



LANETT CITY SCHOOLS

STRATEGIC PLAN 2016 - 2021

GOALS

GOAL 1: Increase student achievement

GOAL 2: Communicate effectively with all stakeholders

GOAL 3: Ensure well-maintained, safety-focused facilities

GOAL 4: Provide effective financial and business processes

GOAL 1: Increase student achievement

Strategies/Activities:

Objective A: Improve graduation rate

Objective B: Improve student and teacher attendance

Objective C: Increase percentage of students who meet or exceed State standards

Objective D: Provide resources and support to create a high-performing staff

Objective E: Enhance curriculum offerings

Objective F: Address learning barriers

Objective A: Improve graduation rate

-Performance Target: *A minimum of 90% of each cohort will successfully complete all requirements for graduation.*

- Expand student advisement program
- Establish methods for prevention and early intervention
- Provide ongoing intervention efforts for at-risk students
- Provide credit recovery opportunities for students
- Increase tutoring opportunities
- Develop a range of learning opportunities outside of the traditional classroom setting for students needing to recoup/get back on track
- Promote incentives/Learnings Earnings for students
- Increase attendance monitoring strategies
- Provide bridge/orientation programs to students entering 9th grade
- Promote career technical opportunities as options for students
- Explore credit acceleration options



Objective B: Improve student and teacher attendance

-Performance Target 1: Each school will achieve and/or maintain a minimum attendance rate of 90% each year.

-Performance Target 2: Teacher absences due to sick leave and personal days will decrease by 2% each year.

- Promote incentives/Learning Earnings for students
- Provide recognition for students (certificates, morning announcements, etc.)
- Require attendance reports to be signed by parents of students with habitual tardies/absences
- Promote incentives/Learning Earnings for teachers
- Provide recognition for teachers (parking spot, morning announcements, duty-free lunch)
- Require principals to meet/require signatures on reports for accrued teacher absences



Objective C: Increase percentage of students who meet or exceed State standards

-Performance Target 1: The percentage of students in grades 3-8, and 10-12 who meet or exceed benchmark scores on state assessments will increase by 2% each year.

-Performance Target 2: The percentage of EL students in grades K-12 who make adequate progress on the ACCESS state assessment will increase by 2% each year.

- Formalize structure of intervention initiatives to create a stand-alone department at each school (department head, regular meetings, etc.)
- Create and utilize assessments that mimic Aspire and ACT formats
- Continue regular data meetings, including the creation of action plans
- Continue supplemental programs such as Odysseyware, VMath, and FLEX Literacy
- Focus on grades 5-8 to ensure coordinated transition and to create a clear framework for instruction in the middle grades
- Create an additional Pre-K class at Lance Elementary
- Continue supplemental services for EL students
- Increase summer academic enrichment camp opportunities for grades 5-8
- Require students to create a data notebook which will allow them to take ownership of their learning by setting personal learning goals



Objective D: Provide resources and support to create a high-performing staff

***-Performance Target 1:** All teachers will achieve an average score of 2.5 or higher as measured by the Effective Learning Environments Observation Tool™(eleot™), with a goal of increasing to 3.0 or higher over the next two years.*

***-Performance Target 2:** A minimum of 90% of all teachers will indicate that they have received adequate support and resources for a high-quality educational environment, as indicated by survey responses.*

- Implement eleot classroom observation tool and reports
- Devise a system for common posting/housing of lesson plans and action plans
- Investigate classroom observation partnerships with neighboring districts
- Continue and/or implement monthly collaborative communities
- Expand new teacher mentoring program
- Implement strategies to improve teacher/staff morale
- Provide job-embedded PD to increase teacher instructional effectiveness
- Create peer support groups based on identified needs among faculty and staff



Objective E: Enhance curriculum offerings

-Performance Target 1: At least 75% of students will participate in a curriculum enhancement opportunity such as fine arts, STEM, interest clubs, Career Tech, or virtual learning.

- Expand fine arts
- Increase CTE job-shadowing opportunities
- Expand STEM and robotics
- Create additional clubs at the secondary level, as well as adapted scheduling to eliminate transportation barriers and after school conflicts
- Expand virtual learning opportunities
- Increase participation in the CTE partnership with Chambers County Schools



Objective F: Address learning barriers

-Performance Target 1: 100% of teachers and administrators will receive awareness training on resources available for students experiencing barriers to learning.

-Performance Target 2: Students in grades 5-12 will participate in an advisory group or special topic session at least once monthly, as measured by student sign-in sheets.

- Continue Student Services Team (SST)
- Continue School Based Mental Health (SBMH) partnership with East Alabama Mental Health
- Enhance communication among schools, DHR, and School Liaison
- Encourage staff to utilize Parent Liaison more regularly for home-school communication
- Expand reach of SST to include groups of students
- Expand and define student advisory groups, with a focus on grades 5-12
- Integrate nursing services into academics through classroom presentations or focus groups
- Integrate SRO into academics through classroom presentations focused on awareness and prevention of drug/alcohol/tobacco abuse and violence
- Implement 1:1/BYOD initiative



GOAL 2: Communicate effectively with all stakeholders

Strategies/Activities:

Objective A: Increase school-level parental and community engagement

Objective B: Enhance internal communications throughout the district



Objective A: Increase school-level parental and community engagement

Performance Target 1: *At least 50 parents will attend each district PTO meeting in the 2016-2017 school year, with a goal of increasing 10% over the next five years.*

Performance Target 2: *75% of parents will attend report card pick up /parent conference days as measured by sign-in sheets.*

- Continue to use Lanett Panthers Facebook page
- Schedule report card pick up/parent conference days for 1st and 3rd nine weeks
- Require report cards to be signed (all schools)
- Require attendance reports to be signed by parents of students with habitual absences and/or tardies
- Continue and expand district-wide PTO
- Articulate partnerships with local businesses and Chamber of Commerce members
- Provide a welcoming atmosphere for parents and community members at each school



Objective B: Enhance internal communications throughout the district

-Performance Target 1: On end-of-year surveys, 85% of teachers will indicate that internal communications are clear and adequate.

- Create a centralized calendar for district-wide scheduling
- Utilize Remind 101 for teacher/employee reminders



GOAL 3: Ensure well-maintained, safety-focused facilities

Strategies/Activities:

Objective A: Communicate and plan capital improvement needs



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-Performance Target 1: Visual observations and timely submission of the Capital Outlay Plan outlining prioritized capital projects submitted to the SDE will indicate progress in targeted areas.

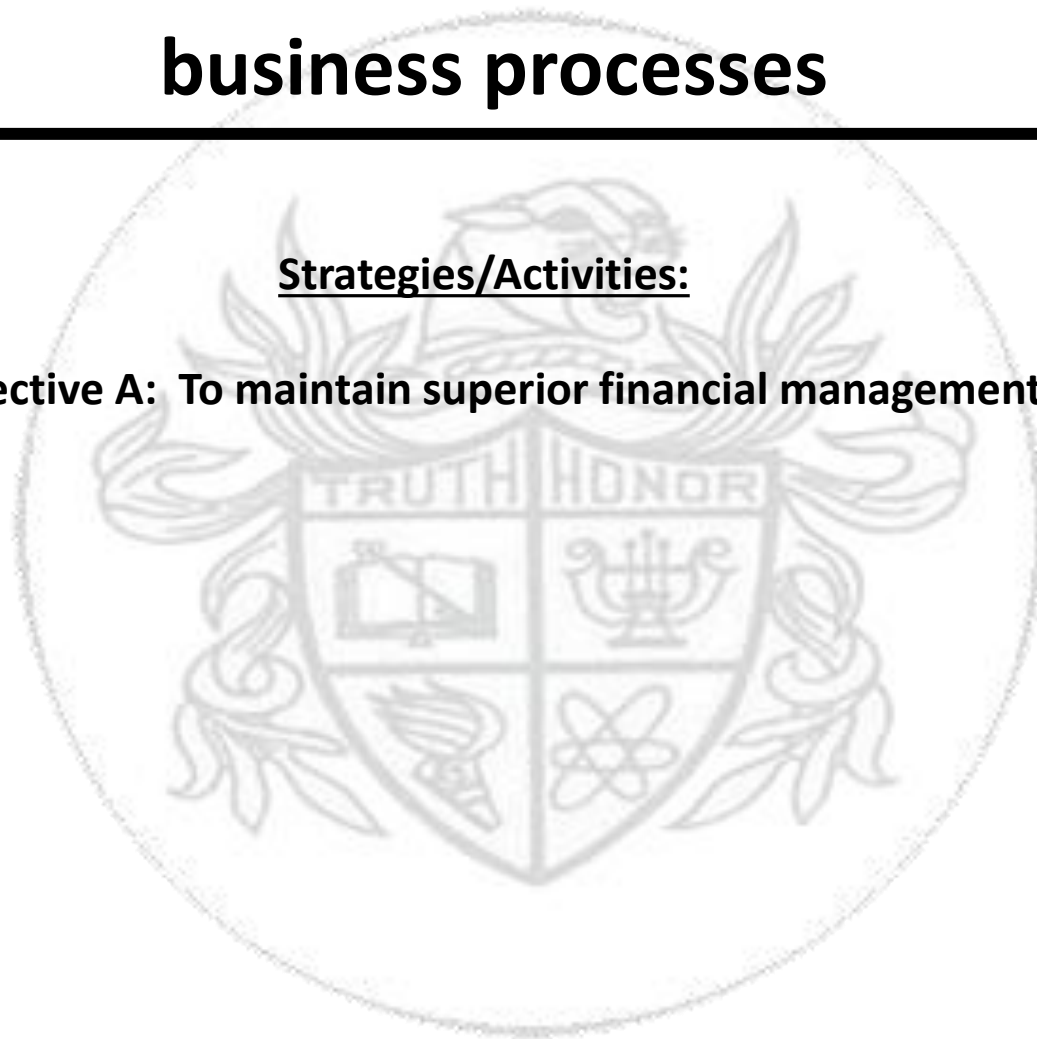
- Maintain health scores of 98 or higher in all cafeterias
- Plan to create stationary and mobile maker spaces
- Continue to equip facilities with technology devices
- Improve technology infrastructure
- Expand existing facility to accommodate future growth at the secondary level
- Replace windows at the secondary level
- Continue upgrades on HVAC units on the elementary campus
- Create science lab at elementary school
- Renovate fine arts center at the high school to include theatrical lighting and sound
- Resurface outdoor classroom areas at the elementary school
- Renovate junior high school locker room and visitor's locker room at high school
- Replace classroom doors at the secondary level
- Replace scoreboard at LHS stadium
- Renovate stadium restrooms
- Replace classroom furniture as needed district-wide
- Purchase stackable audience chairs for elementary multi-purpose room
- Eliminate drainage issues at Lance Elementary parking lot
- Resurface parking areas at all schools
- Add additional parking area at elementary school and central office



GOAL 4: Provide effective financial and business processes

Strategies/Activities:

Objective A: To maintain superior financial management



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-Performance Target 1: Continuation of superior financial management as indicated by an annual unqualified audit report by the certified public accountant.

- Reduce utility costs
- Continue unqualified annual audits
- Decrease substitute costs due to professional development and teacher absences
- Increase student enrollment by 2%
- Continue to maintain the required one month's operating expenses and increase savings to 1.5 month's operating expenses
- Create reserve account for roof replacement at the secondary level





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