



**SARALAND CITY SCHOOLS**

BUILDING A WORLD CLASS EDUCATIONAL SYSTEM FOR OUR CHILDREN

# **Strategic Plan**

**2016-2021**

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**Dr. Aaron Milner, Superintendent**

# Board of Education

Mr. William Silver, President

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Dr. Gary Shockley



# Strategic Plan Steering Committee

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Daniel Clark

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Scott Croley

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Stephanie Dial

Brian Finnigan

Mike Hoppe

Donna Hughes

Jeff Kelly

Ashlee Lomax

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Aaron Milner

Lori Myers

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Dana Parker

Nikita Pinkney

Amy Pippins

Kristen Sousa

Beverly Spondike

Stan Stokley

John Underwood

Kim Williams

Bea Wilson

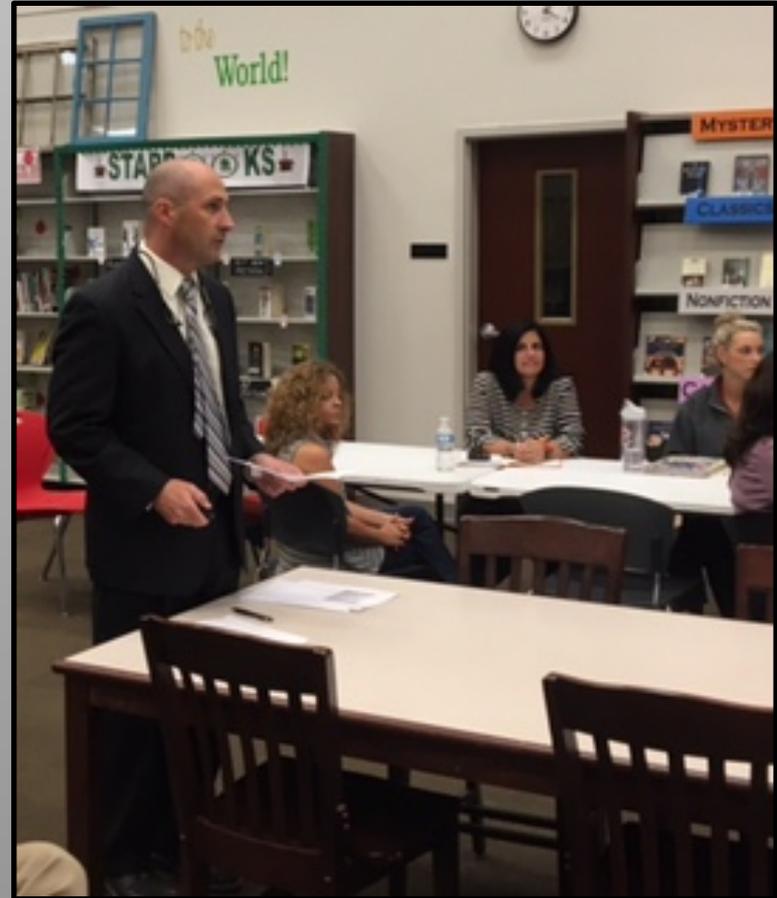


# Strategic Plan Meeting

## October 12, 2016

### Actions:

- Introduced steering committee members
- Reviewed system data
- Reviewed goals and strategies
- Provided time for input from committee members
- Provided time for questions and answers



# Strategic Plan Development 2014-2015

415 participants worked collaboratively to develop the school system's strategic plan:

- 121 attended the community forum on August 17, 2014
- 132 employee survey respondents
- 62 parent survey respondents
- 40 community stakeholder respondents
- 60 committee members (20 members, 3 meetings)



# Strategic Plan Priorities

**Priority 1:** Expand current and relevant career readiness, career awareness, and career technical education programs for students.

**Priority 2:** Expand rigorous, relevant, advanced academic course offerings to challenge all students and to enhance their ability to pursue and achieve post-secondary goals.

**Priority 3:** Provide and maintain state-of-the-art facilities to accommodate growth in enrollment, to provide optimal pupil-teacher ratios, and to support high-quality academic and extra-curricular programs.

**Priority 4:** Provide additional pre-k, fine arts, special education, ESL, and guidance programs to support student achievement.

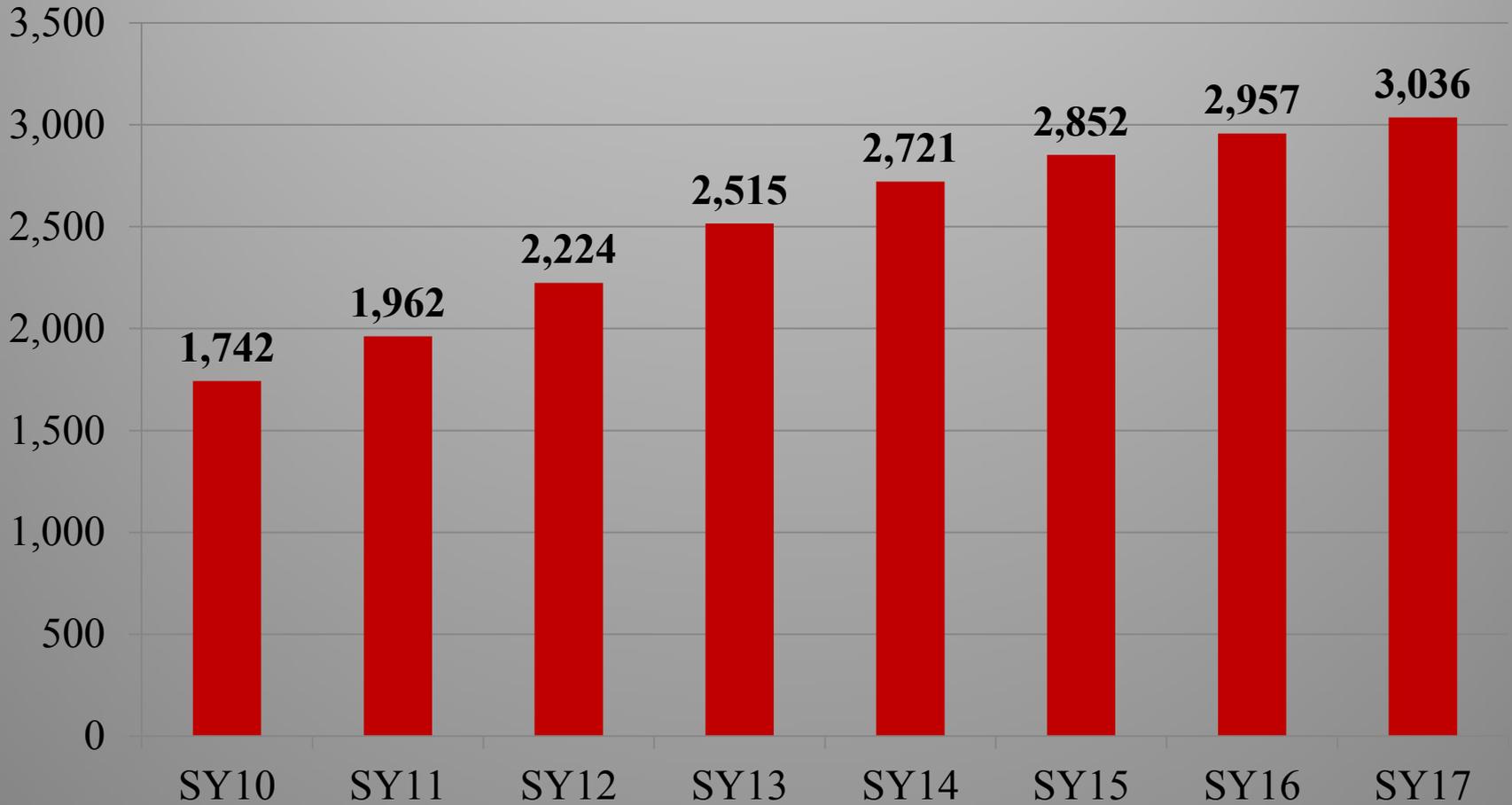
# Milestones

- In August 2008, Saraland City School System opened its doors to students.
- In January 2010, construction of the Saraland High School campus was completed and students began attending classes.
- In May 2012, the first senior class graduated.
- In August 2013, exterior and interior renovations were completed at Saraland Middle School.
- In August 2013, construction of the new Saraland Elementary School was completed and students began attending classes.

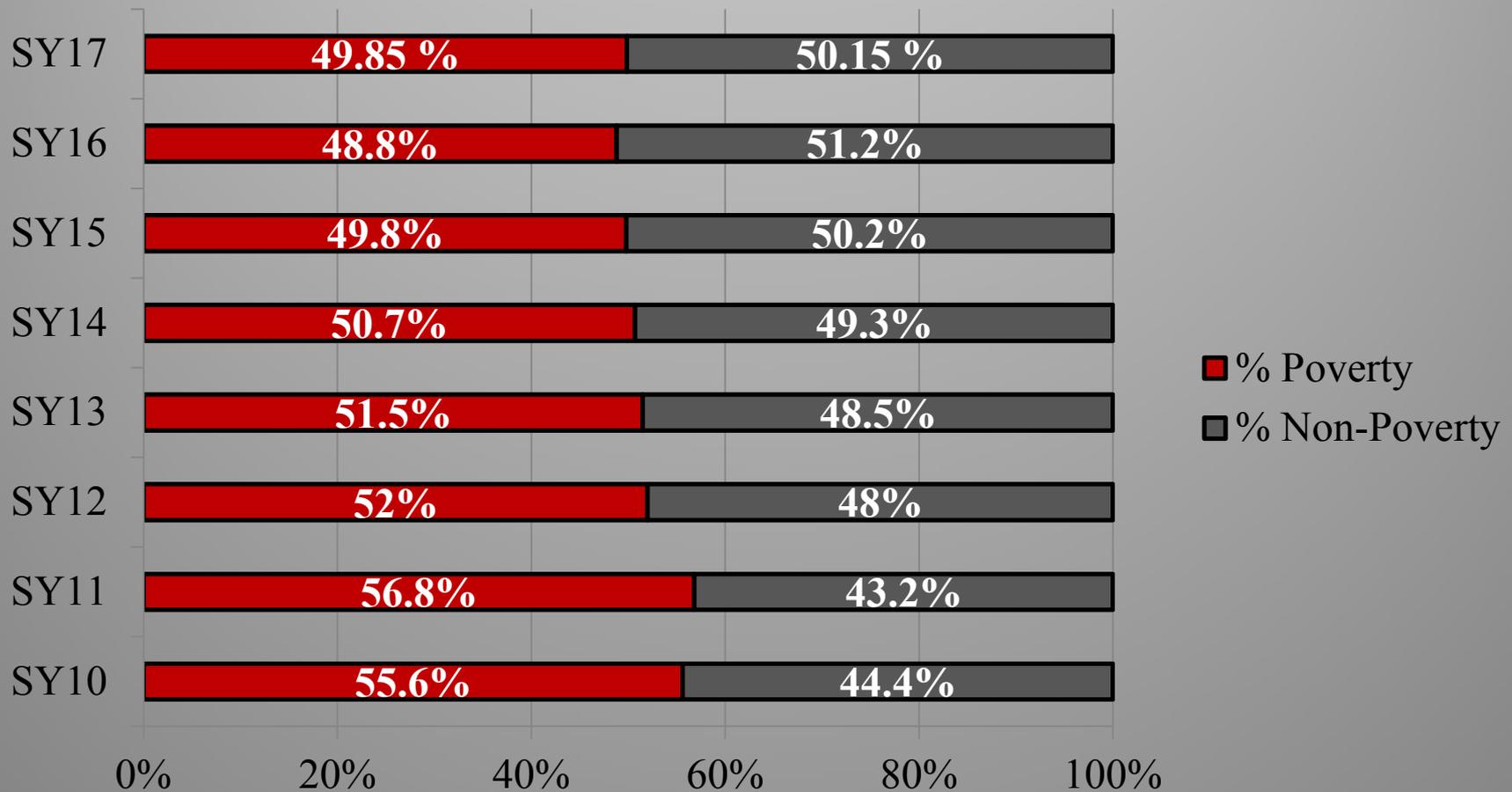
# Milestones

- In August 2014, construction of an additional wing was completed at Saraland Elementary School to accommodate growth.
- In January 2015, Saraland residents affirmed support for the school system with the passage of an additional 7.5 mil ad valorem tax.
- In August 2016, construction of the Career Technical Education wing was completed and students began attending Welding and Project Lead the Way Engineering classes.
- In January 2017, construction of Saraland Early Education Center was completed and PreK-1 students began attending classes.

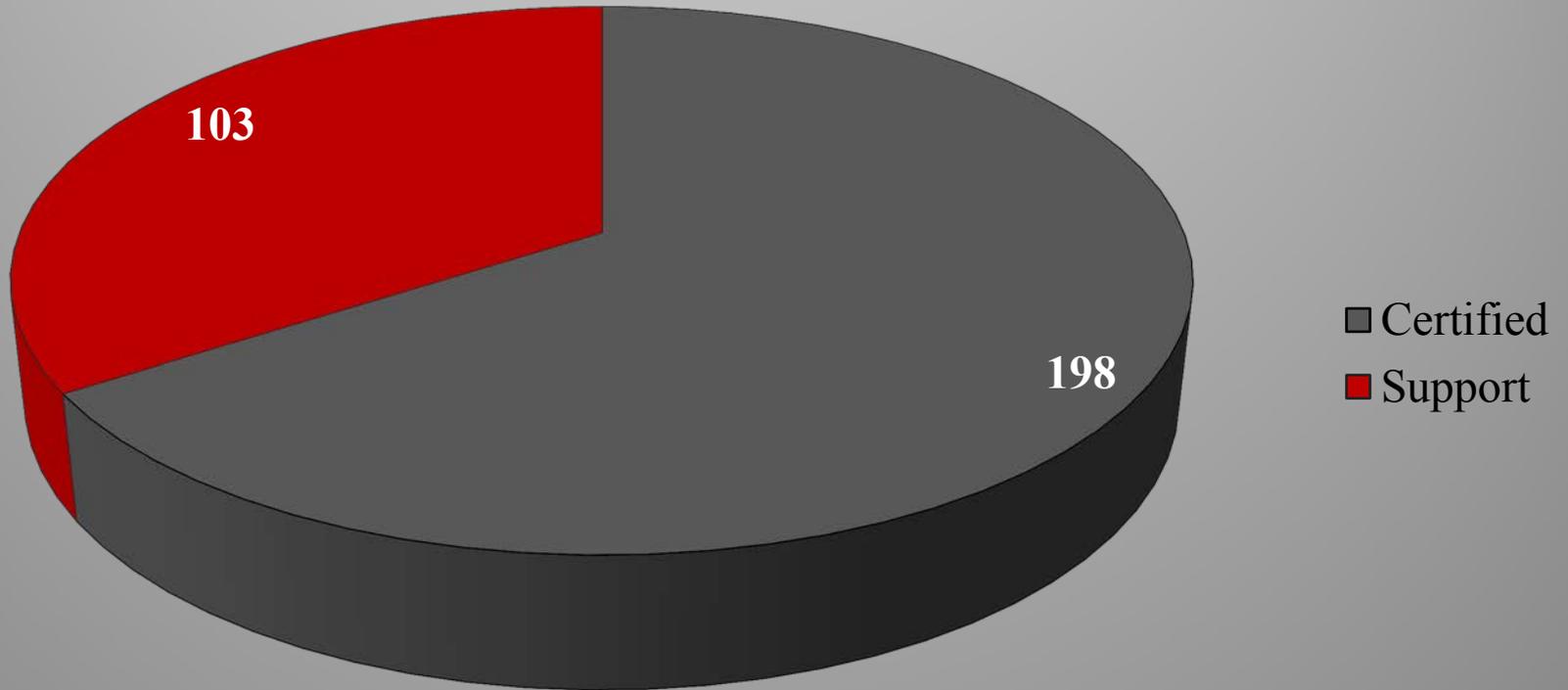
# Enrollment Growth



# Poverty and Non-Poverty Student Percentages

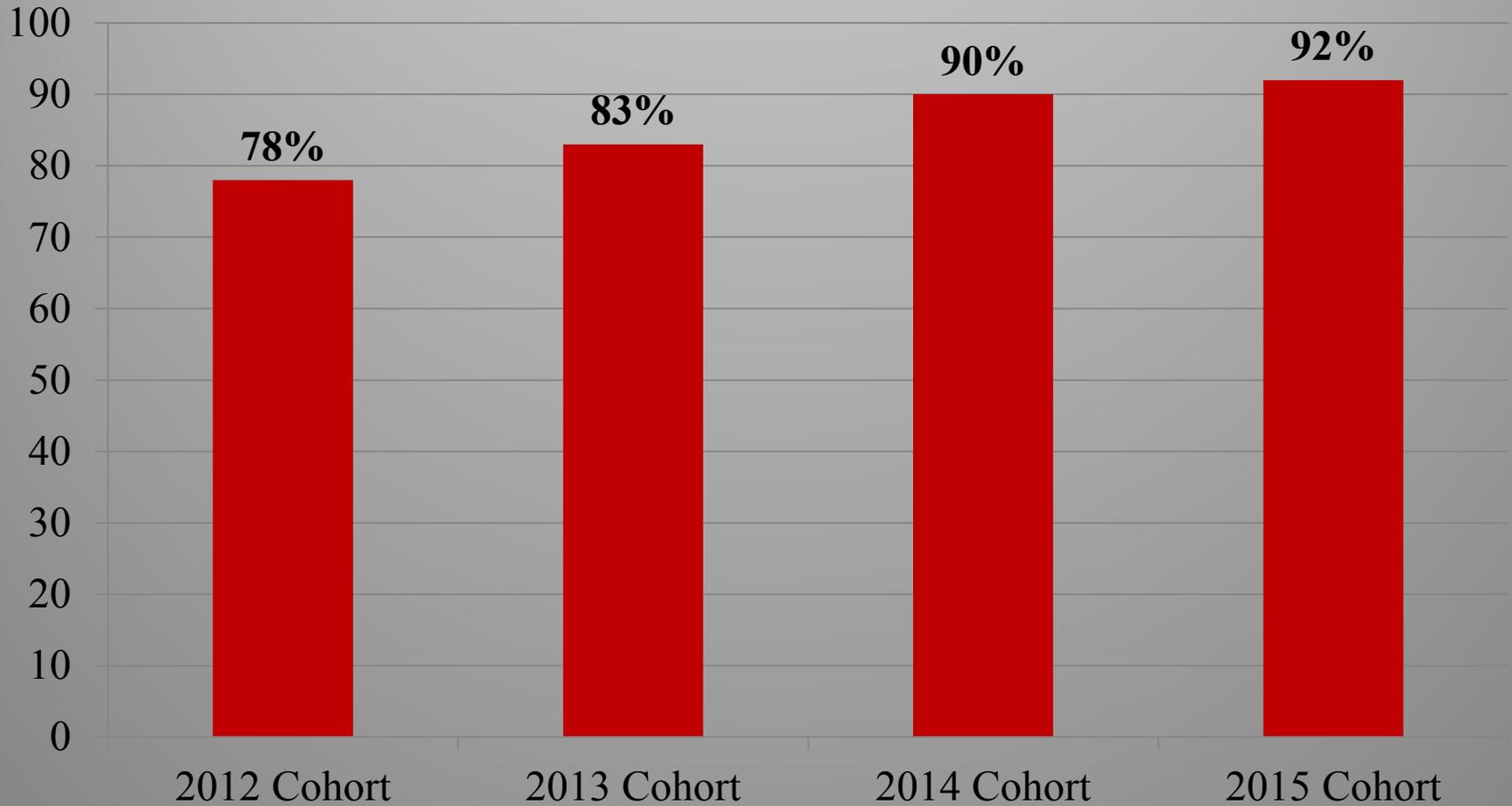


# 301 Employees



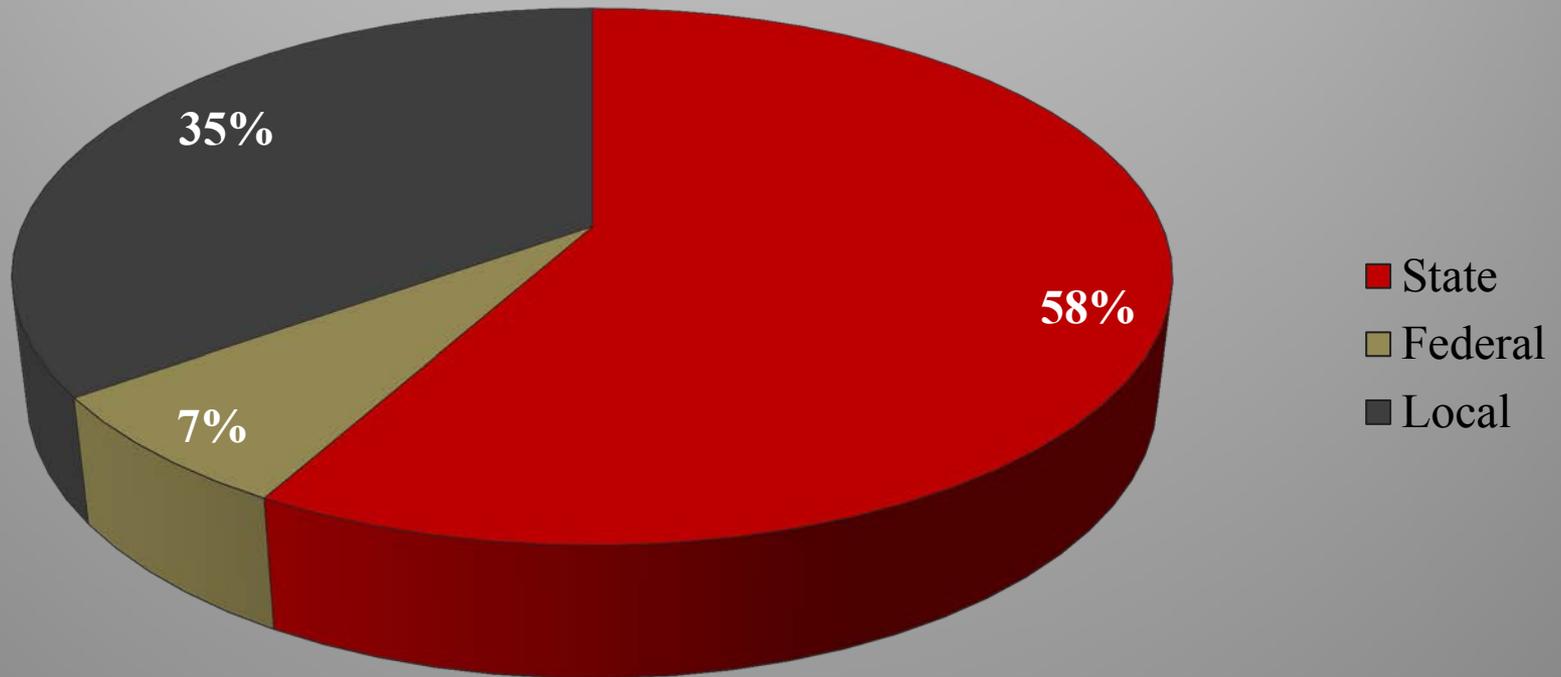
**52% of teachers hold advanced degrees.  
8 teachers are National Board Certified.**

# Graduation Rate



# FY 17 Budget = \$28,902,088.00

## Revenue



# SACS CASI Accredited

Saraland City School System was accredited at the district level by SACS CASI on May 2, 2012 with these ratings:

<b>Standard</b>	<b>Rating for SCSS</b>
<b>Vision and Purpose</b>	<b>Highly Functional</b>
<b>Governance and Leadership</b>	<b>Operational</b>
<b>Teaching and Learning</b>	<b>Operational</b>
<b>Documenting and Using Results</b>	<b>Operational</b>
<b>Resources and Support Systems</b>	<b>Operational</b>
<b>Stakeholder Communications and Relationships</b>	<b>Operational</b>
<b>Commitment to Continuous Improvement</b>	<b>Operational</b>

# Vision Statement

The vision of Saraland City School System is to build a world class educational system for our children.



# Mission Statement

The mission of Saraland City Schools is to ensure that all students realize their unique potential in a school system characterized by dedicated and exemplary staff, a supportive and involved community, recognition and celebration of diversity, optimal utilization of resources, uncompromising commitment to excellence, and willingness to affect change.

# Slogan

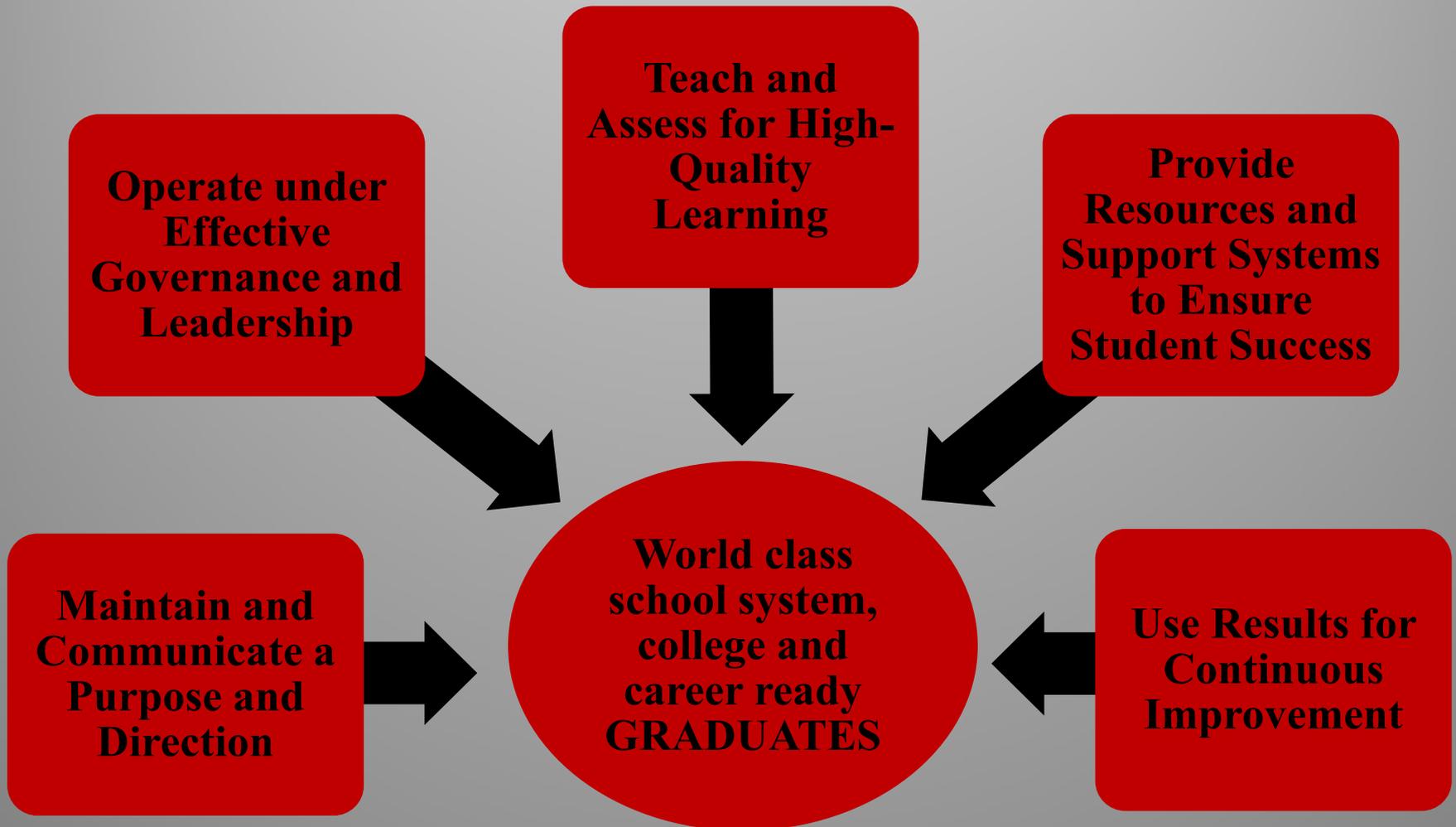
Building a world class school system, preparing graduates for world class success.



# Guiding Principles

- Challenge and meet the instructional needs of all students to ensure they are college and career ready.
- Support a highly qualified staff using research-based practices; integrating leading-edge technology; and engaging students in current, meaningful, and rigorous instruction.
- Maintain high expectations and performance standards for students and employees that are monitored, measured, reported, and reviewed to improve student achievement and system effectiveness.
- Collaborate with parents, community stakeholders, and higher education partners to promote student success.

# Goals and Strategies



# Goal 1: Maintain and Communicate a Purpose and Direction

*Maintain and communicate a purpose and direction that commits to high expectations for learning as well as shared values and beliefs for teaching and learning.*

## **Strategies:**

- School system data and achievements are published, disseminated, and made easily accessible to provide accountability, enhance credibility, and strengthen support for programs.
- Strong collaborative relationships with families, post-secondary institutions, business-industry groups, and the community are initiated, maintained, and expanded to maximize student success.

# Goal 2: Operate under Effective Governance and Leadership

*Operate under governance and leadership that promotes and supports student performance and school effectiveness.*

## **Strategies:**

- Board of Education members are qualified, effective, collaborative, and engage in continuous professional development.
- School and system administrators are qualified, effective, innovative, collaborative, and engage in continuous professional development.
- Employees, community members, families, and students have opportunities to participate in system leadership, governance, planning, and decision-making.

# Goal 3: Teach and Assess for High-Quality Learning

*All schools provide a rigorous curriculum and implement instructional practices that address the needs of all students.*

## **Strategies:**

- Each school provides a rigorous curriculum and implements instructional practices that address the needs of all students.
- Each school meets or exceeds learning goals that are established annually for each subgroup in all subjects and sustain progress toward the target graduation rate of 100%.
- The personnel are highly qualified, highly effective, and engage in continuous professional development.
- Decision-making is based on formative and summative assessment data that is collected, analyzed, and used to improve teaching and learning.

# Goal 4: Provide Resources and Support Systems to Ensure Student Success

*Provide resources and services that support the school system's purpose and direction to ensure student success.*

## **Strategies:**

- Sufficient and stable financial, physical, and human resources are available to meet the challenges of increased enrollment, sustained capability for innovation, and support for continuous improvement of infrastructure and operational services.
- Facilities are safe, secure, appropriate, well-maintained, and adequately equipped throughout the school system.
- Current technology, infrastructure, and essential equipment and resources are provided to deliver high-quality instruction, to facilitate effective communication, and to support student achievement.

# Goal 4: Provide Resources and Support Systems to Ensure Student Success

*Provide resources and services that support the school system's purpose and direction to ensure student success.*

## **Strategies:**

- Attendance, discipline, and participation data are analyzed and used to improve student achievement and school climate.
- Financial and demographic data are analyzed and used to inform and guide fiscal decision-making and planning.
- Transportation, health/wellness, nutrition, and counseling services are provided and maintained to support high-quality instruction and student achievement.

# Goal 5: Use Results for Continuous Improvement

*Implement a comprehensive assessment system that generates a range of data for student learning and school effectiveness and uses the results to guide continuous improvement.*

## **Strategies:**

- The school system's strategic plan is annually reviewed, modified, and reported to administrators, teachers, support staff, parents, and community stakeholders to guide decision-making for continuous improvement.
- District and local school continuous improvement plans are annually reviewed, modified, and reported to administrators, teachers, parents, and community stakeholders to increase student achievement, to evaluate school system success, and to guide decision-making for improvement.