

ADVANCING AUTAUGA COUNTY: A STRATEGIC PLAN FOR SUCCESS

Equip. Engage. Excel.

2023-2028

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PRIORITY AREAS



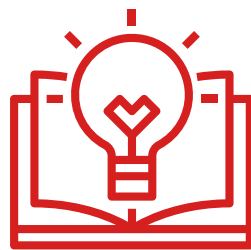
ACADEMIC ADVANCEMENT

Ensure all students demonstrate continuous academic improvement.



SAFE AND HEALTHY LEARNING ENVIRONMENT

Implement and promote strategies designed to foster a trauma-informed school district to improve the safety and well-being of students, employees, and parents.



QUALITY PERSONNEL

Recruit and retain highly-qualified professional candidates, and provide quality professional learning experiences based on individual needs.



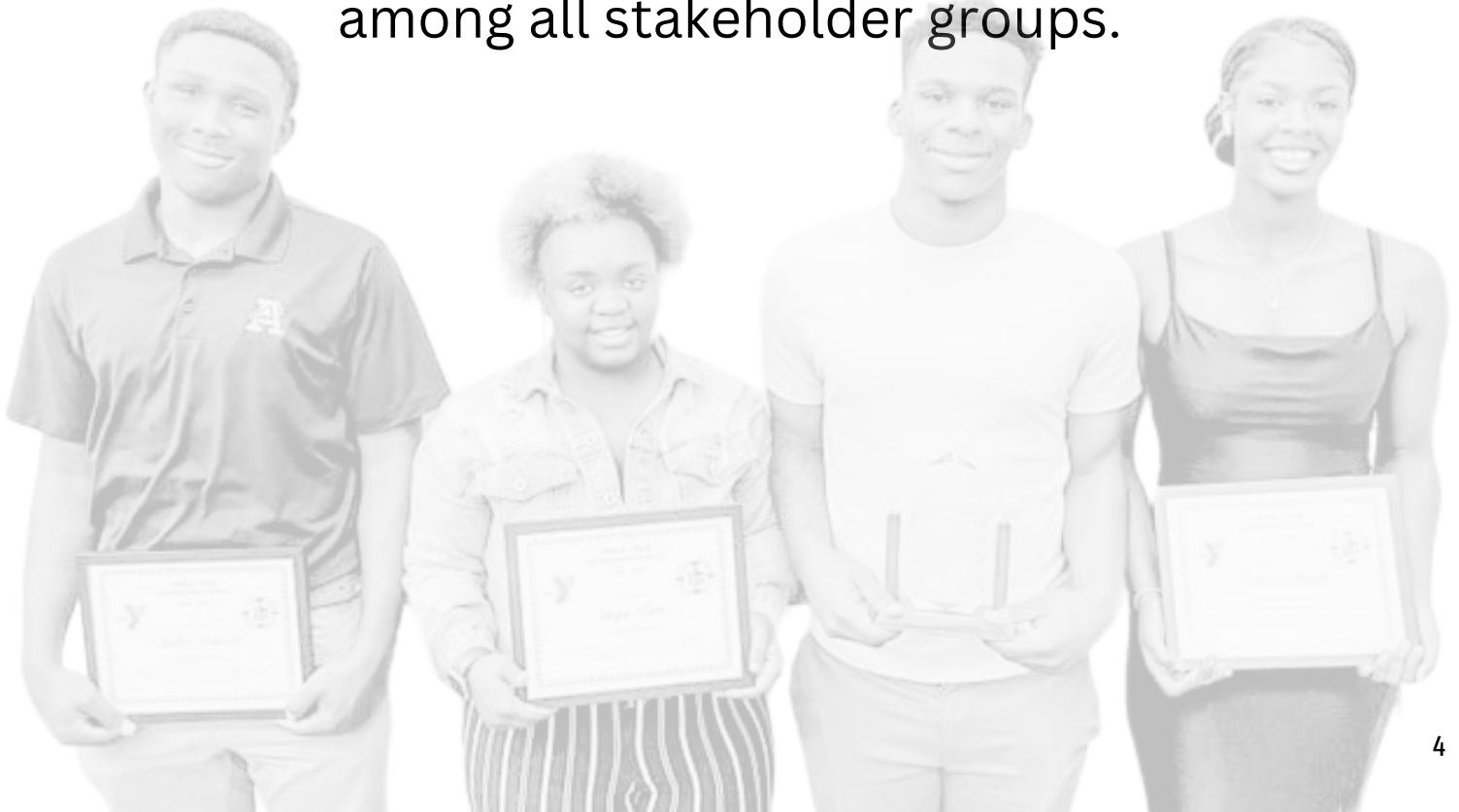
FISCAL RESPONSIBILITY

Ensure efficient, effective, and accountable management of operations and resources.



STAKEHOLDER RELATIONS

Implement and increase strategic communication among all stakeholder groups.





ACADEMIC ADVANCEMENT

Ensuring all students demonstrate continuous academic improvement

MEASURABLE OBJECTIVES

- Increase total academic achievement for all students from 63.73% to 75% by 2027-2028SY.
- Increase total academic achievement for students with disabilities from 27.32% to 51% by 2027-2028SY.
- Maintain total academic growth for all students at 96% or higher by 2027-2028SY.
- Increase the graduation rate from 87.26% to 90% by 2027-2028SY.
- Increase the College and Career Readiness rate from 72.42% to 90% by 2027-2028SY.

CRITICAL INITIATIVES

- Provide faculty and staff professional learning focused on a deep understanding of Alabama State Department of Education content standards, implementation of high-quality instructional materials, and the utilization of data to address specific student needs.
- Evaluate the teaching and learning cycle to continuously improve student outcomes through professional learning, coaching, and changes in instructional practices.
- Provide and monitor high-quality instructional materials that address the continuum of performance levels.
- Work collaboratively with the ALSDE's Office of School Improvement to provide strategic supports to each Targeted Support and Improvement School through professional learning, classroom observations/instructional rounds, and coaching.
- Equip educators with effective strategies for blended learning.
- Align funding to high-quality professional learning and instructional materials.
- In partnership with the AL-MTSS section of the ALSDE, provide professional learning in multi-tiered system of support, ensuring protocols includes whole child evidence.
- Provide out-of-school remediation and enrichment opportunities designed to maximize students' potential including but not limited to, tutoring, summer learning, standardized test preparation, and family engagement activities and resources.
- Analyze data from formative assessments and individual learning paths to identify academic strengths and weaknesses, determine academic progress, and monitor effectiveness.
- Ensure data meetings review and monitor student progress a minimum of three times per year.
- Conduct walkthroughs that target instructional practices and student-centered learning.



SAFE AND HEALTHY LEARNING ENVIRONMENT

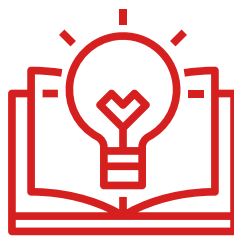
Improving student safety and well-being through trauma-informed district

MEASURABLE OBJECTIVES

- Reduce the number of disciplinary infractions that result in alternate placements (out of school suspension, long-term alternative school, expulsion) from 4% to 2% through implementation of multi-tiered support systems by 2027-2028SY.
- Decrease chronic absenteeism from 22.72% to 12% by 2027-2028SY.
- Increase the belief that Autauga County Schools are safe, secure, and well maintained by 2% annually by utilizing student, staff, and parent surveys by 2027-2028SY.

CRITICAL INITIATIVES

- Promote a well-rounded Guidance and Counseling Program to improve positive student behaviors by reducing the overall number of mandated reports.
- Increase and maintain appropriate wellness resources offered to students, employees, and parents.
- Incorporate a social-emotional learning program for students and employees.
- Conduct individual, small, and large group counseling regularly.
- Provide stakeholders with online and in-person resources.
- Implement Peer Helpers Program for students in grades K-12.
- Monitor school-based practices of Positive Behavior Support Systems.
- Incorporate best-practice security measures at professional training for all faculty and staff.
- Utilize uniform safety procedures throughout the district.
- Invite stakeholders to participate in the district's Safety Committee.
- Ensure all schools maintain current safety plans and practices.
- Enhance safety equipment and resources to support safe learning environments.
- Make routine revisions to the Code of Conduct to meet the needs of all students.
- Monitor student attendance and consistently communicate with stakeholders regarding its value and the outcomes.



QUALITY PERSONNEL

Recruiting and retaining highly-qualified professional candidates

MEASURABLE OBJECTIVES

- Reduce professional resignations from 10% to 6% by 2027-2028SY.
- Implement professional learning activities focused on teacher mentoring to increase novice teacher retention from 20% to 15% by 2027-2028SY.
- Increase district-wide professional learning teacher hours by 10% in year one and 5% annually thereafter.

CRITICAL INITIATIVES

- Review and analyze local salary schedules to ensure recommended alignments to increases to meet the demands of local and state cost of living changes.
- Implement a recruitment program that identifies and attracts top talent.
- Engage new employees with a three-year mentoring program to assist with transition, engagement, and personalization.
- Conduct exit interviews with all employees that retire or voluntarily leave the school district to identify areas of weakness.
- Enhance marketing and promotion of district as a preferred employer.
- Expand use of Applicant Tracking System.
- Enhance onboarding process for new employees by providing multiple training opportunities that support professional learning.
- Support school administrators by providing professional learning opportunities focused on teacher retention.
- Provide district-led professional learning sessions that address the needs, including technology integration, differentiated instruction, social-emotional learning, academic content, and data collection and analysis.



FISCAL RESPONSIBILITY

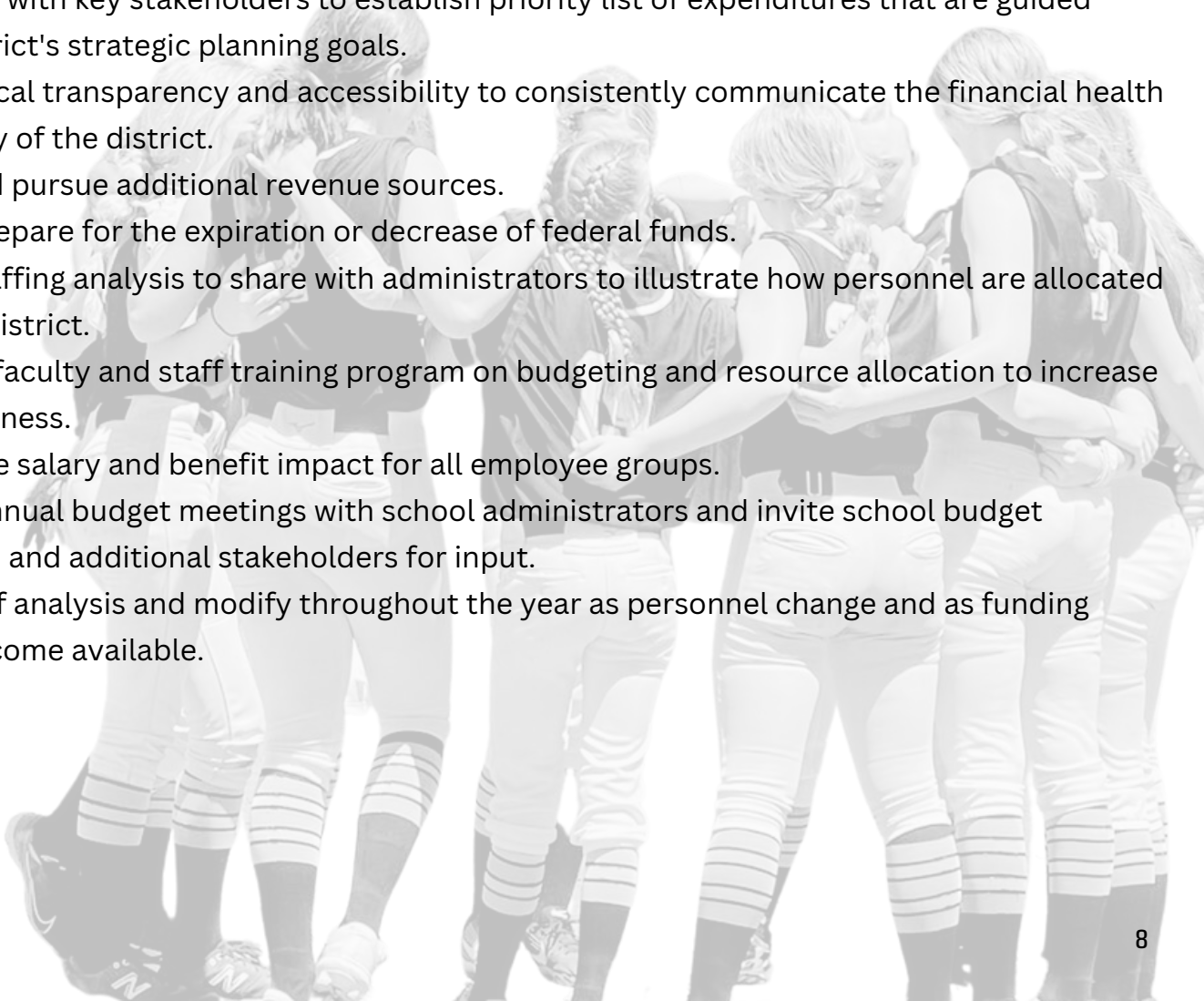
Ensuring accountable management of operations and resources

MEASURABLE OBJECTIVES

- Ensure annual budgeting processes are conducted in a timely manner to include a collaborative staff analysis that will identify positions, full-time units, and funding of personnel by September 1 of fiscal year.
- Reduce unmodified opinion audit findings annually.
- Maintain 1.5 month operating expenses in the board of education reserve.

CRITICAL INITIATIVES

- Collaborate with key stakeholders to establish priority list of expenditures that are guided by the district's strategic planning goals.
- Increase fiscal transparency and accessibility to consistently communicate the financial health and stability of the district.
- Identify and pursue additional revenue sources.
- Plan and prepare for the expiration or decrease of federal funds.
- Create a staffing analysis to share with administrators to illustrate how personnel are allocated within the district.
- Establish a faculty and staff training program on budgeting and resource allocation to increase fiscal awareness.
- Evaluate the salary and benefit impact for all employee groups.
- Establish annual budget meetings with school administrators and invite school budget committees and additional stakeholders for input.
- Review staff analysis and modify throughout the year as personnel change and as funding sources become available.





STAKEHOLDER RELATIONS

Increasing communication among all stakeholder groups

MEASURABLE OBJECTIVES

- Institute stakeholder-preferred communication channels and methods with multilingual and ADA-compliant channels and increase distribution of district news by 4-5% annually across all channels.
- Establish community access to key ACBOE groups, including board members and senior staff, through the development of a district calendar and increase stakeholder participation in calendar events by an average of 5% annually.
- Monitor a 2% annual increase in stakeholder perception that the district is using resources and support systems to ensure a quality education by utilizing student, staff, and parent surveys.

CRITICAL INITIATIVES

- Develop internal communication strategies and channels with a focus on stakeholder satisfaction.
 - Create an easy-to-access brand guide to assist others understand the brand, appropriate messages, and most effective means of delivery.
 - Identify industry-savvy liaisons to lead stakeholder relations on individual campuses.
 - Establish committee to determine the tools and software most beneficial to all stakeholders.
 - Build business and community relationships to maximize the resources.
 - Plan district events to celebrate people, programs, and processes.
- Develop external communication strategies and channels to improve stakeholder access and transparency throughout the district.
 - Implement a social media strategy to engage stakeholders and increase brand awareness.
 - Develop monthly digital newsletters to share relevant information with stakeholders.
 - Redesign district and school websites using Google Analytics and stakeholder feedback.
 - Establish EL partnership to improve use of digital translation services to provide effective communication in district's two primary languages.
 - Strengthen media relationships to communicate via timely and routine press releases.

ABOUT AUTAUGA COUNTY SCHOOLS

Autauga County Schools (ACS) is 14-campus public school system in Autauga County, Alabama. Located just north of the state's capital city, the district serves nearly 9,000 students, from across the world, as the only public school system in the City of Prattville and Autauga County.



DISTRICT SCHOOLS

Autauga County Technology Center
Autaugaville School
Billingsley School
Daniel Pratt Elementary School
Marbury High School
Marbury Middle School
Pine Level Elementary School

Prattville Elementary School
Prattville High School
Prattville Intermediate School
Prattville Junior High School
Prattville Kindergarten School
Prattville Primary School
Second Chance Alternative School



BOARD OF DIRECTORS

Dr. Tracye Strichik
District 1

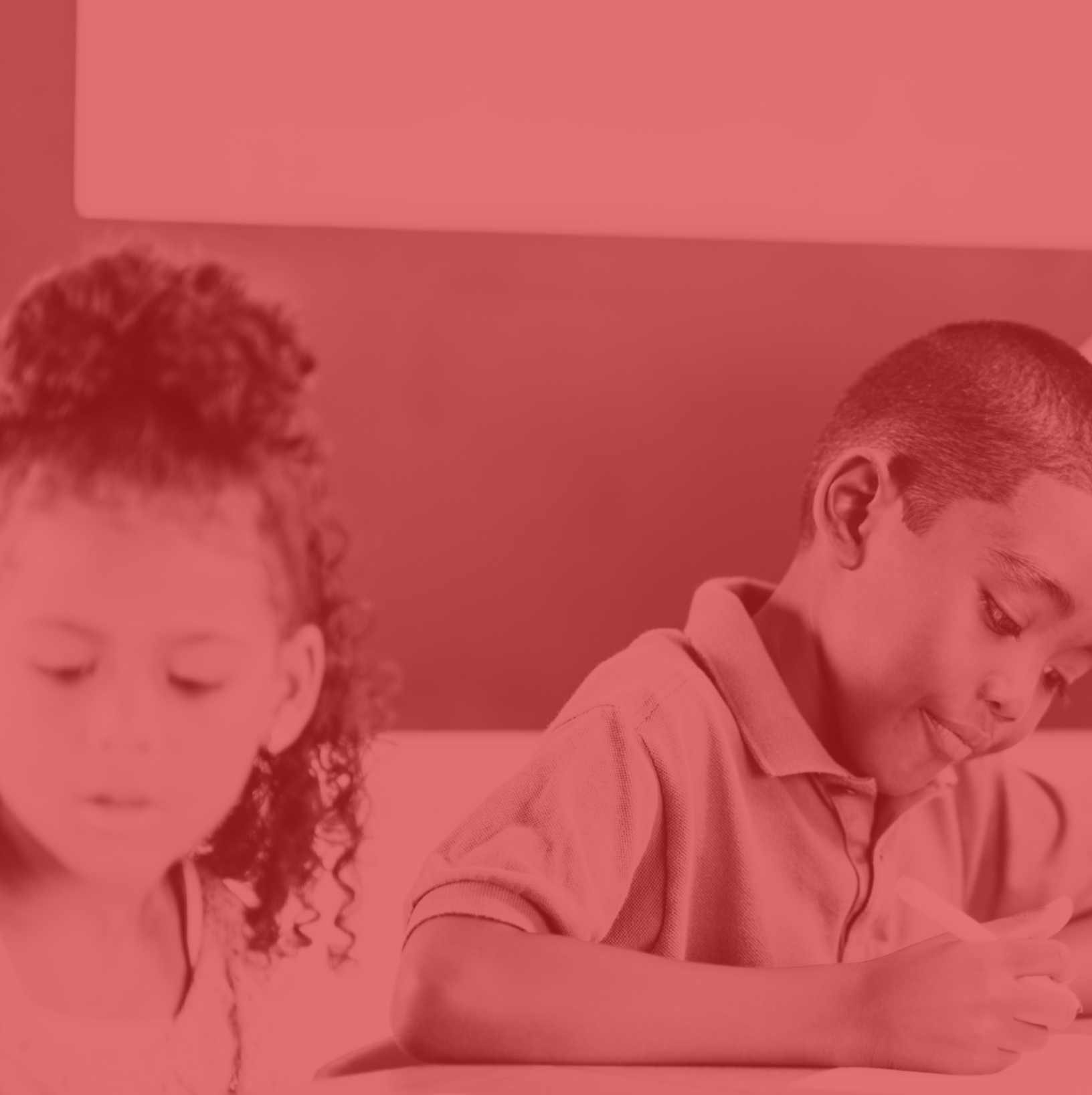
Kim Crockett
District 2

Jamie Jackson
District 3

Billy Hollon
District 4

Kyle Glover
District 5





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