



STRATEGIC PLAN

2017 – 2022

Strategic Improvement Plan

Forsyth County Schools is proud to be one of the top districts in Georgia and the United States. This success has been accomplished with a long-standing commitment to strategic planning with staff, parents, citizens and businesses, working to support the primary customer, the individual student.

Highlights from prior Strategic Plans include:

- 1st Plan:** United the growing community around public education
Designed the first district technology plan
- 2nd Plan:** Defined FCS culture by creating a shared vision and beliefs statements
- 3rd Plan:** Added a district mission and refined the beliefs to grow organizational climate
Created the district's Data Dashboard for transparency
- 4th Plan:** Evolved the Graduate Profile to an all-grades Learner Profile
Unified the schools and district office with one district-wide Continuous Improvement process

The fifth Strategic Plan was created during the 2016-17 school year and was approved by the Board of Education in June 2017. Working in partnership with the Georgia School Boards Association (GSBA) and the Georgia Leadership Institute for School Improvement (GLISI), FCS Cabinet and Board members reviewed various data sources, as well as survey and focus group feedback from 7,000+ stakeholders. The process also included recommendations from the AdvancED Accreditation visit last school year.

Core Values

- Vision:** Quality Learning and Superior Performance for All
- Mission:** We prepare and inspire all learners to lead and succeed.

- Beliefs:**
 - T**rust among all stakeholders is vital.
 - E**xpectations influence accomplishments because everyone has the capacity to learn.
 - A** school-community partnership is essential.
 - C**hange creates opportunity.
 - H**igh-performing leadership makes visions reality.

Who We Serve

Forsyth County Schools' primary customer, who is at the center of everything we do, is the individual student. The district works collaboratively with other customers, such as staff, parents, citizens and businesses, to support the primary customer.



Learner Profile

The Learner Profile is the work of our school district. It is displayed in every classroom in the district. The Learner Profile lists the attributes we expect all students to possess by the time they graduate from one of our high schools. View it at forsyth.k12.ga.us/lp





◆ 2017-22 Strategic Plan

The new five-year plan includes a revised mission: we prepare and inspire all learners to lead and succeed. It also has three goal areas to reach FCS' mission and vision, quality learning and superior performance for all.

Goal Area #1: Learning and Growth

Performance Objective #1: Increase student achievement.

Initiative A: Improve student content mastery resulting in positive growth of academic measures.

The Teaching and Learning Department will support the data teams process of analyzing system and school data to determine areas of growth and strength to develop plans for improvement.

Performance Objective #2: Build staff capacity.

Initiative A: Relevant and appropriate professional development for all staff.

Work with all district departments and schools to ensure professional development opportunities are meeting needs of all staff.

Initiative B: Professional learning times available within calendar/contract.

Develop time within the school calendar to provide professional development for all staff members.

Performance Objective #3: Foster social and emotional growth.

Initiative A: Implement social emotional learning competencies K-12 in all schools.

Provide professional learning for all district educators on the goals, objectives, and learning targets of the five social and emotional competencies so that they are embedded into the school and classroom culture, as well as daily instructional best practices.

Goal Area #2: Culture and Climate

Performance Objective #1: Acquire, develop and retain excellent staff for all positions.

Initiative A: Develop and retain

Utilization of metrics to analyze retention and development efforts to increase the effectiveness of staff.

Initiative B: Acquire

Attract highly effective staff members.

Performance Objective #2: Develop and apply effective cultural strategies.

Initiative A: Develop district Diversity, Equity and Inclusion Plan

Coordinate district department and school-level individual work in the areas of diversity, equity and inclusion to have one robust, well-researched, and thoughtful district plan to address these issues.

Performance Objective #3: Increase purposeful school, home, and community partnerships.

Initiative A: Forsyth County Education Foundation

Continue to grow the foundation to unify resources, not ordinarily provided by the district's operating budget, that foster innovation for increased student achievement.

Initiative B: Redesign the Partners in Education program

Restructure the partnership program to align with the Learner Profile

Goal Area #3: Operational Excellence

Performance Objective #1: Plan and Adapt for Growth

Initiative A: Complete the State Facilities Plan

Accurately plan future facility needs to maximize state funding earnings.

Initiative B: Develop Local Facilities Plan and secure funding for referendums

Create a list of local facilities needs and secure funding with a 2018 Bond referendum and a 2021 SPLOST referendum.

Initiative C: Conduct redistricting

Study and adjust school lines for the opening of new schools.

Performance Objective #2: Manage Financial Resources

Initiative A: Identify internal controls weaknesses thru review process

Identify recommendations to improve weaknesses that are the result of the reviews.

Performance Objective #3: Plan and Allocate Resources

Initiative A: Annual operational budget

Ensure the budgeted resources are aligned with Forsyth County Schools' goals and objectives, and are used in an efficient and effective manner.

All goal areas have performance objectives and performance measures with detailed initiatives. More details on the new Strategic Plan, as well as FCS' vision, mission, beliefs and who we serve diagram, can be found at forsyth.k12.ga.us/sp

Resources

FCS Data Dashboard: <http://fcsdashboard.forsyth.k12.ga.us>

FCS School and District Department Continuous Improvement Plans: www.forsyth.k12.ga.us/ci

Georgia Department of Education College and Career Ready Performance Index (CCRPI):
www.gadoe.org/CCRPI

