
Goal: Improve two-way communication between school system and publics we serve.

Objective 1: Increase the percentage of employees providing two-way feedback to the system.

Strategies for system:

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- Continue Teacher Leadership Team meetings as needed but at least annually made up of teacher leaders from each school/location
 - Institute Classified Leadership Team meetings as needed but at least annually made up of classified staff from each school/location – Target Spring 2017.
 - Superintendent and/or Central Office administrators are available to attend monthly faculty meetings, Local School Governance meetings, and/or parent meetings to disseminate information
 - Monthly Administrative meetings comprised of principals and district administrative staff
 - Superintendent holds meetings with new (to the system and/or to the position) principals/assistant principals as needed
 - Institute a “state of system” newsletter, annually. Target 2016-2017 school year. Newsletter to be distributed to Chamber, real-estate offices, YMCA, etc.; as well as posted to the system website.
 - Utilize the list-everyone email group to get group messages to employees

Evaluation

- Administer Teacher Leadership Team Survey
- Administer Needs Assessment Survey

Strategies for central office:

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- Hold monthly staff meetings for entire District Administrative Staff for collaboration of ongoing trends in education and to keep abreast of status of each department before each monthly Administrative/Principal meeting.

Evaluation

- Informal observations and discussions with staff members
- GaDOE sponsored staff and student surveys

Objective 2: Increase the percentage of students providing two-way feedback to the system each school year

Strategies:

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- Continue Student Summit meetings as needed but at least annually at the Central Office. The group will be comprised of students from middle/junior/high school
 - School visits with formal and informal walk-thrus
 - Recognition of student accomplishments at Board of Education Meetings
 - School-based student-government membership

Evaluation:

- Student Summit Survey
 - Informal observations and discussions with students in Student Summit Meetings
 - Informal observations and discussions with students at schools
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Objective 3: Increase the number of parents providing two-way feedback to the system

Strategies for system:

- Continue Parent Leadership Team Meetings as needed but at least annually
- Administer formal survey assessment for parents
- Comprehensive System Website (scrolling news, announcements, calendars, press releases, etc.)
- Electronic Board of Education meetings
- Continued use of the One Call Parental Notification System to inform parents/guardians of events/activities by each site/location principal/director in multiple languages
- School initiatives – class and school newsletters, suggestion boxes, and student agendas

Evaluation:

- Informal observations and discussions with parents in Parent Leadership Team Meetings
- Review of results Parent Leadership Team Survey

Goal: Improve awareness of system accomplishments in the community

Objective 1: Increase marketing in the community of positive accomplishments of the system utilizing mass communication.

Strategies:

- Institute system newsletter “state of the system”, annually. Target 2016-2017 school year
- Institute a Community Leader Summit that meets as needed but at least annually
- Continue to post press releases to the system website and submit to local media for print
- School/Site PR representatives continue to work closely with local media to inform the community
- Continue to recognize system accomplishments at home football games by way of the “Packer Points of Pride”
- Continue Electronic Board Meetings
- Continue presenting educational topics presented by system personnel at local Community Civic Organizational Meetings
- Continue School Nutrition informational publications both print and web.
- Continue to publish “A Closer Look” PowerPoint with system statistics on system web-site
- Posting current financial documentation on system website
- Maintaining system and school websites to provide up-to-date information for parents and the community

Evaluation:

- Community Leader Summit Survey
- Informal observations and discussions with community leaders and parents

Goal: Improve employee and student morale

Objective 1: Increase the percentage of employees/students who feel appreciated for their efforts by providing personal recognition.

Strategies:

- Recognition of student/staff accomplishments at Board of Education Meetings
- Continue to recognize student/staff accomplishments at home football games by way of the “Packer Points of Pride”
- Create a Recognition Page on the system website for student and staff recognitions. Target 2016-2017 school year
- Continue to recognize Teacher of the Year, BRAVO (classified employee of the year), and Retirement recipients at a reception, in the newspaper, and on system website
- New Teacher Orientation annually
- School initiatives – Staff Highlight section of school newsletters, staff and or student recognition in morning announcements, staff meals, etc.

Evaluation:

- BRAVO and TOTY nomination processes provide opportunities to recognize teachers/staff
- Student Honors Programs at all schools acknowledge student success
- Informal observations and discussions with employees and students