



# TWIGGS COUNTY PUBLIC SCHOOLS

## 2019-20 STRATEGIC PLAN

### **VISION: WHAT WE WANT TO ACHIEVE OR ACCOMPLISH IN THE FUTURE**

*Generating Excellence: One Team. One. Goal*

### **MISSION: WHY WE EXIST**

*The mission of Twigg County Public Schools is to inspire, challenge and prepare all students to compete globally.*

### **BELIEFS: OUR FUNDAMENTAL CONVICTIONS, VALUES, AND CHARACTER**

- We believe successful schools are a foundation of community stability, growth and prosperity.
- We believe family and community engagement are critical to student and district success.
- We believe in order for a school district to be successful, it must be based on mutual respect for educators, students, parents, and community; and have effective leadership, discipline and structure.
- We believe all students can learn, and learning is a shared responsibility of home, students, school and community.
- We believe creativity and innovation prepares students for college and careers.

### **GUIDING PRINCIPLES...DEFINE WHAT IS TRULY IMPORTANT FOR OUR SUCCESS**

- We will always encourage high academic achievement
- We will always strive to serve the needs of local governance teams
- We will always support the state's constitutional responsibility to meet the educational needs of all students
- We will always strive to lead the dialogue on the deliverance of education to children
- We will always collaborate with other stakeholders to continue to improve public education.

## **STRATEGIC PRIORITIES:**

Key areas of focus throughout our work to help guide our decision making around the allocation of resources and provide a focus on the organization's overarching goals to ensure coherent and considered action:

- Create flexible and innovative learning opportunities for all students.
- Develop, implement, and support new plans and/or programs that focus on student-centered learning, higher-order thinking, and problem solving in the classroom
- Enhance existing programs to further develop college and career paths from kindergarten to twelfth grade
- Increase strategic partnerships with businesses, post-secondary institutions, and community leaders to fully integrate college and career paths in TCPS
- Increase the school's ability to meet student and school needs
- Advance innovative ways to engage the community and parents in the educational process
- Expand community service learning opportunities for students and increase communication efforts with community agencies
- Create a supportive environment that empowers staff

## **STRATEGIC GOAL AREAS AND PERFORMANCE OBJECTIVES**

### **Strategic Goal Areas:**

Highlight the key areas that we must address as our work to achieve our mission.

### **Performance Objectives:**

Describe the specific strategies within each strategic goal area that must be performed for us to achieve our desired results. Performance objectives, along with specific performance measures will be used to determine progress towards overall strategic goal areas.

### **Goal Area 1 – Coherent Instructional System**

- Administer the annual professional learning needs assessment to teachers during summer leadership retreat
- Tier teachers based on: TKES rating in Differentiation, student achievement on the GMA, and Walk-Throughs
- Outline the 17-18 PL calendar with a focus on differentiation, literacy and Assessment
- Complete FIP modules twice per month with staff demonstrating 90% proficiency on the mastery
- Give weekly feedback and model lessons
- Administer Benchmarks and Unit Tests throughout the year to monitor progression toward meeting our goal

## **Goal Area 2 – Effective Leadership**

- Administrators will administer the annual professional learning needs assessment to teachers
- Tier teachers based on data resources
- Develop the Professional Learning Plan for the school year-individually during TKES Pre-conference
- System wide-teachers will complete the FIP modules 2x per month with 90% proficiency
- Provide teacher feedback weekly on observations and identified "areas of need"
- Review benchmark and unit tests and monitoring documents to match PL

## **Goal Area 3 - Professional Capacity**

- Make sure Professional Learning Needs Assessment is ready for distribution and collected for disaggregation
- Make sure all TKES Accounts are in working order, and teachers have completed
- Work with the Leadership team to design the PL Plan for the school-Individual teachers-TKES
- Make sure AC are fully trained on the delivery of the FIP models and understand the monitoring process
- Design a calendar for feedback to teachers
- Set up a protocol for sharing benchmarks and unit tests-Google Classroom

## **Goal Area 4-Family and Community Engagement**

- Participate in the PL needs assessment for personnel PL and have as a data source
- Have a clear understanding of the PL plan for each school
- Have a clear understanding and a copy of the Benchmark/Unit Test Calendar-FE documentation

## **Goal Area 5-Supportive Learning Environment**

- Participate in the annual professional learning needs assessment
- Participate in the tiering of teachers (co-teachers, paras, and additional supportive learning) with Administration
- Participate in the designing of the PL Plan for the school
- Understand, communicate and observe support staff in the use of the FIP modules
- Participate in feedback to co-teachers, paras, other supportive learning staff
- Participate in the review of benchmarks