

CHATTAHOOCHEE COUNTY SCHOOL DISTRICT

5-YEAR STRATEGIC PLAN

2026-2031

CHATTAHOOCHEE COUNTY SCHOOL DISTRICT STRATEGY MAP

Student Achievement and Success	Increase mastery of standards in all content areas	Increase student engagement	Increase college and career readiness
Operational and Organizational Effectiveness and Efficiency	Develop and implement effective and efficient operational processes	Maintain fiscal responsibility and accountability	Allocate resources to maintain a safe, secure and inviting environment for students and staff
Staff Professional Development and Growth	Recruit highly effective staff for all positions	Retain dedicated, high performing staff	Increase focus on developing and supporting staff in all positions
Stakeholder Engagement and Communication	Increase effective family and community engagement	Increase internal and external communication using various methods	Build mutually beneficial relationships with all stakeholders and partners
Positive Culture and Climate	Provide and maintain a safe, welcoming, encouraging and supportive environment	Grow and sustain social and emotional support for all students and staff	Maintain clear standards and high expectations for all students and staff

Goal Area 1: Student Achievement and Success							
Performance Objective 1: Increase Mastery of standards in all content areas.							
Initiative 1: Implement Birth – 12 Literacy Plan							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Review and revise the current Literacy Plan	Assistant Superintendent	June 2026	August 2026	Literacy Plan	Annually by Sept		
Design and implement professional learning based on the revised plan	Assistant Superintendent	August 2026	May 2027	Focus Walk-through and Formal/Informal Observation data	Quarterly		
Implement the revised Birth -12 Literacy Plan	Assistant Superintendent	July 2026	May 2027	Sign-in sheets, agendas	Bi-Annually		Local, State, Federal
Evaluate the effectiveness of the Literacy Plan	Assistant Superintendent	July 2026	May 2027	Benchmark data	Bi-Annually		
Initiative 2: Implement Pre-K- 12 Numeracy Plan							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Create a team to develop a PreK -12 Numeracy Plan	Assistant Superintendent	June 2026	August 2026	Numeracy Plan	Sept 2026		
Design and implement professional learning based on the Numeracy Plan	Assistant Superintendent	August 2026	May 2027	Sign-in sheets, agendas	Bi-Annually		Local, State, Federal
Implement the PreK -12 Numeracy Plan	Assistant Superintendent	June 2026	August 2026	Focus Walk-through and Formal/Informal Observation data	Quarterly		
Evaluate the effectiveness of the Numeracy Plan.	Assistant Superintendent	July 2026	May 2031	Benchmark data	Bi-Annually		

Performance Objective 2: Increase Student Engagement.							
Initiative 1: Create a District-Wide Classroom Observation Tool							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Research and identify a district-wide classroom observation tool.	Assistant Superintendent	June 2026	September 2026	Observation tool	October 2026		
Conduct training to implement the classroom observation tool.	Assistant Superintendent	July 2026	August 2026	Sign in sheets, agenda	October 2026		
Develop and conduct student engagement focus walks.	Assistant Superintendent	September 2026	April 2027	Focus walk observation data	Bi-Annually		
Analyze classroom observation data to determine impact.	Assistant Superintendent	September 2026	May 2027	Classroom observation data	monthly		
Initiative 2: Create a District Student Engagement Survey							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Research and identify a student engagement survey	Assistant Superintendent	June 2026	September 2026	Survey	October 2026		
Train staff and implement the student engagement survey.	School Leaders	July 2026	August 2026	Sign-in sheet and agenda	September 2026		
Administer the student engagement survey annually	School Leaders	October 2026	October 2026	Survey results report	Annually		
Analyze the engagement survey data to determine instructional support needed.	School Leaders	November 2026	December 2026	Survey results report	Annually		

Performance Objective 3: Increase College and Career Readiness.							
Initiative 1: Increase Career Readiness							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Recruit students into the Work-Based Learning program. (WBL)	CTAE Director/WBL Coordinator	July 2026	May 2031	PowerSchool enrollment report	Quarterly		
Recruit business partners to provide Work-Based Learning opportunities	CTAE Director/WBL Coordinator	July 2026	May 2031	Emails, Flyers, CVA Minutes	Monthly		
Assign employment opportunities for all WBL aligned to students' Career Pathways.	CTAE Director/WBL Coordinator	July 2026	May 2031	Emails, Flyers, CVA Minutes	Monthly		
Administer Workplace exit survey to WBL students.	CTAE Director/WBL Coordinator	December 2026	May 2026	Survey	Bi-Annually		
Evaluate survey feedback and make adjustments for year 2.	CTAE Director/WBL Coordinator	June 2026	July 2027	Survey data	Annually		
Initiative 2: Increase Post Secondary Opportunities							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Create and administer a post-secondary interest survey.	CCA CEO	February 2026	February 2026	Survey	Bi-Annually		
Assess the survey data to determine students' post-secondary interest.	CCA CEO	February 2026	February 2026	Survey data			
Coordinate a career fair by partnering with colleges, military, and workforce to increase student exposure.	CCA CEO	March 2026	March 2026	Dual Enrollment Roster, Emails, social media Flyers	Annually		

Evaluate the number of students participating in post-secondary opportunities to determine effectiveness.	CCA CEO	May 2026	June 2026	Post secondary data	Bi-Annually		
Launch a Dual Enrollment student and parent recruitment night.	CCA CEO	April 2026	April 2026	Sign-in sheet, Invitation/Flyer	Annually		
Initiative 3: Integrate STEAM activities into instruction							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Identify STEAM leaders to lead initiative.	Director of Technology	June 2026	June 2026	Sign in sheets and agendas	Annually		
Review STEAM instructional expectations to implement STEAM district-wide.	STEAM Leaders	June 2026	July 2026	STEAM Instructional expectations	Bi-Annually		
Create STEAM instructional calendar district wide.	STEAM Leaders	July 2026	July 2026	STEM Instructional Calendar	Annually		
Develop and conduct STEAM professional learning district wide.	STEAM Leaders	July 2026	August 2026	Sign-in sheets and agenda	Annually		
Deliver STEAM instruction across the district.	STEAM Leaders	September 2026	May 2027	Lesson plans	Monthly		
Conduct focus walks on the implementation and effectiveness of STEAM instruction district wide.	School/District Leaders	September 2026	May 2027	Focus walk data	Bi-Annually		
Administer STEAM surveys to determine impact and adjustment for year 2.	Assistant Superintendent	July 2026	May 2031	Survey data	Annually		

Key Performance Indicator (KPI) Measure(s):	**Baseline YR 2025-2026**	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Increase student engagement as measured by focus walks	TBD	5%	4%	3%	2%	1%
Increase the percent of students feeling engaged on the Student Engagement survey.	TBD	5%	4%	3%	2%	1%
Increase the number of students participating in Work Based Learning	59	5%	4%	2%	2%	1%

Increase the number of students participating in Dual Enrollment.	112	5%	4%	3%	2%	1%
Increase K-12 STEAM opportunities	17	5%	4%	3%	2%	1%
Increase the percentage of students performing at the **proficient learner level and above** in all content areas as measured by the **Georgia Milestones Assessment.**	3rd: ELA – TBD% , M – 44% 4th: ELA -TBD%, M –35 % 5th: ELA–TBD%,M–34%,Sci–39 % 6th: ELA – TBD%, M – 49% 7th: ELA – TBD%, M –23 % 8th: ELA – TBD%, M – 43%, Sci - 36%, SS –53 % Algebra: 50 % Biology: 32% Lit Composition II: TBD% US History: 26%	5%	4%	3%	2%	1%
Increase the percentage of students **performing at the proficient level and above in Math and Reading** as measured by the MAP Assessment.	1st R- 46%, M-43% 2nd R- 66%, M- 68% 3rd: R – 60%, M – 42% 4th: R -33%, M – 43% 5th: R – 51%, M –44 % 6th: R –58 %, M –49 % 7th: R –37 %, M – 35% 8th: R – 52%, M – 46% 9th: R –47 %, M – 33% 10th: R –70 %, M – 40%	5%	4%	3%	2%	1%
Increase the percentage of students passing the EOPA for all CTAE Pathways	62%	5%	3%	3%	3%	3%

Goal Area 2: Operational and Organizational Effectiveness and Efficiency

Performance Objective 1: Develop and implement effective and efficient operational processes.

Initiative 1: Implementation of a maintenance and safety monitoring system.

Action Steps	Person Responsible	Start Date	Due Date	Evidence to Assess Progress	Monitoring Dates	Status	Funding
Set up School Dog App	Operations Director	July 2026	August 2026	Meeting Agenda	Annually		

Conduct training and implement phase I of School Dog	Operations Director	July 2026	September 2026	Work Orders Analytics	Monthly		
Implement Phase I of School Dog and troubleshooting.	Operations Director	September 2026	November 2026	Sign-in sheets and agendas	Annually		
Full Implementation of School Dog App	Operations Director	December 2026	May 2027	Data usage	Quarterly		
Analysis and review of School Dog Data. (Strengths and Weaknesses)	Operations Director	June 2027	July 2027	Data analysis	Annually		
Provide professional learning on risk management and safety training	Operations Director	June 2027	July 207	Sign-in sheets and agendas	Annually		
Performance Objective 2: Maintain fiscal responsibility and accountability.							
Initiative 1: Develop a collaborative budgeting process.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
The Superintendent and Finance Director will define and describe what constitutes a collaborative budgeting process.	Finance Director	July 2026	July 2026	Collaborative budgeting process document.	Annually		
Develop and provide a calendar of budget meetings.	Finance Director	August 2026	August 2026	Budget calendar	Annually		
Train designated school and district staff on financial policies and procedures (to include communicating any new changes to ensure adherence to federal, state, and local audit guidelines).	Finance Director	August 2026	June 2027	Sign-in sheets, agenda, handouts	Quarterly		
Guide budget meetings with District Leaders to provide a collaborative budgeting process.	Finance Director	August 2026	June 2027	Sign-in sheets, agenda	Monthly		N/A

Performance Objective 3: Allocate resources to maintain a safe, secure, and inviting environment for students and staff.							
Initiative 1: Improve Staff and Student Safety Awareness							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Form a Safety Awareness Team to help research, plan, train, and implement strategies for a safe and healthy environment.	Operations and Safety Director	June 2026	July 2026	Safety Team Roster, sign-in sheet, agenda	Annually		
Conduct an assessment to identify critical prioritized needs for safe and healthy facilities. (facility audit)	Operations and Safety Director	April 2026	July 2026	Prioritized Facility Needs List	Annually		
Implement and update District and School emergency and safety plans and protocols based on all state and federal requirements.	Operations and Safety Director	July 2026	August 2026	Emergency and Safety Plan	Annually		
Deliver annual emergency and safety training required by the state.	Operations and Safety Director	July 2026	August 2026	Agenda and sign-in sheets	Annually		
Conduct site safety audits and coordinate emergency and safety drills for all sites.	Operations and Safety Director	August 2026	May 2027	State report	Annually		
Assess the implementation of all emergency and safety procedures and protocol to adjust monthly.	Operations and Safety Director	August 2026	May 2027	Observation feedback	Monthly		

Key Performance Indicator (KPI) Measure:	**Baseline YR 2025-2026**	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Reduce the number of Workers Comp injuries incidents.	5	0 to 1	0 to 1	0 to 1	0 to 1	0 to 1
Maintain clean local financial district audits. (no findings)	No	Yes or No	Yes or No	Yes or No	Yes or No	Yes or No

Maintain the number of cafeterias earning 97% or better on annual Health Inspection Report.	Yes (2 of 2)	Yes or No (2 of 2)	Yes or No (2 of 2)	Yes or No (2 of 2)	Yes or No (2 of 2)	Yes or No (2 of 2)
Maintain 100% participation of all schools and departments in emergency and safety drills.	Yes (3 of 3)	Yes or No (3 of 3)	Yes or No (3 of 3)	Yes or No (3 of 3)	Yes or No (3 of 3)	Yes or No (3 of 3)

Goal Area 3: Staff Professional Development and Growth

Performance Objective 1: Recruit highly effective staff for all positions.

Initiative 1: Update and revision all Job descriptions.

Action Steps	Person Responsible	Start Date	Due Date	Evidence to Assess Progress	Monitoring Dates	Status	Funding
Identify through an internal audit the job descriptions available.	Human Resources	May 2026	July 2026	Audit report	Annually		
Review and revise all job descriptions as openings occur within the school district.	Human Resources	January 2026	May 2031	Job descriptions	Annually		
Train and present job descriptions using district online platform with all district and school leaders to use during staff interviews.	Human Resources	July 2026	June 2027	Sign in sheet, agenda	Quarterly		
Assess the total job descriptions updated, added, and needed.	Human Resources	June 2026	June 2027	Job description data	Annually		

Performance Objective 2: Retain dedicated, high performing staff.

Initiative 1: Administer Employee Exit Interviews.

Action Steps	Person Responsible	Start Date	Due Date	Evidence to Assess Progress	Monitoring Dates	Status	Funding
Create an exit interview survey.	Human Resources	March 2026	May 2031	Exit interview template	Annually		

Assess current job-embedded professional learning for all staff.	District Leaders	May 2026	July 2026	Job-embedded professional learning	Annually		
Schedule and monitor professional development opportunities that are aligned with district staff needs.	District Leaders/Asst. Superintendent	July 2026	June 2027	Professional Learning calendar and data of PL attended	Quarterly		
Conduct an exit interview with all employees leaving the school district to determine impact of professional learning.	Human Resources and District Supervisors	March 2026	June 2027	Annual review of exit interview results and school climate surveys (EE Satisfaction focus).	Annually		
Review survey data to determine adjustments for year two.	Human Resources/ District Supervisors	March 2026	June 2027	Survey data (EE Satisfaction focus).	Annually		
Performance Objective 3: Increase focus on developing and supporting staff in all positions.							
Initiative 1: Create a Mentorship Program for staff.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Identify a team of district leaders to research, develop, and implement a Mentorship Program.	Human Resources	June 2026	July 2026	Roster of team, agenda	Annually		
Create a calendar of meeting date for the mentorship/induction programs (coaching) for new hires.	Human Resources	July 2026	August 2026	Mentorship program meeting calendar	Annually		Local/Federal
Deliver mentorship program designed to address the needs of staff.	Human Resources	August 2026	May 2027	Agenda of topics	Quarterly		
Administered end of Mentorship Program survey to participants to determine the effectiveness.	Human Resources	May 2027	May 2027	Survey data	Annually		
Review survey data to determine adjustments for year two.	Human Resources	June 2027	June 2027	Survey and action steps	Annually		

Key Performance Indicator (KPI) Measure(s):	Baseline YR	Year 1	Year 2	Year 3	Year 4	Year 5
Increase the retention of certified staff	2024-2025 Retention Rate 69%	5%	5%	5%	3%	3%
Increase staff celebrations/recognition across the district.	Celebrations 4 9-BoE mtgs= 13	13	15	18	20	25
Increase the percentage of positive responses to the professional learning category on the DOE school climate survey.	83%	5%	4%	3%	2%	1%
Percent of staff receiving job-specific professional learning quarterly.	80%	80%	85%	90%	95%	100%

Goal Area 4: Stakeholder Engagement and Communication

Performance Objective 1: Increase effective family and community engagement.

Initiative 1: Increase Stakeholder participation in STEAM Nights.

Action Steps	Person Responsible	Start Date	Due Date	Evidence to Assess Progress	Monitoring Dates	Status	Funding
Evaluate current STEAM nights in place to determine needs to focus on.	Instructional Technology Specialist	June 2026	June 2026	STEAM Data	Annually		
Conduct Training for STEAM Nights (School Staff and Administrators)	Instructional Technology Specialist	July 2026	August 2026	Sign In Sheets, Agendas	Annually		
Provide opportunities for all community stakeholders to participate at STEAM Night.	Instructional Technology Specialist	June 2026	July 2026	Sign In Sheets, Agendas	Quarterly		

Conduct STEAM Nights at each school.	Instructional Technology Specialist	August 2026	April 2027	Sign In Sheets, Agendas	Quarterly		Federal
Assess district processes for tracking the impact of parent and community STEAM Nights.	Instructional Technology Specialist	September 2026	May 2027	Impact Data	Annually		
Initiative 2: Increase parents/guardians' knowledge about the Parent/Student Compacts.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Review current Parent/Student/ School Compact strategies for revision.	Parent Coordinator	May 2026	July 2026	Parent/Student/ School Compact	Annually		
Communicate and distribute annual Parent/Student/School Compacts to parents/guardians.	Parent Coordinator	August 2026	August 2026	Sign In Sheets, Agendas	Annually		
Utilizing the Thrillshare platform to communicate the Parent/Student/School Compact digitally.	Parent Coordinator	August 2026	September 2026	Thrillshare Analytics	Bi-Annually		
Review the compact with parents/guardians for feedback and suggestions to make annual revision.	Parent Coordinator	March 2027	April 2027	Sign In Sheets, Agendas	Annually		
Analyze feedback data to determine specific revision for the compact.	Parent Coordinator	March 2027	April 2027	Feedback data	Annually		
Revised compact for upcoming year distributing.	Parent Coordinator	May 2027	June 2027	Revised Compact	Annually		

Performance Objective 2: Increase internal and external communication using various methods.							
Initiative 1: Unify the district communications platform.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Audit current district communications platforms.	Chief Technology Officer	February 2026	March 2026	Google Form Survey Audit	Annually		
Review the audit findings, current practices, and stakeholder feedback on district communication platforms.	Chief Technology Officer	February 2026	March 2026	Google Form Survey Audit data	Annually		
Identify communication platform vendors from the audit and conduct meetings with vendors.	Chief Technology Officer	March 2026	May 2026	Vendor scoring sheet	Annually		
Conduct training and implementation of the communication platform.	Chief Technology Officer	July 2026	August 2026	Sign-in Sheets	Annually		**Local, State, Federal**
Share and implement the communication platform with stakeholders.	Chief Technology Officer	August 2026	May 2027	Communication platform	Annually		
Monitor the use of the communication platform to determine effectiveness and adjust for year two.	Chief Technology Officer	December 2026	May 2027	Utilization data	Bi-Annually		
Initiative 2: Develop and implement a ChattCo way of communicating with all stakeholders.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Form a committee to review and revise the current communication plan.	Chief Technology Officer	July 2026	August 2026	Sign-in Sheets agenda, minutes	Annually		
Create and administer surveys to internal and external stakeholders for perceived best communication practices.	Chief Technology Officer	July 2026	August 2026	Survey	Annually		
Review survey data findings to determine stakeholder preferred method of communication.	Chief Technology Officer	August 2026	August 2026	Survey data	Annually		

Share and implement the revised ChattCo communication plan.	Chief Technology Officer	July 2026	August 2026	Communication Plan	Annually		
Assess the impact on using the communication plan with all stakeholders.	Chief Technology Officer	December 2026	May 2027	Stakeholder feedback data	Bi-Annually		
Performance Objective 3: Build mutually beneficial relationships with all stakeholders and partners.							
Initiative 1: Increase meaningful community partnership.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Connect with local businesses to support ChattCo, including work-based learning.	CTAE/CEO	July 2026	September 2026	Local Business Partnerships, WBL Report	Annually		
Invite guest speakers from community leaders and business partners.	School Leaders/CEO	July 2026	April 2027	Guest Speaker Roster	Quarterly		
Coordinate monthly or annual activities with the local entities.	School Leaders/CEO	July 2026	April 2027	Agendas, Sign-in sheets, Emails	Quarterly		
Coordinate meaningful higher education, military, and workforce relationships.	CTAE/CEO	July 2026	May 2027	Dual Enrollment/ military/workforce Roster, Agendas, Sign-in	Quarterly		
District /school leaders will participate and collaborate with Family Connections.	Asst. Superintendent	Aug 2026	May 2027	Agendas, Sign-in sheets, Emails	Bi-Annually		
Initiative 2: Grow partnership with GaDOE Rural Education and Innovation.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Establish GaDOE Rural Education and Innovation (REI) partnership.	Assistant Superintendent	July 2026	September 2026	Emails conversation	Annually		
Utilize REI resources and services to support leaders, teachers, and students.	Assistant Superintendent	October 2026	May 2027	Sign In Sheets/Agendas	Bi-Annually		
Evaluate the impact of using REI programs, resources, and personnel.	Assistant Superintendent	May 2027	June 2027	Impact Data	Annually		

Key Performance Indicator (KPI) Measure(s):	Baseline YR 2025-2026	Year 1	Year 2	Year 3	Year 4	Year 5
Increase the number of participants that attend Family STEAM Nights at all schools.	359	10%	8%	6%	4%	2%
Increase the percentage of parents selecting very satisfied on question 14 of the school climate survey.	84%	5%	4%	3%	2%	1%
Increase the usage of the school social media platforms.	6	10%	5%	5%	3%	3%
Increase the number of community partnerships across the district.	34	5%	5%	3%	2%	2%

Goal Area 5: Positive Culture and Climate

Performance Objective 1: Provide and maintain a safe, welcoming, encouraging and supportive environment.

Initiative 1: Improve culture through fostering positive relationships.

Action Steps	Person Responsible	Start Date	Due Date	Evidence to Assess Progress	Monitoring Dates	Status	Funding
Facilitate the formation of school-based teams to analyze climate survey results and collaboratively select at least one targeted annual initiative for each school, ensuring alignment with identified priorities and actionable outcomes.	District Social Worker and School leaders	July 2026	September 2026	Sign in logs/agendas	Annually		
Assess the effectiveness of existing initiatives used to address survey results.	District Social Worker and School leaders	September 2026	October 2026	Survey feedback, Flyers, social media promos	Annually		

Create and implement a plan to address the identified initiatives.	District Social Worker and School leaders	October 2026	November 2026	identified initiatives	Annually		
Develop methods to increase stakeholders' completion of the climate survey.	District Social Worker and School leaders	November 2026	December 2026	Flyers, social media promos	Annually		
Administer and promote the school climate survey for students, parents and teachers to complete.	District Social Worker and School leaders	December 2026	March 2027	Survey completion data	Annually		
Performance Objective 2: Grow and sustain social and emotional support for all students and staff.							
Initiative 1: Provide Support for Social and Emotional Well-Being (SEL)Support of students and staff.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Create and review a needs assessment/audit of current SEL practices.	District Social Worker	May 2026	June 2026	District Needs Assessment Survey	Annually		
Examine research of evidence-based best practices to improve social relationships and emotional well-being.	District Social Worker	June 2026	July 2026	List of evidence based SEL best practices.	Annually		
Create a directory of Social Emotional supports available.	District Social Worker/district mental health professionals	July 2026	September 2026	District website and Flyers	Annually		
Develop a clear and confidential way to request or get assistance.	District Social Worker/counselors	July 2026	September 2026	Emails, Database and Flyers/social media posts	Annually		
Expand SEL partnerships and leverage feedback to improve student outcomes.	District Social Worker/school leaders	July 2026	May 2027	Emails, Sign in logs/agendas, Surveys	Annually		

Performance Objective 3: Maintain clear standards and high expectations for all students and staff.							
Initiative 1: Implement positive incentive programs for attendance.							
Action Steps	**Person Responsible**	**Start Date**	**Due Date**	**Evidence to Assess Progress**	**Monitoring Dates**	**Status**	**Funding**
Develop district attendance teams.	District Social Worker/school leaders	July 2026	May 2027	Sign in logs, agendas, emails	Annually		
Review and develop incentives to increase student and staff attendance	District Social Worker/school leaders	July 2026	May 2027	List of Incentives	Annually		
Provide staff with information about the incentives and the importance of being present	School Leaders	July 2026	May 2027	Emails, Flyers/social media posts	Annually		
Monitor structures with fidelity and adjust implementation.	School Leaders	August 2026	June 2027	Attendance data	Monthly		

Key Performance Indicator (KPI) Measure(s):	**Baseline YR**	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
Maintain annual school climate scores of 3 and above.	Yes 3 of 3	Yes or No 3 of 3	Yes or No 3 of 3	Yes or No 3 of 3	Yes or No 3 of 3	Yes or No 3 of 3
Increase in teacher attendance rate.	90%	97%	97%	97%	97%	97%
Increase in student attendance.	94%	95%	95%	95%	95%	95%
Maintain the number of mental health providers available.	4	Yes or No	Yes or No	Yes or No	Yes or No	Yes or No