



Alamance-Burlington Schools - Strategic Plan Success Report

July 2015

On June 16, 2014, the Alamance-Burlington Board of Education adopted the Alamance-Burlington Schools Strategic Plan as a road map for achieving the Vision for Public Education in Alamance County. This plan defines the necessary steps for change in order for the district to become a national model for public education.

The Strategic Plan Success Report serves as a public report card of the district's successes as it implements the strategic plan. This report card will be updated periodically to provide parents, community members, and employees of the school system information on our progress.

Strategic Priorities and Plan Goals



Completed



In progress



Not Started

School Equity and Consistency

Every student, regardless of classroom or school, will be provided quality educational opportunities in exceptional learning environments.

Recruiting and Retaining High Quality Staff

Students and parents will benefit from outstanding leaders, teachers, and support staff in every school. The district pledges to recruit and retain highly skilled staff who are committed to the Alamance-Burlington Schools and its students.

Classroom and School Support

Students and parents will benefit from classrooms and schools that receive support which ensures high levels of achievement for all students.

Goal 1: Exemplary Classroom Teaching and Instructional Leadership

Students, teachers, and schools will be expected to perform at higher levels to ensure that every student graduates college and career ready. Excellence will be the standard in every classroom, in every school, every day.

Define standards		<ul style="list-style-type: none"> ✓ Developed definition of excellence in teaching and learning and specific examples ✓ Created tools for assessing excellence across the district ✓ Completed assessments
Establish district-wide understanding of standards		<ul style="list-style-type: none"> • Set measurable goals aligned to strategic plan
Communicate standards to parents		
Create district-wide support for and use of the standards		





Goal 2: Master Plan for Specialized Programs

Students will have the opportunity to participate in customized learning opportunities and environments over and above the standard curriculum. Through these learning opportunities, students will take part in multiple learning experiences designed to meet their interests, advance their achievement, and align with future local and national workforce needs.

Define customized learning opportunities and environments		<ul style="list-style-type: none"> ✓ Defined specialized programs and researched local, state, and national career outlooks ✓ Identified existing ABSS specialized programs
Develop a menu of opportunities		<ul style="list-style-type: none"> ✓ Developed list of potential elementary and middle/high school program areas for use in determining student, parent, and staff interest ✓ Surveyed students, teachers, parents, and other key stakeholders in the Cummings-Graham Zones to determine interest ✓ Identified the specialized programs that best meet the needs and interests of students at schools within the Cummings-Graham Zones
Develop process for roll out and full implementation		
Educate parents and other key stakeholders		
Secure long-term business and community partners		





Goal 3: Written Five-Year Facilities Plan

Students will attend school in modern facilities that are safe, orderly, attractive, and well-maintained. Schools will have infrastructures that support the use of technology and provide excellent learning environments.

Conduct needs assessment		<ul style="list-style-type: none"> ✓ A Joint Facilities Task Force was created by the Board of Education and Board of County Commissioners. ✓ Visited schools and used a common rating sheet to assess building conditions and needs ✓ Met on April 1, 2015 to share impressions and ratings from the visits ✓ Meet monthly to develop a written plan addressing school facility needs
Communicate priority facility needs to parents, community and elected officials		<ul style="list-style-type: none"> • Communicated selected immediate needs as a part of the Superintendent's budget • Communicated immediate space needs as a part of redistricting for 2015-16
Adopt and implement final written facilities plan		
Align staff and resources as facilities plan is implemented		


Goal 4: World-Class Teacher Working Conditions

Teachers will be supported and have opportunities to grow professionally. They will have access to quality resources and leadership opportunities. They will work in environments where integrity and accountability are cornerstones.

Evaluate current teacher working conditions		<ul style="list-style-type: none"> • Defined world-class teacher working conditions • Surveyed teachers on current working conditions
Establish district-wide understanding of world-class teacher working conditions		
Communicate expectations within the district and community		
Create district-wide support		<ul style="list-style-type: none"> • Completed Class of 2014-15 Alamance-Burlington Teacher Leadership Institute




Goal 5: Compensation for Building-Level Employees

Teachers, principals, and other school employees will be paid at levels that are competitive with surrounding school systems.

Conduct study of base pay and supplements for all school-based employees		<ul style="list-style-type: none"> • Defined expectations for the study • Identified positions to be studied • Determined proposal evaluation criteria • Distributed request for proposals • Selected firm to conduct study • Included supplement increases for teachers, principals, and assistant principals in Superintendent's 2015-16 expansion budget
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Goal 6: Classroom and School Supports

Classrooms and schools will have the materials and resources necessary to close achievement gaps and ensure high levels of achievement for all students.

Establish district-wide minimum standards		<ul style="list-style-type: none"> • Defined district-wide minimum standards
Examine current allotment formulas		<ul style="list-style-type: none"> • Shared results and recommendations
Assess gaps building by building		
Re-align supports and resources	