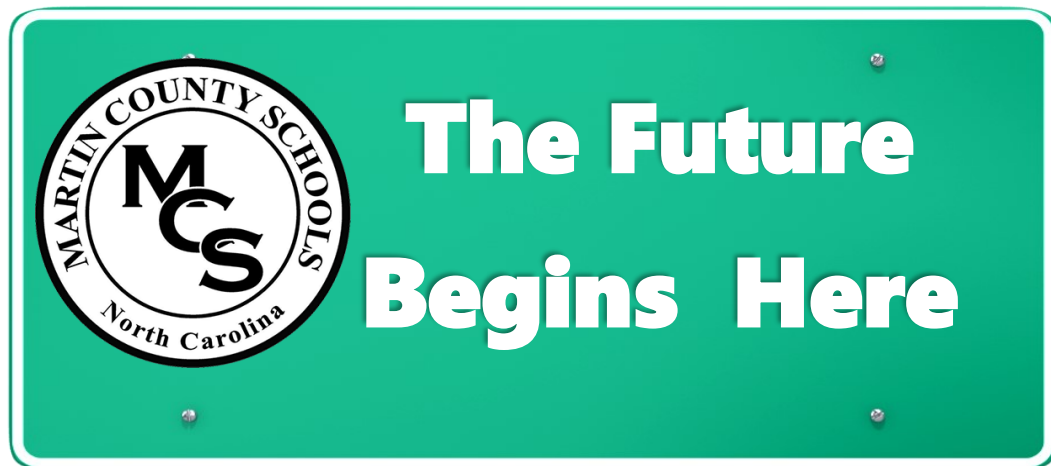


Martin County Schools District Strategic Plan 2022—2027

DRAFT





DR. DAVID FONSECA

SUPERINTENDENT, MARTIN COUNTY SCHOOLS

**DRAFT! Not for
Distribution**

Our pledge to our students and parents is to provide an educational environment founded on innovative and rigorous academic programs. From Pre-K and all the way to 12th grade, our rigorous standards reflect and support our vision, mission, and educational objectives. Our goal is to successfully prepare each of our students as they pursue future educational, career, or service opportunities after high school.

In order to provide you with a world-class education, our teachers and staff, administrators, directors, and all academic support staff have access to the most up to date teaching and learning trainings and professional development practices. While our focus is on individualized learning for every student, our collective goal is the success of all students regardless of background or zip code.

Yet, none of the above is possible without timely, appropriate, and transparent communication. Our pledge to our students, parents and guardians, community and community partners, as well as our elected officials is to always work together as true partners in the education of our students, and to provide you with nothing less than outstanding customer service. Help us remain a high-performing school system by telling us often how we can best serve you. My door is always open and your feedback is important.

Our objective is the success of our students, founded on our values of community, citizenship, and teamwork.

MARTIN COUNTY SCHOOLS MISSION

Working together, Martin County Schools will, in a safe and nurturing environment, provide learning experiences for tomorrow's leaders by educating the whole child; engaging learners and developing problem solvers who will be successful in college, career and life.

MARTIN COUNTY SCHOOLS VISION

Martin County Schools is a positive and supportive learning environment that prepares students to be successful citizens for an ever-changing society.

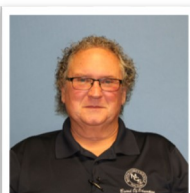


STRATEGIC GOALS FOR 2022-2027

- Successful Students
- Excellence in Teaching
- Safe Environment
- Technology for All
- Connecting with Parents and the Community
- World Class Customer Service



MARTIN COUNTY BOARD OF EDUCATION

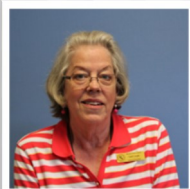


Van Heath, Chair

District 7

252-809-2144

vheath@martin.k12.nc.us



Gail Cargile

District 2

252-809-9840

gcargile@martin.k12.nc.us



Kenneth Harrell

District 3

252-792-7711

kharrell@martin.k12.nc.us



Gene Scott

District 4

252-799-6290

gscott@martin.k12.nc.us

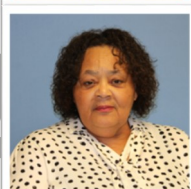


Renee Purvis, Vice-Chair

District 5

252-809-9832

rpurvis@martin.k12.nc.us



Barbara Council

District 1

252-217-7158

bcouncil@martin.k12.nc.us



Keisha Manson

District 6

252-217-8250

kmanson@martin.k12.nc.us

OUR SCHOOLS

Williamston Primary School **Pre-K - 2nd Grade**

400 West Blvd.
Williamston, NC 27892

Phone: 252-792-3253
Fax: 252-792-7470

Riverside High School **9th - 12th Grade**

1260 Godwin Road
Williamston, NC 27892

Phone: 252-802-3095
Fax: 252-792-4053

South Creek High School **9th - 12th Grade**

21077 N.C. Highway 903
Robersonville, NC 27871

Phone: 252-795-4801
Fax: 252-795-4187

E.J. Hayes Elementary School **3rd - 5th Grade**

201 Andrews Street
Williamston, NC 27892

Phone: 252-792-3678
Fax: 252-792-5510

South Creek Elementary School **Pre-K - 5th Grade**

21230 N.C. Highway 903
Robersonville, NC 27871

Phone: 252-795-3910
Fax: 252-795-3890

Jamesville Elementary School **Pre-K - 5th Grade**

1220 Hardison Street
Jamesville, NC 27846

Phone: 252-792-8304
Fax: 252-809-4813

Riverside Middle School **6th - 8th Grade**

2920 U.S. Highway 17 South
Williamston, NC 27892

Phone: 252-792-1111
Fax: 252-792-6644

South Creek Middle School **6th - 8th Grade**

21077 N.C. Highway 903
Robersonville, NC 27871

Phone: 252-795-4801
Fax: 252-795-4187

Rodgers Elementary School **Kindergarten - 5th Grade**

2277 Rodgers School Road
Williamston, NC 27892

Phone: 252-792-3834
Fax: 252-809-4900

1. Successful Students

Successful students are self-regulated, global thinkers who are prepared and confident to meet their personal and professional goals.

Martin County Schools students are self-reliant and able to adapt to an ever-changing environment.

MCS students graduate with the knowledge and sense of responsibility to connect with their community.

Objectives

- To increase the number of MCS students who complete high school.
- To assess and meet the social-emotional, developmental, and academic needs of all MCS students.
- To graduate students who are self-reliant and adaptable.
- To graduate knowledgeable and well prepared students who are ready to work, to serve their country, or to continue their education at a two or four year college or university.

Strategy

- To increase student agency into their own learning.
- To provide all students with equal access to the best instructional practices and technology.
- To enhance the learning opportunities of exceptional and gifted students.
- To expose students to Career and Technical Education careers.
- To increase learning opportunities for high school students at Martin Community College.
- To increase rigor and engagement in the classroom in order to meet the individual needs of students through well planned lessons.
- To assess and meet the needs of MCS students.
- To implement and adopt MTSS as part of the classroom, school, and district planning and culture.



Action Steps

- To provide supportive classroom learning environments focused on the development of students by rethinking lesson planning and curriculum pacing.
- To assess and reduce barriers impeding high school graduation.
- To increase connections between MCS students to MCC enrollment counselors.
- To increase the number of opportunities for MCS counselors to conduct strategic meetings with all MCS high school students.
- To increase the number of post high school jobs and education opportunities for students.
- To increase partnership and cooperation with outside agencies in order to best care for the needs of all MCS students.

Outcomes

- Increased High School graduation rates.
- Increased participation in dual enrollment with Martin Community College.
- Increased student participation in the learning process and agency in their own learning and development.
- Increased academic success for all students.



2. Excellence In Teaching

Martin County Schools aims to be a leading K-12 Public School System in North Carolina. For this, MCS aims to attract, retain, and develop the best teachers and staff who will have opportunities to enhance their skills through differentiated, effective, job embedded and relevant professional development.

MCS believes that teaching with excellence is an art that incorporates rigor, engagement and relationships as the anchors for cultivating an environment of inquiry that enhances the unique skills, abilities, and self-awareness of students and educators.

Through innovation, planning, core Instruction, feedback and differentiation, MCS will provide equitable access to an unparalleled educational experience grounded in high expectations and self-efficacy in order to build capacity and design experiences that promote student learning.

Objectives

- To become a leading K-12 Public School System in NC.
- To attract, retain, and develop the best teachers and staff in NC.

Strategy

- To assess the professional development needs of all teachers and staff.
- To redefine lesson planning and curriculum pacing.
- To adopt successful systems and processes of school improvement.
- To redefine systems and processes of staff recruitment, selection, and development.

Action Steps

- To train all teachers and principals in Differentiated Instruction and Instructional Rounds.
- To train all teachers and principals in a lesson planning protocol that allows for increased self-accountability of standards taught, as well as increased communication between teachers, and better communication between teachers and principals.
- To train all teachers and principals in the area of Professional Learning Communities.
- To train all teachers and principals in Adult Learning for the purpose of achieving better communication, deepening academic/supportive feedback, and increasing professional networking opportunities among MCS educators.
- To train all teachers and staff to better recognize the socio-emotional needs of students, and the impact of poverty in learning.

Outcomes

- To attract, retain, and develop the best teachers and staff.
- To provide students with an unparalleled educational experience in one of the best school systems in NC.





3. Safe Environment

In Martin County Schools, the education of our students is at the core of our mission. Ensuring student success is only possible when the organization and the community are completely aligned in a partnership that is focused on student and staff safety.

Martin County Schools is committed to excellence through safe and orderly schools, where students and staff thrive, and where behavioral support and social and emotional growth are too at the core of our mission.

Objectives

- To provide students and staff a safe and orderly environment which serves as the foundation towards excellence in teaching and learning.

Strategy

- Maintain a heightened level of awareness at all times.
- Examine the current partnerships with local law enforcement and emergency management agencies.
- Examine all safety protocols for schools, offices, and buses.
- Make safety a top priority during the onboarding processes of all new staff.
- Examine funding sources in order to update all security systems including surveillance cameras.



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Action Steps

- Meet monthly with all School Resource Officers.
- Budget for and invest in the latest security technology for schools and buses.
- Initiate the overhaul of security cameras for all schools and offices.
- Equip all schools with panic alarms.
- Practice regularly lockdown, fire, and tornado drills.
- Review all safety protocols and define roles and responsibilities for all staff.
- Provide students and staff with anonymous avenues where abuse, bullying, and acts of crime can be reported without fear of retaliation.
- Collect and analyze discipline data at each school.
- Anticipate potential dangerous situations where large crowds gather such as athletic events and deploy SRO and school staff accordingly.
- Redefine or establish a system of accountability for all persons entering school campuses.
- Maintain and enhance the partnership with JCPC.
- Maintain and enhance the partnership with service providers.
- Provide alternative avenues of support for continued learning and academic success for students struggling with behavior.
- Maintain and enhance the partnerships with local and state agencies and organizations focused on the social and emotional development of students.
- Make “student behavior management” training a key component during the onboarding process of all staff.
- Make “recognizing the signs of human trafficking and/or abuse” training a key component during the onboarding process of all staff.

Outcomes

- A safe environment for all students and staff.
- Academic and work excellence through safe and orderly spaces.

4. Technology For All

In order to support and enhance teaching and learning, MCS recognizes that technology is constantly evolving, and it is essential to the daily work of teachers, staff, and students.

MCS is committed to supporting the diverse educational needs of all students and staff by providing equitable access to modern technology. MCS is also committed to provide staff with modern reliable devices, and the proper training necessary to teach, learn, and work in a 21st century environment.

Objectives

- To provide MCS students and staff with the proper instructional and work technology that is both functional and necessary to become one of the best school systems in North Carolina.

Strategy

- Assess and prioritize the technology needs of schools, classrooms, and work spaces.
- Assess the technology skills of students and staff and provide proper training.
- Maximize the use of local, state, and federal funds.
- Develop short and long-term plans for acquisition and replacement of technology.



Action Steps

- Research and invest in programs and equipment that make teaching, learning, and work more efficient and successful.
- Determine short-term goals for acquisition and replacement of programs and equipment based on an assessment of immediate needs and budget.
- Determine long-term goals based on needs and budget.
- Determine staff needs in the area of training and professional development and establish all necessary licenses and accounts as well as a calendar for staff training and course offerings.
- Ensure that grants for the acquisition of technology are completed accurately and ahead of deadlines.
- Ensure that e-Rate and other Federal grants are completed accurately and ahead of deadlines.
- Ensure that the MCS Five-Year District Technology Plan is reflective of the strategic direction of the school system.
- Ensure that staff representatives such as members of the MCS Teacher Leaders Forum, Chair of School Leadership Team and Teacher of the Year have the opportunity to contribute to the selection of new technologies.



Outcomes

- To maximize the use of all appropriate technology budgets.
- To overhaul, where needed, the existing teaching, learning, and work technology and replace it with functional and modern equipment in schools, offices, and work areas.
- To maintain a schedule of staff development that includes ongoing training in all appropriate teaching, learning, and work technology programs and protocols in MCS.
- To maximize the use of the MCS Innovation Campus by CTE students, K-12 students, Teachers and Staff.



5. Connecting with Parents & Community

Martin County Schools believes that schools are most successful when parents, educators, and the community work together for the advancement of all students. As such, a productive and equitable two-way communication between schools and community must be maintained.

Similarly, students, teachers, parents, and community must be informed of, and have access to all educational, artistic, and athletic programs and opportunities offered by Martin County Schools.

Objectives

- To be well-informed of the needs and concerns of students, parents, staff, and community from across Martin County.
- To enhance relationships and partnerships with stakeholder groups including Parents, Educators, Elected Officials, Faith and Community Leaders, Law Enforcement and Emergency Response Teams, and Business and Industry Leaders.

Strategy

- Martin County Schools will establish avenues for parents, students, staff, and community to express their ideas and concerns.
- Martin County Schools will enhance partnerships with all townships and communities in Martin County.
- Martin County Schools will utilize social media, phone, and/or printed media to keep parents aware of current events.

Action Steps

- Establish and maintain superintendent advisory groups for students, staff, parents, and community.
- Martin County Schools will utilize social media, phone, and/or printed media to keep parents aware of current events.
- Each school in Martin County Schools will utilize social media, phone, and/or printed media to keep parents and students aware of current events.

Outcomes

- Martin County Schools will be the leading educational choice in our region. This is achieved through a strong partnership between Martin County Schools, Parents, and Community. Working together, Martin County Schools works in partnership with parents and community to design, provide, and maintain a rigorous academic program, and accessibility to enrichment opportunities in the arts and athletics. Most importantly parents and community feel included in Martin County Schools and have a strong sense of belonging to the school system.





6. World Class Customer Service

As a top performing school system in North Carolina, Martin County Schools considers exemplary customer service a top priority. Martin County Schools will work closely with students, parents, staff, and community to properly address the needs of stakeholders in a timely manner and with the utmost professionalism.

Martin County Schools strives to be the place where our stakeholders tell others about. Martin County Schools will be the place where others want to be a part of.

Objectives

- To provide the highest quality of customer service across all schools and departments.

Strategy

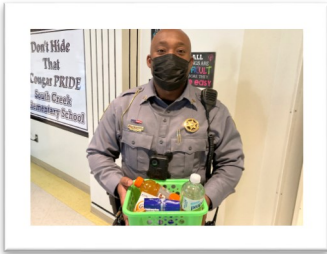
- MCS will assess and prioritize customer service needs across all schools and departments.
- Implement Customer Service training to all staff.
- Include customer service training during onboarding protocols for all new staff.

Action Steps

- Training for staff on key components of quality customer service including effective communication, timely responses, professionalism, and compassion.
- Assess quarterly customer service needs based on feedback from schools and departments.
- To learn from each situation and interaction and incorporate outcomes during training.

Outcomes

- Martin County Schools will be known as one of the best school systems in North Carolina for academics, arts, athletics, and customer service.

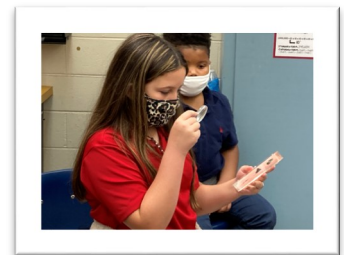


STRATEGIC GOALS FOR 2022-2027

Successful Students



Excellence in Teaching

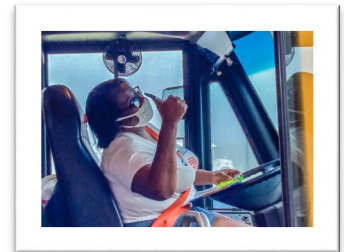


Safe Environment

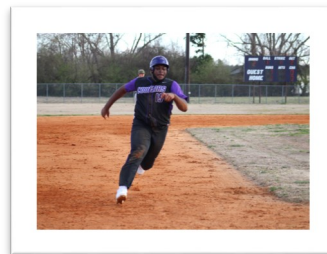
Technology for All



**Connecting with Parents
and the Community**



World Class Customer Service





Martin County Schools

300 North Watts Street

Williamston, NC 27892

252-792-1575

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