

BOARD AGENDA ITEM

July 19, 2016

SUBJECT:

District Strategic Plan

BACKGROUND INFORMATION:

As part of an ongoing continuous improvement process, the district began an intensive strategic planning initiative for three days in February to review and establish the core beliefs of our school system as well as to update the district's mission statement. In addition to these tasks, a Strategic Planning Team, comprised of 50 stakeholders including district and school administrators, teachers, paraprofessionals, parents, community and business leaders, developed strategies to accomplish the proposed mission. During the months of March, April, and May, Action Teams, comprised of approximately 70 additional staff members and 30 community partners and parents, worked on developing Action Plans to address one of five strategies (see attachment).

ADMINISTRATIVE CONSIDERATION:

This Strategic Plan is a framework for accomplishing the district's mission over the next five years. Administration will oversee the implementation of Action Plans, and the Strategic Planning Team will annually review the progress and make any changes, when necessary.

ATTACHMENT:

Strategic Planning Summary
Strategic Planning – Timeline for Implementation

RECOMMENDATION:

Approve the District's Strategic Plan, including the Beliefs, Mission, Strategic Objectives, Strategies, Action Plan Result Statements, and Parameters

PREPARED BY:

King Laurence
Jeanie Glover

Strategic Planning – Action Plan Timeline

Strategies and Specific Results		Implementation Year					Person Responsible
		2016-17	2017-18	2018-19	2019-20	2020-21	
Learning Experiences							
I. We will guarantee engaging, rigorous, and authentic learning experiences for all students.							
A.	Effective assessment system to drive learning experiences	➡					Chief of Instruction
B.	Performance-based report card for all elementary levels				➡		Chief of Instruction
C.	World Language opportunities for all students		➡				Chief of Instruction
D.	Career and Technology experiences for every student	➡					High School Executive Director
E.	Student-centered and personalized learning experiences			➡			Chief of Instruction
F.	Culture of data-driven, prescriptive, personalized, rigorous, and engaging learning experiences.		➡				Chief of Administration
G.	A literacy-rich environment across all grade levels and disciplines		➡				Chief of Instruction
Learning Environments							
II. We will create secure, flexible, state-of-the-art learning environments for students of diverse needs that ensure their development as world-class citizens proficient with relevant technology.							
A.	Student and teacher access to and use of digital tools			➡			Director of Technology
B.	Educational experiences that make use of relevant technology and mirror real-world applications	➡					Chief of Instruction
C.	Flexible and state-of-the-art physical environments that contribute to learner success		➡				Chief of Operations & Student Services
D.	Learning opportunities that address the diverse needs of students					➡	Chief of Instruction
Highly Effective Staff							
III. We will recruit innovative quality professionals, ensure their development, support, and recognition, while providing learning opportunities for all stakeholders.							
A.	Aggressive system of recruitment to attract and secure exemplary candidates	➡					Director of Human Resources
B.	Purposeful professional growth that builds individual and system capacity			➡			Chief of Admin.
C.	Individualized professional development monitored and recorded in an automated management system		➡				Chief of Admin.
D.	Systematic evaluation processes tailored to support growth and capacity building for all positions				➡		Director of Human Resources
E.	Staff recognition programs and processes aimed at recognizing exceptional contributions to the district	➡					Director of Human Resources

Strategies and Specific Results		Implementation Year					Person Responsible
		2016-17	2017-18	2018-19	2019-20	2020-21	
Strategic Partnerships							
IV. We will ensure strategic partnerships that provide symbiotic relationships responsive to school and community needs.							
A.	College and career educational opportunities for all students			➡➡			High School Executive Director
B.	Career educational and internship opportunities for all students		➡➡				High School Executive Director
C.	Expanded outreach between District schools and area businesses		➡➡				Director of Communications
D.	High-quality, District-wide process and program for school-based mentoring for students			➡➡			Chief of Operations & Student Services
E.	Enhanced mentoring opportunities for students through community partners with synergy around common goals			➡➡			Chief of Operations & Student Services
F.	School-based and community-based arts initiatives	➡➡					Chief of Instruction
G.	District web page identifying community needs and offering service project ideas for all grade levels				➡➡		Director of Communications
H.	District-wide framework for Service Learning implementation			➡➡			Director of Communications
I.	Age-appropriate framework for student community service requirements for all grade levels					➡➡	Director of Communications
Culture of Quality							
V. We will establish a culture of quality defined by integrity, optimism, unity, and service.							
A.	District-wide initiatives focusing on the life and career characteristics of a SC graduate with an emphasis on students			➡➡			Chief of Operations & Student Services
B.	District-wide initiatives focusing on the culture of quality with an emphasis on staff		➡➡				Chief of Administration
C.	District-wide initiatives focusing on culture of quality with an emphasis on parents				➡➡		Chief of Administration
D.	District-wide initiatives focusing on culture of quality with an emphasis on communities	➡➡					Director of Communications



Strategic Planning – Establishing a Path Forward

Beliefs

We believe that...

1. the success of our schools and communities is interdependent.
2. family is the primary influence in the lives of individuals.
3. positive, meaningful relationships foster success.
4. high expectations for all are imperative for personal excellence.
5. each person is unique and has inherent value beyond measure.
6. each person's unique genius leads to personal excellence.
7. each person is mind, body, and soul, each requiring attention.
8. each person deserves the opportunity to pursue and fulfill individual purpose.
9. each person has a responsibility to serve.
10. each person desires acceptance and deserves a safe environment in which to live, work, and learn.

Mission

The mission of Aiken County Public Schools, the emerging premier school district, is to cultivate future-ready students to serve our evolving community and world through an innovative, literacy-focused school system distinguished by

- rigorous, personalized learning opportunities;
- highly effective, service-driven professionals; and
- mutually-beneficial partnerships.

Strategic Objectives

1. Each student will acquire the knowledge, skills, and dispositions to pursue learning throughout life.
2. Each student will complete high school prepared to thrive in college, career, and life.
3. Each student will be a productive citizen while making meaningful contributions to society.
4. Each student will display strength of character and make decisions with integrity and compassion.

Strategies and Action Plans

1. We will guarantee engaging, rigorous, and authentic learning experiences for all students.
Results Statements from Action Plans:
 - A. Effective assessment system to drive learning experiences
 - B. Performance-based report card for all elementary schools
 - C. World Language opportunities for all students
 - D. Career and Technology experiences for every student
 - E. Student-centered and personalized learning experiences
 - F. Culture of data-driven, prescriptive, personalized, rigorous, and engaging learning experiences
 - G. A literacy-rich environment across all grade levels and disciplines
2. We will create secure, flexible, state-of-the-art learning environments for students of diverse needs that ensure their development as world-class citizens proficient with relevant technology.
Results Statements:

- A. Student and teacher access to and use of digital tools
 - B. Educational experiences that make use of relevant technology and mirror real-world applications
 - C. Flexible and state-of-the-art physical environments that contribute to learner success
 - D. Learning opportunities that address the diverse needs of students
3. We will recruit innovative quality professionals, ensure their development, support, and recognition, while providing learning opportunities for all stakeholders.
- Results Statements from Action Plans:
- A. Aggressive system of recruitment to attract and secure exemplary candidates
 - B. Purposeful professional growth that builds individual and system capacity
 - C. Individualized professional development monitored and recorded in an automated management system
 - D. Systematic evaluation processes tailored to support growth and capacity building for all positions
 - E. Staff recognition programs and processes aimed at recognizing exceptional contributions to the district
4. We will ensure strategic partnerships that provide symbiotic relationships responsive to school and community needs.
- Results Statements from Action Plans:
- A. College and career educational opportunities for all students
 - B. Career educational and internship opportunities for all students
 - C. Expanded outreach between District schools and area businesses
 - D. High-quality, District-wide process and program for school-based mentoring for students
 - E. Enhanced mentoring opportunities for students through community partnerships with synergy around common goals
 - F. School-based and community-based arts initiatives
 - G. District web page identifying community needs and offering service project ideas for all grade levels
 - H. District-wide framework for Service Learning implementation
 - I. Age-appropriate framework for student community service requirements for all grade levels
5. We will establish a culture of quality defined by integrity, optimism, unity, and service.
- Results Statements from Action Plans:
- A. District-wide initiatives focusing on the life and career characteristics of a South Carolina graduate with an emphasis on students
 - B. District-wide initiatives focusing on culture of quality with an emphasis on staff
 - C. District-wide initiatives focusing on culture of quality with an emphasis on parents
 - D. District-wide initiatives focusing on culture of quality with an emphasis on communities

Parameters

- 1. We will make decisions based on what is best for students and their learning.
- 2. We will treat all people with dignity and respect.
- 3. We will expect the best from each person.
- 4. We will honor and celebrate personal excellence.
- 5. We will manage resources with responsibility and integrity.