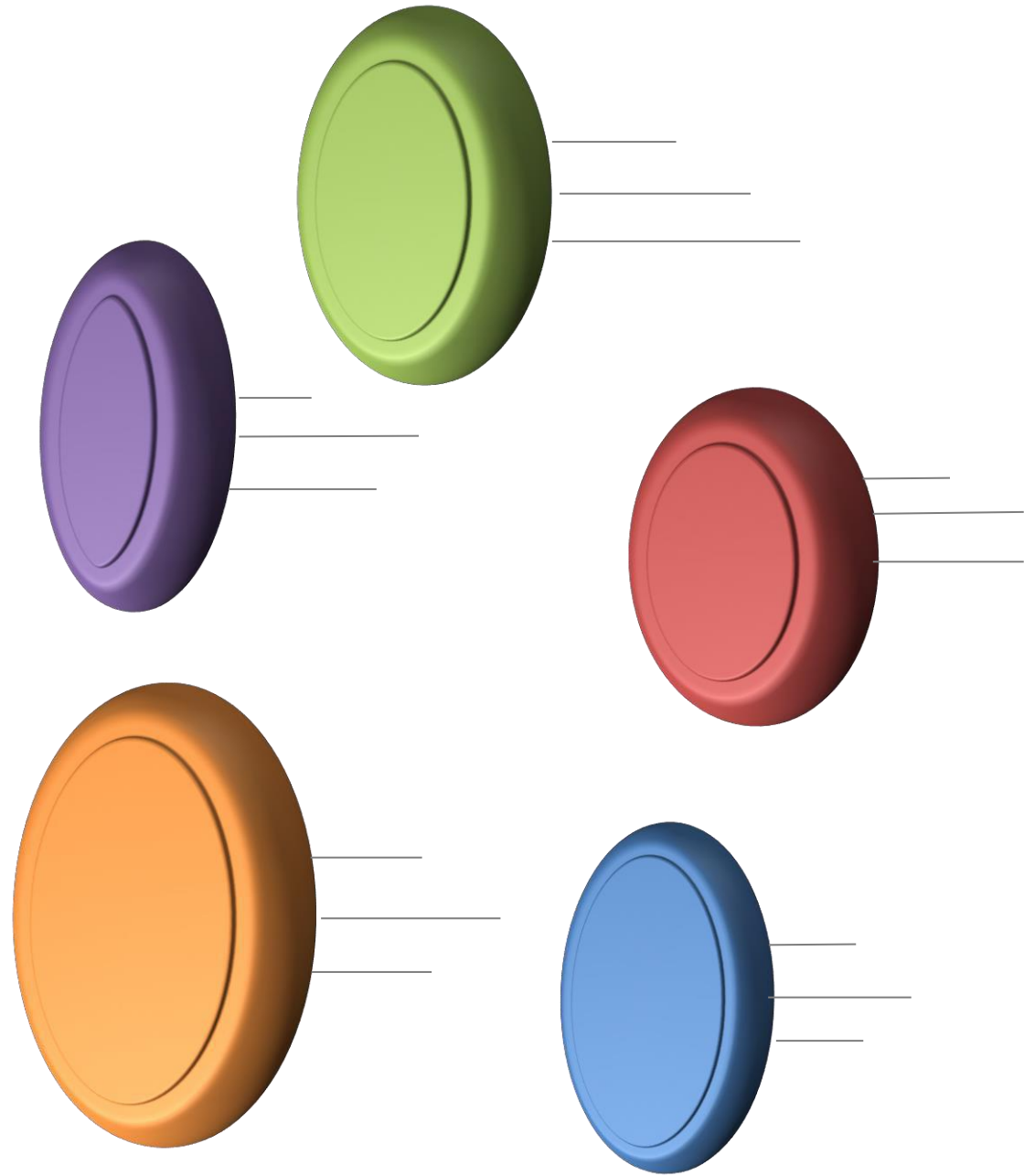


***Randolph County
Schools Strategic
Plan 2017-2022***



***Dr. Tangela Madge
Randolph County Schools
Superintendent***

Randolph County Schools



Mission/Purpose

The Randolph County School System will provide a high-quality education in a safe environment for all students. All stakeholders will work together to ensure that students develop the necessary skills to graduate and become college and career ready.

Vision

The Randolph County School System will become an empowering learning environment that provides every student with a 21st century education that ensures accountability, global workforce readiness and academic success.

Motto

One Vision, One Team, One Community

Our Beliefs

We Believe:

- All schools should be accountable for improving student achievement.
- All students must be prepared for a knowledge-based, technologically rich and culturally diverse 21st century.
- All students can learn; but they learn in different ways and at different rates.
- A safe and secure environment is essential for teaching and learning.
- Learning is a shared responsibility and should take place in the home, at school and in the community.

*This plan is reviewed annually to determine progress and to realign efforts when needed. Principals and school staff create school strategic plans aligned with the district strategic plan, creating coherence across the district.

Focus Area 1: Academic Instruction

Ensure student mastery of rigorous Georgia Standards of Excellence

Provide opportunities for collaboration and planning

Use assessment results and data to improve student achievement

Promote College and Career Ready Students

Objectives and Action Steps:

Ensure student mastery of rigorous Georgia Standards of Excellence

- **Utilize** state GSE, Georgia State Pacing Guides, and Frameworks to improve efficiency and effectiveness of classroom instruction
- **Provide** high-quality training for teachers and administrators to identify and close the achievement gap among subgroups of students
- **Ensure** grades 3-12 conduct benchmark assessments that are aligned to GSE every 3 weeks
- **Ensure** Multi-Tiered System of Support (MTSS) is being used to effectively identify students who are struggling academically/socially

Provide opportunities for collaboration and planning

- **Ensure** that effective collaboration time is allotted for vertical curriculum planning for grades 5 - 6, and 8 – 9 teachers
- **Ensure** that teachers and co-teachers have adequate time to plan and develop instructional strategies
- **Increase** opportunities for District and school level leadership to discuss strategic plan focus areas

Incorporate research-based, data driven systems of accountability

- **implement** a comprehensive assessment system that generates a range of data about student learning and system effectiveness; **Utilize** results to guide continuous improvement
- **Utilize** State Longitudinal Data System (SLDS) to collect, review and analyze summative and benchmark assessment data
- **Provide** professional development for teachers and leaders on data interpretation to enhance professional growth and professional development learning opportunities
- **Conduct** annual evaluations of all Federal Programs funded interventions and supports to ensure effectiveness

Promote College and Career Ready Students

- **Evaluate** the needs of over-age-for-grade students **and Provide** credit recovery opportunities
- **Expand** the opportunities for students to participate rigorous coursework through Advanced Placement and Dual Enrollment
- **Utilize** GA College 411 to ensure students complete career interest inventories and graduation plans

Data Measures: Academic Instruction

- Georgia Milestones End-Of-Course tests (EOC)
- Percent of students meeting the standard on Georgia Alternate Assessments
- Number of middle school students taking high school courses and number of students receiving high school credit
- Percent of students in grade 3 achieving a Lexile measure equal to or greater than 650
- Percent of students in grade 5 achieving a Lexile measure equal to or greater than 850
- Percent of students in grade 8 achieving a Lexile measure equal to or greater than 1050
- Georgia Milestones (EOG) Grades 3-8
- Percent of 5th grade students passing at least five courses in core content areas (ELA, reading, mathematics, science, social studies)
- Percent of 8th grade students passing at least four courses in core content areas (ELA, mathematics, science,

social studies)

- Percent of high school graduates completing a CTAE Pathway
- SAT scores/Percent of students taking SAT; American College Testing (ACT) scores/Percent of students taking ACT; P-SAT participation
- Percent of high school graduates earning high school credit(s) for accelerated enrollment through College Credit Now, Dual HOPE Grant, Move On When Ready, Early College or Advanced Placement courses
- Percent of students taking Honors or AP classes

Focus Area 2: Safe and Orderly

Ensure that district complies with local, state, and federal safety requirements and guidelines

Promote safety and preventive measures throughout district

Promote and encourage positive student behavior

Expand partnerships with outside agencies

Objectives and Action Steps:

Ensure that district complies with local, state, and federal safety requirements and guidelines

- **Enhance** security access to campuses/facilities
- **Ensure** that fire and natural gas safety monitoring and warning equipment is installed in all buildings
- **Participate** in all required safety inspections/reviews and report outcomes to community
- **Ensure** that all buildings conduct fire tornado, and other mandatory safety drills for staff and students

Promote safety and preventive measures throughout district

- **Review** all facilities and make recommendations for safety improvements
- **Develop** and conduct safety/security audits for each building and facility
- **Ensure** that safety plans are visible and communicated to staff and students
- **Train** transportation, nutrition, and other service personnel on district safety procedures

Promote and encourage positive student behavior

- **Identify**, and implement programs and practices that promote character education and digital citizenship
- **Implement** Positive Behavior Intervention System (PBIS) districtwide

- **Implement** a rigorous *Teachers As Advisors* program in grades 6-12
- **Address** bullying district wide and hold activities targeting anti-bullying strategies

Expand partnership with outside agencies/resources

- **Collaborate** with Family Connections, Head Start and other agencies to develop a list of outside agencies, counseling services, and other layers of support
- **Establish** a coalition with local emergency responders and Include outside agencies (and other community groups) in safety planning for all schools
- **Distribute a** community resource manual listing outside agencies/resources to school administrators, counselors, parent liaisons and attendance officers
- **Ensure** School Resource Officer and volunteers receive training on school laws and policies, as well as duties and responsibilities

Data Measures: Safe and Orderly Environment

- Number of completed safety drills and training conducted annually
- Number/Nature of Discipline incidents
- In-school and out-of-school suspensions/expulsions
- Number of Student tribunals
- Number of Safety trainings
- Average daily attendance of staff and students
- Number of discipline incidents and administrative actions among public school students reported to State
- Teacher Keys Effectiveness System Student Survey
- Leader Keys Effectiveness System Climate Surveys
- Georgia Student Health Survey
- Perception surveys from stakeholders
- Number of events attended by outside agencies

Focus Area 3: Professional Growth and Improvement

Develop a professional learning culture with specific focus areas

Equip staff with 21st century technological skills

Recruit, hire, and retain highly effective staff

Objectives and Action Steps:

Develop a professional learning culture with specific focus areas

- **Utilize** the results from the comprehensive needs assessment to plan topics for Summer Academy Program
- **Train** certified staff to utilize research-based, instructional strategies that have proven, positive impact on student learning
- **Create** a culture that has consistent instructional expectations district-wide while providing autonomy for specific department and school needs
- **Provide** intense, ongoing training on the Georgia Standards of Excellence

Prepare staff with 21st century technological skills in order to effectively integrate technology in the classroom

- **Provide** on-going technology training that will assist teachers in the utilization of technology to improve instruction

- **Identify** current technology-based curriculum programs and determine which support effective and efficient outcomes.
- **Allocate** technology resources according to curricular priorities and needs established by federal, state, and local mandates.
- **Develop** a process for software request and approval that ensures adequate support for implementation of curricular-based technology

Recruit, hire, and retain highly effective Staff

- **Continue** to enhance the mentor/mentee program at each school for new teachers.
- **Provide** opportunities and incentives to attract highly-qualified applicants.
- **Enhance** the recruitment and hiring process through the online application system.

Data Measures: Professional Growth and Development

- Number of professional learning opportunities
- Percentage of staff attending professional learning opportunities
- Evaluations of professional learning opportunities
- TKES and LKES Platform
- Number of system and school work sessions, focus walks, and walkthroughs
- District Technology Specialist monthly report; observations of technology use in the classroom
- Percent of classroom teachers annually engaged in professional development courses

Focus Area 4: Stakeholder

Increase opportunities for stakeholder involvement

Foster Positive relationships among stakeholders and school community

Deliver learning opportunities to parents

Communicate in multiple formats to accommodate all stakeholders

Objectives and Action Steps:

Increase opportunities for stakeholder involvement

- **Continue** to hold Community Meetings and encourage more participation
- **Open** Parent Resource Centers to parents and allow them to access resources whenever necessary.
- **Solicit** business and community members to become project facilitators and judges for various activities at district schools.
- **Ensure** local school governance teams are meeting as scheduled

Foster Positive relationships among stakeholders and school community

- **Attend** community meetings held by stakeholders and give updates on district progress.
- **Analyze** School Climate Surveys and develop plan to address problem areas.
- **Recognize** positive accomplishments of community stakeholders at board meetings and on school celebration bulletin boards when appropriate.
- **Extend** partnerships with local businesses.

Deliver learning opportunities to parents

- **Create** a parent toolbox on the district website.
- **Provide** training on capacity building activities (e.g., parent workshops, family curriculum nights, activities to empower parents to become active partners in their child's education).
- **Pilot** the use of social media for all schools to assist parents and keep them abreast.
- **Increase** parents' awareness of district's initiatives, policies and activities during monthly Parent Teacher Organization (PTO) meetings.

Communicate in multiple formats to accommodate all stakeholders

- **Inform** and update parents of relevant information through district and school websites, parent portal and various other means (PTO, flyers, School Messenger System, newspaper announcements, etc)
- **Keep** information updated on district and School websites and parent portal
- **Identify** new avenues to disseminate news about the school system (Social media, web site, electronic newsletters, flyers, and press releases)
- **Create** and maintain a District App

Data Measures: Stakeholder Involvement

- Georgia Parent Survey
- Number of business partnerships
- Number of fans and followers on Facebook and Twitter
- Needs Assessment Surveys
- Career, Technical, Agricultural Education Advisory Committee recommendations
- Number of Senior Project Facilitators and Judges
- Number of Career Fair Presenters
- Participation in PTA organization at every school in the District
- Percent of parents utilizing Family Portal
- Percent of students utilizing Student Portal
- Community meetings agendas and sign-in
- Minutes from Local School Governance Team

Focus Area 5: Fiscal and Operational Management

Ensure internal controls are practiced and adhered to

Monitor effectiveness of Transportation Services

Prepare appropriately for Crises

Evaluate facilities and grounds on a continuous basis

Objectives and Action Steps:

Ensure internal controls are practiced and adhered to

- **Conduct** financial audits for district divisions and departments
- **Ensure** all purchasing cardholders receive annual training and conduct random audits of cardholder purchases
- **Ensure** that local, state and federal funds are being used for intended purposes; no instances of overlap and duplicating of funds and services are evidenced
- **Ensure** monthly collaboration exists between district finance office and program directors regarding current budgets and drawdowns

Increase effectiveness of Transportation Services

- **Conduct** random drug screening, physicals, and annual training for certified bus drivers
- **Monitor** bus accident protocol and report to Transportation and Facilities Director
- **Ensure** buses are in good mechanical condition and meet state and federal guidelines
- **Monitor** bus schedules, work orders, trainings and inspections to ensure transportation efficiency

Prepare appropriately for crises

- **Maintain** crisis response manuals at each school, worksite and conduct training regularly
- **Conduct** full-scale exercises involving multiple agencies
- **Ensure** that safety plans and “after reports” are maintained at the district office
- **Obtain** training from the nearest Regional Domestic Security Task Force and update annually

Evaluate facilities and grounds on a continuous basis

- **Update** and implement a state and local five-year facility plan, revising and modifying to address growth
- **Establish** cleaning and maintenance protocol and standards for all district buildings
- **Conduct** systematic review of school sites and summarize findings to provide feedback and supportive interventions needed

Data Measures: Operational Services

- **Number in fleet with EPA rating**
- **Percentage of on time arrivals and dismissal of students**
- **Number of work order completions**
- **Number of trainings**
- **State inspection compliance**
- **Difference between needed facilities and anticipated revenue**
- **Total operating expenditures per Full Time Equivalent (FTE) student average**
- **Operating expenditures by Function and Object (as a percent of total)**
- **Amount of Federal, State, Local, Grant, and Competitive Grants received annually**
- **Total state QBE revenue received per FTE student**