

Piedmont City Schools Strategic Plan 2020-2025



Using results from a survey of over 1,000 people within Piedmont City School District, the following priorities were recognized:

TOP STAKEHOLDER FINANCIAL PRIORITIES

- Maintain current focus on retaining an effective staff
- Maintain a technology infrastructure that meets the school system needs
- Maintain funding to reduce class sizes throughout the system
- Provide for maintenance and improvements in existing facilities
- Maintain a one-month operating reserve
- Provide safe and secure environments for students and staff
- Provide adequate funding for extracurricular activities (arts, band, and athletics)

The Strategic Plan was developed by both internal and external stakeholders that proposed the following Mission, Vision, and Beliefs:

MISSION

Empowering For The Future

VISION

The vision of the Piedmont City School District is to maximize the potential of all students in becoming productive and responsible citizens through rigorous and engaging instructional practices and effective administrative leadership.

BELIEFS

In order to inspire students for lifelong success, Piedmont City School District students, faculty, and staff believe that:

- Education is a key component to success in life
- High standards and high expectations lead to high achievement
- Safe, caring, learning communities are vital for continuous improvement
- Qualified, dedicated, innovative, and student-centered employees equal student success
- All students deserve respect and equal educational opportunities
- Stakeholder partnerships maximize student achievement
- Our schools provide quality instructional programs and enriching extracurricular experiences
- Respect for diversity will lead to a stronger society
- Our schools value integrity, open communication, shared responsibility, innovation, and accountability
- Education is a lifelong journey

Stakeholder measures to determine quality of education are:

- Graduation rates
- Percentage of graduates attending institutes of higher education
- Percentage of students meeting the college and career readiness standards
- System ranking on ALSDE State Report Card
- Student Satisfaction

Successful PCS graduates will possess:

- Life skills that include personal finance, work ethic, and time-management
- Proficiency in critical thinking and problem-solving skills
- Character traits such as perseverance, self-motivation, initiative, and resiliency
- Proficiency in language skills, such as reading, writing, speaking, and listening
- Proficiency in core academic areas including math, science, and English

The following strengths, challenges, and opportunities were identified for Piedmont City School District:

STRENGTHS

- Trust in leadership
- Positive and supportive Board of Education
- Established and effective leadership at all levels of the organization
- Positively trending data in all measured areas
- Effective and updated school/district safety plans
- Stable, effective, and student-focused special education services
- Strong college and career readiness percentages
- Excellent educational facilities
- Clear district mission and beliefs
- Committed faculty and staff
- Exceptional technology resources and access
- Various curriculum offerings and opportunities for student success including AP, advanced, and dual enrollment
- Ongoing, well-planned professional development meeting staff needs
- District's role as the center of the community
- Stakeholder involvement in school activities and support for district endeavors
- Student involvement in district/school decisions and problem-solving
- Support for the Arts, Academics and Athletics
- SRO on each campus
- Strong Career Tech Program

TOP 5 CHALLENGES OVER NEXT 5 YEARS

- Providing rigorous instruction and curriculum designed to meet individual student needs
- Maintaining trust and open communications with students, staff, parents, and community
- Recruit, hire, develop, and retain qualified personnel
- Using all fiscal resources efficiently and transparently
- Meeting the mental health needs of students and staff while providing safe, secure, and adequate facilities

OTHER CHALLENGES

- Identifying and guiding exceptional students in the early grades
- Improving staff diversity
- Effectively communicating the organization's direction to all district staff
- Continue communication between the City of Piedmont and Piedmont City School District officials
- Addressing the challenges of change
- Addressing student's lack of self-confidence in setting high standards and expectations for themselves
- Overcoming the complacency that comes with success
- Developing the whole child by finding a pathway for all
- Limited fiscal resources
- Improved, proactive public and community relations
- Special Education student transportation issues

OPPORTUNITIES

- Cultivating and embracing diversity
- Provide intervention services to Level I & II students
- Increase Virtual School opportunities
- Partnerships with JSU & GSCC
- Improve collaboration between PES, PMS, and PHS staffs
- Networking with other school systems
- Organized parent volunteer program
- Community Involvement
- Support for Piedmont Education Trust Foundation
- Relationships with local businesses

STRATEGIC OBJECTIVES

1. Improve student achievement through effective instruction and challenging, rigorous curriculum.

- 1.1 Provide rigorous, relevant, and engaging instruction focused on high standards
- 1.2 Implement strategic individualized learning plans to promote student achievement in math and reading
- 1.3 Enrich learning experiences with appropriate technology, digital curriculum, and innovative programs
- 1.4 Analysis of student data to modify instruction and increase positive student outcomes

Key Performance Indicators: *Classroom snapshot visits, Monthly data meetings, ALSDE summative assessments, Formative assessments (Fall/Winter/Spring), Universal literacy screener, KUDER, ALSDE report cards, Student perception surveys*

2. Improve parent and community engagement through communications, discussions, and opportunities for involvement.

- 2.1 Increase the number of parental/community engagement opportunities
- 2.2 Develop and strengthen new and existing partnerships with businesses, civic organizations, and universities
- 2.3 Maintain positive community advocacy and support for students
- 2.4 Refine various methods of communication with all stakeholders

Key Performance Indicators: *Piedmont Education Trust (PET) status, Visits from government leaders, Social media and traditional communications, Student-led conferences, 3P/AdvantagePlus, Survey data, Community participation in school activities, Number of stakeholder partnerships, JSU/GSCC partnerships*

3. Recruit, hire, develop, and retain qualified personnel to foster a personalized, student-centric learning environment.

- 3.1 Provide professional development opportunities that emphasize best pedagogical practices to increase student outcomes
- 3.2 Cultivate leadership skills and foster opportunities for all personnel to have a positive impact on students
- 3.3 Increase and diversify recruitment practices
- 3.4 Provide routine accountability practices to ensure rigorous academic expectations are being met

Key Performance Indicators: *University partnerships, Number of National board certifications, Professional development/Leading PD during Data Days, Aspiring leaders mentoring program, Future teachers signing day, New teacher mentorship program, Completed CEUs/PLUs, Number of advanced degrees, Teacher evaluations, Classroom snapshot data, University teacher career fairs*

4. Maintain an efficient and transparent use of fiscal resources to promote high student achievement.

- 4.1 Maintain one month's operating reserve
- 4.2 Continue to pursue non-traditional funding sources
- 4.3 Prioritize funding that directly affects teaching and instruction
- 4.4 Utilize data analysis to prioritize all expenditures and maximize operational efficiency and effectiveness

Key Performance Indicators: *Budget/budget review, School system audit, Data meeting results, Expenditures directly related to teaching and instruction*

5. Maintain an effective student support system to support the whole learner.

- 5.1 Provide mental health therapy services that provide students with emotional support, conflict resolution, and help students cope with feelings and problems in a healthy way
- 5.2 Cultivate a safe learning environment where students feel positively connected to and respected by their peers and teachers
- 5.3 Support teachers by providing self-reflective PD opportunities where teachers will gain and refine knowledge of content and pedagogy
- 5.4 Provide student mentoring and guidance that has a positive impact on students and student achievement
- 5.5 Develop and maintain community partnerships that strengthen and support school goals and curricula

Key Performance Indicators: *Mental health services, PD opportunities, Safety Plan, Team Time, School counseling activities, Transition activities, 3P project, Discipline SIR, ALSDE state assessments, Climate survey, Graduation rate*