



Wayne County Public Schools
Technology Plan
2012-2014

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Table of Contents

Vision Statement.....	4
Strategic Priority 1: A Statewide Shared Services Model	7
Strategic Priority 2: Universal Access to Personal Teaching and Learning Devices	13
Strategic Priority 3: Statewide Access to Digital Teaching and Learning Resources, Including Digital Textbooks.....	21
Strategic Priority 4: A Statewide Model of Technology-Enabled Professional Development.....	28
Strategic Priority 5: 21st Century Leadership for All Schools and Districts	37
Policy, Procedure, & Guidelines Implementation Chart	47
References:.....	49

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Wayne County Public Schools Technology Plan 2012-2014

Vision Statement

In Wayne County Public Schools, all students and staff will experience continuous academic and personal growth through the effective use of current and emerging technologies, thereby preparing them for life in the 21st Century.

Every school in Wayne County Public Schools will be an information-rich, technology based environment. Through accessing and utilizing a variety of information resources, students and staff will be empowered to be active participants in a global community of learners. Every student in Wayne County Public Schools will use technology to learn successfully by acquiring the technological skills necessary to become productive citizens in a 21st Century democratic society. Faculty will enrich teaching and learning through the integration of technology resources into the core curriculum, thereby creating students who will be processors of knowledge rather than passive recipients of information.

Effective utilization of technology will enable all staff to meet the needs of our diverse student population through differentiated instruction. Greater individualization of school programs will prepare students to master critical skills and concepts essential for higher levels of thinking and learning. Each Wayne County public school will be an effective learning community able to network locally and connect globally. All members of these school communities will be empowered with the technological skills needed to succeed in the Information Age.

Wayne County Public Schools Technology Plan

Strategic Priorities 2012 - 2014

Technology plays a vital role in improving productivity, time management, research, data collection and disaggregation in a globally competitive world. Wayne County Public Schools is committed to providing 21st Century learning tools equitably to students, faculty and administration. In order to provide these tools, the district intends to fully utilize the shared services model and integrate the tools and resources that are and will be provided by the state through ACRE, Ready, Set, Go!, RttT and NC Education Cloud. To maximize the impact of the shared services, Erate expenditures will be regulated in line with state and national technology plans. The vision for financial planning and budgeting of technology resources focuses on acquiring and maintaining up-to-date resources such as: higher-speed network switches and DHCP file servers with larger capacity, and equipment to give each school capability of connecting to Internet resources via wireless networking.

Educating students and teachers, with rigorous and relevant technology skills must be an integral part of our school curriculum. Students must have ready access to information that will allow them to discover, gather and analyze information that will help them to acquire knowledge as well as develop critical thinking and problem solving skills. Proficiency in using technology will enable students to enhance their learning while in school and prepare them for active roles in the workplace, community and personal arenas. In today's world, students need to have equitable access to technology and resources 24 hours a day, 7 days a week, to meet the diversity and unique learning styles of the learners.

To enable the use of more technologies in the schools, Wayne County Public Schools is implementing a Bring Your Own Device (BYOD) policy to enable faculty and students to use the technologies that they are most comfortable with but may not be currently provided. Online resources such as digital textbooks, learning management systems and open education tools will have 24/7 access from the district, as well as the state initiatives. The goal of Wayne County Public Schools is to help students recognize technology as a tool. By utilizing technology as a tool the district can ensure that teachers and students master skills that will encourage collaboration and communication, while developing problem solving abilities and critical thinking skills.

Wayne County Public Schools realizes the positive benefits that can be derived from an infusion of technology in the classroom and the workplace. Technology is a tool that can increase productivity and stimulate learning while broadening opportunities for improving 21st Century skills. This process requires that employees are trained and updated in technology use on an ongoing and sustained basis. To ensure quality professional development and promote the implementation of the Core Curriculum and NC Essential Standards, Guskey's model of professional development will be utilized.

Wayne County Public Schools will provide on-going information and opportunities for collaboration to businesses, Institutes of Higher Education, non-profit organizations, and the community that will embrace change and promote continuous improvement. This will be accomplished by building on current success and by ensuring that all stakeholders are aware of the impact of media and technology programs and their infusion into the core curriculum. Administrators will be provided tools and professional development to enable them to maximize the potential of technology improving their skills and keeping them up-to-date with 21st Century guidelines. Procedures are in place to encourage a 21st Century technology-rich environment through support personnel, funding, enforceable policies, adequate bandwidth and sufficient hardware in accordance with recommendation by technology personnel, IMPACT guidelines, NC DPI, the state and national technology plans, and Erate.

Strategic Priority 1: A Statewide Shared Services Model

Essential Questions for Wayne County Public Schools

- **How will we leverage collaborative purchasing to pay substantially less for technology services and platforms?**
- **How can a Statewide Shared Services Model assist in shifting primary support from infrastructure to instructional needs?**
- **How can a Statewide Shared Services Model enable increased infrastructure and technology efficiency and sustainability?**
- **How can a Statewide Shared Services Model provide higher service reliability?**
- **How can a Statewide Shared Services Model facilitate more strategic budgeting models for our LEA?**

Current Status and Moving Forward

Individual school districts across North Carolina have different specific technology needs based on student and staff population size, strategies on technology integration in the classroom, socioeconomic mixes in the community, and many other factors. There are however, many technology services that all state school districts commonly use in providing dependable and safe resources that would benefit from Shared Services Model. All districts provide access to the internet for instructional and administrative resources, use email/messaging for staff members and as a necessary part of the curriculum for many students, provide desktop and network security, such as virus and other malware protection. All districts receiving E-rate funding must demonstrate web filtering in order to comply with CIPA. To that end, Wayne County Public Schools will investigate any opportunities to share these resources with other school districts to leverage the cost of these products and services in order to make them more robust and cost-effective. The district looks forward to collaborative purchasing agreements that will enable higher quality services at more affordable price.

Currently, Wayne County Public Schools expends a considerable amount of time, people and funding in the implementation and management of email accounts, network directory accounts, web content filtering, network/desktop security, and other technology-related tasks. The district's participation in a Statewide Shared Services Model would enable the technology staff to focus on the core priorities of supporting instructional technology in the classroom. The reallocation of local technology funds, staff time and the district's resources would benefit school system.

Participation in the Statewide Shared Services Model would enable the district to more effectively use commonly shared web resources instead of resources that are simply hardware dependent, such as file storage, data backup, email, messaging, web content filtering and network security. It would enable Wayne County Public Schools to make more effective hardware and software upgrades, and on planning for future expansions in new applications and increased capacity of existing applications.

A Statewide Shared Services Model would enable the district to depend less on hardware for the same functions offered via web applications. The reliability of these applications would depend more on the uptime of the district's internet connection and the application's web server and less on local hardware, for the same result. Having access to NC REN bandwidth has proven to Wayne County Public Schools just how effective the Statewide Shared Services Model can be.

The district would not have to budget as much related to infrastructure equipment and applications, for planned and unplanned expenses related to locally-based hardware repairs, upgrades to hardware, software and firmware, subscription to multiple service providers, and vendor support contracts. Instead, those funds can be reallocated to areas that our leadership would like to expand to in more effective use of our funds in order to ultimately provide more technology resources to the classroom. It would definitely enable the district to maximize the potential buying power of Erate funds.

Strategic Goals: Priority 1 – A Statewide Shared Services Model

- 1.1 Evaluate and implement cost-effective alternatives to current services, from the NC Education Cloud Services, as they become available
- 1.2 Utilize creative funding sources and cost-reducing options as they become available
- 1.3 Maximize the use of E-rate to ensure equity of access

Alignment to Other Plans and Initiatives:

Wayne County Public Schools will utilize and align with the following key initiatives/plans to reach for the vision and complete the strategic priorities of our plan...

ACRE

Evaluate and update the district infrastructure in order to implement the shared services to be provided from the state and national technology plan. These updates will enable the district to transition from traditional paper assessments to online testing and support a 21st century curriculum and resources.

Career and College Ready, Set, Go!

Provide more technology devices and resources for students and teachers in order to enable more access to equitable & diverse learning and instruction.

Race to the Top Local and State Scopes of Work

Objective (A)(2)1.1: Incorporate the state infrastructural blueprint into technology plans

Objective (A)(2)2.1: Implement the state infrastructural blueprint into technology plans

Objective (A)(2)3.1: Provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository and web collaboration tools

Objective (C)(3)1.2: Utilize LEA/Charter and school technology funds to enhance school and LEA/Charter Technology infrastructure to facilitate online real time assessments.

Objective (D)(5)1.1: Provide access to effective, high-quality, job embedded, data informed professional development and support for educators with objectives aligned to the Race to the Top Initiatives

E-rate

Provide resources for telecommunications that follow CIPPA, FERPA and COPA guidelines and other standards required by e-Rate

IMPACT

Implement the “Teams” model to evaluate the technology needs at the school and district level.

1. Statewide Shared Services Model

Suggested Targets	Year 1 July 1, 2012 – June 30, 2013	Year 2 July 1, 2013 – June 30, 2014	Yearly Evaluation DPI USE-Leave BLANK
<p>Provide equitable and additional access to mobile devices and</p>	<p>Provide an estimated number of mobile learning devices (11 laptops for teachers, 270 netbooks for students, nine 30-station Netbook charging/ storage carts, etc.) for 9 schools for teaching and learning and online assessments. (RttT C-3-1.2) <i>Superintendent, Executive Director of Media, Technology & PR, Assistant Superintendent for Fiscal Services, Leadership Team and Principals</i></p>	<p>Provide an estimated number of mobile learning devices (11 laptops for teachers, 270 netbooks for students, nine 30-station Netbook charging/ storage carts, etc.) for 9 schools for teaching and learning and online assessments. (RttT C-3-1.2) <i>Superintendent, Executive Director of Media, Technology & PR, Assistant Superintendent for Fiscal Services, Leadership Team and Principals</i></p>	
<p>Provide equitable and additional access to digital resources</p>	<p>Utilize funding for CTE & Career and College Ready, Set, Go to provide hardware & software to ensure additional access to digital resources. <i>Assoc. Superintendent for C&I & Director of CTE</i></p>	<p>Utilize funding for CTE & Career and College Ready, Set, Go to provide hardware & software to ensure additional access to digital resources. <i>Assoc. Superintendent for C&I & Director of CTE</i></p>	
<p>Reduce operating costs by facilitating a more strategic budgeting model</p>	<p>Evaluate services, hardware, software and digital resources in order to determine most effective use of available funding. <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	<p>Evaluate services, hardware, software and digital resources in order to determine most effective use of available funding. <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	

<p>Facilitate a more strategic budgeting model utilizing blended funding and reducing isolated programmatic spending</p>	<p>Leadership Team for district will meet and discuss programs being used in district in order to prevent duplication to ensure a more strategic budget model. <i>Superintendent of Schools & Director of Finance</i></p>	<p>Leadership Team for district will meet and discuss programs being used in district in order to prevent duplication to ensure a more strategic budget model. <i>Superintendent of Schools & Director of Finance</i></p>
<p>Promote/maintain innovative funding model by utilizing NCEdCloud offerings and alternatives</p>	<p>The district will incorporate the state infrastructure blueprint into technology plans (RttT A-2-1.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>The district will implement the infrastructure blueprint as deployed (RttT A-2-2.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	<p>The district will incorporate the state infrastructure blueprint into technology plans (RttT A-2-1.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>The district will implement the infrastructure blueprint as deployed (RttT A-2-2.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>

<p>Maximize E-rate in support of instructional programs</p>	<p>Provide telecommunication resources equitably across the district through the use of funding provided through E-rate. <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	<p>Provide telecommunication resources equitably across the district through the use of funding provided through E-rate <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>
<p>Provide content filtering in accordance with the Children's Internet Protection Act (CIPA).</p>	<p>Utilize the content filtering, anti-virus and malware programs as they become available through NCEdCloud. <i>Director of Technology Support</i></p>	<p>Utilize the content filtering, anti-virus and malware programs as they become available through NCEdCloud. <i>Director of Technology Support</i></p>
	<p>WCPS will develop and implement a Professional Development Plan and calendar to align with NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes and lodging for teams and individuals to attend all other WCPS Professional Development. (RttT D-5-1.1) <i>Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i></p>	<p>WCPS will develop and implement a Professional Development Plan and calendar to align with NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes and lodging for teams and individuals to attend all other WCPS Professional Development. (RttT D-5-1.1) <i>Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i></p>

Strategic Priority 2: Universal Access to Personal Teaching and Learning Devices

Essential Questions for Wayne County Public Schools

- **What is universal access to personal teaching and learning devices?**
- **Why do our teachers and students need access to personal teaching and learning devices?**
- **How will we provide ample access to individual teaching and learning devices?**
- **What models can be used for implementing universal access to personal teaching and learning devices in our LEA/Charter.**

Current Status and Moving Forward

Universal Access to personal teaching and learning devices is a 1:1 initiative, such as 1 laptop per student, teacher or administrator. In 21st Century terms, the word laptop can be replaced with *a computing device* for mobile technology and resources. Wayne Early Middle College High School (WEMCHS), located on the campus of Wayne Community College, was a recipient of the 1:1 laptop initiative through the New Schools project. The Wayne School of Engineering (WSE) at Goldsboro High School is a STEM school with project based learning used throughout the curriculum. Both the WSE and WEMCHS focus on project-based interactive learning and serve as models for universal access.

Personal learning devices will enable learner access to real-world applications and facilitate delivery of critical knowledge and skills that are essential to building 21st Century learners. The new Common Core and Essential Standards mandate use of collaborative learning and digital products for the curriculum. Students are used to having the world at their fingertips in their private lives through the use of personal mobile devices and to connect to our learners we will need to build upon those experiences. Teachers need to be able to evaluate and provide formative assessment throughout the year. The data should be returned in a manner that is factual and comprehensible in a timely manner. ACRE and NCDPI have told the LEAs that EOC/EOG assessments will be 100% online by 2013-2014 and this makes universal access all the more important.

RttT, Ready, Set, Go!, E-rate, and other programs will provide the funding to begin implementing the universal access to personal teaching and learning devices. CTE has already begun the endeavor with the purchase of e-Readers and will continue to purchase mobile computing devices as funding becomes available. RttT will be purchasing mobile laptops and required supporting infrastructure to provide more accessibility. Other departments such as EC and Title I have been purchasing hardware and software to meet the diverse needs of their students, and will continue to do the same. The district is reviewing, referring and implementing a variety of mobile devices such as Blackberry's for Administrators, netbooks, laptops, tablets, remote answering devices, e-Readers and more.

Wayne County Public Schools utilizes the North Carolina Learning Technology Initiative and the IMPACT model schools as implementation models for universal access to personal teaching devices. Although limited in funding to provide a full scale 1:1 model approach, the district has modified the plans to accommodate the implementation of devices in the district as illustrated in the RttT plan. Other departments follow the model through the purchase of standardized equipment recommended and other policies established by the Information Technology Services Department and the Wayne County Public Schools Board of Education. Sustainable staff development is recommended with purchase evaluations and in many instances supported by the site-based technology mentor or district level instructional technology specialists.

Strategic Goals: Priority 2 – Universal Access to Personal Teaching and Learning Devices

- 2.1 Research, evaluate and promote best practice models for one-to-one person teaching and learning device implementation
- 2.2 Support the implementation one-to-one personal teaching and learning devices
- 2.3 Research, evaluate and develop a sustainable funding formula and implementation plan for personal teacher and learner devices to assure equity of access in all schools

Alignment to Other Plans and Initiatives:

Wayne County Public Schools will utilize and align with the following key initiatives/plans to reach for the vision and complete the strategic priorities of our plan...

ACRE

Evaluate and update the district infrastructure in order to implement the shared services to be provided from the state and national technology plan. These updates will enable the district to transition from traditional paper assessments to online testing and support a 21st century curriculum and resources.

Create, implement and sustain a district professional development plan to provide teachers and administrators, knowledge and resources for instructional, assessment and management practices.

Career and College Ready, Set, Go!

Implement assessments, utilizing a variety of technologies (tablets, netbooks, e-Readers, etc.), which allow teachers to continually assess student levels in reading, writing and math throughout the school year, as needed.

Continue and increase virtual learning opportunities for students in Wayne County Public Schools.

Continue to add technology tools to the schools and classrooms to increase equitable access to learning devices.

Promote, model and increase the use of technology for providing professional development opportunities for teachers.

Race to the Top Local and State Scopes of Work

Objective (A)(2)1.1: Incorporate the state infrastructural blueprint into technology plans

Objective (A)(2)2.1: Implement the state infrastructural blueprint into technology plans

Objective (A)(2)3.1: Provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository and web collaboration tools

Objective (C)(3)1.2: Utilize LEA/Charter and school technology funds to enhance school and LEA/Charter Technology infrastructure to facilitate online real time assessments.

Objective (D)(5)1.1: Provide access to effective, high-quality, job embedded, data informed professional development and support for educators with objectives aligned to the Race to the Top Initiatives

E-rate

Provide resources for telecommunications that follow CIPA, FERPA and COPA guidelines and other standards required by e-Rate

IMPACT

Model appropriate use and promote/provide staff development of personal teaching and learning devices through the technology mentors, administration and district level instructional technology specialists.

Priority 2: Universal Access to Personal Teaching and Learning Devices

Suggested Targets	Year 1 July 1, 2012 – June 30, 2013	Year 2 July 1, 2013 – June 30, 2014	Yearly Evaluation DPI USE-Leave BLANK
Develop a comprehensive sustainable LEA plan for universal access. <i>Resources: NCDPI, NCLTI, Educator Recruitment & Development, and District & School Transformation</i>	The district will incorporate the state infrastructure blueprint into technology plans (RttT A-2-1.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i>	The district will incorporate the state infrastructure blueprint into technology plans (RttT A-2-1.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i>	
	The district will implement the infrastructure blueprint as deployed (RttT A-2-2.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i>	The district will implement the infrastructure blueprint as deployed (RttT A-2-2.1) <i>Executive Director of Media, Technology & PR, & Director of Technology Support</i>	

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)

Executive Director of Media, Technology & PR, & Director of Technology Support

WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1)

Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers, and Instructional Support Staff

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)

Executive Director of Media, Technology & PR, & Director of Technology Support

WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1)

Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers, and Instructional Support Staff

Continue to utilize the district and school-based Media & Technology Advisory Committees to plan, implement and monitor technology purchases and staff development.
Director of Media, Technology & PR, & Director of Technology Support, School Level Administrators, Media Coordinators and Technology Mentors

Continue to utilize the district and school-based Media & Technology Advisory Committees to plan, implement and monitor technology purchases and staff development.
Director of Media, Technology & PR, & Director of Technology Support, School Level Administrators, Media Coordinators and Technology Mentors

Communicate your plan to all stakeholders.

Post district plans to the Wayne County Public Schools website; example: Tech Plan.
Assoc. Superintendent for C&I, Executive Director of Media, Technology & PR, Director of CTE

Post district plans to the Wayne County Public Schools website; example: Tech Plan.
Assoc. Superintendent for C&I, Executive Director of Media, Technology & PR, Director of CTE

Increase overall access to personal learning devices.

Provide an estimated number of mobile learning devices (11 laptops for teachers, 270 netbooks for students, nine 30-station Netbook charging/ storage carts, etc.) for 9 schools for teaching and learning and online assessments. (RttT C-3-1.2)
Superintendent, Executive Director of Media, Technology & PR, Assistant Superintendent for Fiscal Services, Leadership Team and Principals

Provide additional access points as needed to meet online assessment demands. An estimated 107 Cisco Wireless Access Points, 107 Data Wiring to Wireless Access Points and 2 additional Wireless Network Controllers will be added. (RttT C-3-1.2)
Executive Director of Media, Technology & PR, Director of Technology Support and Technology Support Staff

Develop and implement a Bring Your Own Device (BYOD) policy and/or procedures to allow faculty access of the district wireless for their personal devices as appropriate for instructional needs.

Executive Director of Media, Technology & PR, Director of Technology Support and Instructional Technology Specialists

Provide resources for administrators and lead teachers in schools and Central Office to increase their ability to utilize technology in a manner to enhance job performance and model/promote 21st Century skills. (IMPACT)

Superintendent, Director of Finance, Assoc. Superintendent for C&I, and Executive Director of Media, Technology & PR

Utilize all available funding resources to ensure infrastructure fidelity and to provide appropriate hardware as needed.

Superintendent, Director of Finance, and Executive Director of Media, Technology & PR

Expand the Bring Your Own Device (BYOD) policy and/or procedures to allow students access of the district wireless for their personal devices as appropriate for instructional needs.

Executive Director of Media, Technology & PR, Director of Technology Support and Instructional Technology Specialists

Provide resources for administrators and lead teachers in schools and Central Office to increase their ability to utilize technology in a manner to enhance job performance and model/promote 21st Century skills. (IMPACT)

Superintendent, Director of Finance, Assoc. Superintendent for C&I, and Executive Director of Media, Technology & PR

Utilize all available funding resources to ensure infrastructure fidelity and to provide appropriate hardware as needed.

Superintendent, Director of Finance, and Executive Director of Media, Technology & PR

Utilize Personal Learning Devices to promote student owned learning.	The district will implement curriculum monitoring tool (benchmark assessments) in Science, Social Studies, ELA and Math. (RttT C-3-1.1) <i>Assoc. Superintendent for C&I</i>	The district will utilize the Digital Student Artifact Repository. (RttT C-3-1.1) <i>Assoc. Superintendent for C&I</i>
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Strategic Priority 3: Statewide Access to Digital Teaching and Learning Resources, Including Digital Textbooks

Essential Questions for Wayne County Public Schools

- What are digital teaching and learning resources? What are digital textbooks?
- Why do teachers and students need access to digital teaching and learning devices?
- What are the benefits of digital textbooks?
- What are open educational resources and how can they be used?
- How can access to these resources be increased in our LEA?

Current Status and Moving Forward

Digital teaching and learning resources create an avenue for students to be creative, share and collaborate with peers. They allow the teachers to create an interactive learning environment that meets the needs of 21st Century learners. The following is a list of most commonly accessed resources and their purpose:

Digital Resources	Purpose
Prezis	Collaborative presentations
Blogs	Reflection, collaboration and assignments
e-Portfolios	Showcase work
Podcasting	Presentation and communication
e-Publishing, iBooks, iMovies	Create, publish and read stories
Wikis	Collaborative learning and sharing
YouTube and Teacher Tube	Publishing and sharing
Google Docs and Blogger	Create, publish and collaborate
Digital Textbooks	Listen, share and collaborate

Digital textbooks are core content textbooks, but can be tailored to meet a student's learning needs and interests. Digital textbooks provide a combination of textbooks, reference books, workbooks, and multimedia content without the constraints of time and space. Learners can create their own textbooks while using the digital textbook by taking notes and adding content (ie websites or links) and combining the contents with high-quality, reliable knowledge that is their own.

There are so many resources available online, even for digital immigrants that enable educators to differentiate learning instruction and support collaborative learning. Teachers frame student learning activities by making assignments, leading discussions, and providing feedback. The student(s) learn to manage their assignments, individualize practice and assessments. Using the various digital resources, teachers can plan, introduce and manage lessons. They can review student growth and trends in classroom performance.

Digital resources can improve teaching quality, create an improved learning environment with fewer disruptions and build and enjoyment of math and language arts. Access to digital teaching and learning resources provide a foundation for digitally reforming schools during the 21st Century. Most of the resources students use on their own are free and accessible online, 24/7: Twitter, Facebook, iTunes, Wikipedia and more. Many of the colleges and universities students will be attending already use digital textbooks and resources for instruction and it is vital to prepare them for this endeavor. One of the best resources we have for transforming into 21st century digital teaching is our students. They are ready and willing to help bring teachers into the 21st century with technology tools. It also gives them “part ownership” in the curriculum as an active participant of their own learning.

A good example of the use of digital resources and teaching in Wayne County Public Schools, is the Microsoft IT Academy. Through the Microsoft IT Academy, teachers can effectively deliver 21st century curriculum. Microsoft’s online curriculum provides students the chance to experience online learning, including many hands-on labs that expose students to real world scenarios. All of the Microsoft courses are taught on-line with unlimited learning resources. The digital textbooks are electronic books that come with the course that is being taught. Teachers and students need access to digital teaching and learning devices to prepare them for the 21st century.

The major benefit of digital textbooks to school districts is the cost. Digital textbooks are more affordable than physical texts and it enables the districts to provide more up-to-date materials to the students. Another benefit is that students can carry these virtual textbooks with them using an eReader and not have the added weight to manage. This resource will be with them wherever they go! Digital textbooks engage the learner while meeting the diverse needs of the student population and bridging gaps in language or disabilities; examples are, offering multiple languages, read-aloud, and adjustments to font size or color.

Open resources used by Wayne County Public Schools include but are not limited to: NC WISE Owl, Open Office, Wikipedia, Learn NC, Picasa, Blogger, Google Earth, Google Mail and Google Docs. These resources are reliable and provide 24/7 equitable educational resources to all faculty and students. Students have accessibility to these resources at school or anywhere they have access to the Internet. These resources promote collaboration, critical thinking, creativity, and communication when integrated into the core curriculum. Teachers have these resources available as well as professional development either face-to-face or online and most available on demand.

Through use of these 21st Century tools and skills, teachers and administrators are quickly developing new methods and uses of the technology. Teachers are now able to assess students in real-time and utilize the data to modify the lesson to meet the needs of the learners. Administrators have become proficient in the use of web tools that evaluate their teachers and enable them feedback on how to assist the teachers in modifying their approach to better their instruction. Central office can utilize district management systems to monitor evaluations and instruction to ensure high quality learning and leading.

Strategic Goals: Priority 3 – Statewide Access to Digital Teaching and Learning Resources, Including Digital Textbooks

- 3.1 Participate in Acre, RttT, NC Career and College Ready, Set, Go!, and other state initiatives in order to digitally reform the schools and classrooms in Wayne County Public Schools.
- 3.2 Research, evaluate and implement digital textbooks.
- 3.3 Research, evaluate and promote the use of digital and open education resources such as NC WISE Owl and Google Docs.

Alignment to Other Plans and Initiatives:

Wayne County Public Schools will utilize and align with the following key initiatives/plans to reach for the vision and complete the strategic priorities of our plan...

ACRE

Evaluate and update the district infrastructure in order to implement the shared services to be provided from the state and national technology plan. These updates will enable the district to transition from traditional paper assessments to online testing and support a 21st century curriculum and resources.

Utilize the NC Education Cloud assessment system which will include formative, benchmark and summative assessments that are to be based on the new curriculum.

Career and College Ready, Set, Go!

Continue and increase virtual learning opportunities for students in Wayne County Public Schools, such as the Microsoft IT Academy.

Race to the Top Local and State Scopes of Work

Objective (A)(2)3.1: Provide and support student, teacher, and administrator access to Learner Management System, Learning Object Repository and web collaboration tools.

Objective (B)(3)1.1 Ensure teachers and staff understand the new Standard Course of Study including the Common Core and Essential Standards, and related assessments.

Objective (C)(3)1.1 Create a transition plan for schools and LEAs to begin using the online IIS for the 2012-2013 school year.

IMPACT

Equitably provide tools and resources for faculty and staff for Digital Teaching and Learning Resources

3: Statewide Access to Digital Teaching and Learning Resources, Including Digital Textbooks

Suggested Targets	Year 1 July 1, 2012 – June 30, 2013	Year 2 July 1, 2013 – June 30, 2014	Yearly Evaluation DPI USE-Leave BLANK
Shift from traditional print and paper-based resources to affordable, current online resources	<p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)</p> <p><i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>Promote and support the use of online resources including but not limited to: Plato, Renaissance, Study Island, Education City, Destiny, SchoolWires, Google Mail & Apps. (ACRE)</p> <p><i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	<p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)</p> <p><i>Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>Promote and support the use of online resources including but not limited to: Plato, Renaissance, Study Island, Education City, Destiny, SchoolWires, Google Mail & Apps. (ACRE)</p> <p><i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	

<p>Utilize procured resources such as NC WiseOwl, and other open education resources</p>	<p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1) <i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>Promote and support the use of open education resources including but not limited to: SAS in Schools, Learn NC (esp. digital textbooks), Thinkfinity, Open Office, NC WISE Owl, Picasa, Blogger, Google Mail and Apps. (ACRE) <i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>	<p>The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1) <i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p> <p>Promote and support the use of open education resources including but not limited to: SAS in Schools, Learn NC (esp. digital textbooks), Thinkfinity, Open Office, NC WISE Owl, Picasa, Blogger, Google Mail and Apps. (ACRE) <i>Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support</i></p>
<p>Use digital content aligned specifically to Common Core and NC Essential Standards</p>	<p>The district will implement curriculum monitoring too (benchmark assessments) in Science, Social Studies, ELA and Math. (RttT C-3-1.1) <i>Assoc. Superintendent of C&I</i></p>	<p>The district will utilize the Digital Student Artifact Repository. (RttT C-3-1.1) <i>Assoc. Superintendent of C&I</i></p>

Provide travel, professional development resources and substitutes as needed for LEA Implementation Teams and 125 teachers to attend required NC DPI training for the new Standard Course of Study to include RESA workshops, Summer Institute and local workshops. (RttT B-3-1.1)
NC DPI, Leadership Team, Accountability Department, C&I Department and HR Department

Provide a four day local Curriculum and Instruction Summer Institute for administrators, teachers, instructional support staff, parents and community. (RttT B-3-1.1)
Director of Middle Grades Education, Teaching/Learning Coach, and Lead Instructional Technology Specialists

Provide travel, professional development resources and substitutes as needed for LEA Implementation Teams and 125 teachers to attend required NC DPI training for the new Standard Course of Study to include RESA workshops, Summer Institute and local workshops. (RttT B-3-1.1)
NC DPI, Leadership Team, Accountability Department, C&I Department and HR Department

Provide a four day local Curriculum and Instruction Summer Institute for administrators, teachers, instructional support staff, parents and community. (RttT B-3-1.1)
Director of Middle Grades Education, Teaching/Learning Coach, and Lead Instructional Technology Specialists

Ensure equity to digital teaching and learning resources from school to school in your LEA.

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)

Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)

Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

Strategic Priority 4: A Statewide Model of Technology-Enabled Professional Development

Essential Questions for Wayne County Public Schools

- **What skills are needed to transition to digital teaching and learning resources?**
- **How can these skills be delivered and sustained to our LEA teachers and administrators?**
- **How do teachers, administrators, and staff work with colleagues to guide our LEA toward more effective uses of 21st Century tools for teaching, learning, and managing instruction?**
- **How are teachers, administrators, and staff prepared to understand, implement, and assess the span of skills and processes that students need to succeed in the 21st Century?**
- **How are teachers, administrators, and staff prepared to apply 21st Century assessment systems to inform instruction and measure 21st Century knowledge, skills, performance, and dispositions?**

Current Status and Moving Forward

Teachers will need professional development that focuses on improving their technology skills as they transition to digital teaching and learning. They will need to acquire skills that will enable them to use specific digital tools and resources that are identified for use in their curriculum area(s). Additionally, teachers will need skills to help them to integrate technology into their lessons as they teach the Common Core State Standards and the NC Essential Standards. Most importantly, teachers will need various opportunities that promote the skills identified as the 4 C's: collaboration, critical thinking, creativity, and communication.

Wayne County Public Schools will continue to utilize the Framework for 21st Century Learning (P21) to create 21st Century Support systems that enable staff to identify and master skills need to transition to digital teaching and learning. For technology specific professional development, the district continues to use the "Team" model approach through "Technology Mentors (TMs)." The TMs are teachers that volunteer to teach their peers at their assigned schools. In addition, there are three instructional technology specialists (ITS) at the district level who offer a variety of professional development. The ITS provide professional development at the schools, teach online classes and post a repository of digital resources for students, teachers and administrators.

Wayne County Public Schools, reaches out to teachers and administrators who use digital resources effectively to encourage them to model use, share information and conduct staff development for peers. The Model Teacher program encourages teachers who are leaders to share their knowledge with their peers while giving them extra resources to continue modeling their approach. Professional Learning Communities (PLCs) and NC Falcon promote the use of digital resources through professional development.

A prime example of technology-enabled professional development is the Microsoft IT Academy, available for students, faculty, staff and administration of Wayne County Public Schools. Microsoft IT Certification testing is readily available to anyone in the community, including WCPS teachers and administrators. Many teachers in the county are already certified in Microsoft technologies, with that number steadily increasing. WCPS teachers and administrators can be given access to the online Microsoft curriculum to study on their own time. They can then test at an authorized testing center which can be found at any one of the county's high schools.

Through the Microsoft IT Academy, teachers can effectively deliver 21st century curriculum. Microsoft's online curriculum provides students the chance to experience online learning, including many hands-on labs that expose students to real world scenarios. Students and teachers are learning 21st Century workforce skills that can be used in education or real life. It is a collaborative effort between the teacher and students, but also involves effort from administrators and the community. The MS IT Academy in its best form integrates online learning, hands-on labs and face-to-face instruction.

Teachers, administrators and staff at Wayne County Public Schools are engaged in sustained technology-enabled professional development throughout the school year. Staff development on the district level, focuses on implementing and assessing the skills and processes students need to succeed in the 21st Century. In addition, professional development at the school level is promoted to encourage use of tools and resources available at each site that will enable students to use digital resources and faculty and staff to integrate them into their curriculum and professional responsibilities.

Administrators and teachers participated in the district roll out of NC FALCON modules in 2010-2011. Participation in Professional Learning Communities (PLCs) was a critical part of the delivery model. The NC FALCON modules are still available for individual, school wide or district wide use and study. The district focus beginning in the 2011-2012 school year is on the Common Core State Standards and the NC Essential Standards. Administrators, teachers and instructional assistants will utilize NC FALCON modules to comprehend and prepare for the new core curriculum that will be implemented next year.

Wayne County Public Schools faculty and administrators use data from assessments to drive instruction. Assessment examples include but are not limited to: formative, summative, anecdotal records, benchmarks, EOG test results and computer skills tests. Professional development available is local and state led and includes off-site workshops and conferences. State personnel are utilized for Region II to provide professional development for administrators and staff. Linkage with local community colleges, Wayne Community College, Mount Olive College, and East Carolina University, are being made in preparation for on-line instruction and assessment. Future technology-enabled professional development will be based around resources developed by NC Education Cloud and NC DPI.

Strategic Goals: Priority 4 – A Statewide Model of Technology-Enabled Professional Development

- 4.1 Provide technology-enabled professional development to the teachers and administrators for Wayne County Public Schools.
- 4.2 Promote the Teams model of professional development begun by the EETT grant through use of Technology Mentors and Media Coordinators in the schools.
- 4.3 Promote and support the standards, job description and evaluation tools as specified by DPI, for media coordinators and instructional technology facilitators.

Alignment to Other Plans and Initiatives:

Wayne County Public Schools will utilize and align with the following key initiatives/plans to reach for the vision and complete the strategic priorities of our plan...

ACRE

Evaluate and update the district infrastructure in order to implement the shared services to be provided from the state and national technology plan. These updates will enable the district to transition from traditional paper assessments to online testing and support a 21st century curriculum and resources.

Create, implement and sustain a district professional development plan to provide teachers and administrators, knowledge and resources for instructional, assessment and management practices.

Career and College Ready, Set, Go!

Utilize the P-20 longitudinal data system, developed by DPI, in order to provide comprehensive data and information on all students.

Continue to add technology tools to the schools and classrooms to increase equitable access to learning devices.

Promote, model and increase the use of technology for providing professional development opportunities for teachers.

Race to the Top Local and State Scopes of Work

Objective (A)(2)3.1: Provide and support student, teacher, and administrator access to Learner Management System, Learning Object Repository and web collaboration tools.

Objective (A)(2)EVAL1.1: Participate in the evaluation of the RttT initiatives and use the resulting evaluation data and conclusions to improve effectiveness.

Objective (B)(3)1.1: Ensure teachers and staff understand the new Standard Course of Study including the Common Core and Essential Standards, and related assessments.

Objective(C)(2)1.1: Complete a unified strategic plan for Wayne County Public Schools that utilizes data to determine priority goals and activities, and set targets for performance.

Objective (C)(3)1.1: Create a transition plan for schools and LEAs to begin using the online IIS for the 2012-2013 school year.

Objective (C)(3)1.1: Work as partners with DPI staff to incorporate the IIS into the daily operational aspects of school.

Objective (D)(2)1.2: Provide evaluation results to the state by submitting summary ratings.

Objective (D)(2)2.1: Integrate student growth data into teacher and principal evaluations.

Objective (D)(5)1.1: Provide access to effective, high-quality, job embedded, data-informed professional development and support for educators with objectives aligned to the Race to the Top Initiatives.

Objective (D)(5)1.2: Measure, evaluate and improve professional development and support.

IMPACT

Provide ongoing sustained professional development for faculty and administration on technology and its use to enhance job performance and integration into the core curriculum.

4: A Statewide Model of Technology-Enabled Professional Development

Suggested Targets	Year 1 July 1, 2012 – June 30, 2013	Year 2 July 1, 2013 – June 30, 2014	Yearly Evaluation DPI USE-Leave BLANK
Implement a plan for embedded technology-enabled professional development for teachers and administrators.	WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1) <i>Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i>	WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1) <i>Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i>	

<p>Support models that promote and further the ideals of technology-enabled and integrated professional development</p>	<p>Develop a district process and tools for evaluation professional development needs and continue to use classroom walkthrough data to monitor instruction. (RttT D-5-1.2) <i>RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i></p> <p>District will identify and select highly qualified principal candidates to participate in regional leadership academies using the district leadership academy. (RttT D-3-1.1) <i>Superintendent, Assoc. Superintendent for C&I and Leadership Team</i></p>	<p>Develop a district process and tools for evaluation professional development needs and continue to use classroom walkthrough data to monitor instruction. (RttT D-5-1.2) <i>RttT Professional Development Team, Administrators, Teachers and Instructional Support Staff</i></p> <p>District will identify and select highly qualified principal candidates to participate in regional leadership academies using the district leadership academy. (RttT D-3-1.1) <i>Superintendent, Assoc. Superintendent for C&I and Leadership Team</i></p>
<p>Prepare media specialists and instructional technology facilitators to support digital reform.</p>	<p>Instructional Technology Specialists (3 salaries) will provide training for IIS implementation to Tech Mentors and media coordinators in each school and others with regards to technology specific aspects of IIS as deployed. (RttT C-3-1.4) <i>Executive Director of Media, Technology & PR</i></p>	<p>Instructional Technology Specialists (3 salaries) will provide training for IIS implementation to Tech Mentors and media coordinators in each school and others with regards to technology specific aspects of IIS as deployed. (RttT C-3-1.4) <i>Executive Director of Media, Technology & PR</i></p>

<p>Deliver Common Core and Essential Standards training to teachers using integrated technology as a model for further classroom integration.</p>	<p>Provide travel, professional development resources and substitutes as needed for LEA Implementation Teams and 125 teachers to attend required NC DPI training for the new Standard Course of Study to include RESA workshops, Summer Institute and local workshops. (RttT B-3-1.1) <i>NC DPI, Leadership Team, Accountability Department, C&I Department and HR Department</i></p> <p>Provide a four day local Curriculum and Instruction Summer Institute for administrators, teachers, instructional support staff, parents and community. (RttT B-3-1.1) <i>Director of Middle Grades Education, Teaching/Learning Coach, and Lead Instructional Technology Specialists</i></p>	<p>Provide travel, professional development resources and substitutes as needed for LEA Implementation Teams and 125 teachers to attend required NC DPI training for the new Standard Course of Study to include RESA workshops, Summer Institute and local workshops. (RttT B-3-1.1) <i>NC DPI, Leadership Team, Accountability Department, C&I Department and HR Department</i></p> <p>Provide a four day local Curriculum and Instruction Summer Institute for administrators, teachers, instructional support staff, parents and community. (RttT B-3-1.1) <i>Director of Middle Grades Education, Teaching/Learning Coach, and Lead Instructional Technology Specialists</i></p>
<p>Prepare staff for online assessment delivery.</p>	<p>The district will implement curriculum monitoring tool (benchmark assessments) in Science, Social Studies, ELA and Math. (RttT C-3-1.1) <i>Assoc. Superintendent of C&I</i></p>	<p>The district will utilize the Digital Student Artifact Repository. (RttT C-3-1.1) <i>Assoc. Superintendent of C&I</i></p>

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive, Director of Media, Technology & PR, & Director of Technology Support

Prepare students for online assessment delivery.

The district will implement curriculum monitoring tool (benchmark assessments) in Science, Social Studies, ELA and Math. (RttT C-3-1.1)
Assoc. Superintendent of C&I

The district will utilize the Digital Student Artifact Repository. (RttT C-3-1.1)
Assoc. Superintendent of C&I

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

The district will provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive, Director of Media, Technology & PR, & Director of Technology Support

<p>Provide ongoing support and professional development necessary for use of data to inform instruction.</p>	<p>Coordinate with State Evaluation Team to provide specific information and results from district projects. Make available classrooms for observation (RttT A-2-EVAL-1.1). <i>RttT Team</i></p>	<p>Coordinate with State Evaluation Team to provide specific information and results from district projects. Make available classrooms for observation (RttT A-2-EVAL-1.1). <i>RttT Team</i></p>
	<p>The district will utilize data to determine priority goals and activities and set targets for performance by September 30th on an annual basis. (RttT C-2-1.1) <i>Director of Elementary Education</i></p>	<p>The district will utilize data to determine priority goals and activities and set targets for performance by September 30th on an annual basis. (RttT C-2-1.1) <i>Director of Elementary Education</i></p>
<p>Provide support for teacher and administrator progress and evaluation according to MCREL standards.</p>	<p>Participate in focus groups and surveys to provide information to the State Evaluation Team (RttT A-2-EVAL-1.1). <i>RttT Team</i></p>	<p>Participate in focus groups and surveys to provide information to the State Evaluation Team (RttT A-2-EVAL-1.1). <i>RttT Team</i></p>

Summary evaluations for all principals, assistant principals and teachers will be completed using the new state instrument beginning in 2010-2011 and submitted online. Results will be used to produce subsequent professional development plans (PEP) for personnel. (RttT D-2-1.2)
Superintendent, Leadership Team and Principals

Principals and teachers will be evaluated using the new state instrument including the new teacher standard 6 and administrator standard 8. (RttT D-2-2.1)
Superintendent, Leadership Team and Principals

Summary evaluations for all principals, assistant principals and teachers will be completed using the new state instrument beginning in 2010-2011 and submitted online. Results will be used to produce subsequent professional development plans (PEP) for personnel. (RttT D-2-1.2)
Superintendent, Leadership Team and Principals

Principals and teachers will be evaluated using the new state instrument including the new teacher standard 6 and administrator standard 8. (RttT D-2-2.1)
Superintendent, Leadership Team and Principals

Strategic Priority 5: 21st Century Leadership for All Schools and Districts

Essential Questions for Wayne County Public Schools

- **Are your LEA/Charter leaders prepared to lead and create a vision for 21st century education?**
- **Are mechanisms in place for school leaders to create 21st century learning cultures?**
- **Are professional growth programs/opportunities available to prepare teachers and administrators to lead 21st century learning environments?**

Current Status/Moving Forward

Wayne County Public Schools utilizes the Effective Schools model as a framework for continuous improvement. The district uses technology to guide align, support and monitor improvement efforts by identifying needs, tracking data, identifying research-based strategies, prioritizing needs, providing teachers with support, and ultimately meeting student needs. An annual Administrative Retreat hosted by the Superintendent and the Leadership Team is held prior to the beginning of each school year to provide district and school administrators with goals and objectives for the school year.

District leadership provides various options and opportunities for professional growth and career advancement. The Associate Superintendent for Curriculum and Instruction developed a Leadership Academy for Assistant Principals and Curriculum Facilitators. The Academy meets monthly and it assists in preparing participants to become principals. Principals are encouraged to participate in PEP with at least one or two participating each year. TeachScape training is held for Assistant Principals on high yield strategies and Classroom Walk-Thru Training is provided for all administrators. Principals have been provided with technology tools, Blackberry, Lenovo Think Pads and laptops, to enable them 24/7 mobile access to digital tools.

Cayen professional development is offered to district and school administrators to train them in the software used for management of Title I. District and school based administrators are encouraged to attend state and national conferences. Wayne County Public Schools partners with East Carolina University to provide local cohorts for advanced degree programs in school administration. Members of the Superintendent's Leadership Team are assigned as mentors to new principals. Other resources such as custom local designed courses in Moodle, Learning Bridges and Learn NC offer an alternative method via the Internet to support professional growth opportunities.

Wayne County Public Schools enforces appropriate use of the Internet for every user, whether it is a student, faculty member or administrator. An Acceptable Use Policy has been approved by the Wayne County Board of Education and is required to be signed and agreed upon on a contract basis for each employee and student that accesses the internet. The policy carries consequences for intentional inappropriate use of the internet and other network resources. Copyright policies and posters are in place to reinforce ethical standards, and media coordinators reinforce these standards through training with staff and students. Other policies and procedures are in place to promote ethical and appropriate use of hardware, software and internet resources.

Strategic Goals: Priority 5 – 21st Century Leadership for All Schools and Districts

- 5.1 Continue successful partnerships, as well as expand and develop new partnerships with local leaders that will promote 21st century teaching and learning.
- 5.2 Promote 21st century leadership for administrators, principals and teachers in Wayne County Public Schools.
- 5.3 Revise policies, procedures and guidelines to support 21st century leadership.

Alignment to Other Plans and Initiatives:

Wayne County Public Schools will utilize and align with the following key initiatives/plans to reach for the vision and complete the strategic priorities of our plan...

ACRE

Create, implement and sustain a district professional development plan to provide teachers and administrators, knowledge and resources for instructional, assessment and management practices.

Career and College Ready, Set, Go!

- Promote the state Leadership Academy.
- Promote and implement the Student Learning Conditions Survey developed by DPI.
- Implement the transformation model with low performing schools in the district.
- Implement a program to promote Great Teachers in every classroom, especially in Science and Math.
- Utilize the P-20 longitudinal data system, developed by DPI, in order to provide comprehensive data and information on all students.
- Promote, model and increase the use of technology for providing professional development opportunities for teachers.

Race to the Top Local and State Scopes of Work

- Objective (A)(2)3.1:** Provide and support student, teacher, administrator access to Learner Management System, Learning Object Repository and web collaboration tools
- Objective (A)(2)EVAL1.1:** Participate in the evaluation of the RttT initiatives and use the resulting evaluation data and conclusions to improve effectiveness.
- Objective (D)(1)1.1:** Recruit individuals to teach in high-need schools in rural and urban areas utilizing school/university partnerships.
- Objective (D)(1)1.2:** Use alternative routes to administrator and teacher certification with fidelity.
- Objective (D)(1)2.1:** Address areas of teacher shortage.
- Objective (D)(2)1.1:** Utilize the evaluation tool and process as a primary factor in teacher and principal development plans and decisions related to promotion, retention and removal.
- Objective (D)(2)1.2:** Provide evaluation results to the state by submitting summary ratings.
- Objective (D)(2)2.1:** Integrate student growth data into teacher and principal evaluations.

- Objective (D)(3)1.1:** Identify and select highly-qualified candidates to participate in regional leadership academies.
- Objective (D)(3)2.1:** Recruit and increase the concentration of highly-effective teachers and leaders in high need schools.
- Objective (D)(3)2.2:** Forecast hiring needs and use succession planning to identify candidates for school leadership positions.
- Objective (D)(4)2.1:** Provide feedback for preparation, certification and alternative licensure programs.
- Objective (D)(4)2.2:** Establish communication process with regional preparation programs to strengthen programs and increase success of first-year educators.
- Objective (D)(4)2.3:** Establish or extend existing partnerships with North Carolina colleges and universities.
- Objective (D)(5)1.1:** Provide access to effective, high-quality, job embedded, data-informed professional development and support for educators with objectives aligned to the Race to the Top Initiatives.
- Objective (D)(5)1.2:** Measure, evaluate and improve professional development and support.
- Objective (E)(2)1.1:** Implement one of the US Department of Education’s four models in each of their lowest-achieving schools: turnaround, restart, closure or transformation.
- Objective (E)(2)1.2:** Engage in NC Comprehensive Needs Assessment, Leadership and Instructional Coaching, Professional Development, change plan and implementation map.
- Objective (E)(2)2.1:** Implement one of the US Department of Education’s four models in each of their lowest-achieving schools: turnaround, restart, closure or transformation.

IMPACT & E-rate

Continue to monitor changes in technology and provide/update policies, procedures and guidelines for technology implementation and growth as the need arises.

IMPACT

Provide technology resources and professional development for administrators to improve job performance and enable modeling of appropriate use.

Erate

Provide ongoing professional development and instruction on cyber-safety, while promoting appropriate use through maintenance and upgrading of policies, procedures and guidelines pertaining to technology.

5: 21st Century Leadership for All Schools and Districts

Suggested Targets	Year 1 July 1, 2012 – June 30, 2013	Year 2 July 1, 2013 – June 30, 2014	Yearly Evaluation DPI USE-Leave BLANK
Create and lead a vision for 21st century education	The district will provide and support student, teacher,	The district will provide and support student, teacher,	

administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

administrator access to Learner Management System, Learning Object Repository, and web collaboration tools as deployed (RttT A-2-3.1)
Assoc. Superintendent of C&I, Executive Director of Media, Technology & PR, & Director of Technology Support

Dillard Middle School will implement a Transformation model which will include job-embedded professional development emphasizing school improvement practices utilizing Teachscape Consultants, High Yield Strategies, Instructional Decision Making and Planning, and Classroom Walkthroughs will be included to guide comprehensive research-based instructional practices. The Comer model and Positive Behavior and Intervention Support will also be utilized to provide structure for social culture and parent engagement. (RttT E-2-1.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Dillard Middle School will implement a Transformation model which will include job-embedded professional development emphasizing school improvement practices utilizing Teachscape Consultants, High Yield Strategies, Instructional Decision Making and Planning, and Classroom Walkthroughs will be included to guide comprehensive research-based instructional practices. The Comer model and Positive Behavior and Intervention Support will also be utilized to provide structure for social culture and parent engagement. (RttT E-2-1.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Implement a Transformation model at Goldsboro High School. (RttT E-2-2.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Implement a Transformation model at Goldsboro High School. (RttT E-2-2.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Create 21st century learning cultures

District will identify and select highly qualified principal candidates to participate in regional leadership academies using the district leadership academy. (RttT D-3-1.1)
Superintendent, Assoc. Superintendent for C&I and Leadership Team

District will identify and select highly qualified principal candidates to participate in regional leadership academies using the district leadership academy. (RttT D-3-1.1)
Superintendent, Assoc. Superintendent for C&I and Leadership Team

WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1)
Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Instructional Support Staff

WCPS will develop and implement a Professional Development Plan and calendar to align with the NC RttT plan during DPI sponsored Summer Institute. Funding is to provide for travel, substitutes, and lodging fore teams/ individuals to attend all other WCPS Professional Development. (RttT D-5-1.1)
Superintendent, Leadership Team, RttT Professional Development Team, Administrators, Instructional Support Staff

Prepare teachers and administrators to lead 21st century learning environments

The district will continue to expand alternative licensure programs through the Mount Olive College CORE, NC Teach, East Carolina's Wachovia Partnership East program for Instructional Assistants and the Regional Alternative Licensure Center for Lateral Entry Teachers with specific emphasis on Goldsboro High School and Dillard Middle School. (RttT D-1-1.1) (RttT D-1-1.2)
HR Personnel, External Partnerships

All principals, assistant principals and teachers will be evaluated using the new state instrument beginning in 2010-2011 and use the results to produce subsequent professional development plans (PDP) for personnel. (RttT D-2-1.1)
Superintendent, Leadership Team, and Principals

The district will continue to expand alternative licensure programs through the Mount Olive College CORE, NC Teach, East Carolina's Wachovia Partnership East program for Instructional Assistants and the Regional Alternative Licensure Center for Lateral Entry Teachers with specific emphasis on Goldsboro High School and Dillard Middle School. (RttT D-1-1.1) (RttT D-1-1.2)
HR Personnel, External Partnerships

All principals, assistant principals and teachers will be evaluated using the new state instrument beginning in 2010-2011 and use the results to produce subsequent professional development plans (PDP) for personnel. (RttT D-2-1.1)
Superintendent, Leadership Team, and Principals

Summary evaluations for all principals, assistant principals, and teachers will be completed using the new state instrument beginning in 2010-2011 and submitted online. Results will be used to produce subsequent professional development plans (PDP) for personnel. (RttT D-2-1.2)

Superintendent, Leadership Team, and Principals

Principals and teachers will be evaluated using the new state instrument including the new teacher standard 6 and administrator standard 8. (RttT D-2-2.1)

Superintendent, Leadership Team, and Principals

District will provide local Leadership Academy for aspiring school administrators and local Leadership Academy for novice principals (5 years or less experience). (RttT D-3-2.2)

Superintendent, Assoc. Superintendent of C&I and Leadership Team

Summary evaluations for all principals, assistant principals, and teachers will be completed using the new state instrument beginning in 2010-2011 and submitted online. Results will be used to produce subsequent professional development plans (PDP) for personnel. (RttT D-2-1.2)

Superintendent, Leadership Team, and Principals

Principals and teachers will be evaluated using the new state instrument including the new teacher standard 6 and administrator standard 8. (RttT D-2-2.1)

Superintendent, Leadership Team, and Principals

District will provide local Leadership Academy for aspiring school administrators and local Leadership Academy for novice principals (5 years or less experience). (RttT D-3-2.2)

Superintendent, Assoc. Superintendent of C&I and Leadership Team

Continue providing mentor support to beginning teachers through Beginning Teacher Induction program. (RttT D-4-2.2)
Director of Human Resources

Continue providing mentor support to beginning teachers through Beginning Teacher Induction program. (RttT D-4-2.2)
Director of Human Resources

Provide professional development for teacher effectiveness, principal effectiveness, Comer and PBIS. (RttT E-2-1.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Provide professional development for teacher effectiveness, principal effectiveness, Comer and PBIS. (RttT E-2-1.1)
Superintendent, Leadership Team, Central Office, School Administrators and NC DPI

Develop strategic partnerships with community and business to promote 21st Century learning.

Participate in focus groups and surveys to provide information to the State Evaluation Team (RttT A-2-EVAL-1.1).
RttT Team

Participate in focus groups and surveys to provide information to the State Evaluation Team (RttT A-2-EVAL-1.1).
RttT Team

The district will continue recruiting partnerships with schools of education at colleges and universities. (RttT D-3-2.1)
HR Personnel

The district will continue recruiting partnerships with schools of education at colleges and universities. (RttT D-3-2.1)
HR Personnel

Attend meetings with partnering universities to provide feedback on teacher preparation and seek assistance with mentoring beginning teachers. (RttT D-4-2.1)

Human Personnel

The district will continue to extend existing partnerships with Mount Olive College, East Carolina University, Barton College, Fayetteville State University, NC State University, UNC-Wilmington and other schools of education. (RttT D-4-2.3)

Human Personnel and External Partnerships

District will continue to actively recruit and retain in critical shortage areas of Math, Science and Exceptional Children teachers by attending job fairs in and out of state, holding a local system-wide job fair, and developing media and marketing tools for the website. (RttT D-1-2.1)

HR Personnel, External Partnerships and Principals

Attend meetings with partnering universities to provide feedback on teacher preparation and seek assistance with mentoring beginning teachers. (RttT D-4-2.1)

Human Personnel

The district will continue to extend existing partnerships with Mount Olive College, East Carolina University, Barton College, Fayetteville State University, NC State University, UNC-Wilmington and other schools of education. (RttT D-4-2.3)

Human Personnel and External Partnerships

District will continue to actively recruit and retain in critical shortage areas of Math, Science and Exceptional Children teachers by attending job fairs in and out of state, holding a local system-wide job fair, and developing media and marketing tools for the website. (RttT D-1-2.1)

HR Personnel, External Partnerships and Principals

Provide ongoing professional development and classroom instruction on cyber-safety, while promoting appropriate use through maintenance and upgrading of policies, procedures and guidelines pertaining to technology. (IMPACT & Erate)
Superintendent, Leadership Team, Central Office, School Administrators, Instructional Technology Specialists, Media Coordinators, Teachers and NC DPI

Provide ongoing professional development and classroom instruction on cyber-safety, while promoting appropriate use through maintenance and upgrading of policies, procedures and guidelines pertaining to technology. (IMPACT & Erate)
Superintendent, Leadership Team, Central Office, School Administrators, Instructional Technology Specialists, Media Coordinators, Teachers and NC DPI

Appendix A: Policies and Procedures
Wayne County Public Schools Technology Plan
Policy, Procedure, & Guidelines Implementation Chart

Policies, Procedures, & Guidelines	LEA Policy Code or Procedure	LEA Adoption, Implementation or Revision Date
All Policies, procedures and guidelines should be updated to include the fundamentals of 21st Century Education and Information & Technology Skills. Policies should be translated into predominant languages of students and parents. Policies, procedures and guidelines should be displayed along with the STP and other referenced LEA/Charter plans. Make sure links have navigations that are user friendly.		
Policies Required		
A. Materials Selection Policy including internet resources (GS §115c-98(b)) <i>Selection of Textbooks and Supplementary Materials</i> <i>Parental Inspection and Objection to Instructional Materials</i> <i>Technology in the Educational Program</i>	3200 3210 3220	01/11/2010 08/09/2010 08/09/2010
B. Disposal of Equipment / Replacement of Obsolete Equipment (GS §115c-518) <i>Disposal of Surplus Property</i>	6562	05/03/2010
C. Hardware and Software Procurement (GS § 115c-522, 115c-522.1) <i>State Purchasing Requirements for Equipment, Materials and Supplies</i> <i>Local Purchasing Requirements for Equipment, Materials and Supplies</i>	6430 6440	02/07/2005 02/07/2005
D. Copyright and Plagiarism Policy (PL §94-553, 90 Stat. 2541) <i>Copyright Compliance</i>	3230	08/04/2008
E. Acceptable Use Policy (PL §106-554) <i>Student Acceptable Use of Technology Resources</i> <i>Technology/Internet Acceptable Use Agreement</i> <i>Employee Technology and NC WISE Acceptable Use Policy</i> <i>Employee Use of Social Networking Sites, Blogging and the Internet</i> <i>Use of Wireless Communication Devices</i>	3225 AR 3225 3224 7323 4318	07/06/2010 07/11/2011 10/03/2005 09/12/2011 08/01/2011
F. Equipment/Materials Donation Policy (GS §115C-518) <i>Gifts and Bequests</i>	8220	08//07/2006
G. Data Privacy Policy (20 U.S.C. § 1232g; 34 CFR Part 99 (FERPA)) <i>Cumulative Student Records</i> <i>Student Records</i>	4701 4700	02/07/2005 01/11/2010
H. Inventory Control Policy (GS §115c-539, 115c-102.6A-C(5)) <i>Accounting for Fixed Assets</i>	8360	01/07/2002
I. Access to Services Policy (GS §115c-106.2) <i>Special Education Programs/Rights of Disabled Students/Homebound and Hospitalized Program</i>	3520	08/01/2011
J. Online Assessment and Instruction Policy <i>Utilize/Follow Policies in place from NC DPI</i>	N/A	N/A
K. Advertising and Commercialism Policy (GS §115c-98) (Procurement and gifts ethics) <i>Employee Conflict of Interest</i>	7730	02/07/2011
L. Internet Safety and Ethical Use including Cyberbullying and Harassment (CIPA, FERPA, GS 115C-407) <i>Student Acceptable Use of Technology Resources</i> <i>Technology/Internet Acceptable Use Agreement</i> <i>Employee Technology and NC WISE Acceptable Use Policy</i> <i>Employee Use of Social Networking Sites, Blogging and the Internet</i>	3225 AR 3225 3224 7323	07/06/2010 07/11/2011 10/03/2005 09/12/2011

<i>Use of Wireless Communication Devices</i>	4318	08/01/2011
M. Other Local Policies		
<i>Remote Access Policy</i>	6567	06/05/2006
<i>Virus Protection Policy</i>	6568	06/05/2006
<i>Security Awareness Policy</i>	6565	06/05/2006
<i>Network Security Policy</i>	6566	11/02/2009
Procedures		
A. Hardware and Software Deployment		
<i>Software Selection and Utilization Policy</i>	3240	08/09/2010
<i>Software Purchase/Preview Request Form</i>	AR 3240	08/09/2010
B. Equipment maintenance and repairs		
<i>Technology Support Repair Procedures</i>	Procedure	10/27/2005
C. Outdated Resources and Equipment Replacement		
<i>Selection of Textbooks and Supplementary Materials</i>	3200	08/07/2006
D. Disaster Recovery of Data and Hardware		
E. Administration of Online Courses		
<i>Utilize/Follow Policies in place from NC DPI</i>	N/A	N/A
F. Administration of Online Assessment		
<i>Utilize/Follow Policies in place from NC DPI</i>	N/A	N/A
G. Locally identified procedures		
Guidelines		
A. Policy Translation		
<i>Translating Policies for Students & Parents</i>	4003	04/09/2009
B. Use of Digital Media and Resources		
<i>IMPACT</i>	N/A	2005
C. Instructional Use of Videos		
<i>Video/DVD Approval Policy</i>	3236	08/04/2008
D. Development of Online Resources		
<i>Web Page Resources and Development Manual</i>	N/A	2005
E. Locally identified guidelines		

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