

2019-2023

Strategic Plan

Goals, Strategies, Measures of Success, Targets



Strategic Plan Objectives:

OBJECTIVE 1

- INCREASE STUDENT ACHIEVEMENT
- INCREASE 3-8 ELA PROFICIENCY PERCENTAGES
- INCREASE 3-8 MATH PROFICIENCY PERCENTAGES
- INCREASE STUDENT PERCENTAGES DEEMED READY GRADUATES

3-8 ELA

- Provide high-quality tier 1 materials and ample reading support for all schools
- Add additional reading coaching positions to encompass all grade levels.
- Continued research for high-quality research-based intervention programs

- Coaching support for new teachers as well as low performing teachers
- Principal/supervisor develop a plan of improvement for teachers who score below targeted proficiency percentages on District Assessments.
- Utilize Teacher Ambassador positions in each school to enhance content knowledge, provide a deeper understanding of the evaluation model and develop higher level of instructional strategies.
- Create a K-2 local accountability measure

3-8 Math

- Provide high-quality tier 1 materials and ample math support for all students
- Continue to create and use real-world projects and STEM activities for real world learning.
- Add additional math coaching positions to encompass all grade levels and current coaching areas.

- Continued research for high-quality research-based intervention programs.
- Principal/supervisor develop a plan of improvement for teachers who score below targeted proficiency percentages on District Assessments.
- Utilize Teacher Ambassador positions in each school to enhance content knowledge, provide a deeper understanding of the evaluation model and develop higher level of instructional strategies
- Create a K-2 local accountability measure.

Ready Graduates

- Offer ACT prep courses to students who have not met the percentage goal.
- Individualize college and career session to students.
- Partner with WIO to provide paid internships

- Increase the number of dual enrollment, dual credit, industry certification, and advanced placement courses. Also, communicate to students and parents the importance of being a ready graduate.
- Increase local business partnerships
- Establish partnerships with The American Job Center

3-8 ELA

	2019	2020	2021	2022	2023
3rd	20.2	32	35	39	43
4th	20.8	31	35	39	44
5th	21.5	31	35	39	44
6th	24.6	25	28	31	34
7th	26.5	32	35	39	43
8th	17.8	24	26	28	30

3-8 Math

	2019	2020	2021	2022	2023
3rd	19.3	30	33	36	40
4th	26.9	33	36	40	44
5th	25.6	28	31	34	37
6th	25.3	19	21	23	25
7th	15.2	23	25	28	31
8th	19.2	22	24	26	29

Ready Graduates

	2019	2020	2021	2022	2023
Increase ACT Comp	19.6	19.8	20	20.2	20.4
Increase % Ready Graduates	21.4	45	55	65	75
Increase % Reg, OT Graduates	89	91	91.5	92	94
Increase WBL Participation	79	84	89	94	99

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Union County Public Schools
 Aiming for the Future

Strategic Plan Objectives:

OBJECTIVE 2

- IMPROVE FACULTY AND STAFF SUCCESS
- IMPROVE DISTRICT SUCCESS RATE AS DETERMINED BY THE STATE REPORT CARD

Success Rates

- Attend all area college recruitment fairs
- Offer signing bonus for hard to fill positions
- Post openings on sites accessed by teachers
- Increase salary scale at the +7 years of experience and above
- Continue longevity pay on the year the salary schedule increase does not occur
- Recognize faculty and staff (Teacher of the Year, Retirement Banquet, etc)

Exceptional Workplace Environment

- New Teacher Training and Support
- Teacher Leader Support Training
- Collaborative Planning
- Personalized Learning
- Standards Training
- TEAM Training
- RT12 (Behavior Supports Program) for all schools
- District-lead personalized professional development
- Continue to offer summer professional development

Success Rates

	2019	2020	2021	2022	2023
Math	21.4	24	26	29	32
ELA	23.9	28	31	34	37
District	22.4	34	37	41	44

Exceptional Workplace Environment

	2019	2020	2021	2022	2023
Increase Weighted Av. Salary	\$43,330	\$44,197	\$45,080	\$45,982	\$46,902
Improve School Connectedness	4.3	4.4	4.5	4.6	4.7
Improve Supportive Resource Environment	4	4.1	4.2	4.3	4.4

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Strategic Plan Objectives:

OBJECTIVE 3

- SAFE AND SUPPORTIVE SCHOOLS TO WORK AND LEARN

Safe and Supportive Schools

- Implement and continue to phase in Second Step program to help students understand and manage emotions, be aware of others' feelings, problem solve and make responsible decisions.
- Continue to faculty and staff on Building Strong Brains to empower educators to address chronic childhood trauma in the school and classroom.
- Implement Youth Mental Health First Aid USA Training which will educate administrators and teachers to have better understanding of mental health problems in adolescents.
- Continue to implement throughout the district TN Supports Project for RTI2-B.
- Continue to utilize educators as professional development leaders and presenters in UC and at local, state and national conferences.
- Empowering principals with high-quality research based professional development with other TN local district principals through the Elgin Group.
- Increase number of Social Workers and Guidance for Schools.

Safe and Supportive Schools	2019	2020	2021	2022	2023
Increase "Emergency Readiness/Management" Portion of the District Teacher Climate Survey	4.2	4.3	4.4	4.5	4.6
Increase "Supportive Discipline" Portion of the District Teacher Climate Survey	4.1	4.2	4.3	4.4	4.5
Increase "Freedom from School Safety Risks and Behavioral Disruptions" Portion of the District Teacher Climate Survey	3.9	4	4.1	4.2	4.3
Decrease Chronically Out of School Rate	11.7	12	11	10	9
Decrease the Over-All Percentage who report being bullied as indicated on the District Level Student Survey					