

Wayne County School District  
**2024-2029 STRATEGIC PLAN**



## **ABOUT THE DISTRICT**

### **PreK-8th Grade**

Beat Four Elementary  
Buckatunna Elementary  
Clara Elementary  
Wayne Central  
Waynesboro Riverview

### **9-12 Grade**

Wayne County High School  
Wayne County Career and Technical Center

# Wayne County School District

## 2024-2029 STRATEGIC PLAN

### Board Members

Dorcus Reynolds, President  
Wilma Taylor  
Al Smith  
Anita Norsworthy  
George Alsworth  
Marcus Evans, Board Attorney

### SUPERINTENDENT

Tommy Branch

### VISION

The vision of the Wayne County School District is to provide a safe environment, to educate students for success in life and the workforce.

### MISSION

**The mission of the Wayne County School District is to provide all students with the skills and knowledge that are necessary to prepare them for success in college, the workforce, and to prepare them to be responsible citizens and lifelong learners.**

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## **DISTRICT GOALS**

**GOAL 1: Academic Success**

**GOAL 2: Effective Staff**

**Goal 3: School Culture**

**Goal 4: Family/Community  
Engagement**

**Goal 5: Infrastructure**

**Goal 6: Facilities**

# Wayne County School District

## 2024-2029 STRATEGIC PLAN

### Goal 1: Academic Success

#### Key Initiatives

- Implement aligned, high-quality instructional and assessment materials
- Support the various learning needs of all students through the use of intervention (MTSS)
- Develop and implement a plan for assisting students with ACT
- Incorporate a PreK for 4 year olds at all elementary schools to better prepare students for early learning and Kindergarten

#### Measures of Success

- Increase reading proficiency on statewide tests
- Increase reading growth for all on statewide tests
- Increase reading growth for Lowest Performing Students on statewide tests
- Increase math proficiency on statewide tests
- Increase math growth for all on statewide tests
- Maintain reading growth for Lowest Performing Students on statewide tests
- Increase District U.S. History proficiency
- Increase District Science proficiency
- Increase District College & Career Readiness accountability points
- Increase Acceleration points

Wayne County School District  
**2024-2029 STRATEGIC PLAN**  
**Goal 2: Effective Staff**

## **Key Initiatives**

- Maintain a recruitment and retention plan that meets District staffing needs
- Maintain partnership with colleges, universities, and other recruitment organizations
- Align professional development and leadership opportunities

## **Measures of Success**

- Continue with New Teacher Academy for first year teachers to meet once a month
- Continue with a Mentor Teacher Program at each individual school
- Continue with PLC's at each school where teachers can provide feedback to each other and share strategies regarding content
- Improve orientation efforts for all staff
- Recognize staff for excellence of service throughout the school year via staff award program

# Wayne County School District

## 2024-2029 STRATEGIC PLAN

### Goal 3: School Culture

#### Key Initiatives

- Maintain positive behavior and intervention supports (PBIS)
- Enhance social-emotional supports for staff and students
- Empower students by providing leadership opportunities
- Provide an assortment of educational programs (academics, arts, activities/clubs, and athletics)
- Provide a safe online learning environment for all students
- Provide positive interactions with School Resource Officers for all students

#### Measures of Success

- Maintain average daily attendance rate or higher
- Increase District graduation rate to 90% or higher
- Decrease dropout rate to 10% or less
- Maintain the number of MHSAA Scholar-Athlete teams

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### Goal 4: Family/Community Engagement

#### Key Initiatives

- Work with the community to prepare students for early literacy initiatives (LBPA)
- Partner with universities/colleges to enhance student opportunities
- Collaborate with community partners to provide students with work related experiences vocational
- Implement communication plans that provide meaningful information to parents and the community

#### Measures of Success

- Increase the percentage of students promoted through the LBPA
- Increase the percentage of District Kindergarten students on target for reading
- Meet technical skill attainment target for Career Technical Education Programs
- Meet secondary school completion target for Career Technical Education Programs
- Increase the number of parents/community members completing a needs assessment survey
- Continue to strengthen our partnerships needs assessment survey with agencies, organizations, churches, and individuals in the community to provide programs, supports and services for families and students

# Wayne County School District

## **2024-2029 STRATEGIC PLAN**

### **Goal 5: Infrastructure**

#### **Key Initiatives**

- Conduct annual technology needs assessment for all schools and departments
- Develop and implement an instructional device replacement cycle utilizing federal, state, and local to funding

#### **Measures of Success**

- Conduct annual training of CTE teachers and leaders
- Provide training to individuals on implementation and utilization of new instructional technology
- Conduct annual review of funding opportunities to invest in current and future instructional technology
- Annual renewing of technology resources



Wayne County School District  
**2024-2029 STRATEGIC PLAN**  
**Goal 6: Facilities**

## **Key Initiatives**

- Develop a district facility plan
- Ensure improvement among campuses and departments

## **Measures of Success**

- Evaluate the needs of all facilities
- Identify available funding sources
- Develop a team to prioritize facility needs
- All staff will be trained with the CRASE Training (Civilian Response to Active Shooter Events)
- All classroom doors will be locked during instructional time
- All classrooms include an egress window