



**Grow Together -Succeed Together!**

**The mission of the Butts County School System is to educate each student in a safe environment while providing opportunities and experiences to graduate as a productive community member.**

**Our Strategic Goals:**

**Excellence in Student Achievement**

**Excellence in our BCSS Team**

**Excellence in Operations**

**Excellence in Culture and Climate**



## **We Believe:**

A safe environment is imperative for the growth of students, staff, and schools.

Recruiting, retaining, and training quality staff is required for excellence to be achieved.

Holding staff and students accountable for high standards and rigor will grow our schools.

Public education will have a positive impact on the next generation.

Partnering with all stakeholders is vital for transparency, collaboration, and trust.

We have to be great stewards of community resources and taxes while remaining student focused.

Partnering with our community will enhance student opportunities.

Providing relevant educational experiences for every child is what makes our schools great.

Every student will be equipped to reach his or her academic, career, and life potential upon graduation.



Goal Area 1  
Excellence in Student Achievement

Performance Objective: Ensure quality instruction for all students						
Initiative	Increase the percentage of students grade K-8 that meet their Growth projection on MAP					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Increase goal setting with every student for their MAP growth	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2024	MAP Growth	<ul style="list-style-type: none"><li>• Student Goal Sheets</li><li>• Agenda, Sign In Sheets, and Minutes from PLC</li></ul>	Operational
	Ensure that all interventions provided are research based or evidence based.	Director of Teaching and Learning School Administrators Instructional Coaches Teachers (EIP and SPED)	June 2025	Resource Selection Process	<ul style="list-style-type: none"><li>• Documentation of research to support interventions selected during Textbook Adoption Cycle</li></ul>	
	Increase the use of the Learning Continuum to ensure DI for students	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers (EIP and SPED)	June 2026	MAP	<ul style="list-style-type: none"><li>• Lesson Plans</li><li>• Agenda, Sign in Sheets and, Minutes from Collaborative Planning</li><li>• Agenda, Sign In Sheets, and Minutes from PLC</li></ul>	



Performance Objective: Ensure quality instruction for all students						
Initiative	Increase percentage of students 3-8 demonstrating proficiency on Georgia Milestone EOG					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 4.1</b>	Each teacher will participate in Collaborative Planning	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2025	Attendance at Collaborative Planning Meetings	<ul style="list-style-type: none"> <li>• Collaborative Planning Schedule</li> <li>• Agenda, Sign In Sheet, Minutes from Collaborative Planning Meetings</li> <li>• Fidelity Walkthroughs</li> </ul>	
	Create and revise Common Formative Assessments and Summative Assessments	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2026	Common Formative Assessment and Summative Data	<ul style="list-style-type: none"> <li>• Common Formative Assessments</li> <li>• Summative Assessments</li> <li>• Data from Assessments</li> <li>• PLC Meeting Minutes</li> </ul>	
	Provide PL and monitor CRA and mathematical practice in teaching of Mathematics	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	Teacher use of C, (manipulatives), R and A	<ul style="list-style-type: none"> <li>• Agenda from PL</li> <li>• Sign In Sheet from PL</li> <li>• Fidelity Walkthroughs</li> </ul>	
	Participate in local, regional and state professional learning opportunities.	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2029	Yearly Professional Learning Plan	<ul style="list-style-type: none"> <li>• Documentation from Professional Learning Opportunity.</li> <li>• Redelivery Plan to include Sign In Sheets, Agendas, Minutes, and Handouts.</li> </ul>	



**Performance Objective: Ensure quality instruction for all students**

Initiative		Increase % of students grade 3-8 who score at or above grade level on the Lexile band according to EOG				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Ensure protocols for media centers	Director of Teaching and Learning School Administrators Instructional Coaches Media Specialist	June 2026	Media Specialist Meetings	<ul style="list-style-type: none"> <li>Media Center Protocols</li> <li>Literacy Plans</li> </ul>	
	Provide a comprehensive ELA program	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	MAP EOG	<ul style="list-style-type: none"> <li>Defined Resource</li> <li>Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	
	Ensure literacy standards are taught in social studies and science	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	MAP EOG	<ul style="list-style-type: none"> <li>Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	
	Provide professional learning on ELA strategies	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	EOG MAP	<ul style="list-style-type: none"> <li>Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	



Performance Objective: Ensure quality instruction for all students						
Initiative	Increase the % of students 8-12 who demonstrate proficiency on Georgia Milestone EOC in every area					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 4.1</b>	Each teacher will participate in Collaborative Planning	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2025	Attendance at Collaborative Planning Meetings EOC	<ul style="list-style-type: none"> <li>• Collaborative Planning Schedule</li> <li>• Agenda, Sign In Sheet, Minutes from Collaborative Planning Meetings</li> <li>• Fidelity Walkthroughs</li> </ul>	
<b>GVPE 4.4</b>	Create and revise Common Formative Assessments and Summative Assessments	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2026	Common Formative Assessment and Summative Data EOC	<ul style="list-style-type: none"> <li>• Common Formative Assessments</li> <li>• Summative Assessments</li> <li>• Data from Assessments</li> <li>• PLC Meeting Minutes</li> </ul>	
	Provide PL and monitor CRA and mathematical practices in teaching of Mathematics	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	Teacher use of C, (manipulatives), R and A EOC	<ul style="list-style-type: none"> <li>• Agenda from PL</li> <li>• Sign In Sheet from PL</li> <li>• Fidelity Walkthroughs</li> </ul>	
	Participate in local, regional and state professional learning opportunities.	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2029	Yearly Professional Learning Plan	<ul style="list-style-type: none"> <li>• Documentation from Professional Learning Opportunity.</li> <li>• Redelivery Plan to include Sign In Sheets, Agendas, Minutes, and Handouts.</li> </ul>	



**Performance Objective: Ensure quality instruction for all students**

Initiative		Increase % of students scoring at or above grade level on their Lexile band according to American Lit EOC				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Ensure protocols for media centers	Director of Teaching and Learning School Administrators Instructional Coaches Media Specialist	June 2026	Media Specialist Meetings	<ul style="list-style-type: none"> <li>Media Center Protocols</li> <li>Literacy Plans</li> </ul>	
	Provide a comprehensive ELA Program	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	EOC	<ul style="list-style-type: none"> <li>Defined Resource</li> <li>Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	
	Ensure literacy standards are taught in social studies and science	Superintendent Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	EOC	<ul style="list-style-type: none"> <li>Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	
	Provide professional learning for ELA strategies	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2027	EOC	<ul style="list-style-type: none"> <li>Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts</li> <li>PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes</li> </ul>	



**Performance Objective: Ensure quality instruction for all students**

Initiative Increase % of students that are earning accelerated credits						
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Students will participate in Grade-Level Classroom Advisement with all Grade Levels	Administrators School Counselor Teachers	June 2024	Schedule for Advisement and Topics to Cover	<ul style="list-style-type: none"> <li>Master Schedule</li> <li>Advisement Plan</li> </ul>	In Progress
	Plan and host Dual Enrollment Informational Nights for Middle parents and students	HMS and JHS Administrators School Counselor Teachers	June 2024	Schedule for Parent/ Student Night Topic to Cover	<ul style="list-style-type: none"> <li>Agenda</li> <li>Sign In Sheet</li> </ul>	Operational
	Plan and host Honors/AP Informational Nights for parents and students	Secondary Administrators School Counselor Teachers	June 2024	Schedule for Parent/ Student Night Topic to Cover	<ul style="list-style-type: none"> <li>Agenda</li> <li>Sign In Sheet</li> </ul>	Operational
	Implement guidelines for students taking advanced or accelerated courses in middle school and earning high school credits to allow for additional accelerated coursework at the high school level	Administrators School Counselor Teachers	June 2025	Protocols Guidelines	<ul style="list-style-type: none"> <li>Master Schedule</li> <li>Student Enrollment</li> <li>EOC and EOG</li> </ul>	
	Collaboration of Honors teachers, AP teachers, and administrators to review student data to identity students and increase program participation	MS and HS Principal Curriculum and Instruction AP Honors and AP teachers	June 2025	Honor and AP Courses offered	<ul style="list-style-type: none"> <li>Master Schedule</li> <li>Student Enrollment</li> <li>EOC and EOG</li> </ul>	
	Provide individual academic advisement of students	School Counselor Advisement Teacher	June 2026	Master Spreadsheet	<ul style="list-style-type: none"> <li>Counselor Tab in Infinite Campus to show they have met with each student</li> <li>Master Spreadsheet of all students and when</li> </ul>	





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**Performance Objective: Ensure quality instruction for all students**

Initiative	Increase the % of students in high school that are pathway completers					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Facilitate activities that focus on recruitment and retention of a diverse group of students who advance through CTAE programs and become pathway completers	CTAE Director Administrators Middle and High School Counselors	June 2026	Percentage of students that are Pathway Completers	<ul style="list-style-type: none"> <li>Subgroup data for each Pathway</li> <li>Vertical meetings between middle and high school administrators and CTAE director- Alignment of pathways- agendas, sign in sheets, minutes</li> </ul>	
	Add CTAE Pathways onsite based on student interest and labor market needs	CTAE Director Administrators Middle and High School Counselors	June 2029	Number of Pathways Offered	<ul style="list-style-type: none"> <li>YouScience Data</li> <li>Labor Market Needs</li> </ul>	
	Administer YouScience annually to Middle School Students and Freshmen Students and use the data to inform scheduling	CTAE Director Administrators Middle and High School Counselors	June 2026	YouScience Dates	<ul style="list-style-type: none"> <li>YouScience Data</li> <li>Master Schedule</li> </ul>	
	Increase offerings and participation in Fine Arts.	CTAE Director Administrators Middle and High School Counselors	June 2026	Percentage of students that are Pathway Completers	<ul style="list-style-type: none"> <li>Master Schedule</li> </ul>	



**Performance Objective: Ensure quality instruction for all students**

Initiative		Increase the % of high school students who are College and Career Ready				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Development of Academic programming and partnerships with GRCCA, TCSG and USG Partners	CTAE Director Administrators School Counselors	June 2029	Meetings with GRCCA, TCSG, and USG	<ul style="list-style-type: none"> <li>Meetings, Sign in Sheet, agendas</li> <li>Colleges and Military visits to JHS and HMS for recruitment</li> <li>Georgia Futures Data</li> </ul>	
	Provide SAT and ACT prep courses	Administrators Curriculum and Instruction AP School Counselors	June 2025	Schedule of SAT and ACT Courses	<ul style="list-style-type: none"> <li>SAT and ACT courses provided in online platform</li> <li>SAT and ACT prep activities during advisement</li> </ul>	
	Increase the pass rate of End of Pathway Assessments by 5%	CTAE Director Administrators CTAE Teachers	June 2027	EOPA Results	<ul style="list-style-type: none"> <li>EOPA Assessments</li> <li>CTAE Lesson Plans</li> </ul>	
	Increase community partnerships for students to participate in Work Based Learning.	CTAE Director Administrators WBL Teacher	June 2029	Number of Partnerships	<ul style="list-style-type: none"> <li>Spreadsheet with Partners</li> <li>Spreadsheet with number of students working at each location</li> </ul>	
<b>GVPE 3.2</b>	Increase K-12 opportunities for engagement in workforce ready activities including field trips/ tours, guest speakers, college and career fairs, and job shadowing	CTAE Director Administrators School Counselors	June 2025	Schedule of Activities	<ul style="list-style-type: none"> <li>Spreadsheet with Activity, Date, Grade, Location, and Number of Students that Attended</li> </ul>	



**Performance Objective: Ensure quality instruction for all students**

Initiative	Increase the % of students grade 3-8 showing readiness for the next level according to CCRPI Readiness indicators					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Monitor student attendance and create an “Attendance is important initiative”	Administrators School Counselors Social Worker	June 2024	Monthly Attendance Reports	<ul style="list-style-type: none"> <li>Student Attendance Reports</li> </ul>	Operational
	Increase participation and courses offered to Elementary and Middle School Students for Fine Arts	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2025	Scheduling Meetings	<ul style="list-style-type: none"> <li>Master Schedule</li> </ul>	
	Increase participation and courses offered to Elementary and Middle School Students for World Language	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2025	Scheduling Meetings	<ul style="list-style-type: none"> <li>Master Schedule</li> </ul>	
	Ensure that career development is implemented in K-8	CTAE Director Administrators School Counselors Teachers	June 2025	Schedule of Activities	<ul style="list-style-type: none"> <li>Spreadsheet with Activity, Date, Grade, Location, and Number of Students that Attended,</li> </ul>	
	Elementary and Middle School will review standards for Health and PE and Fine Arts Courses and ensure accurate implementations of standards	Director of Teaching and Learning School Administrators Instructional Coaches Teachers	June 2025	Pacing Guides for Health	<ul style="list-style-type: none"> <li>Student Grades in Health</li> <li>Resources for teachers</li> </ul>	



Performance Objective: Data is used to make informed decisions						
Initiative	Create true a true Professional Learning Community culture throughout BCSS					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Plan bi-monthly meetings with the leadership team to discuss data and plan accordingly	Superintendent, District Office Staff, School Administrators	June 2024	Schedule of meetings	<ul style="list-style-type: none"> <li>Leadership team meeting agendas and sign in sheets.</li> </ul>	Operational
GVPE 4.1	Provide professional learning on PLC's	Superintendent, Director of Teaching and Learning School Administrators Instructional Coaches	June 2024	Schedule of Professional Learning	<ul style="list-style-type: none"> <li>Sign In Sheets, Agendas, Handouts from Professional Learning</li> </ul>	Operational
GVPE 4.1	Develop protocols for PLC's	Director of Teaching and Learning School Administrators Instructional Coaches	June 2024	Schedule of Meetings to develop Protocols	<ul style="list-style-type: none"> <li>Manual with Protocols and Process for using them.</li> </ul>	Operational
GVPE 4.1	Implement and ensure fidelity of PLC's	Director of Teaching and Learning School Administrators Instructional Coaches	June 2025	Fidelity Meetings	<ul style="list-style-type: none"> <li>Fidelity Protocol</li> </ul>	



Performance Objective: Data is used to make informed decisions						
Initiative	Increase the consistency of analyzing data across the system.					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 5.3</b>	Create common templates for data analysis, plan when and how data will be collected, and plan when it will be reviewed	Superintendent, Director of Teaching and Learning School Administrators Instructional Coaches	June 2025	Data Analysis Tools are used across the system	<ul style="list-style-type: none"><li>• Data Analysis Tool</li><li>• Schedule for completing the Data Analysis Tool</li></ul>	
	Develop a system to review data outside of each program	Superintendent, Director of Teaching and Learning School Administrators Instructional Coaches	June 2024	Schedule for reviewing reports	<ul style="list-style-type: none"><li>• Reports that are used to make decisions for instruction</li></ul>	<b>In Progress</b>
<b>GVPE 5.4</b>	Professional Learning on interpreting and using data	Superintendent, Director of Teaching and Learning School Administrators Instructional Coaches	June 2025	Schedule of Professional Learning	<ul style="list-style-type: none"><li>• Sign In Sheets, Agenda, Handout</li></ul>	



Performance Objective: Frequent monitoring and shared accountability to support all students						
Initiative	Increase the monitoring of all subgroups and accountability for all subgroups success.					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Ensure fidelity of BCSS curriculum resources	Superintendent, Director of Teaching and Learning School Administrators Instructional Coaches	June 2029	Schedule of Fidelity Walkthroughs	<ul style="list-style-type: none"> <li>Results of Fidelity Walkthroughs</li> </ul>	
<b>GVPE 5.1</b>	Provide PL and Monitor Differentiated Instruction for all subgroups	Director of Teaching and Learning Director of Student Services School Administrators Instructional Coaches	June 2028	MAP, EOC, and EOG	<ul style="list-style-type: none"> <li>Sign In Sheets, Agendas, Minutes, Handouts from Professional Learning</li> </ul>	
<b>GVPE 5.3</b>	Review all subgroup data as part of the data analysis for each program	Director of Teaching and Learning Director of Student Services School Administrators Instructional Coaches	June 2027	MAP, EOC, and EOG	<ul style="list-style-type: none"> <li>Subgroup data analysis tool</li> </ul>	
<b>GVPE 4.3</b>	Provide Professional Learning regarding strategies for each subgroup	Director of Teaching and Learning Director of Student Services School Administrators Instructional Coaches	June 2029	MAP, EOC, and EOG	<ul style="list-style-type: none"> <li>Sign In Sheet, Agenda, Handouts</li> </ul>	



Goal Area 2  
Excellence in our BCSS Team

Performance Objective: Recruit quality employees						
Initiative	Recruit highly qualified effective teachers and staff					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 6.1</b>	Design and implement a college recruitment plan designed to attract highly qualified and skilled educators who resemble the diversity of our student body.	Superintendent, HR Director, Federal Program Director	May 2024	Documented visits at targeted colleges	<ul style="list-style-type: none"><li>Attend teacher recruiting fairs at diverse colleges/universities at least 3 times per year</li></ul>	Operational
	Expand collaboration with colleges to recruit and develop potential employees	Superintendent, HR Director, Federal Program Director	May 2024	Observation data	<ul style="list-style-type: none"><li>Student/</li><li>Practicum teachers placement logs</li></ul>	Operational
	Develop a plan to form partnerships with students who plan on majoring in education and commit to returning with BCSS	HR Director, teachers, and CTAE Director	May 2026	Interest/ Survey Data	<ul style="list-style-type: none"><li>College/Career Pathway Completion</li><li>College Acceptance/Entrance</li></ul>	



Performance Objective: Retain quality employees						
Initiative	Retain highly qualified, effective teachers and staff					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Enhance the New Teacher Induction/Mentor program that supports new teachers quarterly	HR Director, Director of Teaching & Learning, Director of Federal Program, Principals	May 2024	TKES Data Observations Feedback Retention Exit Survey	<ul style="list-style-type: none"><li>• Mentor Logs</li><li>• Meeting Agendas</li><li>• Sign-In Sheets</li></ul>	Operational
	Conduct a comprehensive analysis of salaries, benefits, and pay incentives of comparable school districts	HR Director and Finance Director	May 2024	Retention Data Exit Survey	<ul style="list-style-type: none"><li>• Salary Schedules</li></ul>	Operational
	Expand staff recognition and appreciation programs	Superintendent, HR Director and district and school leaders	May 2027	Retention Data Exit Survey	<ul style="list-style-type: none"><li>• Staff recognition and appreciation programs/events</li></ul>	
	Utilize data from exit interviews and climate surveys to inform retention practices	Superintendent, HR Director and district and school leaders	August 2023 through May 2024	Retention Data	<ul style="list-style-type: none"><li>• Retention data by school and location</li></ul>	In Progress





**Performance Objective: Invest in professional growth**

Initiative		Implement opportunities to build capacity in staff members				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Provide professional growth opportunities for Instructional Coaches, district, and school leaders in the areas of the coaching cycle, data analysis, and feedback, etc.	HR Director and district and school leaders	May 2024	Individual Growth Data	<ul style="list-style-type: none"> <li>Professional Learning Artifacts</li> <li>Kick-Up Registration Log</li> </ul>	In Progress
	Instructional coaches provide growth opportunities for teachers by utilizing the coaching cycle	HR Director and district and school leaders	May 2024	TKES Data	<ul style="list-style-type: none"> <li>Classroom Observations</li> <li>Coaching Logs</li> </ul>	Operational In Progress
	Each school will increase the number of Gifted, Math, and Reading endorsed teachers	HR Director and district and school leaders	May 2025	CPI Report	<ul style="list-style-type: none"> <li>Kick-Up Registration Log</li> <li>Registration from Endorsement Program</li> </ul>	
	Assign each Assistant Principal and Principal with less than 3 years of experience a mentor	HR Director and district and school leaders	May 2025	Individual Growth Data	<ul style="list-style-type: none"> <li>Meeting Agenda and Sign-In Sheet</li> </ul>	
	Re-design the Aspiring Leaders program to become laser focused on building capacity in leadership strategies	HR Director and district and school leaders	May 2025 (First year completers)	Observation, Feedback, Reflection	<ul style="list-style-type: none"> <li>Meeting Agenda and Sign-In Sheet</li> </ul>	
	Deepen implementation of effective Professional Learning Communities (PLCs) in all schools for increased effectiveness of professional learning across the District.	HR Director and district and school leaders	June 2026	TKES Data Observations	<ul style="list-style-type: none"> <li>Meeting Agenda and Sign-In Sheet</li> <li>Data analysis</li> </ul>	



Goal Area 3  
Excellence in Operations

Performance Objective: Ensure a safe and well maintained facility for all stakeholders						
Initiative	Schools and facilities will be safe and inviting places for students, parents, staff, and community members					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 8.1</b>	Review and update Emergency Safety plans with proper input.	Principals Assistant Superintendent	June 2024	Safety Meeting Agenda, Sign in Sheets	<ul style="list-style-type: none"> <li>BCSS Safety Plan, Individual School Safety Plan</li> </ul>	<b>Operational</b>
<b>GVPE 8.1</b>	Conduct safety drills, safety procedures, and safety walks at all school levels and conduct debriefs ensure effectiveness.	Assistant Superintendent Maintenance Director SRO Principals	June 2024	Google Forms OIC Log	<ul style="list-style-type: none"> <li>OIC Logs, Google Form of Walk-Throughs, Safety Meeting Agendas</li> </ul>	<b>Operational</b>
<b>GVPE 8.1</b>	Quarterly meetings with school level safety team and community level safety task force for prevention and planning.	Assistant Superintendent	June 2024	Sign-in Sheets Google Invites Google Calendar	<ul style="list-style-type: none"> <li>Safety Task Force Meeting Agendas</li> </ul>	<b>Operational</b>
<b>GVPE 8.1</b>	Conduct training for ALL staff in the realm of safety, prevention, and response.	Assistant Superintendent Principals	June 2024	Sign-in Sheets Google Invites Google Calendar	<ul style="list-style-type: none"> <li>Safety Team Meeting Agendas, Vector Training, Pre-Planning Agenda</li> </ul>	<b>Operational</b>



Performance Objective: Ensure a safe and well maintained facility for all stakeholders

Initiative		Schools and facilities will have technology that provides for better learning experiences, safety monitoring, and appropriate infrastructure for accessibility.				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 5.2</b>	Improve hi-speed internet access and reliability for students and staff	Director of Technology	2024-25	Incident IQ Monitoring Tech Meetings	<ul style="list-style-type: none"><li>Reduction of Incident IQ Occurrence</li><li>Bandwidth Report per School</li></ul>	
	Formulate and maintain a plan for advanced replacement and maintenance of all essential technology	Director of Technology	June 2024	Tech Meeting Sign-in Admin Sign-in	<ul style="list-style-type: none"><li>Technology Plan, Leadership Agenda</li></ul>	Operational In Progress
	Establish and maintain cybersecurity measures and training for all staff.	Director of Technology	June 2024	Vector Solutions GSBA Safety Scenarios	<ul style="list-style-type: none"><li>Technology Plan</li><li>Vector Training Completion</li></ul>	Operational
	Train technology staff to remain current on systems and procedures.	Director of Technology	June 2026	Kick up In-service Professional Learning	<ul style="list-style-type: none"><li>Kick-up report, PL Report</li></ul>	



**Performance Objective: Ensure a safe well maintained facility for all stakeholders**

Initiative		Monitor and improve safety, cleanliness, and overall appearance of facilities.				
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Develop a facilities preventive maintenance and replacement program for the betterment of instructional spaces.	Director of Maintenance	August 2024	Ops Agenda, Sign-in Sheets	<ul style="list-style-type: none"><li>• Facility Preventative Maintenance Plan</li></ul>	
	Conduct and improve cost saving measures for all electric and utilities usage.	Director of Maintenance Principals	December 2024	Tracking Monthly in Google	<ul style="list-style-type: none"><li>• Emails to Principals, utilities spreadsheet</li><li>• Percentage Drop in Usage</li></ul>	
	Improve responsiveness to maintenance requests by purposefully increasing capacity of the department	Director of Maintenance	December 2024	Frontline Applitracks HR Dept.	<ul style="list-style-type: none"><li>• Correlate number of staff to needs</li><li>• Increase in Credentialing of staff</li></ul>	
	Quarterly and Annual review and evaluation of our contracted facility and maintenance services	Assistant Superintendent Director of Maintenance	June 2025	Calendar Sign-in Survey of Principals	<ul style="list-style-type: none"><li>• Evaluation Rubric</li><li>• Google Survey of Principals' Results</li></ul>	



Performance Objective: Define and Communicate procedures

Initiative	Routinely review and revise BCSS procedures					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Formulation, dissemination, and training for operations with a handbook for processes	Assistant Superintendent Appropriate Directors	June 2025	Agenda of Ops Meetings Sign-in	<ul style="list-style-type: none"><li>• Handbooks for Operations, Maintenance, And Technology</li></ul>	
	Monitor track and report responsiveness of technology and maintenance for board reports	Assistant Superintendent Director of Maintenance Director of Technology	June 2024	Incident IQ SchoolDude Ops Meeting Agenda	<ul style="list-style-type: none"><li>• Board Report</li><li>• Monthly Operations Meetings</li></ul>	Operational
	Ensure that nutritional staff follows state and federal guidelines to have a health nutritional program	Director of Nutrition Managers	June 2024	SNP Meeting Agendas GADOE and Fed Training Sign-in	<ul style="list-style-type: none"><li>• State of the Plate Report</li><li>• Menus</li><li>• Health Report</li></ul>	Operational
	Ensure that transportation staff follow state and federal guidelines for safety and efficient transportation dept.	Director of Transportation	June 2024	Vector Completion Report Safety Briefing Sign-ins	<ul style="list-style-type: none"><li>• DOT Monitoring</li><li>• GADOE Report</li><li>• Vector Training</li><li>• Safety Briefing Agendas</li></ul>	In Progress



Performance Objective: Define and communicate procedures						
Initiative	Review, revise, and disseminate BCSS procedures for students and parents					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Review and revise for procedures for enrollment and orientation of new students.	Principals Social Worker Counselors	June 2025		<ul style="list-style-type: none"><li>• Leadership team meeting agenda and sign in sheets</li></ul>	
	Review and revise procedures for withdrawal and collection of BCSS students.	Principals Social Worker Counselor	June 2025		<ul style="list-style-type: none"><li>• Address Affidavit Report</li></ul>	
	Ensure that district and school level procedures are reviewed update and communicate annually.	Assistant Superintendent Director of Teaching and Learning Director of Student Services	June 2025		<ul style="list-style-type: none"><li>• Leadership team meeting agendas and sign in sheets</li><li>• Administrative retreat agenda and sign in sheets</li></ul>	



Performance Objective: Be responsible and transparent stewards of taxpayers' money						
Initiative	Prioritize renovations of instructional spaces, administrative buildings, athletic venues and other facilities					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Maintain and revise our 5 year facility plan	Assistant Superintendent Director of Maintenance	June 2024	Needs Assessment	<ul style="list-style-type: none"><li>Annually Updated 5 year facility plan</li></ul>	Operational
	Maintain and review our ESPLOST VI cash flow analysis with priority on referendum projects	Assistant Superintendent Finance Director	June 2024	Monthly Meetings	<ul style="list-style-type: none"><li>Cash Flow Analysis Sheet</li><li>ESPLOST VI Referendum</li><li>5 year Facility Plan</li></ul>	Operational
	Begin planning for student growth and planning for facilities with ESPLOST VII	Assistant Superintendent Finance Director	June 2025	Monthly Meetings	<ul style="list-style-type: none"><li>Cash Flow Analysis Sheet</li><li>ESPLOST VII Referendum</li><li>5 year Facility Plan</li></ul>	



Goal Area 4  
Excellence in Culture and Climate

Performance Objective: Foster stakeholder partnerships through transparency						
Initiative	To provide clear and effective communication in order to increase and sustain partnerships.					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 2.1</b>	Increase participation through parent and family workshops, input meetings, and school council meetings with multiple modes and flexible times	District Admin School Admin and Faculty Parent & Family Engagement	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none"> <li>Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication</li> </ul>	<b>Operational</b>
	BCSS will enhance educator accessibility in the community by maximizing opportunities to participate in community events and creating other opportunities for outreach	Parent & Family Engagement Coordinators, Principal, Teachers	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none"> <li>Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication</li> <li>Planning Committee Meetings Planning Agenda</li> </ul>	
	Improve effective two-way communication with stakeholders	Parent & Family Engagement Coordinators, Principal, Teachers	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none"> <li>Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication</li> </ul>	
	Involve community stakeholders in key decisions and proactively share information in the early stages of policy and decision making	School Admin and Faculty Parent Engagement Coordinators	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none"> <li>Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication</li> </ul>	





Performance Objective: Intentionally build authentic, positive relationships with all stakeholders						
Initiative	Improve relationships and interactions with stakeholders					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
<b>GVPE 5.4</b>	Partner with regional businesses, industries, non-profit organizations, higher learning institutions, and parents on shaping the direction of BCSS to include career readiness & community perceptions	District Admin School Admin and Faculty Parent Engagement Coordinators, Counselors	June 2026	Feedback/ Survey Data	<ul style="list-style-type: none"><li>Percent of stakeholder</li><li>surveys completed annually, feedback forms, Graduation Rate, Employment Percentage</li></ul>	
<b>GVPE 2.1</b>	Develop a Superintendents Faculty and Staff Advisory Committee that will meet quarterly to address the needs of faculty and staff	District Admin School Admin and Faculty Parent Engagement Coordinators Counselors	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none"><li>Student Governance Team Artifacts, Agendas, Sign-in sheets, Surveys</li></ul>	



Performance Objective: Establish collaboration opportunities						
Initiative	The school system reinforces the continuous improvement process through active and sustained involvement of student, family, and community.					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Expand the Partners in Education Program (structures and levels of partnerships to include work based learning partnerships)	District Admin School Admin and Faculty CTAE Work Based Learning Coordinator	June 2025	Participation Data from students and businesses	<ul style="list-style-type: none"> <li>Work based learning timesheets</li> </ul>	
<b>GVPE 2.1</b> <b>GVPE 8.7</b>	Superintendent will provide a state of the School Address each year to stakeholders and community	District Admin School Admin and Faculty	June 2025		<ul style="list-style-type: none"> <li>Agendas and Sign-In Sheets</li> </ul>	

Performance Objective: Create an “everyone can be a leader” mentality across the district						
Initiative	BCSS will use the Sean Covey, “Leader in Me” framework to drive a change in mindset across the district					
	Action Steps	Person Responsible	Timeline for implementation	Monitoring	Evidence	
	Introduce the staff to the 7 Habits of Highly Effective People	District Admin School Admin	June 2025		<ul style="list-style-type: none"> <li>Agendas and Sign-In sheets</li> </ul>	
	Train the staff in “Leader in Me”	District Admin School Admin	June 2025		<ul style="list-style-type: none"> <li>Agendas and Sign-In Sheets</li> </ul>	
	Introduce the Students to the 7 habits and “Leader in Me”	District Admin School Admin Teachers	June 2026		<ul style="list-style-type: none"> <li>Agenda and Sign in Sheets</li> <li>School “Score Board”</li> </ul>	