

Bradley County Schools

Strategic Plan 2016-2017

Bradley County Strategic Plan is the result of months of work which began in August 2015. This working document was created and driven through collaboration with the Board of Education, an instructional committee, and district and school administrative leadership. As we review and implement this plan, we will systematically include our stakeholders for valuable input. The outline of this document governs our daily work through student focused goals and strategies to prepare college and career ready students. The expectation is the plan will evolve to meet the ever changing needs of our students and community as we grow students and build futures.

Dr. Linda Cash

Director



The Strategic Plan Process

Phase I Development of Instruction Committee:

Sheena Newman, Ruth Ann White, Terri Murray, Jodie Grannan, Angie Gill, Vicki Beaty, Danny Coggin, Arlette Robinson

Phase II Review of Proposed Goals and Strategies with Consultant

**District Administrative Staff
School Administrative Leadership
Board of Education**

Phase III Implementation Thinking and Planning with Consultant

District and School Administrative Staff



Vision

Growing Students - Building Futures

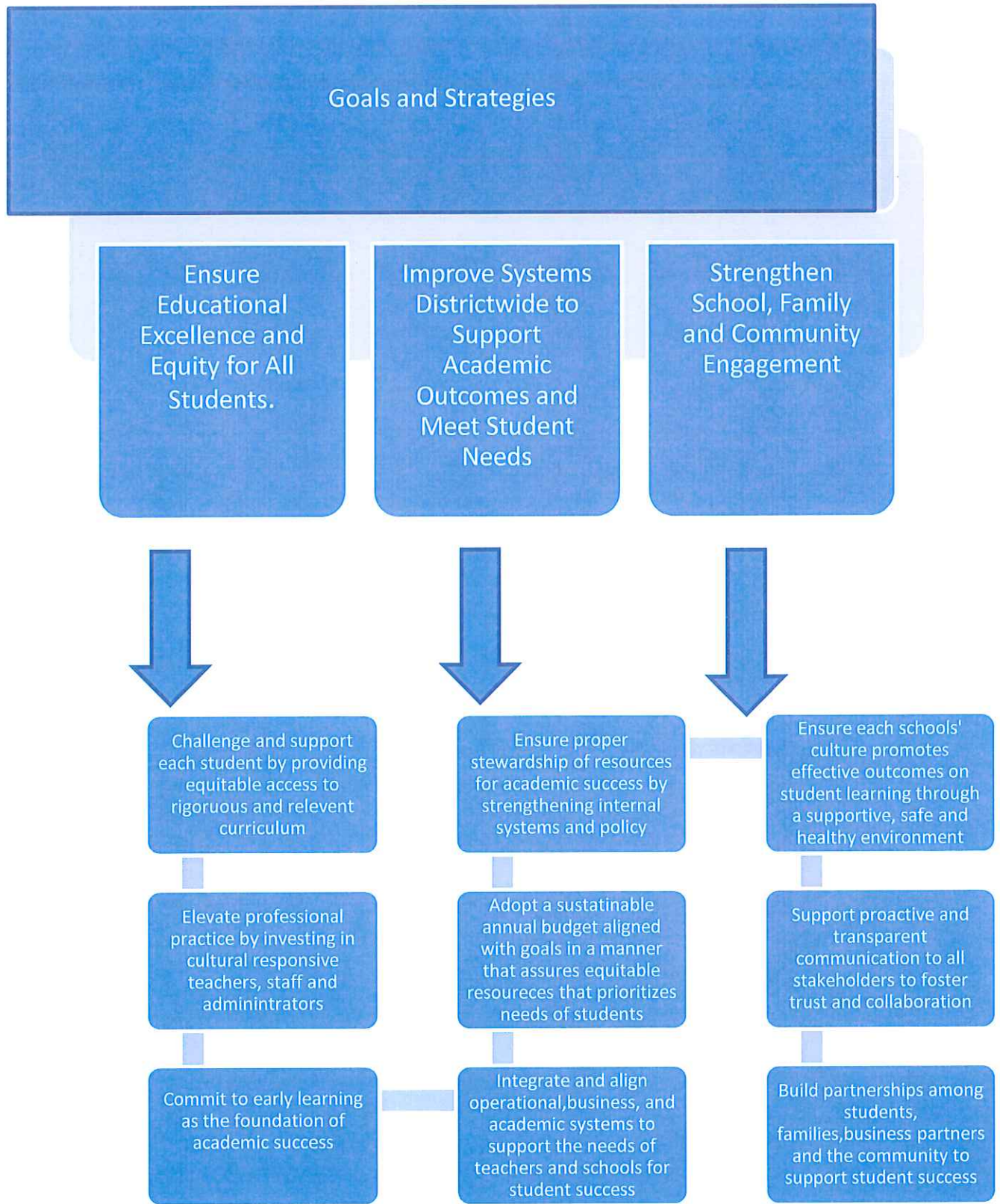
Mission Statement

The mission of the Bradley County School System is to provide educational opportunities for every student to excel.

We Believe

- **By inspiring excellence, all students will realize their worth and potential.**
- **By inspiring excellence in learning, all students will be college and career ready.**
- **By providing an academically rigorous and relevant education, all will excel.**
- **By becoming a leader, all students will develop character and confidence.**

Bradley County Schools Strategic Planning



GOAL 1: Ensure Educational Excellence and Equity for Every Student

Strategy 1: Challenge and support each student by providing equitable access to a rigorous and relevant curriculum.

Initiatives/Objectives:

- A. Implement academic assurances in all schools for all students across the district**
- B. Ensure all schools implement curriculum and instructional strategies aligned to TN READY standards and Career/College Readiness initiatives to address ACT scores and graduation rates.**
- C. Develop and implement multi-tiered support (RTI2) for researched based, data driven and differentiated instruction to support and challenge every student.**
- D. Develop common scope and sequence and assessments to monitor and support standards based instructions and allow for differentiated learning in all content areas.**
- E. Implement professional development to increase cultural competence among all students.**

Strategy 2: Elevate professional practice by investing in effective, culturally responsive teachers, staff administration.

Initiatives/Objectives:

- A. Fully implement Professional Growth and Evaluation System for teachers and leaders based on multiple measures including student growth.**
- B. Fully implement evaluation systems for all staff. (develop or use a tool to evaluate CO)**
- C. Recruit, develop and retain an effective, culturally competent and more diverse workforce of teachers, staff and leaders to meet the needs of student population.**
- D. Implement and track mentoring programs to ensure new teachers and leaders are trained and supported to be successful.**
- E. Recognize and reward highly effective teachers and school leaders by expanding opportunities for recognition. (board recognition)**

Strategy 3: Commit to early learning education as the foundation for future academic success.

Initiatives/Objectives:

- A. Further develop and align community resources, federal partnerships to enhance K readiness. (Read 20 and 90% goal)**
- B. Implement and sustain an early learning literacy foundations program (includes math)**
- C. Strengthen early learning intervention strategies for literacy**
- D. Increase and ensure training and certification for early learning (district foundational skills training)**

GOAL 2: Improve Systems Districtwide to Support Academic Outcomes and Meet Students' Needs

Strategy 1: Ensure proper stewardship of resources by evaluating performance and strengthening internal controls.

Initiatives/Objectives:

- A. Implement a performance management system (mechanisms to ensure that goals are being met effectively and efficiently) to routinely review and discuss data and key performance indicators for Central Office departments to identify challenges, opportunities and compliance requirements.**
- B. Implement/Monitor a Continuous School Improvement Planning (SIP) process and performance framework aligned to the district goal and plans.**
- C. Implement a system of financial controls and checks and balances.**
- D. Establish performance measures to evaluate the effective implementation of interventions and initiatives outlined in the Strategic Plan**

Strategy 2: Adopt a sustainable annual budget aligned with district goals in a manner that assures equitable distribution of resources that prioritizes students' needs.

Initiatives/Objectives:

- A. Develop a budget process that supports and funds the implementation of the Strategic Plan**
- B. Develop and implement a plan for the equitable distribution of resources**

Strategy 3: Integrate and align operational, business and technology and academic systems to support the needs of students, teachers, and schools

Initiatives/Objectives:

- A. Integrate and improve data reporting, communication and data quality across the district**
- B. Improve technology availability/support to enhance web-based blended learning and assessment**
- C. Effectively respond to school facility needs in a timely manner**
- D. Progressively improve student readiness to learn**

GOAL 3: Strengthen School, Family and Community Engagement

Strategy 1: Ensure each school promotes equitable outcomes in student learning through a welcoming, supportive, safe and healthy environment

Initiatives/Objectives:

- A. Develop and implement a systematic comprehensive district plan for addressing attendance issues and chronic absenteeism.**
- B. Create a socially, emotionally and physically safe environment that meets the needs of the whole child, family, staff and community**
- C. Evaluate and update a robust safety and security plan for each building**

Strategy 2: Support proactive and transparent communication with all stakeholders to foster trust and build collaboration

Initiatives/Objectives:

- A. Develop and implement a comprehensive procedure to ensure two-way communication with all stakeholders**
- B. Conduct professional development with central office and school leaders on how to engage the community**

Strategy 3: Build partnerships among students, families, staff, businesses and the community to support academic success

Initiatives/Objectives:

- A. Review, adjust, and implement the school, family and community partnership plan (based on data results)**
- B. Strengthen and build upon strategic partnerships with community, civic, and faith based organizations who have demonstrated a positive impact on student outcomes (academic and social/emotional)**