

2010-2020
Carteret County Public School System
Strategic Plan

Our Mission

**The mission of the Carteret County Schools
is to graduate all students
prepared to be productive citizens.**

Our Vision

Together we strive to make the Carteret County Public Schools excellent, and we have one focus: Providing schools where students learn, grow, and become--*while immersed in a rigorous, relevant curriculum delivered in a county especially rich in marine and historical resources.*

This synergy of potential and commitment helps guide us as we empower our students to achieve and succeed.

Our vision is a school system that:

- **Creates opportunities to learn, grow, and become by honoring a tradition of excellence and a commitment to innovation.**
- **Prepares the foundations for the communities of tomorrow.**
- **Fosters lifelong learning for all and is guided by this compass: Successful Learning -- Every child, every day, excellence in every way.**
- **Develops communities of learners striving for excellence.**
- **Develops citizens who will make an impact on the future.**

Our Promise

In an unparalleled partnership with parents, higher education, business, and communities, the Carteret County Public School System will guide students to achieve their highest potential for lifelong learning and success by:

- **Implementing a rich, rigorous curriculum, focused on reading, math, science, and social studies and enhanced by the arts, health and fitness, and the humanities to build strong minds and bodies;**
- **Guaranteeing a variety of opportunities to acquire knowledge and skills both in and out of the classroom to make students college and career ready upon graduation;**
- **Attracting and retaining dynamic professional and support staff who inspire and cultivate excellence.**

Core Beliefs

Students Learn Best:

- 1. in educational environments that are safe, caring, and stimulating yet structured, where diversity, effort, and excellence are celebrated.**
- 2. when they are actively engaged in learning, are individually responsible, and able to collaborate.**
- 3. when they see how what they are learning will benefit them either immediately or later in life.**
- 4. when they are physically and emotionally healthy.**
- 5. when they see themselves as life-long learners in a dynamic, challenging world.**
- 6. when they are held to well-articulated high standards and supported by the home to achieve them.**

Master Teachers:

- 7. use effective methods, demonstrate mastery of content area, act with empathy, and collaborate with fellow educators.**
- 8. are continuously engaged in professional education, persistently improving their methods of teaching.**
- 9. use instruction that engages student learning styles, interests, and current skill levels.**
- 10. use every opportunity to communicate with parents/guardians to achieve student success.**

Effective School Systems:

- 11. use assessments to guide instruction, improve learning, and increase student achievement.**
- 12. work in active partnerships with parents/guardians and the community to optimize student learning opportunities.**
- 13. provide county, state, and national accountability.**
- 14. prepare students to participate and appreciate living in a democracy, while understanding global societies, languages, and marketplaces.**
- 15. provide instruction enhanced by appropriate technology.**
- 16. are financially responsible and resourceful.**
- 17. deliver a comprehensive curriculum that encompasses not only academic goals but ones that promote a healthy lifestyle, strong moral character, and respect for all.**

Goal I – Schools Will Produce Globally Competitive Students

As measured by:

Analysis of data regarding use of instructional time

Average combined SAT score (critical reading, mathematics and writing)

End-of-Course percentage proficient, all subjects

End-of-Grade Reading percent proficient, grades 3 through 8

End-of-Grade Math percent proficient, grades 3 through 8

End-of-Grade Science percent proficient, grades 5 and 8

Number of schools meeting or exceeding ABCs expected growth

Percent AYP targets met by schools and school system

Percentage of students successfully completing dual enrollment or online courses

VOCATS percent proficient

Student perception of course availability, quality and future needs

| OBJECTIVES | ACTION STEPS |
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| 1) Provide class size conducive to learning. | 1A) Study achievement data to determine optimal class size for maximum achievement. 1B) Make recommendations to the Board of Education as a budget item for these class sizes. |
| 2) Provide a comprehensive curriculum that is rigorous and relevant. | 2A) Provide additional training for teachers in problem-based, hands-on teaching strategies to make the curriculum more relevant. 2B) Expand course offerings in Engineering, Computer Programming, Environmental Science, Leadership Development, and Life Management Skills. 2C) Study courses that could be offered to give students additional certifications preparing them for the world of work. |
| 3) Provide a support system that meets the needs of all students. | 3A) Study mentoring programs and design and implement a comprehensive plan for building meaningful relationships with disengaged students. 3B) Increase opportunities for parents to be involved in school activities and be empowered in the decisions of the school. 3C) Establish more “Parent as Partner Programs” to increase awareness of the academic demands, the social and emotional challenges faced by our students and ways to help students plan for the future. |

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| | <p>3D) Develop and fund model after school programs that meet the identified needs of the system and/or individual schools.</p> <p>3E) Form a group to work with faith-based organizations and other community groups to determine ways all entities may work to together.</p> |
| 4) Ensure students are proficient in a digital society. | <p>4A) Study current policies to determine what measures must be put in place to accommodate students bringing laptops on campus and using other personal technological and/or digital devices to enhance educational opportunities.</p> <p>4B) Be vigilant in locating grants to fund additional technology.</p> <p>4C) Broaden the exposure of students to how technology can be used in many careers.</p> |
| 5) Provide a wide range of activities that promote and celebrate student achievement. | <p>5A) Study other school systems and make recommendations about how to celebrate student achievement in unique ways.</p> <p>5B) Work with Boys and Girls Club, Communities in Schools, and faith-based organizations to plan programming that will enhance what the schools are already doing.</p> <p>5C) Study incentive programs for at-risk students and make recommendations for keeping those students engaged in school.</p> |
| 6) Collaborate with community colleges and other institutions to provide additional curriculum and enrichment. | <p>6A) Increase dual enrollment opportunities for our students.</p> <p>6B) Support an “online classroom” that is staffed during the school day.</p> <p>6C) Use virtual classrooms and field trips to enhance education and conserve money.</p> <p>6D) Collaborate with all university labs in the county to share staff and/or space for our students to take their courses.</p> |
| 7) Make curriculum offerings available to all students and encourage students to stretch their learning. | <p>7A) Establish a committee to study class rank, pass/fail course, and the impact of GPA on student achievement.</p> <p>7B) Set up a system to reward students for making growth on their End of Grade Tests.</p> <p>7C) Study ways that students can meet with academic advisors on a regular basis to set goals.</p> |

Goal II – Schools Will Be Led By 21st Century Professionals

As measured by:

Percentage classroom teachers fully licensed

Percentage teachers with advanced degrees (master’s or higher)

Percentage teachers with National Board certification

Percentage teachers with 10 or more years teaching experience

Percentage teachers leaving school system from one year to the next (turnover rate)

Number of North Carolina Teaching Fellows actively employed in March of each school year

| OBJECTIVES | ACTION STEPS |
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| 1) Recruit a diverse team of highly qualified teachers, staff and administrators. | 1A) Establish a college scholarship loan exclusive to local high school students, with the loan forgiven by four years of teaching within the Carteret County Public School System. 1B) Work with community partners to provide incentives for first-year teachers that include housing, restaurant and local business discounts; a directory of community resources; and a DVD highlighting county attractions and low property tax rate. 1C) Work with community partners to waiver or pay rental and utility (electric, gas, water, telephone) deposits for all first-year teachers licensed to teach science, mathematics, gifted education, and special education. 1D) Provide additional support to high school Teacher Cadet classes with a focus on class recruitment, quality curriculum, follow-up and mentoring. 1E) Attract minority teachers. |
| 2) Retain a diverse team of highly qualified teachers, staff and administrators. | 2A) Ensure quality planning time for teachers. 2B) Provide professional mentors for new teachers. 2C) Provide methods for modeling strong teaching. 2D) Provide strong support for teachers when they encounter disciplinary incidents. 2E) Shield beginning teachers from lower-end courses and the most challenging students. 2F) Encourage principals to establish teacher duty schedules that are equitable and that minimize time away from instructional activities. |

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| <p>3) Support the research-based growth of teachers, staff and administrators so they can deliver 21st Century skills.</p> | <p>3A) Establish a format for teachers to share “best practices” with peers. 3B) Base staff development opportunities on teacher survey results that reflect local teacher needs. 3C) Use distance learning opportunities for staff development.</p> |
| <p>4) Use Professional Learning Communities to discuss and use data to improve instruction and school environments.</p> | <p>4A) Provide more training on and solicit feedback to ensure the appropriate use of Professional Learning Communities. 4B) Increase opportunities for effective collaboration with and observation of other teachers in the school and district. 4C) Provide increased contact with fellow professionals outside the district in order to learn new teaching techniques.</p> |

Goal III – Students Will be Healthy and Responsible

As measured by:

Percentage of students who attend school daily

Number of acts of crime and violence per 1,000 students

Average number of short-term (10 days or less) suspensions per 100 students

Number of students with improved fitness indicator statistics

Number of reported bullying incidents

Number of new or expanded extra-curricular programs within our school system

Number of wellness programs established for staff and/or students

| OBJECTIVES | ACTION STEPS |
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| 1) Provide a safe and orderly environment that is inviting, respectful, supportive and inclusive. | 1A) Implement and use curriculum components that address positive student behavior, conflict resolution, anti-bullying, and responsibility for self, in every school. 1B) Train all administrators and key personnel in system-wide crisis management procedures and implement in all schools. 1C) Maintain adequate security systems (i.e. phones, fire alarms, cameras, door alarms, etc.) in each school. |
| 2) Provide a learning environment designed to promote a healthy lifestyle for students and employees. | 2A) Support and encourage an active School Health Advisory Council. |
| 3) Promote extracurricular activities for the development of the whole child. | 3A) Establish new and maintain existing financially feasible, age appropriate extracurricular programs in all schools to provide opportunity for a well-rounded educational experience. |
| 4) Provide nutritional meals. | 4A) Examine meals offered and choices students make. 4B) Support and encourage positive food choices. |

Goal IV – Leadership Will Guide Innovation

As measured by:

Percentage of students in cohort graduating with regular diploma in 4 years or less

Percentage of students meeting Gateway year standards in grades 3, 5 and 8

Percentage of positive (agree or disagree) responses on opinion survey of staff, students and parents

Percentage involvement in programs and events

Data from local, state and national assessments

| OBJECTIVES | ACTION STEPS |
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| <p>1) Increase and improve partnerships and cooperation with the following: Government, business, and community entities; Students; Families; and School organizations.</p> | <p>1A) Provide opportunities for the successful use of the following, when and where applicable:</p> <ul style="list-style-type: none"> Special project resources, Collaborative planning, New cost-sharing strategies, Mentors for students, School volunteers, Career shadowing, Student and community input when making decisions regarding areas of school life (academic & social). |
| <p>2) Promote strong collaborative networks with parents, faith-based organizations, and community resources that embrace the community partnership commitment for public education.</p> | <p>2A) Find ways to use members of the community to teach in areas related to Career Technical Education such as welding. 2 B) Create instructional modules related to community resources similar to Health Careers Pathway to make learning more relevant for students – especially in fastest growing areas of need so application of knowledge is real world. 2 C) Establish a Career Umbrella person/organization to coordinate low cost/high efficiency programs to expose students to relevant, applicable experiences.</p> |

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| <p>3) Embrace a culture of continuous school improvement.</p> | <p>3A) Work toward having all students on grade level for accountability standards in gateway years: grades 3, 5, and 8.</p> <p>3B) Put procedures in place that teach students about their own data and what needs to be done to move them forward (including parents/business).</p> <p>3C) Continue to use school data for improvement strategies.</p> <p>3D) Provide flexibility to be creative within the confines of mandates.</p> <p>3E) Deliver instruction with agility: e.g. high school teachers need to be reading teachers to provide reading instruction in the content area.</p> <p>3F) Balance the emphasis placed on forever-improving, always striving with celebrations and uplifting to maintain positive attitudes and willingness to continue the quest for improvement.</p> <p>3G) Have leaders share successful programs, and allow teachers to be part of evaluating/overseeing programs in action or selecting new ones.</p> <p>3H) Provide consistent leadership initiatives throughout district.</p> |
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Goal V – Schools Will Be Governed and Supported by 21st Century Systems

As measured by:

- Number of students per internet-connected technology
- Number of students per instructional technology
- Percentage positive use of technology
- Percent decrease in energy consumption
- Number of 21st Century technology-rich classrooms
- Number of schools with effective heating and cooling systems
- Results of building needs assessment

| OBJECTIVES | ACTION STEPS |
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| 1. Promote and maintain efficient management and operations across the school system. | 1A) Prioritize funding for greatest instructional impact. 1B) Use staff efficiently and effectively. 1C) Reduce need for substitute teachers. |
| 2. Demonstrate accountability for all budgeted and expended funds. | 2A) Expand energy conservation efforts. 2B) Maintain transparent procedures with all funds collected and expended and publish general statute requirements in faculty/staff handbooks. 2C) Conducted school-site budging with input from stakeholders. |
| 3. Maintain technology and upgrade to keep pace with 21 st Century Skills. | 3A) Blend system’s technology plan with Strategic Plan. 3B) Permit student-owned technology use. 3C) Incorporate newer effective technologies into the classroom culture and instruction. 3D) Embrace technology seamlessly. 3E) Conduct a comprehensive study of system-wide needs for the next ten years and make recommendations to the Board of Education on meeting those needs. |

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| <p>4) Align resources with system needs and state and federal mandates.</p> | <p>4A) Seek appropriate grants. 4B) Explore student population realignment. 4C) Seek alternative funding sources. 4D) Support an education foundation.</p> |
| <p>5) Have procedures in place that support continuous school improvement and use data to work with schools not meeting mandates.</p> | <p>5A) Explore schedule modifications. 5B) Utilize technology solutions for curriculum delivery. 5C) Focus on data-driven decision making. 5D. Examine staff and program effectiveness.</p> |
| <p>6) Maintain facilities and strategically plan for future needs.</p> | <p>6 A) Generate a needs assessment for possible future construction.</p> |