




# Strategic Plan 2023-2028

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SCS Board of Education  
Work Session  
March 30, 2023



# Strategic Planning Committee

	<b>Academic Achievement</b>	<b>Human Capital and Resources</b>	<b>Student Support</b>	<b>School Safety</b>
<b>District Support Staff</b>	Dr. Amy Blake-Lewis C and I Team	Angela Wood Terry Dudney	Beverly Pennington Melissa Smith Sam Manduca	Jennifer Flowe Todd Bowers
<b>Administration Members</b>	Megan DePasquale Jessie Morton Jodi Autry Devron Furr Judith Taylor Julienne Fallen Jason Huneycutt Emily Furr	Dr. Erik Johnson Dr. Robert Wingate Katrice Thomas Nathan Gray Jennifer Huneycutt Brian Bradshaw Kelly Simmons	Stephanie Odum Anne McLendon Joy Hathcock Natasha Krueger Karen Nixon Kelly Dombrowski Andrea Russell Krystle Herrin Marty Ingram	Mandy Efir Lindsay Merritt Damon Rhodes Kevin Adams Kelly Hill Carolyn King Brooke Davis Frank Cagle
<b>Certified Advisory Members</b>	Luisa Suzunaga - Endy	Brittany Medlin - WSMS	Dennis Mobley - AMS	Victor Ubaldo - SEC Beth Gentry - SSMS

# Process



July 2022 - Overview of Strategic Planning at Leadership Retreat

September 2022 - Wouldn't it be fantastic if... (What we want to see)

October 2022 - Beliefs, Vision, and Mission

November 2022 - Review draft Vision and Mission Statements and Theory of Action

January 2023 - Began 1st draft of plan using Cognia's eProve

- Shared work and received feedback from Teacher Advisory Committee
- Held Committee Meetings that included APs and representatives from Teacher Advisory Committee

February 2023 - Refining

- Shared work and received feedback from Classified Advisory Committee

***DRAFT***

# **Vision Statement**

Stanly County Schools:  
Empowering all  
Students and Staff to  
Succeed!

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***DRAFT***

# **Mission Statement**


Stanly County Schools will collaborate with our communities to create opportunities in which relationships are nurtured and learning experiences are engaging.

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# eProve from Cognia

PRIORITY AREA:

Objective:

Critical Initiative	Intended Outcome	Assumptions	Influential Factors	Key Measures
				

## Vision

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Stanly County Schools:  
**Empowering all** Students  
and Staff to **Succeed!**

## Mission

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Stanly County Schools will  
**collaborate** with our  
communities to create  
**opportunities** in which  
**relationships** are nurtured  
and **learning** experiences are  
**engaging.**

## Beliefs

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Empowerment of  
Stakeholders  
Collaboration  
Building Relationships  
Engagement of Students in  
Learning

## Academic Achievement

### Objectives

- SCS will achieve at least 65% composite proficiency and 100% of schools will meet or exceed expected growth.

## Resources

### Objectives

- SCS will update infrastructure and make progress toward addressing facility needs throughout the district.

## Human Capital

### Objectives

- SCS will recruit and retain highly qualified staff.

### Critical Initiatives

- Meet the diverse needs of all learners across the district to grow students across the three tiers of instruction.
- Students receive high quality instruction.
- Monitor fidelity of implementation of curriculum and professional development.

### Critical Initiatives

- Utilize the results of the population forecast study to meet the needs of the district.
- Conduct a facilities needs assessment to prioritize the needs for updating our current structures and meet the needs of each school community.

### Critical Initiatives

- SCS will develop a formal recruitment plan
- Refine hiring and allotment processes and procedures between HR and Finance to improve human capital processes.
- SCS will develop a formal staff retention plan.



## Key Measures

- All schools meet/exceed expected growth
- Obtain at least 65% composite proficiency by
- No TSI, low-performing schools in the district
- All teachers become HQ within three years of hire.
- All teachers will meet or exceed growth (EVAAS)
- Weekly ELEOT observations by all administrators
- All teachers utilize adopted curriculum.

## Key Measures

- Utilize data with finance and facility committees
- Facility assessment of existing school structures
- Develop a prioritized facility plan

## Key Measures

- Attend a minimum of 15 job fairs annually.
- Host a minimum of 2 job fairs annually.
- Increase the number of student teachers we host.
- Increase social media presence.
- Clear guidelines for human capital processes
- Principals receive estimated allotments by April 1
- Increase staff recognition/celebrations
- Maintain class size below state funding average
- Develop a formal Professional Development

## School Safety

### Objectives

- SCS will leverage available resources to ensure safety of students, staff and stakeholders.

### Critical Initiatives

- Each school conducts Vulnerability Assessments in August and January to determine needed safety initiatives and improvements.
- Development and implementation of a bus safety plan.
- Every school has an access control/ key card system to enhance school safety.

## Student Support

### Objectives

- SCS will provide comprehensive student wellness support for all students.

### Critical Initiatives

- Implement Universal Screeners at scheduled intervals.
  - Ensure access to necessary staff and resources required to meet identified health and wellness needs of students.
  - A systematic approach is used by all schools to respond to the data with appropriate services.
  - Explicit, ongoing instruction of life skills for K12 students & staff.
- The district proactively educates families and the community about student wellness initiatives and resources.

### Key Measures

- 100% of schools conduct vulnerability assessments.
- Vulnerability assessments are revisited quarterly.
- Monthly inspection reports of bus cameras
- Monthly checklist submitted by drivers.
- Annual and quarterly trainings
- All major bulidings have key card access by 2028.

### Key Measures

- Quarterly data analysis embedded in MTSS process.
- Reduction in number of mental health referrals.
- Improved student attendance
- Reduce discipline referrals by 10% annually
- Reduce threat assessments by 10% annually.
- Communication via multi-media platforms



## Community Feedback Sessions

**April 20 - North (NSMS Media Center)**

**April 27 - Albemarle (AMS Media Center)**

**May 4 - South (SSMS Media Center)**

**May 11 - West (WSMS Media Center)**