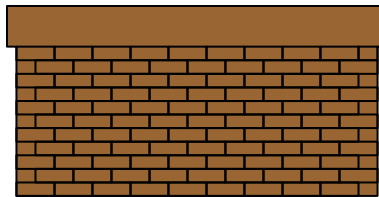


SURRY COUNTY PUBLIC SCHOOLS

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN



Architects of Excellence - Our Blueprint for Better Schools

Mr. LLOYD HAMLIN, DIVISION SUPERINTENDENT

Dr. JOHN FAHEY, ASSISTANT SUPERINTENDENT FOR INSTRUCTION

Updated ted by Surry County School Board in December, 2008

STEERING COMMITTEE

Dr. John Fahey, Assistant Superintendent for Instruction, Committee Chairman
Mr. Harold Jones, School Board Chairman
Mr. Richard McKenzie, Director of Assessment and Accountability
Ms. Bertha Thomas, Director of Transportation
Mr. Charles E. Drake, Director of Operations & Procurement
Mrs. Evelyn C. Ellis, Coordinator Alternative School
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Mrs. Charlome Pierce, Director of Curriculum Implementation
Mrs. Rita P. Holmes, Principal
Ms. Geraldine Bailey, Principal
Ms. Ann Marie Nelin, Assistant Principal
Mrs. Sharon Smith Wooden, Director of Career & Technical Education
Dr. Joyce Baker, Director of Special Education
Mr. Patrick Barnes, Coordinator of Food Services and Human Resources

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Introduction

Surry County Public Schools' vision is "to provide a safe, healthy learning environment that prepares all students to be competitive and productive citizens in a highly technical and global society." Committed to its vision, through the efforts of the staff, community, parents and students, this Comprehensive Improvement Plan provides a blueprint for student success. This plan was also designed as a response to the 2001 No Child Left Behind Law for the purpose of closing the achievement gap with accountability, flexibility, and choice so that no child is left behind. The 2007-2009 goals of the Surry County School Board are also reflected in this plan. They are:

SURRY COUNTY SCHOOL BOARD 2007-2009 GOALS

GOAL 1: By June 2009, we will provide for student achievement as evidenced by full accreditation by the state for each school and the meeting of AYP Standards.

- **Continue Technology Integration and Upgrades**
- **Use staff/student achievement data to note strengths/weaknesses to set goals throughout the year**
- **Use data driven staff development/materials to improve in weaker areas**
- **Continue the scheduled high school renovations to enhance student achievement and safety**

GOAL 2: By June 2009, each school will continue to maintain a positive climate which provides for the safety, health, and well being of each student.

- **Continue anti-bullying program**
- **Emphasize respect and fairness for all**
- **Review and update the Crisis Plan**
- **Review and update the Wellness Plan**

GOAL 3: By June 2009, base the budget on our strategic plan.

- **Continue to seek funding for renovation of facilities**
- **Review the six-year capital improvement plan**

GOAL 4: School Board will promote a positive image for Surry County Public Schools through effective communication.

- **Foster Parental Involvement**
- **Conduct community forums**
- **Promote positive communication with the media**

A combination of the provisions of the No Child Left Behind Act and the Surry County School Board's goals led to the development of the following eight goals for the division-wide comprehensive plan:

- Goal 1: To Promote Higher Academic and Achievement Standards
- Goal 2: To Make Schools Safe & Conducive for Learning
- Goal 3: To Recruit, Employ and Retain a Highly Qualified Staff
- Goal 4: To Implement the School Division's Technology Plan
- Goal 5: To Promote High Standards of Behavior
- Goal 6: To Improve School and Community Relations
- Goal 7: To Promote the Practice of Sound Health & Fitness

- Goal 8: To Base the Budget on the School Board's Strategic plan

Additionally, the state of Virginia has stipulated in the Code of Virginia (22.1-253.13:6 B) that each school division develops a comprehensive division-wide improvement plan to include, but not limited to 10 specific items. Those items are listed below with a highlighted explanation of how the item is addressed in this plan, accordingly:

1. the objectives of the school division, including strategies for improving student achievement then maintaining high levels of student achievement;

Objectives and strategies for improving student achievement are addressed in Goal I of the plan

2. an assessment of the extent to which these objectives have been achieved;

The assessment component is determined by student results on the Standards of Learning and other assessments in the Virginia Assessment Program. These results will be noted in the STATUS Column for each strategy.

3. a forecast of enrollment changes;

Data relative to enrollment changes suggest that student enrollment over the next five years will show no significant change. Therefore, this plan was designed with the perception that student enrollment will be approximately the same as current enrollment.

4. a plan for projecting and managing enrollment changes including consideration of the consolidation of schools to provide for a more comprehensive and effective delivery of instructional services to students and economies in school operations;

Student enrollment in Surry County Public schools has been a slight decrease over the past 4 years, mainly due to Surry being a small rural locality with slow population growth. Other factors such as parental choice and home-schooling have had a slight impact on student enrollment growth. For these reasons, this plan does not foresee the need to close, consolidate, or build additional schools in the next 5

to 6 years. However, this plan does address a more comprehensive and effective delivery of instruction by renovating the outdated only existing high school in the county. Goal 2 addresses this issue.

5. an evaluation of the appropriateness of establishing regional programs and services in cooperation with neighboring school divisions;

Regional programs and services are secured as needed to meet the needs of the special needs students, gifted students, and career and technical students. This component is addressed in goals 1 and 4.

6. a plan for implementing such regional programs and services when appropriate;

Plans for these services are specifically delineated in the Special Education Plan, The Gifted Plan and the Career and Technical Education Plan.

7. a technology plan designed to integrate educational technology into the instructional programs of the school division, including the school division's career and technical education programs, consistent with, or as a part of technology plan for Virginia adopted by the Board of Education

See Goal 4

8. an assessment of the needs of the school division and evidence of community participation, including parental participation, in the development of the plan;

Evidence of parental participation is noted on the committee sheet for most of the 8 goals.

9. any corrective action plan required pursuant to §22.1-253.13:3;

See Goal 1 (1.6.5)

10. a plan for parent and family involvement to include building successful school and parent partnerships that shall be developed with staff and community involvement, including participation by parents. **See 1.4; 7.2; 8.4**

The 2007-2009 Comprehensive School Improvement Plan was structured to show the goals, objectives, strategies, the responsible position as well as the budgetary impact of the strategy. Each strategy will have a **HIGH, MEDIUM or LOW** impact on the budget. **HIGH** impact is \$20,000 and above; **MEDIUM** impact is from \$19,999 to \$5,000; and **LOW** impact is less than \$5,000. The “STATUS” column in the plan has been included so that the status of the objectives can be updated continuously.

For each of the eight goals, a sub-committee was formed to develop that goal. The sub-committees were comprised of school staff, parents, students and community representatives. A list of sub-committee members precedes each goal.

Surry County Public Schools Division believes that this plan provides the blueprints for improving the quality of education for all students.

Goal 1: Promote Higher Academic & Achievement Standards

SUB-COMMITTEE MEMBERS

Dr. John Fahey, Assistant Superintendent for Instruction SCPS, Chairman

Mrs. Rita Holmes, Principal Surry County High School, Co-Chairman

Mrs. Gladys Harris, School Board Member

Mrs. Vickie Roach, Teacher

Mrs. Kathryn Tighe, Teacher

Mrs. Marian King, Teacher

Mrs. Edna Powell, Teacher

Mrs. Dionne Chapman, Teacher

Mrs. Grace Hamlin, Teacher

Mr. Douglas Pulley, Teacher

Ms. Vanessa Scott, Teacher

Mr. K. V. Butler, Jr., Parent

Mrs. Sandra Key, Parent

GOAL 1

PROMOTE HIGHER ACADEMIC AND ACHIEVEMENT STANDARDS

Introductory Statement

Since the signing of the No Child Left Behind Act of 2001, a greater accountability for student learning has placed an increasingly rigorous demand on Surry County Public Schools. One of the major challenges of this law requires for a stronger accountability of student achievement on the state's Standards of Learning assessments. Meeting Adequate Yearly Progress (AYP), a means of measuring student progress annually, has currently been obtained by the three schools and in the Surry School division. However, the challenge remains that each school must maintain this AYP status as the benchmark continues to increase yearly. For this reason, as well as for preparing the students in Surry to meet the challenges of a global society, Goal 1: Promote Higher Academic Achievement Standards continues to be of high priority.

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

GOAL 1: Promote Higher Academic & Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.1 Develop or review and update K-12 Curriculum alignment with state standards in English, math, science, history/social science, fine arts, physical education, health, foreign language, exploratory courses and Career and Technical Education, annually.				
1.1.1 Provide teachers and administrators with appropriate SOL resources and documents.	Assistant Superintendent for Instruction (ASI) & Director of Curriculum Implementation (DCI)	Low	Lesson Observations; Invoices	Completed – ongoing for 2007-2009
1.1.2 Provide stipends for curriculum developers.	School Board	Low	Canceled checks	Completed – ongoing for 2007-2008
1.1.3 Provide budget for materials.	School Board	Low	Adopted Budget	Completed – ongoing for 2007-2009
1.2 Review curriculum choices annually and expand to reflect college preparation classes.				
1.2.1 Hold course completer conferences.	Guidance Counselor	Low	Guidance Written Log	Completed – ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.2.2 Seek community-based programs such as Workeys Assessment and Tech Prep PERT Program.	Secondary Principal & CTE Director	Low	Report to Supt/School Board	Completed – ongoing for 2007-2009
1.2.3 Conduct annual analysis of course offerings for necessary revisions.	Principal & Teachers	Low	Report to Supt/School Board	Completed – ongoing for 2007-2009
1.2.4 Offer college level courses such as Advanced Placement classes and Dual Enrollment.	Superintendent	Med	Program of Studies	Ongoing with a plan to expand to Thomas Nelson Community College through our SAGE program
1.2.5 Utilize the Virtual High School.	Secondary Principal & Superintendent	Med	Program of Studies	Implemented and plans for expansion
1.3 Provide on-going training and resources for instructional personnel to use in an effort to improve student achievement.				
1.3.1 Provide educational technology training for all instructional personnel which is designed to facilitate the integration of computer skills and other technologies in the curricula.	ASI, & Director of Operations & Procurement	Med	Staff Development Schedule & Sign-In Sheet	Completed – ongoing for 2007-2009
1.3.2 Provide training in test development.	ASI & Director of Testing & Accountability	Med	Staff Development Schedule & Sign-In	Completed – ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.3.3 Provide training in the interpretation of test data for instructional purposes.	ASI & Director of Assessment & Accountability (DAA)	Med	Staff Development Schedule & Sign-In	Completed – ongoing for 2007-2009
1.3.4 Provide training in instruction & remediation techniques in English, math, history, science, history & social science.	ASI & Director of Curriculum Implementation (DCI)	Med	Staff Development Schedule & Sign-In	Completed – ongoing for 2007-2009
1.4 Provide on-going parental involvement activities.				
1.4.1 Invite parents to attend school-sponsored activities.	Principals & teachers	Low	Copy of activities, letters, calendars & web page	Completed– ongoing for 2007-2009
1.4.2 Provide parents with copies of the SOL objectives, graduation requirements, and course syllabi annually.	Guidance Counselors & Teachers	Low	Parent signed Verification Sheet & Handbook	Completed– ongoing for 2007-2009
1.4.3 Invite parents to serve on committees & Advisory Boards.	Assistant Superintendent, All Directors and Principals	Low	List of Committee Members	Completed– ongoing for 2007-2009
1.5 Complete an assessment of discretionary courses annually.				
1.5.1 Evaluate all exploratory and elective courses for grades 7-12 for relevance and success for students.	Principals	Low	Written Report to Superintendent	Ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.5.2 Review the disparity in enrollment and performance in comparison to the national average as it relates to ethnicity, gender and special population for instructional decisions.	Principals	Low	Written Report to Superintendent	Ongoing for 2007-2009
1.6 Maintain the “FULLY ACCREDITED” status at Surry Elementary School and continue to show a progressive pass rate on the state Standards of Learning assessments each year.				Met
1.6.1 Integrate technology in Instruction.	Teachers	Low	Lesson Plans, Lesson Observation Data & Curriculum Guides	Completed– ongoing for 2007-2009
1.6.2 Utilize all available resources, including human resources effectively.	Principals & Teachers	Low	Staff Assignments & School wide Observations	Completed– ongoing for 2007-2009
1.6.3 Implement researched-based instructional strategies.	Teachers	Med	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.6.4 Use assessment data to direct instruction.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.6.5 Implement effective remediation strategies as delineated in respective School Improvement Plans and or Bi-Annual Plan.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.6.6 Maintain an on-going instructional program that meets the needs of all learners with specific adaptations for the following diverse learners: Special needs, Gifted & LEP. (See specifications in Special Education Plan & Gifted Plan)	Assistant Superintendent, Principals, Teachers, Gifted Coordinator, Director of Special Education	High	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.7 Meet and maintain requirements for the state “Fully Accredited” status at Luther P. Jackson Middle School and continue to show a progressive pass rate on the state Standards of Learning assessments each year.				Met June 2008
1.7.1 Integrate technology in instruction.	Teachers	Low	Lesson Plans, Lesson Observation Data & Curriculum Guides	Ongoing for 2007-2009
1.7.2 Utilize all available resources, including human resources effectively.	Principal & teachers	Low	Staff Assignments & School wide Observations	Ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.7.3 Implement researched-based instructional strategies.	Teachers	Med	Lesson Observation Data Collection	Completed -ongoing for 2007-2009
1.7.4 Use assessment data to direct instruction.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.7.5 Implement effective remediation strategies as delineated in respective School Improvement Plans and or Bi-Annual Plan.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.7.6 Maintain an on-going instructional program that meets the needs of all learners with specific adaptations, including: Special needs, Gifted & LEP. (See specifications in Special Education Plan & Gifted Plan)	Assistant Superintendent, Director of Curriculum, Principals, Teachers, Gifted Coordinator, Director of Special Education	High	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.8 Surry County High School will maintain its state “FULLY ACCREDITED” status and show a progressive pass rate on the state Standards of Learning Assessments each year.				Met
1.8.1 Integrate technology in instruction.	Teachers	Low	Lesson Plans, Lesson Observation Data & Curriculum Guides	Completed– ongoing for 2007-2009

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.8.2 Utilize all available resources, including human resources effectively.	Principal & teachers	Low	Staff Assignments & School wide Observations	Completed– ongoing for 2007-2009
1.8.3 Implement researched-based instructional strategies.	Teachers	Med	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.8.4 Use assessment data to direct instruction.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.8.5 Implement effective remediation strategies as delineated in respective School Improvement Plans and or Bi-Annual Plan.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.8.6 Maintain an on-going instructional program that meets the needs of all learners with specific adaptations, including: Special needs, Gifted & LEP. (See specifications in Special Education Plan & Gifted Plan)	Assistant Superintendent, Director of Curriculum, Teachers, Gifted Coordinator, Director of Special Education	High	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.9 Meet and Maintain requirements for Annual Yearly Progress (AYP).				Met
1.9.1 Integrate technology in instruction.	Teachers	Low	Lesson Plans, Lesson Observation Data & Curriculum Guides	Completed– ongoing for 2007-2008

Comprehensive School Improvement Plan
Goal 1: Promote Higher Academic and Achievement Standards

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
1.9.2 Utilize all available resources, including human resources effectively.	Principal & teachers	Low	Staff Assignments & School wide Observations	Completed– ongoing for 2007-2009
1.9.3 Implement researched-based instructional strategies.	Teachers	Med	Lesson Observation Data Collection	Complete– ongoing for 2007-2009
1.9.4 Use assessment data to direct instruction.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2008
1.9.5 Implement effective remediation strategies as delineated in respective School Improvement Plans and or Bi-Annual Plan.	Teachers	Low	Lesson Observation Data Collection	Completed– ongoing for 2007-2009
1.9.6 Maintain an on-going instructional program that meets the needs of all learners with specific adaptations, including: Special needs, Gifted & LEP. (See specifications in Special Education Plan & Gifted Plan)	Assistant Superintendent, Director of Curriculum, Teachers, Gifted Coordinator, Director of Special Education	High	Lesson Observation Data Collection	Completed– ongoing for 2007-2009

GOAL 2

MAKE SCHOOLS SAFE AND CONDUCTIVE FOR LEARNING

SUB-COMMITTEE MEMBERS

Mrs. Charlome Pierce, Chairperson

Dr. Serbrenia Sims, Co-Chairperson

Herman Pierce, Maintenance Supervisor

Leon Byrd, Bus Mechanic Supervisor

Elwood Wooden, Teacher

Tyrone Franklin, Community

MAKE SCHOOLS SAFE AND CONDUCTIVE FOR LEARNING

Introductory Statement

Another important demand of the No Child Left Behind Act is that it requires that the schools in Surry County Public Schools Division are safe and conducive for learning. This requirement places a concerted effort on the division to have measures in place to address safety issues dealing with safe school facilities. The intent of this

Comprehensive School Improvement Plan
Goal 2: Make Schools Safe and Conducive for Learning

plan is to address issues of concern that will provide for a more comprehensive and effective delivery of instructional services (Code 22.1-253.13:6 B) for the students of the Surry County Public Schools.

GOAL 2: Make Schools Safe and Conducive for Learning

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
2.1 Conduct School Safety Audit Protocol developed by the VDOE by the end of each school year and file in each principal's office.				Ongoing
2.1.1 Conduct the School Safety Audit Protocol.	Principals	Low	Completed VDOE School Safety Audit Protocol Document with a summary of needs/concerns	School Audits were conducted in 2005-2006. They were not conducted in 2006-2007.
2.1.2 Develop a prioritized	Principals& Appropriate	Low	List as presented to	

Comprehensive School Improvement Plan
Goal 2: Make Schools Safe and Conducive for Learning

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
list of concerns based on the audit results with budgetary and non-budgetary items classified separately.	Assistant Superintendent, All Directors, Principals		School Board	Safety budget items were submitted in budget requests to division supt.
2.2 Develop and implement a division-wide crisis management plan as required by Surry County School Board policy.	Superintendent	Med	Completed Crisis Management Manual	Completed and Approved by School Board August 2007.
2.3 Conduct emergency drills as required by Surry County School Board policy.				Ongoing
2.3.1 Conduct fire drills according to code.	Principals, Teachers	Low	Fire Drill Log	Completed, Logs in Mr. Drake's Office
2.3.2 Conduct Lock-Down Drills according to plan.	Principals, Teachers	Low	Log	No completed– To be conducted this year
2.3.3 Conduct Bus Safety Drills according to plan.	Director of Transportation, Bus Driver	Low	Log	Completed, Logs in Mrs. Thomas's office
2.3.4 Conduct an “evacuation only” bomb threat drill according to plan.	Principals, teachers	Low	Log	Not completed – to be conducted this year
2.4 Conduct Regular meetings of the Division Safety Committee.	Safety Chairperson	Low	Minutes, Agendas & Sign-in Sheets	Planned to meet this year

Comprehensive School Improvement Plan
Goal 2: Make Schools Safe and Conducive for Learning

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
2.5 Conduct Regular Meetings of the Workman’s Compensation Safety Committee.	Clerk of Board	Low	Minutes, Agenda, & Sign-in Sheets	Conducted, Minutes and agendas in Jeanne Meeks’s Office
2.6 Implement school safety precautions.				In Progress
2.6.1 Install interior security cameras in all school buildings by August 2008.	School Board	High	Installed Cameras	Cameras installed and operating
2.6.2 Install exterior security cameras and a buzzer entrance in all school buildings by August 2008.	School Board	High	Installed cameras & Buzzers	Cameras installed Buzzers Installed at SCHS
2.6.3 Install student drop off/pick-up and bus parking signs at all three schools by August 2007.	Director of Maintenance	Low	Posted Signs	In planning stages
2.6.4 Install parabolic mirrors in each locker room by August 2007.	Director Maintenance	High	Installed Mirrors	In planning stages
2.7 Renovate the existing high school for a more safe and conducive environment for the delivery of instruction.				Some Progress An electrical upgrade was approved for the high school.
2.7.1 Announce a request for proposals for renovations at Surry County High School.	School Board & Superintendent	Med	Newspaper & Internet Announcements	Funds for phase 1 and plans continuing

Comprehensive School Improvement Plan
 Goal 2: Make Schools Safe and Conducive for Learning

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
2.7.2 Seek funding from Surry County Board of Supervisors.	School Board & Superintendent	High	Approval letter from the Board of Supervisors	Planning stage
2.7.3 Accept a proposal and award contract.	School Board & Superintendent	High	Renovation Completion	Awaiting funding

GOAL 3
To Recruit, Employ and Retain a Highly Qualified Staff

SUB-COMMITTEE MEMBERS

Ms. Geraldine Bailey, Principal, Chairman
Mrs. Elaine Pearson, Teacher, Co-Chairperson
Ms. Kimberly Hardy, Parent
Mrs. Melinda Robertson, Parent
Ms. Carolyn Eley, Parent
Mrs. Roselyn Elliott, Community
Mrs. Judy Barnes, Teacher
Ms. Carmen Crider, Teacher
Mr. Douglas Pulley, Teacher
Mr. Jake Mintz, Teacher
Mrs. Janet Monahan Teacher

GOAL 3

TO RECRUIT, EMPLOY AND RETAIN A HIGHLY QUALIFIED STAFF

Introductory Statement

The school division faces a major challenge when it comes to recruiting, employing and retaining highly qualified staff. The rural nature of the county, lack of available housing and low salaries in comparison to neighboring school divisions are a few of the barriers or obstacles that the division faces when recruiting, employing and retaining staff.

The governing bodies of Surry County must secure adequate resources to increase the school division's ability to recruit, employ and retain staff. In order to recruit, employ and retain a highly qualified staff, the school board needs to continue to be proactive in pursuing funds from the Board of Supervisors to support yearly raises for staff. Making salaries competitive to neighboring school divisions need to be a concerted effort between the Board of Supervisors and the School Board.

GOAL 3: To Recruit, Employ and Retain a Highly Qualified Staff

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
3.1 Develop a comprehensive employment package by March of each year.				
3.1.1 Create a salary committee to make a comparative study of teacher salaries from surrounding counties.	Director of Finance, Personnel coordinator	Low	Committee List & Report of Salary Studies	In progress
3.1.2 Develop competitive salaries, attractive fringe benefits, and special/critical skills bonuses for high demand areas.	Superintendent	High	Salary Scales & Benefits Packets	Ongoing
3.2 Recruit, and hire highly qualified staff.				
3.2.1 Use a variety of marketing techniques to advertise positions. a.) Internet b.) Newspapers c.) Agencies	Personnel Coordinator a-d) Personnel Coordinator	Med	Documented Announcements & Flyers	Implemented

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
d.) Career Fairs e.) Future Teachers of America at the middle and high school f.) College Placement Offices g.) Current Staff h.) Personnel Coordinator i.) Salary scale commensurate of neighboring counties j) Use of Career Switcher Program	e.) Middle & High School Teachers f.) Principals g.) Superintendent h-j.) Superintendent			
3.3 Develop and implement a public relations plan.				
3.3.1 Publish and disseminate the Superintendent's Progress Report.	Superintendent	Med	Copy of Progress Report	Implemented
3.3.2 Develop and disseminate division/school newsletter.	Superintendent	Med	<i>Echo</i> 4 times a year, <i>Cougar Cub Paw Print</i> (SES), <i>Junior Cougar Express</i> (LPJMS), <i>Cougar Express</i> (SCHS)	Implemented
3.3.3 Distribute system	Superintendent	Low	Copy of Recruitment Packet	In progress

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
brochures, promotional items, Chamber of Commerce brochures, and county promotional items as part of recruitment packets.				
3.4 Develop and implement a standard application process.				
3.4.1 Provide an on-going application process.	Superintendent	Low	On-line Application	In progress
3.4.2 Provide printed copies of application available for persons seeking employment.	Personnel Coordinator	Low	Printed copies of Applications	Completed
3.5 Develop and implement methods to retain a qualified, completely staffed system.				
3.5.1 Assess current and long-term vacancies/needs annually. a.) Job Share	Superintendent	High	Intent Forms	In progress
3.5.2 Continue the induction program to include: a. Mentor Program b. New Teacher Orientation to the school and community 1. Planned pre-opening	a-b.) ASI	Medium	Mentor/Mentee Assignments Mentor/Mentee Orientation Log	In progress

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
<p>in-service program</p> <p>2. Community services/programs introduction</p> <p>c. Staff needs survey (August and January)</p> <p>1. Exit Interviews</p>	c. Superintendent		Copy of Exit Interview	<p>Exit Surveys developed and used by May 2008</p> <p>Staff survey completed December 2008</p>
<p>3.5.3 Provide incentives for current staff</p> <p>a.. Longevity supplement increments assessed annually (five-year intervals, step increases yearly, retirement financial planning)</p> <p>b.. Provide funding, release time, and on-site classes</p> <p>c. Provide adequate funding for staff development and conferences/workshops</p>	a-c.) School Board	High	<p>Salary Scale, Request for Funding</p> <p>c) Funding allocated for conferences/workshops/courses, Travel Authorization Forms, Sign-In sheets for on site staff development</p> <p>d) Committee</p>	In progress

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
<p>d. Maximize use of staff's personal interests, talents, and abilities.</p> <p>e. Recognize staff efforts/successes</p> <ol style="list-style-type: none"> 1. Re-signing bonus 2. Superintendent's Luncheon recognition (20+ years) 3. News articles featuring successes of staff 4. Luncheon every nine weeks 5. School board Accolades 6. Letters of Appreciation / <p>Commendations/Recognition</p> <ol style="list-style-type: none"> 7. Annual Retirement Commendation 8. Rookie Teacher of the Year 9. Instructional Assistant 	<p>d) Principals</p> <p>e1-2.) School Board Superintendent</p> <p>e-3-4.) Principals</p> <p>e-5-9.) Superintendent & School Board</p>	<p>Low</p> <p>High</p>	<p>assignments</p> <p>e-1) Resigning Bonus Package from School Board</p> <p>e-2) Superintendent's Luncheon agenda</p> <p>e-3) Copies of News Articles</p> <p>e-4) Agenda from Banquet Programs/Luncheon Programs</p> <p>e-5-10) School Board Agenda and Minutes, Memos; Letters, e-mails, bulletin boards</p>	

Comprehensive School Improvement Plan
 Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
<p style="text-align: center;">of the Year 10. Grade Level/ Departmental monthly staff recognition</p>	<p>e.10) Principals</p>			
<p>3.5.4 Hire additional staff to meet the vision of the school division [i.e. Reading Specialists, Grant Writer (part-time), Test Coordinator, full-time Nurse, Web Developer/Record Scanner, School and Community Relations Coordinator, Assessment Specialists (Benchmark Designers), Gifted Coordinator, Coordinator of Personnel].</p>	<p>Superintendent & School Board</p>	<p>High</p>	<p>Contracts & Board Minutes</p>	<p>Some hired – reading specialist at SES and LPJ MS, assessment specialists (part-time)</p>

GOAL 4

IMPLEMENT THE SCHOOL DIVISION'S TECHNOLOGY PLAN

SUB-COMMITTEE MEMBERS

Mr. Eddie Drake, Director of Operations & Procurement, Chairman

Mrs. Laura Sheffield, School Board

Ms. Ann Marie Nelin, Assistant Principal

Mrs. Sharon Wooden, Director CTE

Mrs. Deborah Dawson, Media Specialist

Ms. Patricia Rideout, Media Specialist

Mrs. Jessica Travis, Media Specialist

Mrs. Joahn Brown, Teacher

Ms. Milly Higgins, Community Representative

Mrs. Judy S. Lyttle, Surry County Board of Supervisors

GOAL 4

IMPLEMENT THE SCHOOL DIVISION'S TECHNOLOGY PLAN

Introductory Statement

The school division faces a major challenge when it comes to providing sufficient instructional technology for its twenty first century learners. The rural nature of the county and the low salary scale in comparison to other neighboring school divisions are a few of the barriers that the school division faces when recruiting, employing, training, and retaining a highly qualified Technical Staff capable of moving the school division forward technologically. In addition to an adequate highly trained Technical Staff, the division also faces the challenge of inadequate funding to provide instructional technology for its staff and students.

Presently on the budget we have, we cannot conduct online SOL testing at all three schools (inadequate bandwidth) nor can the central office access our Student Information Management System to obtain data necessary for required daily reports. Our students do not have 24/7 access to computer technology and the internet. Inadequate funding has been secured for technological professional development, as well as technology maintenance, repairs, and upgrades.

The governing bodies of Surry County must secure adequate resources to increase the school division's ability to employ, train, and retain a highly qualified Technical Staff capable of moving the school division forward technologically. The school board in conjunction with the board of supervisors must secure adequate funding to maintain up to date technology for all of its staff and students. Surry County Public School students should not be left behind in today's highly technical global market place.

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
4.1 Obtain adequate funding to implement the school division's technology plan, annually.				
4.1.1 Seek technology funds from federal, state, local, and private funding sources.	Grant Writer, Director of Operations & Procurement (DOP), Director of Career & Technical Education (DCTE)	High	Copy of Applications for Request for Funding	On going
4.2 Keep school board members informed about advances in technology.				
4.2.1 Invite school board members to technology committee meetings.	DOP	Low	Committee Participants Sign-In Sheet	On going
4.2.2 Request a school board member as a member of the technology committee.	DOP	Low	School Board Minutes	On going
4.2.3 Request school board members to take sight visits to schools with appropriate technology.	DOP	Low	School Board Minutes	On going
4.2.4 Encourage school board representation at the National School Board Association Technology and Learning Conference.	DOP	Low	School Board Minutes	On going

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
4.2.5 Prepare an Informational Packet on technology and present to school board.	DOP	Low	School Board Minutes	On going
4.3 Provide a 1:3 ratio of up-to-date Internet ready computers to students, an up-to date Internet ready desk-top/lap-top for each teacher and administrator, up-to-date Internet ready multimedia computers for all administrative offices by the end of the 2008-2009 school year.				
4.3.1 Complete a capacity evaluation of each building including the central office by the end of the 2007-2008 school year.	DOP	Low	Copy of Study	On going
4.3.2 Determine network infrastructure and hardware needs.	DOP	Low	Copy of Needs Assessment	On going
4.3.3 Procure necessary equipment hardware, electronics, software, cabling and bandwidth.	DOP	High	Invoices	On going
				Complete

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
4.3.4 Develop a checkout procedure for all SCPS computer resources, annually.	DOP	Low	Copy of Procedures	
4.3.5 Implement an annual procurement and upgrade process for hardware and software.	DOP	Low	Copy of Procedures	On going
4.4 Provide on-going maintenance and repair support to staff and students.				
4.4.1 Hire and train adequate technology support staff beginning with the 2006-2007 school year.	DOP/ School Board	High	School Board Minutes & Contracts	On going
4.5 Up-grade the distance learning program to supplement instruction in grades 5-12 by the end of the 2008-2009 school year.				
4.5.1 Survey high school students to determine additional class interest.	Principals	Low	Survey results	On going
4.5.2 Decide on solution (s) that best meet (s) the needs of Surry County Public Schools' students.	Principals, Superintendent, DOP	Low	Copy of Recommended Solution (s)	On going
				On going

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
4.5.3 Procure necessary distance learning equipment	DOP	High	Invoices	
4.5.4 Hire and Train Distance Learning Facilitators.	Principals, DOP, School Board	High	School Boards Minutes/Contracts	On going
4.5.5 Continue to promote WHRO's/WVEC's online teacher classes.	Instructional Technology Resource Teacher (ITRT)	Low	Announcements, Letters, Verified Class Rosters	On going
4.6 Maximize the technology productivity and skill development of all administrators, staff and teachers beginning July 1, 2006 and continuing.				
4.6.1 Provide technology staff development for administrators, staff and teachers.	ITRT	Low	Sign-in Sheets	On going
4.6.2 Assist teachers in meeting the Technologies Standards for Instructional personnel.	ITRT	Low	Documentation of % of Teachers Meeting Standards	On going
4.6.3 Implement electronic grading and attendance at all three schools by the beginning of the 2008 school year.	ITRT	Low	Implementation Documentation	IGPro has been installed at SES
				On going

Comprehensive School Improvement Plan
Goal 4: Implement the School Division's Technology Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
4.6.4 Integration of complete voice, video, data and security systems at all SCPS facilities.	DOP	Low	Vendor Completion Report	
4.6.5 Train staff on job related system integration and electronic teaching/learning equipment.	ITRT	Low	Successful Completion Roster	On going
4.7 Maintain 95% highly qualified professional staff in accordance with the Commonwealth's Technology Standards for Instructional personnel.				
4.7.1 Continue to partner with community colleges to provide Technology Standards for Instructional Personnel training.	DOP & ITRT	Low	Completion List	On going
4.7.2 Provide Intel Teach to the Future Program training to SCPS Instructional Staff.	DOP & ITRT	Low	Training Sign-In Sheet & Agenda	On going
4.8 Construct a consolidated Network Operations Center				
4.8.1 Provide laptops for all Middle/High School Students by 2009-20010.	School Board/ DOP	High	Verified Invoice for Units	On going

GOAL 5

PROMOTE HIGH STANDARDS OF BEHAVIOR

SUB-COMMITTEE MEMBERS

Mr. Richard W. McKenzie, Director of Assessment & Accountability, Chairman

Ms. Bertha Thomas, Transportation Supervisor

Mr. Laurence Hansch, Guidance Counselor

Mrs. Geraldine Byrd, Security Officer

Mrs. Tillie Stringfield, Security Officer and Parent

Mr. Tyrone Blount, Security Officer and Parent

Deputy Raynard Shears, Sheriff Department

Ms. Lisa Graves, District 19

Mrs. Sopenia Pierce, Office of Youth – Business Member

Reverend Douglas Charity, Community

GOAL 5

PROMOTE HIGH STANDARDS OF BEHAVIOR

Introductory Statement

Under Title IV – 21st Century Schools of The No Child Left Behind Act (NCLBA) of 2001, schools are required to have a safe and orderly environment, to protect teachers and students, and to encourage good discipline and personal responsibility. Virginia Department of Education (VDOE) has guidelines of “School Safety and Violence Prevention,” in accordance with this mandate (Refer to Wright, P. W. D., Wright, P. D., & Heath, S. W. (2003). *WrightsLaw: No Child Left Behind*. Hartfield, VA: Harbour House Law Press, Inc.; <http://www.pen.k12.va.us/VDOE/Instruction/safety.html>). Surry County Public Schools Division has developed Goal 5, ‘Promoting High Standards of Behavior,’ to meet the NCLBA mandate in accordance with VDOE guidelines for school safety. The data in the 2005-2006 School Report Card on the VDOE website showed 33 incidents classified as serious misconducts in the school year 2004-2005. This was a 47% decrease from the prior school year 2003-2004 for which 63 were classified as serious misconducts. This was the baseline data used for the Goal 5 plan. However, the current 2006-2007 School Report Card reports the total of all incidents rather than only serious incidents as reported in prior reports. It shows that incidents have increased by 17% from school year 2004-2005 to school year 2005-2006 (<https://p1pe.doe.virginia.gov/reportcard/report.do?division=90&schoolName=All>). Surry County Public Schools Division will continue to use different intervention strategies to reduce the number of incidents. This update is a status report of Goal 5 of the Comprehensive Improvement Plan (2006-12) of the school division.

GOAL 5: Promote High Standards of Behavior

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
5.1 Decrease the number of bullying, assault, battery, and substance abuse cases and other misconducts classified as serious by the Virginia Department of Education by 20% by the 2009-2010 school year.				
5.1.1 Continue to enforce The Student Code of Conduct on bullying, assault, battery, substance abuse, and other misconducts fairly, firmly and consistently, and seek and/or implement necessary intervention programs to improve student behavior.	Principals, Staff, Students & Parents	Med	Crime & Violence Report	Ongoing- Strategies include report to parents their child inappropriate behavior, , individualized counseling, group sessions, character education program, assemblies, and DARE program
5.1.2 Create an awareness of student rights and responsibilities.	Administrators, Principals, Staff, Students and Parents	Low	Student Code of Conduct, Staff Meeting Agenda	Met – information sent to parents, and also given to them at PTCs
5.1.3 Provide on-going training for K-12 staff on classroom and behavioral	Principals	Med	Meeting Agendas & Sign-in Sheet	Ongoing – Pre-opening session, discussions at staff meetings, group

Comprehensive School Improvement Plan
Goal 5: Promote High Standards of Behavior

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
management.				attendance to training sessions as needed
5.1.4 Seek services from other community agencies to provide preventive and/or intervention programs as needed.	Administrators, Principals & Parents	Low	Records of Services	Ongoing – Services rendered by social services, Office of Youth, and local sheriff department
5.1.5 Hold annual Parent workshops on bullying and other misconducts.	Principals	Med	Agenda, Sign-in Sheet	Met – at Surry Elementary during Title I/SOL Family Night; and at LPJ, 4 workshops were held last school year.
5.2 Foster and maintain a positive environment.				
5.2.1 Continue to recognize and award students for academic achievement, extra-curricula performance, outstanding citizenship, attendance, etc.	Principals	Med	List of Students' Recognitions	Met and Ongoing – Academic awards done in schools, and at the School Board annually in the Fall of each year after SOL results
5.2.2 Improve and maintain school environment and facilities to foster pride and morale.	Superintendent, Principals, Supervisor of Maintenance	Low	Results of Survey Maintenance Reports	Ongoing – Surveys
5.2.3 Use the media and school setting to accentuate the positive achievement of	Superintendent	Low	Newspaper Publications, ECHO, Display Boards	Met and Ongoing

Comprehensive School Improvement Plan
Goal 5: Promote High Standards of Behavior

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
the district.				
5.2.4 Continue to utilize the services of motivational speakers to students and staff.	Principals	Med	Post-Program Evaluations; Survey Results	Met – Utilize services of motivational speakers and ongoing
5.3 Exemplify appropriate stewardship and citizenship in all schools, daily.				
5.3.1 Implement a rigorous character education program.	Principal, Staff	High	Lesson Plans, Displays, Surveys	Ongoing – Character word of the month, morning announcements, hallway displays, transition programs
5.3.2 Model good character.	Staff & Students	Low	Observation	Ongoing
5.3.3 Enforce the Student Code of Conduct consistently.	Principals, Teachers	Low	Disciplinary Referrals, Power School Reports, Sate Crime and Violence Report	Ongoing
5.3.4 Involve students in team building activities.	Principals & Staff	Low	Observations, Lesson Plans, Activity Logs	Met – Student Council, Guidance Sessions, STEP Program
5.4 Understand and value the diversity of American society, continually.				
5.4.1 Integrate Cultural Awareness into the curricula.	ASI, Curriculum Teams	Low	Calendar of Events	In progress
5.4.2 Implement a Cultural Awareness Day.	Principals & Staff	Low	Display of Activities	In progress

Comprehensive School Improvement Plan
Goal 5: Promote High Standards of Behavior

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
5.4.3 Recognize national ethnic holidays	Staff, & Students	Low	Announcements, Calendars, Newsletters	Met – exhibits at schools

GOAL 6

TO IMPROVE SCHOOL AND COMMUNITY RELATIONS

SUB-COMMITTEE MEMBERS

Harold Jones, School Board Chairman, Co-chairman

Mrs. Evelyn Ellis, Assistant Principal, Co-chairman

Ms. Bertha Thomas, Director of Transportation

Mrs. Virginia Pierce, Teacher

Dr. Barbara H. Brown, Teacher

Mrs. Sylvia Edler, Parent

Mrs. Sonya Lambert, Parent

Mrs. Paula Livingston, Parent

Mr. Earl Stewart, Vol. Fire Department

Mr. Claude Reeson, Chamber of Commerce

GOAL 6

TO IMPROVE SCHOOL AND COMMUNITY RELATIONS

Introductory Statement

The school administrators, faculty and staff, students, parents, and the community share the responsibility of educating every student in the Surry County Public Schools System. The involvement and support of each group is essential to the success of the various school programs. In the past, Surry County Public Schools has implemented programs—division-wide and at each of its schools—to involve the entire community in its education process. Our goal is to continue to involve various members of this community in all school programs and activities.

With this in mind, Surry County Public Schools continues to update and revise its comprehensive plan, recognizing the importance of continued and improved school and community relations.

Comprehensive School Improvement Plan
Goal 6: To Improve School and Community Relations

GOAL 6: To Improve School and Community Relations

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
6.1 Organize a forum for the community to take an active part in educating its youth, by 2008.				
6.1.1 Implement the goals and strategies of Goal 6.	School Board and Superintendent	High	School Board Minutes & signed Contract	
6.1.2 Develop a community focus group composed of a diverse cross-section of the community to meet quarterly to discuss educational concerns and to provide input to the school board regarding the education of Surry County's youth.	School & Community Relations Coordinator (SCR)	Low	Agenda & Minutes	
6.1.3 Continue to include community members on various school planning committees.	SRC, Principals	Low	Sign-in Rosters	In progress
6.1.4 Continue to initiate parent institutes to increase	SRC, Principals, Program Directors	Low	Agendas & Sign-in Sheets	In progress

Comprehensive School Improvement Plan
Goal 6: To Improve School and Community Relations

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
the parent's confidence in assisting their children in the educational process.				
6.1.5 Establish an active parent and teacher organization.	Principals, Teachers, Parents	Low	Meeting Agenda, Minutes & Membership Roster	In progress
6.1.6 Attach more educational links to the school division's WEB page.	Webmaster, Principals, SRC	Low	Actual Links	Improved website in progress
6.2 Continue the partnership with organizations and businesses for the support of public education.				
6.2.1 Invite businesses and organizations to serve as resources for various aspects of the school curriculum.	Principals, Teachers, SCR	Low	Letters of Invitation, Lists of Participating Businesses/Orgs, Lesson Plans	In progress
6.2.2 Continue to include community based programs such as Kuder Assessments, Gateway Regional and Business Co-op in the school programs.	SCR, Principals, Guidance Counselors & Director of CTE	Low	Principals, SCR, Kuder Assessments	In progress
6.2.3 Organize an annual community business fair by	SCR, DCTE	Low	Letters, Flyers, Surveys	In progress

Comprehensive School Improvement Plan
Goal 6: To Improve School and Community Relations

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
spring 2009.				
6.3 Continue to inform the community about activities and accomplishments of staff and students.				
6.3.1 Use broadcast and print media to inform the community of all activities and achievements.	Superintendent, Principals, Program Directors, Organization Sponsors	Low	Newspaper, Website, Displays	In progress
6.3.2 Continue to distribute school newsletters throughout the community.	Principals, Program Directors, Organization Sponsors	Low	Newsletter	Completed and in progress
6.3.3 Continue to post items of community interest on school division's website and in newsletters.	SCR, DCTE, Webmaster	Low	Newspaper, Website, Displays	In progress
6.3.4 Continue to use automated notification system to keep parents informed of school events by the 2007-2009 school year.	School Board, Director of Operations & Procurement	High	Verified Invoice	In use

GOAL 7

TO PROMOTE THE PRACTICE OF SOUND HEALTH AND FITNESS

SUB-COMMITTEE MEMBERS

Patrick Barnes, Food Service Supervisor, Chairperson

Todd Neal, Assistant Principal SCHS

Elsie Dennis, School Board/Community

Bea Johns, Surry Health Department/Parent

Detric Smith, Health/PE LPJ

Sandy Fitzgerald, Health/PE LPJ

Regina Edwards, School Nurse

GOAL 7

TO PROMOTE THE PRACTICE OF SOUND HEALTH AND FITNESS

Introductory Statement

Surry County Public Schools plays a major role in instilling the basic practices of sound health and fitness in the children of Surry County. Through daily education, the children can be educated on the proper day-to-day activities needed to live life with a body and mind of sound health and fitness.

The faculty and staff of Surry County Public Schools can help the children of the county by promoting the sound practices in daily instruction, through daily encouragement and by providing the necessary resources so that the children can further educate themselves and their parents. The Food Service Department can help the children by creating menus for healthy breakfasts and lunches daily. Nutritional information for all foods served will be made available as well as recommendations for healthy snacks for the children while not at school.

Comprehensive School Improvement Plan
Goal 7: To Promote the Practice of Sound Health and Fitness

GOAL 7: Promote the Practice of Sound Health and Fitness

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
7.1 Promote the premise that a sound mind cannot excel or achieve without a similar and joint effort from a sound body, continually.				
7.1.1 Implement the K-12 curriculum to emphasize the important relationship between sound health and fitness and life-long wellness habits.	Assistant Superintendent, Director of Curriculum, Staff	Low	Completed Curriculum Guides	In progress
7.1.2 Recognize fitness excellence through awards and other recognitions.	Teachers, Principals	Low	Publications with Listings	In progress
7.1.3 Promote physical fitness through community service activities such as Hoops for Heart, Jump Rope for Heart and Field Days.	Principals, Staff,	Low	Printed Programs and Agendas	Completed and ongoing
7.1.4 Promote higher physical fitness scores.	Teachers	Low	Physical Fitness Score Reports	Ongoing
7.1.5 Promote 150 minutes of physical activity per week for all students	Principals	Low	School schedules	Beginning

Comprehensive School Improvement Plan
Goal 7: To Promote the Practice of Sound Health and Fitness

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
7.2 Provide students with information and resources that will allow them to make responsible decisions regarding their sexuality, annually.				
7.2.1 Incorporate family living objectives in the curriculum.	Curriculum Committee	Low	Curriculum Guides, Lesson Plans	Completed and ongoing
7.2.2 Provide appropriate resources involving teen parents, both male and female, sharing their life changing experiences with other students.	Teachers, Counselors, Nurses	Low	Lesson Plans, Logs	Completed and ongoing
7.2.3 Conduct Health fairs and Invite resource speakers.	K-12 Health/P.E. Teachers	Med	Printed Programs, Letters of Invitation	In progress
7.3 Enforce a firm and fair policy on substance abuse to include use, possession and distribution of drugs, alcohol and tobacco, annually.				
7.3.1 Promote and provide positives alternatives for combating life's problems and	K-12 Health/P.E. Teachers, Counselors, Social Worker, DARE Officer	Med	Lesson Plans, Flyers	Completed and ongoing

Comprehensive School Improvement Plan
Goal 7: To Promote the Practice of Sound Health and Fitness

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
stressful situations				
7.3.2 Enhance the Health Education curriculum by using resource personnel and community agents.	K-12 Health/P.E. Teachers	Low	Letters of Invitation, Lesson Plans	Completed and ongoing
7.3.4 Maintain security officers in the building and on the grounds throughout the school day and at evening activities as needed.	Superintendent	Low	Logs, Contracts, Time Sheets	In operation and ongoing
7.3.5 Conduct periodic checks of student lockers and vehicles.	Principals, Sheriff's Dept.	Low	Logs	In operation and ongoing
7.3.6 Provide substance abusers and their families with a list of resources that offer intervention and rehabilitation with follow-up.	Counselors, Social Worker, Health Department	Low	Printed Resources	In operation and ongoing
7.4 Provide instruction guiding students towards sound physical development and optimal health to prepare students for healthy, productive lives as adults.				
7.4.1 Administer the Presidents Physical Fitness	Secondary Principal	Low	Test Score results	Completed and ongoing

Comprehensive School Improvement Plan
Goal 7: To Promote the Practice of Sound Health and Fitness

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
Exam.				
7.4.2 Offer Elective Physical activities class to 11 th and 12 th graders.	Secondary Principal	High	Course Offerings Guide	Planned implementation with new schedule
7.4.3 Implement the K-12 Physical Health Screening Program.	School Nurses, Health/PE Teachers	Low	Student Records	Completed and ongoing
7.4.4 Encourage students to participate in after-school athletics and community recreation programs.	Staff, Parents	Low	Records of Participation	Completed and ongoing

GOAL 8

TO BASE THE BUDGET ON THE SCHOOL BOARD STRATEGIC PLAN

SUB-COMMITTEE MEMBERS

Mrs. Monique Barnes, Chairman

Mrs. Sonia Beatty, Parent

Mrs. Stephanie Headley, Citizen

Mrs. Jeanne Meeks, Grandparent

Mr. Fred D. Moore, Citizen

Mrs. Patsy Hopper-Rush, Teacher

GOAL 8

TO BASE THE BUDGET ON THE SCHOOL BOARD STRATEGIC PLAN

Introductory Statement

Adequate funding is needed to ensure an appropriate education for every school-aged child in Surry County. This funding, for the most part, is appropriated from the governing body.

To ensure all financial aspects of this comprehensive plan are met, the budget will be based on the strategic plan approved by the School Board as the basis for requesting budget approval of Surry County's governing body.

Comprehensive School Improvement Plan
Goal 8: To Base the Budget on the School Board Strategic Plan

GOAL 8: To Base the Budget on the School Board Strategic Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
8.1 Ensure adequate funding for meeting the goals of the Surry County School Board and the Comprehensive Plan.				
8.1.1 Allocate sufficient funds in the budget to fully fund the needs based on the replacement schedule in all departments.	School Board	High	Approved Budget	Ongoing
8.1.2 Carry over funds from one fiscal year to the next will be requested.	School Board	High	Board Minutes, Approved Budget	Planned
8.1.3 Add additional funding for technology to support the Technology Plan.	School Board	High	Approved Budget	Ongoing
8.1.4 Establish a focus group to provide input to the Superintendent's budget.	Superintendent	Low	Letters of Invitation, Agenda, Minutes, Sign-in Sheet	In process and ongoing
8.2 Maintain Fiscal Responsibility and accountability at all levels.				
8.2.1 Establish and implement an orientation procedure for new administrators and heads	Superintendent, Finance Director	Low	Agenda, Sign-in Sheets	Completed and ongoing

Comprehensive School Improvement Plan
Goal 8: To Base the Budget on the School Board Strategic Plan

<i>Objective & Strategies</i>	<i>Responsible Position</i>	<i>Budgetary Impact</i>	<i>Means of Evaluation</i>	<i>Status Report</i>
of departments.				
8.3 Conduct and review the school division's inventory, annually.				
8.3.1 Utilize a division-wide bar code inventory procedure by 2008.	DOP	High	Bar Code Inventory	In progress
8.3.2 Develop and implement a comprehensive replacement schedule for assets.	School Board	High	Replacement Schedule	In progress