Coffee County School System
Strategic Plan
2022-2027

Kelly Cobb
Superintendent

Board of Education Members

Brian McLeod, Chairman
Mike Bailey, Vice Chairman
Wendy Massey, Board Member
Eric Payne, Board Member
Sherry Eddins, Board Member
Galen McWaters, Board Member
Brandi Carr, Board Member

Steering Committee Members

Central Office
Kelly Cobb, Superintendent
Gray Harrison, District Administrator
Tami Crosby, District Administrator
DeWayne Hamilton, District Administrator
Carolyn Broaden, District Administrator

Kinston School
Megan Driggers, Principal
Crystal Hawthorne, Assistant Principal
Connie Hawthorne, Instructional Coach/Secondary
Kevin Bond, Teacher

New Brockton Elementary School
Holli Richardson, Principal
Emily Herbert, Assistant Principal
Alicia Koonce, Reading Specialist
Morgan Norsworthy, Teacher
Kristi Donaldson, Teacher

New Brockton Middle School
Bradley Bowers, Principal
Renae Eddins, Assistant Principal

New Brockton High School
Alonzo Barkely, Principal
Kyle Ozier, Teacher

Zion Chapel School
Jared Robison, Principal
Randy Bryant, Assistant Principal
D'Andra Tingey, Assistant Principal
Angie Davis, Counselor
Shasta Barron, Gifted Teacher

Strategic Plan Timeline of Activities

January 24, 2022	Board Strategic Planning - Whole Board Training
February 2022	Appoint Steering Committee
March 24, 2022	New Brockton Community Meetings
April 5, 2022	Zion Chapel Community Meetings
April 25, 2022	Kinston Community Meetings
April - May 2022	Surveys and Data Collection
May 10 & 18, - June 8, 2022	Steering Committee Meetings
June 27, 2022	Strategic Planning Action Team Meeting
June 29, 2022	Strategic Planning Action Team Meeting
July 6, 2022	District and Administrator's Meeting
August 4, 2022	Board Approval of Strategic Plan

VISION STATEMENT

"Educate, Elevate, Empower"

MISSION STATEMENT

"Preparing all students for a successful future by providing challenging and meaningful learning opportunities."

MOTTO

Educating Productive Citizens

CORE BELIEFS AND VALUES

➢ All students deserve equitable and engaging learning opportunities preparing them for the future.

➢ Our employees are crucial to our success.

➢ Strong family and community partnerships are critical to student success.

➢ A well-rounded education supports the developmental needs of all learners.

➢ Excellence is sustained through a commitment to continuous improvement by all stakeholders.

➢ We value integrity, open and consistent communication, shared responsibility, innovation, and accountability.

➢ We believe in providing a safe and inclusive learning environment that embraces diversity and promotes respectful relationships.

AREAS OF FOCUS

Teaching and Learning

Goal 1: To provide equitable access to challenging curriculum and adaptable learning experiences that increase student achievement in all academic areas, focusing on reading and math for all students.

Objective 1*:* Implement course content and offerings aligned with state standards to support student success during and after Pre-K through 12 education, resulting in college and career readiness.

Objective *2:* Enhance learning experiences by providing students with relevant and appropriate technology, tools, and resources.

Objective 3*:* Implement the education of the whole child by providing evidence-based instruction and assessment designed and delivered to be engaging, inclusive, and success-oriented.

Objective 4*:* Examine opportunities to add or expand programs to improve student achievement when financially possible (Pre-K programs, expanded fine arts courses, additional Career Technical Education programs, dual enrollment options, additional competitive and non-competitive sports, early identification and interventions for At-Risk students).

Goal 2: Provide high-quality, highly-effective personnel to meet the needs of the instructional program.

Objective 1: Recruit, employ, develop and retain high-quality, effective teachers and instructional support personnel.

Objective 2*:* Provide high-quality professional development targeting improved practice to meet the needs of all students.

Objective 3: Collect, analyze, report, and effectively use student achievement and performance data for improved teaching and learning.

Performance Measures:
- ➢ Increase Academic Growth and Achievement, Graduation Rate, CRIs, WorkKeys, ACT, DE, COOP, Military Enlistment
- ➢ Improve student engagement in learning - Eleot ObservationTool
- ➢ Technology Integration, Technology Plan, Technology Inventory
- ➢ Expanded electives, fine arts, career technical education, clubs, and additional athletics and clubs.
- ➢ Participate in Career Fairs, Internships with local colleges
- ➢ Implement a High-Quality Professional Development Plan
- ➢ Initiate a Leadership Academy and Aspiring Administrators Academy
- ➢ Continue the CCSS Mentoring Program and Alabama Teacher Mentoring Program

Governance and Leadership

Goal 1- Sustain qualified, effective, and innovative Board of Education members.

Objective 1: Maintain effective Board policies on which to base sound decisions, effective procedures, and fair, consistent implementation of laws, rules, and guidelines.

Objective 2: Participate in ongoing, high-quality orientation and professional learning opportunities for Board of Education members.

Objective 3: Focus human and fiscal resources on student learning while ensuring transparency and accountability in the day-to-day operations of the education system at all levels.

Goal 2 - Sustain and support qualified, innovative system and school leaders.

Objective 1 - Recruit, employ, develop and retain highly qualified, effective, innovative system and school administrators.

Objective 2 - Support, encourage and recognize administrators' participation in local school and community events that build positive community relationships.

Objective 3 - Establish and participate in programs of leadership development that prepare lead teachers, aspiring administrators, and administrators for future school and system-level leadership roles and responsibilities.

Performance Measures

- ➢ Board Policy, Whole Board Training, Board Meetings, Work Sessions
- ➢ Leadership Academy (New for Coffee County), CLAS opportunities, PLUs
- ➢ Support professional development for leaders in the system: Superintendent, District Administrators, Principals, Assistant Principals, Aspiring Administrators, Teachers

Finance, Resources, and Support Systems

Goal 1: **Coffee County Schools will practice responsible financial management and maintain appropriate financial reserves to meet system, school, and student needs.**

Objective 1: Establish transparency and accountability among all schools regarding how funds and resources are appropriated.

Objective 2: Ensure all money is appropriately given to schools based on state and federal guidelines at statutes.

Objective 3: Maintain effective procedures and processes for collecting, analyzing, and reporting financial, demographic, and fiscal planning data to maximize and ensure equitable distribution of the system's financial resources.

Objective 4: Seek additional financial resources to support the successful implementation of all strategic plan initiatives.

Goal 2: Maintain, renovate, and create facilities to provide a safe, secure, supportive learning environment for all programs and provide appropriate venues for all activities.

Objective 1: Provide increased access to and creative use of technology resources and improve system technology infrastructure and support throughout the system.

Objective 2: Maintain and expand equipment and instructional resources to provide successful Career Technical Education, fine arts, and athletic programs.

Objective 3: Identify and seek grants and scholarships with community and state organizations, groups, agencies, and other educational institutions to increase resources for student achievement.

Goal 3: Provide safe environments that support all students' physical, mental, emotional, social, and cognitive development in every school.

Objective 1: Expand access to mental health services and support in schools.

Objective 2: Provide support and high-quality training to school system safety personnel in collaboration with local law enforcement officials and surrounding agencies.

Performance Measures

  - ➢ Financial reports, State Monitoring Report, Cognia Report, local, state, and federal budgets, ACIP, and Title I Budgets, Needs Assessments
  - ➢ Capital Plan, Technology Plan
  - ➢ Safety Plans, Safety Trainings, School Resource Officers, Facility Dog
  - ➢ Partnership with Pathway, Coffee County Family Services, EMA, Sheriff's Dept., Elba Career Academy
  - ➢ Mental Health Coordinator, Student Service Coordinator
  - ➢ Grants, Dual Enrollment Scholarships, Career Tech Opportunities

Communication and Relationships

Goal 1: Lead the way in establishing and maintaining collaborative relationships with parents, families, and communities to maximize student success.

Objective 1: Create and maintain open and effective communication strategies to improve communication between Coffee County Schools and stakeholders.

Objective 2: Regularly review stakeholder feedback to inform decision-making.

Objective 3: Communicate progress toward and accomplishment of school system goals, objectives, and continuous improvement plans.

Goal 2: Provide opportunities and programs to involve all stakeholders or agencies in collaborative efforts to improve the school system.

Objective 1*:* Establish and/or maintain advisory groups, councils, community partnerships, booster clubs, and school support groups to include representatives from all system stakeholders to provide input, feedback, and ideas for improving the school system.

Objective 2: Maintain system accreditation, utilizing the accreditation monitoring and reporting processes to promote and achieve continuous improvement toward system and school goals.

Objective 3: Effectively monitor, evaluate and report on the school system strategic plan.

Performance Measures

- ➢ Surveys - Title I, Local Surveys, Strategic Plan Surveys, Cognia Surveys
- ➢ Advisory groups - Parents, Students, Community Partners
- ➢ Progress and evaluation of Strategic Plan
- ➢ Administrator Meetings, BLT Meetings, Focus groups (Federal Programs & ESSER)
- ➢ Partnership with Community Colleges & Elba Career Tech Academy
- ➢ Cognia Reports, processes, and results