

RHEA COUNTY STRATEGIC FIVE-YEAR PLAN MR. JESSE MESSIMER, DIRECTOR OF SCHOOLS & RHEA COUNTY DEPARTMENT OF EDUCATION

Vision:

Developing the Knowledge and skills of life for life while planning for a better tomorrow by guiding today's students to become tomorrow's leaders.

Mission Statement:

The Rhea County School System strives to foster a community of life-long learners committed to providing a safe, academically rich, and creative environment empowering all students to attain their personal best while demonstrating the life skills that will enable them to reach for and attain their dreams.

Motto:

Every Child, Every Chance, Every Day

GOAL #1:

Provide excellence and equity in instruction and programs for student success.

ACTION STEPS:

- Deliver a strong instructional program aligned with Tennessee state standards.
- Maintain a seamless Career Exploration program for students in grades k-12.
- Provide a highly functional CTE program which allows students to work toward industrial certifications upon completion.
- Provide a vibrant ROTC program that allows students who are interested in seeking a military career a seamless pathway to the military.

RATIONALE:

Rhea County Schools believes it must provide all students with high quality academic experiences that include a strong curriculum, effective instructional experiences, and purposeful assessments. In addition, the district sees the need to integrate Science, Technology, Engineering, the Arts, and Mathematics within each subject area through interdisciplinary programs. During these experiences, the district will prepare students to be life ready by providing a pathway that exposes students to various career options, college opportunities, and/or military enlistments.

By providing these systematic and innovation opportunities in Rhea County Schools, students will be educated and equipped for success as a productive citizen.

GOAL #2:

Secure Employees of High Quality in all departments and endeavors in the school system.

ACTION STEPS:

- Actively recruit personnel for all positions in the school system including certificated and classified employees using as many available sources of advertisement as possible. Provide remunerations through and benefits that are fair, competitive and appropriate for the job assignment.
- Use a process that holds the most promise for the selection of the most qualified persons for the open positions from among the applicants.
- Have in place and follow all requirements set forth in school board policy, state and federal law and regulations regarding diversity and non-discrimination in employment practices.
- Utilize a routine process of evaluation and performance that fairly determines effectiveness and provides proper feedback to the employee following evaluation specifying the positive aspects of performance and areas where improvement is needed.
- Written improvement plans for employees will be utilized when the performance of the employees warrants their use.

RATIONALE:

Rhea County Schools believes that the most effective learning environment is to have a highly qualified teacher in the classroom. The teacher in the classroom is the most important aspect of student learning. By providing the best teachers that are available, we will provide our students the greatest avenue for success.

GOAL #3:

Secure appropriate technology to support the teaching and learning process and administrative functions.

ACTION STEPS:

- Prepare and implement a technology plan to ensure that classrooms are equipped with current technology to meet the needs of students, staff, and state and federal requirements.
- Provide every student with access to a chrome book to be used at school as well as at home as needed.
- Continue to upgrade district network infrastructure and wireless networks.
- Utilization of instructional technology professional development activities to ensure teachers have sufficient skills and knowledge to utilize instructional technology equipment and programs.
- Train new teachers during the induction program on all instructional

technology that is available to them in the classroom.

- Hire highly trained technology personnel that are assigned to each school to keep our technology operating on a daily basis.

RATIONALE:

The advancement of technology use in schools is rapidly changing and it is important that Rhea County Schools keep up with the changes in technology. This is the reason that we spend hundreds of thousands of dollars each year to purchase, replace, and upgrade infrastructure to ensure that we can meet the needs of the changing times. We also believe that it is very important for us to provide technology coordinators at each school.

GOAL #4:

Make available high-quality school facilities that are safe, functional. And provide an atmosphere conducive to good teaching and learning.

ACTION STEPS:

- Determine the district facility needs by performing a needs assessment and study of school facilities.
- The needs assessment will also include areas that would compromise safe potentially dangerous access to school facilities.
- Prepare a comprehensive report of the findings of the assessment
- Rank in order the greatest needs that we have and prepare a budget that will meet as many needs as is financially possible.
- Utilize the results of survey and demographic information to project the need for new facilities and for additions to be made to existing school facilities to alleviate and/or prevent overcrowding.
- Replace all modular facilities used as regular classrooms with permanent structures at both Rhea Central Elementary School and at Rhea Middle School.

RATIONALE:

The key to effective teaching and learning is to have facilities that are comfortable, spacious, and free from overcrowding. Rhea County School system has continued to upgrade our facilities by building a new high school and by remodeling a middle school. Preventative maintenance is a key to a safe and comfortable environment.

GOAL # 5:

Create a safe learning environment by balancing wellness, opportunity, and engagement while supporting academic goals.

ACTION STEPS:

- Provide an efficient Nutrition Program to support student success in and out of the classroom.
- Initiate school nutrition student, faculty, and community satisfaction surveys.

- Ensure professional development training in areas such as suicide prevention, child abuse recognition, requirements for reporting to local law enforcement and Department of Children Services and other training as deemed necessary on a yearly basis.
- Survey current needs around our schools for ways to use safe school monies to upgrade our facilities.

RATIONALE:

Rhea County Schools must provide a safe and secure environment during all school-sponsored programs. Concern for wellness and nutrition will help ensure the general welfare of the whole child and the school community.