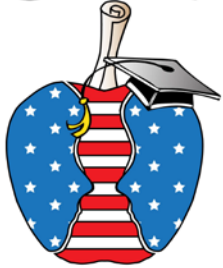


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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

The ECPPS Strategic Plan 2016-2021

Mid-Year Update – February 3, 2017

4Q3T

Four Questions:

Are we teaching the right things?

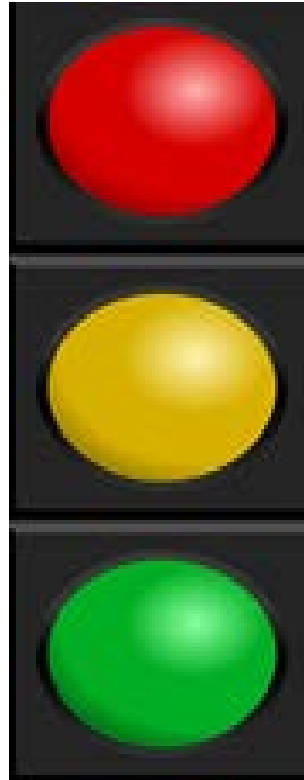
Are we teaching them the right way?

How do you know your students are learning?

What are you doing for those who are not learning?

Three Things:

Children -- Leadership -- Results



**STRATEGIES FOR SUCCESSFUL
IMPLEMENTATION OF THE ECPPS
STRATEGIC PLAN**

**IMPLEMENTATION STEPS ARE IN
PROGRESS**

**IMPLEMENTATION IS UNDERWAY OR
COMPLETE**

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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS STRATEGIC PLAN REPORT

GOAL I: Every student in ECPPS will graduate from high school prepared for work, further education & citizenship.

STRATEGY: Expand job shadowing, internships, mentorships and career fair opportunities for all careers.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Revisit Coast Guard Base for Apprenticeships	August 2016	April 2017
Explore Teacher Cadet Program Possibility	August 2016	April 2017
Identify Health Care Contacts	August 2016	April 2017
COA/ECSU Music Departments	August 2016	April 2017
Explore Career Cruising Program Feasibility	August 2016	April 2017
Utilize Virtual Job Shadow/CFNC Program	August 2016	April 2017
Re-Establish Chamber of Commerce Education Committee for Job Sites	August 2016	April 2017
Identify Real Estate Brokers	August 2016	April 2017
Utilize Ag Extension Career Agents	August 2016	April 2017
Utilize Rotary Clubs	August 2016	April 2017
Expand Tuesday Talk & Wednesday Circle (Middle School)	August 2016	April 2017
Identify Non-Profits	August 2016	April 2017
Virtual Enterprise Course Added	August 2016	April 2017

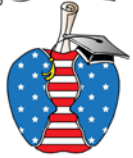
STRATEGY: Explore rezoning to reclassify grade spans to help close the achievement gap and provide age-appropriate, learner focused education.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Present Information to Board on Year Round School Options	November 2016	June 2017
Present Information to Board on Potential Grade Span Reorganization	November 2016	June 2017

STRATEGY: Solicit the Elizabeth City-Pasquotank community, faith-based community, Coast Guard community and college community.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Examine Feasibility of Matching School Schedules	August 2016	April 2017
Develop Principal PD Program for Volunteers	August 2016	April 2017
Utilize Volunteer/Motivational Speakers	August 2016	April 2017
Explore Sorority/Fraternity Mentoring Program	August 2016	April 2017

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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS STRATEGIC PLAN REPORT

GOAL I: Every student in ECPPS will graduate from high school prepared for work, further education & citizenship. *(Strategies Continued)*

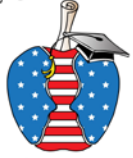
STRATEGY: Increase dual enrollment services and establish an early college high school.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Investigate/Reorganize Career Development Center to Provide Dual Services at Both High Schools	May 2016	August 2016
Investigate College Intern Counselor	January 2017	June 2017
District Marketing Plan for Dual Enrollment	July 2016	May 2017
Survey Interest & Need for Early College (Begin in Middle School)	March 2016	May 2017
Use AVID to Expand College Prep	August 2016	July 2017
Decide Place/Site/Course of Study	May 2016	July 2017
Establish Task Force (District)	May 2016	March 2017
District Marketing Plan for Early College	July 2016	May 2017

STRATEGY: Aggressively market school system success as well as individual school success.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Coordinate with Chamber of Commerce Education Committee	August 2016	April 2017
Coordinate with Coast Guard Public Relations Office	August 2016	April 2017
Initiate YouTube Videos	August 2016	April 2017
Teen Ambassador Training Program	August 2016	April 2017
Continue Daily Advance Education Life Page	August 2016	April 2017
Continue Use of Facebook	August 2016	April 2017
Continue "Expos"	August 2016	April 2017
Continue Outdoor Events	August 2016	April 2017
Continue Spring Choir	August 2016	April 2017
Character Hall of Fame	August 2016	April 2017
Drama Production at Community College	August 2016	April 2017
Initiate Performance Opportunities (the arts)	August 2016	April 2017

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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS STRATEGIC PLAN REPORT

GOAL II: Every student in ECPPS will have a personalized education.

STRATEGY: Provide differentiated support to all educators including training, coaching and monitoring to ensure a personalized education for all learners.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Utilize MTSS Tiers/Structure	August 2016	April 2017
Organize MTSS Training	August 2016	April 2017
Provide Team Training in State Sequence Requirements	August 2016	April 2017
Develop High School & Middle School Linkage	August 2016	April 2017
Define K-12 Roles	August 2016	April 2017
Utilize PLC for Coaching	August 2016	April 2017
Training for Instructional Coaches	August 2016	April 2017
Maximize Learning Focused Modules	August 2016	April 2017
Monitor Training Data	August 2016	April 2017
Monitor Teacher/Student Attendance	August 2016	April 2017
Benchmarks, EOG, EOC	August 2016	May 2017

STRATEGY: Define and communicate to all stakeholders the meaning and expectations of a personalized education.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Create a Perception Survey	July 2016	May 2017
Survey Stakeholders	August 2016	November 2016
Create a Task Force	January 2017	February 2017
Analyze Perception Data & Craft Personalized Education Definition	February 2017	April 2017
Develop Marketing Plan That Communicates Definition	June 2017	August 2017
Implement Marketing Plan	August 2017	April 2018

STRATEGY: Utilize the multi-tiered system of support framework for student success (MTSS).

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Initiate Year 1 MTSS	August 2016	April 2017
Initiate Learning Focused Year One	August 2016	April 2017

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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS STRATEGIC PLAN REPORT

GOAL II: Every student in ECPPS will have a personalized education. (Strategies Continued)

STRATEGY: Incorporate personalized education into the culture of the district.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Use NCSTAR to Document Strategic Planning Process	July 2016	June 2017
Follow-Up Survey on Personalized Education	August 2018	September 2018
Analyze Follow-Up Survey Results & Discuss Implications	October 2018	November 2018
Monitor Process with NCSTAR	October 2016	April 2019
Analyze Progress Monitoring Data & Discuss Implications	September 2019	October 2019
Adjust Tasks as Needed	September 2019	April 2020

STRATEGY: Re-establish a parent center that will provide communication & support for all stakeholders.

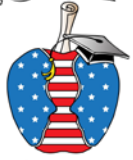
IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Establish Parent Center Location for Pre-K~12 th Grade	December 2016	March 2017
Identify Parent Education Issues/Topics (Survey)	January 2017	February 2017
Employ Person to Run Parent Center	May 2017	June 2017
Establish Schedule	May 2017	June 2017
Establish Training Center Site	May 2017	June 2017
Build Community Bridge Concept	May 2017	June 2017
Market Center & Training	August 2017	October 2017
Examine Feasibility of Shared Space	December 2016	March 2017
Explain Flexibility of Technology Utilization	December 2016	March 2017
Identify Funding	October 2016	April 2017
Articulation With Daycare Providers	January 2017	August 2017

GOAL III: In ECPPS, every student, every day will have excellent educators.

STRATEGY: Evaluate entry program for new teachers & develop a rubric for district hiring process.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Examine Current Programs & Legal Requirements	August 2016	October 2016
Orientation Program with Principals on Expectations	November 2016	December 2016
Develop Group & Performance Expectations for Administrators	November 2016	December 2016
Communicate Requirements to Mentors/Mentees	January 2017	February 2017
Develop Rubric Scale for Candidates Include Teach Model Lesson	January 2017	February 2017
Create Writing Rubric & Develop Rubric for Scoring	January 2017	February 2017
Implement Monitoring System	January 2017	February 2017

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ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS STRATEGIC PLAN REPORT

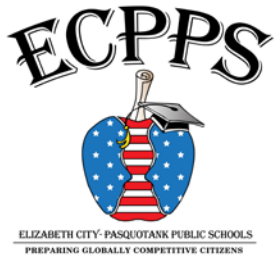
GOAL III: In ECPPS, every student, every day will have excellent educators.
(Strategies Continued)

STRATEGY: Implement a process to address teacher expectations, retention, empowerment, accountability, community support and hiring.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Beginning Teachers Will Participate in Orientation and Be Assigned a Trained Mentor for Three Years	August 2017	June 2020
Implement an Entrance & Exit Process Coordinated by HR and Beginning Teacher Coordinators	August 2017	June 2020
Teacher Accountability Will Be Maintained and Measured with 4Q3T, EVAAS Data, Snapshots, Teacher Evaluations and Attendance Data	August 2017	June 2020
Provide Teachers with Leadership Opportunities Such As: Teacher Advisory Council, Leadership Executive Action Program, Mentor Training and Teacher Led Professional Development	August 2017	June 2020
Make Connections within the Community to Offer Professional Development and Resources for Teachers (ex: STEM, ECSU, NCSSM)	August 2017	June 2020

STRATEGY: Broaden communication opportunities/strategies for community support for educators – marketing plan (use all forms including social media, radio, newspaper, etc.)

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Feature Teachers As "All District" Teachers on Website	August 2016	April 2017
Initiate School-Wide Social Events	August 2016	April 2017
Expand Sound Media	August 2016	April 2017
Explore Major Discount Program	August 2016	April 2017
Investigate Sports/Social Clubs	August 2016	April 2017
Work with Education Foundation to Redefine Role and Support	August 2016	April 2017
Explore How to Use PSA for Schools	August 2016	April 2017
Explore Feasibility of Athletes for Fundraising for Teachers	August 2016	April 2017
Explore Feasibility of Billboard for ECPPS	August 2016	April 2017
Explore Teacher Appreciation Resolutions	August 2016	April 2017



ECPPS
 STRATEGIC PLAN REPORT

GOAL III: In ECPPS, every student, every day will have excellent educators.
(Strategies Continued)

STRATEGY: Create an incentive program and customized professional development opportunities for educators that motivate them to exceed expectations.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Continue "Employee of the Week" Program	August 2016	April 2017
Survey Administrators/Staff for Ideas	August 2016	April 2017
Expand "Employee of the Week" to Maintenance, Grounds, Transportation, Central Services and Edgewood	August 2016	May 2017
Create Professional Development Programs for All Educators	August 2016	April 2017

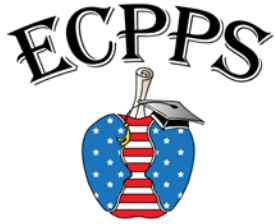
GOAL IV: ECPPS will have up-to-date financial, business, & technology systems to serve its students, parents, & educators.

STRATEGY: Develop operational review/project needs assessment to determine funding and resources.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Initiate Task Force to Begin Work	July 2016	August 2016
Design Assessments for Measurability	August 2016	November 2016
Implementation of Assessments	August 2016	November 2016
Review of Assessment	January 2017	April 2017

STRATEGY: Secure grant writing expertise for funding.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Investigate Grant Writing Opportunities/Position	July 2016	June 2017
Secure Funding Position	July 2016	June 2017
Hire Grant Writer	July 2016	June 2017
Initiate Grant Writing	August 2016	June 2017



ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS
STRATEGIC PLAN REPORT

GOAL IV: ECPPS will have up-to-date financial, business, & technology systems to serve its students, parents, & educators. (Strategies Continued)

STRATEGY: Create budget planning timelines for allocation of resources & ability to meet goals & strategies.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Develop and Implement Timeline for Budget Planning	July 2016	July 2016
Develop Financial Procedures Manual	September 2016	March 2017
Explore Efficiency Studies	October 2016	June 2017

STRATEGY: Utilize technology to improve processes & relationships.

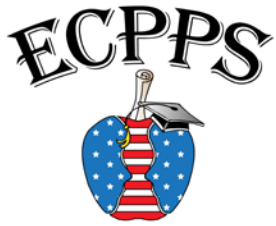
IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Develop Principal Performance Plan That Is Technology Based and Linked to Google Calendar	August 2016	September 2016
Training on Principal Performance Planner	September 2016	April 2017
Protocol/Process Determined to Ensure Fidelity of Implementation	August 2016	April 2017
Performance Plan Utilization Expectations/Implementation	September 2016	April 2017

STRATEGY: Develop & sustain business & govt. agencies partnerships/incorporate marketing.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Develop Partnership Directory for Use by System	September 2016	April 2017
Develop Protocols for Approaching Business Partners	October 2016	April 2017
Determine Awareness of Principals to Reduce Fundraising Competition	October 2016	April 2017
Formal Recognition and Thank You to Partners	October 2016	April 2017
Full Page Thank You Ad in Daily Advance	April 2017	May 2017

STRATEGY: Expand communication between school and community, parents and students.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Explore & Identify Feasibility of Unified, Coordinated School Operations	August 2017	April 2018
Provide District Briefings for Partners	August 2017	April 2018
Flier in Newspaper – Strategic Plan Sent through Churches & Light Bills	August 2017	April 2018
Identify Bilingual Employees, Volunteers at Each School	August 2017	April 2018
Identify Predominantly AA Churches for Awareness/Partnerships	August 2017	April 2018
Utilize Community Centers to Meet with Parents	August 2017	April 2018
Identify/Match Students with Mentors	August 2017	April 2018
Explore Feasibility of Student Internships (HS) with Middle & Elementary	August 2017	April 2018



**ECPPS
STRATEGIC PLAN REPORT**

GOAL IV: ECPPS will have up-to-date financial, business, and technology systems to serve its students, parents, and educators. (Strategies Continued)

STRATEGY: Complete student needs assessment (school and home) for technology.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Develop Student Needs Assessment That Addresses School & Home	July 2017	February 2018
Explain Purpose for Needs Assessment	October 2017	March 2018
Principal Training for Implementation	October 2017	March 2018
Identify Resources Available for Families	November 2017	December 2017
Match Needs/Resources	November 2017	March 2018

STRATEGY: Provide technology training/professional development for staff, students and parents.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Based on Staff & Student Assessments – Provide Professional Development and Training	January 2017	April 2017
Needs Will Be Prioritized	January 2017	May 2017
Establish Parent Technology Training Opportunities	February 2017	December 2017
Provide Training & Professional Development Opportunities for Leadership	February 2017	December 2017

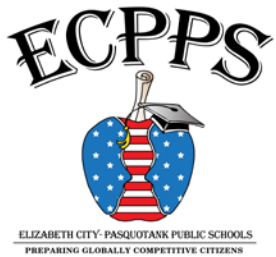
STRATEGY: Implement the District Technology Plan.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
This Plan Has Components Embedded throughout Goal IV	July 2016	As strategies are met.

GOAL V: Every student in ECPPS will be healthy, safe and responsible.

STRATEGY: Provide breakfast for all students.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Prototype Five Schools Using CEP (Free Breakfast for All)	January 2017	June 2017
Explore Feasibility of Title I Middle School Participation	January 2017	June 2017
Seek Financial Assistance for One Year from Vendors	January 2017	June 2017
Explore Feasibility of Use of Food Vendors to Sustain Free Breakfast	January 2017	June 2017
Develop Strategy for Alternative Lunch (Businesses)	January 2017	June 2017
Promote Breakfast & Nutrition Info Through Parent Center for Families	January 2017	June 2017
Increase Opportunities for Parents to Eat in Cafeteria – Promote	January 2017	June 2017
Market Child Nutrition Programs at School Events	January 2017	June 2017



ECPPS
 STRATEGIC PLAN REPORT

**GOAL V: Every student in ECPPS will be healthy, safe and responsible.
 (Strategies Continued)**

STRATEGY: Expansion of programs in guidance, nursing, mental health, emotional health/self-esteem, physical exercise.

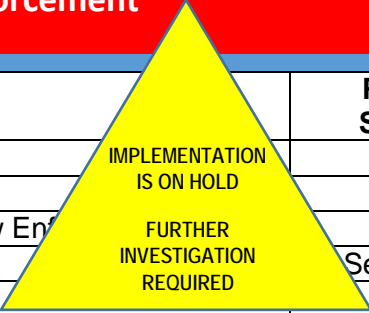
IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Pilot a Fitness Program at Underperforming Elementary Schools	January 2017	June 2017
Evaluate & Expand Fitness Program Based on EOG Attendance/Free & Reduced Meal Participants	June 2017	August 2017
Pilot FACES Program	January 2017	June 2017
Explore Feasibility of Expanding Student Support Groups	January 2017	June 2017
Explore Feasibility of Student Interns for COA Nurses	January 2017	June 2017
Develop a Plan for Transitioning to More Guidance Counselors	January 2018	June 2018
Develop Internship Program for Counselors	September 2016	June 2017

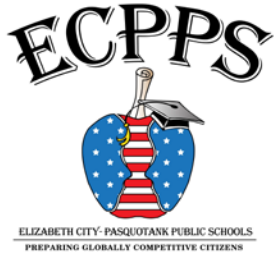
STRATEGY: Memorandum of Understanding (MOU) for School Resource Officers.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Secure Sample MOU from Other Districts	July 2016	June 2017
Set-Up Meeting Between SRO's, Sheriff and Superintendent	July 2016	June 2017
Draft MOU	December 2016	June 2017
BOE & Attorney Review	March 2017	June 2017
Finalize/Promote MOU	May 2017	July 2017

STRATEGY: Camera Access for Law Enforcement

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Amend Safe Schools Plan to Have Cameras	July 2016	June 2017
Determine Infrastructure & Ability to Implement	July 2016	June 2017
Identify Program to Share Camera Access with Law Enforcement	July 2016	June 2017
Policy Review	September 2016	June 2017
If Approved ~ Implement Technology	July 2017	June 2018





ECPPS STRATEGIC PLAN REPORT

GOAL V: Every student in ECPPS will be healthy, safe and responsible. (Strategies Continued)

STRATEGY: Staff development/on-going professional development.

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Identify District Safety School Officer	July 2016	June 2017
Review & Update Crisis Plan with Emergency Management	August 2016	June 2017
Timeline in Crisis Plan for Drills	September 2016	June 2017
Professional Development on Updated Plan to Include All Buildings	October 2016	June 2017
Review All Other LEA Plans	November 2016	June 2017
Update Plan	July 2018	June 2019
Professional Development on Updated Plan	June 2018	June 2019
Communication of Updated Plan for Consistency	July 2016	June 2017
Assess Current Status	July 2016	June 2017
Awareness of School Procedures for Visitors	July 2016	June 2017
Crisis Plan Accessibility	July 2016	June 2017

STRATEGY: Implement a program to utilize community mentors.

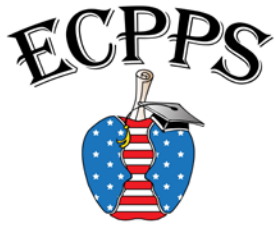
IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Identify Student Needs	July 2016	June 2017
Reach Out to Community Groups	July 2016	June 2017
Assess Current Groups & Process	July 2016	June 2017
Develop & Implement Student/Community Program Linked to Community Schools	July 2016	June 2017
Pilot Student Mentorship Program	January 2017	June 2017
Evaluate Program	January 2017	June 2017

STRATEGY: Promote & develop positive citizenship behavior.

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Secure Grant to Support Character Education Efforts	September 2016	June 2017
Implement Rachel's Challenge throughout Schools	September 2016	June 2017

STRATEGY: Implement PBIS (Positive Behavior Intervention Strategies)

IMPLEMENTATION STEP	PROJECTED START DATE	PROJECTED COMPLETION DATE
Develop District Wide Guidelines for PBIS through MTSS Framework	July 2016	June 2017



ELIZABETH CITY-PASQUOTANK PUBLIC SCHOOLS
PREPARING GLOBALLY COMPETITIVE CITIZENS

ECPPS
STRATEGIC PLAN REPORT

GOAL V: Every student in ECPPS will be healthy, safe and responsible.
(Strategies Continued)

STRATEGY: Clear Expectations

IMPLEMENTATION STEP	PROJECTED DATE	PROJECTED COMPLETION DATE
Explore Feasibility for Community Meetings to Talk with Parents to Share Expectations	July 2016	August 2016
Explore Feasibility of Uniform Set of Expectations (Explain at Each School)	July 2016	August 2016
Reinforce Clear Expectations (Policy, Close Monitoring by Principals/CO Administrators)	September 2016	June 2017
District Handbook Organized Around Strategic Plan	August 2016	August 2016

ECPPS leaders and staff have been working diligently to implement the strategies and goals as set forth in the ECPPS Strategic Plan. It is indeed our goal to meet the needs of our students and this community. We have heard the voices of the community, and of the Strategic Planning Task Force, and will use that information to guide us as we move forward in our endeavors to provide an extraordinary education for the children of Pasquotank County.

Report Updated: 2.3.17

*ECPPS...Preparing Globally
Competitive Citizens!*