

Ware County Schools Goals and Objectives

Goal 1: Student Achievement – Provide an innovative, rigorous, and relevant learning environment that challenges all students to attain high academic growth.

Objective 1: Provide digital resources and ongoing professional learning for English Language Arts/Reading, Math, Science, and Social Studies and K-12 instructional resources (Pacing Guides, Unit Plans/Assessments), and continue the implementation of Georgia Standards of Excellence.

Objective 2: Emphasize individual student achievement in all academic areas as measured by state-adopted assessments, as these directly impact the College and Career Readiness Performance Index (CCRPI).

Objective 3: Emphasize the blending of career-related instruction across academic disciplines beginning in elementary school and the reinforcement of academic core content in CTAE pathways and connections courses.

Objective 4: Continue implementation of specific high-impact instructional strategies, such as standards-based instruction, Learning Focused Strategies, and Learning Targets and Success Criteria at each school (PK-12) to reduce the performance gap for identified student subgroups in each grade level.

Objective 5: Reduce the achievement gap between subgroups as measured by GMAS scores using 2021-2022 score results as a baseline.

Objective 6: Continue to utilize Professional Learning Communities to address student academic needs in grades PK-12.

Objective 7: Continue full implementation of the TKES/LKES evaluation system.

Objective 8: Continue credit repair programs to provide an avenue for at-risk students to earn credits as well as after-school tutoring programs to remediate and close achievement gaps.

Objective 9: Track, review, and continue to support strategies, such as PBIS, Mental Health, and Student/Staff Wellness initiatives, that will improve student discipline and attendance.

Objective 10: Address technology literacy at all grade levels, with a focus on Digital Citizenship.

Objective 11: Continue to emphasize career awareness and readiness, life skills, and cross-disciplinary studies to prepare students for the future workforce and close achievement gaps.

Objective 12: Prepare Pre-K students for kindergarten by emphasizing the importance of local Pre-K programs that help students develop early reading, math, and writing skills.

GOAL 2: Operations and Finance – Maintain fiscal stability and reserves through sound financial practices while providing safe and efficient facilities and maintenance/transportation operations.

Objective 1: Demonstrate a commitment to safety by cultivating and supporting a culture of preparedness that is focused on both prevention and recovery measures.

While crafting a policy statement, it is critical to take the time to think through long-term safety goals, such as prevention, decreasing recovery time, and reducing lost time due to incidents and injuries, as well as creating an accident-free workplace.

Objective 2: Review school and district financial procedures through the annual audit process and follow recommendations for improvement.

Objective 3: Provide current information of interest to stakeholders regarding the financial impact of legislation, legal challenges, and/or state and federal Department of Education requirements.

Objective 4: Provide monthly updates on the Special Purpose Local Option Sales Tax for Education (ESPLOST) projects and monthly detail of ESPLOST revenues received by the school district.

Objective 5: Adopt a budget annually for the upcoming school year by June 30.

Objective 6: Post monthly/annual financial reports for the Board of Education. Post Annual Audit Reports.

Objective 7: Continue the Five-year Facility Plan and designated ESPLOST projects.

Objective 8: Utilize a rating scale to evaluate the cleanliness of every school and hire/train adequate staff to maintain system facilities.

Objective 9: Review and update emergency management plans for all Ware County School System facilities and key personnel.

Objective 10: Maintain the existing Ware County Policy Manual with support as needed from the Georgia School Boards Association and/or Pereira, Kirby, Kisinger, and Nguyen, LLP.

Objective 11: Continue to implement eco-friendly applications where beneficial.

Goal 3: Human Resources – Recruit, retain, and develop highly-skilled personnel to serve the needs of each child in the Ware County School System.

Objective 1: Continue fostering school and teacher feedback via the Superintendent's Teacher Advisory Committee, staff surveys, and Induction Teacher Surveys. (Representatives will be the Teacher of the Year from each school site.)

Objective 2: Implement strategies to recruit and retain the best staff and administration and adhere to the Ware County Board of Education policy to not discriminate on the basis of race, color, national origin, sex, marital status, age, native language, religion, creed, genetic makeup or handicap in educational programs and activities, admission to facilities, or employment practices.

Objective 3: Partner with various agencies to develop staff leadership skills and maximize the potential within the Ware County Schools organization through the Leadership Development Academy.

Objective 4: Implement a mentoring program at all schools to support and develop induction-level teachers.

Goal 4: Community Involvement – Strengthen school, family, and community partnerships.

Objective 1: Continue to foster strong, positive relationships between parents, teachers, administrators, and the community in conjunction with GSBA/GSSA's Vision for Public Education in Georgia by involving all stakeholders in the school improvement process, providing school choice where available, and offering access to school data through Infinite Campus Parent Portal.

Objective 2: Expand opportunities for career and academic planning in conjunction with South Georgia State College, Coastal Pines Technical College, and similar institutes of higher education through continued emphasis on the BRIDGE Law.

Objective 3: Partner with local industries, employers, and community stakeholders to provide career focus and employability development training to students in grades 6-12 and STEAM exploration in grades PK-12.

Objective 4: Partner with community stakeholders to provide services that may not be otherwise available in the schools, such as mentoring/tutoring programs, teenage pregnancy outreach, dropout prevention, mental health services, and healthcare provider services.

Objective 5: Establish goals and objectives and ensure significant changes are brought to the Board's attention prior to implementation.

Objective 6: Provide reports for the Board of Education and community stakeholders that demonstrate accountability and proof of success towards goals/objectives.

Objective 7: Continue usage of the Ware County School System's brand.

Objective 8: Place the superintendent's annual evaluation instrument on the Ware County School System's website.

Objective 9: Promote Ware County by showcasing student achievement and award-winning recognitions by staff and students.

Objective 10: Continue fostering stakeholder feedback via the Superintendent's Parent Advisory Committee. (Parent representatives from each school site will be required.)