



**HOUSTON COUNTY  
BOARD OF EDUCATION  
HIGH-ACHIEVING STUDENTS**

**OUR MISSION**  
*is to produce high-achieving students.*  
**OUR VISION**  
*is that our system will be world class.*

Strategic Plan 2019-2021

**Our Beliefs**

- ✓ Safety is our number one priority.
- ✓ Failure is not an option. We do expect that all children can learn.
- ✓ We are committed to determining what each child needs to fulfill his or her potential.
- ✓ We take responsibility for learning, not only for our students, but also for ourselves.
- ✓ We are not afraid of change and will embrace change that is research-based and proven to be effective.

**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**

<b><u>Actions to be Taken</u></b>	<b><u>Related Goal</u></b>	<b><u>Timeline</u></b>
Develop and execute individual school strategic plans to demonstrate growth on the College and Career Readiness Performance Indicator	Goal 1	2019-2021
Implement a balanced assessment approach to include diagnostic, formative, and summative assessments to design and adjust instruction.	Goal 1	2019-2021
Tailor student learning opportunities focused on student-centered learning, higher-order thinking, and problem solving to meet individualized learner needs and goals.	Goal 1	2019-2021
Ensure a systematic approach to providing a safe learning environment for all stakeholders	Goal 2	2019-2021
Facilitate on-going, two-way communication with stakeholders through multiple means of media.	Goal 2	2019-2021
Provide opportunities for shared-decision making among stakeholders.	Goal 2	2019-2021
Increase strategic partnerships with business, post-secondary institutions, and community leaders to support student learning and college and career readiness.	Goal 2	2019-2021
Provide a safe and efficient transportation program for the students of Houston County	Goal 3	2019-2021
Provide students and staff with healthy, nutritious, and appetizing meals in an environment that promotes learning.	Goal 3	2019-2021
Plan, construct, and maintain schools, classrooms, and facilities.	Goal 3	2019-2021
Ensure equitable access, reliability, and use of system technology resources.	Goal 3	2019-2021
Ensure efficient resource management, including fiscal and human capital.	Goal 3	2019-2021
Recruit and retain professionally-qualified staff.	Goal 3	2019-2021
Expand a formal process for vertical articulation of the curriculum between each level.	Goal 4	2019-2021
Provide job-embedded professional learning based on specified needs of personnel.	Goal 4	2019-2021
Provide job-embedded professional learning with school administrators and teachers to increase teacher and leader content knowledge and effectiveness.	Goal 4	2019-2021
Utilize the Professional Learning Community (PLC) process guided by a focus on learning, through a collaborative and results-based culture.	Goal 4	2019-2021

**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





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

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**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.*

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**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.*

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**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.*

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**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.