

**ROME BOARD OF EDUCATION**  
**FY23-27 5-Year Strategic Plan**

**Vision**

All graduates of Rome High School will:

- be critical, creative thinkers and problem solvers,
- be effective communicators and collaborators,
- be financially literate,
- have learned how to persevere, and
- have developed the soft skills essential for success in all facets of life.

**Mission**

All students will graduate from Rome High School prepared for college or work.

**4 Pillars**

1. Student Achievement
2. Staff Development
3. Stakeholder Engagement
4. Safety & Operations

**Strategic Area 1.1**  
***Student Achievement***

***Rome City Schools will improve academic achievement of students while closing the achievement gap between subgroups.***

*Georgia Vision Project Recommendations 3.2, 4.1, 4.2, 4.3, 4.4, 7.1*

**Goal 1**

Improve student achievement in Grades K-12 to increase the high school graduation rate of all subgroups.

Measurable Objectives

- A. Increase the percentage of students in grades K-2 meeting grade-level achievement on the Measures of Academic Progress (MAP).
- B. Increase the percentage of students in grades 3-12 performing at the proficient or distinguished level on the Georgia Milestones Assessment (GMA).
- C. Increase the percentage of the 4-year high school graduation rate of all subgroups.

**ACTION STEPS**

- Communicate all graduation options to parents, students, and community with fidelity.
- Implement graduation advisement with fidelity, including requirements and plans/paths.
- Provide, support, and monitor Professional Learning Communities focused on the improvement of MAP/GMAs.
- Select and purchase Tier 1 curriculum for ELA, Math, Science, and Social Studies, including appropriate training in the use of each.
- Implement appropriate Tier 2, Tier 3, and Tier 4 evidence-based interventions.
- Provide each school with academic coaches/interventionists to support professional learning and teacher development.
- Develop intra-district Professional Learning Communities with identified teacher leaders in both content, resources, and special populations.
- Promote and incentivize teacher certifications and endorsements, including Dyslexia, ESOL, Gifted, K-5 Math, Online Teaching, Reading, K-5 Science, Special Education, Teacher Support and Coaching, and Technology.
- Implement academic and enrichment after-school programs for identified students.
- Create a district-wide school-community mentoring program to prepare all students for college or work.

**Strategic Area 1.2**  
***Student Achievement***

***Rome City Schools will improve academic achievement of students while closing the achievement gap between subgroups.***

*Georgia Vision Project Recommendations 3.2, 4.1, 4.2, 4.3, 4.4, 7.1*

**Goal 2**

Improve the literacy rates of students.

Measurable Objectives

- A. Increase the percentage of students in grades K-2 reading on grade level as measured by the Measures of Academic Progress (MAP).
- B. Increase the percentage of students in grades 3-12 reading on grade level as measured by the Lexile score on the Georgia Milestones Assessment (GMA).
- C. Continue collaboration with community organizations to support early/on-going learning in literacy.

**ACTION STEPS**

- Provide each school with a reading interventionist to support students who are reading below grade level.
- Promote and incentivize teacher certificate endorsement in Reading.
- Train all K-3 reading teachers in the use of Orton Gillingham literacy.
- Support early learning through the continued implementation of Bright From the Start Pre-K programs and South Rome Early Learning Center.
- Follow the MTSS Intervention Structure in providing Tier 2, Tier 3, and Tier 4 evidenced-based interventions.

**Strategic Area 2.1**  
***Staff Development***

***Rome City Schools will embed critical thinking, technology skills, creativity, communication, and collaboration into teaching and learning.***

*Georgia Vision Project Recommendations 5.2, 5.4. 7.1*

**Goal 1**

Strengthen the Science, Technology, Engineering, Arts, and Math (STEAM) program. **Implement technology as an instructional tool.**

Measurable Objectives

- A. Provide funds for STEAM activities and resources.
- B. Provide funds for STEAM professional learning, including STEM endorsements.
- C. Provide funds for a STEAM **certified** activity teacher at each elementary school.
- D. **Hire an instructional technology officer**

**ACTION STEPS**

- Train classroom teachers concerning STEAM principles and teaching strategies.
- Attend professional learning, including STEAM Forums and STEAM Walks.
- Promote and incentivize teacher certificate endorsements in STEM.
- Encourage collaboration between STEAM teachers and classroom teachers to incorporate grade-level standards into the STEAM classrooms and STEAM standards into the grade-level classrooms.
- Train classroom teachers and students on how to use technology as an instructional tool

## **Strategic Area 2.2**

### ***Staff Development***

***Rome City Schools will embed critical thinking, technology skills, creativity, communication, and collaboration into teaching and learning.***

*Georgia Vision Project Recommendations 5.2, 5.4. 7.1*

#### **Goal 2**

Increase the number and diversity of students identified to be assessed for participation in the gifted program.

#### Measurable Objectives

- A. Increase the percentage of under-represented students identified to be assessed for participation in the gifted program.
- B. Increase the percentage of low socioeconomic students identified to be assessed for participation in the gifted program.
- C. Provide funds for the Talent Development Program in primary grades.

#### **ACTION STEPS**

- Continue the Talent Development Program in kindergarten and first grade for all students.
- Expand the Talent Development Program to second grade for all students.
- Implement alternate methods of assessment for under-represented populations.
- Train teachers of the gifted program in alternate assessment methods.
- Promote and incentivize teacher certificate endorsements in gifted.

## Strategic Area 2.3

### *Staff Development*

***Rome City Schools will embed critical thinking, technology skills, creativity, communication, and collaboration skills into teaching and learning.***

*Georgia Vision Project Recommendations 5.2, 5.4. 7.1*

#### **Goal 3**

Strengthen the Career Technology Agricultural Education (CTAE) program at Rome Middle School and Rome High School.

#### Measurable Objectives

- A. Increase the number of students in the CTAE program.
- B. Increase the number of graduates who are CTAE pathway completers.
- C. Provide funds for CTAE professional learning.
- D. Provide funds for CTAE teachers' salaries at both Rome Middle School and Rome High School.
- E. Provide opportunities for elementary students to be introduced to the CTAE program.

#### **ACTION STEPS**

- Promote the CTAE program to increase awareness among all students and stakeholders.
- Advise students about CTAE options during Wolfpack Advisory, and advise parents through informational meetings and multimedia communications.
- Attend professional learning, including activities related to specific pathways.
- Implement elementary STEAM visits to the College and Career Academy and continue CTAE Ambassador visits to the elementary schools to promote the CTAE program.
- Utilize the YouScience assessment at Rome Middle School and Rome High School to identify student interest and aptitude for CTAE pathway enrollment.

**Strategic Area 2.4**  
***Staff Development***

***Rome City Schools will embed critical thinking, technology skills, creativity, communication, and collaboration skills into teaching and learning.***

*Georgia Vision Project Recommendations 5.2, 5.4. 7.1*

**Goal 4**

Strengthen the Dual Enrollment program at Rome High School.

Measurable Objectives

- A. Increase the number of students in the Dual Enrollment program, including under-represented student populations.
- B. Provide funds for Dual Enrollment professional learning.
- C. Strengthen the partnerships between Rome City Schools and higher education institutions.

**ACTION STEPS**

- Promote the Dual Enrollment program to increase awareness among all stakeholders.
- Advise students about Dual Enrollment options during Wolfpack Advisory, and advise parents through informational meetings and multimedia communications.
- Survey faculty to determine staff interest in teaching Dual Enrollment courses.
- Audit teachers' certificates/transcripts in collaboration with higher education institutions to determine eligibility to teach Dual Enrollment courses.
- Attend professional learning, including Pathway Professional Learning.
- Communicate and collaborate with higher education institutions, including regular meetings and work sessions.

**Strategic Area 2.5**  
***Staff Development***

***Rome City Schools will embed critical thinking, technology skills, creativity, communication, and collaboration skills into teaching and learning.***

*Georgia Vision Project Recommendations 5.2, 5.4. 7.1*

**Goal 5**

Strengthen the Advanced Placement (AP) program at Rome High School.

Measurable Objectives

- A. Increase the number of students in the AP program, including under-represented student populations.
- B. Provide funds for AP exams and professional learning, including AP teacher certifications.

**ACTION STEPS**

- Promote the AP program to increase awareness among all stakeholders.
- Advise students about AP options during Wolfpack Advisory, and advise parents through informational meetings and multimedia communications.
- Attend professional learning, including AP Summer Institute.
- Promote and incentivize teacher certificate endorsements in gifted and AP certification.
- Maximize the number of RCS-funded AP exams to ensure the highest possible number of students are able to participate without financial liability.



**Strategic Area 3.1**  
***Stakeholder Engagement***

***Rome City Schools will retain quality faculty and staff.***

*Georgia Vision Project Recommendation 6.3, 6.5, 7.1*

**Goal 1**

Obtain and retain quality faculty and staff.

Measurable Objectives:

- A. Increase the overall retention rate of each school's faculty and staff.
- B. Create a recruitment team of quality teachers, administrators, and staff.
- C. Provide funds for recruitment and retention efforts.
- D. Provide funds for advanced certification opportunities of all employees.

**ACTION STEPS**

- Hire a talent acquisition officer with a focus on quality faculty and staff retention
- Purchase, train, and implement Cognia MyVoice, an online platform to gain employee feedback.
- Develop an employee/other stakeholder's recognition program.
- Provide team-building events to promote employee engagement and relationships.

## Strategic Area 3.2

### *Stakeholder Engagement*

#### ***Rome City Schools will retain quality faculty and staff.***

*Georgia Vision Project Recommendation 6.3, 6.5, 7.1*

#### **Goal 2**

Provide a positive work environment for all employees.

Measurable Objectives:

- A. Increase overall faculty and staff satisfaction as measured by a research-based survey.
- B. Increase staff attendance.
- C. Provide funds to support employee incentive programs.

#### **ACTION STEPS**

- Increase positive outreach to employees, including school visits, Rome City Cares, and TBRI employee support groups.
- Purchase, train, and implement Cognia MyVoice, an online platform to gain employee feedback.
- Expand use of the Employee Assistance program.

## Strategic Area 4.1

### *Safety & Operations*

***Rome City Schools will provide a safe and positive environment to learn and teach.***

*Georgia Vision Project Recommendations 7.1, 8.1, 8.2, 8.7*

#### **Goal 1**

Provide a safe environment.

Measurable Objectives:

- A. Continue to implement safety plans at each school and ancillary facilities.
- B. Establish a system-wide safety advisory committee
- C. Provide funds for safety and security professional learning.
- D. Provide funds for safety and security equipment.

#### **ACTION STEPS**

- Review and update safety plans annually and as needed.
- Conduct and document safety drills as required by the Georgia Office of the Commissioner of Insurance and Safety.
- Attend professional learning, including Georgia Emergency Management, RESA, and Community Safety Trainings.
- Purchase, train, and implement CrisisGo, an online platform to help schools create a safe learning environment.
- Purchase, train, and implement Evolv, a touchless security screening device.
- Hire and train Campus Monitors
- Yearly review of our camera system check in system (Ident-a-kid)
- Monthly meetings to review our multilayer safety plan (See Something Say Some, Stop the Prop)
- School Resource Officers at RHS, RMS, & RTA
- Implementation of Bus Patrol
- Implementation of School Administration Manager (SAM)

## **Strategic Area 4.2**

### ***Safety & Operations***

***Rome City Schools will provide a safe and positive environment to learn and teach.***

*Georgia Vision Project Recommendations 7.1, 8.1, 8.2, 8.7*

#### **Goal 2**

Provide a positive environment.

Measurable Objectives:

- A. Provide funds to each school based on FTE to support Positive Behavioral Interventions and Supports (PBIS) programs.
- B. Increase the percentage of schools earning operational or above ratings for PBIS programs as measured by the GaDOE.
- C. Decrease the number of discipline referrals.
- D. Decrease the number of students with three or more discipline referrals.
- E. Increase student attendance.
- F. Provide funds for behavioral and mental health support.
- G. Provide funds directed at increasing clear and positive communication throughout the district.
- H. Increase family engagement.

#### **ACTION STEPS**

- Implement PBIS for Tier 1 Behavior Expectations with integrity and fidelity.
- Provide professional development related to classroom management, school discipline, and Multi-Tiered System of Supports (MTSS).
- Support students with three or more discipline referrals by following the MTSS framework.
- Utilize the Trust-Based Relational Intervention (TBRI) coaches to implement TBRI in all schools.
- Utilize Board Certified Behavioral Analysts (BCBA) to address behavioral needs for identified students.
- Implement a district-wide anti-bullying initiative.
- Ensure all schools operate school-wide student advocacy programs.
- Continue support of athletic and fine arts programs.
- Implement truancy intervention programs.
- Purchase, train, and implement SchoolStatus, a communication tool for calling and texting.
- Conduct regular family engagement events, including parent conferences, meetings, workshops, and mentor outreach.