

# RHEA COUNTY SCHOOLS STRATEGIC PLAN

## 2025 - 2030

### **Vision:**

***Guiding today's students to become tomorrow's leaders*** by developing the knowledge and skills of life for life while planning for a better tomorrow.

### **Mission:**

The Rhea County School System ***strives to foster a community of life-long learners*** committed to providing a safe, academically rich, and creative environment empowering all students to attain their personal best while demonstrating the life skills that will enable them to reach for and attain their dreams.

### **Motto:**

***Every Child, Every Chance, Every Day***

### **PURPOSE:**

This strategic plan establishes RCS direction as it transitions into a new leadership era. The intent is to provide clearly defined performance expectations for all team members, to build upon previous successes while addressing areas of need and to set a course for the future. The goals and objectives, endorsed by the School Board, set the priorities for the next five years. Based on an attempt to maximize opportunities for all, the document is focused on five key areas: ***Students, Staff, Stakeholders, Support, and Safety***. These guidelines will scope the utilization of resources, both fiscal and physical, to ensure an environment of success for all individuals in Rhea County Schools.

### **GOAL #1: STUDENTS**

***Provide excellence and equity in instructional programs to maximize student success.***

### **Objectives:**

1. Deliver strong instructional programs aligned with Tennessee state standards.
2. Maintain a seamless Career Exploration program for students in grade K-12.
3. Ensure students are college and career ready by providing:
  - a. Advanced placement and academic enrichment opportunities along with ACT preparation.

- b. A highly competitive Career and Technical Education (CTE) program that allows students to work toward industrial certifications upon completion.
- c. A vibrant Junior Reserve Officers' Training Corps (JROTC) that allows students a seamless pathway to a military career.

**Rationale:**

Rhea County Schools will provide all students with high quality academic experiences that include a strong curricula, effective instructional techniques, and purposeful assessments. In addition, the district will integrate Science, Technology, Engineering, the Arts, and Mathematics (STEAM) within each subject area through interdisciplinary programs. These experiences will prepare students to be life ready and provide a pathway that exposes students to various career options, college opportunities, and/or military enlistments. By providing these systematic and innovative opportunities, students will be educated and equipped for success as productive citizens.

**GOAL #2: STAFF**

*Secure high-quality employees in all departments and endeavors in the system.*

**Objectives:**

1. Actively recruit certified and classified personnel for all positions in the school system utilizing all available advertisement sources.
2. Provide competitive compensation and benefits that are fair and appropriate for the job assignment.
3. Use a selection process that hires the most qualified persons from among the applicants.
4. Have in place and follow all requirements set forth in school board policy, state, and federal law and regulations regarding employment practices.
5. Utilize a routine process of evaluation and performance that fairly determines effectiveness and provides proper feedback to the employee, specifying positive aspects of performance and areas where improvement is needed.

**Rationale:**

Rhea County Schools believes that the most effective learning environment is to have a highly qualified teacher in the classroom. The teacher in the classroom is the most important aspect of student learning. By providing the best teachers that are available, we will provide our students with the greatest avenue for success. Ensuring adequate support staff is assigned at the school building level and district office will enhance the learning environment and capabilities of the classroom environment.

### **GOAL #3: STAKEHOLDERS**

***Establish opportunities for family and community involvement and support at all levels in the district.***

#### **Objectives:**

1. Create a clear and consistent culture of communication within the community to build trust, improve collaboration, and foster a shared vision for the success of all students.
2. Expand communication processes for families that provide information concerning student progress, attendance, and learning.
3. Establish opportunities, processes, and procedures for community partnerships that maximize external resources for the district.

#### **Rationale:**

The involvement and support of all stakeholders including parents, families, and community members is critical to RCS success. Building strong relationships with parents and families ensures students are provided with the maximum opportunities to learn and succeed. Community leaders and members are seen as part of the RCS family and provide support through generous partnerships that allow the district to further enhance opportunities and experiences for all students.

### **GOAL #4: SUPPORT**

***Create a high-quality learning environment throughout the district.***

#### **Objectives:**

1. Continue to provide state of the art facilities for the district. Determine the district facility needs by performing a needs assessment and study of school facilities and develop a 5-year plan for building projects.
2. Prepare and implement a technology plan to ensure that classrooms are equipped with current technology to meet the needs of students, staff, and state and federal requirements. Continue to upgrade district network infrastructure and wireless networks as new technology emerges.
3. Utilize professional development activities to ensure teachers have sufficient skills and knowledge to use instructional technology equipment and programs.
4. Provide an efficient Nutrition Program to support student success in and out of the classroom.
5. Maintain a fiscally responsible budget and development process to ensure taxpayer money is allocated for board priorities and budget expenditures are transparent.

**Rationale:**

The key to effective teaching and learning is to have facilities that are comfortable, spacious, and free from overcrowding. The Rhea County School system has continued to upgrade the facilities by building a new high school and by remodeling an older middle school. Preventative maintenance is key to a safe and comfortable environment and must be a necessary component of the budget each year. It is also very important for Rhea County Schools to proactively upgrade the instructional technology used in order to keep up with technological advancements as they are continuously and rapidly changing. Equally important is the availability of high-quality professional development to ensure devices and upgrades are incorporated into classroom instructional techniques. Students must have access to the nutrition their bodies need to fully benefit from the opportunities Rhea County Schools have provided. In order to operate the district effectively, a fiscally responsible budget based on board priorities and school system requirements must be developed, approved, and executed each year.

**GOAL #4: SAFETY**

*Ensure employees and students are provided with a safe and secure environment that is free from threat or harm.*

**Objectives:**

1. Determine additional safety requirements by performing a needs assessment and develop a 5-year plan for additional safety measures and required equipment.
2. Maintain adequate bus services for the district and establish a replacement and purchasing schedule based on federal regulations and guidelines.
3. Develop bus operation procedures to streamline documentation processes and discipline procedures for inappropriate behavior.
4. Continue to upgrade district facilities with security cameras, security detection technology, and emerging advancements that enhance safety protocols.
5. Fully utilize school resource officers to promote positive relationships between students and local law enforcement agencies.

**Rationale:**

Rhea County Schools must provide a safe and secure environment where teachers are able to teach, and students are able to learn without fear of threat or harm. Every aspect of the district must work together to ensure this level of safety and security, to include transporting students to and from home. By working with local law enforcement and first responders, school and district leaders will incorporate appropriate measures in the school buildings to address any possible threats that might exist to our students and employees.