

Camden County Public Schools
Five Year Strategic Plan
2012-2017

Vision: Camden County Public Schools will be the model of success in education.

Mission: The Camden County Public Schools, in partnership with home and community, will educate all to be productive citizens in an ever-changing global society.

Beliefs: The Camden County Public Schools believe:

- All students can be successful
- All students should be given the opportunity to develop their maximum potential
- All students deserve a quality education that changes with the times
- All students are valued and respected and are our top priority
- All stakeholders make valuable contributions
- A safe, loving and positive environment contributes to the success of all
- Educators and students should operate with the most up to date technology
- All stakeholders will respond to high expectations
- Quality produces quality

Committee Members: (number in parentheses indicates the goal each member partnered with)

Battina Armstrong (1)	Parrish Griffin (3)	Annalisa Morgan (2)
Sonja A. Arrington (4)	Sara Guill (1)	Roger N. Morgan (5)
Wendy Barnett (3)	Melvin Hawkins	Jim Oliver (3)
Billie Berry (2)	Jenny E. Jackson (2)	Faye Perry (4)
Ernest Cooley, Jr. (4)	Dawn Jones (5)	Ed Taylor (2)
Anita Cuthrell (1)	Ina Lane (1)	G. Wayne White (5)
Beatrice Ferebee (3)	Timothy T. Lazar (5)	Jean Gray White (1)
Tara Ferguson (5)	Sharon Meiggs (4)	Shari Wooten (4)
Thad Forehand (3)	Paula Mickey (2)	

Goal 1: North Carolina Public Schools will produce globally competitive students.

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
CCS will educate all students to be academically competitive in a global society.	Introduce Spanish to 100% of first grade students.	Summative and formative assessments	P, T	2012-2013	
	Continue partnership with World View	Staff development reports	D, P	ongoing	

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
All students will graduate ready for post-secondary success	Increase career opportunities awareness	Student contact logs	G, P, T	2013-2014	
	Partnership with COA, ECSU and Mid-Atlantic Christian University	Memorandum of Understanding(s)	S, D, G	2012-2013	
	Partnership with local businesses and governments	Memorandum of Understanding(s), Student contact logs	S, D, G	2012-2013	

T – Teacher
A – Annual

G – Guidance
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AFBA – As Funds Become Available

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Goal 1: North Carolina Public Schools will produce globally competitive students (continued)

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
All students will be reading on a proficient level at the end of the second grade year.	Teachers will continue use Reading 3D	Associated assessments	P, T	2012-2013	
	Partnerships with volunteers and mentors to tutor students in reading	Volunteer logs, Assessments in Reading	P	2012-2013	
	Establish Summer Reading Camp	Increased proficiency for at-risk students	B, S, P, T	2012-2013	

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
All students will receive basic Spanish instruction in grades K-3	Use resources available to help teachers learn and present Spanish instruction.	Summative and Formative Assessments	P, T	2015-2016	

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Goal 2: North Carolina Schools will be led by 21st Century professionals.

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Maintain 100% Highly Qualified Teaching Staff.	Recruiting, review credentials, selection process	School Report Card	D, P	Ongoing	

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Provide High Quality professional development in Common Core/Essential Standards and 21 st Century Skills	Plan common professional development district-wide, Attend regional meetings, Principals plan school-wide professional development	Professional Learning Community (PLC) CEU roster and Professional Development Reports	D, P	Ongoing	

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Goal 2: North Carolina Schools will be led by 21st Century professionals (continued)

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Camden County Staff will be	Hire an Instructional Technology Specialist for	Position filled	S, B	2013-2014	

professional role models of 21 st Century Skills	the district.				
	Use 21 st Century skills to deliver instruction	Presentations at local, regional, state and national conferences	D, P	2014-2015	

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Use all available data to drive instructional decisions	3D Reading, Study Island, EVAAS, EOC, EOG, Elements, Surveys, ...	Student achievement (promotion/retention rate), Graduation Rate	S, D, P, T	ongoing	

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Goal 3: North Carolina Public Schools will be healthy and responsible.

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
CCS will educate students to be physically, intellectually,	Implement system-wide physical fitness program (Fitness Gram) – full implementation	Reports to parents, data collected on	D, P, T	2012 begin grant –	

mentally and morally competent citizens.	of PEP Grant	students		2015 end grant	
	Increase Mental Health Services (guidance / Social Services)	Referral logs	G, P, D	2012-2013	
	Hire Social Worker for the district	Position filled	S, B	2014-2015	
	Provide Character Education program(s) spearheaded through the Student Health Advisory Committee (SHAC)	Referrals to administration and/or counseling services	D, P, T	2012-2013 and annually following	

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Goal 3: North Carolina Public Schools will be healthy and responsible (continued)

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Camden County Schools will provide a safe and nurturing environment.	Implement a system wide bullying education program	Bully reports	S, D, P, B	2013-2014	

	Increase the visibility of authority figures (ie. uniformed deputies)	Volunteer logs	P	2012-2013	
	Increase and/or upgrade camera system.	Invoices / Purchase Orders	S, D, B	2013-2014	
	Upgrade door locks to use cards or key fobs rather than keys that can be copied	Invoices / Purchase Orders	S, D, B	2013-2014	

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Goal 4: Leadership will guide innovation in North Carolina public schools.

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
CCS will collaborate with parents and community to foster innovative learning for student success	Prepare for the implementation of the IIS (Instructional Improvement System)	Staff Development log	S, P, D	2012-2013	
	Increase participation from local churches in the Ministers' Council	Meeting rosters	P, D	Ongoing	
	Establish schedule for "Tech-Night" where students, parents and community can enter the	Participant log	P, T	2013-1014	

	schools and use available technology (ie. Internet if it is not available at the home)				
	Develop International relations / contacts for students	World View participation and journal of “new contacts”	T, P, D	2013-2014	
	Continue Strategic Planning process with follow-up meetings to continue developing short and long term goals.	Up to date plan shared annually at August BOE meeting and posted on system web page	S, Strategic Planning Committee	Annually through 2016-2017	

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Goal 5: North Carolina public schools will be governed and supported by the 21st Century systems.

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Upgrade current technology infrastructure to allow for future needs	Evaluate current technology infrastructure and develop a needs assessment in each school/building	Needs assessment results	D, P	2012-2013 2014-2015 2016-2017	
	Develop an assessment inventory to grade schools with regard to technology infrastructure	Results of assessment inventory	D, S, B	2013-2014 2014-2015 2016-2017	

	Survey all stakeholders regarding current and future technology needs	Survey results	P	2012-2013 2014-2015 2016-2017	
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Goal 5: North Carolina public schools will be governed and supported by the 21st Century systems (continued)

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s) Responsible	Target Date	Status
Implement technology plan to allow our students and staff to be most successful.	Develop a schedule of technology needs or priorities that cover two year time spans	Technology needs report	S, D	2013 2015 2017	
	Survey all stakeholders regarding current and future technology needs	Survey results	D, P	2012-2013 2014-2015 2016-2017	
	Share technology plan(s) annually at August Board meeting	Board Agenda and minutes	S, D	2013 and annually following	

Goal	Suggested Strategies to Accomplish Goal	Measure	Person(s)	Target	Status
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			Responsible	Date	
Upgrade facilities to ensure 21 st Century goals can be met and student/staff safety is at the highest level.	Develop an assessment inventory to grade schools with regard to physical infrastructure	Implementation of plan	D, S, P	2013-2014	
	Change locks on all doors to provide for a card or key fob entry (rather than a key that can be easily duplicated)	Change of locks	D, S, B	2013-2014	

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