



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"> Student Goal Sheets Agenda, Sign In Sheets, and Minutes from PLC
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"> Documentation of research to support interventions selected during Textbook Adoption Cycle
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"> Lesson Plans Agenda, Sign in Sheets and, Minutes from Collaborative Planning Agenda, Sign In Sheets, and Minutes from PLC

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
Each teacher will participate in Collaborative Planning	Superintendent	June 2025	Attendance at Collaborative	<ul style="list-style-type: none"> Collaborative Planning Schedule



	Director of Teaching and Learning School Administrators Instructional Coaches Teachers		Planning Meetings	<ul style="list-style-type: none"> Agenda, Sign In Sheet, Minutes from Collaborative Planning Meetings Fidelity Walkthroughs
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"> Common Formative Assessments Summative Assessments Data from Assessments PLC Meeting Minutes
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"> Agenda from PL Sign In Sheet from PL Fidelity Walkthroughs
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"> Documentation from Professional Learning Opportunity. Redelivery Plan to include Sign In Sheets, Agendas, Minutes, and Handouts.

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"> Media Center Protocols Literacy Plans



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"> Defined Resource Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
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"> Professional Learning on Resources- Sign In Sheets, Agenda, Minutes, Handouts PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
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"> Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes

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
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"> Collaborative Planning Schedule Agenda, Sign In Sheet, Minutes from Collaborative Planning Meetings Fidelity Walkthroughs
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	<ul style="list-style-type: none"> Common Formative Assessments Summative Assessments Data from Assessments PLC Meeting Minutes



			Summative Data EOC	
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"> • Agenda from PL • Sign In Sheet from PL • Fidelity Walkthroughs
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"> • Documentation from Professional Learning Opportunity. • Redelivery Plan to include Sign In Sheets, Agendas, Minutes, and Handouts.

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"> • Media Center Protocols • Literacy Plans
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"> • Defined Resource • Professional Learning on Resources-Sign In Sheets, Agenda, Minutes, Handouts



				<ul style="list-style-type: none"> PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
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"> Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes
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"> Professional Learning- Sign In Sheets, Agenda, Minutes, Handouts PLC and Collaborative Planning Sign In Sheets, Agendas, Minutes

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"> Master Schedule Advisement Plan
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"> Agenda Sign In Sheet
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"> Agenda Sign In Sheet



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"> Master Schedule Student Enrollment EOC and EOG
Collaboration of Honors teachers, AP teachers, and administrators to review student data to identify 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"> Master Schedule Student Enrollment EOC and EOG
Provide individual academic advisement of students	School Counselor Advisement Teacher	June 2026	Master Spreadsheet	<ul style="list-style-type: none"> Counselor Tab in Infinite Campus to show they have met with each student Master Spreadsheet of all students and when the counselor met with them

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"> Subgroup data for each Pathway Vertical meetings between middle and high school administrators and CTAE director- Alignment of pathways-agendas, sign in sheets, minutes



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"> YouScience Data Labor Market Needs
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"> YouScience Data Master Schedule
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"> Master Schedule

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"> Meetings, Sign in Sheet, agendas Colleges and Military visits to JHS and HMS for recruitment Georgia Futures Data
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"> SAT and ACT courses provided in online platform SAT and ACT prep activities during advisement
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"> EOPA Assessments CTAE Lesson Plans



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"> Spreadsheet with Partners Spreadsheet with number of students working at each location
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"> Spreadsheet with Activity, Date, Grade, Location, and Number of Students that Attended

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"> Student Attendance Reports
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"> Master Schedule
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"> Master Schedule
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"> Spreadsheet with Activity, Date, Grade, Location, and Number of Students that Attended,



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"> • Student Grades in Health • Resources for teachers
---	---	-----------	--------------------------	--

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"> • Leadership team meeting agendas and sign in sheets.
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"> • Sign In Sheets, Agendas, Handouts from Professional Learning
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"> • Manual with Protocols and Process for using them.
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"> • Fidelity Protocol



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
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">• Data Analysis Tool• Schedule for completing the Data Analysis Tool
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">• Reports that are used to make decisions for instruction
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">• Sign In Sheets, Agenda, Handout

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">• Results of Fidelity Walkthroughs



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">• Sign In Sheets, Agendas, Minutes, Handouts from Professional Learning
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">• Subgroup data analysis tool
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">• Sign In Sheet, Agenda, Handouts



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
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	August 2023 through May 2024	Documented visits at targeted colleges	<ul style="list-style-type: none">Attend teacher recruiting fairs at diverse colleges/universities at least 3 times per year
Expand collaboration with colleges to recruit and develop potential employees	Superintendent, HR Director, Federal Program Director	August 2023 through May 2024	Observation data	<ul style="list-style-type: none">Student/Practicum teachers placement logs
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	August 2023 through May 2024	Interest/ Survey Data	<ul style="list-style-type: none">College/Career Pathway CompletionCollege Acceptance/Entrance

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	August 2023 through May 2024	TKES Data Observations Feedback Retention Exit Survey	<ul style="list-style-type: none">Mentor LogsMeeting AgendasSign-In Sheets



	Program, Principals			
Conduct a comprehensive analysis of salaries, benefits, and pay incentives of comparable school districts	HR Director and Finance Director	August 2023 through May 2024	Retention Data Exit Survey	<ul style="list-style-type: none"> Salary Schedules
Expand staff recognition and appreciation programs	Superintendent, HR Director and district and school leaders	August 2023 through May 2024	Retention Data Exit Survey	<ul style="list-style-type: none"> Staff recognition and appreciation programs/events
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"> Retention data by school and location

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	August 2023 through May 2024	Individual Growth Data	<ul style="list-style-type: none"> Professional Learning Artifacts Kick-Up Registration Log
Instructional coaches provide growth opportunities for teachers by utilizing the coaching cycle	HR Director and district and school leaders	August 2023 through May 2024	TKES Data	<ul style="list-style-type: none"> Classroom Observations Coaching Logs



Each school will increase the number of Gifted, Math, and Reading endorsed teachers	HR Director and district and school leaders	August 2023 through May 2024	CPI Report	<ul style="list-style-type: none">• Kick-Up Registration Log• Registration from Endorsement Program
Assign each Assistant Principal and Principal with less than 3 years of experience a mentor	HR Director and district and school leaders	August 2023 through May 2024	Individual Growth Data	<ul style="list-style-type: none">• Meeting Agenda and Sign-In Sheet
Re-design the Aspiring Leaders program to become laser focused on building capacity in leadership strategies	HR Director and district and school leaders	August 2023 through May 2024	Observation, Feedback, Reflection	<ul style="list-style-type: none">• Meeting Agenda and Sign-In Sheet
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	August 2023 through May 2024	TKES Data Observations	<ul style="list-style-type: none">• Meeting Agenda and Sign-In Sheet• Data analysis



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
Review and update Emergency Safety plans with proper input.	Principals Assistant Superintendent	2023 Annually	Safety Meeting Agenda, Sign in Sheets	<ul style="list-style-type: none">BCSS Safety Plan, Individual School Safety Plan
Conduct safety drills, safety procedures, and safety walks at all school levels and conduct debriefs ensure effectiveness.	Assistant Superintendent Maintenance Director SRO Principals	2023 Monthly	Google Forms OIC Log	<ul style="list-style-type: none">OIC Logs, Google Form of Walk-Throughs, Safety Meeting Agendas
Quarterly meetings with school level safety team and community level safety task force for prevention and planning.	Assistant Superintendent	2023 Quarterly	Sign-in Sheets Google Invites Google Calendar	<ul style="list-style-type: none">Safety Task Force Meeting Agendas
Conduct training for ALL staff in the realm of safety, prevention, and response.	Assistant Superintendent Principals	2023 Monthly	Sign-in Sheets Google Invites Google Calendar	<ul style="list-style-type: none">Safety Team Meeting Agendas, Vector Training, Pre-Planning Agenda



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
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">Reduction of Incident IQ OccurrenceBandwidth Report per School
Formulate and maintain a plan for advanced replacement and maintenance of all essential technology	Director of Technology	January 2023	Tech Meeting Sign-in Admin Sign-in	<ul style="list-style-type: none">Technology Plan, Leadership Agenda
Establish and maintain cybersecurity measures and training for all staff.	Director of Technology	2023	Vector Solutions GSBA Safety Scenarios	<ul style="list-style-type: none">Technology PlanVector Training Completion
Train technology staff to remain current on systems and procedures.	Director of Technology	2023	Kick up In-service Professional Learning	<ul style="list-style-type: none">Kick-up report, PL Report

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	Director of Maintenance	Summer of 2024 Quarterly	Ops Agenda, Sign-in Sheets	<ul style="list-style-type: none">Facility Preventative Maintenance Plan



program for the betterment of instructional spaces.				
Conduct and improve cost saving measures for all electric and utilities usage.	Director of Maintenance Principals	Winter of 2024 Quarterly	Tracking Monthly in Google	<ul style="list-style-type: none"> Emails to Principals, utilities spreadsheet Percentage Drop in Usage
Improve responsiveness to maintenance requests by purposefully increasing capacity of the department	Director of Maintenance	Summer of 2024	Frontline Applitracks HR Dept.	<ul style="list-style-type: none"> Correlate number of staff to needs Increase in Credentialing of staff
Quarterly and Annual review and evaluation of our contracted facility and maintenance services	Assistant Superintendent Director of Maintenance	2023-24	Calendar Sign-in Survey of Principals	<ul style="list-style-type: none"> Evaluation Rubric Google Survey of Principals' Results

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	2024-25	Agenda of Ops Meetings Sign-in	<ul style="list-style-type: none"> Handbooks for Operations, Maintenance, And Technology
Monitor track and report responsiveness of technology and maintenance for board reports	Assistant Superintendent Director of Maintenance Director of Technology	2023 Monthly	Incident IQ SchoolDude Ops Meeting Agenda	<ul style="list-style-type: none"> Board Report Monthly Operations Meetings



Ensure that nutritional staff follows state and federal guidelines to have a health nutritional program	Director of Nutrition Managers	2023 Daily	SNP Meeting Agendas GADOE and Fed Training Sign-in	<ul style="list-style-type: none"> • State of the Plate Report • Menus • Health Report
Ensure that transportation staff follow state and federal guidelines for safety and efficient transportation dept.	Director of Transportation	2023 Daily	Vector Completion Report Safety Briefing Sign-ins	<ul style="list-style-type: none"> • DOT Monitoring • GADOE Report • Vector Training • Safety Briefing Agendas

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	2024-25		<ul style="list-style-type: none"> • Leadership team meeting agenda and sign in sheets
Review and revise procedures for withdrawal and collection of BCSS students.	Principals Social Worker Counselor	2024-25		<ul style="list-style-type: none"> • Address Affidavit Report
Ensure that district and school level procedures are reviewed update and communicate annually.	Assistant Superintendent Director of Teaching and Learning Director of Student Services	2024-25		<ul style="list-style-type: none"> • Leadership team meeting agendas and sign in sheets • Administrative retreat agenda and sign in sheets



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	2023 Annual	Needs Assessment	<ul style="list-style-type: none">Annually Updated 5 year facility plan
Maintain and review our ESPLOST VI cash flow analysis with priority on referendum projects	Assistant Superintendent Finance Director	2023 Monthly	Monthly Meetings	<ul style="list-style-type: none">Cash Flow Analysis SheetESPLOST VI Referendum5 year Facility Plan
Begin planning for student growth and planning for facilities with ESPLOST VII	Assistant Superintendent Finance Director	2024-25	Monthly Meetings	<ul style="list-style-type: none">Cash Flow Analysis SheetESPLOST VII Referendum5 year Facility Plan



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
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">Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication
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">Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communicationPlanning Committee Meetings Planning Agenda
Improve effective two-way communication with stakeholders	Parent & Family Engagement Coordinators, Principal, Teachers	June 2025	Feedback/ Survey Data	<ul style="list-style-type: none">Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication
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">Agendas, Sign-in sheets, Flyers, feedback forms, Infinite Campus, social media, principal communication



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
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">Percent of stakeholdersurveys completed annually, feedback forms, Graduation Rate, Employment Percentage
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">Student Governance Team Artifacts, Agendas, Sign-in sheets, Surveys

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	June 2025	Participation Data from students and businesses	<ul style="list-style-type: none">Work based learning timesheets



	CTAE Work Based Learning Coordinator			
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">• Agendas and Sign-In Sheets