

Walker County School District

2019-2020 Strategic Plan

Mission and Vision:

Mission:

The mission of Walker County Schools is to ensure all students graduate ready for college, work, and life.

Vision:

Walker County School District will be recognized as among the highest performing school systems in the state. We will have a culture of performance and operational transparency, high expectations, and standards-based classrooms. Our community will exhibit trust and confidence in our schools, and we will establish a proud sense of tradition in the Walker County School System.

Prioritized Challenges

1. Using processes to guide, support, and monitor schools in the selection and implementation of effective strategies, programs, and interventions to improve student achievement.
2. Assessing the impact of professional learning on staff practices and student achievement and making adjustments as needed.
3. Ensuring the financial stability of Walker County schools despite the unstable and unpredictable revenue growth.
4. Aligning and prioritizing financial and personnel resources to recruit, develop, and retain highly effective employees.

2019 - 2020 Targets

	YR 17	YR 18
Grad Rate (4-year)	85.6%	88.0%
Grad Rate (5-year)	86.6%	87.5%
Elem. CCRPI	72.9%	67.9%
MS CCRPI	71.3%	66.5%
HS CCRPI	67.3%	65.8%

Glossary of Terms

CCRPI – College and Career Readiness Performance Index
EOG – End of Grade Milestone Assessment
EOC – End of Course Milestone Assessment
RTI – Response to Intervention

Goals

1. Each Walker County school will demonstrate proficiency and/or improvement on the CCRPI.
2. Walker County Schools will improve stakeholder satisfaction.
3. Walker County Schools will improve organizational effectiveness.

Actions (3-7 years)

<i>Action to be Taken</i>	<i>Timeline</i>	<i>Department Responsible</i>
Create Mission Support Specialist positions to gather and analyze data to identify at-risk students, align appropriate supports, and promote community mentorships.	2016-2022	Superintendent
Utilize social media and website to more effectively facilitate and disseminate information to our stakeholders, and provide an increase of opportunities for stakeholder and community feedback.	2016-2022	Curriculum and Instruction
Establish means to maximize funding and provide the most effective classroom environments, including student use of technology, infrastructure, and increased capacity for devices.	2016-2022	Curriculum, Finance, and Human Resources
Create online and blended learning opportunities for all students, including initial credit, credit recovery, homebound, and classroom instruction.	2016-2022	Curriculum and Instruction
Establish periodic small group meetings between Curriculum Department and principals to disseminate state data (including, but not limited to, EOGs, EOCs, and CCRPI)	2016-2022	Curriculum and Instruction
Analyze teacher evaluation data to identify professional learning needs and monitor a year-long professional development calendar to meet the changing needs of the district	2016-2022	Curriculum and Instruction
Ensure a positive school climate and culture.	2016-2022	Special Education and Student Services
Continue to provide professional learning for Standards-based teaching, grading, remediation and reassessment, and instructional technology.	2016-2022	Curriculum and Instruction
Provide materials and ongoing professional development for foundational system-wide curricular areas of need (e.g. K - 2 phonics program).	2016-2022	Curriculum and Instruction
Vertically align the RTI process Pre-K through 12.	2016-2022	Special Education and Student Services
Continued improvement in student acquisition of 21 st Century Skills, to ensure students are technology ready, and receive workforce development.	2016-2022	Curriculum and Instruction
Increase feeder school pattern collaboration to promote smooth transitions and vertical alignment of curriculum.	2016-2022	School Administrators
Further develop more efficient systematic approaches and digital processes.	2016-2022	Human Resources

Strengths

District Commitment to Students
 Support Innovative and Consistent Instructional Practices
 College and Community Partnerships

Implemented Practices

Positive School Climate
 STEM and Technology Integration
 Common District Academic Support Structure

Areas for Growth

Increase Student Engagement to
 Increase Attendance Rate
 Utilizing Data to Make Informed Decision
 Content-Integrated and vertically aligned Curriculum

Obstacles to Overcome

Professional Development
 Funding and Opportunities
 Lack of Knowledge in Data Analysis
 Resources and Funding