



Thomasville
City Schools

"Building a Culture of Excellence"

Strategic Plan
2017-2021



This Strategic Plan was developed through careful consideration of a variety of components and collaboration from numerous stakeholders. Listening and Learning Sessions were held community-wide to garner areas of celebration and opportunities for growth. These sessions were held at parent homes, churches, schools, and the district office. Sessions allowed for a wide range of input from both students and adults. In addition to community-wide listening and learning, data reviews, school visits, dialogue with students, teachers, and district leaders helped to define specific areas of urgent concern.

Objectives & Strategies

Objectives

Strategies

TEACHING AND LEARNING

To provide educators and students with continuous learning experiences that are relevant, rigorous, and build upon relationships.



MTSS (Multi-Tiered Systems of Support)

Build a culture committed to establishing individualized and applicable pathways to success for all students

[\(Active Link to Action Steps will be here\)](#)

Rigorous, Relevant, and Relatable Curriculum

Design learning opportunities that are rigorous, engaging, and applicable to students which fosters a growth mind-set where progress toward mastery occurs

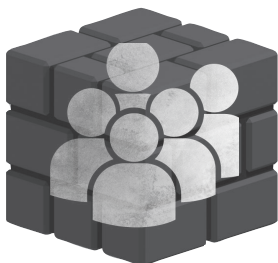
Ensuring Equity

Design progressive learning environments that intentionally integrate all cultures, experiences, and races and establish constant high expectations for all students

Senior Leaders Monitoring: Clemmons and Gentry

HUMAN RESOURCES

To identify, recruit, and retain high quality educators



Innovative Recruitment & Retention

Increase teacher and staff incentives, build a culture that fosters and builds on leadership capacity to develop a pipe line of employees who are ready to enhance their own leadership development and lives of those around them

Unique and On-Going Professional Development

Utilize retired and current proven teachers to coach, teach, support, and mentor novice teachers

Create a Work Environment of Excellence

Celebrate, recognize, and develop all employees for high quality service to our students, parents, and colleagues

[\(Active Link to Action Steps will be here\)](#)

Senior Leaders Monitoring: Armstrong and Faison

Objectives & Strategies

Objectives

Strategies

FAMILY AND COMMUNITY ENGAGEMENT

To cultivate an atmosphere of collaboration, trust, and shared responsibility between parents, community, and district personnel for student success.



Customer Service

Model and exhibit customer service traits district-wide leading our students, staff, and parents to feel safe, valued and partners in the education process

Family Engagement

Build the capacity of teachers, staff members, and administrators to effectively engage and collaborate with families

Community Outreach

Work with our faith-based organizations, corporate, civic, and community members to leverage resources for our students and families.

[\(Active Link to Action Steps will be here\)](#)

Senior Leaders Monitoring: Faison and Powell

EFFICIENCY, STRUCTURE, AND GOVERNANCE

To maximize student achievement by strengthening data use and accountability at the classroom, school, and district levels



Strategic use of District Resources

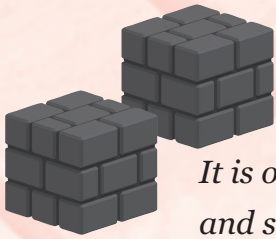
Design district resources that allow for maximization of staff support and student achievement

Administrator training and autonomy

Build capacity of school leaders through mentoring from current proven school leaders, internal and external training, and coaching.

[\(Active Link to Action Steps will be here\)](#)

Senior Leaders Monitoring: All Senior Leaders



*It is our mission in **Thomasville City Schools** to partner with parents, community and staff to nurture and prepare students for success in the 21st Century. Educating the whole child and providing them with the tools needed for success in life is paramount. Expectations for a positive learning environment along with rigor, relevance, and relationship building will ensure success for all students.*

***We believe** in and nurture the whole child through academic, social, emotional, nutritional, and physical development which honors diversity, promotes high expectations, and celebrates individual and collaborative achievement and growth.*

***We believe** parents and community are critical components to the success of our students, staff and schools; forming partnerships and fostering understanding and engagement with these stakeholders is a priority.*

***We believe** in the essential role faculty and staff play in achieving our mission and respect their diversity while working to support and develop the adult capacity necessary to impact our students' success.*

***We believe** that all students and staff will incorporate innovative 21st Century technology in the learning process.*



“Building a Culture of Excellence”
Patrice Faison, Ed.D.
Superintendent of Schools

Thomasville City Schools

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