

Dooly County School System

Dooly United! We Are Dedicated, Determined,
Dominant, and Dynamic!

Dooly County Strategic Plan

07/01/2025 - 06/30/2030

Plan Outline

Our Mission, Vision & Beliefs

MISSION

The mission of the Dooly County School System is to empower every student to reach their highest aspirations and thrive in an ever-changing world.

VISION

The vision of the Dooly County School System is to serve as a beacon of teaching and learning, illuminating the path to success for all students.

BELIEFS

Our Beliefs are:

- Every child should have the opportunity to succeed in school to his or her fullest capacity.
- Schools must provide a safe, healthy, positive culture filled with mutual respect among all stakeholders.
- All faculty and staff should be trained afforded every reasonable opportunity to develop their skills.
- The district should have strong stakeholder communication and engagement to build trust and collaboration.
- All internal and external processes that support the school system should be efficient and effective.

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1. Strategic Goal Area: Student Achievement & Success for All

A. Performance Objective: Gather and utilize data effectively

1. Initiative: Implement student data ownership.

- a. Action Step: Implement student-led data conferences where students analyze their progress
- b. Action Step: Train teachers to help students set and track learning goals.

2. Initiative: Strengthen Professional Learning Communities' Data Practices

- a. Action Step: Ensure PLC meetings focus on data analysis to adjust instruction, particularly formative assessments
- b. Action Step: Provide professional learning on data literacy for educators

3. Initiative: Enhance Data Communication with Families

- a. Action Step: Develop a consistent system for sharing assessment results with families
- b. Action Step: Provide training for parents on how to support student learning at home

4. Initiative: Use Data to Drive Scheduling and Interventions

- a. Action Step: Implement flexible schedules and delivery models for special populations
- b. Action Step: Align MTSS practices with data trends to provide targeted support
- c. Action Step: Ensure least restrictive environment is provided for special education population

B. Performance Objective: Increase student mastery of the Georgia Standards of Excellence (GSE)

1. Initiative: Increase rigor and relevance in instruction

- a. Action Step: Effectively use high-quality instructional materials aligned to state standards
- b. Action Step: Increase opportunities for student collaboration and inquiry-based learning

2. Initiative: Expand support for special populations

- a. Action Step: Strengthen ESOL services, particularly to meet newcomers' needs
- b. Action Step: Enhance SPED supports through more inclusive practices and specialized instruction
- c. Action Step: Implement targeted interventions for Tier 2 and 3 students

3. Initiative: Improve Student Performance on Standardized Assessments (EOC/EOG, CTAE Pathways)

- a. Action Step: Provide standards-based intervention programs for students at risk
- b. Action Step: Develop a system for monitoring benchmarking and progress monitoring throughout the year

C. Performance Objective: Expand academic opportunities and offerings

1. Initiative: Provide students with a variety of learning pathways to enhance engagement and success.

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- a. Action Step: Expand AP, IB, Dual Enrollment, and Honors Courses
- b. Action Step: Offer advanced coursework at elementary and middle levels
- c. Action Step: Develop a dual immersion program
- 2. Initiative: Enhance Career and Technical Education (CTAE) and Academic Clubs
 - a. Action Step: Strengthen CTAE pathways by expanding industry partnerships
 - b. Action Step: Encourage participation in academic clubs (e.g., robotics, STEM, business, debate, etc.)
- 3. Initiative: Ensure Equitable Access to Learning Pathways
 - a. Action Step: Provide increased services for ESOL students to access advanced coursework
 - b. Action Step: Offer flexible scheduling options for students with intensive needs
- D. Performance Objective: Plan and deliver quality Tier I instruction
 - 1. Initiative: Implement the Science of Reading across all grade levels
 - a. Action Step: Provide district-wide literacy training aligned with the Science of Reading
 - b. Action Step: Ensure explicit vocabulary and sentence structure instruction in all subjects
 - 2. Initiative: Embed writing across the curriculum
 - a. Action Step: Provide district-wide professional development to teachers to integrate writing in all content areas to deepen understanding
 - b. Action Step: Implement district-wide writing expectations with common rubrics
 - 3. Initiative: Expand Project-Based and Student-Centered Learning
 - a. Action Step: Integrate research-based, real-world learning experiences at all grade levels supporting the rigor of the standards
 - b. Action Step: Provide district-wide professional development to teachers on collaborative conversations to support student-centered learning
 - c. Action Step: Foster student collaboration through group projects and inquiry-based learning
 - 4. Initiative: Strengthen Teacher Professional Learning
 - a. Action Step: Develop a comprehensive professional learning plan aligned with instructional needs
 - b. Action Step: Offer ongoing coaching and modeling to increase teacher content knowledge
 - 5. Initiative: Leverage Technology for Enhanced Learning
 - a. Action Step: Use technology tools to differentiate instruction and personalize learning
 - b. Action Step: Provide training on effective technology integration in the classroom
 - 6. Initiative: Build Collective Teacher Efficacy

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a. Action Step: Enhance collaborative teacher learning communities to share best practices and to participate together in data digs

b. Action Step: Develop teacher leaders to mentor and support instructional improvements

E. Performance Objective: Summary Results for Goal Area I

2. Strategic Goal Area: Positive School Culture & Climate

A. Performance Objective: Strengthen socio-emotional supports for all students

1. Initiative: Implement a comprehensive district - wide SEL Framework

a. Action Step: Adopt and implement a research-based, culturally responsive SEL curriculum

b. Action Step: Establish dedicated time for SEL instruction through daily morning meetings and advisory periods

c. Action Step: Provide sustained professional development for all staff on SEL implementation, trauma-informed practices, and integration with academic content

2. Initiative: Foster Student Agency, Voice, and Leadership

a. Action Step: Establish representative student advisory councils at district and school levels with equitable representation from diverse student groups

b. Action Step: Integrate student representatives into school improvement planning and climate committees

c. Action Step: Implement regular student feedback mechanisms including climate surveys, focus groups, and suggestion systems

d. Action Step: Create structured opportunities for student-led initiatives (e.g. peer leadership and mentoring, student ambassadors, conflict resolution, new student orientation, etc.) to address school culture and climate needs

B. Performance Objective: Reinforce socio-emotional supports for all staff

1. Initiative: Develop Comprehensive Staff Wellness Program

a. Action Step: Form a district wellness committee with representatives from all employee groups to guide program development and implementation

b. Action Step: Conduct an needs assessment to identify key stressors and wellness priorities for different staff groups

c. Action Step: Implement regular wellness activities including mindfulness practices, physical activities, and social connections

d. Action Step: Establish flexible scheduling options and coverage systems to allow staff to participate in wellness activities

2. Initiative: Strengthen Professional Learning Communities and Peer Support Systems

a. Action Step: Redesign master schedules to ensure dedicated, protected time for collaborative team

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meetings

b. Action Step: Provide training on effective PLC practices that balance professional growth with emotional support for addressing both instructional and wellness needs

c. Action Step: Implement peer mentoring program pairing new staff with experienced colleagues for ongoing support

d. Action Step: Establish clear norms and protocols for PLCs that prioritize psychological safety and collaborative problem-solving

3. Initiative: Enhance Staff Recognition and Appreciation Systems

a. Action Step: Develop systematic approach to staff recognition that celebrates diverse contributions and accomplishments through multiple modalities (public, private, written, verbal)

b. Action Step: Create structured opportunities for students and families to express appreciation for staff

c. Action Step: Establish regular celebratory events including wellness days, appreciation breakfasts, and team-building activities distributed throughout the school year

C. Performance Objective: Analyze student discipline data and reward positive acts

1. Initiative: Strengthen Positive Behavioral Interventions and Supports (PBIS)

a. Action Step: Clearly define schoolwide behavioral expectations and reinforce them through daily routines across all school environment

b. Action Step: Establish PBIS teams at each school to monitor implementation fidelity and coordinate schoolwide approaches

c. Action Step: Train all staff on PBIS framework and tiered behavior support strategies with refresher sessions each semester

d. Action Step: Celebrate students who demonstrate core values such as, respect, responsibility, and safety

e. Action Step: Analyze discipline data to identify disproportionalities and adjust supports accordingly.

2. Initiative: Implement Equitable and Restorative Approach to Discipline

a. Action Step: Provide comprehensive training on restorative practices including circles, conferences, and mediation for all staff

b. Action Step: Revise discipline policies to emphasize restoration, reflection, and skill development over punitive consequences

c. Action Step: Develop data systems to regularly monitor discipline patterns for disproportionality by student groups

d. Action Step: Create response protocols that address both the student causing harm and the student experiencing harm

D. Performance Objective: Summary Results for Goal Area 2

3. Strategic Goal Area: Staff Learning & Growth

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A. Performance Objective: Attract and recruit top performing personnel

1. Initiative: Promote the District as an Employer of Choice

- a. Action Step: Create a district one-pager highlighting why DCSS is a great place to work
- b. Action Step: Produce recruitment videos showcasing workplace culture and student impact
- c. Action Step: Streamline and improve the hiring and onboarding experience

2. Initiative: Strengthen Recruitment Pipelines through Partnerships and Outreach

- a. Action Step: Partner with higher education institutions and teacher preparation programs
- b. Action Step: Host an annual district recruitment fair and attend regional job fairs
- c. Action Step: Launch an internship program for student teachers.
- d. Action Step: Establish "Teaching as a Career" pathways within CTAE
- e. Action Step: Form a diverse recruiting advisory team to guide outreach strategies
- f. Action Step: Launch apprenticeship opportunities for paraprofessionals and non-certified staff

B. Performance Objective: Retain a quality workforce

1. Initiative: Develop Comprehensive Staff Support and Recognition Programs

- a. Action Step: Implement a GaDOE certified district-wide mentoring and induction program
- b. Action Step: Establish a Superintendent's Teacher Advisory Council focused on collaborative problem-solving.
- c. Action Step: Provide ongoing, differentiated professional learning aligned to educator needs and district goals.
- d. Action Step: Offer leadership development opportunities for aspiring and current leaders
- e. Action Step: Build supportive work environments through staff voice and shared decision-making structures
- f. Action Step: Enhance staff recognition through formal appreciation events, spotlights, and service awards
- g. Action Step: Design and implement a staff incentive program aligned to performance and innovation

C. Performance Objective: Provide quality professional training to all faculty and staff

1. Initiative: Deliver Job-Specific Training and Support for all staff including Operational and Support Staff

- a. Action Step: Partner with state agencies and educational vendors to provide specialized, role-specific training
- b. Action Step: Schedule and implement annual in-service training for departments (e.g., transportation, nutrition, custodial, clerical)
- c. Action Step: Develop and deliver hands-on, scenario-based training (e.g. emergency response, conflict resolution, customer service)

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d. Action Step: Identify and document core competencies and training experience by role

D. Performance Objective: Summary Results for Goal Area 3

4. Strategic Goal Area: Stakeholder Engagement and Communication

A. Performance Objective: Use various modes of communication

1. Initiative: Promote the use of the DCSS Mobile App
2. Initiative: Tailor messaging for specific stakeholder groups
3. Initiative: Lift stakeholder voice through a variety of ways
4. Initiative: Increase use of visual aids (videos, charts, infographics)
5. Initiative: Promote transparency by sharing regular updates and progress reports with stakeholders
6. Initiative: Acknowledge and recognize the contributions of all stakeholders
7. Initiative: Maintain a user-friendly website to serve as a useful resource for all stakeholders
8. Initiative: Maintain a positive social media presence among all stakeholders

B. Performance Objective: Provide a variety of occasion for more meaningful interactions with stakeholders

1. Initiative: Enhance family engagement through responsive and relevant opportunities
 - a. Action Step: Review existing opportunities for family engagement
 - b. Action Step: Survey families for interest in school-related topics
 - c. Action Step: Offer opportunities for family engagement based upon results of GSCS/Title 1 survey

C. Performance Objective: Foster partnerships to support teaching and learning

1. Initiative: Strengthen and expand community partnerships to support student learning
 - a. Action Step: Maintain and enhance current community partnerships
 - b. Action Step: Identify and establish new partnerships within the community
 - c. Action Step: Develop programs and projects that enhance student learning opportunities
 - d. Action Step: Establish opportunities for regular dialogue and discussions to explore common values and goals

D. Performance Objective: Summary Results for Goal Area 4

5. Strategic Goal Area: Efficient & Effective Operations

A. Performance Objective: Ensure responsible stewardship of financial resources

1. Initiative: Strengthen financial oversight, compliance, and capacity in finance department
 - a. Action Step: Partner with an external auditing firm
 - b. Action Step: Implement monitoring and accountability systems for campus bookkeepers

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- c. Action Step: Develop and implement long-range financial plan aligned with strategic priorities
- d. Action Step: Provide ongoing training for the finance department personnel and school-level bookkeepers
- e. Action Step: Create multi-year device procurement plan to spread purchases evenly over time

B. Performance Objective: Enhance Safety and Security Across All Campuses

- 1. Initiative: Enhance physical security measures and preventative safety practices across all school campuses
 - a. Action Step: Conduct annual safety audits in partnerships with local law enforcement to assess vulnerabilities
 - b. Action Step: Maintain compliance with fire safety inspections
 - c. Action Step: Purchase additional AED devices for the board office, prep academy, field house, sports facilities, JROTC building, and playgrounds
 - d. Action Step: Fully utilize SchoolDog or similar application
- 2. Initiative: Implement comprehensive safety, health, and crisis response systems
 - a. Action Step: Review safety procedures with faculty and staff at least twice annually
 - b. Action Step: Train all staff in basic first aid, AED use, EpiPen administration, seizure response, diabetic care, asthma support, bleeding management, and allergic reactions
 - c. Action Step: Launch a "See Something, Say Something" platform campaign to encourage vigilance
 - d. Action Step: Promote and monitor the use of the Anonymous Alert system
 - e. Action Step: Use the campus-wide radio system to ensure consistent, immediate communication during incidents
 - f. Action Step: Develop and maintain safety committees at both the school and district level
 - g. Action Step: Add code blue/medical drills to the list of annual safety practices
 - h. Action Step: Practice safety drills in a variety of environments and situations

C. Performance Objective: Institute Clear Protocols Across All Schools and Departments

- 1. Initiative: Standardize and digitalize key operational functions
 - a. Action Step: Develop and disseminate a district operations manual with standardized procedures (finance, HR, transportation, maintenance, records)
 - b. Action Step: Purchase and implement bus tracking and routing software to improve efficiency and communication with families
 - c. Action Step: Implement electronic student records system for centralized and secure data access
 - d. Action Step: Launch an online student registration and enrollment platform to streamline processes

D. Performance Objective: Summary Results for Goal Area 5