

OBION COUNTY
BOARD OF EDUCATION

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Obion County Schools Five Year Strategic Plan

The Obion County School System has a long and rich history of providing outstanding excellent opportunities for students to grow academically, socially and emotionally. At Obion County Schools we live by our motto: "Preparing Students for the Challenges of Tomorrow." This preparation can be achieved only when great students are combined with the best teachers, administrators, Board of Education, and community.

Obion County Schools has devised a strategic plan to prioritize and set goals for the next five years to provide a quality educational experience for all. The five priority areas identified are: Academic Excellence, Stakeholder Engagement, Technology, Facilities, and Human Capital. This plan can be used to guide in decision-making at both the school and district level. Additionally, it will help drive budget development and resource allocation, assist in evaluating current programs, and select and implement new programs and initiatives that align with the district's goals and desired outcomes.

Preparing Students for the Challenges of Tomorrow

GUIDING PRINCIPLES

MISSION

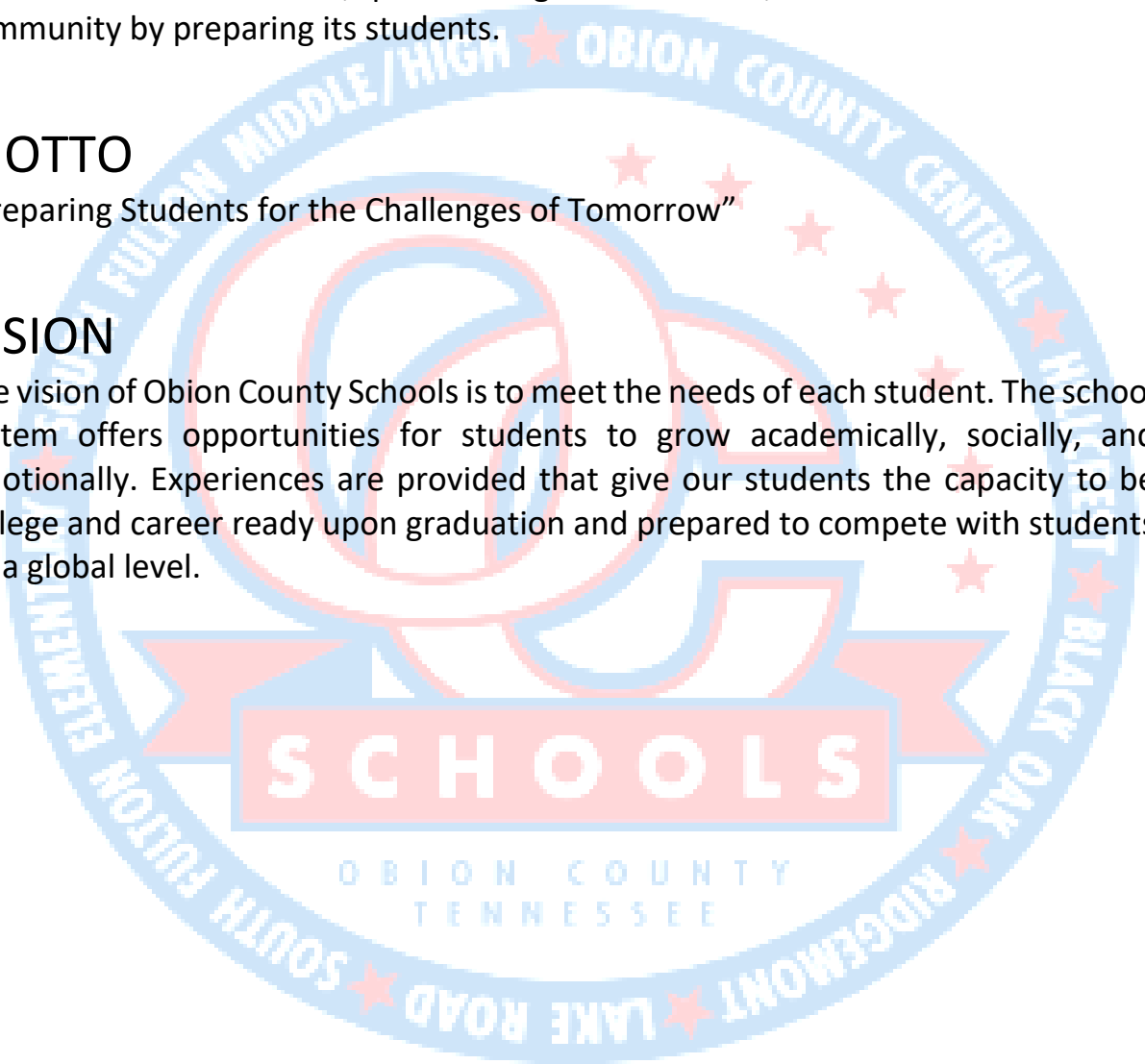
The mission of Obion County Schools is to provide a safe learning environment that fosters academic success, promotes good character, and contributes to the community by preparing its students.

MOTTO

“Preparing Students for the Challenges of Tomorrow”

VISION

The vision of Obion County Schools is to meet the needs of each student. The school system offers opportunities for students to grow academically, socially, and emotionally. Experiences are provided that give our students the capacity to be college and career ready upon graduation and prepared to compete with students on a global level.



Preparing Students for the Challenges of Tomorrow

Five strategic themes that serve as a guide to focus energy, set priorities, and ensure a common direction to accomplish our outcomes:

Technology

Maximize the opportunities provided by technology to transform teaching and learning

Academic Excellence

Ensure all graduates are college and career ready

Stakeholder Engagement

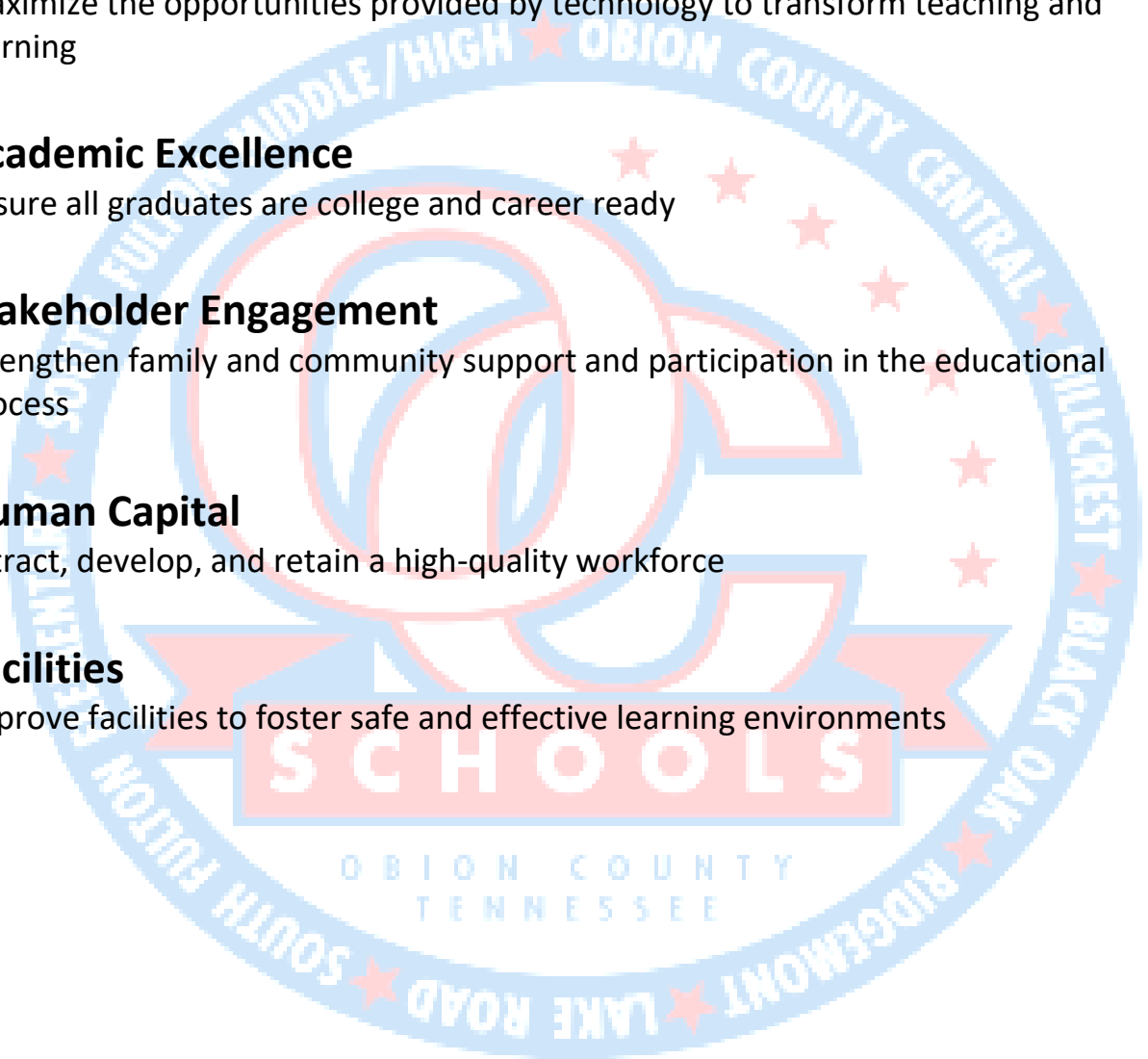
Strengthen family and community support and participation in the educational process

Human Capital

Attract, develop, and retain a high-quality workforce

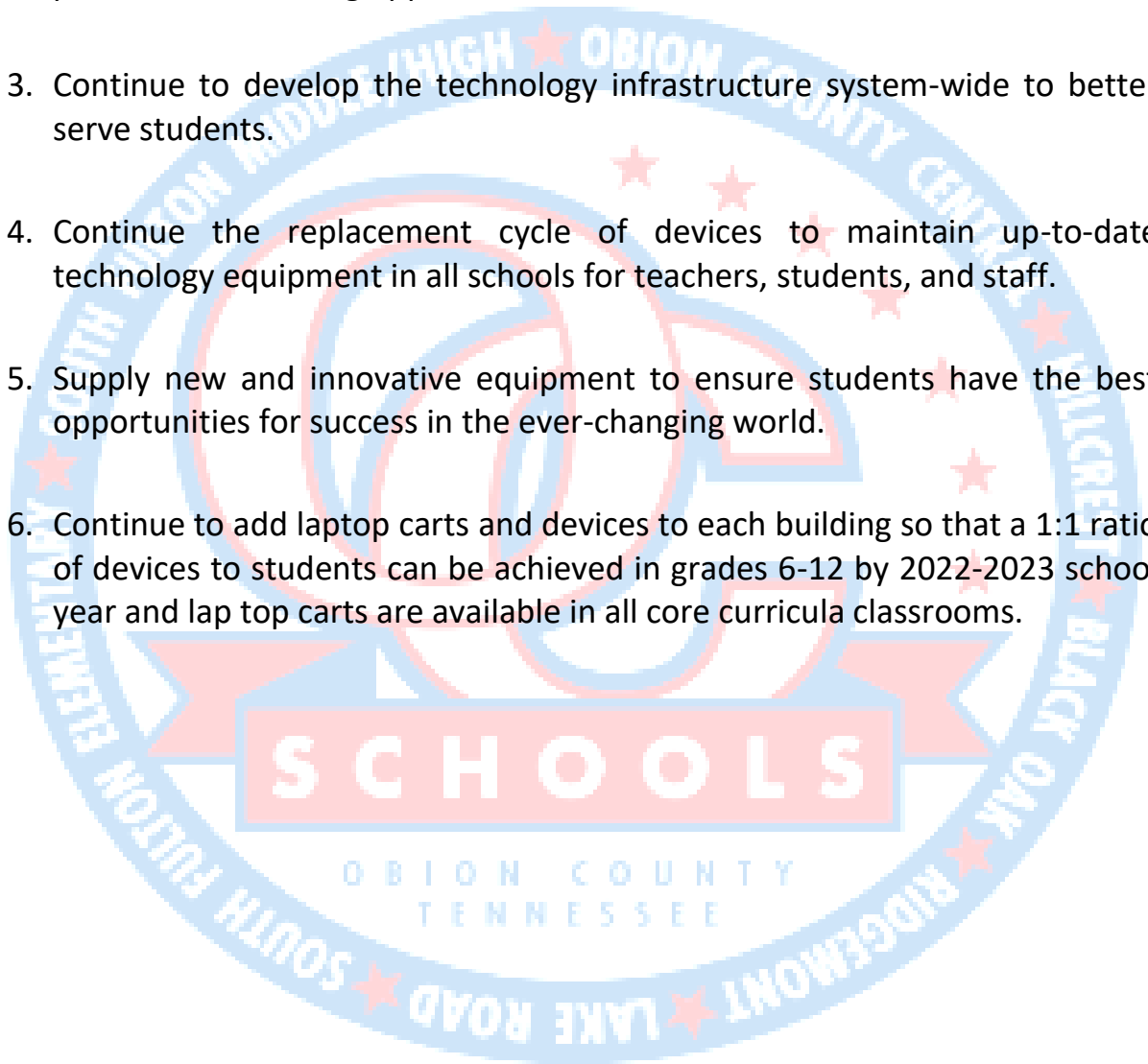
Facilities

Improve facilities to foster safe and effective learning environments



TECHNOLOGY

1. Promote digital citizenship while enhancing student preparedness for their future.
2. Provide students and teachers with the cutting-edge resources that will provide new learning opportunities.
3. Continue to develop the technology infrastructure system-wide to better serve students.
4. Continue the replacement cycle of devices to maintain up-to-date technology equipment in all schools for teachers, students, and staff.
5. Supply new and innovative equipment to ensure students have the best opportunities for success in the ever-changing world.
6. Continue to add laptop carts and devices to each building so that a 1:1 ratio of devices to students can be achieved in grades 6-12 by 2022-2023 school year and lap top carts are available in all core curricula classrooms.



Academic Excellence

Increase the class offerings across the curriculum, most specifically in Career and Technical Education, Early Post-Secondary Opportunities, and Excellence in Intervention

1. Add additional CTE classes as needed based on the demands of industry in Obion County and Northwest Tennessee.
2. Increase Early Post-Secondary Opportunities by adding additional Dual Enrollment, Statewide Dual Credit, Local Dual Credit, and Advanced Placement classes at both high schools.
3. Continue to monitor and adjust the established CTE Curriculum.
4. Continue the presently established post-secondary program for students with disabilities that concentrates on work-based learning and vocational transitioning for students.
5. Continue the rigorous Tier 1, Tier 2, and Tier 3 intervention practices.
6. Continue to ensure that student-teacher classroom ratios in each building are at a level that promotes a positive learning environment.

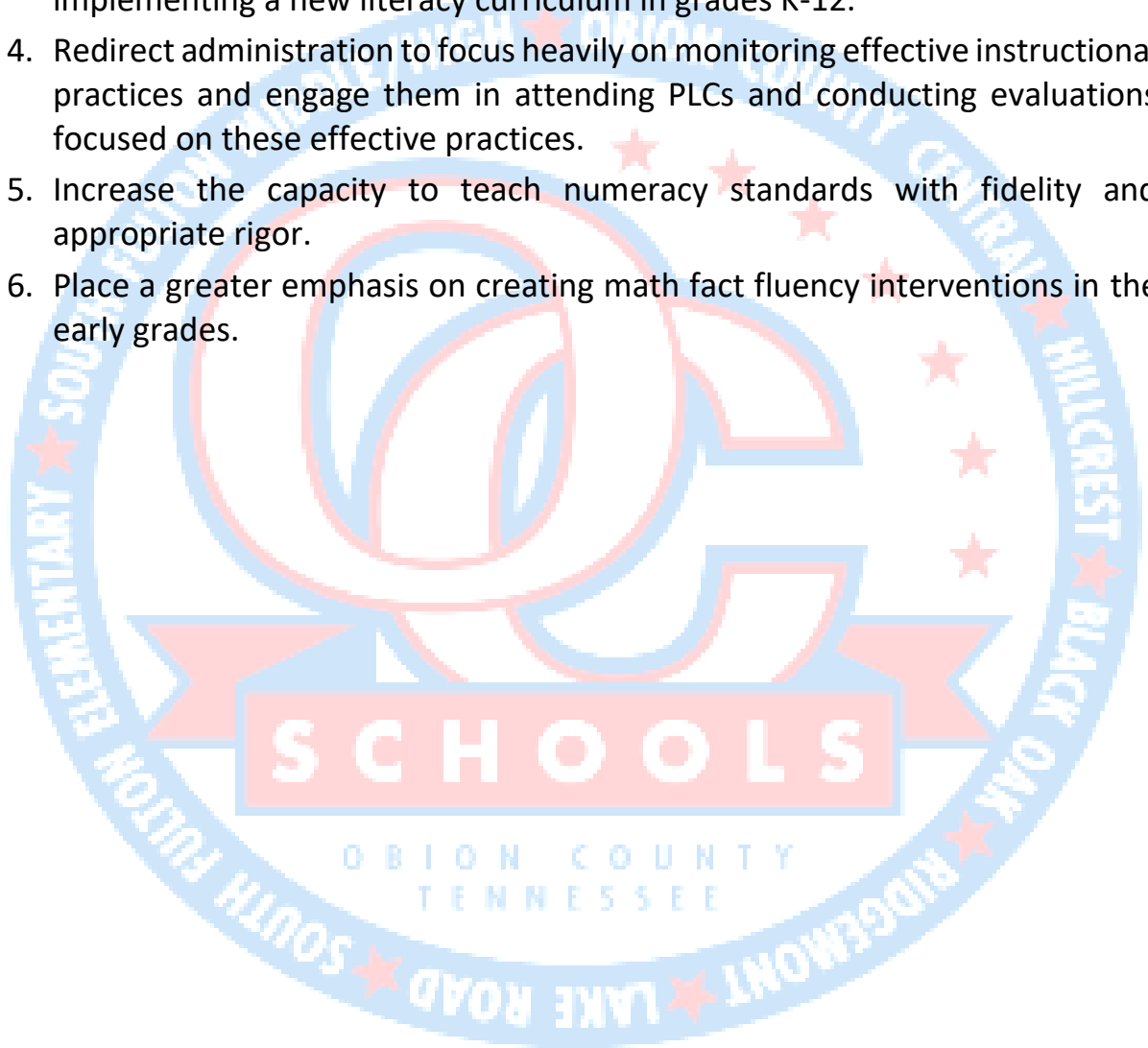
Attain 95% or higher graduation rate for students in Obion County Schools

1. Improve overall attendance to 93% system wide.
2. Provide opportunities for students to develop the skills and knowledge necessary to score a composite score of 21 or higher on the ACT.
3. Provide opportunities that allow 100% of graduates to have 4 or more Early Post-Secondary Opportunities (EPSOs).
4. Provide targeted interventions in English and math for all students who are at risk for not graduating on time and also for students who are struggling in these subjects.
5. Establish a response to intervention behavior program beginning in the 2020-2021 school year.
6. Ensure that all students receive the support necessary for them to enter post-secondary institutions.
7. Continue to conduct a freshman orientation to educate students in the areas of elective focus, EPSOs, CTE, and all graduation requirements available in high school.

Preparing Students for the Challenges of Tomorrow

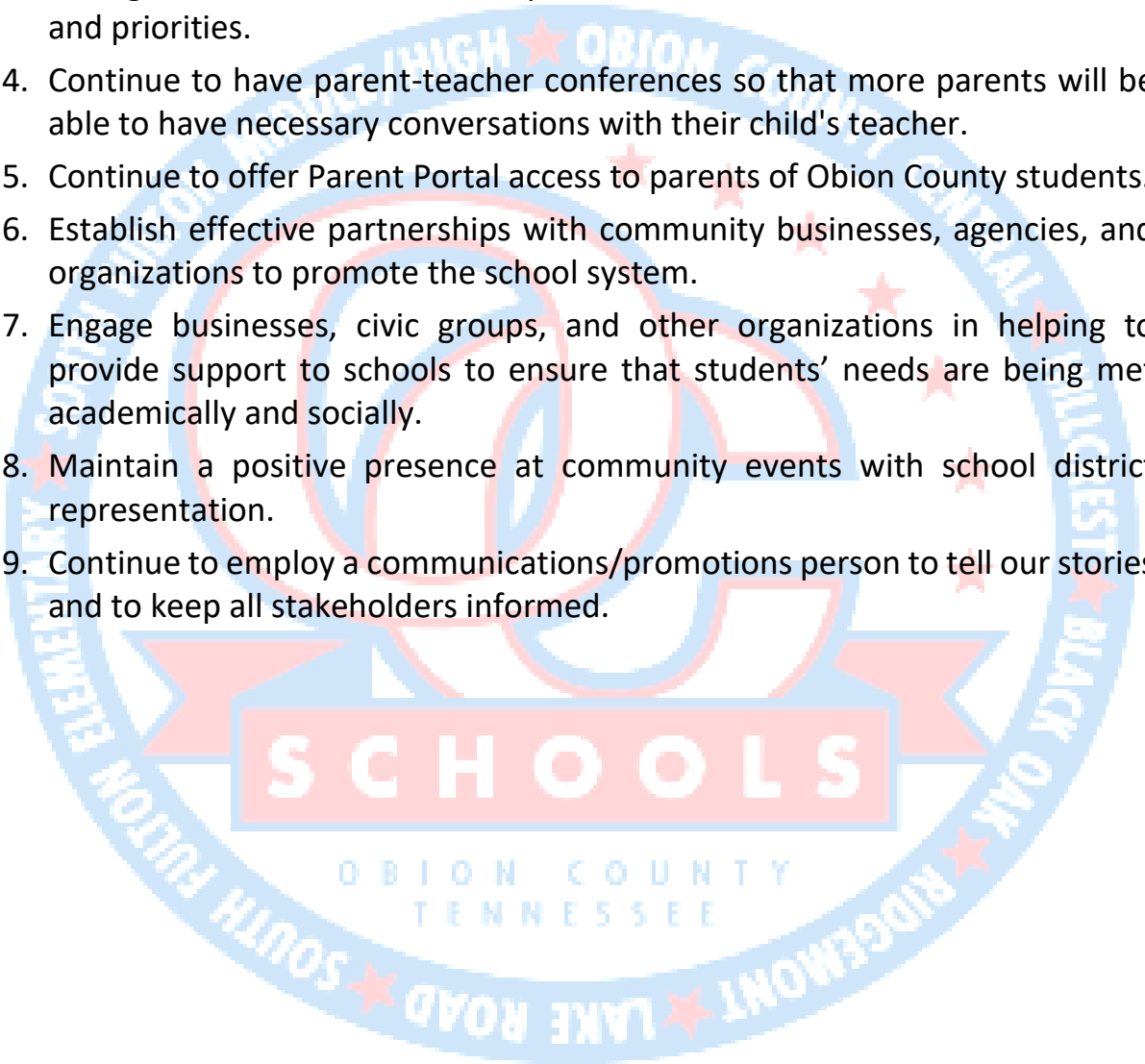
Improve literacy and numeracy skills for all students

1. Increase the capacity to teach literacy standards in all subject areas with fidelity and appropriate rigor.
2. Continue district-wide leadership Professional Learning Communities (PLCs) for on-going collaboration and support.
3. Prepare for ongoing professional learning for all teachers related to implementing a new literacy curriculum in grades K-12.
4. Redirect administration to focus heavily on monitoring effective instructional practices and engage them in attending PLCs and conducting evaluations focused on these effective practices.
5. Increase the capacity to teach numeracy standards with fidelity and appropriate rigor.
6. Place a greater emphasis on creating math fact fluency interventions in the early grades.



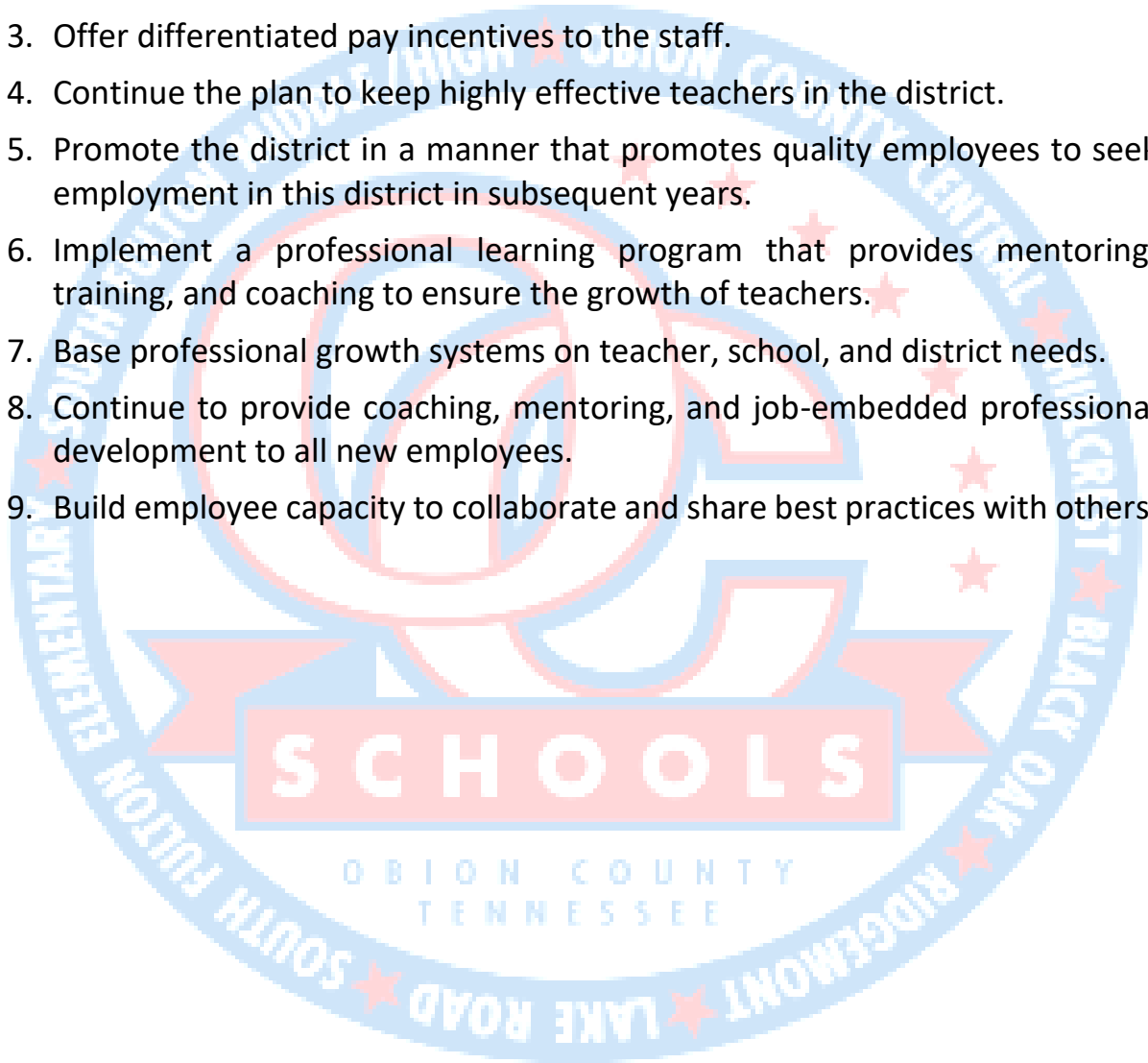
Stakeholder Engagement

1. Establish communication with parents to ensure a smooth transition for their students from grade level to grade level as they move from school to school.
2. Use results from parent surveys to assess how schools are communicating with and engaging parents in the academic process.
3. Strengthen communication with parents about school and district initiatives and priorities.
4. Continue to have parent-teacher conferences so that more parents will be able to have necessary conversations with their child's teacher.
5. Continue to offer Parent Portal access to parents of Obion County students.
6. Establish effective partnerships with community businesses, agencies, and organizations to promote the school system.
7. Engage businesses, civic groups, and other organizations in helping to provide support to schools to ensure that students' needs are being met academically and socially.
8. Maintain a positive presence at community events with school district representation.
9. Continue to employ a communications/promotions person to tell our stories and to keep all stakeholders informed.



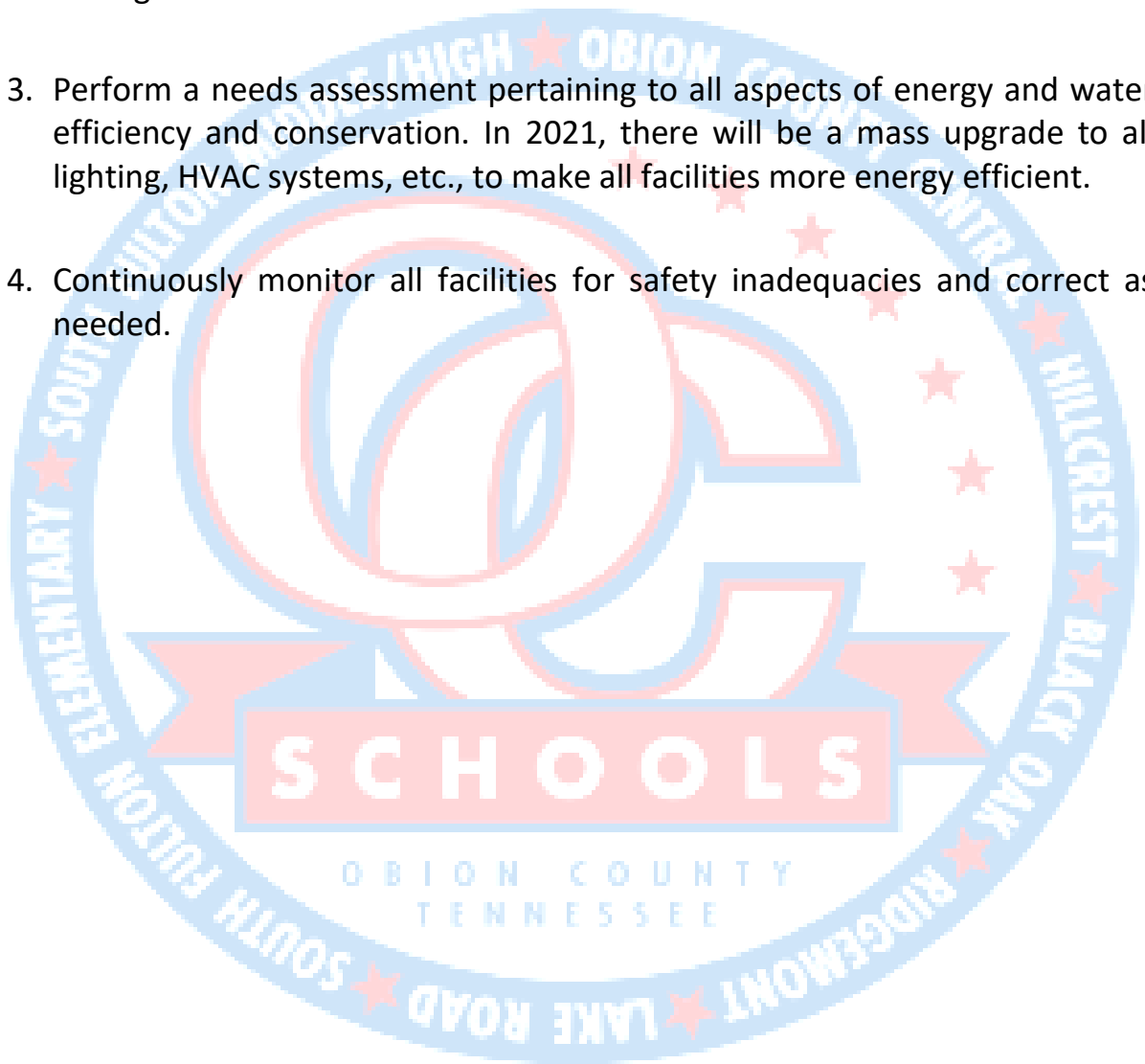
Human Capital

1. Develop a plan to promote employment in the school district and recruit, hire, and retain highly effective employees with an emphasis on recruiting highly effective minority employees.
2. Develop a financial plan to offer salaries and benefits packages that are competitive with surrounding districts in subsequent years.
3. Offer differentiated pay incentives to the staff.
4. Continue the plan to keep highly effective teachers in the district.
5. Promote the district in a manner that promotes quality employees to seek employment in this district in subsequent years.
6. Implement a professional learning program that provides mentoring, training, and coaching to ensure the growth of teachers.
7. Base professional growth systems on teacher, school, and district needs.
8. Continue to provide coaching, mentoring, and job-embedded professional development to all new employees.
9. Build employee capacity to collaborate and share best practices with others.



Facilities

1. Continue to partner with the Obion County Sheriff's Department to provide full time School Resource Officers (SROs) for the school district.
2. Continuously monitor and maintain primary and secondary structures throughout the school district.
3. Perform a needs assessment pertaining to all aspects of energy and water efficiency and conservation. In 2021, there will be a mass upgrade to all lighting, HVAC systems, etc., to make all facilities more energy efficient.
4. Continuously monitor all facilities for safety inadequacies and correct as needed.



Conclusion

Obion County Schools is fortunate to have committed board members, highly qualified administrative personnel, capable and enthusiastic teachers and support persons, as well as great students. Numerous positive programs are already in place with opportunities for more in a future that is filled with potential.

Improvement must always be sought in every facet of operations and the current status must never be taken for granted. Continuously striving to obtain resources not only to maintain our current status, but also improve on it must be the goal for all.

The success of this strategic plan will rely on the involvement of all partners from family, volunteers, community leaders, education advocates, government leaders, and many other stakeholders. With continued commitment and passion for the goals from all parties involved, Obion County Schools can ensure that its students will not only succeed but thrive in academics and adulthood.

