

Priority # 1 The Public Schools of Robeson County will produce globally competitive students.

Goal: Promote a high standard of academic achievement for all students so that they will attain the knowledge, skills, and abilities needed to be successful in the 21st Century by requiring all schools to meet and or exceed stat and federal standards.
(15% by 2012-2013)

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
The school system will increase the number of schools meeting either expected or high growth standards of the North Carolina ABC Program from 26 to 29.	Conduct a minimum of three (3) benchmark assessments in the areas of reading and math for grades 3-8	School Administrators Curriculum Specialists Teachers Supervisors Testing Coordinator	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	Benchmark Scores EOG Scores
	Implement the PSRC K-12 Writing Plan and Literacy Plan	School Administrators School-Based Curriculum Specialists Teachers Supervisors Testing Coordinator	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	NC Writing Tasks (Four times annually) EOG Reading Scores
	Acquire parent signatures for each Individual Education Plan and Personalized Education Plan (IEP/ PEP)	Exceptional Children's Director School Administrators Teachers	2010-2011 2011-2012 2012-2013	No Funds necessary	Signed IEP/ PEPs
The school system will increase the math composite scores for grades 3-8 from 67.7% to 71.1%.	Conduct K-2 assessments and a minimum of three (3) benchmark assessments in 3-8 math	School Administrators School-Based Curriculum Specialists	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	K-2 Math Assessment Math EOG Scores
		Teachers Supervisors Testing Coordinator			
The school system will increase the total composite score for all high school End of Course subjects from 63.6% to 66.8%.	Conduct a minimum of two (2) benchmark assessments in each EOC class in grades 9-12	School Administrators Curriculum Specialists Teachers Supervisors Testing Coordinator	2010-2011 2011-2012 2012-2013	Low Wealth Technology Remediation DSSF	Benchmark Assessment EOC Scores



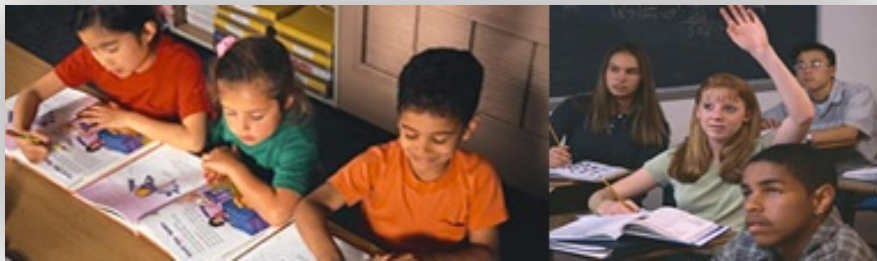
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Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
The school system will increase the number of schools meeting the No Child Left Behind Adequate Yearly Progress (AYP) from 22 to 24.	Analyze benchmark data by subgroups to identify areas needing additional support.	School Administrators Curriculum Specialists Teachers Supervisors Testing Coordinator	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	Benchmark Assessment EOC Scores EOG Scores
The school system will decrease the dropout rate from 4.35% to 4.1%.	Provide at-risk students with multiple remediation and acceleration opportunities such as Learning Acceleration Program (LAP), Ninth Grade Academy, and tutoring	School Administrators Curriculum Specialists Teachers Guidance Counselors Social Workers Youth Development Specialists Supervisors Testing Coordinator	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	Dropout Rate
The school system will increase the average SAT total score from 874 to 880.	Offer on-line, Princeton Review Practice Testing, tutoring and Saturday SAT Prep Program Incorporate strategies on SAT-type questions in all classes in all grades	School Administrators Curriculum Specialists Supervisors Guidance Counselors Teachers	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	SAT Scores



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Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
The school system will increase the graduation rate from 63% to 66%.	Continue to implement the High Schools That Work framework in 100 % of the high schools	School Administrators Curriculum Specialists Teachers Guidance Counselors Social Workers Youth Development Specialists Supervisors	2010-2011 2011-2012 2012-2013	Low Wealth Funds Title II Funds Local Funds	Cohort Graduation Rate
	Continue to implement the Learning Alternative Program (LAP) to provide students multiple opportunities to meet the requirements needed to graduate from high school	LAP Facilitators and Tutors High School Administrators Curriculum Specialists Teachers Guidance Counselors Social Workers Youth Development Specialists Supervisors	2010-2011 2011-2012 2012-2013	Low Wealth Funds Technology Funds Remediation DSSF	Drop-out rate Promotion/Retention Rate Cohort Graduation Rate
	Acquire parent signatures for each Individual Education Plan and Personalized Education Plan (IEP/ PEP)	Exceptional Children's Director School Administrators Teachers	2010-2011 2011-2012 2012-2013	No Funds necessary	Signed IEP/ PEPs
The school system will increase the number of high school students enrolling in and successfully completing on-line courses from 850 to 935.	Provide opportunities for students in grades 9-12 to take approved on-line courses from multiple sources.	School Administrators Curriculum Specialists On-Line Lead Teacher Supervisors	2010-2011 2011-2012 2012-2013	Low Wealth Funds Title II Funds Technology Funds Remediation DSSF	Online Course Enrollments





Priority # 2 The Public Schools of Robeson County will be led by 21st Century professionals.

Goal: Promote quality teachers, administrators, and staff to ensure that our students are receiving a quality education.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Reduce the teacher turnover rate from 11.3% to 10.0%.	Provide a mentoring program for teachers and administrators	Human Resources Department School Administrators	2010-2011 2011-2012 2012-2013	Title II Funds Local Funds	Teacher Working Conditions Survey Teacher Retention Rates
	Integrate retired mentors into the Initially Licensed Teacher (ILT) process	Human Resources Department ILT Coordinator	2010-2011 2011-2012 2012-2013	Title II Funds Local Funds	Mentor/ILT Ratio
	Increase the number of system level and school level mentors	Assistant Superintendents Human Resources Department ILT Coordinator Staff Development Coordinator	2010-2011 2011-2012 2012-2013	Title II Funds Local Funds	Mentor/ILT Ratio
Increase teacher participation in staff development/ training by 15%.	Offer staff development in areas such as data disaggregation, best practices, and classroom management	Principals School Improvement Teams Staff Development Coordinator Teachers	2010-2011 2011-2012 2012-2013	Title II Fund State Staff Development Title I Funds	Staff Development Rosters Evaluations
	Use data to trace and analyze the effectiveness of staff development				



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Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Increase the number of highly qualified National Board Certified teachers and Master's Degree teachers and administrators	Offer monetary incentives to employees attending universities to improve their qualifications	Assistant Superintendents	2010-2011 2011-2012 2012-2013	Title II Funds	Number of highly qualified, National Board, and Master's Degrees
	Provide leadership training opportunities to those who are aspiring to become administrators	Staff Development Coordinator	2010-2011 2011-2012 2012-2013	Title II Funds	Staff Development Rosters



Priority # 3 The Public Schools of Robeson County will produce healthy and responsible students.

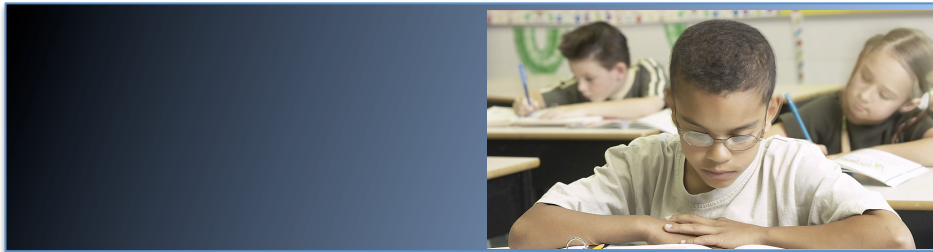
Goal: Promote a safe, orderly, and caring environment that is conducive to learning in all schools.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Reduce the number of discipline infractions by 10%.	Use Character Education initiatives to promote positive behavior	School Administrators Teachers Guidance Counselors Social Workers Youth Development Specialists School Resource Officers	2010-2011 2011-2012 2012-2013	Federal Funds State Funds Local Funds	Student discipline reports



Priority # 3 The Public Schools of Robeson County will produce healthy and responsible students.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Reduce the number of discipline infractions by 10%.	Implement Safe Schools Plans	Safe Schools Coordinator School Administrators Teachers Guidance Counselors Social Workers Youth Development Specialists	2010-2011 2011-2012 2012-2013	Federal Funds State Funds Local Funds	Student discipline reports
	Implement Positive Behavior Support Initiatives	School Administrators Teachers Guidance Counselors Social Workers Youth Development Specialists	2010-2011 2011-2012 2012-2013	Federal Funds State Funds Local Funds	Student discipline reports
	Provide training concerning social problems such as gangs, bullying, and defiance of authority	School Administrators Teachers Guidance Counselors Social Workers Youth Development Specialists	2010-2011 2011-2012 2012-2013	Federal Funds State Funds Local Funds	Student discipline reports
Increase partnerships with businesses, colleges/ universities, and other agencies.	Implement positive school/community relationships and partnerships	School Administrators Teachers School Webmasters Parent Coordinator Title I Director	2010-2011 2011-2012 2012-2013	Title I Funds	Number of Partnerships
	Conduct PTA/PTO meetings at least quarterly Use all levels of communication to keep stakeholders informed	School Administrators PTA/PTO Officers Teachers School Webmasters Public Information Office	2010-2011 2011-2012 2012-2013	Title I Funds PTA/PTO Funds	Agendas PTO Attendance Rosters All Publications



Priority # 3 The Public Schools of Robeson County will produce healthy and responsible students.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Increase partnerships with businesses, colleges/ universities, and other agencies.	Organize an active advisory council	Assistant Superintendents School Administrators	2010-2011 2011-2012 2012-2013	Title I Funds	Agendas
	Post upcoming events, announcements, and information to school webpages	School Administrators District Webmaster School Webmaster Teachers	2010-2011 2011-2012 2012-2013	E-Rate Funds State Technology Funds	District Webpages School Webpages
	Maintain a parent contact log	School Administrators Teachers Guidance Counselors	2010-2011 2011-2012 2012-2013	No Funding Necessary	Parent Contact Log
	Produce Parent Compacts for Title I Schools	School Administrators Teachers Guidance Counselors	2010-2011 2011-2012 2012-2013	Title I Funds	Parent Compacts
	Offer district-wide Parent Training Sessions to K-8 parents.	District Parent Coordinator Assistant Superintendents	2010-2011 2011-2012 2012-2013	Title I Funds	Agendas and Rosters



Priority # 4 The Public Schools of Robeson County will guide innovation through leadership.

Goal 1: Promote effective and efficient operations so that schools offer students opportunities to learn in a quality organization.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Improve the support and operations between the system and the schools	Maintain Southern Accreditation of Colleges and Schools (SACS) for all traditional schools and move toward District Accreditation.	School-based SACS Committees	2010-2011	Capital Outlay	Number of SACS Schools
		Assistant Superintendents School Administrators Media Supervisor Teachers Maintenance Supervisor and staff	2011-2012 2012-2013	Local Funds State Funds	
	Hire, train, and provide adequate (human and fiscal) resources to schools	Assistant Superintendents School Administrators Directors	2010-2011 2011-2012 2012-2013	State Funds CTE Funds Local Funds EC Funds Title I Funds Title II Funds Title V Funds	Schools adequately funded
	Use all channels of communication to reach stakeholders	Assistant Superintendents School Administrators Directors	2010-2011 2011-2012 2012-2013	Connect Ed Navigator Newsletter Aware E-mail Web Pages Meetings	Agendas Publications
	Use data from all departments to plan improvement initiatives or programs	Assistant Superintendents School Administrators Directors	2010-2011 2011-2012 2012-2013	School Improvement Plans and Monitoring Instrument Testing Data NC Wise Data Discipline Data EC Data	Applicable Data
	Conduct Three Minute Walk Throughs and appropriate evaluations to help staff improve.	School Administrators Focus Intervention Teams (FIT)	2010-2011 2011-2012 2012-2013	No Funding Necessary	Walk Throughs Evaluations



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Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Improve the support and operations between the system and the schools	Allocate monies (based on data) to improve teaching and learning	Assistant Superintendents	2010-2011 2011-2012 2012-2013	Available Funding	Appropriate Budgets and Audits
	Provide system wide student and staff health and wellness training, equipment, and support that will promote healthy lifestyle choices	School Health Services School Health Advisory Council (SHAC) Health Coordinator P.E. Supervisor	2010-2011 2011-2012 2012-2013	Low Wealth State Funds Mini-grants	Rosters Agendas FITNESS GRAM Scores BMI Records SHAC Minutes
	Secure funding from county to replace existing mobile units and to build a Staff Development Center.	Assistant Superintendents Maintenance Supervisor	2010-2011 2011-2012 2012-2013	Local Funding State Funding	Completion of Structures
	Secure funding to build a high school at COMtech.	Assistant Superintendents	2010-2011 2011-2012 2012-2013	Federal and Local Funding	Completion of Structure



Priority # 4 The Public Schools of Robeson County will guide innovation through leadership.

Goal 2: Promote positive board relations to help the school system to continue to move forward.

Measurable Objectives	Strategies	Person(s) Responsible	Timeline	Resources Needed	Evaluation Measures
Use all avenues to ensure that information is disseminated in a timely manner to Board Members.	Update Board monthly on new initiatives and accomplishments of the school system	Superintendent Assistant Superintendents	2010-2011 2011-2012 2012-2013	Technology Funds	Disseminated information
	Inform Board of staff development opportunities	Superintendent Assistant Superintendents Staff Development Coordinator	2010-2011 2011-2012 2012-2013	Technology Funds	Attendance Rosters Public Announcement Handouts Board agendas
Provide avenues for board members to inform the administration of improvement suggestions, concerns, and issues	Maintain an open door policy at all times to all Board Members	Superintendent Assistant Superintendents	2010-2011 2011-2012 2012-2013	Technology Funds	Board Contact Log
	Inform, and seek approval of the Board on the budgetary matters	Superintendent Assistant Superintendents Finance Officer	2010-2011 2011-2012 2012-2013	No Funding Necessary	Board Meeting Minutes, Approved Budget Copies of Budget Minutes from the Budget Meetings

