

District Strategic Plan 2012-2017-2018			AdvancED Standards		2012-2017-2018 Strategic Plan		
Department: Organizational Growth and Development			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		
2.0 General		6.0 Human & Organizational Capital	4. Resources and Support Systems		4. Internal Processes		
3.0 Early Learning & Student Success		7.0 Governance, Leadership & Accountability	5. Using Results for Continuous Improvement				
4.0 Teaching & Learning		8.0 Culture, Climate & Organizational Efficacy					
5.0 Teaching & Learning Resources		9.0 Financial Resources					
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	1, 5	1, 3	Development of a comprehensive professional learning plan derived from a thorough analysis of all data sources.	Develop a comprehensive professional learning plan derived from a thorough analysis of all data sources.	The system-wide professional learning plan is used to guide professional learning throughout the district.	District Staff	Annually
Actions, Strategies and Interventions				Evidence	Who is Responsible	Timeline	
4.1, 5.3	1, 3, 4	1, 3	Establish a system-level stakeholder committee to study, develop, and analyze the professional learning plan annually.	Meeting minutes; sign-in sheets; evidence of revisions	Teaching and Learning- Director of Professional Learning ; Strategic Planning	Annually	
4.1, 5.3	1, 3, 4, 5	1, 3	Analyze and prioritize the professional learning needs as identified in the needs assessment.	Sign-in sheets;	Teaching and Learning-Dir of Professional Learning; Principals, Academic Coaches	Annually	
4.1, 5.3	1, 3, 4	1, 3	Individual schools develop an annual professional learning plan with stakeholder involvement.	Professional Learning plan for each school in the district ; professional learning calendar	Building level administrators; School Advisory Council, Academic Coaches	Annually	

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	3, 4	3	Provide professional learning opportunities for certified personnel.	Provide high-quality, timely professional learning opportunities for certified/professional staff to meet the individual needs of their students.	Certified/professional staff will be provided opportunities for professional learning in the areas of greatest need as indicated in the professional learning plan	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants, GADOE	Ongoing
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	3, 4	3	Provide targeted professional learning based on teacher and student needs.		Alignment of professional learning to identified teacher and student needs, Professional Learning Calendar, PL1 Forms, Collaborative planning meeting minutes	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants, GADOE	Ongoing

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.2, 5.2	3, 4	3, 4	Improve the use of Instructional Technology to increase student engagement.	Provide teachers with professional learning in the effective uses of instructional technology to increase student learning and engagement.	Teachers throughout the district will have the knowledge and skills necessary to integrate technology into the teaching and learning process.	Academic Coaches, System Technology Specialist, Teacher Leaders, Technology support personnel, Principals	Ongoing
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.2, 5.2	1, 3, 4	4	Provide differentiated training for staff on the use of technology equipment; provide training for student-focused integration of 21st century technology in the classroom		Sign-in Sheets, Lesson Plans, TKES Evaluations, Student Work Artifacts	Academic Coaches, System Technology Specialist, Teacher Leaders, Tech Specialist	Ongoing
4.2, 5.2		3	Conduct an instructional technology needs assessment to determine the current level of effectiveness of instructional technology use.		Technology Needs Assessment	Tech. Specialist, Technology Director	Annually
4.2, 5.2	3, 4	3	Provide training in data analysis using district tools.		Data Reports, Meeting Minutes, Sign-in Sheets	District Personnel, Administrators, Academic Coaches, GADOE	Ongoing
4.2, 5.2	3, 4	3	Provide training as determined by the instructional technology needs assessment.		Sign-in Sheets, Meeting Minutes, Agendas, Documentation from Outside Trainings	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants	Ongoing

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	3	3	Ensure alignment of district and school professional learning plans	To implement a process to ensure professional learning aligns with district and school professional learning plans.	A clear alignment will exist between district and school professional learning plans.	District Staff, Academic Coaches, Principals	Annually
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	1, 3	3	Completion of Professional Leave Request (PL1) to include reporting of areas of alignment in School Improvement and/or District Strategic Plans.		PL1 request documents	District Staff, Principals, Academic Coaches, Teachers, Parapros	Ongoing
4.1, 5.3	1, 3	3	Quarterly review of school professional learning requests with the District Leadership Team		meeting minutes; sign-in sheets; agendas	District Staff, Academic Coaches, Principals	Ongoing
4.1, 5.3	1, 3	3	Monitor progress in targeted areas of School Improvement plans and District initiatives in District Leadership, District Improvement, School Leadership, and School Improvement meeting reports minutes .		meeting minutes; sign-in sheets; agendas; evidence of revisions	District Staff, Academic Coaches, Principals	Ongoing

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	3, 5	3	Provide professional learning for	Provide on-going, systematic professional learning for Classified staff in their identified areas of need.	Parapros will participate in professional learning pertaining to specific areas of need	District and School-based Staff	Annually
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	3, 4	3	Conduct and analyze classified staff professional learning needs assessment; include needs assessment data from all departments in the professional learning plan.		Professional Learning Needs Assessment for paraprofessionals, Professional Learning Plan	District and School-based Staff	Annually
4.1, 5.3	3, 4	3	Provide professional learning for paraprofessionals based on needs assessment.		agendas, sign-in sheets	District and School-based Staff	Ongoing
4.1, 5.3	3, 4	3	Provide professional learning for clerical staff based on needs assessment specifically in the area of school climate.		agendas, sign-in sheets	District and School-based Staff	Ongoing

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Design and implement a Teacher Leader Program	To design and implement a Teacher Leader Program.	A clear plan to implement and support a Teacher Leader Program will be in place.	District and School Based Staff	2015-2016 2017-2018
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Establish a committee to explore the components of a teacher leader program.		agendas, sign-in sheets	District and School Based Staff	2015-2016
6.5, 6.2, 8.1	3	3	Conduct professional learning on Teacher Leadership components.		Agendas, Sign-in Sheets	Outside Consultant (GLISI), RESA, District and School Based Staff	2015-2016 May 2017
6.5, 6.2, 8.1	3	3	Design a Teacher Leader program.		Agendas, Sign-in Sheets	Consultant (GLISI), RESA, District and School Based Staff	2015-2016 2017-2018
6.5, 6.2, 8.1	3	3	Implement the Teacher Leader Program.		Agendas, Sign-in Sheets	District and School Based Staff	2016-2017 2017-2018

Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Establish an Induction and Mentoring Program for new instructional employees	Establish an induction and mentoring program for new instructional employees.	A protocol is in place for inducting and mentoring new teachers and paraprofessionals.	District and School Based Staff	2015-2016 2017-2018
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Establish a committee to explore the components of the induction and mentoring process for new instructional employees.		Agendas, Sign-in Sheets	District and School Based Staff	2015-2016 2016-2017
6.5, 6.2, 8.1	3	3	Conduct professional learning on inducting and mentoring new teachers and paraprofessionals.		Agendas, Sign-in Sheets	Outside Consultant (GLISI), RESA	2015-2106
6.5, 6.2, 8.1	3	3	Design an Induction and Mentoring Program.		Agendas, Sign-in Sheets	Outside Consultant (GLISI), RESA, District and School Based Staff	2015-2016 2017
6.5, 6.2, 8.1	3	3	Implement the Induction and Mentoring Program.		Agendas, Sign-in Sheets	District and School Based Staff	2016-2017 2017-2018