



**Coffee County School System
Strategic Plan
2016-2019**

Goal: Develop and sustain a school culture that promotes equitable outcomes in student learning through a welcoming, supportive, safe and healthy environment.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
Organizational	Install secure entrances at all schools	2016-2019	QZAB District Bond	Facilities Coordinator Technology Staff
	Employ SRO at each high school	2016-2019	Coffee County Board of Education Coffee County Board of Commission	Coffee County Board of Education Coffee County Commission Sheriff's Department
	Install additional surveillance cameras in all schools	2016-2019	District Funding	Facilities Coordinator Technology Staff School Administrators
	Install GPS trackers and updated all camera systems on school buses	2016-2017	District Funding	Transportation Coordinator School Mechanics
Description: Coffee County Schools will implement reasonable physical security measures (e.g., secure entrances, keyless entry doors, public spaces monitoring, SRO presence) with the purpose of enhancing the school's climate, building trusting relationships, and encouraging students and adults to report potential threats to trained School Resource Officers (SROs).				

Goal:
Obtain a letter grade of “A” on the State School Report Card and Federal Report Card (schools and district).

Type	Strategies	Timeline	Funding Source	Staff Responsible
Academic	Deepen understanding of State Standards through the development and revision of content pacing guides	2015-2018	District Funding Federal Funding	District Leadership Team Building Leadership Teams Classroom Teachers
	Participate in turn around training through CCRS Team	2015-2019	District Funding	District Leadership Team Building Leadership Team
	Complete training in formative and summative data analysis to include growth and learning gains	2016-2019	District Funding Federal Funding Grants	District Leadership Team Building Leadership Team Instructional Coaches PowerSchool
	Implement school-based attendance committees and plans	2016-2019	No Funding Required	District Leadership Team School Attendance Committees
	Increase Graduation Rate & Career Readiness Indicators (CRIs)	2016-2019	District Funding Federal Funding	District Leadership Team School Administrators School Guidance Counselors Career Coach
	Strengthen continual improvement processes utilizing District Accountability Review Meetings	2016-2019	No Funding Required	District Leadership Team Building Leadership Teams

Description: Coffee County Schools will provide data-driven professional learning and sustained support in an effort to deepen teachers’ understanding of challenging state standards, assessments, and accountability. CCRS will ensure that all students are prepared for their choice of post-secondary pursuits by providing a challenging, innovative, and supportive learning environment that encourages student success.

Goal: Create effective organizational strategies that reinforce excellence in teaching and support a professional culture designed to prepare every student for success.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
Organizational	Participate in the Alabama Teacher of the Year Program	2016 - 2019	District Funding	Principals District Administrators
	Implement monthly Teacher/Employee Spotlight	2016 - 2019	District Funding	Principals District Administrators
	Recruit and retain certified teaching staff through the CCSS Mentoring Program and career fairs	2016 - 2019	Federal Funding	District Administrators School Administrators
<p>Description: Coffee County School System will sustain the incorporation of practices designed to recognize excellence in teaching/job performance as well as strategies that support the recruitment and retention of quality teachers and support staff. The goal is to facilitate the new teachers' professional growth towards the highest level of practice by partnering them with effective veteran teachers who can provide ongoing assistance and guidance. Additionally, CCSS will continue the implementation of a strategic mentoring program for first-year teachers and teachers new to Coffee County Schools.</p>				

Goal: Engage and empower the learner through technology.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
Organizational	Participate in Technology Infusion Professional Development	Current Year	District Funding	Technology Staff Lead Teachers
	Apply for E-Rate Funds for technology infrastructure	2016-2019	E-rate Funding	Technology Coordinator CSFO
	Implement the use of eleot for classroom observations and reflections	2016-2019	No funding required	School administrators District administrators
<p>Description: Coffee County Schools will endeavor to utilize technology as a means of empowering relevant teaching and learning; accordingly, CCS believes that when teachers effectively integrate technology into subject areas, teachers become advisers, facilitators, and coaches while students transform into collaborators, researchers, communicators, and owners of their learning. Coffee County School System will collaborate to show a 2% increase in community perception of adequate technology to meet the needs of students from a baseline of 39.96% by 5/24/2018 as measured by post survey results.</p>				

Goal: Engage parents, staff, students, and community members in two-way communication focused on excellence and equity.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
Organizational	Provide ample opportunity for parents to become engaged in their child's education through the following: perception surveys, PTO, Title I Committees, Parent Advisory Committees	2016-2019	Federal Funding District Funding	District Administrator Principals Teachers
	Create district social media accounts that communicate CCSS' school improvement journey.	2016-2019	No Funding Required	District Administrators Technology Staff
<p>Description: The Coffee County School System will persist in the active engagement, encouragement, and support of parents as advocates, policymakers, advisors, and active participants in the education of their children. Our school system believes that parents are their children's first and most important teacher; ergo, in order to ensure the effective involvement of parents and create a shared partnership focused on student growth among stakeholders, the system continually strives to build the schools', parents', and community's capacity for united engagement.</p>				

Goal: Assign every student in grades 5 - 12 a mentor/advocate/coach.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
Organizational	Implement REACH Student Advisor/Advisee model	2017-2019	No Funding Required	District Administrators School-Level Administrators School Guidance Counselors Teachers
<p>Description: Using the REACH framework and curriculum as the foundation, each school will uniquely implement the district's student advisory program. Each school will utilize a student advisory coordinator and committee to organize and monitor lessons, content, and uniformity. As a means of fostering consistent and trusting relationships, students will remain with the same advisor during the following grade levels: 5-6, 7-8, and 9-12.</p>				

Goal:
Prepare all students to be college and career-ready by increasing academic opportunities and closing gaps in student achievement.

Type	Strategies	Timeline	Funding Source	Staff Responsible
Academic	Expand the PK-3 Integrated Approach to Early Learning Initiative	2016-2019	State Grant Funds Federal Funding	District Administrators School-Level Administrators K- 3 Teacher/Staff
	Provide an ACCESS facilitator for each high school	2016-2019	District Funding Federal Funding	ACCESS Coordinator School-Level Administrators
	Furnish a Virtual School option for students in grades 9 - 12	2016-2019	No funding required	Virtual School Coordinator School Guidance Counselors
	Expand Dual Enrollment/AP opportunities at each school	2016-2019	District Funding	AP Coordinator Curriculum Coordinators Career Technical Coordinators Principals Guidance Counselors
	Promote and support academic competitions for students in grades 4 - 12	2016-2019	District Funding	District Administrators Principals Teachers
	Expand Career and Technical Education programs	2016-2019	District Funding Career Technical Funding	Career Technical Coordinator

Description: Coffee County School System will expand opportunities for all students as we endeavor to prepare our students for college and career success. Accordingly, CCSC strives to empower our students with the academic and technical skills necessary to compete in a school or work environment.