

Wilson County Schools

5-Year Strategic Plan

(2025-2030)

School Board Mission

To provide every child with a high-quality education that builds strong character, confidence, and readiness for college, career, and life.

School Board Vision

Wilson County Schools will continue to be a top-performing district in Tennessee, inspiring students to reach their full potential in safe, supportive, and future-ready learning environments.

Student Learning & Achievement

Goals

- Improve literacy proficiency across all grade levels.
- Close achievement gaps while raising overall performance.
- Ensure every graduate is confident, resilient, and college/career ready.

Key Strategies

- Strengthen ELA instruction with districtwide literacy initiatives.
- Expand project-based learning, simulations, and real-world applications.
- Provide targeted interventions, smaller class sizes, and specialty teacher support.
- Expand Career and Technical Education (CTE) opportunities across multiple pathways, ensuring equal access for all students districtwide.

Benchmarks

- Graduation rate $\geq 95\%$.
- 3rd Grade ELA proficiency above state average by 5% or reaching 70% proficiency by 2030 (TISA Goal).
- District growth composite (TVAAS) at a Level 5.
- ACT composite average ≥ 21 .
- College & Career Readiness (College and Career Readiness %) increases annually reaching 65% by 2030.

Timeline

- Years 1–2: Advance literacy across the district using research-driven approaches.
- Years 3–5: Explore a centralized CTE campus and new career pathways to support college and career readiness goals.

Safe & Supportive School Environments

Goals

- Guarantee physical and digital safety across all schools.
- Promote consistent discipline and character development.

Key Strategies

- Install weapons detection systems and enhance access controls.
- Increase K9 units, fencing, and lockdown readiness.
- Launch districtwide bullying/cyberbullying prevention programs.
- Expand PD for bus drivers and staff on student safety.

Benchmarks

- 100% of schools with updated safety technology by Year 3.
- Reduction in bullying/cyberbullying incidents by 20% each year.
- Annual parent/student surveys show $\geq 90\%$ feel schools are safe.

Timeline

- Years 1–2: Implement weapons detection at high schools; expand bullying prevention.
- Years 3–5: Extend safety upgrades to all schools; integrate safety into CTE partnerships.

Teacher & Staff Recruitment, Development & Retention

Goals

- Attract and retain high-quality educators.
- Provide meaningful professional growth and leadership pathways.

Key Strategies

- Increase pay and expand benefits (tiered premiums, HSA options, family discounts).
- Strengthen 'Grow Your Own' pipelines through Teach Wilson County.

- Implement multi-year PD focused on literacy, SPED, behavior, and legal compliance.
- Expand leadership opportunities beyond the principal track.

Benchmarks

- Teacher retention \geq 90%.
- Applicant-to-vacancy ratio increases annually.
- 80% of teachers satisfied with PD opportunities.

Timeline

- Years 1–2: Salary/benefit adjustments, teacher-led PD, launch new pipeline programs.
- Years 3–5: Expand mentoring programs, leadership academies, and non-traditional pathways.

Facilities, Operations & Technology

Goals

- Maintain modern, safe, and well-planned facilities.
- Use technology to support both teaching and operations.

Key Strategies

- Rebuild Watertown Middle and Lakeview Elementary; begin LaGuardo Middle/High planning.
- Implement preventative maintenance schedules and capital priority lists.
- Integrate hands-on technology and real-world simulations into classrooms.
- Expand virtual school opportunities while balancing funding deficits.

Benchmarks

- Preventative maintenance compliance \geq 95%.
- 100% of high-priority capital projects completed on schedule.
- Student engagement survey shows increased satisfaction with technology use.

Timeline

- Years 1–2: Launch Watertown/Lakeview rebuilds, preventative maintenance plan.
- Years 3–5: Complete rebuilds, expand technology integration, establish long-term land/facility strategy.

Family & Community Partnerships

Goals

- Strengthen parent, business, and higher education partnerships.

- Create clear and consistent expectations for family engagement.

Key Strategies

- Expand dual enrollment and remove unnecessary barriers such as GPA.
- Develop cost-sharing CTE centers with local colleges.
- Recognize and celebrate partners regularly.

Benchmarks

- Active business/college partnerships increase by 10% annually.
- Dual enrollment participation rises by 10% annually.
- 80% of parents report feeling engaged in their child's learning.

Timeline

- Years 1–2: Expand parent communication tools.
- Years 3–5: Grow higher ed/CTE partnerships, broaden parent engagement districtwide.

Financial Sustainability & Efficiency

Goals

- Ensure responsible stewardship of district resources.
- Seek new funding streams to support growth.

Key Strategies

- Conduct waste-reduction analysis and quality control for projects.
- Apply proactively for DOE/state grants.
- Explore revenue sources (bus advertising, business partnerships, tax options).
- Advocate for state transportation funding.

Benchmarks

- Annual balanced budget with $\leq 2\%$ variance.
- $\geq \$1\text{M}$ in new grants/revenue streams by Year 5.
- All construction projects meet efficiency and accountability standards.

Timeline

- Years 1–2: Waste-reduction audit, increase grant-seeking capacity.
- Years 3–5: Develop sustainable new revenue streams, expand long-range financial modeling.

Board Accountability & Monitoring

- Quarterly progress updates aligned to defined benchmarks.
- Annual strategic plan review each summer to adjust priorities.
- Mid-year 'pulse checks' on urgent issues like safety, staffing, and finance.
- Public reporting of progress to ensure transparency and community trust.