Our Beliefs

- ✓ *Prioritize the safety and well-being of all.*
- ✓ *Produce college and career ready graduates.*
- ✓ *Promote the academic success of all students. All means all!*
- ✓ *Ensure the academic, behavioral, and social-emotional growth of students through a Multi-Tiered System of Supports.*
- ✓ *Support quality learning, by student, by standard.*
- ✓ *Take collective responsibility for teaching, learning, and professional development through professional learning communities.*
- ✓ *Use evidence-based, high-leverage practices to meet the needs of all students.*
- ✓ *Create partnerships with stakeholders that promote positive relationships and student success*

Long Range Goals

1. *Ensure that each Houston County School provides high- quality instruction aligned with state standards.*
2. *Provide opportunities for stakeholder engagement.*
3. *Plan, implement, and monitor processes and procedures for organizational effectiveness.*
4. *Build capacity for continuous improvement by ensuring meaningful and in-time professional learning that increases personnel effectiveness and student achievement.*

Key Actions (1-3 years)

Actions to be Taken	*Related Goal*	*Timeline*
Develop and execute individual school strategic plans to demonstrate growth on the College and Career Readiness Performance Indicator	Goal 1	2019-2024
Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction.	Goal 1	2019-2024
Tailor student learning opportunities focused on student-centered learning, higher-order thinking, and problem solving to meet individualized learner needs and goals.	Goal 1	2019-2024
Ensure a systematic approach to providing a safe learning environment for all stakeholders	Goal 2	2019-2024
Facilitate on-going, two-way communication with stakeholders through multiple means of media.	Goal 2	2019-2024
Provide opportunities for shared-decision making among stakeholders.	Goal 2	2019-2024
Increase strategic partnerships with business, post-secondary institutions, and community leaders to support student learning and college and career readiness.	Goal 2	2019-2024
Provide a safe and efficient transportation program for the students of Houston County	Goal 3	2019-2024
Provide students and staff with healthy, nutritious, and appetizing meals in an environment that promotes learning.	Goal 3	2019-2024
Plan, construct, and maintain schools, classrooms, and facilities.	Goal 3	2019-2024
Ensure equitable access, reliability, and use of system technology resources.	Goal 3	2019-2024
Ensure efficient resource management, including fiscal and human capital.	Goal 3	2019-2024
Recruit and retain professionally-qualified staff.	Goal 3	2019-2024
Expand a formal process for vertical articulation of the curriculum between each level.	Goal 4	2019-2024
Provide job-embedded professional learning based on specified needs of personnel.	Goal 4	2019-2024
Provide job-embedded professional learning with school administrators and teachers to increase teacher and leader content knowledge and effectiveness.	Goal 4	2019-2024
Utilize the Professional Learning Community (PLC) process guided by a focus on learning, through a collaborative and results-based culture.	Goal 4	2019-2024

Strengths
- ✓ Commitment to academic excellence
- ✓ High retention of professionally-qualified staff
- ✓ Invested community partnerships
- ✓ Commitment to build teacher and leader capacity

Opportunities for Growth
- ✓ Implement the Georgia Standards of Excellence with fidelity
- ✓ Address the needs of all student learners

External Challenges
- ✓ Reduced state funding
- ✓ Continuous change in accountability measures

Goal 1: Ensure that each Houston County School provides high-quality instruction aligned with state standards.

Action 1: Develop and execute individual school strategic plans designed to demonstrate growth on the College and Career Readiness Performance Indicator.

Action 2: Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction.

Action 3: Tailor student learning opportunities focused on student-centered learning, higher-order thinking, and problem solving to meet individualized learner needs and goals.

Goal 2: Provide opportunities for stakeholder engagement.

Action 1: Ensure a systematic approach to providing a safe learning environment for all stakeholders.

Action 2: Facilitate on-going, two-way communication through multiple forms of media.

Action 3: Provide opportunities for shared-decision making among all stakeholders.

Action 4: Increase strategic partnerships with business, post-secondary institutions, and community leaders to support student learning and college and career readiness.

Goal 3: Plan, implement, and monitor processes and procedures for organizational effectiveness.

Action 1: Provide a safe and efficient transportation program for the students of Houston County.

Action 2: Provide students and staff with healthy, nutritious, and appetizing meals in an environment that promotes learning.

Action 3: Plan, construct, and maintain schools, classrooms, and facilities.

Action 4: Ensure equitable access, reliability, and use of system technology resources.

Action 5: Ensure efficient resource management, including fiscal and human capital.

Action 6: Recruit and retain professionally-qualified staff.

Goal 4: Build capacity for continuous improvement by ensuring meaningful and in-time professional learning that increases personnel effectiveness and student achievement.

Action 1: Expand a formal process for vertical articulation of the curriculum between each level.

Action 2: Provide job-embedded professional learning based on specified needs of personnel.

Action 3: Provide job-embedded professional learning with school administrators and teachers to increase teacher and leader content knowledge and effectiveness.

Action 4: Utilize the Professional Learning Community (PLC) process guided by a focus on learning, through a collaborative and results-based culture.