

NORTH CAROLINA

PORTRAIT of a GRADUATE



ADAPTABILITY - COLLABORATION - COMMUNICATION - CRITICAL THINKING
EMPATHY - LEARNER'S MINDSET - PERSONAL RESPONSIBILITY



Perquimans County Schools

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District Strategic Plan 2024-2029

North Carolina State Board Strategic Plan Goals



1. Eliminate opportunity gaps by 2027.
2. Improve school and district performance by 2027.
3. Increase educator preparedness to meet the needs of every student by 2027.



District Strategic Plan

2024-2029

Vision Statement:

Perquimans County Schools, in partnership with family and community, will educate all students in a safe and nurturing environment to thrive in a global society.

Mission Statement:

Perquimans County Schools will provide a quality and innovative education that will prepare every child, every day to be successful.

Core Values:

1. **Equity** - Every child is provided an equal chance for success.
2. **Opportunity** - All students are prepared to be successful beyond high school.
3. **Resilience** - Students are equipped with the skills needed to build a positive sense of self, overcome challenges, and persevere.
4. **Quality** - Each child's academic, social, and emotional needs are met.
5. **Innovation** - Continuous improvement will promote excellence and challenge the status quo.

Strategic Priorities:

1. Successful Students
2. Safe and Nurturing Environment
3. Equitable Access
4. High Quality Professionals
5. Communication

District Strategic Priorities & Action Steps



Strategic Priority 1: Graduate every student to be a contributing citizen who is confident, competitive and prepared to reach his or her personal goals.



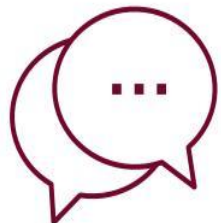
Strategic Priority 2: Provide services that will support the social, emotional, and physical needs of our students in a safe, secure, orderly, and innovative learning environment.



Strategic Priority 3: Provide students equitable access to a challenging curriculum and engaging instruction.



Strategic Priority 4: Recruit, retain and support effective and diverse teachers and school leaders.



Strategic Priority 5: Prioritize clear and timely communication to ensure all stakeholders are well-informed and engaged in the work of the district.



Strategic Priority 1: Graduate every student to be a contributing citizen who is confident, competitive and prepared to reach his or her personal goals.

Goal 1: All schools will meet or exceed the state grade level proficiency average and growth standard annually.

Action Steps:

- 1.1 Meet or exceed growth in all measured subject areas in EVAAS.
- 1.2 Meet or exceed state grade level proficiency in all tested subjects.
- 1.3 Every school will have an established core in all measured subject areas.
- 1.4 Meet the state composite mean for ACT.
- 1.5 Meet the state average for Workkeys proficiency.

Goal 2: All reportable subgroups will meet or exceed state proficiency averages.

Action Steps:

- 2.1 Each subgroup will meet or exceed growth in all tested subjects.
- 2.2 Progress monitor students by subgroup.
- 2.3 Implement interventions using progress monitoring data.
- 2.4 Use NC Check-in data to inform instruction.

Goal 3: Exceed the 4-year graduation cohort state average overall and by subgroup.

Action Steps:

- 3.1 Reduce or eliminate dropouts through differentiated interventions.
- 3.2 Implement Career Development Plans for all students grades 6-12.
- 3.3 Re-engage students through the Academic Success course and Freshman Academy
- 3.4 Communicate the benefits and availability of credit recovery programs to students and families through multiple channels.
- 3.5 Implement robust academic support services, including tutoring, mentoring, and counseling, to address the individual needs of students in credit recovery.
- 3.6 Meet or exceed the state benchmark for CTE concentrator graduation rate.

Goal 4: Exceed the state average of CTE Concentrators to graduate high school having attained a recognized postsecondary credential.

Action Steps:

- 4.1 Review course blueprint and establish the credential needs.
- 4.2 Create an expected credential document to share with stakeholders



Strategic Priority 2: Provide services that will support the social, emotional, and physical needs of our students in a safe, secure, orderly and innovative learning environment

Goal 1: Reduce the number of students with 10 or more absences annually.

Action Steps:

- 1.1 Develop a standard protocol for attendance for all schools to implement.
- 1.2 Contact parents/students with chronic absences prior to the start of the new school year.
- 1.3 Send home 3 day, 6 day, and 10 day absentee letters.
- 1.4 Make parent contact throughout the year via phone, home visits, conferences, etc.
- 1.5 Conduct school level JAC meetings (after 6 days for HS and 10 for K-8).
- 1.6 Conduct district JAC meetings for K-12 students.
- 1.7 Offer tutoring services for students with excessive absences to make up their seat time while also closing gaps in their learning that has been caused by excessive absences.

Goal 2: Provide opportunities for parents to support their child's education.

Action Steps:

- 2.1 Provide Triple P (Positive Parenting Program) training for parents as needed.
- 2.2 Offer community outreach events.

Goal 3: Reduce the number of discipline referrals annually that result in out-of-school suspension.

Action Steps:

- 3.1 Teach school level core behavior matrix explicitly to students.
- 3.2 Implement core SEL curriculum with fidelity at each school.
- 3.3 Conduct core behavior problem solving at least 3 times per year.
- 3.4 Use SEL screeners to identify students at risk and provide needed interventions.
- 3.5 Provide professional development for staff on trauma informed practices.

Goal 4: Enhance school safety, ensuring that the environment is secure and conducive to learning.

Action Steps:

- 4.1 Annually review and update PQ School's Comprehensive Safety and Response Plan
- 4.2 Annually review and update the School Health Advisory Committee Action Plan
- 4.3 Conduct regular safety drills
- 4.4 Organize comprehensive safety training for all school staff
- 4.5 Maintain annual funding for school safety measures.



Strategic Priority 3: Provide students equitable access to a challenging curriculum and engaging instruction.

Goal 1: Establish a well defined core curriculum in all subject areas.

Action Steps:

- 1.1 Review current curriculum ensuring alignment to the North Carolina Standard Course of Study.
- 1.2 Embed critical thinking, problem solving, and inquiry based learning throughout the curriculum.
- 1.3 Portray diverse cultures and real world experiences.
- 1.4 Support a variety of learning levels.

Goal 2: Provide learning experiences for all students to gain rigorous academic knowledge and essential skills necessary to succeed in the postsecondary plan of their choice.

Action Steps:

- 2.1 Define and utilize research based instructional practices
- 2.2 Cultivate students' personal responsibility and foster learners' mindset
- 2.3 Establish high expectations for every student

Goal 3: Monitor the effective implementation of the core curriculum to improve and inform instruction.

Action Steps:

- 3.1 Provide timely and effective feedback to students from teachers
- 3.2 Provide timely and effective feedback to teachers from administrators
- 3.3 Utilize authentic formative and summative assessments to determine student level of mastery

Goal 4: Provide professional development to ensure teachers are equipped to help students master grade level standards

Action Steps:

- 4.1 Provide content specific professional development
- 4.2 Utilize research based instructional practices
- 4.3 Integrate culturally responsive teaching
- 4.4 Analyze assessment data to evaluate and inform instruction



Strategic Priority 4: Recruit, retain and support effective and diverse teachers and school leaders.

Goal 1: Strive to maintain a teacher turnover rate that is lower than other districts in our region.

Action Steps:

- 1.1 Create a Google exit form to identify trends, patterns and factors contributing to turnover.
- 1.2 Analyze exit form data annually to identify trends, patterns and factors contributing to turnover.
- 1.3 Develop targeted retention strategies tailored to the unique needs and challenges of the district.
- 1.4 Cultivate a climate of collaboration, communication, and recognition of staff contributions.
- 1.5 Create a school culture where teachers and staff feel valued, respected and appreciated.
- 1.6 Prioritize the well-being and mental health of staff by connecting them with wellness programs, counseling services, and resources to help manage stress and burnout.

Goal 2: Recruit teachers and school leaders that align with the district's values, culture, and goals.

Action Steps:

- 2.1 Forge partnerships with local universities and colleges to establish pipelines for recruiting new teachers.
- 2.2 Publish recruitment materials that reflect the diversity of the district's student population and community.
- 2.3 Assemble diverse hiring panels that represent a range of backgrounds, identities, and perspectives.
- 2.4 Encourage inclusive hiring practices that value diversity and recognize the strengths of all candidates.
- 2.5 Engage with the local community to raise awareness about teaching opportunities within the district.
- 2.6 Participate in career fairs, job placement events, and student teaching programs to engage with aspiring educators early in their careers.
- 2.7 Form partnerships with minority-serving institutions, such as HBCUs, to recruit candidates from underrepresented groups.
- 2.8 Identify students and classified staff members who demonstrate potential and interest in pursuing a career in teaching and offer resources/support to help navigate the path to becoming teachers.

Goal 3: Provide support to teachers and school leaders, which leads to improved effectiveness.

Action Steps:

- 3.1 Offer ongoing professional development opportunities tailored to the needs and interests of teachers and school leaders.
- 3.2 Implement mentoring programs that pair effective educators with new teachers needing professional growth.
- 3.3 Provide consistent constructive feedback to help teachers and school leaders reflect on their practice and set goals for improvement.
- 3.4 Allocate resources to support teacher and school leader effectiveness.



Strategic Priority 5: Prioritize clear and timely communication to ensure all stakeholders are well-informed and engaged in the work of the district.

Goal 1: Establish and maintain consistent school-to-home communication to support academic success and overall well-being.

Action Steps:

- 1.1 Make positive parent contacts within the first 10 days of class
- 1.2 Conduct parent/guardian conferences following the 1st and 3rd quarter.
- 1.3 Establish expectations and protocols for responding promptly to inquiries from stakeholders
- 1.4 Provide training and resources to staff on policies regarding parental engagement.
- 1.5 Ensure student grades are entered into the Student Information System in a timely manner.
- 1.6 Provide regular communication to inform families about school initiatives, events, and updates.
- 1.7 Use a variety of communication pathways to keep families informed about their child's progress (ie, grades, behavior, attendance, engagement).

Goal 2: Enhance communication channels from the school district to community stakeholders

Action Steps:

- 2.1 Revise the district website to provide user friendly navigation and up to date information
- 2.2 Utilize social media/local media to share highlights, achievements, and important announcements
- 2.3 Create opportunities for stakeholders to participate in decision-making processes through surveys, focus groups, or advisory committees.

Goal 3: Enhance and streamline internal communication to foster a cohesive, informed and collaborative work environment.

Action Steps:

- 3.1 Review and update district organizational chart annually.
- 3.2 Utilize the district and school calendars to effectively schedule and communicate events.
- 3.3 Develop and maintain staff handbooks at each school that outline procedures, protocols, roles and responsibilities.