

Botetourt County Public Schools

Six Year Comprehensive Plan

2016-2022

"It is the mission of Botetourt County Public Schools to ensure that all students participate in quality learning experiences necessary to grow, to adapt and to meet the challenges of responsible citizenship in a changing global society."



B O T E T O U R T
C O U N T Y P U B L I C S C H O O L S

Educational
Excellence

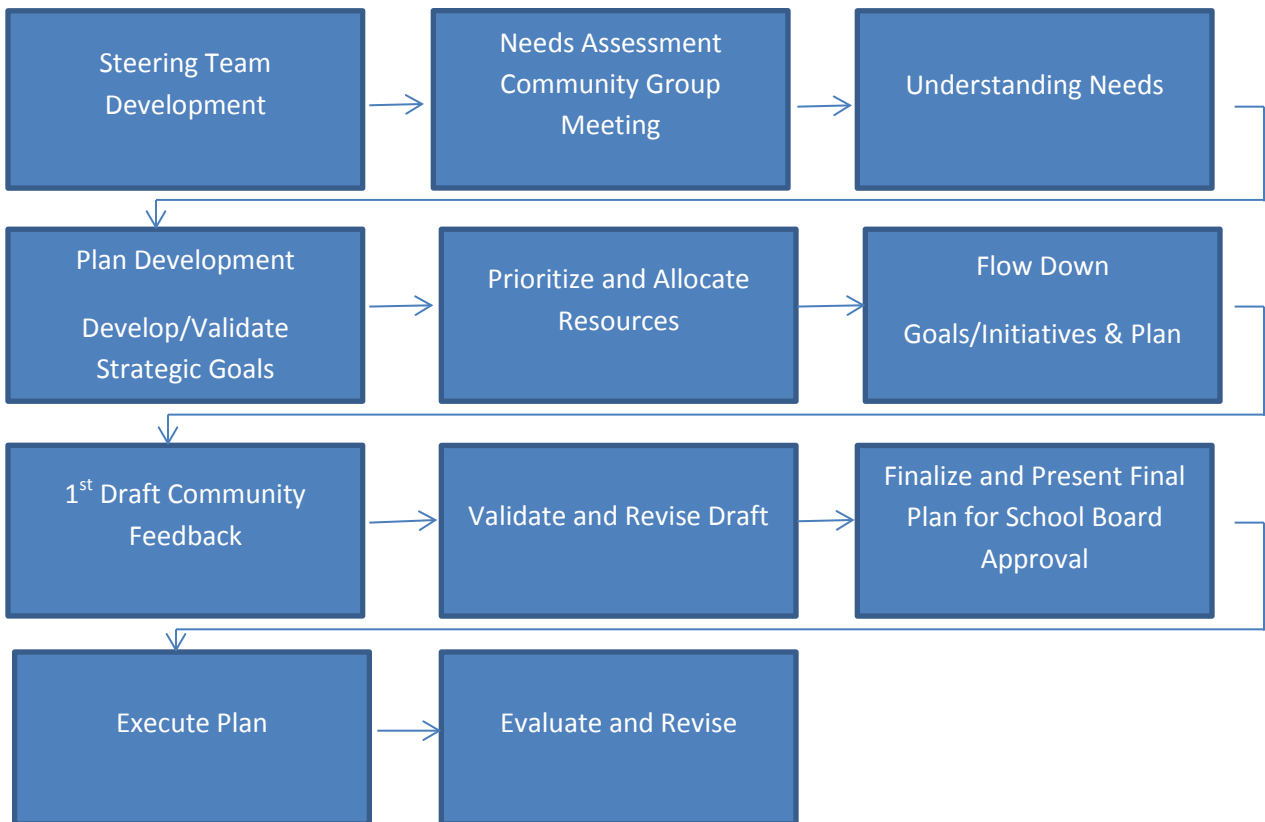
Safe & Secure
Schools

Communication and
Collaboration

Strategic Planning Process

Botetourt County Public Schools

2016-2022



2016-2017 Botetourt County School Board Members

Ruth E. Wallace, Chairman
Amsterdam District

Kathy Graham Sullivan, Vice Chairman
Buchanan District

Michael Beahm
Valley District

Scott Swortzel
Blue Ridge District

John Alderson
Fincastle District

John Busher
Division Superintendent

2016-2017 Botetourt County Public Schools

Comprehensive Plan Advisory Team

Dr. Kathy Beard	Coordinator, Dual Enrollment VWCC
Sgt. Scott Gathje	School Resource Officer
Jeff Amos	Precision Steel Manufacturing
Michelle Stephenson	Parent Advisory Panel Chair, Gifted Education
Catherine King	Parent Representative, Special Education Advisory Committee
Jennifer Deeter	Parent Representative
Jessica Martin	Principal, Cloverdale Elementary
Debbie Harris	Assistant Principal, Read Mountain Middle School
Jamie Talbott	Principal, James River High School
Annabelle Craft	Student, James River High School
Alex Snyder	Student, Lord Botetourt High School
Melissa Amos	Teacher, Lord Botetourt High School
Sheila Lythgoe	Blue Ridge Behavioral Health
Jay Ratcliffe	Department of Parks and Recreation
Jack Leffel	Botetourt County Board of Supervisors
Jay Gilliland	First Citizens Bank
Michael Beahm	Botetourt County School Board
Janet Womack	Assistant Superintendent
Keith Pennington	Supervisor of Instruction
Beth Allen	Supervisor of Technology

2016-2017 Botetourt County Public Schools

Instructional Team

John Busher
Superintendent

Janet Womack
Assistant Superintendent

Jill Green
Director of Human Resources

Ben Irvin
Director of Operations

Beth Allen
Supervisor of Technology

Julie Baker
Supervisor of Special Education

Deborah Nemec
Supervisor of Instruction

Michael Tetreault
Supervisor of Instruction

Keith Pennington
Supervisor of Instruction

Lisa Barnett
Coordinator of Career and Technical Education

Lesley Secrist
Coordinator of Special Education

Karen Turner
Coordinator of Special Education

Plan Summary

Goal 1 Accountability for Student Learning

Botetourt County Public Schools will support accountability for all schools by establishing policies that help increase the academic success of all students, especially those who are at-risk or in underperforming schools. Incorporating student academic progress and narrowing of achievement gaps into the accountability system will provide for a more comprehensive identification of student achievement at each school.

Goal 2 Rigorous Standards to Promote College and Career Readiness

Botetourt County Public Schools will continue to increase the rigor, relevance and quality of the educational experiences of all students so that they can achieve their individual post-secondary goals

Goal 3 Expanded Opportunities to Learn

Botetourt County Public Schools will put in place policies and initiatives that expand learning opportunities for all students. These policies and initiatives will better prepare students for success in college, career and citizenship. Such learning opportunities provide options for students while allowing communities and educators to create innovative instructional programs.

Goal 4 Nurturing Young Learners

Botetourt County Public Schools will work cooperatively with partners to promote new and innovative partnerships that help to ensure that all children enter kindergarten with the skills needed for success.

Goal 5 Highly Qualified and Effective Educators

Botetourt County Public Schools will employ highly qualified and innovative educators and provide opportunities that promote retention and continued professional development.

Goal 6 Safe and Secure Schools

BCPS will provide safe, secure, and supportive learning environments for all students and staff.

Curriculum and Instruction

Goal 1 Accountability for Student Learning

Botetourt County Public Schools will support accountability for all schools by establishing policies that help increase the academic success of all students, especially those who are at-risk or in underperforming schools. Incorporating student academic progress and narrowing of achievement gaps into the accountability system will provide for a more comprehensive identification of student achievement at each school.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>The Botetourt community supports participation in the wide array of program offerings available to all students.</p> <p>The <i>Every Student Succeeds Act</i> (ESSA), encourages opportunities for states and localities to develop new assessments and provide innovative instructional opportunities for both teachers and students.</p> <p>BCPS strives to improve alternative school programs designed to support students experiencing difficulties in the traditional school setting.</p>	<p>By the end of the 2017-2018 school year 90% of the K-8 teachers in BCPS will be trained in the Orton-Gillingham approach to reading instruction.</p> <p>On September 18, 2014 the Board of Education approved guidelines for locally developed assessments that replaced five discontinued Standards of Learning (SOL) tests. Currently BCPS utilizes Interactive Achievement benchmarks and growth assessments to meet this requirement. Effective with the 2016-17 school year, BCPS will utilize real-world/problem based learning experiences in conjunction with traditional assessments to meet these requirements.</p> <p>During the 2015-16 academic year an alternative education planning committee was formed to develop non-traditional pathways for at-risk students to meet graduation requirements. The committee will expand the review to include middle schools, in an effort to reduce the number of 9th grade students not meeting minimum credit</p>	<p>During the Summer of 2016, K-2 teachers will attend a one week training program in the Orton-Gillingham approach to reading instruction provided by the Institute for Multi-Sensory Education.</p> <p>During the Summer of 2017, 3-8 teachers will attend a one week training program in the Orton-Gillingham approach to reading instruction provided by the Institute for Multi-Sensory Education.</p> <p>Social studies in grade 3 and US History teachers in grades 6 and 7 will implement project/problem based alternative assessments as part of their formal state required program. Teachers have met and selected appropriate division-wide assessments for the 2016-17 academic year.</p> <p>The alternative education committee will meet during the 2016-17 school year and develop prevention and intervention strategies to assist at-risk middle school students with future graduation requirements.</p>	

	requirements.		
Strategies (Year 3-6)	Budget Implications	Department	Notes
	Orton-Gillingham (\$1433.25/participant)		

Curriculum and Instruction

Goal 2 Rigorous Standards to Promote College and Career Readiness

Botetourt County Public Schools will continue to increase the rigor, relevance and quality of the educational experiences of all students so that they can achieve their individual post-secondary goals.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>Our community recognizes that we offer expansive opportunities for college bound students (AP, Dual Enrollment, STEM-H and Governor’s School).</p> <p>Our community recognizes that we offer a variety of CTE and industry credentialing opportunities.</p> <p>There is a need for additional business and industry partnerships that provide students with practical on-the-job experiences.</p> <p>The community supports post-secondary (college and career) planning.</p> <p>Alternative options need to be provided for students who need additional support to achieve their post-secondary goals. (i.e. ESL, SWD, students below grade level)</p>	<p>BCPS will work closely with local Botetourt County industries and local county administrators to develop opportunities for students to earn graduation credit through internships.</p> <p>Currently, all seventh grade students develop an Academic Career Plan (ACP). By the end of the 2016-2017 school year, the ACP will be reviewed and updated for all students prior to entering the ninth and eleventh grades to reflect each student's current postsecondary goals and current graduation requirements.</p> <p>Botetourt County Public Schools Advanced Placement (AP) test data for the 2014-15 school year resulted in an average score of 3.6 on the 1-5 scale. 2015-16 data will be released in July. Combined years data will be examined to identify areas of strength and areas in development. BCPS will improve the overall average AP score to 4.0 by July 2018 with no individual subject area performing below the 3.0 average level.</p>	<p>Currently school board office administrators are participating in mutli-stakeholder county business orientation visits. During the 2016-17 school year, this program will be expanded to include building level administrators and teachers.</p> <p>Counselors will include ACP discussions in all student meetings. ACP plans will be updated based on the results of these meetings.</p> <p>Botetourt County Public Schools will provide Advanced Placement Institute training for all new AP teachers and will establish a 3 year schedule for all experienced AP teachers to attend training update sessions.</p>	

Strategies (Year 3-6)	Budget Implications	Department	Notes
	AP Institute training \$1500/participant.		

Curriculum and Instruction

Goal 3 Expanded Opportunities to Learn

Botetourt County Public Schools will put in place policies and initiatives that expand learning opportunities for all students. These policies and initiatives will better prepare students for success in college, career and citizenship. Such learning opportunities provide options for students while allowing communities and educators to create innovative instructional programs.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>BCPS seeks to enhance innovative advanced instructional offerings by developing professional relationships with the active business community in the Roanoke Valley.</p> <p>The community supports tailored educational opportunities that facilitate attainment of personalized career goals.</p>	<p>In the 2015-16 school year, BCPS made available 89 dual enrollment courses. BCPS provides dual enrollment opportunities designed to meet the educational needs of our students. Annual program review will ensure course offerings address the needs of students and the community as well as post-secondary educational pathways.</p>	<p>Support teachers in acquiring dual enrollment teaching credentials.</p> <p>Seek to hire new employees that meet the dual enrollment credentialing requirements.</p> <p>Expand opportunities for students enrolled in STEM-H, Governors School and BTEC dual enrollment programs.</p> <p>BCPS counselors, teachers, administrators will include parents/guardians in informational sessions and planning meetings. Student planning will be a cooperative effort among all involved parties.</p>	
Strategies (Year 3-6)	Budget Implications	Department	Notes
	<p>Botetourt County Public Schools provides 100% tuition assistance for all high need certification areas.</p> <p>Student dual enrollment tuition paid 100% by Botetourt County Public Schools.</p>		

The Whole Child

Goal 4 Nurturing Young Learners

Botetourt County Public Schools will work cooperatively with partners to promote new and innovative partnerships that help to ensure that all children enter kindergarten with the skills needed for success.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>BCPS will support early learning by building partnerships with community programs by providing training and professional development opportunities, including information about or inclusion in training and professional development opportunities.</p> <p>BCPS will work together with local early learning programs to encourage programming that will support kindergarten readiness.</p> <p>BCPS will provide opportunities for parents of preschoolers to learn about local preschool programs and what services they can provide for their child.</p>	<p>BCPS will provide information to local childcare providers concerning local professional development opportunities, both from BCPS and other professional entities, at least two different times during the school year.</p> <p>BCPS will sponsor a local community "Early Childhood Fair" for parents, annually, involving community organizations such as Smart Beginnings, TAP Head Start, childcare providers, and local businesses. Attendance and participation will be collected each year to measure growth.</p>	<p>Botetourt County Public Schools will facilitate two meetings per year designed to provide early childhood providers with information, training, assistance and support.</p> <p>Botetourt County Public Schools will collaborate with all local providers, agencies, businesses, and schools to make available an "Early Childhood Fair". The fair will provide parents and the community with available opportunities, offerings and assistance programs.</p>	
Strategies (Year 3-6)	Budget Implications	Department	Notes
	<p>Estimated Fair startup cost \$1000.</p>		

Professional Development and Building Capacity

Goal 5 Highly Qualified and Effective Educators

Botetourt County Public Schools will employ highly qualified and innovative educators and provide opportunities that promote retention and continued professional development.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>BCPS supports all employees with a variety of division, local, and state professional development opportunities.</p> <p>BCPS recruits and retains high quality employees by offering competitive compensation and benefits.</p> <p>BCPS administration consistently reviews and adjusts division staffing needs as the student population changes.</p>	<p>The 2008 budget crisis created an environment where BCPS could not maintain the salary step structure that was in place. In an effort to restore the structure of the pay scale, BCPS will undergo a multi-year process restoring staff compensation levels. The process will require financial commitments and time to be fully implemented.</p> <p>All building level and central office administrators participated in experiential learning professional development during the summer of 2016. Collaborative sessions will be provided to support teachers with the change process and specifically experiential learning strategies.</p>	<p>2016 BCPS budget supports step one of the restoration project.</p> <p>Administrators and teachers will observe selected classrooms both within and outside of the division.</p>	

Strategies (Year 3-6)	Budget Implications	Department	Notes
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	<p>Supported by Title II funding.</p>		
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Facilities

Goal 6 Safe and Secure Schools

BCPS will provide safe, secure, and supportive learning environments for all students and staff.

Indicator	Smart Goal	Strategies (Year 1-2)	Year 2 Analysis
<p>The community recognizes that school safety is a priority for BCPS.</p> <p>BCPS understands that safe and secure environments require on-going review of best practices to help identify areas of needed improvement (crisis planning, visitor management, natural disasters, etc.). BCPS seeks to provide interactive learning environments that support the development of 21st century skills. The school division recognizes the need to track maintenance needs, requests, efficiency and accountability.</p> <p>BCPS needs to continue to examine current school facilities and space utilization to ensure efficient management of resources.</p> <p>The school division understands the need to regularly evaluate bus fleet management, maintenance schedules, training of employees and route assignments to ensure the efficient delivery of students to and from school.</p>	<p>BCPS will review all building entrance and surveillance configurations and explore modifications based on the current facility analysis plan. All modifications will be ADA compliant.</p> <p>By the fall of 2016, written procedures for visitor entrance and screening will be reviewed and staff training will be provided annually.</p> <p>By the year 2022, BCPS will expand Wi-Fi access to all schools. The expansion of Wi-Fi will be completed at the middle school level in 2017.</p>	<p>During the 2016 school year architectural requirements will be completed for installation of selected entrance configurations.</p> <p>Training will be provided for current and future employees responsible for building entry. A schedule will be put in place for training updates.</p> <p>The technology department will monitor the progress of the middle school installation and complete the planning process for elementary installations of building wide Wi-Fi.</p>	

Strategies (Year 3-6)	Budget Implications	Department	Notes
	Included in capital improvement budget.		