

Richmond Public Schools
Strategic Planning Update
 June 2012

Action Plan	Current Status & Future Plans
<p>Academic Rigor – 21st Century Skills</p> <p>1.1 An integrated curriculum incorporating real-world and 21st Century skills will be created and implemented to increase student achievement at all levels.</p> <p>Including:</p> <p>6.6 All children will be provided with rigorous academic programs that meet or exceed local, state and national standards.</p> <p>1.4 Skill-based assessment and intervention systems at each grade level will be developed, beginning with literacy and numeracy.</p>	<ul style="list-style-type: none"> - Revised the curriculum with participation from task forces of teachers at each grade level - Trained AP teachers & increased AP participation - Implementing Gifted Cohort through The College of William and Mary - Implementing ESL Cohort through Virginia Commonwealth University - Redesigning benchmark & 9-week assessments - Developing tiered interventions for reading & mathematics, district-wide - Continuing AP & mathematics training for teachers
<p>Hands-On Math & Science Activities</p> <p>1.2 Integrated developmentally appropriate, hands-on math activities will be incorporated into the curriculum that will guarantee mastery of both basic and advanced skills at all grade levels.</p> <p>Including:</p> <p>1.3 Integrated developmentally appropriate, hands-on science activities will be incorporated into the curriculum that include real life and virtual laboratories that will guarantee mastery of both basic and advanced skills at each grade level.</p>	<ul style="list-style-type: none"> - Created additional hands-on sample lessons - Implemented virtual labs - Provided training for teachers - Implementing additional training for teachers - Purchasing additional manipulatives, equipment, calculators & software - Convening task forces of teachers to write curriculum, develop lesson plans, create learning activities
<p>Middle School Renaissance</p> <p>1.7 A comprehensive assessment and reform of every aspect of our middle school program to better address and leverage the unique cognitive, psychological, physical, and social needs of our students in grades 6-8 (approximate grade range).</p> <p>Including:</p> <p>1.6 A continuum of extended school day options for students will be implemented that will provide opportunities for intervention and enrichment</p>	<ul style="list-style-type: none"> - Provided principals with training (EduLead) & corporate mentors - Provided training for school liaisons & teachers - Administered Gallup Student Poll & provided program implementation recommendations based on findings - Observed program implementation & held follow-up meetings to discuss improvements - Provided instructional materials & volunteers/mentors to assist with programs - Planning additional lessons & activities - Continuing EduLead training & program monitoring

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<p>Partnership Process, Expansion & Sustainability</p> <p>1.9 School-community partnerships will be expanded and aligned to build lasting relationships between parents and other adults, committed volunteers, and the education community to increase student academic success.</p> <p>Including:</p> <p>5.1 Create continuity of needs assessment, strategies and actions from elementary to middle and high schools to support relationships and engagement of faculty, staff, parents and the community.</p> <p>5.3 Establish/enhance mutual trust in building relationships with the community in all schools.</p> <p>5.4 Establish comprehensive community partnerships in each school, involving parents, agencies and the community at large.</p> <p>5.7 Identify and implement the best practices that will ensure sustainability of quality partnerships.</p> <p>6.4 Ensure that all schools actively participate with the Partnership Office to determine the availability of community resources and align the resources appropriately.</p>	<ul style="list-style-type: none"> - Assessed school needs for community partnership support - Matched community resources to identified needs - Provided training for school staff on effective communication with community partners - Created task force to create gardens for schools - Celebrated & recognized volunteer efforts of partners - Acquiring software to monitor volunteer participation & activities - Continuing to provide schools with materials & training to assist in their volunteer efforts & to monitor progress - Providing training for mentors
<p>System-wide Rezoning</p> <p>1.10 Redistricting of all attendance zones will occur in order to ensure equity of access to rigorous programs/courses of study.</p>	<ul style="list-style-type: none"> - Completed recommendation has been presented to the School Board
<p>Real World Experiences for Students</p> <p>2.1 Create essential real-world experiences by grade level that will complement the Standards of Learning.</p>	<ul style="list-style-type: none"> - Implemented fine arts & cultural experiences - Analyzing current curriculum to identify opportunities for incorporating experiential learning - Convening task forces of teachers to create experiential lesson plans & learning activities - Recruiting partners & volunteers to assist in providing real-world experiences for students
<p>Athletics Participation</p> <p>2.2 Increase by a minimum of 5% each year the overall participation of high school and middle school students in sports.</p>	<ul style="list-style-type: none"> - Provided training for coaches - Implemented soccer & tennis at the middle school level - Piloted golf in selected elementary schools - Acquiring equipment, supplies & facilities to support increased athletic offerings

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<p>Support for AYP Subgroups 2.3 Provide additional and relevant support to increase student performance for identified AYP (Adequate Yearly Progress) subgroups.</p>	<ul style="list-style-type: none"> - Analyzed student data & assisted staff in providing interventions based on identified needs - Provided coaches & mentors based on identified needs - Began an evaluation of ESL - Continuing ESL evaluation - Providing additional ESL support at Huguenot & Elkhardt
<p>School Climate 2.6 Create a system-wide program to increase a sense of belonging, a feeling of value and contribution, and a positive school culture in each school.</p>	<ul style="list-style-type: none"> - Piloted bullying prevention in selected schools; provided training for staff & students - Expanding positive behavior supports & bullying prevention to additional schools - Continuing training for staff - Developing & implementing an assessment of school climate
<p>Human Capital Investment & Performance Evaluation 3.1 Change the approach from traditional human resource management to strategic human capital investment.</p> <p>Including: 3.6 Introduce a performance evaluation system that supports retention of the highest quality staff. 1.11 A Pre-K to 12 district-wide teacher development program, based on the National Staff Development Council standards will be developed to improve teachers’ ability to infuse rigor and relevancy into classroom instruction and create meaningful relationships with students, leading to increased achievement.</p>	<ul style="list-style-type: none"> - Developed performance evaluation system for teachers - Included multiple measures for assessing student progress - Provided overview & training for administrators & teachers
<p>Job Satisfaction & Role Realignment 3.4 Implement strategies to improve job satisfaction and promote longevity based on information obtained from cutting edge data gathering tools.</p> <p>Including: 3.5 Create and implement guidelines for high quality performance and realign roles and responsibilities of staff. 6.7 Develop and implement a comprehensive leadership plan designed to appropriately align people and resources to accomplish the mission, goals, and objectives of the district.</p>	<ul style="list-style-type: none"> - Revamped the exit interview process - Revised new employee orientation - Redefining HR responsibilities
<p>Facility Master Plan Revision 4.1 RPS will revise the 2007 Facility Master Plan to meet the needs of the instructional program and increase efficiency, cost containment, and community support.</p>	<ul style="list-style-type: none"> - Issued RFP - Evaluated proposals & selected vendor - Negotiated contract - Implementing project

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<p>Equipment & Technology Portfolio & Technology Update 4.3 Create a flexible, realistically updated portfolio of equipment and digital technology tools, utilizing industry standards for staffing, training and maintenance aimed at preparing students for global careers.</p>	<ul style="list-style-type: none"> - Migrated to active Directory & Windows 7 - Deployed Thin Client - Continuing conversion to new student information system
<p>Communication Enhancement 5.2 Develop/enhance communication with the community about formal and diverse learning opportunities in all schools.</p> <p>Including: 6.1 Establish an ongoing process in which effective communication becomes a priority.</p>	<ul style="list-style-type: none"> - Used multiple means of communication with staff, parents, & the community - Developed survey to assess parent satisfaction - Administering & analyzing survey results
<p>Family Involvement 5.5 Increase the number and diversity of parents and families that will enhance the level of involvement and participation.</p> <p>Including: 6.5 Increase the involvement of parents as partners with the schools to foster increased student achievement.</p>	<ul style="list-style-type: none"> - Developing training for staff - Implementing parenting conference
<p>Employee Training Model 6.3 A comprehensive employee training model, aligned with industry standards and best practices, maximizing employee performance will be established.</p>	<ul style="list-style-type: none"> - Implemented PD 360 & Observation 360 - Provided leadership development for administrators & teachers - Provided professional development for non-instructional staff - Continuing support for leadership development, PD 360, & Observation 360
<p>School-Level Strategic Planning 2011-12: Cary, Chimborazo, Oak Grove/Bellemeade, Huguenot, Jefferson, Marshall</p>	<ul style="list-style-type: none"> - Developed strategic plans & action plans for each school - Completing final versions of action plans - Planning a staggered implementation with 12 additional schools in 2012-13