

WILSON COUNTY NORTH CAROLINA



2014



## Co-Chairs' Message

Strong communities are built on the foundations of families, and most importantly, the foundations we provide for our youth. We realize that all children benefit from stable homes, strong schools, positive role models, and nurturing and safe environments. The Wilson Youth Master Plan demonstrates the commitment of our community leaders to ensure that all our youth will be insulated by a pipeline of positive opportunities and proper support they need to become productive citizens and future leaders of the next generation.

The Youth Master Plan represents a joint effort between Wilson 20/20 Community Vision and Wilson County Schools to bring together educators, parents, community members, nonprofits, businesses, churches, law enforcement and government agencies to improve the outcomes for all children in our community. We have engaged our youth in the planning process, and we have responded to the priorities they have helped us establish. This plan has assured us that we are partnering with a community that cares about each and every child.

Our Plan focuses on five key impact areas where attention and action are warranted – **Education and Workforce, K-12 Academic Achievement, Health and Wellness, Out of School Time, and Safety.** In each of these areas, we have developed ambitious strategies that will require improved communication, extensive collaboration, and strong leadership to hold ourselves accountable for the outcomes we hope to achieve. We want all of our youth to realize the endless possibilities and the potential they will have upon graduation, and we intend for each of our youth to benefit from our investment and our commitment to help them succeed.

Wilson is a great place to work, live, and raise a family. This Plan will make us even better as we collaborate to improve the outcomes for our children. Our Plan is not the end, but instead, it is the beginning of a journey for us to serve our youth and to provide a brighter future built upon strong community relationships.

A handwritten signature in black ink that reads "Paula Benson".

Paula Benson  
Executive Director  
Wilson 20/20 Community Vision

A handwritten signature in black ink that reads "Sean Bulson".

Sean Bulson  
Superintendent  
Wilson County Schools

# Planning Process

## Survey

We began with a Landscape Mapping Survey in conjunction with the *Forum for Youth Investment* and *Ready by 21* to identify the resources and resource gaps that existed in Wilson to support youth. The results of the survey inspired the Youth Master Plan.

## Team Membership Process

We identified active community leaders to serve as impact team leaders who then began identifying team partners from across the community. Our teams continually evolve as we identify new motivated members who are willing to contribute to the process of working on behalf of our youth.

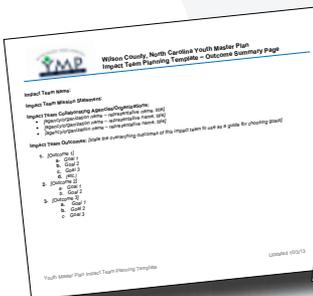
## Terms and Definitions

We developed our common vocabulary organically as teams began meeting and thinking about how best to organize our work. It was important to our process that our teams be able to work in a manner that best suits the personality of each team. We agreed upon the following five terms:

- **Impact Team Mission** – Ideal state for the work of the team
- **Outcomes** – Desired result of our work
- **Goals** – Specific indicators of progress and achievements
- **Strategies** – Specific approaches to achieving the goals and outcomes
- **Actions** – Concrete steps and activities teams will take

## Accountability

We designed the plan with the goals of the collaborating organizations in mind so the collaboration engendered by the Youth Master Plan will allow local entities that serve youth to better meet their existing organizational goals. The governing board of Wilson 20/20 Community Vision and the Wilson County Board of Education will oversee and provide for annual reporting of the progress of this plan.



# EDUCATION & WORKFORCE

## Outcome Statements

**Wilson youth will have expanded access to college through increased support avenues, effective communication channels, and funding opportunities.**

**Wilson youth will be prepared for employment after graduation from high school or completion of a high school equivalency exam.**

**Wilson youth who are illiterate and disengaged from the schools will be identified and connected with appropriate resources to develop literacy skills.**

**Wilson youth service providers will build partnerships with business and industry, faith-based organizations, non-profit organizations, and individuals who are dedicated to improving the outcomes for youth.**

## Spotlight Goals

- Support the existing relationships of our elementary schools that have partnered with Communities In Schools (CIS) while we explore ways to expand the support of CIS to all Title I elementary schools
- Create partnerships in our community to assist in reaching students who would traditionally not consider college
- Engage our faith community to help us encourage more youth to seek advanced educational degrees
- Provide expanded learning opportunities for parents and students to learn the importance of financial planning and academic course selections so that students are prepared for college
- Provide expanded career and technical education elective options for our middle school students and increase the opportunities for students to explore careers
- Collaborate with our community business partners to increase the work-based learning opportunities for our high school students
- Expand the community's participation in the career fair offered to all eighth grade students



## Our Mission:

To **EMPOWER** youth and their families to become better educated and more productive.

**E**nvision • **M**ore • **P**roductive youth • **T**oward • **W**orkforce • **E**ducation • **R**eadiness

Working with the manufacturing community, Wilson County Schools is developing a technology oriented school designed on the Early College Model.



*"When I was a teenager, I benefited from a literacy program that provided transportation and childcare for me and my son. With the help of some very caring teachers, I obtained my high school diploma. It would have been easy for my community to give up on me, but they didn't. Every day, I see children who need our encouragement and our support to finish their education. We need to be the ones to help them, and they need to know we care."*

*Amanda Escamilla, Juvenile/Gang Unit Detective, Wilson Police Department*

**"Enhanced educational offerings and innovative workforce training are essential to prepare our youth with skills needed for the modern 21st century economy."**

**Greg Godard, CEO,  
Upper Coastal Plains Council Of  
Governments, Education and  
Workforce Team Leader**

*"For the 2012-13 school year, 100% of the graduating AVID students in one of our high schools were accepted into either a 4-year or 2-year college. 52% planned to attend a 4-year college / university, 43% planned to attend a 2-year college, and 5% planned to enlist in military services. Our hope is to enhance the impact of the AVID program in our schools."*

*David Lyndon, Executive Director of Secondary Education, Wilson County Schools*



# HEALTH & WELLNESS

## Outcome Statements

**Children and youth will make responsible healthy decisions.**

**Children and youth will be physically healthy.**

**Children and youth will be emotionally healthy.**

**Children will have healthy beginnings.**

## Spotlight Goals

- Increase access to evidence-based teen pregnancy education and training programs.
- Develop a comprehensive Substance Abuse Prevention Plan.
- Explore the benefits of school-based health care centers.
- Increase access and enrollment for children 0-5 in quality educational programs/settings.
- Increase number of school and community gardens
- Promote adoption of “Eat Smart, Move More” in our communities.
- Encourage and promote development of increased access to bicycle trails/sidewalks.
- Promote early behavioral health screenings of all children
- Develop a Parenting/Child Development Education Taskforce
- Enable Supplemental Nutrition Assistance Program (SNAP) recipients to use EBT Cards to purchase fresh fruits and vegetables at the Wilson Farmer’s Market.
- Become a *Trauma Informed Community* of awareness and practice.
- Offer mental health first aid training



## Our Mission:

Working collectively to improve the health and wellness of children and youth.



**"To achieve greater impact on health outcomes for children and youth, our community must embrace and support working collectively; united we will make a positive difference in the lives of children, families and our community for generations."**

**Susan Parker,  
Wilson County Department  
of Social Services, Social Work Program  
Manager Health and Wellness Impact  
Team Co-Leader**



*"Parents need to educate us on the importance of eating healthy and exercising, spend time with us, mentor us and support us."*

*Youth Quote*

*"All children and teens deserve the opportunity to reach their full potential. It is our responsibility to help them grow physically, mentally and socially."*

*Kathryn Davis, Executive Director, Wilson Family YMCA*

*"As a Health Director who is new to Wilson County, it has been an absolute pleasure to work in a community where there is so much innovation and collaboration around improving youth outcomes".*

*Teresa Ellen, Wilson County Health Department, Executive Director*

# K-12 ACADEMIC ACHIEVEMENT

## Outcome Statements

**Wilson students will be prepared to succeed in rigorous courses.**

**Wilson students will become lifelong learners who continually seek new information and new skills through various learning opportunities.**

**Wilson students will have social, civic and academic responsibilities.**

## Spotlight Goals

- Partner and collaborate with community stakeholders to provide students with the support they need to graduate from high school
- Collaborate with childcare facilities to enhance pre-K skills and strategies
- Provide mentoring opportunities for students who need additional support, and provide the encouragement for all students to pursue rigorous coursework.
- Use ACT EXPLORE Test data in middle schools to identify school-wide areas of need in curriculum delivery and to assist in the course selection during the high school registration process
- Provide training to elementary school parents to help them teach their children the necessary time management skills, organizational skills, and study skills that are important for their success in school and in life



## Our Mission:

All Wilson County students will be prepared to be lifelong learners who are responsible and productive citizens and leaders with a global and cultural awareness. Students will be innovative problem solvers who can collaborate and communicate and will be 21st century ready.



*"Civic and social responsibility involves our students recognizing the impact their choices have on their own personal opportunities, as well as the opportunities of others."*

*Lee Grissom,  
School Counselor,  
Elm City Middle School*

**"We are committed to teaching all students to become lifelong learners and productive citizens. We will accomplish this task by utilizing our richest resources—staff, parents and our community. We will instill in our students the desire and the motivation to consistently achieve and excel at the highest levels throughout life, laying the groundwork by providing a stellar educational experience."**

**Susan Bullock, Assistant Superintendent,  
Wilson County Schools K-12  
Academic Achievement Impact  
Team Leader**

*"My participation in the K-12 Academic Achievement Team enabled me to connect with others from diverse sectors of the community who share a common goal to engage, equip and encourage students. It was a rare opportunity to lift my thoughts from the day to day challenge of meeting student needs to see the broader context and to help create a unified vision for education in our community. We are all members of the proverbial village it takes to raise a child. Each step we take to raise our children higher elevates us all as well!"*

*Deb Rogers, Counselor, Greenfield School*



# OUT OF SCHOOL TIME

## Outcome Statements

**Youth and parents will be aware of safe programs and activities offered during out of school time.**

**Youth will be engaged in quality out of school time programs and activities.**

**Youth will be provided safe transportation enabling them to attend out of school time programs and activities.**

**Youth will have quality tutoring programs in alignment with the NC Standard Course of Study.**

## Spotlight Goals

- Develop, maintain, and share a reliable listing of all youth programs available in the community
- Utilize technology and social media to provide updates and information about out of school time options
- Improve the level of communication and coordination related to instruction and extended learning opportunities (e.g. tutoring services)
- Provide opportunities for youth to be actively engaged in their community through volunteering.
- Create an app for smart phones and technology devices with pertinent information about local out of school time programs
- Host a community program fair designed to inform teens of out of school time options
- Offer summer arts enrichment days in each of the ten Wilson County townships



## Our Mission:

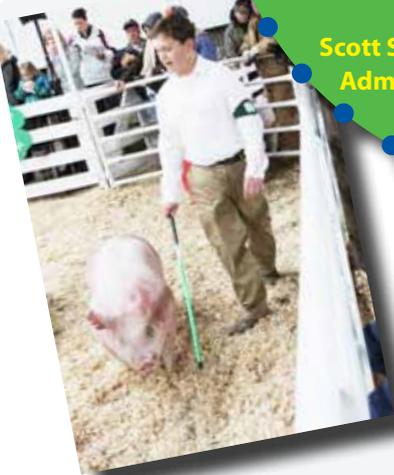
To ensure all children and youth have access to and participate in a variety of quality programs during out of school time.



**"As the Out of School Time team began to identify the various programs and activities offered to students throughout Wilson County, it became obvious that we needed to better communicate with parents and youth what our community offers for students while out of school.**

**The Director of Wilson Parks & Recreation came up with a wonderful idea of using social media to alert youth of businesses that would run daily specials for students that particular day (restaurants, entertainment, gatherings, etc.)."**

**Scott Sauls, Farmington Heights Church  
Administrative Pastor, Out of School  
Time Impact Team Leader**



We realized in our planning process that we had students who wanted to be involved with the local girl scout program, but we had been unable to identify the scout leaders needed to start new troops for new members. In a presentation to a local community group, we identified members of our faith community who immediately connected new adult leaders to the youth who wanted to join the local scouting program. We are just beginning to celebrate the success stories, and we know that the YMP will connect more of our youth with safe out of school activities!

# SAFETY

## Outcome Statements

**We will establish safe environments for students in our schools.**

**We will establish safe environments for the youth in our community.**

## Spotlight Goals

- Provide a rapid, effective and standardized response plan to respond and recover from emergency events
- Establish effective and efficient communication to provide immediate and understandable information for our youth and those responsible for their safety
- Identify issues that impact our youth safety, develop and implement plans to address all hazards
- Develop and implement operational plans to create safe transportation opportunities for our youth
- Develop and implement operational plans to create safe transportation opportunities for our youth
- Develop a multi-faceted comprehensive plan to reduce youth gang involvement
- Decrease the use/abuse of Alcohol, Tobacco and other drugs (ATOD) by Wilson County Youth, resulting in a decrease of ATOD-related safety issues
- Develop a comprehensive and standardized plan to address discipline in Wilson County Schools that positively compliments the youth as a student



## Our Mission:

Identify, make accessible and create resources that provide the safest environment possible for the youth of Wilson to make appropriate decisions and become the future leaders of Wilson

**"Over the past year we have formed a partnership with Wilson County Schools, local Law Enforcement and Emergency Management to develop and implement a standardized plan when responding to crisis situations. This plan has been implemented, and lock-down drills have been conducted and critiqued at all of our schools. This partnership even included training for school administrators using the Homeland Security Incident Command System to better understand and implement our response strategy. This collaborative effort was put to test in a real-life scenario of an actual bomb threat. Each department responded and reacted professionally resulting in a smooth evacuation. This collaboration and cooperative effort is just the beginning of a partnership that will work to create the safest environment possible for our youth."**

**Major Scott Biddle  
Wilson Police Department Safety Impact  
Team Leader**

- Wilson families and youth will have confidential access points to report bullying with a "Safe to Tell" program
- Community playgrounds will be inspected routinely, and necessary repairs will be made so that our youth have safe places to play
- Teachers, administrators, parents, and guardians will be trained for Drug Impairment Detection
- Local merchants will be held accountable for selling alcohol and cigarettes only to those who are of legal age
- Video buzz-in entry controls at all school entrances have been installed to improve security in schools
- Comprehensive crisis plans for each school have been developed with significant participation of first responders

# Ideas to Explore and Work to Continue

While the five impact teams serve as the primary structure for establishing, refining, and executing our goals, we have found a number of ideas that encompass the work of all of the teams and do not fit neatly into the mission of any single team. Our impact team leaders meet regularly to coordinate the work of the individual teams while also establishing the priorities that emerge as important to the work of the entire plan. The items listed below represent some of those initiatives:

## **Community Calendar**

We have grandiose plans, exciting events, and supportive programs available to the youth in our community. However, to ensure the continued growth and the success of our efforts, we recognize the need for a reliable and accessible community calendar. During the process of developing the Youth Master Plan, each team has recognized the importance for a community calendar that we can all use and support. Our Plan has initiated the community's commitment to evaluate and respond to this need!

## **Life Skills in every grade level**

The development of life skills will help our youth thrive in the classroom and the world beyond. Recognizing that 21st Century learning includes the development of social skills, productivity, financial awareness, and health consciousness for all of our youth, we intend to strengthen the partnerships within our community to integrate these skills into the curriculum and the programs provided in our schools.

## **Community Summits**

Our planning process has given us the unique opportunity to introduce ourselves, to create new partnerships, and to establish plans for new collaborations. While addressing some of the common challenges we face in serving the youth in our community, the members of our teams have realized the tremendous benefits we have when we share ideas and resources. We will engage all youth workers with continuing opportunities to learn from each other by participating in one-day community summits designed to support all of our local youth service providers.

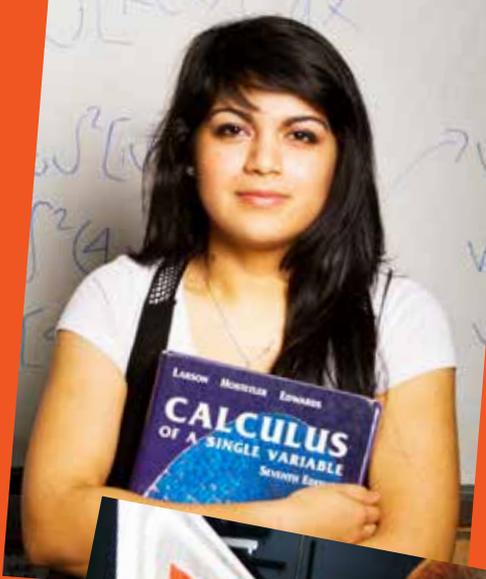
## **Community Resource Guide**

When we know about available resources and benefits, we can successfully link people to services. A comprehensive and coordinated resource guide will highlight the community-based options for access to health care, safe social activities, and assistance programs available to support our youth. As partners in this planning process, we are committed to the development and the support for a Wilson Community Resource Guide.

## **Goals for Today and Tomorrow**

We recognize that some of the goals our teams have developed are achievable now with existing resources and personnel, and we are pleased to see that many goals are already on their way to being achieved. However, we also have proposed a number of aspirational goals that will require significant new investments of time and resources and further consideration to set priorities about which to address first. We have developed a strategy for identifying and considering those more ambitious goals so we may move forward in a responsible manner.





**WILSON 20/20 VISION**  
[www.wilson2020vision.org](http://www.wilson2020vision.org)  
**WILSON COUNTY SCHOOLS**  
[www.wilsonschoolsnc.net](http://www.wilsonschoolsnc.net)

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