



**TECHNOLOGY & DIGITAL
LEARNING PLAN
2024-2028**

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Overview



TECHNOLOGY & DIGITAL LEARNING PLAN 2024-2028

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New Hanover County Schools strives to provide the highest quality instruction for all of its students. In a rapidly changing world technology plays a critical role in our everyday lives. We believe that technology is a powerful tool for enhancing teaching and learning, and are committed to providing our students and teachers with the resources they need to utilize technology as a tool to support student success. Committed to empowering our students and teachers, we are proud to unveil a comprehensive technology & digital learning plan crafted to guide our endeavors. Aligned with the NHCS 2022-2027 Strategic Plan, the NHCS 1:1 Plan, and the State of North Carolina's Digital Learning Plan, this plan outlines our goals for technology integration, as well as provides strategies for implementation and ongoing support.

The plan was guided by the New Hanover County Technology Planning Committee, a committee composed of a representative group from the NHCS leadership team. This committee has spent the last year gathering input from stakeholders and examining data to determine the areas of need. Using this information stakeholders were engaged in the process and offered input through focus groups, town halls, and survey responses that guided the plan development. The following groups of stakeholders provided input to the technology plan:

Non-employee groups

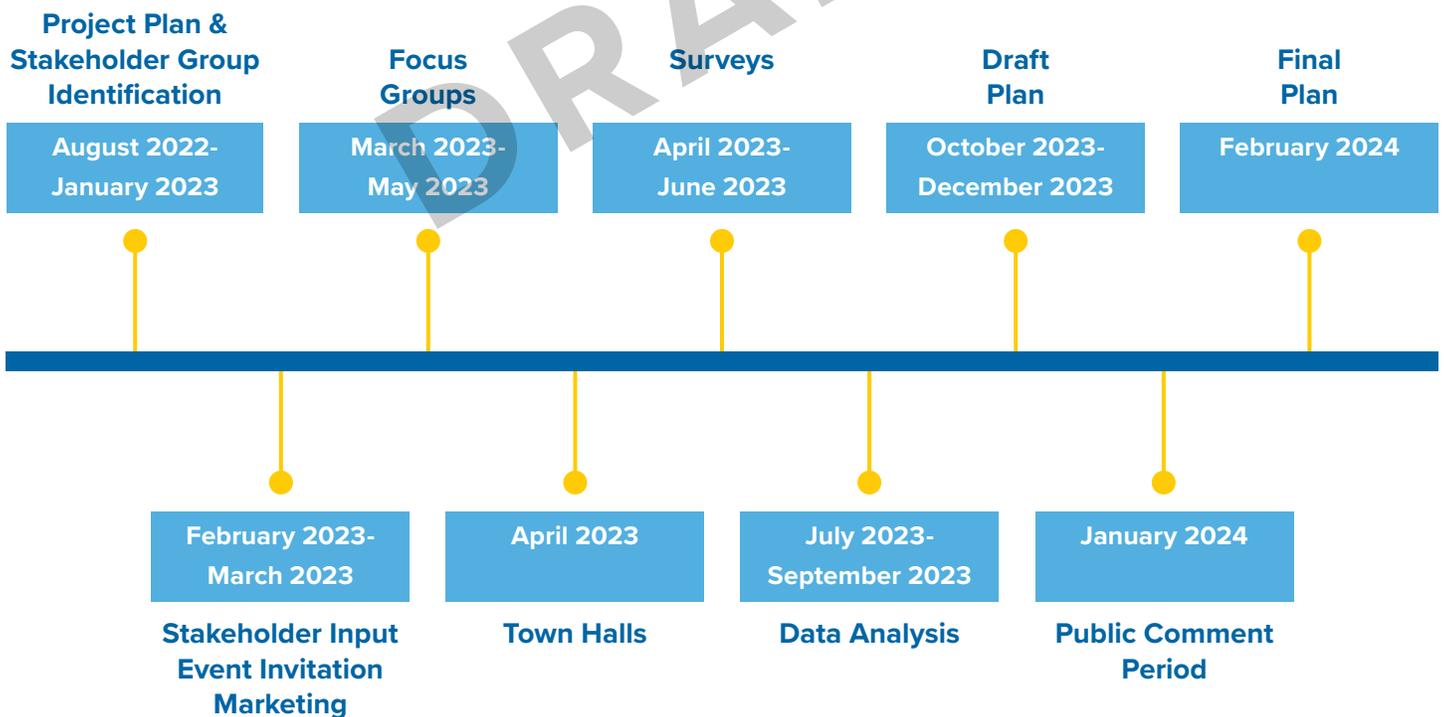
- Parents & Future Parents
- Students
- Business/Community Leaders

NHCS employee groups

- District Office Leadership
- School Based Leadership
- Teachers
- Classified Staff & Teaching Assistants
- Technology Leaders
- Instructional Coaches & Lead Teachers
- School Library Media Coordinators, Digital Teaching and Learning Specialists, & Instructional Technology Facilitators



Timeline



The NHCS Technology & Digital Learning Plan follows the guidance from NC Department of Public Instruction and has focused this plan on both student learning and employee experiences. The plan is composed of five domains that include: Leadership and Vision; Human Capacity; Curriculum, Instruction and Assessment; Data Privacy and Cybersecurity; and Technology, Infrastructure, and Devices. Through implementation of the goals and subsequent activities outlined in the plan, NHCS will provide students with the best possible learning experience.

Domain Overviews



Leadership and Vision (LV)

School and district leaders have a shared responsibility for creating environments where students are at the center of instructional decisions. Through a shared vision, intentional planning, monitored implementations and continuous improvement, leaders are empowered to support innovation in teaching and learning. In order to accomplish the strategic goals for the district and support staff, students, and parents in NHCS, there must be a clear vision and set of expectations for how technology can be effectively used for teaching and learning. This domain focuses on the goals and activities essential to leading this work.



Human Capacity (HC)

Evidence-based professional learning aligned with the district's strategic plan and instructional framework can directly contribute to improved student performance and to collective efficacy. A variety of learning formats and course offerings provide staff with the necessary resources for continuous professional growth that translates into improved teaching practices. In addition to professional development, this domain also includes planning activities that inform the needed staffing ratios in order to support safe and effective technology use for the staff, students, and families of NHCS.



Curriculum, Instruction, and Assessment (CI)

Student academic success is impacted by what students learn, how they learn and the evidence of what they learned. The integration of technology into curriculum, instruction, and assessment creates transformative and engaging student-centered learning environments. This domain includes activities that leverage technology to provide access to essential curriculum, safely engage with content and use data-driven practices to positively impact student outcomes.



Data Privacy and Cybersecurity (DPS)

Data privacy and cybersecurity practices promote safe and responsible online activity that can increase the likelihood of positive online experiences for students and staff. Federal and state legislation provides a framework for district policies that promote the safe and innovative integration of emerging technologies. This framework encompasses initiatives that assist NHCS in aligning with federal, state, and local data privacy and cybersecurity standards. Additionally, it enables NHCS to adapt and enhance their practices and safeguards in response to evolving field standards.



Technology, Infrastructure, and Devices (TI)

Digital teaching and learning is best supported when students have access to high speed internet and reliable devices with minimal disruptions. Regular maintenance and care is necessary to ensure minimal interruption in service and disruption to planned instruction using technology. This domain includes planning activities that support the continuous assessment, maintenance, and improvement of infrastructure and devices essential to safe and effective learning environments. This will ensure all adults and students in the district have access to the technologies needed to succeed.



Reading the Plan

The 2024-2028 NHCS Technology plan is divided into the 5 sections aligning with the major constructs listed above for ease of use in implementation. Each construct includes a header with the construct name and a brief descriptor of the content to expect within, followed by a table for each goal that NHCS has set for that construct. Goal tables include a set of aligned activities by row, which offer details regarding the implementation of the activity. Each activity row is inclusive of the following detailed columns: Activity, Indicator, Responsible Party, Communication, Continuous Improvement, and Timeline. A brief descriptor of each follows.

Activity: a description of the activity that will take place toward meeting the goal

Indicators: a description of the measurement tool(s) that will be used to assess progress toward successful completion

Responsible Party: the role in NHCS that is responsible for overseeing the work required to complete this activity

Communication: essential communication channels and methods toward the completion of this activity

Continuous Improvement: a description of how the activity will be reviewed to inform improvements to the process

Timeline: target completion date or cycle for this activity



Leadership and Vision (LV)

School and district leaders have a shared responsibility for creating environments where students are at the center of instructional decisions. Through a shared vision, intentional planning, monitored implementations and continuous improvement, leaders are empowered to support innovation in teaching and learning. In order to accomplish the strategic goals for the district and support staff, students, and parents in NHCS, there must be a clear vision and set of expectations for how technology can be effectively used for teaching and learning. This domain focuses on the goals and activities essential to leading this work.

Goal LV1

New Hanover County Schools will establish a shared vision for technology and digital learning and communicate that vision with all stakeholders.

Activity	Indicator(s)	Responsible Party	Communication	Continuous Improvements	Timeline
A shared vision for technology and digital learning is developed by a cross-functional team and communicated to all stakeholders.	<ul style="list-style-type: none"> A finalized shared vision A finalized communication plan Other meeting notes, transcripts, etc. 	<ul style="list-style-type: none"> Assistant Superintendent of Technology and Digital Teaching and Learning Director of Curriculum and Instruction Digital Teaching and Learning Specialists Curriculum and Instruction Specialists School Leadership 	<ul style="list-style-type: none"> A shared vision is communicated at principal meetings, staff professional development, and through other modes of delivery (i.e email, website, public forums). Professional development, job aids, and other resources will be used to promote the understanding of the shared vision. 	A cross-functional team will meet to annually review the shared vision and the effectiveness of the communication plan.	<ul style="list-style-type: none"> June 2024- June 2025 Annual Review
A cross-functional team will integrate the shared vision of technology and digital learning and the use of emerging technologies into the NHCS instructional framework.	An updated instructional framework	<ul style="list-style-type: none"> Assistant Superintendent of Technology and Digital Teaching and Learning Director of Curriculum and Instruction Digital Teaching and Learning Specialists Curriculum and Instruction Specialists School Leadership District AI Team 	A shared vision is communicated at principal meetings, staff professional development, and through other modes of delivery (i.e email, website, public forums).	A cross functional team will meet to annually review the NHCS instructional framework.	Update completed and shared by June 2025. Annual Review

Goal LV2

New Hanover County Schools will effectively plan and implement action steps to execute the technology and digital learning shared vision.

Activity	Indicator(s)	Responsible Party	Communication	Continuous Improvements	Timeline
An action plan that aligns to the shared vision is developed by a cross-functional team.	A finalized action plan	<ul style="list-style-type: none"> ■ Assistant Superintendent of Technology and Digital Teaching and Learning ■ Director of Curriculum and Instruction ■ Digital Teaching and Learning Specialists ■ Curriculum and Instruction Specialists ■ School Leadership 	The finalized action plan is communicated to school leadership through principal memos and meetings.	Annual review and revision of the action plan	June 2024- June 2025
An action plan is implemented with fidelity.	The action plan is implemented in all NHCS schools.	<ul style="list-style-type: none"> ■ Assistant Superintendent of Technology and Digital Teaching and Learning ■ Director of Curriculum and Instruction ■ Digital Teaching and Learning Specialists ■ Curriculum and Instruction Specialists ■ School Leadership 	<ul style="list-style-type: none"> ■ The action plan is communicated at principal meetings, staff professional development, and through other modes of delivery (i.e email, website, public forums) ■ Professional development, job aids, and other resources will be used to promote implementation of the action plan. 	Implementation is evaluated	June 2025- June 2026
All schools will include at least one School Improvement Plan (SIP) goal that aligns with the shared vision.	School Improvement Plans with a documented goal alignment	<ul style="list-style-type: none"> ■ Executive Directors ■ School Administrators ■ School Improvement Team 	Goal expectations will be communicated to administrators to share with school improvement team members and school staff.	Annual review and revision of each school improvement plan.	2025-2026 School Year



Human Capacity (HC)

Evidence-based professional learning aligned with the district’s strategic plan and instructional framework can directly contribute to improved student performance and to collective efficacy. A variety of learning formats and course offerings provide staff with the necessary resources for continuous professional growth that translates into improved teaching practices. In addition to professional development, this domain also includes planning activities that inform the needed staffing ratios in order to support safe and effective technology use for the staff, students, and families of NHCS.

Goal HC1

New Hanover County School staff will have access to the support they need to utilize technology to effectively perform their job responsibilities.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
New Hanover County Schools will determine an appropriate allocation of human resources to support staff implementation of the district’s shared vision for technology and digital learning.	<ul style="list-style-type: none"> Appropriate allocation determined, funded, and achieved Incident IQ Data 	<ul style="list-style-type: none"> Assistant Superintendent of Technology Human Resources School Leadership 	Technology leadership will appropriate allocation needs to key decision makers.	School Leadership surveyed to determine the impact of allotted positions.	Annual Review
Required technology and/or digital learning skills are clearly defined in all job descriptions and evaluated during the hiring process.	<ul style="list-style-type: none"> Updated job descriptions Updated interview questions that help determine a candidate’s technology knowledge and willingness to learn new technologies. 	<ul style="list-style-type: none"> Assistant Superintendent of Human Resources Assistant Superintendent of Digital Teaching and Learning School Leadership 	The Human Resources Division will communicate to all hiring managers updated job descriptions and interview questions	Review job descriptions annually to ensure alignment with school and district goals for needed positions	Annual Review

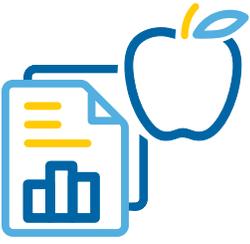
Goal HC2

New Hanover County Schools staff will have continuous access to quality professional learning that promotes a digital learning culture.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
All certified staff will include at least one goal in their Professional Development Plan (PDP) focused on using digital resources to increase student learning.	<ul style="list-style-type: none"> PDP goals and reviews Observation data 	<ul style="list-style-type: none"> Superintendent of Digital Teaching and Learning School Leadership Certified Staff 	Requirements are communicated to school leadership through principal meetings and memos	Certified staff reflect on goal achievement at mid and end of year PDP goal review	Continuous



Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
A needs analysis will be conducted to establish a baseline of digital learning skills and needs among staff.	An analysis tool is created and utilized to collect data	<ul style="list-style-type: none"> ■ Superintendent of Digital Teaching and Learning ■ Digital Teaching and Learning Specialists ■ School Leadership 	The needs analysis will be administered during a staff meeting at each school.	Comparison of annual needs analysis to review growth in identified areas.	Fall 2024 Annual Review
A comprehensive plan for professional development will be designed and implemented to address staff digital teaching and learning needs the use of emerging technologies.	<ul style="list-style-type: none"> ■ A plan is created based on results of needs analysis. ■ Comprehensive professional development plan is implemented. 	<ul style="list-style-type: none"> ■ Superintendent of Digital Teaching and Learning ■ Digital Teaching and Learning Specialists ■ School Leaderships ■ District AI Team 	A comprehensive plan for professional development is communicated at principal meetings, staff professional development, and through other modes of delivery (i.e email, website, etc)	Plan is updated to reflect data from the annual comparison of needs analyses.	Continuous



Curriculum, Instruction, and Assessment (CI)

Student academic success is impacted by what students learn, how they learn and the evidence of what they learned. The integration of technology into curriculum, instruction, and assessment creates transformative and engaging student-centered learning environments. This domain includes activities that leverage technology to provide access to essential curriculum, safely engage with content and use data-driven practices to positively impact student outcomes.

Goal CI1

New Hanover County Schools will develop a robust framework outlining the intentional selection and utilization of digital resources to support teaching and learning, while considering instructional appropriateness, safety, and student engagement.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
Using the <i>NHCS Quality Resource Review Process</i> , cross-functional teams consistently evaluate digital resources and communicate processes to all stakeholders.	<ul style="list-style-type: none"> ■ Digital Resource Collection in LearnPlatform ■ Staff Request Forms ■ LearnPlatform Requests ■ MTAC Meeting Minutes 	<ul style="list-style-type: none"> ■ District Resource Review Committee (DRRC) consisting of... <ul style="list-style-type: none"> • Digital Teaching and Learning Specialists • Lead Media Coordinator ■ And representatives from: <ul style="list-style-type: none"> • Curriculum and Instruction Specialists • Special Education Division (SED) • Career Technical Education (CTE) • Multilingual • Learners (ML) • Pre-K ■ Director of Finance ■ School-based Media & Technology Advisory Committee (MTAC) 	LearnPlatform will be regularly updated and accessible to all staff.	Update workflows in LearnPlatform	Annual Review
The discussion of sustainable funding for digital resources is prioritized in all district budgeting decisions.	Sustainable funding for digital resources	<ul style="list-style-type: none"> ■ Superintendent of Digital Teaching and Learning ■ Director of Finance ■ Director of Curriculum and Instruction ■ Digital Teaching and Learning Specialists ■ Curriculum and Instruction Specialist 	Budget Documentation	Ongoing inclusion of sustainable funding in budgeting discussions	Continuous

Goal CI2

New Hanover County Schools certified staff will establish a digital learning culture that leverages emerging technologies to create blended and/or personalized learning experiences for students that promote communication, collaboration, critical thinking, and creativity.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
All certified staff will demonstrate an understanding of the NC Digital Learning Competencies.	Teacher observations	<ul style="list-style-type: none"> ■ Assistant Superintendent of Technology and Digital Teaching and Learning ■ Director of Curriculum and Instruction ■ Digital Teaching and Learning Specialists ■ Curriculum and Instruction Specialists ■ School Administrators ■ School-based Instructional Coaches 	Goal expectations will be communicated to all stakeholders through principal meetings, staff professional development, and other modes of delivery (i.e email, website, etc)	Evaluate NHCS process using NCDPI digital learning rubric.	Continuous
Library resources are available to staff and students through physical and digital collections.	<ul style="list-style-type: none"> ■ NHCS Library Collection Development Plan ■ Collection statistics and analysis 	<ul style="list-style-type: none"> ■ Lead School Library Media Specialist ■ School Library Media Specialists ■ School-based MTACs 	<ul style="list-style-type: none"> ■ Available digital resources can be accessed and viewed online. ■ Catalog of available physical resources can be accessed online. 	<ul style="list-style-type: none"> ■ Ongoing evaluation of available resources and student/teacher needs ■ Evaluate NHCS process using NCDPI Digital Learning Plan. 	Annual Review
A digital citizenship plan will be developed and implemented to teach students to navigate and interact safely and responsibly in a digital world.	<ul style="list-style-type: none"> ■ NHCS Digital Citizenship Plan ■ Neptune Navigate module completion data ■ NHCS AI Stance 	<ul style="list-style-type: none"> ■ Assistant Superintendent of Technology and Digital Teaching and Learning ■ Lead School Library Media Specialist ■ Digital Teaching and Learning Specialists ■ School Library Media Specialists ■ School-based MTACs ■ District AI Team 	Plan is communicated to all stakeholders through principal meetings, SLMC professional development, and other modes of delivery (i.e email, website, etc)	Annual plan updates based on student needs and SLMC feedback	Annual Review



Data Privacy and Cybersecurity (DPS)

Data privacy and cybersecurity practices promote safe and responsible online activity that can increase the likelihood of positive online experiences for students and staff. Federal and state legislation provides a framework for district policies that promote the safe and innovative integration of emerging technologies. This framework encompasses initiatives that assist NHCS in aligning with federal, state, and local data privacy and cybersecurity standards. Additionally, it enables NHCS to adapt and enhance their practices and safeguards in response to evolving field standards.

Goal DPS1

New Hanover County Schools will develop, implement, and maintain a comprehensive data security plan to ensure continuity of essential district services..

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
Ongoing data privacy and cybersecurity staff trainings will be required to teach and reinforce safe online practices for personal, professional, and educational uses.	<ul style="list-style-type: none"> Vector training statistics Technology Division training Ongoing professional development 	<ul style="list-style-type: none"> Director of Network Security Digital Teaching and Learning Specialists 	Data privacy and cybersecurity requirements are communicated through principal meetings, division meetings, staff professional development, and other modes of delivery (i.e email, website, etc)	Ongoing evaluation of threats and learner needs	Continuous
A comprehensive disaster recovery plan will be created and table top exercises will be held to clarify roles and responsibilities.	<ul style="list-style-type: none"> Disaster recovery plan Insights from table top exercises 	<ul style="list-style-type: none"> Assistant Superintendent of Technology and Digital Teaching and Learning Director of Network Security Director of Technology and Client Services Technology Division 	Plan is communicated to all stakeholders.	Utilization of table top exercises to identify areas for growth.	Continuous
Policies and compliance measures for the security of student and staff data will be adopted.	<ul style="list-style-type: none"> District policies reflect compliance and accountability measures 	<ul style="list-style-type: none"> Director Network Security Senior Leaders Human Resources 	Updates to current district policies will be communicated through various formats to school and district staff.	Policies are reviewed and revised in the policy manual	Annual Review
Tools for robust data security practices will be tested, selected and installed.	<ul style="list-style-type: none"> Results of data security tests Installation schedule for network security hardware and software 	<ul style="list-style-type: none"> Director Network Security Director of Technology and Client Services Senior Leaders Technology Division 	Report to Senior Leadership the selection of tools, budgetary implications and data security improvements.	Use collected data to support adjustments to existing security infrastructure.	Continuous



Technology, Infrastructure, and Devices (TI)

Digital teaching and learning is best supported when students have access to high speed internet and reliable devices with minimal disruptions. Regular maintenance and care is necessary to ensure minimal interruption in service and disruption to planned instruction using technology. This domain includes planning activities that support the continuous assessment, maintenance, and improvement of infrastructure and devices essential to safe and effective learning environments. This will ensure all adults and students in the district have access to the technologies needed to succeed.

Goal TI1

New Hanover County Schools students and staff are provided appropriate access to technology to facilitate digital learning.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
The discussion of sustainable funding for appropriate access to instructional technology is prioritized in all district budgeting decisions.	Sustainable funding for instructional technology	<ul style="list-style-type: none"> Superintendent of Digital Teaching and Learning Director of Finance Director of Curriculum and Instruction Digital Teaching and Learning Specialists 	Budget Documentation	Ongoing inclusion of sustainable funding in budgeting discussions	Continuous
A sustainable device renewal cycle is established to provide distribution of devices to all students and staff.	Inventory during the four year refresh cycle for devices and the seven year refresh cycle for interactive panels	<ul style="list-style-type: none"> Director of Technology Finance Department 	The renewal cycle will be communicated to all staff and families.	The device renewal cycle will be reviewed to determine the need and feasibility for upgrades	Annual Review
A partnership with families and community leaders is established to address the need for adequate home internet access for all students and staff.	<ul style="list-style-type: none"> Established committee Committee Goals, agendas, and minutes 	<ul style="list-style-type: none"> Director of Technology Technology Committee Communication and Outreach Parent Advisory Council 	Senior leadership and principals will be asked to recommend and recruit committee members.	<ul style="list-style-type: none"> Quarterly meetings will be held to ensure the adoption and implementation of a plan. New members will be recruited as the plan progresses. 	Continuous



Goal TI2

New Hanover County Schools will have the infrastructure to support technology and digital learning.

Activity	Indicators	Responsible Party	Communication	Continuous Improvements	Timeline
A sustainable device renewal cycle is established for all district technology infrastructure.	<ul style="list-style-type: none"> ■ A process and timeline for regular maintenance and device replacement ■ Device and interactive panel inventory 	<ul style="list-style-type: none"> ■ Director of Technology ■ Finance Department 	The renewal cycle will be communicated through principal meetings, division meetings, and other modes of delivery (i.e school to home communications, website, etc)	The device renewal cycle will be reviewed to determine ongoing device needs	Annual review
Training for technical staff will be implemented to support and maintain existing and emerging technologies.	<ul style="list-style-type: none"> ■ Staff documentation of training ■ Technology Division training ■ Ongoing professional development 	<ul style="list-style-type: none"> ■ Director of Technology ■ Director Network Security 	Technology leadership will communicate training requirements	Ongoing evaluation of learner needs	Continuous



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