

Anniston City Schools Strategic Plan

2020-2025



Curriculum, Instruction & Assessment

Provide educational opportunities to ensure all students achieve high academic growth

Objective 1:

Instructional personnel will implement highly effective, research-based curriculum, instruction and assessment practices.

Action Steps:

- A. Staff Teams will participate in professional development on data interpretation, alignment of standards with curriculum, learning targets, interventions, accelerated learning, and teacher effectiveness.
- B. Instructional/Reading Coaches and Lead Teachers will Facilitate monthly grade level/ subject area professional development meetings with teachers.
FOCUS::
 - a.) The Four Essential Questions of Professional Learning Community (PLC)
 - b.) Curriculum implementation, monitoring performance, and feedback
 - c.) Plan for integrating virtual learning resources into the PK-12 curriculum
 - d.) Literacy Integration across the curriculum
 - e.) Monitoring student assessment data

Objective 2:

Graduates will be College and Career Ready

Action Steps:

- A. Increase the percentage of students graduating from high school equal to or greater than the state average.
- B. Promote and expand access to technical and career pathways.
- C. Increase student opportunities connected to higher education through dual enrollment
- D. Increase the number of High School students earning college credit

Objective 3:

The curriculum and related programs will meet the needs of all students.

Action Steps:

- A. Increase instructional programs and related student services that will meet the needs of a diverse student population.
- B. Increase the opportunity for advanced content pathways offered in elementary, middle and high school.
- C. Continue to leverage technology and identify other research-based solutions to integrate personalized learning practices across the curriculum.



Culture and Climate

Operate as a collaborative learning organization through structures that support improved instruction and student learning at all levels

Objective 1:

Close the Achievement Gap

Action Steps:

- A. Implement weekly cabinet meetings to review instructional practices based upon classroom observations, student data, and progress to make instructional adjustments.
- B. Incorporate student achievement data discussions into building administrator's monthly meetings.
- C. Incorporate an RTI Block in Master-Schedule to include:
 - Intervention
 - Enrichment
 - Life Skills Counseling
- D. Develop and pilot standards-based report cards for kindergarten through first grade.

Objective 2:

Implement practices to increase positive perception of schools among families and community members.

Action Steps:

- A. Develop, implement, and monitor consistent effective customer service practices across all schools in the district.
- B. Strengthen and monitor consistent positive school culture and climate practices across all schools in the district.
- C. Expand ongoing collaboration opportunities with businesses, military, faith-based, recreational, civic, and city organizations to benefit students and families.



Family and Community Engagement

Strengthen school, family and community involvement and improved district perception

Objective 1:

Implement a community/ parent information forum.

Action Steps:

- A. The district will support events such as:
 - a. Parent workshops to discuss data, encourage parental participation and provide instructional materials and manipulatives to support and increase student achievement.
 - b. Student-led conferences and student political activities to address identified student concerns.
 - c. Re-establish quarterly community meetings where students and parents are recognized for support in the schools.

Objective 2:

Partner with families to strengthen understanding of academic standards, student progress, social-emotional development support, and the importance of teachers and families working together.

Action Steps:

- A. Continue to develop resources and provide information to families to support their child's education and social-emotional needs.
- B. Continue to use the Internet, social media, and other tools to enhance parent communication and community partnerships



High Quality Personnel

Recruit, Retain and Develop Highly Quality Personnel

Objective 1:

Provide compensation that is competitive with other school districts of similar size and resources in the state.

Action Steps:

- A. Continue to annually assess the district's capacity to offer salary schedule adjustments for all positions.
- B. Continue to annually assess the employee compensation package.

Objective 2:

A. Strengthen the teacher recruitment efforts

Action Steps:

- A. Continue to develop outreach and connections with regional university teacher education programs to engage with talented future teachers early in their university experience.
- B. Continue to explore and implement partnerships with alternative certification programs and pathways.

Objective 3:

Provide effective, research-based, and differentiated professional learning opportunities tied directly to the district strategic plan and aligned to school improvement plans.

Action Steps:

- A. Collaborate across all school departments to develop a five-year professional learning plan aligned to the strategic plan categories and focus areas.
- B. Work with schools to support them in developing differentiated professional learning plans that include implementation follow-up support, job-embedded

professional development, and best practices for effective professional learning communities.

- C. Ensure that district and school professional learning plans include research-based evaluation practices to determine if professional learning is making a difference in employee performance and student achievement.

Objective 4:

Implement ongoing research-based leadership development opportunities for school leaders and support personnel to ensure the retention of high-quality leaders.

Action Steps:

- A. Identify and implement leadership development opportunities for principals, assistant principals, and aspiring principals that will build their capacity as instructional leaders, visionaries, community engagement practitioners, learners, and collaborators.
- B. Develop and implement a research-based teacher leadership program for educators who want to remain in the classroom, lead the learning of their colleagues, and significantly impact education.
- C. Implement ongoing leadership development opportunities for operations and support personnel identified as high-flyers aligned with best practices in business leadership development and the future needs of the school district.

Objective 5:

Continue to provide ongoing support for new teachers and administrators through a comprehensive induction plan.

Action Steps:

- a. Collaborate with new teachers and administrators regularly using face-to-face communities of practice, ongoing coaching, and various virtual strategies to provide support.
- b. Continue to develop and implement an effective mentoring program for new teachers and administrators aligned with mentoring best practices.



Finance and Operations

Ensure fiscal stability through sound financial practices and maintain high-quality school facilities.

Objective 1:

Continue to develop and sustain sound financial management practices, stability, and efficiency based on best practices.

Action Step:

- A. Develop, monitor, and evaluate an annual financial and debt plan aligned to the District Strategic Plan.

Objective 2:

Continue to develop and sustain processes and protocols that make the best use of available resources.

Action Step:

- A. Monitor, evaluate, and update processes as needed to ensure optimum resource availability to support student and staff success.

Objective 3:

School facilities will be safe and inviting places for students, families, staff, and the community.

Action Step:

- A. Monitor and increase safety, cleanliness, and overall appearance of facilities.

Objective 4:

Maintain equipment and infrastructure to support technology integration.

Action Step:

- A. Continue to update servers, switches, bandwidth, wireless capacity, and storage to meet demand as needed.