

Greene County  
Public Schools

# IMPACT 2027

## STRATEGIC PLAN



**GREENE COUNTY  
PUBLIC SCHOOLS**



# Impact 2027

## Impact:

verb

A strong effect or influence

At Greene County Public Schools, we understand the power of **IMPACT** and the responsibility that we have to positively influence our students as they grow through their educational journey. The word **IMPACT** is defined as, "A strong effect or influence." It can also be utilized as both a noun and a verb - an action word where we are intentionally affecting a meaningful, positive change in the lives of our students. Our role as educators is to be the catalyst for impact, where we meticulously and intentionally create opportunities and environments for meaningful learning experiences to occur. These are the experiences that students lean on as they pursue post-secondary goals as well as skills they have acquired that will assist them in life beyond education and employment. It is for this reason that **IMPACT** is the foundation for our strategic plan at Greene County Public Schools.

## Our Vision

Empowering our community's children  
for life-long success.



## Our Mission

Engage all students through learning that is  
innovative, personalized, and relevant.





# Timeline

## SEPTEMBER 2021

Survey sent to parents, students & staff.

## FALL 2021

Conduct first Strategic Planning Committee Meetings

## FALL 2021

Identify Common Themes & Core Values

## JANUARY - MARCH 2022

Conduct focus group meetings to gather input from stakeholders

## MARCH - APRIL 2022

Refine outcomes of focus groups to begin draft of Impact 2027

## APRIL 2022

Leadership Team Review

## JUNE 2022

Information Presentation to School Board





# Stakeholders

It is imperative that all stakeholders have the opportunity to have their voice heard.

Greene County Public Schools provided a number of opportunities to all stakeholders to provide input into the development of the Strategic Plan.



**School Leadership & Administration**  
Division & Building Level



**Educators**  
Teachers & Support Staff



**Parents**  
Surveys & Committee Membership



**Students**  
Surveys & Committee Membership



**Community Representatives**  
Surveys & Committee Membership



# Core Values



Our Core Values serve as the foundational pillars to support our work at Greene County Public Schools. These Core Values are our guide posts when making decisions, creating policy, assessing data, and committing to objectives at every level within our division.



# CULTURE OF EXCELLENCE



We hold ourselves to the highest standards for all students and adults. We ensure that all of our students have educational opportunities and experiences that will prepare them to excel in a rigorous and globally competitive world. In order to ensure this, we embrace innovation, creativity, and collaboration to foster the highest quality teaching and learning.



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# Culture of Excellence

## Excellence:

*noun*

the quality of being outstanding or extremely good.

## 1st Objective

Ensure that the school division's curriculum, programming, innovative instructional practices, and student experiences are preparing our students to be college, career, and life-ready.

## 2nd Objective

Implement and sustain PK-12 practices that are committed to engaging students in learning experiences that are relevant, personalized, and impactful.

## 3rd Objective

Create a culture of collaboration among all stakeholders with a focus on high expectations, growth, innovation, and measurable impact.

## 4th Objective

Ensure that plans for instructional improvements and cultural excellence incorporate an intentional use of available data sources to ensure the maximum positive impact for students and staff.

## Culture:

*noun*

the set of shared attitudes, values, goals, and practices that characterizes an institution or organization





# SAFE, SUPPORTING, & CARING SCHOOLS



We value the social, emotional, and mental health needs of all students. Every school provides a safe learning environment for students that honors and supports individual needs and differences and cares for the whole child.



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# Safe, Supporting, & Caring Schools



## 1st Objective

Ensure that all students in grades PK - 12 experience a school culture and learning environment that values and works to improve the social, emotional, and mental health well being of students and staff.

## 2nd Objective

Prioritize a safe and supportive learning environment for all students and staff that includes physical, environment, and emotional wellbeing.

## 3rd Objective

Implement and sustain practices that have a focus on improving school cultures that embrace a commitment to mutual respect among all staff, students, and families.



## Caring:

*noun*

displaying kindness and concern for others.

*adjective*

the work or practice of looking after those unable to care for themselves

# RESOURCE STEWARDSHIP



We believe that we must be responsible for the efficient utilization of our fiscal and capital resources. Our federal, state, and local funds are managed through accountability, transparency, and integrity.



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# Resource Stewardship

## Stewardship:

*noun*

the job of supervising or taking care of something

## 1st Objective

Ensure that our utilization of federal, state, and local funds have the maximum impact possible by improving our collective efficiency and maximizing economies of scale.

## 2nd Objective

Implement and sustain practices that ensure we are engaging in consistent analysis of our expenditures and alignment to our long-term strategic needs with transparency to our stakeholders.

## Economies of Scale:

*phrase*

a proportionate saving in costs gained by an increased level of production



# CONNECTIONS & PARTNERSHIPS WITH OUR COMMUNITY



We value the benefits of strong partnerships with our community to provide our students with relevant, rigorous, and high quality learning experiences both in and out of the classroom. We work collaboratively with students, families, staff, and community partners to provide opportunities for all students to develop their necessary future ready skills.



# Connections & Partnerships with Our Community



## 1st Objective

Maximize the *impact* of our extracurricular and co-curricular activities for students by providing a diverse range of learning experiences that teach the importance of supporting the Greene County community.

## 2nd Objective

Ensure that all stakeholders are connected to our schools through effective communication, meaningful engagement, and trusting relationships.

## 3rd Objective

Maximize the *impact* of our instructional programs to ensure students engage in experiential learning opportunities in and around our community.



## Experiential Learning:

*verb*

an engaged learning process whereby students “learn by doing” and by reflecting on the experience.



# EXCEPTIONAL WORKFORCE



We believe that recruiting, hiring, and retaining the highest quality leaders, educators, and support staff is fundamentally necessary to support and sustain a culture of excellence for our students and community.



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# Exceptional Workforce



## Exceptional:

*adjective*

unusually good; outstanding.

### 1st Objective

Ensure that our recruitment and retention efforts are focused on personnel that are enthusiastically aligned with our vision, mission, and core values.

### 2nd Objective

Focus on a culture of excellence that values the ongoing development and improvement of all school staff members in order to provide the maximum impact achievable as it pertains to student success.

### 3rd Objective

Explore opportunities to attract and retain school staff that align with workforce trends and improve overall employee experiences.

### 4th Objective

Create a culture that embraces and cultivates a shared ownership for all staff in prioritizing a teaching and learning environment that focuses on the whole-child.





# Foundational Guide Post

Our Core Values provide guidance for every aspect of the educational experience at Greene County Public Schools. From top level planning, Comprehensive School Improvement Plans to the classroom level unit and lesson plans, the Core Values and objectives that correlate are the foundational guide posts for how we provide a top level education our students.

## Foundation:

*noun*  
an underlying basis or principle

**Daily  
Unit &  
Lesson Plans**

**SMART Goals  
&  
Professional Goals**

**Comprehensive School  
Improvement Plans**



**Core Values & Objectives**

**Strategic Plan: Impact 2027**



# Connecting to Our Why



# THANK YOU

Special thanks and appreciation to all of the parents, staff, students, and community members who contributed to the development of this plan.



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