

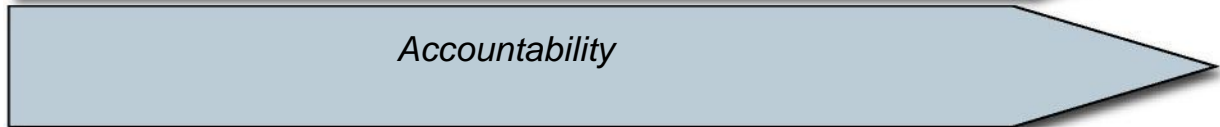
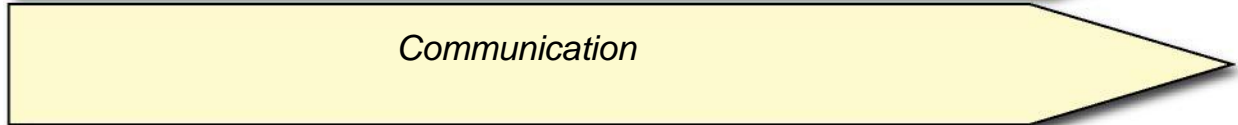
Pickens County Schools Strategic Plan Development Process

Pickens County Schools embarked on a strategic planning process to help chart the district's course for the next 3 - 5 years. Through the strategic planning process, the district's mission and vision was carefully reviewed with a focus on how students learn and what those learning experiences can and should include. Goals, objectives, and an action plan for achieving the vision were developed.

The District collaborated with Dr. Edwin Nichols of ENspire Consulting to develop the plan. The plan was developed through a two-month process that included community meetings, faculty and staff meetings, Strategic Plan Committee meetings, surveys, and interviews. The Strategic Plan Committee was comprised of 41 stakeholders that reflected the racial and gender makeup of the District. The overall objective of this engagement was to focus on facilitating the Pickens County School Board and the Leadership Team through a strategic planning process. The three specific objectives are:

- Create a strategic planning process for the organization that can be used to reach the organization's objectives.
- Ensure that there is a process and method for aligning the organization to the vision, goals and objectives.
- Prepare leadership to support the strategic priorities.

The ENspire Consulting approach to strategic planning includes phases – Assessment, Strategic Planning, Alignment & Development, and Implementation. The approach is detailed in the model on the following page.



**Strategic Plan - Instructional Department One Pager
2020-2025**

Strategic Goal Area: 1. Expanded Electives	
Performance Goal: 1.1 – Fine Arts	<ul style="list-style-type: none"> ● Add additional fine arts programs when financially feasible in order to promote more student involvement ● Ensure that programs are equitable and accessible to all students ● Communicate through a variety of media course offerings
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Conduct a student/staff survey to determine student interests in the fine arts ● Seek ways to integrate fine arts into the existing curriculum ● Seek grant opportunities at the district level for fine arts ● Research the option of virtual art courses for elementary grades 	
Performance Goal: 1.2 – College and Career Center	<ul style="list-style-type: none"> ● Increase the awareness of course offerings at Pickens County College and Career Center ● Ensure that programs are equitable and accessible to all students ● Communicate with all stakeholders regarding the course offerings
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Seek opportunities to increase electives and college prep opportunities (College Prep, Dual Enrollment) ● Continue to improve and implement four year plans to ensure students are work force or college ready ● Evaluate the Crosswalk document seeking to improve the number of Dual Enrollment opportunities and course offerings ● Implement simulated workplace to support student transition services ● Expand partnerships with local businesses for additional career opportunities 	
Performance Goal: 1.3 - Academics	<ul style="list-style-type: none"> ● Ensure that course content and offerings prepare students for college and careers
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Analyze current student data to drive instruction ● Increase the rigor and differentiate instruction in order to reach all students ● Integrate activities into high school advisory programs that focus on career exploration and college preparation (ex: college or career portfolio development) ● Monitor implementation of RtI (how many referred, placed in special education, etc) ● Increase the number of students scoring proficient on state assessments 	

**Performance Goal: 1.4 -
Athletics**

- Ensure that athletics is easily accessible to all student populations

Action Steps

- Research e-gaming (ratings, participation guidelines, expense, etc) to determine if it would be a feasible option for all students but especially for students who are not athletically inclined
- Survey staff/students to determine additional areas of interests (other than baseball, softball, football and basketball)
- Develop a time-line for events to occur if determined a reasonable option

Strategic Goal Area: 2. Facilities

Performance Goal: 2.1 - Safety

- Ensure a safe environment for students, faculty and staff throughout the school day and at school functions

Action Steps:

- Conduct building safety checks including a walk through by the facilities manager
- Conduct scheduled and unscheduled safety drills (fire, tornado and Code Red lockdowns)
- Maintain safety checks of all buses
- Conduct bus evacuation drills
- Maintain and update all school safety plans through the Inside Safety Platform
- Maintain secure entrances through a secure buzz - in system
- Maintain security and supervision at after school functions

Performance Goal: 2.2 - Capital Improvements

- Develop and implement a system to restore, renovate or build new structures that meet the current needs of students, faculty, staff and stakeholders

Action Step:

- Continue with the current capital improvement plan
- Conduct annual reviews of the current facilities and convene capital planning meetings on a regular basis
- Follow the current maintenance cycle and updating as needed while seeking to make improvements to the maintenance plan

Performance Objective: 2.3 - Cleanliness

- Maintain campuses/facilities in a way that demonstrates school pride

Action Step:

- Develop a calendar for specific areas of campus/facilities that need periodic cleaning
- Discuss the cleanliness of the campus with students in order to instill pride in their school
- Conduct regular walk-throughs to monitor cleanliness of each campus/facility

Strategic Goal Area: 3. Academics

**Performance Goal: 3.1
– College and Career**

- Add or enhance programs to improve student achievement when financially possible
- Ensure that programs are equitable and accessible to all students

Action Steps:

- Review the college and career ready data of students to monitor progress to increase the number of students that are college and career ready
- Communicate the process for enrollment for courses at all schools
- Communicate the academic opportunities for all students in the district using various media formats

Performance Goal: 3.2 – Pacing Guides

- Develop pacing guides which will insure that all content areas are taught throughout the school year

Action Steps:

- Create Professional Learning Communities (PLC's) that will work as a team to create pacing guides for each area of study (math, reading, language, science, social studies, technology)
- School-based PLCs will prioritize essential learning standards, learning targets and common assessments
- Monitor student data as pacing guides are implemented throughout the district

Performance Goal: 3.3 - Culture

- Develop a culture where academics is valued

Action Steps:

- Protect instructional time
- Coordinate activities across the district
- Strengthen communication between parents and teachers to maximize support of students

Performance Goal: 3.4 – Professional Development

- Ensure that professional development is based on best practices

Action Steps:

- Interpret and utilize data when considering quality professional learning needs and opportunities
- Solicit input from teachers in the planning, prioritizing and allocating of professional development
- Encourage teachers to take advantage of professional development opportunities
- Design a support structure that maximizes professional learning and collaboration among colleagues across the district

Strategic Goal Area: 4. Staff

Performance Goal: 4.1 – Retention

- Work to retain certified teachers who are committed to students

Action Steps:

- Build a support system for new teachers including an effective mentoring program
- Supervisors will provide immediate feedback to new teachers regarding their practices in the classroom
- Develop a process for rewarding teachers who go above the limits in meeting the needs of their students (through data, etc) “Teacher Showcase”
- Review teacher retention data to identify areas of concern

Performance Goal: 4.2 – Recruitment

- Ensure that multiple measures are in place to secure and retain high quality teachers

Action Steps:

- Participate in college recruitment fairs to recruit properly certified teachers
- Continue partnerships with local colleges and universities that will allow students to visit through school experiences (student teaching, methods courses)
- Offer scholarships to potential teachers with stipulations in place

Performance Goal: 4.3 - Culture

- Develop a culture where academics is valued

Action Steps:

- Protected instructional time
- Establish a monthly newsletter to inform stakeholders of events in the district
- Work toward providing common planning times across grade levels and subject areas to allow for teacher collaboration
- Conduct a year end survey of teachers who are leaving

Performance Goal: 4.4 - Professionalism

- Ensure that each school board employee acts with professionalism

Action Steps:

- Review the educator code of ethics
- Review the duties and responsibilities
- Develop and review the employee handbook
- Provide policy manuals to all faculty and staff
- Conduct a yearly review of acceptable practices within the school and school district

Strategic Goal Area: 5. Technology	
Performance Goal: 5.1 – Professional Development	<ul style="list-style-type: none"> ● Establish a student-centered learning environment where relevant, purposeful integration of technology promotes the development of responsible, critical thinkers who will contribute to a global market
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Design professional development that supports teacher learning in the area of technology ● Implement Google Classroom across the curriculum to move students and teachers forward in the world of digital teaching and learning ● Review Data Governance Policy with all faculty and staff 	
Performance Goal: 5.2 – Infrastructure	<ul style="list-style-type: none"> ● Ensure that the infrastructure in place will support electronic teaching and learning for all students, teachers and faculty
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Update and maintain infrastructure that can support the electronic needs of the district ● Add additional hubs/bandwidth to sustain additional technological work load (?) 	
Performance Goal: 5.3 - Accessibility	<ul style="list-style-type: none"> ● Ensure that all students have opportunities to utilize technology in a meaningful manner
<p>Action Steps:</p> <ul style="list-style-type: none"> ● Allow students to develop authentic products which demonstrate knowledge of content ● Maintain a schedule to ensure that all students have ample computer time ● Create a plan for replacing outdated computers/software with newer and faster technology 	
Performance Goal: 5.4 - Staffing	<ul style="list-style-type: none"> ● Employ adequate staff to ensure technology is maintained and to support teachers in the use of technology
<p>Action Steps</p> <ul style="list-style-type: none"> ● Notify all teachers of their lab times so that students are given the benefit of using computers on a regular basis ● Have professional development for teachers so that technology is used in a way that will create tech savvy students 	