



HOKE COUNTY SCHOOLS

STRATEGIC PLAN

2026/31

"Passion for Learning. Excellence for All."



A MESSAGE FROM THE **SUPERINTENDENT**



Hoke County Community,

It is with great pride and gratitude that I share an important milestone in the future of Hoke County Schools, our newly developed Five-Year Strategic Plan. This plan is more than a document; it is a shared vision created collaboratively with staff, families, students, and community partners. Together, we asked bold questions, examined our current reality, and defined the future our children deserve.

Our shared purpose is grounded in preparing every Hoke County student for success in college, career, and life. We are committed to building a learning environment where all students have opportunity, access, and the support needed to reach their full potential.

Our district's core values—**student-centered decision making, excellence, collaboration, innovation, and integrity**—will anchor every effort and every goal outlined in this plan. These values reflect not only who we are, but who we are becoming as a district committed to excellence.

As a servant leader, my philosophy is simple: I lead from the front, and I am committed to improving student achievement. My goal is not to maintain the status quo, but to elevate every school, every classroom, and every learner. I am determined to make Hoke County Schools one of the best school districts in North Carolina, a place where families choose to live and educators choose to build their careers. A district recognized not only for high expectations and exceptional outcomes, but for being a destination district, and a place where students thrive and staff feel supported, respected, and empowered.

Part of our work includes bringing the district directly to the people. Through expanded family engagement events, such as our new academic showcase, families now have opportunities to meet district leaders, ask questions, gather resources, and make meaningful connections that strengthen the partnership between home and school. We are committed to listening, learning, and working together.

As a Navy veteran, I understand the importance of discipline, service, and perseverance. As a lifelong learner who loves to read and travel, I remain curious, reflective, and open to new ideas. And as a superintendent, I am unwavering in my belief that every child, regardless of background, circumstance, or challenge, deserves a champion.

Our journey is far from finished, but it is moving forward with purpose, unity, and hope. I am honored to serve this community and to continue leading from the front as we build not just a stronger school district, but a stronger future for Hoke County.

Thank you for your partnership, your trust, and your commitment to our students.

The work continues—and the best is yet to come.

With gratitude and determination,

A handwritten signature in black ink that reads "Dr. Kenneth Spells". The signature is fluid and cursive.

Dr. Kenneth Spells
Superintendent, Hoke County Schools

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HOKE COUNTY AT A GLANCE

8,484 STUDENTS



3,907 GRADES K-5
1,991 GRADES 6-8
2,586 GRADES 9-13

1,410 EMPLOYEES



597 TEACHERS
HCS IS THE LARGEST
EMPLOYER IN HOKE COUNTY



55,382 RESIDENTS
5.7% GROWTH
(EXCEEDS STATE
AVERAGE OF 3.1%)
CENSUS REPORT



4,676 INDUSTRY-RECOGNIZED
CREDENTIALS EARNED BY STUDENTS
23 CTE PATHWAYS IN 17 PROGRAMS AVAILABLE
5 SCHOOLS WITH ACTIVE CTE TRACKS
>45% OF QUALIFIED HCS STUDENTS TAKING
COLLEGE CLASSES



DIVERSE
POPULATION

35% BLACK
18% WHITE
28% HISPANIC
6% NATIVE AMERICAN
13% OTHER
25% MILITARY CONNECTED

TY SCHOOLS LANCE

ENTS

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.8%,
RTER, 2023)

D



**14 PURPLE STAR
DESIGNATED SCHOOLS**
COGNIA ACCREDITED
CEP PROVISIONS FOR
NO-COST STUDENT MEALS



14 SCHOOLS

8 ELEMENTARY SCHOOLS
3 MIDDLE SCHOOLS
1 TRADITIONAL HIGH SCHOOL
1 EARLY COLLEGE
1 ALTERNATIVE SCHOOL



PLAN

DEVELOPMENT

The development of the Hoke County Schools Strategic Plan began with our mission and vision at the center: ensuring every student learns in a safe, innovative environment and graduates prepared for college, career, and life. From the outset, we grounded the process in our core values—student-centered decision making, collaboration, excellence, innovation, and integrity—so the plan would reflect both the aspirations of our community and the daily realities of our schools.

To ensure the plan captured a full picture of district needs and opportunities, we gathered feedback from a broad range of stakeholders, including families, students, staff, and local business partners. Their insights shaped early thinking and confirmed the need for rigorous and equitable learning experiences for all students. A cross-functional team representing every school and department and Hoke County School Board members then synthesized this feedback with data, research, and district performance trends. The team also incorporated findings from last year's Cognia accreditation review, which offered an external evaluation of our strengths and improvement areas and reinforced the importance of transparent systems and continuous growth.

Through this collaborative, data-informed process, **five strategic priorities** emerged: strengthening family and community engagement; building leadership capacity and continuous improvement systems; deepening engagement through relevant, rigorous, and equitable instruction; accelerating growth using data-driven supports; and advancing access for all students across programs and pathways.

Together, these priorities provide a **focused** and **forward-looking** roadmap that aligns with our mission, vision, and values and positions every Hoke County student for success.



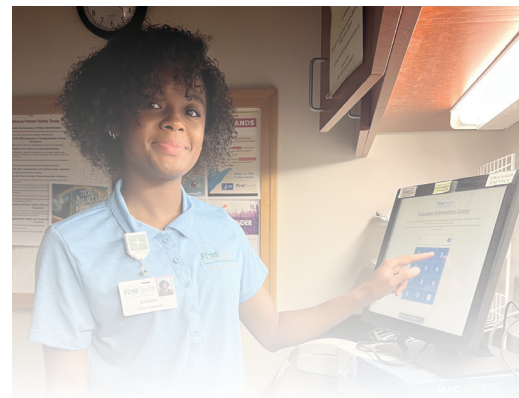


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Leading from the front means being unwavering in commitment to improving student achievement.

Dr. Kenneth Spells, Superintendent
-- The Education Magazine, August 2025





STRATEGIC PLAN

2026-2031

OUR VISION

Every Hoke County student will graduate prepared for **college, career, and life**, guided by **integrity, compassion, and perseverance** to make meaningful contributions to a global society.

OUR MISSION

Hoke County Schools will provide a **safe, nurturing, and innovative** learning environment where all students achieve their full potential through **high expectations, access for all**, and **strong partnerships** with families and the community.

BELIEF STATEMENTS

- Every student deserves access to **rigorous, individualized instruction** provided by **highly-qualified teachers**.
- We provide **continuous improvement** in teaching and learning through **data-driven decision making**, setting performance goals, and strategies to **enhance academic growth**.
- **Families, staff, and community** partners are **essential** to student success.
- **Creative** and **forward-thinking** instructional approaches **prepare students** for future opportunities.
- **Transparency, accountability, and trust** guide our work.

OUR PRIORITIES

Family and Community

- Create clear, consistent two-way communication across all schools.
- Increase family participation in student learning and school life.
- Expand community partnerships to support learning, enrichment, and career awareness.

Leadership and Improvement

- Strengthen leadership development and professional learning.
- Improve staff retention by addressing turnover in critical roles.
- Use data and feedback to drive continuous improvement districtwide.

Deepening Engagement

- Increase student achievement and growth across all subgroups.
- Strengthen instructional practices through data-informed decision-making.
- Ensure equitable access to high-quality, engaging instruction.

Accelerated Growth

- Establish consistent districtwide data practices.
- Strengthen MTSS and targeted interventions for timely student support.
- Increase overall achievement and subgroup growth.

Advanced Access

- Ensure fair, consistent identification and placement practices.
- Expand access to advanced coursework, enrichment, and career pathways.
- Improve family and student understanding of academic and career options.

PRIORITY ONE

FAMILY & COMMUNITY

OVERVIEW & IMPACT

Strengthen Family and Community Engagement focuses on building trust and improving student outcomes through clear, consistent, and meaningful partnerships among schools, families, and community organizations. This priority emphasizes accessible, transparent, and multilingual two-way communication that keeps families informed, engaged, and equipped to support student learning, while establishing shared expectations for how information is communicated across the district.

By 2031, Hoke County Schools will strengthen districtwide communication systems, improve consistency in school-to-family outreach, expand family participation in learning-focused activities, and increase student access to tutoring, internships, and enrichment opportunities through community partnerships—reinforcing alignment, inclusion, and a collective commitment to student success.

PRIORITY GOALS

1

By the end of 2030–2031, Hoke County Schools will increase consistent communication expectations across all schools by 50%, resulting in improved alignment, clarity, and timeliness of information shared with families.

2

By the end of 2030–2031, Hoke County Schools will increase parent participation rates in school-based learning, workshops, and engagement events by 25%.

3

By the end of 2030–2031, Hoke County Schools will increase student access to community tutors, internships, and program-based enrichment experiences by 40%.

4

By the end of 2030–2031, Hoke County Schools will increase family and community satisfaction by 50% districtwide, as measured by district surveys.



How this will impact...

OUR STUDENTS & FAMILIES

Students will benefit from stronger connections between schools, families, and the community through clear communication and increased access to tutoring, enrichment, and real-world learning experiences. Families will benefit from improved two-way, multilingual communication and meaningful opportunities for involvement that build trust and strengthen their ability to support student success.

OUR STAFF

Staff will benefit from clear, consistent communication expectations and stronger collaboration with families and community partners, reducing miscommunication and improving engagement. Expanded partnerships will provide additional supports such as tutors, mentors, and enrichment opportunities, allowing staff to focus more effectively on instruction and student growth.

OUR COMMUNITY

The community will benefit from clearer, more accessible communication that builds trust, confidence, and engagement with Hoke County Schools. Expanded partnerships will allow local organizations and businesses to more actively support students, strengthening school-community connections and helping prepare a more capable future workforce.



GOAL 1

By the end of 2030–2031, Hoke County Schools will increase consistent communication expectations across all schools by 50%, resulting in improved alignment, clarity, and timeliness of information shared with families.

STRATEGIES TO GET THERE

- Develop and implement a districtwide communication protocol that clearly defines expectations for frequency, purpose, and methods at the district, school, and classroom levels.
- Expand family messaging options (email, text, phone, and print) and ensure communication tools are accessible, user-friendly, and multilingual as needed.
- Host quarterly family listening sessions and advisory groups, offering both virtual and in-person participation options to increase access and engagement.

GOAL 2

By the end of 2030–2031, Hoke County Schools will increase parent participation rates in school-based learning, workshops, and engagement events by 25%.

STRATEGIES TO GET THERE

- Develop a Family Resource Center model that offers workshops aligned to family feedback, including financial literacy, social-emotional learning, conflict resolution, curriculum support, and bullying prevention.
- Launch Family Partnership Agreements that promote shared expectations and collaboration between schools and families to support student success.
- Establish a parent volunteer and mentor network to strengthen family involvement and school-community connections.
- Offer tutoring support, family study nights, and digital literacy workshops to address identified needs related to academic support and access to resources.

GOAL 3

By the end of 2030–2031, Hoke County Schools will increase student access to community tutors, internships, and program-based enrichment experiences by 40%.

STRATEGIES TO GET THERE

- Establish tutoring partnerships with Sandhills Community College pre-education students to expand academic support opportunities for students.
- Expand dual enrollment and early college pathways through the Sandhills Promise initiative to increase access to postsecondary experiences.
- Develop career exploration pathways aligned to student interests and workforce needs to increase engagement and real-world learning opportunities.
- Create a districtwide Sustainability Framework for partnerships to ensure alignment to district goals, clear expectations, and consistent impact measurement.

GOAL 4

By the end of 2030–2031, Hoke County Schools will increase family and community satisfaction by 50% districtwide, as measured by district surveys.

STRATEGIES TO GET THERE

- Ensure schools consistently implement welcoming practices, including clear entry procedures, regular family touchpoints, and transparent communication protocols.
- Provide social-emotional learning workshops aligned to family-identified needs, including social skills development, confidence building, emotional regulation, and support systems.
- Establish annual Family and Community Partnership Awards and highlight volunteers, tutors, business partners, and parent leaders through district communication platforms.



PRIORITY TWO

LEADERSHIP & IMPROVEMENT

OVERVIEW & IMPACT

Build Leadership Capacity and Continuous Improvement Systems focuses on developing strong leaders and sustainable systems that support continuous improvement and workforce stability across Hoke County Schools. This priority emphasizes high-quality professional learning, leadership development, and responsive support structures to ensure employees feel valued, supported, and equipped to succeed in their roles.

By addressing turnover in critical positions and using tools such as HR audits, exit interviews, and employee satisfaction surveys to guide improvement, the district will strengthen its workforce, improve retention, and promote informed, data-driven decision-making that supports long-term organizational stability and student success.

PRIORITY GOALS

1

By the end of 2030–2031, Hoke County Schools will increase the district’s teacher retention rate to 80%, as measured by annual HR audits (SOTP), with targeted reductions in turnover among math, science, and Exceptional Children (EC) teachers.

2

By the end of 2030–2031, Hoke County Schools will reduce the overall employee turnover rate by 5%, with focused improvements among teachers, instructional assistants, and bus drivers, as measured by quarterly HR audits, exit interviews, and annual employee satisfaction surveys..

How this will impact...



OUR STUDENTS & FAMILIES

Students and families will benefit from increased stability through the retention of experienced educators, particularly in high-need areas, which strengthens relationships and improves communication. Strong leadership and continuous improvement systems will support consistent, responsive learning environments where students can thrive.

OUR STAFF

Staff will benefit from strengthened leadership development, professional learning, and support systems that promote growth, stability, and job satisfaction. By addressing turnover and responding to employee feedback, the district will foster a supportive environment where staff feel valued, prepared, and committed to long-term service.

OUR COMMUNITY

The community will benefit from stable, high-quality schools where students receive consistent instruction and support. Strong leadership and improved staff retention will build trust and confidence, reinforcing schools as reliable partners in student success and well-being.



GOAL 1

By the end of 2030–2031, Hoke County Schools will increase the district’s teacher retention rate to 80%, as measured by annual HR audits (SOTP), with targeted reductions in turnover among math, science, and Exceptional Children (EC) teachers.

STRATEGIES TO GET THERE

- Create and support leadership pathways for teacher leaders, instructional coaches, and administrators to strengthen internal capacity.
- Implement a structured, year-long mentorship program for all beginning teachers and teachers new to the district, including regular check-ins and feedback cycles.
- Provide Exceptional Children–specific coaching, caseload management tools, and compliance support to reduce workload-related stress and improve retention.



GOAL 2

By the end of 2030–2031, Hoke County Schools will reduce the overall employee turnover rate by 5%, with focused improvements among teachers, instructional assistants, and bus drivers, as measured by quarterly HR audits, exit interviews, and annual employee satisfaction surveys.

STRATEGIES TO GET THERE

- Streamline hiring and onboarding processes to reduce time from application to offer and improve the candidate experience.
- Expand Grow Your Own pathways to support instructional assistants in transitioning into licensed teaching roles.
- Conduct annual employee satisfaction surveys and use results to inform targeted improvements in working conditions, supports, and retention efforts.



PRIORITY THREE

DEEPENING ENGAGEMENT

OVERVIEW & IMPACT

Deepen Engagement of Learning Through Relevant, Rigorous, and Equitable Instruction focuses on ensuring high levels of academic growth for all students by strengthening data-informed instruction and targeted supports. This priority emphasizes professional learning, consistent monitoring of student progress, and responsive instructional practices to ensure every student receives high-quality, engaging instruction aligned to their needs.

Through shared accountability and continuous improvement, the district will ensure that every federally reported student subgroup meets or exceeds expected growth annually. This work supports equitable outcomes, reduces achievement gaps, and promotes sustained academic success across all schools.

PRIORITY GOALS

1

By the end of 2030–2031, Hoke County Schools will increase student proficiency on all NC End-of-Grade and NC End-of-Course assessments by 5% annually.

2

By the end of 2030–2031, 100% of federally reported student subgroups will meet or exceed expected academic growth annually, as measured by state accountability growth data.

3

By the end of 2030–2031, academic achievement data for each federally reported student subgroup will increase by at least 10 percentage points, reducing achievement gaps as evidenced by district Accountability Reporting Data.

4

By the end of 2030–2031, Hoke County Schools will implement a consistent decision-making system that uses multiple data sources to inform instructional and operational decisions, with evidence of data-informed actions documented in 100% of schools and district departments.

How this will impact...

OUR STUDENTS & FAMILIES

Students and families will benefit from instruction that is responsive to student needs and focused on continuous academic growth for all learners. Clear communication about progress and the use of data-driven, targeted supports will build confidence that schools are helping every student succeed.

OUR STAFF

Staff will benefit from strengthened capacity to use data effectively to inform instruction and monitor student growth. Targeted professional learning and ongoing support will help staff respond to student needs, collaborate around improvement efforts, and share accountability for equitable outcomes.

OUR COMMUNITY

The community will benefit from increased confidence in the district's ability to support academic growth for all students. Stronger partnerships and improved student readiness will contribute to a more prepared workforce and greater trust in the district's commitment to excellence.



GOAL 1

By the end of 2030–2031, Hoke County Schools will increase student proficiency on all NC End-of-Grade and NC End-of-Course assessments by 5% annually.

STRATEGIES TO GET THERE

- Strengthen instructional practices by using grade-level or higher complex texts across disciplines and requiring extended writing that includes analysis and evaluation of evidence.
- Provide ongoing professional learning aligned to the science of reading and effective literacy practices across grade levels.
- Monitor implementation of the PreK–12 comprehensive district literacy plan to ensure instructional consistency and fidelity.
- Facilitate collaborative vertical alignment sessions across grade spans to strengthen coherence and progression of learning.
- Develop consistent PreK–12 practices that foster positive academic behaviors and student engagement.

GOAL 2

By the end of 2030–2031, 100% of federally reported student subgroups will meet or exceed expected academic growth annually, as measured by state accountability growth data.

STRATEGIES TO GET THERE

- Provide professional learning focused on data analysis and instructional decision-making to support growth for all student subgroups.
- Deliver targeted, differentiated support to schools based on subgroup performance data and identified needs.
- Implement systematic monitoring of at-risk student subgroups to ensure timely interventions and progress monitoring.
- Provide job-embedded professional development with sustained follow-up in identified areas of instructional need.

GOAL 3

By the end of 2030–2031, academic achievement data for each federally reported student subgroup will increase by at least 10 percentage points, reducing achievement gaps as evidenced by district Accountability Reporting Data.

STRATEGIES TO GET THERE

- Analyze disaggregated achievement data to identify and monitor gaps among federally reported student subgroups.
- Strengthen Tier 1 instruction to ensure equitable access to high-quality teaching and learning across classrooms.
- Implement targeted, data-driven interventions aligned to identified student needs and instructional gaps.
- Align professional learning to subgroup-specific needs and monitor progress through regular data reviews, adjusting supports as necessary.

GOAL 4

By the end of 2030–2031, Hoke County Schools will implement a consistent decision-making system that uses multiple data sources to inform instructional and operational decisions, with evidence of data-informed actions documented in 100% of schools and district departments.

STRATEGIES TO GET THERE

- Implement standardized feedback surveys for students, families, and staff to gather data on instructional quality, engagement, and learning supports, with results reviewed at both school and district levels.
- Establish structured student focus groups to collect qualitative feedback on learning experiences and school climate, using findings to inform instructional planning and school improvement efforts.
- Utilize student interest surveys to inform culturally responsive, relevant, and rigorous instructional practices and guide continuous instructional improvement.



PRIORITY FOUR

ACCELERATED GROWTH

OVERVIEW & IMPACT

Accelerate Growth in Learning Through Data-Driven Instruction and Targeted Support centers on strengthening instruction, intervention, and decision-making so every student receives timely, targeted support to grow and achieve at high levels. This priority establishes consistent, high-quality data practices across all schools to monitor progress, identify needs, and guide instructional and intervention decisions by teachers, leaders, and support staff.

By 2030, Hoke County Schools aims to increase overall student achievement by 15% on the statewide student composite measure and ensure that 80% of students in every subgroup meet or exceed expected growth in reading and math—reinforcing a districtwide commitment to equity, continuous improvement, and sustained student success.

PRIORITY GOALS

1

By the end of 2030–2031, Hoke County Schools will increase student achievement by 15%, as measured by student composite scores based on state assessments.

2

By the end of 2030–2031, Hoke County Schools will strengthen MTSS and targeted interventions so 100% of students in each subgroup meet or exceed expected growth in reading and math.



How this will impact...

OUR STUDENTS & FAMILIES

Students and families will benefit from more personalized instruction, clearer communication about student progress, and earlier identification of learning needs. These supports promote equitable growth and better prepare all students for long-term success in Hoke County Schools.

OUR STAFF

Staff will benefit from clearer, more consistent data systems and targeted professional learning that strengthen MTSS implementation, intervention delivery, and instructional decision-making. With aligned processes and timely, actionable data, staff will be better equipped to collaborate, identify student needs earlier, and improve outcomes for all students.

OUR COMMUNITY

Community confidence in Hoke County Schools will increase through a clear commitment to academic growth, transparency, and continuous improvement. Stronger student achievement and data-informed practices will support deeper collaboration with community partners and better prepare students for college, careers, and the workforce.



GOAL 1

By the end of 2030–2031, Hoke County Schools will increase student achievement by 15%, as measured by student composite scores based on state assessments.

STRATEGIES TO GET THERE

- Strengthen data-informed lesson planning and ensure curriculum fidelity across schools and classrooms.
- Establish districtwide data literacy systems that support consistent use of data for instructional planning and monitoring.
- Increase teacher capacity through targeted professional learning in co-teaching, explicit instruction, scaffolding, differentiation, and data literacy.
- Expand family and community education related to interventions, student progress, assessment practices, and available support resources.
- Strengthen instructional leadership through coaching models and accountability systems that support consistent implementation.



GOAL 2

By the end of 2030–2031, Hoke County Schools will strengthen MTSS and targeted interventions so 100% of students in each subgroup meet or exceed expected growth in reading and math.

STRATEGIES TO GET THERE

- Establish consistent MTSS leadership teams and conduct districtwide fidelity checks to ensure effective implementation.
- Build intervention blocks into all master schedules and strategically assign interventionists using a districtwide resource bank of evidence-based practices.
- Implement PBIS, restorative practices, trauma-informed strategies, and SEL supports to reduce instructional loss and improve student engagement.
- Expand high-dosage tutoring, enrichment opportunities, and acceleration academies to support student growth.
- Use MTSS health scorecards and cross-school collaboration to monitor fidelity, intervention impact, subgroup growth, and progress-monitoring cycles.



PRIORITY FIVE

ADVANCED ACCESS

OVERVIEW & IMPACT

Advance Access for All Across All Programs and Pathways focuses on removing barriers and ensuring consistent, fair identification and placement practices so every student has equitable access to supports, enrichment, and advanced learning opportunities. This priority emphasizes clear processes, data-driven decision-making, and intentional monitoring to promote fairness and inclusion across all programs and pathways.

By expanding access and strengthening equitable practices, Hoke County Schools will improve student participation and outcomes across programs, better align opportunities to students' strengths and needs, and prepare all learners for academic success, career readiness, and postsecondary opportunities.

PRIORITY GOALS

1

By the end of 2030-2031, Hoke County Schools will improve equity in student identification and access to services by implementing consistent, multi-measure identification and MTSS processes across all schools, as evidenced by annual disproportionality reports and fidelity monitoring data.

2

By the end of 2030-2031, Hoke County Schools will increase equitable access to advanced coursework and enrichment by expanding academic on-ramps and strengthening instructional rigor, as measured by participation data, enrollment trends, and student performance outcomes.

3

By the end of 2030-2031, Hoke County Schools will strengthen family and student awareness of academic and career pathways by implementing clear, consistent communication and annual feedback processes, as measured by family and student survey data and participation in pathway information sessions.

How this will impact...

OUR STUDENTS & FAMILIES

Students and families will benefit from fair, consistent access to programs, supports, and pathways aligned to students' strengths and needs. Clearer processes and improved communication will build confidence that opportunities are equitable and accessible for all students.

OUR STAFF

Staff will benefit from clear, consistent processes and data-informed systems for identifying and supporting students across programs and pathways. Stronger guidance, professional learning, and collaboration will promote equitable practices and shared accountability.

OUR COMMUNITY

The community will benefit from increased confidence in equitable access to programs and pathways that prepare students for college, careers, and civic life. Improved access and outcomes will contribute to a more prepared, skilled, and engaged future workforce.



GOAL 1

By the end of 2030–2031, Hoke County Schools will improve equity in student identification and access to services by implementing consistent, multi-measure identification and MTSS processes across all schools, as evidenced by annual disproportionality reports and fidelity monitoring data.

STRATEGIES TO GET THERE

- Design, pilot, and implement a districtwide universal screening protocol that incorporates multiple academic and behavioral measures to ensure equitable identification of student needs.
- Establish an annual disproportionality review process to analyze identification data, produce districtwide reports, and document action steps to address inequities.
- Define clear district expectations for MTSS implementation and provide coaching and monitoring to ensure consistent, high-fidelity practices across all schools.

GOAL 2

By the end of 2030–2031, Hoke County Schools will increase equitable access to advanced coursework and enrichment by expanding academic on-ramps and strengthening instructional rigor, as measured by participation data, enrollment trends, and student performance outcomes.

STRATEGIES TO GET THERE

- Identify priority entry points by grade band and implement academic on-ramps and bridge programs to prepare students for advanced coursework, monitoring participation and enrollment by subgroup.
- Provide ongoing, targeted professional learning to strengthen instructional rigor and student readiness for advanced coursework, using observation and performance data to guide improvement.

GOAL 3

By the end of 2030–2031, Hoke County Schools will strengthen family and student awareness of academic and career pathways by implementing clear, consistent communication and annual feedback processes, as measured by family and student survey data and participation in pathway information sessions.

STRATEGIES TO GET THERE

- Create and maintain a user-friendly Pathway Playbook and deliver consistent messaging through information sessions and outreach efforts to improve family and student understanding of academic and career pathways.
- Administer annual surveys to students and families to assess pathway understanding, analyze results, and implement documented action steps to continuously improve communication and access.



GLOSSARY

Academic Growth

The progress a student makes in learning over time, regardless of their starting level.

Accountability Reporting Data

State and district reports that track student achievement, growth, and school performance.

Continuous Improvement

An ongoing process of reviewing data, feedback, and outcomes to make adjustments and improve results over time.

Data-Informed Decision-Making

Using student, staff, and school data to guide decisions about instruction, supports, and improvement efforts.

Disproportionality

When certain student groups are overrepresented or underrepresented in programs, supports, or discipline compared to overall enrollment.

Dual Enrollment

Programs that allow students to earn high school and college credit at the same time.

Equitable Access / Equity

Ensuring all students receive the supports and opportunities they need to succeed, which may look different based on individual needs.

High-Dosage Tutoring

A structured tutoring approach that provides students with frequent, targeted academic support, typically in small groups or one-on-one, during the school day or extended learning time.

MTSS (Multi-Tiered System of Supports)

A framework used to identify student needs early and provide different levels of academic and behavioral support.

Multi-Measure Identification

Using more than one type of data (such as grades, assessments, teacher input, and observations) to make decisions about student placement.

Multilingual Communication

Providing information in multiple languages so all families can access and understand school communications.



NC End-of-Course (EOC) Assessments

State tests given at the end of specific high school courses.

NC End-of-Grade (EOG) Assessments

State tests given in elementary and middle school to measure student learning in core subjects.

PBIS (Positive Behavioral Interventions and Supports)

A schoolwide approach to promoting positive behavior and improving school climate.

Relevant Instruction

Teaching that connects learning to students' lives, interests, and real-world applications.

Restorative Practices

Approaches that focus on repairing harm, building relationships, and restoring trust rather than punishment.

Stakeholders

Individuals or groups with an interest in the school system, including students, families, staff, and community partners.

Strategic Plan

A long-term roadmap that outlines a school district's goals, priorities, and actions over several years to improve student outcomes and operations.

Student Composite Score

A combined measure of student performance across multiple assessments used for accountability purposes.

Student Subgroup

A group of students identified for reporting and accountability purposes, such as by race/ethnicity, disability status, English learner status, or economic need.

Targeted Supports

Specific academic or behavioral supports provided based on individual student needs.

Trauma-Informed Practices

Teaching and support strategies that recognize the impact of trauma on learning and behavior.

Universal Screening

A process where all students are assessed to identify academic or behavioral needs early.

THE HOKE COUNTY SCHOOLS FAMILY

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THANK YOU

On behalf of Dr. Mary McLeod, Executive Director of Federal Programs/School Improvement, Hoke County Schools would like to extend our thanks to the Strategic Plan Development Committee and to the Hoke County Schools community.



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