

Exhibit A – Charlton County Schools District Strategic Plan 2015-2020

Vision: One Tribe, One Goal – College and Career Ready!

Mission: The Charlton County School System will provide a quality education for all students – NO EXCUSES.

Beliefs:

1. All children can learn.
2. All students deserve highly qualified and highly effective teachers.
3. Teachers and students deserve supportive, effective leaders.
4. All students need and deserve a rigorous curriculum, access to technology, differentiated instructional strategies, and an effective systemic of research-based instructional supports in order to become college and career ready.
5. Teacher enthusiasm and efficacy are essential for students' motivation.
6. The learning environment must be comfortable, non-threatening, aesthetically appealing, appropriately structured, and free of sarcasm for both teacher and student.
7. Parent and community support is critical for student academic success.
8. Students should be accountable for their learning through self-assessment of learning goals and establishing their own specific and challenging learning goals.

District Priorities for 2015-2020:

1. Implement IE2 contract.
2. Continue TKES/LKES/SLO implementation.
3. Implement Year 1 Plan of Striving Readers Grant: K-12
4. Implement Year 2 Plan of Striving Readers Grant: Birth to 5
5. Initiate PBIS study.
6. Review and revise RTI practices and procedures.
7. Continue to focus on closing the achievement gap.

Strengths:

Talented, dedicated staff members.
Commitment to students
Faculty stability
Community Support

Weaknesses:

Inability to offer wide-range of programs
Increased class sizes
Reduced resources

Threats:

Continued reduction in funding
Continued weak economy
Continued unfunded mandates
Loss of local control
Continuously changing Curriculum and Assessments

Opportunities:

Improve CCRPI
Improve Teacher Effectiveness
Increase access to 21st Century technology

Exhibit A – Charlton County Schools District Strategic Plan 2015-2020

Long Range Goals:

1. Reach all students through individualized learning experiences leading to college and career readiness.
2. Provide facilities that are safe and conducive to a 21st century learning environment.
3. Maximize all resources to support students and staff based on need.
4. Promote stakeholder involvement to ensure student success and community awareness.
5. Recruit, hire, support, and retain high-quality employees with a strong work ethic.

Key Strategies:

1. Create flexible and innovative learning opportunities focused on real-world applications.
2. Make individual instructional decisions based on student learning data.
3. Align technology and resources with instructional needs.
4. Increase school climate through the development and implementation of new plans/programs.
5. Increase schools' ability to meet student and staff needs.
6. Increase strategic partnerships with post-secondary institutions, businesses, and community leaders to promote college and career readiness.
7. Engage the community and parents in the educational process using innovative practices.
8. Create a supportive environment that empowers staff.
9. Promote the local school district and schools through positive publicity

Key Actions	(1-5 Years)	
Action To Be Taken	Timeline	Responsible
Provide professional development to enhance Pre-K through 12 literacy instruction, including digital literacy, in order to ensure students graduate college and career ready.	2015-2020	Curriculum & Instruction
Implement the Positive Behavioral Intervention Program (PBIS) to promote positive behavior and to decrease the instances which impede student learning.	2015-2020	Exceptional Programs
Continue to implement TKES and LKES Evaluation System in order to ensure teacher and leader effectiveness and professional growth.	2015-2020	Curriculum & Instruction
Continue to expand the partnership with post-secondary institutions to allow students to graduate when ready, and to expand awareness of high school, college, and career opportunities for middle and elementary school students.	2015-2020	Curriculum & Instruction
Continue to review and revise Routes to Intervention (RTI) in order to meet the individual instructional needs of all students.	2015-2020	RTI
Develop and implement and IE2 contract with GADOE to allow schools the flexibility to engage in innovative practices to promote student growth.	2015-2020	Superintendent