

**Madison County Public Schools  
Draft 2022-2027 Long Range Plan  
Adopted 10/10/2022**

**Priority 1:**

**Promote excellence both in the classroom and in extracurricular activities to inspire student achievement and lifelong learning, success, and American citizenship.**

Committee Co-Chairs: Andrea Wilson, Principal, Wetsel Middle School, and Donald Dodson, Director of Technology and Elementary Education

Members:

- Pattie Rees, Assistant Principal, Waverly Yowell Elementary School
- Kim Adams, Instructional Technology Resource Teacher
- Rikki Mitchell, Teacher, Madison County High School
- Lauren Gerhart, Teacher, Waverly Yowell Elementary School
- Christina Cheshire, Teacher, Wetsel Middle School
- Kim Dodson, Teacher, Madison Primary School
- Kate Dunnivan, Parent
- Becky Thompson, Community Member

**Priority 1 Goals**

Student Achievement and Engagement
MCPS will increase students' engagement in their own learning, expand student governance opportunities, and develop learning pathways for identified career clusters.
MCPS will enhance instructional practices so that all students receive their education in a safe, caring, and supportive environment designed to foster life-long learning.
MCPS will provide professional development opportunities for faculty, staff, and coaches to promote excellence in the classroom and in extracurricular activities.
MCPS will promote and incorporate community involvement to inspire civic duty and prepare our students for future success as American citizens.

**Priority 2:**

Ensure every student has access to the resources and educational rigor they need at the right moment in their education, regardless of race, gender, ethnicity, language, ability, family background or family income.

Committee Chair: Anna Graham, Superintendent

Members:

- Nicole Keys, School Counselor, Waverly Yowell Elementary School
- Mesha Jones, Parent
- Cindy Taylor, Community Member
- Chris Wingate, School Board Member
- Lisa Davis, Community Member
- Gail Temple, Teacher and Assistant Principal of Alternative Education

**Priority 2 Goals**

Culture of High Academic Achievement
MCPS will improve the academic achievement for all subgroups* as measured by the VA SOLs, MAP testing, and PALs by 5% during the 2022-2023 school year and then by an additional 5% during 2023-2024. The growth percentages will then be reevaluated during Summer 2024 to set the benchmarks for 2024-2027.
*to include gifted and talented
MCPS will maintain or increase the four-year graduation rate for all subgroups to 100%.
MCPS will promote a culture of respect, the pursuit of excellence, empowerment, and accountability for every student.

Diversity, Opportunity, and Inclusion Taskforce
MCPS will continue a district-level Diversity, Opportunity, and Inclusion Taskforce to monitor progress, suggest professional development opportunities for teachers and volunteer opportunities for parents and community members for the division focusing on academics to empower all students and staff to succeed at their highest levels.
<ul style="list-style-type: none"><li>● The following data will be reviewed by the Taskforce to include, but not limited to, kindergarten readiness, preschool participation, course level enrollment (accelerated, honors, AP, gifted, etc.), GPA, benchmark assessments, SOL</li></ul>

scores, # of referrals to special education, special education identification by disability category, attendance (chronic absenteeism and truancy), student discipline referrals, student suspensions and expulsions, referral to SRO/law enforcement, bullying or harassment, participation in school activities, and per-pupil funding.

MCPS will continue to improve communication with and opportunities for non-English speaking families.

### **Priority 3:**

**Implement best practices to address the well-being, dignity, and value of students and staff so all members of our school community feel supported and respected.**

Committee Co-Chairs: Jeanette Alexander, Director of Student Services, and Drew Eanes, Family Support Worker

Members:

- Mark Arrington, Teacher, Madison County High School
- Tom Butterworth, Teacher, William Wetsel Middle School
- Mike Coiner, Principal, Madison Primary School
- Claire Edwards, Counselor, William Wetsel Middle School
- Cathy Jones, Assistant Superintendent
- Joe Kubricki, Principal, Waverly Yowell Elementary School
- Jeannette Michels, Teacher, Madison Primary Schools
- Sarah Moore, School Nurse, William Wetsel Middle School
- Allison O'Bryan, Teacher, William Wetsel Middle School
- Karen Organ-Lohr, Counselor, Madison Primary School
- Andrew Schmaltz, Teacher, Waverly Yowell Elementary School
- Patty Seale, Supervisor of Food Services
- Jillian Smith, Counselor, Madison County High School
- Andrea Wilson, Principal, William Wetsel Middle School
- Chris Wingate, School Board Member
- Betty Jo Wynham, Principal, Madison County High School
- Michelle Young, Lead School Nurse, Madison County High School

### **Priority 3 Goals**

#### **Communication**

MCPS will provide health promotion communication to parents and caregivers, families, and the general community on the benefits of and approaches to healthy eating and physical activity throughout the school year. Families will be informed, invited to participate in school-sponsored activities, and will receive information about

health promotion efforts. These health promotion efforts include at least one of the following:

- fall health fair;
- school-sponsored fun run for students and families;
- quarterly health and wellness newsletter sent to families and the community; and/or
- building-level communication.

### Culture of Wellness

MCPS will foster a community of belonging through character education curriculum and the establishment of strong connections between students and staff members. Students will feel welcomed, supported, valued, and respected through the relationships built.

### Healthy Habits - Nutrition

MCPS will promote positive healthy habits in the cafeteria, classrooms, and throughout the school environment. Schools will participate in nutrition promotion through farm-to-school activities, such as:

- Local foods served are promoted with signage and/or social media posts;
- Special events revolve around agriculture or farming;
- An active school garden is operated and garden produce is offered in the cafeteria;
- A local agricultural farmer visits our school each school year;
- Students take field trips to local agricultural farms.

### Healthy Habits - Movement

MCPS teachers will incorporate active academics into core subject instruction, such as science, mathematics, language arts, and social studies and do their part to limit sedentary behavior during the school day. Professional development opportunities for movement and kinesthetic learning approaches will be provided annually by Madison County Public School Division.

#### **Priority 4:**

**Continue to expand and revise our offerings in Career and Technical Education (CTE) while utilizing our simulated workplaces, where appropriate, to ensure students develop career plans and skills aligned with their talents, interests, and experiences.**

Committee Chair: Betty Jo Wynham

Members: CTE Advisory Committee

- Allan McLearn, Education and Training
- Cathy McGhee, Transportation, Distribution & Logistics
- Joe Henshaw, Architecture & Construction
- Clare Lillard, Family & Consumer Sciences
- Capt. Troy Estes, Law, Public Safety and Security
- Gail Helmick, Finance
- Jonathon Weakley, Government & Public Administration
- Nathan Kline, Marketing, Sales & Service
- Michelle Longley-Tanner, Health Science
- Katelynn Falk, Hospitality & Tourism
- Jeannine Geer, Science, Technology, Engineering & Mathematics
- Charles Lewis, Information Technology
- Lauren Taylor, Arts A/V Tech & Communications
- Emily Yowell, Human Services
- Shawn Woodfolk, Agriculture & Natural Resources
- Sarah Morton, Region Workforce Development Director
- Amy Henecke, Dean of Prof. & Technical Studies and Workforce Development
- Lawanna Burnett, Germanna Coordinator of Dual Enrollment
- Charles Sheads, School Board Representative
- Cheryl Paramore,, CTE Instructional Team Leader
- Cathy Jones, Assistant Superintendent
- Jillian Smith, School Counseling Director

#### Priority 4 Goals

##### Highly Qualified, Industry Ready High School Graduates

MCPS will increase industry certifications and credentials for all students who are enrolled in MCHS Career & Technical Education programs. *For all workforce declared graduates, MCHS will strongly encourage and recommend a senior internship that aligns with their preferred career pathway.*

##### Learning Lab Modernization & Upgrades

MCPS will create learning labs and modernized student workspaces that allow for program expansions in areas that yield high student interest and a demanding labor market. (I.E. Building Trades, Agriculture, and Health Care as well as new programs supported by labor need and student interest)

##### Simulated Workplace

MCPS will utilize the Simulated Workplace Model in all applicable CTE classrooms through increased professional development and common instructional expectations in all CTE courses.

## Middle School & High School CTE Course Offering Partnership

MCPS will increase offerings for middle school electives that align with high school CTE pathways and courses as an effort to grow the programs and increase certifications for students to be prepared to enter the workforce.

### Priority 5:

**Create a highly desirable work environment that attracts, develops, and retains a diverse and high-quality staff, focusing on our commitment to meet or exceed the state average for compensation for all division employees.**

Committee Chair: Cathy Jones

Members (to include members of the 2021-2022 Teacher Advisory Committee):

- Rebecca Bader, Teacher, Waverly Yowell Elementary School
- Jessi Almas, Instructional Coach, Madison Primary School
- Liz Ford, Librarian, William Wetsel Middle School
- Mary Davis, Teacher, Madison County High School
- Jennifer Powell, Teacher, Madison County High School
- Kim Dodson, Teacher, Madison Primary School
- Marcie Strong, Teacher, Madison County High School
- Patty Butterworth, Librarian, Madison Primary School
- Rebecca Weigle, Math Coach, Waverly Yowell Elementary School
- Tina Cropp, Division Director of Finance
- Anna Graham, Superintendent

### Priority 5 Goals

#### Desirable and Professional Workplace

MCPS will

- Provide relevant Professional Development opportunities to equip all employees to meet the educational needs of our students as well as to meet the requirements of their positions.
- Provide teachers with a voice and choices in their professional learning.
- Develop a partnership with local realtors and property managers to help support potential employees in finding housing

#### Recruitment and Retention

MCPS will

- Recruit/Identify highly qualified, motivated, and innovative individuals for employment
- Support current non-teaching/non-licensed employees in obtaining the criteria necessary to become teachers or leaders in the division
- Support current licensed teachers in becoming properly endorsed
- Provide opportunities for teachers to serve in leadership roles as desired
- Develop a strong Teachers for Tomorrow Program to prepare our students to become future teachers
- Develop strong partnerships with regional universities and colleges to attract student teachers and first year teachers to Madison County Public Schools.
- Create a referral bonus program for staff who refer an employee to our division who we hire under contract.
- Create a sign-on bonus for hard-to-fill positions through our Title II grant.

### Teacher Compensation

MCPS will provide a competitive teacher salary and benefits package so that within 5 years we are at or above the average teacher compensation rates in the state.

### Priority 6:

**With the focus on safety and accessibility, work toward targeted improvement of MCPS instructional and athletic facilities in collaboration with the Madison County Board of Supervisors, Madison County Parks and Recreation Authority, community members, and potential private donors.**

Committee Chair: Tina Cropp, Director of Finance

Capital Improvement Planning Committee Members:

- Anna Graham, Superintendent
- Dr. Cathy Jones, Assistant Superintendent
- Mike Coiner, MPS Principal;
- Liz Patterson, School Board Clerk/Assistant to the Superintendent
- Moonie Frazier, Facilities and Maintenance Manager, Madison County
- Dan Johnson, MCPS Facilities Supervisor
- Clay Jackson, Chairman, Board of Supervisors
- Christopher Wingate, School Board Member
- Jonathon Weakley, County Administrator
- Carty Yowell, Board of Supervisors
- Tim Burge, Skanska/Contributor

**Priority 6 Goals:**

Capital Improvement Planning
MCPS will, with stakeholder input, research and update the comprehensive ten-year CIP Plan for MCPS (to include the consideration of a Madison County Career and Technical Facility). <ul style="list-style-type: none"><li>● MCPS will complete the MCPS fitness facility and develop plans for a more permanent athletic and fitness complex.</li></ul>
MCPS will review and establish plans to promote sustainability and energy conservation (buses, solar, Environmental Sustainability Committee).

**Priority 7:**

**To promote partnership between students, staff, families, and the community through communication, respect, trust, and transparency.**

Committee Co-Chairs: Joe Kubricki, Principal, Waverly Yowell Elementary School, and Mike Coiner, Principal, Madison Primary School

Members:

- Caitlyn Racer, ELL Teacher, MCPS
- Becky Weigle, Math Coach, Waverly Yowell Elementary School
- Carrie Sacra, Teacher, Madison County High School
- Daryl Preston, Parent
- Sharon Johnson, Assistant Principal, Madison Primary School
- Stephanie Utz, Teacher, Madison Primary School
- Bonnie Utz, Community Member

**Priority 7 Goals:**

Communication and Transparency
MCPS will create and maintain systems of communication that inform all stakeholders of the accomplishments, celebrations, and challenges within the school division.
MCPS will prioritize information sharing at all levels of the school division, and make information easily accessible by all stakeholders.
MCPS will form the Parent Engagement Committee to help support the goals for Priority 7. Parents/guardians from all schools shall be represented on this committee.



## Respect and Trust

MCPS will, where appropriate, include input from parents, school personnel, community partners, and students when making decisions that impact the community.

MCPS will provide parents and community partners with opportunities to collaborate with schools to enrich and enhance a rigorous course of study.