CHICKASAW CITY SCHOOL SYSTEM | STRATEGIC PLAN 2021

FOCUS AREA	GOALS	STRATEGIES	INITIATIVES

The mission of the Chickasaw City School System is "preparing all students for the day after graduation."

1 — Cultivate an Environment of Excellence to Impact Student Achievement

Goals:
- **1A** Increase literacy and math proficiency.
- **1B** Decrease chronic absenteeism.
- **1C** Decrease student discipline infractions.
- **1D** Cultivate career readiness for all students.

Strategies:
- **A1** Provide, support, and monitor resources for standard-driven instructional strategies.
- **A2** Provide, support and monitor professional development and coaching.
- **B** Monitor, support and provide resources for truancy interventions and chronic absenteeism.
- **C** Provide professional development and resources for Positive Behavior Supports.
- **D1** Provide multiple opportunities for all students to develop career readiness skills.
- **D2** Create multiple systematic career pathways aligned with business/industry needs.
- **D3** Initiate and expand partnerships in the development of the first virtual CTE school, Alabama Destinations Career Academy, at Chickasaw City Schools.

Initiatives:
- **1** Conduct program/curriculum reviews to address instructional gaps.
- **2** Provide embedded time for vertical alignment.
- **3** Support and provide resources for project based/STEM learning.
- **4** Utilize business and industry partners in aligning instruction with career ready skills.
- **1** Provide instructional framework for schools.
- **2** Provide targeted professional development and coaching to teachers on standards and instructional strategies.
- **3** Support and monitor professional learning communities.
- **4** Utilize data analysis to inform instructional decisions.
- **1** Provide and monitor attendance policies and truancy interventions.
- **2** Support families in removing barriers that interfere with student attendance.
- **1** Monitor the implementation of a Safe & Civil Schools framework.
- **2** Utilize program advisory committees.
- **3** Analyze Safe & Civil School data to improve practices.
- **1** Conduct and support CTE advisory and counseling for careers and college.
- **2** Provide professional development and resources for implementing career exploration and readiness.
- **3** Establish work-based learning opportunities for students.
- **4** Increase business and industry partnerships to provide career readiness opportunities for students.
- **5** Implement career readiness skills throughout all subject areas beginning in Pre-K.

2 — Exhibit Efficient Organizational Management

Goals:
- **A** Demonstrate fiscal stability.
- **B** Recruit, cultivate, and retain high quality employees.

Strategies:
- **A** Monitor and support schools with budgets and resources.
- **B** Provide a community of support and professional growth for all staff members.

Initiatives:
- **1** Conduct quarterly ACIP Reviews for effectiveness.
- **2** Expand fiscal resources through partnerships.
- **3** Support city efforts with a tax referendum.
- **1** Provide incentives for participating in professional learning and teacher growth.
- **2** Attend post secondary recruitment fairs.

3 — Build Coherence with Internal and External Stakeholders

Goals:
- **A** Increase communication of standards of excellence with a stakeholders.
- **B** Contribute to the success of the community by providing resources and opportunities for growth.

Strategies:
- **A1** Establish a streamlined process of internal and external communication.
- **A2** Identify and collaborate with stakeholders to define roles, responsibilities, and standards.
- **B** Develop a marketing plan for the community on multiple training and career opportunities.

Initiatives:
- **1** Provide guidance and support to schools on communication policies and procedures.
- **2** Support the implementation system wide communication platform and social media platforms.
- **1** Identify stakeholders using a system-wide database.
- **2** Attend and host events and meetings with stakeholders.
- **1** Produce marketing materials to distribute to current and potential stakeholders.