Thomasville City Schools is... Bulldog Nation

Strategic Plan 2020-2025

Our Vision:

Thomasville City Schools will engage, inspire, and empower students to graduate ready for a successful life in a globally competitive world.

Our Mission:

Thomasville City Schools works together with families and community to provide personalized learning opportunities for all students in a safe, caring, and innovative environment.

Our Values: In Thomasville City Schools, we believe in the four pillars of Bulldog Nation:

Excellence	Diversity	Unity	Pride
We strive to be our best each day	We promote equity and respect the unique attributes of all stakeholders	We represent one city, one district, one vision	We embrace our traditions and commit to continuous growth

Academic **Excellence**

Student & Community **Pride**

Supporting Success

Growing Greatness

BulldogNation Thomasville City Schools

Workforce **Diversity**

Operational **Unity**

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 1: Academic *Excellence*

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.

Goal 1:

Thomasville City Schools Will Focus on Instructional Core in all Content Areas

Action Steps:

- Implement a curriculum that is aligned and supports academic outcomes for all students
- 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
- Utilize data and formative assessments to ensure accountability for learning
- Create opportunities for vertical collaboration at district and school levels

Key Indicators:

- Annual proficiency rate and growth on EOG and EOC Assessments
- Feedback through formative walkthroughs as well as classroom observations
- Subgroup Opportunity Gap data
- State and Federal School Classification
- Advanced Course Participation
- ACT/WorkKeys Performance
- Career and Technical Education Completers and Industry Certifications

Goal 2:

Thomasville City Schools will provide personalized instruction to build capacity for learning

Action Steps:

- 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
- 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

Key Indicators:

- Participation data for professional development on personalized learning
- Classroom walkthroughs data
- Student, teacher, parent perception data
- Success of Multi-Tiered System of Support interventions
- Student behavior data
- Student attendance data

Goal 3:

Thomasville City Schools will foster social-emotional growth and mental health development in all students

Action Steps:

- Implement social-emotional learning competencies in all schools, including 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
- 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

Key Indicators:

- Student Attendance
- Suspension Rate
- Student/Parent Satisfaction Surveys
- Student Engagement Surveys
- SEL Initiatives
- Success of Interventions (MTSS)

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

Recruit/Hire:

- *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*
- *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*
- *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.*
- *Thomasville City Schools will recruit in-state, diverse candidates which will bring cultural relevance to our schools and community*
- *Thomasville City Schools will strengthen partnerships between Educator Preparation Programs (EPPs), districts, and schools to foster collaboration and better teaching practices*

Develop/Retain:

- *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 meeting.*
- *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.*
- *Thomasville City Schools will utilize the results from the NC Teacher Working Conditions survey to improve teacher retention. Overall satisfaction for each school will increase by 5% as reported on the survey. Monitoring will be collected via the NC Teacher Working Conditions report.*
- *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.*
- *Thomasville City Schools will match internal educators with strong experienced mentors*
- *Thomasville City Schools will work with school administrators, teachers, and staff advisory groups and other stakeholders to enhance and improve educator working conditions.*

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

- *Thomasville City Schools will annually have one hundred percent of staff receive training via SafeSchools in the areas of school district safety. Compliance will be monitored via SafeSchools completion reports.*
- *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.*

- *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.*
- *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.*

Goal 3:

Thomasville City Schools will develop all staff members with a model of research-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.*
- *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.*
- *Thomasville City Schools will engage professionals in meaningful research based learning opportunities to promote cultural diversity, equity, and understanding.*

Focus Area 3: Operational *Unity*

Students and staff 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.

Goal 1:

Thomasville City Schools will provide multiple channels of communication with families and community stakeholders to engage and inform in a timely manner

Action Steps:

- 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 app to collect TCS resources for parents into one location
  - Online student enrollment/registration and online bill pay options
- Provide staff, parent, and student resources about Internet Safety, digital security and responsible digital citizenship through multiple venues

Key Indicators:

- Participation results of communication preferences survey
- Analysis of communication gaps and positive impact regarding district and school level social media, website, automated phone calls, digital newsletters, videoconference opportunities
- Increase accuracy of up-to-date parent contact information including phone numbers, address, and email addresses
- Increase Parent Portal apps usage (PowerSchool, Canvas, SeeSaw)
- TCS Mobile App to include key components: District announcements, social media links, calendar, menu, inclement weather alerts, & school closings, Parent Portal, transportation, enrollment/registration, online bill pay
- 100% of staff participate in trainings related to Staying Digitally Safe and Secure
- Parent workshops regarding Internet safety offered at least twice per year
- All students complete grade appropriate learning modules pertaining to Internet responsible use, being safe online, and digital citizenship

Goal 2:

Thomasville City Schools will create student digital citizens through technology-rich personalized learning opportunities

Action Steps:

- *Upgrade classroom technology environment to leverage opportunities for interactive and innovative student learning*
- *Enhance classroom environment 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*

Key Indicators:

- *Install new Promethean Activpanel technology in every classroom*
- *Replace wired classroom technology components with wireless options where available*
- *Increase access to STEM, Coding and Computer Science equipment and resources in the classroom*
- *Increase access to culturally-relevant, equity focused digital resources*
- *Expand student 1:1 device access to all grade levels*
- *Offer professional learning opportunities for staff to acquire necessary skills for embedding NC Digital Learning Standards into curriculum*
- *Define and create a Personalized Learning framework*
- *Proficient use of Learner Profiles and Pathways and Playlists to incorporate student choice and voice into personalized learning opportunities*
- *Achieve growth in the areas of Digital Content & Instruction and Data & Assessment on the NC Digital Learning Progress Rubric*

Goal 3:

Thomasville City Schools will engage all staff in training opportunities to improve operations to be more efficient, effective, inclusive, and transparent

Action Steps:

- *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*

Key Indicators:

- *Staff effectively use business applications to ensure compliance with state and local systems*
- *Instructional staff demonstrate evidences of embedded and aligned technologies within content areas*
- *Train staff on concept of flipped classrooms and utilize live and recorded lessons*
- *Increase access to local online help guides in a digital catalog of services*
- *Institute a tech buddy system in each building*
- *Provide training opportunities through monthly professional learning sessions both face-to-face and virtually*
- *100% of teachers, instructional support staff, and administrators achieve the necessary NC Digital Learning Competencies license renewal requirements*

Focus Area 4: Student & Community *Pride*

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.

Goal 1:

Thomasville City Schools will maintain all buildings and work areas so that they are safe and inviting

Action Steps:

- Complete monthly fire and building /grounds reports and facility walkthroughs
- Assure protocols for front desk customer service
- Define each teacher/staff/employee morning, classroom, 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.)

Key Indicators:

- Facility walkthroughs and fire inspections up to date and on file each month for review
- Work orders (Sherpa Desk) completed or communicated and prioritized within ten days
- PD for front desk protocols (sign-ins for PD, evidenced in walkthroughs
- Observational data – faculty and staff monitoring assignments, plans, and implementation

Goal 2:

Thomasville City Schools will assure students are physically and emotionally healthy and responsible

Action Steps:

- Provide Child nutrition services that exceed state/federal requirements for nutrition at all meals
- Build and enhance partnerships which provide access to quality, tiered, school-based Mental Health services for all students
- Implement and expand opportunities for leadership and character development for students attending all schools
- Design services learning activities for all students including a services based capstone project for graduation with a focus on equity and justice topics

Key Indicators:

- School meal menus and grant program offerings; monitored use of spend down plans and funds to enhance food options/quality and wellness opportunities for students with quarterly reports on funds and participation
- Annual reports on partnerships and services for mental health, pamphlet designed and distributed to share information on services
- Integrate service opportunities and leadership/character development PreK-12 as noted by participation in school-based programs and extra-curricular activities centered on these topics
- For the Class of 2025, create and implement a capstone project focused on service/leadership/social justice for each student to complete during high school as a graduation requirement

Goal 3:

Thomasville City Schools will support and develop staff to care for themselves and their students.

Action Steps:

- *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*
- *Perform annual assessment of culture and environment of the building (teacher working condition local option)*
- *Continue and enhance annual opportunities for training in equity/diversity (serving student of poverty, etc.)*
- *Continue to provide annual opportunities for training in de-escalation strategies*

Key Indicators:
- *Annual tiered offerings and verifications of full faculty/staff participation in, at minimum Tier I (Basic) development opportunities in areas of SEL, mental health, equity and cultural competencies*
- *All staff trained in racial equity and cultural competencies by September 2022 with continued efforts for new staff and annual "refresher courses" on this topic after full, initial training*
- *Implement Racial Equity policy and teams at each school for staff and student diversity, equity, and inclusion*
- *Review of teacher working conditions data for bi-annual state survey (even years) as well as interim local survey (odd years) to assess and include in SIP/NCSTAR, measurable school culture goals*
- *Annual staff assessment in PD needs/wants completed each spring to inform planning for the coming year.*

Goal 4:

Thomasville City Schools will increase and enhance opportunities for parent and community engagement with and for the schools.

Action Steps:

- *Update and re-define engagement to create a catalog of engagement opportunities for parents and greater community*
- *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)*

Key Indicators:
- *Increased rates of parent and community involvement in our schools*
- *Improved positive results on annual parent and student surveys through Panorama*
- *Parent institute with at least four graduates from each school to support parent and community engagement activities*
- *Increase circulation of sources of viable and reliable school communication and information*

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Workforce Diversity

Operational Quality

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