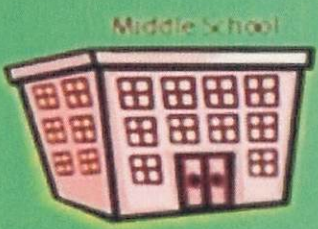


# JOURNEY OF EXCELLENCE

Board Approved  
5/28/2024

*Dr. Janice Manrae*  
Superintendent



McBride  
Prekindergarten  
Academy



# **GREENVILLE PUBLIC SCHOOL DISTRICT**



## **STRATEGIC PLAN**

### **2024-2029**

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## **Vision**

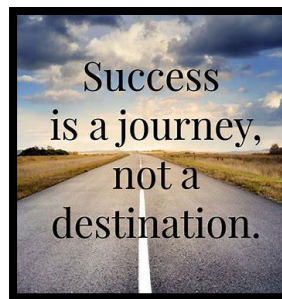
Academic Excellence for ALL Students

## **Mission**

Opportunity for ALL Students to Achieve Success

## **Instructional Mission**

Greenville Public School District will strive to increase the percentage of students scoring proficient and above on state assessments to improve the district's achievement rating by 2029.



# Core Values

## Excellence

Our commitment is toward continuous improvement and delivering holistic and rigorous programs that afford all individuals the opportunity to excel as we instill a passion for learning.

## Equity

Our commitment is to raise the achievement of all learners, creating an environment in which learners of all races, cultures, and socio-economic backgrounds achieve to their fullest potential.

## Partnership

Our commitment is to engage families and community members in creating a learning environment that is characterized by excellence, equity, and ethical behavior.

## Innovation

Our commitment is to provide innovative learning opportunities to help students master the skills required of them as they participate in a constantly evolving, global environment.

## Inclusion

Our commitment is to ensure that each learner feels welcome as a unique and contributing member of our diverse community.

## Fiscal Responsibility

Our commitment is to manage district finances so all programs and services are supported by reliable resources available to the district.

## **Our Beliefs**

We believe that:

- All individuals have intrinsic value.
- Every individual can contribute positively to society.
- Individuals are responsible and accountable for their choices and decisions.
- In order to grow and thrive, individuals need caring relationships and a nurturing environment.
- Supportive family relationships are the foundation of the community.
- High expectations lead to higher performance which, in turn, empowers the individual and strengthens the society.
- Continuous learning is a lifelong process that is essential to a productive and enriched life.
- A safe and orderly environment is critical to the teaching and learning process.
- All children can and will acquire academic and social skills essential to advance in society.

# Board of Trustees



Mr. Samuel Drew Newsom, Jr.  
President



Mrs. Antoinette Williams  
Vice President



Mrs. Anjohnette Walton  
Secretary



Dr. Oliver Johnson  
Member



Ms. Allison Washington  
Member

## **Message from the Board of Trustees**

The Board of Trustees of the Greenville Public School District (GPSD) believes that providing strong governance and sound policy is vital to success. The Board respects the state's mandate requiring the establishment of a vision, mission, and goals for GPSD and has worked hard to ensure that our strategic plan is clear and concise and that it matches the requirements of state mandates.

This Board strives to provide focused decision-making that matches the needs of our students and our district. We intend to use our resources wisely and to provide equitable resources pledging always to meet the diverse needs of all parties leading to a positive outcome for the district. The Board pledges to work together cooperatively. We are a team dedicated to the continuous growth of the district, so an explicit transformation of societal experiences is provided for GPSD children and the communities we serve. Our intent is to deliver on our pledge and on our promise to empower staff, engage communities, and educate students. We endeavor to continuously improve our school system by listening, leading, and working together. We know that we must invest in our schools and in the development and retention of our administrators and staff as well as in our educational programs and facilities. The Board of Trustees intends to be accountable stewards, transparent in our practices, and wise in the use of entrusted resources. The following pages include our strategic plan for the next five years and the processes we will use to measure progress toward our goals.



## **Administrative Team**

Janice M. Monroe, Ph. D., Superintendent

## **Executive Cabinet**

Dr. Yolanda Johnson, Director of Elementary Curriculum and Professional Development

Ms. Shiquita Brown, Director of Secondary Curriculum and Professional Development

Ms. Jennifer Edwards, Director of Special Services

Ms. Waukesah Townsend, Business Manager

Mrs. Janet McDavid-Collins, Director of Human Resources

Mrs. Andrea Brown, Director of State and Federal Programs

Ms. Pamela Dillard, Director of Technology

Ms. Meesha Lessie, Chief Public Safety Officer

## **Operations**

Ms. Patricia Allen, Director of Food Services

Mr. Maurice Mosley, Director of Maintenance

Mr. Howard Moncrief, Director of Transportation

Mr. Markeith Washington, Director of Hearings and Athletics

Mr. Everett Chinn, Public Relations Specialist

## **Our Blueprint – GPSD Journey of Excellence**

This strategic plan will be used as a blueprint to guide our journey of excellence for the future. It will serve as an outline and appraisal mechanism for assessing progress toward the accomplishment of our goals. The functions steering the development of this plan have required the district and partners to think of the district as a whole and not as individual parts. This project has allowed us to significantly assess where we are and where we want to be by the end of the 2028-2029 school year. We embraced true facts about our current state. Participants in the strategic planning process have been encouraged to take an honest look at the current state of the district in relation to the achievement of state and national education goals. GPSD strives to overcome barriers, utilize our strengths, understand our needs, and tap into resources that will lead to success. Effective, quality schools and programs are the lifeline of the community because businesses consider the effectiveness of local schools when determining where to locate or expand. Our efforts in this strategic planning process are aimed at making our schools not only better, but the best they can be. This plan will help us determine our progress through our journey of excellence. GPSD has great talents and abilities and this strategic plan is the blueprint to achieving our goals and reaching our fullest potential.

*“Learning is a treasure that will follow its owner everywhere.”* Chinese Proverb

## **Strategic Goals**

### **By the end of the 2029 School Year:**

1. All schools will provide high-quality instruction with embedded 21<sup>st</sup>Century skills to all students in preparation for college and career readiness while achieving a successful or higher school rating.
2. All schools will recruit and retain highly effective teachers and staff.
3. All schools will provide a safe and orderly educational environment in secured facilities that promote balanced health and wellness for all staff and students.
4. The District and all schools will be fiscally responsible.
5. All schools will develop a family engagement plan that promotes transparency to strengthen relationships with parents and community partners.

## Developing the Plan



The Greenville Public School District's leadership team and stakeholders will meet at least annually to discuss the needs and aspirations of the district. The focal point of the meetings will be to derive innovative strategies that address the results and the findings of the annual accountability rating, the outlook of education as shared by the Mississippi Department of Education, and the development and progress of the community. GPSD will reflect on the findings and discuss strategies for improvement. Feedback will be used to guide the district in the enhancement of a viable curriculum and programs at all levels to promote academic success and continuous workforce development. The recommendations and findings will be included in this plan and employed as a guiding tool for improvement.

## **Implementing the Plan**

The district's strategic plan is designed to guide decisions and actions over the next five years. The plan is intentionally written to allow for continuous learning and refinement as well as to enable the district to operate with flexibility on the growing needs of our students, their families, and the community.

Our resources will be allocated according to priorities required of each goal and allocation decisions will be made through a transparent process. Throughout the implementation of this strategic plan, all staff will continue to have opportunities to engage in the planning and decision-making process as it relates to their assigned duties and responsibilities.

To implement the plan successfully and to ensure the long-term stability of the district, there will be occurrences when a need for change is necessary starting with small classroom sizes and a shift in instructional best practices. refining until improved achievement is demonstrated, and then expanding. This is how learning organizations operate and how we ensure promising practices are carefully implemented.

Lastly, families and community members will be actively encouraged to partner with the school as the plan is implemented. Feedback on the plan, its implementation, and its impact will be solicited through community meetings and annual surveys. The results will be compiled and reported via Greenville Public School District's multiple modes of communication.

## GPSD Strategic Plan 2024-2029

**Goal 1:** The district will improve its overall achievement label by at least one accountability grade by the end of the 2029 school year by making annual increases in the percentage of students scoring proficient and above and showing growth by 3% to 5% annually.

**Objectives:**

1. Increase the percentage of students scoring proficient and showing academic growth in ELA.
2. Increase the percentage of students scoring proficient and showing academic growth in Mathematics.
3. Increase the percentage of students scoring proficient and showing academic growth in U.S. History and Science/Biology I.
4. Increase the percentage of students scoring 20 or above on the ACT.
5. Improve overall student growth.
6. Increase the district’s graduation rate.

Strategies	Persons Responsible	Timeline	Evaluation Criteria
1. Use benchmark testing and progress monitoring to adjust differentiated instruction intended to improve student achievement in all subjects.	Curriculum Directors Director of State and Federal Programs Principals Instructional Staff	Annually (3 times per year) 2024-2029 SY	<input type="checkbox"/> Comparative School Reports <input type="checkbox"/> School-wide Improvement Plans <input type="checkbox"/> Class/Subject Area intervention plans <input type="checkbox"/> Weekly lesson plans
2. Fully implement a strong Multi-tiered System of Supports (MTSS)/RtI process to increase growth for students in the lowest percentile (bottom 25%).	Principals Curriculum Directors Director of Special Services MTSS Chair Instructional Staff	Ongoing with quarterly RtI meetings at each school	<input type="checkbox"/> Intervention Plans <input type="checkbox"/> Progress monitoring <input type="checkbox"/> Comparative data reports

3. Implement the instructional management program providing weekly feedback to improve the quality of instruction for all students	Curriculum Directors Principals Director of Special Services Instructional Staff	Ongoing – 2024-2029 SY	<input type="checkbox"/> Lesson plan feedback from principals <input type="checkbox"/> Pre-conference forms <input type="checkbox"/> Peer observation forms <input type="checkbox"/> Curriculum binders
4. Monitor the effective use of HQIM in all grades (Pre-K-12) and the use of strategies from content embedded professional development.	Principals Curriculum Directors Instructional Staff		<input type="checkbox"/> Professional Development survey <input type="checkbox"/> Lesson plan feedback from principals <input type="checkbox"/> Instructional observations <input type="checkbox"/> Academic achievement (bi-weekly, nine weeks, and state assessment)
5. Fully integrate strategies from PGS training leading to effectively evaluate teachers to increase educator quality while providing opportunities for job-embedded professional development.	Superintendent Principals Curriculum Directors	Ongoing – 2024-2029 SY	<input type="checkbox"/> Growth evaluation forms Teacher Improvement Plans <input type="checkbox"/> PLC agendas, sign-in sheets, and minutes <input type="checkbox"/> Professional Development calendar
6. Fully integrate science and history standards in non-tested grades and courses	Principals Curriculum Directors Instructional Staff Director of Special Services	Ongoing – 2024-2029 SY	<input type="checkbox"/> Lesson plans with feedback from principals <input type="checkbox"/> Instructional observations <input type="checkbox"/> Assessments <input type="checkbox"/> PLC Agendas, sign-in sheets, and minutes
7. Expand the Pre-K program in the district	Superintendent Director of State and Federal Programs	Ongoing – 2024-2029 SY	<input type="checkbox"/> School enrollment <input type="checkbox"/> District and Federal budget

<p>8. Establish and foster a district-wide Reading Initiative that includes:  A. Reading across the curriculum  B. A “Battle of the Books” competition, and  C. Accelerated Reading Program (K-12)</p>	<p>Principals  Curriculum Directors  Director of State and Federal Programs  Director of Special Services  Instructional Staff</p>	<p>Ongoing – 2024-2029 SY</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Lessons plans with feedback from principals</li> <li><input type="checkbox"/> Instructional Observations</li> <li><input type="checkbox"/> Professional Development plan</li> <li><input type="checkbox"/> Battle of the Books sign-in sheets /participation documents</li> <li><input type="checkbox"/> AR reports</li> <li><input type="checkbox"/> STAR reports</li> </ul>
<p>9. Provide extensive support to address student learning needs through afterschool and summer learning opportunities.</p>	<p>Principals  Director of State and Federal Programs  Director of Special Services  Curriculum Directors  Instructional Staff</p>	<p>Ongoing – 2024-2029 SY</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Afterschool and Summer school attendance reports</li> <li><input type="checkbox"/> Lesson plans with feedback from principals</li> <li><input type="checkbox"/> End of term averages</li> <li><input type="checkbox"/> EOY Report Cards</li> <li><input type="checkbox"/> Summer school progress monitoring reports</li> </ul>
<p>10. Increase the district’s graduation rate to 85% or higher by 2029.</p>	<p>Superintendent  Curriculum Directors  Principals  Instructional Staff</p>	<p>Ongoing – 2024-2029 SY</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Annual graduation rate</li> <li><input type="checkbox"/> Annual accountability rating</li> </ul>
<p>11. Review and revise Dropout Prevention Plan and fully implement components in grades K-12.</p>	<p>Dropout Prevention Team  Superintendent  Principals</p>	<p>Annually – 2024-2029 SY</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Dropout prevention plan</li> <li><input type="checkbox"/> Board agenda and minutes</li> </ul>



**Note:**

Some of the initiatives will take more planning and time to implement than others. The table below outlines the estimated action plan for implementation of **Goal 1**.

Goal 1	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Benchmark Testing/Progress Monitoring	R				
Fully implemented MTSS	P				
Weekly Feedback	R				
Monitor usage of HQIM & PD strategies	R				
Effective teacher evaluations	R				
Integration of science and history/non-tested grades	R				
Expand Pre-K program	I				
A. District-wide Reading Initiative	P				
B. Battle of the Books Competition	P				
C. Accelerated Reader (K-12)	R				
Afterschool & Summer School Programs	R				
Increase graduation rate to 95%	R				
Review/revise dropout prevention plan	R				

**Key:**Planning=**P**Initial Implementation=**I**Continuous Refinement=**R**

## GPSD Strategic Plan 2024-2029

**Goal 2:** The district will identify, attract, hire, train, and retain highly effective educators who focus on academic excellence and superior customer service.

**Objectives:**

1. Increase the pool of highly effective applicants;
2. Provide high-quality professional development;
3. Decrease the number of teachers leaving the district by 50%.

Strategies	Persons Responsible	Timeline	Evaluation Criteria
1. Create a “Greenville Aspiring Educators” cohort of assistant teachers to encourage and provide resources for teacher licensure to include establishing partnerships with area college education programs and hosting PRAXIS workshops. (Grow Your Own Program)	Superintendent Director of State and Federal Programs Director of Human Resources	2024-2029 SY	<input type="checkbox"/> Proposal document with calendar sessions <input type="checkbox"/> District and Federal Budget <input type="checkbox"/> MOU or agreement with area colleges <input type="checkbox"/> Agendas and sign-in sheets <input type="checkbox"/> Portfolios from cohort members <input type="checkbox"/> PRAXIS score reports
2. Continue to offer opportunities to strengthen retention of experienced, highly effective educators.	MS Dept. of Education (MDE) Superintendent Director of State and Federal Programs Director of Human Resources	Ongoing – 2024-2029 SY	<input type="checkbox"/> Licensure applications <input type="checkbox"/> PRAXIS score reports
3. Create career pathways for teachers who desire career advancement.	Superintendent Director of State and Federal Programs	Ongoing – 2024-2029 SY	<input type="checkbox"/> Pathways survey results <input type="checkbox"/> Pathways survey summary

<p>4. Develop partnerships with professional organizations and invite them to host professional development on instructional strategies, reading across the curriculum, and the Science of Reading.</p>	<p>Curriculum Directors Principals Director of Special Services</p>	<p>Ongoing – 2024-2029 SY</p>	<p><input type="checkbox"/> Professional Development calendar <input type="checkbox"/> District and Federal budgets <input type="checkbox"/> Agendas and sign-in sheets <input type="checkbox"/> Teacher survey results</p>
<p>5. Conduct anonymous online surveys intermittently throughout the year to allow teachers the opportunity to have their voices heard by school and district administration.</p>	<p>Superintendent Director of Technology Principals</p>	<p>Ongoing – 2024-2029 SY</p>	<p><input type="checkbox"/> Survey results <input type="checkbox"/> Survey summaries</p>
<p>6. Begin a two-year mentoring program that would support novice teachers, alternate route teachers, and/or teacher assistants as they matriculate teacher educational programs.</p>	<p>Superintendent Director of State and Federal Programs Director of Human Resources</p>	<p>Annual support and review 2024-2029 SY</p>	<p><input type="checkbox"/> Mentor logs <input type="checkbox"/> Mentor surveys <input type="checkbox"/> Agendas and sign-in sheets</p>
<p>7. Develop active school leadership teams and, within the school staff, build leadership capacity.</p>	<p>Principals</p>	<p>Ongoing - 2024-2029 SY</p>	<p><input type="checkbox"/> Leadership team member roster with roles identified <input type="checkbox"/> LT Meeting schedule <input type="checkbox"/> LT meeting agendas, sign-in sheets, and minutes</p>

**Note:**

Some of the initiatives will take more planning and time to implement than others. The table below outlines the estimated action plan for implementation of **Goal 2**.

<b>Goal 2</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
Create "Greenville Aspiring Educators" Cohort	P				
Retain highly effective educators	R				
Create career pathways/Career advancement	P				
Partnerships with professional organizations/PD	P				
Anonymous online surveys/teachers' point of view	P				
Two-year mentoring program/new-novice teachers	P				
Develop active school leadership teams and, within the school staff, build leadership capacity	P				

**Key:**Planning=**P**Initial Implementation=**I**Continuous Refinement=**R**

## GPSD Strategic Plan 2024-2029

**Goal 3:** The district will foster safe, disciplined, healthy, and drug-free schools that promote balanced health and wellness for all students and staff.

**Objectives:**

1. Decrease the number of incidents that warrant out-of-school suspension by 30%.
2. Preserve district facilities, campuses, and grounds by implementing an annual maintenance regimen.
3. Decrease the percentage of students who are chronically absent.
4. Develop a “safe space” social emotional support group for students.

Strategies	Persons Responsible	Timeline	Evaluation Criteria
1. Establish the PBIS model at each school to promote positive student behavior and rewards.	Principals Counselors Social Workers Nurses Instructional Staff	Ongoing- 2024-2029 SY	<input type="checkbox"/> Health and Wellness plan <input type="checkbox"/> School PBIS Plan <input type="checkbox"/> PBIS PD agendas, sign-in sheets, minutes <input type="checkbox"/> Discipline Summary Reports
2. Maintain positive, encouraging classrooms and school cultures for students where students feel safe and supported to share their needs, struggles, and concerns	Principals Instructional Staff Campus Safety Officers Counselors	Ongoing – 2024-2029 SY	<input type="checkbox"/> PBIS calendar <input type="checkbox"/> Discipline summary reports
3. Provide refresher training on the Discipline Matrix for all principals/ assistant principals, and teachers.	Hearing & Athletics Director Principals Assistant Principals	Annually – 2024-2029 SY	<input type="checkbox"/> Agenda, sign-in sheet, minutes <input type="checkbox"/> Student discipline reports

4. Provide refresher training on the “Insights to Behavior” program for all principals/ assistant principals, and teachers.	Director of Special Services Principals	Annually – 2024-2029 SY	<input type="checkbox"/> Agenda, sign-in sheet, minutes <input type="checkbox"/> Student discipline reports
5. Fully implement social emotional education and SEL services at each of the schools that are aligned with the CASEL program.	Principals Counselors Instructional Staff	Ongoing- 2024-2029 SY	<input type="checkbox"/> Counselors <input type="checkbox"/> Class Schedules <input type="checkbox"/> Lessons plans with feedback from principal <input type="checkbox"/> Partnerships
6. Strengthen and expand relationships with health organizations.	Principals Counselors Nurses Teachers	Ongoing- 2024-2029 SY	<input type="checkbox"/> MOUs/MOAs <input type="checkbox"/> Sign-in sheets <input type="checkbox"/> Proof of service logs
7. Expand nursing services to all schools in the district.	Director of State and Federal Programs Principals School Nurses	Ongoing- 2024-2029 SY	<input type="checkbox"/> Nurses’ schedules <input type="checkbox"/> Nurse service logs (students’ names redacted)
8. Provide training to build capacity of custodial staff.	Maintenance Director	Ongoing – 2024-2029 SY	<input type="checkbox"/> Agendas, sign-in sheets, and minutes <input type="checkbox"/> Weekly cleaning checklists
9. Implement a district-wide campus beautification initiative with seasonal themes; Partner with student organizations, community and civic organizations to beautify each campus.	Public Relations Specialist Principals CTE Director Community Partners	Ongoing – 2024-2029 SY	<input type="checkbox"/> MOUs/MOAs <input type="checkbox"/> Agendas, sign-in sheets
10. Review and revise health and wellness plans annually.	Director of Food Services Principals	Annual review 2024-2029 SY	<input type="checkbox"/> District health and wellness plan <input type="checkbox"/> School health and wellness

			plans <input type="checkbox"/> Committee meeting agendas, sign-in sheets, minutes
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**Note:**

Some of the initiatives will take more planning and time to implement than others. The table below outlines the estimated action plan for implementation of **Goal 3**.

Goal 3	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Establish PBIS model at each school	P				
Maintain positive, encouraging classrooms and school cultures for students where students feel safe and supported to share their needs, struggles, and concerns	R				
Discipline Matrix training (annually)	R				
Insights to Behavior training (annually)	R				
SEL education and services at each school	R				
Expand relationships with health organizations	P				
Expand nursing services in all schools	P				
Training for custodial staff	P				
District-wide campus beautification initiative	P				
Annual review and revision of health and wellness plans	R				

**Key:** Planning = **P**

Initial Implementation = **I**

Continuous Refinement = **R**

## GPSD Strategic Plan 2024-2029

**Goal 4:** The district will ensure the effective and efficient use of resources.

**Objectives:**

1. Maintain an adequate district fund balance as specified by law.
2. Minimize expenditures on travel (in-district and out-of-district), athletics, and activity buses.
3. Align staffing levels with both student enrollment figures and the specific needs of the district.

Strategies	Persons Responsible	Timeline	Evaluation Criteria
1. Monitor and allocate district and federal funds based on needs.	Superintendent Director of State and Federal Programs Business Manager Principals	Annual review 2024-2029 SY	<input type="checkbox"/> Annual budget review <input type="checkbox"/> Comprehensive needs assessment results
2. Increase the support for district educational programs and strategic goals by leveraging fiscal partnerships with businesses in the community.	Superintendent Director of State and Federal Programs Business Manager Curriculum Directors Principals Director of Special Services	Annual review 2024-2029 SY	<input type="checkbox"/> Comprehensive needs assessment results <input type="checkbox"/> Community meeting agendas, sign-in sheets, and minutes
3. Purchase a 15-passenger van, double-cab trucks, and school car for out-of-district travel.	Superintendent Business Manager Transportation Director	2024-2029 SY	<input type="checkbox"/> Purchase agreement(s) <input type="checkbox"/> Procurement package
4. Adopt a sustainable operating budget that reflects	Superintendent	Ongoing- 2024-2029 SY	<input type="checkbox"/> Budget review <input type="checkbox"/> Schoolwide plans review



district-wide priorities and maintains a fund balance that meets the criteria set forth in board policy.	Director of State and Federal Programs Business Manager Accounts Payable clerk		
5. Ensure that funding is aligned through strategic planning and budget adjustments as necessary.	Superintendent Business Manager Director of State and Federal Programs Principals Director of Special Services	Ongoing – 2024-2029	<input type="checkbox"/> Budget review <input type="checkbox"/> Annual strategic plan review

**Note:**  
Some of the initiatives will take more planning and time to implement than others. The table below outlines the estimated action plan for implementation of **Goal 4**.

Goal 4	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
Monitor/allocate district and federal funds					
Leverage fiscal partnerships with community businesses					
Purchase 15-passenger van, double-cab trucks, and school car for out-of-district travel					
Adopt a sustainable operating budget; maintain adequate fund balance per policy					
Ensure that funding is aligned through strategic planning and budget adjustments					

**Key:**      Planning = **P**                      Initial Implementation = **I**                      Continuous Refinement = **R**

## GPSD Strategic Plan 2024-2029

**Goal 5:** The district will improve community trust and district transparency with all stakeholders.

**Objectives:**

1. Devise innovative methods of communicating with and engaging families and community partners.
2. Reinforce a culture of positive customer service.
3. Increase parent and family engagement districtwide.
4. Provide multiple opportunities to develop community partnerships that promote unity and civic pride.

Strategies	Persons Responsible	Timeline	Evaluation Criteria
1. Solicit and act upon stakeholder input.	Public Relations Specialist Director of State and Federal Programs Principals Teachers	Ongoing – 2024-2029 SY	<input type="checkbox"/> Comprehensive needs assessment results <input type="checkbox"/> Periodic follow-up surveys <input type="checkbox"/> Suggestion box feedback <input type="checkbox"/> Parent/community stakeholder meeting agendas, sign-in sheets, and minutes
2. Engage students and families in pursuing educational goals.	Counselors Principals Teachers Public Relations Specialist Parent Liaisons	Ongoing – 2024-2029 SY	<input type="checkbox"/> Interest inventories <input type="checkbox"/> Job fair sign-in sheets <input type="checkbox"/> Planning templates for college coursework
3. Develop intentional family engagement plans that promote healthy connections between school and home.	Superintendent Director of State and Federal Programs Principals	Annual review 2024-2029 SY	<input type="checkbox"/> Annual review of family engagement plans <input type="checkbox"/> Comprehensive needs assessment survey results

	Parent Liaisons Instructional Staff		<input type="checkbox"/> Periodic follow-up surveys
4. Create school environments where parents feel valued as partners.	Superintendent Principals Instructional Staff Parent Liaisons	Ongoing -2024-2029 SY	<input type="checkbox"/> Comprehensive needs assessment survey results <input type="checkbox"/> Periodic follow-up surveys
5. Host training sessions for parents with topics such as SAMS ActiveParent feature, using myON/Accelerated Reader, GPSD's Social Emotional Learning program, etc...	Curriculum Directors Director of State and Federal Programs Director of Technology Principals	Ongoing – 2024-2029 SY	<input type="checkbox"/> Comprehensive needs assessment survey results <input type="checkbox"/> Periodic follow-up surveys <input type="checkbox"/> Agendas, sign-in sheets, and minutes
6. Enact Student Support Services to heighten awareness of available services provided within the district and the community.	Superintendent Business Manager Director of State and Federal Programs Director of Special Services Counselors Social Workers Nurses	Ongoing – 2024-2029 SY	<input type="checkbox"/> Health Fair Agenda and sign-in sheets <input type="checkbox"/> Community Services Fair agenda and sign-in sheets <input type="checkbox"/> MOUs/MOAs
7. Distribute informational publications to inform parents and families about options (Early literacy, college & career, military, job skills/trades, and graduation gateways).	Superintendent Business Manager Director of State and Federal Programs Director of Special Services Public Relations Specialist Parent Liaisons	Ongoing – 2024-2029 SY	<input type="checkbox"/> Surveys <input type="checkbox"/> Promotion/Graduation rates <input type="checkbox"/> Achievement results <input type="checkbox"/> Career placement trackers

**Note:**

Some of the initiatives will take more planning and time to implement than others. The table below outlines the estimated action plan for implementation of **Goal 5**.

<b>Goal 5</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
Solicit and act upon stakeholder input	R				
Engage students and families in pursuing educational goals	R				
Develop intentional family engagement plans that promote healthy connections between school and home.	R				
Create school environments where parents feel valued as partners.	R				
Host parent training sessions on specific topics	R				
Enact Student Support Services to heighten awareness of available services provided within the district and the community	R				
Distribute informational publications to inform parents and families about options	R				

**Key:** Planning = **P**

Initial Implementation = **I**

Continuous Refinement = **R**