Chattooga County Schools Five Year Strategic Plan

July 1, 2020 – June 30, 2025

Our Mission

Enable all students to become productive, contributing citizens who can communicate effectively, gather, and use information, make responsible decision, utilize technology, and adapt to the challenges of the future.

Our Motto

Expect Success

Guiding Principles

Our students, personnel, and parents deserve a safe, inviting, non-threatening learning environment where they are treated with dignity and respect within an environment that promotes learning.

Teachers, administrators, parents, the community, and students share the responsibility for academic success.

Students learn best when they are actively engaged in the learning process.

The commitment to continuous improvement is imperative if our schools are going to enable students to become confident, self-directed, life-long learners.

Student achievement should be the primary focus of all decision impacting the work of the school.

Strategic Goal Area I-System Priority 1: STUDENT ACHIEVEMENT Establishing internationally competitive standards for student performance and accountability, in collaboration with technical colleges, institutions of higher learning, and the business community, to ensure that all students are challenged and prepared for rigor in a diverse and technologically rich society.

Performance Objective 1-Increase State Assessment Results

Initiative A-Data analysis and interpretation of test scores

- Action Step a- Professional development on the analysis and interpretation of data and how to use the data to drive instruction.
- Action Step b- Maintain data rooms at each school.
- Action Step c- CCRPI/Data Dashboard training to differentiate and inform instruction.
- Action Step d- Continue system-wide use of data teams.

Initiative B-Increase Student Performance on ~~State~~ Assessments

- Action Step a- Professional development on implementing Rigor Redefined to increase academic rigor (completed June 2021)
- Action Step b- Continued professional development on implementing differentiated instruction.
- Action Step c- Increased use of research-based instructional strategies to include all content areas.
- Action Step d- Analysis of prior state assessment data to determine academic areas of need.
- Action Step e- Research and analyze most current reading programs used (completed and implemented HMH reading program SY '20-21)
- Action Step f- Continue to utilize non-negotiables for grades 1-5
- Action Step g- Introduce students to and test students using MAP (Measure of Academic Progress - a possible alternative to Georgia Milestones, MAP is used to primarily measure growth)
- Action Step h - Attendance incentives at all schools to improve in-person attendance. (added SY '21 - 22)
- Action Step i – Increased mental health services – TBRI enhancement at all schools K-8.

Performance Objective 2-Increase Graduation Rate

Initiative A-Increase and maintain alternative avenues/options for all students to earn graduation credits.

- Action Step a- Maintain partnership with Mountain Education Charter High School
- Action Step b- Continue to maintain and explore other opportunities for Dual Enrollment.
- Action Step c- Explore dual enrollment certification for other high school teachers.
- Action Step d- Continue to offer Georgia Virtual School options.
- Action Step e- Explore expanding the four-year-old program.
- Action Step f- Incorporate Graduation Interventionist to monitor student progress through school beginning in early grades. (Completed SY '20-21)
- Action Step g- Incorporate Truancy Officer to help monitor & increase attendance. (Completed SY '20-21)
- Action Step h- Develop and analyze transition plans to increase graduation rate of special education students.
- Action Step i – Continue to offer credit recovery courses.

Initiative B-Increase student support for remediation

- Action Step a- Continue to offer credit recovery opportunities.

- Action Step b- Extended Learning Time (ELT)/Intervention Time
  - Action Step c- Read 180 (discontinued at LME SY '21-22; continue @ SMS)
  - Action Step d- Before/after school tutoring
  - Action Step e- RTI/SST training and implementation
    (+ MTSS platform SY '20-21)
  - Action Step f- Maintain Teachers as Advisors Program
  - Action Step g- Maintain implementation of Early Intervention Program (EIP)
  - Action Step h – Addition of ELA/Math interventionist per elementary and middle grades schools. (added SY '21-22)

Performance Objective 3-Increase CTAE Awareness, Increase Industry Certification, and Increase Number of Pathway Completers and students passing the End of Pathway Assessment

Initiative A-Increase CTAE awareness

- Action Step a- Incorporate comprehensive career pathway education in grades 5-8 and 9-12 (6-8 through You Science)
- Action Step b- Establish CTAE programs at all middle schools.
- Action Step c – Offer computer science courses at middle grades. (added SY '21-22)

Initiative B-Raise industry certification

- Action Step a- Seek industry certification for all CTAE Programs.
- Action Step b- Teachers will participate in professional development opportunities to prepare for industry certification which is a two-year process.

Initiative C-Increased number of Pathway completers and students passing End of Pathway Assessments

- Action Step a- Continue to track students and work with scheduling to ensure courses are available and students are enrolled in appropriate courses.
- Action Step b- Prepare students for End of Pathway Assessments (tutoring, purchasing available study guides, etc.)
- Action Step c- Explore expanding the number of dual enrollment courses in the CTAE Department.

Performance Objective 4-Increase the integration of technology in instruction.

Initiative A-Provide instructional and technical support to each school to help classroom teachers increase and utilize technology successfully.

- Action Step a- Teacher utilization of computerized technology maintenance requests
- Action Step b- Offer local instructional technology courses based on identified needs.
- Action Step c- Focus software investments on ~~standards based~~ curriculum aligned ~~and maximize~~ use of online resources (Read 180, Study Island, IXL, USA Test Prep, etc.)
- Action Step d- Utilize student information system (SLDS) for student and teacher learning resources.
- Action Step e- Explore training for teachers to utilize technology more effectively in teaching lessons.
- Action Step f- Explore Technology Endorsements for middle and high school teachers.
- Action Step g – Addition of an Information Technology Support Specialist (49%) – SY '21-22

Initiative B-Provide technology instruction and support for parents and students.

- Action Step a- Increased awareness and provide training on the use of Parent Portal, Student Portal and Data Dashboard
- Action Step b- Continue to provide students with an electronic device to manage their documents, digital resources, activities, and time.

Strategic Goal Area II-System Priority 2: CONTINUOUS IMPROVEMENT Attracting, retaining, and training highly effective teachers, principals, and support staff, while ensuring that all students receive a quality education.

Performance Objective 1-Implement instructional training and support for faculty and staff.

Initiative A-Provide training for faculty and staff.

- Action Step a- Continue professional development (Rigor Redefined, etc.) (completed SY '21)
- Action Step b- Maintain opportunities to become teacher leaders and continue leadership teams.
- Action Step c- Continue CCRPI/SLDS training (suspended SY '21 due to COVID pandemic and GA DOE not providing CCRPI report)
- Action Step d- Provide professional development specific to the new reading program.
- Action Step e – Incentives to increase the number of gifted endorsed teachers (SY '21-22)

- Action Step e- To prepare for the implementation of SB House Bill 108 regarding technology courses, the high school and each middle school will provide at least one teacher the opportunity to secure a Technology Endorsement prior to the 2022-2023 school year.

Initiative B-Provide support to faculty and staff.

- Action Step a- Reimburse teachers who pass GACE to help further certification.
- Action Step b- Recognize Teacher of the Year and Teacher of the Month
- Action Step c- BOE recognition
- Action Step d- Equal access to resources.
- Action Step e- Leadership teams at all schools.
- Action Step f- System and school level academic coach support.
- Action Step g- Continue teacher induction program.
- Action Step h- Provide teacher assistance based on performance evaluation through TKES.
- Action Step i- Continue partnership with NW GA RESA.

Strategic Goal Area III-System Priority 3: STAKEHOLDER INVOLVEMENT Increasing parental, community, and business involvement as partners in the educational process, while utilizing the district's existing public education facilities by establishing evening/weekend educational programs for interested Chattooga County residents.

Performance Objective 1-Optimize Parent and Community Involvement

Initiative A-Increase parent involvement

- Action Step a- Continue PTO meetings for all schools (involve students whenever possible)
- Action Step b- Utilize parent and student academic nights for all content areas.
- Action Step c- Utilize electronic signs, social media, and other technological communication at schools to feature announcements, important information and to communicate with parents (email, Class Dojo, Remind, etc.)
- Action Step d- Provide opportunities and training for parent volunteers.
- Action Step e- Hold yearly ELL parent meetings.

Initiative B-Expand Community Involvement

- Action Step a- Continue media coverage of all schools.
- Action Step b- Expand opportunities for volunteers. (Suspended SY '20-21 due to the COVID pandemic restrictions)

- Action Step c- Continue to increase awareness of events through social media (Facebook, school web page), local radio stations, newspaper, and websites.
- Action Step d- Continue to collaborate with local business partners such as Mohawk, Mount Vernon Mills, Showa Manufacturing, and Oak View Nursing Home
- Action Step e- Continue to increase school branding – School Spotlight Showcase added SY '20-21 at monthly board meetings.

Performance Objective 2-Expand public use of school district facilities.

Initiative A-Use of facilities by community

- Action Step a- Civic organizations
- Action Step b- Clubs
- Action Step c- Recreation department

Strategic Goal Area IV-System Priority Goal 4: EFFICIENT AND EFFECTIVE OPERATIONAL PROCESSES Ensuring that all students and staff have a safe and secure environment for teaching and learning.

Performance Objective 1-Maintain school safety.

Initiative A-Maintain a safe school climate.

- Action Step a- Explore new and expand current mental health programs (suicide prevention, vaping, etc.)
- Action Step b- Continue to conduct an annual review of the district emergency response team protocols.
- Action Step c- Maintain up-to-date safety plans and safety inspections.
- Action Step d- Follow state and local guidelines for weather, fire and lockdown drills.
- Action Step e- Continue open communication with sheriff's department through school resource officers (SROs)
- Action Step f- Continue the Student Zonar bus system.
- Action Step g- Schedule regular safety meetings

Performance Objective 2-Maintenance of facilities

Initiative A-Maintenance improvements

- Action Step a- Continue needed renovation at Chattooga Education Center for Mountain Education Charter High School purposes (completed)

- Action Step b- Continue to provide updated Smartboards for all classrooms.
- Action Step c- Maintain upgrade of school entrances for security purposes.
- Action Step d- Continue to repave parking lots, drives, sidewalks at all locations.
- Action Step e- Continue to maintain network infrastructure.
- Action Step f – Construction of a new school building for Menlo School. (SY '21-22)