

Greene County Schools

Strategic Plan 2013-2017



Vision

Greene County Schools will be a model 21st Century school system focused on student achievement in order for all students to graduate prepared for college, the workforce, and life as global citizens.

Mission

Greene County Schools is a school district in which teachers and students unite to create an atmosphere of mutual respect focused on teaching and learning in a safe, caring environment. Students are challenged by a rigorous curriculum delivered by teachers who facilitate learning at the mastery level. Teachers, students, and parents collaborate to ensure the achievement of our goals.

Motto

Teaching 21st Century Students
21st Century Skills

Goal 1:

Prepare students for college, the workforce, and life as global citizens

- Provide high quality instruction to all students
- Implement systematic prevention and intervention strategies
- Develop students' 21st Century Skills via effective use of technology
- Strengthen and expand partnerships with the business community
- Embed Skillful Teaching strategies into daily instructional practices

Goal 2:

Facilitate mastery learning through the delivery of a rigorous curriculum

- Plan and implement clear and consistent instructional priorities
- Fully implement literacy instruction in all classrooms
- Develop authentic and meaningful assessments for all students
- Provide critical and creative thinking skills instruction
- Create and sustain Professional Learning Communities (PLCs)

Goal 3:

Create a culture of mutual respect and accountability focused on teaching and learning in a safe, caring environment

- Foster trusting relationships among students, parents, and staff
- Provide a safe and healthy environment for students and staff
- Provide timely and effective communication among stakeholders
- Ensure high quality working conditions
- Develop and implement comprehensive Safe School Plans

Greene County Schools

Strategic Plan: 2013-2017

Introduction

For the past two years, we have transformed our schools and district. We are keenly aware that education in and for the 21st Century places new and different demands on students, staff, and parents. We addressed these demands by emphasizing how important it is for our curriculum development and aligned maps to integrate literacy skills and thinking skills across all content. We have worked hard at analyzing our data, reviewing our instructional practices and policies, and revising our school improvement plans. Collectively, we know that Greene County Schools can and must be better, but what does “better” look like? We believe “better” looks like the products being produced by the committees designing K-12 curriculum maps for the Common Core State Standards (CCSS) and Essential Standards (ES) curriculum, we believe “better” looks like explicit literacy instruction integrated throughout all classrooms, and, we believe “better” looks like how our schools utilize Professional Learning Communities to continuously improve classroom instruction. We believe that “better” looks like a district that has a strong common language about effective instructional practices as described in Research for Better Teaching’s Skillful Teacher. Finally, we believe “Better” looks like teachers, staff, and administrators working collaboratively as learning leaders throughout our schools, district, and community.

As part of our strategic plan development, we collected survey data from parents, teachers, and students about the strengths and opportunities for growth within our schools. In addition, we organized large and small focus group discussions with central office administrators to process our Comprehensive Needs Assessment (CNA) data, held administrator and faculty discussions for feedback and recommendations regarding our strengths and opportunities for growth in a variety of educational arenas. This work produced three key goals that encompass the transformation process and the priorities of the District Literacy Framework Team (DLFT). Our goals and priorities align to the North Carolina State Board Goals for Career and College Ready. We purposely worked to compress the State’s five goals into three goals and aligned them to the vision and mission of Greene County Schools. Our three goals are:

1. Prepare students for college, the workforce, and life as global citizens.
2. Facilitate mastery learning through the delivery of a rigorous curriculum.
3. Create a culture of mutual respect and accountability focused on teaching and learning in a safe, caring environment.

The development of our new strategic plan is more important than ever given the tremendous amount of change we are experiencing in education in our state. The purpose of our new strategic plan is to align current successful policies and practices with the needed changes and innovations that will allow us to accomplish our goals and realize our vision and mission. Our strategic plan is a visible representation of where we are going over the next five years, what it will look like, and how we will know when we get there.

The superintendent is publishing two versions of the new strategic plan. The first version is a one-page outline of basic goals and strategies. It is a stand-alone piece for broad parent and community audiences. The second version contains greater specificity in terms of outcomes and measures for audiences of educators and School Improvement Teams.

Goal 1: Prepare students for college, the workforce, and life as global citizens.

| Major Strategies | Measureable Outcomes |
|---|--|
| <ol style="list-style-type: none"> 1. Provide high quality instruction to all students utilizing the GCS curriculum maps. 2. Create an Early Warning System at each school to implement and monitor interventions for at-risk students. 3. Form a Graduation Task Force at the district and school levels and a District Data Team to monitor student interventions, supports, and successes. 4. Implement systematic prevention and intervention strategies at each school including a Pyramid of Interventions to support the Response to Instruction (RTI) process. 5. Establish business connections to support the Leadership Assistance for Science Education Reform funded by an Investing in Innovation grant (LASER i3) to provide authentic career experiences for students (e.g., site visits and internships). | <ol style="list-style-type: none"> A. All students will demonstrate mastery of content objectives and 21st Century skills as evidenced by GCS Performance Tasks and Events. By 2017 all students will demonstrate proficiency with high growth for: <ul style="list-style-type: none"> ❖ 1st and 2nd grade reading, math, and writing ❖ 3rd-8th grade reading, math, and writing; and science in 5th and 8th grades. ❖ EXPLORE Test (8th grade). ❖ High school EOC courses. ❖ ACT, Work Keys, PLAN (high school). ❖ The GCS performance composite will increase by 10% annually (2013-2017). ❖ The graduation rate will increase by 2% each year, reaching > 95% by 2017. ❖ The dropout rate will decrease by .25% each year, reaching < 1% by 2017. B. The District Data Team will monitor the Early Warning Systems, student interventions, and student supports quarterly. C. The Pyramid of Interventions at each site will be monitored and revised annually. |

Goal 2: Facilitate mastery learning through the delivery of a rigorous curriculum.

| Major Strategies | Measureable Outcomes |
|---|---|
| <ol style="list-style-type: none"> 1. Plan and implement instructional priorities that are clear and aligned to the GCS curriculum maps. 2. Implement fully the recommendations of the District Literacy Framework Team. 3. Ensure grading practices at each school reflect student learning. 4. Each Greene County school will be a Professional Learning Community that: <ul style="list-style-type: none"> ❖ Uses the School Improvement Plan (SIP) process to improve student achievement ❖ Ensures instruction effectively meets the needs of a diverse student population ❖ Uses common and formative assessment to identify students who need additional support and/or acceleration and to improve learning ❖ Provides immediate and effective interventions to support struggling students. 5. Ensures systems and practices that sustain effective professional development focused on instructional excellence and professional growth | <ol style="list-style-type: none"> A. GCS K-12 Curriculum Maps will be reviewed and revised annually: <ul style="list-style-type: none"> ❖ Develop backward lesson design to deliver lesson plans meeting GCS Criteria for Success ❖ Provide feedback to teachers regarding the use of instructional strategies recommended by the District Literacy Framework Team. B. Administrators will review formative and summative assessment data quarterly. C. Performance tasks and events will include mastery of 21st Century skills D. Adopt a standards based grading system in K-5 and revise grading practices in grades 6-12 to reflect mastery learning by 2017. E. Maintain the major components of Professional Learning Communities as measured by our PLC survey data. F. Develop a comprehensive professional learning plan aligned to each school’s SIP as required by the State Board of Education. |

Goal 3: Create a culture of mutual respect and accountability focused on teaching and learning in a safe, caring environment.

| Major Strategies | Measurable Outcomes |
|--|---|
| <ol style="list-style-type: none"> 1. Provide a safe and caring environment for students and staff. 2. Foster trusting and caring relationships among students, parents, and staff. 3. Develop and effectively implement a Safe Schools Plan. 4. Ensure quality working conditions for staff. 5. Provide timely and effective communication among stakeholders. | <ol style="list-style-type: none"> A. Schools will update their Safe Schools Plan annually. B. By 2017, at least 90 percent of survey responses regarding teaching and learning conditions will be positive. C. Each year, there will be a decrease in discipline referrals and suspensions. D. By 2017, 90% of survey responses from parents and staff will be positive regarding sufficient and timely communication from schools and the district. |