



BARROW COUNTY SCHOOL SYSTEM



STRATEGIC PLAN 2021-2026



Academics & Student Success

- 📍 Create a robust, developmentally appropriate, simplified curriculum that is accessible to teachers, students, parents, and families.

Elevating the Teaching Profession

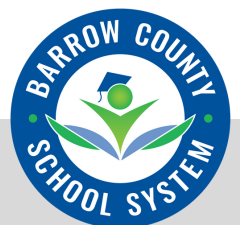
- 📍 Attract, employ, develop and retain a highly effective diverse staff who provide exceptional educational opportunities for all students.

Communication & Culture

- 📍 Establish BCSS as a destination for work and school to draw families, staff, and industry to Barrow County for our excellent school system.

Finances & Infrastructure

- 📍 Strategically manage system growth and ensure equitable distribution of resources by maintaining and improving processes for operational excellence, customer service, and shared accountability.



Academics & Student Success

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Early Learning and School Readiness

GOAL: Communicate the importance of early learning and its role in the growth, development, readiness, and overall academic success of young children.

ACTION STEPS:

- Provide a safe, nurturing, and challenging learning environment for Pre-K students by establishing an early learning center with age-appropriate indoor and outdoor learning equipment.
- Provide professional learning for Pre-K Staff on the Frog Street EXCEL Pre-K curriculum & collaborate with Bright from the Start Pre-K Specialist for additional training in literacy and math.
- Collaborate with community partners, including Barrow Book Partnership, medical, dental, social, and behavioral services to provide a range of coordinated services for young learners.
- Add additional Pre-K and preschool special education classes to manage program growth.
- Increase kindergarten readiness by exploring ways to increase literacy and math skills in children ages 5 and younger before they enter school.

Leadership Development

GOAL: Promote leadership development among teachers and leaders by providing capacity-building opportunities for those who have the knowledge, skills, and dispositions to improve achievement and outcomes for all students.

ACTION STEPS:

- Strengthen the induction programs and professional learning opportunities to help teachers and leaders excel as instructional leaders.
- Implement a curriculum-based instructional program for potential and current leaders that focuses on Leader Keys Performance Standards.
- Provide fieldwork, internships, and field experiences as part of the professional learning for aspiring leaders.
- Develop partnerships with local universities to align programs of study with district professional learning initiatives.

Academics & Student Success



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Curriculum Development, Assessment, and Implementation

GOAL: Implement a K-12 vertically and horizontally aligned curriculum that prepares students for academic and career success.

ACTION STEPS:

- Adopt and implement an elementary mathematics curriculum and provide resources to support it.
- Implement elementary, middle, and high school financial literacy programs to provide students with the knowledge and skills to manage financial resources effectively.
- Provide access to career awareness, career exploration, career preparation, and career training to ensure that students develop an understanding of their strengths, talents, and interests in order to create individualized plans that prepare them for the future.
- Research and implement a system that enables teachers to deliver curriculum and monitor and analyze student performance.
- Utilize data teams and professional learning communities (PLCs) to plan instruction, review assessment data, and analyze student work samples.
- Challenge student use of critical thinking and problem solving through the implementation of innovative programming and instructional strategies.


Systemwide School Improvement Practices

GOAL: Implement system and school improvement processes that result in improved instructional practice and high levels of student academic achievement.

ACTION STEPS:

- Establish an Instructional Council made up of teachers and other practitioners to:
 - Assist with curriculum resource selection.
 - Participate in decisions for curriculum guidelines and priorities.
 - Implement processes to monitor and evaluate the effectiveness of the approved curriculum and its capacity to produce desired student outcomes.
 - Review and make recommendations based on instructional rounds data.
 - Assist with the creation and implementation of a comprehensive professional learning plan that includes an evaluation component.
- Implement a systemwide improvement team to review, evaluate, and make recommendations for improving school improvement processes.
- Establish a systemwide graduation team that will research, identify, implement, and evaluate effective practices

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Positive Learning Environments

GOAL: Ensure all students have access to a safe and positive learning environment resulting in healthy social development, increased academic outcomes, and improved graduation rates.


ACTION STEPS:

- Increase opportunities for student participation in service-learning and charitable outreach.
- Research successful restorative practice programs and implementation guides.
- Increase opportunities for student participation in restorative practices to facilitate social-emotional learning and development.
- Relocate the alternative school program to provide increased access and participation in dual enrollment opportunities offered through Lanier Technical College.
- Develop community partnerships to increase opportunities for students to engage in community service and apprenticeships and to establish a network of services and resources for students.
- Implement a bullying prevention program.
- Provide age-appropriate social-emotional learning that addresses the Collaborative for Academic, Social, and Emotional Learning (CASEL) five overarching competencies: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.
- Monitor the implementation, progress, and impact of programs designed to improve social and academic functioning by way of fostering positive learning environments.



We are child developers, not child testers.

Elevating the Teaching Profession

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Collaborative Partnerships

GOAL: Cultivate collaborative partnerships with colleges, universities, and community leaders to attract a diverse and highly qualified staff.

ACTION STEPS:

- Develop Student Teacher Induction Programs
 - UGA pipeline to hire student teachers as classroom substitutes
 - GSU pipeline for Computer Science educators
- Work with local industry to ensure pathways are supportive of local needs
- Work with local industry and colleges to provide a pipeline of support for areas of high need
- Connect high school Career Technical and Agricultural Education Teachers and Community Leaders to provide education for elementary and middle school teachers so they are aware of future opportunities
- Recruit highly qualified teaching staff based on a variety of demographics
- Develop recruitment teams to address the need for diverse staffing
 - Ambassador Program or similar
 - Community participants

Grow Our Own Educators

GOAL: Identify and support future educators through an innovative Grow our Own program

ACTION STEPS:

- Build the two Teacher Pathway Programs – Teaching as a Profession or Educators Rising
- Opportunities for teachers from elementary to high school to identify, influence, and encourage students to consider the teaching field
- Signing bonuses and scholarship opportunities for program participants
- Celebrate current alumni and engage them in the recruitment of future teachers



Our teachers and staff are the best, so they deserve the best.

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Positive Learning Environments

GOAL: Retain employees by providing a competitive compensation package, a safe and supportive work environment, and opportunities for growth

ACTION STEPS:

- Build Pipelines for Leadership
 - Innovative Teacher Leader program
 - Aspiring Administrator program
- Utilize digital learning days
- Continue targeted assessment of staff salaries and supplements

Job-Embedded Professional Learning


GOAL: Develop teachers and leaders through targeted job-embedded professional learning

ACTION STEPS:

- Designate and protect Professional Learning days
- Designated Professional Learning for all staff (certified and classified) including Technology and Social-Emotional Learning
- Provide time and resources to follow-up on Professional Learning Training
- Utilize Content-Specific Specialists
- Build capacity within each building



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Communication

GOAL: Improve consistency and transparency of communication

ACTION STEPS:

- Develop a public data dashboard
- Improve internal communication
- Increase consistency of school communication with its families, partners, and community
- Explore additional channels for communication
- Ensure all communication is accessible by parents
- Build enthusiasm and awareness of our innovative learning options available to students

Community Engagement

GOAL: Increase community and business engagement in our district and schools

ACTION STEPS:

- Increase opportunities to invite our community into our schools
- Build a BCSS Ambassador Program
- Connect students and staff to community leaders
- Reconnect with BCSS Alumni

Family Engagement

GOAL: Increase family engagement for all BCSS families in our schools and programs

ACTION STEPS:

- Create a virtual Parent Resource Center
- Connect with local minority populations
- Reward everyone that contributes to student success
- Host town hall meetings to stimulate two-way conversation

Culture & Diversity

GOAL: Create a culture and diversity action plan


ACTION STEPS:

- Assess and address organizational culture
- Focus on cultural diversity and equity
- Develop Learner, Teacher, Leader, and Parent Profiles

Barrow County School System is THE place to be. ””



Finances & Infrastructure

 **Strategically manage system growth and ensure equitable distribution of resources by maintaining and improving processes for operational excellence, customer service, and shared accountability.**

Build for Growth

GOAL: Plan for, develop, and maintain quality buildings and grounds to meet the evolving needs of our community and schools

ACTION STEPS:

- Continue to update and follow our 5-year Department of Education Local Facilities Plan as well as plans for locally funded projects
- Complete a system guide spec to create consistency in building design and operation.
- Continue to build and maintain an asset records database
- Develop preventive maintenance plan for each building trade

Leverage Technology

GOAL: Leverage technology and digital tools efficiently and effectively


ACTION STEPS:

- Ensure technology functionality and mission relevance by implementing and funding a 5-year technology refresh cycle
- Annually review and maintain the district 5-year technology plan with District Leadership engagement
- Continue to collaborate with partners in industry, government, and higher education to research and pilot best practices of effectively integrating emerging technologies in ways that are both scalable and sustainable.



We leverage every resource to the service of our children.

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Resource Management

GOAL: Secure and allocate resources to maintain essential programs and services that ensure District quality

ACTION STEPS:

- Demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development
- Hire a grant writer
- Make sustainable financial decisions which put as much money as close to the classroom as possible and lead to the best decisions and resources for students
- Promote financial transparency and awareness for all internal and external stakeholders
- Assess and improve our zero-based budgeting approach that requires each expense to be reevaluated annually to justify its existence and alignment with the district's mission statement

