

Treutlen County Schools District Strategic Plan
Updated 10/28/2023

Vision

Preparing all students for success in life

We believe:

- Trust is vital
- Expectations influence accomplishments
- A school-community partnership is essential
- Change that is data-driven and purposeful creates opportunity
- High-performance leadership makes vision a reality

Mission

Engage, Equip, and Inspire All for Success in Life

Learning and Growth	
Performance Objective 1: Provide all students with a relevant and rigorous curriculum focused on standards and improving student achievement	
Performance Measures	<ul style="list-style-type: none">● Percentage of students scoring at the developing learner and above on Georgia Milestones● Percentage of students scoring proficient and distinguished on Georgia Milestones● Percentage of students scoring at or above the Lexile band on Georgia Milestones
Action Steps	<ul style="list-style-type: none">● Provide job-embedded professional learning for teachers and leaders that strengthen their knowledge and understanding of content● Ensure district curriculum alignment opportunities for all content areas● Provide professional learning on and monitor the use of high-quality, evidence-based instructional strategies● Provide professional learning on and monitor the use of best practices for all co-teaching teams● Ensure all students receive evidence-based reading and writing instruction and interventions as needed● Identify and support struggling students through a student-centered support process at each school● Ensure personalized learning paths for students in specialized environments● Utilize professional learning communities to support student growth

Performance Objective 2: Ensure all students are prepared for life, college, and career	
Performance Measures	<ul style="list-style-type: none"> ● Number of graduates completing one or more pathways ● Number of graduates earning credit through dual enrollment ● Graduation rate
Action Steps	<ul style="list-style-type: none"> ● Offer a range of courses based on student interest ● Increase career and pathway awareness at the elementary and middle schools ● Develop and implement early warning systems to identify and support at-risk students ● Ensure all students are provided opportunities to engage in rigorous content ● Implement a comprehensive workforce development plan in collaboration with community stakeholders so that students are work and career ready
Performance Objective 3: Employ technology and innovation for improved student learning.	
Performance Measures	<ul style="list-style-type: none"> ● Number of blended classroom opportunities ● Number of student devices ● Media center circulation numbers
Action Steps	<ul style="list-style-type: none"> ● Ensure the media center's resources and services are aligned with the highest standards and meet the needs of learners ● Provide opportunities for students to collaborate and create using technology ● Provide all students with access to online learning environments ● Employ technology to provide students with personalized learning paths ● Provide opportunities to improve technology and cybersecurity literacy for students and staff

Culture and Climate	
Performance Objective 1: Explore and implement varied methods of effective communication	
Performance Measures	<ul style="list-style-type: none"> ● Number of methods of stakeholder communication ● Number of communications sent to stakeholders ● Number and results of surveys completed by stakeholders

Action Steps	<ul style="list-style-type: none"> ● Establish district guidelines for social media and other electronic forms of communication ● Regularly seek stakeholder feedback ● Use varying forms of electronic resources to effectively and efficiently communicate with all stakeholders ● Keep and maintain an end of life plan for network infrastructure of other electronic devices ● Monitor and regularly update website and other electronic platforms
Performance Objective 2: Promote and maintain effective business and higher educational partnerships	
Performance Measures	<ul style="list-style-type: none"> ● Number of business partnerships ● Number of higher educational partnerships ● Number of students participating in work based learning
Action Steps	<ul style="list-style-type: none"> ● Establish and maintain business partnerships ● Establish and maintain higher educational partnerships ● Actively participate in P20 meetings ● Invite higher education to appropriate district and school level functions
Performance Objective 3: Provide equitable and innovative student services	
Performances Measures	<ul style="list-style-type: none"> ● Percentage of students participating in SEL curriculum ● Number of discipline referrals by month
Action Steps	<ul style="list-style-type: none"> ● Study, recommend, and implement a process for student advisement that builds relationships while supporting positive social and emotional growth ● Continue to promote social emotional learning curriculum P-12 ● Develop a comprehensive counseling plan that fosters social emotional learning ● Continue and refine a behavior management system to ensure school climate is conducive to learning

Organizational and Operational Effectiveness	
Performance Objective 1: Recruit and retain a highly effective workforce	
Performance Measures	<ul style="list-style-type: none"> ● Percentage of teachers with professional certification ● Staff retention rate
Action Steps	<ul style="list-style-type: none"> ● Maintain new teacher/new employee induction ● Allocate staff based on a formalized staffing allocation plan

	<ul style="list-style-type: none"> ● Develop and implement an onboarding/offboarding process for employees ● Develop and implement a schedule to regularly review salary schedules and job descriptions ● Cultivate district talent to develop leaders ● Continue para to teacher program ● Partner with colleges and universities in our area to recruit teacher graduates ● Continue to provide athletic supplement
Performance Objective 2: Sustain investment in athletic facilities and building infrastructure improvement	
Performance Measures	<ul style="list-style-type: none"> ● Capital project fund balance ● Number of capital projects completed
Action Steps	<ul style="list-style-type: none"> ● Audit current facilities ● Develop and maintain a facilities plan that encompasses future needs ● Prioritize capital project needs
Performance Objective 3: Enhance safety and security measures	
Performance Measures	<ul style="list-style-type: none"> ● Compliance with state guidelines ● Number of schools with a CCRPI School Climate Star Rating of 4 or higher ● Number of improved safety/security measures
Action Steps	<ul style="list-style-type: none"> ● Audit the safety and security of current facilities at least quarterly ● Prioritize funding for safety needs ● Develop a formalized safety training schedule for all employees ● Continue to evaluate the current student attend policy and/or procedures ● Fully implement a behavior management initiative
Performance Objective 4: Ensure maximum effectiveness and efficiency in the operation of district and school functions	
Performance Measures	<ul style="list-style-type: none"> ● Percentage of cleanliness audits passed ● Percentage of district directors meeting annual goals ● Fund equity
Action Steps	<ul style="list-style-type: none"> ● Define and meet cleanliness expectations ● Implement a cleanliness audit ● Implement process and procedures to improve operational effectiveness ● Conduct annual budget development workshops ● Develop a budget monitoring process and schedule