



**PAULDING COUNTY
SCHOOL DISTRICT**

Engage Inspire Prepare

2022-2027

District Strategic Plan

QUARTERLY REPORT

Presented by the Paulding County Board of Education

YEAR 1

|

QUARTER 3

|

APRIL 2023



Strategic Plan Overview

Strategic Plan Components

STRATEGIC GOALS

- Strategic Goal Areas provide a framework to describe the district's mission and vision. Goal Areas highlight the key areas that a district must address as it works to achieve its mission.

PERFORMANCE OBJECTIVES

- Describe the specific strategies within each strategic goal that must be performed for a district to achieve its desired results.

STRATEGIES / INITIATIVES

- Strategies or initiatives are the plan, program, project, process or task that will have a positive impact on progress towards a performance objective.

ACTION STEPS

- Action Steps are the individual steps that need to be complete to execute an initiative which is linked to a performance objective.

PERFORMANCE MEASURES

- Performance Measures are quantifiable measures used to evaluate and communicate performance against targeted results. These are used to determine if the district is meeting the performance objectives.

Continuous Improvement Cycle



The Paulding County School District follows a continuous improvement cycle in the development and monitoring of our District Strategic Plan. Through collaboration with stakeholders throughout the county, the District Strategic Plan was developed during the 2021-2022 school year (PLAN) and implementation began in July of 2022 (Do). Throughout the year, progress on initiatives and performance objectives are monitored quarterly to ensure progress towards achieving our performance measures (CHECK). Adjustments and modifications to the plan may then be implemented based on the results of the quarterly progress checks (ACT).



Strategic Goal Areas

Performance Objectives

Growth and Success for ALL

Improve student
academic growth and
achievement

Improve performance
of student subgroups

Improve student
college, career, and life
readiness

Communication and Engagement

Communicate
efficiently, effectively,
and transparently with
all district stakeholders

Improve
communication and
access to information to
our diverse populations

Facilitate partnerships
between community
and school district

Attracting, Developing, and Retaining Quality, Diverse Professionals

Attract and retain
high quality,
diverse professionals

Build staff capacity

Develop and
implement effective
succession planning

Operational and Organizational Excellence

Develop and implement
a facility plan to
contend with growth
and aging facilities

Enhance safe and
effective learning
environments

Sustain excellent
financial stewardship

Innovative Practices and Resource Implementation

Develop and advance
resources to inspire
a culture of innovation

Build staff efficacy
to impact innovative
practices

Implement innovative
programs and practices
to engage ALL students



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STRATEGIC GOAL AREA

Growth and Success for All

Performance Objectives

Improve student growth and academic achievement

Improve performance of student subgroups

Improve student college, career, and life readiness



STRATEGIC INITIATIVES

Initiative 1: Implement a Multi-Tiered Systems of Support: High Quality Tier 1

Initiative 2: Implement a Multi-Tiered Systems of Support: Tier 2 & 3

Initiative 3: Support equitable access to high leverage practices (HLPs) and Advanced Programs

Initiative 4: Develop a Graduation Profile for PCSD students



PROGRESS HIGHLIGHTS

*Adoption of Data Management System: Elevate K-12 Analytics

*Development of Power BI dashboard to monitor student learners

*Graduation Profile Team, including post secondary and business partners, developed and meeting

* MTSS Training by Dr. Tessie Bailey, national expert and director of the Progress Center



NEXT STEPS

* School Level Data Retreats scheduled for June 5th-7th, utilizing the Elevate K-12 Analytics data management system

* Development of a comprehensive data report for Advanced and Innovative program participation

* Preparation for the district piloting of new AP courses for FY24

* Final administration of Write Score assessment in grades 3-8



METRICS

* Twenty-five (25) teachers have been ESOL endorsed through Northwest Georgia RESA

* Fifty-one (51) parents are currently enrolled in OLA English classes

* Write Score assessment scores in all grade levels at all elementary and middle schools increased from the first to second administration with scores increasing an average of 22%



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STRATEGIC GOAL AREA

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Communications and Engagement

Performance Objectives

Communicate efficiently, effectively, and transparently with all stakeholders

Improve communication and access to information for our diverse populations

Facilitate partnerships between community and the school district



STRATEGIC INITIATIVES

Initiative 1: Enhance and improve communication systems and stakeholder communication

Initiative 2: Implement communication initiatives to reach all students and families

Initiative 3: Increase enhanced partnerships between school district and the community



PROGRESS HIGHLIGHTS

* School Community Ambassador Program developed, and two training sessions completed this year

* SPLOST website and financial information has been revamped

* Academies Live, Dual Enrollment Summit and AP Course Overview, staff/parent interactive live streams completed



NEXT STEPS

* Scheduling of Communications Audit through National Schools Public Relations Association to include material review, stakeholder surveys, and focus groups

* Development of a "Did You Know" page for financial information, including SPLOST and Capital Project expenditures

* Recognition of School Ambassador of the Year



METRICS

* School-level Social Media followers (Facebook, Twitter, Instagram) increase over 1,700 followers since October 2022

* Academies Live livestream event had over 700 viewers and 38 questions during the real time presentation

* Dual Enrollment Virtual Summit livestream event had over 300 viewers and 39 questions during the real time presentation



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STRATEGIC GOAL AREA

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*Attracting, Developing and Retaining
Quality, Diverse Professionals*

Performance Objectives

Attract and retain high quality, diverse professionals

Build staff capacity within all employees

Develop and implement an effective succession plan



STRATEGIC INITIATIVES

Initiative 1: Hire a quality, diverse staff

Initiative 2: Implement job embedded staff development for all staff members

Initiative 3: Forecast, plan, and train for potential key district leadership vacancies



PROGRESS HIGHLIGHTS

*The STAR Staff Recognition Program have been a great success

* Incorporation job embedded, HR Training sessions for administrators and clerical staff both old and new on topics including: certification, finding highly qualifies candidates, and interview techniques

* Prospective Principals Program with twenty (20) aspiring principals across elementary, middle and high school has been developed and implemented



NEXT STEPS

* Planned revision to New Teacher Orientation and Induction Programs to align with district and employee identified needs

* District Leadership profiles and succession readiness assessments development

* Training and implementation on Kick Up professional development and evaluation tool for the FY24 school year



METRICS

* The HR Recruitment Team attended 19 external Teacher job fairs and All Majors job fairs across the southeast engaging with almost 300 potential candidates

* Over 90 supervisor/leaders and over 50 clerical staff have attended HR Training sessions during FY23

* The district has recognized 16 employees through our STAR Staff program from transportation, teachers, paraprofessionals, SNP, Safety/Security and Social Workers



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STRATEGIC GOAL AREA

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Operational and Organizational Excellence

Performance Objectives

Develop and implement a facility plan to contend with growth and aging facilities

Enhance safe and effective learning environments

Sustain excellent financial stewardship



STRATEGIC INITIATIVES

Initiatives 1-3: Develop a district capacity formula, Master facilities Plan, and educational design specifications for all buildings

Initiative 4-5: Address overcrowding and aging facilities through construction, renovations and modifications

Initiative 6: Improve student behavior and attendance

Initiative 7: Expand programs that support whole community safety and security

Initiative 8: Enhance technology infrastructure, equipment, and systems

Initiative 9: Improve the district-wide inventory system



PROGRESS HIGHLIGHTS

*Centegix Crisis Alert system is being piloted in three schools this semester; Union Elementary, Herschel Jones Middle and Paulding County High School

* The Safety/Security Team including Safety Officers, Safety Advisors and Security Guards has been developed and is fully staffed

* Capital Projects are underway at Burnt Hickory Elementary (new addition), North Paulding HS (new addition /parking/modification), and Middle School #10



NEXT STEPS

* School Leadership will be reviewing and revising the Student Code of Conduct for the upcoming year

* Facility assessments are being completed around the district including Safety, Fine Arts, PE/Athletics, and playgrounds to inform the Facilities Master Plan with anticipated completion by July 1

* Develop a Request For Information (RFI) for a district-wide inventory system



METRICS

* Staff Climate Survey indicated that 94% of the 2,131 school staff respondents felt safe at their school

* There have been 216 Long Term Suspensions during the FY23 school year compared to 139 in FY24

* Over 16,000 technology help tickets closed since July 2022 with the average ticket close time of fewer than 3 days



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STRATEGIC GOAL AREA

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Innovative Practices and Resource Development

Performance Objectives

Develop and enhance resources to inspire a culture of innovation

Build staff efficacy to impact innovative practices

Implement innovative programs and practices to engage ALL students



STRATEGIC INITIATIVES

Initiative 1: Develop a STEM Continuum to recognize and measure integration of STEM within schools

Initiative 2: Develop vertical alignment of STEM across grades and school levels

Initiative 3: Implement 1:1 Student Computing Devices

Initiative 4: Create accessibility for Innovative Program for all PCSD students



PROGRESS HIGHLIGHTS

* All schools progressing on the Paulding County STEM Continuum

* Year One deployment of the 1:1 Initiative is complete

* Cross district STEM collaboratives are taking place across the district which include schools for elementary, middle and high school

* Increased use of STEM activities within the Nearpod hybrid learning tool by teachers at all three levels



NEXT STEPS

* Add additional STEM Exploratory positions at the elementary level to increase STEM class time

* STEM Focus Walks will be completed to evaluate schools on the PCSD STEM Continuum

* YouScience dashboards will be developed for the 7th and 10th grade administration of YouScience to monitor student interest and aptitude around career fields



METRICS

* Utilization of Nearpod STEM lessons has growth from approximately 15,000 lessons in August 2022 to over 32,000 lessons in 2023

* There have been 7,818 teacher attendees in instructional technology professional learning sessions since August 2022

* An additional 1% of the student population has qualified for gifted services this year