Social Circle City Schools

Strategic Plan

2015-2020

Caring Community,
Premier Achievement

SCCS Board of Education

Dr. Todd McGhee, Superintendent
Tim Lemonds, Chairman
Larry Cross, Vice-chairman
Charlie Akins
Lowana Bell
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Randy Carithers
Jamie Peterson

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Getting to Know Social Circle City Schools

Social Circle City Schools is a small, independent school system located in the rural community of Social Circle, Georgia, in Walton County. Social Circle is a growing community that offers residents history blended with just the right amount of new opportunities. Social Circle City Schools, a city school system chartered in 1905, is also steeped in tradition while looking forward to what the future holds. Community support continues to enrich the educational experience of the Social Circle City Schools.

Enrollment: 1704

Primary Schools: 1

Elementary Schools: 1

Middle Schools: 1

High Schools: 1

Alternative Programs: 1

Total Employees: 234

Certified: 154

Operational Budget: $15,227,267.63

Millage Rate: 19.092

Per-Pupil Expenditure: $8936

Transportation: 15 routes with 350 miles daily

SAT: 1374

Sports: New State-of-the-Art Athletic Complex
            State Winning Wrestling Team

Highly qualified: 100%

Teachers holding advanced degrees: 81%

SACS-accredited

Our Vision

Social Circle City Schools
will be a premier school system that provides a
world-class education to ensure that all students are college and career
ready with the knowledge, skills, and values necessary to
lead productive lives in a changing world.

Our Mission

The mission of the Social Circle City Schools
is to provide a premier education for all students.

Our Goals

1. All students will reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

2. All staff will be highly qualified and participating in high quality professional learning.

3. All students will be educated in learning environments that are safe, drug free, and conducive to learning.

4. All students will graduate from high school prepared for success in post-secondary education and/or the work force.

5. All schools will be involved in a variety of parent and community collaborations.

Our Guiding Principles

1. All students can learn.

2. Schools, parents, students, and the community are partners in the work of educating our students and must use effective communication to ensure the success of all students.

3. High standards of performance are expected of all students, staff, and the Board of Education.

4. Teaching should reflect the most current research on student learning.

5. All learning should be meaningful to students, should require high levels of thinking, and should prepare students for life in a global society.

6. Teachers should continuously reflect on effective and innovative practices while investigating opportunities for professional growth.

7. Assessment is a tool for improving instruction.

8. Schools must maintain an atmosphere of safety, mutual respect, trust, cooperation, and tolerance for differences.

9. Technology is vital to the educational success of all students and should support and enhance all components of the educational process.

10. Hiring, retaining, and training of the best staff possible is paramount to student success.

11. Issues of wellness and appreciation of diversity affect student achievement.

12. Students who are involved in school and community activities that further develop their talents and interests are more likely to achieve academically and to graduate on time.

Strategic Planning Process

Below is a summary of the work of Social Circle City Schools as we aligned our strategic plan with a clear focus on student success. The bottom line was student achievement and a plan that would ensure continuous improvement and accountability. We wanted to create a fluid, not rigid, plan.

Teachers, administrators, parents, community members, business people, and students were invited to participate in defining the direction for Social Circle City Schools for the next five years.

As the process was begun, we focused on these questions.

1. **Who are we? (**Vision, Mission, Guiding Principles)

2. **Where are we now?** (Performance Data, Financial Data, Stakeholders Input, Data Analysis)

3. **Where do we want to go?** (Goals, Needs and Strategic Priorities, Implementation, Funding, Programs, Changes, Initiatives, Aligning Resources)

4. **How will we know we arrived?** (Measures and Targets)

5. **How do we plan to get there?** (Initiatives, Action Plans)

August 2014: Superintendent, Dr. Todd McGhee, began the discussion and selected a planning team.

September 2014: Central Office representatives met to map out a plan for the SCCS Strategic Plan after researching.

November 2014: Central Office Committee reviewed last SACS report and related documents, as well as information about IE2. Information was shared with the district leaders (DCL and DCT) with building level principals agreeing to solicit input from faculties

Phase 1: Fall 2014-February 2015
- Revised and approved our current Vision, Mission, and Guiding Principles
- Solicited input from stakeholders
- Gathered data and analyzed
- Developed goals
- Planned Action Teams to include School Climate and Safety, Student Achievement, Teacher Quality, Parent/Community Engagement, and Technology
- Reported to Board of Education on progress
- BOE approved February 12.
- Surveys shared with parents.

Information was gathered from focus groups: school staffs, meetings by invitation, councils, and surveys.

Phase 2: February 2015-End of June 2015

- Mission revised
- Action Team Leaders prepare for kick-off.

- Action teams met over several weeks and prepared reports via googledocs to present to the planning team
- Data from surveys and other input reviewed.
- Discovered trends and developed priorities using a protocol called "chalk talk" from the Center for School Reform
- Shared info with the community in Superintendent's article in the local newspaper
- One-page summary was created to guide the Strategic System Application.

Phase 3: June 2015-October 2015

- Plan written
- Progress presented at September BOE meeting.
- Plan approved at
- Plan aligned to budget and School Improvement Plans aligned to System Strategic Plan
- Plan present at October BOE meeting.

Phase 4: 2015-2020

- Plan executed, monitored, reviewed, and updated

Planning Team:

Dr. Todd McGhee
Mrs. Sara Lynn Holbert
Mrs. Laurie Allison
Mrs. Beverly Todd-Lee
Dr. Juanasha Watkins
Mrs. Allison Pittard
Mr. Todd Hilton
Mrs. Sheryl Ferguson
Mrs. Sharon Addis

Steering Committee:

Mrs. Laurie Allison
Mrs. Sara Lynn Holbert
Mrs. Beverly Todd-Lee

Action Teams:

School Climate/Safety
Sara Lynn Holbert
Sharon Addis
Juanasha Watkins
Nada Oller, AP
Darron Vinson, business
Francine Thompson, parent
SRO Todd Wood
Sabrina Sanford-Flint, parent

Teacher Quality
Laurie Allison
Debra Didier, HR
Charcia Nichols, Principal
Pat Meadows, AP
April McCafferty, teacher
Julia Rachkovskiy, parent
Eyvette Raettig

Technology
Todd Hilton
Carrie Booher, Principal
Steve Trantham, teacher
Cathryn Cohenour (invited parent)
Sarabeth Holbert, media sp.
Ryan Clark, teacher
Kristi Parr (invited parent)

Student Achievement
Sheryl Ferguson
Ronda Estes. Principal
Paige Stevens, psychologist
Scottie Benford, AP
Beth Pridgen, Principal
Kelli Waldrop, teacher
Mike Owens, business

Parent/Community Engagement
Beverly Todd-Lee
Darlene Favors, AP
Yolondias Colquitt
Mike Miller, business/community
Diana Anabseh, teacher
Lari Stutchman, parent
Pastor Davenport, community

Student Achievement:

Enhance instructional systems and career pathways that maximize achievement for all students.

Goals	Initiatives/Action Steps	Monitoring
Create an environment where high expectations for student progress and achievement are the norm.	• Build a common understanding of premier performance through continued annual system/school level professional learning for administrators and teachers for the implementation of CCGPS, CCRPI, curriculum monitoring and revision of instruction to ensure student learning. • Increase professional learning for analyzing data. • Create engaging classrooms and environments that require project and inquiry-based learning. • Monitor discipline and attendance data. • Provide recognition for student improvement and achievement.	Agendas and sign-in sheets
Ensure that students are meeting or exceeding State curriculum standards.	• Work collaboratively with Data Teams to monitor the progress of students on formative and summative assessments. • Closely monitor progress of struggling students through Response to Intervention (RTI). • Provide a K-12 collaborative system working with vertical teams across the grade	All-in-learning data

	teams across the grade levels and curriculum.	
Ensure students graduate on time and are college and/or career ready.	- Increase participation in courses and programs that prepare students for post-secondary education. - Provide collaboration between community and business leaders to offer career pathways. - Closely monitor graduation rate and post-graduation survey data.	
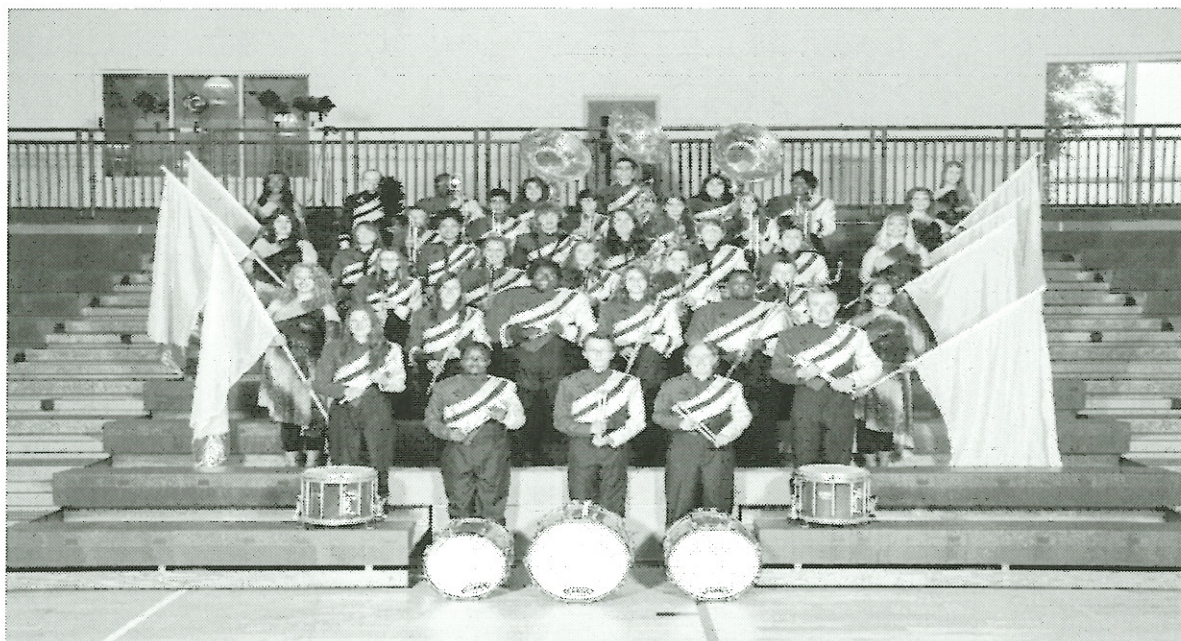
School Climate and Safety:

Ensure that all schools and facilities are inviting, orderly, and safe.

Goals	Initiatives/Action Steps	Monitoring
Improve student and staff attendance.	- Follow attendance protocols with consistency. - RTI students with poor attendance (contracts). - Develop incentives for students and staff. - Partner with UGA to get a social worker intern.	
Create a learning environment that supports and recognizes high expectations for student responsibility and behavior.	- Implement PBIS with fidelity. - Implement through counseling program an anti-bullying program as part of character education. - Redesign alternative school.	
Create a safe environment.	- Continue to update safety plans yearly to include proactive information. - Develop a written safety plan for the athletic facility. - Add another part time SRO for ES and PS.	
Create a work environment that generates employee engagement and satisfaction.	- Recognize more teachers. - Highlight the positive in the schools. - Have an outside consultant evaluate and give feedback.	
Create a more inviting and diverse climate.	Revisit poverty and tolerance trainings	

	with expectation for change. • Make all areas of the building more inviting (Offices, media centers, cafeterias, hallways, etc.) • Reinstate the community bus tours for staff. • Recruit a more diverse group of parents for PTO and other parent involvement groups. • Recruit and hire more minorities.	

Teacher Quality:
Recruit, develop, and retain a highly qualified workforce that continuously sharpens instructional practice and skills.

Goals	Initiatives/Action Plans	Monitoring
Recruit and employ highly qualified teachers.	• Build an on-going pool of highly qualified candidates. • Establish continuous postings for identified key positions. • Build relationships with education program providers. • Attend recruitment /job fairs throughout the state and region.	
Provide highly effective professional learning that is targeted to specific needs and best practices.	• Plan and budget for on-going professional learning related to best instructional practices. • Incorporate targeted professional learning based on identified needs, TKES/LKES data, targeted subject areas and AP courses. • Plan and target specific PL/mentoring for new teachers.	
Conduct meaningful evaluations that will	• Provide frequent, relevant	

promote an increase in teacher effectiveness.	instructional feedback. • Identify targeted areas for improvement or enhancement. • Monitor student growth related to teacher effectiveness.	
Identify and recognize top teaching talent and results.	• Identify teachers that are highly effective based on multiple criteria (Student results, teamwork, attendance...) • Recognize high performing teachers through a variety of ways at the school and system level.	

Technology:

Expand access of instructional technology for student learning and efficient/effective system processes.

Goals	Initiatives/Action Plans	Monitoring
Provide access to up-to-date classroom interactive technology.	• Purchase/lease Interactive Panels for all classrooms to be phased in over a three-year period. • Research and implement hybrid BYOD/ one-to-one in grades 6-12.	
Establish rigorous instructional technology professional learning.	• Establish school-level Technology teams to be trained and to train faculties on the use of current technology. • Hire a District-level Instructional Technology staff member to provide support for all campuses. • Implement a system of monitoring by administrators of rigorous classroom usage of current technology. • Schedule collaboration between staff on all campuses.	
Enhance the curriculum to ensure students are	• Establish instructional model	

prepared for the current work environment.	to teach Coding, App Development, Web Design, and Google Integration. • Continue to monitor. • Continue training in Ethics and Internet Safety. • Ensure keyboarding skills are taught at the lower level grades at some point.	

Parent/Community Engagement:
Engage the community and strengthen partnerships to support student learning.

Goals	Initiatives/Action Plans	Monitoring
Create opportunities for planning business involvement.	- Have parent liaison reps that meet monthly with school leadership teams. - Designate coordinators at each school to contact businesses for partnerships. - Coordinate with CO to keep an accurate list. - Discuss at monthly administrative meetings.	
Improve parent communication and the usage of Infinite Campus.	Give automatic access to all parents to use the Infinite Campus portal and review how else we can use this tool.	
Increase parent attendance at academic events..	- Provide food. - Have scheduled student performances at academic events.	

From the Desk of the Superintendent

Social Circle City Schools has chosen to become a Strategic Waiver School District. We believe this is a great time to develop a living, breathing Strategic Plan to work in conjunction with our Strategic Waiver Status.

We wanted to create a fluid plan focused on student achievement, continuous improvement, and accountability. Teachers, administrators, parents, community members, business leaders, and students participated in helping to define the direction for Social Circle Schools for the next five years.

Our plan has helped to define who we are, where we are now, the direction we wish to take, plans for getting to our destination, and a system of monitoring our progress. We believe this plan will provide focus and direction to assist in achieving these goals for continuous improvement. The plan can and will be modified as we grow and learn.

Moving forward, we understand that change takes time but that staying focused on a common Vision, Mission, and Guiding principles can only enhance our chance of becoming a premier school district.

It is our pledge to continue to align our resources to meet our goals to ensure that we continue to be fiscally responsible.

Sincerely,

Dr. Todd McGhee
Superintendent of Social Circle City Schools