



2023-2028 Strategic Plan

Strategic Goal Area I-Student Achievement

Performance Objective I-Implement a Viable Curriculum

Initiative A-Provide high-quality instruction that is aligned with the state standards.

- Action Step 1-Systematically plan, review, and adjust written and aligned curriculum, instruction, and assessment resources for all grade levels and all content areas.
- Action Step 2-Provide explicit instruction in the areas of Standards for Mathematical Practice and Mathematical Modeling.
- Action Step 3-Provide teachers with resources to plan or adapt lessons that integrate three dimensions of science learning.
- Action Step 4-Provide teachers with resources to plan or adapt inquiry lessons that integrate the College, Career, and Civic (C3) Framework in social studies.
- Action Step 5-Provide experiences and examples of student engagement in all science and engineering practices integrated with disciplinary core ideas and cross-cutting concepts.
- Action Step 6-Provide feedback for effective physical education instruction.
- Action Step 7-Implement learning strategies to support Economically Disadvantaged (ED) students, Students With Disabilities (SWD), and English Learners (EL) to access curriculum.
- Action Step 8-Review and revise system-level essential standards to assist teachers in determining school-level essential standards.
- Action Step 9-Use a balanced assessment system to meet individual learners' needs.
- Action Step 10-Provide explicit instruction in the areas of fluency, phonemic awareness, and phonics in K-3 classrooms.
- Action Step 11-Systematically plan, review, and revise curriculum resources to meet the needs of gifted learners.
- Action Step 12-Provide explicit reading and math instruction to support academic growth and achievement of all learners.
- Action Step 13-Develop and maintain access to courses and curriculum through online learning opportunities for all students.
- Action Step 14-Provide a systematic approach for collaborative planning utilizing the state content standards.
- Action Step 15-Use best practices across all content areas to deliver instruction and foster engaging environments.
- Action Step 16-Provide opportunities for students to participate in fine arts classes.

Initiative B- Develop high and clear expectations for all students.

- Action Step 1-Provide students with data-driven insights that align to standards, emphasizing their strong areas and outlining actionable next steps for growth.
- Action Step 2-Utilize strategies that emphasize and encourage all learners to use higher-order thinking skills.



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- Action Step 3-Monitor the implementation of intervention, enrichment, and extension strategies.

Initiative C-Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction to maximize student achievement.

- Action Step 1-Analyze and use data to maximize student achievement, inform system and school level decision making, and promote a culture of continuous improvement.
- Action Step 2-Implement a systematic plan for providing intervention and enrichment during the school day based on ongoing formative and summative assessment data.
- Action Step 3-Utilize a balanced assessment system to monitor student progress and inform instructional practices.

Initiative D-Integrate technology into curriculum, instruction, and assessments to improve student achievement.

- Action Step 1-Identify, recommend, and evaluate digital resources.
- Action Step 2-Integrate digital resources into teaching, learning, and operations to improve student performance.
- Action Step 3-Ensure all students that require assistive technology per their IEP or 504 plan have been evaluated for and have access to appropriate technology.

Performance Objective II-Guarantee Student Success

Initiative A-Implement an effective Multi-Tiered System of Supports (MTSS) to impact the whole child.

- Action Step 1-Assist schools in the Response To Intervention (RTI) process by providing a repository of evidence-based interventions.
- Action Step 2-Review and provide feedback on IEPs through general supervision of at least 1 IEP per case manager.
- Action Step 3-Develop and implement two high-leverage practices (HLPs) into two instructional lessons targeting identified needs of Students With Disabilities (SWD).
- Action Step 4-Improve the writing of Pre-K behavior intervention plans specific to the function and form of student behavior.

Initiative B-Ensure all student subgroups are making improvements in achievement rates.

- Action Step 1-Support the implementation of engaging practices that meet the needs and interests of all groups of learners.
- Action Step 2-Provide resources related to culturally responsive teaching and leadership practices that reflect the perspective of all stakeholders.

Initiative C-Provide a foundation for secondary students to ensure college and career readiness.

- Action Step 1-Utilize YouScience to assist students with enrolling in pathways.



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- Action Step 2-Prepare crosswalks of End of Pathway Assessments (EOPAs) and Credentials of Value (CoV) versus course standards.
- Action Step 3-Use Youth Apprenticeship Program (YAP) contact log as a guide for potential placements.
- Action Step 4-Maximize participation in the Advanced Placement (AP) program.
- Action Step 5-Maximize participation in dual enrollment opportunities.

Strategic Goal Area II-Student and Stakeholder Engagement

Performance Objective I-Foster a Safe and Engaging Learning Community

Initiative A-Provide a supportive learning environment for all stakeholders.

- Action Step 1-Increase opportunities for family engagement and wraparound services.
- Action Step 2-Offer parent informational IEP classes.
- Action Step 3-Offer English conversation classes to parents at the Lindsey Support Center.
- Action Step 4-Offer cooking classes for teens at the Lindsey Support Center.
- Action Step 5-Provide a food pantry and resource room at the Lindsey Support Center.
- Action Step 6-Increase the number of students who have a trusted adult in whom to confide on a regular basis by implementing Sources of Strength at identified high schools and middle schools.
- Action Step 7-Offer Check and Connect App to check in with high school Students with Disabilities (SWD).
- Action Step 8-Provide Rhythm at WIN Academy for students to complete a self-reflection quiz each morning so staff can check on students and provide support.
- Action Step 9-Partner with churches to provide transportation for families to the Lindsey Support Center.
- Action Step 10-Provide a StoryWalk for the community to engage students in reading and provide a welcoming environment to families in our school district.
- Action Step 11-Increase the number of PBIS schools in the district designated as operational and distinguished.

Initiative B-Implement processes to promote positive student engagement.

- Action Step 1-Promote PBIS strategies schoolwide to increase positive student behavior.
- Action Step 2-Implement monthly Effective Learning Environment Observation Tool (eleot) walkthroughs to monitor and implement strategies for student engagement.
- Action Step 3-Provide professional learning for teachers and leaders on strategies for increasing student engagement.

Performance Objective II-Promote Student and Stakeholder Engagement

Initiative A-Build the capacity for students to take ownership of their success.

- Action Step 1-Increase the use of student-created digital content.
- Action Step 2-Provide opportunities for students to demonstrate personal efficacy and responsibility for their success.



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- Action Step 3-Communicate to all stakeholders and highlight the benefits of Advance Placement (AP) classes and taking AP exams.
- Action Step 4-Continue the implementation of ASPIRE to assist Students with Disabilities (SWD) with self advocacy.
- Action Step 5-Provide high school students with access to scholarships and special programs such as Youth Leadership, Golden Eagle, Governor's Honors, etc.

Initiative B-Provide opportunities for families to support their student's academic growth.

- Action Step 1-Provide access to parents on student progress in print and digital forms.
- Action Step 2-Increase family engagement participation at each school.
- Action Step 3-Promote two-way communication of students' progress between parents and schools.

Initiative C-Provide effective stakeholder communication.

- Action Step 1-Publicize ways stakeholders may communicate with schools by creating information resources for central registration, the system website, and social media.
- Action Step 2-Solicit community and business sponsorships for various district projects.
- Action Step 3-Increase the use of system social media to keep stakeholders informed and solicit feedback.

Strategic Goal Area III-Organizational Effectiveness

Performance Objective I-Facilitate Effective Leadership

Initiative A-Plan, construct, and maintain safe schools, classrooms, and facilities.

- Action Step 1-Provide resources for preventing accidents to district and building level leaders.
- Action Step 2-Provide training for school and department supervisors to assist staff with proactive measures for reducing workers' compensation claims and accurately completing paperwork.
- Action Step 3-Conduct inspections to increase personal safety for staff and students from potential environmental hazards.
- Action Step 4-Provide and maintain perimeter fencing and gates to keep students and staff safe.
- Action Step 5-Implement window and door numbering system that will offer emergency services quicker response time in an emergency situation.
- Action Step 6-Provide and maintain locksets to reinforce security for interior and exterior doors.
- Action Step 7-Conduct daily custodial inspections of facilities for cleanliness and safety.
- Action Step 8-Maintain and repair all playground equipment and use zones to ensure safety of all students.
- Action Step 9-Revise and review system safety plans with stakeholders.
- Action Step 10-Conduct and monitor monthly safety drills.
- Action Step 11-Analyze CCRPI School Climate safe and substance-free learning environment data to plan strategies that enhance school safety.



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- Action Step 12-Provide guidance to school administrators on differentiated discipline, charge letters, and the tribunal process.

Initiative B-Provide a safe and efficient transportation program.

- Action Step 1-Maintain a focus on bus driver training designed to reduce the number of at fault accidents per million miles.
- Action Step 2-Enhance route schedule efficiencies to increase the AM on-time delivery percentages.
- Action Step 3-Collaborate with the human resources department to assist with recruitment and retention of bus drivers and transportation support staff.
- Action Step 4-Maximize availability of drivers for student field trips through enhanced route scheduling and improved staffing levels.
- Action Step 5-Implement Ridership Registration program to improve student tracking on bus routes.

Initiative C-Ensure safe processes to provide appealing, nutritious, and healthy menu items.

- Action Step 1-Obtain and maintain a current ServSafe certificate for all School Nutrition Program managers.
- Action Step 2-Maintain an average score of 95 or above on school kitchen health inspection scores.
- Action Step 3-Provide menu items that are appealing and healthy to students and staff.

Initiative D-Ensure equitable access, reliability, and use of system technology resources.

- Action Step 1-Respond to technology work orders daily to improve user productivity.
- Action Step 2-Provide and monitor 1 to 1 student access to technology devices.
- Action Step 3-Improve customer satisfaction for technician performance.
- Action Step 4-Ensure each school has weekly access to technicians.
- Action Step 5-Maximize availability of internal network infrastructure and external internet resources.

Initiative E-Implement policies and procedures to ensure organizational effectiveness.

- Action Step 1-Review the special education procedural manual to ensure that professional learning is relevant and adheres to the guidance provided in the GaDOE implementation manual.
- Action Step 2-Audit medication distribution.
- Action Step 3-Monitor and ensure that all enrolled students are compliant within 60 days of expiration for state immunization guidelines.
- Action Step 4-Meet initial timeline deadlines for completed psychological evaluations.
- Action Step 5-Assist teachers with re-evaluation packets for students eligible as Significant Developmentally Delayed.
- Action Step 6-Expand the use of the Infinite Campus Social Worker app.
- Action Step 7-Integrate and expand the use of technology tools and digital resources to increase organizational efficiency.
- Action Step 8-Develop, maintain, and use procedures manuals to guide daily operations of schools and departments.



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Initiative F-Ensure efficient fiscal management processes are utilized.

- Action Step 1-Monitor compliance with state and federal laws and regulations.
- Action Step 2-Allocate equitable resources to schools.
- Action Step 3-Process payroll in a timely manner to meet established payroll deadlines.
- Action Step 4-Implement weekly warehouse delivery schedule to provide goods to schools and departments in a timely manner.
- Action Step 5-Provide goods and services through an efficient and ethical procurement process.
- Action Step 6-Maintain warehouse inventory balances within 1% variance while reducing damages, waste, and unaccountable items.
- Action Step 7-Facilitate learning resources adoption as funds permit using state and local policies and procedures.

Performance Objective II-Build Professional Capacity

Initiative A-Recruit professionally qualified certified and classified staff.

- Action Step 1-Issue a benefits survey for all full time, benefits eligible employees every 2-3 years (renewal cycles).
- Action Step 2-Continue auto enrollment for classified employees in the Public School Employment Retirement System.
- Action Step 3-Conduct and participate in various face-to-face and virtual recruitment events.
- Action Step 4-Partner with Community Relations to expand recruitment initiatives for classified positions.
- Action Step 5-Expand and maintain Youth Apprenticeship Programs.
- Action Step 6-Establish partnerships with colleges and community organizations to create an employee pipeline.

Initiative B-Retain professionally qualified certified and classified staff.

- Action Step 1-Provide drop-in sessions for open enrollment.
- Action Step 2-Provide Total Compensation Statements annually, which reflect all employer contributions.
- Action Step 3-Provide positive and supportive interactions with employees regarding benefits, leave, and retirement matters.
- Action Step 4-Conduct an interactive process to review return to work with restrictions and make reasonable accommodations when able.
- Action Step 5-Utilize technology to provide user friendly and timely HR Management Systems.
- Action Step 6-Provide ongoing training for supervisors on utilizing current evaluation systems to provide effective feedback to staff.
- Action Step 7-Conduct substitute training to support schools with well-prepared substitutes.
- Action Step 8-Provide high quality, researched-based induction and ongoing mentoring opportunities for all beginning teachers.
- Action Step 9-Conduct annual Certified Leadership Summit.



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- Action Step 10-Conduct annual Classified Leadership Summit.
- Action Step 11-Implement Stay Interviews across the district.
- Action Step 12-Implement leadership development programs and professional advancement opportunities for classified personnel.
- Action Step 13-Conduct annual surveys to reinforce and promote effective retention strategies.
- Action Step 14-Pay all employees semi-monthly.
- Action Step 15-Guide the timely implementation of teacher and leader evaluations per district timelines.

Strategic Goal Area IV-Learning and Growth

Performance Objective I-Enhance Continuous Improvement Processes

Initiative A-Support systematic implementation of Professional Learning Communities and their processes.

- Action Step 1-Provide ongoing training and support for school and district level personnel on effectively implementing processes within Professional Learning Communities (i.e., common assessments, essential standards, interventions, and enrichments).
- Action Step 2-Develop annual collective commitments to determine the focus for monitoring Professional Learning Communities.

Initiative B-Provide leaders with professional learning focused on producing high-achieving students.

- Action Step 1-Conduct training and support for leaders on implementation of the Multi-Tiered System of Supports framework (i.e., PBIS, RTI, progress monitoring, attendance protocols, etc.).
- Action Step 2-Provide professional learning to support effective practices in all instructional areas.
- Action Step 3-Provide assistant principals of discipline professional learning opportunities related to instructional leadership.
- Action Step 4-Provide an effective district Leadership Summit focused on best practices to support district and school improvement processes.
- Action Step 5-Facilitate ongoing professional learning for school personnel on research-based models and instructional practices for all student groups.

Initiative C-Provide teachers with professional learning focused on producing high-achieving students.

- Action Step 1-Provide training and support for teachers on implementation of the Multi-Tiered System of Supports framework (i.e., PBIS, RTI, progress monitoring, attendance protocols, etc.).
- Action Step 2-Develop vertical articulation of the curriculum between each grade band.
- Action Step 3-Provide professional learning to support effective practices in all instructional areas.
- Action Step 4-Provide system-wide collaboration opportunities for school personnel.
- Action Step 5-Provide training and support on the implementation of digital tools to facilitate collaboration and strengthen instruction.
- Action Step 6-Implement alternative formats for the delivery of teacher professional learning to minimize interruptions to classroom instruction.



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- Action Step 7-Build teacher capacity to assess and support growth of fluency, phonemic awareness, and phonics in K-3 classrooms.
- Action Step 8-Provide talent development training for teachers of special populations (GTE, EL, SWD).
- Action Step 9-Support the development of learning targets that are aligned with the intent of the standard.
- Action Step 10-Provide teachers with professional learning on high-leverage practices as described by the Georgia Department of Education.
- Action Step 11-Build teacher capacity to utilize data for planning lessons that promote higher order thinking skills.

Initiative D-Provide professional learning based on specific needs of personnel.

- Action Step 1-Provide mandatory continuing education for those who possess a professional license, certification, or specialized training (i.e., asbestos training, specialized equipment, playground equipment inspection and installations, CPR/AED certification and First Aid Safety education, school psychologist, etc.).
- Action Step 2-Identify training needs regarding maintenance of content on school websites and social media platforms.
- Action Step 3-Provide ongoing professional learning to school leaders and ATS clerks to improve accuracy of Full-Time Equivalent (FTE) reporting.