



**Houston County Schools  
Strategic Plan  
2019-2022**

Goal: Develop and sustain a school climate that provides equitable opportunities in student learning through a safe, supportive, and engaging environment.				
Type	Strategies	Timeline	Funding Source	Staff Responsible
<b>Organizational  Safety</b>	Maintain secure entrances at all schools and buildings	2019-2022	District Funding State Funding Federal Funding	Safety Coordinator, Building Principals, and Technology Staff
	Employ School Resource Officers (SRO) at each school location	2019-2022	Houston County Board of Education Houston County Board of Commission	Houston County Board of Education Houston County Commission Sheriff's Department
	nSide Training for all building administrators	2019-2022	District Funding	Safety Coordinator Technology Staff School Administrators
	Maintain GPS trackers and updated camera systems on all school buses	2019-2022	District Funding	Transportation Coordinator School Mechanics
Description: Houston County Schools (HCS) will implement reasonable physical security measures (e.g., secure entrances, keyless entry doors, public spaces monitoring, and SRO presence) with the purpose of enhancing the school's climate, building trusting relationships, and encouraging students and adults to report potential threats to trained School Resource Officers (SROs).				

<b>Goal:</b> Prepare all students to be college and career-ready by increasing academic opportunities, closing gaps in student achievement, and increasing student academic growth.				
<b>Type</b>	<b>Strategies</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
<b>Academic</b>  <b>Student Climate</b>	Utilize curriculum and materials to promote student learning, increase student engagement and increase knowledge base of subgroups	2019-2022	District Funding Federal Funding	District Leadership Team Administrators Building Leadership Teams Classroom Teachers
	Provide support to students struggling in the areas of Reading, Math and Science	2019-2022	Local Funding State Funding Federal Funding	District Leadership Team Administrators Building Leadership Teams Classroom Teachers
	Increase Graduation Rate & Career Readiness Indicators (CRIs)	2019-2022	Local Funding State Funding Federal Funding	District Leadership Team School Administrators School Guidance Counselors Career Coach
	Strengthen continual improvement processes utilizing District Accountability Review Meetings	2019-2022	No Funding Required	District Leadership Team Building Leadership Teams Administrators
	Assign every student a mentor/advocate/coach.	2019-2022	No Funding Required	District Administrators Administrators School Leadership Teams School Guidance Counselors Teachers/Coaches
	Expand Dual Enrollment/AP opportunities	2019-2022	Local Funding State Funding	District Administrators Building Administrators Career Technical Coordinators School Guidance Counselors Teachers
<b>Description:</b> Houston County Schools will provide data-driven professional learning and sustained support in an effort to deepen teachers' understanding of challenging state standards, assessments, and accountability. HCS will ensure that all students are prepared for their choice of post-secondary pursuits by providing a challenging, innovative, and supportive learning environment that encourages student success.				

<b>Goal:</b> Create effective organizational strategies that reinforce excellence in teaching and support a professional culture designed to prepare every student for success.				
<b>Type</b>	<b>Strategies</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
<b>Teacher Improvement</b>	Participate in the Alabama Teacher of the Year Program	2019 - 2022	District Funding	Principals District Administrators
	Implement Alabama Teachers Mentoring Program to support and retain quality teachers	2019 - 2022	State Funding	Principals District Administrators
	Recruit and retain certified teaching staff local Universities and career fairs	2019 - 2022	Local Funding	District Administrators School Administrators
	Participate in professional learning opportunities to prepare and support teachers.	2019-2022	Local Funding State Funding Federal Funding	District Leadership Team Building Leadership Team Administrators Classroom Teachers & Staff
	Provide schedules that provide opportunities for teachers to collaborate and plan weekly	2019-2022	No Funding Required	District Leadership Team Administrators
	Complete training in formative and summative data analysis to include growth and learning gains	2019-2022	Local Funding State Funding Federal Funding Grants	District Leadership Team Building Administrators Instructional Coaches PowerSchool
<b>Description:</b> Houston County Schools will sustain the incorporation of practices designed to recognize excellence in teaching/job performance as well as strategies that support the recruitment and retention of quality teachers and support staff. The goal is to facilitate the new teachers' professional growth towards the highest level of practice by partnering them with effective veteran teachers who can provide ongoing assistance and guidance. Additionally, HCS will continue the implementation of a strategic mentoring program for first-year teachers and teachers new to Houston County Schools.				

<b>Goal: Engage and empower the learner through technology.</b>				
<b>Type</b>	<b>Strategies</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
<b>Technology Integration</b>	<b>Participate in Technology Infusion Professional Development</b>	<b>2019-2022</b>	<b>Local Funding State Funding Federal Funding</b>	<b>Technology Staff Lead Teachers Administrators</b>
	<b>Apply for E-Rate Funds for technology infrastructure</b>	<b>2019-2022</b>	<b>E-rate Funding</b>	<b>Technology Coordinator CSFO</b>
	<b>Implement the use of Effective Learning Environments Observation Tool (eleot) for classroom observations and reflections</b>	<b>2020-2022</b>	<b>No funding required</b>	<b>School administrators District administrators</b>
	<b>Provide students time and opportunities to use technology and increase relevant learning experiences and growth</b>	<b>2019-2022</b>	<b>Local Funding State Funding Federal Funding</b>	<b>School administrators District administrators Classroom Teachers</b>
	<b>Provide students and staff with technology resources through purchases of hardware, software and repairs of current technology</b>	<b>2019-2022</b>	<b>Local Funding State Funding Federal Funding</b>	<b>School administrators Technology Staff District administrators Leadership Teams</b>
<b>Description: Houston County Schools will endeavor to utilize technology as a means of empowering relevant teaching and learning; accordingly, HCS believes that when teachers effectively integrate technology into subject areas, teachers become advisers, facilitators, and coaches while students transform into collaborators, researchers, communicators, and owners of their learning. Houston County Schools will collaborate and increase technology usage for students to prepare students for navigation/skills needed for state-mandated online testing.</b>				

<b>Goal:</b> Engage parents, staff, students, and community members in two-way communication focused on excellence and equity.				
<b>Type</b>	<b>Strategies</b>	<b>Timeline</b>	<b>Funding Source</b>	<b>Staff Responsible</b>
<b>Community Engagement</b>	Provide ample opportunities for parents to be engaged in their child's education through the following: perception surveys, PTO, Title I Committees, Parent Advisory Committees, conferences, informational meetings	2019-2022	Local Funding District Funding State Funding Federal Funding	District Administrators Administrators Teachers Parents/Guardians Community Stakeholders
	Create social media and technological accounts (Blackboard announcements, Face Book, school websites, marquee signage) that communicate the school's improvement journey, goals and events.	2019-2022	No Funding Required	District Administrators Administrators Leadership Teams Technology Staff
<b>Description:</b> Houston County Schools will persist in the active engagement, encouragement, and support of parents as advocates, policymakers, advisors, and active participants in the education of their children. Our school system believes that parents are their children's first and most important teacher. Therefore, in order to ensure the effective involvement of parents and create a shared partnership focused on student growth among stakeholders, the system continually strives to build the schools', parents', and community's capacity for united engagement.				