Norton City Schools
Annual Goals 2020-2021

Vision: Norton City Schools will be a safe environment where students with diverse needs and backgrounds receive a world class education that prepares them for a career or college. By being *Committed to Excellence* on a daily basis, we will empower all students to be productive citizens who can solve problems on a local and global level. We will inspire all students to be creative, teach them to think critically, enable them to work well as an individual or on a team, and expose them to 21st Century innovations, as we prepare them to have a significant impact on the world.

Providing a World Class Education for World Changing Students

Mission: Norton City Schools will provide a safe learning environment where each student is engaged and instruction is personalized and differentiated. Delivery of instruction to each student will be adjusted as a result of formal and informal assessments by knowledgeable teachers who provide engaging instruction and relevant curricula. Administrators, teachers, and staff will build strong personal relationships with each student in order to develop appropriate individualized goals for academic growth. All stakeholders will work together to nurture each student's social, physical and intellectual growth, to empower each student with the skills to become a responsible citizen, a lifelong learner, and a leader in the global community.

Committed to Excellence – One Student at a Time…The Raider Way

Vision – Mission (Purpose and Direction)

- **Communicate our Vision and Mission to our school, community, and stakeholders.**
- **Continually evaluate the Phase 3 Reopening Plan for Schools during the COVID-19 Pandemic.**
- **Involve community stakeholders in school activities that will help to encourage students to become responsible citizens, develop leadership skills and gain knowledge of the world in which they live.**
- Continue to implement the Comprehensive Plan. It will be revisited by the Committee in October 2020.
- Determine strategies for implementing "Time 4 Innovation" for incorporating Project Based Learning into all content areas of the curriculum with a focus on the Profile of Graduate 5C's- Critical thinking skills, Communication, Collaboration, Creativity and Citizenship ***while being faced with mitigation strategies for in-person learning and utilizing a Virtual Academy for some of our learners.***

Encourage Stakeholder Engagement (Governance and Leadership)

- Continue to use all media sources to share information about the Division.
- **Frequently update webpage for community and stakeholders of Norton City Schools.**
- **Update the parent list-serve** and utilize School Messenger on a regular basis.
- **Improve communication between all staff and stakeholders of Norton City Schools using surveys, <u>zoom meetings</u>, face-to-face meetings and school-wide events <u>(when social distancing can be achieved)</u>.**
- Identify and engage community members to advise and support our schools.
- **Provide training for parents/families and engage them with their student's Virtual Learning Academy and Friday Remote Learning Day.**

Improve Student Achievement (Teaching and Assessing for Learning)

- <u>Our schools will continue to evaluate the learning of students using benchmark data and SOL's as deemed necessary for student growth. The VDOE has received a waiver. SOL's will be given this year but will **not** be used for accreditation for the 2020-21 school year.</u>
- Educational and instructional funds will be aligned with School Improvement Plans and accreditation initiatives <u>as well as focusing on technology needs of our students as COVID-19 may cause a greater impact on our virtual programs/remote learning at different times throughout the year.</u>
- Provide professional development to address technology needs within the Division and continue to <u>develop mentor programs for non-tenured teachers.</u> Seek resources and support systems for all teachers during the school year 2020-21.
- Improve opportunities and expand the curriculum by being creative with scheduling as determined in our re-opening of school plan submitted to the VDOE.
- **Utilize the Comprehensive Instructional Program division-wide.**
- <u>Revise/Develop a technology plan that includes programs/software for virtual/remote learning, Chromebook devices for students as necessary, hotspot accessibility, and other means of internet availability for students.</u>
- <u>Enhance classroom instruction through the use of technology by providing hardware, software, and professional development opportunities.</u>

Demonstrate Fiscal Responsibility (Resources and Support Systems)

- **Establish use of E-rate reimbursements.**
- Utilize grant opportunities to enhance educational and safety initiatives. (CARES funding and other additional funding as it becomes available.)
- **Review the** textbook adoption cycle and fund the textbook account accordingly.
- **Formalize financial processes to improve efficiency and accountability.**
- **Utilization of the accounting software, RDA systems, Inc. to full capabilities.**

Promote Student Activities and Programs that Promote Personal Development (Resources and Support Systems)

- **Acquire programs to meet the middle school experience for our students. (Rapha Foundation Grant - Finance/Management program for Middle School)**
- **Provide resources to ensure our Pre-K program grows effectively with the Virginia Preschool Initiative. CLASS observations will be utilized to determine Professional Development needs.**
- Provide opportunities to ensure students receive a diploma with meeting scheduling needs and Odyssey Program course offerings.
- Expand course offerings through partnerships with local colleges, *SVETN*, and The Linwood Holton Governor's School.
- Continue participation in the AIMS Scholar Program and our National Honors Society.
- Continue to increase the awareness of the post-secondary educational and occupational opportunities including increasing Career and Technical Education opportunities.
- **Collaborate/partner with organizations to develop initiatives and career awareness opportunities for our students.**
- Apply *Safe Schools* **professional development for all faculty and staff.**
- **Seek Professional Development for our faculty and staff utilizing webinars, google meet and zoom opportunities.**

Use Data to Improve Learning (Using Results for Continuous Improvement)

- Discuss data at Leadership, Faculty, Grade Level, and Department Meetings.
- **Use School Quality Profiles, Comprehensive Instructional Program, Virginia Department of Education and other resources to obtain data.**
- Encourage attendance (virtually or in-person pending COVID status) for professional development for using data to improve instruction and student achievement.