

STRATEGIC PLAN
School District of Athens

ONE TOWN - ONE TEAM - ONE DREAM
PRIDE: Committed to Success- The Bluejay Way

2015-16 Goals Approved by the Board of Education

Vision: *The School District of Athens will maximize academic and personal excellence and prepare all students to thrive as effective global citizens in a rapidly changing world.*

Student Learning:

- * **Improve individual teacher performance, continue high instructional leadership expectations and utilize data to provide high quality instruction to continue student accountability within school-wide improvement processes.**
- * **To develop a district-wide technology plan.**

Community Connection:

- * **Promote the Bluejay Way through distribution of branded clothing and other promotional materials through local business venues.**

Communication:

- * **Promote and further develop a marketing plan for the Athens School District to enhance the brand (One Town - One Team - One Dream: The Bluejay Way) and the image of the Athens School District.**

Workforce Development:

- * **Research compensation models for educators, coaches, and extracurricular advisors which fit the needs of the Athens School District.**

Facility Maintenance:

- * **Develop comprehensive facilities plan for the Athens High School and Elementary School to serve our community for more than twenty years.**

The District Advisory Committee will be brought back together to begin the action planning document.

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2015-16 Recommended Goals

Vision: *The School District of Athens will maximize academic and personal excellence and prepare all students to thrive as effective global citizens in a rapidly changing world.*

Theme 1: STUDENT LEARNING	
Defined as: Produce sustainable educational experiences within and beyond the curriculum horizons and boundaries of the traditional classroom to support informed, engaged, and active citizenry through examples of community service, co-curricular activities, athletics, the arts, career and technical educations programs, class activities, special interests, etc.	
0	<ul style="list-style-type: none"> ● Maximize student learning through individual academic performance.
1	<ul style="list-style-type: none"> ● In order to create a viable and guaranteed curriculum, every grade and every subject will have mapped their curriculum by the end of the three-year strategic plan cycle. Academic skills such as problem-solving, creative and critical thinking skills will be a focus to promote positive scholastic, social, and emotional growth through teaching and learning.
3	<ul style="list-style-type: none"> ● Acquire college and career readiness and 21st century civic, global, and digital citizenship skills through a variety of teaching and learning styles for students. Artifacts and evidence demonstrating these styles and skills will be placed in the Educator Effectiveness system within a teacher’s three-year evaluation cycle.
2	<ul style="list-style-type: none"> ● All students in each grade level will engage in a minimum of one activity beyond the classroom experience each school year.
5	<ul style="list-style-type: none"> ● Improve individual teacher performance, continue high instructional leadership expectations and utilize data to provide high quality instruction to continue student accountability within school-wide improvement processes.
1	<ul style="list-style-type: none"> ● Use technology to enhance and extend student learning opportunities.
0	<ul style="list-style-type: none"> ● To develop a district-wide technology plan.
0	<ul style="list-style-type: none"> ● Innovative programming will be promoted through enhanced learning opportunities. Conduct quality and extensive research on new innovating programming through the District committee structure as needed over the three-year plan cycle.
2	<ul style="list-style-type: none"> ● Students will be surveyed to ensure a friendly, caring, and dynamic learning environment at grade-level or building-level developmental appropriateness.

Theme 2: COMMUNITY CONNECTION

Defined as: *Establish and sustain quality communications to support and promote the Athens School District and foster positive and mutually beneficial relationships among students, parents, staff, alumni, and community.*

2	<ul style="list-style-type: none"> ● Create an alumni foundation, utilizing and strengthening current alumni databases and associations.
1	<ul style="list-style-type: none"> ● Develop a request system, whereby teachers, district staff, and administration can communicate needs and areas for in kind and other support to community and parents.
1	<ul style="list-style-type: none"> ● Create a formal volunteer program for parent and community members for PK-12 educational support.
0	<ul style="list-style-type: none"> ● Design and distribute, via multiple media and newsletter and parental communications venues, a “time and talent” form for community members to assess and document support from the community.
6	<ul style="list-style-type: none"> ● Promote the Bluejay Way through distribution of branded clothing and other promotional materials through local business venues.
2	<ul style="list-style-type: none"> ● Create events annually to meet goals of rewarding and celebrating staff and recognizing alumni.
1	<ul style="list-style-type: none"> ● Collaborate with partners in PK-12 education, colleges, community-based organizations, and other entities to advance educational attainment, including: <ol style="list-style-type: none"> 1. Increase high school students’ eligibility rates for college admission 2. Increase college attendance rates among recent high school graduates 3. Increase workforce readiness for trade positions
1	<ul style="list-style-type: none"> ● Establish a separate committee (outside of board and this current group) made of community members willing to input time to make the connection between the community and the schools.

Theme 3: COMMUNICATION

Defined as: *The School District of Athens will promote ongoing and open communication among all students, parents, staff, and community partners that maintains a culture of respect, integrity, inclusion, and positive morale.*

3	<ul style="list-style-type: none">● Develop a communication plan to improve and enhance external communication among parents, businesses, and the community at large.<ul style="list-style-type: none">○ Utilizing multiple communication channels:<ul style="list-style-type: none">■ Facebook■ Twitter■ Website■ mobile applications Infinite Campus■ newsletter(s)■ outdoor school sign■ on-site broadcast○ Frequency of completion based on needs of specific target audience.
3	<ul style="list-style-type: none">● Schedule regular discussions/meetings between administration and staff. Superintendent will provide discussion items to BOE at monthly meetings.
1	<ul style="list-style-type: none">● Expand new collaborative connections with local businesses, Athens parochial schools, higher education, and community organizations which benefit our students, teachers, schools, and community.
2	<ul style="list-style-type: none">● Recognize parent and business participation that supports student and district development.
5	<ul style="list-style-type: none">● Promote and further develop a marketing plan for the Athens School District to enhance the brand (One Town - One Team - One Dream: The Bluejay Way) and the image of the Athens School District.

Theme 4: WORKFORCE DEVELOPMENT

Defined as: *The School District of Athens will utilize best practices to hire, retain, engage, transition, mentor, and develop a skilled and talented workforce that will enable the District to achieve its mission of learning for all.*

3	<ul style="list-style-type: none"> ● Establish a yearly professional development plan aligned with our mission, vision, and strategic plan. Form a committee of administrators and staff to guide the professional development process within the next year.
4	<ul style="list-style-type: none"> ● Research compensation models for educators, coaches, and extracurricular advisors which fit the needs of the Athens School District.
3	<ul style="list-style-type: none"> ● Establish a mentoring/transition/induction program to guide new hires or staff in need of assistance.
3	<ul style="list-style-type: none"> ● Establish a line of communication that builds bridges between BoE, administration, teachers, and support staff. Share and listen to perspectives from all viewpoints to guide Athens to be the best! Establish communication guideline or boundaries for Advisory Committee to build communication and trust.
1	<ul style="list-style-type: none"> ● Develop a Breakfast Club for 2015-16. Time to build relationships with BoE, Administration, teachers, & support staff.
0	<ul style="list-style-type: none"> ● BoE publically honors the Advisory Committee for buy-in from the staff. Communicate with the staff using community members to share thoughts. Important to keep this group and plan alive.

The District will continue to utilize the staff committee structure and involve all staff with time built into the calendar.

Theme 5: FACILITY MAINTENANCE

Defined as: *Develop, operate, and maintain a technology and building maintenance plan(s) for present and future sustainability.*

3	<ul style="list-style-type: none">● Maintain a positive and safe school and work environment.
5	<ul style="list-style-type: none">● Develop comprehensive facilities plan for the Athens High School and Elementary School to serve our community for more than twenty years.
2	<ul style="list-style-type: none">● Provide a clean and healthy learning environment for students and staff.
4	<ul style="list-style-type: none">● Improve and maintain facilities to meet the needs of the 21st century learner.