

McIntosh County School System

Strategic Plan 2014-2019

MISSION

The mission of the McIntosh County School System is to provide a high quality education for all of our students

VISION

Our vision is to be a school system that ensures an excellent and equitable education for our students, all of whom will graduate, be lifelong learners, and be successful citizens

BELIEFS

We believe that:

- All children can learn
- The first five years of a child's life are the most important developmentally
- The primary care-giver has the most influence on a young child's life
- All students deserve a high quality education, an equal opportunity to learn, and a safe and orderly learning environment
- Education is a shared responsibility of students, parents, families, school, and community
- Community and parental involvement supports student success in school
- Effective communication is a key component of a high quality educational program
- All educational decisions should be made in the best interest of students
- Instructional decisions should be data-informed and research-based

- Highly effective teachers and leaders are crucial to the schools' overall success
- Collaboration and teamwork will result in improved educational opportunities for students
- All students should be critical thinkers and creative problem solvers
- Student creativity should be recognized and encouraged
- Extracurricular activities are important to the success of our students
- All students should graduate from high school prepared for college, career, and responsibilities of citizenship

GUIDING PRINCIPLES

School Readiness

- The first five years of life are critical in the development of the child
- School readiness for children birth to five is the responsibility of the adults who care for them and the community services that are available to them
- A comprehensive approach is required to meet children's developmental needs: cognitive, motor, adaptive, personal-social, and communication
- Children begin school at different levels of readiness

Teaching, Assessment, and Learning

- The quality of teaching significantly affects student learning
- System-wide collaboration and continuous dialogue promote high achievement and academic success
- Ongoing relevant professional learning positively impacts student learning
- Integration of technology into the teaching/learning process increases student engagement and positively affects student success
- When students are not successful, instructional strategies should be examined
- Effective teaching strategies recognize that people learn differently and at different rates
- Implementing system-wide initiatives with fidelity increases the quality of classroom instruction across the school system

- The curriculum we teach is based on state standards
- Appropriate allocation of time for each curriculum area will result in increased student academic success
- Balanced assessments of student learning are essential to guide instruction

Human Resources (Personnel)

- The quality and professionalism of district and school leaders have a significant influence on teacher performance and retention
- Feedback and support through ongoing performance evaluations are essential to retaining effective teachers
- Recruiting and retaining highly qualified and effective teachers and leaders positively affects the quality of the educational program
- Effective professional learning is an essential component of effective teaching
- Staff and faculty diversity increases likelihood of appropriate role models for students
- Mentoring programs for teachers and leaders increase their potential for success

Governance and Leadership

- Effective governance requires a shared and strategic vision
- Trust, collegiality, and teamwork strengthen collective efforts in improving student learning
- Empowering faculty and staff to be meaningfully engaged in decision-making results in increased commitment to achieving an effective organization
- Decisions which benefit students increase the effectiveness of our school system
- Relevant and accurate information is essential for good decision making
- Policy and procedure, implemented with fidelity, create a positive learning environment

General

- Established policies and procedures are essential to effective management of the schools and the school system
- Advisement and advocacy programs which focus on student self-awareness increase students' perception of themselves and their potential

GOALS

Goal 1

A curriculum that is broad, challenging, relevant, and effective for all students

Goal 2

Students who are prepared for success in their post-secondary choices, career, and life

Goal 3

Effective instructional strategies that increase student attendance, motivation, engagement, and success and that support positive behavior

Goal 4

Parents who are engaged in schools and student learning

Our ultimate goal is to graduate all of our students

GOALS, OBJECTIVES, AND STRATEGIES

Goal 1

A curriculum that is broad, challenging, relevant, and effective for all students

Objective 1.1

Implement a comprehensive literacy initiative beginning in the 2015-16 school year

Strategy 1.1.1

Conduct birth to five and K-12 literacy needs assessments. Engage school and system leadership teams in a review of the research on evidence-based instruction. Identify and propose appropriate best practices. Develop ongoing formative and summative assessments for each literacy component. Develop a plan and timeline for implementing a comprehensive literacy program for pre-school through grade 12. Provide for appropriate professional learning opportunities. The project plan is to be completed by February 28, 2015

Objective 1.2

Adopt and implement a comprehensive reading program for grades K-5 beginning in the 2014-15 school year

Strategy 1.2.1

Conduct a review of K-5 reading programs and material currently in use in the school system, examine best practices in reading instruction, and make recommendations for adoption and implementation of a program for kindergarten through grade five beginning in the 2014-15 school year. The project plan is to be completed by June 30, 2014

Objective 1.3

Implement procedures for effective delivery of the mathematics curriculum K-12 by the 2014-15 school year

Strategy 1.3.1

Develop a plan for creating and supporting professional learning communities (PLCs) to ensure appropriate vertical alignment of mathematics curriculum and the use of effective instructional strategies. Establish membership and responsibilities of the PLCs. The project plan is to be completed by June 30, 2014

Objective 1.4

Implement revisions to the K-12 social studies curriculum and benchmark assessments, and increase student performance on social studies state assessments beginning in the 2015-16 school year

Strategy 1.4.1

Review the scope and sequence of the K-12 social studies curriculum including, but not limited to, history, geography, sociology, and economics and recommend proposed revisions designed to increase student learning and to improve student performance on state assessments. Develop benchmark assessments. The project plan is to be completed by June 30, 2015

Objective 1.5

Initiate implementation of a Science, Technology, Engineering, and Mathematics (STEM) program in the school system by the 2015-16 school year

Strategy 1.5.1

Review STEM Education research which focuses on K-12 education. Compare STEM program components with current curriculum in related areas in McIntosh County Schools to determine modifications required for implementation. Analyze student achievement data in mathematics and science to determine student readiness for the STEM program. Determine the number of teachers with majors in science or mathematics and compare with number needed for effective program implementation. Make recommendations on implementation, which grade levels, and which students should participate in the program. The project plan is to be completed by March 31, 2015

Objective 1.6

Implement a comprehensive fine arts program in K-12 by school year 2017-18

Strategy 1.6.1

Identify organizations in McIntosh County that have an interest in the performing and visual arts and establish a partnership with these organizations for the purpose of developing a proposal for providing a comprehensive fine arts program in the school system. The proposed program should include art and music classes at the high school level that have an apprenticeship component which prepares high school students to assist certified music and art teachers at the elementary level. The proposed program should also provide for community volunteers to teach students at all levels in all areas of the fine arts. The project plan is to be completed by December 31, 2016

Goal 2

Students who are prepared for success in their post-secondary choices, career, and life

Objective 2.1

Increase significantly the number of students in dual enrollment at grades 11 and 12; the number of students taking Advanced Placement courses at grades 9-12; the number of students enrolled in ACCEL, and the number of students scoring a 3 or above on AP exams each year. A 10 percent or greater increase each year shall be deemed significant

Strategy 2.1.1

Formalize the partnership with area colleges for the purpose of developing a working relationship with McIntosh County Schools and McIntosh County Academy which is designed to result in a significant increase in the number of students in dual enrollment, the number of students taking Advanced Placement courses, the number of students enrolled in the Accel Program, and the number of students who score 3 or higher on AP exams

Objective 2.2

Establish a comprehensive SAT, ACT, and COMPASS preparation program by school year 2015-16

Strategy 2.2.1

Use the partnership formed under strategy 2.1.1 to make the current initiative a comprehensive preparation program for the SAT, ACT, and COMPASS assessments. Conduct a review of successful preparation programs. Determine the correlation between the assessments and the school system's curriculum. Conduct a needs assessment and determine scope and focus of the proposed program. Develop a proposed plan for implementation of the program. The project plan is to be completed by June 30, 2015

Objective 2.3

Implement a comprehensive career pathways program that increases the number of career pathway options at the high school level, the number of career exploration options at the middle school level, and full implementation of career awareness at the elementary school level beginning in the 2015-16 school year

Strategy 2.3.1

Convene a career pathways summit involving the McIntosh County Schools, the McIntosh County Development Authority, Coastal Pines Technical College, and other stakeholders to structure a career pathway program which is feasible for implementation. Develop implementation plan which includes required professional learning. The project plan is to be completed by April 30, 2015

Strategy 2.3.2

Conduct a needs assessment and develop a plan for implementation of additional middle grade (6-8) career exploration opportunities which includes analysis of facility requirements. The project plan is to be completed by January 31, 2015

Strategy 2.3.3

Develop procedures and processes for students, beginning at grade 5, to select a program of study and career pathway which will be reviewed and updated annually by parent, student, and guidance counselor or other staff. The annual review shall address what the student needs for the next level – elementary to middle, middle to high, high to post-secondary. The project plan is to be completed by October 31, 2014

Goal 3

Effective instructional strategies that increase student attendance, motivation, engagement, and success and that support positive behavior

Objective 3.1

Implement research-based effective instructional strategies designed to maximize active student engagement in learning activities in all curriculum areas by the 2015-16 school year

Strategy 3.1.1

Review research on instructional strategies, identify best practices in all curriculum areas, and propose relevant professional learning activities for all classroom teachers and school leaders. The project plan is to be completed by May 31, 2015

Objective 3.2

Adopt instructional strategies for male students that are consistent with their developmental readiness by the 2016-17 school year

Strategy 3.2.1

Review research on student performance by gender, and best practices that focus on developmental variance between male and female students. Develop instructional approaches designed to address developmental differences between male and female students. The project plan is to be completed by February 28, 2016

Objective 3.3

Increase effectiveness of the Response to Intervention (RTI) process to ensure individual student needs are accurately assessed and addressed by school year 2014-15

Strategy 3.3.1

Review and propose improvements to the RTI process. The project plan is to be completed by June 30, 2014

Strategy 3.3.2

Develop a professional learning plan for staff in the use of the RTI process. The project plan is to be completed by July 31, 2014

Goal 4

Parents who are engaged in schools and student learning

Objective 4.1

Implement a comprehensive parent engagement program by school year 2015-16

Strategy 4.1.1

Review the research on effective parent engagement initiatives. Develop a program that includes provision for a parent-teacher organization within each school; that addresses the role of school councils; that provides for parent satisfaction and interest surveys; and that addresses two-way communication, volunteerism, mentoring, tutoring and effective parent-teacher conferencing. Include parents on the planning team. The project plan is to be completed by June 30, 2015