

**Hickman County Board of Education
Five Year Plan
2016-2021**

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Adopted

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Tennessee State Board of Education

School Board Planning

Rule 0520 – 1- 3 - .03 (16) (a)

Each local board of education shall develop, maintain, and implement a long-range strategic plan which addresses at least a five year period of time. The plan shall be updated every two years and include a mission statement, goals, objectives and strategies, and address the State Board of Education master plan.

Hickman County Board of Education Policy 1.701 School District Planning

The Board shall develop comprehensive, long-range plans based on the following:

1. Identifying and analyzing the major factors that affect what and how students learn;
2. Developing and implementing a written five-year plan to include a mission statement, goals, objectives and strategies;
3. Establishing annual program improvement objectives, including major activities, expected out-comes, time-lines, responsible persons and required resources; and
4. Basing major budget decisions on long-range plans.

The Board shall plan by means of an annual retreat with the director of schools and staff. The purpose of the retreat shall be to review progress on the implementation of priorities, initiatives, and long-range plans, to determine which goals have been achieved, whether any new efforts are needed, and to review major issues that may affect the future. The Board shall also consider annual objectives and strategies proposed by the director. An annual status report on these plans shall be submitted to the Commissioner of Education by September 1 of each year in the required format.

The director shall develop necessary procedures, forms or other measures to implement the goals of this policy.

A planning coordinator may be designated by the director to help coordinate system-wide planning efforts, establish and coordinate an issues management process, aid district staff in developing specific plans, and monitor implementation schedules.

Hickman County Board of Education

Organizational Mission

To enlarge and develop, to maximum capacity, the mind, body, and character of each student.

Hickman County Board of Education Shared Vision

Our school system is a learning organization whose culture, through high expectation, is committed to lead students to be quality learners, performers, and citizens with high moral character.

This vision is grounded in continuous quality improvement, based upon data driven shared decision making among staff and stakeholders from a research based information perspective and policies and procedures which focus on high student achievement expectations for all students.

The pillars of the vision are:

1. high expectations of student and school;
2. instructional excellence in a safe and educationally conducive environment;
3. shared accountability among the community, the school system, the schools, the parents, and students; and
4. efficient and effective administrative staff which provides support and resources for the school and advocates for all students.

Hickman County Board of Education

Beliefs

- Education is vital for sustaining liberty, democracy, and civility.
- The primary goal of education should be learning.
- All learning must have high expectations as a prerequisite.
- High expectations, at a minimum, is proficiency.
- All students can learn, but they do not all learn best in the same way.
- Learning should be appropriate for each student through data driven decision making which should be a shared decision-making process.
- For learning to be effective, it must take place in a moral-cultural context where there are rights, wrongs, and consequences.
- Learning is optimized by a cooperative effort among all stakeholders.
- Personal responsibility must be accepted by all involved in the educational process.
- Discipline, both personal and corporate, is incumbent upon both students and school staff and is necessary for a good educational environment.
- Discipline problems are minimized when students are busy, learning, the learning is meaningful, and the learning is acknowledged.
- Schools must be safe but not institutional places.
- Schools should be places where children want to be.
- Students (i.e., their person) should not be criticized or humiliate, but their inappropriate behavior, lack of effort, et cetera should be addressed and/or disciplined in an appropriate manner.
- Parents and visitors should find schools to be orderly, well kept, hospitable places, where they are treated with respect, receive cooperation, and find fairness.
- Every person in every position plays an important role in the success of the educational system.
- Everyone in the educational system must function as a part of the system and support each other's part of the system.
- Each part of the educational system must perform its duty effectively and efficiently.

- Problems arise when a part of the system fails to do its duty or tires to do another part's duty.
- Education must embrace technology.
- Teachers are the indispensable part of the educational process.
- We must listen.
- We must communicate.

Priorities

- I. Early Foundations & Literacy and All Student Learning
- II. School Environment
- III. Leadership
- IV. Academic Support Services

Goals

I. Early Foundations & Literacy and All Student Learning

Goal: All Children will be ready for learning at or above the appropriate grade level.

Goal: Demonstrate student mastery of core subject matter and apply their essential learning and critical thinking skills to achieve academic excellence.

Goal: Implement the instructional shifts necessary to provide academic rigorous learning opportunities for students to ensure they are on the trajectory for College and Career Readiness.

II. School Environment

Goal: All schools will provide a safe, disciplined, and orderly environment for teaching and learning for students and staff.

III. Leadership

Goal: Develop, maintain, and enhance leadership opportunities in the school system.

IV. Academic Support Services

Goal: Provide support to all students and staff to enhance learning.

Objectives and Strategies

I. Early Foundations & Literacy and All Student Learning

Goal I: All Children will be ready for learning at or above the appropriate grade level.

Objective: Prioritize early interventions to ensure all students enrolled in grades K-5 are on a path to success.

Strategies:

- A. Provide additional Pre K classrooms as funding becomes available.
- B. Extend the Family Resource Centers' early outreach program to pre-birth by offering parenting classes and implement "Ready for Kindergarten" Program.
- C. Fully implement Tennessee's Early Childhood Education/Early Learning Developmental Standards, 0-5 years.
- D. Share the TNELDS standards and Kindergarten standards with licensed day care facilities.
- E. Child find activities which include developing among health/medical agencies, child care providers, Adult Education, social agencies, and other groups to identify all potential students from pre-birth through the following avenues: advertising in newspaper; flyers made available at High Schools via Guidance Department and Homebound Teachers, as well as, the Health Department.
- F. Scientifically based ongoing professional development specific to foundational skills for literacy and math.

Parenting

- R. Increase dual enrollment opportunities and advance placement course offerings.
- S. Increase arts and music offerings at all grade levels.
- T. Explore possibility of instituting annual School/Career Days for schools and public.
- U. Explore possibility of creating evening and summer tutoring sessions for students and parents to be able to gain assistance with homework and life skills.

II.

School Environment

Goal: All schools will provide a safe, disciplined, and orderly environment for teaching and learning for students and staff.

Objective: To maintain and improve the teaching and learning environment for our schools.

Strategies:

- A. Continue to emphasize positive student behavior through district wide behavior management plan.
- B. Continue to provide an alternative school to serve grades 6-12.
- C. Provide in-school suspension programs at each grade 6-12 school.
- D. Pursue the implementation of an alternative school in the East Hickman zone.
- E. Increase opportunities for families to be involved in school.
- F. Increase opportunities for stakeholders to provide constructive input into the operation of the schools.
- G. Provide one SRO per school under one agency.
- H. Training for RTI 2B that includes climate, attendance, anti-bullying, and behavioral supports.

III.

Leadership

Goal: Develop, maintain, and enhance leadership opportunities in the school system.

Objective: To recruit and prepare an adequate pool of personnel to assume administrative positions as they come available.

Strategies:

- A. Continue to hold Aspiring Administrator Academies for current and potential principals and supervisors.
- B. Offer aspiring administrators the opportunity to serve as an administrator of the day.
- C. Continue to strengthen the development of PLC (professional learning committee) teams and PAC (parent advisory committee) for schools and district.
- D. Develop an administrator policy manual.

IV.

Academic Support Services

Goal: Provide support to all students and staff to enhance learning.

Objective: To provide a nutritious, clean, and safe environment through support services.

Strategies:

- A. Follow maintenance and transportation vehicle replacement protocol.
- B. Stay up to date on state mandates.
- C. Follow maintenance and technology plans.
- D. Stay up to date with rules and regulations of the NSLP.
- E. Proper maintenance of kitchen facilities.
- F. Up to date training for all food service staff.
- G. Evaluate continued capability of providing free CEP.
- H. Explore cost effective strategies for all support services such as: food services, maintenance, and transportation.
- I. Network with community resources for mental health services.
- J. Updating of computer technologies.
 - New network servers and network switches.
 - Review and update acceptable devices for BYOD.
 - Research and update teacher computers.
 - Expand distance learning opportunities in high schools.
- K. Addition of personnel in Technology Department.
- L. Increase social media presence through district Facebook and Twitter accounts.
- M. Create open hours for computer labs for academic support

