

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

PERSONNEL
Objective-ATTRACT AND RETAIN QUALITY PERSONNEL

<i>Strategy – Improve Recruitment Practices</i>	<i>Implementation Example</i>
1. Recruit at college job fairs	
2. Recruit for diversity in all job categories	
3. Encourage student teacher and field/practicum opportunities	
4. Recruit online	
5. Recruit within community	
6. Explore recruitment of volunteers.	
<i>Strategy – Implement Best Evaluation Practices</i>	<i>Implementation Example</i>
1. Include Mark of Excellence evaluation procedures/training for all teachers each year	
2. Conduct training on best evaluation practices	
3. Monitor teacher evaluation system	
<i>Strategy – Implement Motivational and Appreciation Strategies</i>	<i>Implementation Example</i>
1. Refine & recognize mentor teachers program	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

PERSONNEL
Objective-ATTRACT AND RETAIN QUALITY PERSONNEL

2. Compensate staff for after – school academic activities	
3. Share staff expertise and successes	
4. Recognize staff for best practices	
5. Reward staff for best practices	
6. Submit press releases of teacher accomplishments	
<i>Strategy – Continue to seek Competitive salaries and Benefits</i>	<i>Implementation Example</i>
1. Improve salary scales and compensation stipends	
2. Inform and involve teacher, parent and citizen groups in compensation needs	
3. Conduct workshops on financial investment opportunities for employees	
4. Continue tuition reimbursement practices	
5. Encourage educational projects that include licensure points and additional endorsement areas	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

INSTRUCTION

Objective – Provide a high quality education in fully accredited schools

<i>Strategy – Review & Implement Best Practices to Increase Student Achievement</i>	<i>Implementation Example</i>
1. Continue plans to target subgroups/ Putting a “Name to the Number”	
2. Refine development of numerical targets for improvement & how to adjust resources and plan for instruction	
3. Follow school improvement model	
4. Provide teachers/teacher assistants and administrative workshops on best instructional practices	
5. Ensure lesson design will follow tenets of the “Mathews Mark of Excellence”	
6. Explore possibility of Associates Degree upon graduation (with RCC)	
7. Guidance departments at each school will develop plans to increase the division graduation rate.	
<i>Strategy – Enhance Learning Opportunities</i>	<i>Implementation Example</i>
1. Utilize website and internet to expand information and encourage virtual course offerings	
2. Expand independent studies options	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

INSTRUCTION

Objective – Provide a high quality education in fully accredited schools

3. Monitor and adjust collaborative special education model	
4. Encourage opportunities & secure funding for dual enrollment/AP courses	
5. Ensure instructional merit of field trips	
6. Minimize student fees in the upcoming budget	
7. Continue alliance with the Boys & Girls Club and other community organizations.	
8. Enlist the aid of legislators to help in gaining affordable high speed internet services	
9. Research best way to provide access to technology for all students	
10. Establish Summer Academy	
11. Ensure school counselors have the latest training/resources	
<i>Strategy – Provide Quality Staff Development</i>	<i>Implementation Example</i>
1. Offer teacher requested courses/workshops (face to face and online)	
2. Utilize student data to plan workshops	
3. Use existing staff to provide training on successful models/implementation	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

INSTRUCTION

Objective – Provide a high quality education in fully accredited schools

4. Target administrative training on special education procedures in identifying students with emotional disturbances	
<i>Strategy – Encourage Enthusiasm for Learning</i>	<i>Implementation Example</i>
1. Recognize and reinforce students for being “good”	
2. Continue Partnerships with civic groups to recognize student successes	
3. Provide collaborative planning time for teachers to plan motivating lessons	
<i>Strategy – Encourage Wellness</i>	<i>Implementation Example</i>
1. Evaluate wellness programs	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

COMMUNICATION

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

<i>Strategy – Maintain Excellent Relationships with the Media</i>	<i>Implementation Example</i>
1. Invite media to scheduled meetings and special events	
2. Continue website link to school calendars	
3. Develop school articles for press release	
4. Communicate budget outcomes to the community as it becomes finalized.	
<i>Strategy – Involve Parents in the Child’s Learning Process</i>	<i>Implementation Example</i>
1. Encourage positive parent contacts including “meet & greet” opportunities with all student groups	
2. Provide newsletters with parent tips	
3. Provide materials and strategies at open houses	

Mathews County Public Schools
 Focus Areas 2010-2011(September 15, 2010)
COMMUNICATION

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

4. Continue volunteer relationships to encourage new involvement.	
5. Encourage teacher use of email for upcoming events.	
6. Expand the use of “PowerSchool” to increase communication with Parents & Students	
7. Develop school-based surveys	
8. Encourage public participation representing all student groups in the budget process	
<i>Strategy – Market the School Division and Mathews County</i>	<i>Implementation Example</i>
1. Improve informational literature	
2. Mail newsletters to local businesses & civic organizations	
3. Plan a “Celebration of Education” (continue)	
4. Explore recruitment of students	

Mathews County Public Schools
Focus Areas 2010-2011(September 15, 2010)

COMMUNICATION

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

<i>Strategy – Involve Governing Bodies in the “life” of the School System</i>	<i>Implementation Example</i>
1. Share Focus Areas with local board members	
2. Continue communication with state and federal elected officials	
3. Invite legislators to tour the schools	
4. Revisit the four day school week.	
<i>Strategy – Improve and Utilize the School Division Web Site</i>	<i>Implementation Example</i>
1. Add good news on the website	
2. Expand information (course offerings, syllabus, and SOL plans) for students & parents	

Mathews County Schools
Focus Areas 2010-2011(September 15, 2010)

FACILITIES

Objective – Provide Stellar Learning Environment

<i>Strategy – Implement Best Safety Practices</i>	<i>Implementation Example</i>
1. Update crisis procedures	
2. Conduct annual safety audit reports	
3. Ensure compliance with ADA requirements	
4. Expand video-monitoring security system.	
<i>Strategy – Develop a Capital Improvement Plan</i>	<i>Implementation Example</i>
1. Review long and short term needs of each school/department	
2. Refine process for maintenance and repair records	
3. Prioritize list of needs	
4. Explore sustainable construction and maintenance using LEED/Green construction and environmentally friendly techniques	
5. Refurbish and refinish the Bus Garage	
6. Replace light poles at MHS football field	
<i>Strategy –Improve Record Storage Capabilities</i>	<i>Implementation Example</i>
1. Investigate digitalization of records management	