

# Tuscumbia City School District



## STRATEGIC PLAN

### **Strategic Goal #1: Provide educational opportunities that build student growth and understanding in all skills necessary to be successful in life.**

- 1.1 Increase available offerings, including AP, Career Tech, electives, and higher-level math coursework.
- 1.2 Develop life skills by teaching students to organize, problem-solve, innovate, communicate, and collaborate.
- 1.3 Create vertical curriculum designed to ensure student success and ease student transition between grade levels.

**Key Performance Indicators:** Number of course offerings; Graduation rate; Number of office referrals; Test scores; Curriculum review; Pacing guides; Number of students participating in elective courses

### **Strategic Goal #2: Provide opportunities for building relationships between the school and the community.**

- 2.1 Streamline the communication process throughout the school system, families, businesses, and the community.
- 2.2 Promote positive parental and community involvement.
- 2.3 Strengthen and build partnerships with businesses and organizations in the community, inviting them to become part of the team

**Key Performance Indicators:** Surveys; Website views/hits; Event participation logs; Parental volunteers; Internal software/app use

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### **Strategic Goal #3: Recruit, hire, develop, and retain highly qualified employees who are fully committed to student success.**

3.1 Foster a positive environment with benefits that recognizes employees and emphasizes their contributions and worth

3.2 Develop a recruitment plan that promotes the benefits of working in Tuscumbia City Schools

3.3 Provide a mentoring program for newly employed teachers and administrators

3.4 Provide opportunities to build leadership capacity and increase growth through professional development

**Key Performance Indicators:** Teacher/employee retention; New hire data; Professional development attendance (sign-in sheets); Number of professional development opportunities; Recruiting fair attendance/resumes

### **Strategic Goal #4: Maintain efficient and effective use of funds and resources to meet district needs, ensure safety, and achieve student success**

4.1 Maintain efficient use of funds to keep hardware and software current.

4.2 Proactively address capital needs to provide secure, up-to-date facilities.

4.3 Use data to direct budget allocations to ensure adequate growth in the proper areas

4.4 Ensure effective fiscal communication and transparency among Central Office staff, the Superintendent, and the School Board

**Key Performance Indicators:** Budget/budget reports; ACIPs; Technology plan; Safety plan; Monthly school reports

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**Strategic Goal #5: Maintain a healthy school culture and a comprehensive support system that emphasizes student success in a global society.**

- 5.1 Foster a mentoring program where students have an advocate within the school
- 5.2 Provide transitional support across all grades, between schools, and from school to life
- 5.3 Maintain a comprehensive safety plan to ensure student safety.
- 5.4 Foster a challenging student-centered learning environment where students feel free to share and participate, while providing support systems that address barriers to learning
- 5.5 Provide adequate technological support to foster academic growth and student achievement.

**Key Performance Indicators:** Surveys; Safety plan; EL Plan; Homeless Plan; Foster Care Plan; Counseling plan; Parent School Compacts; RTI data