

Board/Superintendent Priorities 2004-2006

Goal I: Student Academic Performance Standards

Priority 1.1 Standards of Accreditation/Adequate Yearly Progress

1.1.1	By June 30, 2005, all schools will continue full accreditation and demonstrate adequate yearly progress towards a 90% SOL pass rate in English and mathematics at each school across all sub-populations specified in the federal No Child Left Behind Act of 2001 (LEP, economically-disadvantaged, black, Hispanic, white, and special education students).
1.1.2	By August 2005, all students will graduate through acquisition of the coursework and verified credits necessary to obtain a diploma or satisfactory completion of an Individualized Education Plan (IEP).
1.1.3	By June 30, 2005, 90% of all students will score pass proficient or pass advanced on the English and math SOL tests at grades 3,5, 8 and end of course.

Priority 1.2* High Achievement for All

1.2.1	By June 30, 2006 increased participation/engagement of elementary, middle, and high school students in more rigorous academic coursework will occur as measured by: <ul style="list-style-type: none"> • Percentage of high school graduates taking one or more college-level courses (dual credit, dual enrollment, Advanced Placement) or receiving industry certification from a Board approved list • Percentage of students in grades 9-12 taking at least one Advanced Placement test • Percentage of students earning an Advanced Studies Diploma • Percentage by NCLB subpopulations participating in practical/standard/advanced/honors level classes at middle and high school • Percentage of fourth grade students scoring at the proficient level on the New Standards Reference Exam in Mathematics
1.2.2	By November 30, 2004, secondary staff will identify and begin implementation of strategies to use PSAT data to inform counseling, placement and instructional decisions for individual students as well as to engage the student and their family in the process.

** Percentage targets will be recommended by staff and approved by the Board as soon as final 2003-04 data sources are available and analyzed by staff.*

Goal 2: School Climate and Board Adopted Values

Priority 2.1 Positive School Climate

2.1.1 By June 30, 2005, in partnership with the community, specific school improvement needs will be identified using baseline data and strategies implemented by school staff to create and/or maintain a school climate in which all adults and children feel welcomed, respected and safe.

2.1.2 By December 2004, staff will identify strategies to promote a healthy school environment and report recommendations and budget implications to the Board. Identified strategies will center on the whole child and promote good health and fitness including aspects related to nutrition, physical education, and mental health.

Priority 2.2 Division Salary Structure

2.2.1 By December 2004, a staff committee will convene to analyze compensation structures and develop Phase II budget recommendations to meet the Joint Board adopted compensation strategy for Albemarle County as follows:

- Teachers-market target is the 75th percentile of adopted market;
- Administrative positions recruited nationally/regionally-market target is the median of subset of adopted market;
- Classified employees-market target is the median of adopted market.

Goal 3: Feeder Pattern Support

Priority 3.1 Increasing Instructional Rigor

3.1.1 By December 2004, K-12 vertical teams in all core areas will identify strategies and actions necessary to increase instructional rigor and high achievement across grade levels with particular emphasis on transition grades, 5-6 and 8-9. Recommendations for changes and budget implications will be reported to the Board.

3.1.2 By December 2004, a review of the middle school curricula, recommendations for changes, and budget implications will be reported to the Board. Focus on development of systemic, coordinated exploratory and world languages programs will occur.

Goal 4: Curriculum and Staff Development

Priority 4.1 Design 2005: Framework for Quality Learning Implementation

- 4.1.1 By June 30, 2006, the Design 2005: Framework for Quality Learning instructional model will be implemented in all classrooms and assessed through:
- teacher and administrative performance appraisal processes
 - student achievement measured by multiple indicators of performance
 - feedback from teachers regarding effectiveness of staff development programs.

Priority 4.2 World Languages Program

- 4.2.1 By August 2005, all elementary schools will implement the Spanish conversational language program.

Goal 5: Extended Learning Community

Priority 5.1: Community Engagement

- 5.1.1 By June 30, 2005, specific customer-friendly school improvement strategies will be identified and implemented to positively engage all families in their child(ren)'s education, with particular emphasis on outreach to NCLB sub- populations.
- 5.1.2 By December 2004, a Division communication committee will develop a communication plan and it will be used by Division and school staff to share timely information and improve dialogue between community members and school staff.

Implementation Focus Areas for Monitoring and Review

Division Support I: Technology Infrastructure Development/Maintenance

DS I.1 By June 30, 2004, the Division will continue implementation of the Phase II funding support plan to institute a phased-in replacement cycle for all instructional and administrative computers.

Division Support II: Strategic Planning for Division and School Improvement

DS II.1 By November 30, 2004, a plan to gather parent and student feedback data for individual schools and progress on Board/ Superintendent priorities will be presented to the Board, including a budget for completion of a poll or survey by April 2005.

DS II.2 By January 30, 2005, a proposed framework and budget for systematic review and evaluation of key departments and programs will be developed and recommended to the Board.

DSII.3 By May 30, 2005, a strategic planning process will be fully implemented and a Division strategic plan for 2005-09 will be presented to Board.

Research and Development Focus Areas

- Development of a K-12 community service and service learning plan with 05-06 budget implications
- Identification by HR staff of other forms of compensation within the competitive market
- Research and review pre-kindergarten programming options with budget implications
- Development of a plan for reviewing, revising, and implementing Administrative Performance Appraisal processes and procedures
- Continued development of the non-European world languages program and monitoring of program implementation