

Goals 2011-2014

**A Call to Action to Pursue Excellence
Through Continuous Improvement.**



Williamsburg-James City County Schools

Steven M. Constantino, Ed.D., *Superintendent*



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School Board Goal 1

Instruction, student learning and the opportunity for all students to meet and exceed standards will be driven by a focus on defining and supporting unique individual student learning needs.

Superintendent's Goal

To create a process for the continuous improvement of student learning with a relentless effort to close the gap of achievement between various subgroups by understanding and meeting the individual learning needs of all students.

Objective

Ensure instructional practices are research-based, resulting in differentiated instruction, higher order thinking skills and habits, flexible grouping and systematic data-driven interventions.

Strategies

Strategy 1: Develop and implement a comprehensive and consistent process to assess and improve grade-level reading ability at the third and sixth grade level with specific attention paid to subgroup achievement gaps.

Strategy 2: Enhance and implement a professional learning curriculum/program that supports multicultural educational practices to meet the needs of all learners.

Strategy 3: To re-conceptualize and reconfigure the plan for student assessment and incorporate a balanced approach to assessment for learning and assessment of learning with increased emphasis on collaborative planning and formative assessment of student learning.

Strategy 4: Implement a consistent and universal data team approach to assessment and learning in every school to highlight the learning needs of individual students.

Strategy 5: Improve technological systems support for the collecting, warehousing, and dissemination of data to enhance teaching and learning as well as the formulation of a performance management system (dashboard).

Strategy 6: Support, monitor and measure the achievement of identified learners at the middle school through the Student Advancement Coach Model and supporting software and professional learning.

Strategy 7: Analyze, evaluate, and modify the school improvement process for alignment with division goals and eventually, the WJCC strategic plan.

Strategy 8: Attract, recruit and retain the highest quality applicants representing diverse backgrounds.





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School Board Goal 2

Educationally sound, safe and healthy environments will promote excellence in teaching and the potential for learning throughout the school division.

Superintendent's Goal

To improve the engagement and ultimately the achievement of all students, with a particular focus on those that are disengaged from their learning, by ensuring that schools and classrooms inspire higher-level learning, creativity, acceptance and diversity of thought by supporting excellence in teaching and innovative classrooms.

Objective 1

Ensure instructional practices are research-based, resulting in differentiated instruction, higher order thinking skills and habits, flexible grouping and systematic data-driven interventions.

Strategies

Strategy 1: Ensure that WJCC teacher evaluations comply with new Virginia mandates regarding the use of student achievement data in teacher evaluation.

Strategy 2: Create true professional learning communities that support embedded professional learning for all teachers and staff so that rich creative and inspired teaching practices replace a “teach to the test” culture. Explore, design, and implement the enhanced use of technology in professional learning.

Strategy 3: Continue to explore and implement the use of technology and on-line learning opportunities to enhance classroom instruction and curricular offerings as well as define the needs of future 21st century learners.

Strategy 4: In tandem with representatives from all employee groups, create recognition processes that demonstrate the division's value in its employees.

Strategy 5: Design and implement a professional learning process/program to develop future leaders for WJCC schools.

Strategy 6: Re-design both the Teacher of the Year and Retirement/Pin Ceremony to engage more people and to increase the recognition of identified employees.

Strategy 7: In tandem with representatives of all employee groups, study and determine how best to consistently and strategically measure the satisfaction, climate and engagement of faculty, students, and families within the WJCC Division.



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Objective 2

In partnership with the school board and community, begin to conceptualize classroom and building use to be prepared for future growth and changes in student composition and teaching pedagogy.

Strategies

Strategy 1: Begin to work with the school board to conceptualize the use of the Blair building as it relates to central office services and student classroom needs.

Strategy 2: In conjunction with strategy 1, begin to review and revise the 5-10 year CPI to ensure that future students are taught in state-of-the-art classrooms with a focus on personalized learning.

Strategy 3: Conceptualize further the use of innovative classroom technology application to enhance student engagement, learning, and assessment in classrooms across the division.





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School Board Goal 3

Foster and promote an atmosphere of collaboration with all constituents, and establish positive working relationships amongst themselves as well as district administration, staff, community, and families.

Superintendent's Goal

To enhance relationships with all stakeholders by improving communication and committing to enhanced engagement practices with staff, families and the community-at-large.

Objective 1

To review, revise, develop and implement effective communications protocols within the division and surrounding community by re-designing and re-conceptualizing division efforts to communicate.

Strategies

Strategy 1: Create and implement a public relations action plan that “sells the story” of WJCC schools.

Strategy 2: Develop and implement branding initiatives that begin to distinguish the division as the premier school division in Virginia.

Strategy 3: Develop communications protocols that enhance and improve two-way communication with internal and external stakeholders.

Strategy 4: Re-establish an all-staff convocation at the beginning of the school year to bring unity and focus to the vision and mission of the school division.





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Superintendent's Goal

To enhance relationships with all stakeholders by improving communication and committing to enhanced engagement practices with staff, families and the community-at-large.

Objective 2

To infuse into the WJCC culture the importance of establishing clear and sustainable family and community engagement practices that support the vision and the mission of the school division.

Strategies

Strategy 1: Design and implement a leadership professional learning program centered on engaging families with schools.

Strategy 2: Design and implement a "customer-feedback" system for schools, departments and the central office.

Strategy 3: Conceptualize, with the assistance of community groups, a family outreach process that supports the achievement of under-performing students.

Strategy 4: Create a mechanism for community engagement with the Superintendent's Office.

Strategy 5: Develop the WJCC Foundation as a fund-raising arm of the school Division.





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School Board Goal 4

In tandem with staff, families and community, will create a multi-year, measurable strategic plan that ensures the continuous improvement of the school division.

Superintendent's Goal

In partnership with the school board, WJCC staff, families, and community, ensure that a measurable strategic plan is developed and implemented for the 2012-2013 school year.

Strategies

Strategy 1: Create, distribute and successfully award a contract to an outside firm to guide the district development of the strategic plan.

Strategy 2: In partnership with the successful firm, create a process in which school staff, community, families, and students are given the opportunity to provide input as to the direction of the school division.

Strategy 3: Oversee the process of the plan development to ensure implementation no later than the 2012-2013 school year.

