



ECPS STRATEGIC PLAN

Futures Reimagined



ACADEMIC
EXCELLENCE



TALENT
RECRUITMENT +
DEVELOPMENT



EQUITY
IN ACTION



PURPOSEFUL
PARTNERSHIPS



RESILIENT
FOUNDATION

EDGECOMBE COUNTY PUBLIC SCHOOLS

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Dear Edgecombe Community,

It is with great enthusiasm that we present Edgecombe County Public Schools' new five-year strategic plan: *Futures Reimagined*. Several years ago we formed a Blue Ribbon Commission on Educational Equity and began seeking input from hundreds of committed stakeholders - students, parents, business leaders, elected officials, non-profit partners, and our ECPS staff members - about their vision for Edgecombe's children. Their input has resulted in our Strategic Plan. We believe the priorities presented here, coupled with the actions, will provide our students a pathway to success and strengthen our community.

Our aim is to ensure that every child who graduates from Edgecombe County Public Schools has the skills and know-how to design a positive future. As a school district, it's our responsibility to provide students with the tools for personal success and help them to be resilient in the face of challenges, so they can create a world that meets their needs.

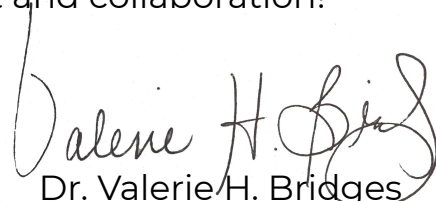
This vision requires Edgecombe County Public Schools to focus on our present while planning for our future. We must continue embracing innovation even when it becomes difficult - and it will. You will see this reflected in our plan; our auspicious commitments include ensuring every child in our community attends a high-quality Pre-Kindergarten program, closing the "opportunity gap," and supporting graduates until they are 25 years old.

This vision will require the school system, along with the community, to have a big heart, willpower, and to act with boldness. We are confident in our community's innovative spirit, resilience, and collective power. Over the next five years, we will join together with a singular vision for children and build upon the momentum that exists to make this future a reality. By 2024, every child who graduates from Edgecombe County Public Schools will be prepared to create their own future, navigate difficult situations, and make the world a more wonderful place.

Thank you, and we look forward to your support and collaboration!



Dr. Evelyn Shaw Wilson
ECPS Board Chair



Dr. Valerie H. Bridges
ECPS Superintendent

Futures Reimagined

OUR COMMITMENTS



DISTRICT GOAL

College Acceptance
for ALL

VISION

All ECPS scholars will graduate prepared to design their own futures, navigate change, and make the world a better place.

EQUITY VISION

ECPS will be a place where opportunities are no longer predicted by social, cultural, or economic factors.

GRADUATE AIMS

By the time they are 25 years old, all ECPS graduates will be able to say:

- I know my purpose and passion, and I am living this out
- I possess global awareness and agency
- I can contribute positively to my community
- I have opportunities to return to or stay in Edgecombe County
- I am resilient in the face of challenges



CORE VALUES

Children First
Lead with Courage
Push to Improve
Stronger Together
Choose Optimism

Primary Measures of Success

FIVE KEY MEASURES FOR THE NEXT FIVE YEARS

1. **ATTAINMENT:** Increase the percentage of ECPS graduates who have attained a college degree or high-quality credential within 6 years of high school graduation.
2. **POST-SECONDARY ENROLLMENT:** Increase the graduation rate, as well as the percentage of graduates attending a 4-year or 2-year college, entering the workforce in a living wage job, or participating in national service – overall and for each subgroup (race, economic status, IEP status, and ELL status).
3. **POST-SECONDARY READINESS / ACHIEVEMENT:** Increase College and Career Readiness rates and ACT scores in reading, math, and science – overall and for each subgroup - while decreasing gaps by race, economic status, ELL status, and IEP status.
4. **STUDENT GROWTH:** Increase percentage of schools exceeding growth, per EVAAS, in all content areas, at every school.
5. **CLIMATE:** Increase **student**, family, and staff satisfaction and connectedness, overall and for each subgroup.

Supporting Measures of Success:

INTERNAL MEASURES FOR THE NEXT FIVE YEARS

TALENT RETENTION: Increase retention of teachers and school leaders who improve academic achievement, social-emotional habits, and school culture.

ATTENDANCE: Decrease chronic absenteeism for students and staff – overall and for each subgroup.

RESTORATIVE AND ACCOUNTABLE PRACTICES: Decrease suspensions – overall and for each subgroup.

FUNDING: Increase funding from local, state, federal, and philanthropic sources.

CONTINUOUS IMPROVEMENT: Ensure 100% compliance with state and federal policies, including District and School Improvement Planning, Title I, eRate, etc.

Our Path Forward

HOW WE'LL GET THERE

OUR MISSION

We promote a community of learning that gives our students an “**EDGE**” in pursuit of the graduate aims: ***E**mpowerment * **D**etermination * **G**rowth Mindset * **E**xposure*

OUR PRIORITIES





PRIORITY ONE ACADEMIC EXCELLENCE

Over the next five years, ECPS is committed to creating a more personalized, student-directed learning environment. Every student will have access to rigorous, grade-level content, such that they gain a deep level of understanding across a wide variety of content areas, while also learning to think critically and creatively. Students will be supported to take risks, fail forward, and embrace continuous growth as they take on more responsibility for their learning. Edgecombe County's children will begin their personalized journeys as learners even before they enter school, and receive support as they pursue their own unique interests and talents throughout their time in ECPS and beyond.

Action 1.1- HIGH QUALITY TEACHING & LEARNING

Develop and implement an Instructional Framework for Learning that will ensure high-quality teaching and learning for all.

Action 1.2- REIMAGINING LEARNING EXPERIENCES

Use human-centered design to develop innovative, personalized learning experiences and new school models.

Action 1.3- SPECIAL EDUCATION

Conduct a comprehensive review of special education processes, protocols, procedures, and practices and provide updated training for all relevant staff, to ensure all exceptional students and their families receive the supports necessary to succeed.

Action 1.4- ALTERNATIVE EDUCATION

Develop and implement a plan to reimagine "alternative education" programs by re-engaging young people through "out-of-the-box" learning and leadership experiences.

Action 1.5- PROFESSIONAL LEARNING

Provide meaningful, job-embedded, and ongoing professional development for teachers and administrators around the evolving Instructional Framework for Learning.



PRIORITY TWO

TALENT RECRUITMENT + DEVELOPMENT

The recruitment and development of our staff is central to the success of our students. To realize our vision, we must employ people in every position who possess the dispositions necessary to excel in their roles, who are deeply committed to our ideals, and who are lifelong learners. Embedded in this is the essential concept that every ECPS employee will grow and develop based on their needs and professional goals. Increased creativity and flexibility in our staffing plans, along with cultivating a culture of innovation, will support attracting and retaining the right people to move our work forward.

Action 2.1- IHE PARTNERSHIPS

Establish and strengthen partnerships with local Institutions of Higher Education (IHE) to increase the number and diversity of teacher and school administrator interns and new hires. Place specific emphasis on recruiting males and educators of color.

Action 2.4- PERSONALIZED PROFESSIONAL DEVELOPMENT

Develop and implement personalized professional development pathways and job-embedded coaching for teachers, teacher leaders, administrators, and teacher assistants that address all key aspects of their roles.

Action 2.2- EDUCATOR RETENTION

Retain educators by evaluating and redesigning our incentive structures and retention strategies. Develop and implement specific strategies for retaining educators of color.

Action 2.3- GROWING EDGECOMBE'S OWN

Using the Scholar Teachers program as a model, partner with CTE and Edgecombe Community College to develop a robust Teacher Cadet program at all ECPS high schools. Develop a similar program to recruit promising ECPS educators to become administrators.

Action 2.5- OPPORTUNITY CULTURE TEACHER LEADERSHIP

Continue investing in Opportunity Culture roles - Multi-Classroom Leaders, Expanded Impact Teachers, and Reach Associates - to increase the number of students with access to an excellent teacher each year.



PRIORITY THREE EQUITY IN ACTION

ECPS recognizes that the students we serve are distinct individuals with unique learning needs, values, life experiences, and socio-political identities, and every child deserves the opportunity to design their own future. We seek to create learning environments that are physically and emotionally safe, welcoming, inclusive, and responsive to the whole child, such that students can engage in ongoing self-exploration within a supportive community. We actively grow students' social-emotional habits and resilience, preparing them to thrive in today's rapidly changing world.

Action 3.1- EQUITY AUDIT

Create and implement a district and school wide Equity Audit process, leveraging data from the Panorama survey, standardized assessments, empathy interviews, and focus groups.

Action 3.2- EQUITY-FOCUSED LEADERSHIP DEVELOPMENT

Create space for district and school leaders to engage in conversations about race and privilege, and explore their own biases and racial identity. Provide tools and professional development to support leaders in increasing equitable practices and consistently operating with an equity lens.

Action 3.3- TRAUMA- INFORMED PRACTICES

Develop and implement a trauma-informed school culture and classroom management approach which includes diversity, equity and inclusion training for all staff.

Action 3.4- CODE OF CONDUCT

Revisit and revise the ECPS Code of Conduct and other school and district policies and procedures to ensure alignment with restorative, accountable, and trauma-informed practices.

Action 3.5- STUDENT SUPPORT TEAMS

Seek additional funding and reallocate existing funding to ensure each school has a student support team with the capacity necessary to effectively serve their students.

Action 3.6- CLOSING THE OPPORTUNITY GAP

Increase opportunities for students to find and live out their purpose and passion by providing them with more exposure to colleges, careers, and the community in elementary school; increasing course and extracurricular offerings, as well as college and career advising, in middle and high school; and redesigning the high school Graduation Project.

Action 3.7- PRE-K FOR ALL

Ensure all students in Edgecombe County attend an ECPS Pre-Kindergarten program or another high-quality Pre-Kindergarten option in the community.



PRIORITY FOUR PURPOSEFUL PARTNERSHIPS

ECPS actively collaborates with students, families, industry, and community supporters to regularly revisit our shared vision for Edgecombe County's children. We create opportunities to co-design student learning experiences with our stakeholders that are aligned to this vision. We are transparent in our communication, open to feedback, and proactive about developing relationships that contribute to the growth of our community and the success of our students. Finally, ECPS staff ensures that students and their parents/guardians feel as though they are life-long members of the ECPS family.

Action 4.1- TELLING OUR STORY

Design an ongoing marketing, public relations, and community involvement campaign to communicate our vision, story, and needs.

Action 4.2- EARLY CONNECTIONS

Develop relationships with Edgecombe County families who have children aged 0-4 by sharing information using various media, and facilitating a variety of learning opportunities in the community.

Action 4.3- DEEPER PARTNERSHIPS

Establish ECPS liaisons to facilitate sustainable partnerships with community stakeholders, including industry, that result in increased opportunities for students and graduates.

Action 4.4- LIFE CENTER

Re-brand the Family Resource Center and create a mobile and/or hub-based Edgecombe County "Life Center" that provides services to students from birth to age 25, as well as their families.

Action 4.5- FAMILY/COMMUNITY TEAMS

Partner with students, families, and local agencies to develop Family/Community teams that identify key barriers to learning (i.e. instructional approaches, attendance, discipline, trauma) and design solutions to these issues.



PRIORITY FIVE RESILIENT FOUNDATION

The primary mission of each department within the district - Maintenance, Transportation, Finance, Human Resources, Child Nutrition, Communications, Curriculum & Instruction / Student Support Services, and Innovation - is to support the efforts of our schools and students. The work of these departments lays a resilient foundation for excellence, and ensures that the District's energy is focused on driving towards the first four priorities.

Action 5.1- BUDGET ALIGNMENT & EQUITY

Align expenditures to district priorities. Implement an equity-based funding approach that ensures that schools that need the most actually receive the most.

Action 5.4- TECHNOLOGY INFRASTRUCTURE

Invest in hardware, software, and electrical capacity that enables anytime, anywhere learning. Install wireless internet access on all school and activity buses.

Action 5.2- FACILITIES

Address all critical school building maintenance concerns, prioritizing those that most substantially impact student learning. Upfit all schools with the electrical capacity necessary for maximum technology use.

Action 5.5- SUPPORT TEAM POLICIES & PROCEDURES

Capture all key Finance, Human Resources, Transportation, and Food and Nutrition policies and procedures in a user-friendly format. Streamline and modernize selected policies and procedures to maximize efficiency, ease of use, and cost-effectiveness.

Action 5.3- ALIGN ROLES & RESPONSIBILITIES

Conduct a comprehensive review of district staff member roles and responsibilities. Realign roles and job responsibilities to strategic priorities. Ensure multiple staff members can effectively perform mission-critical tasks.

Action 5.6- MAXIMIZING FUNDING OPPORTUNITIES

Develop the ECPS Education Foundation into a sustainable revenue source for Scholar Teachers scholarship loans and other innovative initiatives. Increase the number of federal, state, and foundation grant proposals submitted annually.