

PUTNAM COUNTY COLLEGE AND CAREER ACADEMY STRATEGIC PLAN

Our mission is to create a career pipeline that contributes to the economic development and quality of life in the Central Georgia Region through innovative academic rigor, technical skills, and employability skills training.

GOALS

PCCA Goal 1: Cultivate Academic Excellence for All	PCCA Goal 2: Establish a Culture of Student Support	PCCA Goal 3: Prepare and Empower Leaders and Staff	PCCA Goal 4: Design a Support System
OBJECTIVES			
<p>1a. Collaborate with business and industry to ensure program offerings and curriculum are customized to meet student needs.</p> <p>1b. Assure certificates earned are those needed for students to obtain employment.</p> <p>1c. Collaborate with employers to identify work-based learning opportunities for students and faculty/staff.</p>	<p>2a. Encourage student participation in career and technical student organizations.</p> <p>2b. Adopt and implement a plan to increase student enrollment and success in courses that offer dual enrollment.</p> <p>2c. Establish curriculum and activities that promote the success of students in the work force, including soft skills/employability skills.</p>	<p>3a. Adopt a strategic plan that addresses PCCA specific interim and long-term goals and review progress.</p> <p>3b. Establish a process to ensure a high degree of collaboration between PCCA Governing Board and PCCSS Board of Education.</p> <p>3c. Implement marketing plan that includes an easily accessible website and social media platform that targets both current and prospective students, businesses and industries, and the local community.</p>	<p>4a. Ensure the majority of the governing board members represent business and industry.</p> <p>4b. Align budget priorities with the strategic plan.</p> <p>4c. Ensure PCCA has a written mission statement that is focused on workforce development and student success.</p>
ANNUAL PERFORMANCE MEASURES			
<p>1a. Annual review of collaborations with local and regional industry and businesses.</p> <p>1b. Annual review of certifications that are available in each pathway to make decisions on what would most benefit students.</p> <p>1c. WBL site visit log.</p>	<p>2a. Student club opportunities and students' yearly participation.</p> <p>2b. Dual Enrollment opportunities and yearly participation.</p> <p>2c. Review of workforce unit taught in each pathway yearly.</p>	<p>3a. Annual review and update of strategic plan.</p> <p>3b. Annual review of process.</p> <p>3c. Annual review of marketing plan by various stakeholders.</p>	<p>4a. Systematic yearly check of board and what business and industries are represented.</p> <p>4b. Grant / budget yearly review</p> <p>4c. Yearly mission statement review with PCCA board.</p>

Strategies

Goal 1: Cultivate Academic Excellence for All

1. **Personalized Learning:** Tailoring education to meet the individual needs, skills, and interests of each student. This can involve differentiated instruction, adaptive learning technologies, and personalized learning plans.
2. **High-Quality Teaching:** Ensuring that teachers are well-trained, supported, and continuously improving their skills. Professional development and collaborative teaching practices can enhance the quality of instruction.
3. **Inclusive Education:** Creating an inclusive environment where all students, regardless of their background or abilities, feel valued and supported. This includes providing resources for students with special needs and promoting diversity and equity in the classroom.
4. **Engaging Curriculum:** Developing a curriculum that is relevant, challenging, and engaging for students. Incorporating project-based learning, real-world applications, and interdisciplinary approaches can make learning more meaningful.
5. **Parental and Community Involvement:** Encouraging active participation from parents and the community in the educational process. This can include regular communication, volunteer opportunities, and partnerships with local organizations.
6. **Data-Driven Decision Making:** Using data to inform instructional practices and identify areas for improvement. Regular assessments and feedback can help track student progress and adjust strategies as needed.
7. **Supportive Learning Environment:** Creating a safe and supportive school culture where students feel emotionally and physically secure. Positive behavior interventions, mental health resources, and a focus on social-emotional learning are crucial.

Goal 2: Establish a Culture of Student Support

1. **Open Communication:** Encourage open lines of communication between students, teachers, and parents. Regular check-ins and feedback sessions can help identify and address student needs promptly.
2. **Mentorship Programs:** Implement mentorship programs where older students or staff members provide guidance and support to younger students. This can help build confidence and a sense of belonging.
3. **Accessible Resources:** Ensure that students have access to the resources they need, such as tutoring, counseling, and extracurricular activities. Providing these resources can help students overcome challenges and succeed academically.
4. **Positive Relationships:** Foster positive relationships between students and staff. Teachers and administrators should be approachable and supportive, creating an environment where students feel comfortable seeking help.
5. **Recognition and Rewards:** Recognize and celebrate student achievements, both big and small. This can motivate students to strive for excellence and feel valued for their efforts.
6. **Inclusive Practices:** Promote inclusivity by ensuring that all students, regardless of their background or abilities, feel welcomed and supported. This includes accommodating diverse learning styles and providing support for students with special needs.
7. **Social-Emotional Learning (SEL):** Integrate SEL into the curriculum to help students develop skills like empathy, resilience, and self-regulation. These skills are essential for academic and personal success.
8. **Safe Environment:** Create a safe and supportive school environment where students feel physically and emotionally secure. Anti-bullying programs and mental health resources are key components.

Goal 3: Prepare and Empower Leaders and Staff

1. **Professional Development:** Offer ongoing professional development opportunities that are relevant and practical. This can include workshops, seminars, and online courses focused on the latest educational practices and leadership skills.
2. **Leadership Training:** Provide specific training programs for current and aspiring leaders. These programs should cover topics such as strategic planning, team management, and effective communication.
3. **Mentorship and Coaching:** Establish mentorship and coaching programs where experienced leaders can guide and support newer staff members. This helps build confidence and competence in leadership roles.
4. **Collaborative Culture:** Foster a culture of collaboration where staff members feel valued and empowered to share ideas and best practices. Regular team meetings and collaborative projects can enhance this culture.
5. **Empowerment through Autonomy:** Give leaders and staff the autonomy to make decisions and take initiative in their roles. This can increase job satisfaction and encourage innovative thinking.
6. **Recognition and Rewards:** Recognize and reward the efforts and achievements of leaders and staff. This can be through formal awards, public acknowledgment, or other incentives that show appreciation for their hard work.
7. **Clear Vision and Goals:** Ensure that all leaders and staff are aligned with the school's vision and goals. Clear communication of expectations and objectives helps everyone work towards common aims.
8. **Supportive Environment:** Create a supportive environment where leaders and staff feel comfortable seeking help and resources. This includes providing access to mental health resources and promoting work-life balance.

Goal 4: Design a Support System

1. **Academic Support:** Offer one-on-one or group tutoring sessions for students who need extra help in specific subjects and establish centers where students can access learning materials, technology, and academic counseling.
2. **Social-Emotional Support:** Provide access to school counselors who can help student with personal, social, and academic issues.
3. **Health and Wellness:** Ensure the school environment is safe and welcoming, with anti-bullying policies and a focus on inclusivity.
4. **Parental and Community Involvement:** Partner with local organizations to provide additional resources and opportunities for students and encourage parents and community members to volunteer in various school activities and programs.
5. **Career and College Readiness:** Provide career counseling services to help students explore different career paths and set goals.
6. **College Prep Programs:** Offer programs that prepare students for college, including SAT/ACT prep, college application assistance, and financial aid workshops.
7. **Internships and Job Shadowing:** Facilitate opportunities for students to gain real-world experience through internships and job shadowing.
8. **Access to Technology:** Ensure all students have access to necessary technology, such as laptops and internet connectivity.
9. **Digital Literacy Programs:** Teach students how to use technology effectively and responsibly.
10. **Innovative Learning Tools:** Incorporate innovative tools and platforms that enhance learning and engagement.