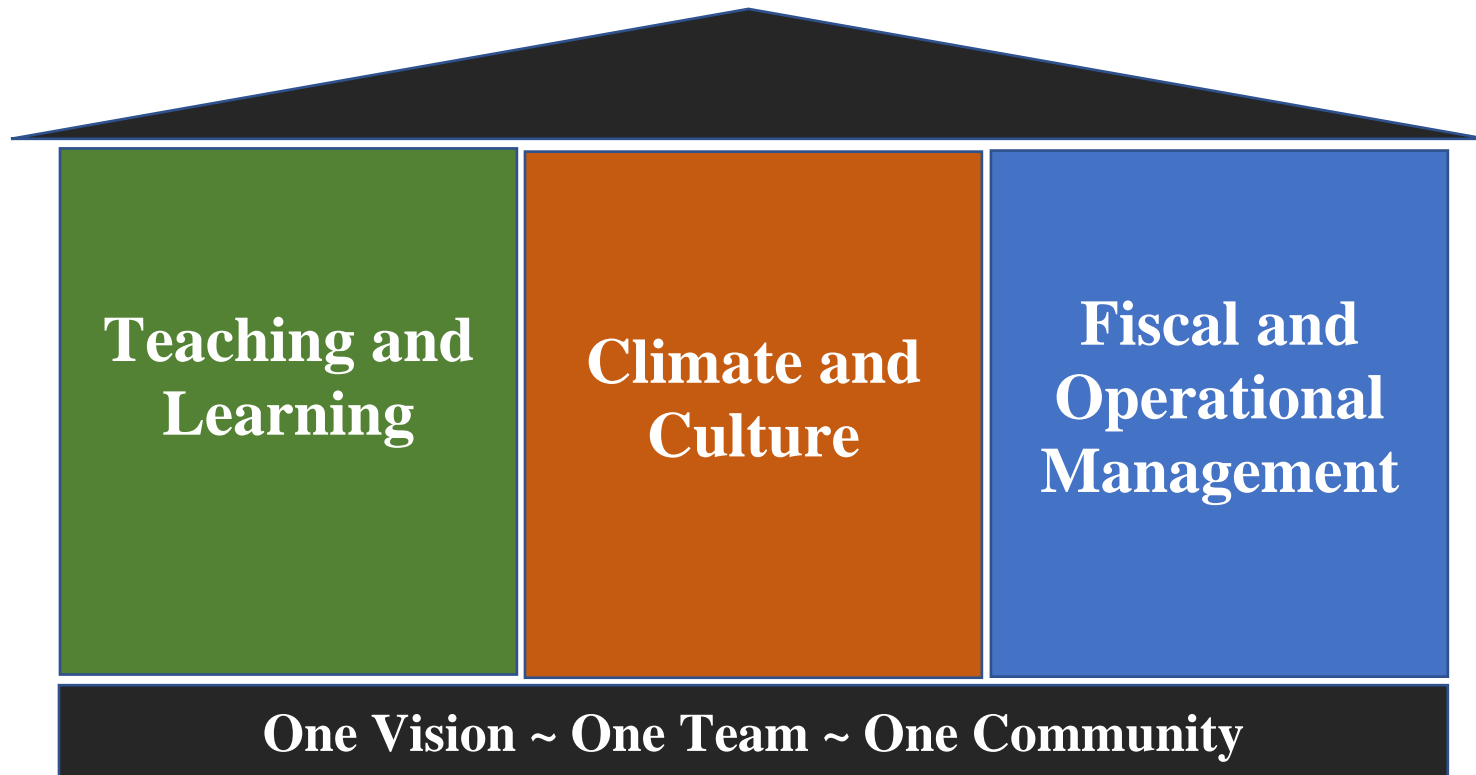


Randolph County Schools Strategic Plan 2022 - 2027



***Dr. Tangela Madge
Randolph County Schools Superintendent***

Randolph County Schools



Mission/Purpose

The Randolph County School System will provide a high-quality education in a safe environment for all students. All stakeholders will work together to ensure that students develop the necessary skills to graduate and become college and career ready.

Vision

The Randolph County School System will become an empowering learning environment that provides every student with a 21st century education that ensures accountability, global workforce readiness and academic success.

Motto

One Vision, One Team, One Community

Our Beliefs

We Believe:

- All schools should be accountable for improving student achievement.
- All students must be prepared for a knowledge-based, technologically rich and culturally diverse 21st century.
- All students can learn; but they learn in different ways and at different rates.
- A safe and secure environment is essential for teaching and learning.
- Learning is a shared responsibility and should take place in the home, at school and in the community.

*This plan is reviewed annually to determine progress and to realign efforts when needed. Schools implement school improvement plans aligned with the district strategic plan, creating coherence across the district.

STRATEGIC PLAN

Randolph County Schools Strategic Plan Focus Area	Teaching and Learning
Randolph County Schools Strategic Plan Performance Objectives	1. Increase Student Achievement
	2. Build Staff Capacity

Performance Objective 1	Increase student achievement			
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Analyze data at the district level to ensure 1) targeted professional learning for staff and 2) all students are performing on or above grade level	Assistant Superintendent Curriculum Team	School Achievement Plan/SIP DDI Monthly achievement analysis	Monthly Bi-monthly	Curriculum Budget
	Professional Learning Director	Improvement in areas of focus of professional learning plan	Monthly	Professional Learning
Develop a comprehensive K-12 framework for instruction across all content areas (Non-negotiables, The Randolph Way)	Assistant Superintendent Curriculum Team Professional Learning Director	Observations School Achievement Data	Monthly	Curriculum Budget

Create and/or update K-12 curriculum documents to ensure teachers can access rigorous curriculum that meets the academic needs of each student.	Curriculum Team	Observations Student Achievement Data Library of Curriculum Documents	Annually	PL Budget Facilitators
Develop a comprehensive plan that provides college and career readiness opportunities for all students K-12	CTAE Director Curriculum Team	The Plan Implementation of the plan Increase number of HS graduates and college and career ready	Annually Semi - annually	

Performance Objective 2	Build staff capacity			
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Develop a master professional learning plan to address the needs of all staff in all departments/schools	Assistant Superintendent Curriculum Team	School Achievement Plan/SIP DDI Monthly achievement analysis	Monthly Bi-monthly	Curriculum Budget
	Professional Learning Director	Improvement in areas of focus of professional learning plan	Monthly	Professional Learning
Develop and conduct Pre and Post Assessment surveys to departments to determine needs	Assistant Superintendent Curriculum Team Professional Learning Director	Observations School Achievement Data Growth from Pre to Post assessment survey	Monthly Bi-annually	Curriculum Budget Professional Learning

Performance Measures	Baseline 2021-2022	Target 2022- 2023	Target 2023- 2024	Target 2024- 2025	Target 2025- 2026	Target 2026- 2027
Increase CCRPI	N/A					
Increase Graduation Rate	86.9	89	91	93	95	97
Increase Content Mastery	Elem. 30.4 Middle 32.1 High 31.6					
Increase the number of Departments participating in Professional Learning						

*Although GADOE changed the CCRPI reporting for the 2021-2022 SY, Graduation Rate and Content Mastery provided Baseline Measures.

STRATEGIC PLAN

Randolph County Schools Strategic Plan Focus Area	Climate and Culture
Randolph County Schools Strategic Plan Performance Objective	1. Build a positive school culture and climate by involving all stakeholders
	2. Implement programs which improve culture and climate

Performance Objective 1	Build a positive school culture and climate by involving all stakeholders.			
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Increase stakeholder survey participation to depict an accurate representation of our population	School Climate Specialist CTAE Director	Increase in survey participation as compared to Spring 2022 stakeholder survey results	Spring 2023	n/a
Increase opportunities for stakeholder involvement	Parent Family Engagement Coordinator School Climate Specialist	Increase in number of parent forums/seminars for school culture and climate	ongoing	\$1200 for incentives and meals
Increase the number of meaningful stakeholder partnerships	CTAE Director	Communities in Schools reports Wrap Around services CTAE advisory committees WBL partnerships	ongoing	N/A

Performance Objective 2	Implement programs which improve culture and climate (PBIS, SEL, mental health)			
Action Step	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Create safe, learning environments	Principals School Climate Specialist	Full Implementation of PBIS (Positive Behavioral Intervention and Supports) Districtwide Full implementation of SEL curriculum Districtwide Youth Mental Health training	Monthly	

Performance Measures	Baseline 2022-2023	Target 2023-2024	Target 2024-2025	Target 2025-2026	Target 2026-2027
Increase the GA Health Survey participation (students and parents)					
Increase the number of school/community/parent activities					
Increase the number of stakeholder partnerships					
School and district attendance rates					

*Targets will be calculated after baseline data is collected and reviewed.

Randolph County Schools
Focus Area: Fiscal & Operational Management
2022-2027

STRATEGIC PLAN

Randolph County Schools Strategic Plan Focus Area	Fiscal and Operational Management
Randolph County Schools Strategic Plan Performance Objectives	1. Ensure internal controls are practiced and adhered to.
	2. Increase the effectiveness of transportation services
	3. Ensure safety measures and emergency management protocols are implemented and monitored at the school and district levels

Performance Objective 1	Ensure internal controls are practiced and adhered to			
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Conduct financial audits for district divisions and departments	Finance Director	Monthly reports	30th/31st	N/A
Ensure monthly collaboration exists between district finance office and program directors regarding budget and drawdowns.	Finance Director and Department Heads, and Superintendent	Monthly financial statements, meeting agendas and minutes	30th/31st	N/A
Ensure that local, state and federal funds are used for intended purposes	Title 1 Director, Finance Director, Special Education Director, Child Nutrition Director, CTAE Director, Bookkeepers, Superintendent	Monthly financial reports Professional Learning for select staff	30th/31st	N/A

Performance Objective 2		Increase the effectiveness of transportation services		
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources
Conduct random drug screening, physicals, and annual training for certified bus drivers	Transportation Director and Director of Operations and Pupil Services	Increase of certified bus drivers, state compliance reports	30th/31st	Local/Federal Funding
Monitor bus accident protocol and report to Transportation and Facilities Director	Transportation Director and Director of Operations and Pupil Services	No actual or reported accidents	30th/31st	N/A
Ensure buses are in good mechanical condition and meet state and federal guidelines	Transportation Director and Director of Operations and Pupil Services	Maintenance schedule and updated bus logs	30th/31st	Local and Federal Funding
Monitor bus schedules, work orders, trainings and inspections to ensure transportation efficiency	Transportation Director and Director of Operations and Pupil Services	Inspection reports, maintenance schedules, agendas and sign-in sheets	30th/31st	Local and Federal Funding

Performance Objective 3		Ensure safety measures and emergency management protocols are implemented and monitored at the school and district levels		
Action Steps	Primary Person Responsible	Evidence That Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding, and / or Resources

Maintain crisis response manuals at each school, worksite, and conduct training regularly	Principals, District Resource Officer	Agendas and sign-in sheets, school level safety plans	30th/31st	Local/Federal Funding
Conduct full-scale exercises involving multiple agencies	Principals, District Resource Officer, Local Sheriff and Police Departments, Local State Troopers, Emergency Medical Team	Routine safety drills (fire, weather, active shooter, lock-down)	30th/31st	N/A
Ensure that safety plans and “after reports” are maintained at the district office	Operations and Pupil Director, Superintendent, Administrators	Updated safety plans	30th/31st	Local and Federal Funding
Obtain training from the nearest Regional Domestic Security Task Force and update annually	Operations and Pupil Director, Superintendent, Administrators, Regional Task Force Directors	Agendas and sign-in sheets, certifications	30th/31st	Local and Federal Funding

Performance Measures	Baseline 2022-2023	Target 2023-2024	Target 2024-2025	Target 2025-2026	Target 2026-2027
Timely submitted internal school drills as evidenced by monthly submission to the Georgia Office of insurance and Fire Safety Commissioner.					
Daily documentation of bus maintenance schedules using the Pre/Post trip inspection form and the yearly Department of Public Safety Inspection.					
Annual Professional Learning related to completion and submission of financial documents (internal and external)					
Efficiency of bus routes using the School bus evacuation drill report bi-annually. The report contains the total number of students transported.					

***Targets will be calculated after baseline data is collected and reviewed.**