

Aiken County Public School
District Strategic Plan

2022 -2023

King Laurence

January 11, 2022

Beliefs

We believe that...

- each individual has inherent genius and value that benefit from inspiration and nurture.
- safe and secure environments are paramount for success.
- access to equitable opportunities is a fundamental right for all.
- proactive and collaborative approaches cultivate growth and success.
- clear, precise communication that is inclusive and timely is essential for a successful system.
- responsible and accountable citizens demonstrate strength of character.
- a community's stability and strength are rooted in its connectedness.
- embracing a changing world sparks innovation.

Mission

The mission of Aiken County Public Schools,

the unifying agent of new horizons and extraordinary possibilities,

is to ensure all students thrive as future-ready, globally mindful, and productive citizens

through a responsive and inclusive school system distinguished by

- **High quality and student-centered learning experiences**
- **Transformative stakeholder partnerships**
- **A culture of purpose, innovation, and excellence**

Strategic Objectives

1. **Our students will achieve individualized growth.**
2. **Our students will set and pursue their life goals.**
3. **Our students will build and apply knowledge and skills as creators, critical-thinkers, and problem-solvers.**
4. **Our students will exhibit a sense of possibility, curiosity, and wonder.**
5. **Our students will become responsible, productive citizens who understand their place in, and impact on, the world around them.**

Strategies

- 1. We will align time and resources to reflect our priorities.**
- 2. We will recruit, support, and retain a diverse group of highly competent and passionate individuals.**
- 3. We will foster an environment of equity, inclusion, and unity of purpose with mutual respect.**
- 4. We will ensure high-quality learning experiences aligned with our purpose.**
- 5. We will leverage a variety of impactful stakeholder partnerships.**

Parameters

- 1. We will base all decisions on what is best for students.**
- 2. We will establish equitable access to our programs and opportunities.**
- 3. We will treat all people with dignity and respect.**
- 4. We will practice responsible stewardship of our resources.**
- 5. We will promote transparent communication among stakeholders.**
- 6. We will not compromise excellence.**

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 1

Plan Number: 1-1

Date: 10/18/21

Strategy: We will align time and resources to reflect our priorities.

Specific Result: Retain Staff

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Engage employees in 2-way communication <ul style="list-style-type: none"> conduct surveys to collect input provide timely feedback 				
2	Provide instructional staff with protected time for planning and collaboration <ul style="list-style-type: none"> Increase time to plan/collaborate Provide unencumbered planning 				
3	Establish roles and responsibilities for all positions <ul style="list-style-type: none"> Conduct a job task analysis for all positions Communicate roles and responsibilities 				
4	Ensure adequate staffing in all schools/departments <ul style="list-style-type: none"> Provide competitive salaries Conduct salary study and continue to evaluate current pay scales for all positions Obtain qualified substitutes Improve substitute fill rate 				
5	Streamline/focus efforts based on our priorities <ul style="list-style-type: none"> Identify and analyze what is mandatory and what is discretionary. What are the benefits? Does it align with our priorities? (What is on our plate? What should we keep? What can be eliminate?) Reduce amount of testing Allow schools flexibility to customize the use of discretionary funds Reduce the number of initiatives that we undertake and then don't abandon them prematurely, distinguishing between district and school initiatives 				

	<ul style="list-style-type: none"> • Ensure proper research, planning, training, implementation and review of initiatives 					
6	Provide opportunities for effective professional development <ul style="list-style-type: none"> • Identify individual/staff needs • Provide job embedded PD • Explore expanded paid professional development for teachers/staff 					
7	Staff incentives <ul style="list-style-type: none"> • Self-care lounge • Monthly incentives for perfect attendance for staff 					

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 1

Plan Number: 1-2

Date: 10/18/2021

Strategy: We will align time and resources to reflect our priorities.

Specific Result: Investigate a modified year-round calendar

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Establish a committee of all stakeholders: community members, parents, students, teachers, administrators, district staff, support staff, school board representatives				
2	Research modified calendar concept <ul style="list-style-type: none"> • Research districts with successful implementation • Investigate potential impact on time, costs, resources, students, staff and families (child care?), transportation, facility projects, hiring/staffing • Investigate legal requirements with State department 				
3	Develop draft calendar(s) for review <ul style="list-style-type: none"> • Explore possibility of early dismissal for professional development opportunities for teachers, and/or teacher collaboration/planning 				
4	Provide communication, gather input, and provide feedback <ul style="list-style-type: none"> • Disseminate details regarding the structure of the calendar and total instructional days • Conduct surveys • Schedule town hall meetings • Provide timely feedback 				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 1

Plan Number: 1-3

Date: 10/18/2021

Strategy: We will align time and resources to reflect our priorities.

Specific Result: Create a unified school district.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	<p>Provide frequent communication</p> <ul style="list-style-type: none"> • Provide weekly updates to all stakeholders as appropriate (teacher specific, community specific, etc.) • Review/analyze ways we disseminate information, adjust as needed to ensure all stakeholders are reached • Continue to focus on the “why” - provide frequent reminders to stakeholders of our mission • Ensure transparency of information • Translate information/documentation in order so all parents receive information in a language that they understand 				
2	<p>Ensure 2-way communication and provide opportunities for feedback:</p> <ul style="list-style-type: none"> • Conduct surveys or other avenues to allow for input • Provide timely feedback in multiple formats: results, graphs, etc. 				
3	<p>Ensure all schools have equal opportunities for student success</p> <ul style="list-style-type: none"> • Provide equal access and resources • Highlight all schools across the district 				
4	<p>Demonstrate visibility, accessibility, and support by district leadership through regular school visits</p> <p>Provide ACPSD community events</p>				
5	<p>Provide ACPSD community events</p> <ul style="list-style-type: none"> • Town hall meetings • Parent advisory meetings • Student advisory meetings • Ecumenical advisory meetings • Community partnerships • One-Team type events that bring students/staff together • Field day activities, ex: 5K runs, etc. 				

	• Day of Carving				

Aiken Count Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 1

Plan Number: 1-4

Date: 10/18/2021

Strategy: We will align time and resources to reflect our priorities.

Specific Result: Provide equitable opportunities and access for students.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	<p>Analyze class offerings</p> <ul style="list-style-type: none"> Obtain student and community input on career center and elective classes for students to ensure opportunities to explore careers are given Explore the possibility of a high school arts/music/creative magnet school Communicate career paths to all students at all grade levels 				
2	<p>Provide funding to support equitable programming across all schools regardless of school size</p> <ul style="list-style-type: none"> Instructional offerings Athletics Transportation Staffing Facilities 				
3	<p>Provide awareness and access to resources for college and career pathways</p> <ul style="list-style-type: none"> Provide website location for those opportunities such as dual enrollment, career education, early college, Aiken Scholars Academy, etc. 				
4	<p>Contract for periodic demographic zoning studies to utilize facilities to their potential</p>				
5	<p>Provide support for parents such as: parenting classes, tutoring, homework help, technology, etc.</p>				
6	<p>Provide wifi to students who do not have access</p>				
7	<p>Provide free breakfast and lunch for all students</p> <ul style="list-style-type: none"> Continue to explore additional CEP opportunities 				

8	Increase funding for instructional supplies for all schools				
9	Provide adequate staffing <ul style="list-style-type: none"> • Reduce counselor/student ratios to provide adequate SEL support • Increase the number of computer technicians to support 1-1 • Increase staffing for Maintenance • Increase staffing for Safety and Security System installation and maintenance 				
10	Establish care closets in all schools stocked with hygiene items, school supplies, spare clothes, etc.				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 2

Plan Number: 1

Date: October 11, 2021

Strategy: We will recruit, support, and retain a diverse group of highly competent and passionate individuals.

Specific Result: Recruit a diverse group of highly competent, passionate individuals.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Analyze current recruitment plan.				
2	Develop a written comprehensive recruitment plan to include: <ul style="list-style-type: none"> • Improve diversity within recruitment. • Implement a robust advertising campaign through on-line avenues. • Analyze historical recruitment trends to inform planning for new recruitment calendars. 				
3	Enhance and develop partnerships with post-secondary institutions. <ul style="list-style-type: none"> • Expand cross functional recruitment teams. • Seek additional opportunities for engagement with post-secondary institutions. • Seek targeted opportunities for engagement with HBCU's. 				
4	Expand school to work opportunities. <ul style="list-style-type: none"> • Highlight nontraditional pathways for growth. • Engage with high school students highlighting growth opportunities. 				
5	Analyze current HR on-line resources. <ul style="list-style-type: none"> • Simplify the web page to provide quick access for prospective employees. • Review HRIS Powerschool systems to determine underused resources. • Enhance the information provided to prospective employees to include benefits information. 				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 2

Plan Number: 2

Date: October 11, 2021

Strategy: We will recruit, support, and retain a diverse group of highly competent and passionate individuals.

Specific Result: Support and retain staff at all levels.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Analyze current on-boarding processes. <ul style="list-style-type: none"> • First year in district • First year in role 				
2	Develop a written retention plan. <ul style="list-style-type: none"> • Make plans applicable to certified and classified staff. • Review stipends for mentors. • Explore including stipends for classified staff mentors/buddies. 				
3	Provide job based training for new to position classified staff through year 1 by determining critical training and support needs.				
4	Provide supervisor training on how to support and retain individuals at all levels.				
5	Enhance knowledge of various career pathways for growth within the organization.				
6	Conduct a market analysis to determine alignment of pay scales and methods/schedules for staff.				

Aiken County Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 2

Plan Number: 3

Date: October 11, 2021

Strategy: We will recruit, support, and retain a diverse group of highly competent and passionate individuals.

Specific Result: Provide on-going support by promoting a positive work environment.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Analyze existing employee incentive and recognition programs.				
2	Refine written employee incentive and recognition programs to encompass staff at all levels.				
3	Analyze results of changes made following Job Task Analysis and determine if further action is required.				
4	Increase awareness of components and accessibility of Employee Assistance Program.				
5	Analyze the feasibility of stay interviews to improve work environments.				
6	Utilize data from exit interviews to improve work environments.				

Aiken County Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 3

Plan Number: 1

Date: 10.21.2021

Strategy: Foster an environment of equity, inclusion, and unity of purpose with mutual respect

Specific Result: Establish an effective, comprehensive system for accessing school and community resources.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1.	Create an internal guide that includes all school-based and community-based resources that are available to students and their families.				
2.	Create an accessible school-based and community-based resource guide for parents, students, and community members.				
3.	Train school staff on the resources that are available to students and families, including how and when to access them.				
4.	Increase collaboration with community partners to provide programs within the school setting that address at-risk and vulnerable students and families. (Parent training, seminars, resources, etc.)				
5.	Hire additional student service workers to expedite family support for accessing basic needs and resources. (To include schools that do not qualify for Title I support.)				

Aiken County Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 3

Plan Number: 2

Date: 10.21.2021

Strategy: Foster an environment of equity, inclusion, and unity of purpose with mutual respect

Specific Result: District-wide focus on teaching, observing, and practicing positive behavior to create a culture of mutual respect and integrity for all

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1.	Train staff to identify, teach, and model behaviors that foster mutual respect and integrity.				
2.	Train staff to deescalate and reteach positive behavior expectations.				
3.	Establish a student-led peer mediation program that promotes self-esteem, self-worth, and the use of appropriate social skills.				
4.	Establish a district wide mentoring program at all grade levels				
5.	Create a focus group to research and establish leveled restorative discipline practices as an addendum to the Code of Conduct.				

Aiken County Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 3

Plan Number: 3

Date: 10.21.2021

Strategy: Foster an environment of equity, inclusion, and unity of purpose with mutual respect

Specific Result: Training for all staff on diversity, equity, and inclusion that is specific, continuous, and intentional.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1.	Contract with an outside source to conduct a comprehensive equity audit and needs assessment.				
2.	Use results of the equity audit and needs assessment to contract with an outside source to develop and implement a quarterly training plan for all district and school departments.				
3.	Create a professional development day with a focus on diversity, equity, and inclusion. (Example: Day of Humanity, Day of Diversity)				

Aiken County Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 3

Plan Number: 4

Date: 10.21.2021

Strategy: Foster an environment of equity, inclusion, and unity of purpose with mutual respect

Specific Result: Staffing is diverse and representative of the population and community we serve.

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1.	Intensify recruitment and retention efforts by creating a diversity campaign that highlights how our district fosters an inclusive and unified teaching and learning environment.				
2.	Create and promote recruitment goals targeted at increasing the number of male certified employees at the elementary level, increasing the number of minority certified employees, and increasing the number of under-represented groups at all levels.				
3.	Reduce barriers to employment by offering free training, stipends, and test fee waivers to fill high need vacancy areas				
4.	Incentivize current staff to seek higher education opportunities and training				
5.	Incentivize classified staff to seek opportunities to obtain teaching certification				
6.	Develop a district position to lead the efforts of creating and sustaining a culture of equity and inclusion.				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 4

Plan Number: 1-1

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: **Expanded early learning opportunities**

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Evaluate current offerings for early learners.				
2	Investigate funding opportunities to increase enrollment				
3	Prioritize resources (funding and availability) based on community needs				
4	Investigate partnerships to include training of community early learning centers				
5	Create a campaign to increase awareness of offerings				
6	Implement new offerings across the district				
7	Expand evaluation measurement of efficacy of programs				

Action Plan

Strategy Number: 4

Plan Number: 1-2

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: Personalized learning for all

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Create a task force for personalized learning to research current school-based practices and define outcomes of personalized learning.				
2	Establish goals for ACPSSD students based on individual needs, post-secondary pathways, and learning styles.				
3	Create a plan for ongoing teacher training and support to implement personalized learning				
4	Develop, implement, and evaluate professional development				
5	Implement personalized learning for all				
6	Evaluate the effectiveness on student outcomes				
7	Celebrate personalized learning outcomes at all levels				

Action Plan

Strategy Number: 4

Plan Number: 1-3

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: Expanded opportunities and participation in CTE learning

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Create a K-12 district-wide task force comprised of all stakeholder groups to identify opportunities available, community needs, and areas of expansion of programs				
2	Identify future trends and research to offer innovative learning experiences				
3	Explore ways to offer expanded access for students with disabilities				
4	Create an awareness campaign of CTE offerings and future employment opportunities beginning in elementary school utilizing post-completers of the programs				
5	Explore how block scheduling can increase access and opportunity to CTE offerings				
6	Evaluate the impact of the expanded CTE program				

Action Plan

Strategy Number: 4

Plan Number: 1-4

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: **Mathematical proficiency for all**

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Clearly define mathematical proficiency at all levels to include automaticity and conceptual understanding				
2	Evaluate current mathematical proficiency at all levels				
3	Investigate and implement targeted evidence-based practices for mathematics instruction to include components such as mathematical process standards, automaticity, and conceptual understanding				
4	Provide ongoing training and support for teachers				
5	Investigate the use of technological tools to support mathematical proficiency				
6	Utilize data for ongoing monitoring and evaluation				
7	Utilize assessments and data debriefings to provide feedback to students, teachers, and administrators				
8	Implement teacher and student goal setting conferences				

Action Plan

Strategy Number: 4

Plan Number: 1-5

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: Reading proficiency for all

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Clearly define reading proficiency at all levels				
2	Identify current progress monitoring tools and provide support in the use of these tools				
3	Evaluate current reading proficiency at all levels				
4	Provide professional development on high-quality core instruction based on the literacy framework				
5	Implement and monitor systemic interventions				
6	Use formal and informal observations and coaching support to provide teacher feedback on high-quality instruction				
7	Utilize assessments and data debriefings to provide feedback to students, teachers, and administrators				
8	Implement teacher and student goal setting conferences				

Action Plan

Strategy Number: 4

Plan Number: 1-6

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: **Inclusive learning experiences so students of all abilities and disabilities have equal access to high quality learning experiences. (ex. increased co-teaching experiences at all levels, increased playground equipment access, increased opportunities for participation in school-wide activities)**

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Define ideal inclusive practices both inside and outside of the classroom				
2	Evaluate current inclusive practices				
3	Conduct research on current best practices for inclusivity				
4	Develop and implement best practices for inclusivity				
5	Provide ongoing training and support of best practices for inclusivity				
6	Evaluate barriers to access to school environments including playgrounds, cafeterias, classrooms, etc. To promote inclusivity among all student groups.				
7	Address areas of concerns regarding barriers to access to include upgrades to facilities and allocations of personnel				

Action Plan

Strategy Number: 4

Plan Number: 1-7

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: **Systemic academic and behavioral interventions at all levels**

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Evaluate current academic and behavioral interventions through ACPSD's multi-tiered system of supports				
2	Research evidence-based interventions for academics and behavior				
3	Create a bank of resources to use as interventions				
4	Provide ongoing training and supports for all staff				
5	Assist schools in completing resource mapping for academics and behaviors				
6	Monitor and evaluate academic and behavioral outcomes				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 4

Plan Number: 2-1

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: Comprehensive professional development library

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Evaluate the needs of all staff to determine professional development offerings.				
2	Compile and categorize current professional development offerings.				
3	Create differentiated professional development offerings based on identified needs.				
4	Develop a roll out plan for utilizing Professional Learn throughout the district.				
5	Evaluate the effectiveness of comprehensive professional development library.				

Aiken County Public School District
Strategic Plan
2021-2022

Action Plan

Strategy Number: 4

Plan Number: 3-1

Date:

Strategy: We will ensure high quality learning experiences aligned with our purpose.

Specific Result: Digitally proficient teachers and students

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Define digital proficiency for students and staff at all levels using the South Carolina Digital Literacy standards				
2	Create a taskforce for digital proficiency to establish a continuum of digital proficiency for K-12				
3	Develop and implement a plan for ongoing training and support				
4	Develop and conduct formal and informal assessments to evaluate digital proficiency				
5	Monitor and adjust the continuum based on current technological advancements				

Action Plan

Strategy Number: 4

Plan Number: 3-2

Date:

Strategy: We will ensure high quality learning experiences aligned with our purpose.

Specific Result: Purposeful use of technology

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Utilize LVE task force to define purposeful use and establish expectations at each level				
2	Use a technology framework such as SAMR model to evaluate current uses of technology				
3	Create a training and development plan for purposeful use of technology for both teachers and students				
4	Create a bank of digital tools and resources for all levels including a training plan for ongoing support				
5	Conduct formal and informal observations to assess the instructional use of technology				

Action Plan

Strategy Number: 4

Plan Number: 3-3

Date:

Strategy: **We will ensure high quality learning experiences aligned with our purpose.**

Specific Result: Expanded access to the internet

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Evaluate the data on internet connectivity				
2	Investigate community partnerships to expand access to rural areas				
3	Continue to supply hotspots to students in need				
4	Investigate funding sources to assist with public internet				
5	Investigate the use of buses as mobile hotspots				
6	Secure expanded access				

Action Plan

Strategy Number: 4

Plan Number: 3-4

Date:

Strategy: We will ensure high quality learning experiences aligned with our purpose.

Specific Result: Expanded cyber partnerships and opportunities

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Leverage current partnerships to expand cyber opportunities				
2	Create a campaign to increase awareness of cyber opportunities at all levels to all stakeholders				
3	Expand course offerings in the cyber field at all schools				
4	Conduct ongoing research of possible opportunities/trends and create a list to disseminate to all levels				
5	Expand enrichment opportunities focused on cyber-related activities				
6	Research possible funding sources to expand cyber-related offerings				
7	Provide ongoing support and training				

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 5

Plan Number: 1

Date: 11/18/2021

Strategy: We will leverage impactful stakeholder partnerships.

Specific Result: Partnerships to guide pathway options for student success

#	Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Implement a structured plan to develop student success and impact stakeholder growth.				
2	Establish a K-12 approach to career and college pathways.				
3	Develop a database of business and stakeholder partners.				
4	Create a standardized SWOT analysis tool.				
5	Create an approach to integrate real-world applications through business and industry partners.				

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 5

Plan Number: 2

Date: 11/18/2021

Strategy: We will leverage impactful stakeholder partnerships.

Specific Result: Measurable goals that foster accountability and student success

#	Action Step (Number each one)	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Create standards for success that hold all parties accountable.				
2	Develop measurable goals.				
3	Design level-specific rubrics to measure student success.				
4	Design level-specific rubrics to measure partnership success.				

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 5

Plan Number: 3

Date: 11/18/2021

Strategy: We will leverage impactful stakeholder partnerships.

Specific Result: Well-informed community that understands the district's "how" and "why"

#	Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Implement a proactive communications plan for community education such as "do you know" campaigns, area-based awareness workshops, student success showcases, etc.				
2	Implement a proactive communications plan for internal stakeholder education such as professional development, "do you know" campaigns, vertical articulation, student success showcases, etc.				
3	Develop and implement periodic stakeholder surveys to measure current knowledge of the district's "how" and "why."				
4	Streamline communication for stakeholders.				

Aiken Count Public School District
 Strategic Plan
 2021-2022

Action Plan

Strategy Number: 5

Plan Number: 4

Date: 11/18/2021

Strategy: We will leverage impactful stakeholder partnerships.

Specific Result: Targeted recruitment of stakeholder partnerships

#	Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1	Identify underutilized community groups such as retirees, equestrians, military, etc. and seek sustainable partnerships.				
2	Sustain and strengthen current partnerships by highlighting successes, exploring new opportunities, celebrating commitments, etc.				
3	Conduct stakeholders' needs assessments. <ul style="list-style-type: none"> • Students and parents • Internal employees and schools • External community members 				