

Stephens County Schools
System Strategic Plan
2025-2028

Growing Greatness in all Students



Goal 1	Goal 2	Goal 3
Positive Learning Environment- Create a positive learning environment as measured by improvements in school safety, attendance, mental health awareness, student behavioral needs, and parent and community input towards growth.	Growth in Literacy- Increase the percentage of students performing at a proficient or higher level in ELA as measured by state and local assessments	Growth in Mathematics- Increase the percentage of students performing at a proficient or higher level in mathematics as measured by state and local assessments

Vision- Growing Greatness in All Students

Mission- In partnership with communities and families, SCSS empowers students to be critical thinkers by providing relevant learning experiences in a safe environment. Through collaborative learning, students are motivated to meet high expectations and achieve personal and academic success.

Goal 1 Action Steps: Positive Learning Environment	
A.	SCSS will continue our work with our community partners to support mental health services for our students and families.
B.	Conduct regular safety walkthroughs on all SC campuses to assess immediate safety needs at each school.
C.	Provide high quality and appropriate ongoing training for administrators, teachers and SRO's to ensure proper handling of safety and security issues.
D.	Continue to promote attendance incentives to students and staff who attend at high levels.

Goal 1: Progress
Goal A: November 2025 *Continued partnerships and MOU's with Avita, Social Empowerment and the Family Resource Center of North Georgia(Apex Grant) December 2025 *Opening of the Arrowhead Clinic February 2026 *System hire of a system-level student advocacy specialist to support all schools Winter 2026 *Hiring of system level Student Advocacy Specialist to help support schools who have students struggling with mental health issues.
Goal B: November 2025 *School admins conduct monthly safety walkthroughs using 'School Dog' app. Information from App is being forwarded to maintenance and facilities February 2026 *Safety walkthroughs are ongoing May 2026 *Monthly safety walk -throughs are ongoing.
Goal C: November 2025 *Threat Assessment training for system admin and counselors- Sept 4 *Reunification training for system leaders- Sept 15 May 2026 *Monthly system administrator meetings host table top exercises designed to address various safety scenarios
Goal D: November 2025 *Student attendance incentives are hosted at every school. *Staff attendance incentives are being offered at every school. February 2026 *Attendance incentives are ongoing across all schools

**Goal 1 Action Steps:
Positive Learning Environment**

E.
Continue the system's direction in Leader in Me implementation to support character education and self-regulation and soft skills for students.

F.
Develop a formal structure for student learning in order to foster positive relationships with peers and adults across all schools in the system.
(Cognia)

Goal 1: Progress

*System is planning to create a system level LIM goal for all schools

May 2026

*The SCSS LIM dashboard reflects the goals of our current strategic plan.

Goal E:

November 2025

*Leader in Me- The following schools are in year 3 of LIM implementation- BAE, LES, TES, 5GA, SCMS

*SCHS is in LIM Year 2 implementation

February 2026

*District Training for school leaders and lighthouse reps- Feb 9

May 2026

*LIM dates continue to be hosted by LIM staff with school Lighthouse Team members attending. A system level check in meeting was held with LIM staff to provide updates on continued LIM growth and next steps- across all schools. (May 11, 2026)

Goal F:

November 2025

* Leader in Me- Planned PL days for K-5 all staff (Jan 2) and 6-8 (Jan 5) all staff on January PL Days. This is in addition to ongoing Lighthouse training. Progress for this goal will be uploaded to our Cognia Mid-Cycle report in Summer 2026

May 2026

*Cognia mid-cycle report was submitted on May 14, 2026 which included extensive updates regarding LIM work across all schools as well as uploaded evidence and artifacts

Goal 2 Action Steps: Growth in Literacy	Goal 2: Progress
A. To continue our deep focus on Literacy across all schools and all grade levels.	<u>Goal A:</u> November 2025 *All school SIP’s have a Literacy component as part of one of their required goals. *All SCSS schools have ongoing Literacy PL as part of their SIP and the system PL budget supports this work. February 2026 *Building budgets for K-12 will ensure needed resources are provided as we look at services for the 26/27 school year. This will include both PL and web/print resources May 2026 *SCSS has hired a Literacy Coach for each of the four elementary schools as a response to recent law 1193.
B. To continue to provide high-quality professional learning as appropriate to support this work across the system.	<u>Goal B:</u> November 2025 *All schools provide Literacy PL to their staff as part of their SIP goals. This PL is sponsored by the SCSS Curriculum Department and is budgeted for annually through the system’s curriculum budget. **Wonders support is ongoing including system training around “best practice strategies” and Q and A as teachers raise questions about needs. February 2026 *Sharing PL budget proposals and plans with admins at quarterly SIP meetings May 2026

Goal 2 Action Steps: Growth in Literacy	Goal 2: Progress
	*PL was implemented throughout the system through early May. We will continue to plan PL for next year to support our teachers. *EOC/EOG test data is being pulled to evaluate grade level growth across content areas.
C. To ensure the continuity of quality instructional practices in Literacy strategies across all grade levels.	<u>Goal C:</u> November 2025 *To ensure the quality of the annual PL and the implementation of quality instructional practices, the curriculum department staff regularly attend any training and updates offered by the GA DOE, REI, Kevin Raczynski and Associates, and RESA February 2026 *Recent PL attendance includes RESA-level PL, Winter GAEL, and the Teaching and Learning Summit (Feb 11) May 2026 *New Literacy coaches will take part in a book study called <i>“The Definitive Guide to Instructional Coaching: Seven Factors for Success”</i>. *Members of the Curriculum Department are reading <i>“Driven by Data 2.0”</i> to help outline next steps in PL planning.
D. To evaluate the alignment of our current assessment tools related to Literacy with regard to MTSS, EIP, and REP requirements.	<u>Goal D:</u> November 2025 *Ensuring MTSS steps for ELA match with Wonders as much as possible We are working on a services cross-walk to match elements in Wonders to our current MTSS plan. January 2026 *District MTSS staff and K5 Admin reviewed MTSS practices and resources by grade level to familiarize

Goal 2 Action Steps: Growth in Literacy	Goal 2: Progress
	themselves with the upcoming new grade levels as part of work toward restructuring. May 2026 *As we look ahead we will refine our MTSS processes across the newly restructured elementary schools adding Wonders as T2 steps for Reading as part of this new plan for K-5 schools.
E. For K-5, to provide newly hired teachers with professional training on our current instructional tools and resources.	Goal E: November 2025 *Late July PL day is being planned for onboarding for Wonders (July 29). This will also be available for teachers working in Wonders for the first time as a result of restructuring. May 2026 *As part of our system K-5 restructuring, we have several teachers who are changing grade levels for next year. These staff members have also been invited to attend the Wonders PL session to better set them up for success with this year’s literacy instruction.
F. Provide professional learning to address the area of reading deficiencies in adolescents.	Goal F: November 2025 - Planning Stage *Lexile level support and understanding, tools for this support *Planning stage: PL is being planned to address strategies for supporting deficiencies in adolescent readers *This will be implemented during the 26/27 school year May 2026

Goal 2 Action Steps: Growth in Literacy	Goal 2: Progress *Members of the Curriculum Department have completed the DOE Adolescent Literacy PL and have now planned to redeliver the most useful components to middle school teachers. *Curriculum Staff have also met with groups of teachers, our current RESA Lit coach, and admin to solicit ideas and needs for next year's PL planning as applicable for all grade levels.
G. Create professional learning opportunities for staff members to support the effective integration of technology to engage students in instruction, experiences, and discourse tailored to the curriculum and their interests. (Cognia-Literacy)	Goal G: November 2025- *Training for all instructional resources that have online components is being tracked by school and system level staff to ensure that this Cognia goal is being addressed. Progress for this goal will be uploaded to our Cognia Mid-Cycle report in Summer 2026 May 2026 *Cognia mid-cycle report was submitted on May 14, 2026 which included extensive updates regarding Literacy/ Technology work, to address this goal, across all schools as well as uploaded evidence and artifacts

Goal 3 Action Steps: Growth in Mathematics	Goal 3: Progress
A. To continue to provide high-quality professional learning as appropriate to support this work across the system.	<u>Goal A:</u> January 2026 *Math coach serves schools weekly in supporting teachers with the following: unpacking standards, analyzing assessment data (formative and summative), revising assessments and units May 2026 *PL was implemented throughout the system through early May. We will continue to plan PL for next year to support our teachers. *EOC/EOG test data is being pulled to evaluate grade level growth across content areas.
B. To ensure the continuity of quality instructional practices in Math strategies across all grade levels.	<u>Goal B:</u> December 2025 *School admin are conducting walkthroughs to monitor this consistency of practice. May 2026 *These walk throughs have been ongoing and are part of TKES for teachers. Admins also have Eureka walkthrough templates that they use
C. For K-5, to provide newly hired teachers with professional training on our current instructional tools and resources.	<u>Goal C:</u> November 2025 *Late July PL day is being planned for onboarding of Eureka implementation (July 29) This day will also be available for any current teachers who will be teaching Eureka for the first time as a part of restructuring May 2026 *As part of our system K-5 restructuring, we have several teachers who are changing grade levels for

Goal 3 Action Steps: Growth in Mathematics	Goal 3: Progress
	next year. These staff members have also been invited to attend the Eureka PL session to better set them up for success with this year's math instruction.
D. To continue our focus on the vertical alignment in instructional practices K-12.	Goal D: February 2026 *Vertical math team continues to meet quarterly for K-5. Pacing guides and unit assessments are almost complete and will be added to restructuring folders (Feb 10) May 2026 *Our final Vertical Math team meeting for the year was held on May 5. All Math folders are now complete and can be pushed out to the newly restructured K-5 schools to assist teachers in having access to units and assessments. Numerous teachers are changing grade levels and content areas so these folders will be of great help to them.
E. Provide an Instructional Coach for mathematics to support this work across the system. F. Create professional learning opportunities for staff members to support the effective integration of	Goal E: November 2025 *Academic Math Coach supports schools regularly working on developing common assessments, aligning lessons and units to the GA K12 Standards May 2026 *Our math coach continues to be a great help to teachers and works with them weekly in revising assessments and analyzing data to form future instruction. Goal F: November 2025

Goal 3 Action Steps: Growth in Mathematics

technology to engage students in instruction, experiences, and discourse tailored to the curriculum and their interests. (Cognia- Math)

Goal 3: Progress

*Training for all instructional resources that have online components is being tracked by school and system level staff to ensure that this Cognia goal is being addressed. Progress for this goal will be uploaded to our Cognia Mid-Cycle report in Summer 2026

May 2026

Cognia mid-cycle report was submitted on May 14, 2026 which included extensive updates regarding Math/ Technology work, to address this goal, across all schools as well as uploaded evidence and artifacts