



## Franklin County Schools Strategic Plan 2024 -2029

### **Mission Statement**

***To provide students the opportunity to achieve their potential in an environment conducive to optimal learning.***

**Goal 1:** Ensure high academic success for all students.

**Objectives:**

1. Attract, retain, and promote high quality teachers and administrators
  - a. Offer intentional Professional Development for district employees
  - b. Develop leadership academy for principals and aspiring leaders
  - c. Meet with TAC (Teacher Advisory Council) to gain knowledge of needs
  - d. Fully implement new online employment program
  - e. Actively support Job-Embedded Professional Development and Growth
  - f. Develop an Exit Survey for employees
  - g. Refine our teacher mentoring program
2. Early identification of the most at-risks students
  - a. Continue to administer Universal Screener Assessments
  - b. Implement electronic Data Walls
  - c. Monitor and support RTI<sup>2</sup> process in all school settings
  - d. Examine the effectiveness of monthly data meetings with principals
  - e. Intentionally schedule parent data meetings to discuss child's progress
  - f. Refine and monitor Professional Learning Communities
  - g. Continue to embed trauma informed practices
3. Increase and enhance partnerships with community and parent engagement
  - a. Conduct Town Hall Meetings three times a year
  - b. Expand the Family Fun Night
  - c. Encourage schools to offer parent/community activity at sporting events
  - d. Offer family engagement and community partnership events once a quarter
  - e. Form a PAC (Parent/Partnership Advisory Council)
  - f. Offer workshops and information sessions at Campora Resource Center
  - g. Send out monthly parent school messenger calls with district updates
4. Expand learning opportunities in Tier I instruction to nurture innovation, critical thinking, and acceleration
  - a. FCSD teachers will integrate technology into the curriculum to foster innovative learning experiences.
  - b. FCSD teachers will implement project-based learning.

- c. FCSD teachers will encourage collaboration by using projects that incorporate multimedia tools.
- d. FCSD teachers will utilize STREAM resources provided by our District.
- e. FCSD administrators will expand the offering of advanced coursework, dual-credit, and early post secondary opportunities (EPSO's).

**Goal 2:** Integrate technology into instruction and expand technology capabilities aiming to increase teacher and student learning, thus enhancing innovation, creativity, and critical thinking.

*Objectives:*

1. Provide an online environment for curriculum and instruction
  - a. Equip teachers and students with latest technology
  - b. Expand learning opportunities in Tier I instruction to nurture innovation
  - c. Foster Blended Learning opportunities
  - d. Collaborate with partners to conduct on-site professional development
  - e. Create Screencastify tutorials for students and parents
  - f. Establish virtual option to regain homeschooled students
2. Continue to provide high-quality instructional hardware
  - a. Establish a minimum baseline for classroom technology
  - b. Provide optimal infrastructure for classrooms and facilities
  - c. Seek grant opportunities to support technology needs
  - d. Conduct semester assessments to analyze/review instructional services

**Goal 3:** Develop a Comprehensive Plan to maintain the school system's facilities, infrastructures, and operations

*Objectives:*

1. Define priority projects
  - a. Review and monitor ongoing maintenance work orders
  - b. Determine timelines for recurring maintenance projects: gym floors, doors, plumbing, infrastructure
  - c. Provide high quality training for maintenance staff
  - d. Present quarterly reports detailing progress
  - e. Establish a minimum baseline for classroom technology
  - f. Provide optimal infrastructure for classrooms and facilities
  - g. Seek grant opportunities to support technology needs
  - h. Conduct semester assessments to analyze/review instructional services
2. Monitor county population trends and the relationship to school capacity and growth.
  - a. Monitor school enrollment quarterly to identify trends
  - b. Monitor and analyze county population growth

- c. Meet with County Mayor and members of commission to discuss economic growth
- 3. Increase awareness and measures of school safety.
  - a. Seek grants to support safety initiatives
  - b. Conduct announced and unannounced safety drills
  - c. Provide safety training for all district employees
  - d. Review threat assessment reports

**Goal 1, Objective 1 :** Attract, retain, and promote high quality teachers and administrators.

- a. Offer intentional Professional Development for district employees
  - i. FCSD will develop a PD schedule to ensure all employees are equipped with training essential to job descriptions. Teachers will receive ongoing PD throughout the year directly aligned with the school improvement plan. Early dismissal days are set aside each Wednesday to support and equip teachers with professional growth and development. Additionally, teachers will be provided the opportunity to present professional development workshops within the district and at school sites. Principals will ensure weekly PLC time is protected and monitored to allow teachers time to discuss academic, behavior, and attendance data.
  - ii. Administrators will be provided access to ALI (Associate Leadership Institute). The ALI membership offers PD at least monthly on topics ranging from Strategic Planning to Cybersecurity. Administrators are also encouraged to participate in state and national level conference offerings.
  - iii. Educational Assistants will be offered professional development during two days at the beginning of the school year. Also, depending on their job responsibilities, they may be included in training for SWD and working in small groups for RTI.
  - iv. Counselors are given the opportunity to attend the SCALI Conference (Tennessee School Counselor and Administrator Leadership Institute) along with other PD that aligns with their work.
  - v. Bus drivers-SPED drivers required PD through MyBenefits
  - vi. School Nutrition-required PD through MyBenefits and PD offered through the School Nutrition department to managers to be redelivered
  - vii. Nurses-4 professional developments held annually + continuing education also required PD through MyBenefits
  - viii. Custodians-required PD through MyBenefits

ix. Secretaries/Attendance/Bookkeepers participate in annual training in regard to Skyward and enrolling students as well as PD through MyBenefits.
b. Develop leadership academy for principals and aspiring leaders <ul style="list-style-type: none"> <li>i. This academy was started last year for principals with less than 5 years. Participants will meet monthly with a variety of activities such as guest speakers, bookstudies, etc.</li> </ul>
c. Meet with TAC (Teacher Advisory Council) to gain knowledge of needs <ul style="list-style-type: none"> <li>i. This committee will be composed of teachers recognized as Teacher of the Year for their school. This group will meet with Dr Holman quarterly.</li> </ul>
d. Full implementation of new online employment program <ul style="list-style-type: none"> <li>i. This program was implemented in May 2024 by HR.</li> <li>ii. The HR Team attends college job fairs at MTSU, UAH, UTC, Alabama A&amp;M, TSU, and TTU. This is to attract teachers, leaders, counselors, etc.</li> </ul>
e. Actively support Job-Embedded Professional Development and Growth <ul style="list-style-type: none"> <li>i. Principals are encouraged to allow teachers to take time to visit other schools within the district. The partnerships we have through TDOE with NIET, LIN, and AALN are continuing.</li> </ul>
f. Develop an Exit Survey for employees <ul style="list-style-type: none"> <li>i. HR started this process at the end of FY24. This will be continued for all employees as they leave the system whether it is for retirement, leaving education, resigning or going to a new school system.</li> </ul>
g. Refine our teacher mentoring program <ul style="list-style-type: none"> <li>i. This school year we are starting our <u>Teacher Introduction/Mentor Program</u>. The purpose of the Teacher Induction/Mentoring Program (TIP) in the Franklin County School District is to provide teachers who are new to the school district the assistance necessary to begin a successful teaching career with FCSD. Through a mentoring relationship, FCSD will assist new teachers and teachers new to our district in a further understanding of relevant information related to professional responsibilities, classroom management, and instruction. It also provides a unique opportunity to establish a strong adult culture within our newest cohort of teachers, to invest them with the District's vision, and to build a solid foundation to promote teacher retention.</li> </ul>

## Goal 1, Objective 2: Early identification of the most at-risks students

- a. Continue to administer Universal Screener Assessments
  - i. Aimsweb®Plus screens and monitors the reading skills of PreK–5 students. With its robust set of standards-aligned measures, AimswebPlus is proven to uncover learning gaps quickly, identify at-risk students, and assess individual and classroom growth. AIMS will be used to determine needed interventions, track progress, and increase student opportunities to meet annual achievement requirements.
    - 1. Aimsweb Literacy will be administered for PK-5 students in August, January, and May.
  - ii. EasyCBM screens and monitors the reading skills of 6-8 students. Its skills-based system helps to uncover learning gaps quickly, identify at-risk students, and assess individual and classroom growth.
    - 1. EasyCBM Literacy will be administered for 6-8 students in August, January, and May.

- b. Implement electronic Data Walls
  - i. Amy Sanders has started this implementation. All schools will implement a data wall that can be utilized and shared by schools/supervisors.

Below	Basic	Proficient	Advanced
Amy Sanders		Jenny Crabtree Cary Holman	Leah Harrell
Total: 2	Total: 4	Total: 1	Total: 5

- c. Monitor and support RTI2 process in all school settings
  - i. The district has hired an RTI Coordinator for the 24-25 year. Job description for RTI Coach located [here](#).
- d. Examine the effectiveness of monthly data meetings with principals
  - i. Supervisors will be attending data meetings regularly in order to ensure compliance.
- e. Intentionally schedule parent communication regarding academic progress
  - i. This will begin after the first benchmark with students showing at-risk (25% and below) or students who are being retained. This can contain phone calls, letters, or parent conferences.

<ul style="list-style-type: none"> <li>f. Refine and monitor Professional Learning Communities <ul style="list-style-type: none"> <li>i. This will be done through specific topics to be covered each Wednesday, at the principals discretion, and will be monitored by supervisors. The 2nd Wednesday will be protected for district led PLC's.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>g. Continue to embed trauma informed practices <ul style="list-style-type: none"> <li>i. Leaders will conduct professional development sessions to support awareness in their building</li> </ul> </li> </ul>

**Goal 1, Objective 3:** Increase and enhance partnerships with community and parent engagement

<ul style="list-style-type: none"> <li>a. Conduct Town Hall Meetings three times a year <ul style="list-style-type: none"> <li>i. August 22, 2024 Topic: Welcome Back and Data Hosted at Franklin Co. High School</li> <li>ii. November 21, 2024 Topic: Support Services/Resources Hosted at South Middle School</li> <li>iii. March 6, 2025 Topic: 3rd/4th Grade Retention Hosted at North Middle School</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>b. Expand the Family Fun Night <ul style="list-style-type: none"> <li>i. May 1, 2025 with a rainout date of May 8, 2025</li> <li>ii. Family engagement activities (talent show, Are You Smarter than a 5th grader?, eating contest, Minute to Win It, STREAM van.</li> <li>iii. Administrator Engagement-Dunk Tank</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>c. Encourage schools to offer parent/community activities <ul style="list-style-type: none"> <li>i. Sporting events</li> <li>ii. Art placement at local businesses</li> <li>iii. Ribbon Cuttings (student athletes, clubs)</li> <li>iv. Musicians in local restaurants to support school music programs</li> <li>v. Utilize STREAM Van</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>d. Form a PAC (Parent/Partnership Advisory Council) <ul style="list-style-type: none"> <li>i. This PAC will consist of community members and parents.</li> <li>ii. Conduct quarterly informational meetings</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>e. Offer workshops and information sessions at Campora Resource Center</li> </ul>

- |  |
|--|
| <p>f. Send out monthly parent school messenger calls or website updates with district announcements.</p> |
|--|

**Goal 1, Objective 4:** Expand learning opportunities in Tier I instruction to nurture innovation, critical thinking, and acceleration.

- |   |
|---|
| <p>a. FCSD teachers will integrate technology into the curriculum to foster innovative learning experiences.</p> <ul style="list-style-type: none"><li>i. Teachers will use adopted, High Quality Instructional Material (HQIM) for Math and ELA K-12.</li><li>ii. Teachers will be encouraged to embed technology opportunities on a weekly basis.</li></ul>   |
| <p>b. FCSD teachers will implement project-based learning.</p> <ul style="list-style-type: none"><li>i. Through PLC opportunities teachers will explore and collaborate on cross-curricular PBL projects to implement in their classrooms.</li><li>ii. Schools will display PBL projects at school events.</li></ul>  |
| <p>c. FCSD teachers will encourage collaboration by using projects that incorporate multimedia tools.</p> <ul style="list-style-type: none"><li>i. Schools will conduct data project collaborations.</li><li>ii. Technology Department will provide resources to support multimedia implementations in the classroom.</li></ul>   |
| <p>d. FCSD teachers will utilize STREAM resources provided by our District.</p> <ul style="list-style-type: none"><li>i. Teachers will utilize our district STREAM Coach for resources to incorporate in their classrooms.</li><li>ii. The District STREAM Coach will conduct PLCs in each elementary school on how to use and incorporate technology resources from the STREAM Van.</li><li>iii. The District STREAM Coach will conduct quarterly check-in with middle grades Science teachers.</li></ul>    |
| <p>e. FCSD administrators will expand the offering of advanced coursework, dual-credit, and early post secondary opportunities (EPSO's).</p> <ul style="list-style-type: none"><li>i. Administrators will review course offerings each year based on TSBA's dashboard data and enrollment data.</li><li>ii. Counseling and CTE Departments will collaborate to offer multiple informational sessions to bring awareness to CTE, advanced courses, dual-credit, and EPSO opportunities for students.</li></ul> |

**Goal 2, Objective 1:** Provide an online environment for curriculum and instruction.

<p>a. Equip teachers and students with latest technology</p> <ul style="list-style-type: none"><li>i. FCSD will collaborate with TAC/PAC (Teacher Advisory Committee) composed of teachers, students, parents, and community members to provide input and feedback on technology initiatives.</li><li>ii. FCSD will invest in high-quality devices (laptops, Chromebooks, etc.) and software that support online learning.</li><li>iii. FCSD will conduct multiple student surveys.</li></ul>
<p>b. Foster Blended Learning opportunities</p> <ul style="list-style-type: none"><li>i. FCSD will curate digital curriculum resources for teacher use that are developed by our adopted curriculum providers.</li><li>ii. FCSD teachers will structure classrooms and training in a manner that promotes blended learning practices.</li><li>iii. FCSD will maintain access to Google Workspace and an SSO to facilitate an online environment to foster blended learning opportunities that align with state standards.</li><li>iv. FCSD will encourage teachers to integrate a digital option in their student choice boards for academic tasks.</li></ul>
<p>c. Collaborate with partners to conduct on-site professional development</p> <ul style="list-style-type: none"><li>i. FCSD will ensure that professional development is included in vendor contract proposals.</li><li>ii. FCSD will continue to partner with Franklin County Library for on-site professional development.</li></ul>
<p>d. Create Screencastify tutorials for students and parents</p> <ul style="list-style-type: none"><li>i. FCSD teachers will create Screencastify tutorials for all strategic academic standards ongoing throughout the academic year.</li><li>ii. FCSD school-level administrators will create Screencastify tutorials for relevant topics such as school policies, procedures, student handbooks, and events.</li></ul>
<p>e. Establish virtual option to regain homeschooled students</p> <ul style="list-style-type: none"><li>i. FCSD will investigate what is needed such as personnel, platforms, curriculums, and provide nutrition options to support a virtual option with a goal to start in January 2025.</li><li>ii. FCSD will develop policies and procedures for who is eligible for admission into the program by October of 2024. This cohort will be open for secondary students previously enrolled in a homeschool program.</li></ul>



**Goal 2, Objective 2:** Continue to provide high-quality instructional hardware.

<p>a. Establish a minimum baseline for classroom technology</p> <ul style="list-style-type: none"><li>i. FCSD has a minimum standardized classroom technology list for teachers which currently consists of a laptop, document camera, some type of projection device, and a Chromebook.</li><li>ii. FCSD will develop a survey to determine future standardized technology equipment minimum baseline in the fall semester of 2024.</li><li>iii. FCSD will maintain a minimum of a rolling six-year refresh schedule for all teacher and student devices.</li><li>iv. IT will review inventory purchase dates to determine staff needs.</li><li>v. For grades K-8 Chromebook one-to-one initiative, IT will communicate with vendors regarding inventory availability, warranty, pricing and order devices in the spring of each year.</li><li>vi. FCSD will provide Freshman a new device at the beginning of their 9th grade year which follows them throughout their high school career.</li></ul>
<p>b. Provide optimal infrastructure for classrooms and facilities</p> <ul style="list-style-type: none"><li>i. FCSD participates in the E-Rate funding cycle every year to continually upgrade our infrastructure in all of our facilities.</li><li>ii. FCSD will ensure that high-speed internet is available at the school sites.</li><li>iii. FCSD will continually upgrade servers to support technology needs.</li><li>iv. FCSD will continually protect technology and its infrastructure from environmental hazards such as heat and dust, as well as cyber security attacks.</li></ul>
<p>c. Seek grant opportunities to support technology needs</p> <ul style="list-style-type: none"><li>i. FCSD will continually seek and apply for grant opportunities.</li><li>ii. FCSD will utilize partnerships with vendors and businesses to explore partnerships and/or donations.</li></ul>
<p>d. Conduct semester assessments to analyze/review instructional services</p> <ul style="list-style-type: none"><li>i. FCSD will ask vendors for usage reports for administrators to use to make data-based decisions on digital instructional use for software programs.</li><li>ii. FCSD administrators will create surveys to analyze and review the instructional services provided.</li></ul>

**Goal 3, Objective 1:** Define priority projects.

- a. Review and monitor ongoing maintenance work orders
  - i. FCSD will explore the feasibility of obtaining a computerized maintenance management system that has the ability to log all maintenance activities such as tracking work orders and providing real-time updates, as well as historical data.
  - ii. The system will have the capability to be integrated with other systems currently in use to ensure seamless data flow and comprehensive tracking of assets and resources.
  - iii. Automated processes will be implemented to track key performance indicators such as completion time, number of open work orders, average response time, and downtime.
  - iv. Regular reviews of these metrics will be conducted to identify trends, bottlenecks, and areas of improvement. This tool will be used to allocate resources efficiently, considering the availability and skill set of the maintenance team members.
  - v. The maintenance lead will establish a schedule for regular check-in intervals for updates on ongoing work orders. This could be daily or weekly, depending on the complexity and urgency of the tasks.
  - vi. Feedback will be collected from the maintenance team and the requestor to identify any issues or areas for improvement. Use of this feedback will allow the maintenance team to refine processes and enhance the overall maintenance strategy.
- b. Determine timelines for recurring maintenance projects: gym floors, doors, plumbing, infrastructure.
  - i. FCSD will develop short-term and long-range timelines for maintenance projects. The short-term tasks will support the maintenance department's preventative maintenance program and will include routine daily, weekly, monthly and annual checks and services. Since many of the routine preventative maintenance tasks can be completed by the building custodial team, the district maintenance lead will conduct periodic training as well as spot-checking to ensure routine preventative maintenance tasks are being completed satisfactorily.
  - ii. The maintenance lead will determine those preventative maintenance tasks that can be completed by the building custodians.
  - iii. Long-range projects requiring a significant capital expenditure will be included on a detailed rotation schedule. The maintenance lead, along with other responsible parties, will develop a detailed calendar outlining the specific tasks and their frequencies for each asset. The schedule will include identifying and assigning responsibilities for various tasks

	<p>(identifying the scope of work, developing the bid information (if required), working with FC Finance Office to solicit bids, etc.). Tracking and documenting the major projects should be completed using the computerized maintenance management system.</p> <p>iv. The long-range projects timeline will be regularly reviewed through collaboration efforts with district leadership, technology department, and maintenance lead. Adjustments may be based on funding, unexpected failures, and any changes in usage patterns or environmental conditions.</p>
	<p>c. Provide high quality training for maintenance staff</p> <p>i. FCSD Maintenance Lead and the Human Resources Supervisor will develop a high-quality training program for maintenance staff to ensure maintenance team members are well-equipped to handle their tasks efficiently and safely. Initially, a needs assessment will be conducted to assess the current skills and knowledge of the maintenance staff to identify gaps and analyze the specific requirements of each maintenance role to tailor the training accordingly.</p> <p>ii. A training plan with clear and measurable objectives will be developed that addresses the identified skill gaps and alignment with job requirements. The training plan will include training on specific technical skills, such as HVAC repair, electrical troubleshooting, plumbing, and carpentry. It will also cover safety protocols, including emergency procedures and the proper use of personal protective equipment (PPE). Additionally, the plan will ensure proficiency in the use of tools and equipment. Furthermore, training for the maintenance staff will address essential soft skills, such as communication, problem-solving, and time management.</p>
	<p>d. Present quarterly reports detailing progress</p> <p>i. FCSD Maintenance Lead will assemble data each quarter that presents a comprehensive, clear, concise, and well-organized report to help the district leadership understand the maintenance activities and make informed decisions for future planning.</p>

**Goal 3, Objective 2:** Monitor county population trends and the relationship to school capacity and growth.

	<p>a. Monitor school enrollment quarterly to identify trends.</p> <p>i. FCSD Human Resources Supervisor will collect enrollment information from each school monthly.</p> <p>ii. Each quarter a trend analysis will be used to calculate key metrics such as total enrollment, changes in enrollment, and demographic shifts. A</p>
--	---

<p>comparative analysis will compare quarterly data with previous quarters and the same quarter in previous years to identify patterns.</p> <p>iii. The information from the analysis of the enrollment data will be used to determine near-term and long-range staffing needs.</p>
<p>b. Monitor and analyze county population growth.</p> <p>i. FCSD Human Resources Supervisor will collect and analyze state and county population growth data from various organizations such as the U.S. Census Bureau, as well as state and county population data sources (County Mayor's office, Chamber of Commerce, Tennessee State Data Center, etc.).</p> <p>ii. A trend analysis will be used to estimate annual and quarterly growth rates by demographic subgroups to determine migration patterns. A comparative analysis will be used to compare current data with historical data to identify long-term trends. The analysis of this data will be used to project near-term and long-range staffing needs.</p>
<p>c. Meet with the county mayor and members of the county commission to discuss economic growth.</p> <p>i. FCSD Deputy Director of Schools will meet semi-annually with the Franklin County Mayor, Director of Economic Development, and Chamber of Commerce Director to discuss economic growth within the county. The purpose of these meetings will be to review and discuss projected changes in industrial, residential, or businesses that could affect staffing in the district.</p>

**Goal 3, Objective 3: Increase awareness and measures of school safety.**

<p>a. Seek grants to support safety initiatives</p> <p>i. FCSD Safety Director will pursue grants to support safety initiatives. Possible grant sources may come from government programs, private foundations, nonprofit organizations, or corporate grants. Additional district personnel may assist in locating, writing, submitting, and managing safety grants.</p> <p>ii. Ensure that the grant includes professional development, specific training, and monitoring components.</p> <p>iii. Communications will be sent for any grants FCSD is awarded that support our safety initiatives.</p>
<p>b. Conduct announced and unannounced safety drills</p> <p>i. FCSD Safety Director will provide oversight of the safety drills to ensure preparedness and responsiveness in emergency situations. The Safety Director will provide the building administration with a drill log and timelines for conducting the safety drills as required by state and federal laws.</p> <p>ii. Emergency procedures/plans will be examined annually by the safety</p>

	<p>director and school resource officer(s). The building principal will receive suggestions/feedback on the emergency procedures/plans.</p> <p>iii. The Safety Director and/or Deputy Director of schools will spot-monitor safety drills at each school for compliance and responsiveness. The safety director and/or deputy director of schools will conduct a debriefing session with key personnel and participants to discuss the drill.</p> <p>iv. The FCSD Transportation Director will coordinate bus safety drills with the Safety Director and building administration.</p>
	<p>c. Provide safety training for all district employees</p> <p>i. FCSD Human Resources department will provide mandatory safety training annually for all school district employees, including substitute teachers, to ensure a safe and secure environment for students and staff.</p> <p>ii. The specific training needs will be determined by state and federal law(s), as well as the requirements from the district's liability insurance provider.</p> <p>iii. The training may be conducted in classroom/auditorium sessions, hands-on drills and simulations, online courses, e-learning modules, workshops, and/or seminars.</p> <p>iv. Job-specific, specialized training will be provided for employees whose positions require enhanced safety measures. Satisfactory completion of the annual training requirements will be collected and maintained in the human resources department.</p> <p>v. The FCSD Safety Director will monitor accident reports and work with the human resources office to include additional training based on accident trends/patterns with the objective of reducing the number and severity of accidents within the district.</p>
	<p>d. Review threat assessment reports.</p> <p>i. FCSD Safety Director will collect and review all threat assessment reports completed by any FCSD personnel. Reviewing threat assessment reports is a crucial task to ensure that potential risks and threats are identified, evaluated, and mitigated effectively.</p> <p>ii. The Safety Director will ensure each school has a threat assessment team identified and properly trained. Each threat assessment report will be reviewed to identify the type of threat, assess vulnerabilities, determine the likelihood and potential impact of each identified threat, and work with the threat assessment team to explore possible mitigation strategies.</p> <p>iii. The Safety Director will develop a system to monitor the implementation of the recommendations from the threat assessment team and track progress over time, as well as schedule regular reviews of each threat assessment report.</p> <p>iv. The Safety Director will communicate findings from threat assessment reports with the Director of Schools, School Board, Leadership Team,</p>

and local law enforcement agencies.