

Strategic Improvement Plan

Forsyth County Schools Strategic Plan Goal Area	Learning and Growth
Forsyth County Schools Strategic Plan Performance Objective	Increase Student Achievement

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Increase the system CCRPI <small>*Data provided by Georgia Department of Education CCRPI Reports</small>	92.5	93	93.5	94	94.5
Increase Graduation Rate <small>*Data provided by Georgia Department of Education 2016 Four-Year Graduation Rate</small>	92.7	93.3	93.9	94.5	95.1

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Initiative A	Improve student content mastery resulting in positive growth of academic measures.			
Description of Initiative	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.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Analyze data (Data Team) at the system level to ensure targeted professional development and department support.	Accountability Coordinator	<ul style="list-style-type: none"> ● School achievement data ● Subgroup achievement analysis 	Quarterly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget
Develop effective and innovative instructional leaders.	Director of Instruction	<ul style="list-style-type: none"> ● Observation 	Quarterly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget
Develop comprehensive K-12 ELA framework that integrates literacy across all content areas.	Director of Instruction	<ul style="list-style-type: none"> ● School achievement data ● Fountas and Pinnell levels (K-2) and Lexile scores (3-12) 	Monthly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget
Utilize effective professional learning communities.	Director of Professional Learning	<ul style="list-style-type: none"> ● Observation 	Quarterly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget
Personalize learning for all.	Director of Instruction	<ul style="list-style-type: none"> ● Observation ● School achievement data ● Teacher Professional Practice Surveys 	Monthly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget
Utilize Beyond PROPEL recommendations.	Associate Superintendent of Teaching and Learning	<ul style="list-style-type: none"> ● Research and consideration of recommendations ● Implementation of recommendations 	Quarterly	<ul style="list-style-type: none"> ● TBD ● T & L Instructional budget

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Forsyth County Schools Strategic Plan Performance Objective	Build Staff Capacity

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
Provide relevant and appropriate professional development for all staff.	TBD during FY18	TBD	TBD	TBD	TBD
Increase professional development times available during current calendar/contract	TBD during FY18	TBD	TBD	TBD	TBD

Initiative A	Relevant and appropriate professional development for all staff				
Description of Initiative	Work with all district departments and schools to ensure professional development opportunities are meeting needs of all staff.				
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources	
Develop a professional learning plan by each central office department for its staff	Professional Learning Director	Improvement in areas of focus of professional learning plan.	Monthly	<ul style="list-style-type: none"> Department Professional Learning 	
Develop and conduct Pre- and Post-assessments/surveys to determine need	Professional Learning Director	Growth from Pre- to Post assessment/survey	Bi-Annually	<ul style="list-style-type: none"> Department Professional Learning 	

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Initiative B	Professional learning times available within calendar/contract			
Description of Initiative	Develop time within the school calendar to provide professional development for all staff members.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Consider various options that could be built into current calendar/contract (i.e. Online learning days, M-Th extended hours for time on Friday)	Deputy Superintendent	<ul style="list-style-type: none"> • Time built into calendar/contract with no additional cost or time required by staff • Student achievement not negatively impacted by change 	Bi-Annually	None

Strategic Improvement Plan Template

Forsyth County Schools Strategic Plan Goal Area	Learning and Growth
Forsyth County Schools Strategic Plan Performance Objective	Foster Social and Emotional Growth

Performance Measure	Baseline 2016-2017	Target 2017-2018	Target 2018-2019	Target 2019-2020	Target 2020-2021
*Data Provided by the Georgia Student Health Survey					
Increase the % of students who report feeling connected at school (Grades 6-12).	87%	90%	<i>TBA</i>	<i>TBA</i>	<i>TBA</i>
Increase the % of students who report positive cultural acceptance in their school (Grades 6-12).	73%	76%	<i>TBA</i>	<i>TBA</i>	<i>TBA</i>
Decrease the % of students who exhibit negative mental health behaviors (Grades 6-12) – to include substance abuse, stress, anxiety, suicidal ideation, or other mental health concerns.	26%	23%	<i>TBA</i>	<i>TBA</i>	<i>TBA</i>

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Initiative A	Implement Social Emotional Learning Competencies K-12 in all schools.			
Description of Initiative	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.			
Action Steps	Primary Person Responsible	Evidence that Indicates Impact	Monitoring Actions of Implementation (Dates)	Estimated Cost, Funding Source, and/or Resources
Professional Learning for School and District Leaders, Student Support and Special Education personnel	Deputy Superintendent	School level plans of action will be developed for the training and implementation of SEL competencies in all grade levels.	Quarterly	\$10,000 (funded by Browns Bridge Church)
Professional Learning for all certified teachers K-12	Director, Student Support Services	The goals, objectives, and learning targets of the SEL competencies will be embedded into all FCS classroom using evidence based resources and strategies.	Quarterly	TBD
Implement Positive Behavior Interventions and supports in all schools	Director of School Safety	Preventive and responsive approaches for positive and proactive classroom management will be utilized in all FCS classrooms (PBIS).	Quarterly	\$30,000 (Not including full time PBIS Facilitator)
Redesign transition courses and activities in elementary, middle, and high school to address the needs of all learners, their families, and community members.	Director, Student Support Services	K-12 Vertical PLC's will develop a three-five year plan for implementing the Transition Framework Plan for elementary, middle, and high school based on their student, family, and community needs.	Quarterly	TBD