

Mathews County Public Schools
Focus Areas 2008-2009
PERSONNEL
Objective-ATTRACT AND RETAIN QUALITY PERSONNEL

<i>Strategy – Improve Recruitment Practices</i>	<i>Implementation Example</i>
1. Recruit at college job fairs	N/A
2. Recruit for diversity in all job categories	Yes
3. Encourage student teacher opportunities	N/A
4. Recruit online	Yes, we have had several applicants and at least one new hire through on-line recruiting.
5. Recruit within community	Yes, most teachers and administrators hired reside in Mathews County.
<i>Strategy – Implement Best Evaluation Practices</i>	<i>Implementation Example</i>
1. Include Mark of Excellence evaluation procedures/training for all teachers each year	Yes, it is embedded in the evaluation handbook.
2. Conduct training on best evaluation practices	Yes, it is conducted at the school board, administrative, and school level retreats. It is then followed up in professional development sponsored by central office.
3. Monitor teacher evaluation system	Assistant Superintendent formally observes teachers.
<i>Strategy – Implement Motivational and Appreciation Strategies</i>	<i>Implementation Example</i>
1. Refine & recognize mentor teachers program	Has conducted a longitudinal study of three years to determine the effectiveness of the Mathews County Mentor Program. It is now centered around the Mathews Mark of Excellence.
2. Compensate staff for after – school academic activities	Yes, summer programs; however this has been curtailed due to budget restraints. In lieu of monetary compensation other rewards such as recertification points and flexible staff development days have been used.

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3. Share staff expertise and successes	Yes, Governors Conference, Vertical Content Teams, Benchmark Test Development, etc.
4. Recognize staff for best practices	Yes, Team Player of the Month and state and national recognition programs. Various technology and teacher of the year awards over the last year.
5. Reward staff for best practices	Yes, staff has been given comp time, and recognition at school board meetings.
<i>Strategy – Continue to seek Competitive salaries and Benefits</i>	<i>Implementation Example</i>
1. Review salary scales and compensation stipends	N/A
2. Inform and involve teacher, parent and citizen groups in compensation needs	Yes, Town Hall meeting and various advisory groups.
3. Conduct workshops on financial investment opportunities for employees	Yes, during Convocation, new employee training and various times throughout the year.
4. Continue tuition reimbursement practices	Yes, but greatly reduced. Tuition assistance is available through local, federal and private funds.
5. Encourage educational projects that include licensure points and additional endorsement areas	Yes, Professional Growth Track enhanced by the Regional Educational Consortium.

Mathews County Public Schools
Focus Areas (2008-2009)
INSTRUCTION

Objective – Provide a high quality education in fully accredited schools

<i>Strategy – Review & Implement Best Practices to Increase Student Achievement</i>	<i>Implementation Example</i>
1. Continue plans to target subgroups/ Putting a “Name to the Number”	Yes, Principals have weekly/monthly meetings to evaluate student progress and is reviewed by central office.
2. Refine development of numerical targets for improvement & how to adjust resources and plan for instruction	Yes, Assistant Superintendent and DDOT review and report benchmarks.
3. Follow school improvement model	Yes, the review of the focus areas is part of the process.
4. Provide teacher & administrative workshops on best instructional practices	Yes, Four Rivers, SURN, and RCC.
5. Lesson design will follow tenets of the “Mathews Mark of Excellence”.	Yes, this is posted in each classroom.
<i>Strategy – Enhance Learning Opportunities</i>	<i>Implementation Example</i>
1. Utilize website and internet to expand information and encourage virtual course offerings	Yes, all schools have course descriptions, informational letter from School Board Chairman and monthly updates from each school.
2. Expand independent studies options	Yes, an independent study and project study handbook has been developed.
3. Expand collaborative special education model	Yes, with modifications.
4. Expand opportunities for dual enrollment/AP courses	Yes, increased enrollment.
5. Continue alliance with Bay School of the Arts	Yes, in addition to a variety of workshops in the arts the Bay School will now supplement the 5 th grade art program at the middle school.

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6. Ensure instructional merit of field trips	Yes, field trips are aligned to the Standards of Learning.
7. Eliminate student fees in the upcoming budget	Yes, Technology fees have been eliminated. We will study eliminating student agenda fees.
8. Expand alliance with the Boys & Girls Club	N/A
9. Enlist the aid of legislators to help in gaining affordable high speed internet services	Yes, Legislators and local officials attended a school board meeting focused on the availability of high speed internet.
10. Research best way to provide access to technology for all students	Yes, ongoing. Stimulus funds will be used to improve technology assistance. White Trust funds will provide two seniors with laptops and wireless cards. Further explore open source programs.
11. Continue alliance with “Bridging Communities”	No, we are continuing to work toward industry certifications in our CTE programs.
<i>Strategy – Provide Quality Staff Development</i>	<i>Implementation Example</i>
1. Offer teacher requested courses/workshops (face to face and online)	Yes, ongoing. Staff development will be supported by the state and regional consortium as well as staff development provided through stimulus funds.
2. Utilize student data to plan workshops	Yes, the regional consortium and local workshops such as Vertical Content teams are centered around student data.
3. Use existing staff to provide training on successful models/implementation	Yes, at the Mathews Mark of Excellence, and various afterschool workshops/meetings and state level curriculum and assessment planning committees.
4. Develop a staff development resource manual	Yes, redirected based on regional and state initiatives and will be included in the district Technology Plan.
<i>Strategy – Encourage Enthusiasm for Learning</i>	<i>Implementation Example</i>
1. Recognize and reinforce students for being “good”	Yes, Olweus Anti-Bullying Program, Monthly Citizen Awards, FROG Program and Student of the Month.

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2. Continue Partnerships with civic groups to recognize student successes	Yes, the majority recognize students at the end of the year.
3. Provide collaborative planning time for teachers to plan motivating lessons	Yes, administrators at all three schools plan schedules to allow for collaborative planning time.
<i>Strategy – Encourage Wellness</i>	<i>Implementation Example</i>
1. Monitor wellness committee	Yes, ongoing.
2. Evaluate wellness programs	Yes, ongoing.
3. Plan a “Wellness Walk against Drugs” for the community	Yes, the YMCA has offered to partner with the schools.

Mathews County Public Schools
Focus Areas (2008-2009)
COMMUNICATION

Objective – Ensure all segments of the community are informed of goals and achievements

<i>Strategy – Maintain Excellent Relationships with the Media</i>	<i>Implementation Example</i>
1. Invite media to scheduled meetings and special events	Yes, the media is invited to all school events.
2. Develop website link to school calendars	Yes, these are on the web site each month.
3. Develop school articles for press release	Yes, these are on the web site each month.
4. Continue 99.1 Radio Show	No.
<i>Strategy – Involve Parents in the Child's Learning Process</i>	<i>Implementation Example</i>
1. Encourage positive parent contacts including “meet & greet” opportunities with parents of Special Education and Title I students	Yes, Special Education and Federal Programs Director has successful advisory group meetings held throughout the year. The Parent Resource Center has opened at the library
2. Provide newsletters with parent tips	Yes, departments such as Gifted, ICT, Special Education, and CTE distribute regular newsletters.
3. Provide materials and strategies at open houses	Yes, materials distributed at all open houses.

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4. Continue volunteer relationships	Yes.
5. Expand the use of “PowerSchool” to increase communication with Parents & Students	Yes, Grade three was added.
6. Develop school-based surveys	Yes, CTE student surveys and technology student and parent surveys. Staff and parents will have the opportunity to complete a school satisfaction survey.
7. Encourage public participation in the budget process	Yes, Town Hall Meeting on budget as well as “regular” scheduled budget hearings.
<i>Strategy – Market the School Division and Mathews County</i>	<i>Implementation Example</i>
1. Improve informational brochure	Yes, this is updated every year.
2. Feature local business leaders and graduates in the Beacon and Anchors Aweigh	No, the Beacon has been discontinued.
3. Plan a “Celebration of Education”	Yes, Mathews Mark of Excellence was held in November 2008. Approximately 500 in attendance.
4. Explore recruitment of students	Yes, the school system will be accepting out of county students for the 2009-2010 school year.
5. Continue partnership with Mathews Memorial Library	Yes, Summer programs and Special Education Resource Center have been established.

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<i>Strategy – Involve Governing Bodies in the “life” of the School System</i>	<i>Implementation Example</i>
1. Share Focus Areas with local board members	Yes, ongoing.
2. Invite legislators to tour the schools	Yes, this is done in October and various times as needed.
<i>Strategy – Improve and Utilize the School Division Web Site</i>	<i>Implementation Example</i>
1. Add good news on the website	Yes, the Chairman has a monthly column.
2. Restructure Policy Manual on-line to be more user-friendly	Yes, ongoing.
3. Expand information (course offerings, syllabus, and SOL plans) for students & parents	Yes, each school has an updated calendar each month and course related materials.

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Focus Areas (2008-2009)
FACILITIES
Objective – Provide Stellar Learning Environment

<i>Strategy – Implement Best Safety Practices</i>	<i>Implementation Example</i>
1. Update crisis procedures	Yes, ongoing.
2. Conduct annual safety audit reports	Yes, these are submitted to the state department every year.
3. Ensure compliance with ADA requirements	Yes.
4. Explore outside video-monitoring security system	No.
<i>Strategy – Develop a Capital Improvement Plan</i>	<i>Implementation Example</i>
1. Review long and short term needs from each school/department	Yes, ongoing.
2. Refine process for maintenance and repair records	Yes.
3. Prioritize list of needs	Yes, ongoing.
4. Develop enrollment capacity figures	Yes, this is done as part of the budget process.
<i>Strategy – Investigate Acquisition of Additional Acreage at School Sites</i>	<i>Implementation Example</i>
1. Determine need/use for land	No.
2. Investigate upgrading and expanding athletic facilities	Yes, high school football and soccer field and lighting.