

# Scottsboro City Schools Strategic Plan 2019-2024



Board approved July 25, 2019

# Scottsboro City Schools Superintendent & Board of Education Members

Dr. Jose Reyes, Jr., Superintendent

Mrs. Julie Gentry, President

Mrs. Pattie Stewart, Vice President

Mr. John Esslinger

Mr. Jason Williams

Mr. Lee Benson



# Timeline of Activities

- August 2018 – Board Orientation, approval of planning activities
- September/October 2018 – Formation of committee, data gathering, community meeting, employee meeting, and surveys
- November 2018 - January 2019 – Analysis of collected information and committee work
- February 2019 – Draft goals, strategies, mission, and guiding principles
- June 2019 – Board Adoption

# Strategic Plan Steering Committee Members

CO Admin.	Principals/APs	Students	Classified Staff	Parents
Kevin Willoughby	Dale Hancock	Arlen Parr	Laura Benson	Stephanie Parrish
Kristie Shankles	Jason Arnold	Mattie Watwood	Pat Hastings	Heather Laughlin
Anna Watts	Corky Hood	Dalton Wood	Tripp Butler	Brad Dudley
Carrie Bradford	Paige Hodges	Alyssa Smart	Nita Tolliver	Heather Thompson
Tony LaRue	Zachary Holt	Tyson Sexton	Emily Brickley	Dana Tolleson
Melva Rodgers		Ryder Linville		Ryan Guttridge
Amy Childress		Taylor Guttridge		Larry Scott
				Charita Peppers
				Jonathon Bell
				Monica Hogan

# Strategic Plan Steering Committee Members

<b>Community Members</b>	<b>Board of Education Members</b>	<b>Teachers</b>
Nathan Lee	Julie Gentry	Asia Potts
Robin Shelton	Patricia Stewart	Francis Coleman
Mark Marshall	Lee Benson	Kyle Lewis
Erica Kirkland Weeks	John Esslinger	Amanda Brown
Jeff Young		

# Revised Vision Statement

***'Inspire, Challenge, Empower – Every Student, Every Day'***

# Revised Mission Statement

The mission of the Scottsboro City School System is to create and nurture a culture of high expectations that inspires individual excellence.

# Values and Beliefs

- Everyone has worth and value.
- Diversity and individual learning needs are respected and valued.
- Equity, fairness, accountability, and fiscal responsibility are foundations of our decision making.
- Consistent and open communication between all stakeholders is expected.
- Education should include rigorous, relevant, and high-quality instruction.
- We are agents of change for the world we want to create.



# Values and Beliefs

- Students and employees should be provided with a safe environment both emotionally and physically.
- Consistent attendance by students and employees should be prioritized and recognized as essential to student success.
- Essential skills that lead to success in a global economy should be developed.
- Schools should partner with local business and industry to prepare students for the future.
- Education is a shared responsibility between parents, students, and educators that will inspire and improve the quality of life for families, the community, and students.
- High morals and ethical behaviors will be modeled by administrators, teachers, staff, and students.

# Our Strategic Goals

**Goal 1: Governance and Leadership** – *Provide and sustain quality governance and leadership.*

**Goal 2: Facilities, Finances, and Support Systems** - *Provide and sustain excellent facilities, resources, and support systems while maintaining financial stability.*

**Goal 3: Teaching and Learning, Human Resources, and Quality Staff/Professional Development** – *Provide and sustain excellent teaching and instructional services through highly trained faculty and staff.*

# Our Strategic Goals

**Goal 4: Safety and Discipline** - *Provide and maintain a safe and secure learning environment throughout the school system.*

**Goal 5: Communication and Collaboration** - *Enhance communication while engaging in collaboration with families, community partners, and all entities that promote student success.*

**Goal 6: Continuous Improvement** - *Establish a firm, responsible commitment to ongoing district and school continuous improvement.*

# Goal 1: Governance & Leadership

- Board of education members should be knowledgeable, practical, cooperative, and actively involved in their continuous development of skills as a member of a governing body.
- Board of education members should delegate to central office and school-based leadership the responsibility to execute goals for achievement and instruction and to guide day to day operations.
- Board of education members should assist the Superintendent in recruiting, developing, and retaining highly skilled, competent, and innovative district-level and school administrators.

# Goal 1: Governance & Leadership

- Board of education policies should be effectively accessed, amended, and managed on the basis of responsible decision-making; production of practical procedures; and the equitable application of laws, rules and guidelines.
- Board of education members should provide school system employees, parents, students, industry, and community members with equitable opportunities to engage in school and system leadership, direction, planning, and management when applicable.

# Goal 2: Facilities, Finances, & Support Systems

- Facilities should be provided that are safe, secure, appropriate, and well-maintained throughout the school district to enhance student achievement.
- Stable finances should be maintained to ensure that funds are equitably allocated to sustain innovation and support continuous improvement of district facilities, operations, instructional programs, and student achievement.
- Current technology, infrastructure, essential equipment, and resources should be provided to enhance student achievement and support services.

# Goal 2: Facilities, Finances, & Support Systems

- Safe, efficient, and equitable transportation services for all students should be provided.
- An effective child nutrition program should be provided to increase student health and wellness by providing healthy and nutritious meals for all students.

# Goal 3: Teaching and Learning, Human Resources, Quality Staff/Professional Development Goals

- The curriculum established should provide challenging learning experiences that guarantee all students have equitable opportunities.
- The board of education and school administrators should ensure that all faculty and staff are prepared to meet the unique learning needs of all students.
- All employees, as well as stakeholders in business and industry, should be provided with the opportunities to work as partners to develop essential skills that lead to success in a global economy.



# Goal 3: Teaching and Learning, Human Resources, Quality Staff/Professional Development Goals

- Established yearly learning targets should be met or exceeded for all students and student subgroups while sustaining progress toward the target graduation rate of 100%.
- The board of education and superintendent will ensure that the district hires qualified staff and provides opportunities for ongoing, job embedded professional development.

# Goal 4: Safety & Discipline

- The student code of conduct should be reviewed, updated, and revised annually and provided to students, faculty, and staff.
- The system and school-based administration should review, update, revise, train, and communicate school safety plans and practices annually (or as revisions are made) to appropriate groups.
- The system and school-based administration should ensure personnel is available to address student safety and social/ emotional well-being (SROs, Social Workers, Nurses, Counselors, and Mental Health Services).

# Goal 5: Communication & Collaboration

- The school system will enhance and engage in communication/collaboration with families, community partners, and all entities that promote student success.
- The school system will incorporate local business and industry to provide technical opportunities that support student growth, as well as local economic vitality and growth.
- The school system will develop and provide educational, promotional, and marketing materials relating to the school system (i.e. brochures, instructional practices, newsletters, and pamphlets) and make such documents accessible electronically.
- The school system will recognize the diversity and socio-economics of the community.

# Goal 6: Continuous Improvement

- The school system will commit to and establish a firm responsibility to ongoing District and School continuous improvement.
  - The Board of Education and school based plans should be efficiently carried out, assessed, and revised to improve student outcomes, appraise school and district achievement, and to lead decision-making across all levels.
  - The school system's strategic plan is consistently reviewed and revised. The results of this analysis will be communicated to stakeholders via direct communication and social media avenues.

# Scottsboro City Schools / 2019-2024

*"We are the Wildcat Nation"*

Strategically pursuing continuous improvement.....

Governance and Leadership

Facilities, Finances, and Support Systems

Teaching, Learning, Human Resources, and Quality Staff/Professional Development

Safety and Discipline

Communication and Collaboration

Successful graduates, successful schools

