

Johnson County Board of Education Five Year Strategic Plan for 2020-2025

OUR MISSION: Johnson County School System will provide a rigorous and relevant education for all students in a safe, positive environment that encourages students to develop and successfully pursue lifelong learning and career goals.

OUR BELIEFS: All students have an equal right to a high quality education in a safe, positive environment. All students can achieve their potential if provided with a wide variety of appropriate opportunities focused on specific student strengths and needs. Education based on a strong partnership with school, home and community can empower each student to achieve an optimum level of social, emotional, intellectual and academic success. Innovation in education is imperative to meet the needs of our youth and society.

OUR VISION : All Johnson County Schools' students will meet or exceed national standards and will be college or career ready upon high school graduation.

STRATEGIC PLAN FOR 2020-2025

GOALS

- 1. Focus on strategic planning.**
- 2. Focus on technology.**
- 3. Focus on student achievement.**
- 4. Focus on communication and collaboration.**
- 5. Focus on Health and Safety.**

GOAL #1: FOCUS ON STRATEGIC PLANNING

OBJECTIVE: Annually, the board of education will update a strategic plan for Johnson County Schools.

STRATEGY 1: The plan will be reviewed at the annual board retreat and will be approved at the next board meeting.

STRATEGY 2: The plan will be updated on the school district website and district social media page(s).

STRATEGY 3: A component of the Strategic Plan will be addressed at monthly board meetings.

STRATEGY 4: The plan will be reviewed and updated at principal's meeting as needed.

OBJECTIVE: By July 31st of each year, the board of education will develop an annual agenda for Johnson County Schools.

STRATEGY 1: The board of education will review the previous year's annual agenda and discuss and approve necessary changes.

STRATEGY 2: The annual agenda will be posted on the school system website.

OBJECTIVE: The budget will be developed annually in accordance with objectives from the strategic plan.

STRATEGY 1: Upon developing the annual budget, staffing needs will be a focus.

STRATEGY 2: Upon developing the annual budget, technology updates/needs will be a focus.

STRATEGY 3: Pursue increased funding for Johnson County Schools through grants.

STRATEGY 4: Upon developing the annual budget, facility updates and improvements will be a focus.

GOAL #2: FOCUS ON TECHNOLOGY

OBJECTIVE: By July 31, 2023, a technology plan for maintenance and replacement will be developed.

STRATEGY 1: A committee will be developed to create a technology plan.

STRATEGY 2: The technology plan will be completed and submitted for school board approval and posted on the district website.

STRATEGY 3: The technology director will provide the board with a replacement plan and the board will explore funding sources to meet the needs of replacing technology according to the plan.

OBJECTIVE: Inventory will be updated and maintained using Tip-Web-IT.

STRATEGY 1: All current and new equipment will continue to be logged and coordinated with the replacement plan.

STRATEGY 2: Develop written procedures for the annual technology inventory process.

STRATEGY 3: Tip-Web-IT will be used for schools to annually verify accuracy of device/equipment location.

OBJECTIVE: Support innovative curriculum approaches to integrating technology and utilizing effective digital solutions in teaching and learning.

STRATEGY 1: Collaborate, identify, vet, and share digital resources.

STRATEGY 2: Adopt Google Classroom as our digital learning platform.

STRATEGY 3: Provide teachers with training to ensure that 1:1 devices to be integrated into daily classroom instruction.

STRATEGY 4: Explore developing online courses/trainings for employees.

GOAL #3: FOCUS ON STUDENT ACHIEVEMENT

OBJECTIVE: A district team will develop a district improvement plan annually based on current data. The Johnson County Schools District Plan for 2023-2024 has been approved by TDOE, and it can be accessed on the Inform TN platform.

STRATEGY 1: The goals and strategies from the district annual improvement plan will be shared with the board of education.

STRATEGY 2: We will expand our Early Post-Secondary Opportunity and Industry Certification offerings to ensure that they meet community workforce needs, and that they enable students to become Ready Graduates as measured by the TDOE. We are also exploring the addition of a Middle College, which will add additional post-secondary opportunities for students.

STRATEGY 3: We will support student learning in all levels of instruction to reduce subgroup achievement gaps. We measure student achievement in numerous ways including state assessments, CASE benchmarks, AIMSweb, ACT Workkeys, and other local data. Instructionally, this data is used in classroom instruction, special education interventions, before/after school programming, and summer learning programs.

STRATEGY 4: We will strive to increase our average ACT composite score to 21; additional ACT preparation support will be provided for our K-12 students. We are assessing students in the 6th, 8th, and 10th grades and use this data to help identify areas where students may need additional support.

GOAL #4: FOCUS ON COMMUNICATION AND COLLABORATION

OBJECTIVE: By May 1, 2023, professional development will be completed by all staff members.

STRATEGY 1: All teachers will complete a PD survey and these results will be used to schedule summer PD opportunities,

STRATEGY 2: Summer PD trainings and Teacher Academies will be posted on our website.

STRATEGY 3: Continue Teacher Academies throughout the school year based on current needs and state initiatives for staff members.

STRATEGY 4: All district and school administrators will be provided with an ALI membership for differentiated professional learning.

OBJECTIVE: By September 1, 2023, engage families and community to enhance learning for all students.

STRATEGY 1: Utilize survey results (Title I, LEAPs, 21st Century, State Educator Survey, etc.) for feedback on policies, procedures, and the board strategic plan.

STRATEGY 2: Provide diverse opportunities (such as, 8th grade night, homework help, Parent Teacher Conferences, Open House, Literacy Night, 6th grade transition to JCMS, etc.) for meaningful engagement with all families to support student success.

STRATEGY 3: The director of schools provides a weekly update of all school district events and news through the “Friday Fact Sheet” email.

STRATEGY 4: The district and schools share events and news through our social media outlets, on our district website, and our mobile app to keep all stakeholders informed.

STRATEGY 5: Schools will utilize a common communication platform (such as ClassDojo, Bloomz, Remind, etc.) for each school.

GOAL #5: FOCUS ON HEALTH AND SAFETY

OBJECTIVE: By September 15, 2023, our safety plans will be updated and an update will be provided to the board.

STRATEGY 1: We will continue to update, expand, and maintain security systems in all schools and all school district facilities.

STRATEGY 2: We will work collaboratively with funding bodies on an annual basis to ensure funds are available to maintain staffing of SROs to include one at each school.

STRATEGY 3: We will develop a facilities maintenance and improvement plan to ensure that our students have the very best learning environments.

STRATEGY 4: For safety and security of our students, we will explore the possibility of enclosing all elementary playgrounds with fencing.

OBJECTIVE: By August 15, 2023, we will provide a variety of opportunities to promote healthy behaviors and access to healthcare for students, staff, and parents.

STRATEGY 1: We will explore ways to increase funding sources and services to address mental health. This will include increasing mental health counselors and school social workers, as funding is available.

STRATEGY 2: We will continue to implement prevention programs to reduce/eliminate non-academic barriers to learning and address the whole child: programs that have a direct correlation to graduation rates, attendance rates, discipline, test scores and overall general health.

STRATEGY 3: We will continue implementing the Community Eligibility Program (CEP) to offer breakfast and lunch at no charge to all or to as many students as possible.

STRATEGY 4: We will continue offering the summer feeding program that provides lunch at no charge to any child in our county between the ages of one to eighteen.