



GREENVILLE PUBLIC SCHOOL DISTRICT

STRATEGIC PLAN

2019 – 2021

Board Approved
9/24/2019 (89)

Vision

Academic Excellence for ALL Students

Mission

Opportunity for ALL Students to Achieve Success

The vision and mission of the Greenville Public School District are our core beliefs and form the foundation for which we perform our work and conduct ourselves. These beliefs guide us as we work to achieve our mission and goals of **excellence, equity, partnership, innovation, inclusion and fiscal accountability.**

Excellence

Our intentional efforts are toward continuous improvement, and our commitment is to deliver rigorous programming that affords all individuals the opportunity to excel as we instill a passion for learning.

Equity

Our commitment is to raise the achievement of all learners, creating an environment in which learners of all races, cultures, and socio-economic backgrounds achieve to their fullest potential.

Partnership

Our commitment is to engage families and community members in creating a learning environment that is characterized by excellence, equity, and ethical behavior.

Innovation

Our commitment is to provide innovative learning opportunities to help students master the skills required of them as they participate in a constantly evolving, global environment.

Inclusion

Our commitment is to ensure that each learner feels welcome as a unique and contributing member of our diverse community.

Fiscal Responsibility

Our commitment is to manage district finances so all programs and services are supported by reliable resources available to the district.

Goal 1: Increase Student Achievement

Data Indicators

1. Increase the percentage of children reading on grade level in grades 1-8
2. Increase the percentage of students passing in the 3rd Grade Reading Gate (**Literacy Based Promotion Act**)
3. Maintain student attendance rate of 95% or higher
4. Maintain teacher attendance rate of 95% or higher
5. Maintain teacher retention rate of 90% or higher
6. Decrease the percentage of students scoring minimal on the state tests
7. Increase the percentage of students scoring proficient/advanced on state assessment
8. Increase the percentage of students passing subject area tests
9. Increase the percentage of students in accelerated programs (Gifted, A.P., Dual Enrollment)
10. Increase average ACT scores
11. Increase student growth and/or state accountability ratings at each school
12. Decrease the dropout rate
13. Increase the percentage of students graduating (*over a 2-year period*)

Strategies

1. Principals and teachers will conduct a vertical and horizontal audit of the curriculum
2. Principals and lead teachers will conduct a curriculum alignment audit
3. Teachers and principals will analyze test data to determine strengths and weaknesses and develop improvement plans to address any area identified as a weakness
4. Principals will review teacher lesson plans to ensure that the lesson plans reflect the skills that are being taught at regular intervals according to the GPSD curriculum map
5. Teachers will submit summary sheets to their principals identifying the percentage of students who have mastered the stated tested skills and Subject Area skills at 4 ½ week intervals; principals will submit summaries of these reports to the Director of Academics (Superintendent)
6. Teachers will spend 80% of staff development time on analysis and planning under the direction of the Academic Director (Superintendent)
7. Student performance will be linked to teacher evaluation
8. District personnel will use staff evaluation instruments that reflect whether or not the students are learning the prescribed curriculum

9. Track potential dropouts utilizing the components of a profile developed by MDE to identify high school students with high probability of not graduating
10. High School Counselors/Principals Track withdrawal and transfers in order to track graduation cohorts
11. Principals and Teachers will use data to develop individual achievement plans for students

Goal 2: Promote a safe, disciplined, healthy, and drug-free school

Data Indicators

1. Increase the percentage of parents whose impression is that their child's school is safe
2. Increase percentage of students who recognizes their school as being safe
3. Decrease percentage of serious discipline referrals
4. Decrease the number of bullying incidents
5. Decrease the number of student drug incidents

Strategies

1. Implement a drug awareness program
2. Conduct random drug searches utilizing trained drug dogs in each school periodically
3. Conduct pre/post student safety surveys
4. Conduct pre/post parent safety surveys
5. Enforce an anti-bullying policy
6. Implement bullying awareness training for teachers
7. Implement bullying awareness training for students
8. Utilize a behavioral specialist
9. Increase training for regular classroom teachers in behavioral intervention strategies
10. Increase professional development opportunities for teachers in classroom inclusion
11. Assign bus monitors to buses with the highest percentage of student discipline referrals
12. Implement in-school suspension/re-assignment programs at elementary and secondary school sites
13. Provide appropriate professional development to all bus drivers

Goal 3: Improve community trust and district transparency with all stakeholders

Data Indicators

1. Increase the percentage of students involved in extra curricula activities in grades 7-12
2. Increase parental involvement throughout the district
3. Increase the percentage of stakeholders with positive perception of the district
4. Increase parental involvement opportunities throughout the year (ex. PTO, Literacy Night, Math Night, Family Night)
5. Increase customer service by district level employees to create a welcoming atmosphere in school office settings (Track on-line surveys on the district website regarding visits/experience)

Strategies

1. A district newsletter will be created monthly, emailed to all GPSD staff, and will be placed on the district website
2. A district calendar will be created monthly disseminated to staff and community members using various modes of delivery
3. The superintendent will coordinate and implement the Student Advisory Council
4. The superintendent will coordinate and implement a Teacher Advisory Council to increase communication
5. The superintendent will meet with all school PTO/PTA presidents collectively at least twice a year.

Goal 4: Ensure effective and efficient use of resources

Data Indicators

1. Maintained district fund balance at a specific level
2. 100% compliance annual financial audit
3. Align staffing with student enrollment and district needs to support the purpose and direction of the district
4. Decrease the number of incidents involving the loss of fixed assets (stolen, broken, etc.)

Strategies

1. Ensure that all accreditation and accountability standards are being met
2. Develop an appropriate yearly budget for all funds (local, state, and federal)
3. Conduct periodic audits (at least 3 times yearly) of fixed assets at each school site yielding 100%

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