

# SOCIAL CIRCLE CITY SCHOOLS

STRATEGIC PLAN  
2025-2030



One student. One teacher. One classroom. One legacy.

**ONE CIRCLE**

# Table of Contents



|                          |       |    |
|--------------------------|-------|----|
| Superintendent's Message | _____ | 01 |
| Strategy Development     | _____ | 03 |
| Plan Foundations         | _____ | 06 |
| Portrait of a Graduate   | _____ | 07 |
| Strategic Priorities     | _____ | 08 |
| Measuring What Matters   | _____ | 10 |
| Year 1 Action Plan       | _____ | 11 |

# Our Commitment

## Our 2030 Vision: Prioritize Learning, Connection, Excellence, and Well-Being

We are proud to launch our new five-year strategic plan, built on our unwavering commitment to student success. Guided by the voices of our students, parents, teachers, and community members, we have refined our mission—to create learning experiences that empower each student to succeed in life and make a positive impact on the world. Our Portrait of a Graduate sets a clear direction for the learning experience at Social Circle City Schools, ensuring that education is enriching, engaging, and meaningful. By fostering the key competencies outlined in our portrait, we prepare students for the workforce and civic life. We know success is only possible through collaboration, and we remain committed to transparent, effective communication with our staff, families, and community. Together, we will ensure that every student is prepared for a successful future.



*Together with our students, families, staff, and community, we remain committed to providing meaningful learning experiences that prepare each student to succeed in life and to make a positive impact on the world.*





“Each meeting has provided a welcoming space to share opinions, ideas, and aspirations. Built-in brain breaks help keep our team engaged, and we leave each session feeling inspired and excited for continued growth as we work to better serve our entire school community.”

**- CENTRAL OFFICE LEADER**



# Strategy Development

Each element of our change strategy was shaped by the insights of our community and the expertise of our team. We intentionally created space for honest conversations about where we are, where we hope to be, and how we can improve. As we moved from idea gathering to plan development, we remained committed to circling back and asking, ‘Did we hear you right?’—ensuring that our approach truly reflects the voices and needs of those we serve.

100%

of Plan Foundations and Action Team members agreed that the strategic plan represents the **diverse perspectives** of SCCS staff, students, and the community.

100%

Every Plan Foundations and Action Team member reported that the plan elements they helped co-author are **inspiring**.

99%

of participants in advisory and listening sessions reported having a **meaningful** opportunity to share their insights.

*Each school was represented during input sessions.*

97%

of participants in advisory and listening sessions reported **feeling comfortable** sharing their insights and ideas, even if they differed from the consensus of the group.



“My role requires that I focus most of my days on decision-making about money. Serving on the Action Team has allowed me to see how the decisions I make are connected to educating our children. I think this strategic plan will help us be better for kids, the community, and our staff members.”

**-ACTION TEAM MEMBER**

Community insights gathered during this process were instrumental in developing our plan foundations and identifying strategic goal areas and objectives. Snapshots from our Community Insight Report include:

- 1 ALIGN ACCOUNTABILITY TO COMMUNITY VALUES FOR STUDENT SUCCESS**
- 2 PRIORITIZE STUDENT AND TEACHER WELL-BEING
- 3 MANAGE GROWTH WITH ATTENTION TO COMMUNITY TRUST

**95%**

## A Strong Foundation of Trust

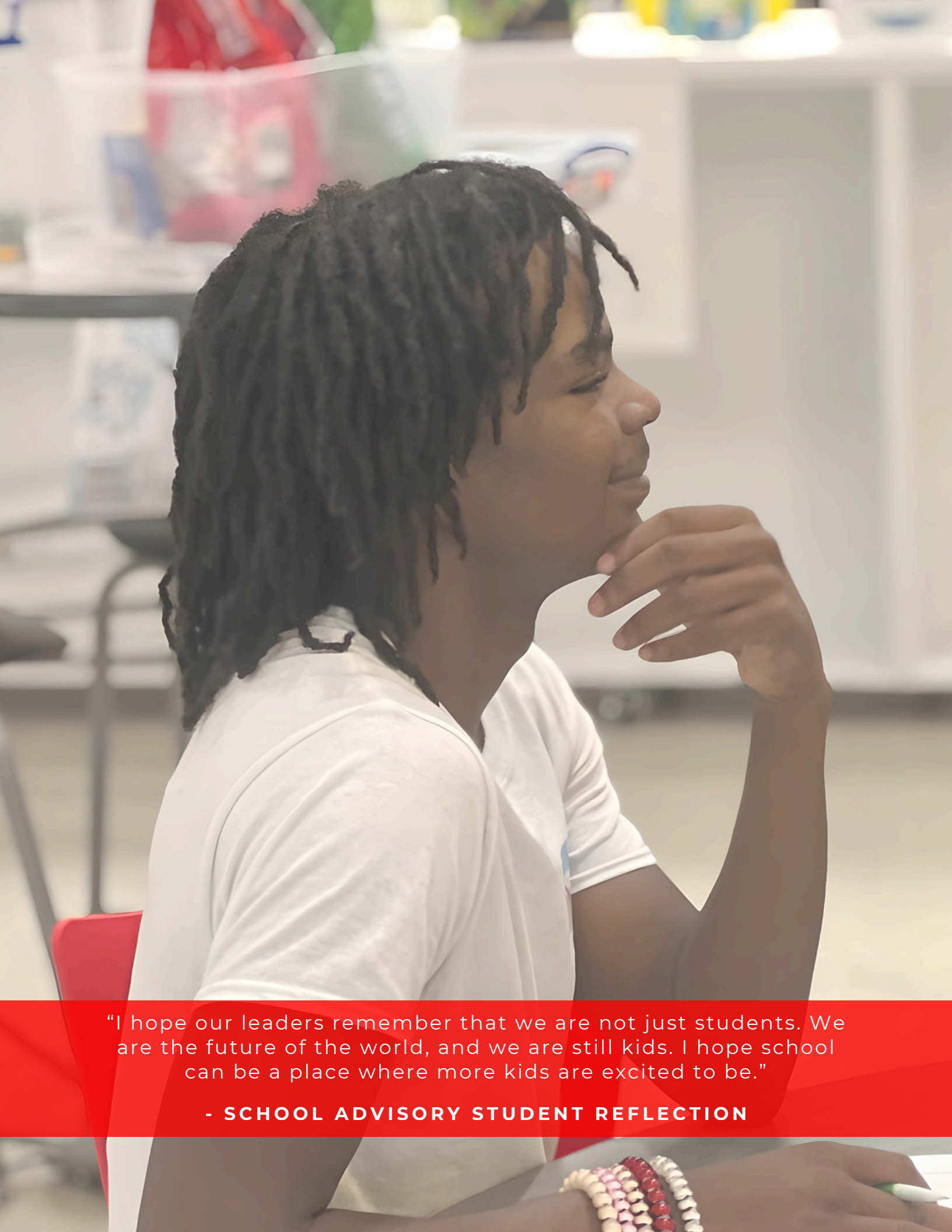
Survey results showed 95% of participants trust Social Circle City Schools as the best choice for their children.



## What our students say...

- Students want leaders to prioritize their well-being, mental health, and daily school experience, including stress levels and the impact of the school environment on their emotional state.
- School leaders should make learning enjoyable and relevant with engaging, hands-on activities that prepare students for the future.
- Students want leaders to support diverse needs, including advanced learners, by fostering an environment accommodating all learning styles and abilities.





"I hope our leaders remember that we are not just students. We are the future of the world, and we are still kids. I hope school can be a place where more kids are excited to be."

**- SCHOOL ADVISORY STUDENT REFLECTION**

# Plan Foundations

Developed in partnership with students, teachers, parents, and civic and business leaders in our community, our 2030 plan foundations include our North Star (vision), our purpose (mission), the beliefs that guide our actions, and a motto to motivate our team and community toward our shared goals.

## Vision

To inspire confident, curious learners who graduate ready to thrive in our community and the world.

## Mission

To create learning experiences that empower each student to succeed in life and make a positive impact on the world.

## We Believe...

- in the **limitless potential** of children and adults
- if people feel **heard, cared for, and challenged**, success will follow
- we are **capable** of **greatness**
- each learner is **unique**
- we are **better together** than we are apart
- we **grow** from our mistakes
- students are **more than a test score**
- how we define, measure, and share our progress should align with what **matters most to our community**
- our **Portrait of a Graduate** should be reflected in learning experiences

## Motto

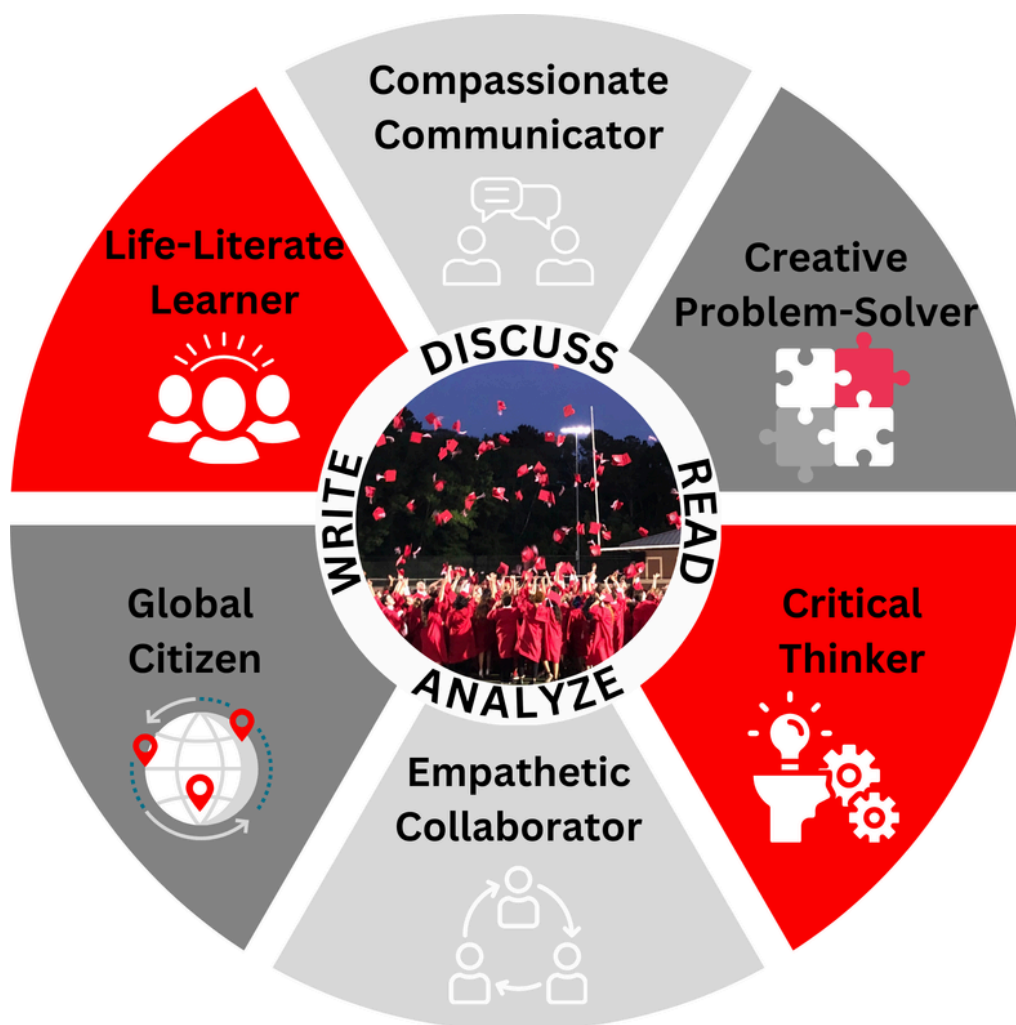
**One student. One teacher.  
One classroom. One legacy.  
ONE CIRCLE**

**“As we grow, our ‘circle’ needs to grow too - to include new neighbors, to meet different workforce demands, and to meet the needs of each student.”**

**-Conversation among Plan Foundations Team,  
October 2024**

# Portrait of a Graduate

We are committed to empowering students with the knowledge, skills, and character needed to succeed in an ever-changing world. Our Portrait of a Graduate defines the essential competencies SCCS students should develop throughout their educational journey. These attributes guide our instructional practices and are embedded within our Strategic Plan to ensure that learning experiences are meaningful, engaging, and future-focused.



## Discover More About Our Portrait of a Graduate

Scan the QR code to learn more about the key competencies that guide student success at SCCS and how they shape learning experiences.





# Strategic Priorities

13 performance objectives

4 goals

1 mission

Our 2025 strategy map was developed with insight from more than 1,500 students, faculty and staff, families, and community members articulating a change theory: If we achieve our stated objectives, we will realize our stated priorities to **STRENGTHEN > CULTIVATE > COMMIT > SUPPORT**

## **STRENGTHEN** STUDENT LEARNING, ENGAGEMENT, AND READINESS

We will **strengthen student learning, engagement, and readiness** if we...

- integrate student voice and choice into learning opportunities
- create experiential, cross-curricular learning opportunities
- ensure relevance and connection of learning to the rapidly evolving job market
- improve the alignment of instruction to students' needs

## **CULTIVATE** COMMUNITY CONNECTIONS

We will **cultivate community connections** if we...

- improve trust and two-way connection with families and stakeholders
- increase opportunities for stakeholders to define and share in district success
- increase student opportunities for community engagement

## **COMMIT** TO SYSTEM EFFECTIVENESS

We will **commit to system effectiveness** if we...

- improve effective communications
- recruit, retain, empower, and inspire well-trained, effective educators
- ensure productive and safe learning environments

## **SUPPORT** STUDENT AND TEACHER WELL-BEING

We will **support student and teacher well-being** if we...

- improve the physical, social, and emotional health of students and staff
- increase students' and teachers' sense of support
- foster belonging and connection



"We are better together and this process brings all SCCS partners together. Our strategy is attentive to all the levels in our school system."

**- PLAN FOUNDATIONS TEAM MEMBER**

# Measuring What Matters

Tracking progress toward our improvement goals is an opportunity for trust-building and truth-telling with our community.

As we move from plan adoption to plan implementation, our performance and progress measures should make it easier - not harder - for our community to understand and appreciate where we are improving and where we still have space to get better.

Our community deserves clear and consistent updates on progress toward our goals. The table below offers a sample of identified plan measures that align with our strategy map and our community's aspirations for success and improvement. Our team will also manage an internal dashboard with a more robust set of measures aligned with each objective in our strategy map.

| Priority Area                                                 | Sample Measures                                                                                                                                                                                                                                                                                                                                                             | Success Looks Like...                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strengthen Student Learning, Engagement, and Readiness</b> | <ul style="list-style-type: none"><li>• Improved student engagement</li><li>• Student academic growth</li><li>• Increased real-world application</li></ul>                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• More student ownership of learning</li><li>• Improved critical-thinking skills</li><li>• More cross-disciplinary and real-world problem-solving opportunities</li><li>• More partnerships and integrations with industry</li></ul>                                                                                                                                     |
| <b>Cultivate Community Connections</b>                        | <ul style="list-style-type: none"><li>• Maintained community trust</li><li>• Reduction in SCCS withdrawals</li><li>• Increased percentage of students participating in community and civic opportunities</li></ul>                                                                                                                                                          | <ul style="list-style-type: none"><li>• Growth in trust measures</li><li>• Families choosing SCCS</li><li>• Increased student awareness of community opportunities</li></ul>                                                                                                                                                                                                                                   |
| <b>Commit to System Effectiveness</b>                         | <ul style="list-style-type: none"><li>• Improvement in staff satisfaction with leadership effectiveness and efficiency with concern resolution</li><li>• Growth in staff retention</li><li>• Increased stakeholder satisfaction with critical operations (e.g., safety, transportation, financial management)</li><li>• Enhanced communication with the community</li></ul> | <ul style="list-style-type: none"><li>• High participation rates in professional learning</li><li>• Fully staffed with highly qualified educators</li><li>• Schools are safe and well-maintained</li><li>• Bus and carpool systems meet student and family needs</li><li>• The community feels well-informed and connected</li><li>• Communications are consistent with families across the district</li></ul> |
| <b>Support Student and Teacher Well-Being</b>                 | <ul style="list-style-type: none"><li>• Improved student absenteeism and reported excitement to attend school</li><li>• Improved working conditions for educators</li><li>• Increased engagement in extracurriculars</li></ul>                                                                                                                                              | <ul style="list-style-type: none"><li>• Improved attendance</li><li>• Students and teachers report connections and belonging at school</li><li>• Protected educator time to design learning</li><li>• Students with access and engagement in athletics, arts, and community-connected academics</li></ul>                                                                                                      |



# Year 1 Action Plan

## *Where do we go from here?*

Our team is already identifying critical Year 1 initiatives to jumpstart progress toward our objectives.

Below is a sample of key initiatives and how we expect each to advance our aspirations for learning, community connection, system effectiveness, and well-being.

### **Strengthen** Student Learning, Engagement, and Readiness

- Facilitate industry collaborations on project-based learning opportunities
- Audit technology use in the classroom and realign to best practices
- Increase student reflection opportunities through journals, presentations, and portfolios

### **Cultivate** Community Connections

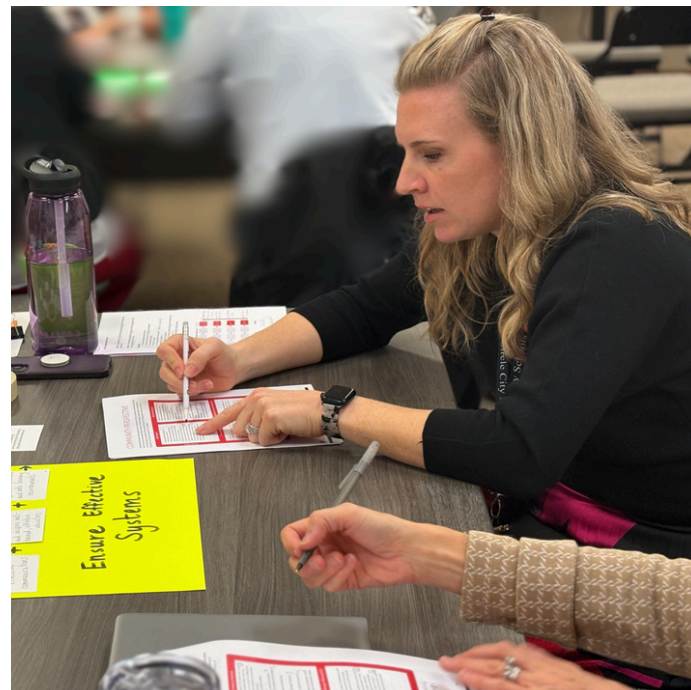
- Assess trust levels among school stakeholders
- Grow the percentage of community participation in student exhibitions of learning

### **Commit** to System Effectiveness

- Increase facilitated community connections about the school budget
- Align professional learning to instructional framework and Portrait of a Graduate implementation goals
- Scale implementation of safety management system to improve school safety
- Review and optimize technology systems

### **Support** Student and Teacher Well-Being

- Integrate movement breaks and wellness connections
- Build confidence and agency through student-led activities
- Gather and respond to insights from surveys and advisories





"I always knew Social Circle teachers and leaders cared about me, but really hearing how thoughtful everyone here is has touched me. I'm a senior, and I know students coming up after me are in good hands."

**- PLAN FOUNDATIONS STUDENT TEAM MEMBER**

# ONE CIRCLE

By strengthening learning, cultivating connections, committing to excellence, and supporting well-being, we empower each student, each teacher, and each classroom to create one legacy that shapes the future.

We remain dedicated to fostering a community where students thrive, educators are supported, and families are engaged. Together, we are ONE CIRCLE—united in our mission, vision, and commitment to success.



Follow us on social media to stay informed about district news, events, and student achievements!



[www.socialcircleschools.com](http://www.socialcircleschools.com)



# Acknowledgements



Thank you to each member of our community who joined a community input session, an advisory session, and those who served on our Plan Foundations and Action Teams.

Christy Archer  
Tim Armstrong  
Lilly Bailey  
Ayvah Beckles  
Holly Blake  
Maggie Bonnell  
Dr. Carrie Booher  
Nathan Boyd  
Carly Brewer  
Tiffany Brosius  
Kimberly Burrow  
Alex Callaway  
Pretty Ceruti-Marshall  
Jennifer Chatham  
Nicole Cheney  
Dr. Ryan Clark  
Stacy Cleary  
Yolondias Colquitt  
Jametria Cooper  
Thomas Crompton  
Nicole Cross  
Leilani Crump  
Adler Crutchfield  
Bishop William Davenport  
Amanda Davis

Michael Davis  
Debra Didier  
Heather Dooley  
Justin Drew  
Andrew Dykes  
Ashley Dykes  
Eli Dykes  
Kaelynn Fellows  
Addison Fitzgibbon  
Marcy Florey  
Pam Garrett  
Megan Gordan  
Michelle Grenevitch  
Laela Guy  
Dr. Maria Hargrove  
Jersee Harper  
Audrey Hicks  
Todd Hilton  
Mary Howard  
Hannah Huynh  
Jada Hyman  
Rico Jackson  
Olivet James-Robinson  
Falesia Jenkins  
Anniston Jenkins

Kerry Kendall  
Jennifer Khouli  
River Kirkley  
Patty Marshall  
Addison Martin  
Krista Martin  
Michelle McGowan  
Dr. Chad McGuire  
Ava Middlebrooks  
Dessa Morris  
Taylor Morris  
Sam Orr  
Heather Parkerson  
Ykinna Patmon  
Libby Payne  
Dr. Mamie Phillips  
Cale Prater  
Traysa Price  
Kimberly Ralston  
Claire Ray  
Caden Richardson  
Aaron Robinson  
Sallie Robinson  
Kimberly Russell  
Marcus Ruzek

Morgan Ruzek  
Crystal Sanford  
Sabrina Sanford-Flint  
Mckinsley Sheffield  
Cambree Singleton  
Luke Skrobot  
Laney Starnes  
Karen Still  
Debra Taylor  
Christy Thornton  
Emily Turner  
Alyssa Tweedell  
Chloe Vandenberg  
Elizabeth Von Seggern  
Kirsten Warr  
Dante Watson  
Amanda White  
Kayla Whitley  
Kyle Whitley  
Greg Williams  
Kari Willis  
Ashley Wilson  
Dr. Lisa Wolaver

Facilitation of our Strategic Planning process and the development of this report were supported by Dr. Jennie Welch and Faith Castellano of the Georgia Leadership Institute for School Improvement.

***We thank our Board of Education and the hundreds of additional community members, faculty, and students who shared their perspectives through surveys and faculty meetings.***

Social Circle City Schools  
147 Alcova Drive  
Social Circle, GA 30025  
770-464-2731



To learn more about our strategic planning process, scan the QR code or visit [bit.ly/SCCS2030Insights](https://bit.ly/SCCS2030Insights)