

JOHNSON COUNTY BOARD OF EDUCATION FIVE YEAR PLAN

Revised 2/21/2009

MISSION

The Johnson County School System will educate all students in a safe, positive environment that enables them to develop and pursue lifelong learning goals.

BELIEFS

- **All students have an equal right to a quality education in a safe, positive environment.**
 - **All students can achieve their potential if provided with appropriate opportunities.**
 - **Education can empower each student to achieve an optimum level of social, emotional, intellectual, and academic success.**
 - **A strong partnership between school, home, and community is essential.**
 - **Innovation in education is necessary to meet the needs of our youth and society.**
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GOALS

- **Instruction will be provided to empower students to transfer learning to real-world situations that prepare them for life.**
- **All students and personnel will have environments for teaching and learning that are healthy and safe.**
- **Clean, well-maintained, and up-to-date facilities and equipment will be provided.**
- **Modern technology will be provided to support student learning, professional development, and administration.**
- **Sufficient and diverse opportunities for personnel to keep abreast of current, research-based teaching strategies and evolving needs of students.**

Goal I: Instruction will be provided to empower students to transfer learning to real-world situations that prepare them for life.

Objective A: Teachers will involve learners in instruction that focuses on critical thinking and application.

- Strategies:**
- 1. Staff development sessions will focus on research-based strategies that encourage hands-on learning, critical thinking, and practical application activities for different learning styles as well as the integration of technology.**
 - 2. Performance-based activities, group projects, lessons with manipulatives, and integration of technology will be emphasized along with activities to encourage independent and creative thinking.**
 - 3. Individual school improvement plans will incorporate research-based strategies that incorporate academic instruction and real-world application.**
 - 4. Formative assessments such as ThinkLink and summative assessments will be used to gauge student progress and guide instruction.**
 - 5. Fieldtrips and other real life experiences will be used to support the development of young disadvantaged learners.**

Objective B: Initiatives to improve student performance will be implemented.

- Strategies:**
- 1. Individual school improvement plans (SIP) will identify appropriate research-based strategies for meeting No Child Left Behind (NCLB) accountability requirements.**
 - 2. Emphasis for funding will be placed on software, equipment, materials, and staff development that are tied to SIP goals.**
 - 3. Grant funded opportunities will focus on tutoring/enrichment, or acceleration to improve student performance with emphasis on recruitment and training of quality personnel.**

4. **The state evaluation model will be utilized to improve instruction by ensuring that all teachers continue to meet the “Highly Qualified” requirements as stipulated by NCLB.**
5. **Teacher collaboration will be utilized to implement student performance indicators and appropriate benchmarking.**
6. **School level data teams will continue to manage various student data and lead staffs in planning for instructional improvements based on intensive data analysis.**
7. **Assessment results and student projections will be communicated to PreK-12 parents to support individual student goal setting.**
8. **Strategies to support students at risk will be identified with the understanding that failure is not an option.**

Objective C: Efforts to increase family and community engagement will be made.

- Strategies:**
1. **Schools will refine and implement parent/volunteer programs.**
 2. **Parent participation will increase through parent advisory councils (PAC), PTO, parent conferences, IEP meetings, phone calls, and electronic communication.**
 3. **Schools will increase written communication through newsletters, media releases, school websites, handbooks, emails, and progress reports.**
 4. **Schools will utilize media, parent meetings, and community meetings to showcase positive accomplishments of the school.**
 5. **Services of school counselors, school social workers, parent volunteers and community members will be fully utilized.**
 6. **An automated call-out program will continue to be utilized to contact homes to communicate information.**
 7. **Communication between school and system parent groups will continue to be encouraged.**

8. Efforts will be made to keep school and system websites current.
9. Schools will continue to provide focused orientation opportunities for families.
10. Strategies will continue to be explored to provide translation and interpretation for families of ELL students.

Objective D: Requirements of the Tennessee Consolidated Systemwide Planning Process (TCSPP) and AdvancEd will continue to be met to satisfy state requirements and maintain district accreditation.

Goal II: A healthy and safe teaching and learning environment will be provided for all students and staff

Objective A: Regularly inspect all school facilities and grounds to ensure safety and security.

- Strategies:**
1. Safety and security needs will continue to be evaluated and addressed.
 2. Efforts will be made to provide a 24-hour security at the high school/middle school campus.
 3. The system's safety coordinator will continue to provide leadership to facilitate emergency response plans.
 4. An annual safety inspection will be conducted at each school by the SRO. Copies of the inspection will be provided to the building principal and the system's safety coordinator.
 5. Emergency response plans will be updated and monitored with training provided on each plan.
 6. The high school/middle school campus will be secured by locking gates and front entrance security coverage will be expanded from lunch-time coverage to the entire school day coverage.

7. Funding will be pursued for a fully enclosed security fence for the high school/middle school campus.

Objective B: Schools will contribute to student wellness by promoting healthy lifestyles

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- Strategies:**
1. The wellness policy will be reviewed and updated each year in May using the action plan strategies developed by the Johnson County Schools Health Advisory Council. The wellness policy will be expanded to include grades 9-12.
 2. Lifelong eating habits of students will be improved by promoting and following the principles of Dietary Guidelines for Americans and the Food Guide Pyramid in the planning and preparation of school breakfasts and lunches.
 3. Life-long fitness will be emphasized to students in grades PK-12 by continuing integration of Fit5 and/or Take10! in all elementary schools and by integrating physical activity programs in the middle school and high school.
 4. Implementation of “Choosing the Best Path” will continue to meet state mandated family life curriculum standards.
 5. Systematic comprehensive delivery of character and prevention education will continue in grades PK12.
 6. Enrichment and physical activities in after-school and community programs will continue.
 7. Healthy School Teams at each school will continue to actively work on improving health and safety for students and staff.
 5. Health screenings mandated by the state, including BMI, blood pressure, weight, hearing, vision, and scoliosis will continue to be provided.

Objective C: Student attendance will meet or exceed 93% in every school.

- Strategies:**
1. Attendance procedures and strategies will continue to be evaluated and revised at each school.

2. **The school system attendance policy will continue to be evaluated and revised as needed.**
3. **System and school attendance policies will continue to be followed.**
4. **Additional attendance incentives will be provided.**
5. **The Truancy Review Board will continue.**
6. **Homebound guidelines will continue to be enforced and evaluated.**

Objective D: Provide needed personnel and equipment to enhance safe and healthy teaching and learning environments in our school system.

- Strategies:**
1. **Funding for a health educator to better deliver comprehensive health education will be pursued.**
 2. **Current nursing staff will be maintained or increased.**
 4. **One SRO and three security officers for the high school/middle school campus will be maintained.**
 5. **Funding for security personnel for elementary schools will be pursued.**
 6. **Additional security cameras at schools and on buses each year will be utilized as funds allow.**
 7. **Funding for an athletic trainer for high school and middle school sports programs will be pursued.**
 8. **Funding for a portable defibrillator for the JCHS athletic complex will be pursued.**
 9. **Funding for a defibrillator for the school bus garage will be pursued.**
 10. **Funding for additional physical education teachers to provide the required physical education time per week for all students will be pursued.**

Goal III: Clean, well-maintained and up-to-date facilities and equipment will be provided.

Objective A: A facilities improvement and/or expansion plan will provide for improved learning and working conditions.

- Strategies:**
- 1. Approval for funding and renovation of JCMS building will be pursued possibly through Qualified Zone Academy Bonds (QZAB).**
 - 2. The Shady Valley Elementary bus garage will be converted into instructional space as enrollment necessitates and possible funding will be pursued through QZAB.**
 - 3. A facilities review will be made of Laurel Elementary and priorities determined.**
 - 4. The development of system-wide key system beginning with JCHS/JCMS and the development of a replacement plan for existing locks will be pursued.**
 - 5. The possibilities for funding of renovation of Central Office building including restoration of front doors, update of conference room and replacement of outdated air conditioning units will be explored,**
 - 6. The possibility of funding for updated heating and air conditioning units at Mountain City Elementary will be explored.**

Objective B: Ensure effective maintenance of facilities.

- Strategies:**
- 1. The plan/procedures for timely replacement of disposal equipment will be revised and maintained.**
 - 2. Ongoing maintenance plan for buildings and grounds will be continued.**

3. **Implementation of the energy management plan will be continued.**
4. **Use of more effective recycling strategies will be explored.**

Objective C: Assure the sanitation of the school facilities.

- Strategies:**
1. **Custodial procedures manual for each building will be updated as needed.**
 2. **Training for custodians which includes most recent and effective cleaning strategies will be provided.**

Objective D: An up-to-date transportation fleet will be maintained as follows:

2008-2009	3 new buses (completed)
2009-2010	0 new buses
2010-2011	5 new buses
2011-2012	3 new buses plus a special education bus

Goal IV: Modern technology will be provided to support student learning, professional development and administration.

Objective A: Connectivity will be maintained in every classroom.

- Strategies:**
1. **Network cabling and hardware infrastructure in the existing facilities and school classrooms will be maintained.**
 2. **A minimum of one high capacity computer in each classroom with an emphasis maintaining high capacity lab facilities in each school, both stationary and mobile, will be maintained.**
 3. **The possibility of providing school-wide mesh wireless to each of the existing schools will be explored.**
 4. **Implementation of 100 Mbs fiber optic to provide connectivity to Shady Elementary, expanding bandwidth, stability and**

security for that school will be explored allowing Shady Valley to have the capacity as the other elementary schools.

5. The possibility of an additional mobile lab at Johnson County High School will be explored.

Objective B: Provide ongoing training in technology for staff, students and parents.

- Strategies:**
1. The building site technology coordinators will be utilized as trainers at each school as appropriate.
 2. The principal and technology site coordinator, in collaboration with the system-wide technology coordinator, will organize the ongoing training.
 3. The possibility of offering basic parent training during in-services or parent teacher conferences at the school level will be explored.
 4. The possibility of addition technology training designed to meet specific technology needs of teachers will be explored.

Objective C: Continue to pursue effective use of assistive technology to support the participation of all students in the general curriculum.

- Strategies:**
1. Assistive technologies team will be utilized for recommendation, evaluation, and support of teachers implementing the use of assistive technology.
 2. The system will explore and fund effective, research-based assistive technology.

Objective D: Continuation of our goal to provide two-way communication between each classroom and administrative offices in buildings, making JCHS a priority and exploring the possibility of RCE and DOE to enhance our voice system throughout the system.

- Strategies:**
1. The possibility and cost of implementing the Iwatsu phone

system at JCHS providing an updated phone, voicemail, and intercom and bell system will be explored.

2. Replacement of the existing phone systems at RCE and DOE with the Iwatsu system, providing a system-wide SIP / IP based phone system will be explored to eliminate unnecessary phone lines and reduce overall system cost while adding system-wide voicemail and security.

Objective E: Develop plans and procedures for timely replacement and disposal of outdated equipment as noted in the annual TESS survey required by the State Department of Education.

- Strategies:**
1. Update medium-level computers throughout the system with needed RAM upgrades will be continued allowing them to fall in the “high” category.
 2. A phased replacement program (3-5 years) for equipment such as computers and printers will be developed as budget and funding permits.

Objective F: Continue implementation of the technology component of the TCSPP as required by the State Department of Education.

Objective G: Explore the usage & development of virtual classrooms, offering diverse curriculum in various grade levels.

- Strategies:**
1. Implementation of distance learning through the RUS grant and the Niswonger foundation will be continued.
 2. Teacher surveys for needs assessments will be completed and data compiled for analysis. Analysis of needs of the students and teacher interest will be continued.

Goal V: Sufficient and diverse opportunities will be provided for personnel to gain knowledge and to maintain a highly skilled staff.

Objective A: Improve opportunities for instructional personnel to keep abreast of current, research-based teaching strategies and evolving needs of students.

- Strategies:**
- 1. Strengths, weaknesses, and needs will be identified on an annual basis to direct the planning of staff development for individuals, schools or system.**
 - 2. The teacher evaluation model and snapshot observations will be used to ensure that current concepts are being implemented in classrooms.**
 - 3. Principals meeting, cluster meetings, faculty meetings, grade level meetings, departmental meetings, email, board meetings, and county-wide staff development, support staff training, websites and the WebEx format will all be utilized for dissemination of research, current trends and other information.**

Objective B: Provide ongoing training in technology for staff, students, and parents when appropriate.

- Strategies**
- 1. Technology training will continue to be provided through professional development for all staff.**
 - 2. Utilization of the adult education program to provide technology for parents will be explored.**

Objective C: Provide more help and support for new, inexperienced, and struggling teachers.

- Strategies:**
- 1. The mentoring program will be sustained and improved.**
 - 2. School-based on-going staff development will be maintained**

- 3. The peer observation model for new and struggling teachers will be continued.**
- 4. Local staff development opportunities will continue to be offered throughout the school year.**