

# Claiborne County Schools 5 Year Plan

FY 2020-2025



## **VISION for CLAIBORNE COUNTY STUDENTS**

Academic, social, and emotional growth for every student to  
be college and/or career ready.

### **MISSION**

The Mission of Claiborne County Schools is to ensure strong instructional leadership through a collaborative culture that promotes student ownership and engagement in educational experiences to achieve college and/or career readiness.

### **BELIEFS**

Students shall be provided opportunities to exit our schools with the knowledge, skills, and abilities to become productive citizens.

School Leaders are expected to exhibit strong leadership skills by promoting positive school-community partnerships and by being effective managers, skillful facilitators, and visionary shapers of a positive school culture.

Educators will participate in professional development and work collaborative in Professional Learning Communities (PLCs) to provide instruction that applies effective and appropriate research-based teaching strategies and best practices.

School system administrators will provide direct support and assessment in both curriculum and instruction, and use data to drive instructional decisions.

School system administrators will communicate assessment information in a timely manner to educators, parents, and community stakeholders.

Educators will provide an optimal teaching and learning environment that communicates high expectations for all students.

The Claiborne County Board of Education will develop policies which will provide equal learning opportunities to all students in a safe, welcoming, orderly, and supportive learning environment.

School system administrators will promote the use of participatory or shared decision-making processes in the development/implementation of policies, programs, and initiatives.

School system administrators will provide leadership to schools to link their individual plans to the District Strategic Plan, the State Board of Education's Master Plan, and the State's performance goals for accountability purposes.

## KEY STRATEGIES

- Expand students' access to effective teachers and leaders
- Expand families' access to good schools
- Expand educators' access to resources and best practices
- Increase credential/post secondary opportunities
- Expand public access to information and data
- Set achievement targets and measure success
- Maintain student enrollment

## Key Strategies

### 1. Expand students' access to effective teachers and leaders

**Driving Belief:** Claiborne County students need highly qualified and effective teachers and leaders focused on preparing students for college and career.

- Claiborne County Schools will recruit, employ and retain an effective highly qualified and diverse teaching staff by posting on local board of education and state web site. Local information system announcements are also made for job position openings.
- The selection process begins with an interview by a team of supervisors, principals, and the director. Qualifications are determined by license information, prior experience, and recommendations.
- Identified “irreplaceable” teachers will mentor new or struggling classroom teachers through mirrored observations, collaboration, and networking within the district.
- Retention is encouraged by the New Teacher Mentoring/Induction Program, workshops and various instructional support measures.
- Teachers (apprentice and novice) in the mentoring program will also visit other high performing schools in other districts to observe “best practices.”
- Teachers are evaluated informally and given support the first and second year by the supervisor in charge of the New Teacher Induction Program.
- The TEAM evaluation system is utilized for formal evaluations and is used to identify areas of reinforcement and refinement. All evaluations follow the TEAM guidelines.
- Claiborne County School System will have a fair pay scale for all teachers and administrators providing step increases for years of experience and additional compensation for advanced degrees.
- Differentiated Pay can be utilized to: employ Teacher Leaders at the school level to disseminate data, provide PD and mentor new teachers; employ teachers to prepare and lead PLC's; employ teachers to create curriculum and resources; and employ highly qualified educators in hard-to-staff positions for teaching an additional class.

- Professional Learning Communities will be utilized in all schools with grade level meetings during common planning time along with cross grade level meetings to connect teachers to share teaching strategies, knowledge of the core curriculum, and analyze data to drive their instruction. PLC's will also provide educators a venue to express creativity and innovation.
- Ongoing state, regional and local professional development that is data driven and focused on content will be provided to support and enhance teaching practices and outcomes.

## 2. Expand families' access to good schools

**Driving Belief:** Claiborne County families will have increased access to good schools.

- Claiborne County School System will provide opportunities for parents and teachers to work collaboratively and build personal relationships to increase student learning.
- Claiborne County School System will encourage effective communication between schools, parents and other stakeholders within the district.
- Claiborne County Schools will strive to provide a family-friendly atmosphere where parents can feel comfortable. Opportunities will be provided for parents to volunteer and participate in district-wide, community, and school-level activities.
- Claiborne County Schools will orient and educate parents about the power and purpose of high quality standards, lifelong learning, and purposeful continuing education beyond high school by providing post-secondary career information and provide assistance.
- Claiborne County Schools will implement programs to create a positive school climate and culture.
- Learning environments will be improved by creating self-contained classrooms in all schools.
- Claiborne County Schools will consider safety a high priority and implement strategies to create an environment conducive to learning and provide for the care, welfare, and safety of all students.
- Added security measures to schools will include double entrances to buildings.

### 3. Expand educators' access to resources and best practices

**Driving Belief:** Professional development focused on student learning empowers educators with knowledge to create the highest levels of student achievement. Professional development should be comprised of opportunities that are aligned with student learning, educator development needs, and school, district, and state improvement goals. The primary focus of professional development is the improvement of teacher and school leader effectiveness in assisting all students to master the required state objectives.

- Claiborne County Schools will annually evaluate existing programs and make necessary adjustments as needed.
- Continue to utilize collaborative teams of teachers, school leaders, and other administrative, instructional, and educational service staff members who commit to working together to accomplish common goals.
- Engage stakeholders in a continuous cycle of professional improvement focusing on evaluating student learning needs through ongoing review of data and on defining a clear set of educator learning goals based on the analysis of data.
- The selection of research-based professional development activities will be based on data-driven evidence to support teacher/student needs.
- Engage in PLCs to create a venue for teachers to establish a vested interest in continuous improvement.
- Provide access to external sources of professional development to support educator learning.
- Strengthen support of local community colleges and universities to actively engage in the provision of quality professional development opportunities.
- Identify, select and intensify specific professional development opportunities that encourage all teachers to continually strengthen and develop expertise in teaching reading through innovative strategies and research driven programs. Ensure that their level of understanding will engage students to become lifelong readers.
- Use performance feedback as a powerful tool for professional learning and growth when it is actionable. Intensify the purpose and process of the TEAM performance evaluation by providing principals with professional training and support for understanding of the instructional rubric.



- Principals shall develop performance expectations on what constitutes best instructional practices and commit to providing actionable, on-going feedback.
- Increase the number of one-to-one mobile devices to expand classroom and student technology use (e.g. iPads).
- Expand network infrastructure.
- To increase teacher technology knowledge and use.
- Claiborne County Schools will collaborate with Centers of Regional Excellence (CORE) district leaders and surrounding districts, developing and encouraging teachers and principals through shared best practices in curriculum support, balanced assessment systems, and RTI2.

#### **4. Increase Credential/Post Secondary Opportunities**

**Driving Belief: Students need greater offerings to participate in early postsecondary opportunities to prepare all students for career and life success.**

- Continue to promote and provide high quality Career and Technical Educational professional development, increasing training opportunities in nationally and state- recognized career clusters.
- Increase opportunities for Career and Technical Education staff in career clusters to expand and intensify curriculum focus on State Standards with emphasis on teaching mathematics and literacy in every class.
- Continuing work with postsecondary institutions including technical schools, educators, and business partners that will expand Career and Technical Education opportunities for dual enrollment, articulated college credit courses, rigorous industry-aligned courses, work-based employment, hands-on applied learning experiences, internships, job shadowing, and apprenticeships to expand and intensify curriculum focus on State Standards with emphasis on teaching mathematics and literacy in every class, grades 9-12.
- Expand and increase training and partnerships with other key school systems and institutions, including GEARUP TN, Tennessee Promise, TN Achieves, Walters State Community College, private institutions and other Tennessee postsecondary institutions and training agencies.
- Continue to increase Career and Technical Education staff efforts for their students' participation, enrollment, and completion of postsecondary degrees and technical certifications.
- Continue to use diverse opportunities outside and inside the school for new and interesting experiences to include Advance Placement (AP), honor courses, dual enrollment, dual credit, and partnership with STEM Academy Programs.

## 5. Expand public access to information and data

**Driving Belief:** Claiborne County School System must ensure that every stakeholder has a vested interest in the educational system by providing access to information needed to cultivate quality schools.

Claiborne County Schools will communicate consistently with educators and families about local and state reform initiatives, future plans, and results. In order to meet our goals, the Claiborne County School System must use multiple communication pathways to relay information to students, parents, educators, and stakeholders. These pathways may include but are not limited to the following:

- Use of the Blackboard Connect System to send out district and school level messages by phone, e-mail and text.
- Use updated school websites to transmit pertinent information.
- Use weekly newsletters and/or Home School Connection Newsletters.
- Use Marquees to announce upcoming events.
- Use flyers/brochures to distribute information.
- Use TV and radio stations to announce important events.
- Progress reports are sent to parents at the end of each nine week period.
- Parent/Teacher conferences are held at the end of the nine weeks to discuss and communicate progress of students.
- Progress monitoring reports are sent to parents at four-week intervals.
- Tier I, II, and III benchmark reports are sent to parents 3 times per year.
- Teacher communications with parents result in conferences, phone calls, and scheduled appointments.
- Use Social Media distribute information and celebrate achievement.

## **6. Set achievement targets and measure success**

**Driving Belief:** Claiborne County Schools will provide academic, social, and emotional growth opportunities for every student to be college and/or career ready.

- Use strategic planning and expanded selections of strong research-based formative and summative assessments district-wide in both tested and non-tested subjects, allowing and assisting teachers to individualize students' instruction.
- Provide an appropriate level of enrichment, remediation, and intervention to students for learning.
- Teachers and school level RTI teams will make decisions about instruction for differentiation, providing students with constant, accurate support, employing data- driven instruction in Tiers I, II, and III.
- Increased focus on improving ACT scores.
- Teachers will teach to meet Annual Measureable Objective (AMO) indicators.

## 7. Maintain Student Enrollment

**Driving Belief:** Students must complete a formal K-12 education and engage in educational experiences to achieve college and/or career readiness and be successful in life. A dynamic force in achieving success is school attendance.

- Promote a safe, positive environment that welcomes all students and their families.
- Enact a system of student/family supports (ex. Social workers, Parent Engagement Coordinator, etc.) to encourage attendance.
- Promote strong relationships with families beginning when students enter elementary school.
- Promote awareness in early grades of the importance of attendance and success in school.
- Monitor attendance patterns to prevent absenteeism and its impact on students' academic performance.
- Establish procedures for strategic use of attendance data and outline steps for monitoring and supporting students most likely to withdraw before graduation.

**Claiborne County Board of Education: 2020-2025**

1403 Tazewell Rd., Tazewell, TN 37879

[www.claibornecountyschools.com](http://www.claibornecountyschools.com)

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Director of Schools

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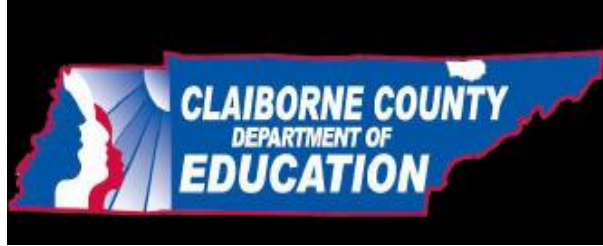
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The Claiborne County Board of Education is the governing and policy making body for the Claiborne County system of public elementary and secondary education. Touching all facets of education, the MISSION of Claiborne County Schools is to ensure strong instructional leadership through a collaborative culture that promotes student ownership and engagement in educational experiences to achieve college and/or career readiness. The VISION of the Claiborne County School System is to provide academic, social, and emotional growth for every student to be college and/or career ready.



Claiborne County is located in Northeast Tennessee along the border of Kentucky and Virginia.

Claiborne County was formed in 1801 from parts of Grainger and Hawkins Counties and named for William C.C. Claiborne, Tennessee's first congressional representative.

The most important historic feature of Claiborne County is the Cumberland Gap, located south of the convergence of Tennessee, Virginia, and Kentucky. Native Americans called this natural gateway to the north and west the "Warrior's Path."

In 1750 Dr. Thomas Walker claimed discovery of the gap and named it Cumberland Gap in honor of William Augustus, Duke of Cumberland, the son of King George II and Queen Caroline. In 1775 Daniel Boone led thirty men through the gap and opened a road west to settlement.