

Thomasville City Schools is...

BULLDOG NATION



Strategic Plan 2020-2025

Academic Excellence

In TCS, we go beyond the requirements of a sound, basic education

Workforce Diversity

In TCS, we recruit, retain, and develop the best.

Operational Unity

In TCS, we operate effectively, efficiently, inclusively, and with transparency.

Student & Community Pride

In TCS, we educate the whole child.

Focus Area 2: Workforce *Diversity*

Schools and classrooms will be led by high quality administrators and teachers – in Thomasville City Schools, we recruit, retain, and develop the best.

Goal 1:

Thomasville City Schools will recruit/hire, develop, and retain a diverse and premiere workforce to increase student learning and reduce teacher turnover

Goal 2:

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

Goal 3:

Thomasville City Schools will develop all staff members with a model of research-based, innovative, personalized professional learning.

Goal 1:

Thomasville City Schools will recruit/hire, develop, and retain a diverse and premiere workforce to increase student learning and reduce teacher turnover

<i>TCS Has:</i>	<i>TCS Will:</i>
<ul style="list-style-type: none">• participated in three open house informational sessions on how to become a teacher and obtain employment with Thomasville City Schools.• seen an increase in the usage of the Employee Assistance Program which is reflected in quarterly reports.• continued to match internal educators with strong experienced and trained mentors.	<ul style="list-style-type: none">• recruit diverse candidates which will bring cultural relevance to our schools and community• utilize the results from the NC Teacher Working Conditions survey and district created measures to improve teacher retention.

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Goal 2:

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<i>TCS Has:</i>	<i>TCS Will:</i>
<ul style="list-style-type: none">● had 99.37% of staff receive training via SafeSchools in the areas of school district safety.● had 100% of school staff sign acknowledging they have read and understand the Thomasville City Schools Board of Education Policy manual and the Thomasville City Schools Employee handbook.	<ul style="list-style-type: none">● research and generate ideas for building professional learning/training opportunities for classified staff.● continue general training for administrators which will include: <i>NCEES evaluation instrument, best hiring practices, employee wellness, professional growth opportunities, and licensure compliance.</i>

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Goal 3:

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<i>TCS Has:</i>	<i>TCS Will:</i>
<ul style="list-style-type: none">● utilized electronic resources (<i>Zoom & GoogleMeet</i>) to reduce principal and teacher time away from school and maximize meeting time.● engaged professionals in meaningful research based learning opportunities to promote cultural diversity, equity, and understanding<ul style="list-style-type: none">○ FACE (Family and Community Engagement)○ Panorama	<ul style="list-style-type: none">● continue to strengthen Professional Learning Communities at all schools by providing school based professional development, formative assessments and career pathway curricula

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