

# Fairmont State GEAR UP Strategic Plan for School Year 20\_\_ - 20\_\_

Middle/High School \_\_\_\_\_

County \_\_\_\_\_

Person Completing Form \_\_\_\_\_

Date Submitted \_\_\_\_\_

Goal/Objective	Strategy/Activity	Participants (who need to be involved)	Start Date	End Date	Estimated Funds
<b>Goal 1. To significantly increase the academic preparation and performance for post-secondary education</b>					
<b>Objective 1.1</b> Ensure that students are academically prepared for and getting ready for college					
<b>1.2</b> Ensure that courses are academically rigorous to ensure that class subject areas involve critical thinking skills, writing assignments, career exploration, importance of study habits, significance of math, science, English sequences.					
<b>1.3</b> Establish the process for annually identifying those academically at-risk students in the cohort and establish a plan for the provision and evaluation of additional assistance.					
<b>1.4</b> Work with each cohort county school to establish before-school, during-school, and/or after-school and					

Saturday intervention activities (tutoring & mentoring). <b>1.5</b> Ensure that those under-prepared or deficient in basic skill levels have opportunities for improvement.					
<b>1.6</b> Ensure equal access to the physically and learning disabled.					
<b>GOAL 2 To significantly increase the number of high-poverty, at-risk students who are prepared to enter and succeed in an institution of higher education.</b>					
<b>2.1</b> Provide academic intervention and motivational opportunities to enhance academic progress, self-esteem, self-confidence, and participation in GEAR UP activities for the purpose of <u>promoting college preparation and improved college-going rates.</u>					
<b>2.2</b> Ensure that special students, students with physical and learning disabilities, underrepresented students, students in non-traditional fields, and bilingual students (although data shows there are very few in our cohort), and parents have <u>equitable access</u> to academic courses, early intervention opportunities, and support services offered in preparation for higher education.					
<b>2.2.1</b> Identify artificial barriers (GEPA, Section 427 compliance) to ensure that gender, race, national origin, color, disability, and/or age do not impede access or participation in <b>GEAR-UP</b> activities and services for the cohort group.					
<b>2.2.2</b> Provide note-takers, sign language interpreters, and physically accessible locations for students and parents participating in GU activities.					
<b>2.2.3</b> Ensure access to information and services to those home-bound.					
<b>GOAL 3 To significantly increase students' and parents' knowledge of higher education options, preparation, and financing.</b>					

3.1 Ensure that parents are provided opportunities for middle and high school participation.					
3.2 Ensure that parents receive college information, financial aid information, and college preparation information.					
3.3 Ensure that parents are exposed to relevant information about college. Increase students' and parents' knowledge of financial aid. Increase student's and parents' knowledge of college preparation requirements and college opportunities.					
3.4 Provide cohort parents with GEAR-UP brochure and obtain their commitment to participate in parent meetings and workshops (renewed annually).					
<b>GOAL 4 To ensure that quality education and support services are provided to cohort students by providing on-going staff development and training for teachers, administrators, support staff, parents, tutors, mentor, and volunteers.</b>					
4.1 <u>Teacher / Counselor Training:</u> Ensure that middle and high school faculty, administration, and support staff are adequately trained to teach and work with students in pursuit of GEAR UP goals.					
4.1.1 Work with RESA VII and other partners or agencies to collaborate in and support a comprehensive staff development program.					
4.2 <u>Tutor / Mentor Training:</u> Ensure that middle and high school tutors and mentors are adequately trained to provide tutoring and mentoring services to students in the pursuit of GEAR UP goals. <u>Mentor, Tutor, &amp; Volunteer Training:</u> Work with County Schools, business and industry Partners, RESA VII, and Fairmont State Teacher Training Program annually to develop and implement a Tutor and Volunteer Training program, as well as a Mentor Training Program, using <i>Yes You Can -- Established Mentoring Programs to</i>					

<p><i>Prepare Youth for College</i>, or other mentor materials as a guide for developing an effective Mentor Program.</p>					
<p><b>4.3 Parent Training:</b> Ensure that middle and high school parents are adequately trained and involved in the educational development of students in the pursuit of GEAR UP goals.</p>					
<p><b>4.3.1</b> Work with County Schools' Parent-Teacher Associations, teachers, Partners, and Fairmont State annually to develop and implement a Parent Training Program, using <i>Getting Ready for College Early</i> and <i>Think College Early</i>, or other related materials, as a guide for developing an effective Parents' Program.</p>					
<p><b>GOAL 5 To significantly increase the students' skill-level of use of computers, the Internet, and other technological advancements that will be needed to succeed in higher education.</b></p>					
<p><b>5.1</b> Ensure the inclusion of technological advances in course presentations and class assignments and the assurance of accessibility to physically and learning disabled students.</p>					
<p><b>5.2</b> Ensure that students, teachers, and parents are proficient in their use of computers as it applies to GEAR UP goals.</p>					
<p><b>5.3</b> Ensure that high poverty students have access to computer availability.</p>					
<p><b>GOAL 6 To significantly improve self-esteem and to acknowledge accomplishments &amp; service by providing <u>recognition</u> to students, parents, partners, tutors, mentors, teachers, support staff, and volunteers.</b></p>					
<p><b>6.1</b> Ensure that students, teachers, parents, volunteers, tutors, mentors, community partners are recognized for their contributions to the success of GEAR UP.</p>					
<p><b>6.2</b> Ensure that students receive academic and participation recognition for their successes.</p>					

6.3 Provide incentives, motivational activities, and awards to recognize student achievement.					
<b>GOAL 7 To ensure the <u>effective and efficient use of resources</u> through collaboration and cooperation of diverse partnerships that are committed to GEAR UP goals.</b>					
7.1 Ensure that partners' asset is matched with program need.					
7.2 Ensure partners participate support GEARUP events and programs.					
<b>GOAL 8 To ensure the program <u>integrity, budget &amp; match accountability</u>, and program <u>management</u> through reliable evaluations &amp; oversight, using best practices and national models already established.</b>					
8.1 Ensure the efficient and effective management of the GEAR UP grant.					
8.2 Ensure the effective and efficient implementation of GEAR UP programs and services through ongoing, data-driven decision-making and comprehensive evaluation measures.					
8.3 Ensure the timely collection and analysis of data.					
8.4 Ensure that grant operations are being fully implemented, evaluation, and monitored for effectiveness and efficiency.					
8.4.1 Evaluation for every major grant activity to ensure effective and meaningful outcome.					
8.4.2 Mid-Grant External Performance Evaluation					
8.5 Ensure that budget, fiscal operations, and match management are managed effectively and efficiently in compliance with local, state, and federal regulations.					
8.5.1 Monthly budget reconciliations					
8.5.2 Monthly match report					

<b>8.5.3</b> Quarterly match submittals					
<b>8.5.4</b> Year-End Reports					
<b>8.6</b> External Fiscal & Match Audits					
<b>8.7</b> Ensure that successful practices can be duplicated and shared to non-GEAR UP schools					
<b>8.7.1</b> Document all major programs, events, activities for dissemination.					
<b>8.7.2</b> Make local, state, national presentations regarding areas of success.					