2015-2024

STRATEGIC PLAN

for HALL COUNTY SCHOOLS

VISION	Character, Competency, Rigor...For All

THEME	The most caring place on earth

MISSION	Character, Competency, Rigor...For All: This is the mission of Hall County Schools. With foundational philosophies of continuous improvement and leading by example, we commit to utilize all of our abilities to accomplish the task before us. Additionally, it will take our entire community working together to create an environment where boys and girls, our most precious resource, can begin to realize their potential.

VALUES	Honesty, Integrity, Transparency, Putting children first

BELIEFS	The Hall County School District believes: ▪ Engaging young people in rigorous programs that focus on their individual strengths and interests is the way to improve achievement and enthusiasm for lifelong learning ▪ Holding high expectations generates positive results for all students ▪ Using the courage and creativity of Hall County community members, educators, students and their families we can work together to seek a better way to prepare citizens for the world of tomorrow ▪ Supporting local families on this most important journey is our primary role

DISTRICT PRIORITIES	Career/College/Citizenship Readiness; 21st Century Learning Platform and Resources; Standards: A Focus on the Essential

TARGETS

Area	2015	2023
Graduation Rate	83%	85%
Elementary CCRPI	67.9	52.1*
Middle School CCRPI	80.1	56.7*
High School CCRPI	80.1	57.1*
System CCRPI	75	55.3**
Carnegie Unit Courses (MS)	76%	90%
HCSD Bilingual Seal	N/A	30%

The Content Mastery CCRPI calculation was used as a single CCRPI score for a school is no longer generated.

**The Content Mastery CCRPI calculation for the district was calculated by averaging the elementary, middle, and high Content Mastery averages as a single CCRPI score for a district is no longer generated.*

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KEY STRATEGIES AND KEY ACTIONS

	Key Strategies (5-10 Year Goals)	Key Actions (Years 1 - 2)
Character	Expand service learning opportunities for students to promote citizenship and civic and financial responsibility.	Develop a database of community service learning opportunities at each school.
	Improve existing programs and create new opportunities for students to develop workforce soft skills, pursue career pathways, and demonstrate attributes of admirable character.	Collaborate with counselors and include stakeholders to provide structures, opportunities, and advisement for multiple graduation path options.
Competency	Develop a culture within the school system that reflects character, trust, productivity, and employment stability.	Hire and retain quality staff; develop leaders who embody the values of the HCSD.
	Operate within budget and in compliance with accountability requirements and maximize funding sources for operations and capital improvements.	Obtain, construct, maintain, renovate, and secure physical facilities to provide safe learning environments while increasing access to updated technology tools.
	Create flexible and innovative learning opportunities that increase student achievement.	Evaluate new and existing supports available for individualized learning needs.
	Increase the graduation rate by enhancing existing programs and developing appropriately flexible paths to graduation.	Collaborate with counselors to develop new opportunities for multiple graduation paths.
	Enhance existing programs to further develop college and career paths from kindergarten to twelfth grade.	Advance the college and career pathways and benchmarks offered to students.
	Employ the use of new and existing technologies to engage students, facilitate professional development for staff members, and increase the efficiency of operational processes.	Provide increased access to technology for students and staff with the necessary infrastructure.

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	Key Strategies (5-10 Year Goals)	Key Actions (Years 1 - 2)
Rigor	Support existing and increase diverse school and program choices for personalized learning.	Expand student choice for personalized learning through Programs of Choice, Magnet School offerings, and district-wide options.
	Enhance and increase strategic partnerships with businesses, post-secondary institutions, and community members to provide relevant and challenging learning opportunities for students.	Utilize new and existing partnerships to further develop and expand local college and career pathways.
	Increase the school's capacity to meet individual student needs and offer opportunities for students to participate in rigorous courses that appropriately challenge them.	Maximize student participation in rigorous course offerings.
	Enhance and expand available supports and resources that empower staff to meet student needs.	Expand professional learning and endorsement opportunities including blended learning and other options.

SWOT ANALYSIS

Strengths	Weaknesses	Opportunities	Threats
Strong district support of schools promoting autonomy and innovation in student program offerings	Analyzing formative and summative data to guide actions	Flexibility with SWSS	Uncertainty with accountability requirements as measured by changing curriculum and assessments
Deep sense of community	Limited resources with which to serve a diverse student body	Increase stakeholder involvement	Loss of local control
Safe and healthy learning environments		ESEA Waiver (CCRPI Index)	

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GEORGIA VISION PROJECT FOR PUBLIC EDUCATION

The following nineteen recommendations of the Georgia Vision Project for Public Education will be implemented in the Hall County School System:	
2.0 General	2.1 Promote public education as the cornerstone of American democracy by publicizing student and school successes through all available media.
4.0 Teaching and Learning	4.1 In order to provide an environment where students learn best, ensure that teachers work and plan together, learn and share effective teaching practices, and are provided support for their on-going learning.
	4.2 In order to provide an environment where students learn best, ensure that teachers use a variety of technologies to teach and measure what students know and can do.
	4.3 In order to provide an environment where students learn best, ensure that teachers teach challenging and problem-solving lessons that are flexible enough to meet the interests and needs of individual students.
	4.4 In order to provide an environment where students learn best, ensure that teachers use varied measures to determine what students know and can do.
5.0 Teaching and Learning Resources	5.1 Evaluate and utilize the most effective instructional models and learning supports (i.e. digital, blended, competency, virtual, etc.) implemented by school districts.
	5.2 Ensure full integration of current technology and training into the classroom.
	5.3 Continue to develop and maintain a comprehensive data system for monitoring student progress (K-12) and making decisions to improve educational practice.
6.0 Human and Organizational Capital	6.1 Identify and recruit the most talented candidates into teacher prepration programs.
	6.3 Collaborate with the Georgia Professional Standards Commission, the Georgia Department of Education and other credentialing agencies to provide comprehensive strategies to find, grow and keep the most talented educators.
	6.4 Organize personnel, distribute leadership and implement processes that maximize student learning.

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7.0 Governance, Leadership and Accountability	7.1 Develop and implement at the local school district level an accountability system based on local district educational goals that are aligned with state educational goals and state accountability system, and which include clearly defined measures of school district, school and student success.
	7.2 Pursue all local and state options to provide for the equitable, effective and efficient delivery of instruction to all students in Georgia regardless of where they reside.
	7.3 Change and streamline the process by which local school districts obtain flexibility from state mandates so it is based on school and district performance expectations outlined in the district's strategic improvement plan and takes into account the needs, resources, and characteristics of the local community. (Hall County chose SWSS contract.)
	7.4 Establish and maintain high performance organizations through development of local school district governance and leadership teams.
8.0 Culture, Climate and Organizational Efficacy	8.1 Develop safe, orderly supportive learning environments built on respect and encouragement where all individuals believe they can make a positive difference.
	8.2 Make each Hall County school an inviting place to be for students, parents, staff and the larger community.
	8.4 Develop a culture and climate that foster innovation and responsible risk-taking.
	8.7 Get to know and be willing to truly listen to the students in our schools.