



POCAHONTAS COUNTY SCHOOLS

2020-2021 STRATEGIC PLAN

Goal Description	Progress Monitoring Data Source Description	Strategy Description	Action Step Description	Person Responsible
<p>By 2025 95% of students will graduate and continue their education or be gainfully employed with skills gleaned during their educational experience.</p>	<p>The high school guidance counselor will be tracking and contacting students after they have graduated to find out if they are continuing education or obtained gainful employment.</p>	<p>Beginning in 8th grade, students will be provided with extensive information, materials, and guidance regarding post-graduation educational opportunities and will be introduced to a network of potential employers.</p>	<p>Beginning in the 8th Grade students will be introduced to a network of employers and post-secondary school opportunities. 8th grade student will make a plan to achieve their post-graduation goals-a plan that will evolve throughout high school based on the students interest and ability. While in high school, students will be provided with guidance and information necessary to secure a post-secondary education or gainful employment.</p>	<p>School Principals and Guidance Counselors</p>
		<p>A system will also be put into place to track what students are doing after graduation so we can accurately measure how many students are gainfully employed or continuing their education.</p>	<p>A system or database will be put into place to what student are doing after graduation. This will help us to measure what percentage of students are gainfully employed or are continuing education post-graduation.</p>	<p>Emily McLaughlin</p>
<p>By 2025, 70% of all 6th grade students will score proficiency in Math.</p>	<p>Math performance benchmarks from WVDE will be measured for the 2020-2021 school year.</p>	<p>Pocahontas County will provide a Math coach to train and assist math teachers with strategies and curriculum. Professional development and time for vertical teaming and collaboration will be provided to math teachers.</p>	<p>Pocahontas County will continue to provide a math coach to help teachers develop curriculum and utilize new materials and strategies to optimize student achievement.</p>	<p>Joanna Burt-Kinderman</p>
			<p>Math teachers will be provided with opportunities for ongoing professional development, vertical teaming, and collaborating. Joanna Burt-Kinderman, our math coach, works with teachers in each of our schools to create consistency in the types of teaching strategies we use</p>	<p>Joanna Burt-Kinderman</p>

			and to provide support for all math teachers.	
			Homeless student progress will be monitored closely to determine if absenteeism is a detriment to their math success. Academic interventionists will be assigned to specific homeless students for academic support if this occurs.	Lori Doolittle
			Academic interventionists will be used to support math instruction in grades K-8.	Joanna Burt-Kinderman
		Each special educator and related service providers' certification shall be reviewed to determine certification status and eligibility for additional certifications	Review of all special educators and related service providers certification to assure that appropriately certified professionals are providing the appropriate services to students with disabilities in Pocahontas County School services	Sherry Radcliff
During the 2020-2021 school year attendance rates will decrease to less than 3%.	Our attendance goal will be measured by using Zoom-E.	Incentives for improved attendance will be provided for students at each school and our truancy officer will work with students who are habitually absent to improve attendance rates.	Each school will develop its own incentive for improved or perfect attendance for its students. This could include rewards, reward recess, free time, etc.	School Principals and Counselors
			Each school principal will monitor Zoom-E to identify attendance percentages and to identify trends in attendance decline and improvement.	School Principals
			If a student is continually truant, our Truancy Diversion Specialist will work with the student and family to develop a plan to improve school attendance.	Lori Doolittle
	The truancy diversion specialist, in conjunction with the school principals and counselors, will strive to improve our attendance rate by 2% for the 2019-2020 school year. Additionally, specific attention will be paid to our homeless students who appear to be some of our more chronic absentee students.			

Aligning with the Pocahontas County Family Engagement plan, each school will increase the availability of family engagement activities by 50% by June 2021. Three family engagement coordinators have been hired to plan and implement the activities in conjunction with the school staff (administration, service and professional employees, school nurses and LPNs, social worker, and academic coaches).	Family engagement activity cards will be used to measure family engagement.	During the 2020-2021 year we will conduct Student-Led Conferences at all schools in an attempt to draw more parents to the school for the purpose of allowing the student to conference with their parents on academic accomplishments and learning opportunities. We began using this during the 2019-2020 school year with much success in drawing new parents to conference settings.	Each school designs their own methods of attracting parents to our schools. One method that we used this year, and will continue to use, is the creation of student-led conferences. These conferences allow students to lead the discussion with each parent on what they are learning and how they are doing. The teacher is present, but not participating in the actual conference---unless asked by the student or parent. This activity was combined with other activities such as fairs or art displays to help entice parents to attend. Evidence shows that we had great participation. We will monitor the results this year and compare them for future comparisons.	Terrence Beam
			Hire three family engagement coordinators to plan parent involvement activities. Funding to include stipends for employees, supplies, and food.	Terrence Beam
		Schools will put forth an effort to provide smoother transitions to our early grade levels and provide parent support for family engagement in literacy.	Each family engagement coordinator and ELA Coach will work with the principals to design pertinent family engagement activities.	Terrence Beam
By 2022 70% of 3rd grade students will score proficiency in ELA.	ELA proficiency will be measured with I-Ready and PALS.	ELA educators will be provided with ongoing professional development and principals will work to implement reading and writing across all subjects.	ELA teachers will be provided with ongoing professional development regarding ELA curriculum and strategies. They will also be provided with a day of vertical teaming (ELA Cohort) once every 9 weeks to discuss strategies and curriculum. In addition, an ELA coach is hired to assist all ELA teachers in providing research-based strategies to better deliver academic content to our students.	Terrence Beam
			Principals will work to promote reading and writing across all subject areas in their school.	School Principals
			Staff will be provided training on using the PALS in PreK - 8th grade as an additional resource to guide instruction. Professional development will be	Stephanie Burns

			provided in Phonics, Vocabulary, and Writing. ELA Cohort will continue to meet to help guide and direct the future trainings for all grade level literacy skills. Middle School and High School ELA teachers will meet every nine weeks to discuss further development in the middle and high school ELA programs.	
			Academic support will be provided to middle school students at Marlinton Middle School for ELA.	Stephanie Burns
		Homeless student progress in ELA will be carefully monitored and additional support for those students will be provided.	Homeless students will be provided intervention support and will be specifically monitored to determine progress and needs.	Ronald Hall
		Each special educator and related service providers' certification shall be reviewed to determine certification status and eligibility for additional certifications	Review of all special educators and related service providers certification to assure that appropriately certified professionals are providing the appropriate services to students with disabilities in Pocahontas County School services	Sherry Radcliff
Improving school climate by utilizing the School Climate Survey, initiating meaningful Behavior improvement/management plans, and providing access for all students to school-based mental health services. It is our goal for 85% of all students in grades 4-12 have a positive view of the school. We continue to use PBIS in our schools with additional technical support being provided upon request. Our behavior data is exceptionally good, in a large part because of the emphasis on PBIS.	All schools shall participate in the WV Initiatives to Support Students that include WVPBIS, WV Graduation 20/20, Healthy Grandfamilies, and the WV Center for Mental Health and Technical Assistance at Marshall University.	All middle schools and the high school shall participate in the Graduation 20/20 initiative	Green Bank Elementary/Middle School, Marlinton Middle School, and Pocahontas County High school will follow their incentive plans to promote improved attendance, behavior, and student academic success.	Ruth Bland
		Pocahontas County will receive training in the Healthy Grandfamilies program	Pocahontas County will schedule trainings by the Healthy Grandfamilies program and WVSU for all five schools	Ruth Bland
		All five schools shall review the effectiveness of their PBIS programs and using data collected shall edit plans reflect the needs of the students	Using the information in the Discipline Module, schools shall analyze data to determine whether their PBIS programs will need changes.	Principals
		Schools will engage the WVMHTA for support in the classrooms and throughout the school with children experiencing trauma	Marlinton Elementary School will meet with the WVMHTA to develop strategies to assist with students struggling with ACEs and to integrate it with their schoolwide PBIS plan	Ruth Bland
We have added a social	The school climate survey in addition to a school-	All schools will participate in the School Climate Survey in the	Results of the School Climate Survey completed in 2019-2020 are being used	Ruth Bland

<p>worker and three LPN/aides to help with the growing number of students with physical and emotional needs.</p>	<p>developed survey will be used to determine goal attainment.</p>	<p>spring of 2021 to provide a needs assessment basis for the 2021-2022 year.</p>	<p>by each school to address the school climate of each individual school within Pocahontas County Schools. Two of our schools had new principals in the 2019-2020 school year and a need to review the school climate results are catamount in importance in guiding the administration and staff's direction.</p>	
			<p>All students shall have access to on site school-based mental health services. In addition, we have hired a social worker to serve all students.</p>	Ruth Bland
			<p>A School Assistance Team shall convene when a student receives more than two discipline referrals relating to disrespectful/disruptive behavior.</p>	Ruth Bland
			<p>Engage the Behavior/Mental Health TA Center WV Autism Training Center at Marshall University to provide training in PBIS and the Trauma-Sensitive Classroom.</p>	Ruth Bland
<p>In an effort to address the recent pandemic, Pocahontas County Schools will increase the availability of technology access and engaging instruction for our students by 75% during the 2020-2021 school year.</p>	<p>Progress will be monitored by teachers, principals, and the technology director to determine success, as well as statewide assessments.</p>	<p>Pocahontas County Schools will utilize all available resources to provide appropriate hardware, software, and instruction to all students.</p>	<p>Pocahontas County Schools shall utilize all funding programs, as well as donation programs related to technology to provide students and staff with appropriate hardware, software, and instruction.</p>	Ruth Bland
			<p>Pocahontas County Schools will provide technology equipment, software, and instruction in developing a high-quality informational technology system with the goal to create a technologically literate graduate that will be ready to meet challenges and expectations in the informational-age society.</p>	Ruth Bland
			<p>We will expand our technology capabilities to include one-to-one devices for our students to better prepare for COVID 19 or similar obstacles to learning. We will provide a kiosk for the Green Bank area that does not allow wi-fi in the area.</p>	

			Inventory and address current availability of technological devices, internet access, technology skills (families, students, educators), programs,/resources to deliver instruction and supports. Utilize CARES Act money to provide one-to-one devices for all students to ensure the continued delivery of instruction and learning when working remotely.	Ruth Bland
Through developmentally appropriate literacy experiences 70% of all children from Kindergarten through 3rd grade will gain a year growth of targeted literacy skills by June 8, 2021 according to formative and summative assessments.	Success will be measured by input from teachers and the ELA coach as to what successes have occurred. Also, benchmark assessments and state testing results will be used to determine progress.	Early childhood instructors through instruction will demonstrate awareness of how reading and writing are useful.	Students will develop literacy skills with a robust researched based curriculum. Preschool will be using Creative Curriculum and K -3 is supplemented curriculum to assure all standards are being addressed. Areas that will receive additional emphasis this year in the classroom and training throughout the county are Phonics, Vocabulary, and Writing.	Stephanie Burns
			Students will improve their literacy knowledge of all ELA components.	Stephanie Burns
			Students will learn the importance of communicating through written language.	Stephanie Burns
		ELA coach support.	The ELA coach will assist classroom teachers in the delivery of instruction through research-based practices and supports.	Stephanie Burns
		All preschool special needs instructors shall be certified and classroom assistant teachers shall have ECAT certification	All preschool special needs instructors shall maintain appropriate certifications.	Ruth Bland