

MISSION:

Empowering learners for future success

CORE VALUES:

ENERGIZE the learning process by creating safe and dynamic environments.

Act with **INTEGRITY**.

Focus on **LEARNERS**.

CHALLENGE learners to reach personal goals every day.

COLLABORATE with staff, families, and the community to support learning.

VISION:

LEARNERS:

- Make informed decisions about how, where, and when to learn
- Progress academically regardless of how, where, or when learning occurred
- Participate in community-based projects and internships
- Earn college and workplace credentials as a regular part of their school experience
- Utilize the latest innovations and technological advances to learn at school, at home, and in the community

GOAL

Prepare learners for their future careers

STRATEGIES

- Improve student readiness to learn when entering Kindergarten
- Develop and implement a comprehensive student wellness program
- Improve academic and behavioral outcomes for all students
- Expand opportunities for learners to earn college degrees/credits and industry credentials
- Increase participation in Science, Technology, Engineering, & Mathematics (STEM) opportunities
- Increase work-based learning experiences

GOAL

Create personalized learning experiences for all students

STRATEGIES

- Strengthen and expand alternative education opportunities
- Transform learning spaces to enhance personalized learning
- Empower schools to design personalized learning models for all learners
- Provide learners with a computer or other device to facilitate learning at school, home, and other locations
- Develop/revise policies and regulations to support personalized learning
- Train teachers and other staff to facilitate personalized learning

GOAL

Enhance family and community support for learning

STRATEGIES

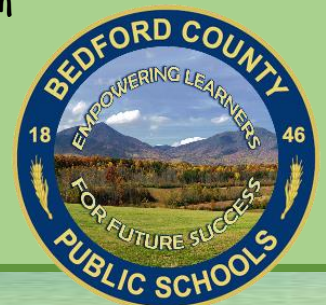
- Solicit investments for the school division from government and private sources
- Encourage and equip family and community partners to support learning
- Expand broadband coverage so that all learners can access the internet from home

GOAL

Support learning through responsible fiscal and human resource management

STRATEGIES

- Develop and implement a comprehensive employee wellness program
- Improve compensation for teachers and support staff
- Create multi-year Capital Improvement Plan (CIP)
- Maintain safe learning environments
- Expand employee recognition programs



Measurable Objectives and Data Guide



There are 21 objectives that will be used to measure progress toward the strategic plan's goals. This data guide provides baseline historical data for each of the indicators used to report the progress of Bedford County Public Schools on the measurable objectives. This information will be updated annually.

GOAL: Prepare learners for their future careers

OBJECTIVE: Increase percentage of students graduating with Advanced Studies Diplomas

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	53%	47%	47%	48%	49%		52%	49%	51%	51%	52%

Source: Virginia Department of Education School Report Card <https://p1pe.doe.virginia.gov/reportcard/>

OBJECTIVE: Increase On-Time Graduation Rates

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	89%	91%	87%	89%	93%		88%	89%	90%	91%	91%

Source: Virginia Department of Education On-Time Graduation Four-Year Cohort Report http://www.doe.virginia.gov/statistics_reports/graduation_completion/cohort_reports/index.shtml

OBJECTIVE: Increase percentage of seniors who complete at least one Advanced Placement or Dual Enrollment course prior to graduation *NEW*

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	62%	65%	61%	59%	60%

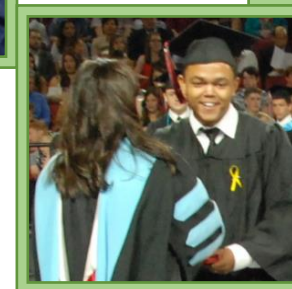
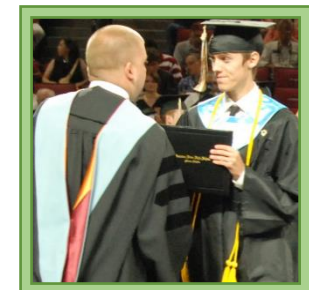
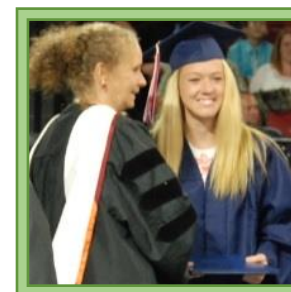
Source: Student Information System (SIS) report from PowerSchool

OBJECTIVE: Increase number of Associate's Degrees *NEW*

This information is still being gathered and will be reported as soon as it is available.

OBJECTIVE: Increase number of Community College Certificates *NEW*

This information is still being gathered and will be reported as soon as it is available.



GOAL: Prepare learners for their future careers

OBJECTIVE: Increase number of AP Capstone Diplomas *NEW*

This is a new program/course offering that we anticipate to be implemented in future years. This information is still being gathered and will be reported as soon as it is available.

OBJECTIVE: Increase number of AP Seminar and Research Certificates *NEW*

This is a new program/course offering that we anticipate to be implemented in future years. This information is still being gathered and will be reported as soon as it is available.

OBJECTIVE: Increase number of CTE credentials achieved

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
NOCTI Assessments	22	20	14	17	14
State Licensures	12	15	15	28	31
Industry Certification	265	394	877	896	919
Total CTE Credentials	299	429	906	941	964

Source: Virginia Department of Education School Report Card <https://p1pe.doe.virginia.gov/reportcard/>

OBJECTIVE: Improve performance on Fall Kindergarten PALS assessment

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	94%	88%	88%	88%	87%		88%	87%	88%	87%	86%

Source: PALS District History Report & PALS Cohort Report

OBJECTIVE: Increase overall Division Math SOL pass rate

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	56%	58%	69%	75%	78%		68%	71%	74%	79%	80%

Source: Virginia Department of Education School Report Card <https://p1pe.doe.virginia.gov/reportcard/> Note: Math SOL standards changed in 2011-2012 school year

OBJECTIVE: Increase overall Division English SOL pass rate

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	87%	73%	75%	80%	81%		89%	75%	74%	79%	80%

Source: Virginia Department of Education School Report Card <https://p1pe.doe.virginia.gov/reportcard/> Note: English SOL standards changed in 2012-2013 school year



GOAL: Prepare learners for their future careers

OBJECTIVE: Increase percentage of students reading on, or above grade level as they begin 3rd grade *NEW*

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	91%	91%	92%	92%	92%

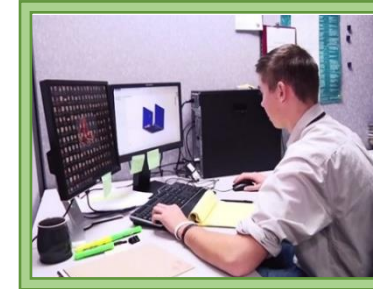
Source: PALS District History Report - 2nd Grade Spring PALS data



OBJECTIVE: Increase number of students completing an internship experience

BCPS	2012-2013	2013-2014	2014-2015	2015-2016
Senior internship enrollment	74	57	77	74
Governor's School internship	20	20	20	20
BSTC program related internship	39	83	111	90
Job Related to school (Marketing/ICT program)	49	37	51	50
Special Education Community Based Instruction	41	53	43	47
Total number of internships	223	250	302	281

Source: Bedford County Public School Staff



OBJECTIVE: Increase student attendance rate *NEW*

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	96%	96%	96%	97%	96%		96%	95%	96%	95%	96%

Source: Virginia Department of Education School Report Card <https://p1pe.doe.virginia.gov/reportcard/>

OBJECTIVE: Increase percentage of students entering Kindergarten with Pre-K experience *NEW*

BCPS	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
	81%	84%	66%	80%	77%

Source: Student Information System (SIS) report from PowerSchool

OBJECTIVE: Increase percentage of seniors who complete at least one DE*/AP Math/Science prior to graduation (*DE above Math 163 level) *NEW*

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	37%	41%	39%	40%	40%

Source: Student Information System (SIS) report from PowerSchool

OBJECTIVE: Increase percentage of students K-12 without an Out of School Suspension (OSS) for the year *NEW*

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	STATE	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	92%	94%	95%	95%	95%		92%	93%	94%	94%	TBD

Source: Student Information System (SIS) report from PowerSchool

GOAL: Create personalized learning experiences for all students

OBJECTIVE: Increase percentage of students assigned a dedicated device *NEW*

BCPS	2014-2015	2015-2016	2016-2017
	0.4%	0.6%	2.5%

Source: Bedford County Public School Technology Department



GOAL: Enhance family and community support for learning

OBJECTIVE: Increase local investment in our schools/school division

BCPS	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	STATE	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
	\$2,875	\$3,089	\$3,472	\$3,330	\$3,112		\$5,371	\$5,549	\$5,777	\$5,823	\$5,949

Source: Virginia Department of Education Superintendent's Annual Report, Table 15 Per Pupil Expenditure http://www.doe.virginia.gov/statistics/reports/supts_annual_report/index.shtml

*Data is released one year behind

OBJECTIVE: Increase total amount of competitive grants

BCPS	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
	\$1,703,311	\$699,758	\$705,947	\$1,134,896	\$1,346,190

Source: Bedford County Public School Staff

GOAL: Support learning through responsible fiscal and human resource management

OBJECTIVE: Decrease number of teacher and support staff absences due to illness/injury/etc. *NEW*

This information is still being gathered and will be reported as soon as it is available.



Glossary of Terms

Advanced Studies Diploma: a student must earn at least 24 standard units of credit and at least nine verified units of credit.

On-Time Graduation Rate: based on four years of longitudinal student-level data. Unlike estimates used in the past, the On-Time Graduation Rate takes into consideration student mobility, changes in student enrollment, policy and instructional practices such as ninth grade retention. The new formula also recognizes that some students with disabilities and limited English proficient (LEP) students are allowed more than the standard four years to earn a diploma and are still counted as “on-time” graduates.

Advanced Placement and Dual Enrollment: Advanced Placement and Dual Enrollment classes are considered to be advanced level courses designed to prepare students for the rigor of college level curriculum and expectations. Courses that may lead to college credit (AP, Dual Enrollment) have weighted grades. Dual enrollment courses at the high school are taken through Central Virginia Community College (CVCC) and will transfer as college credit at CVCC and many other colleges. Depending on the college/university, the credit may only transfer as elective credit instead of fulfilling general education requirements. On the other hand, colleges and universities only give credit or placement for qualifying AP exam grades, not AP course grades. Depending on the college/university, credit or placement is usually only given for scores of three or higher.

CTE Credentials: NOCTI Assessments: National Occupational Competency Testing Institute Assessments are nationally standardized assessments that measure the technical skills/knowledge in a specific career and/or technical area. **State Licensures:** required state examination before entry into a specific occupation. **Industry Certification:** a complete industry certification program, e.g., Certified Nursing Assistant (CNA) or a pathway examination that leads to a completed industry certification, e.g., automotive technician examinations from ASE. Industry certifications show through an examination program that students have acquired the skills needed in specific areas and provide for career paths.

PALS: The Phonological Awareness Literacy Screening is a state-provided proactive and preventive screening measure that assists teachers in providing differentiated, targeted instruction to meet student needs. PALS provides teachers with invaluable information that they can use to plan appropriate instruction for both grade-level readers and struggling readers.

Per Pupil Expenditure: calculated expenditures divided by the ADM (Average Daily Membership) student count determines cost per pupil

Competitive Grants: Teaching American History (TAH), Virginia Advanced Study Strategies (VASS), Project Graduation, High Schools That Work and/or Making Middle Grades Work (HSTW/MMGW), 21st Century, Smart Beginnings, PEP (YMCA), Governor’s Highway Safety Association (GHSA), Bedford Area Health Foundation, Supplemental Governor’s Health Sciences Academy Grants, Jobs for Virginia Graduates (JVG), Individual Student Alternate Educate Plan (ISAEP).

AP Capstone Diploma: Granted to students who earn scores of 3 or higher in AP Seminar and AP Research and on four additional AP Exams of their choosing.

AP Certificate: Granted to students who earn scores of 3 or higher in AP Seminar and AP Research

General Education Certificate: Two-semester (one-year) curriculum that is designed for students who are completing or have completed the general education core of courses toward earning a transfer associate degree.

Associate of Arts and Sciences Degree in General Studies: Four-semester (two-year) curriculum is the most flexible program for those who wish to transfer to a four-year college or university to complete a baccalaureate degree program.