WCPS Strategic Plan Goals

Goal 1: College, Career, & Citizenship
WCPS students will graduate prepared for entry into college, the military, and/or the work force, and with an understanding of the requirements and responsibilities of citizenship in the community.

Goal 2: Personalized Learning
Every WCPS student will have a personalized education based on authentic, rigorous, and differentiated learning experiences.

Goal 3: Highly Effective Staff
Every classroom will have a certified teacher and/or a professional in the content area as an instructor. WCPS will recruit, develop and retain highly qualified and effective educators.

Goal 4: 21st Century Systems
The school district will have up-to-date financial, business, and technology systems to serve students, parents and staff.

Goal 5: School Climate
The school district will foster a culture of engagement with internal and external stakeholders, and will improve the safety and learning environment for every school campus.

Guiding Principles

WCPS Mission:
Wayne County Public Schools holds high expectations for all students by collaborating with parents and the community to provide individualized support.

Vision:
Cultivation, Personalization, Innovation - Every Student Every Day!

WCPS Beliefs:
1. The education of children is a priority and is the responsibility of the entire community.
2. Education is a sound investment for society and a key to ending the cycle of poverty.
3. Understanding and respecting cultural diversity enriches the learning environment.
4. All students deserve a quality education.
5. Learning is a lifelong process.
**SUMMARY REPORT**

Wayne County Public Schools’ education leaders developed this five-year Strategic Plan in collaboration with educators, parents, and community stakeholders.

*In districts with higher levels of student achievement, the entire district is aligned with and supportive of non-negotiable goals for student achievement and instruction. District progress toward these goals is continually monitored and is the driving force behind the district’s actions. (Waters & Marzano, 2006)*

The district has identified three Transforming Initiatives that, when effectively implemented, will accomplish the goals of the Strategic Plan. As part of the Strategic Plan, an Administrative Work Plan will be developed with specific objectives and action steps that will be addressed on a yearly basis as teachers, staff and leadership undertake their strategic transformation of the district.

**Transforming Initiative I: Academics and Instruction** - WCPS shall consistently increase student achievement through innovative and purposeful alignment of the district’s instructional methodologies, curriculum and academic practices.

**Transforming Initiative II: Resources and Supports** - WCPS shall maximize distribution of, and access to, district resources to support increases in student achievement and overall staff productivity and effectiveness.

**Transforming Initiative III: Work and Learning Environment** - WCPS shall establish a collaborative and integrated district-wide educational environment and culture that is responsive to the needs of students, staff, parents, and stakeholders.
Transforming Initiative I: Academics and Instruction - Consistently increase student achievement through innovative and purposeful alignment of the district’s instructional methodologies, curriculum, and academic practices.

Key Cabinet Members Responsible: Tamara Ishee, Assistant Superintendent for Curriculum & Instruction; Yvette Smith, Assistant Superintendent for Human Resources; and Dr. David Lewis, Assistant Superintendent for Accountability / Information Technology Services.

Tools:
Professional Development Plans  EVAAS/Performance Data
Instructional Resources  SchoolNet
NC Standard Course of Study  Canvas Learning Management System
School Improvement Plans  NC Teacher Evaluation Instrument (NCEES)

Expected Outcomes:
In five years, Wayne County Public Schools will be successful if we have:

♦ Achieved an annual 3% increase in graduation rate, moving the district graduation rate to over 95% while simultaneously increasing requirements for graduation to 28 credits.
♦ Achieved a consistent 3% or greater annual increase in student performance across identified tested areas.
♦ Increased CTE offerings, and brokered stronger linkages between WCPS and institutions of higher education.
♦ Increased AP and Honors Level course offerings, and increased the percentage of students successfully completing these courses.
♦ Established a robust and targeted support structure for lower performing schools.
♦ Graduated and removed all WCPS schools from federal and state designated Priority, Low Performing, and/or Focus schools lists.
Transforming Initiative II: **Resources and Supports** - Maximize distribution of, and access to, district resources to support increases in student achievement, and staff productivity and effectiveness.

**Key Cabinet Members Responsible:** Yvette Smith, Assistant Superintendent for Human Resources; Tamara Ishee, Assistant Superintendent for Curriculum & Instruction; Dr. David Lewis, Assistant Superintendent for Accountability / Information Technology Services and Michael Hayes, Finance Officer; and Dean Sauls, Assistant Superintendent for Support Services.

**Tools:**
- iReady
- NC Educator Evaluation System
- NC Teacher Evaluation Instrument (NCEES)
- Technology Strategic Plan
- EVAAS/Performance Data
- LINQ
- SmartFind

**Expected Outcomes:**
In five years, Wayne County Public Schools will be successful if we have:

- Increased the percentage of highly qualified and effective teachers.
- Increased the percentage of teachers and students making and exceeding academic growth.
- Established and are delivering strong and effective local leadership development and targeted professional development programs.
- Established financial and other incentives to recruit and retain innovative, forward-thinking, highly effective teachers, administrators, and staff at lower performing schools.
- Increased the level of access and the appropriate use of digital teaching and learning tools both in and outside of the classroom.
- Updated all WCPS campuses so that they are refurbished, clean, up-to-date, safe, welcoming and exciting places for teaching and learning.
Transforming Initiative III: *Work and Learning Environment* - Establish a collaborative and integrated, district-wide educational environment and culture, that is responsive to the needs of students, staff, parents, and stakeholders.

**Key Cabinet Members Responsible:** Ken Derksen, Director of Communications; Dean Sauls, Assistant Superintendent for Support Services; and Michael Hayes, Finance Officer.

**Tools:**
- Strategic Communications Plan
- Web & Social Media Tools
- Mobile App
- E-Newsletter
- Communications Audit
- Safety & Security Audit
- Online Bullying Reporting System

**Expected Outcomes:**
In five years, Wayne County Public Schools will be successful if we have:

- Established a culture of engagement and transparency with stakeholders.
- Implemented systems and/or tools that allow for timely, thoughtful, responsive communications and actions.
- Established a clear and identifiable positive brand identity for the schools and the district.
- Increased trust and credibility with stakeholders.
- Improved systems and/or tools for the district and schools to mitigate against, prepare for, respond to and recover from threats, emergencies, and/ or disasters.
- Established a safe and secure learning environment for students that is responsive to every student’s physical and emotional wellbeing.