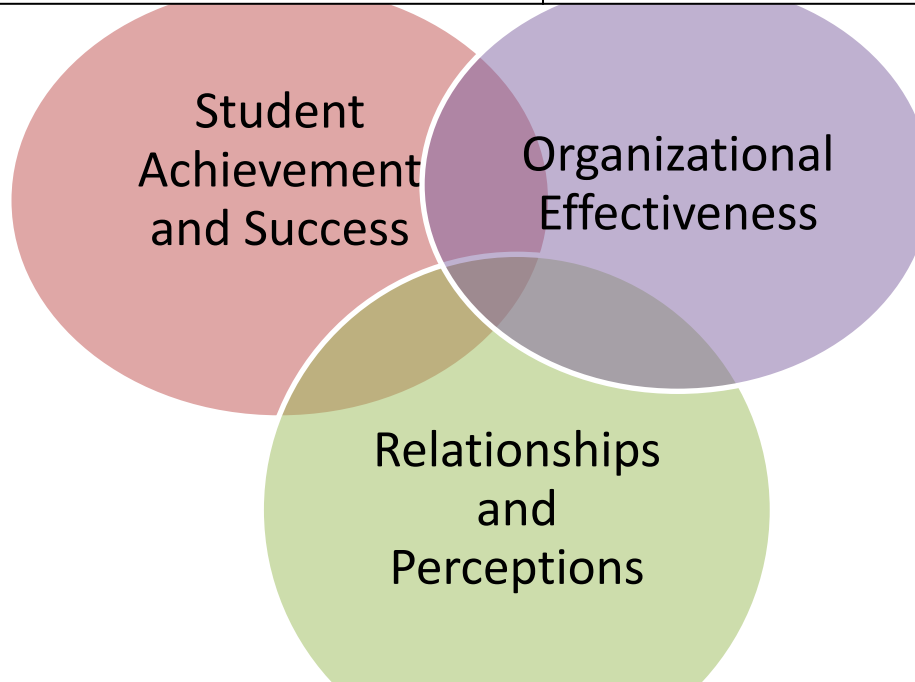


**Butts County Schools Strategic Plan**  
**FY2015-2019**

<b>Vision</b> A community where education is a priority	<b>Mission</b> To provide an environment where adults and students expect more and become more
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- Beliefs**  
***The Butts County School System is dedicated to the education of all our children and has developed these expectations for employees and students:***
- ***Expect all students to learn***
  - ***Expect quality instruction***
  - ***Expect all staff to engage every student actively and positively***
  - ***Expect technology to support instruction and operations***
  - ***Expect and retain quality staff through support and development***
  - ***Expect a safe and orderly environment***

## Strategic Goal I: Excellence in Student Achievement and Success

PERFORMANCE OBJECTIVES	INITIATIVES	ACTION STEPS	PERFORMANCE TARGETS – SY 2014-18
<p>Improve academic achievement for all students and subgroups.</p>	<p><b>Common Core Georgia Performance Standards (CCGPS) Alignment and Implementation:</b> Ensure that all schools implement CCGPS consistently and effectively and that State Frameworks are utilized consistently and rigorously in all classrooms.</p> <p><b>Rigor and Instructional Quality:</b> Increase rigor and quality of instruction in all content areas for all students</p> <p><b>Early Learning Initiative:</b> Implement Birth-5 transition programs to improve student readiness for Kindergarten in Butts County.</p>	<p>Implement and monitor the new Teacher Keys Effectiveness System (TKES) for certified teachers in FY15.</p> <p>Implement and monitor the Leader Keys Effectiveness System for all principals and assistant principals in FY15.</p> <p>Continue annual system Professional Learning for administrators and teachers for the implementation of CCGPS, CCRPI, curriculum monitoring and revision of instruction to improve student learning. Increase professional learning for analyzing data.</p> <p>Establish baseline of EOG/EOC scores after the initial implementation in FY15. Set goals for improvement in FY16.</p> <p>Develop and Utilize system-wide benchmark tests for all core content areas for the improvement of instruction in FY15 and FY16.</p> <p>Conduct quarterly awareness walks to measure the implementation of the Teacher Keys Effectiveness System, BCSS instructional framework, standards based instruction and Authentic Literacy.</p> <p>Refine and align instructional framework to improve student achievement on the new Georgia Milestones Assessment Program-End by implementing training and monitoring of the GA Formative Instructional Practices (FIP) program at all five schools beginning FY15.</p> <p>Develop and implement a consistent, system-wide framework and rubric for writing K-12 by FY16.</p> <p>Initiate extensive and ongoing System-Wide training on “Differentiation of Instruction” for all admin and faculty members at the school level in FY15/16.</p> <p>Implement advanced programs at Henderson Middle School that would allow at least 15% of the students to earn a minimum of three high school credits by the end of 8<sup>th</sup> Grade.</p> <p>Continue Early Learning (Birth-5) activities for student readiness and provide parent skills training through the Family Enrichment Center.</p> <p>Continue “KinderKamps” at each elementary school annually.</p> <p>Sustain annual school transition teams at each elementary school to plan school transition activities for rising Kindergarten students.</p> <p>Implement Pre-K signup opportunities at community locations to increase Pre-K waiting list in FY15 and annually thereafter.</p>	<p>Exceed the 50<sup>th</sup> percentile for all content areas at all five schools in the Georgia Growth Model in 2016, the 60<sup>th</sup> in 2017, and the 70<sup>th</sup> in 2018.</p> <p>100% implementation of TKES and LKES.</p> <p>100% alignment and implementation of CCGPS in all classrooms.</p> <p>100% implementation of instructional framework in all schools as measured by awareness walk data.</p> <p>Grades 3-12 exceed state performance targets as aligned with CCRPI in all content areas.</p> <p>Goals for GMAP achievement targets set by fall of FY16 based on FY15 baseline.</p> <p>100% of core-content teachers trained in effective differentiation strategies by the end of FY16.</p> <p>Increase number of Gifted Certified teachers to a minimum of 10 per school by 2017.</p> <p>15% of rising 9<sup>th</sup> graders enter JHS with 3 high school credits by fall of FY16.</p> <p>Apply for and be approved for 2 additional Pre-K programs, for a total of 6 state funded Pre-k programs by 2017.</p> <p>75% of all rising kindergarten students participate in summer KinderKamp annually.</p> <p>Registration of a minimum 125 Pre-K students annually on the official waiting list for BCSS annually.</p>

<p><b>Improve student readiness for postsecondary education and/or the workplace.</b></p>		<p>Increase JHS student participation in dual enrollment to 15% of the senior class (with a minimum of 3 hours of semester college credit) by 2017 through partnerships with local technical colleges and universities.</p> <p>Design and implement an annual marketing and recruitment plan at HMS and JHS to educate students about HOPE/ACCEL funding for dual enrollment classes.</p> <p>Develop and maintain a transition plan to bus students to local colleges to increase student access to dual enrollment opportunities by FY15.</p> <p>Conduct yearly needs assessment from Industrial Development Authority, Chamber, colleges, industry, staff and students of the 21<sup>st</sup> Century relevancy of all CTAE programs.</p> <p>Become a full partner in the Griffin Regional Career Academy by FY17.</p>	<p>Greater than or equal to 85% Graduation Rate by 2016.</p> <p>Increase number of offerings of CTAE pathways by partnering with local school systems for successful award of a grant to fund a Regional Charter Career Academy by 2017.</p> <p>Add one STEM-centered CTAE program to JHS by 2017 through ESPLOST and capital equipment funding.</p> <p>15% of senior class graduates with Dual Enrollment credit by 2017.</p>
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## Strategic Goal II: Excellence in Organizational Effectiveness

PERFORMANCE OBJECTIVES	INITIATIVES	ACTION STEPS	PERFORMANCE TARGETS – SY 2014-2018
<p><b>Facilities</b> Improve facility safety and appearance system-wide</p> <p><b>Technology</b> Ensure that instructional technology is equitably distributed and implemented in all classrooms within the district.</p>	<p>JHS Renovation</p> <p>Facility Plan Revision Initiative</p> <p>Facility Upgrade Plan</p> <p>Elementary/Middle Safety Entrances</p> <p>Bandwidth/Wireless Initiative</p> <p>Computer Lab and Tablet Initiative</p> <p>Electronic Upgrade Initiative</p> <p>Increase the use of technology to improve parental/community involvement.</p> <p>Increase capacity to conduct employee training through the use technology.</p> <p>Intranet Construction and Implementation</p>	<p>Plan and design Phase IIb of JHS: Construction of new physical education facility and renovation of bathrooms .</p> <p>Plan and design Phase III of JHS: complete renovation of interior of JHS.</p> <p>Plan and design Phase IV of JHS improvement: construction of Fine Arts Complex and addition of Athletic Complex by FY2018.</p> <p>Work with DOE consultant and construction manager to revise BCSS 5-Year Facility Plan in 2016.</p> <p>Create and implement maintenance rotation plan for painting, HVAC, electrical, plumbing, roofing, paving, fencing, and/or grounds at all facilities by May 2015.</p> <p>Design and construct new safety entrances using E-SPLOST IV funds for elementary and middle school schools.</p> <p>Upgrade core servers for reliable network operations. Upgrade technology infrastructure to accommodate increased bandwidth through 2016.</p> <p>Conduct a needs assessment for technology infrastructure to accommodate online testing to meet state criteria by spring of 2016.</p> <p>Apply for state grants funds as directed by DOE.</p> <p>Formulate a plan for Bring Your Own Device (BYOD) in grades 6-12 by fall of 2016.</p> <p>Create an Internet-based system to increase feedback opportunities for parents and community members for system improvement by spring of 2015.</p> <p>Create long-range purchasing, rotation, and maintenance plan for the implementation of organizational and instructional technology and infrastructure by May 2015.</p> <p>Conduct an annual needs assessment of employee needs for professional learning and training</p> <p>Implement and monitor social media mechanisms at all five schools by spring of 2015.</p>	<p>Complete Phase II and III of construction and renovation of new wing, new physical education facility, front entrance, new HVAC, and all 1989 era wings by 2017.</p> <p>Approval by Georgia DOE of five-year facility plan by 2017.</p> <p>Construction/Renovation plans approved by Georgia DOE of JHS PE and Fine Arts Facility by 2018.</p> <p>Community entrances to all elementary and middle schools have been fitted with security entrance enhancements by fall of 2017.</p> <p>Increase bandwidth to 100 mb/s per school by 2016.</p> <p>Each school shall provide access to one tablet device for every four students by 2018 using E-SPLOST V funds.</p> <p>All computer labs and laptop carts are installed with new computers by 2018 using E-SPLOST V funds.</p> <p>Integrated closed circuit/computer audio to ceiling sound in 100% of all classrooms in 2018 using E-SPLOST V funds.</p> <p>Implement plan for BYOD by fall of 2017 for grades 6-12.</p>

<p><b>Finance</b> Manage the financial resources of the system so that the school system provides a quality education to all students, maintains a fund reserve that ensures the Board of Education does not have to borrow money to pay salaries, and is fair and equitable to both the staff and taxpayers.</p>	<p>Energy Efficiency Initiative E-SPLOST V</p>	<p>Create and review monthly energy data report card system and provide incentives to schools that are successful in reducing energy usage by May 2015.</p> <p>Facilitate ballot and list of priorities for E-SPLOST by January 2016.</p> <p>Create a communication plan to inform community of E-SPLOST Priorities and invite community members to form a marketing community by February 2016.</p>	<p>Fund reserve at minimum of 10% of budget annually.</p> <p>Successful passage of SPLOST referendum in fall of 2016.</p> <p>DES will reduce their kWh energy consumption <math>\geq</math> 15% by June 2015 in comparison to 2012 usage.</p> <p>HMS will reduce their kWh energy consumption <math>\geq</math> 15% by June 2015 in comparison to 2012 usage.</p> <p>JES will reduce their kWh energy consumption <math>\geq</math> 15% by June 2015 in comparison to 2012 usage.</p> <p>SES will reduce their kWh energy consumption <math>\geq</math> 15% by June 2015 in comparison to 2012 usage.</p>
<p><b>Attendance</b> Improve student and staff attendance to improve performance.</p>	<p>Incentive and Recognition Initiatives Monthly Reports for review by administrators. Quarterly attendance task force review.</p>	<p>Each school shall modify and include incentive plan to increase staff attendance in its school improvement plan annually.</p> <p>Mandate and review annually a system-wide and school-level incentive programs to encourage better attendance by faculty and staff in School Improvement Plan beginning FY15.</p> <p>Create and review monthly report from each school that monitors compliance to parent notification measures in the attendance protocol.</p> <p>Quarterly review by system task force of student attendance data and strategic planning for areas needing remediation.</p>	<p>&gt;97% of students are absent less than 10 days at each school.</p> <p>&gt;90% of staff are absent less than 7 days due to sick or personal days in any fiscal year.</p>
<p><b>School Nutrition</b></p>	<p>Breakfast Participation Lunch Participation Sanitation Scores Perception Surveys</p>	<p>Provide student taste testing each semester at each school on new products for menu cycle beginning FY15.</p> <p>Update and post annually information for students and parents concerning product nutritional value and new menu patterns.</p> <p>Provide annual training in the areas of customer service, work safety, and health sanitation to all SNP staff.</p> <p>Maintain lunch and breakfast at no charge through federal and state program through 2018.</p>	<p>Maintain breakfast participation at a minimum of 40% at a minimum of each school.</p> <p>Maintain lunch participation rate at a minimum of 85% at each school.</p> <p>Maintain an average system Health Sanitation score of 96%.at each school.</p> <p>Improve overall positive perception as measured by pre- and post-surveys beginning FY15.</p> <p>Documentation of 100% of all SNP staff trained annually in customer service, sanitary practices, and work safety.</p> <p>Lunch and breakfast at no charge provided for all students annually.</p>

<p><b>Stakeholder Safety</b></p>	<p>Work Safety Training</p> <p>Security Entrances at Elementary and Middle Schools</p> <p>System-wide Bullying Prevention Program</p>	<p>Create and implement quarterly employee safety training program using formal school and district-level safety teams on an annual basis by FY15.</p> <p>Each school shall include an anti-bullying plan in its annual school improvement plan that includes the following components: student and staff training, prevention, guidance and mentoring, teacher advisement, bullying reporting system monitoring, consistent consequences</p> <p>Continue monthly administrative safety audits of all schools.</p> <p>Update, revise, and provide training for district-level and school-level safety plans each year.</p>	<p>Quarterly participating work safety training will occur with each all employees as measured by documentation beginning FY15 and each year thereafter.</p> <p>Reduce the number of employee worker's compensation claims to &lt;5 each year.</p> <p>A functional bullying report system for anonymous reports will be installed by FY15.</p> <p>Artifacts of 10 safety walks per year will be submitted to Superintendent for review and use for principal evaluations.</p> <p>Artifacts of school and district-level safety planning and training conducted each.</p>
<p><b>Human Resources</b></p>	<p>Mentoring, Coaching, and Induction Program for new certified staff</p>	<p>Beginning FY15, create and implement school-level and system-level induction and support program for all new certified staff to meet monthly at the school level and quarterly at the district level.</p>	<p>Bi-annual survey data indicates a minimum of 90% satisfactory rating on the level of support from newly-hired certified staff.</p> <p>80% retention rate for newly-hired certified employees on a yearly basis after three years.</p>

## Strategic Goal III: Excellence in Relationships and Perceptions

PERFORMANCE OBJECTIVES	INITIATIVES	ACTION STEPS	PERFORMANCE TARGETS – SY 2014-2018
<p><b>Increase Positive Perceptions about our school system from all stakeholders.</b></p> <p><b>Increase Stakeholder Involvement in our School System.</b></p> <p><b>Increase capacity and community awareness of Family Enrichment Center Services (FEC)</b></p>	<p>Customer Service and Responsiveness Initiative</p> <p>Superintendent’s Staff Advisory Council for Staff Satisfaction</p>	<p>Provide annual professional learning for key employees in the area of customer service beginning FY2015.</p> <p>Continue Superintendent’s Advisory Teacher Council a minimum of 4 times per year to collect feedback and implement practices to improve communication and system effectiveness.</p>	<p>Document a quarterly meeting with teacher advisory council.</p> <p>Greater than 85% satisfaction from teacher, student, and parent surveys in the areas of safety and instructional quality.</p> <p>Artifacts of completed customer service training documented annually.</p>
	<p>Community Involvement</p> <p>Business Partner Initiative</p> <p>Community Work-Ready Initiative</p> <p>Student Mentoring/Advisement Program</p> <p>Community Volunteer Program</p> <p>BCSS “Wishlist”</p> <p>Parent-Friendly curriculum information and report cards</p>	<p>Host an annual community meeting to collect feedback for strategic planning and improvement in all three strategic areas.</p> <p>Each school shall create a volunteer speaker/reader program to provide volunteer opportunities for public speaking and reading for students in every classroom (once per year per classroom/grade-level)</p> <p>Secondary schools shall create and implement a student peer advisement and leadership program with criteria for selection of mentors and goals for the program for entering 6<sup>th</sup> graders and 9<sup>th</sup> graders by FY16.</p> <p>Beginning FY2015, the school system will distribute an annual “wishlist” of needs for resources and services from the community and distribute to parents, community civic clubs, churches, and government entities.</p> <p>Expand social media presence of the school system by developing a social media service for each school beginning in 2015.</p> <p>Develop common pacing guides/syllabi for all courses for communication with students and parents by FY17.</p> <p>Increase community awareness through presentations to local civic clubs and social media marketing.</p> <p>Create a permanent funding mechanism to ensure the longevity of FEC.</p> <p>Monthly newsletter sent to staff and posted for parents on the Internet.</p>	<p>Add a minimum of five new formal Partners in Education each year annually to BCSS through 2018.</p> <p>100% of all classrooms in BCSS have documented a volunteer speaker or reader with students each year beginning FY2015.</p> <p>Student advisement program at HMS and JHS implemented by fall of 2015.</p> <p>All schools have developed a social media tool for parents and community members by fall of 2015.</p> <p>All parents will have access to either hard copies or electronic copies of curriculum information regarding all courses in BCSS by fall 2016.</p> <p>Each elementary school retains a fully-trained “Parent-as-teacher” on site by fall of 2014.</p> <p>Artifacts of monthly newsletters have been documented.</p>