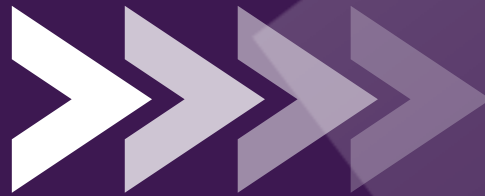




2024-2029



**PRINCE EDWARD COUNTY  
PUBLIC SCHOOLS  
STRATEGIC PLAN**



Revised Draft: May 2023



# A LETTER FROM THE SUPERINTENDENT



Dear Prince Edward County Public Schools Community,

I am thrilled to share with you the Prince Edward County Public Schools' Division Strategic Plan, a comprehensive blueprint that outlines our vision for providing an outstanding educational experience for all our students.

This strategic plan is the result of extensive collaboration with our dedicated staff, students, families, and community stakeholders. It focuses on key areas that are crucial for the success and well-being of our students: Academic Achievement, Staffing and Professional Development Support, Family and Community Engagement, and Safety and Security.

As we move forward with this strategic plan, I am confident that our collective efforts will lead to significant improvements in our schools and the educational outcomes of our students. I encourage all members of our community to stay engaged and involved as we work together to achieve these ambitious goals.

Thank you for your continued support and commitment to Prince Edward County Public Schools. Together, we can create a brighter future for our children.

Sincerely,

Dr. Barbara Johnson  
Superintendent of Schools  
Prince Edward County Public Schools



# A MESSAGE FROM THE PECPS SCHOOL BOARD

Dear Prince Edward County Public Schools  
Community,

As the Chairperson of the Prince Edward School  
Board, I am excited to share with you our  
comprehensive Strategic Plan, developed to  
guide our district toward continued excellence  
and to ensure that every student receives a  
world-class education.



We are confident that this strategic plan will set a clear and ambitious path  
forward for our district. We are dedicated to working collaboratively with all  
stakeholders to achieve these goals and ensure that our schools are places  
where every student can thrive.

Thank you for your continued support and commitment to the success of our  
students and our district. Together, we can create a brighter future for all.

Warm regards,

Lucy Carson  
Chair  
Prince Edward County School Board



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## School Board

Spring 2024

### **Farmville District 1**

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### **Lockett District 2**

Mr. Doug Farley

### **Leigh District 3**

Dr. Timothy W. Corbett, Sr.

### **Hampden District 4**

Dr. James A. Arieti

### **Buffalo District 5**

Mrs. Lucy B. Carson, Chair

### **Prospect District 6**

Mrs. Elzora G. Stiff

### **Farmville District 7**

Mrs. Susan Kimbrough, Vice Chair

### **Farmville District 8**

Mr. Cainan Townsend

## Administrative Team

### **Superintendent**

Dr. Barbara Johnson

### **Assistant Superintendent of Support Services**

Richard L. Goode

### **Director of Human Resources**

LaRoya Eanes-Walton

### **Director of Curriculum and Instruction**

Jeanine Garrett

### **Director of Special Education**

Donna Woodson

### **Coordinator of Grants**

Amy McClure

### **Coordinator of Data Analytics and Career Connections**

Thomas Foster

### **Coordinator of Curriculum and Instruction**

Jerome Fleming

### **Supervisor of Finance**

Virginia Jones

### **Supervisor of Technology**

Jason Crabtree

VISION

UNITED IN  
**EXCELLENCE.**

MISSION

WE ARE AN

*inclusive,*

**STUDENT-  
CENTERED**

**COMMUNITY**

focused on inspiring confident,  
knowledgeable, and productive citizens  
who are empowered to lead.



# PRINCE EDWARD COUNTY PUBLIC SCHOOLS

## OVERARCHING GOALS

### ACADEMIC ACHIEVEMENT

Prince Edward County Public Schools is dedicated to fostering an environment of academic excellence for all students by ensuring that every student receives a quality education.

### STAFFING & PROFESSIONAL DEVELOPMENT SUPPORT

Prince Edward County Schools is committed to attracting, developing, and retaining highly qualified and motivated educators and support staff. By prioritizing ongoing learning and development, we aim to empower our staff to continuously enhance their skills and expertise, ultimately leading to improved teaching practices and student outcomes.

### FAMILY & COMMUNITY ENGAGEMENT

Prince Edward County Schools recognizes that education is a partnership between schools, families, and the community. We aim to strengthen engagement and communicate effectively with all stakeholders to build a stronger, more connected educational community.

### SAFETY & SECURITY

Prince Edward County Schools is dedicated to ensuring and promoting a safe, orderly, and nurturing environment for both students and staff by implementing comprehensive safety protocols, maintaining well-equipped and secure facilities, and fostering a positive school culture. Through these efforts, we aim to create a supportive atmosphere where every student and staff member feels valued and protected.

# GOAL 1: ACADEMIC ACHIEVEMENT

Prince Edward County Public Schools is dedicated to fostering an environment of academic excellence for all students by ensuring that every student receives a quality education.

**Objective 1:** Align all High-Quality Instructional Materials and resources to the Virginia Department of Education (VDOE) Standards of Learning.

## STRATEGY

Ensure the alignment of High-Quality Instructional Materials and resources with state standards across the written, taught, and tested K-12 core content areas.



## MEASURE

Documented alignment of curriculum through increased student proficiency scores on state standardized tests.

## STRATEGY

Implement the Virginia Literacy Act utilizing VDOE approved High-Quality Instructional Materials.



## MEASURE

Conduct fidelity observations on the use of the High-Quality Instructional Materials in all K-8 literacy classrooms.

Documentation of improvement in reading proficiency levels from baseline assessments to subsequent evaluations as present in the Prince Edward County Public School's Division Literacy Plan.

**Objective 2:** Prince Edward County Schools is committed to implementing systematic approaches to teaching and learning PreK-12 that are grounded in research-based practices. These routines include clear objectives, active participation, tailored support, and ongoing assessment to ensure student progress.

## STRATEGY

Develop and implement professional development programs for teachers focused on research-based instructional practices.



## MEASURE

Review lesson plans and lesson observations to ensure alignment with researched-based instructional practices.

## STRATEGY

Incorporate active learning strategies such as cooperative learning, inquiry-based activities, and hands-on experiences into daily instruction.



## MEASURE

Monitor student engagement during lessons through observation or student feedback.

## STRATEGY

Implement formative and summative assessments regularly to monitor student progress and adjust instruction accordingly.



## MEASURE

Track student performance on formative through mini multiple common assessments to gauge progress.

Review student achievement data regularly to evaluate the effectiveness of differentiated instruction in improving learning outcomes.

**Objective 2:** Prince Edward County Schools is committed to implementing systematic approaches to teaching and learning PreK-12 that are grounded in research-based practices. These routines include clear objectives, active participation, tailored support, and ongoing assessment to ensure student progress.

## STRATEGY

Implement evidence-based early childhood education practices that foster the comprehensive development of cognitive, social, emotional, and physical skills of all early childhood students.

## MEASURE

Conduct required Classroom Assessment Scoring System (CLASS) observations and provide targeted feedback



**Objective 3:** Prince Edward County Schools is committed to strategically allocating resources, interventions, support, and leveraging high-qualified teachers, based on the specific needs and priorities of students.

## STRATEGY

Offer ongoing training and professional development opportunities for teachers and support staff to enhance their understanding of SPED strategies and best practices.



## MEASURE

Assess the implementation of learned strategies in the classroom, teacher confidence levels, and student outcomes related to professional development topics.

## STRATEGY

Implement targeted interventions and support programs tailored to address identified student needs.



## MEASURE

Track the distribution and utilization of resources to ensure alignment with student needs and priorities.



**Objective 3:** Prince Edward County Schools is committed to strategically allocating resources, interventions, support, and leveraging high-qualified teachers, based on the specific needs and priorities of students

## STRATEGY

Review and adjust resource allocation strategies based on ongoing assessment of student progress and evolving priorities.



## MEASURE

Assess the effectiveness of interventions and support programs through measures such as student performance data, attendance rates, and behavior incidents.

Analyze trends in student achievement and progress over time to evaluate the overall effectiveness of resource allocation efforts.



**Objective 4:** Prince Edward County Schools is committed to providing career exploration opportunities for students K-12, ensuring on time graduation, and the fulfillment of career, college, and civic readiness requirements as outlined by the Virginia Department of Education

## STRATEGY

Ensure that all students successfully complete personalized career and academic plans that include clear, suggested pathways aligned with their interests and goals.

## MEASURE

Regularly assess the alignment of students' educational plans with graduation requirements and career, college, and civic readiness indicators through systematic reviews and updates.

## STRATEGY

Review and update educational plans that track students' progress towards meeting graduation requirements, and career, college, and civic readiness indicators

## MEASURE

Analyze graduation rates, completion of required courses, and achievement of academic and career goals through data collection

## GOAL 1 METRICS

- Number of teachers using High Quality Instructional Materials as determined by Prince Edward County Literacy Plan
- Virginia Standards of Learning Performance for all student groups
- Virginia Language and Literacy Screener (VALLS) Identification
- Virginia Visualization and Analytics Solution (VVAAS) Growth Measure
- Identification of gifted students based on demographic factors
- Virginia Kindergarten Readiness Program (VKRP) Assessment data
- On time graduation rates

# GOAL 2: STAFFING AND PROFESSIONAL DEVELOPMENT SUPPORT

Prince Edward County Schools is committed to attracting, developing, and retaining highly qualified and motivated educators and support staff. By prioritizing ongoing learning and development, we aim to empower our staff to continuously enhance their skills and expertise leading to improved teaching practices and student outcomes.

**Objective 1:** Prince Edward County Schools will provide continuous, high-quality professional development opportunities that empower our staff with the latest instructional strategies, curriculum alignment techniques, and the use of high-quality instructional materials.

## STRATEGY

Provide ongoing professional development opportunities focused on instructional strategies, curriculum alignment, and the use of instructional materials and technology.

## MEASURE

Evaluate student achievement data to measure the impact of professional development on teaching effectiveness and student outcomes.

## STRATEGY

Establish collaboration platforms and peer learning communities to facilitate knowledge sharing and skill development among staff members.

## MEASURE

Track participation rates in professional development activities to gauge staff engagement and interest.

**Objective 2:** Prince Edward County Schools will introduce a robust mentoring initiative designed to bolster the retention and recruitment of educators and staff. By prioritizing mentorship and support, the district endeavors to create a nurturing environment where all members feel valued, supported, and empowered .

## STRATEGY

Prince Edward County Public Schools will implement a structured mentorship program that pairs experienced mentors with mentees.

## MEASURE

Administer surveys to mentees to gather feedback on the quality and effectiveness of mentorship relationships, structured sessions, and personalized guidance.

Collect input from mentors to assess their satisfaction with the program, their perceived impact on mentees, and any areas for improvement.

Monitor the turnover rates among participants in the mentorship program compared to those who did not participate, to determine the program's impact on staff retention.

## STRATEGY

Recruit and retain highly qualified teachers through targeted hiring processes and professional development opportunities.

## MEASURE

Monitor teacher qualifications and retention rates to ensure a high level of educator expertise.

## GOAL 2 METRICS

- Mentor mentee surveys
- Number of fully endorsed, licensed teachers
- Data from professional developments and trainings for teachers
- Staff surveys on Professional development
- Teacher Retention rates

# GOAL 3: SAFETY AND SECURITY

Prince Edward County Schools is dedicated to ensuring and promoting a safe, orderly, and nurturing environment for both students and staff by implementing comprehensive safety protocols, maintaining well-equipped and secure facilities, and fostering a positive school culture.

**Objective 1:** Prince Edward County Schools will ensure a safe, supportive, and nurturing school environment by communicating safety plans, implementing systems that support and promote student attendance, interventions and character development.

## STRATEGY

Utilize the Virginia Tiered System of Supports (VTSS) for academic and behavioral support and growth.

## MEASURE

Conduct regular classroom observations and reviews to ensure VTSS strategies are being applied consistently.

Measure improvements in academic performance and behavioral outcomes.

## STRATEGY

Monitor SWIS data to identify discipline trends and possible interventions.

## MEASURE

Regularly analyze SWIS data to identify and document discipline trends.

## STRATEGY

Establish a school based team to regularly review attendance data and intervention outcomes that assess effectiveness, and make data-informed decisions.

## MEASURE

Review and analyze student attendance data and intervention strategies

**Objective 1:** Prince Edward County Schools will ensure a safe, supportive, and nurturing school environment by communicating safety plans, implementing support systems, monitoring data for interventions, and promoting character education.

## STRATEGY

Implement a character education program for students in K-12.

## MEASURE

Conduct surveys to assess perceptions of school climate and the impact of the character education program on fostering a positive environment.

Conduct routine classroom walkthroughs and fidelity checks.

## STRATEGY

Identify appropriate division-wide wrap-around services and strategies.

## MEASURE

Track the number of students and families receiving wrap-around services.

Measure the effectiveness of wrap-around services by assessing improvements in student attendance, academic performance, and social-emotional well-being.

## GOAL 3 METRICS

- Number of students receiving wrap around services
- Data around chronic absenteeism SWIS discipline data
- Climate survey results from all stakeholders
- Attendance data and documentation of interventions

# GOAL 4: FAMILY AND COMMUNITY ENGAGEMENT

Prince Edward County Schools recognizes that education is a partnership between schools, families, and the community. We aim to strengthen engagement and communicate effectively with all stakeholders to build a stronger, more connected educational community.

**Objective 1:** Prince Edward County Public Schools is dedicated to fostering a sense of community and collaboration through regular events that bring together all stakeholders.

## STRATEGY

Host school-related community events, workshops, and open houses.

## MEASURE

Track event attendance  
Track and analyze event survey data.

## STRATEGY

Empower families to be active participants in their attendance, children's education, and school community.

## MEASURE

Utilize multiple platforms to communicate with families.  
Encourage regular parent-teacher conferences and family involvement.



**Objective 1:** Prince Edward County Public Schools is dedicated to fostering a sense of community and collaboration through regular events that bring together all stakeholders.

## STRATEGY

Build strong relationships with local businesses, organizations, universities and colleges, and community leaders to support educational initiatives and student success.



## MEASURE

Partner with local businesses and organizations to create internship, mentorship, and volunteer opportunities for students.

Track the College, Career, and Civic Readiness Index hours (high school only).

## GOAL 4 METRICS

- Data from attendance of family engagement events
- Percent of parents accessing parent portal
- Data on the traffic on online platforms and social media accounts





# SUCCESSES FROM FLIGHT TO 2023 STRATEGIC PLAN

**Comprehensive Data Analysis:** The creation of the division data digs process has facilitated in-depth data discussions at all levels, leading to more informed decision-making and targeted interventions.

**Ongoing Professional Development:** Continued lesson plan reviews and training have enhanced instructional quality and consistency across the division.

**Curriculum Excellence:** A division-wide curriculum has been developed, reviewed, and implemented, ensuring alignment with educational standards and promoting high academic achievement.

**Innovative STEM Resources:** STEM labs and checkout kits have been established in all three schools, providing students with hands-on learning opportunities and fostering a love for science and technology.

**Engaging STEM Events:** Successful STEM nights have been held, engaging students, parents, and the community in interactive and educational STEM activities.

**Enhanced STEM Instruction:** Professional development for staff on STEM teaching techniques has been provided, equipping teachers with the skills to effectively integrate STEM into their classrooms and enhance student learning experiences.

**Revised Gifted Plan:** The revised gifted plan ensures comprehensive screening in grades affected by COVID-19. This redesign includes a thorough review of screening procedures, program entry points, instructional delivery, staffing, and teacher certification.

**MTSS Implementation:** The implementation of the MTSS manual has standardized the student support process across all three schools, providing a consistent framework for addressing the diverse needs of all students.

**Expanded CTE Offerings:** We have successfully increased Career and Technical Education (CTE) course offerings, aligning them with industry needs and student interests, thereby better preparing students for the workforce.

**Strengthened Community Partnerships:** We have increased community partnerships, resulting in more internship opportunities for students. This hands-on experience helps students apply their learning in real-world settings and build professional networks.

**Strategic Alliance Success:** The creation of strategic alliances has significantly increased our partnerships with the community and improved communication with stakeholders. These collaborations have provided our students with enhanced educational resources, internship opportunities, and real-world learning experiences, fostering a stronger connection between our schools and the local community.

**Paperless Transition:** Successfully converted internal paper processes to electronic systems, streamlining operations and increasing efficiency across the division.

**Secure File Management:** Developed and implemented a secure process for managing electronic files, ensuring the protection and confidentiality of sensitive information.



# SUCCESSES FROM FLIGHT TO 2023 STRATEGIC PLAN

**Flexible Work Practices:** Established specific flex time practices, allowing for greater flexibility and work-life balance for staff, which has improved productivity and job satisfaction.

**Professional Development Integration:** Incorporated division-wide professional development programs, enhancing the skills and knowledge of all staff and promoting continuous improvement in teaching practices.

**Data-Driven Discipline Monitoring:** Monitored SWIS data to identify discipline trends, enabling the development of targeted interventions and strategies to maintain a positive school environment.

**Character Education Implementation:** Implemented a comprehensive character education program for grades K-12, fostering ethical and responsible behavior among students throughout their educational journey.

**Free Breakfast and Lunch:** All students are provided with a nutritious, fresh breakfast and lunch often featuring locally sourced produce.

**Systems Upgrade:** Integrated human resources and financial systems to include a user-friendly employee self-service portal and professional development tracking.

**Competitive Salary Scale:** Established a regionally competitive salary scale.

**Facilities Upgrades:** Completed upgrades include the tennis courts, high school track, middle school HVAC system, elementary school playground, division-wide hydration stations, and roadside digital signs. Additionally, the transportation fleet, high school stadium bathrooms, and stadium steps have been upgraded. The elementary school renovation project is underway.

**FeedMore Food Market:** Each month, nearly two hundred families receive free food sponsored by PECPS in partnership with FeedMore Inc.





# CONTINUED AREAS OF FOCUS

**Gifted Identification:** We will continue to enhance the identification processes for gifted students, focusing on underrepresented groups to ensure equitable opportunities.

**Ongoing Professional Development:** We remain committed to providing ongoing professional development on the written, taught, and tested curriculum, along with regular feedback from administrators to teachers.

**Data Dig Process:** We will continue to refine and develop the data dig process, ensuring it effectively informs decision-making and instructional strategies.

**CTE Credentials and Pathways:** Our efforts to expand CTE credentials and pathways will persist, ensuring that our students are competitive in the workforce by aligning programs with industry standards and student interests.

**Targeted Student Supports:** We will maintain our focus on providing targeted supports for all students, with specific strategies to meet the needs of students with special education needs, ensuring they receive the necessary resources and assistance to succeed.

**Community Partnerships and Outreach:** We will strengthen community partnerships and outreach opportunities, fostering connections that enhance educational resources, provide real-world learning experiences, and support student success.

**Regional Career and Technical Center:** We will continue to expand STEM labs and programming, providing students with cutting-edge resources and opportunities to engage in science, technology, engineering, and mathematics, preparing them for future academic and career success.

**Competitive Salaries:** Maintain regionally competitive salaries.

**Renovations:** Establish a plan to renovate the high school auditorium and make the necessary improvements to instructional spaces division-wide.

**Staff Wellness:** Establish a staff wellness program.

**Elevate Our Leaders:** Cultivate leadership opportunities within the division for all employees.

# METRICS

## Prince Edward County Public School Strategic Plan Metrics 2023-2027

Strategic Plan Goal	Metric	Metric number	Metric description	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
<b>Goal 1 Academic Achievement</b>	VA SOL Performance	1.1	Percent of students scoring proficient or higher on the Math VA SOLS	Awaiting data	80	82	83	85
		1.2	Percent of students scoring proficient or higher on the Reading VA SOLS	Awaiting data	76	79	82	85
	(PALS) VALLS Identification	1.3	Percent of students identified by (PALS) VALLS K-3	34%	28%	25%	20%	18%
	VVAAS Growth Measure	1.4	Percent of students showing growth as determined by VVAAS	Awaiting data				
<b>Goal 2 Staffing and Professional Development Support</b>	Human Resources Staffing Report	2.1	Percent of teachers retained yearly	72%	75%	78%	80%	82%
		2.2	Percent of fully licensed and endorsed teachers	89%	90%	90%	90%	90%
	Professional leave data	2.5	Number of teachers attending outside professional development opportunities	47	55	60	65	65
	Attendance Record	2.6	Increased participation in identified/targeted professional development.	new data point				
<b>Goal 3 Safety and Security</b>	Fulcrum services data	3.1	Number of students receiving services	181	175	170	165	160
	SSWS Data	3.3	Number of discipline referrals	1087	900	800	750	700
	Attendance data	3.4	Percent of chronically absent students	22.64%	20%	19%	18%	17%
<b>Goal 4 Family and Community Engagement</b>	Attendance	4.1	Number of participants at family engagement events	gathering this data				
	Powerschool data	4.2	Number of parents accessing parent portal in Powerschool	gathering this data				
	Internship data report	4.4	Number of community partnerships created for learning opportunities and work-based learning placements	8	10	12	14	16



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— PUBLIC SCHOOLS —

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