

**2025 -
2030**

PAMLICO COUNTY SCHOOLS

STRATEGIC PLAN



One Mission. One Plan. One Team.

Now More Than Ever



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Erik Smith

Jamie Gibbs, Vice Chairman
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Jaclyn Jones

District Administration

Dr. Jeremy B. Johnson, *Superintendent*
Mrs. Crystal Barnett, *Asst. Superintendent of Curriculum & Instruction*
Dr. Ervin Patrick, *Asst. Superintendent of Human Resources & School Operations*
Mr. Henry Rice, III, *Executive Director of Administrative Services and Operations*
Mrs. Denise Altman, *Finance Officer*
Mr. Shawn Carawan, *Director of Career and Technical Education*
Ms. Bettie Davis, *Director of Exceptional Children*
Mr. Matthew Doughty, *Director of Maintenance*
Ms. Elizabeth Harwick, *Public Information Officer*
Ms. Laura Mancinas, *Director of School Nutrition*
Mrs. Shakia Robinson, *Director of Personnel*
Ms. Lindsey Willis, *Director of Transportation*
Mrs. Chanaay Moore, *District Testing and Virtual Learning Coordinator*

Our Schools

Pamlico County Primary School

323 Neal Creek Road
Bayboro, NC 28515
Savannah Alexander, *Principal*
Jaclyn Denney, *Assistant Principal*
252-745-3404

Fred A. Anderson Elementary School

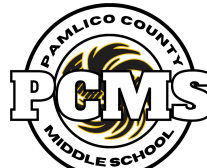
515 Anderson Drive
Bayboro, NC 28515
Wendy White, *Principal*
Tamra Sutton, *Assistant Principal*
252-745-4611

Pamlico County Middle School

15526 NC Hwy 55 E
Bayboro, NC 28515
Zanquavia Minor, *Principal*
Tamra Sutton, *Assistant Principal*
252-745-4061

Pamlico County High School

601 Main Street
Bayboro, NC 28515
Rebecca Lansche, *Principal*
Brandon Spiece, *Assistant Principal*
252-745-3151





PAMLICO COUNTY SCHOOLS

507 Anderson Drive, Bayboro, NC 28515
252-745-4171 Phone 252-745-4172 Fax
www.pamlicoschools.org

Dr. Jeremy Johnson, Superintendent

Mrs. Crystal Barnett, Asst. Superintendent

Dr. Ervin Patrick, Asst. Superintendent

Dear Pamlico County Community,

Pamlico County Schools is proud to present our **2025–2030 Strategic Plan**, a roadmap built on the shared belief that every child deserves the opportunity to thrive. Guided by our mission to *foster growth, instill confidence, and empower every learner*, this plan reflects the voices of educators, families, students, and community partners who joined together to define our collective priorities for the next five years.

Our plan is anchored in five strategic pillars aligned with the North Carolina Department of Public Instruction's framework:

1. **Academic Achievement & Readiness** – Preparing every Hurricane for the next phase of life through rigorous learning, expanded opportunities, and a strong focus on student success.
2. **Strengthening Human Capital** – Investing in teachers and staff by cultivating local talent, supporting professional growth, and sustaining a vibrant pipeline of future educators.
3. **Family & Community Partnerships** – Building strong partnerships with families and the broader community to ensure every student is supported, connected, and celebrated.
4. **Safe & Healthy Students** – Prioritizing student well-being and school safety through proactive supports, mental health partnerships, and inclusive practices that foster belonging.
5. **Strong Systems, Strong Schools** – Strengthening operations, facilities, and fiscal responsibility to ensure every school is equipped to meet the needs of today while planning for the future.

This plan is more than a set of goals. It is a commitment. ***Now more than ever, we are united in our responsibility to ensure that Pamlico County Schools not only prepares students for the future but also strengthens the fabric of our community.***

Thank you for your continued partnership and support. We look forward to building this future together.

With gratitude and determination,

Jeremy B. Johnson, Ed.D
Superintendent
Pamlico County Schools



Pamlico County Primary School
Fred A. Anderson Elementary School
Pamlico County Middle School
Pamlico County High School

313

**CAREER TECHNICAL
EDUCATION
CREDENTIALS OBTAINED**
24-25

Child Nutrition

900 students for
breakfast



850

lunch every day

All 4 Schools approved for participation in Community Eligibility Provision. Provides free breakfast and lunch for all students

DISTRICT WIDE COMMITMENT TO

**GROWTH • CONFIDENCE
EMPOWERMENT**

LARGEST

PAMLICO COUNTY BASED

EMPLOYER

approx

200

employees

273

Instructional technologies to include Promethean Panels in every classroom, VR Technology, 3D Printers etc. . .



TRANSPORTATION

654
Riders



Shortest Route
Approx. 40 minutes
2x per day

Longest Route
Approx. 105 minutes
2x per day

14

Buses

Total Enrollment

1120



Parent Involvement

- Sports Boosters
- Parent Teacher Organizations
- JROTC Boosters
- Band Boosters
- SkillsUSA Alumni

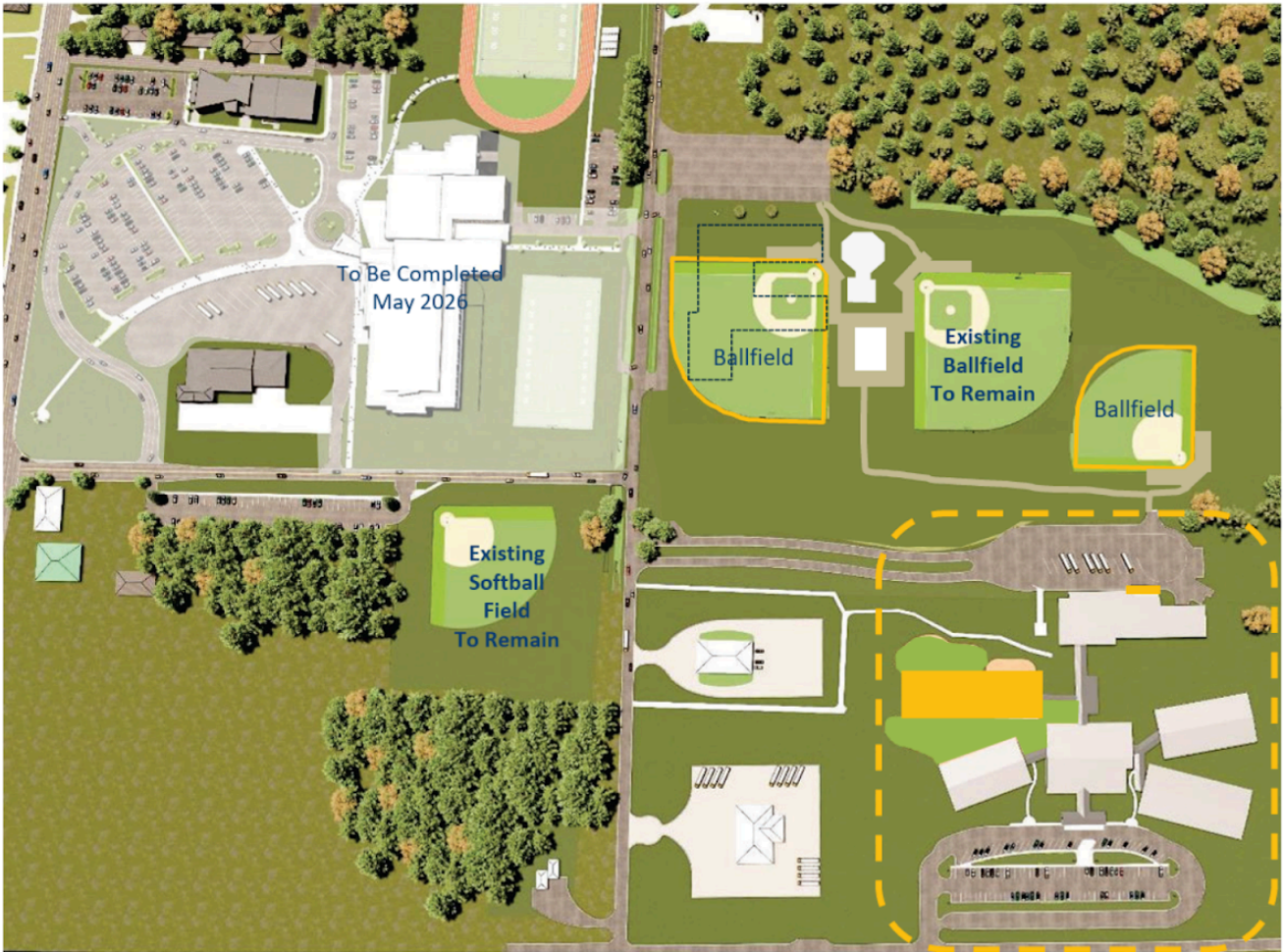
EXCEPTIONAL CHILDREN/ STUDENT SERVICES

NC recognizes 14 disabling conditions that qualify a student for special education.

Pamlico County Schools serves students with 11 out of the 14 disabling conditions.



Percentage of students with disabilities is 15.52% (not including 504 plans).



This rendering offers a glimpse of what the future Pamlico County Schools Campus could look like if our district is selected to receive support from the Needs-Based Public School Capital Fund.

We are hopeful that through the Needs-Based Public School Capital Fund, Pamlico County Schools will be able to bring this vision to life. The proposed Pamlico County Schools Campus would include an addition to Pamlico County Primary School, allowing us to retire and demolish Fred A. Anderson Elementary. The plan also provides for new baseball and softball fields to serve our middle school students.

In addition, the same grant is making possible the construction of the new Pamlico County High School, which is scheduled to open its doors in August 2026. Together, these projects represent a transformative investment in our students, our schools, and the future of Pamlico County.



Our Vision and Overarching Goals

Imagine a school system where every learner, no matter their background, circumstance, or zip code, is known, supported, and inspired. Classrooms are vibrant places of learning where curiosity drives achievement, teachers and support staff are celebrated professionals, families are welcomed partners, and community pride runs deep. Despite a rural setting, small size and limited resources, our schools stand as beacons of opportunity, proving that excellence is not determined by wealth but by will.

Imagine schools where learning is active, relevant, and filled with purpose. Students are not simply recipients of knowledge; they are explorers, creators, and problem-solvers. They engage in hands-on experiences that connect what they learn in the classroom to the world around them, opening imaginations and inspiring innovation. Lessons are grounded in real-world application, so students don't have to ask, "Where will I use this in life?"; they are shown every day.

From the earliest grades, students are exposed to career pathways and opportunities that help them discover their strengths and passions. They learn by doing, whether through agriculture, technology, the arts, or community partnerships that bring learning to life. Career exploration begins early, and potential is limitless. Every learner is empowered to see themselves as capable of success, equipped with the skills and confidence to pursue their dreams and contribute meaningfully to their community and the world.

This is our vision: By 2030, Pamlico County Schools will be the best school system in eastern North Carolina, where every student graduates confident, capable, and prepared for life.

Achieving this vision requires unified focus, measurable progress, and shared accountability. The goals and measures outlined in this plan form our roadmap for the next five years.

1. **Academic Achievement and Readiness:** By 2030, Pamlico County Schools will increase the School Performance Grades across all schools by strengthening core academic achievement, expanding student opportunities, and recognizing success for every student.
2. **Strengthening Human Capital:** Pamlico County Schools will attract, develop, and retain high-quality educators and staff who feel valued and supported.
3. **Family and Community Partnerships:** Families and the community will be active partners in every child's education.
4. **Safe and Healthy Students:** Every school will be healthy, safe, and conducive to learning and growth.
5. **Strong Schools and Systems:** District operations, facilities, and fiscal management will be efficient, sustainable, and aligned to student success.

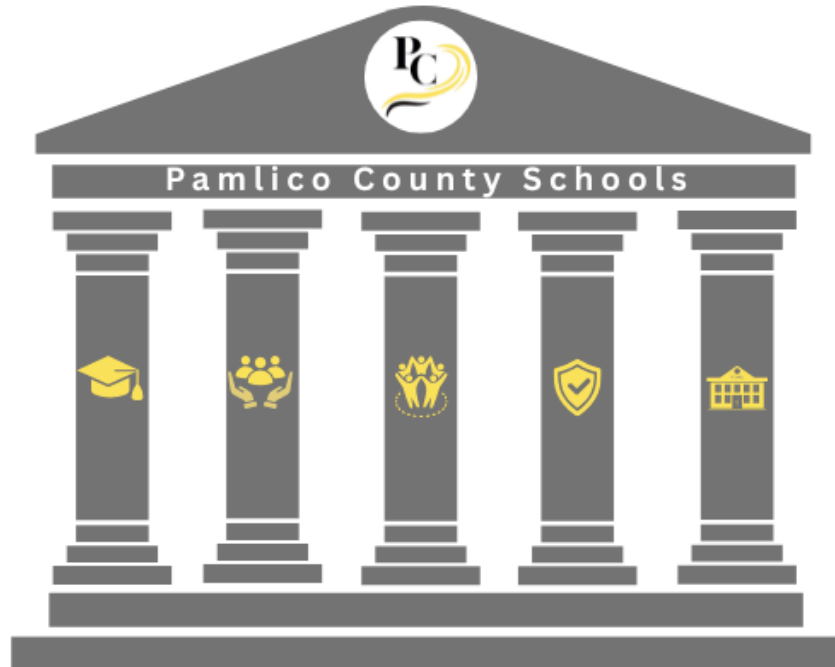
Measuring Our Progress toward “Best in ENC”

As we work toward becoming the best school district in eastern NC, the following is a list of indicators that we will use to measure our progress.

- Four-Year Cohort Graduation Rate
- School Report Card Grades
- Academic Growth
- Performance on mClass and Dibels
- ACT Composite Score
- Participation & Performance in Advanced Placement Exams
- Participation in Dual Enrollment Courses
- Percentage of CTE Completers
- Participation & Performance on WorkKeys exams
- Number of Students earning CTE Credentials
- Number of Pamlico Domiciled students attending Pamlico County Schools
- Increased Percentage of Staff Retention
- Teacher Working Conditions Survey/Employee Working Conditions Surveys
- Parent & Community Engagement Measures



Pamlico County Schools’ Strategic Plan is organized around five pillars, each supported by specific goals, measures, and actions. Together, these pillars provide the framework for advancing our mission and guiding decision-making over the next five years.



Pillar 1 Academic Achievement & Readiness	Pillar 2 Strengthening Human Capital	Pillar 3 Family & Community Partnerships	Pillar 4 Safe & Healthy Students	Pillar 5 Strong Systems, Strong Schools
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PILLARS are the broad, thematic commitments that represent the district’s long-term vision. They serve as the foundation for the plan and keep our focus on the most important work.

GOALS are the specific aims within each pillar that define the outcomes we seek to accomplish. Each goal will be stated in measurable terms (e.g., “from X to Y by [date]”) to provide clarity and accountability.

MEASURES are the indicators we will track to determine progress toward each goal. Measures will include baseline data collected in the 2024–25 school year, and targets will be established for both annual benchmarks and 2030 outcomes.

ACTIONS are the concrete steps and initiatives that will be taken to achieve each goal. Actions will be organized by focus areas within each pillar to show how different strategies fit together.

Alignment with the North Carolina State Strategic Plan

*Pamlico County Schools’ 2025–2030 Strategic Plan builds upon and aligns with the North Carolina Department of Public Instruction’s framework, **Achieving Educational Excellence**. The table below illustrates how our local priorities reflect and extend the statewide vision for public education, while remaining focused on our unique needs and priorities.*

Alignment Matrix

NC Pillar	PCS Pillar	Alignment Focus
Pillar 1 - Prepare Each Student for Their Next Phase in Life	Pillar 1 – Academic Achievement & Readiness	Strengthening core instruction, expanding opportunities, and ensuring every learner is prepared for success in the next phase of life.
Pillar 2 - Revere Public School Educators	Pillar 2 – Strengthening Human Capital	Recruiting, developing, and retaining high-quality teachers and leaders through purposeful investment and recognition.
Pillar 3 - Enhance Parent, Caregiver & Community Support	Pillar 3 – Family & Community Partnerships	Building authentic relationships and communication systems that foster shared responsibility for student success.
Pillar 4 - Ensure Healthy, Safe & Secure Learning Environments	Pillar 4 – Safe & Healthy Students	Promoting wellness, belonging, and proactive safety measures to support the whole child.
Pillar 5 - Optimize Operational Excellence	Pillar 5 – Strong Systems, Strong Schools	Managing facilities, finances, and resources efficiently to sustain long-term excellence.
Pillar 6 - Lead Transformative Change	Embedded Across All Pillars	Driving continuous improvement, innovation, and data-informed decision-making across the district.
Pillar 7 - Celebrate the Excellence in Public Education	Embedded Across All Pillars	Recognizing and celebrating success stories of students, staff, and schools across Pamlico County.
Pillar 8 - Galvanize Champions to Fully Invest in and Support Public Education	Embedded Across All Pillars	Engaging community and state partners to advocate for and invest in Pamlico County Schools.

North Carolina's 2025-2030 Strategic Pillars

ACHIEVING EDUCATIONAL EXCELLENCE

Best in the Nation – Our 2030 Plan for North Carolina Public Schools

OUR VISION

To be clear – to be the best is the only option.

North Carolina's public schools will be the best in the United States of America by 2030. This strategic plan represents the shared vision of the North Carolina State Board of Education and State Superintendent of Public Instruction to prepare every student for their next phase in life through high academic achievement, character development and a constant drive toward excellence.

BUILT BY NORTH CAROLINIANS, FOR NORTH CAROLINIANS

This plan was developed through Superintendent Green's "Mo Wants to Know" listening tour:

- Eight regional public feedback sessions across the state
- 30+ stakeholder meetings with educators, families and community leaders
- Thousands of voices contributing to our collective vision



EIGHT PILLARS FOR EXCELLENCE



Pillar 1: Prepare Each Student for Their Next Phase in Life

Expand rigorous pathways, dual enrollment, career readiness and character development



Pillar 2: Revere Public School Educators

Competitive compensation, career advancement and professional support for all education professionals



Pillar 3: Enhance Parent, Caregiver and Community Support

Strengthen family engagement and community partnerships for student success



Pillar 4: Ensure Healthy, Safe and Secure Learning Environments

Physical safety, mental health support and positive school climates



Pillar 5: Optimize Operational Excellence

Modernize systems, eliminate administrative burdens and leverage technology effectively



Pillar 6: Lead Transformative Change

Research-driven innovation, network collaboration and continuous improvement



Pillar 7: Celebrate the Excellence in Public Education

Comprehensive messaging highlighting the remarkable achievements in our schools



Pillar 8: Galvanize Champions to Fully Invest in and Support Public Education

Build coalitions for increased investment and sustained community support



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Stakeholder Voices and Community Input

Pamlico County Schools’ 2025–2030 Strategic Plan was shaped by the voices of our students, staff, families, and community partners. Throughout 2024 and 2025, we sought feedback from stakeholders through meetings, surveys, and community conversations. Stakeholders identified both aspirations and challenges that informed every pillar of this plan.

What We Heard

Stakeholder Priorities	Key Themes from Stakeholder Input	How It Appears in the Plan
<i>Student Success</i>	Improve academic achievement, early intervention, and access to enrichment and CTE pathways.	Pillar 1 – Academic Achievement & Readiness (focus on rigorous instruction, hands-on learning, and career exploration).
<i>Teacher Support</i>	Competitive pay, retention efforts, leadership development, and recognition for all roles.	Pillar 2 – Strengthening Human Capital (recruitment pipelines, professional growth, and recognition initiatives).
<i>Family & Community Engagement</i>	Better communication, more family events, transparency, and authentic partnerships.	Pillar 3 – Family & Community Partnerships (two-way communication, community partnerships, volunteer engagement).
<i>Safety & Well-being</i>	Address student mental health, bullying prevention, and campus security.	Pillar 4 – Safe & Healthy Students (mental health partnerships, positive school climates, and safety initiatives).
<i>Facilities & Operations</i>	Modern, efficient facilities and responsible fiscal management.	Pillar 5 – Strong Systems & Strong Schools (facility planning, maintenance, and financial transparency).

Our Commitment

This plan is a shared vision, built by and for Pamlico County. Stakeholder feedback did not just inform the plan; it is embedded within it. Each goal and action reflects our community’s belief that Pamlico County Schools should remain a source of pride, opportunity, and excellence for every child.



Pillar 1 – Academic Achievement & Readiness

Academic excellence begins with a belief that every child in Pamlico County can achieve at high levels when given the right support, opportunity, and encouragement. We are committed to ensuring that every Hurricane graduate confident, capable, and prepared for life.

Our approach to learning emphasizes early foundations, rigorous instruction, real-world application, and personalized pathways that honor each student’s strengths and aspirations. From pre-kindergarten through graduation, Pamlico County Schools will foster curiosity, critical thinking, and creativity. Learning will be active and relevant, connecting knowledge to the world beyond the classroom. By focusing on growth and achievement for every learner, we will prepare students not only for the next grade or test, but for the next chapter of their lives.

Focus Areas

Early Foundations	High-Quality Instruction	Relevance and Opportunity	Prepared and Confident Graduates
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GOAL:

By 2030, Pamlico County Schools will increase the School Performance Grades (SPG) across all schools by strengthening core academic achievement, expanding student opportunities, and recognizing success for **every** student.

Measures

Elementary School (PreK–5)

- Increase the School Performance Grade (SPG) for Pamlico County Primary and Fred A. Anderson Elementary, with both schools earning at least a “B” by 2030.
- Pamlico County Primary School and Fred A. Anderson Elementary School will *Exceed Growth* expectations by 2030.
- Increase K–3 reading proficiency (mCLASS and EOG) by 15 percentage points by 2030.
- Increase mathematics proficiency (EOG grades 3–5) by 10 percentage points by 2030.
- Increase science proficiency (grade 5 EOG) by 10 percentage points by 2030.
- 100% of K–5 students will participate in at least one relevant, hands-on learning experience (e.g., agriculture, STEM, or community-based project) each year by 2030.
- Maintain average daily attendance at or above 95% by 2030.

Middle School (Grades 6–8)

- Increase the School Performance Grade (SPG) for Pamlico County Middle School to a “B” or higher by 2030.
- Pamlico County Middle School will *Exceed Growth* expectations by 2030.
- Increase EOG reading and math proficiency by 15 percentage points by 2030.
- Increase science proficiency (grade 8 EOG) by 10 percentage points by 2030.
- 100% of middle school students will engage annually in at least one career exploration or hands-on learning experience (e.g., STEM, agriculture, leadership, or service learning).
- Increase the percentage of students meeting expected growth (EVAAS) to 85% by 2030.
- Increase the percentage of students completing Math I by grade 8 to 40% by 2030.
- Maintain average daily attendance at or above 95% by 2030.

High School (Grades 9–12)

- Increase the School Performance Grade (SPG) for Pamlico County High School to an “A” by 2030.
- Pamlico County High School will *Exceed Growth* expectations by 2030.
- Increase the four-year cohort graduation rate to $\geq 92\%$ by 2030.
- Increase the average ACT composite score to 20 by 2030.
- 100% of high school students will participate in at least one career-connected or community-based learning opportunity before graduation (e.g., internship, pre-apprenticeship, job shadowing, CTE project, or service-learning experience).
- Increase the percentage of students participating in Advanced Placement classes *and* earning college credit through Advanced Placement Exams
- Increase the percentage of graduates completing at least one college-level or credentialed course (AP, Dual Enrollment, or CTE) to 50% by 2030.
- Increase the number of industry-recognized CTE credentials earned annually by 20% by 2030.

Actions

Early Foundations

- Strengthen transitions from childcare to kindergarten through collaboration with local providers.
- Implement a literacy and math framework aligned with the Science of Reading and best practices in foundational math.
- Provide family literacy events and “Ready for School” sessions to equip parents with early learning strategies.
- Target interventions for K–3 students not meeting benchmarks using evidence-based programs and small-group instruction.

High-Quality Instruction

- Develop a District Instructional Framework outlining expectations for rigorous, student-centered instruction and ongoing progress monitoring.
- Strengthen professional learning communities (PLCs) to use data effectively for instructional decisions.
- Expand instructional coaching and model classrooms to showcase effective teaching strategies.
- Provide sustained professional development in literacy, numeracy, digital learning, and differentiation to support continuous improvement.

Relevance and Engagement

- Introduce “Real Learning, Real Life” projects in each grade level, integrating core academics with hands-on experiences such as STEM challenges, agriculture studies, or community service.
- Partner with local organizations, businesses, and community leaders to create experiential learning opportunities for all students.
- Increase student voice and choice through project-based learning, classroom innovation, and interdisciplinary studies.
- Expand career awareness and exploration beginning in elementary school, progressing to structured CTE and work-based learning in middle and high school.

Prepared and Confident Graduates

- Implement individual Career and College Plans (CCPs) beginning in middle school, updated annually with counselor guidance.
- Incorporate financial literacy, employability, and character education at all grade levels.
- Recognize academic growth, leadership, and real-world readiness through district awards, endorsements, and celebrations of success.
- Strengthen partnerships with Pamlico Community College, local industries, and the Pamlico County Chamber of Commerce to expand internships, pre-apprenticeships, and dual enrollment.



Pillar 2 – Strengthening Human Capital

People are the heart of Pamlico County Schools. Every bus driver, teacher, assistant, custodian, administrator and support staff member plays an essential role in helping students thrive. To deliver on our mission of fostering growth, instilling confidence, and empowering every learner, we must invest intentionally in the people who make learning possible.

Strengthening human capital means recruiting and retaining talented staff, supporting continuous professional growth, ensuring fair and competitive compensation, and celebrating the pride of being part of Pamlico County Schools. When our employees feel valued, supported, and inspired, our students reap the rewards.

GOAL:

By 2030, Pamlico County Schools will sustain a strong, stable, and inspired workforce through strategic recruitment, purposeful development, and recognition of every employee’s role in ensuring the success of every student.

Focus Areas

Recruit and Retain the Best	Develop and Grow Talent	Empower and Support Staff Well-Being	Elevate and Celebrate the Profession
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Measures

- Conduct a comprehensive salary study of all classified positions and develop an updated salary schedule aligned with regional and state comparables.
- Increase the districtwide staff retention rate by 10 percentage points by 2030.
- Increase the percentage of National Board Certified teachers to 20% of all teaching staff by 2030.
- Establish a Pamlico/East Carolina Partnership (PECP) with East Carolina University (or another regional institution) to provide a pathway for classified employees to become licensed educators.
- Implement a Teacher Cadet Program at Pamlico County High School, with at least 10 participating students annually by 2027 and ongoing scholarships by 2030.
- Ensure 100% of employees participate annually in job-embedded, systemic professional development aligned with district priorities.
- Achieve $\geq 90\%$ positive employee-satisfaction rating on working-conditions surveys by 2030.
- Develop and sustain a Pamlico Leadership Cohort to strengthen leadership capacity and establish a sustainable internal leadership pipeline for Pamlico County Schools.



Actions

Recruit and Retain the Best

- Conduct a districtwide salary and benefits analysis for teacher assistants, custodians, clerical, and other classified staff to ensure compensation is competitive and sustainable.
- Develop and present an updated salary schedule to the Board of Education that reflects current market rates and equity across positions.
- Launch targeted recruitment campaigns highlighting Pamlico County's supportive culture and community pride.
- Strengthen partnerships with teacher preparation programs and regional colleges for student-teaching placements and residency pipelines.
- Maintain a structured onboarding and mentoring process to retain new employees during their critical first three years.
- Develop selection criteria for a Pamlico Leadership Cohort based on instructional performance, initiative, and potential for growth.

- Invite recommendations from principals, directors, and supervisors each spring.

Develop and Grow Talent

- Establish a partnership between Pamlico County Schools and East Carolina Partnership to support classified staff who aspire to become teachers, including tuition assistance, mentorship, and flexible scheduling.
- Expand instructional coaching and peer-observation programs for all schools.
- Provide systemic professional development that is data-driven, ongoing, and differentiated by role.
- Encourage and financially support educators pursuing National Board Certification through cohort support groups, stipends, and release time.
- Offer leadership-development opportunities for aspiring administrators and teacher-leaders.

Empower and Support Staff Well-Being

- Prioritize wellness and morale initiatives, including recognition programs, appreciation events, and employee assistance resources.
- Use listening sessions and staff feedback surveys to guide district decisions about workload, scheduling, and communication.
- Cultivate positive, collaborative cultures at every school and the central office through trust, transparency, and shared decision-making.

Elevate and Celebrate the Profession

- Implement and sustain the Teacher Cadet Program at Pamlico County High School to spark interest in teaching careers.
- Develop scholarship opportunities for Teacher Cadet graduates who return to teach in Pamlico County Schools.
- Celebrate achievements of teachers, assistants, bus drivers, and other staff publicly through newsletters, social media, and community events.
- Recognize National Board Certified teachers and educators completing advanced credentials at Board meetings and district celebrations.
- Promote stories of excellence that showcase Pamlico County educators as role models for future generations.





Pillar 3 – Family & Community Partnerships

Strong schools are built on strong relationships.

Pamlico County Schools recognizes that families and community members are essential partners in helping every student succeed. When parents, caregivers, local organizations, and businesses work together with our schools, students benefit from broader opportunities, deeper connections, and a shared sense of pride.

We believe that engagement should go beyond communication; it should be collaboration. By strengthening trust, improving communication, and creating meaningful opportunities for families and community partners to contribute, Pamlico County Schools will ensure that every student feels supported by both their school and their community.

GOAL:

By 2030, Pamlico County Schools will build and sustain meaningful partnerships with families and the community to promote collaboration, communication, and collective responsibility for **every** student's success.

Focus Areas

Engage and Empower Families	Build Community Connections	Promote Shared Responsibility	Tell Our Story
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Measures

- Establish a 2025 baseline and increase family satisfaction and engagement opportunities as measured through annual district surveys and event participation.
- Establish a 2025 baseline and increase access to community resources available to students and families through partnerships, donations, and shared services.
- Maintain and grow partnerships with local business and industry by at least two new formal partners per year.
- Maintain and grow collaboration with County Commissioners and state elected officials through regular joint meetings and legislative updates.
- Establish a baseline and improve overall student well-being (sense of belonging, safety, and support) through annual student-climate surveys.
- Increase parent participation in school events, advisory groups, and surveys by 25 percent by 2030.
- Establish a districtwide Family Engagement Framework with measurable school-level action plans by 2026.
- Create and sustain a Canes Community Connect (C3) Partnership Network to formalize and track community collaboration outcomes.
- Increase social-media and newsletter engagement by 50 percent by 2030.
- Achieve ≥ 90 percent positive satisfaction on family and community surveys by 2030.
- Ensure each school hosts at least one signature family or community event each year that highlights learning, culture, or service.



Actions

Engage and Empower Families

- Implement a District Family Engagement Framework outlining expectations and strategies for effective home & school collaboration.
- Host family academies and workshops on literacy, math, technology, wellness, and digital citizenship.
- Provide multilingual and accessible communication tools for all district materials.
- Offer regular two-way feedback opportunities (surveys, listening sessions, advisory councils).
- Provide staff development in family engagement and cultural responsiveness.

Connect Schools and Community

- Expand the Canes Connect Partnership Network to link schools with local businesses, civic organizations, faith groups, and nonprofits.
- Create partnership pathways for internships, service learning, and hands-on student projects that connect classroom learning to the community.
- Collaborate with Pamlico County Government, local industries, and higher-education partners to align school programs with workforce needs.
- Strengthen connections with County Commissioners and state elected officials through regular updates, invitations to school events, and legislative briefings.



Promote Shared Responsibility

- Establish School-Community Advisory Councils at each school by 2027.
- Develop parent-volunteer and mentorship programs to increase community presence in schools.
- Coordinate joint initiatives with health and social-service agencies to increase access to community resources for students and families.
- Publish an annual partnership impact report showing engagement outcomes and next steps.

Tell Our Story

- Launch a comprehensive communication plan that highlights student, staff, and community achievements through newsletters, social media, and local media.
- Feature regular “Hurricane Highlights” spotlights in print and digital formats.
- Provide communication and media-relations training for school leaders.
- Produce an annual State of Our Schools Report to share progress toward district goals and celebrate accomplishments.



Pillar 4 – Safe and Healthy Students

Every child deserves to learn in a safe, healthy, and supportive environment.

Pamlico County Schools believes that safety and well-being are prerequisites for learning — not separate from it. When students feel secure, respected, and cared for, they can focus on growth and achievement.

We are committed to proactive safety measures, strong mental health supports, and partnerships that prioritize prevention over reaction. By building relationships, fostering belonging, and maintaining vigilance, we will ensure that every campus in Pamlico County is a place where students and staff feel safe, valued, and ready to learn.

GOAL:

By 2030, Pamlico County Schools will partner with families, staff, and community agencies to provide every student with a safe, healthy, and supportive environment that promotes well-being and academic success.

Focus Areas

Proactive Safety and Prevention	Student Health and Wellness	Attendance, Engagement, and Belonging	Community Collaboration and Care
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Measures

- Establish a baseline and work toward a 2030 goal of zero reported incidents of aggressive behavior or violence on campus.
- Mental health supports in schools: Establish a baseline and increase the number of full-time counselors, social workers, and school-based mental health providers serving students.
- Monitor and reduce the number of formal risk/threat assessments, aiming for fewer than five annually districtwide by 2030.
- Chronic absenteeism: Establish a baseline and reduce the district's chronic absenteeism rate to below 5% by 2030.
- Establish a district safety and crisis response framework with annual updates and training for all staff.
- Maintain annual safety audits of facilities, access controls, and communication systems.
- Increase the number of school-based and community-based health partnerships, including a day treatment facility in Pamlico County by 2030.
- Improve student perceptions of safety and belonging as measured by annual school-climate surveys.

Actions

Proactive Safety and Prevention

- Conduct annual school safety audits and update crisis management plans for each school.
- Continue to enhance perimeter security, access controls, and visitor management systems.
- Expand staff training on threat assessment, emergency response, and de-escalation.
- Maintain strong collaboration with law enforcement and emergency services for drills, communication, and rapid response.
- Review and update school safety protocols annually with input from staff, parents, and community partners.

Student Health and Wellness

- Expand access to on-site and telehealth mental health services for students and families.
- Partner with Trillium Health Resources and community agencies to establish a day treatment facility in Pamlico County for students with intensive needs.
- Increase school-based counseling and social work capacity, ensuring timely interventions for at-risk students.
- Implement preventive wellness initiatives, including nutrition, physical activity, and social-emotional learning programs.



- Provide professional development for staff in mental health awareness, trauma-informed care, and crisis response.

Attendance, Engagement, and Belonging

- Strengthen attendance teams at each school to address barriers through communication, home visits, and support services.
- Recognize and celebrate improved attendance and positive behavior through districtwide recognition programs.
- Provide ongoing student engagement activities that promote belonging, including clubs, arts, athletics, and leadership opportunities.
- Monitor student perception data on belonging, connectedness, and safety through annual surveys.

Community Collaboration and Care

- Establish a multi-agency safety council including representatives from the school district, county government, public health, social services, and law enforcement.
- Partner with local mental health agencies and medical providers to deliver school-based services and family support.
- Expand parent education workshops on topics such as digital safety, mental health awareness, and community resources.
- Increase communication with County Commissioners and state agencies regarding school safety funding and facility improvements.
- Strengthen partnerships with faith-based and nonprofit organizations to provide wraparound support for students and families in crisis.





Pillar 5 – Strong Systems, Strong Schools

Behind every great classroom is a strong system that makes learning possible.

Pamlico County Schools is committed to maintaining safe, efficient, and sustainable schools that reflect pride in our community and responsibility to taxpayers. Sound financial management, well-maintained facilities, and modern operational systems are the foundation upon which academic excellence is built.

By investing in facilities, upgrading technology, improving fiscal efficiency, and planning for future growth, we ensure that every school remains a place where students can thrive. A strong system creates stability; stability creates confidence; and confidence creates opportunity for every learner and every employee.

GOAL:

By 2030, Pamlico County Schools will sustain excellence through modern, well-maintained facilities and efficient, transparent financial systems that ensure every student learns in a thriving and sustainable school environment.

Focus Area

Modern and Well-Maintained Facilities	Fiscal Responsibility and Transparency	Operational Efficiency and Innovation	Sustainability and Long-Term Planning
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Measures

- Facility Condition Index: Establish a baseline and improve the overall rating of district facilities by 2030 through scheduled upgrades and preventive maintenance.
- Preventive Maintenance Compliance: Increase completion of scheduled maintenance tasks to $\geq 95\%$ by 2030.
- Develop and implement a Capital Improvement Plan.
- Establish a baseline and reduce districtwide utility costs per square foot by 10% by 2030.
- Upgrade technology infrastructure to ensure all campuses have reliable, high-speed internet and up-to-date classroom technology by 2027.
- Fiscal Management: Maintain a minimum 10% fund balance annually while ensuring resources directly support instructional priorities.
- Publish an annual District Budget Report detailing expenditures, fund balances, and project progress.
- Improve bus route efficiency and reduce transportation costs per mile by 5% by 2030.
- Maintain $\geq 90\%$ satisfaction from staff and community on annual facilities and operations surveys.



Actions

Modern and Well-Maintained Facilities

- Implement a five-year Capital Improvement Plan (CIP) that prioritizes safety, accessibility, and modern learning spaces.
- Conduct annual facility condition assessments to identify needs and track progress toward modernization goals.
- Develop a preventive maintenance calendar and ensure work orders are completed and documented districtwide.
- Continue to pursue state capital grants to support school consolidation, renovations, and new construction projects.
- Collaborate with the County Commissioners to plan for long-term facility improvements and community partnerships.

Fiscal Responsibility and Transparency

- Align all financial decisions with the district's strategic priorities and mission.
- Maintain a transparent budget development and reporting process with quarterly updates to the Board of Education and community.
- Provide training for administrators and budget managers on fiscal compliance, purchasing, and grant management.
- Regularly review salary schedules, local supplements, and benefit structures to remain competitive and equitable.
- Increase public understanding of school finance through clear communication, budget infographics, and community presentations.

Operational Efficiency and Innovation

- Modernize data management, HR, and finance systems to improve accuracy, reporting, and communication.
- Upgrade technology infrastructure to ensure reliable access for instruction, operations, and communication.
- Develop a district operations dashboard to track key metrics: maintenance requests, energy use, transportation performance, and financial data.
- Leverage technology to streamline procurement, communication, and payroll processes.
- Review transportation routes annually to optimize efficiency, safety, and cost savings.

Sustainability and Long-Term Planning

- Develop and annually update a Long-Range Facilities and Financial Sustainability Plan that anticipates enrollment trends and program needs.
- Partner with the County Commissioners on shared initiatives such as emergency preparedness, capital funding, and energy management.
- Expand recycling, waste reduction, and energy efficiency initiatives across all campuses.
Build a succession planning model for key leadership and operational positions to ensure continuity and stability.
- Pursue funding partnerships with local businesses and philanthropic organizations to support district priorities.



One Mission. One Plan. One Team.

Now More Than Ever



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