



Jackson County Schools

Strategic Plan

2019-2024

Vision

Student success through Leadership, Character, and Performance!

Mission

The mission of the Jackson County School System is to provide and support challenging and rigorous educational opportunities to ensure academic excellence for all students in a safe and caring learning environment.

Guiding Principles

Jackson County School System is ethically bound by and committed to:

- Providing a highly effective, committed staff and resources needed to achieve high expectations.
- Providing a safe, clean, nurturing, and respectful environment.
- Providing a rigorous and challenging standards based curriculum guided by data and research-based best instructional practices.
- Developing a mutual respect for and partnership among all stakeholders.



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Strategic Goals

Jackson County Schools will...

1. Provide a Quality Academic Experience
2. Personalize the Student Learning Experience
3. Prepare students for the Future
4. Allocate resources aligned to district goals
5. Value and promote school, parent, and community relationships

Goal	Objectives	Initiatives
Provide a Quality Academic Experience	<ol style="list-style-type: none">1) Provide rigorous, relevant, engaging, and meaningful learning experiences for every student.2) Provide learning experiences where students have close and meaningful relationships with teachers and peers.3) Establish a culture of high expectations that supports student growth, achievement, and opportunities for acceleration.	<ol style="list-style-type: none">1) Implement literacy and math frameworks by personalizing school-level support based on need and readiness.2) Develop a system-wide science and social studies plan including instructional resources and expectations.3) Utilize MAP data to inform instruction, personalize learning outcomes that are specific to the needs of each learner, and monitor the growth of individual students.4) Develop a student accountability system that measures student achievement and performance along a continuum of learning.5) Provide professional learning to support the shift from differentiated classroom environments to the personalization of learning.



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	<ul style="list-style-type: none">4) Attract and retain highly qualified teachers and leaders who share the system vision.5) Ensure ongoing professional learning which includes a focus on vertical alignment, appropriate assessment use, and the personalization of learning.	<ul style="list-style-type: none">6) Expand instructional options to reflect student choice and ability by expanding blended/virtual learning experiences and supporting advanced and accelerated course work completion.7) Implement and support effective Multi-Tiered System of Support processes and structures at each grade-band across the district.8) Implement the International Baccalaureate (I/B) Program at high school and explore implementation at the middle school level.9) Continue to support the implementation of the Georgia Standards for Excellence.10) Expand Dual Enrollment Opportunities through the implementation of the Empower College and Career Center.11) Provide personalized professional learning opportunities for teachers and leaders aligned to LKES and TKES standards and expectations.12) Provide professional learning to ensure that all special education teachers are trained in the delivery of data driven specialized instruction.13) Implement a strategic plan to transition students from GAA to Georgia Milestones while maintaining high expectations and student success.
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Goal	Objectives	Initiatives
<p>Personalize The Learning Experience</p>	<ol style="list-style-type: none"> 1) Utilize customized and learner-focused instructional technology to personalize instruction. 2) Assess and accommodate for different learning styles and interests. 3) Empower students to own their own learning by establishing individualized personalized learning plans. 4) Ensure flexibility and choice within student learning. 	<ol style="list-style-type: none"> 1) Utilize digital tools/ technology to conduct research, solve problems, create original works, collaborate and/or communicate for learning. 2) Provide professional learning and support that allow learning to be constant while pace and place become variables. . 3) Ensure student instruction is driven by personalized data and customized planning. 4) Establish a district-wide process for creating and revising student personalized learning plans. 5) Continue to implement a Learning Management System 6) Develop and implement a dynamic digital curriculum for 24/7/365 access and learning 7) Expand innovative school models and re-evaluate programs of choice 8) Utilize YouScience to Ensure flexible scheduling and student choice where possible 9) Implement an inquiry based learning approach. 10) Align professional learning to support and model individualized learning experiences for students and teachers. 11) Use data to establish specialized environments based on student need for individuals with exceptionalities.



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Goal	Objectives	Initiatives
Prepare students for the Future	<ol style="list-style-type: none"> 1) Establish community partnerships to advise and prepare students for career and workforce success 2) Provide experiences that contribute to a global perspective and link learning to community needs and opportunities 3) Provide ongoing interest based, authentic learning experiences 4) Advise and empower students to pursue their goals through acceleration, dual enrollment, and AP offerings. 	<ol style="list-style-type: none"> 1) Implement the Empower College and Career Center. 2) Develop and implement a model middle school Academy that will be located on the Empower Campus. 3) Expand Work Based Learning Opportunities for students. 4) Provide quality counseling and advisement programs in middle and high school. 5) Expand career awareness and relevant learning experiences 6) Provide comprehensive support services network/expand mentoring and counseling 7) Implement a plan that ensures all students have an adult who serves as a mentor, advocate, and graduation coach. 8) Promote Teachers in Industry Professional Learning Opportunities 9) Develop and implement a service learning model for all students. 10) Develop 21st Century skills by ensuring an emphasis on critical thinking, collaboration, communication, and creativity to prepare students for college and career success 11) Communicate with students post-graduation to see what they are doing and how we can better prepare current students for their future 12) Expanding opportunities for students with exceptionalities to obtain both academic and functional skills applicable to the work environment.



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Goal	Objectives	Initiatives
<p style="text-align: center;">Allocate Resources aligned to district goals</p>	<ol style="list-style-type: none"> 1) Advocate for optimal local and state funding. 2) Attract and retain quality teachers, leaders and support staff by ensuring strong professional learning and support resources. 3) Provide current technology and instructional tools. 4) Ensure quality facilities and infrastructure for the investment and promotion of school system and community pride. 	<ol style="list-style-type: none"> 1) Prioritize financial resources for professional learning and instructional support resources. 2) Develop Robust Staff Recognition Program 3) Develop teacher Leadership Academy to enhance succession planning. 4) Explore retirement Plan for classified staff 5) Continue implementation of Innovative Model Classrooms 6) Plan and implement a technology replacement cycle 7) Annual effective prioritization of E-SPLOST for capital improvements 8) Development of Professional Learning Communities to foster continued support of specific learning environments. 9) Development of Special Education New Teacher Academy to provide mentorship and training through professional learning communities. 10) Develop training to ensure capacity for personnel in specialized behavioral environments. 11) Develop process to standardize classroom resources (furniture, fixtures, equipment, etc.). 12) Continue implementation of facility scheduled maintenance plans. 13) Research, develop and continue implementation of school security enhancements.



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<p>School, Parent, and Community Relationships</p>	<ol style="list-style-type: none"> 1) Ensure consistent and clear communication at all levels among all stakeholders using a variety of communication methods. 2) Expand mutual partnerships with business, industry and community organizations. 3) Embrace varied and flexible opportunities to engage parents and other stakeholders using digital and virtual platforms. 4) Develop deliberate structures for collaboration among local commissioners, chamber of commerce, and state leaders. 	<ol style="list-style-type: none"> 1) Employ a Public Relations Coordinator to consistently promote Jackson County Schools 2) Maximize Social Media Strategy and Digital platform for promotion of school district. 3) Research and implement learning management system for 24/7/365 learning and parent communication. 4) Rotate BOE Meeting Locations at various schools to increase local participation 5) BOE members and Superintendent partner with Board of Commissioners to collaborate on an annual basis. 6) Employ a Parent Mentor to provide support and resources for families of students with disabilities through targeted trainings, social media, and printed information (brochures/notebooks).



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To achieve our goals, initiatives, and objectives, the Jackson County School System is committed to the following Quality Service Standards and Common Practices of Excellence:

Quality Service Standards for Instruction

- Provide instruction grounded in research-based strategies and best practices to promote academic rigor and encourage higher-order thinking, creativity, and inquiry.
- Engage students in authentic learning by connecting instruction to the world beyond the school walls.
- Utilize next generation tools and innovative practices to inspire students, enhance learning, and individualize the learning experience.

Quality Service Standards for Assessment



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- Utilize a variety of common assessments and performance tasks to monitor student progress, guide instruction, and differentiate learning experiences.
- Consistently review student work to provide constructive and meaningful feedback that allows students to establish goals and monitor their progress.
- Ensure student mastery of standards via the use of multiple and meaningful data points to inform students of their progress and performance.

Quality Service Standards for a Challenging Academic Experience

- Promote a climate of trust and respect through the development of lasting and meaningful relationships with students, families, and stakeholders.
- Provide rigorous, relevant, and engaging learning experiences for every student.
- Ensure flexibility and choice within student learning.

Quality Service Standards for Planning

- Dedicate time for collaboration to create academically challenging lessons that are:
 - developed from the analysis of student work and assessment results;
 - based on the Georgia Standards of Excellence; and
 - designed to meet the needs of all learners.
- Deliberately plan for student learning to be authentic and relevant.



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Quality Service Standards for Family Engagement and Community Connections

- Establish partnerships with businesses and postsecondary schools in an effort to advise and prepare students for career and workforce success.
- Provide experiences that contribute to a global perspective and link learning to community needs and opportunities.
- Maintain partnerships with families through open, frequent, and meaningful communication and collaboration.

Common Practices of Excellence

In an effort to ensure that the above Quality Service Standards are provided consistently throughout the Jackson County School System, all schools are committed to the following Common Practices of Excellence:

1. Collaborate on a weekly basis to review student work and to use assessment results and DOK levels to plan academically challenging lessons.
2. Consistently communicate with families and stakeholders through quarterly community letters, monthly school newsletters, and weekly posts on social media and websites.



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3. Ensure that every student has an advocate who assists with setting learning and life goals, monitoring progress towards those goals, and celebrating outcomes.
4. Prioritize a focus on rigor, differentiation, student engagement, authentic learning, and the use of data as the most important elements of student learning through PLC work and conversations.
5. Commit to flexible learning experiences that include the activation of prior knowledge, independent and guided practice, with closure and summarization of learning.