



LANIER COUNTY BOARD OF EDUCATION

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Lanier County Schools Strategic Plan Report Strategic Improvement Planning Summary April 13, 2022

The Board of Education of the Lanier County Schools voted to use a process developed by the Georgia School Boards Association (GSBA) and Georgia Leadership Institute for School Improvement (GLISI) to develop an updated strategic improvement plan for the school district. This comprehensive process engaged the community and all stakeholder groups to create universal ownership and support for district and school improvement. Highlights of the process include:

- A comprehensive community engagement component to allow stakeholders to have a voice in the strategic improvement planning process
- A diverse planning team that represented stakeholder groups to develop the plan
- A facilitated planning process that assisted the planning and action teams in analyzing the strengths, weaknesses, opportunities and threats of the school district and developing/defining the mission, vision, beliefs, goal area and elements of the strategic improvement plan
- A facilitated process to work with experts within the district and community on developing initiatives and action steps to implement the plan



The strategic improvement planning process follows a continuous improvement cycle designed around the five questions listed in the visual above. This process begins with a community engagement session and survey of stakeholders. The entire process usually takes 8-10 months to complete and is divided into the following phases:

Phase I:

Community Engagement: In September, 2021, Lanier County School System began the strategic improvement planning process by engaging and collecting vital input from stakeholders. There were over 50 stakeholders who participated in a face-to-face engagement meeting. There were 158 Lanier County community members who participated in an online survey.

Planning Team: In December, 2021, a group of 22 people representing stakeholder groups from the central office, schools, students, parents, business and other community representatives were assembled to answer the questions: “Who are we?”, “Where are we now?”, and “Where do we want to go?”. Specific outcomes included a Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis, developing beliefs, mission and vision for the district, and developing strategic goal areas and priorities for the strategic improvement plan.

Action Teams: In December and January, five teams totaling 23 people were assembled to answer the question “How will we know when we have arrived?”. The action teams reviewed each proposed strategic goal area and identified performance objectives, measures, and targets to answer the question. Additionally, the action teams developed the initiatives and action steps to answer the fourth question of the GSBA Strategic Improvement Planning Process, “How do we plan to get there?”.

Action Team Report to Planning Team: In January, 2022, each Action Team reported out their report to the planning team. The planning team reviewed the action team’s work and provided feedback. In March of 2022, the Action Team considered and refined the report based on the feedback provided by the planning team. The report was finalized and presented to the board in April, 2022.

Phase II:

GSBA/GLISI Report to the Board of Education: In April of 2022 the report of the strategic improvement plan will be presented to the board. The board will review the report, offer input and consider approval of the plan for 2023 – 2028.

Phase III

Alignment: The plan initiatives and action steps will be aligned to the district and to the school budget, as well as superintendent and leader evaluations. Additionally, school improvement plans and other system actional plans will be aligned with the new strategic improvement plan.

Phase IV

Execution, Monitoring, and Reporting: After alignment of the plan, district and school staff in conjunction with the board will execute, monitor, and report on the plan, as well as, ensure an ongoing process to review and update the plan as needed.

Vision, Mission, Motto, and Beliefs

In December, 2021 a group of 32 people representing various stakeholder groups met with the Georgia School Board Association and Georgia Leadership Institute for School Improvement. This planning team developed the belief statements and reviewed the mission, vision, and motto for the district.

Vision: Empowering, Engaging, and Inspiring excellence every day

Mission: Preparing all to learn, live, and lead.

Motto: Lanier Leads...Ready to Learn, Ready to Live, Ready to Lead

Beliefs:

In Lanier County Schools, we believe

- Sound policies and procedures, systematic and continuous monitoring, evaluation, and feedback increases organizational effectiveness.
- The school system, students, parents, and the community at-large share the responsibility for ensuring an effective education program.
- A well-trained staff is essential for an effective education.
- A safe and supportive environment is essential for growth and success.
- All students should have access to highly effective instruction.

Strategic Goal Areas and Performance Objectives

Goal Area I – Student Achievement with Equity and Access

- Increase student mastery of priority standards
- Increase performance growth for all students
- Improve engagement and motivation for all students
- Improve high quality instructional strategies for all students

Goal Area II – Safe and Supportive Environment

- Provide safe environments for all students and staff
- Provide social-emotional supports/resources for all students and staff
- Improve Surveillance Equipment

Goal Area III – Personal Growth, Learning and Retention

- Develop and implement an employee recruiting plan focused on attracting high performing staff
- Provide meaningful/relevant professional learning opportunities (and support) for all staff
- Develop/sustain an effective retention plan

Goal Area IV – Parent & Family Engagement

- Collaborate with family and community to foster meaningful engagement
- Further develop and maintain varied methods of effective communication for all stakeholders
- Develop/sustain functional and meaningful business and higher education partnerships

Goal Area V – Efficient and Effective Operational Processes

- Develop and Implement efficient and effective operational processes
- Refine, sustain, & maintain financial stewardship

Lanier County Schools Strategy Map

