One Morgan: Learn, Lead, Thrive

Focus Area	Outcomes	Initiative	Metrics
Learn *Where we grow, collaborate, and empower* *GA Vision Project* 1.1, 2.1,3.4, 3.5, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.3, 5.4, 6.4, 7.1, 7.2, 7.3, 8.1, 8.4, 8.6	**Promote literacy in the student population**	**Structured and Balanced Literacy based on the current science of reading:** Provide teachers with professional learning and resources based on the science of reading to teach skills in reading, writing, speaking, and language as an integral part of all academic areas **District Literacy Team:** Representatives from schools and community partners guide professional learning, curriculum, and instruction design, and implementation	Professional Learning Plans, Reading program 6-12 data MAP Growth, Georgia Milestones, Acadience/DIBELS, Running Records, iXL, L4GA Plans, Surveys
	Maximize student growth in mastery of academic and interpersonal skills necessary to pursue their path of choice post-graduation	**Visible Learning:** Provide professional learning for cultivating assessment-capable learners who own their learning through consistent formative instructional practices **College and Career Readiness Skills: KASH 2.0:** Integrate knowledge, attitudes, skills, and habits for thriving in the 21st-century school and workforce **Content Focus Groups & Vertical Planning:** Create collaborative professional learning communities within and across content areas and courses **Project/Problem-Based Learning:** Support and encourage PBL as a framework for rigorous, applied content and critical and creative thinking experiences **Measures of Academic Progress (MAP) Assessment:** Utilize MAP with fidelity to guide instructional practices	School Improvement Plans, Professional Learning Agendas HPPLC Minutes, Visible Learning Action Plans, Vertical Leadership Meetings, Lesson plans artifacts, student surveys, Kash lessons, MAP data, Milestones data, Pacing guides Content manager, master schedules, coaching schedules
	Design and Implement stellar educational programming to meet the individual needs of ALL students and support community stakeholders	**Instructional Leadership Council:** Support instructional leadership professional learning communities to ensure a cohesive continuum of learning experiences **High-Performance Professional Learning Communities (HPPLCs) for School Improvement Planning:** Continue implementing job-embedded learning among peer groups with common foci for improving professional practices **Early Intervention:** Promote opportunities to identify and address student needs as early as possible **Multi-Tiered Systems of Supports/Response to Intervention/Student Support Teams:** Utilize evidence and research-based interventions along with collaborative practices to address a variety of academic and behavioral needs **College and Career Academy:** Support a variety of college and career exploratory opportunities through the high school experience **Broad core curriculum and "beyond the core" opportunities:** Support broad student choices in academic and elective courses **Instructional Technology:** Provide ongoing support for using existing and new technologies **Endorsement Programs:** Continue to offer local professional learning leading to certification endorsements ESOL, Gifted, and other areas of community need **College Partnerships:** Develop professional relationships with P-20 partners for dual-enrollment, professional learning, and teacher candidates	Council Agendas, School Improvement Plans, Media Plans School-Level HPPLCs, School Governance teams, GLISI teams Child Find documentation, L4GA, Family Connection, Ferst Foundation Progress Monitor Data, MAP data, Milestones data, ACCESS data, GKIDS Pathway assessment, and participation data, Board of Directors agendas, industry certifications Course catalogs, participation rates, AP Capstone, Dual-enrollment opportunities, GAVS participation, ROTC, CTSO participation, Website analytics, IT calendar, Tech Tips, IT site, Professional Learning plans, RESA Partnerships MOUs with local colleges and universities
	Broaden learning opportunities beyond the traditional K-12 school day and year	**Extended Learning Opportunities**: Implement programs such as summer school and credit recovery which help meet the needs of students **Morgan Virtual Program (MVP):** Provide an optional full-time online learning experience for students in grades 4-12 **Early Learning Opportunities:** Collaborate with community partners to serve children ages Birth to Five **Family Resources Expansion:** Expand learning resources for families	Credit recovery, summer school data, MVP opportunities, College Partnerships Childfind, Babies Can't Wait, Headstart agreement, PK, collaboration with area private preschools Parent University, PLAY card, IT website, Title I FEP, wraparound services, and Support Team, back-to-school events
	Foster collaboration and transparency between the school system and community stakeholders with regard to curriculum, instruction, and assessment	**Media Committees:** Involve parents as part of media committees to discuss curricular issues and practices **Governance Teams:** Leverage school and system governance teams in conversations about Federal Programs, curriculum, instruction, and assessment **Parent Engagement Opportunities:** Expand parent engagement opportunities that help support whole-child development.	Media Plan and committee agendas, Parent Perception Surveys, School Improvement Plans, Calendars, CLIP, PTO, School Governance

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Lead *Where we communicate, collaborate, and inspire* *GA Vision Project* 1.1, 2.1, 3.6, 4.1, 4.2, 6.1,6.2,6.3, 6.4,7.1, 7.2, 7.3, 8.5, 9.2, 9.3, 9.4, 9.6	**Enhance communications and adopt policies that ensure transparency and awareness, develop relationships and expand opportunities for involvement**	**Multimedia:** Maintain current information on district and school webpages as well as social media outlets, including a Morgan County Charter Schools App, in addition to hard-copy information for families and increase accessibility to broader audiences.	Webpage and social media statistics, usage statistics, quarterly audits of communications
		Maximizing connections with the Community: Continue to develop and grow relationships in the community that increase awareness, maximize relationships and shared services, and expand opportunities (e.g. Leadership Morgan, Principal For A Day program, MCFEPE, Intergovernmental Agreements).	Meeting minutes, agendas, post-action reports, surveys
			Advisory meeting minutes
		Business and Industry Partnerships: Grow and develop strong partnerships with local business and industry members. Include memberships on advisory boards, involvement in pathway designs, and encourage their involvement in the building.	Program agendas, website, Parental Bill of Rights, social media post
		Parental Rights: Develop and communicate parental rights (i.e. ensure parental access to their child's education record) as well as communicate them at the district and school levels (SGTs, Parent Universities).	
	Maintain a high percentage of the overall budget and expenditures that directly supports teaching and learning	**Effective Budgeting:** Superintendent and Cabinet collect and assess needs for inclusion in budget and discuss weekly from January to June.	Adopt Budget, newspaper ad, webpages, budget timeline
		Federal Grants: Align expenditures with district and school improvement goals, to supplement local funding to increase support for improved student achievement.	Approved Title I, II, III, IV, Special Education, E-Rate, CTAE budget planner, SGT agendas and minutes
		System Governance Team: Continue SGT meetings of community stakeholders to review ESPLOST financials.	
		Finance Committee: Continue to report financial information through meetings of the Board of Education that remain open to the public, including scheduled meetings with the sect group of board members on the Finance Committee.	Board agendas and minutes, committee minutes, bid awards, Newspaper ads, minutes
		Budget Hearings: Continue to hold annual hearings for public comment and publicly post (and maintain the post of) the district's annual operating budget.	Posted Annually;
		Audits: Continue to post audits on the Finance department's web page.	webpage visit stats, Cost avoidance statistics, Energy Consumption Statistics
		Energy Management: Follow prescribed procedures to reduce energy costs, including utilizing digital processes and tools when able (e.g. digital records, supporting online registration, updating digital mediums for community access).	
	Maintain first-class infrastructure	**Facilities Plan**: Evaluate facilities to assess the status of instructional spaces, mechanical platforms, and athletic facilities to proactively identify emerging needs.	Approved plans, Capital Outlay awards, 5-year Facility Plan, Facilities Goals and Objectives
		Technology Plan: Maintain IT infrastructure such as system management, network management, cybersecurity, and storage management to minimize downtime and maintain business productivity. Assessing classroom technology needs to continue to improve the way students learn. Continue to plan for the lifecycle of technology assets.	Approved plans, student to device ratios. Monitor helpdesk system and network connectivity, Technology plan
	Develop an annual district plan for improvement	**Governance Team Effectiveness:** Continue processes to help guide decision making through annual review of vision and mission, whole Board training, and review Code of Ethics	Mission Statement, Vision, Beliefs, Code of Ethics, Board handbook
		Comprehensive Needs Assessment: Work collaboratively to identify strengths and gaps to streamline efforts and focus budgeting to support positive student outcomes.	CNA, Committee minutes, Artifacts of efforts toward improvement and accreditation, District Improvement Plan, CLIP, Strategic Plan, Meeting, Agendas, Scorecard
		CCRPI, System Charter Contract: Stay abreast of requirements and implement plans to increase student achievement that leverage flexibility from state rules	
	Recruit, develop, and retain professionally qualified teachers and staff	**Induction Programs:** Provide mentors and professional learning specific to new employee needs	Agendas, sign-in sheets, feedback HPPLC Minutes, TKES
		Recruitment: Attract highly qualified experts in education to join the system with competitive salary/supplements, along with attractive class sizes, and offer contracts in a timely manner to preempt competing offers.	Regular review of salaries, supplements and class sizes of similar districts, Committee Minutes T/LKES and other
		Diverse Workforce Committee: Explore and enact strategies for recruiting a highly qualified diverse workforce	Evaluation tools, Collaboration meeting minutes, HR records, Career Fairs (Recruitment Schedule), Endorsement program participation and completion
		Evaluation Systems: Evaluate all employees on a performance-based evaluation system **College Partnerships:** Continue collaboration with local colleges (UGA, Piedmont College, UNG-Oconee) and Technical College (Athens) to recruit and develop potential employees	
	Build the capacity of and evaluate the effectiveness of school and district leaders	**Leadership Development**: Provide highly effective professional learning for leaders (including teacher and student leaders) **Leader Keys to School Improvements:** Leverage LKES to build leadership capacity and school effectiveness	Participation stats, program evaluation, LKES, Aspiring Leaders Program, TAG/SAG Agendas LKES, Highly Effective School Leadership Structures, Impact Team Data

Adopted: 05/09/2022

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Thrive *Where we innovate, collaborate, and excel* *GA Vision Project* 1.1, 2.1, 7.4, 8.1, 8.2, 8.3, 8.4, 8.5, 8.6, 8.7	**Promote and maintain a safe, innovative, and overall positive climate and culture at all schools**	**Positive Behavior Interventions and Supports (PBIS):** Promote positive behavior and reward students for meeting expectations and expand our KASH framework	STAR Climate Ratings; PBIS annual reports
		Family-School Partnership Program: Engage parents/stakeholders in an effective partnership with the school and share in the support of high student academic achievement	Agendas; sign-in sheets; program highlights
		Extracurricular Activities: Provide students with opportunities to engage in team sports, fine arts, and other extracurricular activities in order to foster positive life skills (effort, hard work, self-discipline, teamwork, and time management)	Participation Rates in middle and high school
		Communication: Use multiple platforms to increase outlets for communication with students, parents, and the community	Monthly Reports; Social Media data; usage statistics; update reports; messenger reports; etc.
		Safety Team: This team is composed of Administrators, SROs, community members, and other essential staff who proactively work to maintain a safe environment for students and staff	SRO assignments; action reports; drill reports
		College and Career Academy: Maintain and expand *personalization* and a wide range of opportunities for all students through the College and Career Academy	Graduation rates; survey results; program/course descriptions; participation rates
		Technology: Commit to innovating through the use of advanced technology and providing a challenging, personalized educational program.	Clever usage reports, technology inventory, surveys.
	Support students and families by enhancing wrap-around services	**Family Outreach Events**: Enhancing communication and collaboration between families, educators, and the community through events such as Parent University	Meeting agendas; sign-in sheets; calendars; resources
		Family Resources: Maintain inventory of platforms and resources that may be accessed by families to support student learning	Request records; inventory reports
		Social, Emotional, and Mental Health Services: Integrate services for students by providing the appropriate behavioral, emotional, mental health, health, and social services	RTI documents; counseling logs; training logs;
		Multi-tiered system of support: Each school works to implement a multi-tiered system of support (MTSS) that encompasses prevention, social and emotional wellness promotion, and interventions that increase with intensity based on student needs	MTSS documents; PBIS annual reports; roster from EIP and REP courses
		Extended Learning: Provide opportunities before and after school and in the summer to provide additional learning time with highly qualified staff	Rosters, After-School Programs (ASP), participation in summer school, academic achievement, attendance
		Student Voice Opportunities: Continue school-based focus on student advocacy through structured plans at each school (Student Council, PBIS Student Teams, Student Advisory Group, Ambassador)	Survey data; action plans; executive functioning
	Working together to become a true "One Morgan" community where all will thrive	**Community Relations and Support**: Promote opportunities for student, parental, and community involvement.	Agendas; sign-in sheets; attendance at events
		Engagement: Promoting numerous opportunities for the school system and community interaction through events and partnerships where individuals and organizations experience mutual enrichment	Attendance at events; partnership rates; participation rates
		Expand Opportunities for Students: Provide opportunities for students to participate in career explorations and enrichment activities	Program/ course description; participation rates
		Multicultural Awareness: Cultivate a culturally receptive learning environment where differences are embraced, valued, and respected	List of activities/programs; diversity task force agendas; survey results
		Partnerships: Promote, develop, and enrich community partnerships	Partnership rates; attendance at events
		School and System Governance: Utilizing School Governance Teams to help guide decision-making	Governance Team Meeting Agendas; sign-in sheets
		Feedback: Provide multiple opportunities and means for stakeholders to communicate concerns and share input	Usage statistics; update reports; event calendar; survey data

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