Colquitt County Schools

Strategic Plan

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100 % of Colquitt County graduates will be future ready by having successfully completed a college and/or career pathway.

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100% of staff employed and retained by the Colquitt County Schools will be highly qualified/properly credentialed.

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The plan to foster leadership for innovation and collaboration by meeting on a scheduled basis with parents, teachers, students, and community partners will be followed with 100% fidelity.

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The system will provide technology necessary to support the 21st century student learning and teacher instruction in 100% of the schools.

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Each year, Colquitt County School System will implement a balanced budgeting, planning, and funding system while providing facilities, technology, safety, and other pertinent matters necessary to support 21st century student learning.

Goal I: Develop Future Ready Students:

100 % of Colquitt County graduates will be future ready by having successfully completed a college and/or career pathway.

Objective	Responsibility	Strategy	Resources Needed	Timeline/Expectation
1.1 Ensure teacher understanding and alignment of Common Core Standards and Georgia Performance Standards.	Assistant Superintendent of Curriculum/Instruction / Learning Services	Provide on-going training within the county for all math and ELA teachers on the CCGPS and associated assessments	Curriculum Directors, coaches, ISS and possible consultants. Title II and Title VI funds for training	100% of Colquitt County School System teachers will participate in CCGPS or GPS curriculum alignment in 2014-2015.
1.2 Utilize Professional Learning Communities to support vertical and horizontal alignment and facilitate collaboration. Ensure that teachers work and plan together, learn and share effective teaching practices, and are provided support for their on-going learning. (Vision Project 4.1)	Assistant Superintendent of Curriculum/Instruction / Learning Services	Generate resource materials that outline vertical/horizontal alignment across grades (ex: posters) and that promote discussion	Curriculum Directors, coaches, ISS and possible consultants. Teacher leaders in each school to re-deliver	100% of Colquitt County schools will develop, implement, and support on-site Professional Learning Communities in 2014-2015.
1.3 Utilize disaggregated data and to ensure effective instruction in order to improve performance of all subgroups.	Assistant Superintendent of Curriculum/Instruction / Learning Services	Generate student performance data for schools, provide training on Statewide Longitudinal Data Systems and expect its use at the teacher level, implement Georgia Formative Instructional Practices in all schools	Testing clerk, Director of Technology. Principal buy-in to create GA Formative Instructional Practices implementation plan for each school.	Annually, 100% of Colquitt County School System's teachers will be trained in the utilization of SLDS and on how to effectively analyze student data to guide instruction.
1.4 Align paths of study and courses in elementary, middle, junior high and senior high schools based on college and career readiness.	Assistant Superintendent of Curriculum/Instruction /Learning Services	Train principals in the CCRPI and what is expected at each level to be on track for college and career readiness.	Ensure all principals participate in online webinars and use the information to plan for student success towards college/career	100 % of Colquitt County schools will be trained to effectively evaluate CCRPI results each year.

1.5 Restructure gifted instruction to ensure rigor and consistency at the elementary schools and articulation through the middle, junior, and senior high schools.	Assistant Superintendent of Curriculum/Instruction / Learning Services & Director of Gifted Services	Series of information gathering meetings with parents, elementary principals and curriculum directors. Identify each group's preference for gifted services at elementary level that links in with challenging courses in middle, Jr High and High school.	Parent input, GA DOE guidance, visit exemplary programs in GA., gifted endorsed teachers, design advanced curriculum content	By the Fall of 2015, 100% of Colquitt County School System's Gifted Services will be restructured.
1.6 Ensure consistency across the county with all forms of assessments	Assistant Superintendent of Curriculum/Instruction / Learning Services/	Provide system wide testing orientation for all state mandated assessments; facilitate the development of a balanced assessment system to include: common formative and common summative benchmark assessments	Testing Clerk, Curriculum Directors, Instructional Support Specialists, Principals, Assistant Principals, Title I, Professional Development, and Title VI.	100% of Colquitt County School System's administrators and teacher leaders will be trained in the development of student assessments in 2014-2015.
1.7 Use multiple forms of assessment grounded in objective data to direct teachers' instructional decisions, to regularly provide meaningful feedback to students and parents, and to ensure that teachers use varied measures to determine what students know and can do. (Vision Project 4.4)	Assistant Superintendent of Curriculum/Instruction / Learning Services	Review report cards for all grades in terms of standards taught, decide upon effective progress monitoring of student work, use of formative assessment	Parent Portal, revised reporting of student work, use of Statewide Longitudinal Data Systems, improved communications to parents at parent conferences	Twice annually, student benchmarks and universal screeners data will be reviewed to evaluate student growth.
1.8 Foster relationships with early learning partners that include all public and private human service organizations. (Vision Project 3.1)	Assistant Superintendent of Curriculum/Instruction / Learning Services, Pre-K Director, and Pre-School/Pre-K Transition Coach,	Coordinate efforts with other human service organizations to provide educational opportunities for children birth to five.	Community participation, resources/grants, and common vision of the effect of early learning on long-term success of students.	The Early Childhood Collaborative will meet three times annually.

Goal 2: Hire and Retain 21st Century Professionals:

100% of staff employed and retained by the Colquitt County Schools will be highly qualified/properly credentialed.

Objective	Responsibility	Strategy	Resources Needed	Timeline/Expectation
2.1 Provide staff professional development opportunities that are aligned with district priorities, i.e., Curriculum - CCGPS, Instruction - Effective Strategies, Assessment - Summative and Formative.	Federal Programs Director	All system staff will complete professional learning survey. Each school staff will complete Title IIA Needs Assessment. System Professional Learning committee will meet and use Needs Assessment data to determine priorities.	Assistant Superintendent of Human Resources/Student Services will prepare and implement professional learning survey system-wide. Principals and school leadership will complete Title IIA needs assessment document.	100% of all certified staff will participate in professional learning activities annually.
2.2 Implement TKES/LKES (Teacher/Leader Keys Effectiveness System)	Principals and Superintendent	All designated professional staff members will be assessed utilizing the new State mandated model	Training and time.	100% of all certified staff will be evaluated using TKES/LKES annually

Goal 3: Cultivate Leadership for Innovation and Collaboration:

The plan to foster leadership for innovation and collaboration by meeting on a scheduled basis with parents, teachers, students, and community partners will be followed with 100% fidelity.

Objective	Responsibility	Strategy	Resources Needed	Timeline/Expectation
3.1. Establish a county-wide parent leadership committee.	Superintendent	There will be quarterly parent leadership meetings scheduled throughout each school year.	Each principal will submit at least two parents from their parent leadership members to serve on this committee.	Hold 100% of the meetings annually.
3.2 Establish a county-wide teacher leadership committee.	Superintendent	There will be quarterly teacher leadership meetings scheduled throughout each school year.	Each principal will submit two to three teachers from their faculties to serve on this committee.	Hold 100% of the meetings annually.
3.3 Establish a county-wide ad hoc community leaders committee.	Superintendent	There will be three county-wide ad hoc community leaders meetings throughout each school year.	Representatives from Rotary, the Chamber, NAACP, United Way, the Hospital, Kiwanis, the Y, and many other agencies will be identified and invited to these ad hoc meetings.	Hold 100% of the meetings annually
3.4 Establish a secondary school student leadership committee	Superintendent	There will be two student leadership summits held each school year. Students from the middle, junior and senior high schools will be identified from the school's student council to participate in these leadership summits.	Each principal will submit at least twenty students per school from the middle/junior/high school to serve on the student summit.	Hold 100% of the meetings annually.
3.5 Establish a county-wide Classified Leadership Committee	Superintendent	There will be quarterly classified leadership team meetings scheduled throughout each school year.	Each principal will submit two to three classified employees from their faculties to serve on this leadership team.	Hold 100% of the meetings annually.

3.6 Implement and monitor Colquitt County School Systems Communications Plan to promote public education as the cornerstone of American democracy by publicizing student and school success through all available media. (Vision Project 2.1)	Superintendent/ School Community Relations Coordinator	Improve two-way communication between school system and publics we serve. Improve awareness of system accomplishments in the community. Improve employee and student morale.	Student, Parent, and employee input.	Review and/or revise Communications Plan and survey data annually to determine stakeholder perceptions of schools and school district. (Vision Project 8.4) and that 100% of all goals are being met to effectively communicate to all stakeholders.
3.7 Develop safe, orderly, supportive learning environments built on respect and encouragement where all individuals believe they can make a positive difference (Vision Project 8.1)	Superintendent/Faculty/Staff	Continue to re-enforce our Mission Statement in word and deed. The Colquitt County School System is committed to the daily pursuit of excellence in student achievement while working with parents and the community to serve the needs of all children in a positive and safe environment.	Participation by all personnel in striving to live out our mission statement.	Review annually all stakeholder feedback to determine the climate of our schools/offices.

Goal 4: Incorporate 21st Century Systems:

The system will provide technology necessary to support the 21st century student learning and teacher instruction in 100% of the schools.

Objective	Responsibility	Strategy	Resources Needed	Timeline/Expectation
4.1 Establish a technology device purchase and re-cycle plan.	Director of Technology & Superintendent	Ascertain the current status of our district technology inventory and develop an appropriate cyclical plan for centralized purchasing and recycling.	- Web-based inventory software. - Completion of school technology needs assessment. - Survey data regarding faculty and staff opinion of appropriate budgetary allocation. - School Technology Plan indicative of needs assessment and purchasing plan. - Centralized purchasing process to take advantage of volume discounts. - Procedure for properly rating the condition of equipment for active use, surplus, or recycling. - Annual gap analysis to ensure equality of technology resources between schools.	June 2014 and annual review. 100% completion of web based inventory, May. 100% completion of school needs assessments, April/May. 65% participation in faculty survey, March. 100% stakeholder participation in Technology Plan-3 year. 100% completion of gap analysis, May.

| 4.2 Utilize technology in as many aspects of our instructional and administrative programs as is appropriate and feasible. | Director of Technology & Superintendent | Engage in continuous technology professional development, evaluate technology integration, and monitor student and teacher technology literacy. Increase training opportunities on SLDS/state related state resources, D2L learning management system, and other web-based curriculum software. Offer at least four 10 hour PLU courses per year aligned with technology integration goals. | • Attendance at state/national technology conferences, consortia meetings, and local professional development.
 • Incorporation of the National Technology Literacy Standards and the Level of Technology Integration rubric into GTAP teacher evaluations.
 • Develop and administer 8th grade technology literacy assessment. | June 2014

 100% participation in conferences by technology staff

 100% of teachers evaluated for digital learning/LOTI.

 80% of all 8th grade students assessed. |
| | | Include technology integration in teacher observations and reinforce best practices for a digital learning environment which should include 24-7 access to course material, student engagement and creations. (See observation instrument in appendix)
 Attend at least one professional technology conference per year and increase staff by one.
 Assist schools in meeting specific school technology plan goals | | |

4.3 Ensure that network infrastructures are up to industry standards.	Director of Technology & Director of Network Services	Increase the bandwidth to 1GB for desktop and between racks. Install industry standard wireless management in all schools. Increase the number of network drops in each classroom. Replace Cat5 cabling with Cat6 in all locations. Install Power Over Ethernet switches in locations not meeting industry standard. Install battery backup systems in locations not meeting industry standard. Install media server that uses industry standard H264 video. Install system wide Voice Over Internet Protocol system for voice communication.	• System technology plan. • Needs assessment. • Input from vendors.	On going 100% completion of school needs assessments. 65% participation in faculty survey. 100% stakeholder participation in Technology Plan. 100% completion of gap analysis.
4.4 Ensure that all classrooms meet the baseline for required classroom technology.	Director of Technology	Increase the number of instructional classrooms meeting the baseline for required technology. • Require replacement of flat screen television in classrooms with failing data projectors. Increase assistive technology devices and training to meet the needs. Include software resources in the web-based technology inventory. Increase thin client, tablets/e-portal management system, and personal computing devices to fill the gaps with Bring Your Own Technology. Implement student/staff email with Microsoft 360 integrated productivity software and licensing. Implement assessment analysis software in grades 6-9. Provide teachers and administrators technology equipment using system wide purchasing and recycle plan.	• Key Concerns including but not limited to: o Purpose. o Classroom exclusions. o Device exclusions. o Network connectivity exclusions. o Theft/disciplinary details.	June 2014 Increase 5 of classrooms meeting baseline for required classroom technology by 20%

Goal 5: Implement a Balanced Budgeting, Planning and Funding System:

Each year, Colquitt County School System will implement a balanced budgeting, planning, and funding system while providing facilities, technology, safety, and other pertinent matters necessary to support 21ˢᵗ century student learning.

Objective	Responsibility	Strategy	Resources Needed	Timeline/Expectation
5.1 Prepare a five year spending plan.	Comptroller	Work closely with system and building level administrators to determine needs and future financial goals.	Historical financial data found in Munis and current/future year budget and actual information.	Meet twice annually to discuss five-year spending plans and make adjustments where needed.
5.2 Research innovative ways and means to be more effective, efficient, and fiscally responsible.	All	Work closely with system and building level administrators to determine needs and future financial goals. In addition, take advantage of professional learning opportunities relating to school finance and keep abreast of legislation and legal issues regarding school finance.	Work with other state/local agencies and finance personnel in other Georgia school systems.	Meet twice annually with system and building level personnel to discuss budget/finance as well as legislative/legal issues.
5.3 Develop safe, orderly, supportive learning environments built on respect and encouragement where all individuals believe they can make a positive difference (Vision Project 8.1)	Assistant Superintendent of Business and Operational Services	Coordinate efforts of law enforcement agencies both local and state to ensure the safety of all students and staff Coordinate with principals/administrators concerning school safety plans, conduct safety walk through of all schools, and hold mock emergency drills.	Assistance of staff, local law enforcement agencies, and GEMA.	Annually meet with local/state law enforcement agencies to stay current on all law and regulations concerning school safety. Annually meet with 100% of principals/administrators to review safety plans and procedures.

5.4. Establish a senior administrative succession plan.	Superintendent	Prepare and implement a succession plan for senior staff administrators.	Research established succession plans for executive and CEO positions.	Conduct an annual review of current succession plan to ensure effective coverage in all positions in the event of personnel change.
5.5 Monitor and supervise the high school building project.	Superintendent	Work closely with architect, construction personnel, and district administration.	Time.	Attend monthly meetings with facility director, architects, and construction manager to discuss progress.
5.6 Instill that while individual schools need to remain autonomous we must function as a school system	Assistant Superintendent of Curriculum/Instruction/ Learning Services/	Conduct quarterly Curriculum/Instruction meetings with Principals and Assistant Principals of all grade levels (elementary, middle, high); establish system level non-negotiables with the collaboration and cooperation of school personnel	1. System's Division of Curriculum/Instruction 2. Principals and Assistant Principals	Hold 100% of all meetings annually.