

Buford City Schools



“A Tradition of Excellence”

STRATEGIC PLAN

2017-2020

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Vision

Buford City School System



Building
Community;
Serving
Students

Mission

The purpose of **Buford City Schools** is to empower all students to become critical thinkers, innovative problem solvers, responsible individuals, and productive citizens who are college and career ready.

Core Values

The mission of **Buford City Schools** will be accomplished through a commitment to live and work by the following core values that capture the beliefs of the system:

Excellence: The standard to which we aspire in all aspects of our work.

Character: The foundational integrity of our system.

Community: The moving force behind our school system.

Tradition: The rich history that fuels our mission.

Leadership: The factor that creates a student-centered climate and establishes high expectations.

Accountability: The expectation that all students and staff members will focus on efficient and effective processes.

Communication: The vehicle for all stakeholders to share ideas, concerns and suggestions through traditional modes of communication as well as digital media.

Security: The conditions that make our schools safe places for staff members to work and students to learn.

Buford City School System



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Key Performance Goals

All Students Will:

- Exceed grade level standards in reading, language arts, mathematics, science, and social studies.
- Graduate from high school, college and career ready.
- Be taught by highly qualified teachers who demonstrate life-long learning by holding advanced degrees, multiple certifications, and endorsements.
- Be provided excellent facilities and a rich, academic environment that is safe and conducive to learning.

INSTRUCTION

Performance Indicator	Strategies	Data Points	Who is Responsible
<p>All students think critically, seek knowledge and understanding.</p>	<ul style="list-style-type: none"> • Provide professional learning and parent education • Enhance work of professional learning teams • Expand non-traditional learning opportunities • Increase preparation and participation in rigorous course work • Increase scores as measured by the College and Career Readiness Performance Index (CCRPD)*. • Develop project based, STEM, integrated activities 	<ul style="list-style-type: none"> • All indicators on the CCRPI • Offerings of non-traditional learning opportunities such as e-learning, before/after school programs, Saturday school, and summer school. • Report cards K-12 • Standardized assessment results • Benchmark results 	<ul style="list-style-type: none"> • School Administrators and Staff • District Departments • Superintendent • Board of Education
<p>All students exhibit strong personal qualities as exhibited by our Core Values.</p>	<ul style="list-style-type: none"> • Provide students with opportunities to develop strong ethics and work habits • Increase participation in rigorous academic, art, and athletic programs • Increase number of students in student leadership program 	<ul style="list-style-type: none"> • Service learning projects • Offerings of co-curricular activities and competitions • Individual activities and competitions 	<ul style="list-style-type: none"> • School Administrators and Staff • District Departments • Superintendent • Board of Education
<p>All students engage and compete in a global environment.</p> <p>Increased opportunities for global awareness.</p> <p>All graduates are prepared for postsecondary education and employment.</p>	<ul style="list-style-type: none"> • Offer professional learning on diversity and communications • Hold cultural events • Research/expand world language opportunities • Prepare students to compete in a global workforce • Hold annual College and Career Fair 	<ul style="list-style-type: none"> • Schools/staff participating in diversity training • Cultural events held at schools • Number of K-12 world language opportunities • Percentage of graduates earning two or more credits in the same world language • Percentage of graduates completing a global, career-related work based learning opportunity • Number of students continuing in post-secondary or occupation of career pathway • Students participating in extensive study of College and Career opportunities 	<ul style="list-style-type: none"> • School Administrators and Staff • District Departments • Superintendent • Board of Education

*Measures content mastery by Common Core assessments in English/Language Arts, Mathematics, Science, & Social Studies; (2) post elementary, middle and high school readiness (includes English Language Learners, Student with Disabilities and gifted/talented students, as well as attendance, SAT, ACT, AP, and IB exam results); and (3) predictors for high school graduation and final graduation rate.

HUMAN RESOURCES

Milestones	Strategies	Data Points	Who is Responsible
<p>The school system has a sustainable workforce of committed, skilled and productive employees.</p>	<ul style="list-style-type: none"> • Continue to provide competitive compensation, benefits and employee development opportunities in order to obtain and retain top talent • Identify, develop, and foster leadership at all levels • Continue 100% employment of high quality paraprofessionals • Promote effective and flexible utilization of human resources, encouraging best practice and innovation • Continue 100% employment of infield teachers 	<ul style="list-style-type: none"> • Increased retention of effective employees • Increased pool of available high quality school and system candidates in all fields 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Human Resources Director • Finance Department • System and School Leaders
<p>The culture of the school system reflects employment stability.</p>	<ul style="list-style-type: none"> • To build a trusting, positive and supportive culture that demonstrates a mutual commitment from the system to employees and from employees to system • Build system norms and common values that strengthen our brand and define our principles • Create a culture of curiosity, engagement, excitement and innovation 	<ul style="list-style-type: none"> • Increases in positive perceptions from staff and student survey data • Professional learning offerings and participation levels • Increased retention of effective employees 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Human Resources Director • System and School Leaders • Teacher Leaders
<p>All system employees are assessed for effectiveness and have an opportunity for progressive and personalized development.</p>	<ul style="list-style-type: none"> • Define performance standards for all employee roles • Develop robust and thorough employee evaluation system that is an integrated, ongoing process that manages performance, assesses effectiveness, and provides support to ensure accountability • Provide development opportunities aligned to system and employee needs identified through performance management and needs assessment • Foster, identify and develop leadership at all levels 	<ul style="list-style-type: none"> • Increased feedback to employees on performance objectives • Expanded professional learning aligned to employee needs • Increased performance ratings of staff 	<ul style="list-style-type: none"> • Human Resources Director • Central Office • School Leaders • Teacher Leaders

FACILITY AND SAFETY SERVICES

Milestones	Strategies	Data Points	Who is Responsible
<p>Facility utilization is defined to support increased student/staff performance.</p>	<ul style="list-style-type: none"> • Define relevant program needs for the district • Develop and implement Facilities Plan • Collaborate across district departments • Provide opportunities for stakeholder feedback 	<ul style="list-style-type: none"> • Local Facilities Plan 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Curriculum & Instruction • Special Education • Technology • Finance
<p>Existing facilities meet system expectations for maintenance and improvements.</p>	<ul style="list-style-type: none"> • Develop and implement Capital Improvement Plan • Create and utilize Facilities Plan 	<ul style="list-style-type: none"> • Tabulation of priorities in Local Facilities Plan • Maintenance requests • Completion turnaround for Preventative Maintenance requests 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Maintenance Department
<p>All students are educated in state-of-the-art environments that are safe, drug-free, and conducive to learning.</p>	<ul style="list-style-type: none"> • Expand partnership with law enforcement / emergency agencies • Provide safety and preventive services training for staff and students • Include school safety and security review in district's Facilities Plan • Collaborate with various stakeholders to review school safety practices and the Student Code of Conduct • Support schools on the utilization of the Code of Conduct for consistency across the district 	<ul style="list-style-type: none"> • Discipline incidents • Student tribunals • Injuries (student and staff) • Safety Training • Climate survey results 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Central Office • School Leaders

TECHNOLOGY SERVICES

Milestones	Strategies	Data Points	Who is Responsible
<p>All students have equitable access to technology and use it to be actively engaged in learning.</p>	<ul style="list-style-type: none"> • Work with district departments and schools to develop a system plan to transition to digital instructional resources and assessments • Invest in infrastructure and devices to support the transition • Provide digital content for students and professional learning for staff that supports the integration of technology 	<p><u>Technology Department</u></p> <ul style="list-style-type: none"> • Support capacity • Infrastructure and access • Usage and effectiveness of technology resources <p><u>Finance Department</u></p> <ul style="list-style-type: none"> • Funding sources <p><u>Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • Professional Learning opportunities and participants • Digital content available to staff and students 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Technology • Finance • Curriculum & Instruction
<p>A technology-driven personalized learning environment is provided for all students that results in increased academic performance.</p>	<ul style="list-style-type: none"> • Provide professional development to build capacity and enable a more personalized learning environment for students • Provide individual devices for every student to use daily. 	<p><u>Technology Department</u></p> <ul style="list-style-type: none"> • Usage reports for learning platforms <p><u>Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • CCRPI results • Digital content availability • Professional development opportunities (online and face-to-face) 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Technology • Curriculum & Instruction • School Administrators & Staff
<p>Technology is integrated into all areas of the district to transform practices and improve efficiencies.</p>	<ul style="list-style-type: none"> • Align technology implementations to support the district's curriculum goals, including workforce development support and online learning • Implement online classroom observation tools to measure classroom use 	<ul style="list-style-type: none"> • School and district improvement plans • Facilities Plan <p><u>Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • CCRPI results • Classroom observations • Student performance <p><u>Technology</u></p> <ul style="list-style-type: none"> • Usage reports for learning platforms 	<ul style="list-style-type: none"> • Technology Department • Curriculum & Instruction • School and District Leadership

OPERATIONAL SERVICES

Milestones	Strategies	Data Points	Who is Responsible
<p>The district completes each fiscal year within budget and is in compliance with accountability requirements.</p>	<ul style="list-style-type: none"> • Create an annual budget that supports the district's vision • Maintain a millage rate that is fiscally responsible to tax payers • Evaluate budget monthly and communicate to stakeholders • Review state and federal compliance requirements, revising local procedures if necessary • Contract for SPLOST and operational budget audits; implement recommendations and communicate results 	<ul style="list-style-type: none"> • Cost per pupil • Year-end balance (reserves) • Funding sources • Millage rate • General Fund distribution • External audit reports 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Finance Department • School Principals
<p>Secure funding for future capital expansion.</p>	<ul style="list-style-type: none"> • Inform stakeholders of student enrollment growth, state of facilities and financial options. • Fund district Facilities Plan 	<ul style="list-style-type: none"> • Funding needed • Identified funding resources • Tentative timeline 	<ul style="list-style-type: none"> • Board of Education • Superintendent • Finance Department
<p>All operational services effectively and efficiently deliver the highest quality products, resources and services essential to student success.</p>	<p><u>Food and Nutrition</u></p> <ul style="list-style-type: none"> • Set and evaluate participation benchmarks against best practices <p><u>Transportation</u></p> <ul style="list-style-type: none"> • Enhance bus safety by continuing bus driver and student training, and community outreach • Deliver students on time and ready to learn 	<p><u>Food and Nutrition</u></p> <ul style="list-style-type: none"> • Breakfast and lunch participation • Free/reduced and paying participation <p><u>Transportation</u></p> <ul style="list-style-type: none"> • On time arrivals • Bus accidents • Transportation usage and mileage • Age of buses • Maintenance of buses 	<ul style="list-style-type: none"> • Food and Nutrition Department • Transportation Department
<p>The district and schools communicate and work collaboratively with stakeholders to support student success.</p>	<ul style="list-style-type: none"> • Continue to evaluate communication plans • Utilize and diversify tools to maximize stakeholder communication • Develop parent education resources • Communicate and use a district Continuous Improvement Plan • Provide opportunities for feedback on Strategic Plan, BOE Policy development and district initiatives • Expand and monitor partnerships with business and community leaders • Provide resources and training for staff members and encourage their use in order to build connections and partnerships in the community 	<p><u>Communications</u></p> <ul style="list-style-type: none"> • Print and electronic communications tools • Media Coverage • Partnerships (including mentors) and funding (including grants) • BCSS staff community involvement <p><u>Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • CCRPI • AdvancED Accreditation • School Improvement Plans • District Improvement Plans • School-wide Title I Plans 	<ul style="list-style-type: none"> • Board of Education • Superintendent • District Departments • School Principals