

# GEORGE COUNTY SCHOOL DISTRICT

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*Five-Year Strategic Plan*

2026-2031

Graduates · Community · Safety · Development



# OUR STRATEGIC PILLARS

G

## Graduates

Well-rounded · Academics · CTE  
Arts · Athletics · Teacher Training  
Graduate with Goals



C

## Community

Partnerships · Families  
Business/Industries  
Communication



S

## Safety

Physical · Social-emotional  
Personnel · Facilities  
Fleet

HOPE  
SQUAD

D

## Development

Fiscal Responsibility · Planning  
Programs · Facilities  
Infrastructure



*Together, we are building a future where every student is empowered to succeed.*

“

*George County is truly exceptional. Time and again, our community unites around a shared purpose: doing what is best for our children and ensuring that every student is prepared for a successful future.*

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This strategic plan represents far more than a set of goals. It is a collective vision created by students, educators, families, community members, and business partners who understand the importance of preparing graduates to thrive beyond high school — whether they choose to become employed, enlisted, or enrolled.

Equally important, this plan reflects our continued commitment to stewardship and fiscal responsibility. We are dedicated to using our resources wisely, maximizing their impact, and ensuring that every investment directly supports student learning.

Together, we are inspiring the next generation to dream boldly, achieve confidently, and lead with purpose.



## **Superintendent's Message**

*Debra D. Joiner  
Superintendent*

# ABOUT US

## George County School District



### Our Community



Nestled on the eastern edge of the Mississippi Gulf Coast, serving Lucedale and surrounding rural areas — scenic farmland, pine forests, and growing local industries.



### Our Economy



Key industries include agriculture, forestry, shipbuilding, manufacturing, transportation, energy, and healthcare. Close proximity to Pascagoula industrial corridor and Port of Mobile.



### Our Schools



A long history of success built on academic achievement, strong extracurricular programs, and robust community partnerships. George County High School excels in academics, athletics, and CTE.

*Our 5-year strategic plan serves as a roadmap for our future, outlining clear goals and actionable steps to enhance student learning, strengthen community engagement, improve facilities, and support staff development.*

# FISCAL RESPONSIBILITY

*Excellence,  
Accountability,  
and  
Sustainability.*

*At the heart of our  
Five-Year Strategic Plan*



Sound financial management is essential to supporting quality education — ensuring that every dollar spent directly contributes to student success and district improvement.



The district maximizes taxpayer investments through transparent budgeting, careful resource allocation, and continuous evaluation of programs and services.



Facility improvement and modernization are prioritized. Safe, efficient, and innovative environments inspire both students and staff to achieve their highest potential.



Through open communication with families, staff, and community partners, the district makes data-driven decisions that promote academic excellence and financial responsibility.

# FISCAL RESPONSIBILITY

## Strategic Budgeting



Implement strategic budgeting practices and monitor expenditures regularly to ensure funds are used efficiently.

## Transparency & Accountability



Maintain transparent financial communication with the board and community. Publish annual financial audit accessible to all stakeholders.

## Grant & Partnership Funding



Seek additional funding through grants and partnerships to supplement state and local revenue and expand programs.

## Program Evaluation



Evaluate programs and staffing allocations annually to ensure resources are effectively utilized and aligned to student needs.

## Annual Public Meeting

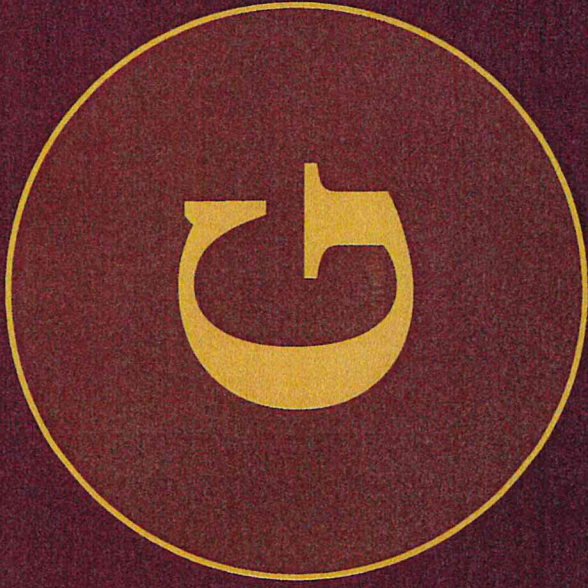


Hold an annual public financial meeting to communicate the district's financial status, priorities, and stewardship.

## Resource Alignment



Align departmental and school budgets with district strategic priorities; train administrators on fiscal management annually.



# GRADUATES

Well-rounded · Academics · Career-Technical · Arts · Athletics · Teacher Recruitment · Graduate with Goals

# G – GRADUATES: Goal & Strategies

## GOAL

To increase student achievement and post-graduation readiness by enhancing academic rigor, expanding arts, athletics, and career technical education opportunities, and strengthening teacher recruitment, retention, and professional development to ensure every student graduates well-rounded with clear goals for the future.

1

### Academic & Career Readiness

Prepare all students for college and/or careers with strong academic opportunities, comprehensive career training, and essential skills.

2

### Arts, Athletics & Balance

Empower students to reach their full potential through a balanced focus on arts, athletics, and academic achievement.

3

### Teacher Investment

Invest in educators through meaningful professional growth, collaboration, and ongoing training to build inspiring classrooms.

# G — GRADUATES: Key Actions

## Academic & Career Actions

- Increase proficiency in ELA, Math, and Science
- Sustain and grow Pre-K programs districtwide
- Expand phonological awareness in early grades
- Establish an ACT leadership team for data-driven support
- Obtain a career coach to enhance student guidance
- Increase students earning national CTE certifications
- Expand dual credit and advanced coursework opportunities
- Collaborate with local businesses for scholarship support

## Arts, Athletics & Teacher Development

- Introduce secondary vocal performance program
- Increase awareness of athletic scholarship opportunities
- Recognize MHSAA Academic Scholar Athletes
- Expand extracurricular programs for student leadership
- Continue partnerships with local businesses for teacher incentives
- Strengthen district's ability to attract and retain educators
- Increase National Board Certified teachers
- Foster cross-campus collaboration and professional development

## G – GRADUATES: Measuring Success

>95%

Graduation Rate  
Maintained or Increased

>10%

Proficiency Growth  
ELA, Math & Science

>10%

Academic Growth  
All Students

10%+

National Board  
Certified Teachers

### Additional Success Indicators

- Increase student ACT scores
- Increase the number of extracurricular activities offered
- Increase % of students earning gold/platinum on ACT WorkKeys
- Increase % of low-performing student growth in ELA and Math by >10%

# PORTRAIT OF A GRADUATE

## Critical Thinkers & Problem Solvers

View problems, looking for both bigger picture connections and more detailed distinctions, to gain insights that will inform solutions. Regularly pursue additional information and evidence to refine understanding.

## Employable

Having a good work ethic, possessing self-confidence, integrity, and understanding the importance of accountability. Possessing effective problem solving skills.

## Financial Awareness

Understanding budgets, the importance of good credit, the basics of banking

## Communication Skills

Can speak and write clearly, listen well can communicate respectfully with people of different ages, background, and opinions.

## Leadership Qualities

Self-aware and self-disciplined. Take ownership of actions, decisions, and outcomes. Lead with honesty and strong values-even when unpopular or inconvenient.

## Driven

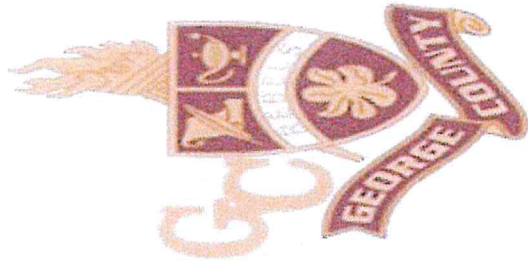
Has a strong sense of purpose, self-motivated, goal oriented, resilient, learns from failures, growth mindset, takes initiative and seeks opportunities

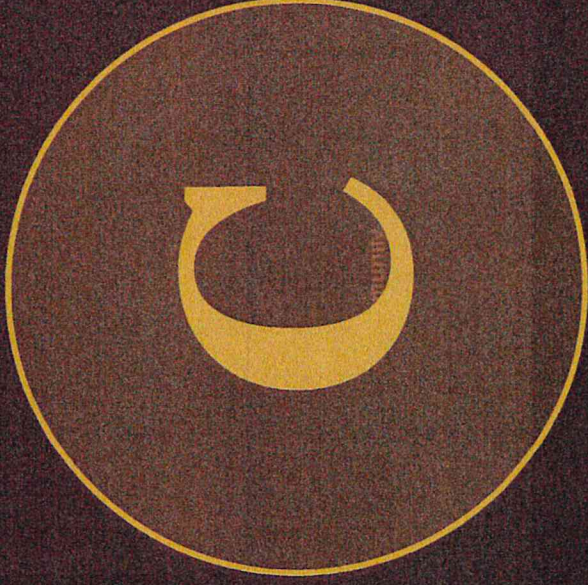
## Contributing Citizen of Community

Sound moral and ethical behavior, service-oriented, community engaged, culturally aware.

## College and/or Career Ready

Academically prepared, reading, writing, and math skills without major remediation, have an understanding of career options, required skills, and pathways for college or the workforce.





# COMMUNITY

Partnerships · Families · Business/Industries · Communication

# C — COMMUNITY: Goal & Strategies

## GOAL

Increase parent/guardian, business, and George County community partnerships to empower students to be contributing citizens — college-career ready learners, critical thinkers, and contributing citizens.

1

### Effective Communication

Develop a comprehensive communication plan using multiple media platforms to provide transparency and grow advisory committees.

2

### Family Engagement

Engage families in sharing responsibility for student learning through intentional parental involvement, student showcases, and monitoring attendance.

3

### Community Partnerships

Develop community partnerships that provide learning opportunities — expand Career Explosion event, increase student-led extracurriculars.



# SAFETY

Physical · Social-Emotional · Personnel · Facilities · Fleet

# S — SAFETY: Goal & Strategies

GOAL: Develop a proactive and safety-driven culture that prioritizes innovation in safety, wellness, and community partnerships to ensure every student and staff member feels protected and supported.

## Physical Security & Emergency Prep

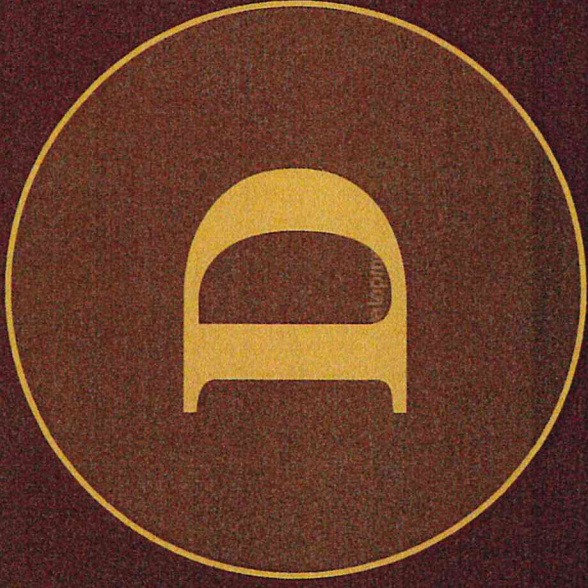
- Add additional School Resource Officer
- Upgrade and add cameras districtwide
- Develop badge policies & digital visitor pass
- Explore grants for SRO equipment
- Ensure CPR, fire & drill training for staff
- Add emergency vehicle parking at all schools

## Mental Health & Wellness

- Promote suicide prevention & wellness programs
- Partner with outside healthcare organizations
- Recruit certified counselors & behavior specialists
- Increase school wellness program participation

## Transportation Safety

- Improve and update bus surveillance systems
- Ensure administrator training on SOPs
- Continue improving bus policies & procedures



# DEVELOPMENT

Fiscal Responsibility · Planning · Programs · Facilities · Infrastructure

# D — DEVELOPMENT: Goal & Strategies

GOAL: Modernize district facilities to provide innovative and flexible learning environments that enhance instructional practices and prepare students to succeed, while ensuring efficient, transparent, and responsible use of district resources.

## Program Growth

- Additional CTE certification lab at high school
- Additional CTE instructor or course
- Additional athletic offerings districtwide
- Art, music, CS & PE access for PreK–6th

## Facilities Upgrade

- Expand CTE facilities — Health Sciences priority
- Expand athletic facilities — golf & tennis priority
- Seek funding for Gym/Performance/Community Building
- Upgrade Gill-Martin Stadium bathrooms & entrance
- Upgrade playground equipment on elementary campuses

## Infrastructure & Fiscal

- Invest in intercom systems districtwide
- Upgrade bandwidth & technology equipment
- Create 1:1 device replacement plan
- Implement strategic budgeting practices
- Pursue grants & funding partnerships
- Annual public financial meeting for transparency

TOGETHER, WE ARE BUILDING

THE FUTURE OF

GEORGE COUNTY



*Inspiring the next generation to dream boldly, achieve confidently,  
and lead with purpose wherever their paths may take them.*

# Thank you for your service...

## PLAN TEAM MEMBERS

Mrs. Debra Joiner, Superintendent of Education  
Dr. Jennifer Mathis, Asst. Superintendent of Education

Billy Anderson  
Garnett Colburn  
Caleb Davis  
Kristin Davis  
Mitzi Davis  
Jeana Delancey  
Kelly R. Dixon  
Kellum Fairley  
Tiffany Fillingim  
Jennifer Flowers  
Jill Fore  
John Grimes  
Gina Hataway  
Natasha Henderson  
Jason Holland  
Rob Hunt  
Clint James  
Dr. David King

Matthew Magee  
Richard Maples  
Jeff Mathis  
Phyllis McDonald  
Ronnie Miller  
Susan Moore  
William Overstreet  
Deryk Parker  
James Ray  
Sean Riley  
Misti Rounsaville  
Patti Wilkins-Seaman  
Brandon Stanford  
Sonja Shamblyn  
Shelia Taylor  
Sid Taylor  
Barbara Thompson  
Erin Weaver  
Jason Woodruff  
Karen Wright

## Superintendent Advisory Committee- Portrait of a Graduate

Stephanie Chisolm  
Garnett Colburn  
Stacie Courtney  
Janice Cowart  
Jill Fore  
Al Jones, Mayor  
Alice Knight  
Steve Lott  
Linda McGilvery  
Ronnie Miller  
Rita Mizell  
Sandra Reeves  
Patti Wilkins-Seaman  
Brandon Stanford  
Sid Taylor

## Teacher Council

Ashley Brazell  
Lance Canoy  
Brandy Glass  
John Glass  
Holly Hulbert  
Layne Jones  
Taylor McDonald  
Misti Rounsaville  
Hope Steiner  
Tyler Williams

## Student Leadership Council

### George County Middle School

Anthony Bonetti  
Angie Chen

### George County High School

Jordyn Bradley  
Latarus Bradley  
Camilla Cristobal  
Kenzie Davis  
Charles Hinkel  
Jami Lawrence  
Luke Mayeux  
Amelia Wallace

## KEY LEADERSHIP COUNCIL

Mrs. Debra Joiner  
Dr. Jennifer Mathis  
Jeff Mathis  
James Ray  
Sid Taylor

