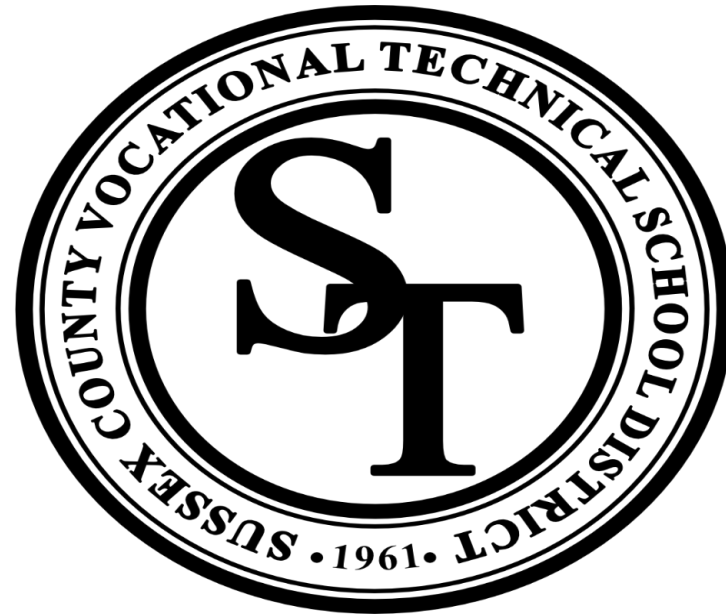


# Sussex County Vocational Technical School District



## Success/Strategic Plan 2023-2026

# PRELIMINARY

## STRATEGIC PLANNING COMMUNITY COMMITTEE

The following school/community members have participated in or were invited to review this strategic plan for the Sussex County Vocational Technical School District. The district is grateful for everyone's participation:

*Dr. Kevin Carson*  
*Dr. Patricia Oliphant*  
*Mr. Hud Athey*  
*Mrs. Kristen Hatfield*  
*Dr. John Demby*  
*Dr. Matthew Donovan*  
*Mr. Dean Johnson*  
*Dr. Holly Langley*  
*Mr. Clarence Giles*  
*Mrs. Kelly Whaley*  
*Mrs. Carol Wothers*

*Ms. Beth Bendistis*  
*Mr. HJ Bunting*  
*Mr. Jamie Carlson*  
*Ms. Brooke Clarke*  
*Mr. TJ Dukes*  
*Mrs. Jean Johnson*  
*Ms. Carolyn Maull*  
*Mr. Nick Pegelow*  
*Mr. Anthony Varrato*  
*Mr. Scott Windsor*  
*Ms. Annmarie Fenton-Kowrach*

*Ms. Melissa Walter*  
*Mrs. Dona Troyer*  
*Mr. Mike Hague*  
*Dr. Daniell Bullock*  
*Mrs. Michelle Cathell*  
*Mr. Mike Vincent*  
*Mr. Wyatt Lowe*  
*Mr. John Marvel*  
*Mr. Ryan Winkleblech*  
*Mr. Kyle Furniss*  
*Mrs. Kim Speicher*

*Mr. Alfred Mitchell*  
*Ms. Joanna Adams*  
*Ms. Angela Nicholson*  
*Ms. Sarah Russ*  
*Mr. Scott Sapna*  
*Ms. Ericka Sample*  
*Ms. Sherry Long*  
*Ms. Sabrina Hearn*  
*Mr. John O'Brien*  
*Mr. Jonathan Rose*

## SUSSEX COUNTY VOCATIONAL TECHNICAL SCHOOL DISTRICT BOARD OF EDUCATION

*Mr. Gary Brittingham, President*  
*Ms. Markishia Wise, Vice President*  
*Mr. Marcel Hayes*  
*Mr. Wilbur Kernodle, III*  
*Ms. Adele Jones*  
*Dr. A. Robert Masten*  
*Mr. Gregory Johnson*

## ADMINISTRATIVE STAFF

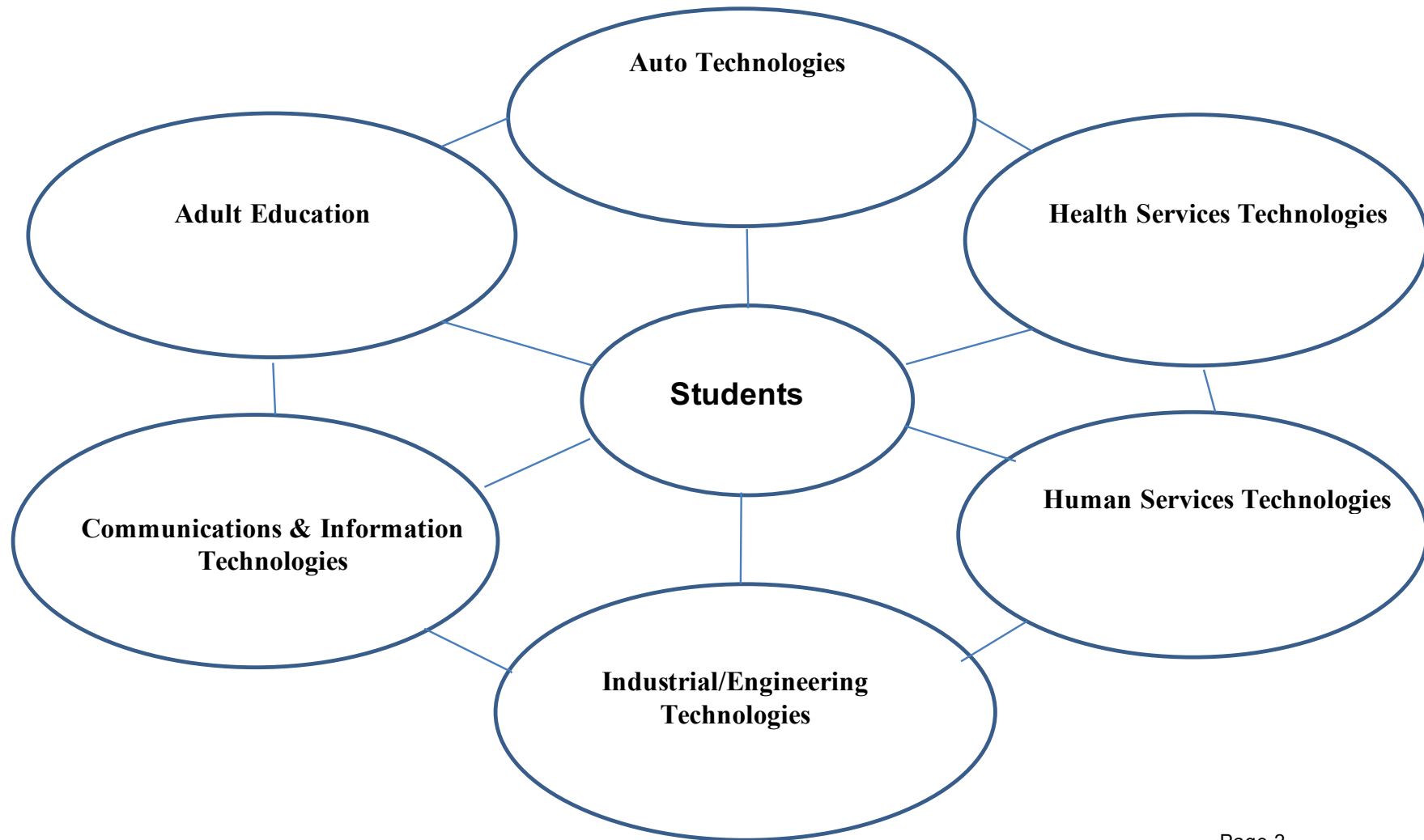
*Dr. Kevin Carson, Superintendent*  
*Mr. Hud Athey, Director of Administrative Services*  
*Dr. Matthew Donovan, Principal - STHS*  
*Mr. Dean Johnson, AP - STHS*

*Dr. Patricia S. Oliphant, Director of Curriculum*  
*Mrs. Kristen Hatfield, Business Manager*  
*Dr. John Demby, Supervisor of Student Services*  
*Dr. Holly Langley, AP - STHS*  
*Mr. Clarence Giles, AP - STHS*

JUNE 2021

# Sussex Technical High School Academies

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## DISTRICT PROFILE INFORMATION

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### Fall School Enrollment Number of Students

	2021-22	2022-23
Total Enrollment	1306	1292

### Student Race/Ethnicity

	2021-22	2022-23
% American Indian	1.07	0.62
% African American	17.92	18.34
% Asian American	1.07	0.77
% Hispanic	19.22	22.68
% White	55.51	52.94

### Other Characteristics

	2021-22	2022-23
% Limited English Proficient	2.37	4.64
% Low Income	17.84	21.98
% Special Education	9.95	12.46

### Retention Rate

	2021-22
District	99.5%

### Staffing Ratio Instructional Staff

Teachers	1 to 13.7
Pupil Support	1 to 247.8
Instructional Support	1 to 177

### Information about Instructional Staff

Gender	
% Female	56.98%
% Male	43.02%

### Staff Race/Ethnicity

% African American	5.81%
% Hispanic	1.16%
% White	91.86%

### Building Information

#### Year Opened

STHS      1961

#### Latest Remodeling

STHS      2013

#### Air Conditioning

STHS      YES

### 2022 Graduation Credits

# Required by State	24
# Required by School	28

### Grading Scale

A	90-100
B	80-89
C	70-79
D	65-69
F	64-Below

<b>Definition of Terms</b>	
<b>(AP) Advanced Placement</b>	Curriculum that engages students in a college-bound, rigorous curriculum. If students successfully pass a test at the end of the year, they earn college credit.
<b>Academy</b>	Educational programs built around a specific academic or career theme.
<b>Accountability</b>	Federal and state program which holds schools responsible for the academic achievement of all students
<b>Activity</b>	Describes the work to be done to accomplish the objective.
<b>Adult literacy</b>	Term commonly used to refer to programs that teach adults how to read
<b>Advisory Committee</b>	A Committee of volunteers from business, labor & community agencies who provide direction and guidance for specific career and technical programs within the school. Their role is to advise, make recommendations and strengthen the CTE programs.
<b>Agency Approval</b>	A written document issued by the council authorizing a business entity or an institution to engage in the recruitment of students or enrollment in private post secondary and vocational institutions approved under the chapter.
<b>A&amp;E</b>	Architect and Engineering
<b>Balanced scorecard</b>	A type of strategic planning process for outlining the district's priorities and focusing on making sure those priorities are met.
<b>Certifications</b>	The action or process of providing someone with an official document attesting to level of achievement.
<b>Consolidated grant</b>	Grant that is submitted to the state to receive funding from various grant sources, both state and federal. Includes goals and objectives for the district
<b>CM</b>	Construction Management
<b>Crisis Intervention</b>	Planned method of dealing with numerous emergency situations in schools, including armed intruders, natural disasters, and bomb threats.
<b>CTE</b>	Career and technical education
<b>Curriculum</b>	Course of study offered by the school.
<b>DECA</b>	Distributive Education Clubs of America - A career and technical student organization.
<b>DOE</b>	State Department of Education
<b>ELA</b>	English Language Arts
<b>Elevations</b>	A high place or position
<b>ESSER</b>	Elementary and Secondary School Emergency Relief
<b>Fidelity</b>	Adherence

<b>Graduation Rate</b>	The percentage of students who start school in ninth grade and receive a high school diploma in four years.
<b>HOSA</b>	Health Occupation Students of America - an international career & technical student organization
<b>IEP</b>	Individualized Education Plan
<b>Licenses</b>	A permit from an authority to own or use something, do a particular thing or carry on a trade.
<b>Major Cap</b>	Capital Projects having a cost of \$1,000,000 or more.
<b>Minor Cap</b>	Capital expenditures for rebuilding or major repairs to the facility <\$1,000,000
<b>Modular</b>	Temporary classroom facilities, i.e. trailers
<b>MOU</b>	Memorandum of Understanding - Agreement between agencies regarding services provided by each.
<b>Objective</b>	Measurable statement describing what the district wants to achieve in a particular area of focus. The objective should further define the intent of the goals.
<b>OT</b>	Occupational Therapy
<b>PD</b>	Professional Development
<b>PT</b>	Physical Therapy
<b>SKILLS USA</b>	A national organization serving teachers, high schools and college students who are preparing for careers in technical, skilled and service occupations.
<b>Specialists</b>	A person highly skilled in a specific and restricted field.
<b>STEA</b>	Sussex Tech Education Association
<b>STSEA</b>	Sussex Tech Support Employee Association
<b>STHS</b>	Sussex Technical High School
<b>Strategic Plan</b>	A document outlining the district's priorities and focusing on making sure those priorities are met.
<b>Techademic Coaching</b>	A program that serves at risk students in high school. Usually begins in the early evening.
<b>Technical Area</b>	Courses devoted to a particular study
<b>Technology</b>	Computers, presentation technology, and other electronic devices used to assist teachers with instruction and data.
<b>Wellness Center</b>	A School-based health center which provides school-aged youth with comprehensive physical, mental and preventive health services.

## Introduction

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**Mission:** Preparing Students for their Future

**Vision:** To become a premier vocational/technical learning community and to be recognized regionally for student excellence.

The work presented on the following pages is detailed in four primary goal groups with objectives and activities:

- Goal 1** Sussex County Vocational Technical School District will provide high-quality vocational/technical instruction which is academically rigorous.
- Goal 2** Sussex County Vocational Technical School District will provide modern, safe facilities
- Goal 3** Sussex County Vocational Technical School District will have a well-qualified, professional staff and provide them with the tools to enhance their abilities to meet student needs.
- Goal 4** Sussex County Vocational Technical School District will build and strengthen partnerships and communications among families, the school system and our community.

Update reports to SCVTSD Board of Education - November 2023 and April 2024.

These goals are in accordance with DE Administrative Code 220 regarding Diversity.

## GOAL 1

**Sussex County Vocational Technical School District will provide high-quality vocational/technical instruction which is academically rigorous.**

### Narrative Statement

Throughout our school, plans will focus on improving our vocational/academic instructional programs. The objective of goal one is to support these school efforts.

The primary aim is to give students of all academic levels the opportunity to reach their full potential.

Objectives were identified by the committee as needs for all the district and school and academies. They effectively guide district-level decision making to enhance the educational program of our students, while allowing for the unique needs of the building to be met.

Effectiveness of the plan will be measured by routine and annual evaluation of target goals. The target goals set by the district are indicated in the chart below.

### Accountability Goals

Year	Reading Targets ERW	Math Targets	Technical Certifications Received*	Military Placements	Career Placements	# of Adult Ed GED	# of Adult Ed Apprenticeships	Adult Ed Groves Graduates
2023 Baseline	55%	33%	76%	6	24	42	50	34
2024 Goal	58%	36%	81%	7	30	52	55	50
2025 Goal	61%	39%	87%	8	40	56	57	55
2026 Goal	65%	45%	88%	9	50	60	61	58

\* Technical certifications percentage equals # of technical certifications passed divided by # of technical certifications eligible

Leadership Accountability:

Dr. Matthew Donovan  
Mr. John Baugher  
Mrs. Kelly Whaley



Goal 1: Sussex County Vocational Technical School District will provide high quality vocational/technical instruction which is academically rigorous

Measurable Goal	Activity	C=Continuing N=New	Measurement Tool	Who	Target 2024	Progress Point 1	Progress Point 2	Objective Met ?
<p>Improvement of instruction in all classes to meet accountability goals: Reading Targets, Math Targets, Certifications Received, Graduation percentage, Adult Education GED, Adult Education ESL, Adult Education Apprenticeships, Adult Education Groves, as determined by our target points.</p> <p>To achieve higher than state average performance in literacy and math results</p>	The Staff and teachers will revise current curriculum maps for all content and CTE courses to update curriculum consistent with High Quality Instructional materials in all contents and publish maps.	C	Completion of Maps	Principals & Matt Donovan	100%			
	Staff will continue collaboration with adult education and postsecondary to define and refine articulations and postsecondary courses for Sussex County high school students.	C	Articulation agreements and data of completers	Kelly Whaley & John Demby	50%			
	Staff will initiate and execute a plan to increase collaboration and integration in content between academic and CTE content teachers	C	Number of lessons executed	John Baugher & Matt Donovan	50%			
	Monitor SREB Literacy and math implementation.	N	Quarterly Report-outs	ALL	100%			
	Lesson Plan Model implementation	N	Observable implementation	Matt Donovan & John Baugher	100%			

Measurable Goal	Activity	C=Continuing N=New	Measurement Tool	Who	Target 2024	Progress Point 1	Progress Point 2	Objective Met ?
<p>Improvement of instruction in all classes to meet accountability goals: Reading Targets, Math Targets, Certifications Received, Graduation percentage, Adult Education GED, Adult Education ESL, Adult Education Apprenticeships, Adult Education Groves, as determined by our target points.</p> <p>To achieve higher than state average performance in literacy and math results</p>	The Staff and teachers will revise current curriculum maps for all content and CTE courses to update curriculum consistent with High Quality Instructional materials in all contents and publish maps.	C	Completion of Maps	Principals & Matt Donovan	100%	All Curriculum Maps have been received; meetings for revision work taking place; HQIM being developed in PLCs		
	Staff will continue collaboration with adult education and postsecondary to define and refine articulations and postsecondary courses for Sussex County high school students.	C	Articulation agreements and data of completers	Kelly Whaley & John Demby	50%	Continuation of Phlebotomy; Forklift Operator Cert; Marine Service Tech up next		
	Staff will initiate and execute a plan to increase collaboration and integration in content between academic and CTE content teachers	C	Number of lessons executed	John Baugher & Matt Donovan	50%	Clusters established; DTGSS solidified; CTE Carousels; Peer WTs		
	Monitor SREB Literacy and math implementation.	N	Quarterly Report-outs	ALL	100%	Classroom visits, WTs, DTGSS observation; MP 1 score reports		
	Lesson Plan Model implementation	N	Observable implementation	Matt Donovan & John Baugher	100%			

## **GOAL 2**

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**Sussex County Vocational Technical School District will provide modern, safe facilities.**

### **Narrative Statement**

The Sussex County Vocational Technical School District will continue to address the needs of our facilities and the safety of our school environments.

Leadership Accountability:

Mr. Hud Athey

Survey	Measurable Objective	Activity	C=continuing N=New	Need(s) addressed	Funding needed	Measure ment tool	Timeline	Who is responsible?	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?
	<b>Safety and Security</b>												
	The Sussex County Vocational Technical School District will communicate with all stakeholders and practice all mandated safety/security drills.	Conduct tabletop exercises and fire, hold, secure, & lockdown drills	C	Ensure safety, security and emergency response procedures and programs are in place and communicated	Current levels	State mandates and data entry/reporting system	Monthly & Annually by school year as required for each type of drill	HS Admin and security personnel/committee	100%	100%			
	The Sussex County Vocational Technical School District will develop, implement, communicate, and practice a campus-wide emergency response plan.	Develop/revise/communicate emergency response plan and conduct training, exercises and drills as described/required	C	Ensure safety, security and emergency response procedures and programs are in place and communicated	\$20,000 - \$30,000 estimate for outside firm to coordinate/perform large scale event drill	-State mandates and data entry/reporting system -Feedback from all stakeholders and cooperating departments	-Retrain/Refresher Training Fall SY 23-24 -Drill variety & implementation ongoing	HS Admin and security personnel/committee	100%	100% Implementation (with ongoing edits to plan as needed and drills/practice ongoing)			
	<b>The Sussex County Vocational Technical School District will develop, implement and revise a Constable-based safety/security program.</b>	-Hire and train Constables as current security/climate personnel leave employment. Assign said Constables/personnel so as to best cover the building(s) & campus while rotating locations and times/schedules/routes to best avoid predictability.	N	Ensure efficient and effective safety, security and emergency responses are provided for both the Day and Evening programs while fostering a climate of safety, security & respect for all stakeholders.	Approx. \$10,000 for equipment, uniforms and annual training/qualification(s) (above/beyond personnel costs, OECs, and initial required trainings/certification(s))	- Staff/Personnel reporting with data back-up (State/Local/District) -Annual survey to various stakeholders regarding climate -Personnel evaluations and feedback	Fall 23-24 SY ongoing	HS & District Admin, Chief Constable, Constables, safety/security personnel,	100% open positions filled with certified Constables or Constables in-training, 100% current climate officers on-board with restructuring of duties and assignments	-100% open positions filled with certified Constables/Constables-in-training -0 safety/security breaches			

Existing Facilities														
		The Sussex County Vocational Technical School District will continue to address the needs of the existing facilities to provide and maintain a safe learning and working environment for all students, staff and the community.	Custodial/Maintenance/Grounds crews will perform daily routines and respond to/report additional needs as they arise	C	Maintain safe facilities until a new facility is occupied	\$250,000 - \$2.5 M annually	Building and personnel evaluations in conjunction with Tech Desk Ticket and larger repair response/close-outs	Fall SY23-24 through Fall 26-27	Building Chief, Turf Manager and custodial/maintenance crews	0 outstanding minor tickets - all tickets in system are in-process	0 outstanding minor tickets older than 4 business day - all known and addressable major repairs accounted for and in-process within 4 business days			
New Facility														
		The Sussex County Vocational Technical School District will ensure safety, security and emergency response considerations are top priorities when planning, designing and constructing the new facilities.	-Gather input from various stakeholder groups for needs-assessments in addition to published State/Federal mandates - Combine mandates and reasonable needs/requests into new facility design	C	Ensure all required and additional reasonable safety measures and systems are in place and operational before moving into new facility	Major Cap Amount (State + Local total) + market pressure funding	Current State/Federal guidelines and mandates	Fall SY23-24 through move-in	Design Team(s) and various focus/stakeholder groups	100%	100% of required safety items are included in design/schematics			

Survey	Measurable Objective	Activity	C=continuing N=New	Need(s) addressed	Funding needed	Measurement tool	Timeline	Who is responsible?	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?
<b>Safety and</b>													
	The Sussex County Vocational Technical School District will communicate with all	Conduct tabletop exercises and fire, hold, secure, & lockdown drills	C	Ensure safety, security and emergency response procedures and	Current levels	State mandates and data entry/reporting system	Monthly & Annually by school year as required for each type of drill	HS Admin and security personnel/c ommittee	100%	100%	All conducted to date: Last Fire Drill Friday 10-20-23, Fall Bus Evac Drill Wed 10-		
	The Sussex County Vocational Technical School District will develop, implement, communicate, and practice a campus-wide emergency response plan.	Develop/ revise/ communicate emergency response plan and conduct training, exercises and drills as described/ required	C	Ensure safety, security and emergency response procedures and programs are in place and communicated	\$20,000 - \$30,000 estimate for outside firm to coordinate/perform large scale event drill	-State mandates and data entry/reporting system -Feedback from all stakeholders and cooperating departments	-Retrain/ Refresher Training Fall SY 23-24 -Drill variety & implementation ongoing	HS Admin and security personnel/c ommittee	100%	100% Implementation (with ongoing edits to plan as needed and drills/practice ongoing)	New staff introduction & training '23-'24. Updated in comprehensive school safety plan. Small-scale lock-down completed, additional varieties planned for '23-'24		
	The Sussex County Vocational Technical School District will develop, implement and revise a Constable-based safety/security program.	-Hire and train Constables as current security/ci mate personnel leave employment . -Assign said Constables/ personnel so as to best cover the building(s) & campus while rotating locations and times/schedules/routes to best avoid predictability	N	Ensure efficient and effective safety, security and emergency responses are provided for both the Day and Evening programs while fostering a climate of safety, security & respect for all stakeholders.	Approx. \$10,000 for equipment, uniforms and annual training/qualification(s) (above/beyond personnel costs, OECs, and initial required trainings/certification(s))	- Staff/Personnel incident reporting with data back-up (State/Local /District) -Annual survey to various stakeholders regarding climate -Personnel evaluations and feedback	Fall 23-24 SY ongoing	HS & District Admin, Chief Constable, Constables, safety/security personnel,	100% open positions filled with certified Constables or Constables-in-training, 100% current climate officers on-board with restructuring of duties and assignments	-100% open positions filled with certified Constables/Constables-in-training -0 safety/security breaches	Constables employed and deployed. Station rotations with overlappig coverage as practicable. Coverage for after-hours and special events/programs requested and approved thus far.		

Existing Facilities														
		The Sussex County Vocational Technical School District will continue to address the needs of the existing facilities to provide and maintain a safe learning and working environment for all students, staff and the community.	Custodial/Maintenance/Grounds crews will perform daily routines and respond to/report additional needs as they arise	C	Maintain safe facilities until a new facility is occupied	\$250,000 - \$2.5 M annually	Building and personnel evaluations in conjunction with Tech Desk Ticket and larger repair response/close-outs	Fall SY23-24 through Fall 26-27	Building Chief, Turf Manager and custodial/maintenance crews	0 outstanding minor tickets - all tickets in system are in-process	0 outstanding minor tickets older than 4 business days - all known and addressable major repairs accounted for and in-process within 4 business days	On-target: all minor tickets addressed or in-progress. Major repairs in-progress and/or waiting for parts. All tickets prioritized and vetted prior to completion.		
New Facility														
		The Sussex County Vocational Technical School District will ensure safety, security and emergency response considerations are top priorities when planning, designing and constructing the new facilities.	-Gather input from various stakeholder groups for needs-assessments in addition to published State/Federal mandates -Combine mandates and reasonable needs/requests into new facility design	C	Ensure all required and additional reasonable safety measures and systems are in place and operational before moving into new facility	Major Cap Amount (State + Local total) + market pressure funding	Current State/Federal guidelines and mandates	Fall SY23-24 through move-in	Design Team(s) and various focus/stakeholder groups	100%	100% of required safety items are included in design/schematics	Plans and subsequent revision requests include edited safety features and security measures. Public entry and service areas receiving additional scrutiny. Awaiting updates on drawings prior to disseminating for final input from CTE & other core areas.		

## GOAL 3

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**Sussex County Vocational Technical School District will have a well-qualified, professional staff and provide them with the tools to enhance their abilities to meet student needs.**

### **Narrative Statement**

One of the areas of focus for this goal is on recruiting and retaining high quality employees in the district. Three areas of focus are:

- 1 Increasing the retention rate of employees
- 2 Provide Professional Development opportunities.
- 3 Provide Academy support.
- 4 Maintain programs in accordance with Delaware Administrative Code 220 regarding Diversity.

Effectiveness of the plan will be measured by achieving target goals and the results of an annual employee survey.

Leadership Accountability:

Dr. Jason Peel



Survey	Measurable Objective	Activity	C=Continuing N=New	Need(s) addressed	Funding needed	Measurement tool	Timeline	Who is responsible?	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?
	The Sussex County Vocational Technical School District will attend in-person and/or virtual teacher recruiting events during the 2024 school year in order to attract will qualified teachers.					Event Attendance	2023-2024	Dr. Oliphant, Dr. Demby, Mrs. Widen, and Mrs. Viramontes			This objective was met. I attended three job fairs.		Yes
	The Sussex County Vocational Technical School District will advertise in professional agencies and use Linked In to attract well qualified career and technical teachers during the 2024 school year.					Advertisements and meeting agendas	2023-2024	Dr. Oliphant, Dr. Demby, Mrs. Widen, and Mrs. Viramontes			This objective was met. We have advertised on Social media classified sites. We have also advertised in the local news papers.		Yes
	The Sussex County Vocational Technical School District will provide prescribe and targeted profession development and mentoring for all new teachers during the 2024 school year.	Create an instructional needs survey to determine teacher instructional needs. Based on the need of the teacher will determine the instructional area of focus.				Instructional needs survey and teachers prescriptive plans.	2023-2024	H.S. Admin and Lead teacher- Dr. Donovan, Dr. Langley and Stephanie Pegelow			This objective was met. The professional development goals for 2023 were accomplished during all of the inservice days.		Yes
	The Sussex County Vocational Technical School District will provide all teachers with professional development focused on classroom, social and emotional learning (SEL), and positive behavior supports (PBS) during the 2024 school year.	Professional development activates focused on high yield classroom management strategies, social and emotional learning, positive behavior supports.	Continue			Professional development agendas	2023-2024	H.S. Admin -Dr. Donovan and Dr. Langley			This objective will continue into the 2024 school year. The Social and Emotional team is still researching Social and Emotional curricula to address student behavior and emotional concerns.	The Social and Emotional team is in the process of researching which behavior modification model is most appropriate for the high school. They meet regularly to discuss pros and cons of PBS, Restorative Justice practices, and Social and Emotional learning practices. 50% Complete	This objective will continue into the 2024 school year.
	The Sussex County Vocational Technical School District will provide teacher leadership training for mentors during the 2024 school year.					Responsibilities and expectations document for mentors. Professional development agendas. Creation of the in-house trainers.	2023-2024	Dr. Demby and Mrs. Pegelow			This objective was met through the Comprehensive/Induction program and its mentor requirements.		Yes

Survey	Measurable Objective	Activity	C=Continuing N=New	Need(s) addressed	Funding needed	Measurement tool	Timeline	Who is responsible?	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?	Discussion of Results
	The Sussex County Vocational Technical School District will attend in-person and/or virtual teacher recruiting events during the 2024 school year in order to attract will qualified teachers.	Attendance at DOL job fair. Registration for Middletown, DE job fair.			Registration Fee	Event Attendance	2023-2024	Dr. Peel			Attendance at one job fair and registration for a second job fair.			
	The Sussex County Vocational Technical School District will advertise in professional agencies and use Linked In to attract well qualified career and technical teachers during the 2024 school year.	Social media job advertisements. Advertisements in Cape Gazette.			Advertisement fees.	Advertisements and meeting agendas	2023-2024	Dr. Peel and Ms. Derrickson			Regular advertisements on social media platfroms and local newspapers.			
	The Sussex County Vocational Technical School District will provide prescribe and targeted professional development and mentoring for all new teachers during the 2024 school year.	New Teacher Orientation. Participation in planning for new mentoring program for SY 2024-2025. Implementation of current mentoring program FY 2023-2024.			Grant funding for new mentoring program available.	Development of new mentoring plan Agendas for new teacher orientation Meeting schedule and Schoology document products for current mentoring system	2023-2024	H.S. Admin and Lead teacher- Dr. Peel, Dr. Langley, Mrs. Wright and Mrs. Pegelow			Targeted PD for new teachers during new teacher orientation, implementation of teacher mentoring meetings and activities, and planning for adoption of new mentoring program.			
	The Sussex County Vocational Technical School District will provide all teachers with professional development focused on classroom, social and emotional learning (SEL), and positive behavior supports (PBS) during the 2024 school year.	Targeted planning for implementation of the RIC room with ongoing check-ins. Research and planning to refine implementation of MTSS with support from University of Delaware Technical Assistance team. Professional development on new DTGSS teacher evaluation system, training attended by four administrators, regular walkthroughs, and school-wide focus for DTGSS goal setting meetings. Addition of Beebe Medical Wellness Center including social worker.			Consultation fee with University of Delaware.	Professional development agendas. Handbook for function of the RIC room. Presentation at faculty meeting regarding RIC room.	2023-2024	H.S. Admin - Mrs. Wothers, Dr. Peel, Mr. Baugher, and Dr. Donovan			RIC Room intervention currently functioning with students. MTSS planning meeting scheduled. Beebe Wellness Center operational.			
	The Sussex County Vocational Technical School District will provide teacher leadership training for mentors during the 2024 school year.	Attendance at state-wide mentoring meetings (monthly). Attend annual state-wide lead mentor training. Participation in development of plan for new mentoring program FY 2024-2025.			No cost.	Completion of Schoology assignments. Responsibilities and expectations document for mentors. Regular mentor meetings led by lead mentor (Pegelow).	2023-2024	Dr. Peel (site coordinator) and Mrs. Pegelow (lead mentor)			The Comprehensive Induction program and its mentor requirements ensures regular activities to address this goal. Participation in planning meetings for new mentoring statewide program includes leadership development requirement. Planning meetings with representative from the New Teacher Center (CA).			
CONCLUSIONS														
RECOMMENDATIONS														

## GOAL 4

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**Sussex County Vocational Technical School District will build and strengthen partnerships and communications among families, the school system and community.**

### **Narrative Statement**

Sussex County Vocational Technical School District will build and strengthen partnerships among families, schools, and community. To accomplish this goal, activities are being planned in the areas of communication, outreach, and opportunity which will support the objectives of this goal. Increased opportunities through expanded adult programs, increased communication and public relations will work to foster relationships within the community. Electronic communication networks to provide timely and meaningful communication will also be established. Our district will also focus efforts on improving crisis intervention and student support services at all buildings and programs focusing on the development of student interpersonal relationships.

Community service will be stressed as a component of curriculum and individual school improvement plans. Emphasis will also be placed on the development of the total student through our awareness and implementation of nutrition/health programs and the social development of all students and staff.

Effectiveness of the plan will be measured by achieving target goals.

#### Leadership Accountability:

All Administration  
Ms. Gina Derrickson  
Dr. Kevin Carson

**Goal 4: Sussex County Vocational School District will build and strengthen partnerships and communications among families, the school system and community**

Measurable Objective	Activity	C=Continuing N+New	Funding needed	Measurement tool	Timeline	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?
Develop Internal Communication Plan and Sussex Tech Brand Policy	Create a comprehensive communication plan to increase effectiveness of internal communication and district promotion	N	\$2,500		June 2023-September 2023		100% September 2023			
	Create a comprehensive plan for logo, font and color use for effective district branding									
Development of a printable Program of Study	Monthly Technical Area Spotlights	C	\$0		Sept. 2023-Jan. 2024		100% Jan. 2024			
	Update Printable Program of Study	C	\$1,500		Jan. 2024-March 2024		100% March 2024			
Develop and improve District website and Social Media presence	Contract with a third party provider to review, manage and update the current website and social media platforms.	C	\$40,000		May 2023-Aug. 2023	30%	100% September 2024	30% complete Contracted with Techno Goober working with staff for improvement suggestions	100% active on social media	
Revitalize Sussex County Vocational Technical School District Education Foundation	Create new board of Directors fundraising and distribution plan bearing account	Develop Open interest N N N			October 2023-April 2024		90% April 2024			
Initiate Alumni Association	Create Alumni Association Social Media Updates 2024-2025 Alumni event	Alumni Begin planning a N			Nov-23		85% June 2024			
One + One	Joint Adult Ed Advertising Campaign	N	\$50,000				100% June 2024			

**Goal 4: Sussex County Vocational School District will build and strengthen partnerships and communications among families, the school system and community**

Measurable Objective	Activity	C=Continuing N+New	Funding needed	Measurement tool	Timeline	Present level of performance	Target 2024	Progress Point 1	Progress Point 2	Objective Met?
<b>Develop Internal Communication Plan and Sussex Tech Brand Policy</b>	Create a comprehensive communication plan to increase effectiveness of internal communication and district promotion Create a comprehensive plan for logo, font and color use for effective district branding	N	\$2,500		June 2023-December 2023	90%	Complete January 2024			
Development of a printable Program of Study	Monthly Technical Area Spotlights to include students and alumni	C	\$0		October 2023- June. 2024	10%	100% June. 2024			
	<b>Update Printable Program of Study</b>	C	\$1,500		Jan. 2024- March 2024		100% March 2024			
Develop and improve District website and Social Media presence	Contract with a third party provider to review, manage and update the current website and social media platforms.	C	\$40,000		May 2023- Dec. 2023	84%	100% January 2024	Working on final phase of development with Techno Goober	100% active on social media	
<b>Revitalize Vocatioal Technical Educational Foundation of Delaware for Sussex Tech</b>	<b>Create board of Directors fundraising and distribution plan interest bearing account</b>	Develop N Open N	N		October 2023- April 2024	25%	90% April 2024			
<b>Initiate Alumni Association</b>	<b>Create Alumni Association Alumni Social Media Updates Begin planning a 2024-2025 Alumni event</b>	N			Sep-23	35%	100% June 2024			
<b>One + One</b>	<b>Joint Adult Ed Advertising Campaign</b>	N	Adult Ed Funds				100% June 2024			

Completed Measurable Objectives and Activities

Goal 1 Measurable Objective	Goal 1 Activity	Completed Date	Goal 2 Measurable Objective	Goal 2 Activity	Completed Date	Goal 3 Measurable Objective	Goal 3 Activity	Completed Date	Goal 4 Measurable Objective	Goal 4 Activity	Completed Date
Improvement of instruction in all classes to meet accountability goals: Reading Targets, Math Targets, Certifications Received, Graduation percentage, Adult Education GED, Adult Education ESL, Adult Education Apprenticeships, Adult Education Groves, as determined by our target points.	Principal and administrators review SREB 5-E's evaluation system and devise draft of Classroom Walk-through.	Summer 2022	The Sussex County Vocational Technical School District will communicate with all stakeholders and practice all mandated safety/security drills.	Conduct tabletop exercises and fire, low-level and high-level lockdown drills	Spring 2023 - Will continue through subsequent years.	The Sussex County Vocational Technical School District will attend in-person and/or virtual teacher recruiting events during the 2023 school year in order to attract well qualified teachers.	Attending job fair events, Relationships with Colleges and Universities for new teachers	Spring 2023	Sussex County Vocational Technical School District will build and strengthen partnerships and communications among families, the school system and community. We will develop a communication process to convey information and activities about the school district.	Hire a full-time community relations person/PIO Officer	Summer 2022
	Academy Coaches and administrators review draft and revise as appropriate.	Summer 2022	The Sussex County Vocational Technical School District will develop, implement, communicate, and practice a campus-wide emergency response plan.	Develop/ revise/ communicate emergency response plan and conduct training, exercises and drills as described/ required	Spring 2023 - Will continue through subsequent years.	The Sussex County Vocational Technical School District will advertise in professional agencies and use Linked In to attract well qualified career and technical teachers during the 2023 school year.	Advertise and development relationship with professional agencies, Ex ABC and Carpenter's union, and local unions.	Spring 2023	Develop a printable Program of Study	Transpose digital Program of Study to the printable version	Spring 2023
	Administrators/Academy coaches attend SREB conference to ascertain why types of collaboration/integration exists in SREB affiliated schools.	Summer 2022					The Sussex County Vocational Technical School District will provide teacher leadership training for mentors during the 2023 school year.	Create responsibilities and expectations for Mentors. Create a train the trainer and provide each mentor with professional development focused on Teacher Leadership. Creation of the in-house trainers.	Spring 2023		Solicit printing RFP's for the Program of Study
										Ensure the Program of Study provides information detailing how ELL students gain proficiency towards success in academic and CTE areas.	Spring 2023
									Develop & deliver an online monthly message to staff, parents, board & interested community groups regarding relevant information about the District.	Contact with media productions to schedule monthly message Provide updated bi-weekly information regarding activities of the District	Winter 2023