



Marietta
city schools

A Georgia Charter System

2024-2027

Strategic Plan

**Student
Achievement**

Human Resources

**Community
Collaboration**

**Fiscal
Responsibility**





ABOUT MARIETTA CITY SCHOOLS

On September 5, 1892, more than 700 Marietta children attended their first day of classes in the city's free and public school system. It was the culmination of years of work by the citizens of the city, who, since the 1830s, had operated private schools to educate boys and girls of all races. For the ensuing 130 years, Marietta City Schools has maintained a balance of rich tradition and bold innovation, honoring its history while responding to the needs of today's students and planning for their futures in a changing world.

We proudly serve approximately 8,600 students across our 12 schools: one early learning center, seven grade K-5 elementary schools, one grade 3-5 magnet school, one sixth-grade academy, one middle school, and one high school. With the help of talented staff, engaged families, and strong community partners, we are dedicated to the support, development, and learning of every child.

Marietta City Schools' student body is about 40% Hispanic, 32% African American, and 21% White—with approximately 61% of our students qualifying for free or reduced-price lunch. While we serve some of Marietta's most vulnerable children, we demonstrate a never-ending commitment to ensuring that race, ability, or poverty never hold our students back—and that we all stand together as Marietta Blue Devils.

From its early days, MCS has earned recognition as a district that provides a superb educational experience for its students, maintaining a reputation for academic excellence, athletic prowess, artistic accomplishment, and respect for diversity of culture and thought. Milestones in the district's history include the establishment of a Parent Teacher Association (1917), founded by a Marietta mother in 1897; the opening of the city's first public high school for African-American students, Lemon Street (1930); the building of daycare facilities to meet the needs of working mothers during World War II (1944); and public school integration (1964) and the full desegregation of Marietta High (1967).

In more recent years, Marietta High School received its IB World School certification (1995), and we became the first IB World School district in Georgia to offer the IB Middle Years Program (2008). We are one of the only school systems nationwide that provide the full IB continuum, K-12, providing a curriculum recognized by universities around the world. The district was one of Georgia's first Charter Systems (2008) and has since served as a visionary for how to leverage flexibility and innovation to positively impact the student experience. MCS is also home to Georgia's first STEM-certified school (MCAA, 2012), an early learning center offering free pre-kindergarten classes (2018), and one of the state's premier College and Career Academies (2019). MCS serves as a leader in the state and the nation by testing new assessment protocols, as well as piloting the program for identifying students who show signs of dyslexia and intervening with tools to help them succeed.

Since 2021, MCS has been a part of Literacy and Justice for All, a collaborative effort to support every child in Marietta to reach their fullest reading potential by third grade, using evidence-based teaching principles that explicitly and systematically teach children how to read. This community-wide effort to impact reading proficiency will give thousands of children in Marietta a better chance of success in school and in life—and hold Marietta up as a model that will yield change throughout Atlanta, across Georgia and the Southeast, and ultimately on a national level.



VISION, MISSION, AND BELIEFS

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Vision

Our vision is for all students to learn to their fullest potential.

Mission

In partnership with families and the community, our mission is to prepare each student to maximize career, college, and life opportunities.

Beliefs

- Education is the key to a successful future.
- All students and staff deserve safe, welcoming, and affirming spaces, regardless of race, ethnicity, gender, religion, sexual identity or orientation, ability or disability, country of origin, or any other identity category or characteristics.
- Each member of the school community has responsibility for working towards achievement of the district's vision.
- Caring and trusting relationships among students and adults in schools are vital to supporting the whole child.
- A highly effective and innovative staff is essential to student learning.
- Safe, inviting, well-maintained schools are essential for teaching and learning.
- Education is enhanced through access to technological resources, personalized learning environments, and quality facilities.

STRATEGIC PLAN OVERVIEW



STUDENT ACHIEVEMENT

Prepare every student for college, career, or military success



HUMAN RESOURCES

Recruit, retain, and develop effective teachers and staff who meet the district's diverse needs



COMMUNITY COLLABORATION

Increase engagement across the district and throughout the community



FISCAL RESPONSIBILITY

Be a responsible steward of taxpayer dollars by efficiently and transparently maximizing resources to meet student and district needs

Objectives – What are our priorities?

Literacy and Math

MCS will increase the percentage of third through eighth-grade students performing on grade level

Recruitment

MCS will recruit teachers and staff with diverse skills and experiences

Community Engagement

MCS will strengthen the district's reputation, grow relationships, and increase safety and educational resources

Budget

MCS will establish a fiscally responsible and balanced budget that prioritizes student achievement

College, Career, and Military Opportunities

MCS will expand opportunities and increase student success in advanced courses

Retention

MCS will increase staff retention

Family Engagement

MCS will increase engagement with all families inclusive of language, economic, and educational barriers

Fiscal Responsibility

MCS will implement proactive measures to align fiscal resources to student achievement

High School Graduation

MCS will increase percentage of students graduating on time

Development

MCS will maintain a pipeline that prioritizes internal growth and promotion

School Governance

MCS will increase stakeholder engagement in school governance and College and Career Academy programs

Communication

MCS will communicate the budget process, priorities, and timeline to all stakeholders

Strategies – How will we accomplish our priorities?

Literacy and Math

MCS will implement initiatives in literacy and math to support student achievement

Selection

MCS will develop relationships with targeted colleges, professional associations, and select candidates to recruit top talent

Partnerships

MCS will work with businesses, government organizations, individuals, and foundations to build mutually beneficial partnerships and increase grant support

Collaborative Budget Process

MCS will engage stakeholders in the budget development process

College & Career Academy

MCS will expand advanced course offerings and partnerships with post-secondary and technical institutions and local businesses

Employee Engagement

MCS will leverage employee feedback to improve and increase the support systems that affect job satisfaction

Communication

MCS will restructure departmental priorities and resources to better serve our families

Fiscal Responsibility

MCS will strategically allocate resources to continue offering innovative programs that maximize student achievement

Personalized Approach

MCS will offer programs and support services that meet the diverse needs of students

Development

MCS will offer targeted professional learning and leadership development opportunities

School Governance

MCS will focus on recruitment and training of governance and advisory board members

Timeline

MCS will develop a timeline for budget development and communication protocols

STUDENT ACHIEVEMENT

Prepare every student for college, career, or military success



OUTCOMES

ELEMENTARY/SECONDARY

- Expand comprehensive services offered to families through the Emily Lembeck Early Learning Center
- Increase number of third through eighth-grade students scoring proficient and distinguished on English/Language Arts and Math End-of-Grade assessments (EOGs)
- Increase percentage of students meeting Measure of Academic Progress (MAP) projected growth percentiles

STUDENT ACHIEVEMENT

Prepare every student for college, career, or military success



OUTCOMES

SECONDARY

- Increase number of students participating in advanced courses and external career-related partnerships
- Increase ACT and SAT scores
- Increase high school graduation rate
- Increase percentage of students passing all End-of-Course, Advanced Placement, International Baccalaureate, and End-of-Pathway assessments

HUMAN RESOURCES

Recruit, retain, and develop effective teachers and staff who meet the district's diverse needs



OUTCOMES

- Maintain or exceed 95% fill rates across all district positions
- Establish and maintain employee retention targets
- Improve workplace satisfaction as measured by employee engagement survey
- Maintain a competitive compensation and benefits plan compared to other metro districts

COMMUNITY COLLABORATION

Increase engagement across the district and throughout the community



OUTCOMES

- Identify and cultivate new community partners who will allow us to better serve our students and staff while stewarding and strengthening existing relationships
- Increase financial partnerships that support district programs and initiatives
- Implement events, programs, and activities that promote stronger engagement across constituencies
- Enhance our ongoing commitment to school safety by strengthening collaborations with local and regional law enforcement, ensuring a secure and supportive learning environment for our students and staff
- Engage school governance teams and advisory councils in school and district initiatives and decision-making

FISCAL RESPONSIBILITY

Be a responsible steward of taxpayer dollars by efficiently and transparently maximizing resources to meet student and district needs



OUTCOMES

- Collaborate with the Board of Education and district leadership to develop balanced budgets for approval in accordance with the annual budget timeline
- Present monthly financial reports for public review and consideration and quarterly financial reporting on specific grants or other funds when requested
- Expend state and federal grants, including CARES/ESSER funding, in alignment with student achievement, grant requirements, and mandatory deadlines
- Invest district funds in a timely manner and in accordance with board policy



BOARD OF EDUCATION

Marietta City Schools



The Board of Education of the City of Marietta

(From left to right) Jeff DeJarnett (Ward One), Angela Orange (Ward Five), Kerry Minervini (Ward Six), Irene Berens (Ward Seven), Jaillene Hunter (Ward Four), A.B. Almy (Ward Three), Jason Waters (Ward Two)

Vision

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Mission

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250 Howard Street, Marietta, Georgia 30060

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