



# **GAINESVILLE CITY SCHOOL SYSTEM**

*2024-2029 STRATEGIC PLAN*

508 OAK STREET  
GAINESVILLE, GA  
30506



# EXECUTIVE SUMMARY



The Gainesville City School System 2024-2029 Strategic Plan leads with the longstanding tradition of Go Big RED. This motto is embedded within the plan as an acronym for Relate, Empower, and Discover. Serving more than 8,000 youth and employing more than 1,000 adults, collaboration has never been more intentional. From an expansive Pre-K program at each elementary school to personalized postsecondary paths, Gainesville City School System aims to embed the motto in everyday interactions.

## **RELATE**

Strengthen Relationships with Students and Families

## **EMPOWER**

Maximize Engagement and Individual Growth

## **DISCOVER**

Enhance Workforce Development Efforts

We all have a responsibility to be a catalyst in the lives of others. Find your purpose and place in our strategic plan, then make a difference.

Dr. Jeremy H. Williams  
Superintendent

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### **Motto**

Go Big RED  
(Relate - Empower - Discover)

### **Theme**

One Gainesville

### **Mission**

As One Gainesville, we will inspire, nurture, challenge, and prepare our youth.

### **Vision**

Our students will think critically, act compassionately, work meaningfully, choose wisely, and live joyfully.

### **Beliefs**

We believe that the collaborative actions of students, parents, community, and the school system are the determining factors in the success of our students.

We believe that high expectations for everyone drive success.

We believe that continuous learning occurs best in a safe, nurturing, and stimulating environment.



## POINTS OF PRIDE

Collective Identity and History as One Gainesville

Heightened Commitment to Student Voice and School Safety

Personalized Solutions for Student and Family Supports

Expansive Involvement Opportunities Beyond the Classroom

Intentional Relationships with Community Partners

Goal: We will strengthen relationships with our students and families by ensuring unique needs are served across safe learning environments.

**Action Step R1:**

Promote the Big Red Family brand and identity.

*Strategies:*

- *Align school and district pride with ongoing activities*
- *Expand exposure of Well Red in businesses and homes*
- *Utilize The Herd to reach underrepresented communities*

**Action Step R2:**

Improve emotional competencies for students.

*Strategies:*

- *Implement Character Strong in classrooms and with families*
- *Educate employees on internal and external resources*
- *Integrate supports through The Hub & Butler Center*

**Action Step R3:**

Design advisement and mentorship supports for students.

*Strategies:*

- *Develop a comprehensive advisement framework*
- *Restructure district-based K-12 mentorship program*
- *Integrate supports through The Hub & Butler Center*

**Action Step R4:**

Increase the number of employees and parents engaged in activities outside of the classroom.

*Strategies:*

- *Diversify school-based opportunities for engagement*
- *Utilize The Herd to reach underrepresented communities*
- *Promote district representation at community events*

**Action Step R5:**

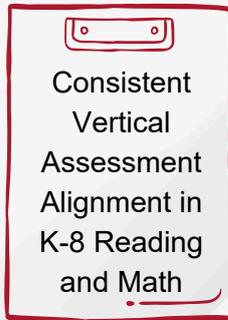
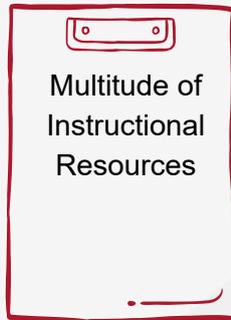
Reinforce efforts and procedures to ensure students and families feel safe at school and events.

*Strategies:*

- *Highlight security measures across all schools*
- *Coordinate proactive procedures with timely responses*
- *Enhance cybersecurity protections for students and staff*



## POINTS OF PRIDE



Goal: We will maximize engagement and individual growth by equipping students with the tools and mindsets necessary to thrive academically.

### Action Step E1:

Align the academic curriculum content across schools.

#### Strategies:

- Create a common instructional framework
- Refine PLCs, both vertically and horizontally
- Train staff on instructional resources

### Action Step E2:

Increase the number of students performing on grade level in reading and math.

#### Strategies:

- Identify high-yield intervention strategies and models
- Observe classrooms with the instructional framework
- Analyze student progress and universal screeners

### Action Step E3:

Decrease the number of students served in academic tiers two and three.

#### Strategies:

- Identify high-yield intervention strategies and models
- Implement the feedback cycle for students
- Educate families on supporting academics in the home

### Action Step E4:

Develop and implement a standardized grading framework across all K-12 classrooms.

#### Strategies:

- Deconstruct standards in core content areas
- Align lesson plans to standards to drive instruction
- Establish and implement effective grading practices

### Action Step E5:

Ensure students receive timely, constructive, and personalized feedback on their academic performance.

#### Strategies:

- Review quality feedback practices in PLCs
- Conference with students and families on progress
- Monitor timeliness of grade reporting



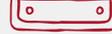
## POINTS OF PRIDE

  
Elevated  
Graduation  
Rates for All  
Populations

  
Intentional  
Transition  
Events and  
Preparation  
for School  
Changes

  
Variety of  
Student  
Community  
Activities and  
Experiences

  
Advanced  
Post-Secondary  
Preparation  
Options in  
High School

  
Integrated  
Workforce  
Development  
Opportunities  
with Industry  
Partners

Goal: We will enhance workforce development efforts by fostering adaptability and cultivating communication across diverse cultural contexts.

### Action Step D1:

Integrate employability skills across all grade levels, aligning career options to the local economy.

### Strategies:

- *Connect industry-specific feedback to advisement*
- *Incorporate work-readiness skills and experiences*
- *Align course offerings to career interest survey results*

### Action Step D2:

Develop curriculum alignment and collaboration between workforce development courses and academic offerings.

### Strategies:

- *Integrate industry partnerships into classrooms*
- *Embed standards across content areas through PLCs*
- *Implement quarterly career-based advisement sessions*

### Action Step D3:

Strengthen career preparation options for underrepresented populations.

### Strategies:

- *Identify the needs of underrepresented populations*
- *Diversify business partnerships to serve all students*
- *Expand credit courses at middle school grade levels*

### Action Step D4:

Establish learning opportunities for students who may be off-track, transient, newcomer, or seeking non-traditional graduation options.

### Strategies:

- *Re-envision credit accrual options for off-track students*
- *Establish a cohort-based model for newcomers*
- *Customize remote learning options for students*

### Action Step D5:

Increase student participation in college and career planning.

### Strategies:

- *Implement quarterly career-based advisement sessions*
- *Engage students and families in monitoring Grad Plans*
- *Expose students to post-graduation options*

# DEPARTMENT SUPPORTS



The GCSS Strategic Plan is focused on serving students through the Go Big RED motto. Academics & Wraparound are the core of the Strategic Plan, and additional departmental supports are vital to achieve progress. Instead of each department having separate goals, all support is aligned to Relate, Empower, and Discover.



## HUMAN RESOURCES

Human Resources play a pivotal role in supporting GCSS by aligning hiring, training, and professional development opportunities. HR ensures recruitment efforts target candidates who not only possess the necessary qualifications, but also align with the GCSS values and beliefs. By partnering with schools and departments, HR ensures employee retention is prioritized to sustain success. In supporting the district's mission and vision, HR fosters regular communication and collaboration to further ensure human capital is strategically leveraged.



## TECHNOLOGY

The Technology Department will support Gainesville City Schools' strategic plan and Go Big RED motto by integrating 21st century digital tools and resources into the curriculum; providing equitable access to technology for all students; by implementing robust data infrastructure and analytics capabilities to drive continuous improvement and personalized interventions. Additionally, our commitment to cybersecurity and privacy will safeguard sensitive information while promoting responsible digital citizenship.



## OPERATIONS

Operational efforts prioritize fostering meaningful relationships within and beyond GCSS, promoting collaboration, empathy, and understanding. By embedding continuous service into everyday practices, and processes, operations serve as a backbone of the strategic plan, ensuring its purpose and place are upheld throughout all GCSS endeavors.



## FINANCE

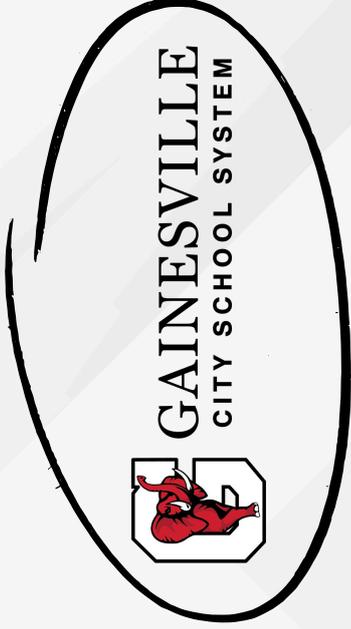
Finance supports the Go Big RED motto by optimizing the most effective allocation of resources to align with the educational objectives for students and for the development of staff. Finance creates a roadmap for financial sustainability and responsible stewardship and transparency to the stakeholders as well as the entire school community.

**GO BIG RED**

**RELATE**

**EMPOWER**

**DISCOVER**



**MISSION**

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**2024-2029 STRATEGIC PLAN**

**RELATE**

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**EMPOWER**

We will maximize engagement and individual growth by equipping students with the tools and mindsets necessary to thrive academically.



**DISCOVER**

We will intensify workforce development efforts by fostering adaptability and cultivating communicate across diverse cultural contexts.



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