

**PULASKI COUNTY PUBLIC SCHOOLS**

COMPREHENSIVE GOAL #1

**The Pulaski County School Board will ensure that students are provided equitable, comprehensive opportunities that promote high levels of student achievement.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
Pulaski County Public Schools will work with the Pulaski County Middle School administration to create the framework for a school schedule that fosters collaboration, remediation, and enrichment.	2019-2020	Investigate the cost of PowerSchool Training	Teachers, Building Administration, Central Office Administration	Completed schedule
Pulaski County Public Schools will expand opportunities for Inclusive Preschool.	Ongoing	Additional staffing, if needed	Building Administration, Central Office Administration	Increased pre-school enrollment
Pulaski County Public Schools will increase the number of students passing exit tests in dual-enrollment, advanced placement, and Governor's school classes, and International Baccalaureate Program.	Ongoing	\$10, 000 for tuition and funding to pay for tests	Teachers, Building Administration, Central Office Administration	Number of students completing classes and passing the applicable exit tests.
Pulaski County Public Schools will improve graduation rate.	Ongoing		Building Administration, Central Office Administration, School Board	Quality Schools Reports, Ratio of applied studies to standard diploma, applied studies to class size.
Pulaski County Public Schools will increase the number of students receiving industry recognized certifications.	Ongoing	Funding to pay for certification tests	Teachers, Building Administration, Central Office Administration	Number of students graduating with industry recognized certifications. .
Pulaski County Public Schools will increase the graduation rate of students graduating through use of locally awarded verified credits and credit accommodations.	Ongoing		Teachers, Building Administration, Central Office Administration	Quality School indicator reports, graduation rate

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COMPREHENSIVE GOAL #2

**The Pulaski County School Board will promote student achievement by providing a rigorous curriculum delivered through quality instruction by highly qualified professionals.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
Pulaski County Public Schools will maintain pacing guides and curriculum that align with VA Standards of Learning and CTE Competencies	Ongoing		Teachers, Building Administration, and Central Office Administration	Updated curriculum and pacing guides
Pulaski County Public Schools will provide multiple opportunities for students to demonstrate content knowledge on assessments similar to the Standards of Learning Tests in order to monitor their progress in the curriculum.	Ongoing	\$10,000	Teachers, Building Administration, Central Office Administration	Data disaggregation of nine weeks tests to monitor student progress compared to the associated standards of learning test.
Pulaski County Public Schools will develop an annual professional development plan. The plan will provide high-quality, research-based opportunities that support division goals and initiatives.	Ongoing		Teachers, Building Administration, Central Office Administration	PD Sign in sheets, walk throughs, teacher observations, lesson plans
Pulaski County Public Schools will continue implementation and development of PCPS' Instructional Model.	Ongoing		Teachers, Building Administration, Central Office Administration	Walk through data, teacher observations, lesson plans, data sweeps
Pulaski County Public Schools will continue implementation of the Virginia Tiered System of Supports (VTSS)	Ongoing		Teachers, Building Administration, Central Office Administration	Walk through data, teacher observations, lesson plans, data sweeps
Pulaski County Public Schools will monitor graduation rates and school accreditation as determined by VA dept of Education.	Ongoing		Teachers, Building Administration, Central Office Administration	Annual graduation rate, School Quality Reports
Pulaski County Public Schools will monitor reading scores for all students empasizing the importance of 1 year of growth as compared to the previous year.	Ongoing		Teachers, Building Administration, Central Office Administration	Local and State Assessments,

Pulaski County Schools will evaluate the process for students being considered for alternative testing to ensure graduation pathways are not pre-determined.	2019-2020		Teachers, Building Administration, Central Office Administration	Meeting Agendas
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**COMPREHENSIVE GOAL #3**

**Pulaski County Public Schools will provide quality K-12 facilities that support equitable distribution of resources and state of the art technology.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
Pulaski County Public Schools will create and continually evaluate a Capital Improvement Plan (CIP).	Completed and Ongoing	None	Director of Operations, Central Office Administration, School Board	Annual facilities review
Pulaski County Public Schools will annually request allocation of 20% of total cost of Capital Improvement Plan from Board of Supervisors.	Completed and Ongoing	Approximately \$3 to \$4 million annually	Central Office Administration, School Board	Amount of expenditures dedicated to school capital improvements.
Pulaski County Public Schools will develop and budget a replacement cycle for school furniture.	Complete by 2020-2021, then Ongoing	\$50,000 annually	Building Administration, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to school furniture replacements.
Pulaski County Public Schools will equip all schools with 21st Century classroom instructional technology (interactive boards, etc.) with the goal of equipping each classroom in five years.	Start in 2020-2021, Complete by 2024 - 2025	\$192,300 each year for 5 years	Director of Technology, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to school furniture replacements.
Pulaski County Public Schools will develop and budget a replacement cycle for school security cameras.	Complete by 2020-2021, then Ongoing	\$25,000 annually	Director of Technology, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to school security camera replacements.
Pulaski County Public Schools will develop an annual budget amount to implement recommendations from the State Police school security audits.	Complete by 2020-2021, then Ongoing	\$250,000 annually	Director of Operations, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to school security infrastructure improvements.
Pulaski County Public Schools will develop and budget a locally-funded replacement cycle for student-handled devices in grades 9 through 12.	Complete by 2022-2023, then Ongoing	\$160,000 annually	Director of Technology, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to student-handled device replacements.
Pulaski County Public Schools will purchase and budget a replacement cycle for student-handled devices in grades 5 through 8.	Complete by 2021-2022, then Ongoing	\$160,000 annually	Director of Technology, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to student-handled device replacements.

Pulaski County Public Schools will create a vehicle replacement cycle for administration, maintenance, grounds, and technology vehicles.	Complete by 2020-2021, then Ongoing	\$100,000 annually	Director of Operations, Central Office Administration, School Board	Amount of budgeted expenditures dedicated to school vehicle replacements.
Pulaski County Public Schools will equip buses with advanced cameras and live GPS tracking devices.	Complete by 2021-2022	\$231,000	Director of Operations, Central Office Administration, School Board	Installation of new cameras and GPS tracking devices on buses.
Pulaski County Public Schools will develop and construct improved traffic flow and paved parking lots for Dublin Elementary School.	Complete by 2022-2023	\$300,000 (est.)	Director of Operations, Central Office Administration, School Board	Construction and completion of new traffic flow and paved parking lots at Dublin Elementary School.
Pulaski County Public Schools will develop and construct Phase 2 building improvements (A/C and enlarge gym, A/C cafeteria/kitchen, A/C admin., new windows) at Dublin Elementary School.	Complete by 2024-2025	\$5 million (est.)	Director of Operations, Central Office Administration, School Board	Construction and completion of Phase 2 renovations at Dublin Elementary School.
Pulaski County Public Schools will obtain budget funding to maintain a 15 year replacement cycle for all school buses.	Complete by 2024-2025, then ongoing	Additional \$300,000 annually	Director of Operations, Central Office Administration, School Board	The replacement of 5 school buses per fiscal year.

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COMPREHENSIVE GOAL #4

**Pulaski County Public Schools will provide an education that promotes career exploration while facilitating student development of academic and career plans that are designed to produce healthy, productive citizens prepared to join the workforce in alignment with the economic development goals of Pulaski County, the New River Valley, and beyond.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
Pulaski County Public Schools will expose students to enrichment opportunities through field trips, guest speakers, virtual field trips, and motivational speakers.	2019-2020 ongoing	nominal	Building Administration School Board Office Administration	Field Trip Reports
Pulaski County Public Schools will inform parents of 5th and 8th grade students of programs and opportunities available at the middle and high schools.	2019-2020 ongoing	n/a	School Counselors Building Administration School Board Office Administration	Schedule of Transition events
Pulaski County Public Schools will provide teachers with resources and training to teach the 5 C's; Critical Thinking, Creative Thinking, Collaboration, Communication, and Citizenship.	2019-2020 ongoing	nominal	Building Administration School Board Office Administration	PD Schedule Classroom Observations
Pulaski County Public Schools will expand career and graduation promotional activities at elementary and middle schools.	2019-2020 ongoing	n/a	Building Administration School Board Office Administration	Schedule of Events
Pulaski County Public Schools will increase the number of students graduating from the Governor's S.T.E.M. Academy	2019-2020 ongoing	n/a	CTE Director	Roster of STEM Academy Graduates
Pulaski County Public Schools will partner with the business community to provide Work Based Learning experiences for students based on student strengths, interests, and academic career plans.	establish baseline 2019-2020  meet projected growth annually ongoing	additional staffing as needed	Building Administration School Board Office Administration	Rosters of students participating in Work Based Learning Experiences
Pulaski County Public Schools will empower their students to become invested in their community by engaging in periodic community service activities.	2019-2020 ongoing	\$1000 annually	Building Administration School Board Office Administration	Positive recognition in local & regional media and social media platforms

<p>Pulaski County Public Schools will schedule academic recognition for all grade levels to enhance student interest and student understanding of being successful on PALS assessments, Standards of Learning assessments, Industry Credentials, Dual Enrollment Credits Earned, AP/IB Exams passed.</p>	<p>2019-2020 ongoing</p>	<p>\$500 annually</p>	<p>Building Administration School Board Office Administration</p>	<p>Event Schedules</p>
<p>Pulaski County Public Schools will promote student participation in Co-curricular organizations and clubs at the elementary, middle, and high school level, to develop leadership and career readiness.</p>	<p>2019-2020 ongoing</p>	<p>nominal</p>	<p>Building Administration School Board Office Administration</p>	<p>Club membership rosters</p>

**PULASKI COUNTY PUBLIC SCHOOLS**  
**COMPREHENSIVE GOAL #5**

**Pulaski County Public Schools will operate a system of schools where all stakeholders are valued as contributing partners.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
<b>Students-</b> Secondary students will be given the opportunity to provide feedback to their teachers through a survey to be administered before the end of each course.	Annually per course in grades 6-12	N/A	Secondary teachers & school administrators	Administrators report the total number of surveys that were submitted for each teacher
<b>Students-</b> Student advisory teams will be expanded to include middle school students.	4 meetings per year	N/A	Superintendent, school board member, & middle school principal	Advisory team meeting agendas & notes
<b>Students-</b> A student lead social media presence will be developed for Pulaski County Public Schools.	Developed by June 2020	N/A	Secondary school administrator & student members of the superintendent's advisory team	A functioning social media page that shares positive information about activities and events within Pulaski County Public Schools
<b>Parents-</b> Parent satisfaction surveys will be conducted annually for each school.	Annually	N/A	School administrators	Survey results will be presented to the Pulaski County School Board at the end of each school year.
<b>Teachers-</b> Each building principal & each central office director will conduct a listening tour in all of Pulaski County Public School buildings. (The tours involve these administrators making themselves available for block of time, including after school hours, in which teachers can pose questions or share any concerns they might have about their schools.)	Annually	N/A	School principals & central office directors	Listening tour schedules will be presented to the superintendent prior to the start of each school year
<b>Bus Drivers-</b> Each bus route will have a school based administrator accompany the driver once during the school year. The administrator to driver pairings will be rotated each year of this plan.	Annually	N/A	School based administrators & transportation supervisors	Administrator logs that include the bus number, driver's name, & route description will be turned into the Director of Operations at the end of each year



<p><b>Community Members-</b> The Pulaski County High School marketing program will begin recognizing an alumnus of the month to bring attention to a PCHS graduate who decided to remain in the area and contribute to the schools and community.</p>	<p>Monthly during the school year</p>	<p>N/A</p>	<p>PCHS marketing students &amp; teacher</p>	<p>Monthly recognition synopses</p>
<p><b>Community Members-</b> Each school will grow the number of community partners/sponsors to support clubs and activities by at least one per year.</p>	<p>Annually</p>	<p>N/A</p>	<p>School based administrators</p>	<p>Annual school list of community sponsors/partners for clubs and activities.</p>
<p><b>Administrators-</b> Each administrator will meet with all teachers to discuss his/her standard 7 objectives and receive feedback about how the school can help achieve each goal.</p>	<p>Ongoing</p>	<p>N/A</p>	<p>School based administrators &amp; teachers</p>	<p>Annual question on the teacher feedback survey about whether or not they were made aware of the administrators' professional goals for the year.</p>

**PULASKI COUNTY PUBLIC SCHOOLS**  
**COMPREHENSIVE GOAL #6**

**Pulaski County Public Schools will recruit and retain a diverse, high-quality workforce.**

Strategy	Time Frame	Financial Resources	Person(s) Responsible	Means of Evaluation
Pulaski County Public Schools will work toward attending two diversity focused career fairs each school year.	2019-2020 on-going	\$1,500	Director of Human Resources	Increased diversity of applicants and hires.
Pulaski County Public Schools will expand recruitment efforts to include one social media outlet.	2019-2020 on-going	\$2,000	Director of Human Resources	Increased number of applicants
Pulaski County Public Schools will provide tuition reimbursement to contract employees following the current policy.	2019-2020	\$10,000	School Board, County Board of Supervisors	Utilization of local funds provided for tuition reimbursement
Pulaski County Public Schools will maintain health insurance premiums for the next 5 years.	2020 - 2025	TBD	School Board, County Board of Supervisors	All full-time employees may have the opportunity to secure health insurance.
Pulaski County Public Schools will continue to work toward competitive teacher salaries which are above the regional average at every step of the scale.	2019-2020 ongoing	TBD	School Board, County Board of Supervisors	Teacher salary scale
Pulaski County Public Schools will work toward funding annual step increases for teachers.	2018-2019 ongoing	TBD	School Board, County Board of Supervisors	Teacher salary scale
Pulaski County Public Schools will work toward improving all support staff salaries and benefits relative to surrounding school divisions.	2018-2019 ongoing	TBD	School Board, County Board of Supervisors	Support staff salary scale