

# Prince George County Public Schools



## Comprehensive Plan 2016 -2021

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Discussion and Public Hearing Held June 13, 2016  
Approved by the School Board on July 11, 2016*

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## Comprehensive Planning Committee Members

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Jerry Warren Parent At-Large	Renee Williams, Division Superintendent School Board Office	Sandra Nicol, Teacher Prince George High School

## **Introduction**

The Prince George County Schools' Comprehensive Plan 2016-2021 represents the division's commitment to planning and an on-going assessment of its programs. The foundation of the plan is based on and is reflective of the mandates of the Virginia Standards of Quality, the Regulations Establishing Standards for Accrediting Public Schools in Virginia, the re-authorization of the Elementary and Secondary Education Act, and the Mission and Guiding Principles of the school division.

The Comprehensive Plan 2016-2021 covers the time period of 2016 through 2021. It is a revision of the goals, objectives and strategies set forth in the school division's previous plan, which was entitled Prince George County Public Schools' Six-Year Plan 2011-2016.

The Comprehensive Plan was developed by a committee which included teachers, parents, administrators, members of the school board, and community members. The Comprehensive Plan contains objectives and strategies for:

- increasing student achievement
- providing opportunities for training and professional development
- involving the community and parents
- creating and maintaining a safe and orderly environment
- improving facilities

The plan also includes:

- an assessment of the division's needs
- a technology plan designed to integrate educational technology into the instructional programs
- a plan for regional partnerships
- parental and community involvement to build successful school and parent partnerships

Although the Comprehensive Plan covers a span of five years, it is a work in progress. The objectives and the extent to which they are being achieved will be reviewed annually and revised as the needs of the division evolve.

## **School and Community Involvement in the Development of the Comprehensive Plan**

The participation and involvement of the staff and the community in developing the Comprehensive Plan was achieved by the following means:

- Parent and Community Forums were held at Prince George High School, Moore Middle School, Beazley Elementary School, and North Elementary School.
- Focus groups were conducted with the faculty and staff of each the schools.
- Focus groups were held with School Board Office staff including the departments of Instruction, Technology, Human Resources, Finance, Operations, and Food Service.
- Focus groups were also held with bus drivers and other employees who work at the Bus Garage.
- A Focus Group was also held with a group of high school students with representation from students participating in AP/IB courses, Special Education services, students seeking Standard and Advanced Studies Diplomas, students participating in Career Technical Education (CTE) courses, and Dual Enrollment
- A survey was conducted to invite feedback from students, families, community members, faculty, and staff.
- The Plan was disseminated and discussed at the Superintendent's May Staff Meeting.
- Copies of the Plan were placed in each school and the central office for public review and comments.
- Announcements about the Plan and the public hearing were posted on the school division's web page.
- Principals reviewed the Comprehensive Plan at faculty and/or department/grade level meetings.
- Copies of the Plan were shared with the public at school board meetings.
- The Plan will be shared with the Parent Teacher organization at each school.
- The Plan will be reviewed and discussed at a Fort Lee Quarterly Meeting.
- A public hearing on the Plan was held at the June 13, 2016, School Board meeting.
- The Prince George County School Board approved the Comprehensive Plan in July 2016.

## Review of Progress and Revision Schedule

The 2016-2021 Comprehensive Plan will be reviewed annually and an assessment of the progress made in achieving the goals and objectives will be conducted. A report on the extent to which the objectives of the plan are being achieved will be made to the School Board annually using the following schedule. If revisions to the plan are required, revisions will be made available for public inspection and at least one public hearing will be conducted to solicit public comment on requested revisions.

September 2016	Assessment of Progress for 2015-2016
<b>October 2016</b>	<b>Update to School Board</b>
September 2017	Assessment of Progress for 2016-2017
<b>October 2017</b>	<b>Update to School Board</b>
September 2018	Assessment of Progress for 2017-2018
<b>October 2018</b>	<b>Update to School Board</b>
September 2019	Assessment of Progress for 2018-2019
<b>October 2019</b>	<b>Update to School Board</b>
September 2020	Assessment of Progress for 2019-2020
<b>October 2020</b>	<b>Update to School Board</b>
SY 2020-2021	Review and Revision of Comprehensive Plan
June 2021	Present Draft of 2021-2026 Comprehensive Plan For Discussion and Public Comment

## **Mission Statement**

Prince George County Public Schools, in partnership with parents and the community, will provide a meaningful and challenging educational program in a safe environment that prepares all students for post-secondary education, the workforce, and to be responsible, productive citizens in a global society.

## **Strategic Goal**

To provide students with the knowledge and skills to exceed state, national and international standards.

## **Guiding Principles**

- Students learn best in a safe, secure, and positive learning environment.
- Student achievement and continuous growth are the core priorities of our school division.
- Student achievement is excelling academically to one's highest potential.
- Recruiting and retaining a highly qualified and diverse staff are essential to the success of our students.
- Staff are committed to understanding and meeting the needs of our school community.

## **Forecast of Enrollment Changes and Plan for Managing Enrollment Changes**

Based on the Virginia Department of Education's 2015-2016 Fall Membership by Division, the student population of Prince George County Public Schools reflects diversity in race/ethnicity with 48.74% of students reported as White, 31.40% as Black, 10.91% Hispanic, 6.38% identifying as 2 or More Races, 1.25% Asian, 0.82% Hawaiian, and 0.50% as American Indian. The overall demographic information has remained consistent during the last five school years.

Of the Hispanic students, 82.28% are identified as students who are Limited English Proficient (LEP). 17.72% of the Asian students are also identified as LEP. The number of LEP students served has grown from seventy-five in 2012-2013 to 101 students currently served by the Prince George County Public Schools. This represents a 35% increase from the 2012-2013 school year to the 2015-2016 school year.

Students who are considered Economically Disadvantaged made up 40.95% of the student population in 2012-2013. This percentage has increased to 45.80% for the 2015-2016 school year. Additionally, students with disabilities make up 12.23% of the K-12 student population. This percentage has fluctuated between 10-12% during the past few years.

It is projected that between 2016 and 2021 enrollment will increase by .64%, from 6,310 students projected to 6,350. A major factor for Prince George County Public Schools that impacts projected enrollment is the actual number of students who will attend Prince George from Fort Lee.

Enrollment projections are considered in planning for capital improvements, hiring school personnel, school construction, participation in regional programs, and in developing the division's budget. As more information becomes available, plans will be monitored and adjusted for managing the enrollment change.



## September Student Enrollment Projections

School Year	Projected Enrollment	% Change	Projected ADM
2016-2017	6,310	.03%	6,310
2017-2018	6,325	.025%	6,310
2018-2019	6,325	0%	6,310
2019-2020	6,350	.04%	6,325
2020-2021	6,350	0%	6,325

These estimates are based on the uncertainty of the number of students served from Fort Lee.

These figures exclude SEEDS and Pre-K Programs.

## Student Enrollment

School Year	Enrollment		Budgeted ADM	ADM - Actual			School Year
	September	Overall		March 31	Overall	%	
	Enrollment	Change		ADM	Change	Change	
2015-2016	6336	1	6310	6292	-20.58	-0.3%	2015-2016
2014-2015	6335	76	6250	6312.58	112.16	-0.8%	2014-2015
2013-2014	6259	-43	6275	6200.42	-31.58	-0.8%	2013-2014
2012-2013	6302	-10	6280	6232	-48	-0.8%	2012-2013
2011-2012	6312	68	6260	6280	61	1%	2011-2012
2010-2011	6244	24	6225	6219	48	0.8%	2010-2011
2009-2010	6220	64	6225	6171	45	0.7%	2009-2010
2008-2009	6156	-33	6300	6126	-32	-0.5%	2008-2009
2007-2008	6189	127	6100	6158	122	2.0%	2007-2008
2006-2007	6062	3	6100	6036	61	1.0%	2006-2007
2005-2006	6059	-103	6160	5975	-119	-2.0%	2005-2006
2004-2005	6162	73	6010	6094	65	1.1%	2004-2005
2003-2004	6089	128	5880	6029	84	1.4%	2003-2004
2002-2003	5961	122	5770	5945	98	1.7%	2002-2003
2001-2002	5839	14	5750	5847	65	1.1%	2001-2002
2000-2001	5825	54	5725	5782	11	0.2%	2000-2001
1999-2000	5771	110	5600	5771	135	2.4%	1999-2000

September figures represent unadjusted K-5 September 30 enrollment.  
 These enrollment figures EXCLUDE SEEDS and Pre-K Programs.  
 March 31 ADM figures represent official state-funded ADM.

## **Evaluation of Regional Partnerships and Plan for Implementing Regional Programs and Services**

The Prince George County school division has formed several partnerships with other school divisions, businesses, and institutions of higher learning to provide students with a broad range of services. These partnerships provide cost effective services that could not be provided otherwise. The Prince George County school division is involved in the following partnerships:

Appomattox Regional Governor's School  
Autism Education Consortium  
Bermuda Run Educational Center  
Crater Regional Partnership  
Dinwiddie County Public Schools  
Hopewell – Prince George Chamber of Commerce  
Hopewell Public Schools  
John Tyler Community College  
Longwood University  
Maggie Walker Regional Governor's School for Government and International Studies  
Mathematics and Science Center  
Partnership to Ensure Education Reform (PEER), John Tyler Community College (JTCC)  
Poplar Springs Hospital  
Prince George Alliance for Education Foundation  
Prince George Police Department  
Richard Bland College  
Rolls Royce  
Rowanty Technical Center  
Sussex County Public Schools  
Southside Regional Medical Center  
Southside Virginia Regional Technology Consortium  
Superintendents Region I  
The College of William and Mary  
United States Army – Fort Lee  
Virginia State University

As the school division seeks to expand and implement new programs and services for students and teachers, identifying viable partnerships will continue to be a vital component in the planning process.

## **Assessment of Needs of the School Division**

A review of student achievement data, enrollment projections, information shared in the Parent/Community Forums and the Focus Groups with division staff and students, results of the Comprehensive Plan survey, and federal and state requirements indicate several priorities of the school division.

Student achievement and continuous growth are the core priorities of our school division. All Prince George County Elementary Schools and Moore Middle School are fully accredited. Clements Junior High School is in the first year of not meeting the achievement benchmark for accreditation in the area of English. Prince George High School is currently in the second year of not meeting the achievement benchmark to meet Full Accreditation in the area of Mathematics. As student achievement data is disaggregated and analyzed to consider the performance of *All* students as well as each of the subgroups, achievement gaps were noted. In an effort to close these achievement gaps, the division has begun to implement a Tiered System of Supports to meet the academic needs of students who face difficulties mastering the content. The Tiered System of Supports serves as a framework for meeting the needs of all students through support and enrichment in the classroom as well as providing students with multiple opportunities to learn through re-teaching and remediation. Additional researched-based instructional methods and strategies have been put in place to increase student achievement. In addition, the expansion of the use technology to support instruction is also being considered to help staff differentiate instruction to meet the needs of all learners.

Prince George County Public Schools (PGCPS) believe that student achievement means excelling academically to one's highest potential. As such, opportunities for preparing for post-secondary education and the workforce by earning college credits through Advanced Placement and Dual Enrollment, earning credentials through Career and Technical Education courses, and participating in programs that allow career related work experiences need to be expanded.

PGCPS believes that students learn best in a safe, secure, and positive learning environment. Positive community and parent-school relationships have the capacity for developing an atmosphere conducive to learning for students at school and at home. These relationships are fostered through positive interactions and partnerships aimed at supporting the achievement of the child. Each school will work to foster positive relationships among students, parents, and staff where staff are committed to understanding and meeting the needs of our students and families.

Additionally, the Prince George County School Board, administrators, teachers, parents, and community members remain committed to providing a safe and secure learning environment for students. As a result, ongoing assessments of the security of existing facilities will be conducted.

The division also recognizes the very important role of recruiting and retaining a highly qualified and diverse staff as essential to the success of our students. As such, this remains a priority for the school division.

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Elementary Education**

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards		<b>Objective 1:</b> To provide equal opportunities for all students in experiencing a rigorous and comprehensive education		<b>Target participants:</b> All elementary students K-5	
Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/Monitoring	Evaluation/ Accomplishment	
1.1 Continue to implement a Tiered System of Supports based on targeted needs of individual schools	Performance of subgroups identified for improvement by the building principals	Years 1-5	Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction	Subgroup performance scores in identified areas needing improvement	
1.2 Increase opportunities to provide remediation during the school day	Current opportunities are before/after school	Years 1-5	Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction	Classroom Observations Schedules	
1.3 Provide professional development on research based interventions to support closing the achievement gap for students who struggle the most	Professional Development Logs	Years 1-5	Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction	Agendas Prof. Development Logs	

<p>1.4 Staff will provide a positive and supportive learning environment for all students</p>	<p>Each school will establish a baseline and establish a plan based on the needs of each building.</p>	<p>Years 1-5</p>	<p>Teachers Elementary Principals</p>	<p>Surveys and/or Principal reports</p>
<p>1.5 Staff will seek to engage parents as partners in their children’s education.</p>	<p>Each school will establish a baseline regarding parent involvement.  Schools will include parents as decision-makers in the development, evaluation, and improvement of parental involvement practices.</p>	<p>Years 1-5</p>	<p>Teachers Elementary Principals</p>	<p>Surveys and/or Principal reports</p>
<p>1.6 Encourage the use of social media (Facebook, Twitter, etc.) to support communication with parents and the community</p>	<p>Current use of social media (Facebook, Twitter, etc.) to support communication with parents and the community</p>	<p>Years 1-5</p>	<p>Teachers Elementary Principals Director of Elem. Instruction</p>	<p>Principal reports</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Elementary Education**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 2:</b> To increase the overall academic achievement of students in the area of Language Arts</p>	<p><b>Target participants:</b> All elementary students K-5</p>		
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>2.1 Provide professional development on Step-Up to Writing K-5</p>	<p>Professional Development Logs</p>	<p>Years 1-5</p>	<p>Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Professional Development Logs</p>
<p>2.2 Implement Step-Up to Writing K-5</p>	<p>Pretest Assessments</p>	<p>Year 1</p>	<p>Teachers Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Post Test Results Classroom Observations PLCs/Staffings Benchmark Assessments Quarterly Grades</p>
<p>2.3 Develop writing rubrics for each grade level K-5</p>	<p>Currently have state provided writing rubric for Grade 5 only</p>	<p>Years 1-2</p>	<p>Teachers Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Writing rubrics for each grade level</p>

<p>2.4 Broaden implementation of Leveled Literacy Intervention (LLI)</p>	<p>Number of Teachers Trained in of Leveled Literacy Intervention (LLI)</p> <p>Number of students served in LLI</p>	<p>Years 1-2</p>	<p>Teachers Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Number of Teachers Trained in LLI</p> <p>Number of students served in LLI</p>
<p>2.5 Increase the effectiveness of staff by developing the instructional expertise essential for today's learners</p>	<p>English Performance Scores for <i>All</i> <u>2014-15 Results</u> Beazley 87.50% Harrison 79.53% North 80.18% South 88.53% Walton 84.50%</p> <p>Math Performance Scores for <i>All</i> <u>2014-15 Results</u> Beazley 91.50% Harrison 84.93% North 84.56% South 87.33% Walton 89.96%</p>	<p>Years 1-5</p>	<p>Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Subgroup Performance Scores for English 2016-21</p>



**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Elementary Education**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 3:</b> To increase the overall academic achievement of students in the area of Math</p>		<p><b>Target participants: All elementary students K-5</b></p>	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>3.1 Implement interventions for students that struggle the most in math grades K-5</p>	<p>Pretest Results  Number of students served</p>	<p>Year 2-5</p>	<p>Teachers Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Post Test Results Classroom Observations PLCs/Staffings Benchmark Assessments Quarterly Grades Number of students served</p>
<p>3.2 Review and make adjustments to the current math pacing guides for K-5</p>	<p>Current Pacing Guides</p>	<p>Years 1-5</p>	<p>Teachers Elementary Principals Director of Elem. Instruction Asst. Supt. for Instruction</p>	<p>Revised Pacing Guides</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Title I Educational Services**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> Explore the possibility of a transition from Targeted Assistance Title I to a School-wide Title I Program for Grades K-5</p>		<p><b>Targeted participants:</b> Title I Elementary Schools</p>	
Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>1.1 Review the protocol and requirements to become a Title I School-wide Program.</p>	<p>Currently, all 5 elementary schools are designated as Title I Targeted Assistance.</p>	<p>Years 1-2</p>	<p>Elementary Principals Director of Title I Director of Elementary Asst. Supt. for Instruction</p>	<p>Review the requirements of the VDOE Transition Process for moving from Targeted Assistance to School-wide with Principals, Division Leadership, and the Title I Teachers.</p>
<p>1.2 Identify School Districts similar to Prince George that currently provide School-Wide Services</p>	<p>Currently, all 5 elementary schools are designated as Title I Targeted Assistance.</p>	<p>Years 1-2</p>	<p>Elementary Principals Director of Title I Director of Elementary Asst. Supt. for Instruction</p>	<p>Criteria used to determine which school were “similar” to Prince George and a List of the divisions selected</p>
<p>1.3 Determine appropriate schools from the identified school districts to visit.</p>	<p>Currently, all 5 elementary schools are designated as Title I Targeted Assistance.</p>	<p>Years 1-2</p>	<p>Elementary Principals Director of Title I Director of Elementary Asst. Supt. for Instruction</p>	<p>Complete a “Pros and Cons” of going to a school-wide model based on discussions with each visited school.</p>

<p>1.4 After exploring the option of moving from Title I Targeted Assistance to Title I School-wide, the report of findings will be shared with the Elementary Principals, Instructional Department, the Title I staff, and the Parent Advisory Committee.</p>	<p>Currently, all 5 elementary schools are designated as Title I Targeted Assistance.</p>	<p>Years 1-2</p>	<p>Elementary Principals  Director of Title I  Director of Elementary  Asst. Supt. for Instruction</p>	<p>A recommendation will be made to the Superintendent regarding future Title I services.</p>
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**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Secondary Education**

<b>Strategic Goal:</b> Meet or exceed State and Federal Benchmarks / Meet the needs of all learners.		<b>Objective 1:</b> To provide equal opportunities for all students in experiencing a rigorous and comprehensive education.		<b>Targeted participants:</b> Students in Grades 6-12	
<b>Action Steps</b>	<b>Baseline Data</b>	<b>Schedule/ Timeline</b>	<b>Responsibilities/Monitoring</b>	<b>Evaluation/Accomplishment</b>	
1.1 Continue to Develop a Tiered System of Supports based on targeted needs of individual schools	Sub group Performance Scores for areas identified for improvement by principals	Years 1-5	Secondary Principals Director of Sec. Instruction Asst. Supt. for Instruction	Benchmark scores SOL scores Final grades Formative and Summative assessments	
1.2 Increase Opportunities to provide remediation during the school day	Current opportunities for remediation are before and after school	Years 1-5	Secondary Principals Director of Sec. Instruction Asst. Supt. for Instruction	Description of opportunities created to provide remediation during the school day  Number of students served in remediation during the school day	
1.3 Improve Academic programs for students with disabilities	Performance Scores of Students with Disabilities	Years 1-5	Teachers Department chairs Secondary Principals Director of Student Services Director of Sec. Instruction Asst. Supt. for Instruction	SOL scores Quarterly grades IEP Progress Reports	

<p>1.4 Increase the effectiveness of staff by developing the instructional expertise essential for today's learners</p>	<p>English Performance Scores for <i>All</i> 2014-15 Results  Moore 80.83%  Clements 70.94%  PGHS 85.74%  Math Performance Scores for <i>All</i> 2014-15 Results  Moore 80.06%  Clements 81.10%  PGHS 64.70%</p>	<p>Years 1-5</p>	<p>Secondary Principals  Director of Sec. Instruction  Asst. Supt. for Instruction</p>	<p>Subgroup Performance Scores for English 2016-21</p>
<p>1.5 Staff will provide a positive and supportive learning environment for all students.</p>	<p>Each school will establish a baseline and establish a plan based on the needs of each building.</p>	<p>Years 1-5</p>	<p>Teachers  Department chairs  Secondary Principals</p>	<p>Surveys and/or Principal reports</p>
<p>1.6 Staff will seek to engage parents as partners in their children's education.</p>	<p>Each school will establish a baseline regarding parent involvement.   Schools will include parents as decision-makers in the development, evaluation, and improvement of parental involvement practices.</p>	<p>Years 1-5</p>	<p>Teachers  Department chairs  Secondary Principals</p>	<p>Surveys and/or Principal reports</p>
<p>1.7 Encourage the use of Social Media, (i.e. Facebook, Twitter, etc.) to support communication with parents and the community</p>	<p>Current use of social media (Facebook, Twitter, etc.) to support communication with parents and the community</p>	<p>Years 1-5</p>	<p>Teachers  Secondary Principals</p>	<p>Principal reports</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Secondary Education**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> To provide equal opportunities for all students in experiencing a rigorous and comprehensive education.</p>	<p><b>Targeted participants:</b> Students in Grades 9-12</p>		
<p align="center"><b>Action Steps</b></p>	<p align="center"><b>Baseline Data</b></p>	<p align="center"><b>Schedule / Timeline</b></p>	<p align="center"><b>Responsibilities/ Monitoring</b></p>	<p align="center"><b>Evaluation/ Accomplishment</b></p>
<p>1.8 Increase opportunities for Virtual/e-Learning for High School Students</p>	<p>Limited opportunities for Virtual/e-Learning are currently available for students.</p>	<p align="center">Years 1-5</p>	<p>Secondary Principals Director of Sec. Instruction Director of CTE Asst. Supt. for Instruction</p>	<p>Credit recovery Virtual Virginia E-learning programs</p>
<p>1.9 Increase the number of opportunities students have for accruing College credit prior to graduation through Advanced Placement and Dual enrollment options</p>	<p>Number of AP courses offered, number of students participating, and number of students accruing “3” “4” or “5” on the AP exams, and Number of Dual Enrollment courses offered, number of students participating, and number of students who earned a “C” or better in the dual enrollment classes.</p>	<p align="center">Years 1-5</p>	<p>Secondary Principals Director of Sec. Instruction Asst. Supt. for Instruction</p>	<p>Report of AP and Dual Enrollment options to earn college credit  Report of how many “C” or better grades on the Dual Enrollment Courses and the grades for AP classes and scores on AP tests of 3,4, and 5.</p>

<p>1.10 Consider alternate grading scale options including the 10 point scale and make a recommendation to the Superintendent.</p>	<p>Current grading scale</p>	<p>Year 1</p>	<p>Director of Sec. Instruction Secondary Principals Department chairs</p>	<p>Report of Findings and Recommendation to Superintendent</p>
<p>1.11 Consider alternate scheduling options and make a recommendation to the Superintendent.</p>	<p>Clements and PGHS currently operate on a 7AB schedule.</p>	<p>Year 1</p>	<p>Director of Sec. Instruction Secondary Principals Department chairs</p>	<p>Report of Findings and Recommendation to Superintendent</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – College and Career Readiness-CTE**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> Increase the number of students accruing college credits and career pathway credentials prior to graduation</p>	<p><b>Targeted participants:</b> Students in grades 6-12</p>		
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>1.1 Expand CTE industry certification assessment and credential offerings</p>	<p>Current number of industry certification assessment and credential offerings</p>	<p>Years 1-5</p>	<p>CTE Department Chairs Secondary Principals Director of CTE Director of Secondary Asst. Supt. for Instruction</p>	<p>CTE Performance Report Card</p>
<p>1.2 Expand CTE dual enrollment, concurrent enrollment, and AP course offerings</p>	<p>Current DE, CE, and AP course offerings</p>	<p>Years 1-5</p>	<p>Secondary Counselors Secondary Principals Director of CTE Director of Secondary Asst. Supt. for Instruction</p>	<p>Secondary Course Master Lists</p>
<p>1.3 Facilitate teacher licensure for workforce aligned course offerings</p>	<p>Current faculty endorsements</p>	<p>Years 1-5</p>	<p>Secondary Principals Director of CTE Director of Secondary Asst. Supt. for Instruction</p>	<p>Faculty endorsements</p>



**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – College and Career Readiness-CTE**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 2:</b> Increase the number of students participating in work based learning experiences</p>	<p><b>Targeted participants:</b> Students in grades 6-12</p>		
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>2.1 Expand CTE student organization (CTSO), competition, and scholarship offerings</p>	<p>Current CTSO offerings, membership, competition entries, and scholarships awarded</p>	<p>Years 1-5</p>	<p>CTE Department Chairs Secondary Principals Director of CTE Asst. Supt. for Instruction</p>	<p>CTSO membership rosters, competition entries, and scholarship recipients</p>
<p>2.2 Expand opportunities for internships, mentorships, job shadowing, and facility tours</p>	<p>Current student participation in CTE Co-Op</p>	<p>Years 1-5</p>	<p>Secondary Counselors Secondary Principals Director of CTE Asst. Supt. for Instruction</p>	<p>Internships, mentorships, job shadowing, facility tours participation</p>
<p>2.3 Expand opportunities for summer and after school career related enrichment experiences</p>	<p>Current student participation in MSIC Camps, SHEF Camps, PGYWA and HRGS-CTA</p>	<p>Years 1-5</p>	<p>CTE Department Chairs G/T Coordinators Secondary Principals Director of CTE</p>	<p>Summer and after school career related enrichment participation</p>

**2016-2021 Prince George County School Comprehensive Plan**

**Target area for improvement: Student Achievement- Special Education**

**Strategic Goal:**

To provide students with knowledge and skills to exceed state, national, and international standards

**Objective 1:**

To improve academic achievement for students with disabilities by 10%.

**Targeted participants:**

Students with disabilities at the elementary and secondary levels

Strategies/Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/Monitoring	Evaluation/Accomplishments
<p>1.1 Student Services will conduct informal observations, provide feedback, and offer trainings related to the successful implementation of inclusive practices.</p> <p>Building administrators will continuously monitor teacher instructional practices and outcomes to target areas of needed improvement.</p> <p>Teaching staff will collect and analyze data to drive instruction.</p>	<p>SWD Sub-group performance for 2014-2015 school year: Reading SWD- 42.37% Math SWD- 39.82%</p>	<p>Years 1-5</p>	<p>Principals Student Services Coordinators Director of Student Services Asst. Supt. for Instruction</p>	<p>Report on informal observations conducted by Student Services staff and professional development provided</p> <p>PLCs/Staffings to consider Formative and Summative assessments; Grades at the Quarter; Quarterly IEP Progress Reports</p>

<p>1.2 Student Services will provide professional development opportunities to build the capacity of the Special Education staff to provide specialized instruction for students with disabilities.</p>	<p>Building administrators will continuously monitor teacher instructional practices and review relevant data to target areas of needed improvement.</p>	<p>Years 1-5</p>	<p>Student Services Coordinators Director of Student Services Asst. Supt. for Instruction</p>	<p>List of Professional Development Opportunities provided (such as Level Literacy Intervention, Math Buddies, Trans Math, V Math, Inside Algebra, and Step Up to Writing, and additional interventions to address unmet needs)</p>
<p>1.3 Student Services will assist with retention of Special Education staff by providing professional development sessions specific to supporting Special Education teachers who are new to the division.</p>		<p>Years 1-5</p>	<p>Student Services Coordinators Director of Student Services Asst. Supt. for Instruction</p>	<p>List of professional development sessions specific to supporting Special Education teachers who are new to the division.</p>

**2016-2021 Prince George County School Comprehensive Plan**

**Target area for improvement: Student Achievement- Special Education**

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards	<b>Objective 2:</b> To improve transition of programs for students with disabilities by 10%.	<b>Targeted participants:</b> Students with disabilities at the elementary and secondary levels
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Strategies/Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/Monitoring	Evaluation/Accomplishments
2.1 Provide Professional Development opportunities for secondary teachers on transition planning for students 14 years and older through annual IEPs.	<p>Determine current usage of transition programs and consider needs not being met.</p> <p>State Indicator 14-2015 Reported Data for SWD- Higher Ed. = 4.5%</p> <p>Higher Education + Competitive Employment = 22.7%</p> <p>Higher Education + Competitive Employment + Postsecondary Education = 22.7%</p>	Years 1-5	Director of Student Services Director of CTE Director Asst. Supt. for Instruction	<p>List of Professional Development opportunities provided for teachers on transition planning.</p> <p>Results of State Indicator 14 report</p>

<p>2.2 Increase partnerships for job opportunities for students with disabilities.</p>	<p>Current list of cooperative partnerships for job opportunities for students with disabilities.</p>	<p>Years 1-5</p>	<p>Case Managers Student Services Coordinators Director of Student Services</p>	<p>List of additional cooperative partnerships for job opportunities for students with disabilities.</p> <p>Report number/percentage of high school students with disabilities completing a work based or practical learning experience</p>
<p>2.3 Provide job site coordination, observations and job coaching for on the job training for students with disabilities.</p>	<p>Provide current list of the number of students participating in job site coordination, observations and job coaching for on the job training for students with disabilities.</p>	<p>Years 1-5</p>	<p>Case Managers Student Services Coordinators Director of Student Services</p>	<p>Provide a report on improvements to job site coordination, observations, and job coaching for on the job training for students with disabilities including a current list of the number of students participating.</p>
<p>2.4 Investigate unmet needs and consider how those needs might be met by current staff and consider the need for hiring an additional staff member to support Transition.</p>	<p>Summary of the current unmet needs and how those needs might be met by current staff and consider the need for hiring an additional staff member to support Transition.</p>	<p>Years 1-5</p>	<p>Case Managers Student Services Coordinators Director of Student Services</p>	<p>A recommendation will be made on the unmet needs and how those needs might be met by current staff and consider the need for hiring an additional staff member to support Transition.</p>

**Target area for improvement: Student Achievement- Special Education**

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards		<b>Objective 3:</b> To improve graduation rate of students with disabilities by 10%.		<b>Targeted participants:</b> Students with disabilities at secondary level (Grades 9-12)
<i>Strategies/Action Steps</i>	<b>Baseline Data</b>	<b>Schedule/Timeline</b>	<b>Responsibilities/Monitoring</b>	<b>Evaluation/Accomplishments</b>
3.1 Increase use of alternative assessments, state approved substitute assessments for Standards of Learning, credit accommodations for students working towards a standard diploma, participation in Project Graduation, and Credit Recovery.	Federal Graduation Indication 2014-2015: 48.83%  Current use of: alternative assessments, state approved substitute assessments for Standards of Learning; credit accommodations for students working towards a standard diploma, Project Graduation and Credit Recovery for students with disabilities	Years 2-5	Case Managers Student Services Coordinators Director of Student Services	List of PLCs/staffings conducted by Student Services regarding the use of each of these strategies to improve graduation outcomes.  Review of secondary level (grades 9 <sup>th</sup> -11 <sup>th</sup> ) IEPs and SOL scores for credit accommodation options, alternate, and/or substitute assessments.  Reports reflecting students with disabilities who are not on target to meet graduation requirements.

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Gifted Education**

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards		<b>Objective 1:</b> Improve the instructional opportunities for building capacity for future success in Independent Study.		<b>Targeted participants:</b> Students identified as Gifted	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment	
1.1 Develop an elective course for students identified as Gifted in Grades 8 and 9 to build capacity for critical thinking and research skills	Students identified as Gifted in Grades 8-9 currently receive services in the clustered classroom.	Years 1-2	Gifted Resource Teachers Principals Dir. of Gifted Education Dir. of Secondary Instruction	Course Description, Pacing Guide, Course content	
1.2 Provide professional development to support differentiated instruction for the teachers of students identified as gifted.	The Gifted Curriculum Committee has recommended that training on differentiation of instruction be provided for staff.	Years 1-5	Gifted Resource Teachers Principals Dir. of Gifted Education	Annual list of Professional Development provided for the teachers of students identified as Gifted	



**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – Gifted Education**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 2:</b> Explore other models of Gifted Education Instructional Delivery.</p>		<p><b>Targeted participants:</b> Students identified as Gifted</p>	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>2.1 Identify School Districts similar to Prince George that currently provide “Levels of Service Delivery”</p>	<p>Gifted Plan</p>	<p>Years 1-2</p>	<p>Dir. of Gifted Education Principals</p>	<p>Criteria used to determine which schools were “similar to Prince George” and List of Divisions selected</p>
<p>2.2 Determine appropriate schools from the identified school districts to review their Gifted Service Plans and coordinate visits</p>	<p>Gifted Plan</p>	<p>Years 1-2</p>	<p>Dir. of Gifted Education Dir. Of Elem. Instruction Dir. Of Sec. Instruction Principals</p>	<p>Copy of plans and report of information learned from each visit to include “Pros and Cons” of the implemented model.</p>
<p>2.3 Provide overview of findings and recommendations to Gifted Staff, Gifted Advisory Committee, and Administration</p>	<p>Gifted Plan</p>	<p>Year 1-5</p>	<p>Dir. of Gifted Education Dir. Of Elem. Instruction Dir. Of Sec. Instruction Principals</p>	<p>Written report of findings and recommendations will be provided to the Superintendent.</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Student Achievement – IB Middle Years Program (MYP)**

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards		<b>Objective 1:</b> Investigate the options for future MYP-IB services		<b>Targeted participants:</b> MYP-IB Students	
Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/ Monitoring	Evaluation/Accomplishment	
1.1 Explore the <i>Three Year Model</i> of MYP while maintaining the fidelity of the program in grades 9-10.	Currently MYP-IB services are available in Grades 6-10.	Years 1-2	Director of Gifted Dir. of Sec. Instruction Steering Committee Building Administration	Report of findings of information learned including the requirements and additional anticipated costs.	
1.2 Explore the option of remarketing and re-imaging of MYP-IB.	The data of the rising 6 <sup>th</sup> MYP group indicates that the students that have applied have diverse academic backgrounds.	Years 1-2	Director of Gifted Dir. of Sec. Instruction Steering Committee Building Administration	Report of findings for information learned including the requirements and additional anticipated costs.	
1.3 After exploring the options for the future of MYP/IB, the report of findings will be shared with Principals, Instructional Department, and the MYP-IB Committee for discussion.	Currently MYP-IB services are available in Grades 6-10.	Years 1-2	Director of Gifted Dir. of Sec. Instruction Steering Committee Building Administration	A recommendation on the future direction of the MYP-IB program will be made to the Superintendent.	
1.4 Provide training for six MYP-IB teachers per year.	There are currently 30 MYP-IB teachers and staff. Each person must be trained every 5 years.	Years 1-5	Director of Gifted Steering Committee Building Administration	Annual list of staff trained.	

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> Develop a digital, multimedia curriculum across grade levels and subject areas.</p>		<p><b>Targeted participants:</b> Select Faculty Members</p>	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>1.1 Create a list of basic technology terms and competencies so that all faculty and staff will speak a common language.</p>	<p>No current list of basic technology terms available.</p>	<p>Year 1</p>	<p>ETS Teacher IIRTs Dir. of Elem. Instruction Dir. of Sec. Instruction Asst. Supt. for Instruction</p>	<p>These terms and competencies will be incorporated into ETS.</p>
<p>1.2 Select faculty will work in small groups of similar grade levels or content areas to begin to develop/incorporate digital content to support digital learning.</p>	<p>Current resource mapping of digital content is limited.</p>	<p>Years 1-5</p>	<p>IIRTs will work in conjunction with the Instruction Department to support the inclusion of digital resource mapping into curriculum development in the core content areas</p>	<p>Digital mapping of resources in the core content areas.</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>		<p><b>Objective 2:</b> Provide 5 laptops in each classroom to facilitate digital learning</p>		<p><b>Targeted participants:</b> All faculty and students</p>	
<b>Action Steps</b>	<b>Baseline Data</b>	<b>Schedule/Timeline</b>	<b>Responsibilities/Monitoring</b>	<b>Evaluation/Accomplishment</b>	
<p>2.1 Evaluate current electrical, network and wireless infrastructure to develop a plan to proceed.</p>	<p>Facilities study and site surveys</p>	<p>Year 1</p>	<p>Director of Technology Director of Operations</p>	<p>Report of findings regarding the electrical service and networking infrastructure necessary to accommodate increased technology equipment and plan for making the required improvements.</p>	
<p>2.2 Phase in laptops in classrooms to achieve a minimum of 5 per classroom division-wide.</p>	<p>All classrooms currently have one computer in each classroom.</p>	<p>Years 2-5</p>	<p>Director of Technology</p>	<p>Laptop count across classrooms in school division</p>	

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>		<p><b>Objective 3:</b> Provide technology and training to staff available at a rate sustainable to the budget.</p>		<p><b>Targeted participants:</b> Select teachers and students</p>	
<b>Action Steps</b>	<b>Baseline Data</b>	<b>Schedule/Timeline</b>	<b>Responsibilities/Monitoring</b>	<b>Evaluation/Accomplishment</b>	
<p>3.1 Put a process in place for teachers to apply to use and keep technology in the classroom (e.g. devices such as laptops or tablets to support station teaching, blended learning, etc.)</p>	<p>Determine how many devices we currently have and how they will be distributed.</p>	<p>Year 1</p>	<p>ITRTs Principals Director of Technology Director of Elementary Director of Secondary Asst. Supt. for Instruction</p>	<p>Number of successful submissions and fulfillments per year</p>	
<p>3.2 ITRTs provide professional development for the selected teachers to support incorporating technology into their classrooms (e.g. support for station teaching, blended learning, etc.)</p>	<p>Current baseline of number of teachers participating in ongoing professional development with ITRTs to support incorporating technology into their classrooms (e.g. support for station teaching, blended learning, etc.)</p>	<p>Years 1-5</p>	<p>ITRTs Principals Director of Technology Director of Elementary Director of Secondary Asst. Supt. for Instruction</p>	<p>Number of teachers trained</p>	

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 4:</b> Build a sustainable budget to support increased Technology Staff as additional equipment is added to the schools.</p>	<p><b>Targeted participants:</b> Technology Department and staff</p>		
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>4.1 Increase technology support staff to maintain DoE ratio of 1 technician per 1000 machines.</p>	<p>We currently have approximately 3,600 machines and 4 technicians. As technology is added, the need for additional IT staff to support the technology must also be considered.</p>	<p align="center">Years 1-5</p>	<p align="center">Director of Technology Director of Finance</p>	<p>Annual report of devices to technicians ratio</p> <p>As the use of technology devices are expanded, a recommendation regarding additional staffing needs will be made based on the ratio suggested by the state.</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 5:</b> Build a sustainable budget to support increased bandwidth to state recommendation</p>	<p><b>Targeted participants:</b> All faculty and students</p>		
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>5.1 DoE recommends 1 Mbps of bandwidth per student.</p>	<p>Currently, PGCPs maintains approximately .1 Mbps per student</p>	<p>Years 1-5</p>	<p>Director of Technology Director of Finance</p>	<p>Annual report of Mbps of bandwidth per student</p>
<p>5.2 Determine additional cost of growing from .1 Mbps per student to the state recommended 1 Mbps of bandwidth per student.</p>		<p>Years 1-5</p>	<p>Director of Technology Director of Finance</p>	<p>Plan for increasing the bandwidth over the course of five years for consideration in the annual school budget</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Technology to Support Instruction**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 6:</b> Develop a sustainable budget plan to allow for technology growth</p>		<p><b>Target Participants:</b> Directors, Assistant Superintendents, Superintendent, School Board</p>	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>6.1 Look at existing revenue streams to determine funds currently available for technology and how that currently compares to the annual costs of maintaining the current level of technology</p>	<p>Current budget compared to Current Inventory and Replacement Cycle</p>	<p>Year 1</p>	<p>Director of Finance Director of Technology</p>	<p>Report of findings on the existing revenue streams to determine funds currently available for technology and how that currently compares to the annual costs of maintaining the current level of technology</p>
<p>6.2 Explore new funding streams to grow technology initiatives</p>		<p>Years 2-5</p>	<p>Director of Finance Director of Technology Director of Elementary Director of Secondary</p>	<p>Sustainable plan for technology initiative funding</p>



**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement:** Safe and Secure Learning Environment

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> Improve School Security</p>		<p><b>Targeted participants:</b> Prince George County Public Schools Students and Staff</p>	
Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>1.1 Access control system incorporated for all non-campus schools.</p>	<p>All secondary schools have access control system in place and is working well.</p>	<p>Year 1</p>	<p>Director of Operations Director of Technology</p>	<p>Ongoing monitoring of usage.</p>
<p>1.2 Adding and improving cameras to schools as needed.</p>	<p>All schools have monitoring cameras at this time.</p>	<p>Year 1</p>	<p>Director of Operations Director of Technology</p>	<p>Ongoing monitoring of use of cameras.</p>

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement:** Facilities Existing/Future

<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards	<b>Objective 1:</b> The district will improve the schools and address future needs based on the identified priorities in the Capital Improvement Plan.	<b>Targeted participants:</b> Improvements identified as priorities in the Capital Improvement Plan.
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Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
1.1 Roof Replacements	School roofs that are in poor condition or are failing.	By CIP Schedule or As funding allows.	Director of Operations School Board	Completed annually and/or as funding allows.
1.2 Window and exterior door replacement	Original windows and doors at campus style schools need replacing for energy efficiency and comfort.	By CIP Schedule or As funding allows	Director of Operations School Board	Completed annually and/or as funding allows.
1.3 Upgrade schools to be able to support more technology.	Original buildings were not designed to incorporate technology.	By CIP Schedule or As funding allows	Director of Operations School Board	Completed annually and/or as funding allows.
1.4 Conduct a Facilities Study to identify necessary improvements	Results of Facilities Study	As funding allows.	Director of Operations School Board	Update the Capital Improvements Plan based on the priority of improvements needed.

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Human Resources**

<p><b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards</p>	<p><b>Objective 1:</b> To continue to Recruit, Hire and Retain Highly Qualified Teachers and Support staff</p>	<p><b>Targeted participants:</b> Highly qualified professional and certified applicants</p>		
Action Steps	Baseline Data	Schedule/ Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
<p>1.1 Ongoing participation in recruitment fairs</p>	<p>Applicant contacts at job fairs and applicant interviews</p>	<p>Years 1-5</p>	<p>HR Department Assistant Supt. for HR and Operations</p>	<p>IPAL Report Recruitment Schedule</p>
<p>1.2 District sponsored Recruitment fairs for Bus Drivers</p>	<p>Applicant completions during job fair</p>	<p>Years 1-5</p>	<p>HR Department Transportation Department Assistant Supt. for HR and Operations</p>	<p>Fill percentage for bus drivers</p>

<b>Target area for improvement: Human Resources</b>				
<b>Strategic Goal:</b> To provide students with knowledge and skills to exceed state, national, and international standards	<b>Objective 2:</b> Provide a compensation package designed to attract and retain highly qualified teachers and exemplary staff members that is competitive with surrounding localities.		<b>Targeted participants:</b> District employees and prospective district employees	
<b>Action Steps</b>	<b>Baseline Data</b>	<b>Schedule/Timeline</b>	<b>Responsibilities/Monitoring</b>	<b>Evaluation/Accomplishment</b>
2.1 Compensation study has been contracted to Evergreen Solutions, LLC	Current Salary and Benefits information	Years 1-5	Human Resources Department Finance Department Assistant Supt. for HR and Operations	Completion of Study  Recommendation to Superintendent of a Plan for incorporating necessary adjustments into the budget

**2016-2021 PRINCE GEORGE COUNTY SCHOOLS COMPREHENSIVE PLAN**

**Target area for improvement: Human Resources**

**Strategic Goal:**

To provide students with knowledge and skills to exceed state, national, and international standards

**Objective 3:** Maintain class sizes at (required) or below SOQ requirements as a means to enhance the instructional outcomes for students.

**Targeted participants:** K-12 classrooms

Action Steps	Baseline Data	Schedule/Timeline	Responsibilities/Monitoring	Evaluation/Accomplishment
3.1 Collect and analyze class size information to determine staffing requirements	Collect and analyze class size numbers	Years 1-5	Human Resources Department Technology Department Instruction Department Finance Department Assistant Supt. for HR and Operations	Classes sizes are maintained at or below SOQ requirements

## **Technology Plan**

See Prince George County Schools *Technology Plan*