



Scotland County Schools

2015—2020 Strategic Plan At-A-Glance

Vision

Scotland County Schools will graduate all students college and career ready.

Mission

It is the mission of Scotland County Schools to develop responsible, productive citizens by providing an excellent education for its children through engaging instruction. Partnering with families, and the community, we will ensure every child's academic, social, emotional, and physical needs are met in a safe, nurturing environment.

Core Values

Professionalism and Leadership—demonstrate professionalism and leadership by caring enough to be honest

Integrity—actions speak louder than words

Diversity—value diversity and integrate its importance into programs, policies, and procedures

Responsibility—holding yourself to the highest level of accountability

Respect—all individuals deserve to be treated fairly

Goal 1: High Performance Students

By 2020, 91% of Scotland County students will graduate from high school career and college ready.

- Design, deploy, and monitor curricula practices in every academic discipline that prepares all students to be college and career ready as measured by a 5% increase per year in district performance on state assessments
- Continue implementation and monitoring of K–12 Literacy Plan to ensure that students are performing at or above grade level as measured by increases in district grade level MClass and EOG reading assessment and English II performances
- Design, deploy, and monitor a data analysis system that will enable effective benchmarking and analyzing of student performance as measured by quarterly benchmark results, yearly EVAAS data, and EOG/EOC results
- Design, deploy, and monitor an instructional technology plan that enables teachers to meet the individual needs of each learner in SCS with the goal of creating digital citizens and aiding in the preparation of college and career readiness, as measured by the increase in 8th grade EXPLORE, 10th grade PLAN, 11th grade ACT scores, and 12th grade WorkKeys

Goal 2: High Performance Staff

100% of Scotland County Schools staff will be highly effective within the school community based on evaluation instruments and a collection of various data methods. All staff will be able to show evidence of ethical and professional conduct and use research based best practices.

- By 2020, 74% of the staff will be above proficient on Standard 4 on the NC Educator Effectiveness Instrument
- Build a highly qualified instructional support staff measured by end-of-the-year evaluations enabling 100% of classified personnel to be proficient or higher
- By 2020, SCS will reduce the Teacher Turnover Rate to 13.9%
- By 2020, 75% of the staff will be above proficient on Standard 1 on the NC Educator Effectiveness Instrument

Goal 3: High Performance Learning Environments

By 2020, Scotland County Schools will graduate 91% of students college and career ready by: reducing Out-of-School suspensions, decreasing the dropout rate, by eliminating the office referral ethnic, racial, gender and economic gap, and increasing the graduation rate for each subgroup to 91%.

- A comprehensive continuum of behavior interventions throughout Scotland County Schools that results in discipline data, drop out data and an increase in cohort graduation rate
- Well maintained and safe facilities creating successful learning environments for students and staff
- Design, deploy, and monitor the effectiveness of the Presidential Fitness Program as measured in grades 5, 8, and 9

Goal 4: High Performance Communication

Design, develop, and monitor a communication plan and process that reaches 100% of our stakeholders by using varied and strategic communication methods.

- Design, deploy, and monitor a process for measuring communication effectiveness to ensure high performance communication throughout the district
- Create strong relationships and partnerships with local and regional communities that yield mutually beneficial results