Houston County Board of Education

HOUSTON COUNTY
SCHOOL DISTRICT
Building Excellence & Success Together

2025-2030

Strategic Plan

Erin Elementary School

Houston County Adult High School

Houston County High School

Houston County Middle School

Houston County Virtual Academy

Tennessee Ridge Elementary School

Finalized 05/14/2025

School Board Members

Jeff Mathis, Chair

Travis Mitchell, Vice Chair

Amanda Fansler

Charlie Ligon

Miller Moore

Sandy Harvey

Wayne Skelton

Strategic Plan Committee Members

Scott Moore

Kelly Brown

Chuck Arnold

Cindy Ryan

Nicole Douglass

Erin Roselli

Robin Fairclough

Josh Rutherford

Rachel Shelton

Teresa Roby

Andrea Martin

Delissa Roby

Jessica Lyle

Finalized 05/14/2025

Cathy Jones

Lorrie Cooksey

Nichole McMillan

Kelley Jones

Michelle Hastings

Ty Mitchell

Angie Sanford

Amanda Dixon

Shannon Rouse

Christie Giardino

Jessi Warfield

Mission Statement

Our school system will provide a quality, progressive education in a positive learning environment.

Vision Statement

Our school system envisions a learning community that inspires and supports all students to:

- **Excel, discover and create**
- **Contribute responsibly to a civil society**
- **Enjoy learning throughout their lives**

Goals

Accountability

Houston County Schools will demonstrate accountability by using all available information to improve student learning.

Facilities

Houston County Schools will provide facilities which are well-maintained, structurally sound and fully operational.

Funding

Houston County Schools will acquire and maximize all available resources.

Health and Safety

Houston County Schools will provide a safe and healthy learning environment for all students and employees.

Instruction

Houston County Schools will provide academic and support programs to meet the needs of all students.

Staff Development

Houston County Schools will maintain a staff development program which will focus on instruction and school leadership through continuous education.

Technology

Houston County Schools will maximize the use of technology to support student learning.

Accountability-Goal 1

Houston County Schools will demonstrate accountability by using all available information to improve student learning.

Strategies:

1. Gather information, interpret and dispense results to appropriate stakeholders
   Implementation: FY25 and ongoing
2. Determine the strengths and weaknesses of the school system's effort to meet accountability standards
   Implementation: FY25 and ongoing
3. Develop action plans to ensure program implementation
   Implementation: FY25 and ongoing

Facilities-Goal 2

Houston County Schools will provide facilities which are well-maintained, structurally sound and fully operational.

Strategies:

1. Develop and implement a county-wide facilities infrastructure improvement schedule
   Implementation: FY25 and ongoing
2. Develop and implement a proactive county-wide maintenance schedule
   Implementation: FY25 and ongoing
3. Support each school's efforts to improve aesthetics of the school grounds
   Implementation: FY25 and ongoing

Funding-Goal 3

Houston County Schools will acquire and maximize all available resources.

Strategies:

1. Communicate the needs of the schools to the community at large through newspaper, public relations and school open houses
   Implementation: FY25 and ongoing
2. Form school-based committees each year to include parents and staff who will prioritize the needs of the school
   Implementation: FY25 and ongoing
3. Apply for available federal and state grants that would support existing local, state and federal funding which currently supports the school system's available budget
   Implementation: FY25 and ongoing

Health and Safety-Goal 4

Houston County Schools will provide a safe and healthy learning environment for all students and employees.

Strategies:

Safety

1. Develop, communicate, and practice critical procedures with local emergency management personnel
   Implementation: FY25 and ongoing
2. Further develop and maintain the SRO program to help build relationships with students, staff, and community
   Implementation: FY25 and ongoing
3. Support and train the Threat Assessment Team members at the district and school level.
   Implementation: FY25 and ongoing

Health

1. Increase awareness and outreach of the Family Resource Center and the support it can provide to families and the community
   Implementation: FY25 and ongoing
2. Utilize the Coordinated School Health program to further develop and refine a comprehensive and seamless system of support for both students and employees that addresses family, school, and community physical and mental health needs
   Implementation: FY25 and ongoing
3. Develop school-based awareness campaigns about risky and potentially dangerous behaviors such as vaping, poor nutrition choices, alcohol, drugs, etc.
   Implementation: FY25 and ongoing

Instruction-Goal 5

Houston County Schools will provide academic and support programs to meet the needs of all students.

Strategies:

1. Provide a curriculum that is aligned with state standards and accountability measures
   Implementation: FY25 and ongoing
2. Analyze assessment data on an ongoing basis to identify student needs in order to provide necessary supports
   Implementation: FY25 and ongoing
3. Encourage parental involvement through school improvement planning, district workshops and teacher/staff awareness
   Implementation: FY25 and ongoing
4. Align student support programs with school improvement plans
   Implementation: FY25 and ongoing
5. Continue to review and support programs in music, art and humanities in order to provide enrichment opportunities for all students
   Implementation: FY25 and ongoing

Staff Development-Goal 6

Houston County Schools will maintain a staff development program which will focus on instruction and school leadership through continuous education.

Strategies:

1. Provide professional development that includes new knowledge and skills in best practices while utilizing periodic follow-up to enhance understanding, give feedback on performance and focus on improved student learning. Align PD activities with identified needs outlined in each school's improvement plan.
   Implementation: FY25 and ongoing
2. Expand approved staff development offerings to utilize current technologies such as distance learning, online learning, training modules and various media formats
   Implementation: FY25 and ongoing
3. Seek grants to secure additional funding for high-quality ongoing staff development opportunities
   Implementation: FY25 and ongoing

Technology-Goal 7

Houston County Schools will maximize the use of technology to support student learning.

Strategies:

1. Focus on technology to improve student learning by:
    a. Aligning K-12 curriculum with state technology standards
    b. Use technology to identify gaps in student learning and analyze assessment data
    c. Use technology that is developmentally appropriate to promote active learning and individualize instruction
    d. Ensure access to assistive technology for students with disabilities
    e. Create and maintain informative/instructional school websites

    Implementation: FY25 and ongoing

2. Develop opportunities for teachers and administrators to become competent in using technology to meet instructional goals
    a. Build the technical capacity within each school to allow teachers to make use of technology for instruction
    b. Increase instructional technology training for teachers
    c. Use network technology to provide expertise and strategies for technical problem solving

    Implementation: FY25 and ongoing

3. Revise/update the technology upgrade/replacement schedule that is device specific for the school system

    Implementation: FY25 and ongoing

2025-2030 Strategic Plan for Houston County Schools

Year 1	Year 2	Year 3	Year 4	Year 5
Second access road to HCHS	Second access road to HCHS	Remove lockers at HCMS	Relocation of FRC/CSH and other district wide personnel	Electric main replacement for HCMS
BOE Security upgrade on front entrance	EES gym floor replacement	Upgrading fire alarm system at TRES	HVAC for 7th and 8th grade hallways	
Upgrading fire alarm system at EES	Upgrading fire alarm system at HCHS	Sewage grinder pump replacement at HCHS	Removal of old window AC units	
Wiring repair for HCHS parking lot lights	Updating bathrooms and water fountains at EES		Art and music as a class or special for elementary schools and art for middle school	
Structured teacher mentoring program	Air conditioning in EES gym* possible TVA grant funded			
	Air conditioning in HCMS gym* possible TVA grant funded			

Finalized 05/14/2025