



CABELL COUNTY SCHOOLS
CREATE YOUR STORY

Superintendent Goals 2021-2022

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ABOUT CABELL COUNTY SCHOOLS

MISSION

DEVELOP THE SKILLS, BELIEFS, AND DESIRE TO MAKE POSITIVE CONTRIBUTIONS TO SOCIETY.

PARTNER WITH THE COMMUNITY TO ENSURE ALL STUDENTS ARE SAFE AND VALUED.

INSTILL A SENSE OF RESPONSIBILITY AND ACCOUNTABILITY TO OUR COMMUNITY.

VISION

EVERY GRADUATE WILL BE ACCEPTED INTO A CAREER OR POST-SECONDARY OPTION.

VALUES

CABELL COUNTY SCHOOLS WILL HAVE A SAFE NURTURING, COMPASSIONATE, INVITING ENVIRONMENT THAT RESPECTS AND UNDERSTANDS INDIVIDUALS AND CULTURES.

WE WILL HAVE CHALLENGING AND ENGAGING INSTRUCTION THAT IS RESPONSIVE TO EVERY STUDENT EVERY DAY.



Goal 1: Achievement & Growth

Through an intentional focus on student health, well-being and student achievement, address learning gaps resulting from the COVID-19 pandemic by developing and implementing action plans to remediate learning gaps, while continuing to focus on the acceleration and growth of all students.

Strategy 1: Promote learner engagement through safe, nurturing, and enriching learning environments.

Strategy 2: Conduct K-8 instructional diagnostic assessments at the beginning of the school year in reading and mathematics to identify learning gaps and to develop multi-tiered instructional supports to address learning gaps and provide enrichment for all students.

Strategy 3: Provide second-chance recovery programs for at-risk high school students who have fallen behind in graduation credits by offering additional programs that are flexible in both time and location.

Strategy 4: Develop and enhance after school and summer school programs that provide opportunities for remediation and enrichment for students.

Strategy 5: Provide new and engaging opportunities for parents to learn how they can support their child's learning and development by providing a parent resources webpage, a variety of online learning opportunities and face-to-face training experiences.

Measures of Success:

- Improved English Language Arts (ELA) and mathematics performance on the West Virginia General Summative Assessment (GSA) when compared to 2021 results
- Improved District graduation rate compared to 2020 graduation rate
- Increase in the percentage of Career and Technical Education Program Completers over the previous year
- Provide Board Workshop on after school programming and summer school offerings
- Provide Board Workshop updates on professional development for staff
- Provide Board Workshop updates on parent training opportunities and initiatives

Goal 2: District Operations & Capital Improvement Planning

Begin implementing projects aligned to the 2020-2030 Comprehensive Educational Facilities Plan (CEFP) by planning, organizing, and initiating projects that were included in the 2020 School Bond.

Strategy 1: Create school design teams to provide input into the school designs and themes.

Strategy 2: Work closely with the Deputy Superintendent of Operations and District Support to ensure school bond projects are on time and within budget.

Strategy 3: Apply for School Building Authority grant funding to adequately fund the required budgets for schools being built the 2020 Bond.

Strategy 4: In alignment with the CEFP, ensure Cabell County School facility needs are addressed to ensure safe and healthy learning environments for students and staff.

Measures of Success:

- Regular progress updates provided to board members through board meetings and the weekly Board Update
- Submission of Meadows Elementary School Needs Project to the School Building Authority

Goal 3: Hiring & Retaining Highly Effective Employees

With a focus on established high expectations, ensure best practices are utilized to hire and retain highly effective employees who embody the attributes of a successful and diverse school district.

Strategy 1: Implement research-based hiring practices aligned to District and State policy.

Strategy 2: Recruit applicants for open district positions through practices that attract diverse, highly qualified candidates.

Strategy 3: Continue investment in professional learning to improve staff capacities in job performance areas, technology use and social/emotional support strategies.

Strategy 4: Develop and implement training for all employees on civility, diversity, and inclusion.

Strategy 5: Develop and implement a sustained onboarding plan for new employees that includes district expectations for safety, civility, diversity, and inclusion practices.

Strategy 6: Ensure implementation of quality driven service and professional employee evaluations and observations to support, grow and retain highly effective employees.

Measures of Success:

- Increased number of applicants for job vacancies
- Board workshop featuring overview of civility, diversity, and inclusion training efforts
- Professional development training on evaluation calibration for principals and supervisors



Goal 4: Communication & Engagement

To ensure consistency in long-range planning, begin development of a five-year district strategic plan that incorporates a focus on addressing diversity in curriculum, learning, employee recruitment and how to make Cabell County Schools a more welcoming and inclusive organization for students, families, and employees.



Strategy 1: Employ a survey that seeks to identify strategic priorities stakeholders believe should be considered in the development of a five-year strategic plan.

Strategy 2: Create a public-facing District Equity Scorecard and Dashboard that will examine gaps in student outcomes across student subgroups and inequities in access to instructional programs.

Strategy 3: Continue to provide important updates and information about engagement opportunities, district priorities, and to celebrate student, employee, school and district successes through board meetings and utilization of tools such as new district and school websites, new mobile app, new mass notification system, established social media platforms, and the learning management system.

Strategy 4: Continue to utilize a Superintendent’s Student Advisory Council to gain feedback and suggestions on school and district policies, programs, and initiatives and how to improve the public education experience.

Strategy 5: Utilizing the Superintendent’s Student Advisory Council model, develop and employ additional advisory stakeholder groups to gain feedback and suggestions in the development of a useful, mission-driven strategic plan.

Strategy 6: A comprehensive Employee of the Year program for teachers, service personnel and other Cabell County employees.

Strategy 7: Regular “Superintendent’s Superheroes” videos promoting excellence in the service of students. These videos will feature employees and other individuals working in and with our schools who go above and beyond in demonstrating they care about our students and their ultimate success.

Measures of Success:

- Implementation of survey and sharing of results with the Board and the public.
- Publication of the public-facing District Equity Scorecard and Dashboard on the school district website.
- Board workshop on steps taken to improve two-way communication between students, families, and the school district.
- Teacher of the Year and Service Employee of the Year program.
- Monthly recognition of employees and community members making a difference in the lives of students on the district's social media platforms.





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