Thomasville City Schools is... BULLDOG NATION
Strategic Plan 2020-2025

Students will receive a personalized education preparing them for further education, work, and citizenship upon graduation - in Thomasville City Schools, we go beyond the requirements of a sound, basic education.

Focus Area:	Goal 1:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Academic Excellence	*Thomasville City Schools will focus on Instructional Core in all Content Areas*	Implement a curriculum that is aligned and supports academic outcomes for all students		Current: implementation of ARC reading literacy curriculum Future: acquisition/implementation of district-wide aligned math curriculum		
		Increase the level of rigor to improve students' thinking and performance				
		Foster an environment for teaching and learning which promotes innovation and development of essential skills				
		Create Advanced Teaching Roles to provide student and teacher development		Application for/award of Advanced Teaching Roles grant		
		Utilize data and formative assessments to ensure accountability for learning	Andrew Wiener; Principals	Databases and Data Warehouse created and shared		As data is created by various state and local assessments, it is shared via the district data tracking instrument (see link under progress section)
		Create opportunities for vertical collaboration at district and school levels				

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Focus Area:	Goal 2:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Academic Excellence	*Thomasville City Schools will provide personalized instruction to build capacity for learning*	Establish 1:1 Technology Initiative at all schools				
		Establish district-wide definition of personalized learning				
		Create student learning profiles to develop individualized learning plans for all students		Creation of learner profiles within the PowerSchool module		
		Create and implement performance-based learning standards for all content areas				
		Define the system of supports to ensure students' academic growth and development needs are being met				
		Create flexible, innovative classroom environments				

Focus Area:	Goal 3:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Academic Excellence	*Thomasville City Schools will foster social-emotional growth and mental health development in all students*	Implement social-emotional learning competencies in all schools, including the Second Step Curriculum			PreK - 8th grade have the Second Step Curriculum	
		Define system of supports to ensure students' social and emotional needs are being met				
		Increase the number of external partnerships during the instructional day to provide mental health and wellness services to all students			Currently still have two mental health providers, providing on site and tele mental health therapy to grades k-12.	
		Provide co-curricular and extra-curricular enrichment and enhanced opportunities for students and families				
		Develop and utilize trauma-informed teaching strategies to provide a safe, stable, and understanding environment for students, families, and staff			District level team has begun the process to develop an implementation framework that can be rolled out based on readiness of the school and at given intervals of the specific school meeting targeted milestones. Roll out will be for only one school at a time.	

Schools and classrooms will be led by highly qualified administrators and teachers - in Thomasville City Schools, we recruit, retain, and develop the best.

Focus Area:	Goal 1: Part 1:	Action Steps:	Champion:	Progress:	Notes:
Workforce Diversity: **Recruit/ Hire**	*Thomasville City Schools will recruit/hire, develop, and retain a diverse and premiere workforce to increase student learning and reduce teacher turnover*	Thomasville City Schools will have one hundred percent of classrooms staffed on the first day of each school year.This will be monitored via PowerSchool and Thomasville City Schools Personnel Reports	Human Resources Department	PowerSchool Master School Scheduling to account for teachers of record for each course	Link to PowerSchool report
		Thomasville City Schools will conduct two open house informational sessions on how to become a teacher and obtain employment with Thomasville City Schools. Event information will be shared via local media outlets and Thomasville City Schools social media venues. Attendance will be monitored by sign-in sheets and permanent hires as a result of the open house session	Human Resources Department	Agenda and Roster of Attendance	Upload agenda and attendance roster
		Thomasville City Schools will create a "Why Thomasville" video to highlight district values. Video will be created with current staff members and will be shared via social media outlets.Views will be monitored via online data collection.	Human Resources Department/ Superintendent's Office	Video	Upload Video
		Thomasville City Schools will recruit in-state, diverse candidates which will bring cultural relevance to our schools and community	Human Resources Department	Recruitment Schedule	Link recruitment schedule
		Thomasville City Schools will strengthen partnerships between Educator Preparation Programs (EPPs), districts, and schools to foster collaboration and better teaching practicing	Human Resources Department	EPP MOUs, EPP agreements, Correspondence with EPPs	Link MOU, Sampling of correspondence, EPP License Agreement

Thomasville City Schools is... BulldogNation Strategic Plan 2020-2025

Focus Area:	Goal 1: Part 2	Action Steps:	Champion:	Progress:	Notes:
Workforce Diversity: **Develop/ Retain**	*Thomasville City Schools will recruit/hire, develop, and retain a diverse and premiere workforce to increase student learning and reduce teacher turnover*	Thomasville City Schools will recognize a staff or community member four times a year for his/her exhibition of the four pillars of Bulldog Nation by receiving the Bulldog Nation Award. Two honorees will be recognized at the October, January, April, and June Board of Education meetings.	Human Resources Department/Bulldog Nation Committee	Board of Education Agenda listing Bulldog Nation Award Winners	Link Board Agenda
		Thomasville City Schools will recognize staff annually in the following categories: Teacher of the Year, Instructional Technology Teacher of the Year, Beginning Teacher of the Year, and Classified Professional of the Year	Human Resources/School Based Leadership Team		Link School & District Winners Announcement
		Thomasville City Schools will provide all employees with an Employee Assistance Program available at no charge to employees. Monitoring will be collected via the EAP program report.	Human Resources Department/School Based Leadership	TCS Website, Monthly email reminders, Usage Report	TCS Website link, Copies of emails
		Thomasville City Schools will match internal educators with strong experienced mentors	Human Resources Department/School Based Leadership	Mentor Report/BT and Mentor Log	Link to Mentor Report/BT Documents
		Thomasville City Schools will work with school administrators, teachers, and staff advisory groups and other stakeholders to enhance and improve educator working conditions.	Human Resources Department/District Leadership Team/School Based Leadership	Teacher Working Conditions Report/School Improvement Team Plans	Link to Teacher Working Conditions Survey Results/Link to School Improvement Plans

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Focus Area:	Goal 2:	Action Steps:	Champion:	Progress:	Notes:
Workforce Diversity:	*Thomasville City Schools will educate all staff on Human Resources topics for both administrators and district staff in the areas of teacher quality, customer service, licensure, and other legal requirements*	Thomasville City Schools will annually have one hundred percent of staff receive training via SafeSchools in the areas of district school safety. Compliance will be monitored via SafeSchools completion reports	Human Resources Department/School Leadership	Assign required SafeSchools Training, Email reminders	SafeSchools Report
		Thomasville City Schools will annually have one hundred percent of school staff sign acknowledging he/she has read and understands the Thomasville City Schools Board of Education Policy manual and the Thomasville City Schools Employee handbook. Compliance will be monitored via LINQ electronic signature report.	Human Resources Department	Use LINQ to send e-signature request for Staff Handbook and Thomasville City Schools Education Manual	Attach Policy Report from LINQ
		Thomasville City Schools will research and generate ideas for building professional learning/training opportunities for classified staff for future implementation in cooperation with other district departments.	Human Resources Department/Curriculum and Instruction Department/ District Leadership Team/Classified Professional Group	Training agendas, Classified Professional Group meetings	Attach agendas, upload training plan
		Thomasville City Schools will continue general training for administrators which will include: NCEES evaluation instrument, best hiring practices, employee wellness, professional growth opportunities, and licensure compliance.	Human Resources Department	Training agendas, CEUs credit roster,	Link agenda and CEU report

Focus Area:	Goal 3:	Action Steps:	Champion:	Progress:	Notes:
Workforce Diversity:	*Thomasville City Schools will develop all staff members with a model of researched-based, innovative, personalized professional learning.*	Thomasville City Schools will strengthen Professional Learning Communities at all schools by providing school based professional development, formative assessments, and career pathway curricula	Curriculum and Instruction Department/Human Resources Department/School Based Leadership/District Leadership Team		
		Thomasville City Schools will utilize electronic learning, school based collaborations and voluntary after hours professional development to reduce principal and teacher time away from school.	Curriculum and Instruction Department/Human Resources Department/School Based Leadership/District Leadership Team		
		Thomasville City Schools will engage professionals in meaningful research based learning opportunities to promote cultural diversity, equity, and understanding.	Curriculum and Instruction Department/Human Resources Department/School Based Leadership/District Leadership Team		

Students and staff will have access to up-to-date technology and resources which align with and support quality learning, work, and communication across the district and with key stakeholders - in Thomasville City Schools, we operate effectively, efficiently, inclusively, and with transparency.

Focus Area:	Goal 1:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Operational Unity	*Thomasville City Schools will provide multiple channels of communication with families and community stakeholders to engage and inform in a timely manner*	Survey parents for communication preferences				
		Streamline and leverage communication services currently available				
		Increase types of information available to parents ● Parent Portal apps for student information regarding attendance, grade performance, and communication with teachers ● Explore district mobile apps to collect TCS resources for parents into one location ● Online student enrollment/registration and online bill pay options				
		Provide staff, parents, and student resources				

		about Internet Safety, digital security, and responsible digital citizenship through multiple venues			

Focus Area:	Goal 2:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Operational Unity	*Thomasville City Schools will create student digital citizens through technology-rich personalized learning opportunities*	Upgrade classroom technology environment to leverage opportunities for interactive and innovative student learning				
		Enhance classroom environments with multiple technologies which work seamlessly and collaboratively				
		Promote responsible digital citizenship				
		Infuse the NC Digital Learning Standards for all K-12 students into all academic areas				

Focus Area:	Goal 3:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Operational Unity	*Thomasville City Schools will engage all staff in training opportunities to improve operations to be more efficient, effective, inclusive, and transparent*	Technology modernization through district level infrastructure, school and classroom technologies and devices used by individuals				
		Train staff in effective implementation of new technologies including digital teaching strategies				
		Provide innovative solutions for increased educator engagement in professional learning and leading opportunities				

Students and staff will learn and work in healthy and safe environments which honor excellence, diversity, unity, and pride - in Thomasville City Schools, we educate the whole child.

Focus Area:	Goal 1:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Student and Community Pride	*Thomasville City Schools will maintain all buildings and work areas so that they are safe and inviting*	Complete monthly fire and building / grounds reports and facility walkthroughs	Andrew Wiener; Asst Principals	Reporting forms and scheduling of reporting has been completed	https://drive.google.com/drive/folders/0B0VHBY5Ft-M7NTEteENLRzJ4aTA?usp=sharing	
		Assure protocols for front desk customer service				
		Define each teacher/staff/employee morning, class change, afternoon responsibilities for meeting, greeting, monitoring students and guests				
		Engage school resource officers in welcoming and supporting activities at all schools (presentations to classes, 'pop-in', etc.)				
		Safety Protocols and Procedures communicated and practices in a variety of	Wiener, Principals, Safety Committee	Online safe school plans complete and accessible for	Table Top Exercises: https://drive.google.com/drive/fol	

		ways to assure plans for security and emergencies		each school (limited to school admin, staff and emergency personnel - TPD, TFD) Use of state wide system to house plans	ders/1U0Nj-vL9Zw_wFAuTZho35F0xLVlvMvto?usp=sharing (in addition to regular drills)	

Focus Area:	Goal 2:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Student and Community Pride	*Thomasville City Schools will assure students are physically and emotionally healthy and responsible*	Provide child nutrition services that exceed state/federal requirements for nutrition at all meals	Tiffany Charles			
		Build and enhance partnerships which provide access to quality, tiered, school-based Mental Health services for all students	Jessica Dreher, Ken Hill	- Presentation to BoE Fall 2020 (Dreher, Hill) - Creation of Mental Health Pamphlet with offerings at each school and the district for students, families and staff (February 2021)	Slide 10, 11: https://docs.google.com/presentation/d/1QG4jzv7ORfUophMZRG4TmmtjT-gbVBbLb0z-Asz-XMM/edit?usp=sharing LDES Presentation https://docs.google.com/presentation/d/1WsOer6sREvRbqazL555Dx4bt2ckPzgVXnYyCC5M3G1g/edit?usp=sharing	

				Pamphlet https://dochub.com/gentryc-jqg86j/qd0E4NeKgWrExmaKJ9LYyj/social-and-emotional-health-brochure-012521-pdf	
		Implement and expand opportunities for leadership and character development for students attending all schools	Principals, School Teams		
		Design service learning activities for all students including a services based capstone project for graduation with a focus on equity and justice topics	Principals, School Teams		

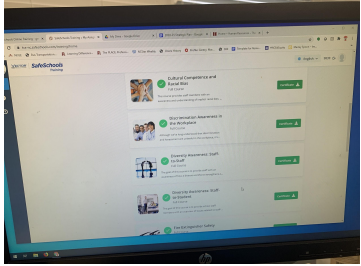| Focus Area:	Goal 3:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:

Student and Community Pride	Thomasville City Schools will support and develop staff to care for themselves and their students	Assess staff needs and areas of expertise in wellness, Social/Emotional Learning, mental health			
		Provide Professional Development in areas of wellness, Social/Emotional Learning, mental health as needed/indicated by survey/assessment	Dreher, Boone, Hill		
		Perform annual assessment of culture and environment of the building (teacher working conditions local option)	Principals, Dalton	2020 Teacher Working Conditions Survey 2021 TCS Interim TWC Survey	
		Continue and enhance annual opportunities for training in equity/diversity (serving students of poverty, etc.)		Inclusion of initial/ refresher courses in areas of diversity and culture competency District and School Equity Teams created 3rd group of Racial Equity Institute trainees (all admins and director and 6-8 at each school team previously trained) (April 30-May 1)	Equity policy https://www.boardpolicyonline.com/bl/?b=thomasville&s=978329

		Continue to provide annual opportunities for training in de-escalation strategies			

Focus Area:	Goal 4:	Action Steps:	Champion:	Key Indicators:	Progress:	Notes:
Student and Community	*Thomasville City Schools will increase and enhance*	Update and re-define engagement to create catalog of engagement opportunities for parents and greater community				

Pride	opportunities for parent and community engagement with and for the schools	Create Parent Institute/Academy to develop parent capacity and leadership				
		Increase and vary communication around the community (Facebook live meetings, Channel 13, local church bulletins)	Johnnie Musgrave, Jennifer Buck, Cate Gentry	Monthly Church Bulletin Inserts Monthly posting agreement with channel 13...also regular "special event" posting and some streaming of events Zoom for BoE meetings and school based meetings as an option moving forward		