, but are not limited to Writer’s Workshop, National Literacy Conference, content area meetings, LETRS, ILA Conference, Mathematical Habits of Mind, Team Meetings, Vertical Data Meetings, and onsite sessions with Weston Kieschnick. |  |  |
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**GOAL 4: FACILITIES/SAFETY- Doddridge County Schools will continue to make safety a priority among students, staff and community members by upgrading facilities, policies & procedures and training personnel throughout the school year, measured by 100% completion of new CTE facility, complete policy overhaul via Neola, and a minimum of 2 code red safety drills.**

**STRATEGY: ENHANCE FACILITY SAFETY- Doddridge County Schools will continue to upgrade facilities and resources in order to develop a more safe and secure school environment.**

| ACTION STEPS   | PERSON RESPONSIBLE                                   | PERFORMANCE MEASURES  |
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| 1) Doddridge County Schools will continue to monitor/update the DC Schools 5-year facility plan.   | Director of Student Support Services                 | <ul style="list-style-type: none"> <li>Adjust Policies and Procedures for Optimum Efficiency</li> </ul>     |
| 2) Doddridge County Schools will provide professional development regarding county safety procedures/policies to increase staff member awareness.  | Director of Student Support Services                 | <ul style="list-style-type: none"> <li>Monitor the Realignment of Safety Personnel</li> </ul>               |
| 3) Doddridge County Schools will facilitate monthly meetings with Safety Teams and PRO Officers.   | Director of Student Support Services & Principals    | <ul style="list-style-type: none"> <li>Improve Facilities</li> </ul>  |
| 4) Doddridge County Schools will continue Superintendent County Focus Team Meetings, Superintendent Student Advisory, Professional Development Council and Strategic Plan Committee Meetings to obtain input and feedback from stakeholders. | Superintendent, Assistant to the Superintendent      | <ul style="list-style-type: none"> <li>Review Relevant Staff Development Training Sign-in Sheets</li> </ul> |
| 5) Create, revise and abolish organizational policies to enhance the Doddridge County School system.   | Assistant to the Superintendent                      |   |
| 6) Doddridge County Schools will complete the planning, development and construction phases of a new Doddridge County Career and Technical Education Facility.   | Superintendent, Director of Student Support Services |   |

**GOAL 5: HOLISTIC CHILD/MENTAL HEALTH-** Doddridge County Schools will continue to serve the holistic student with enhanced professional learning opportunities and direct services provided by a County-Wide Mental Health Coordinator, County-Wide Mental Health Specialist, and Itinerant School Based Social Worker. This support will help every student become the best version of themselves physically, mentally, socially, as well as ensure that our students know that they are valued as measured by a 2% decrease in chronically absent students.

**STRATEGY: SERVING THE HOLISTIC STUDENT-** Doddridge county schools will form a new Holistic Child Department consisting of the Mental Health Coordinator, Mental Health Specialist, Itinerant School Social Worker, Behavior Specialist, and School Counselors to identify and implement best practices for serving our students socially, emotionally, and behaviorally.

| ACTION STEPS   | PERSON RESPONSIBLE   | PERFORMANCE MEASURES  |
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| 1) Doddridge County Schools will continue implementation for “Strengthening Families”, a community based partnership program that builds on protective factors by improving family relationships, parenting skills and student’s social and life skills.   | Mental Health Coordinator, Holistic Child Department & Assistant to the Superintendent | <ul style="list-style-type: none"> <li>• Direct Services</li> <li>• Counseling to Individual Students, Small Groups &amp; Classrooms</li> </ul> |
| 2) Doddridge County Schools will conduct Holistic Child Department Meetings (including Mental Health Coordinator/Mental Health Specialist/School Social Worker/Behavior Specialist) meetings two times per semester as well as continuing to implement individual supervision by the Mental Health Coordinator monthly.  | Director of Student Support Services & Assistant to the Superintendent                 | <ul style="list-style-type: none"> <li>• Service Logs</li> <li>• SAT Team meetings</li> </ul>   |
| 3) Doddridge County will continue the delivery of county Mental Health Services, counselling services, interventions and programming.  | Superintendent, Mental Health Coordinator, Principals                                  | <ul style="list-style-type: none"> <li>• Tiered Behavior Intervention</li> <li>• Behavior Intervention Plans</li> </ul>                         |
| 4) Doddridge County Schools will continue to provide and implement programming that will support and strengthen students and their families (Strengthening Families, Building Hope, Safe Schools Hotline, Teen Mental Health First Aid, Meaningful Work/School Jobs, continue moving towards Trauma Informed Schools, HALO/Healthy Alternative for Little Ones, Development Guidance-DCES, PBIS Program, Handle with Care, Family Resource Network, monthly MDIT/Multi-Disciplinary Investigation Team Meetings) | Mental Health Coordinator & Holistic Child Department                                  | <ul style="list-style-type: none"> <li>• Staff Professional Development/Training</li> </ul>   |