



Strategic Plan



2025-2028

<https://alexander.k12.nc.us>

Superintendent's Message

It is with great pride and optimism that I share our district's strategic plan with you. This document represents countless hours of collaborative work, thoughtful reflection, and a vision of forward-thinking from teachers, staff, parents, students, and community members who care deeply about the future of education in Alexander County.

The strategies contained within this document will serve as a framework guiding the conversations and implementation of a solid district plan to graduate highly skilled, responsible, productive students. We have four priorities where we will focus our attention:

1. **Instructional Excellence** - We will ensure our curriculum, instructional practices, and assessments are rigorous, aligned with standards, and designed to prepare students for future success.
2. **Comprehensive Student Support** - We will enhance our integrated support services for all students, actively engaging families and community stakeholders to build a cohesive support system that fosters student success.
3. **Operational Effectiveness** - We are committed to efficient resource allocation, maintaining safe learning environments, and implementing systems that support our educational mission.
4. **Professional Growth and Retention** - We will invest in recruiting, developing, and retaining exceptional educators and staff who are equipped to meet the essential needs of our students.

These four priorities will serve as the foundation upon which we build our collective efforts. Our students deserve nothing less than our absolute commitment to excellence in these areas.

I invite you to review the complete strategic plan and find ways to engage with our initiatives. Whether you are a parent, business owner, community member, educator, or student, your involvement is essential to our success. Together, we can create an educational environment where every student thrives.

Thank you for your continued support of Alexander County Schools. I look forward to our journey ahead as we implement this plan and witness the positive impact it will have on our students and community.

With appreciation and commitment,

Bill Griffin Ed.D.
Superintendent
Alexander County Schools





About Alexander County Schools

11 SCHOOLS



- 7 Elementary Schools
- 2 Middle Schools
- 1 High School
Student Success Center
- 1 Early College

**650 CERTIFIED
AND
CLASSIFIED
STAFF**



**SPECIAL
PROGRAMS**



- 48% Economically Disadvantaged
- 19% Exceptional Children
- 9% Academically & Intellectually Gifted
- 4% Multilingual Learner

4,255




**MEALS SERVED
DAILY**

4,200 STUDENTS

- 75% White
- 13% Hispanic/Latino
- 6% Two or More Races
- 4% Black/African-American
- 2% Asian
- <1% American Indian
Alaskan Native
Native Hawaiian
Pacific Islander

2,874



**MILES TRAVELED
DAILY ON 42 BUSES**



School Board

**Robert
Arguelles**
District 1



**Jesse
Bowles**
District 1

**Matthew
Reese**
District 2



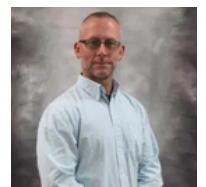
**Josh
Dagenhart**
District 2

**Shannon
Oxentine**
District 3



**Corey
McLain**
District 4

**Anthony
McLain**
District 4





District Focus

Mission

Building a **Legacy** of Excellence



Vision

The Educational Choice for Every Child

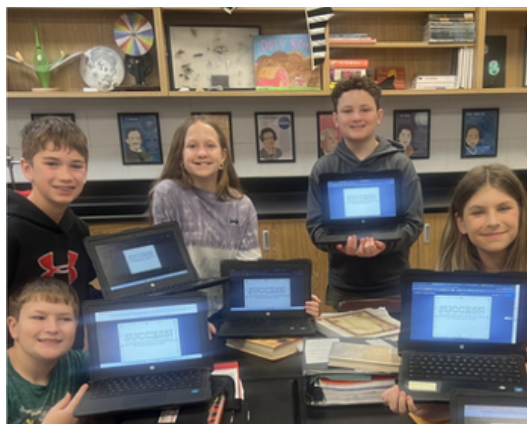


Beliefs & Values

- Establish and nurture a collaborative and safe community.
- Provide a safe, inviting, and healthy school environment.
- Celebrate and promote the accomplishments of students and staff.
- Foster lifelong learning across all disciplines.
- Empower and equip students and staff for high-level achievement.
- Partner with all stakeholders to support student growth.
- Prepare students to be future leaders and contributing members of society.

Priorities

- Instructional Excellence
- Comprehensive Student Support
- Operational Effectiveness
- Professional Growth and Retention





Priority 1: Instructional Excellence

Instructional Excellence is the cornerstone of student success. Our district is committed to fostering high-quality teaching and learning in every classroom by promoting effective instructional practices, using data to drive continuous improvement, and maintaining a strong focus on student outcomes. Through this priority, we aim to ensure that all students are supported, challenged, and prepared for life after graduation.

[Priority 1 is linked to a coordinating action plan.](#)



Goal 1

Improve student growth and proficiency on state and local accountability measures through effective teaching, aligned instructional systems, and responsive use of data.

Goal 2

Build and sustain a culture of instructional excellence that improves school and district performance through collaborative learning, reflective practice, and continuous professional growth.

Goal 3

Increase the district's graduation rate to ensure every student is prepared for postsecondary success through enrollment, enlistment, and/or employment.





Priority 2: Comprehensive Student Support



Comprehensive Student Support is key to ensuring success. Our district is committed to offering a broad range of services addressing the needs of every student. By strengthening family and community engagement, expanding special services, and fostering a positive school culture, we aim to create an environment where all students are supported, challenged, and prepared to excel beyond graduation.

[*Priority 2 is linked to a coordinating action plan.*](#)

Goal 1

Expand and refine a comprehensive system of support that addresses the diverse needs of all learners.

Goal 2

Improve achievement and growth of students with disabilities through evidence-based practices, targeted instruction, and data-informed progress monitoring.

Goal 3

Foster a positive school culture characterized by open communication, collaborative decision-making, and continuous improvement.

Goal 4

Strengthen engagement and partnerships with staff, families, and community agencies to provide coordinated support for all learners.



Priority 3: Operational Effectiveness

Operational Excellence is the foundation of effective school systems. Our district is committed to maintaining a fiscally responsible budget, operating efficient transportation and maintenance services, and investing in technology infrastructure that enhances instruction. We also prioritize the continuous improvement of a secure and supportive learning environment. We aim to create the conditions necessary for teaching and learning to thrive.

[*Priority 3 is linked to a coordinating action plan.*](#)



Goal 1

Maintain a fiscally responsible budget that aligns with the district strategic plan.

Goal 2

Operate an efficient transportation and maintenance department that effectively supports our schools.

Goal 3

Purchase and maintain technology infrastructure and hardware to enhance instruction.

Goal 4

Implement processes and procedures that continuously promote school safety.



Priority 4: Professional Growth and Retention



Professional Growth and Retention are vital to sustaining a high-performing school system. We are committed to recruiting and hiring highly-skilled employees, promoting a positive work culture that encourages long-term retention, and dedicated to cultivating professional capacity and leadership to ensure continuous growth. We aim to build and sustain a talented team that drives success for all students.

[*Priority 4 is linked to a coordinating action plan.*](#)

Goal 1

Recruit and hire highly-skilled and effective employees.

Goal 2

Promote a positive work culture that values and supports staff retention.

Goal 3

Cultivate professional capacity and leadership within the workforce.





Strategic Planning Committee

The 2025 Strategic Planning Committee represented voices from across the district, schools, and community. Each member contributed their time, thoughtful insights, and worked collaboratively to set the focus that will guide Alexander County Schools to build a legacy of excellence.

Committee Members

- Bill Griffin
- Alisha Cloer
- Amy Bowles
- Allie Lackey
- Andrea Robinette
- Bryan Davis
- Crystal Hoke
- Cathy Knepp
- Donald Robinette
- Jessica Anderson
- Jacob Lail
- Kimberly Bishop
- Kelly This
- Matthew Reese
- Michell Moretz
- Sharon Mehaffey
- Kathy Caudle
- Jami Trojanowski
- Denita Dowell-Reavis
- Ashley Mayo
- Amy Daigle
- Paula Cline
- Gary Herman
- Misty Oxentine
- Robert Arguelles
- Chris Meade
- Chris Smith
- Josh Lail
- Joshua Dagenhart
- Emily Haas
- Griffin Duncan
- Lucas Ritchie
- Mike Millsaps
- Mary Brown
- Nathan Hester
- Chad Pennell
- Aaron Wike
- Linda Graham
- Der Holcomb





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