

Radford City Public Schools

Comprehensive Plan 2009-2015

**Up-date of progress
10/31/2011**

Mission

Radford City Public Schools aspires to provide a challenging atmosphere in which students prepare for success in life, develop a competitive spirit, and become responsible citizens.

Division Goals and Objectives

Radford City Public Schools is committed to excellence in education, equality of educational opportunity and the recognition of each student's individuality. Inasmuch as students differ in their rate of physical, mental, emotional and social growth and vary in their needs and abilities, learning opportunities shall be provided that are consistent with personal development and maximize a student's potential. Programs shall emphasize diagnostic and prescriptive instruction allowing an individual approach to each student's learning style and educational needs.

The most publicized goal of public schools in Virginia is for all schools to meet and maintain accreditation through the Virginia Standards of Accreditation; and, to meet or exceed Adequate Yearly Progress standards as mandated by the federal No Child Left Behind Act. The Radford City School Board believes that in order to provide high quality educational programs and services and to meet these standards, priorities must be set. With input from all stakeholders, the following focus areas have been set as priorities:

Student Achievement

Provide the highest quality education and appropriate support for each student while meeting and/or exceeding state and national standards.

Capital Improvements

Develop and maintain a list of capital projects that will enhance the safety of each facility while providing an optimal environment for teaching and learning.

Fiscal Responsibility

Expend available financial resources in a manner that ensures all students and teachers have access to the materials, supplies and equipment needed to be successful.

Human Resources

Continue to attract, hire, retain and train high quality personnel in all positions within the school division.

Parent & Community Involvement

Engage parents and the community as partners in educating our students.

Specific goals and objectives have been developed within each of these concepts after careful examination of the school system's data.

Radford City Public Schools Profile

Radford, an independent city of 16,000 (approximately 9,000 RU students), is located on a bend in the New River in southwestern Virginia. Employment in the area is centered on several light industries, one hospital, Radford University (in the city), New River Community College (9 miles away), and VA Tech (15 miles away). Radford is approximately 40 miles southwest of Roanoke on Interstate 81. The school system serves approximately 1550 students in grades PK-12. The school system is comprised of four schools, including McHarg Elementary (PK-2), Belle Heth Elementary (3-6), Dalton Intermediate (7-8), and Radford High School (9-12).

Student Population

Population by Ethnicity:

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
American Indian	0	0	1	1	1
Asian	30	25	23	27	23
Black	176	178	201	204	178
Hawaiian	0	0	1	1	2
Hispanic	14	21	22	19	0
White	1288	1250	1249	1257	1253
Indian & Black					2
Indian & White					4
Asian & Black					1
Asian & White					10
Black & White					63
Hawaiian & White					1
Black, White, & Hawaiian					6

Population by Specialty Groups:

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Disabilities/504	304	300	296	279	265
Gifted	260	240	219	223	179
Lim. Eng. Prof.	7	7	8	5	12
Disadvantaged	489	493	503	578	637

Forecast of Enrollment

The following record and projection of enrollment changes are based on past and current year enrollment figures and data from the Weldon Cooper Center at UVA.

Grade	2009-10	2010-11	2011-12	2012-13
K	93	108	116	116
1	116	102	119	128
2	120	117	103	120
3	125	123	120	106
4	133	124	123	120
5	124	136	127	125
6	122	122	134	124
7	117	122	121	133
8	128	120	125	124
9	126	138	129	134
10	111	113	124	116
11	112	105	107	118
12	101	107	100	102
Total	1529	1537	1547	1566

Attendance
Division Attendance by NCLB Subgroups

	Attendance 2006-2007	Attendance 2007-2008	Attendance 2008-2009	Attendance 2009-2010	Attendance 2010-2011
Benchmark	94%	94%	94%	94%	94%
All Students	95.36	95.41	95.77	95	95
Black	93.05	95.23	95.98	95	95
Hispanic	95.76	94.55	95.44	95	97
White	95.48	95.40	95.67	95	95
Limited English Proficiency	90.70	91.50	93.60	<	<
Disadvantaged Students	93.21	93.65	94.03	94	94
Students w/Disabilities	93.45	3.93	94.37	93	94

Promotion Rates
(%)

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Kindergarten	96	95	98	97	100
1st Grade	98	98	98	97	98
2nd Grade	99	100	100	100	100
3rd Grade	100	100	100	99	99
4th Grade	100	100	100	99	100
5th Grade	100	100	100	99	100
6th Grade	100	100	100	100	100
7th Grade	100	100	99	100	100
8th Grade	100	100	100	100	100
9th Grade	91	94	98	95	91
10th Grade	97	99	99	99	98
11th Grade	99	98	100	98	95
12th Grade	90	97	98	97	92

**Free and Reduced Lunch Percentages
March/April Count**

Schools	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
McHarg	41.54	41.44	41.27	46	39
Belle Heth	34.49	35.71	37.71	43	43
DIS	31.49	29.33	31.42	28	43
RHS	20.91	22.39	25.46	39	30

**Title I Services
Count of Students Served**

Grades K - 6	Math	Reading	Reading & Math
2007-08	16	94	59
2008-09	21	93	56
2009-10	21	104	53
2010-11	25	124	40

Program Completion Information

Credential Type	Count				
	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Advanced Diploma	52	57	52	48	43
Certificate of Completion	0	0	1	1	1
GED	4	10	3	3	2
Modified Standard Diploma	0	1	0	2	2
Special Diploma	4	1	6	5	4
Standard Diploma	53	50	44	46	56
Total Graduates	113	119	106	105	108

**Graduation Rate
NCLB Calculations**

Student Subgroup	2005-06 %	2006-07 %	2007-08 %	2008-09 %	2009-10 %	2010-11 %
All Students	86	86	86	86	91	94
Black	<	<	<	<	100	82
White	88	87	85	85	90	96
Limited English Prof.	<	<	<	<	<	<
Hispanic	<	<	<	<	<	<
Students with Disabilities	62	45	<	70	94	100
Economically Disadvantaged	71	76	59	59	83	85

Key: < = a group below state definition for personally identifiable results

**Advanced Program Information
Count of Students Enrolled**

	Advanced Placement	Dual Enrollment	SWVGS Gov's School	Early College Scholars	Totals
2007-2008	90	89	3	49	231
2008-2009	90	100	7	35	232
2009-2010	92	103	6	45	246
2010-2011	98	103	5	27	233

Career and Technical Education

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
CTE Completers	16	16	28	23	30
NOCTI Assessments	0	0	0	2	8
State Licensures	3	0	0	0	0
Industry Certification	3	1	16	6	3

**Standards of Learning (SOL)
Adequate Yearly Progress (AYP)
Division Pass Rate by Subgroup**

<i>English: Reading</i>	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Benchmark	73%	77%	81%	81%	86%
All Students	86	91	94	91	89
Black	67	84	85	84	73
Hispanic	<	<	<	100	94
White	88	92	95	93	91
Limited English Proficient	<	<	<	<	<
Disadvantaged	71	84	86	83	80
Students w/Disabilities	75	86	85	79	78

<i>English: Writing</i>	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Benchmark	70%	70%	70%	70%	70%
All Students	86	89	91	89	87
Black	69	82	81	81	76
Hispanic	<	<	<	<	<
White	89	90	92	89	88
Limited English Proficient	<	<	<		
Disadvantaged	70	75	81	77	75
Students w/Disabilities	45	60	75	59	65

<i>Math</i>	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Benchmark	71%	75%	79%	79%	85%
All Students	84	89	91	89	88
Black	73	77	82	78	80
Hispanic	<	<	<	100	86
White	85	90	92	91	90
Limited English Proficient	<	<	<	<	<
Disadvantaged	68	80	84	82	81
Students w/Disabilities	66	80	86	76	71

<i>History</i>	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Benchmark	70%	70%	70%	70%	70%
All Students	86	92	94	92	85
Black	68	83	88	81	70
Hispanic	<	<	<	100	82
White	89	94	94	93	88
Limited English Proficient	<	<	<	<	<
Disadvantaged	67	81	85	81	74
Students w/Disabilities	58	81	81	75	64

<i>Science</i>	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
Benchmark	70%	70%	70%	70%	70%
All Students	87	90	91	93	92
Black	68	78	72	83	83
Hispanic	<	<	<	<	80
White	90	92	93	95	94
Limited English Proficient	<	<	<		
Disadvantaged	70	78	80	85	83
Students w/Disabilities	62	66	54	68	57

Key: < = group below state definition for personally identifiable results
- = no data for group
* = data not yet available

Scholastic Aptitude Test (SAT)

	Verbal*	Math	Writing	Number of Seniors Tested
2006-07	543	522	524	82
2007-08	548	530	522	72
2008-09	560	547	526	66
2009-10	529	534	508	49
2010-11	542	526	517	50

Teacher Education Attainment

Percentage of teachers with bachelor's, master's, or doctorate degree by highest degree earned

Degree Type	2008-09	2009-10	2010-11
Bachelor's Degree	41	42	38
Master's Degree	57	56	60
Doctoral Degree	1	1	1
Number of National Board Certified Teachers	3	4	4

Assessment of Regional Services

The Radford City School System cooperates with neighboring school divisions and/or regional programs in certain circumstances to provide special education services to children with special handicapping conditions. Radford City pays a per diem charge to the neighboring school division and/or to the regional program for these services. Due to the small number of children with special exceptionalities, this arrangement is a cost-efficient means of providing the instruction mandated by Public Law 94-142. The Radford City School System plans to continue this arrangement provided that the services continue to be both instructionally appropriate and cost efficient. Their appropriateness and cost efficiency will be re-evaluated annually.

Radford City Schools and New River Community College have an articulation agreement which enables certain career and technical education graduates to receive college credit and advanced placement in their area of training. There are currently four subject areas where articulation agreements are in effect.

Wytheville Community College and the Radford City Schools have an articulation agreement enabling practical nursing graduates to bridge into the registered nursing program at Wytheville with advanced standing. New River Community College, Radford City Schools, and four neighboring school divisions cooperate on Tech Prep activities, a Career Fair for secondary students, and GED classroom instruction and pre-employment career and technical education skills training.

Radford City Schools and New River Community College have a tuition-free agreement allowing RHS students to enroll in CTE courses on the NRCC Campus. RHS also teaches some NRCC dual-enrollment courses on site at no charge to our students.

The Radford City School Division is a member of the Southwest Virginia Administrator's Consortium which addresses issues related to asbestos, air quality, lead, etc.

Radford City Schools partners with New River Valley Community Services to provide Behavior Counselors in each school and to provide Substance Abuse programming to selected grades.

Radford City Schools partners with VA Tech, Radford University and other local colleges to provide a Mentor Teacher Training program.

Radford City Schools partners with Radford University to integrate emerging technologies into the classroom.

Comprehensive Plan - Focus Areas

Focus Area 1: Student Achievement

Goal: Provide the highest quality education and appropriate support for each student while meeting and/or exceeding state and national standards.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>Use school and division data to determine opportunities for academic improvement for all students.</p> <ul style="list-style-type: none"> • Provide Division support for schools to meet state and federal benchmarks. • Focus intervention programs on struggling students as defined by NCLB subgroups and track their progress. • Increase the percentage of students enrolled in Algebra by the 8th grade. 	<p>Superintendent, Director of Instruction, Director of Special Education</p>	<p>Title I Reading/Math Intervention</p> <p>Reading/Math Coaches</p> <p>Alternative Education Programs</p> <p>Algebra Readiness, Staff Development in Math K-12, Before/After School Remedial Programs</p>	<p>2009-2014</p> <ul style="list-style-type: none"> • School Improvement Plans – Each school submits an annual school improvement plan • Student Performance as measured by AYP and NCLB reports – one of the most significant statistics is the on-time graduation rate which has improved from 86% in 2008-09 to 94% in 2010-11. Other statistics are reported in Part I • A full day of staff development by subject area was held on August 15, 2011 to begin the staff development for the school year. Major staff development focus areas for 2011-12 are reading, math and differentiated instruction. Staff development has been held on the Apangea Math Program. The program is being implemented during the 2011-12 school year.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<ul style="list-style-type: none"> • Continue to revise and update curricula, pacing guides and six-weeks assessments. • Continue work on vertical alignment of core subjects. 	<p>Director of Instruction, Principals, Faculty</p>		<p>Review annually</p> <ul style="list-style-type: none"> • Focused staff development on vertical alignment of core areas – During the 2011-12 school year, math teachers from each school attended state sponsored “train the trainer” math workshop. These teacher trainers will train other teachers during the 2011-12 school year
<ul style="list-style-type: none"> • Continue enhancement and enrichment of the curriculum for gifted and high achieving students K-12. 	<p>Director of Instruction, Principals, Gifted Teachers</p>		<p>2009-2010 on-going</p> <ul style="list-style-type: none"> • Revise Gifted Plan during the summer of 2011 • Use of iLearn Technology to enrich instruction • Explore expanding Dual Enrollment and AP Course Offerings • Continue participation in the Southwest VA Governor’s School & Summer Residential Governor’s School • Expand Gifted program in Elementary schools
<ul style="list-style-type: none"> • Align all CTE programs with national/state licensures and/or industry credentials and increase percentage of students tested. 	<p>Director of Instruction, Principals, CTE Faculty</p>		<p>On-going</p> <ul style="list-style-type: none"> • Currently all but two programs have completer sequences and associated credentialing.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<ul style="list-style-type: none"> Continue to integrate emerging technologies into instructional programs, including CTE programs. 	Superintendent, Directors		On-going <ul style="list-style-type: none"> Division Technology Plan was updated during the 2010-11 school year. iLearn and possible i(3) grant have promoted emerging technologies with iPod/iPad and App instructional resources.
<ul style="list-style-type: none"> Implement division-wide discipline program such as ESD to promote consistency in behavioral expectations. 	Directors, Principals, Teachers	T/TAC – Universities, Local, State and Federal monies	As funds are available <ul style="list-style-type: none"> School-wide discipline programs are being implemented McHarg and Belle Heth. Bully Prevention is being implemented at McHarg, Belle Heth and Dalton during the 2011-12 school year and at Radford High in 2012-13 school year. Implementation of the bully prevention program is possible due to a grant.
<ul style="list-style-type: none"> Establish Professional Learning Community Environments in each school and at the division-level 	Superintendent, Directors, Principals, Teachers	Related Literature and Training	Current and on-going
<ul style="list-style-type: none"> Implement Foreign Language at the elementary level 	School Board, Superintendent, Directors, Principals		2014 or as funding allows <ul style="list-style-type: none"> Implemented Rosetta Stone for foreign languages as a pilot program at Belle Heth.

<ul style="list-style-type: none"> • Provide individual/group counseling resources for academic/career paths 	<p>Counselors</p>	<p>DOE Training and Resources</p>	<p>Begin Spring 2010 with 7th grade class</p> <ul style="list-style-type: none"> • College and Career plan has been implemented beginning with 7th grade.
<ul style="list-style-type: none"> • Add additional Art/Music/PE teachers to elementary schools 	<p>School Board, Superintendent</p>		<p>2014 or as funding allows</p> <ul style="list-style-type: none"> • One half additional PE teacher is in place at McHarg for the 2011-12 school year. Through a partnership with Radford University, implemented a swimming program for all 2nd graders. • One .20 teacher has been added to both the elementary art and music programs.
<ul style="list-style-type: none"> • Explore possibilities for a Global Academy 	<p>Superintendent, Asst. Superintendent, Principals</p>		<p>Opportunities to visit other school divisions, University Partnerships if appropriate, develop a plan for implementation.</p>

Focus Area 2: Capital Improvements

Goal: Develop and maintain a list of capital projects that will enhance the safety of each facility while providing an optimal environment for teaching and learning.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>Appropriate school facilities and equipment should be available to provide a positive learning environment for students.</p> <ul style="list-style-type: none"> • New Belle Heth Elementary School • Roof Replacement – School Administration Building • New/Renovated McHarg Elementary • Radford High School Renovation/Addition to address space needs for increased course offerings. • Dalton Intermediate School Renovation/Addition of rooms above computer lab. • School Administration Building Renovation 	<p>Superintendent, School Board</p> <p>Superintendent, School Board</p> <p>Superintendent, School Board</p> <p>Superintendent, School Board</p> <p>Superintendent, School Board</p> <p>Superintendent, School Board</p>	<p>Local, state and federal monies</p> <p>\$17,694,657</p> <p>\$50,000</p> <p>\$15,000,000</p> <p>\$20,000,000</p> <p>\$5,000,000</p> <p>\$300,000</p>	<p>Opened Fall 2009</p> <p>2010-2011 – Completed roof and gutter replacement on the School Administration Office. New roof at McHarg completed.</p> <p>2015 – Study to recommend new or renovated McHarg facility to be conducted during the 2011-12 school year.</p> <p>2020</p> <p>2025</p> <p>TBD – Removed worn, soiled carpet from the School Board Office. Refinished original hardwood floors.</p>

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<ul style="list-style-type: none"> • New Playground at McHarg 	Superintendent, School Board	Local Funds, Grant Funds	As funding is available
<ul style="list-style-type: none"> • Athletic/Activities Facilities Review 	Superintendent, Assistant Superintendent, Maintenance Supervisor, Athletic/Activities Director, Principals	TBD	Facility review and recommendations to be completed by December 30, 2011.

Focus Area 4: Human Resources

Goal: Continue to attract, hire, retain and train high quality personnel in all positions within the school division.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>The division will maintain a highly-qualified staff by providing continuous training and fostering a professional learning community environment.</p> <ul style="list-style-type: none"> • Establish employees’ salaries that are competitive at regional and state levels to attract high-quality candidates. • Renew/re-align the salary scale due to past budget cuts. • Provide comprehensive staff development programs based on needs as identified in school data and surveys. • Provide funding and support to teachers and administrators to continue coursework and/or pursue advanced degrees. 	<p>Superintendent, Administrative Staff, Principals</p>	<p>Local, state and federal monies</p>	<p>On-going</p> <p>Stable workforce of highly-qualified staff – Salaries are competitive in the region. Staff development priorities have been established and staff development is being provided.</p> <p>More staff with advanced degrees – Title IIA funding has provided opportunities for faculty members to receive financial assistance for advanced degrees. The percentage of teachers with advanced degrees increased from 57% in 2008-2009 to 60% in 2010-2011.</p>

Focus Area 5: Parent & Community Involvement

Goal: Engage parents and the community as partners in educating our students.

Strategy	Person(s) Responsible	Resources	Timeframe/ Documentation
<p>The division will seek to enhance the two-way flow of communication with all stakeholders, and will seek to build partnerships with businesses, public and private non-profit organizations, and universities and colleges.</p> <ul style="list-style-type: none"> • Utilize the division and school websites to provide information to the community and to solicit input. • Utilize the Honeywell Alert System to share important information in a timely manner. • Publish a quarterly newsletter. • Invite parent participation on division-level committees. • Provide basic skills classes free of charge to parents. 	<p>School Board, Superintendent, Directors, Principals, Faculty and Staff</p> <p>Superintendent</p> <p>Superintendent, Directors</p> <p>Director of Instruction</p>	<p>Time, Data, Effort</p> <p>Grant Funding</p>	<p>On-going –</p> <ul style="list-style-type: none"> • Links to the websites for the Chamber of Commerce, Main Street Radford, Radford Heritage Foundation, and the City Council have been added to the RCPS website. • Joint meetings with the City Council have been implemented. • The Honeywell Alert System is used regularly to keep parents informed. • School division newsletters are published regularly and are now in color. • Parents are appointed to serve on the Superintendent’s Advisory Committee • Re-established School Health Advisory Committee of RCPS employees, parents and community members.

			<ul style="list-style-type: none">• Parents are invited to be part of school Building Leadership Teams, Textbook Committees, Gifted Advisory Board, Title I Advisory Board, Athletic Advisory Committee and School Improvement Committees. <p>Begin Fall 2009</p>
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