

# WCPS

Wythe County Public Schools

## Strategic Plan 2020 Vision



*The Future Begins With Us*

The mission of Wythe County Public Schools, in partnership with our community, is to ensure students are empowered with the knowledge and skills necessary to meet the challenges of the future.

Rural Retreat  
Elementary School  
2019 National Blue  
Ribbon Award

# The Current State of WYTHE COUNTY PUBLIC SCHOOLS WCPS 2019 - 2020

WCPS is 1 of 8 School Divisions in Virginia to earn the 2019 Board of Education Distinguished Achievement Award

WCPS Celebrates  
150 Years!  
1870-2020

**Internship Opportunities**  
**Industry Credentials**  
**Career Exploration**  
**Business/Community Partnerships**  
**Job Shadowing Opportunities**  
**21<sup>st</sup> Century Skills**  
**Workplace Readiness**

**Fine & Performing Arts**  
**Student Leadership Groups**  
**Band & Chorus Programs**  
**VHSL Athletics & Activities**  
**Peer Tutoring**  
**Service Organizations**  
**Curricular & Extracurricular Clubs**



**Community Projects**  
**Volunteer Opportunities**  
**Character Education**  
**Anti-Bullying Programs**  
**Environmental Education**  
**Parent/Family Engagement**  
**School/Law Enforcement Partnership**  
**STEM Instruction at All Levels**  
**Dual Enrollment Courses**  
**Diverse Learning Experiences**  
**One-to-One Technology**  
**Elementary Literacy Initiative**  
**Pre-K Education Program**  
**Graduates Receive 2 Years of Tuition at Wytheville Community College**

## Schools

**Fort Chiswell High School**  
Fort Chiswell Middle School  
George Wythe High School  
Jackson Memorial Elementary School  
Max Meadows Elementary School  
**Rural Retreat Elementary School**  
**Rural Retreat High School**  
Rural Retreat Middle School  
**Scott Memorial Middle School**  
**Sheffey Elementary School**  
**Speedwell Elementary School**  
Spiller Elementary School  
Wythe County Technology Center

All schools in WCPS  
are **FULLY ACCREDITED**

Schools in **GOLD** earned the  
**2019 Virginia Board of Education  
Excellence Award**

Schools in **GREEN** earned the  
**2019 Virginia Board of Education  
Distinguished Achievement Award**

## Stay Connected

Facebook: Wythe County Public Schools  
Twitter: @wcpssupt  
Instagram: wcpssupt

## The Future Begins With Us

### Teachers & Staff

**Student Centered**  
**Innovative**  
**Professional**  
**Lifelong Learners**  
**Focused on Relationships**  
**Highly Qualified**  
**Talented & Dedicated Support Staff**  
**Top Salary Scale in Region VII**

**New Horizons and the Adaptive Education Center both Provide Learning Opportunities to Ensure Success!**  
WCPS Benefits from **Tremendous Support** from the Wythe County Board of Supervisors!  
**HS Students can Earn an Associate's Degree & HS Diploma at Same Time Through Simultaneous Enrollment!**  
All WCPS Schools have a **School Resource Officer!**  
**Recent Renovation Projects at Schools!**  
**Updated Fleet of School Buses!**  
**Outstanding Support for Instructional Programs from our Foundation For Excellence!**  
**Strive For Five Attendance Initiative!**  
**Strong Family & Community Support!**

**#WCPSSuccess**

## WCPS Statistics

**3,845 Student Enrollment**  
**557 Full Time Employees**  
**855 CTE Credentials Earned (2019)**  
**\$10,948 Per Pupil Expenditure**  
**\$48.5M FY20 Operating Budget**  
**16:1 Student-Teacher Ratio**  
**Composite Index .3146**  
**2018 SOL Results Ranked #7 in VA**  
**2019 SOL Results Ranked #6 in VA**

## Welcome to Wythe County

Founded in 1790  
Population = 28,880 (2017)  
Total Area = 465 sq. miles  
Ideal for Recreation and Relocation!  
**More information on Wythe County is available on [www.wytheco.org](http://www.wytheco.org)**

## WCPS School Board

**Tonya M. Freeman, Chair, Fort Chiswell District**  
**Chalmer L. Frye, Vice-Chair, Speedwell District**  
**Lee H. Johnson, At-Large**  
**Ann H. Manley, Lead Mines District**  
**Stephen R. Sage, Blacklick District**  
**Peggy A. Wagy, East Wytheville District**  
**Don L. Goode, West Wytheville District**

Wythe County Public Schools – 1570 West Reservoir Street – Wytheville, Virginia – 24382  
Phone (276) 228-5411 – Fax (276) 228-9192 - [wythe.k12.va.us](mailto:wythe.k12.va.us)

## Assessing the Current Situation

Conducted 'Continue, Start, Stop' activity with WCPS leadership.

Analyzed end-of-year student assessment data.

Revisited previous WCPS Strategic Plan.

Conducted one-on-one meetings with leaders from the community and WCPS leadership.

Examined current trends in education.

Participated in professional development to identify best practices and new initiatives.

Developed WCPS One-Page document to market and celebrate successes.

## Development of the WCPS Strategic Plan

### Realizing the Possibilities

Held Town Hall Meetings to hear public comment on Capital Improvements.

Discussed plans and ideas with Superintendent Advisory Groups involving students, teachers, and parents.

Formed a Strategic Plan Committee to assess, develop, and implement our process for creating the WCPS Strategic Plan 2020 Vision.

Reviewed Strategic Plans from other successful school divisions to gain insight on format, process, and design.

Developed plans to gather stakeholder feedback.

### Creation of the Survey Instrument

Analyzed previously used survey instruments from other successful school divisions.

Studied survey instruments utilized in scholarly research.

Developed sample questions and analyzed their effectiveness and intent.

Began with the notion of 'what do we want to know?', and built survey questions to best gather that vital information.

Finalized an online survey that would be delivered to our students, staff, and school community.



## Survey Distribution

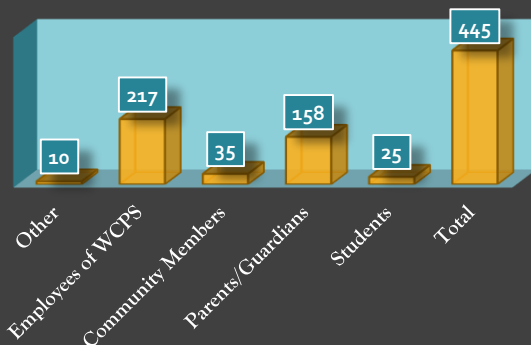
### Staff and School Community Survey

Revealed the WCPS Strategic Plan Survey to the Wythe County School Board on November 7, 2019.

Posted the survey on our division website and social media sites.

Gathered survey data from November 8 – 22, 2019.

STAFF AND SCHOOL COMMUNITY SURVEY PARTICIPANTS



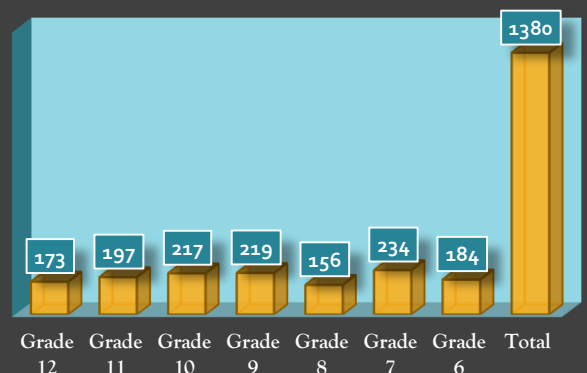
### Student Survey Grades 6-12

Received more feedback from the ones that matter the most – our students.

Delivered the survey to WCPS students in grades 6-12.

Gathered survey data from February 17-18, 2020.

STUDENT SURVEY PARTICIPANTS



# Analyzing the Survey Results

Comparison of the top 3 choices for each question from both surveys

Identify the greatest challenges facing WCPS over the next 5 years.

## Staff and School Community Survey

1. Maintaining smaller class sizes
2. Hiring and retaining high quality educators in an increasingly competitive market
3. Capital improvements

## Student Survey Grades 6-12

1. Capital improvements
2. Keeping up-to-date with technology hardware
3. Maintaining smaller class sizes

What enhancements or additions to academic programs would you like to see WCPS implement?

## Staff and School Community Survey

1. Dual Enrollment for career & technical education, science, and history
2. HVAC courses and certification (heating, ventilation and air conditioning)
3. Teacher preparation

## Student Survey Grades 6-12

1. Additional world languages
2. Fine arts/Graphic design/Health sciences (3-way tie)
3. Dual Enrollment for career & technical education, science, and history

What are the essential skills and abilities that our students should master in order to be successful?

## Staff and School Community Survey

1. Ability to organize, prioritize, set goals, and manage time
2. Communication skills (writing, public speaking, and listening)
3. Good citizenship traits (volunteerism, respect for others, and civic/government)

## Student Survey Grades 6-12

1. Ability to organize, prioritize, set goals, and manage time
2. Communication skills (writing, public speaking, and listening)
3. Critical thinking skills

What are the financial priorities for WCPS over the next 5 years?

## Staff and School Community Survey

1. Competitive salary scale and benefits package for teachers and administrators
2. Ensure students have quality, up-to-date educational materials in the classroom & media center
3. Maintain clean, safe, and energy-efficient buildings

## Student Survey Grades 6-12

1. Maintain clean, safe, and energy-efficient buildings
2. Continue to offer dual enrollment courses at no cost
3. Up-to-date technology in classrooms and offices





WYTHE COUNTY PUBLIC SCHOOLS



**WCPS**

*The Future Begins With Us*

# Commitments

As a result of receiving valuable feedback,  
engaging in meaningful dialogue,  
and thoughtful reflection,  
Wythe County Public Schools  
is committed to the following:

We are committed to treating our students as our greatest resource.

We are committed to providing our students the skills necessary to thrive in a global society.

We are committed to establishing high expectations in all areas of our school division.

We are committed to delivering instruction designed to accommodate individual learning styles  
and diverse student needs.

We are committed to utilizing technology daily, and exploring opportunities to expand  
our technological capabilities.

We are committed to providing a robust and rigorous program of studies.

We are committed to maintaining open and effective communication with our students,  
staff, and school community.

We are committed to the intentional use of data to inform and advance student  
learning in all areas.

We are committed to actively engaging all students in a wide variety of learning activities.

We are committed to providing supportive, clean, inclusive, and safe learning environments.

We are committed to adopting innovative programs, allocating resources, and critically evaluating  
current practices to ensure academic excellence.



**Strategic Plan  
2020 Vision**

**Wythe County Public Schools** will work towards  
accomplishing the following goals:

- Develop an equitable and effective distance learning instructional plan for students and staff.
- Provide updated educational technology and facilities to students and staff.
- Develop and refine school-based programs and division initiatives that meet the social and emotional needs of all students.
- Increase academic achievement as measured by student progress and growth on district and state assessments.
- Provide professional development and supports to improve teacher and staff effectiveness.
- Maintain competitive salaries and benefits for employees.
- Strengthen and maintain meaningful relationships with local governing bodies, community organizations, and business partners.
- Provide updated, effective, and equitable instructional resources to students and staff.
- Develop a program of studies that provides students with educational choice to meet their diverse needs.
- Build career, business, and vocational opportunities for secondary students.
- Develop and implement the next phase of capital improvement projects.



# WCPS

## Wythe County Public Schools



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Wythe County School Board Office