

---

SECTION A: Foundations and Basic Commitments

---

AA	School Division Legal Status
AC	Nondiscrimination
AD	Educational Philosophy
AE	School Division Goals and Objectives
AF	Comprehensive Plan
AFA	Evaluation of School Board Operational Procedures

## SCHOOL DIVISION LEGAL STATUS

The Constitution of the Commonwealth provides that the General Assembly establish a system of free public elementary and secondary schools for all children of school age throughout the state, and seek to ensure that an educational program of high quality is established and continually maintained. The General Assembly has required that such an educational system be maintained and administered by the State Board of Education, the Superintendent of Public Instruction, division superintendents and School Boards. The supervision of schools in each school division shall be vested in a School Board selected in accordance with the applicable provisions of the Code of Virginia.

The School Board is a corporate body whose official title shall be Northumberland County School Board.

Adopted: April 19, 2004

---

---

Legal Refs.: Constitution of Virginia, article VIII, section 1, section 7; Code of Virginia, 1950, as amended, sections 15.1-708, 22.1-1, 22.1-2, 22.1-28, 22.1-71.

Cross Ref.: BB, School Board Legal Status

## NONDISCRIMINATION

The Northumberland County School Board is committed to a policy of nondiscrimination with regard to race, color, sex, age, religion, disability, national origin, or marital status. This attitude will prevail in all of its policies concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

Adopted: April 19, 2004

---

---

Legal Refs.: 20 U.S.C. sections 1400 et seq., 1681 et seq.  
29 U.S.C. sections 621 et seq., 794  
42 U.S.C. sections 2000<sup>e</sup> seq., 12101 et seq.

45 CFR, Parts 81, 86 ;

Executive Order 11246, as amended by Executive Orders 11375, 11478, and 12086;

Constitution of Virginia, article I, section 11;

Cross Refs.: GB/JB Equal Employment Opportunity/Non-Discrimination  
GBA/JFHA Sexual Harassment/Harassment Based on Race, National Origin,  
Disability and Religion.

## EDUCATIONAL PHILOSOPHY

It shall be the philosophy of the Northumberland County School Board to provide equal opportunity for every student to achieve maximum intellectual, social, emotional and physical growth, to insure that each individual be equipped to communicate effectively with other people, to be competent both in the work place and in higher education, and to feel confident of the ability to make creative and constructive decisions in his/her life.

It shall be the policy of the School Board to:

Provide the necessary trained and dedicated leadership, qualified personnel, equipment and materials to assure an appropriate education for every student;

Treat all personnel equitably with the highest degree of respect;

Appropriate funds fairly and equitably; and

Attend to the property and equipment of all schools to work toward achieving parity among schools in the division.

Adopted: April 19, 2004

---

---

Legal Refs.: Constitution of Virginia, Article VIII, Section 7.

Code of Virginia, 1950, as amended, sections 22.1-78, 22.1-79, 22.1-293, 22.1-295.

8 VAC 20-131-20.

Cross Refs.: AC Non-Discrimination  
GB/JB Equal Employment Opportunity/Non-Discrimination  
GBA/JFHA Sexual Harassment/Harassment Based on Race, National Origin,  
Disability and Religion  
IGBC Parental Involvement

## SCHOOL DIVISION GOALS AND OBJECTIVES

### A. Generally

The school division is committed to excellence in education, equality of educational opportunity, and the recognition of each student's individuality. Inasmuch as students differ in their rate of physical, mental, emotional and social growth and vary in their needs and abilities, learning opportunities shall be provided that are consistent with personal development and potential. Programs shall emphasize diagnostic and prescriptive instruction, allowing an individual approach to each student's learning style and educational needs.

The educational program shall introduce each student to a variety of interest and subject areas that offer exposure to the range of opportunities available in later years. These experiences produce the basis for further education and future employment. As students demonstrate increased maturity, they may assume more responsibility for the decisions regarding their education.

The school environment should be responsive and conducive to learning. The physical environment facilitates and enhances the learning experiences available to each student. A responsive environment includes competent, dedicated teachers using a variety of techniques and a classroom atmosphere where students can function and develop according to their abilities. Safety, physical comfort, and appearance also are vital environmental components.

### B. Standards of Quality and Objectives

The School Board accepts the overall goals of public education as expressed by the Standards of Quality legislated by the Virginia General Assembly and implemented by State Board of Education regulations.

The school board will report its compliance with the Standards of quality to the Board of Education annually. The report of compliance will be submitted to the Board of Education by the chairman of the board and the division superintendent.

### C. Standards of Quality--Programs and Services

The School Board commits itself to providing programs and services as stated in the Standards of Quality only to an extent proportionate to funding thereof provided by the General Assembly.

Adopted: September 12, 2005

---

---

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-253.13:1, 22.1-253.13:8.

8 VAC 20-131-20.

## COMPREHENSIVE PLAN

The Northumberland County School Board will adopt a divisionwide comprehensive, unified, long-range plan based on data collection, an analysis of the data, and how the data will be utilized to improve classroom instruction and student achievement. The plan will be developed with staff and community involvement and will include, or be consistent with, all other divisionwide plans required by state and federal laws and regulations. The school board shall review the plan biennially and adopt any necessary revisions. Prior to the adoption of the plan or revisions thereto, the School Board will post the plan or revisions on the division's Internet website if practicable and make a hard copy of the plan or revisions available for public inspection and copying and will conduct at least one public hearing to solicit public comment on the plan or revisions.

The divisionwide comprehensive plan will include

- (i) the objectives of the school division, including strategies for improving student achievement and maintaining high levels of student achievement;
- (ii) an assessment of the extent to which these objectives are being achieved;
- (iii) a forecast of enrollment changes;
- (iv) a plan for managing enrollment changes including consideration of the consolidation of schools to provide for a more comprehensive and effective delivery of instructional services to students and economies in school operations;
- (v) an evaluation of the appropriateness of providing certain regional services in cooperation with neighboring school divisions;
- (vi) a plan for implementing such regional services when appropriate;
- (vii) a technology plan designed to integrate educational technology into the instructional programs of the school division, including the division's career and technical education programs, consistent with or as part of the comprehensive technology plan for Virginia adopted by the Board of Education; and
- (viii) as assessment of the needs of the school division and evidence of community participation, including parental participation, in the development of the plan.
- (ix) Any corrective action plan required pursuant to Va. Code § 22.1-253.13:3 and
- (x) A plan for parent and family involvement to include building successful school and parent partnerships that will be developed with staff and community involvement, including participation by parents.

The School Board will present a report to the public by November 1 of each odd-numbered year on the extent to which the objectives of the divisionwide comprehensive plan have been met during the previous two school years.

Each school will prepare a comprehensive, unified, long-range plan, which shall be given consideration by the School Board in the development of the divisionwide comprehensive plan.

Adopted: September 12, 2005

---

---

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-253.13:6.

## EVALUATION OF SCHOOL BOARD OPERATIONAL PROCEDURES

The School Board will review its performance annually to ensure its proper discharge of responsibilities to the community. Evaluation will be based on a positive approach, which will indicate the strengths of the School Board and the areas that need improvement.

To help the School Board meet this goal, the following elements will be included in the self-evaluation process:

1. School Board members will be involved in the development of an evaluation instrument and procedure.
2. The School Board evaluation instrument will be completed by individual board members on a confidential basis, and submitted to the School Board Chairman, or his or her designee, for compilation.
3. The School Board will meet, with all members present, to review and discuss the composite results.
4. Each conclusion will be supported with as much rational and objective evidence as possible.

Upon final discussion of the results, the School Board will develop both short and long-range goals and objectives to ensure continued proficiency in its areas of excellence, to strengthen weak areas, and to improve the efficiency of the Board.

Adopted: April 19, 2004

---

---

Legal Refs.: Code of Virginia, 1950, as amended, section 22.1-78.

