



**MISSION STATEMENT:** *The mission of Colbert County Schools is to provide an equitable education for every student in Colbert County through devoted teachers and staff who will ensure a safe and supportive learning environment, preparing pathways to a successful future.*

# Colbert County Schools

## STRATEGIC PLAN

**VISION:**  
***“Kids from Colbert  
County Can...”***

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## **Mission, Vision, and Values**

Beginning in the fall of 2022, the district was selected to partner with the Alabama State Department of Education as a pilot participant in cohort 1 of the Alabama Multi-Tiered System of Supports (MTSS). Beginning in the fall of 2023, the district began a deep dive into the strategic planning process. In conjunction with the MTSS program, the district implemented Marzano's High-Reliability Schools framework, delivered a district-wide presentation at the annual in-service in 2023, and had our administrators and directors attend the HRS Summit Professional Development Conference and participate in turnaround training with school faculty. The HRS Framework Employee survey was distributed for faculty input. A common academic language was implemented across all schools, and our principals adopted an equitable approach to discipline using the CCS Discipline Flowchart. The data gathered from those surveys, and the intentional learning from the Marzano framework, allowed us to form a shared vision for the district moving forward. The strategic planning process required working closely with ALSDE MTSS regional contacts, conducting meetings and presentations, and gathering stakeholder input and feedback from faculty and staff. By incorporating this framework, we now have a tool and process for measuring academic and non-academic performance within the district. The final product was rolled out in the fall of 2024 and clearly defines the mission, vision, and values of Colbert County Schools.

Colbert County Schools is built on three non-negotiable pillars of success and achievement:

### **PILLAR 1: SAFE & SUPPORTIVE SCHOOLS**

To maintain safe and welcoming schools that encourage and support our students and staff.

### **PILLAR 2: EFFECTIVE TEACHING**

To use student data and effective instructional practices to support teachers in carrying out a clearly communicated instructional vision through ongoing evaluations and data-driven professional development.

### **PILLAR 3: EQUITABLE LEARNING**

To provide a standards-based, rigorous curriculum with clear and measurable goals focusing on needs in order to improve student achievement. Analyze and interpret data through progress monitoring in order to meet individual students' needs. Provide supports, opportunities, and acceleration to ensure growth for all students.

**VISION:**

*“Kids from Colbert County Can...”*

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**Educational Philosophy, Curriculum Overview & Instructional Practices**

As stated in Pillar II and Pillar III, the district believes all students can learn and achieve regardless of any other factors, including socio economic status. We accomplish this goal by using student data from summative and formative assessments, breaking that data down into a needs assessment, evaluating each and every student, and using a team approach to form targeted interventions and effective instructional practices. Our curriculum requirements include a standards-based curriculum set forth by the ALSDE. Our teachers are expected to provide a rigorous approach to teaching the standards in their classrooms at all grade levels to all students, in addition to, both standard- and advanced-track students at the high school level. Our expectations include that each classroom in the district implements the standards equitably, with clear, measurable goals that focus on student needs. This approach is made possible by consistently analyzing the student data through progress monitoring. A variety of instructional methods are used in the traditional classroom, as well as our Capstone Virtual Program, which offers standards based online learning from home. The key pieces to our methodology include adhering to a strict tiered approach to instruction. By following the three tiers of instruction, including Tier 1 universal instruction, Tier 2 target interventions based on student data, and Tier 3, an intensive, individualized support per student, is the non-negotiable approach to student growth and achievement. Students' individual needs are addressed through data-based intervention programs, differentiated instruction, including Response to Intervention (RTI) meetings and plans, Individualized Education Plans (IEP), 504 Plans, Homebound services, Gifted services, ELL services, counseling services, health services, and tutoring services.

Thank you for choosing Colbert County Schools.