



# NEWTON COUNTY SCHOOL SYSTEM

STRATEGIC PLAN 2018-2023

## VISION STATEMENT

All students will be well-rounded and prepared for the future.

## MISSION STATEMENT

Educational excellence for all students.

## CORE BELIEFS

- Students are our first priority;
- Our principals and teachers make the critical difference in student achievement;
- Respectful partnerships among students, staff, parents, and the community are integral to student success;
- All students and staff deserve a safe, positive, and supportive environment;
- Success is based on high expectations for our students, parents, and school system staff; and
- Lifelong learning is essential in a diverse and changing world.

## GOALS, PERFORMANCE OBJECTIVES, & INITIATIVES

- **Goal Area 1: Student achievement and success.**
  - Performance Objective 1: Improve student mastery of standards.
    - Initiative 1: Increase instructional capacity of teachers in all classrooms.
    - Initiative 2: District-wide classroom management support.
  - Performance Objective 2: Increase opportunities for students to demonstrate success.
    - Initiative 1: Identify district-wide measures that reflect the district's vision of a graduate.
    - Initiative 2: Increase opportunities and participation in co-curricular and extracurricular activities.
  - Performance Objective 3: Increase the graduation rate.
    - Initiative 1: Implement the No Place for Hate program, district-wide.
    - Initiative 2: Improve implementation of the RTI process to include support for behaviors that impact learning and reflect PBIS strategies.



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- **Goal Area 2: High-quality workforce.**

- Performance Objective 1: Improve recruitment process to identify and hire high-quality staff.
  - Initiative 1: Develop a recruitment campaign.
  - Initiative 2: Conduct an analysis of salaries, benefits, and pay incentives of comparable school districts.
- Performance Objective 2: Increase capacity of staff to deliver and support high-quality instruction.
  - Initiative 1: Provide employees with relevant training to improve and enhance performance and productivity.
  - Initiative 2: Increase capacity of staff to deliver and support high-quality instruction.
- Performance Objective 3: Improve retention rate of high-performing personnel.
  - Initiative 1: Identify which characteristics keep high-quality employees in the district.
  - Initiative 2: Retain high-quality personnel by cultivating and supporting staff.

- **Goal Area 3: Culture, climate, and communication.**

- Performance Objective 1: Provide equitable and inclusive learning and work environments at all levels of the district.
  - Initiative 1: Assess and provide equitable services to subgroups.
  - Initiative 2: Continue poverty training/initiative.
  - Initiative 3: Plan cultural sensitivity and responsiveness training.
- Performance Objective 2: Improve the quality of two-way communication with all stakeholders.
  - Initiative 1: Build capacity of staff to work with parents and students as equal partners.
  - Initiative 2: Monitor implementation of lessons learned in customer service training.
- Performance Objective 3: Increase effective community partnerships.
  - Initiative 1: Assess gaps based on end-of-year partner in education principal survey results.

- **Goal Area 4: Organizational and operational effectiveness.**



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- Performance Objective 1: Ensure a systemic culture of safety.
  - Initiative 1: Assess, develop, and deploy a safety awareness support program for schools.
  - Initiative 2: Improve emergency communication systems.
- Performance Objective 2: Provide high-quality operational and instructional supports.
  - Initiative 1: Assess quality and responsiveness of technology support requests.
  - Initiative 2: Implement software that integrates core business functions (e.g. finance, payroll, & human resources).
- Performance Objective 3: Increase the quality and presence of professional learning communities to improve performance and ensure continuous improvement.
  - Initiative 1: Provide support to schools and district departments to ensure high-performing PLCs.
  - Initiative 2: Improve access to and utilization of data by PLCs.
- Performance Objective 4: Increase effectiveness utilizing performance development/management strategies.
  - Initiative 1: Develop effective performance management system to include evaluations, goal setting, and coaching.
  - Initiative 2: Expand leadership development opportunities for staff.