

PCS22

Person County Schools

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Overview

Plan Name

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Plan Description

5 year strategic plan for Person County Schools.

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

| # | Goal Name | Goal Details | Goal Type | Total Funding |
|---|---|---|----------------|---------------|
| 1 | All Person County School facilities will provide a safe, clean, caring, orderly, and positive environment that supports and is conducive to learning. | Objectives: 1 Strategies: 10 Activities: 21 | Organizational | \$113500 |
| 2 | All Person County School students will demonstrate high levels of character, academic growth, and achievement. | Objectives: 2 Strategies: 7 Activities: 26 | Organizational | \$26619000 |
| 3 | All Person County Schools will be provided the resources to meet the needs of all stakeholders | Objectives: 3 Strategies: 5 Activities: 15 | Organizational | \$16245000 |
| 4 | All Person County School leaders will encourage and promote family, community, and business involvement. | Objectives: 1 Strategies: 2 Activities: 8 | Organizational | \$49000 |

Goal 1: All Person County School facilities will provide a safe, clean, caring, orderly, and positive environment that supports and is conducive to learning.

Measurable Objective 1:

collaborate to provide a safe and orderly environment for learning by 06/17/2022 as measured by successful completion of identified strategies..

Strategy 1:

REMS Crisis Management Plans - Each Person County School facility will utilize the online Readiness and Emergency Management for Schools(REMS) crisis management plan. Each plan will be submitted and monitored via the online management system. The plans will undergo annual reviews from the Administrative Services department.

Research Cited: REMS is a crisis management system supported by the U.S. Department of Education (ED)'s Office of Safe and Healthy Students', OSHS, (formerly the Office of Safe and Drug-Free Schools, OSDFS) Center for School Preparedness (CSP).

| Activity - REMS Online Management System | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--------------------|------------|------------|-------------------|-------------------|---|
| Submission and monitoring of school plans via REMS online tool. Schools: All Schools | Policy and Process | 08/01/2018 | 06/17/2022 | \$500 | District Funding | Administrative services, local school improvement teams, local school REMS teams. |

Strategy 2:

CPI Training - PCS will assist with and support non-violent crisis intervention training for all schools staff.

Research Cited: PCS Board Policy: 4302; CPI is a Nonviolent Crisis Intervention® training program.

| Activity - CPI Staff Development | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------------|------------|------------|-------------------|-------------------|--|
| Teachers and staff working in self-contained and behavior support programs will get full training annually while other staff members will receive refresher training. Schools: All Schools | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$10000 | State Funds | Student Support Services, Behavior Specialist, Principals, classroom teachers. |

| Activity - CPI Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
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| 100% of instructional staff working with behavior needs students will receive Crisis Prevention Institute (CPI) behavior training. Schools: All Schools | Behavioral Support Program | 06/01/2018 | 06/17/2022 | \$5000 | State Funds | Student Support Services. |
|--|----------------------------|------------|------------|--------|-------------|---------------------------|

Strategy 3:

Maintaining effective relationships with local safety entities - PCS will continue to develop and maintain effective relationships with Person County Emergency Management Services, local law enforcement, and fire departments.

Research Cited: Policy Code: 5051; 5120.

| Activity - Yearly Safety Drill | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|-------------------|---|
| PCS, in cooperation with Person County Emergency Management, local law enforcement, and fire departments, will conduct a yearly school safety drill. Schools: All Schools | Community Engagement | 08/01/2018 | 06/17/2022 | \$1000 | General Fund | Administrative Services, Person County EMS, local fire and law enforcement, and school administrators |

| Activity - Safety Advisory Meeting | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|---------------------|---|
| Safety Advisory meetings will be held quarterly to garner strategic advice from external stakeholders. Schools: All Schools | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Administrative Services and Superintendent. |

| Activity - Traffic Patterns | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|---------------------|---|
| Work with law enforcement, operations, and principals to review site based plans for various traffic patterns on campus to ensure the patterns are optimal for stakeholder safety. Schools: All Schools | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Administrative Services, Operations, Law Enforcement, and Principals. |

Strategy 4:

Safety Procedures - Person County Schools will ensure all personnel are properly trained on safety procedures.

Research Cited: OSHA Laws and Regulations PL 91-596

| Activity - Bus Driver Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|-----------------------|------------|------------|-------------------|-------------------|-------------------------|
| Bus drivers will receive updated safety training at their annual meeting. Schools: All Schools | Professional Learning | 08/01/2018 | 06/17/2022 | \$36000 | State Funds | Transportation Services |

| Activity - Bus Exit Safety Drills | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|---------------------|---|
| Semi-annually, bus drivers will conduct bus exit drills. Schools: All Schools | Professional Learning | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Transportation Services, Bus Drivers, School Administration |

| Activity - OSHA Safety law and regulation training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|---------------------|-----------------------------------|
| Select elementary, vocational and science employees will undergo OSHA training before their students participate in science lab or trade activities. Schools: All Schools | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | No Funding Required | CIA staff and classroom teachers. |

| Activity - Focus on workplace safety | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|-------------------|-------------------------------------|
| The PCS Human Resources Department will assign all PCS employees online safety training modules to complete. Schools: All Schools | Professional Learning | 08/01/2018 | 06/17/2022 | \$14000 | District Funding | Human Resources, all PCS employees. |

| Activity - Safety Topic Presentations | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---------------------------|------------|------------|-------------------|---------------------|---|
| The PCS Human Resources Department will provide Principals and Site Directors with monthly safety topics to review with their staff members. Schools: All Schools | Recruitment and Retention | 08/01/2018 | 06/01/2022 | \$0 | No Funding Required | Human Resources, Principals and Site Directors, and Operations. |

Strategy 5:

Research-Based Discipline Programs - All PCS schools will have access to training on research-based discipline methods.

Research Cited: Positive Behavior Interventions and Support, Office of Special Education Programs; Discipline with Dignity, Curwin & Mendler (1999); Duke Center for Child and Family Policy; The Innovation Project; PCS Policy 4303 and 4302.

| Activity - PBIS/Restorative Justice Professional Development | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---------------|------------|----------|-------------------|-------------------|-------------------|
|--|---------------|------------|----------|-------------------|-------------------|-------------------|

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|---|-----------------------|------------|------------|---------|------------------|---|
| All PCS schools will have access to school and district level training on Positive Behavior Interventions and support with Restorative Justice methodology. Schools: All Schools | Professional Learning | 06/01/2018 | 06/17/2022 | \$15500 | District Funding | Student Support Services, Curriculum and Instruction, and Principals. |
|---|-----------------------|------------|------------|---------|------------------|---|

| Activity - Improving the Wellbeing of Students Impacted by Trauma. | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------------|------------|------------|-------------------|---------------------|--|
| PCS will work with The Innovation Project team to provide training to staff, intervention support, and services to students impacted by trauma. Schools: All Schools | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$0 | No Funding Required | Student Support Services, The Innovation Project, Duke Center for Child and Family Policy. |

| Activity - Decrease in Student Suspensions | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|-------------------|---|
| PCS will review discipline data to note trends in student behavior and to provide support and training so that 100% of the schools in Person County will report a decrease in out-of school suspensions. Schools: All Schools | Other - Data Analysis | 08/01/2018 | 06/17/2022 | \$5000 | State Funds | Administrative Services, Principals/Site Directors, Student Support Services. |

Strategy 6:

Online Safety - PCS will provide internet and social media safety measures to its stakeholders to meet the regulations of CIPA.

Research Cited: The Children's Internet Protection Act (CIPA) was enacted by Congress in 2000; PC's policy 3226 and 4205.

| Activity - Internet Filter/NAC | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--------------------|------------|------------|-------------------|-------------------|--------------------------|
| Zscaler internet filter and network access control device will be used to ensure compliance with CIPA. Schools: All Schools | Policy and Process | 06/01/2018 | 06/17/2022 | \$4500 | State Funds | Administrative Services. |

| Activity - Online Usage | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|-----------------------|------------|------------|-------------------|-------------------|--|
| PCS will provide best practice strategies to our stakeholders regarding proper online and social media usage. Schools: All Schools | Professional Learning | 08/01/2018 | 06/17/2022 | \$2000 | State Funds | Administrative Services, Principals, Counselors. |

Strategy 7:

OSHA/DOL/ADA Safety Inspections - PCS will complete 100% of the inspections required by OSHA/DOL/ADA.

Research Cited: PCS Board Policy 9200.

| Activity - On-site School Inspections | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--------------------|------------|------------|-------------------|-------------------|-----------------------------------|
| PCS staff and inspectors from OSHA/DOL will complete annual inspections. Schools: All Schools | Policy and Process | 06/01/2018 | 06/17/2022 | \$20000 | District Funding | Facility Services, OSHA, and DOL. |

| Activity - Inspection of Facilities | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--------------------|------------|------------|-------------------|---------------------|---|
| Operations and school principals will inspect monthly school facilities, school buses, and activity buses for cleanliness and clutter removal. Schools: All Schools | Policy and Process | 06/18/2018 | 06/17/2022 | \$0 | No Funding Required | Operations, Custodians, and Principals. |

Strategy 8:

Facility Audit - PCS will work with Smith Sinnett Architects and Numerix LLC to complete a facility and enrollment audit.

| Activity - Facility Plan | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|---------------------|--|
| PCS will work with the PC Commissioners and other stakeholder groups to develop a facilities plan using the Smith Sinnett Architects and Numerix LLC audit findings. Schools: All Schools | Community Engagement | 07/01/2018 | 01/01/2019 | \$0 | No Funding Required | Operations, PC Government, PCS Board of Education. |

Strategy 9:

District School Health Advisory Council Action Plan - PCS will develop a district school health advisory action plan.

Research Cited: PCS Policy 6140.

| Activity - SHAC Meetings | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|---------------------|--|
| The PCS SHAC team will meet to complete an action plan using data from the state strategic survey. Schools: All Schools | Community Engagement | 08/01/2018 | 06/17/2022 | \$0 | No Funding Required | SHAC Advisory Council members, Counselors, and Nurses. |

Strategy 10:

Student Medical Needs - PCS will meet identified, individual medical needs of its students.

Research Cited: IEDA, 504, ADA Act of 1990; PCS Policy 6120.

| Activity - Individual Student Medical Plans | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--------------------------|------------|------------|-------------------|---------------------|---|
| PCS will collaborate with stakeholders to ensure medical plans are composed and followed for students with identified medical needs. Schools: All Schools | Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Nurses, 504/IEP teams, principals and site directors. |

Goal 2: All Person County School students will demonstrate high levels of character, academic growth, and achievement.

Measurable Objective 1:

collaborate to provide engaging, relevant, and rigorous learning experiences that produce positive student results while addressing the individual needs of students in order for them to be college and career ready by 06/30/2022 as measured by student growth measures, AMOs, School Performance Grades, Teachers' Standard 6 and Principals' Standard 8..

Strategy 1:

Launch e6 - Increase graduation rate to 90% or greater by providing individualized student plans, innovative programs and offering an avenue for potential dropouts to graduate through an alternate path. Effectiveness will be measured through perception data from counselors, increased participation and graduation rate, and perception data from students and parents.

Research Cited: <http://www.cde.ca.gov/ls/cg/rh/counseffective.asp>; http://ncstar.weebly.com/uploads/5/2/4/4/52444991/a4_-_06.pdf; The Innovator's Mindset Empower Learning Unleash Talent, and Lead a Culture of Creativity by George Couros; The Routledge International Handbook of Higher Education edited by Malcolm Tight, Ka Ho Mok, Jeroen Huisman, Christopher Morphew.

| Activity - Plan of Study | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--------------------------|------------|------------|-------------------|-------------------|--|
| 4-year individualized plan for all PHS students. Schools: Person High School | Academic Support Program | 07/01/2017 | 06/17/2022 | \$5000 | District Funding | Counselors, Graduation Coach, Principal, Director Secondary Education, CTE Director. |

| Activity - Rocket Seminar | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--------------------------|------------|------------|-------------------|---------------------|--|
| <p>Rocket Seminar will provide 40-minutes per day of “just-in-time” guidance and instruction on topics highly relevant to adolescents for building strong academic habits and personal character, as well as highly-structured flexible time for individual enrichment and academic support.</p> <p>Schools: Person High School</p> | Academic Support Program | 07/03/2017 | 06/17/2022 | \$0 | No Funding Required | Student Support, Counselors, Graduation Coach, College Adviser, Social Worker, Nurses , Gear-Up Staff, Media Specialist, Instructional Technology Facilitator, Special Populations, Instructional Management & Career Development Coordinator, Principal, CIA. |
| Activity - Virtual Academy | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| <p>The PHS Virtual Academy will provide support and flexibility for at-risk students who have 8-10 credits remaining to graduate high school. Individualized Learning - Opportunity for students to enroll in virtual options with flexible schedules to meet a variety of student needs. The experiences are tailored to learning preferences and the specific interests of diverse learners.</p> <p>Schools: Person High School</p> | Academic Support Program | 08/27/2018 | 06/17/2022 | \$25000 | State Funds | Virtual Academy Teachers, Graduation Coach, Counselors, Principal, CIA Team, The Innovation Project. |

Strategy 2:

IGNITE - Our traditional middle schools will be transformed into College and Career Academies by providing choices that meet ALL of our students needs. Operation IGNITE includes our current and future plans for Student Acceleration, Advanced Courses, Enrichment Opportunities, Academic Supports, Athletics, and Student Organizations. Effectiveness will be measured by perception data from students and community, CTE pathway completers at PHS, and continued academic growth in both middle schools.

Research Cited: The Innovator's Mindset Empower Learning Unleash Talent, and Lead a Culture of Creativity by George Couros; The Routledge International Handbook of Higher Education edited by Malcolm Tight, Ka Ho Mok, Jeroen Huisman, Christopher Morphew;

http://ncstar.weebly.com/uploads/5/2/4/4/52444991/a4_-_06.pdf

| Activity - Personalized, relevant, curriculum-focused School Counselor Meetings | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|---------------------|--|
| Meetings will equip grades 8-12 counselors with curricular information/application practice. Counselors will also meet with grade 6-7 students to support and encourage exploration in middle grades. Schools: All Schools | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | No Funding Required | CIA Staff, Counselors, Principals. |
| Activity - Data Meetings | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| Students will meet with school staff to track their own data and progress. Students will monitor growth and discuss strategies for improvement with school staff including counselors, teachers, and instructional coaches. Schools: All Schools | Behavioral Support Program, Academic Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$0 | No Funding Required | Students, Counselors, Teachers, Instructional Coaches, Principals. |
| Activity - Acceleration & Remediation | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS middle schools offer a variety of options for acceleration and remediation including: course acceleration, advanced course offerings, academic support during the school day, and enrichment opportunities. The options will be provided during Raider Time, Panther Time, and Literacy Block or as a part of a student's core schedule. Schools: All Schools | Academic Support Program | 08/27/2018 | 06/17/2022 | \$115000 | State Funds | Teachers, Support Staff - TAs, EC Teachers, AIG Teachers, Principal, Instructional Coaches, CIA Team |
| Activity - Exploration Courses | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| Students will have opportunities to explore 4-5 different Career and Technical Education (CTE) courses that align to CTE Pathways offered at Person High School. Students will work with their counselor in 8th grade to create their Plan of Study for high school. In addition, students will have the opportunity to participate in student organizations and competitions during the school day. Students may also choose to participate in school sports or intramural or club sports. Schools: All Schools | Direct Instruction, Extra Curricular | 08/27/2018 | 06/17/2022 | \$300000 | State Funds | Principal, Teachers, CIA Team, Community Sponsors, Coaches |

Strategy 3:

Personalized Learning - Personalized learning offers pedagogy, curriculum, and learning environments to meet the individual students' needs. The experiences are tailored to learning preferences and the specific interests of different learners.

Research Cited: The Innovator's Mindset Empower Learning Unleash Talent, and Lead a Culture of Creativity by George Couros.

| Activity - Student Profiles | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|-------------------|--|
| Individualized Plan for every elementary student-Personalized Learning - Personalized learning offers pedagogy, curriculum, and learning environments to meet the individual students' needs. The experiences are tailored to learning preferences and the specific interests of different learners. Schools: All Schools | Direct Instruction, Academic Support Program, Tutoring | 08/27/2018 | 06/17/2022 | \$200000 | State Funds | Principals, Instructional Coaches, Teachers, CIA |

Strategy 4:

Instructional Coaches - Increase the number of Instructional coaches to improve educator effectiveness to accommodate all schools.

Research Cited: Educator-Centered Instructional Coaching: What the Research Says By: Ivan Charner and Elliot Medrich.

| Activity - Instructional Coaching Training | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|-------------------|---|
| Instructional Coaching: A Partnership Approach to Improving Instruction By: Jim Knight - University of Kansas, USA will be utilized to provide the assistance and encouragement necessary to implement new programs that improve student learning. Schools: All Schools | Professional Learning | 08/27/2018 | 06/17/2019 | \$5000 | State Funds | Elementary & Secondary Directors, Instructional Coaches, CIA Staff, Principals. |

| Activity - Instructional Coaches PLC | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------|------------|------------|-------------------|---------------------|---|
| Instructional Coaches will meet monthly to collaborate on school level progress towards district initiatives. Coaches will share ideas and resources as a way to promote consistency and fidelity across the district. Schools: All Schools | Professional Learning | 08/27/2018 | 06/17/2022 | \$0 | No Funding Required | Instructional Coaches, CIA Staff, Principals. |

Strategy 5:

Implement federal, state, and local policies - PCS will assess and provide training and support for successful implementation of local, state, and federal policies and programs affecting promotion, retention, and graduation.

Research Cited: Federal, State, and Local Policies.

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| Activity - Meet all federal grant requirements | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|--|
| PCS will write appropriate goals to procure federal allocated dollars for student support services, and curriculum and instruction. Schools: All Schools | Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$25000000 | Other | Student Support Services, CIA, Business. |
| Activity - Meet all AMO targets | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will increase the percentage of schools meeting defined AMO targets each year until all schools meet 100% of their AMO targets. Schools: All Schools | Direct Instruction, Policy and Process, Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | CIA, Schools, & Support Services. |
| Activity - CTE Concentrators | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will increase the number of concentrators each year so that 80% of PHS Class of 2022 are identified as CTE concentrators. Schools: Person High School | Direct Instruction, Career Preparation/Orientation, Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$140000 | State Funds | CTE, CIA, and Schools |
| Activity - CTE Credentials | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will increase the number of student receiving credentials each year so that in 2022 95% of our students receive a credential. Schools: All Schools | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 07/01/2018 | 06/17/2022 | \$140000 | State Funds | CTE, CIA, and Schools |
| Activity - Graduation Rate | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |

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| PCS will increase the AMO cohort graduation rate to 90% by providing innovative programs as an avenue for potential dropouts to graduate through an alternate path. Such programs include, Early College, College Career Promise, Rocket Academy, Alternative Graduation Program, Rocket Seminar, Launch e6 and Project Roundup. Schools: All Schools | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$100000 | State Funds | CIA, Student Services, & Graduation Coach. |
|--|--|------------|------------|----------|-------------|--|

| Activity - WorkKeys | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|-------------------|
| PCS will increase each year the percent of students meeting the WorkKeys test Silver Certificate level. Schools: Person High School | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | CTE and CIA |

Strategy 6:

North Carolina and Every Student Succeeds Act (ESSA) Accountability - PCS will assist in the development and implementation of North Carolina Essential Standards to raise student achievement as measured by the NC state accountability model and ESSA.

Research Cited: NC Ready Accountability & Every Student Succeeds Act.

| Activity - mClass | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|-------------------|--------------------------------------|
| PCS will improve mClass data each year until all schools meet the K-3 state defined TRC targets and 3rd grade reading proficiency standards. Schools: All Schools | Direct Instruction, Policy and Process, Academic Support Program, Parent Involvement | 08/01/2018 | 06/17/2022 | \$300000 | State Funds | CIA, Instructional Coaches, Schools. |

| Activity - Education Value-Added Assessment System (EVAAS) | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|---------------------|-------------------|
| PCS will increase the percent of schools meeting EVAAS growth targets each year until all schools meet expected growth or better. Schools: All Schools | Policy and Process, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | CIA and Schools |

| Activity - ACT/SAT | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
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| PCS will meet or exceed State and National SAT levels and will increase the number of students meeting minimum ACT benchmark measures in Math, Reading, and English. Schools: Person High School | Direct Instruction, Career Preparation/Orientation | 06/01/2018 | 06/30/2022 | \$10000 | State Funds | CIA, High Schools, and Middle Schools. |
|---|--|------------|------------|---------|-------------|--|

| Activity - School Improvement Plans | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|---|
| PCS will assist each school in the continuous improvement process. Schools: All Schools | Policy and Process, Academic Support Program, Community Engagement, Parent Involvement | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | CIA, Support Services, Administrative Services, CIA, and Schools. |

| Activity - College Ready | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|---------------------|-------------------|
| PCS will continuously reduce the percentage of students being reported on the UNC admissions report who have to enroll in remedial courses. Schools: All Schools | Direct Instruction, Academic Support Program | 06/01/2018 | 06/30/2022 | \$0 | No Funding Required | CIA and Schools |

| Activity - Language Immersion | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|-------------------|--|
| PCS will partner with Participate to offer a dual language immersion program at 2 elementary schools beginning in Kindergarten and adding a grade, each year, thereafter. Schools: All Schools | Direct Instruction, Academic Support Program | 08/27/2018 | 06/17/2022 | \$100000 | State Funds | CIA, Woodland Elem, South Elem, Participate, Business, HR. |

Measurable Objective 2:

collaborate to provide all PCS students with interpersonal skills by 06/17/2022 as measured by enabling the students to be successful across diverse communities.

Strategy 1:

Character Education Program - PCS will provide a consistent character education and social-emotional education program for all students.

| Activity - Increase Student Support | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|-------------------|--|
| PCS will seek funding to provide additional counselors, family outreach specialists, and behavioral support in targeted school populations. Schools: All Schools | Behavioral Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$106000 | State Funds | Support Services, Human Resources, and Business. |

| Activity - Character Education | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|---------------------|---|
| Counselors will teach a consistent character education program. Schools: All Schools | Behavioral Support Program, Academic Support Program | 08/27/2018 | 06/17/2022 | \$20000 | State Funds | Counselors, Principals, and Student Support Services. |
| Activity - Restorative Justice | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will provide support and training to the middle and high school staff members on restorative justice practices. Schools: All Schools | Professional Learning, Behavioral Support Program | 08/10/2018 | 06/17/2022 | \$53000 | State Funds | Student Support Services, Human Resources, CIA, and Business. |
| Activity - Character Recognition | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will recognize positive contributions of employees and students at monthly school board meetings, through postings on the PCS website, and in the Tuesday Tweets. Schools: All Schools | Behavioral Support Program, Academic Support Program, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Human Resources and Communications. |

Goal 3: All Person County Schools will be provided the resources to meet the needs of all stakeholders

Measurable Objective 1:

collaborate to collaborate to use effective techniques to recruit and retain a quality workforce by 06/17/2022 as measured by staff surveys, employee turnover rate, position vacancies, Teacher Working Conditions Survey, and staff development offerings..

Strategy 1:

Teacher Vacancy - PCS will collect and analyze new hire data to inform recruitment efforts leading to schools staffed with appropriately licensed, highly qualified teachers.

Research Cited: PCS Board Policy 7100.

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| Activity - Less than 1% Vacancies 1st Day of School | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---------------------------|------------|------------|-------------------|-------------------|------------------------------|
| PCS will utilize various recruitment strategies to meet the goal of less than 1% teacher vacancies on the first day of school. Schools: All Schools | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$9000 | District Funding | Human Resources, Principals. |

| Activity - New Teacher Support | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---|------------|------------|-------------------|---------------------|---|
| PCS will collaborate with community members to find and offer affordable housing for employees new to PCS. Schools: All Schools | Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Human Resources, Community Members, Principals. |

| Activity - International Faculty | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---|------------|------------|-------------------|---------------------|--|
| PCS will utilize Participate and Education Partners International to provide faculty for hard to fill positions. Schools: All Schools | Direct Instruction, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Human Resources, Business, and Principals. |

Strategy 2:

Staff Retention - PCS will analyze various employee data points to decrease employee turnover rate, provide quality staff development, and to improve local salary scales.

Research Cited: PCS Board Policies: 7100; 7504; 7506; 7507; 7811.

| Activity - Supplement Salary Scales | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---------------------------|------------|------------|-------------------|-------------------|---|
| Staff will collaborate with the Teacher Advisory and Classified Advisory Council members to develop a differentiated supplement scale based on experience with Person County Schools. Schools: All Schools | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$500000 | District Funding | Human Resources, Business, TAC, CAC, School Efficiency Consultants. |

| Activity - Enhancement Teachers | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|------------|------------|-------------------|-------------------|--|
| PCS will meet the requirements of HB 90 while also supporting the development of the whole child through the arts and physical education. Schools: All Schools | Class Size Reduction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$12900000 | State Funds | Human Resources, Business, & Principals. |

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Person County Schools

| Activity - Teacher Assistants | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|---|------------|------------|-------------------|-------------------|--|
| PCS will maintain the number of Teacher Assistants to provide instructional support as defined by the state allocation model. Schools: All Schools | Direct Instruction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$1263000 | State Funds | Human Resources, Business, and Principals. |

| Activity - Reduction in Staff Turnover Rate | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---------------------------|------------|------------|-------------------|---------------------|---------------------------------|
| PCS will provide information to principals regarding school-based turnover, Teacher Working Conditions Survey, and employee exit survey data in order to reduce the overall PCS turnover rate by 1% and decrease by 10% the number of schools with teacher turnover rate greater than 15%. Schools: All Schools | Recruitment and Retention | 08/27/2018 | 06/17/2022 | \$0 | No Funding Required | Human Resources and Principals. |

| Activity - School Improvement Feedback | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|--|
| School based school improvement teams (SIP) will be instrumental in developing local school improvement plans and providing constructive feedback for improvement to administrative staff. It shall be the intention of the SIP teams to garner feedback from staff regularly when making decisions. Schools: All Schools | Professional Learning, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Principals and local School Improvement Teams (SIP). |

Measurable Objective 2:

collaborate to provide quality facilities by 06/17/2022 as measured by the PCS22 Facilities Plan..

Strategy 1:

Facilities Plan - PCS staff will draft a Comprehensive Facilities Plan for the Board of Education to recommend to the County Commissioners.

Research Cited: PCS Board Policies: 9000, 9001, 9028, 9030, 9210.

| Activity - Facility Audit | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|---|
| PCS staff will summarize the audit findings into priorities and will present to the board to recommend to the County Commissioners as additions to the Capital Improvement Projects. Schools: All Schools | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/30/2018 | \$0 | No Funding Required | Operations, Senior Leadership, Smith Sinnett, Business, and Board of Education. |

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Person County Schools

| Activity - Membership Forecast and Utilization Study | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|---|
| As part of the facility audit, a membership forecast and building utilization study was completed. Staff will use these findings to maximize building use and to plan for HB 90 classroom needs. Schools: All Schools | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/17/2022 | \$0 | No Funding Required | Operations, Principals, and Numerix LLC |

| Activity - Furniture Needs | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-------------------------------|------------|------------|-------------------|-------------------|--------------------------|
| PCS schools will development a plan and utilize local operation funds to begin replacing furniture in schools. Schools: All Schools | Other - Furniture Replacement | 06/01/2018 | 08/30/2018 | \$50000 | District Funding | Operations and Business. |

| Activity - CTE Industry Labs | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--------------------------|------------|------------|-------------------|-------------------|---------------------|
| PCS will develop an action plan to update our Career and Technical classrooms with industry labs. Schools: Person High School | Academic Support Program | 06/01/2018 | 06/17/2022 | \$250000 | State Funds | CTE and Operations. |

Measurable Objective 3:

increase student growth through innovative strategies by 06/17/2022 as measured by the state growth model..

Strategy 1:

Innovative Spaces - PCS staff will work with The Innovative Project team to design and implement model innovative spaces in our schools.

| Activity - Innovative Maker Spaces | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|--|------------|------------|-------------------|-------------------|--|
| PCS staff will work with Meteor Education to design and implement innovative spaces in our schools. Schools: All Schools | Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention | 01/01/2018 | 06/17/2022 | \$500000 | District Funding | Central Staff, Operations, Principals, Meteor Education, and The Innovative Project. |

| Activity - Innovative Programming | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|-----------------------------------|---------------|------------|----------|-------------------|-------------------|-------------------|
|-----------------------------------|---------------|------------|----------|-------------------|-------------------|-------------------|

| | | | | | | |
|---|---|-------------------|-------------------|-----------------|--------------|---|
| <p>PCS will provide the resources needed to enhance the experience of the 21st century learner. Programming will include: Dual Language, Rocket Academy, internships, exploratory options for middle and high school, one to one initiative, Robotics and Science Olympiad, and Entrepreneurship.</p> | <p>Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention, Technology</p> | <p>06/01/2018</p> | <p>06/17/2022</p> | <p>\$720000</p> | <p>Other</p> | <p>CIA, Operations, Human Resources, Business, and Administrative Services.</p> |
| <p>Schools: All Schools</p> | | | | | | |

Strategy 2:

Grant Writer - Person County Schools will seek to partner with other government entities to procure a grant writer. The grant writer will be responsible for procuring funds to implement innovative practices.

| Activity - Grant Writing | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|---------------------------------|-------------------|-------------------|-------------------|-------------------------|--------------------------------------|
| <p>Grants will be sought to implement innovative practices in Person County Schools.</p> | <p>Academic Support Program</p> | <p>08/27/2018</p> | <p>06/17/2022</p> | <p>\$53000</p> | <p>District Funding</p> | <p>Human Resources and Business.</p> |
| <p>Schools: All Schools</p> | | | | | | |

Goal 4: All Person County School leaders will encourage and promote family, community, and business involvement.

Measurable Objective 1:

collaborate to promote a climate that fosters community engagement by 06/17/2022 as measured by stakeholder feedback..

Strategy 1:

Stakeholder Involvement - As a result of 100% of School Improvement Plans having strategies to increase stakeholder involvement, PCS will provide multiple opportunities for stakeholder involvement.

Research Cited: PCS Board Policies: 5000, 5040, 5041, 5042.

| Activity - Kitchen Table Discussions | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|-----------------------------|-------------------|-------------------|-------------------|----------------------------|---------------------------------------|
| <p>PCS will conduct yearly kitchen table discussions to allow the community to give feedback on the implementation of the improvement plans.</p> | <p>Community Engagement</p> | <p>02/01/2018</p> | <p>05/01/2022</p> | <p>\$0</p> | <p>No Funding Required</p> | <p>Communications and Principals.</p> |
| <p>Schools: All Schools</p> | | | | | | |

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Person County Schools

| Activity - Parent Organizations | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------|------------|------------|-------------------|---------------------|--|
| PCS will continue to support the concepts of Parent Advisory Councils, PTA/PTO, Booster parents, etc. Schools: All Schools | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Principals, Senior Leadership, Board of Education. |

| Activity - IHE Partnerships | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|--|------------|------------|-------------------|---------------------|--------------------------|
| PCS will implement and maintain IHE partnerships to support the vision and mission of the school system. Schools: All Schools | Direct Instruction, Professional Learning, Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | No Funding Required | Human Resources and CIA. |

| Activity - Parent Involvement in Schools | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------|------------|------------|-------------------|---------------------|--|
| PCS will promote parent involvement in the schools and in the lives of their children through student led conference, parent/teacher conferences, and acceleration and remediation plans. Schools: All Schools | Community Engagement | 08/27/2018 | 06/17/2022 | \$0 | No Funding Required | Principals, Teachers, Students, Parents. |

Strategy 2:

Community Engagement - PCS will develop public engagement strategies to enhance the PCS branding in the community.

Research Cited: PCS Board Policy 5010.

| Activity - Community Connections | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|--|----------------------|------------|------------|-------------------|---------------------|-----------------------------|
| PCS will provide literature and event details to Tourism, Chamber of Commerce, and local news outlets regarding the happenings in our schools. Schools: All Schools | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Communications and Schools. |

| Activity - Community Service | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------|------------|------------|-------------------|---------------------|-------------------|
| PCS will encourage our schools to be active participants in their communities. Likewise, we will promote the need for our student groups and teams to have community service projects as part of their programming. Schools: All Schools | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Schools |

PCS22

Person County Schools

| Activity - Business Partner Recognitions | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
|---|----------------------|------------|------------|-------------------|---------------------|---|
| PCS will recognize individuals, businesses, and organizations that actively partner with our schools. Schools: All Schools | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | No Funding Required | Communications and Schools. |
| Activity - Public Relations | Activity Type | Begin Date | End Date | Resource Assigned | Source Of Funding | Staff Responsible |
| PCS will effectively communicate with its stakeholders through the district website, school websites, social media, media releases, print, email, and Connect Ed. Schools: All Schools | Community Engagement | 07/01/2018 | 06/17/2022 | \$49000 | District Funding | Communications and Administrative Services. |

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---|--|--|------------|------------|-------------------|---|
| Bus Exit Safety Drills | Semi-annually, bus drivers will conduct bus exit drills. | Professional Learning | 06/01/2018 | 06/17/2022 | \$0 | Transportation Services, Bus Drivers, School Administration |
| School Improvement Plans | PCS will assist each school in the continuous improvement process. | Policy and Process, Academic Support Program, Community Engagement, Parent Involvement | 07/01/2018 | 06/17/2022 | \$0 | CIA, Support Services, Administrative Services, CIA, and Schools. |
| International Faculty | PCS will utilize Participate and Education Partners International to provide faculty for hard to fill positions. | Direct Instruction, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | Human Resources, Business, and Principals. |
| Inspection of Facilities | Operations and school principals will inspect monthly school facilities, school buses, and activity buses for cleanliness and clutter removal. | Policy and Process | 06/18/2018 | 06/17/2022 | \$0 | Operations, Custodians, and Principals. |
| Business Partner Recognitions | PCS will recognize individuals, businesses, and organizations that actively partner with our schools. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Communications and Schools. |
| Community Connections | PCS will provide literature and event details to Tourism, Chamber of Commerce, and local news outlets regarding the happenings in our schools. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Communications and Schools. |
| OSHA Safety law and regulation training | Select elementary, vocational and science employees will undergo OSHA training before their students participate in science lab or trade activities. | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | CIA staff and classroom teachers. |
| Kitchen Table Discussions | PCS will conduct yearly kitchen table discussions to allow the community to give feedback on the implementation of the improvement plans. | Community Engagement | 02/01/2018 | 05/01/2022 | \$0 | Communications and Principals. |

| | | | | | | |
|----------------------------------|--|--|------------|------------|-----|---|
| New Teacher Support | PCS will collaborate with community members to find and offer affordable housing for employees new to PCS. | Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | Human Resources, Community Members, Principals. |
| Safety Topic Presentations | The PCS Human Resources Department will provide Principals and Site Directors with monthly safety topics to review with their staff members. | Recruitment and Retention | 08/01/2018 | 06/01/2022 | \$0 | Human Resources, Principals and Site Directors, and Operations. |
| Traffic Patterns | Work with law enforcement, operations, and principals to review site based plans for various traffic patterns on campus to ensure the patterns are optimal for stakeholder safety. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Administrative Services, Operations, Law Enforcement, and Principals. |
| Character Recognition | PCS will recognize positive contributions of employees and students at monthly school board meetings, through postings on the PCS website, and in the Tuesday Tweets. | Behavioral Support Program, Academic Support Program, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Human Resources and Communications. |
| Safety Advisory Meeting | Safety Advisory meetings will be held quarterly to garner strategic advice from external stakeholders. | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Administrative Services and Superintendent. |
| Reduction in Staff Turnover Rate | PCS will provide information to principals regarding school-based turnover, Teacher Working Conditions Survey, and employee exit survey data in order to reduce the overall PCS turnover rate by 1% and decrease by 10% the number of schools with teacher turnover rate greater than 15%. | Recruitment and Retention | 08/27/2018 | 06/17/2022 | \$0 | Human Resources and Principals. |
| School Improvement Feedback | School based school improvement teams (SIP) will be instrumental in developing local school improvement plans and providing constructive feedback for improvement to administrative staff. It shall be the intention of the SIP teams to garner feedback from staff regularly when making decisions. | Professional Learning, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | Principals and local School Improvement Teams (SIP). |
| Instructional Coaches PLC | Instructional Coaches will meet monthly to collaborate on school level progress towards district initiatives. Coaches will share ideas and resources as a way to promote consistency and fidelity across the district. | Professional Learning | 08/27/2018 | 06/17/2022 | \$0 | Instructional Coaches, CIA Staff, Principals. |

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Person County Schools

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|--|---|--|------------|------------|-----|---|
| Facility Audit | PCS staff will summarize the audit findings into priorities and will present to the board to recommend to the County Commissioners as additions to the Capital Improvement Projects. | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/30/2018 | \$0 | Operations, Senior Leadership, Smith Sinnett, Business, and Board of Education. |
| Community Service | PCS will encourage our schools to be active participants in their communities. Likewise, we will promote the need for our student groups and teams to have community service projects as part of their programming. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Schools |
| Parent Involvement in Schools | PCS will promote parent involvement in the schools and in the lives of their children through student led conference, parent/teacher conferences, and acceleration and remediation plans. | Community Engagement | 08/27/2018 | 06/17/2022 | \$0 | Principals, Teachers, Students, Parents. |
| College Ready | PCS will continuously reduce the percentage of students being reported on the UNC admissions report who have to enroll in remedial courses. | Direct Instruction, Academic Support Program | 06/01/2018 | 06/30/2022 | \$0 | CIA and Schools |
| WorkKeys | PCS will increase each year the percent of students meeting the WorkKeys test Silver Certificate level. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$0 | CTE and CIA |
| SHAC Meetings | The PCS SHAC team will meet to complete an action plan using data from the state strategic survey. | Community Engagement | 08/01/2018 | 06/17/2022 | \$0 | SHAC Advisory Council members, Counselors, and Nurses. |
| Facility Plan | PCS will work with the PC Commissioners and other stakeholder groups to develop a facilities plan using the Smith Sinnett Architects and Numerix LLC audit findings. | Community Engagement | 07/01/2018 | 01/01/2019 | \$0 | Operations, PC Government, PCS Board of Education. |
| Parent Organizations | PCS will continue to support the concepts of Parent Advisory Councils, PTA/PTO, Booster parents, etc. | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Principals, Senior Leadership, Board of Education. |
| Personalized, relevant, curriculum-focused School Counselor Meetings | Meetings will equip grades 8-12 counselors with curricular information/application practice. Counselors will also meet with grade 6-7 students to support and encourage exploration in middle grades. | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | CIA Staff, Counselors, Principals. |

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|---|---|--|------------|------------|-----|--|
| Improving the Wellbeing of Students Impacted by Trauma. | PCS will work with The Innovation Project team to provide training to staff, intervention support, and services to students impacted by trauma. | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$0 | Student Support Services, The Innovation Project, Duke Center for Child and Family Policy. |
| IHE Partnerships | PCS will implement and maintain IHE partnerships to support the vision and mission of the school system. | Direct Instruction, Professional Learning, Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | Human Resources and CIA. |
| Data Meetings | Students will meet with school staff to track their own data and progress. Students will monitor growth and discuss strategies for improvement with school staff including counselors, teachers, and instructional coaches. | Behavioral Support Program, Academic Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$0 | Students, Counselors, Teachers, Instructional Coaches, Principals. |
| Education Value-Added Assessment System (EVAAS) | PCS will increase the percent of schools meeting EVAAS growth targets each year until all schools meet expected growth or better. | Policy and Process, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | CIA and Schools |
| Meet all AMO targets | PCS will increase the percentage of schools meeting defined AMO targets each year until all schools meet 100% of their AMO targets. | Direct Instruction, Policy and Process, Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | CIA, Schools, & Support Services. |

PCS22

Person County Schools

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|---|---|--|------------|------------|------------|--|
| Rocket Seminar | Rocket Seminar will provide 40-minutes per day of “just-in-time” guidance and instruction on topics highly relevant to adolescents for building strong academic habits and personal character, as well as highly-structured flexible time for individual enrichment and academic support. | Academic Support Program | 07/03/2017 | 06/17/2022 | \$0 | Student Support, Counselors, Graduation Coach, College Adviser, Social Worker, Nurses , Gear-Up Staff, Media Specialist, Instructional Technology Facilitator, Special Populations, Instructional Management & Career Development Coordinator, Principal, CIA. |
| Membership Forecast and Utilization Study | As part of the facility audit, a membership forecast and building utilization study was completed. Staff will use these findings to maximize building use and to plan for HB 90 classroom needs. | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/17/2022 | \$0 | Operations, Principals, and Numerix LLC |
| Individual Student Medical Plans | PCS will collaborate with stakeholders to ensure medical plans are composed and followed for students with identified medical needs. | Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | Nurses, 504/IEP teams, principals and site directors. |
| Total | | | | | \$0 | |

General Fund

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---------------|----------------------|---------------|------------|----------|-------------------|-------------------|
|---------------|----------------------|---------------|------------|----------|-------------------|-------------------|

PCS22

Person County Schools

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|---------------------|--|----------------------|------------|------------|--------|--|
| Yearly Safety Drill | PCS, in cooperation with Person County Emergency Management, local law enforcement, and fire departments, will conduct a yearly school safety drill. | Community Engagement | 08/01/2018 | 06/17/2022 | \$1000 | Administrative Services, Person County EMS, local fire and law enforcement, and school administrators. |
| Total | | | | | \$1000 | |

Other

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|-------------------------------------|--|--|------------|------------|-------------------|--|
| Meet all federal grant requirements | PCS will write appropriate goals to procure federal allocated dollars for student support services, and curriculum and instruction. | Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$25000000 | Student Support Services, CIA, Business. |
| Innovative Programming | PCS will provide the resources needed to enhance the experience of the 21st century learner. Programming will include: Dual Language, Rocket Academy, internships, exploratory options for middle and high school, one to one initiative, Robotics and Science Olympiad, and Entrepreneurship. | Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention, Technology | 06/01/2018 | 06/17/2022 | \$720000 | CIA, Operations, Human Resources, Business, and Administrative Services. |
| Total | | | | | \$25720000 | |

District Funding

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|----------------------------|--|-----------------------|------------|------------|-------------------|-------------------------------------|
| On-site School Inspections | PCS staff and inspectors from OSHA/DOL will complete annual inspections. | Policy and Process | 06/01/2018 | 06/17/2022 | \$20000 | Facility Services, OSHA, and DOL. |
| Focus on workplace safety | The PCS Human Resources Department will assign all PCS employees online safety training modules to complete. | Professional Learning | 08/01/2018 | 06/17/2022 | \$14000 | Human Resources, all PCS employees. |

PCS22

Person County Schools

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|---|---|--|------------|------------|----------|--|
| PBIS/Restorative Justice Professional Development | All PCS schools will have access to school and district level training on Positive Behavior Interventions and support with Restorative Justice methodology. | Professional Learning | 06/01/2018 | 06/17/2022 | \$15500 | Student Support Services, Curriculum and Instruction, and Principals. |
| Furniture Needs | PCS schools will development a plan and utilize local operation funds to begin replacing furniture in schools. | Other - Furniture Replacement | 06/01/2018 | 08/30/2018 | \$50000 | Operations and Business. |
| REMS Online Management System | Submission and monitoring of school plans via REMS online tool. | Policy and Process | 08/01/2018 | 06/17/2022 | \$500 | Administrative services, local school improvement teams, local school REMS teams. |
| Grant Writing | Grants will be sought to implement innovative practices in Person County Schools. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$53000 | Human Resources and Business. |
| Plan of Study | 4-year individualized plan for all PHS students. | Academic Support Program | 07/01/2017 | 06/17/2022 | \$5000 | Counselors, Graduation Coach, Principal, Director Secondary Education, CTE Director. |
| Innovative Maker Spaces | PCS staff will work with Meteor Education to design and implement innovative spaces in our schools. | Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention | 01/01/2018 | 06/17/2022 | \$500000 | Central Staff, Operations, Principals, Meteor Education, and The Innovative Project. |
| Supplement Salary Scales | Staff will collaborate with the Teacher Advisory and Classified Advisory Council members to develop a differentiated supplement scale based on experience with Person County Schools. | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$500000 | Human Resources, Business, TAC, CAC, School Efficiency Consultants. |
| Public Relations | PCS will effectively communicate with its stakeholders through the district website, school websites, social media, media releases, print, email, and Connect Ed. | Community Engagement | 07/01/2018 | 06/17/2022 | \$49000 | Communications and Administrative Services. |

PCS22

Person County Schools

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|--|--|---------------------------|------------|------------|------------------|------------------------------|
| Less than 1% Vacancies 1st Day of School | PCS will utilize various recruitment strategies to meet the goal of less than 1% teacher vacancies on the first day of school. | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$9000 | Human Resources, Principals. |
| Total | | | | | \$1216000 | |

State Funds

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|---------------------------------|--|--|------------|------------|-------------------|--|
| CPI Staff Development | Teachers and staff working in self-contained and behavior support programs will get full training annually while other staff members will receive refresher training. | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$10000 | Student Support Services, Behavior Specialist, Principals, classroom teachers. |
| Acceleration & Remediation | PCS middle schools offer a variety of options for acceleration and remediation including: course acceleration, advanced course offerings, academic support during the school day, and enrichment opportunities. The options will be provided during Raider Time, Panther Time, and Literacy Block or as a part of a student's core schedule. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$115000 | Teachers, Support Staff - TAs, EC Teachers, AIG Teachers, Principal, Instructional Coaches, CIA Team |
| Enhancement Teachers | PCS will meet the requirements of HB 90 while also supporting the development of the whole child through the arts and physical education. | Class Size Reduction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$12900000 | Human Resources, Business, & Principals. |
| Decrease in Student Suspensions | PCS will review discipline data to note trends in student behavior and to provide support and training so that 100% of the schools in Person County will report a decrease in out-of school suspensions. | Other - Data Analysis | 08/01/2018 | 06/17/2022 | \$5000 | Administrative Services, Principals/Site Directors, Student Support Services. |
| CTE Credentials | PCS will increase the number of student receiving credentials each year so that in 2022 95% of our students receive a credential. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 07/01/2018 | 06/17/2022 | \$140000 | CTE, CIA, and Schools |

| | | | | | | |
|---------------------|---|--|------------|------------|----------|--|
| Virtual Academy | The PHS Virtual Academy will provide support and flexibility for at-risk students who have 8-10 credits remaining to graduate high school. Individualized Learning - Opportunity for students to enroll in virtual options with flexible schedules to meet a variety of student needs. The experiences are tailored to learning preferences and the specific interests of diverse learners. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$25000 | Virtual Academy Teachers, Graduation Coach, Counselors, Principal, CIA Team, The Innovation Project. |
| CTE Concentrators | PCS will increase the number of concentrators each year so that 80% of PHS Class of 2022 are identified as CTE concentrators. | Direct Instruction, Career Preparation/Orientation, Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$140000 | CTE, CIA, and Schools |
| Language Immersion | PCS will partner with Participate to offer a dual language immersion program at 2 elementary schools beginning in Kindergarten and adding a grade, each year, thereafter. | Direct Instruction, Academic Support Program | 08/27/2018 | 06/17/2022 | \$100000 | CIA, Woodland Elem, South Elem, Participate, Business, HR. |
| Student Profiles | Individualized Plan for every elementary student- Personalized Learning - Personalized learning offers pedagogy, curriculum, and learning environments to meet the individual students' needs. The experiences are tailored to learning preferences and the specific interests of different learners. | Direct Instruction, Academic Support Program, Tutoring | 08/27/2018 | 06/17/2022 | \$200000 | Principals, Instructional Coaches, Teachers, CIA |
| Character Education | Counselors will teach a consistent character education program. | Behavioral Support Program, Academic Support Program | 08/27/2018 | 06/17/2022 | \$20000 | Counselors, Principals, and Student Support Services. |
| Internet Filter/NAC | Zscaler internet filter and network access control device will be used to ensure compliance with CIPA. | Policy and Process | 06/01/2018 | 06/17/2022 | \$4500 | Administrative Services. |
| Restorative Justice | PCS will provide support and training to the middle and high school staff members on restorative justice practices. | Professional Learning, Behavioral Support Program | 08/10/2018 | 06/17/2022 | \$53000 | Student Support Services, Human Resources, CIA, and Business. |

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|--------------------------|---|--|------------|------------|-----------|--|
| Graduation Rate | PCS will increase the AMO cohort graduation rate to 90% by providing innovative programs as an avenue for potential dropouts to graduate through an alternate path. Such programs include, Early College, College Career Promise, Rocket Academy, Alternative Graduation Program, Rocket Seminar, Launch e6 and Project Roundup. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$100000 | CIA, Student Services, & Graduation Coach. |
| ACT/SAT | PCS will meet or exceed State and National SAT levels and will increase the number of students meeting minimum ACT benchmark measures in Math, Reading, and English. | Direct Instruction, Career Preparation/Orientation | 06/01/2018 | 06/30/2022 | \$10000 | CIA, High Schools, and Middle Schools. |
| CPI Training | 100% of instructional staff working with behavior needs students will receive Crisis Prevention Institute (CPI) behavior training. | Behavioral Support Program | 06/01/2018 | 06/17/2022 | \$5000 | Student Support Services. |
| Teacher Assistants | PCS will maintain the number of Teacher Assistants to provide instructional support as defined by the state allocation model. | Direct Instruction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$1263000 | Human Resources, Business, and Principals. |
| Increase Student Support | PCS will seek funding to provide additional counselors, family outreach specialists, and behavioral support in targeted school populations. | Behavioral Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$106000 | Support Services, Human Resources, and Business. |
| mClass | PCS will improve mClass data each year until all schools meet the K-3 state defined TRC targets and 3rd grade reading proficiency standards. | Direct Instruction, Policy and Process, Academic Support Program, Parent Involvement | 08/01/2018 | 06/17/2022 | \$300000 | CIA, Instructional Coaches, Schools. |
| Exploration Courses | Students will have opportunities to explore 4-5 different Career and Technical Education (CTE) courses that align to CTE Pathways offered at Person High School. Students will work with their counselor in 8th grade to create their Plan of Study for high school. In addition, students will have the opportunity to participate in student organizations and competitions during the school day. Students may also choose to participate in school sports or intramural or club sports. | Direct Instruction, Extra Curricular | 08/27/2018 | 06/17/2022 | \$300000 | Principal, Teachers, CIA Team, Community Sponsors, Coaches |
| CTE Industry Labs | PCS will develop an action plan to update our Career and Technical classrooms with industry labs. | Academic Support Program | 06/01/2018 | 06/17/2022 | \$250000 | CTE and Operations. |

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|---------------------------------|--|-----------------------|------------|------------|-------------------|---|
| Instructional Coaching Training | Instructional Coaching: A Partnership Approach to Improving Instruction By: Jim Knight - University of Kansas, USA will be utilized to provide the assistance and encouragement necessary to implement new programs that improve student learning. | Professional Learning | 08/27/2018 | 06/17/2019 | \$5000 | Elementary & Secondary Directors, Instructional Coaches, CIA Staff, Principals. |
| Online Usage | PCS will provide best practice strategies to our stakeholders regarding proper online and social media usage. | Professional Learning | 08/01/2018 | 06/17/2022 | \$2000 | Administrative Services, Principals, Counselors. |
| Bus Driver Training | Bus drivers will receive updated safety training at their annual meeting. | Professional Learning | 08/01/2018 | 06/17/2022 | \$36000 | Transportation Services |
| Total | | | | | \$16089500 | |

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|-------------------------------|---|----------------------------|------------|------------|-------------------|--|
| REMS Online Management System | Submission and monitoring of school plans via REMS online tool. | Policy and Process | 08/01/2018 | 06/17/2022 | \$500 | Administrative services, local school improvement teams, local school REMS teams. |
| CPI Staff Development | Teachers and staff working in self-contained and behavior support programs will get full training annually while other staff members will receive refresher training. | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$10000 | Student Support Services, Behavior Specialist, Principals, classroom teachers. |
| CPI Training | 100% of instructional staff working with behavior needs students will receive Crisis Prevention Institute (CPI) behavior training. | Behavioral Support Program | 06/01/2018 | 06/17/2022 | \$5000 | Student Support Services. |
| Yearly Safety Drill | PCS, in cooperation with Person County Emergency Management, local law enforcement, and fire departments, will conduct a yearly school safety drill. | Community Engagement | 08/01/2018 | 06/17/2022 | \$1000 | Administrative Services, Person County EMS, local fire and law enforcement, and school administrators. |
| Safety Advisory Meeting | Safety Advisory meetings will be held quarterly to garner strategic advice from external stakeholders. | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Administrative Services and Superintendent. |
| Bus Driver Training | Bus drivers will receive updated safety training at their annual meeting. | Professional Learning | 08/01/2018 | 06/17/2022 | \$36000 | Transportation Services |

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| Bus Exit Safety Drills | Semi-annually, bus drivers will conduct bus exit drills. | Professional Learning | 06/01/2018 | 06/17/2022 | \$0 | Transportation Services, Bus Drivers, School Administration |
| OSHA Safety law and regulation training | Select elementary, vocational and science employees will undergo OSHA training before their students participate in science lab or trade activities. | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | CIA staff and classroom teachers. |
| Focus on workplace safety | The PCS Human Resources Department will assign all PCS employees online safety training modules to complete. | Professional Learning | 08/01/2018 | 06/17/2022 | \$14000 | Human Resources, all PCS employees. |
| PBIS/Restorative Justice Professional Development | All PCS schools will have access to school and district level training on Positive Behavior Interventions and support with Restorative Justice methodology. | Professional Learning | 06/01/2018 | 06/17/2022 | \$15500 | Student Support Services, Curriculum and Instruction, and Principals. |
| Improving the Wellbeing of Students Impacted by Trauma. | PCS will work with The Innovation Project team to provide training to staff, intervention support, and services to students impacted by trauma. | Behavioral Support Program | 08/01/2018 | 06/17/2022 | \$0 | Student Support Services, The Innovation Project, Duke Center for Child and Family Policy. |
| Decrease in Student Suspensions | PCS will review discipline data to note trends in student behavior and to provide support and training so that 100% of the schools in Person County will report a decrease in out-of school suspensions. | Other - Data Analysis | 08/01/2018 | 06/17/2022 | \$5000 | Administrative Services, Principals/Site Directors, Student Support Services. |
| Internet Filter/NAC | Zscaler internet filter and network access control device will be used to ensure compliance with CIPA. | Policy and Process | 06/01/2018 | 06/17/2022 | \$4500 | Administrative Services. |
| Online Usage | PCS will provide best practice strategies to our stakeholders regarding proper online and social media usage. | Professional Learning | 08/01/2018 | 06/17/2022 | \$2000 | Administrative Services, Principals, Counselors. |
| On-site School Inspections | PCS staff and inspectors from OSHA/DOL will complete annual inspections. | Policy and Process | 06/01/2018 | 06/17/2022 | \$20000 | Facility Services, OSHA, and DOL. |

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Person County Schools

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| Facility Plan | PCS will work with the PC Commissioners and other stakeholder groups to develop a facilities plan using the Smith Sinnett Architects and Numerix LLC audit findings. | Community Engagement | 07/01/2018 | 01/01/2019 | \$0 | Operations, PC Government, PCS Board of Education. |
| Inspection of Facilities | Operations and school principals will inspect monthly school facilities, school buses, and activity buses for cleanliness and clutter removal. | Policy and Process | 06/18/2018 | 06/17/2022 | \$0 | Operations, Custodians, and Principals. |
| SHAC Meetings | The PCS SHAC team will meet to complete an action plan using data from the state strategic survey. | Community Engagement | 08/01/2018 | 06/17/2022 | \$0 | SHAC Advisory Council members, Counselors, and Nurses. |
| Safety Topic Presentations | The PCS Human Resources Department will provide Principals and Site Directors with monthly safety topics to review with their staff members. | Recruitment and Retention | 08/01/2018 | 06/01/2022 | \$0 | Human Resources, Principals and Site Directors, and Operations. |
| Traffic Patterns | Work with law enforcement, operations, and principals to review site based plans for various traffic patterns on campus to ensure the patterns are optimal for stakeholder safety. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Administrative Services, Operations, Law Enforcement, and Principals. |
| Individual Student Medical Plans | PCS will collaborate with stakeholders to ensure medical plans are composed and followed for students with identified medical needs. | Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | Nurses, 504/IEP teams, principals and site directors. |
| Personalized, relevant, curriculum-focused School Counselor Meetings | Meetings will equip grades 8-12 counselors with curricular information/application practice. Counselors will also meet with grade 6-7 students to support and encourage exploration in middle grades. | Professional Learning | 08/01/2018 | 06/17/2022 | \$0 | CIA Staff, Counselors, Principals. |
| Data Meetings | Students will meet with school staff to track their own data and progress. Students will monitor growth and discuss strategies for improvement with school staff including counselors, teachers, and instructional coaches. | Behavioral Support Program, Academic Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$0 | Students, Counselors, Teachers, Instructional Coaches, Principals. |

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| Acceleration & Remediation | PCS middle schools offer a variety of options for acceleration and remediation including: course acceleration, advanced course offerings, academic support during the school day, and enrichment opportunities. The options will be provided during Raider Time, Panther Time, and Literacy Block or as a part of a student's core schedule. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$115000 | Teachers, Support Staff - TAs, EC Teachers, AIG Teachers, Principal, Instructional Coaches, CIA Team |
| Exploration Courses | Students will have opportunities to explore 4-5 different Career and Technical Education (CTE) courses that align to CTE Pathways offered at Person High School. Students will work with their counselor in 8th grade to create their Plan of Study for high school. In addition, students will have the opportunity to participate in student organizations and competitions during the school day. Students may also choose to participate in school sports or intramural or club sports. | Direct Instruction, Extra Curricular | 08/27/2018 | 06/17/2022 | \$300000 | Principal, Teachers, CIA Team , Community Sponsors, Coaches |
| Student Profiles | Individualized Plan for every elementary student- Personalized Learning - Personalized learning offers pedagogy, curriculum, and learning environments to meet the individual students' needs. The experiences are tailored to learning preferences and the specific interests of different learners. | Direct Instruction, Academic Support Program, Tutoring | 08/27/2018 | 06/17/2022 | \$200000 | Principals, Instructional Coaches, Teachers, CIA |
| Instructional Coaching Training | Instructional Coaching: A Partnership Approach to Improving Instruction By: Jim Knight - University of Kansas, USA will be utilized to provide the assistance and encouragement necessary to implement new programs that improve student learning. | Professional Learning | 08/27/2018 | 06/17/2019 | \$5000 | Elementary & Secondary Directors, Instructional Coaches, CIA Staff, Principals. |
| Instructional Coaches PLC | Instructional Coaches will meet monthly to collaborate on school level progress towards district initiatives. Coaches will share ideas and resources as a way to promote consistency and fidelity across the district. | Professional Learning | 08/27/2018 | 06/17/2022 | \$0 | Instructional Coaches, CIA Staff, Principals. |
| Meet all federal grant requirements | PCS will write appropriate goals to procure federal allocated dollars for student support services, and curriculum and instruction. | Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$25000000 | Student Support Services, CIA, Business. |
| Meet all AMO targets | PCS will increase the percentage of schools meeting defined AMO targets each year until all schools meet 100% of their AMO targets. | Direct Instruction, Policy and Process, Academic Support Program | 07/01/2018 | 06/17/2022 | \$0 | CIA, Schools, & Support Services. |

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| CTE Credentials | PCS will increase the number of student receiving credentials each year so that in 2022 95% of our students receive a credential. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 07/01/2018 | 06/17/2022 | \$140000 | CTE, CIA, and Schools |
| Graduation Rate | PCS will increase the AMO cohort graduation rate to 90% by providing innovative programs as an avenue for potential dropouts to graduate through an alternate path. Such programs include, Early College, College Career Promise, Rocket Academy, Alternative Graduation Program, Rocket Seminar, Launch e6 and Project Roundup. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$100000 | CIA, Student Services, & Graduation Coach. |
| mClass | PCS will improve mClass data each year until all schools meet the K-3 state defined TRC targets and 3rd grade reading proficiency standards. | Direct Instruction, Policy and Process, Academic Support Program, Parent Involvement | 08/01/2018 | 06/17/2022 | \$300000 | CIA, Instructional Coaches, Schools. |
| Education Value-Added Assessment System (EVAAS) | PCS will increase the percent of schools meeting EVAAS growth targets each year until all schools meet expected growth or better. | Policy and Process, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | CIA and Schools |
| School Improvement Plans | PCS will assist each school in the continuous improvement process. | Policy and Process, Academic Support Program, Community Engagement, Parent Involvement | 07/01/2018 | 06/17/2022 | \$0 | CIA, Support Services, Administrative Services, CIA, and Schools. |
| College Ready | PCS will continuously reduce the percentage of students being reported on the UNC admissions report who have to enroll in remedial courses. | Direct Instruction, Academic Support Program | 06/01/2018 | 06/30/2022 | \$0 | CIA and Schools |
| Language Immersion | PCS will partner with Participate to offer a dual language immersion program at 2 elementary schools beginning in Kindergarten and adding a grade, each year, thereafter. | Direct Instruction, Academic Support Program | 08/27/2018 | 06/17/2022 | \$100000 | CIA, Woodland Elem, South Elem, Participate, Business, HR. |

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Person County Schools

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| Less than 1% Vacancies 1st Day of School | PCS will utilize various recruitment strategies to meet the goal of less than 1% teacher vacancies on the first day of school. | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$9000 | Human Resources, Principals. |
| New Teacher Support | PCS will collaborate with community members to find and offer affordable housing for employees new to PCS. | Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | Human Resources, Community Members, Principals. |
| Supplement Salary Scales | Staff will collaborate with the Teacher Advisory and Classified Advisory Council members to develop a differentiated supplement scale based on experience with Person County Schools. | Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$500000 | Human Resources, Business, TAC, CAC, School Efficiency Consultants. |
| Enhancement Teachers | PCS will meet the requirements of HB 90 while also supporting the development of the whole child through the arts and physical education. | Class Size Reduction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$12900000 | Human Resources, Business, & Principals. |
| Teacher Assistants | PCS will maintain the number of Teacher Assistants to provide instructional support as defined by the state allocation model. | Direct Instruction, Academic Support Program, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$1263000 | Human Resources, Business, and Principals. |
| International Faculty | PCS will utilize Participate and Education Partners International to provide faculty for hard to fill positions. | Direct Instruction, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | Human Resources, Business, and Principals. |
| Facility Audit | PCS staff will summarize the audit findings into priorities and will present to the board to recommend to the County Commissioners as additions to the Capital Improvement Projects. | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/30/2018 | \$0 | Operations, Senior Leadership, Smith Sinnett, Business, and Board of Education. |
| Membership Forecast and Utilization Study | As part of the facility audit, a membership forecast and building utilization study was completed. Staff will use these findings to maximize building use and to plan for HB 90 classroom needs. | Other - Collaborative Task between PCS Commissioners and BOE | 03/19/2018 | 06/17/2022 | \$0 | Operations, Principals, and Numerix LLC |
| Furniture Needs | PCS schools will development a plan and utilize local operation funds to begin replacing furniture in schools. | Other - Furniture Replacement | 06/01/2018 | 08/30/2018 | \$50000 | Operations and Business. |

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| Innovative Maker Spaces | PCS staff will work with Meteor Education to design and implement innovative spaces in our schools. | Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention | 01/01/2018 | 06/17/2022 | \$500000 | Central Staff, Operations, Principals, Meteor Education, and The Innovative Project. |
| Innovative Programming | PCS will provide the resources needed to enhance the experience of the 21st century learner. Programming will include: Dual Language, Rocket Academy, internships, exploratory options for middle and high school, one to one initiative, Robotics and Science Olympiad, and Entrepreneurship. | Direct Instruction, Professional Learning, Academic Support Program, Recruitment and Retention, Technology | 06/01/2018 | 06/17/2022 | \$720000 | CIA, Operations, Human Resources, Business, and Administrative Services. |
| Grant Writing | Grants will be sought to implement innovative practices in Person County Schools. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$53000 | Human Resources and Business. |
| Increase Student Support | PCS will seek funding to provide additional counselors, family outreach specialists, and behavioral support in targeted school populations. | Behavioral Support Program, Parent Involvement | 08/27/2018 | 06/17/2022 | \$106000 | Support Services, Human Resources, and Business. |
| Character Education | Counselors will teach a consistent character education program. | Behavioral Support Program, Academic Support Program | 08/27/2018 | 06/17/2022 | \$20000 | Counselors, Principals, and Student Support Services. |
| Restorative Justice | PCS will provide support and training to the middle and high school staff members on restorative justice practices. | Professional Learning, Behavioral Support Program | 08/10/2018 | 06/17/2022 | \$53000 | Student Support Services, Human Resources, CIA, and Business. |
| Character Recognition | PCS will recognize positive contributions of employees and students at monthly school board meetings, through postings on the PCS website, and in the Tuesday Tweets. | Behavioral Support Program, Academic Support Program, Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Human Resources and Communications. |

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Person County Schools

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| Kitchen Table Discussions | PCS will conduct yearly kitchen table discussions to allow the community to give feedback on the implementation of the improvement plans. | Community Engagement | 02/01/2018 | 05/01/2022 | \$0 | Communications and Principals. |
| Parent Organizations | PCS will continue to support the concepts of Parent Advisory Councils, PTA/PTO, Booster parents, etc. | Community Engagement | 06/01/2018 | 06/17/2022 | \$0 | Principals, Senior Leadership, Board of Education. |
| IHE Partnerships | PCS will implement and maintain IHE partnerships to support the vision and mission of the school system. | Direct Instruction, Professional Learning, Community Engagement, Recruitment and Retention | 06/01/2018 | 06/17/2022 | \$0 | Human Resources and CIA. |
| Parent Involvement in Schools | PCS will promote parent involvement in the schools and in the lives of their children through student led conference, parent/teacher conferences, and acceleration and remediation plans. | Community Engagement | 08/27/2018 | 06/17/2022 | \$0 | Principals, Teachers, Students, Parents. |
| Reduction in Staff Turnover Rate | PCS will provide information to principals regarding school-based turnover, Teacher Working Conditions Survey, and employee exit survey data in order to reduce the overall PCS turnover rate by 1% and decrease by 10% the number of schools with teacher turnover rate greater than 15%. | Recruitment and Retention | 08/27/2018 | 06/17/2022 | \$0 | Human Resources and Principals. |
| School Improvement Feedback | School based school improvement teams (SIP) will be instrumental in developing local school improvement plans and providing constructive feedback for improvement to administrative staff. It shall be the intention of the SIP teams to garner feedback from staff regularly when making decisions. | Professional Learning, Recruitment and Retention | 07/01/2018 | 06/17/2022 | \$0 | Principals and local School Improvement Teams (SIP). |
| Community Connections | PCS will provide literature and event details to Tourism, Chamber of Commerce, and local news outlets regarding the happenings in our schools. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Communications and Schools. |
| Community Service | PCS will encourage our schools to be active participants in their communities. Likewise, we will promote the need for our student groups and teams to have community service projects as part of their programming. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Schools |
| Business Partner Recognitions | PCS will recognize individuals, businesses, and organizations that actively partner with our schools. | Community Engagement | 07/01/2018 | 06/17/2022 | \$0 | Communications and Schools. |
| Public Relations | PCS will effectively communicate with its stakeholders through the district website, school websites, social media, media releases, print, email, and Connect Ed. | Community Engagement | 07/01/2018 | 06/17/2022 | \$49000 | Communications and Administrative Services. |
| Total | | | | | \$42596500 | |

Person High School

| Activity Name | Activity Description | Activity Type | Begin Date | End Date | Resource Assigned | Staff Responsible |
|-----------------|---|--------------------------|------------|------------|-------------------|--|
| Plan of Study | 4-year individualized plan for all PHS students. | Academic Support Program | 07/01/2017 | 06/17/2022 | \$5000 | Counselors, Graduation Coach, Principal, Director Secondary Education, CTE Director. |
| Rocket Seminar | Rocket Seminar will provide 40-minutes per day of “just-in-time” guidance and instruction on topics highly relevant to adolescents for building strong academic habits and personal character, as well as highly-structured flexible time for individual enrichment and academic support. | Academic Support Program | 07/03/2017 | 06/17/2022 | \$0 | Student Support, Counselors, Graduation Coach, College Adviser, Social Worker, Nurses , Gear-Up Staff, Media Specialist, Instructional Technology Facilitator, Special Populations, Instructional Management & Career Development Coordinator, Principal, CIA. |
| Virtual Academy | The PHS Virtual Academy will provide support and flexibility for at-risk students who have 8-10 credits remaining to graduate high school. Individualized Learning - Opportunity for students to enroll in virtual options with flexible schedules to meet a variety of student needs. The experiences are tailored to learning preferences and the specific interests of diverse learners. | Academic Support Program | 08/27/2018 | 06/17/2022 | \$25000 | Virtual Academy Teachers, Graduation Coach, Counselors, Principal, CIA Team, The Innovation Project. |

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|-------------------|--|--|------------|------------|-----------------|--|
| CTE Concentrators | PCS will increase the number of concentrators each year so that 80% of PHS Class of 2022 are identified as CTE concentrators. | Direct Instruction, Career Preparation/Orientation, Academic Support Program, Community Engagement | 07/01/2018 | 06/17/2022 | \$140000 | CTE, CIA, and Schools |
| WorkKeys | PCS will increase each year the percent of students meeting the WorkKeys test Silver Certificate level. | Direct Instruction, Career Preparation/Orientation, Academic Support Program | 06/01/2018 | 06/17/2022 | \$0 | CTE and CIA |
| ACT/SAT | PCS will meet or exceed State and National SAT levels and will increase the number of students meeting minimum ACT benchmark measures in Math, Reading, and English. | Direct Instruction, Career Preparation/Orientation | 06/01/2018 | 06/30/2022 | \$10000 | CIA, High Schools, and Middle Schools. |
| CTE Industry Labs | PCS will develop an action plan to update our Career and Technical classrooms with industry labs. | Academic Support Program | 06/01/2018 | 06/17/2022 | \$250000 | CTE and Operations. |
| Total | | | | | \$430000 | |