



Book	Ready for the Board
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2120 - COUNTY AND SCHOOL IMPROVEMENT

The Board of Education supports the concept of County and school improvement as established by the West Virginia **State** Board of Education and will seek to create and/or maintain effective schools as defined by State Code and West Virginia **State** Board of Education policies.

COUNTY IMPROVEMENT

- A. The Board shall develop a School System Strategic Plan and revise, pursuant to WV Code 18-2E-5 and applicable West Virginia **State** Board of Education policy, the plan on an annual basis. The Strategic Plan shall be for a period of no more than five (5) years and shall include the mission and goals of the School or the District to improve student, school, or District performance and progress.

The County Strategic Plan must contain procedures and activities to strengthen the County education program in order to increase student achievement and positively impact student outcomes. The plan addresses the following areas in the West Virginia Grants and Planning System (WVGPS)

1. core beliefs and mission;
2. improvement goals;
3. a plan that includes performance measure, strategies, action steps and professional learning;
4. a system for monitoring and supporting the implementation and effectiveness of
5. an evaluation process, and ~~West Virginia Support for Improving Professional Practice (WVSIPP). The Strategic Plan shall be prepared through a collaborative process by the District Leadership Team; be facilitated by the Superintendent or appointed designees; and be based on a comprehensive needs assessment, which includes relevant District-wide data. The leadership team includes members who have the expertise to examine District-wide practices, analyze student performance data, and determine effective improvement strategies. The team shall incorporate information from the School Strategic Plans and various stakeholders. The Strategic Plan shall be completed by July 1 of each year, for the upcoming academic year, shall be monitored and adjusted throughout~~

~~the academic year as needed, and shall be revised annually as indicated by changes in student performance data and other information such as monitoring reports, accreditation results, or changes in school conditions.~~

6. West Virginia Support for Improving Professional Practice (WVSIPP).

B. The County Strategic Plan shall:

1. be prepared through a collaborative process by the District County Leadership Team;
2. be facilitated by the Superintendent or appointed designees; and
3. be based on a comprehensive needs assessment, which includes relevant District-wide data. The plan shall incorporate information from School Strategic Plans and various stakeholders.

~~The Board shall have a County School System Leadership Team which is responsible for supporting the continuous improvement of all County schools and for identifying targeted support and assistance to the schools falling below acceptable performance. The County School System Leadership Team members are appointed by the Superintendent, comprised of school and District staff and may include such individuals as distinguished teachers, distinguished principals, special education professionals, Title I professionals, West Virginia Department of Education professionals, RESA professionals, curriculum and instruction professionals, technology integration specialist and/or data analysis professionals.~~

1. ~~District-wide student performance data is utilized to determine trends and priorities for improvement. The data may include local, State, and national summative and formative achievement data including attendance data, early warning indicators, graduation rates, discipline trends, and college and career readiness progress measures.~~
2. ~~Make recommendations for District-wide improvement priorities and school-specific support, including assistance for schools falling below acceptable standards of performance as identified in needs assessment and strategic planning at the school level.~~
3. ~~Collaborate with parents, community stakeholders, school staff, County and School Leadership Teams in the formulation of the strategic plan, plan implementation, and continuous plan monitoring to address District-wide identified improvement needs, and specifically, student learning needs.~~
4. ~~Utilize the West Virginia Standards for High Quality Schools.~~
5. ~~Review agency monitoring reports relevant to improvement priorities.~~
6. ~~Make additional recommendations concerning assistance needed by the individual school or areas considered as District priorities.~~

C. ~~The County School System Leadership Team shall have the following responsibilities:~~

The leadership team includes members who have the expertise to examine District-wide practices, analyze student performance data, and determine effective improvement strategies. The team shall incorporate information from School Strategic Plans and various stakeholders.

C. The District Strategic Plan shall be completed by July 1 of each year, for the upcoming academic year, shall be monitored and adjusted throughout the academic year as needed, and shall be revised annually as indicated by changes in student performance data and other information such as monitoring reports, accreditation results, or changes in school conditions.

D. The County shall have a Leadership Team that is responsible for supporting the continuous improvement of all schools and for identifying targeted support and assistance to the schools falling below acceptable performance. The Leadership Team members are appointed by the Superintendent, comprised of school and District staff who have the expertise to examine District-wide practices, analyze student performance data, and determine effective improvement strategies. The team may include such individuals as distinguished teachers, distinguished principals, special education professionals, Title I professionals, West Virginia Department of Education professionals, curriculum and instruction professionals, technology integration specialist and/or data analysis professionals.

The District School System Leadership Team shall have the following responsibilities:

1. District-wide student performance data is utilized to determine trends and priorities for improvement. This data may include local, State, and national summative and formative achievement data including attendance data,

early warning indicators, graduation rates, discipline trends, and College- and Career-Readiness Progress measures;

2. Make recommendations for District-wide improvement priorities and school-specific support, including assistance for schools falling below acceptable standards of performance as identified in needs assessment and strategic planning at the school level; and assurance that all school leaders' annual evaluation goals are directly aligned to the strategic plan goals and weaknesses of schools' West Virginia Balanced Scorecards. The Superintendent or designee shall meet with the principal at least every sixty (60) days to review data and monitor progress toward the established goals;
3. Collaborate with parents, community stakeholders, school staff, District staff and School Leadership Teams in the formulation of the strategic plan, plan implementation, and continuous plan monitoring to address District-wide identified improvement needs, and student learning needs;

The school leadership team may include the same membership as the team preparing the strategic plan as appointed by the principal and may include representatives from other instructional teams, the faculty senate, and/or the LSIC.

4. Utilize the West Virginia Standards for Effective Schools, as stated in West Virginia Board of Education policy 2322, West Virginia System of Support and Accountability as a guide for self-assessment, decision-making, professional development, and strategic planning through conducting root cause analysis and needs assessment;
5. Review agency monitoring reports relevant to improvement priorities such as diagnostic review reports, audits, Title I monitoring results, special education monitoring results, technology integration issues, and any other reports the District Leadership Team finds helpful to inform deliberation and decision-making; and
6. Make additional recommendations concerning assistance needed by the individual school in the county or areas considered as County priorities.

SCHOOL IMPROVEMENT

- A. Every school shall develop and implement its School Strategic Plan.

The Plan outlines strategies and processes the school will implement to improve student performance and address student needs. The Plan adheres to the following criteria:

1. A comprehensive needs assessment, which includes relevant school-wide data, will be created through a collaborative process by a school leadership team facilitated by the principal. The leadership team includes members who have the expertise to examine school-wide and classroom practices, analyze student performance data, and determine effective improvement strategies. The team incorporates information from various stakeholders and other school committees including the LSIC, and teams.
2. ~~Addresses the areas in the WVGPS online platform:~~ Includes a comprehensive needs assessment identifying: 1) core beliefs and mission, 2) improvement goals, 3) a work plan that includes action steps and professional learning 4) a system for monitoring and supporting the implementation and effectiveness of activities, and 5) an evaluation process, which includes generating educator professional evaluation goals that are directly aligned to the strategic plan goals and with weaknesses on the school's West Virginia Balanced Scorecard. The principal shall meet with existing teams on an ongoing basis to review school-wide data and monitor progress toward the established goals. A school evaluation process completed prior to the closing of the preceding academic year should be monitored and adjusted throughout the school year as needed and be revised annually as indicated by changes in student performance school quality data.
3. ~~Is predicated on the establishment of high expectations for performance of all students and staff in the school;~~
4. ~~School Strategic Plans shall be completed prior to the closing of the preceding academic year and should be monitored and adjusted throughout the school year as needed.~~

- B. ~~The School Leadership Team shall have the following responsibilities:~~ School Improvement Processes. The school leadership team utilizes the following processes to develop the school's strategic plan:

1. Analyze student performance and school quality data ~~appropriate to the programmatic level of the school~~ to determine trends and priorities ~~for improvement~~. This data may include local, state and national summative and formative achievement data including attendance data, student grades, early warning indicators, graduation rates, discipline trends, and College and Career Ready Progress measures.
 2. Utilize the standards in West Virginia Standards for Effective Schools, West Virginia ~~State~~ Board of Education Policy 2322 as a guide for self-assessment, decision-making, professional development, and strategic planning; ~~through conducting root-cause-analysis-and-needs-assessments~~.
 3. Review agency monitoring reports relevant to school improvement priorities such as diagnostic review ~~reports~~, Title I monitoring results, special education monitoring results, and any other reports the School Leadership Team finds helpful to inform deliberation and decision-making;
 4. Collaborate with parents, LSIC, community stakeholders, school staff, County staff and County Leadership Team; ~~in the formulation of the Strategic Plan~~.
 5. Make additional recommendations to the County School System Leadership Team concerning additional assistance that is needed for the school; and
 6. Request and receive technical assistance from the District based on the measures set forth in WV policy 2322.
- C. ~~Schools will be selected to receive technical assistance based upon their status with regard to the performance measures set forth in West Virginia's approved Accountability and Accreditation System.~~

~~Revised 3/10/15~~

~~Revised 11/16/17~~

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Legal References

West Virginia State Board of Education policy 2322

West Virginia State Board of Education policy 2510

WV Code 18-5A-5, 18-2E-5, 18-2E-6

Goals 2000 – Educate America Act