

Troy City School's Seven Steps to Success

Step 1: Improve the quality of teacher recruitment, support, and professional development.					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
1.1 Review approach to recruiting and retaining faculty and staff.	Modify as Needed	Ongoing	Established	Evaluate & Revise	Established
1.2 Continue university partnerships to recruit and support highly qualified staff for Troy City Schools.	Ongoing	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
1.3 Assure that beginning and newly hired teachers are provided on-going support through new teacher induction and mentoring programs.	Implementation Phase	Evaluate & Revise	Established	Ongoing	Modify as Needed
1.4 Provide ongoing professional development activities for beginning and newly hired teachers to introduce them to the district's curriculum framework, instructional practices, and assessment modules.	Implementation Phase	Ongoing	Established	Modify as Needed	Evaluate & Revise
1.5 Expand professional development activities for technology and information literacy skills as a means to support academic content.	Established	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
1.6 Research and evaluate new curricula/instructional methods for use in gifted, special education, English Learners, and minority students.	Evaluate & Revise	Established	Ongoing	Modify as Needed	Ongoing
1.7 Provide in-service training on strategies for drop-out prevention.	Implementation Phase	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed
1.8 Create professional development based on needs derived from data.	Develop	Pilot	Ongoing	Modify as Needed	Evaluate & Revise
1.9 Increase job embedded professional development activities and peer observations for the purpose of improving, aligning, and articulating the curriculum and to expand knowledge of best practices in classroom management, instruction, and assessment.	Implementation Phase	Ongoing	Evaluate & Revise	Established	Modify as Needed
1.10 Ensure all administrators and teachers understand state required evaluation tools, i.e. EDUCATEAlabama and LEADAlabama.	Established	Ongoing	Modify as Needed	Ongoing	Revise & Evaluate
1.11 Ensure that leadership and staff supervision and evaluation processes result in improved professional practice and improved student success.	Implementation Phase	Ongoing	Modify as Needed	Established	Evaluate & Revise
1.12 Implement evaluation tools for support personnel.	Develop	Pilot	Implementation Phase	Modify as Needed	Evaluate & Revise
1.13 Assist educators in utilizing STI-PD as a portfolio for all professional development activities.	Established	Ongoing	Modify as Needed	Implementation Phase	Evaluate & Revise
Step 2: Strengthen the K-12 Curriculum, Instruction, and Assessment					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
2.1 Revisit each school's Continuous Improvement Plan to ensure rigor and academic growth at each grade level.	Modify as Needed	Modify as Needed	Modify as Needed	Modify as Needed	Modify as Needed
2.2 Expand curriculum alignment documents with ALSDE requirements in core subject areas.	Implementation Phase	Evaluate & Revise	Established	Modify as Needed	Ongoing

Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
2.3 Develop challenging curriculum guides/ units to provide scope and sequencing for planning and instruction.	Implementation Phase	Evaluate & Revise	Established	Ongoing	Modify as Needed
2.4 Implement system-wide strategies to strengthen reading instruction in all schools.	Develop	Develop	Pilot	Ongoing	Modify as Needed
2.5 Foster on-going vertical/horizontal collaboration to provide maximum opportunities for all stakeholders.	Implementation Phase	Evaluate & Revise	Established	Ongoing	Modify as Needed
2.6 Use information from state assessments to improve instruction for all students.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
2.7 Analyze pre and posttest assessment data as classroom practice.	Develop	Develop	Implementation Phase	Modify as Needed	Evaluate & Revise
2.8 Expand formalized assessments for reading and mathematics through Grade 8.	Pilot	Implementation Phase	Evaluate & Revise	Ongoing	Modify as Needed
2.9 Expand research-based, differentiated instruction in all classrooms to accommodate the wide range of learning needs and styles of each student.	Implementation Phase	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
2.10 Strengthen and support Honors and Advanced Placement offerings.	Evaluate & Revise	Modify as Needed	Ongoing	Established	Modify as Needed
2.11 Strengthen students' utilization of technology in the curriculum.	Established	Modify as Needed	Ongoing	Implementation Phase	Evaluate & Revise
Step 3: Improve Academic Standards and Student Success					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
3.1 Provide increased opportunities for students to participate in rigorous courses that award high school and college credits.	Established	Ongoing	Modify as Needed	Implementation Phase	Evaluate & Revise
3.2 Provide increased opportunities to develop test-taking knowledge and skills necessary for acceptance into the workplace and post-secondary institutions.	Established	Ongoing	Modify as Needed	Implementation Phase	Evaluate & Revise
3.3 Research, implement, evaluate, and improve transition across grade levels.	Modify as Needed	Ongoing	Modify as Needed	Established	Evaluate & Revise
3.4 Ensure that all students and instructional personnel utilize technology and information literacy skills as a means to support academic content.	Ongoing	Modify as Needed	Ongoing	Implementation Phase	Evaluate & Revise
3.5 Provide adequate academic, career, and personal counseling services for students.	Modify as Needed	Ongoing	Established	Ongoing	Evaluate & Revise
3.6 Identify and plan interventions for students at-risk for school failure.	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing
3.7 Continue school and community based supports for students in need.	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing
3.8 Reach and exceed state and national averages on the ACT.	Evaluate & Revise	Ongoing	Modify as Needed	Modify as Needed	Ongoing
3.9 Improve the annual Graduation Rate to reach the state goal of 90%.	Modify as Needed	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing
3.10 Meet and exceed all state and federal Proficiency Index goals in all student groups.	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing	Modify as Needed

Step 4: Develop and Grow Troy City School's Parental Relationships					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
4.1 Establish procedures to facilitate more effective parent communication through conferences, open house visitations, and curriculum/family nights.	Modify as Needed	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing
4.2 Equip parents with techniques to provide academic assistance at home and encourage them to become more actively and directly involved with the school.	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed
Step 5: Develop and Grow Troy City School's Community Partnerships					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
5.1 Incorporate procedures to effectively communicate the district's strategic plan to all stakeholders.	Implementation Phase	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
5.2 Provide opportunities for students to participate in community and service projects including additional opportunities for student internships and community development projects.	Ongoing	Modify as Needed	Evaluate as Needed	Modify as Needed	Ongoing
5.3 Strengthen community, business, and local agency partnerships.	Modify as Needed	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing
Step 6: Maximize the Use of Existing Facilities and Initiate the Planning of New Facilities					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
6.1 Utilize the capital plan to guide recommendations for improvement and maximize the use of available resources in support of the district's strategic plan.	Modify as Needed	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing
6.2 Continue the Troy City School's Education Foundation functions to include active pursuit of revenue from foundations, businesses, and individuals.	Modify as Needed	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing
Step 7: Improve the Use of Existing Revenue and Creative New Sources of Revenue					
Objectives	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
7.1 Ensure that utilization and allocation of resources (people, budget, facilities, technology, etc.) are in alignment with the schools' mission and goals and that they enable our staff, parents/families, and partners to contribute to the accomplishment of the district's achievements and objectives.	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise
7.2 Provide productive technology services as a means to enhance learning and academic performance.	Ongoing	Modify as Needed	Evaluate & Revise	Modify as Needed	Ongoing

Achievements and Accomplishments We are Proud of ...

- High graduation rate
- Approximately 2 million dollars in Merit Scholarships awarded
- Always met AYP
- Listed in the Top 30 financially sound institutes in the state
- Provides 14:1 student-teacher ratio
- 100% highly qualified staff
- 71% of teachers have master's degrees or higher
- National Board Certified teachers on staff
- Safe and productive school environments
- Smart technology to include Smartboards and Projectors, Personal Response Systems, Document Cameras, Slates, and Digital Video Players in all core classrooms
- Approximately 750 desktop computers, 540 Netbooks, 680 iPads, 30 iPods, Nooks, and Kindles
- 1:1 iPad Initiative at Charles Henderson High School
- Student access to computer programs such as Discovery, IXL, Kid College, STAR Reading and Math, Accelerated Reader, etc...
- Updated facilities at Troy Elementary School, Charles Henderson Middle School, & Charles Henderson High School
- Intervention/Parental Involvement Program
- Retired teacher partnership
- Pre-Kindergarten Program (3 classes)
- Extended Day after school program
- Partnerships with Troy University, East Central Mental Health, and local businesses
- Confucius Institute program at Charles Henderson Middle School
- National Honor Society and Beta Clubs at Troy Elementary School, Charles Henderson Middle School, and Charles Henderson High School
- Opportunities to earn college credit while in high school and Dual Credit Programs offered at Charles Henderson High School
- Summer Programs available at Troy Elementary School, Charles Henderson Middle School, and Charles Henderson High School
- CHMS Boys Basketball team undefeated
- CHMS and CHHS Mentoring Program for Peers
- Student Athlete chosen to participate in Under Armour All Star game
- CHHS Concert Band was 1 of 10 performing groups from throughout the U.S. to qualify and to perform at the J.F. Kennedy Center for the Performing Arts
- Repeating baseball state champions
- CHHS Trojan football team state runner-up in 4A state play offs; qualifies consistently for playoffs
- Girls & Boys Basketball teams won area titles, with girls playing in Final Four, and boys advancing to Regional competition
- Girls Volleyball Team won regional tournament and advanced to state competition
- Archery Team won regional tournament and advanced to state competition
- Cultural Arts Academy placed 3rd in Alabama State Culinary Competition
- CHHS students participated in the Walter Trumbauer State Theater Festival and won scholarships/awards
- CHHS Award Winning Drama Program
- Students participate in local, district, and state art competitions and this year several of our students were recognized by the Alabama's State Superintendent of Education for their accomplishments
- Art and Music programs are offered in all three schools (TES, CHMS, CHHS)
- Students participate in Model United Nations program, AL Science Bowl competition, Math tournaments, Chess tournaments, Spelling Bees and etc.
- Orff Ensemble; guitar and recorder programs; Jazz, Concert, Pep, and Marching Bands; and Vocal and Choral Ensembles



Wally Lowery



Eva Green



Roxie Kitchens



Jason Thomas



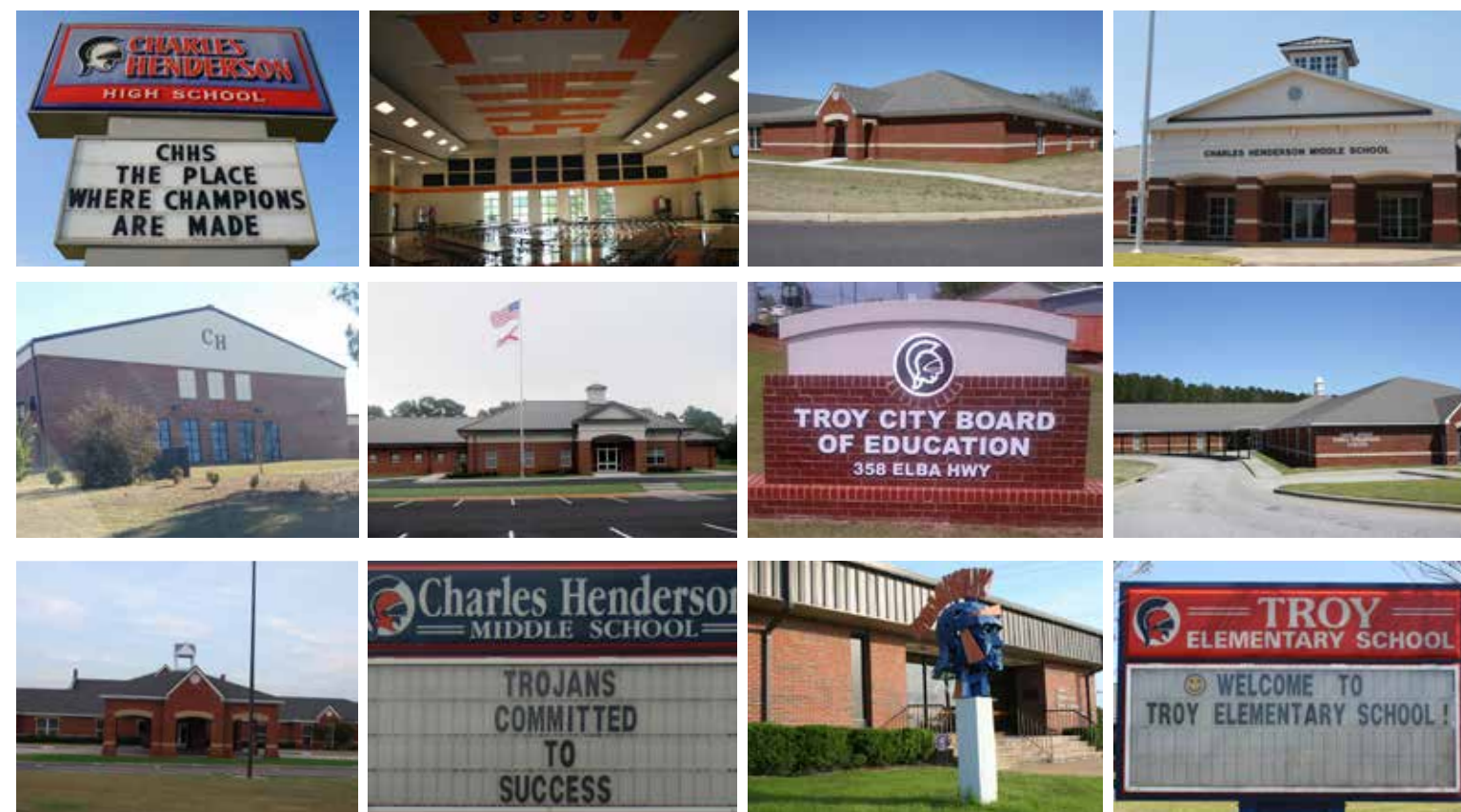
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Troy City Schools

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TROY CITY SCHOOL SYSTEM STRATEGIC PLAN

Superintendent
 Lee A. Hicks, Ed. D.



TROY CITY BOARD OF EDUCATION

Our Vision

“Trojans Committed to Success”

Our Mission

The mission of the Troy City School District is to provide a meaningful and useful education for our children based on a sound philosophy with clear and strong commitments to goals. It treats our students with dignity and respect. Each child progresses in intellectual, social, personal, and physical dimensions/ skills in such a manner that productive and useful lives result.

Our Beliefs

- All students are entitled to a quality education in a safe and pleasant environment.
- All students are capable of learning.
- All students should be treated with fairness and compassion which foster self-worth.
- The education process is one of continuous improvement.
- All students deserve the opportunity to be successful.
- Our total school environment promotes positive self-images and self-respect within each student.
- All students should be educated to their fullest potential.
- Schools are partners with parents, guardians, and custodians of the community.
- School system planning is a responsibility of the Central Office staff, employees, parents, guardians, custodians, and community.
- All resources should be used for educational purposes which benefit students.
- All students should understand that the board has an expectation of student behavior that includes good conduct and that each student understands that school attendance in the Troy City School System is both a right and privilege.

Equal Opportunity Employer

“No person shall be denied employment, be excluded from participation in, be denied benefits of, or be subject to discrimination in any program or activity on the basis of handicap, sex, race, religious belief, national origin or ethnic group, color or age.”