



FLOYD COUNTY PUBLIC SCHOOLS

# Strategic Plan

2024-2030



**“Building a Better Future, Together.”**

# Superintendent's Message

**FCPS:  
Impact  
2030**

Dear Floyd County Schools Community,

It is with great enthusiasm that I present to you the Floyd County Schools Strategic Plan, a comprehensive roadmap that will guide our division's efforts and initiatives over the next six years. This plan is more than just a document; it is a collective vision that reflects our commitment to fostering a collaborative and positive learning environment that empowers every student to grow, excel, and persevere.

A strategic plan serves as a blueprint for our school division's future. It outlines our vision, goals, and objectives, providing a clear direction for our schools, staff, students, and community. This plan helps us prioritize resources, implement new initiatives, and measure progress, ensuring that we stay aligned with our overarching mission to prepare future-ready citizens who will make a lasting impact on our community.

The creation of this strategic plan was a thorough and inclusive process that spanned an entire year, ensuring that we captured the voices and aspirations of all our stakeholders. We conducted community listening sessions in each attendance zone, where parents, community members, and local leaders shared their insights and ideas. We also held meetings with each school and division staff group to gather valuable input from those who work directly with our students daily. Additionally, we engaged with student councils at each school to ensure that our students' perspectives were heard and considered. Furthermore, an online survey was made available to the entire community, providing another platform for feedback and suggestions.

Throughout the spring of 2024, a dedicated planning committee, comprising representatives from all stakeholder groups, met regularly to review the feedback, create a new vision statement, and identify relevant and attainable goals and objectives. The result of this collaborative effort is a strategic plan that not only continues the progress our division has made in the past but also brings our community together to support the growth and success of our students.

As we embark on this exciting journey, I am confident that our strategic plan will serve as a powerful tool to drive our efforts forward. Together, we will continue to build on our successes, address our challenges, and create a brighter future for every student in Floyd County Schools.

Thank you for your unwavering support and dedication to our students and schools. Together, we will build a better future.

Sincerely,  
Dr. Jessica Cromer  
Division Superintendent

The dedication, focus, and commitment of these community members made the development of this plan possible. We wish to thank the following Steering Committee Members listed below for their time and talent that made this planning process a community-wide engagement.

## COMMUNITY PARTNERS

Justin Buehler	Anna Pirog
Kara Buehler	Carolyn Reilly
Jennifer Johnson	Lisa Thompson
Leigh McKagen	Chris Wolf
Amanda Mellowspring	Jean Woods
Rebecca Osborne	

## FCPS EMPLOYEES

Katie Biesterveld	Ashley Griffith	Elizabeth Marshall
Jo Bishop	Kearsten Grubb	Brittany Quesenberry
Mandie Bishop	Janet Harris	Robert Ratcliffe
Darin Boothe	Samantha Hartman	Paul Robertson
Tara Bulson	Mona Helms	Matt Roop
Rhonda Burnette	Barry Hollandsworth	Jodie Slusher
Travis Cantrell	Tammy Hubbard	Alicia Smith
Timmy Cox	Angela Huff	Katie Thomas
Mary Dickerson	Amanda Janney	Ashley Wall
Cristina Dunfee	Kim Keith	Crystal Weaver
Amber Gallimore	Jennifer Lilly	Ashlee Weeks

## FCPS SCHOOL BOARD

**James Ingram**

*District B (Little River) - Chairperson*

**Laura H. Leroy**

*District D (Burks Fork) - Vice-Chairperson*

**C. Gene Bishop**

*District E (Indian Valley)*

**Deborah Snellings**

*District C (Court House)*

**Kirsten M. Vest**

*District A (Locust Grove)*



## Vision Statement

Floyd County Schools fosters a collaborative and positive learning environment that empowers every student to grow, excel, and persevere. Together, we prepare future-ready citizens who will make a lasting impact on our community.

## Core Values

### **Student-Centeredness**

Students are at the center of the educational process and are encouraged to take ownership of their learning.

### **Collaboration**

The school division fosters a community where students, teachers, and staff work together to achieve common goals.

### **Positivity**

The school culture emphasizes optimism, support, and encouragement.

### **Growth**

The school division aims to cultivate well-rounded individuals who strive for continuous improvement.

### **Perseverance**

Students are nurtured to develop resilience and determination in overcoming challenges.

### **Future-Readiness**

The school division equips students with the knowledge, skills, and mindset necessary to succeed in a rapidly changing world.

### **Community Engagement**

Students are prepared to become active and engaged members of their community.

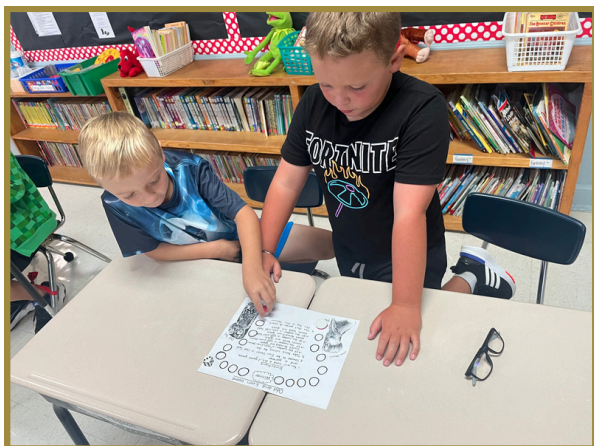
**Ensure all students achieve academic success and are prepared for future opportunities.**

**Objective 1: Increase student achievement in reading and math across all grade levels (PK-12).**

- a.) Implement a data-driven approach to identify student needs and target instruction.
- b.) Provide differentiated instruction to meet the diverse learning styles of students.
- c.) Utilize high-quality instructional materials and resources.
- d.) Offer targeted interventions and support for struggling students.

**Objective 2: Expand student access to engaging learning experiences that foster college and career readiness and personal interests.**

- a.) Increase access to Career and Technical Education (CTE) courses.
- b.) Integrate Science, Technology, Engineering, Arts, and Mathematics (STEAM) activities into the curriculum.
- c.) Provide hands-on learning opportunities that promote critical thinking and problem-solving skills.
- d.) Offer enrichment activities that cater to student interests and talents.



**Cultivate a safe, positive, and inclusive learning environment where all students, faculty, and staff feel valued, respected, and supported.**

**Objective 1: Foster a positive school climate based on high expectations for behavior and social-emotional well-being.**

- a.) Review and revise the Student Code of Conduct as necessary for clarity and consistency.
- b.) Provide ongoing professional development on social-emotional learning (SEL) and trauma-informed practices.
- c.) Enhance the multi-tiered system of support model (VTSS) to address the academic, social, emotional, and behavioral needs of students.

**Objective 2: Promote comprehensive wellness by addressing the mental, physical, and social health needs of students, faculty, and staff.**

- a.) Increase access to mental health resources and counseling services.
- b.) Expand the social-emotional learning curriculum across all grade levels.
- c.) Partner with community organizations to provide health and wellness programs.



**Attract, develop, and retain a diverse and highly qualified staff dedicated to student success.**

**Objective 1: Recruit and hire a diverse pool of talented educators and staff members.**

- a.) Review and enhance compensation and benefits packages to be competitive with the region.
- b.) Partner with colleges and universities to attract high-quality graduates and offer coursework for staff to pursue certifications.
- c.) Partner with local government and community organizations to address hiring barriers such as housing and childcare.
- d.) Promote Floyd County Public Schools as a desirable employer through targeted advertising and social media campaigns.

**Objective 2: Create a positive and supportive work environment that fosters professional growth and staff retention.**

- a.) Provide ongoing professional development opportunities for all staff members.
- b.) Recognize and reward staff excellence and contributions.
- c.) Create opportunities for staff input and leadership.





**Ensure a safe, healthy, and well-maintained learning environment for all students and staff.**

**Objective 1: Enhance school safety measures to safeguard the well-being of the school community.**

- a.) Conduct regular safety audits and implement necessary improvements.
- b.) Partner with local law enforcement to revise and practice emergency preparedness procedures.
- c.) Promote a culture of safety awareness among students and staff.

**Objective 2: Effectively manage resources to maintain and upgrade school facilities and infrastructure.**

- a.) Develop a comprehensive plan for infrastructure maintenance and renovation.
- b.) Explore cost-saving measures and secure funding for capital improvement projects.



**Establish strong partnerships with parents, families, and community organizations to support student success.**

**Objective 1: Build collaborative relationships with community partners to leverage resources and expertise.**

- a.) Create a comprehensive directory of community partners and their services.
- b.) Establish a community engagement committee to foster collaboration.
- c.) Partner with community organizations to offer enrichment programs and support services.

**Objective 2: Strengthen communication and collaboration between schools, families, and the community.**

- a.) Utilize various communication channels to keep families informed about school activities and programs.
- b.) Develop a communication hub to disseminate information effectively.
- c.) Encourage and facilitate active participation of families and community members in school events and activities.



**Success measures for a school division's strategic plan are essential tools to evaluate progress and ensure goal achievement. These metrics provide a clear, quantifiable way to track improvements and identify areas needing attention. By regularly assessing these indicators, FCPS can make informed decisions, celebrate successes, and strategically adjust efforts to continually advance student outcomes and organizational excellence.**

- Capital improvement and construction plans
- Completion of building upgrades and improvements/construction
- Course offerings and enrollment
- Directory of community partners
- Division and school crisis plans
- Division energy and utility payments
- Exit and Stay Survey responses
- Faculty and staff annual retention rates
- Faculty and Staff Attendance
- Number of after-school clubs and activities
- Number of communications sent, received, and reviewed by target audience
- Number of community programs and engagements offered through each year
- Number of CTE certifications
- Number of faculty and staff with advanced degrees and certifications
- Number of student referrals for Tier 2 and Tier 3 services
- Number of students actively engaged in work-based learning and internships
- Parent and community member attendance at school programs, functions, and events
- Pay scales
- Percentage of classroom and school furniture replaced every year
- Professional development completed by faculty and staff
- Regular needs assessments for facilities
- Safety and vehicle repair inspection records
- School division annual budgets and resource allocations
- Student and staff climate survey results
- Student Attendance
- Student disciplinary and infraction data
- Student participation in advanced, dual enrollment, honors coursework, and Governor's School experiences
- Student performance on local and state assessments

**Floyd County Public Schools**  
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