

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

Strategic Goal Area: 1	Student Achievement				
Specific Goal 1.1	Decrease the achievement gap among subgroups in core content areas.				
Measurable Objective 1.1.1	Increase the number of green flags earned by each subgroup on the school CCRPI score.				
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
1.1.1.1 Join the GADOE MTSS Cohort to receive additional support to revise the RTI process.	July 2020- June 2025	N/A	MTSS Coordinator	Meeting agenda and minutes	12/8/2020: PROGRESS UPDATE: GADOE approved the system's application to join and GADOE support began August 2020. 5/16/22: PROGRESS UPDATE: MTSS/RTI protocols were monitored and revised as a result of coaching and support from GADOE. Cohort support is still ongoing and regular meetings take place with GADOE support. Training is taking place with MTSS teams/coordinators 1/20/23: PROGRESS UPDATE: MTSS/RTI has been streamlined and now focus is utilizing the SEL Satchel Pulse for diagnostic testing and data analysis to identify target students. A second MTSS Cohort is being considered for FY24 to keep momentum toward gains made on RTI teams and also take growth a step further in the process of utilizing more behavioral as well as academic interventions.
1.1.1.2 Purchase, utilize, and evaluate software programs/online subscriptions that support tiered interventions.	July 2020- June 2025	Federal funds-Title I, IDEA, ESSER, Title IV	Fed. Programs Director	ClassLink Reports, Student usage data, achievement data	12/8/2020: PROGRESS UPDATE: READ 180, Freckles, IXL, USA Test Prep, and Study Island software was purchased to aid in tiered interventions. 5/16/22: PROGRESS UPDATED: READ 180, Student Island, USA TEST Prep, IXL, Newsela, Brain POP, Freckle Math, and Edgenuity software has been purchased and used in tiered instruction for FY22. 1/20/23: PROGRESS UPDATE: DFT and DLT have identified software programs that are not being utilized by teachers. We are working to only purchase effective software used for interventions and daily instruction in order. Teachers have expressed they have too many to choose from and these can be streamlined.
1.1.1.3 Review and adjust master schedule to allow time for tier 2 and tier 3 interventions during the school day.	July 2022-25	N/A	Principals	Master Schedules	5/16/22: PROGRESS UPDATED: Schedules monitored by Principals and MTSS coordinator to provide time for student intervention and ILT. 1/20/23: PROGRESS UPDATED: The addition of staff for interventions has helped to resolve and allows for flexibility in scheduling interventions for students. More staff allows for the pushing in of teachers in the classroom to provide services for students.
1.1.1.4 Purchase and implement an online single sign on management tool to provide easier access to school resources in one location.	July 2020	Federal Funds	Fed. Programs Director/Technology	ClassLink Reports	12/8/2020: PROGRESS UPDATE: Class-Link was purchased and implemented August 2020. NEXT STEPS: Rostering for all software is scheduled to occur over the summer of 2021. 5/16/22: PROGRESS UPDATE: Class Link was purchased and implemented and all software is available through this platform. District wide sign on and access is available.
1.1.1.5 Add additional staff to serve full-time virtual students in the after-school PASS program	Dec. 2020	21 st CCLC	PASS Director	Time sheets, student pass/fail reports	12/8/2020: PROGRESS UPDATE: Four teachers were approved at the Oct. 2020 board meeting to work in the PASS after school program to assist virtual learners as well as students working on homework online.
1.1.1.6 Utilize a structured process for lesson planning, delivery and feedback to insure fidelity of instruction (standards-based classroom, research based classroom, research based and evidence based instructional strategies).	June 2023	N/A	Curriculum Director, Principals	TKES evaluations, Student data	1/20/23: PROGRESS UPDATE: Administrators provided feedback on the process to district administrators. Teachers were allowed to voice concerns in DLT as well as DFT meetings. The lesson planning delivery and feedback takes place during walkthroughs and formal observations.

Strategic Goal Area: 1	Student Achievement
Specific Goal 1.2	Improve student achievement in all core content areas.
Measurable Objective 1.2.1	Increase the percentage of students scoring proficient or higher on the Georgia Milestones.

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
1.2.1.1 Purchase Write Score software to measure the success of the system-wide ACE writing protocol.	July 2020	Title I	Curriculum Director	ACE Writing expectations for grade levels and content areas Student achievement data	12/8/2020: PROGRESS UPDATE: Software was purchased and a testing schedule for FY21 was established. 5/20/22 PROGRESS UPDATE: Write score purchased and testing schedule utilized for FY22. PL is ongoing with the program. Strategies from PL are being implemented across curriculum areas. Focus will be given to K-2 writers. 1/20/23: PROGRESS UPDATE: Consideration being given to not renewing this program for FY24. This program is under utilized due to judgmental feedback given from obvious graduate assistants affiliated with the program.
1.2.1.2 Use common assessments outlined in the district assessment protocol to monitor student progress and inform instruction.	Aug. 2020	Title 1	Curriculum Director Principals	BOY/MOY/EOY data	12/8/2020: PROGRESS UPDATE: District assessment protocol is in place and a testing calendar is published. NEXT STEP: Create a template so data shared with stakeholders is consistent district-wide. 5/20/22: PROGRESS UPDATE: Template is utilized to share data. A balanced scorecard is updated and is posted on system website. 1/20/23: PROGRESS UPDATE: District assessment protocol and a testing calendar continues to be published. The data template is shared with stakeholders.
1.2.1.3 Schedule class size reduction teachers based on student achievement data to target specific subgroups based on academic need.	Aug. 2020	Title 1	Principals	CCRPI data Master Schedules	12/8/2020: PROGRESS UPDATE: Principals placed class-size reduction teachers in needed grades. 5/20/2022: PROGRESS UPDATE: Class size reduction teachers are utilized at both WCMS and WCES. 1/20/23: PROGRESS UPDATE: Class size reduction teachers are utilized through Title I funds and other federal grants.
1.2.1.4 Create reading incentives at each grade level PK-12.	Aug. 2020	Principal Accounts	Media Specialist Curriculum Director Principals	CCRPI data Reading logs Media center reports	12/8/2020: PROGRESS UPDATE: Reading interest surveys were completed for middle and high school students. New book checkout procedures were implemented due to COVID via an electronic book request. Media Center Mash Up was started. Drop Everything and Read (DEAR) continued at WCMS and WCHS. Drop Everything and Read was implemented system-wide. 1/20/23: PROGRESS UPDATED: Literacy is major focus through Ga. general assembly and Wilcox District. New criteria was established for Drop Everything and Read. Continued focus placed on reading at the Middle School and High School level. District Leadership Teams continue to work on protecting this independent reading time during Patriot Periods through renewed support and buy in from teachers and administrators.
1.2.1.5 Revise the structure of the gifted program at WCES	Aug. 2020	N/A	Principal Gifted Teacher	CCRPI data	12/8/2020: PROGRESS UPDATE: A new gifted teacher began serving students in a revised program format to better extend these learners. 6/10/22: PROGRESS UPDATE: District will find ways to offer incentives for teachers seeking gifted certification. Provide other gifted models and modes of instruction. 1/20/23: PROGRESS UPDATE: Gifted funding models were reviewed to maximize funding for gifted. Some gifted teachers at high school are being utilized to maximize funding for these students. Gifted PL for elementary teachers has been utilized to address high level learners. Continue to seek for gifted certification opportunities with incentives.

Strategic Goal Area: 1	Student Achievement
Specific Goal 1.3	Maintain graduation rate above 90%.

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

Measurable Objective 1.3.1		Maintain a high graduation rate of the 4-Year Cohort annually.			
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
1.3.1.1 Expand existing mentor/advisement programs for all students.	Ongoing	N/A	Counselors	List of approved mentors Protocol for mentoring sessions Graduation rate	6/10/22: PROGRESS UPDATED: Staff are assigned students that are failing or in danger of failing courses. Students have to check in with staff members to discuss needs and ways to support the students. Phone calls to parents are made. Students are given an extra "push". Counselors, Graduation coach and assistant principals serve in this capacity. 1/20/23: PROGRESS UPDATE: Check in/ Check out program instituted utilizing administrators, counselors and teachers to support students beginning Sophomore year to track progress toward graduation. This person serves as mentor or support to the student and makes frequent contact with guardian/parent concerning graduation requirements and progress toward the goal. This is an extra push for students who may otherwise have no advocate.
1.3.1.2 Establish and utilize a system to track all students in the 4-year cohort.	July 2020	N/A	Graduation Coach Technology Director	Tracking system Protocol for communicating student information Graduation rate	12/8/2020: PROGRESS UPDATE: The graduation coach and counselor closely track all students from grade 6-12 and offer multiple opportunities for credit repair and credit recovery. 1/20/23: PROGRESS UPDATE This is ongoing each year. This check in/check out and credit recovery by utilizing the alternative school works to improve graduation outcomes.
1.3.1.4 Expand non-traditional learning opportunities.	Aug. 2021	Sparsity	WALC Director	Alternative school enrollment Graduation rate	6/10/22: PROGRESS UPDATE: Alternative School utilizes new software program to deliver instruction. Edgenuity is more rigorous but also offers more support to students that may struggle or have difficulty in academic areas. 1/20/23: PROGRESS UPDATE: Progress has been made using the Edgenuity software and PL has been effective in teachers using it for credit recovery as well as online program completion at the ALC.

Strategic Goal Area: 1		Student Achievement			
Specific Goal 1.4		Increase student attendance.			
Measurable Objective 1.4.1		Increase the percentage of student attendance each year.			
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
1.4.1.1 Update attendance incentives.	Aug. 2023	Principals' Accounts	Principals Leadership Teams	Incentive plan Leadership team agendas	6/10/22: PROGRESS UPDATED: New incentives will be discussed for students during FY23. Incentives for attendance have not been utilized due to Covid issues.

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

					1/20/23: PROGRESS UPDATED: New incentives have been reinstated at all school levels for students and staff. Schools due to Covid have not addressed attendance. Early fall showed attendance numbers way down and student's absences being abnormally high. Incentives have helped provide more consistency and although attendance has improved a focus will remain.
1.4.1.2 Continue to utilize SLDS to track student attendance and provide feedback to students during Patriot Period.	July 2020	N/A	Patriot Period Teachers	Attendance Reports	12/8/2020: PROGRESS UPDATE: Due to COVID, progress has been limited. 6/10/22: PROGRESS UPDATE: This will continue FY23. Attendance issues due to pandemic have been an issue for past two school years. Attendance will be an area of focus. 1/20/22: PROGRESS UPDATE: Progress has been made to improve attendance. WCES attendance has improved since late fall due to increase in focus on attendance. MS/HS is more consistent as well but more progress is needed. Recovery from the 'virtual learning' has been slow and consistent and no virtual option is offered in order to help with attendance.
1.4.1.3 Utilize community resources to enforce school attendance policies.	Aug. 2021	Local	SRO Family Engagement Coordinator	Agenda and sign-in sheets List of community resources	6/10/22: PROGRESS UPDATED: Pandemic has been an issue with this effort. 1/20/23: PROGRESS UPDATED: Only agency supportive of dealing with attendance is County Sheriff office and utilizing SRO for home visits. DFACS is not working on attendance issues due to short staffing and other focus. Very limited on outside agencies due to rural areas.
1.4.1.4 Offer community resources at the school to limit checkouts.	July 2024	Outside Agencies	Family Engagement Coordinator	List of community resources Attendance reports	12/8/2020: PROGRESS UPDATE: Mental Health counselors are coming on campus to serve students. The Dental Taxi has continued picking up students. NEXT STEP: Expand the number of Mental Health Counselors available. 6/10/22: PROGRESS UPDATED: Plans are in place to employ a mental health counselor at the school level to work with students in need of support. ARP funding will be utilized for this effort. 1/20/23: PROGRESS UPDATED: Mental Health counselor was employed at beginning of 22-23 school year. She works with all three schools and supports students and staff dealing directly with mental health issues and making referrals, aiding families, and supporting staff with PL.

Strategic Goal Area: 2	Stakeholder Involvement				
Specific Goal: 2.1	Increase parental engagement in student learning				
Measurable Objective: 2.1.1	Increase the capacity of parents and community stakeholders by allowing more access to information and opportunities for input.				
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
2.1.1.1 Redesign the district website so it is more user friendly.	Aug. 2021	Local	Technology Director	Revised website	3/2/21: PROGRESS UPDATE: A website redesign committee has reviewed eight different vendors and narrowed the field to the top three. Webinars with the top three vendors are scheduled for March 22, 2021. 6/10/22: PROGRESS UPDATE: Vendor has been secured and plans are in place to begin the redesign. Administrators and teachers provided input on the design. Technology director will begin the rollout in July 2022 1/20/23: PROGRESS UPDATE: Website is in place and updates are ongoing. Directors and program managers have access to program pages as well as school level personnel to make updates.
2.1.1.2 Develop the capacity of families to use ClassLink software at home.	July 2020	N/A	Teachers	ClassLink Reports	12/8/2020: PROGRESS UPDATE: ClassLink is in place. Face to face parent events have been limited due to COVID but students have been able to train their parents on the Single Sign on. OneCall notices have also been sent. 6/10/22 PROGRESS UPDATED: These efforts have been on going. Parents are utilizing the platform and single sign on more effectively.

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

					1/20/23 PROGRESS UPDATED: Each year the platform is updated with software and providing students access.
--	--	--	--	--	--

Strategic Goal Area: 2		Stakeholder Involvement			
Specific Goal: 2.2		Increase the input from all parents and community stakeholders regarding school system operations.			
Measurable Objective: 2.2.1		Each school will increase the number of opportunities for stakeholder feedback.			
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
2.2.1.1 Present to organizations such as the Rochelle Downtown Development Authority to share information and receive feedback.	Jan. 2021	N/A	Supt. Family Engagement Coordinator	Meeting agenda and minutes Feedback summary	3/2/21 PROGRESS UPDATE: Supt. Is scheduled to present to Rochelle DDA in April 2021. 6/10/22 PROGRESS UPDATE: Supt. works with DDA to provide documents and information as needed. 1/20/23 PROGRESS UPDATE: Supt. continues to work closely with DDA for documents and information.
2.2.1.2 Conduct school board meetings and parent engagement events in various locations within the county to increase participation.	Aug. 2021	N/A	Family Engagement Coordinator and Team	Meeting agenda and minutes Feedback summary	6/10/22: PROGRESS UPDATE: School board meetings are being held in other locations in the county. Securing a Venue in smaller towns are an issue. Several meetings have taken place in Rochelle and more are scheduled there. 1/20/23 PROGRESS UPDATE: Progress is being made on completion of new board office in Rochelle. Area provides a larger meeting area and is in closer proximity to PK-12 school.
2.2.1.3 Conduct meetings with outside clubs, organizations.	June 2024	N/A	Supt./Directors	Meeting agenda and minutes	1/20/23: PROGRESS UPDATE: Presentations on state of the school are made to Lions Club and also the Retired Educators association. Monthly meetings of the Board of Health are attended as well.

Wilcox County School System Strategic Plan
Vision: All Students Will Excel Academically, Socially, and Professionally.

Mission: Preparing Productive Citizens

FY 2021- FY 2025

Motto: We Believe In YOU!

Strategic Goal Area: 3		Recruitment and Retention of High Performing Staff			
Specific Goal: 3.1		Provide relevant and appropriate professional development for staff			
Measurable Objective: 3.1.1		All staff will receive professional learning based on identified needs.			
Actions, Strategies, Interventions	Timeline	Funding, Resources	Person(s) Responsible	Evaluation of Implementation Artifacts and Evidence	Dated Review of Progress
3.1.1.1 Build leadership capacity through shared decision-making by continuing monthly building administration meetings and Supt. Cabinet meetings.	On-Going	N/A	Supt.	Agendas, sign-in sheets, minutes	6/10/22 PROGRESS UPDATES: Meetings take place monthly. Program Directors have expressed meeting with them also quarterly to discuss program issues with other directors. 1/20/23 PROGRESS UPDATES: Meetings are ongoing taking place at both school and board office.
3.1.1.2 Provide professional learning on MTSS/RTI protocols.	August 2021	SPDG grant	MTSS Coordinator	Agendas, sign-in sheets, minutes	6/10/22PROGRESS UPDATES: MTSS coordinator meets with teachers and staff on administration of the SEL screener and follow up interventions. 1/20/23: PROGRESS UPDATED: The SEL screener and follow up interventions are ongoing. Teachers and administrators express that they are more comfortable using the program now that we are well into the first year of implementation.
3.1.1.3 Expand participation in job fairs in the state.	August 2021	N/A	Human Resources Director	Job applicant report	6/10/22: PROGRESS UPDATE: Human Resource Director along with Principals attend two job fairs each year and more if needed to promote the district and look for prospects. 2/24/23: PROGRESS UPDATE: Human Resource Director will attend Albany State job fair, Georgia Southwestern Job fair. Also, the HGRESA job fair will be attended if it takes place. Job openings in Wilcox County will be limited according to Letters of Intent.
3.1.1.4 Revise collaborative planning protocols and data protocols as needed to ensure job embedded professional learning is effective.	On-Going	N/A	Curriculum Director	Revised protocols	6/10/22: PROGRESS UPDATE: This took a back seat due to Covid and so much virtual learning and attendance issues. This will be a renewed focus for FY23. 1/20/23: PROGRESS UPDATE: Collaborative planning has been reinstated this year. Teachers have utilized time to update pacing guides and lesson plans at all school levels.
3.1.1.5 Finalize coursework for a cohort of 7 teachers to obtain a reading endorsement.	August 2020	SIG 1003g	Curriculum Director	Endorsements on Certificates	3/2/21 PROGRESS UPDATE: Seven teachers completed reading endorsements in December 2020. 1/20/23: PPROGRESS UPDATE: Teachers will have opportunity for Dyslexia endorsements for FY24. There will be more PL in the area of Dyslexia mandated by GADOE. HGRESA and GADOE are beginning training as early as Spring of FY23.
3.1.1.6 Create an academy for future school and system leaders in order to ensure succession plans are in place.	January 2021	Local	Supt. and Principals	Leadership Plan	3/2/21 PROGRESS UPDATE: Learning to LEAD (Leader Enhancement and Development) was introduced to the BOE. Details will be shared with staff by year end. 6/10/22: PROGRESS UPDATED: Learning to LEAD meetings were successful FY22. Staff will continue to take part in Learning to Lead PL for FY23. 1/20/23: PROGRESS UPDATED: FY23 is final year for Learning to Lead group. Plans for Spring PL and activities are in place for group to take part in finance workshop and activities to follow.
3.1.1.7 Establish a committee and revise induction plans for newly hired teachers, administrators, etc. to ensure new employees have a mentor.	August 2023	N/A	Human Resources Director	Agendas, Sign in Sheets, Minutes, Retention data	6/10/22: PROGRESS UPDATED: This will be a focus for FY23. Mentor program with induction plans will be created. 1/20/23 PROGRESS UPDATED: Meetings have taken place with DFT and plans are being implemented to create induction plans for new teachers. Plans will be finalized for utilizing in FY24.