



STRATEGIC PLAN

Forsyth County Schools



Highlights From Prior Strategic Plans

- ✓ 1st United the growing community around public education
 - Designed the first district technology plan
- ✓ 2nd Defined FCS culture by creating district vision and belief statements
- ✓ 3rd Added a district mission and refined the beliefs to grow organizational culture
 - Created the district's Data Dashboard for transparency
- ✓ 4th Evolved Graduate Profile to an all-grades Learner Profile
 - Unified the schools and district office with one district-wide Continuous Improvement Process



2017-22, Fifth Strategic Plan

- ✓ Partnered with Georgia School Boards Association (GSBA) and Georgia Leadership Institute for School Improvement (GLISI)

- ✓ Reviewed various data sources and gathered input
 - Teacher/parent/school administrator/PIE and student focus groups
 - 7,000+ online surveys

- ✓ Included AdvancED Accreditation recommendations
 - Develop, implement and monitor a formal process in all schools whereby each student is well known by at least one adult advocate.
 - Promote an inclusive culture that provides for recognition of diversity by developing relationships across boundaries and cultures.

Core Values

Vision: Quality Learning and Superior Performance for All

Mission: We prepare and inspire all learners to lead and succeed.

Beliefs:

Trust among all stakeholders is vital.

Expectations influence accomplishments because everyone has the capacity to learn.

A school-community partnership is essential.

Change creates opportunity.

High-performing leadership makes visions reality.





Strategic Improvement Planning Pyramid



Strategic Goal Areas

- ▶ Strategy to reach mission and vision

Performance Objectives

- ▶ High level work to achieve desired results

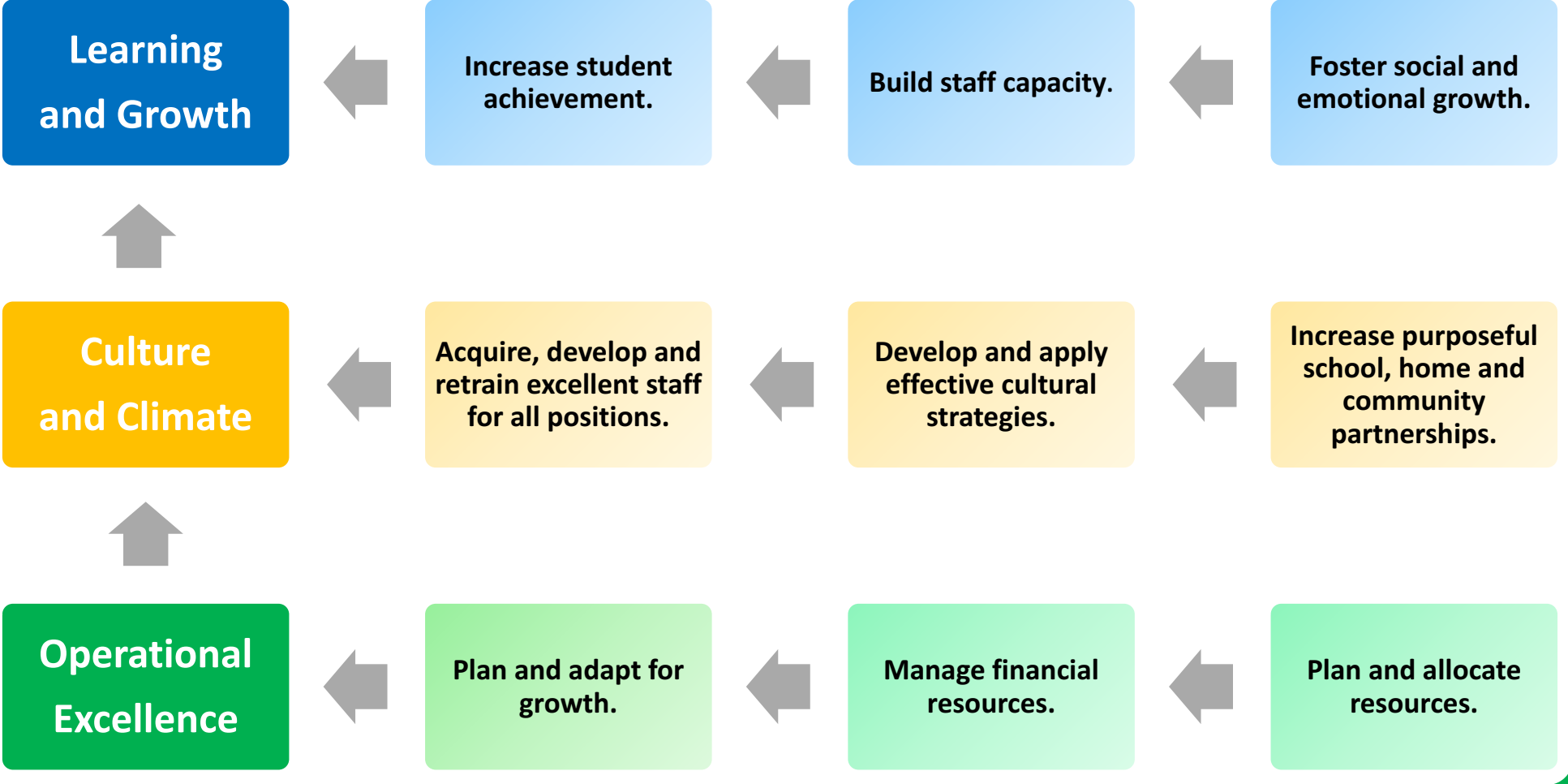
Performance Measures

- ▶ High level indicators that are tracked to report progress in each performance objective

Initiatives and Action Steps

- ▶ How you will improve performance
- ▶ Things you will do to complete the initiative

2017-22 Strategy Map





Goal Area #1: Learning and Growth

Performance Objective #1: Increase student achievement.

- ✓ Initiative A: Improve student content mastery resulting in positive growth of academic measures.

Performance Objective #2: Build staff capacity.

- ✓ Initiative A: Relevant and appropriate professional development for all staff.
- ✓ Initiative B: Professional learning times available within calendar/contract.

Performance Objective #3: Foster social and emotional growth

- ✓ Initiative A: Implement social emotional learning competencies K-12 in all schools.



Goal Area #2: Culture and Climate

Performance Objective #1:

Acquire, develop and retain excellent staff for all positions.

- ✓ Initiative A: Develop and retain
- ✓ Initiative B: Acquire

Performance Objective #2: Develop and apply effective cultural strategies.

- ✓ Initiative A: Develop district Diversity, Equity and Inclusion Plan
- ✓ Initiative B: Redesign the Partners in Education program

Performance Objective #3: Increase purposeful school, home, and community partnerships.

- ✓ Initiative A: Continue to grow the foundation to unify resources, not ordinarily provided by the district's operating budget, that foster innovation for increased student achievement.
- ✓ Initiative B: Restructure the partnership program to align with the Learner Profile.



Goal Area #3: Operational Excellence

Performance Objective #1: Plan and Adapt for Growth

- ✓ Initiative A: Complete the State Facilities Plan
- ✓ Initiative B: Develop Local Facilities Plan and secure funding for referendums
- ✓ Initiative C: Conduct redistricting

Performance Objective #2: Manage Financial Resources

- ✓ Initiative A: Identify internal controls weaknesses through review process

Performance Objective #3: Plan and Allocate Resources

- ✓ Initiative A: Annual operational budget



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