

## **Strategic Plan for Escambia County Schools, Alabama**

### **Vision Statement**

Excellence in Education: Every Child, Every Day!

### **Mission Statement**

The mission of Escambia County Schools is to provide a safe, rigorous, and engaging learning environment that promotes healthy, respectful, resourceful, and responsible lifelong learners who will collaborate, lead by example, set goals to strive for excellence, and graduate college or career-ready.

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### **Goal 1: Graduate College and Career Ready Students**

#### *Objective 1.1: Enhance Curriculum and Instruction*

Strategy 1.1.1: Implement a rigorous and relevant curriculum aligned with college and career standards.

Strategy 1.1.2: Integrate technology to enhance learning experiences and outcomes.

Strategy 1.1.3: Expand equitable access to Accelerated, Advanced Placement (AP), dual enrollment, and career technical education (CTE) programs.

#### *Objective 1.2: Support Student Achievement*

Strategy 1.2.1: Provide individualized targeted interventions and support for struggling students.

Strategy 1.2.2: Establish comprehensive systems for monitoring student progress and achievement.

Strategy 1.2.3: Foster a culture of high expectations and academic excellence.

Strategy 1.2.4: Foster a culture of positive respectful teacher-student relationships and a sense of belonging where students feel valued and supported.

#### *Objective 1.3: Prepare Students for Post-Secondary Success*

Strategy 1.3.1: Develop robust career counseling and college advisement programs.

Strategy 1.3.2: Partner with local businesses, community agencies and higher education institutions for internships and mentorship opportunities.

Strategy 1.3.3: Equip students with essential life skills, including financial literacy and soft skills.

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### **Goal 2: Recruit, Develop, and Retain Leaders, Teachers, and Staff**

#### *Objective 2.1: Attract High-Quality Educators and Staff*

Strategy 2.1.1: Develop a competitive compensation and benefits package.

Strategy 2.1.2: Launch targeted recruitment campaigns, including partnerships with teacher preparation programs.

Strategy 2.1.3: Promote Escambia County Schools as an employer of choice through branding and outreach.

*Objective 2.2: Professional Development and Growth*

Strategy 2.2.1: Provide ongoing, high-quality professional development tailored to educators' needs.

Strategy 2.2.2: Establish clear career pathways and leadership development programs.

Strategy 2.2.3: Encourage a culture of continuous learning and collaboration among staff.

*Objective 2.3: Retain Effective Educators and Staff*

Strategy 2.3.1: Implement training, mentorship, and induction programs for new teachers.

Strategy 2.3.2: Foster a positive and supportive work environment.

Strategy 2.3.3: Recognize and reward excellence in teaching and leadership.

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**Goal 3: Align Fiscal Resources and Support Services to Support Teaching and Learning**

*Objective 3.1: Optimize Budget Allocation*

Strategy 3.1.1: Conduct a comprehensive review of current spending and realign budget priorities.

Strategy 3.1.2: Ensure equitable distribution of resources across all schools.

Strategy 3.1.3: Invest in research-based programs and initiatives that have a proven impact on student achievement.

*Objective 3.2: Enhance Support Services*

Strategy 3.2.1: Strengthen student support services, including counseling, health, and nutrition.

Strategy 3.2.2: Properly maintain and improve facilities and provide up-to-date instructional materials and technology.

Strategy 3.2.3: Improve transportation services to ensure all students have safe, reliable access to a quality education.

Strategy 3.2.4: Implement improved safety protocols to ensure a safe educational environment.

*Objective 3.3: Financial Stewardship and Accountability*

Strategy 3.3.1: Implement transparent financial practices and regular audits.

Strategy 3.3.2: Engage stakeholders in budget planning and decision-making processes.

Strategy 3.3.3: Pursue additional funding opportunities through grants and partnerships.

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## **Goal 4: Communicate with Stakeholders and Build Collaborative Partnerships**

### *Objective 4.1: Enhance Communication Strategies*

- Strategy 4.1.1: Develop a comprehensive communication plan targeting all stakeholders.
- Strategy 4.1.2: Disseminate information using multiple channels, including mass communication systems, social media, newsletters, and community meetings.
- Strategy 4.1.3: Establish feedback mechanisms to gather input from students, parents, staff, and the community.

### *Objective 4.2: Strengthen Community Engagement*

- Strategy 4.2.1: Seek and foster partnerships with local businesses, non-profits, and community organizations.
- Strategy 4.2.2: Encourage volunteerism and community involvement in schools.
- Strategy 4.2.3: Host events and activities that unite the community and promote school pride.
- Strategy 4.2.4: Encourage school involvement in community events.

### *Objective 4.3: Build Collaborative Educational Partnerships*

- Strategy 4.3.1 Collaborate with higher education institutions to create seamless transitions for students.
- Strategy 4.3.2: Partner with other school districts to share best practices and resources.
- Strategy 4.3.3: Engage parents as partners in their children's education through workshops, resources, and support programs.

### *Objective 4.4: Building Community Partnerships*

- Strategy 4.4.1: Develop and nurture external partnerships to enhance educational opportunities and attract new business prospects to the community.
- Strategy 4.4.2: Cultivate community relationships that create opportunities for students within the local workforce and beyond.

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By focusing on these strategic goals and objectives, Escambia County Schools aims to create an educational environment where students are prepared for future success, supported by dedicated educators, aligned resources, and an engaged community.