



ABSS STRATEGIC PLAN PROGRESS PRIORITIES AND GOALS September 9, 2016

Priority One: School Equity and Consistency

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

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.

- Developed definition of excellence in teaching and learning and specific examples
- Created tools for assessing excellence across the district
- Developed Core 4 non-negotiables for every classroom
 - Curriculum Content and Standards
 - Rigor
 - Pedagogy
 - Data and Assessments
- Implemented monthly digital learning professional development program for principals and district administrators in conjunction with the Friday Institute with North Carolina State University for the 2015-2016 school year, continuing into 2016-2017
- Implemented digital learning professional development program for district educators with the Friday Institute for the 2016-2017 school year
- Developed Principals Leadership Institute modeled after Teacher Leadership Academy to begin fall 2016
- Added elementary art teachers to achieve equity at all elementary schools
- Implemented first phase weighted teacher allocation for high poverty schools
- Teacher leaders and central services staff redesigned district curriculum resources to include standards maps and student data trackers for grades 3-8 Math and Science, Biology, Math I, and English II.
- Designed professional development and support around the revised curriculum resources aligned to the ABSS Core Four for 2-16-2017

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.

- Defined specialized programs and researched local, state, and national career trends
- Doubled language immersion programs in K-5 from 3 to 6; implemented schoolwide global-focus education at 6 K-5 schools; additional K-5 school slated for language immersion and schoolwide global-focus education to begin fall 2017
- Expanded language immersion program at 3 middle schools by grade level
- Implemented North Carolina Arts Council A+ schoolwide arts program at one K-5 school; a second school in planning process to begin fall 2017
- Implemented The Leader in Me student leadership schoolwide program at 2 K-5 schools
- Implemented Makerspace programs at 1 K-5 and 2 middle schools
- Implemented high school Fire Academy program as initial phase of Municipal Services Academy at one school, with program open to students at all high schools; in planning stage to add Public Safety, Emergency Medical Technician programs. In discussion with law enforcement about potential law enforcement/legal module
- Developed task force for School of the Arts concept with arts educators, school administrators and central office staff—developing plans to convert one comprehensive high school to a grades 6-12 specialty high school focused on a variety of performing and visual arts
- Developed task force for Skilled Trades Academy concept with Career Technical Education (CTE) classroom educators, school administrators, district CTE administrators; developing plans to convert one comprehensive high school to a Skilled Trades Academy, offering programs that meet current and future local, state, and national workforce demands
- Partnered with 8 local businesses and Alamance Community College to implement 4-year student apprenticeship program (Career Accelerator Program); first cohort of apprentices began program fall 2016
- Expanded course offerings at Career and Technical Education Center in computer programming career pathway in conjunction with Alamance Community College
- Opened early college program on campus at Alamance Community College; expanded capacity to meet high student demand; plans underway to expand early college model to one high school for fall 2017 to keep up with increased demand
- In planning year to open International Baccalaureate program at one high school for fall 2017; second high school to open IB program, fall 2018. Both programs will be open to students from all high schools.
- Expanded ABSS Virtual Academy opportunities available for all high school students

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.

- A Joint Facilities Task Force was created by the Board of Education and Board of County Commissioners to visit schools and assess building conditions and needs
- Task Force developed 5 year plan to address needs
- Completed the following project upgrades/renovations
 - Comprehensive paint jobs at 10 schools
 - Six additional schools with partial paint jobs
 - Carpet removal/VCT tile classroom installations at 16 sites, 2 school offices and 3 media centers
 - Asbestos abatement projects at 4 schools
 - 4 HVAC boiler replacements
 - Added classrooms at 4 schools
 - Added a total of 5 mobile classrooms at 2 schools
 - Painted 4 gym floors
 - Replaced 3 gym floors
 - New walkway at one middle school
 - Concrete repair at 6 sites
 - Roof repairs at 5 sites
 - New metal roofing on 2 mobile classrooms
 - Renovation of shop area for Fire Academy classroom
 - Renovation of shop area for Fire Academy truck bay
 - Door replacements at 5 schools
 - Foundation repairs at 3 schools
 - Renovated STEAM Makerspace at one school with new tile, lighting and ceiling tiles
 - Completed 2,237 work orders

Priority Two: 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 School System and its students.

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.

- Defined world-class teacher working conditions
- Surveyed teachers on current working conditions

- Completed 2 cohorts of Alamance-Burlington Teacher Leadership Institute; cohort 3 will begin fall 2016
- Partnered with Impact Alamance and Alamance Chamber to create ABSS Teacher Leadership Academy; first cohort graduated in spring 2016; second cohort of 50 teachers underway for 2016-2017
- Developed comprehensive district professional development program calendar and resources for educators and created ½ day professional development opportunities each month on early release days for students for the 2016-2017 school year
- Developed and implemented digital badge program for educators to showcase knowledge and demonstrate professional mastery attained in the following areas: Data Literacy, Tech Apprentice, Tech Master, Global Educator, Digital Teaching and Learning Coach

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.

- Increased teacher supplement scale 1.5% over 2 year period
- Revised and implemented initial increase to principal and assistant principal supplement scale

Priority Three: 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 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.

- Increased district instrumental music budget
- Increased instructional supply budget by \$7 per student
- Secured Golden LEAF grant to support district one-to-one competitive classroom digital implementation process