



# Coffee County Schools

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STRATEGIC PLAN

2025-2030



**The Coffee County School System strives  
to become one of the top-performing  
educational systems in the nation.**





The Coffee County School System fosters a culture that provides for the educational needs of all students, enriches thinking and learning, and promotes student success and a strong sense of citizenship.



**North Coffee**  
ELEMENTARY



**Coffee County**  
RAIDER ACADEMY



**New Union**  
ELEMENTARY



**Coffee County**  
MIDDLE



**Coffee County**  
VIRTUAL ACADEMY / KOSS CENTER



**Hillsboro**  
ELEMENTARY



**Coffee County**  
CENTRAL HIGH SCHOOL



**Deerfield**  
ELEMENTARY



**East Coffee**  
ELEMENTARY



**Hickerson**  
ELEMENTARY

Learning Today for a Brighter Tomorrow

Motto for Coffee County  
Schools

## **Goal # 1 STUDENT OUTCOMES: Provide Excellence and equity in instructional programs to maximize student outcomes.**

### **Objectives:**

1. Increase achievement and growth for all students.

2. Deliver strong instructional programming aligned with Tennessee state standards by utilizing a high-quality curriculum approved by the state.

3. Increase district-wide TCAP reading proficiency rates from 35% to 40% by Spring 2028, which includes increasing the percentage of 3rd graders reading at a grade level to 70% by Spring 2030.

4. Increase the percentage of students scoring proficient in math by the end of 5th grade to 66% district-wide by 2030. The percentage of 8th grade students scoring proficient in math will be 52% by 2030.

5. Ensure students are college and career ready by providing:

AP (Advanced Placement) and academic enrichment opportunities along with ACT preparation. 66% of graduating seniors will attain career and college readiness status by 2030.

Continue to provide a high quality CTE (Career and Technical Education) program that allows students to work toward industrial certifications and work based learning opportunities. By 2030, increase Dual Credit and Dual Enrollment at TCAT from 68 to 75 students, and expand enrollment to 83 students. An active JROTC (Junior Reserve Officers' Training Corps) that allows students a seamless pathway to a military career. We will increase the total cadet enrollment to 131 cadets by 2030.

**Coffee County Schools will provide all students with high quality academic experiences that include effective instructional techniques, use of a strong curriculum, and purposeful assessments. These experiences are intended to prepare students to be lifelong learners and provide pathways exposing them to various career options, college opportunities, or military enlistments, thus educating them for success as productive citizens.**

## **GOAL #2 SAFETY: Ensure students and employees are provided with a safe and secure environment that is free from threat or harm.**

### **Objectives:**

- .Determine Additional safety requirements for additional safety measures and required equipment.
- .Continue to upgrade district facilities with security measures and emerging advancements that enhance safety protocols.
- . Utilize school resource officers to promote positive relationships between students, families and local law enforcement agencies.
- .Continue to train our faculty and staff on proper safety protocols on a yearly basis.
- .Streamline bus operation documentation processes and discipline procedures for inappropriate behavior.
- .Enhance student and staff mental health supports by implementing evidence-based programs and resources, providing annual mental health awareness and crisis response training for all faculty and staff, and increasing access and support to school-based counseling services by at least 10% over the next five years.

Coffee County Schools must provide a safe and secure environment where teachers are able to teach, and students are able to learn without fear of threat or harm. We must work together as a district to ensure this level of safety and security, to include transporting students to and from home. A strong partnership with local law enforcement, first responders and district leaders will provide appropriate measures in the school buildings to address any possible threats that might exist to our students and employees.



## GOAL #3 STAFF: Hire & Retain high-quality employees in all departments in the system.

### Objectives:

- 1. Recruit certified & classified personnel for all positions in the school system utilizing all available advertisement sources.
- 2. Use a selection process that hires the most qualified personnel from the applicant pool.
- 3. Provide competitive compensation and benefits that are fair and appropriate for the job assignment.
- 4. Follow all requirements set by school board policy, state and federal law and regulations regarding employment practices.
- 5. Staff will be provided the opportunity to participate in the annual Tennessee Educator Survey, which will provide direct feedback to administrators and board members on a series of key issues facing our schools and classrooms.
- 6. Implementing a structured evaluation and performance process involves several key steps to ensure fairness, clarity, and constructive feedback.

Coffee County Schools believes that the most important aspect of improving student outcomes is the teacher in the classroom. High quality teachers provide our students with the greatest opportunity for success. Ensuring well trained support staff is assigned at a school building and central office will enhance the learning environment and capabilities of the classroom environment. Provide staff an opportunity to share strengths and opportunities for improvement.

## GOAL #4 SUPPORTS: Create a high quality learning environment throughout the district.

### Objectives:

- 1. Budget: Maintain a fiscally responsible budget and development process to ensure tax payer money is allocated for board priorities and budget expenditures are transparent.
- 2. Professional Development: Continue to provide professional development activities to ensure our teachers and leaders have sufficient skills and knowledge to improve instructional programming in our classrooms.
- 3. Capital Projects: Continue to provide and improve our educational spaces to support student learning and safety.
- 4. Technology: Prepare and implement a technology plan to ensure classrooms are equipped with current technology to meet the needs of students, staff, and state and federal requirements. Continue to upgrade district network infrastructure and wireless networks as new technology emerges, provide effective maintenance and help desk support, follow best cybersecurity practices, protect personal private information, and support professional development for staff.
- 5. Nutrition: Provide an efficient Nutrition Program to support student success in and out of the classroom.
- 6. Tutoring: Improve student outcomes through before, during and after school tutoring opportunities for K-12 students.

In order to operate the district effectively, a fiscally responsible budget based on board priorities and school system requirements must be developed, approved, and executed each year. The district will continue to provide quality professional development that has a positive impact on our students for its teachers, as well as its teacher assistants. The Coffee County Schools district has continued to upgrade the facilities by remodeling the district's schools to insure effective teaching and learning. Students must have access to the nutrition their bodies need to fully benefit from the opportunities Coffee County Schools have provided.



## **GOAL #5 STAKEHOLDERS: Establish opportunities for family and community involvement and support at all levels in the district.**

### **Objectives:**

- .Create a clear and consistent culture of communication within the community to build trust, improve collaboration, and foster a shared vision for the success of all students.
- .Expand communication processes for families that provide information concerning student progress, attendance, and learning via social media, communication platforms, and the district website.
- .Establish opportunities, processes, and procedures for community partnerships that maximize external resources for the district.
- .Stakeholders will be provided several opportunities to provide feedback via surveys for our schools in the following areas of yearly Title I and district surveys.

The support and involvement of all stakeholders including parents, families, and community partners is critical to our school system's success. Creating strong relationships with parents and families ensures students are provided the opportunity to learn and be successful. By valuing community partnerships, their support will allow the district to increase opportunities and experiences for our students.