

**Board/Superintendent Biennial Plan
(Priorities) – Updated 8/18/06
2006-2008**

Goal 1: Increase achievement for all students and close achievement gaps.

Objective 1.1: By 2007-2008 school year, all city schools and the Division will meet state and federal requirements for accreditation and AYP.

- By Fall 2008, all 9 schools will be fully accredited.
- By Fall 2008, require accountability throughout the system for reaching goals of the Strategic Plan.
- Extend the school day consistently across the school division, at least for our struggling students.

Objective 1.2: By Fall 2008, increase the percentage of students performing at or above grade level in reading and math.

- Raise percentage of students reading at or above grade level to 75% By Fall 2008.
- Establish grade level math benchmarks in 2007 and increase by at least 5% By Fall 2008.

Objective 1.3: By Fall 2008, increase the percentage of students who graduate.

- Reduce retention rate of 9th grade students to less than 20%.
- Develop a plan for improving and moving the Alternative Program this coming year.
- Dialogue with Albemarle County about combining city and county alternative programs.

Objective 1.5: By Fall 2008, Enhance instruction with the integration and utilization of appropriate media/technology.

- Develop and implement a plan for assessing student technology SOL proficiencies and information skills.
- Establish partnerships for identifying and delivering effective media/technology training to assist educators as they help students achieve high academic standards.

Objective 1.6: By Fall 2008, evaluate the efficacy of all programs.

- Complete development of program assessment database and establish and implement evaluation protocol for all division programs.
- Receive data on how some of our main remediation programs are working.

Objective 1.7: By Fall 2008, include students with special needs in general education classes to the extent possible.

- Come to consensus on what is best practice on inclusion – what research shows to be the most educationally sound model looking out for the needs of special ed students and general ed students.

Goal 2: Support the whole child (physical, social, emotional needs).

Objective 2.1: By Fall 2008, utilize division and community resources and agencies to address the physical, social, and emotional needs of students.

- Develop and implement a student support team process for a continuum of student needs.

Objective 2.2: By Fall 2008, promote student health and well-being through research-based health, physical education and nutrition, and school safety and prevention programs and activities.

- Implement the Wellness Policy and associated regulations for school division and develop a consistent and sequential health and physical education curriculum.
- Promote-increased physical activity by our students.
- Teach students to make good life choices regarding violence, substance abuse, teen pregnancy.

Objective 2.4: By Fall 2008, provide fine and performing arts access and opportunities to all students.

- Increase the number of students, especially underrepresented populations, participating in these programs and develop curricula that supports the needs of the diverse group of students.
- Apply for a grant from the Bama Fund for band instruments and lessons for the underprivileged, like the orchestra is receiving.

Objective 2.5: By Fall 2008, maintain a rich variety of sports and extracurricular activities to encourage exploration of individual interests and to engage students in school.

- Provide a special focus at the middle school.

Goal 3: Increase family, school and community involvement and collaboration.

Objective 3.1: By Fall 2008, improve relationships and trust between the school and community.

- The Board and the Superintendent should work cooperatively to build personal and community relationships to reach our common goal of “Personal and Academic success for all.”
- By Fall 2008, promote the value of the system so that families will choose to send their children to our schools.

Objective 3.2: By Fall 2008, enhance communication among school, home, and the community at large.

- Develop a strategic communications plan. Complete and implement division communication plan.
- Develop/purchase and administer staff/student/parent/community surveys.
- Develop a list of “brass tacks’ reasons education is important.
- Develop a list of quotes from famous people about the importance of education.
- Use community agencies to communicate with highly at-risk group of citizens/parents.

Goal 4: Recruit, retain and support diverse and effective leadership, teachers and staff.

Objective 4.4: By Fall 2008, provide support to staff through implementation of systematic and systemic professional development aligned with division’s strategic plan.

- Align all professional development with strategic plan and division priorities

Objective 4.5: By Fall 2008, enhance the division’s human resources services.

- Review and refine hiring processes.
- Review minority recruitment plan.

Goal 5: Provide all students and staff with an environment conducive to learning.

Objective 5.1: By Fall 2008, identify and increase cultural competencies among staff and students.

- Increase percentage of division staff who have received professional development regarding cultural competency to over 50%.

Objective 5.2: By Fall 2008, refine a consistent, division-wide set of expectations for student conduct and revise the Code of Student Conduct to reflect that policy.

- Develop a consistent, division-wide standard of acceptable student conduct and of appropriate responses to departures from that standard.
- Simplify the Code of Student Conduct to reflect that policy.

Objective 5.3: By Fall 2008, develop and implement systemic strategies to address inappropriate behavior and minimize loss of instructional time.

- Reduce all forms of disciplinary referrals, suspensions, expulsions, and assignments to alternative education by 20% By Fall 2008.

Objective 5.4: By Fall 2008, reduce the number of students who are habitually absent or tardy.

- Reduce the percentage of students who are habitually absent to less than 25% and the percentage who are habitually tardy to less than 15%.

Objective 5.5: By Fall 2008, ensure quality and adequacy of school facilities.

- Identify current and future physical and safety needs of each building/space based on enrollment projections, effective delivery of instructional services to students, and budget considerations.