

Macon County School District

5 Year Plan

Macon County School District has a long and rich history of providing outstanding academic experiences for our students.

We are proud to be part of a close-knit community, which is nestled in the Upper Cumberland Region of Middle Tennessee. Our county is abundant in tradition and blessed with scenic beauty. With 8 schools, including 5 elementary schools, one junior high schools, three high schools and more than 4,000 students, our desire is to provide a quality education in a positive environment so all students can attain the skills and knowledge needed to become lifelong learners and contribute to a diverse and ever-changing world. As we look toward the future, we want to build upon and strengthen our existing foundation.

To accomplish this goal, we initiated a strategic plan to shape our hopes, goals and vision over the next five years from 2018-2023. Five priority areas were identified: Academic Excellence, Stakeholder Engagement, Technology, Facilities, and Human Capital. This plan can be used to guide us in decision-making at both the school and district level. Additionally, it will help drive budget development and resource allocation, help evaluate current programs for effectiveness and select and implement new programs and initiatives that align with our goals and desired outcomes

GUIDING PRINCIPLES

MISSION

The Macon County School System inspires and empowers students to meet high academic standards, lead ethical lives, and demonstrate responsible citizenship.

VISION

It is the vision of the Macon County School System to provide all children with a safe and inviting environment to ensure their success. We want to instill in each student high expectations, morals and respect which will enable them to graduate with the knowledge and skills to become productive and responsible citizens.

Motto

Inspiring and Empowering Students

Five strategic themes that served as a guide to focus energy, set priorities, and ensure a common direction to accomplish our outcomes:

Technology

Maximize the opportunities provided by technology to transform teaching and learning

Academic Excellence

Ensure all graduates are college and career ready

Stakeholder Engagement

Strengthen family and community support for and participation in the educational process

Human Capital

Attract, develop and retain a high quality workforce

Facilities

Improve facilities to foster safe and effective learning environments

TECHNOLOGY

- I. **Promote digital citizenship through individual student devices (1:1) while enhancing student preparedness for their future.**
 - Provide 1:1 devices for all students' grades 4-12 beginning with 6-8 grades in 18-19 SY and all other grades in subsequent years.
 - Macon County School System is a G-Suite District. We will begin utilizing the Google Classroom platform to integrate online resources into daily instruction beginning with the 2018-19 SY and subsequent years.
- II. **Provide students and teachers with the cutting edge resources that will provide new learning opportunities**
 - Continue to develop our technology infrastructure system wide to better able to serve our students.
 - Continue our replacement cycle of devices to maintain up-to-date technology equipment in all our schools for teachers, staff and students.
 - Supply new and innovative equipment to ensure our students have the best opportunities for success in our ever-changing world.
- III. **Implement new modules of Skyward Student Management and continue to use modules already in place**
 - Implement parent online payment for food service thru Skyward beginning with the 2018-19 SY.
 - Fully implement student access to Skyward account in 2018-19 SY.
 - Implement Health Services and RTI2 modules of Skyward in subsequent years.
- IV. **Implement School Bus route/tracking system to help resolve overcrowding issues on our buses**
 - Begin using Trans-finder school bus routing software in 18-19 SY and subsequent years, to reduce bus overcrowding and route crossing.

Academic Excellence

- I. **Increase the class offerings across the curriculum most specifically in Career and Technical Education (CTE), Dual Enrollment, Dual Credit and Industry Certifications.**
 - Expand Dual Enrollment, Dual Credit and Industry Certifications through partnerships with Volunteer State Community College, Tennessee Center of Applied Technology, Tennessee Technological University and other post-secondary institutions as partnerships are created beginning with 2018-19 SY and subsequent years.
 - Addition of a certified Visual Arts instructor for Elementary schools in the 2018-19 SY.
 - Begin implementation of CTE classes in middle school beginning with Career explorations/ Keyboarding in 2018-19 SY and other CTE courses in subsequent years.
- II. **Attain 95% or higher of all students meeting the graduation requirements set for by the State of Tennessee**
 - Increase the graduation rate of all students including students with disabilities and economically disadvantaged students by taking a proactive approach with attendance by creating a system of intervention to ensure students have the necessary supports in place beginning with the 2018-19 SY and subsequent years.
 - Continue to employ a graduation specialist to work with all students determined to be at risk of not graduating on time.
- III. **Attain 90% or higher of all third grade students reading at or above grade level**
 - Implementation of the Read to Be Ready Initiative in grades K-3 and a Ready to Be Ready Summer Camp beginning in 2017-18 SY and continuing in subsequent years with implementation in 4-5 grades.

- Expand the Voluntary Pre-K program to ensure more of our students are kindergarten ready as facilities become available in subsequent years.
- Increase training for teachers in literacy strategies and skill.

IV. Ensure that ALL students receive the support necessary for them to enter post-secondary institutions

- Achieve an average composite ACT score of 21 or better by the year 2020.
- Increase the early post-secondary offerings available to our students.
- Allow all students grades 8-12 to participate in College/Career fairs yearly.
- Conduct an 8th grade orientation on the areas of elective focus available in high school and the available early post-secondary opportunities.

V. All grade bands in every school showing high levels of achievement and growth in all State assessed subjects

- Structured Professional Learning Community (PLC) meetings centered on analysis of student data from common assessments, district-level benchmarks, and state assessments will be held at least monthly beginning in the 2018-19 SY.
- Further development of collaboration between teachers in their school and across the district.
- Continue appropriate Professional development in 2018-19 SY and subsequent years.
- Implement opportunities to deepen teacher understanding of their standards and vertical alignment beginning 2018-19 SY and subsequent years.
- All schools in the district will use a consistent grading process beginning with the 2018-19 SY and subsequent years.

VI. All teachers at level 3, 4, or 5 on their Tennessee Educator Acceleration Model (TEAM) evaluation.

- Teacher evaluators will collaborate with each other to ensure that observations across the district are consistent with one another beginning with the 2018-19 SY and in subsequent years.
- Peer-to-peer observation opportunities will be made more available both in their school and across the district beginning in 2018-19 SY and subsequent years.
- Coaching opportunities will continue to be used and increased with the instructional leaders.
- More Intense coordination and collaboration between principals and instructional leaders in meeting the professional needs of the teachers beginning in 2018-19 SY.

VII. District accreditation by Advanced ED.

- Continue accreditation with Advanced Ed for Macon County School System.

Stakeholder Engagement

- I. **Establish communication with parents to ensure a smooth transition for their students from grade level to grade level as they move from school to school**
 - Use results from parent survey to assess how school are communicating with and engaging parents in the academic process.
 - Strengthen communication with parents about school and district initiatives and priorities.
 - Continue to have six hour parent-teacher conferences so that more parents will be able to have necessary conversations with their child's teacher.
- II. **Establish effective partnerships with community businesses, agencies and organizations to promote our school system**
 - Engage county governments, businesses, civic groups and other organizations to help provide support to schools to ensure that students needs are being met academically and socially.
 - Continue to partner with businesses so that they may serve our service learning students, Co-op students and Work-based learning students in their preparation for post-secondary education and future careers.
 - A representative of the school district will maintain a positive presence at community events.
 - Invite community leaders to attend school events and school board meeting so that they may be kept up to date on the operations of the Macon County School System.

Human Capital

- I. **Develop a plan to promote employment in the school district and recruit, hire and retain highly effective employees**
 - Attend College recruitment fairs multiple times per year beginning in 2018-19 and subsequent years.
 - Develop a financial plan to offer salaries and benefits packages that are competitive with surrounding districts beginning 2018-19 SY and subsequent years.
 - Increase salary and hourly wages for employees to be more competitive with surrounding districts and businesses beginning in the 2018-19 SY and subsequent years.
 - Implement a plan to keep the highly effective teachers in our district beginning in 2018-19 SY and subsequent years.
 - Promote our district in such a way that quality employees seek employment in our district beginning with the 2018-19 SY and continuing in subsequent years.
- II. **Implement a professional learning program that provides mentoring, training and coaching in order to grow our teachers**
 - Base professional growth system on teacher, school and district needs beginning in the 2018-19 SY and in subsequent years.
 - Continuing to provide coaching, mentoring, and job embedded professional development to all new employees beginning in 2018-19 SY and in subsequent years.
 - Build employee capacity to collaborate and share best practices with others beginning in 2018-19 SY and in subsequent years.

Facilities

- I. **Continue to employ School Resource Officers in each school building**
 - Continue to partner with Macon County Sheriff's Department to provide two additional full time SRO's for school district to help where needed.
 - Partner with Sheriff's department and other law enforcement agencies to provide school specific safety training for all faculty and staff .
 - Partner with Macon County Sheriff's Department to provide up-to date training for SRO's.

- II. **A comprehensive facility plan put in place to address the building needs of school district**
 - Collaboration between Macon County School Board and Macon County Legislative Body to approve and finance a new 2nd-5th grade Elementary school beginning in 2018-19 and continuing until project is complete.
 - Construct additional classrooms at Macon County High School and Macon County Junior High School.
 - Continuously monitor and maintain primary and secondary structures throughout the school district.
 - Expand cafeteria at Macon County High School.
 - Continuously monitor all facilities for safety inadequacies and correct as needed.

It is our ultimate hope that each student in our classrooms will be healthy, safe, engaged, supported and challenged to become college and career ready. Additionally, success of the plan will rely on the involvement of families, volunteers, community partners, education advocates, government leaders and many other stakeholders. By all working together, we can ensure that Macon County students receive what they need and deserve in order to be successful in academics and in life.