

Tift County Schools

Strategic Improvement Planning Report

February 28, 2013



Tift County School District Strategic Planning Report – 2/28/13

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Strategic Improvement Planning Executive Summary

The Board of Education of the Tift County School District voted to use a process developed by the Georgia School Boards Association (GSBA) and Georgia Leadership Institute for School Improvement (GLISI) to develop an updated strategic improvement plan for the school district. This comprehensive process engaged the community and all stakeholder groups to create universal ownership and support for district and school improvement. Highlights of the process include:

- A comprehensive community engagement component to allow stakeholders to have a voice in the strategic improvement planning process
- A diverse planning team that represented stakeholder groups to develop the plan
- A facilitated planning process that assisted the planning and action teams in analyzing the strengths, weaknesses, opportunities and threats of the school district and developing/defining the mission, vision, beliefs, goal areas and elements of the strategic improvement plan
- A facilitated process to work with experts within the district and community on developing initiatives and action steps to implement the plan



The strategic improvement planning process follows a continuous improvement cycle designed around the five questions listed in the visual above. This process begins with a community engagement

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session and survey of stakeholders. The entire process usually takes 8-10 months to complete and is divided into the following phases.

Phase I

Community Engagement: In May 2012, the strategic improvement planning process began with a community engagement session, involving representatives from all stakeholder groups and a stakeholder survey to gather vital input from the community.

Planning Team: In August 2012 a group of 35 people representing stakeholder groups from the school board, central office, schools, parents, students, business and other community representatives were assembled to answer the questions: “Who are we”, “Where are we now”, and “Where do we want to go”. Specific outcomes include a Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis, developing beliefs, mission and vision for the district, and developing strategic goal areas and priorities for the strategic improvement plan.

Action Teams: In September 2012 five smaller teams totaling 35 people were assembled to answer the question “How will we know when we have arrived”. The action teams looked at each proposed strategic goal area and identified the performance objectives, measures and targets to answer this question. Additionally, the action teams began to look at the initiatives and action steps that might be needed to answer the fourth question of the GSBA Strategic Improvement Planning Process, “How do we plan to get there”.

Action Team Report to Planning Team: In February 2013, the Action Teams delivered a report of their work back to the Planning Team. The planning team reviewed the action team’s work, discussed priorities, implications and made recommendations for additions or changes that might be needed.

Phase II

GSBA/GLISI Report to the Board of Education: In December 2009 representatives from GSBA/GLISI present a report of the strategic improvement plan to the board. The board reviews the report, offers input and considers approval of the plan for 2010 – 2012.

Board and Staff: Once the board has adopted the work of the Planning and Action Teams, specific initiatives, and action steps necessary to execute the plan will be investigated and/or implemented as necessary. These initiatives will be investigated and/or implemented at the board, district, school (School Improvement Plans) and community levels.

Phase III

Alignment: The plan initiatives and action steps will be aligned to the districts and school budgets, as well as board, superintendent and leader evaluations. Additionally, school improvement plans and other system action plans will be aligned with the new strategic improvement plan.

Phase IV

Execution, Monitoring and Reporting: After alignment of the plan, district and school staff in conjunction with the board will execute, monitor, and report on the plan as well as ensure an ongoing process to review and update the plan as needed.

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Tift County City Schools' Commitment to Ongoing Process: Action Team performance measures and suggested initiatives/action steps have been documented for follow-up. These suggested initiatives/action steps are not inclusive of school-based initiatives that may be developed to support and meet specific established goals. In keeping with the school district's philosophy, there will be continued focus on systemic processes and goals to improve the district, but differentiated models are encouraged at the local school levels. Where needed, a task force will be created to further explore suggested system level strategies and initiatives. School-based governance and leadership teams are in place to foster the development of appropriate action items in support of school-based initiatives to support and meet specific established goals, performance measures and strategic priorities.

Strategic plan mid-year and summary updates will be provided to the Board by Action Team Leaders. The Assistant Superintendent for Teaching and Learning will review the school-based status of the strategic goals through the principal evaluation process currently in place. The e-Docs Strategic Plan software provides a Balanced Scorecard that reflects the Strategic Plan goals and progress.

eBOARD Strategic Plan Software: One of the most important aspects of the Strategic Improvement Planning Process is the ability of the school district to use GSBA's eBOARD Strategic Plan Software to assist with the execution, monitoring, and reporting of the plan. GSBA's eBOARD Strategic Plan Module makes the process easy for district staff and the school board. Plan items can be easily updated by staff allowing users to filter the plan by staff, department, status, priority, date, etc. As the plan is updated, results are reported on through the Strategic Dashboard, Balanced Scorecard and Goal Alignment report. eBOARD helps to keep everyone informed and provides real-time status updates of the plan in a transparent fashion.

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Proposed Mission, Vision, and Beliefs Statements

Mission

The mission of the Tift County school system is to educate, prepare and inspire to reach their fullest potential.

Vision

The Tift County School System prepares our students for tomorrow by building on our tradition of excellence.

Beliefs

The Tift County School System believes that:

- All students will have an opportunity for an appropriate, tiered education, within a safe and drug free environment.
- Education is the shared responsibility of the student, the home, the educators and the community through commitment and participation.
- Schools must prepare students as life-long learners to live productively in a rapidly changing, technologically advanced society and world.
- The BOE must ensure the school system is providing the best educational opportunities.
- High quality schools depend upon high quality teaching.
- All students can achieve in school.
- Public education is a cornerstone of our democratic society and local control is an essential element in the governance of public education.
- Developing life skills is an essential component of success in life.
- We must celebrate and engage the diversity of our community.
- School quality impacts the quality of life in our community.
- Decision making and planning should focus on educating our students to become productive and successful citizens.

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Proposed Strategic Goal Areas and Performance Objectives

Goal Area I – Student Achievement

- To improve student mastery of curriculum
- To increase student performance
- To increase non-academic course offerings
- To provide research-based instructional program

Goal Area II – School Culture

- To determine stakeholder perceptions of pride and motivation in each school and district
- To make each school and the district a safe, orderly and inviting place for students, faculty and parents
- To foster innovation and a positive learning environment

Goal Area III – Stakeholder Engagement

- To improve community involvement
- To raise student attendance rates
- To increase parental involvement

Goal Area IV – High Quality Workforce

- To ensure high-quality professional learning programs
- To empower visionary leaders
- To ensure teacher effectiveness

Goal Area V – Operations and Infrastructure

- To develop and maintain efficient facilities and technology infrastructure
- To ensure an efficient use of fiscal resources
- To ensure student services are efficient