

HALIFAX COUNTY SCHOOLS

STRATEGIC PLAN 2023 - 2028



STUDENT ACHIEVEMENT

- A. Student Proficiency
- B. Student Growth
- C. Graduation Rate

SAFETY, SECURITY, HEALTH & WELLNESS

- A. Safety & Security
- B. Health & Wellness

FISCAL MANAGEMENT & RESOURCE DEVELOPMENT

- A. Facility Improvement
- B. Partnerships
- C. Financial Excellence

GOVERNANCE & LEADERSHIP DEVELOPMENT

- A. Communications & Messaging
- B. Board of Education

HUMAN RESOURCE DEVELOPMENT & MANAGEMENT

- A. Teacher Recruitment & Retention
- B. High Quality Teacher in Every Classroom
- C. Professional Development

Halifax County Schools Strategic Plan Document 2023 - 2028



1. Student Achievement (Portrait of A Graduate Traits: Learner's Mindset, Personal Responsibility, Critical Thinking)

- a. Student Proficiency
 - i. By the end of 2028, 100% of the schools will increase their performance composite by 3-5 points.
- b. Student Growth
 - i. By the end of 2028, 50% of the schools will meet or exceed expected growth.
- c. Graduation Rate
 - i. By the end of 2028, Halifax County Schools will increase its graduation rate by 5%. Baseline = 85.3%

2. Safety, Security, Health and Wellness (Portrait of A Graduate Trait: Adaptability)

- a. Safety and Security
 - i. By the end of 2028, Halifax County Schools will successfully install and fully implement access control systems in 100% of its schools and the district office. This initiative aims to enhance the safety and security of students, staff, and school facilities by ensuring controlled access to school premises, thereby mitigating potential security risks and promoting a secure learning environment.
 - ii. 100% of the schools will upload and implement its School Safety Plan and conduct safety drills by the end of 2028.
- b. Health and Wellness
 - i. By the end of 2028, Halifax County Schools, in collaboration with the Greenleaf Farm, will implement a comprehensive health and wellness program that includes farm-to-school initiatives, educational workshops, and community engagement activities. This program aims to improve the physical and nutritional well-being of students and the broader community while also promoting sustainable and healthy living practices. The goal is to increase the consumption of locally sourced, fresh produce in school meals, enhance nutrition education, and involve the community in farm-related activities, ultimately fostering a healthier and more resilient community.

- ii. By the end of 2028, Halifax County Schools will successfully organize and host at least 5 health initiatives, which may include, but are not limited to, events such as "Tackle the Tar," "I Matter Rally," health workshops, and free sports physicals. These initiatives aim to promote the overall health and well-being of students and the community, fostering a culture of wellness and providing valuable resources and support for a healthier lifestyle

3. Fiscal Management and Resource Development - (Portrait of A Graduate Trait: Adaptability)

a. Facility Improvement

- i. By **Fall of 2027**, the new PreK-8 school will be **fully operational**.
 - Develop support processes for the construction and opening of the New PreK-8 School.
 - Monitor monthly updates from various reopening committees regarding the opening of the new school.
- ii. ESSER Projects
 - By December 2024, 100% of the state-approved ESSER projects will be within 90 to 120 days of completion.

b. Partnerships

- i. Maintain 85% of the existing partnerships
- ii. By the end of 2028, expand new partnership opportunities by 15% to assist with product service, financial stability, resources. (N= 35)

c. Maintain financial excellence

- i. Halifax County Schools will have unmodified audits.
- ii. The continuation of participation in the Certificate of Excellence Award and Annual Comprehensive Financial Report
- iii. Halifax County Schools will maintain a balanced budget annually to ensure greater organizational stability.
- iv. The necessary budget amendments will be presented to the Superintendent and BOE for approval prior to the end of the fiscal year.
 - Implement internal controls and procedures to ensure there are no expenditures in excess of the budget.
 - a. Prepare bank reconciliations on a monthly basis by the 15th of each month
 - b. Adjust the general ledger balances during the fiscal year
 - c. Present the budget resolution for the end of the year to be approved by BOE before the closeout of the fiscal year
 - Monitor program report code expenditures on a monthly basis for compliance with the 10% federal requirement. Amendments will be submitted through the BUD system, as necessary, to ensure compliance with the 10% requirement.

4. Governance and Leadership Development - (Portrait of A Graduate Trait: Communication)

- a. Communications and Messaging
 - i. By the end of 2028, Halifax County Schools will increase its social media following by 5% to enhance community engagement, communication, and support for educational initiatives.
 - ii. By the end of 2028, Halifax County Schools will conduct a minimum of 5 comprehensive community surveys to gather valuable feedback, insights, and input from the local community. These surveys will serve as a means to enhance communication, assess community needs, and make data-driven decisions to improve the quality of education and the overall educational experience for students and stakeholders.
 - iii. By the end of 2028, Halifax County Schools will hold at least 10 community meetings to foster stronger collaboration between the school district and the local community, facilitating open dialogue and engagement on educational matters.
- b. Board of Education
 - i. The Halifax County Board of Education will receive a minimum of 12 clock hours of training every two years to enhance their knowledge, skills, and effectiveness in fulfilling their roles and responsibilities in governing the school district.
 - ii. By the end of each fiscal year, 100% of Board members will attend a minimum of 80% of board meetings and actively participate in at least one committee, demonstrating a commitment to governance excellence that meets and exceeds expectations.

5. Human Resource Development and Management - (Portrait of A Graduate Traits: Collaboration, Empathy)

- a. **Teacher Recruitment and Retention** - By the end of 2028, Halifax County Schools will reduce its teacher turnover rate by a minimum of 10% each year beginning in the 2023-2024 school year by providing mentor and Praxis support to all 1st, 2nd, and 3rd year teachers, as well as increasing the teacher supplement to make the teacher pay more competitive.
 - i. Offers mentor support, coaching support, and resources for all beginning teachers.
 - ii. Provide Praxis support for all beginning teachers in order to help them successfully pass their required assessment.
- b. **High Quality Teacher in Every Classroom** - By the end of 2028, 100% of teachers who are currently employed with Halifax County Schools will be fully licensed
 - i. Monitor all teacher licenses and provide guidance on next steps throughout the entire licensure process.
 - ii. Provide financial assistance for courses taken by the beginning teachers in order to obtain a full teaching license.
 - iii. Provide monthly employment rosters to school level Principals for verification.
 - iv. Maintain control numbers for all staff positions

c. **Professional Development** - By the end of 2028, all new teachers will participate in multiple professional development sessions on each of the following topics in order to provide support for teachers as they begin to build lessons that result in high quality learning:

- How to write clear learning goals,
- How to create intellectually challenging tasks for students,
- How to engage students in active learning,
- How to differentiate instruction,
- How to write exit tickets that evaluate standards,
- How to use data to drive instruction.