Geneva City Schools

5-YEAR STRATEGIC PLAN FOR EXCELLENCE

"Growing the Tradition of Excellence!"

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Geneva City Schools wants to acknowledge the valuable input of everyone that served on a committee listed above. In addition, we want to thank the hundreds of community members and GCS faculty and staff for their participation in surveys, emails, and countless other ways.

Geneva City Schools

5-YEAR STRATEGIC PLAN FOR EXCELLENCE

Vision, Mission, Motto, and Beliefs

&

Goals, Action Steps, and Measures of Success

GENEVA CITY SCHOOLS STRATEGIC PLAN FOR EXCELLENCE

VISION

The vision of Geneva City Schools is to provide quality education to all students that will produce graduates prepared for college, career, and life.

MISSION

The mission of Geneva City Schools is to provide challenging instructional programs, enriching extracurricular experiences, and a wide variety of opportunities for students to explore their interests, expand their dreams, and develop their talents.

MOTTO

"GROWING THE TRADITION OF EXCELLENCE"

BELIEFS

In Geneva City Schools, we believe:

* that we strive to be the highest achieving school system in the Wiregrass in academics, the arts, and athletics.
* that the path to success is not identical for all students. Their educational paths should, therefore, be individualized.
* that we educate students to be productive contributing members of society.
* that all stakeholders are needed to be involved in a child's education--it takes a village! We will communicate with them.
* that the mental health and physical safety of our students and teachers must be taken care of before learning can take place.
* that school safety, positive relationships, academic achievement, persistence, and leadership are core values.
* that we invest where the student can go and not focus where he or she is now. We have a growth mindset.
* that all students can learn a challenging curriculum given enough time and support.
* that we operate in unity towards the common goal of achievement and growth for all students.
* that kids get smarter by working harder. We ensure that students are the hardest working people in the room.

ACADEMIC GROWTH & ACHIEVEMENT	COLLEGE, CAREER & WORKFORCE READY	SAFE & SUPPORTIVE LEARNING ENVIRONMENT	HIGHLY EFFECTIVE TEACHERS
Provide all students access to an education that will benefit them within their chosen life path.	Prepare all students for a prosperous future upon graduation.	Provide students with a safe environment and access to resources that will foster the well-being of the whole child.	Diversify teaching strategies and tools through refined professional development to enhance educator effectiveness.

Academic Growth & Achievement

Goal Statement	Strategic Goal Areas	Action Steps	Measures of Success
Provide all students access to an education that will benefit them within their chosen life path.	1. All schools will provide a rigorous core curriculum along with meaningful, engaging instruction to meet the needs of all students.	1. Challenging Curriculum and Engaging Instruction a. We will revitalize and refocus Alabama Reading Initiative (ARI) implementations to maximize impact on K-3 student success. b. We will provide opportunities for academic growth through after-school and summer programs. c. We will utilize E3 (Equip, Empower, Expect More) which is embedded in the A+ College Ready Curriculum. d. We will implement the "AMSTI for All" plan to maximize impact on student achievement. e. We will utilize Advanced Placement courses through A+ College Ready and Dual Enrollment courses through partnerships with GTech and local community colleges. f. We will utilize data to drive instruction.	❖ Percentage of 3rd-grade students scoring at or above state average reading on grade level as measured on the ACAP assessment ❖ Percentage of students scoring at or above the state average on ACAP assessments ❖ Percentage of students with qualifying scores on the ACT and/or ACT WorkKeys ❖ Percentage of students who earn transcripted college credit and/or transcripted AP course credit
	2. Students will be provided access to learning opportunities relating to career-technical fields.	2. Career-Technical Opportunities a. We will teach 21st-century learning skills at the elementary level, utilizing, in part, the media center. b. We will utilize the Career Preparedness course at high school to access C/T opportunities for students. c. We will provide opportunities for students to participate in CTE programs and Dual Enrollment technical programs. d. We will expand use of community resources, i.e., speakers, career coach, local industries.	❖ Percentage of students who earn an industry-approved credential
	3. GCS will maintain accreditation through Cognia.	3. Accreditation a. We will utilize school level ACIP to identify weaknesses to drive instruction and resources in order to meet the ACIP's goals.	❖ Accreditation

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College, Career, and Workforce Ready

Goal Statement	Strategic Goal Areas	Action Steps	Measures of Success
Prepare all students for a productive and prosperous future upon graduation.	1. Provide students with the skills and abilities needed to enter the workforce and/or college utilizing available tools and resources.	1. Utilize tools and resources a. Expand career investigations at Mulkey. b. Expand tours to local industries and G-Tech. c. Expand and utilize dual enrollment and industry credentialing within the CTE programs and G-Tech. d. Utilize the career coach to develop and expand soft skills needed for the workforce and college. e. Communicate and collaborate with local industries in order to understand current workforce demands.	❖ Documented evidence of career opportunities provided to students throughout the school year ❖ Percentage of students who are CTE program completers ❖ Percentage of students who attain an industry credential
	2. Provide opportunities for students to expand their knowledge, skills, and qualities that are necessary for success after high school.	2. Expand knowledge, skills, and qualities for success after HS a. Make a skills development plan at the elementary level to increase opportunities in the arts, music, technology, and character/career development. b. Increase AP/DE academic course offerings. c. Improve preparation of students in the three areas of the ACT WorkKeys in order to achieve Silver status or higher. d. Expand the collaboration between GCS and the Career Coach to ensure that more time is spent on-campus with students. e. Enhance work-based learning opportunities, ie. co-op program.	❖ Percentage of students who have a transcripted DE credit course ❖ Percentage of students with a transcripted AP and/or DE academic course credit ❖ Percentage of students who achieve WorkKeys Silver status or higher ❖ Percentage of students participating in a co-op program ❖ Percentage of students obtaining a 3 on an AP exam
	3. Provide and expand opportunities for students to enter the workforce, join the military, and/or a postsecondary program.	3. Expand enrollment opportunities for CTE students a. Expand programs and enhance learning opportunities for all students, including in AP courses. b. Enhance industry credentials support for students through the CTE programs. c. Inform and assist students with financial aid and/or scholarship opportunities as well as college and career opportunities. d. Continue to build on the relationship between military recruiters and the school system.	❖ Percentage of students who complete the FAFSA ❖ Percentage of students who receive college scholarships ❖ Percentage of upcoming seniors who participate in a summer counselor meeting regarding college and career opportunities ❖ Percentage of students who take and earn a qualifying score on the ASVAB

Safe and Supportive Learning Environments

Goal Statement	Strategic Goal Areas	Action Steps	Measures of Success

Provide students with a safe environment and access to resources that will foster the well-being of the whole child.	1. Expand access to mental health services and support in our schools.	1. Hire school-based mental health coordinator
		  a. Utilize a model for the use of a social work/mental health specialist currently in use.
		  b. Secure state grants to fund the coordinator position.
			❖ Mental Health Service:
			  ➤ Establish job description
			  ➤ Require mental health training for school counselors
			❖ Implement DARE program
			❖ Updated training for school resource officers
			❖ Improve chronic absenteeism
			❖ Lower need for discipline referrals
			❖ Use student surveys regarding school support and safety

	2. Provide support and high-quality professional development to school system safety personnel.	2. Mentoring and parenting programs
		  a. Establish a mentoring program director to coordinate the program.
		  b. Collaborate with local businesses and stakeholders to help fill the position as local mentors.
		  c. Utilize the PTO as a way to reach parents/the public/the community to explain the program.	

	3. Maintain and grow the current high level of confidence in the safety and security of our schools.	3. Expand confidence in safe schools
		  a. Continue to improve facilities and buildings for safety and security including the use of nSide.
		  b. Improve facilities with a focus on security and aesthetics.
		  c. Collaborate with local law enforcement officials to jointly participate in training.	

Highly Effective Educators

Goal Statement	Strategic Goal Areas	Action Steps	Measures of Success
Diversify teaching strategies and tools through refined professional development (PD) to enhance educator effectiveness.	1. Program shadowing to help educators see other effective instructional techniques.	1. Program Shadowing a. Implement learning rounds created by A+ College Ready and/or peer observations. b. Observe educators at various schools who are effectively implementing the same or similar academic programs (ex. A+, LETRS Training). c. Investigate what higher achieving school systems in our area are implementing and emulate it.	❖ Documented evidence of peer observations in PLPs ❖ Self-reflection after a learning round or a peer observation ❖ Vertical team meetings minutes ❖ Standardized testing data ❖ Evidence of strategies being implemented is documented in lesson plans ❖ Evidence of strategies being implemented during walkthroughs ❖ Input from various surveys ❖ Faculty meeting sign-in sheets and agendas
	2. Incorporate shorter and more targeted PD sessions (ex: during planning periods) to help PD become more effective.	2. Targeted PD a. Provide professional development opportunities during planning periods. b. Allow teachers to provide examples of effective teaching strategies at faculty meetings.	