



**George County School District**  
Superintendent, Wade Whitney, Jr.

**Five Year Strategic Plan**  
**February 8, 2022**



**Wade Whitney**  
Superintendent of Education

# George County Schools

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## **Board Members:**

*Barkley Henderson, President*  
*Jessie Ludgood, Vice-President*  
*Mike Steede, Secretary*  
*Jake Green, Member*  
*Christopher Kilbun, Member*

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## MESSAGE FROM THE SUPERINTENDENT AND THE SCHOOL BOARD:

Dear Staff, Students, Families, and Partners of the George County School District,

On behalf of the George County School District - and our five-member School Board - we are pleased to present the *George County School District 5-Year Strategic Plan*. This plan - which has been developed with input from stakeholders and volunteers from across our community - will serve as a necessary blueprint and roadmap for the direction of our school district for not only the next five years, but for many years to come.

The official launch of this *5-Year Strategic Plan* provides an exciting new chapter for the George County School District. Our school district strives every single day to become the "*absolute best school district in the entire state of Mississippi*" - we expect this plan to be the guiding force behind the achievement of this goal.

The George County School District - with input from our five-member School Board and several educational stakeholders - have identified five (5) important areas/goals that will help guide our school district moving forward.

These five goals are as follows:

### **1 - Academics**

**GOAL:** George County Schools will be an academic powerhouse ranking in the top 10 of all school districts in Mississippi.

### **2 - Safety**

**GOAL:** George County Schools will provide a safe and secure environment for all district students, staff, and visitors.

### **3 - Career and Technical Education**

**GOAL:** George County Schools will provide diversified programs which prepare and qualify students for college/career in today's competitive job market.

### **4 - Infrastructure**

**GOAL:** George County Schools will create connections across campuses to foster relationships, provide equal access to resources and information, and to explore curricular approaches that lead to consistent student learning outcomes.

### **5 - Facilities**

**GOAL:** George County Schools will provide facilities that meet the needs of our students and staff.

Finally, we strongly believe that the *George County School District 5-Year Strategic Plan* is the first step in our district becoming the "*absolute best school district in the entire state of Mississippi!*" Academic excellence - and high-performing student achievement, regardless of the arena - does not happen by accident or chance. To attain the type of success that our district and community deserves, it will take a personal and collective commitment from all stakeholders, focus, dedication, pride, collaboration, and a systemic implementation and execution of a plan. The *George County School District 5-Year Strategic Plan* is such a plan - the success of this plan ultimately rests on the shoulders of the George County School District, our five-member School Board, and every stakeholder in the George County community.

We thank each of you for your continued support and commitment to the students, staff, and schools of the George County School District.

Regards,

Wade Whitney, Jr.  
Superintendent of Education  
George County School District

## GOAL 1: ACADEMICS

**George County School District will be an academic powerhouse with an academic performance ranking in the top 10 of all school districts in Mississippi.**

<b><u>Strategy 1: Identify, hire, and retain high quality teachers, leaders, and support staff.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<p><b><i>The school district will:</i></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Review and/or revise the district instructional supervision process.</li> <li><input type="checkbox"/> Ensure 100% implementation of the district instructional supervision process to identify strengths and challenges of teachers, leaders, and support staff.</li> <li><input type="checkbox"/> Attend, at minimum, two career fairs to recruit teachers and leaders for the district.</li> <li><input type="checkbox"/> Maintain and grow Teacher Academy for students who are interested in the teaching profession.</li> <li><input type="checkbox"/> Maintain a new teacher mentor program to transition new teachers into the teaching profession.</li> <li><input type="checkbox"/> Continue to utilize GC Leadership Academy to build capacity of existing and potential leaders in the district.</li> <li><input type="checkbox"/> Develop a support system by which teachers and leaders feel valued and respected by the school district and community.</li> </ul>	Annually	\$0	Superintendent
	Quarterly	\$0	Superintendent
	Fall and Spring	Travel Expenses	Human Resources Director
	Annually	\$80,000	Director of CTE and HS Principal
	Monthly	\$1,000	Secondary Curriculum Director
	Monthly	\$500	Secondary Curriculum Director
	Ongoing	\$0	Superintendent

## GOAL 1: ACADEMICS

**George County School District will be an academic powerhouse with an academic performance ranking in the top 10 of all school districts in Mississippi.**

<b><u>Strategy 2: Ensure all students are reading on grade level by the end of grade one.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Provide professional development for Pre-K-1 reading teachers on the science of teaching reading.  <input type="checkbox"/> Implement, with fidelity, the district's instructional supervision program to ensure high quality Tier I instruction in reading grades Pre-K-1.  <input type="checkbox"/> Provide evidenced-based reading interventions which are targeted, intensive, and intentional, for students scoring below grade level on the end-of-year benchmark assessments.	Ongoing	\$15,000	Elementary Curriculum Director/ Elementary Principals
	Ongoing	\$0	Elementary Curriculum Director/ Elementary Principals
	Ongoing	\$250,000	Elementary Curriculum Director/ Elementary Principals
<b><u>Strategy 3: All students in grade 3 will meet the requirements of Mississippi's Literacy Based Promotion Act.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Provide evidenced-based reading interventions which are targeted, intensive, and intentional for Pre-K-2nd grade students scoring below grade level on end-of-year assessments. Provide reading interventions by certified personnel.  <input type="checkbox"/> Conduct a yearly review of the alignment of curriculum and instruction from pre-kindergarten through grade three.  <input type="checkbox"/> Implement, with fidelity, the district's instructional supervision program to ensure high quality Tier I instruction in reading grades Pre-K-3.	Ongoing	\$450,000	Elementary Curriculum Director/Elementary Principals
	Spring, Annually	\$0	Elementary Curriculum Director
	Ongoing	\$0	Elementary Curriculum Director

## GOAL 1: ACADEMICS

**George County School District will be an academic powerhouse with an academic performance ranking in the top 10 of all school districts in Mississippi.**

<b><u>Strategy 4: Attendance- Maintain a 95% attendance rate in all schools.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b>			
<input type="checkbox"/> Develop a school attendance priority plan to improve student attendance and inform the community of the importance of school attendance.	Ongoing	\$0	Superintendent
<input type="checkbox"/> Conduct (at minimum) yearly meetings between the school district, attendance officers, and the local court system, to ensure school attendance is a priority.	Ongoing	\$0	Superintendent
<input type="checkbox"/> Develop school attendance incentive programs for students and parents.	Ongoing	\$5,000	Principals
<input type="checkbox"/> Develop a school attendance public relations plan.	Ongoing	\$500	Public Relations Coordinator
<input type="checkbox"/> Conduct a review of the district's attendance and grading policies and make any needed changes to incentivize school attendance.	Ongoing	\$0	Superintendent and School Board

## GOAL 1: ACADEMICS

**George County School District will be an academic powerhouse with an academic performance ranking in the top 10 of all school districts in Mississippi.**

<b><i>Strategy 5: All students will be proficient and meet growth expectations on all Mississippi state assessments.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Develop a school attendance priority plan to improve student attendance and inform the community of the importance of school attendance for grades 3-12.</li> <li><input type="checkbox"/> Implement, with fidelity, the district's instructional supervision program to ensure high quality Tier I instruction in all grades.</li> <li><input type="checkbox"/> Provide evidence-based professional development where needed to build teacher capacity.</li> <li><input type="checkbox"/> Develop individual, data-based, learning plans for all students scoring below the proficiency level and/or not meeting growth expectations on all state assessments.</li> <li><input type="checkbox"/> Provide evidence-based interventions which are targeted, intensive, and intentional for students that are not proficient on benchmark assessments.</li> </ul>	Ongoing	\$0	Superintendent
	Ongoing	\$0	Superintendent
	Ongoing	\$15,000	ElementarySecondary Curriculum Director & Principals
	Ongoing	\$0	Principals
	Ongoing	\$250,000	Principals
<b><i>Strategy 6: Increase parent, family, and community stakeholder engagement in the learning process.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Develop a public relations plan to keep the school district, parents, families, stakeholders, and community informed.</li> <li><input type="checkbox"/> Create a public relations position which will be responsible for all public relations activities in the school district.</li> <li><input type="checkbox"/> Develop an internal and external communication plan for the school district that will clearly and consistently communicate with district employees and the community.</li> </ul>	Ongoing	\$0	Superintendent
	2023-2024	\$50,000	Superintendent
	Ongoing	\$0	Public Relations Coordinator

## GOAL 1: ACADEMICS

**George County School District will be an academic powerhouse with an academic performance ranking in the top 10 of all school districts in Mississippi.**

<b><u>Strategy 7: All students graduate college and/or career ready (CCR).</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<p><b><i>The school district will:</i></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Develop a public relations plan to keep the school district and community informed as to Mississippi's graduation requirements, as well as requirements for students to be college and/or career ready (CCR).</li> <li><input type="checkbox"/> Implement, with fidelity, the district's instructional supervision program to ensure high quality Tier I instruction in all grades.</li> <li><input type="checkbox"/> Provide evidence-based professional development where needed to build teacher capacity.</li> <li><input type="checkbox"/> Develop a plan to communicate with the middle school and elementary school personnel of their role in students meeting graduation requirements and the skills necessary for students to be CCR.</li> <li><input type="checkbox"/> Provide additional ACT testing opportunities for middle and high school students.</li> <li><input type="checkbox"/> Provide certified ACT training for English, Math, and Science teachers at the middle and high school level.</li> <li><input type="checkbox"/> Provide ACT workshops for high school students.</li> </ul>	Ongoing	\$0	Public Relations Coordinator
	Ongoing	\$25,000	Superintendent
	Ongoing	\$1,500	Secondary Curriculum Director
	Ongoing	\$0	Superintendent
	Spring annually	\$20,000	Testing Coordinator
	Ongoing	\$1,500	Secondary Curriculum Director
	Spring each year	\$25,000	Secondary Curriculum Director

## GOAL 2: SAFETY

George County School District will provide a safe and secure environment for all district students, staff, and visitors.

<b><u>Strategy 1: Increase visibility of the security resource officers.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Cost</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Hire one additional school resource officer (SRO).</li> <li><input type="checkbox"/> Perform annual active shooter and emergency training with all applicable teachers, leaders, and support staff (CRASE Training).</li> <li><input type="checkbox"/> Conduct annual safety and emergency training via NASRO.</li> <li><input type="checkbox"/> Purchase bullet proof vests and tactical vest for additional SROs.</li> <li><input type="checkbox"/> Purchase rifles for additional SROs.</li> <li><input type="checkbox"/> Purchase additional radios for communication between schools, resource officers, and local authorities.</li> <li><input type="checkbox"/> Purchase district SRO vehicles when needed.</li> </ul>	Fall 2023	\$50,000	Superintendent
	Ongoing	\$5,000	School District Chief of Police
	Fall 2023	\$10,000	School District Chief of Police
	Fall 2023	\$4,000	School District Chief of Police
	Fall 2023	\$1,500	School District Chief of Police
	Ongoing	\$5,000	School District Chief of Police
	Ongoing	\$40,000	School District Chief of Police
<b><u>Strategy 2: Provide safety training for students and staff – classroom management, security, restraint training, and crisis de-escalation.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Provide classroom management training as needed for teachers, assistant teachers, and administrators.</li> <li><input type="checkbox"/> Provide yearly restraint training for applicable employees.</li> <li><input type="checkbox"/> Provide yearly de-escalation training for applicable employees.</li> <li><input type="checkbox"/> Conduct ongoing social emotional learning training for teachers utilizing the state's social-emotional standards.</li> </ul>	Ongoing	\$0	Curriculum Directors
	Ongoing	\$1,000	Positive Behavior Specialist
	Ongoing	\$1,000	Positive Behavior Specialist
	Ongoing	\$10,000	Social Emotional Coordinator



## GOAL 2: SAFETY

George County School District will provide a safe and secure environment for all district students, staff, and visitors.

<b><u>Strategy 3: Promote the prevention of communicable disease.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b>			
<input type="checkbox"/> Provide communicable disease prevention training for applicable employees.	Ongoing	\$3,000	Lead Nurse
<input type="checkbox"/> Develop an action plan for the prevention and spread of communicable diseases.	Ongoing	\$0	Lead Nurse
<input type="checkbox"/> Develop a public relations plan to keep the school district and community informed of the importance of prevention and spread of communicable diseases.	Ongoing	\$0	Public Relations Coordinator
<input type="checkbox"/> Provide adequate equipment to promote the prevention and spread of communicable diseases.	Ongoing	\$50,000	Lead Nurse
<b><u>Strategy 4: Invest in the technology and security measures needed to provide a safe environment.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b>			
<input type="checkbox"/> Provide security cameras in all schools.	2022-2023	\$250,000	Director of Operations
<input type="checkbox"/> Conduct a yearly security threat analysis of all district facilities.	Ongoing	\$0	Director of Operations
<input type="checkbox"/> Conduct a yearly internet security threat analysis.	Annual	\$0	Technology Director
<b><u>Strategy 5: Ensure the security and safety of all district facilities.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b>			
<input type="checkbox"/> Conduct routine and unscheduled campus evaluations to check accessibility and safety protocols for all facilities and campuses.	Ongoing	\$0	Director of Operations
<input type="checkbox"/> Review, update, and keep current all crisis prevention and response plans.	Ongoing	\$0	Director of Operations
<input type="checkbox"/> Train all staff members on standard emergency operating procedures.	Ongoing	\$0	Director of Operations

### GOAL 3: CAREER & TECHNICAL EDUCATION

**George County School District will provide diversified programs which prepare and qualify students for college/career in today's competitive job market.**

<b><i>Strategy 1: Increase the Career Technical Education (CTE) enrollment by 2% each year for the next five years.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Actively recruit students for all 2-year programs. <input type="checkbox"/> Provide opportunities for 9 <sup>th</sup> grade to enroll in select two-year CTE programs.  <input type="checkbox"/> Conduct an evaluation of the high school's master schedule to increase opportunities of enrollment in CTE programs.  <input type="checkbox"/> Continue to conduct middle school student recruitment and campus tours. <input type="checkbox"/> Implement 6 <sup>th</sup> grade student recruitment and campus tours. <input type="checkbox"/> Research and implement additional credit-bearing electives at the middle school to increase flexibility in the high school master schedule.	Ongoing	\$0	CTE Director
	August 2023 & 2024	\$0	CTE Director
	Spring, annually	\$0	CTE Director
	Fall & Spring	\$0	CTE Director
	Spring, annually	\$0	CTE Director
	Ongoing	\$0	CTE Director
<b><i>Strategy 2: Add additional Career &amp; Technical Education courses at George County High School.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Evaluate the allocation of teacher units at each school and reallocate as needed. <input type="checkbox"/> Evaluate course offerings at the high school to ensure relevance to the current job market and student interests. <input type="checkbox"/> Conduct an annual stakeholder survey to gauge interest in potential new CTE course offerings.	Spring	\$0	CTE Director
	Ongoing	\$0	CTE Director
	Yearly	\$0	CTE Director

### GOAL 3: CAREER & TECHNICAL EDUCATION

George County School District will provide diversified programs which prepare and qualify students for college/career in today's competitive job market.

<b><i>Strategy 3: Increase the focus on CTE student academic performance to become a CTE powerhouse.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b> <input type="checkbox"/> Conduct annual review of each CTE program and identify growth opportunities. <input type="checkbox"/> Utilize data driven instruction for student performance and growth in each CTE program/class. <input type="checkbox"/> Continue to identify, hire, and retain high quality personnel. <input type="checkbox"/> Conduct annual training of CTE teachers and leaders. <input type="checkbox"/> Ensure that all CTE students score at the Silver Level or above on all components of the ACT WorkKeys assessment.	Ongoing	\$0	CTE Director
	Ongoing	\$0	CTE Director
	Ongoing	\$5,000 per employee	CTE Director
	Ongoing	\$6,000 per year	CTE Director
	Fall 2023	\$5,600 per year	CTE Director
<b><i>Strategy 4: Promote, Market, and Re-Energize the Career Academy approach.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Develop a comprehensive plan to implement National Career Academy standards. <input type="checkbox"/> Realign academic course offerings and CTE courses. <input type="checkbox"/> Provide exposure and training for internal and external stakeholders. <input type="checkbox"/> Develop a public relations plan to promote, market, and re-energize the Career Academy approach.	2023-2024	\$16,000	CTE Director
	2023-2024	\$0	CTE Director
	2023-2024	\$20,000	CTE Director
	2024-2025	\$5,000	Public Relations Coordinator

## GOAL 4: INFRASTRUCTURE

**George County School District will create connections across campuses to foster relationships, provide equal access to resources and information, and to explore curricular approaches that lead to consistent student learning outcomes.**

<b><u>Strategy 1: Ensure the consistent utilization of management systems in all schools and departments in the GCSD.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Identify and evaluate all GCSD management systems. <input type="checkbox"/> Provide timely, appropriate, and job-specific training for all applicable employees. <input type="checkbox"/> Designate a district-level point of contact for all management systems to monitor consistency of all training across schools and departments. <input type="checkbox"/> Designate a trained point of contact for all management systems specific to each department and/or school. <input type="checkbox"/> Develop a management system point of contact flow chart for each school and department.	Ongoing	\$0	Superintendent
	Ongoing	\$25,000	Superintendent
	Ongoing	\$0	Superintendent
	Ongoing	\$0	Superintendent
	Fall 2022	\$0	Superintendent
<b><u>Strategy 2: Create clear communication channels to ensure collaboration among all internal and external stakeholders.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Develop and implement Professional Learning Communities vertically and horizontally within schools, across disciplines, and across school campuses. <input type="checkbox"/> Develop a public relations plan to communicate the vision and expectations of the district and all stakeholders. <input type="checkbox"/> Utilize, with fidelity, the current district-approved communication systems.	2023-2024	\$0	Curriculum Directors
	2023-2024	\$0	Public Relations Coordinator
	2023-2024	\$0	Superintendent

## GOAL 4: INFRASTRUCTURE

**George County School District will create connections across campuses to foster relationships, provide equal access to resources and information, and to explore curricular approaches that lead to consistent student learning outcomes.**

<b><i>Strategy 3: Ensure that all schools and departments have current technology which meets the instructional needs of teachers and students.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b>			
<input type="checkbox"/> Conduct annual technology needs assessment for all schools and departments.	Annually	\$0	Technology Coordinator
<input type="checkbox"/> Develop and implement an instructional device replacement cycle utilizing federal, state, and local funding.	2021-Ongoing	\$0	Technology Coordinator
<input type="checkbox"/> Provide training to individuals on implementation and utilization of new instructional technology.	Ongoing	\$0	Technology Coordinator
<input type="checkbox"/> Conduct annual review of funding opportunities to invest in current and future instructional technology.	Ongoing	\$0	Superintendent
<b><i>Strategy 4: Conduct a yearly review of curricular options.</i></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will...</i></b>			
<input type="checkbox"/> Develop a quarterly teacher review team to assess current curriculum and teacher needs.	Quarterly	\$0	Curriculum Directors
<input type="checkbox"/> Conduct an annual review of local school data, district data, and the results from the annual comprehensive needs assessment to drive curriculum decisions for the upcoming school year.	Spring	\$10,000	Curriculum Directors
<input type="checkbox"/> Conduct an annual budget meeting with the Business Department and Federal Programs Department to review curriculum needs and allocations.	Spring	As needed	Chief Financial Officer and Federal Programs Department

## GOAL 5: FACILITIES

George County School District will provide facilities that will meet the needs of our students and staff.

<b><u>Strategy 1: Develop a district facilities improvement plan.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Develop a team of internal and external stakeholders from each school and community to assess and prioritize the facility needs at each school. <input type="checkbox"/> Develop a plan of action, utilizing the information compiled from the facility stakeholder meetings. <input type="checkbox"/> Implement the facilities plan of action based on funding availability.	2022-2023	\$0	Superintendent
	2022-2023	\$0	Superintendent
	2022-2023	\$0	Superintendent
<b><u>Strategy 2: Research potential funding sources for needed improvements.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Identify all available funding sources which can be used to improve district facilities. <input type="checkbox"/> Develop a team to research, analyze, evaluate, and create a plan to utilize all available funding sources and options for improvements to all district facilities. <input type="checkbox"/> Present a facilities improvement financial plan to stakeholders for feedback and to the school board for approval.	Annually	\$0	Chief Financial Officer
	Annually	\$0	Superintendent
	Annually	\$0	Superintendent
<b><u>Strategy 3: Ensure equitable improvements among campuses and departments.</u></b>			
<b>Action Steps</b>	<b>Timeline</b>	<b>Projected Costs</b>	<b>Person(s) Responsible</b>
<b><i>The school district will:</i></b> <input type="checkbox"/> Evaluate the needs of all facilities. <input type="checkbox"/> Prioritize facility improvements based upon the following: <input type="checkbox"/> Safety Needs <input type="checkbox"/> Equitable needs for each facility <input type="checkbox"/> Funding availability <input type="checkbox"/> Ensure all facilities are in compliance with the Americans with Disabilities Act.	Ongoing	As needed	Director of Logistics
	Ongoing	As needed	Superintendent
	Ongoing	As needed	Director of Maintenance

## DEFINITION OF TERMS

**Tier 1 Instruction:** Tier 1 instruction is a teaching method where instructions and assignments are created with varying levels to be attainable by all students.

**Tier 2 Instruction:** Tier 2 instruction is designed for students that are not making progress during core curriculum lessons. These students need supplemental research-based instruction in a small group setting.

**Tier 3 Instruction:** Tier 3 instruction involves intensive intervention and is provided in a smaller-group setting of one to three students or more frequently than in targeted instruction to meet the individual needs of students.

**Evidence-based intervention:** Evidence-based intervention refers to any concept or intervention strategy that is derived from or informed by objective evidence—most commonly, educational research or metrics of school, teacher, and student performance.

**NASRO Training (National Association of School Resource Officers):** NASRO training is designed for law enforcement officers and school safety professionals working in an educational environment and with school administrators.

**CRASE Training (Civilian Response to Active Shooter Events):** CRASE training provides strategies, guidance, and a proven plan for surviving an active shooter event.

**Workkeys Assessment Silver Level:** The Work Keys Assessment is an assessment-based credential issued at four levels; Platinum, Gold, Silver, and Bronze. It measures and certifies the essential work skills needed for success in jobs across industries and occupations.

**Career Academy:** Career academies are designed to prepare students for both college and careers. They are schools within schools that link students with peers, teachers, and community partners in a structured environment that fosters academic success.

**Internal Stakeholders:** Internal stakeholders are those who are committed to serving your organization as current board members and/or employees.

**External Stakeholders:** External stakeholders are those who are impacted by your organization as parents/guardians, constituents, community members, and others.

**Vertical Meetings:** Vertical meetings refer to meetings of teams of teachers and administrators across multiple grade levels (Example: 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grade planning meetings).

**Horizontal meetings:** Horizontal meetings refer to meetings of teams and administrators at one particular grade level (Example: 5<sup>th</sup> grade Math, and Science planning meetings).

**Comprehensive Needs Assessment:** A comprehensive needs assessment is a systematic process for determining and addressing needs, or gaps in individual student achievement.

**Americans with Disabilities Act:** The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities and guarantees that they have equal opportunity to participate in mainstream American life. Passed in 1990, this federal law made it illegal to discriminate against disabled persons in terms of employment opportunities, access to transportation, public accommodations, communications, and government activities.