

Gulf Shores City Schools Make Waves Strategic Plan



Purpose

The purpose of Gulf Shores City Schools is to provide engaging learning environments, rigorous academics, and to incorporate the unique resources of our community to empower all students to achieve success.

Core Values

The Gulf Shores City Schools community, comprising The Board of Education, administrators, teachers, school staff, parents, students, and community members, has high expectations and standards for all students. The GSCS community challenges and inspires its students to become creative and critical thinkers who make ethical choices, to work both independently and collaboratively to solve problems, to become life-long learners and responsible citizens in a democratic society, and to be prepared for the demands of a highly technological and global community. We are dedicated to continuous improvement and are committed to maintaining the flexibility necessary to anticipate and respond to a changing world.

Beliefs

- Promoting rigorous, comprehensive, and relevant curriculum that prepares students to become productive citizens and lifelong learners.
- Developing self-reliance by incorporating the student's physical, mental, emotional, and social well-being into the teaching/learning environment.
- Fostering inclusive, engaging members of society, and encouraging critical and creative thinking.
- Recruiting and emboldening the best and the brightest faculty and staff and rewarding innovation and collaboration.
- Instilling a sense of pride in our schools by engaging the Gulf Shores community in the educational



Safe, Positive and Supportive Learning Environments

Create opportunities, and achieve and sustain safe, healthy, welcoming learning environments and operations in the educational environment along with being equipped to meet the unique academic, social and emotional needs of all students.

- Ensure facilities will meet or exceed safety and security standards on an annual basis as measured by ?
- Support schools and their respective programs to be equipped with the tools and resources needed to create safe and healthy learning environments for all students.
- Provide a safe transportation system traveling mornings and afternoons to/from school along with traveling to extra-curricular activities.
- Ensure a safe transportation pattern for stakeholders to/from school.
- Provide programs to support health and safety, technology, ensure the cafeteria has healthy food services, nurses are equipped with needed supplies, and SRO officers are always aware of their surroundings.
- Provide a safe and secure learning environment for all students.



Thriving Students - Excellence in High-Quality Instruction

Facilitate learning experiences grounded with high expectations, a robust developmentally appropriate curriculum, networks of care, and student curiosity to ensure academic and social-emotional development for all students while eliminating opportunity, access, and achievement gaps.

- Communicate the importance of early learning and its role in the growth, development, readiness, literacy, and overall academic success of young children.
- Promote leadership development among teachers and leaders by providing capacity-building opportunities for those who have the knowledge, skills, and dispositions to improve achievement and outcomes for all students.
- Deliver impactful, rigorous, standards-based, culturally responsive, and inclusive instruction supported by high-quality, well-rounded curricular, instructional materials, and technology in all content areas.
- Implement system and social improvement processes and monitor assessment data to evaluate the fidelity and success that result in improved instructional practice and high levels of student academic achievement.
- Implement a K-12 vertically and horizontally aligned curriculum that prepares students for academic and career success.
- Ensure all students have access to a safe and positive learning environment resulting in healthy social development, increased academic outcomes, improved graduation rates, and multiple pathways for college and career readiness for all students.
- Support best practices and continuous quality improvement, including an emphasis on equity and diversity in order to support student learning while also addressing remote and blended learning.
- Deliver well-rounded, inspiring educational and enrichment experiences to instill and maintain a love of learning.



Committed, Impactful and Engaging Great Educators

Attract, develop, employ, support, and retain highly effective educators, staff, and school leaders through investment in all employees, encouraging innovation, and celebrating success who provide educational opportunities for all students.

- Recruit diversified and highly motivated, professional, innovative and qualified personnel.
- Cultivate collaborative partnerships with colleges, universities, and community leaders to attract a diverse and highly qualified staff.
- Identify and support future educators through opportunities given to enhance their educational degrees.
- Develop teachers and leaders through targeted job-embedded professional development and outside professional development.
- Retain employees by providing a competitive compensation package, a safe and supportive work environment, and opportunities for growth.



Overall Well-Being and Sense of Belonging

Foster inclusive, safe, systematic, and developmentally social-emotional learning and healthy living framework, arts education, and extra-curricular activities for student learning.

- Design and sustain welcoming, safe, environmentally friendly, affirming, and inclusive learning.
- Provide equitable student access to culturally responsive counseling, mental-health services, and social-emotional skills.
- Promote whole-child well-being through integrated health, social, and emotional resources, and services in all classrooms.
- Provide healthy child development through nutritious meals and promotion of physical activity.
- Implement extra-curricular activities at all schools during the day, after school hours, and during the summer.
- Maintain and incorporate new programs at all schools.
- Ensure outstanding attendance to support consistent in-class learning.



Equitable, Transformative Operational Effectiveness

Manage system growth and develop sustainable and modern facilities, infrastructure, and equipment along with distribution of resources in an equitable manner to transform operational excellence, customer service, and shared accountability.

- Plan for, develop, and maintain quality buildings and grounds to meet the evolving needs of our community and schools.
- Secure and allocate resources to maintain essential programs and services that ensure district quality.
- Sustainably, equitably, and efficiently implement district and school budgets.
- Leverage technology and digital tools efficiently and effectively.
- Modernize facilities and technological infrastructure.
- Develop comprehensive data-driven systems to inform decision-making.



Affirming and Empowering Stakeholders

Develop a culturally responsive environment that will produce meaningful communication, foster collaboration, and develop relationships with all stakeholders to build trust across the school community.

- Increase family engagement for all GSCS families in our schools and programs.
- Promote community and business engagement in our district and schools.
- Provide consistent opportunities for students, parents, and community members to provide feedback to the district.
- Strengthen relationships between families, students, and their schools to improve student success.
- Provide clear, consistent, and accessible information to the community.
- Lead and leverage our role as an impactful, key member of local, state, national, and global communities.
- Honor and act upon the perspectives of students and everyone we serve.
- Make Gulf Shores City Schools the district of choice for families.

||| MAKE WAVES! |||

