

District Strategic Plan 2012-2017 2018		AdvancED Standards	2012-2017 2018 Strategic Plan
Department: Internal Processes		1. Purpose and Direction	1. Student Achievement
School Year: 15-16 16-17		2. Governance and Leadership	2. Student & Stakeholder Involvement
Georgia Vision Project		3. Teaching and Assessing for Learning	3. Organizational Growth & Improvement
		4. Resources and Support Systems	4. Internal Processes
2.0 General	6.0 Human & Organizational Capital	5. Using Results for Continuous	
3.0 Early Learning & Student	7.0 Governance, leadership & Accountability		
4.0 Teaching & Learning	8.0 Culture, Climate & Organizational Efficacy		
5.0 Teaching & Learning	9.0 Financial Resources		

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,3,5,7	1,3,4	1,3,4	Improve technology access in the	100% of classrooms are 21st Century classrooms	Technology Director	FY17 Ongoing	Inventory	Technology Plan, inventory reports
				Actions, Strategies and Interventions				Evidence
2,5,7	3,4	1,4		Maintain the district and school infrastructure and a secure network that is free from malware, viruses and cyber-attacks.	Technology Director, Network administrator	Ongoing	Virus protection report, security reports	
2,7	3,4	1,3,4		Provide and maintain an IT work order system.	Technology Director	Ongoing	Monthly reports displaying work requests, completed assignments	
2	3,4	1,4		Purchase, install, and maintain projectors, sound systems and/or Interactive Flat Panels, install interactive teaching devices and provide access to network printers for each classroom.	Technology Director, Technology Specialists, Principals	May FY16 Ongoing	Purchase orders, inventory, yearly audit of equipment	
2,7	1,3,4	1,4		Purchase Windows 7 10 licenses and update existing equipment to Windows 7 10.	Technology Director	Complete FY15 Ongoing	Purchase orders, inventory	

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,3	2,5	1,2,4	Provide wholesome, safe, and nutritious meals	Increase participation in school nutrition program by 2%.	School Nutrition Director, Location Manager, Asst Manager	FY16- Ongoing	Participation Report	Participation Report
				Actions, Strategies and Interventions			Evidence	
2,7	2,5	4		Monitor food safety through biannual health inspections and annual in-depth kitchen review to a score of 90 or above in each location.	School Nutrition Director, Location Manager, Asst Manager	Bi-Annually	Health Inspection Report	
2,7,8	2,5	2,4		Improve the school cafeteria meals by introducing new items and offering a wide variety of choices by conducting taste tests with students and holding focus groups to gather customer input.	School Nutrition Director, Location Manager, Asst Manager	Annually	Survey/Focus Group Results	

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7,8	1,2,3,4,5	4	Maintain and improve facility maintenance protocol	Implement a prioritized facilities maintenance written protocol to maximize efficiency and safety.	Operations Director	FY16 Ongoing	Written protocol	Written protocol, work order completion report, safety meeting minutes (3 per year)
				Actions, Strategies and Interventions			Evidence	
7	2,5	3,4		Implement and maintain a work order system for maintenance and operations. Review and select a work order system for maintenance and operations. and conduct a year-end satisfaction survey with principals and staff.	Operations Director	FY16-18	Implementation of work order program, purchase orders, survey results	
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2,3,4,5,8,9	1,2,5	1,2,3,4	Maintain and improve facilities	Research and evaluate the need for a new or renovated middle school.	Operations Director	FY17 Ongoing	Infrastructure needs assessment	Infrastructure needs assessment
				Actions, Strategies and			Evidence	
2,3,5,7,8	1,2	2,4		Create Attend stakeholder advisory committee meetings .	Board, Central Office Administrators, Principals, Teachers, other stakeholders	FY17 Ongoing	Minutes and sign-in sheets from School Advisory Councils meetings	
2,4,7,9	1,5	3,4		Conduct infrastructure needs assessment.	Board, Central Office Administrators, Principals, Teachers, Architect, other stakeholders	FY17 Ongoing	Needs assessment summary	

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
6,7,8,9	2,5	3,4	Transport students in a safe and efficient manner	100% pass rate for the DOT safety inspections for the entire bus fleet.	Operations Supervisor, Transportation Manager, Shop Foreman, Bus Drivers	Ongoing Annually	DOT safety inspection report	DOT safety inspection report, 20 day inspection reports
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
6,7,8	2	3,4		Provide updated training for technicians; factory training on fleet vehicles; SAE certification.	Operations Supervisor, Shop Foreman, Assistant Shop Foreman	Ongoing	Training class completion certificates, SAE certification certificates	
6,9	2,5	3,4		Update bus fleet as funding allows.	Operations Supervisor, Transportation Manager	Ongoing	Purchase orders	

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4,6,7,8	1,2,3	3,4	Transport students in a safe and efficient manner	Provide professional learning for all transportation staff and students as well as appropriate bus safety equipment.	Operations Supervisor, Transportation	Ongoing	Sign in sheets	Sign in sheets, participation certificate
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
4,7,8	2,3	3,4		Continue locally-required student safety education program.	Operations Supervisor, Transportation Manager, Principals, teachers, counselors, bus drivers	Annually	Sign in sheet	
4,7,8	2,3	3,4		Provide additional training for drivers and monitors as indicated by professional learning needs assessment DOT and state requirements.	Operations Supervisor, Transportation	Ongoing Annually	Needs assessments	
4,7,8	2,3	3,4		Provide and maintain camera system, 2-way radio communications, and install real-time GPS system on all buses.	Operations Supervisor, Transportation	Ongoing	Purchase orders, bus specifications	

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6.7.9	1,2,3,4	2,3,4	Operate in a fiscally responsible manner	Adhere to federal, state, and local rules, regulations, and laws regarding finances.	Chief Financial Officer	Ongoing	No audit findings, no compliance findings, adherence to locally approved budget	Audit Report, Compliance Report, Final Budget Report
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
7,9	1,2	2,3,4		Create a written procedures manual for all financial transactions.	Chief Financial Officer	FY16-17	Procedures Manual	
6,7,9	2,3	3,4		Professional development for bookkeepers and related administrators on financial transaction procedures and guidelines.	Superintendent, Chief Financial Officer, Principals	Ongoing	Sign in sheets	
7,9	2,5	3,4		Continue internal audits of school system accounts and financial procedures.	Chief Financial Officer, Principals, Bookkeepers	FY16- Ongoing	Internal Audit Report	

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2,6,7,8,9	1,2,3,4,5	1,2,3,4	Recruit and Retain Highly Qualified and Effective Staff	Recruit, retain, and develop highly qualified and effective staff.	Board, Superintendent, Personnel Director, Director of Teaching and Learning	Ongoing	District professional learning plan, benefits package, Retention Rate	District Professional Learning Plan, Benefits Package, Induction Plan, Mentor Plan
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
2,6,7,8	1,2,4	1,2,3,4		Develop a relationship with colleges and universities to recruit potential new hires through an active student teaching pool collaborative with Pickens County Schools.	Personnel Director, Director of Teaching and Learning Personnel Director, Principals	Ongoing	Collaborative Agreement	
2,6,7,8	1,2,4	3,4		Advertise vacancies through www.teachgeorgia.org, county website, and local job postings and evaluate other advertising options available.	Personnel Director	Ongoing	Teach Georgia website, jobsatpickenscountyschools.com, County Website	
2,6,7,8,9	2,5	3,4		Evaluate current compensation package to remain competitive with other school districts in the region.	Superintendent, Personnel Director, Chief Financial Officer	Annually	Benefits Package	
2,6,7,8	2,3,5	2,3,4		Provide ongoing support for new teachers and administrators through a comprehensive induction and mentoring plan.	Personnel Director, Principals, Academic Coaches, Teachers	FY16 Ongoing	Induction plan and Mentoring Plans	
2,6,7,8	3	2,3		Provide effective, research-based, and differentiated professional learning opportunities tied directly to school and district improvement plans to the teachers' personalized needs.	Director of Professional Learning, Personnel Director, Principals	Annually	District Professional Learning Plan, School Improvement Plans, District Strategic Plan	