



2025-2030



**PILLARS OF
OPPORTUNITY**



Dear Macon County Schools Community,

I am excited to share the remarkable journey we've begun together as we shape the future of our school district. This journey is grounded in our unwavering commitment to building the Pillars of Opportunity that will support and elevate every member of our community, especially our students.

Through our strategic planning process, we are constructing the bedrock on which our students will stand, gaining the skills, knowledge, and confidence necessary to thrive in a rapidly changing world. This endeavor is a collaborative one, uniting educators, students, families, and community stakeholders to ensure that our shared vision is one that embodies the dreams and aspirations of all.

This strategic plan is about more than just the next few years; it's about establishing the enduring Pillars of Opportunity that will ensure every student has the necessary skills to excel, every teacher is empowered to innovate, and our entire community can take pride in the strength and vitality of our schools.

As we move forward, I invite each of you to remain engaged in this process. Your insights, feedback, and support are crucial to the success of our efforts. Together, we are not merely planning for the future, we are constructing the Pillars of Opportunity that will empower it.

Thank you for your steadfast dedication to our students and our community. I look forward to the bright future we are building together.

Warm regards,

Josh Lynch

Superintendent of Schools

Macon County Schools



VISION AND MISSION



VISION

To create a dynamic educational ecosystem that equips students with global skills, fosters innovation, and inspires a love of learning.

MISSION

Prepare students to become responsible, successful citizens in an ever-changing global society.



Our work is focused on four Pillars of Opportunity:

• Pillar of Knowledge

Revolutionizing our curriculum and instruction methods to guarantee that every student receives a world-class education, preparing them for the future.

• Pillar of Excellence

Investing in the ongoing professional development of our educators, empowering them to lead and inspire our students toward success.

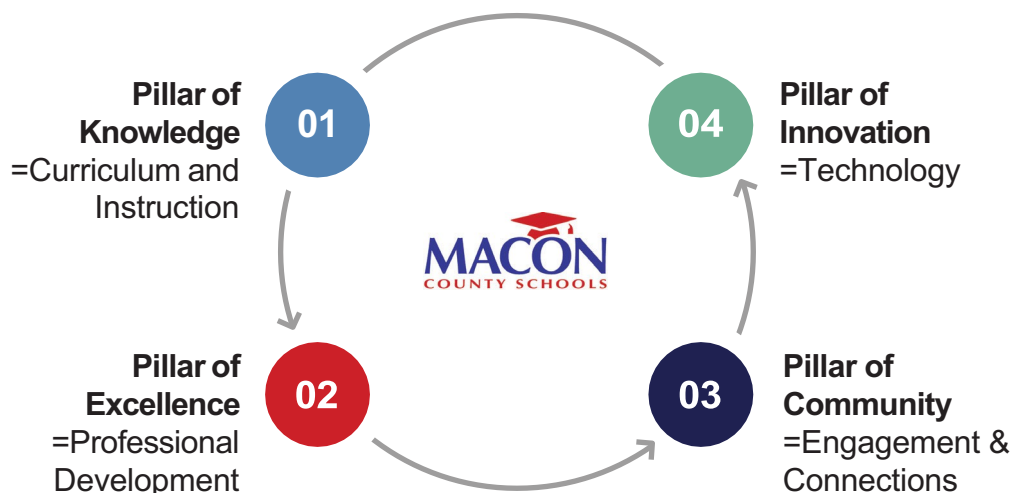
• Pillar of Innovation

Harnessing the power of advanced technology to create dynamic, inclusive learning environments that are ready to meet tomorrow's challenges.

• Pillar of Community

Fortifying the connections between our schools and the broader community, creating a robust network of support that fosters success for all.

PILLARS OF OPPORTUNITY



PILLAR OF KNOWLEDGE

CURRICULUM AND INSTRUCTION

This pillar details the district’s vision to improve student learning outcomes through a well-aligned curriculum and effective instructional strategies. This plan includes developing curriculum maps, standards-based grading, and implementing high-impact teaching strategies. Macon will implement a phased approach to achieving these goals, starting with foundational work in the first year and gradually building towards comprehensive integration of these strategies across all grades. Professional development is a key component, ensuring that teachers have the support and training needed to implement these changes successfully.



OBJECTIVES

Enhance student learning outcomes through aligned curriculum and high-impact instructional strategies.

KEY STRATEGIES & ACTION PLAN

• Aligned Curriculum

- o Develop curriculum maps and pacing guides.
- o Implement high-impact teaching strategies and integrate various assessments.

• Equity in Grading

- o Evaluate homework policies, new curricula and grading for mastery.

• Professional Development

- o Facilitate Professional Learning Communities (PLCs) and adjust calendars for professional growth.



PILLAR OF EXCELLENCE

PROFESSIONAL DEVELOPMENT

This pillar outlines the strategies aimed at enhancing the professional growth of educators within the district. The focus is on recruiting, supporting, and retaining high-quality teachers by providing meaningful opportunities for growth and development. Key initiatives include the "Grow our Own" program, which seeks to cultivate future teachers and leaders from within the district, and a robust support system to prevent teacher burnout, especially for those in mid-to-late career stages. The plan also emphasizes county-wide alignment and communication to ensure consistency and shared high expectations across all schools.



OBJECTIVES

Recruit

Provide meaningful opportunities for professional growth and advancement.

Support and Retain

Equip teachers with opportunities to become experts in 21st-century learning.

Grow

Develop a teacher-leader program to support teachers and administrators, and create pathways for aspiring educators.

KEY STRATEGIES & ACTION PLAN

1. "Grow our Own" Initiative

- o Develop teacher-leader programs and support mid-to-late career teachers.
- o Create career pathways from teaching assistants to teachers and high school students to teachers.

2. County-wide Alignment

- o Implement grade-level and subject alignment meetings.
- o Foster communication and alignment of initiatives across district staff.
- o Adjust calendars to allow for professional development.

3. Teacher Recruitment and Recognition

- o Organize career fairs and create promotional videos.
- o Celebrate educators through ceremonies like the Educators of Excellence.

PILLAR OF INNOVATION

TECHNOLOGY

The technology pillar addresses the district's commitment to equipping both students and staff with the necessary tools and skills to thrive in a digital world. It emphasizes the importance of authentic and meaningful digital learning experiences for students while also focusing on professional development for teachers to integrate these technologies effectively.



The plan includes actions to ensure equitable access to technology, promote digital citizenship, and develop infrastructure that supports the district's digital initiatives. There is also a focus on preparing students for the future by developing programs that include AI training and student internships.

OBJECTIVES

- Provide students with the skills and technology needed to create meaningful digital learning experiences.
- Prepare students to thrive in a constantly evolving digital world.

KEY STRATEGIES & ACTION PLAN

1. Staff Development

- o Offer professional development to help staff integrate digital learning.
- o Focus on data privacy, internet safety, and artificial intelligence (AI) training.

2. Curriculum & Resources

- o Align digital content with curriculum and assessments.
- o Ensure equitable access to devices and the internet.

3. Digital Citizenship

- o Teach students digital citizenship and life balance with technology.

4. Infrastructure & Support

- o Develop a Technology Advisory Committee and provide the necessary resources.
- o Establish programs for Digital Curriculum Leaders, Teacher Trainers, and Student Tech Support/Interns.

PILLAR OF COMMUNITY

COMMUNITY ENGAGEMENT AND CONNECTIONS

The community engagement pillar focuses on fostering strong relationships between the school district and the wider community. The goal is to create opportunities that are accessible to all students, allowing them to develop essential life skills through these connections.



The plan includes strategies for building partnerships with local organizations, ensuring equity in access to these opportunities, and providing incentives to encourage student participation. Additionally, there is a focus on resource allocation, professional development for educators, and ongoing monitoring to ensure the sustainability and effectiveness of these community initiatives.

OBJECTIVES

Establish and enhance purposeful community engagement accessible to every student, fostering a collaborative environment enriched with skills, incentives, and resources.

KEY STRATEGIES & ACTION PLAN

1. Community Partnership Development

- o Forge partnerships with local organizations to create student engagement opportunities.

2. Universal Accessibility

- o Ensure all students have equitable access to community connections.

3. Skills Development & Incentives

- o Develop essential skills like communication and leadership through community involvement.
- o Implement recognition programs and extracurricular credits to motivate participation.

4. Resource Allocation

- o Allocate necessary resources, including funding and personnel, to support community connections.





The public schools of Macon County are governed by an elected Board of Education. Its five members, elected for 4 year staggered terms, represent the three school districts and the county at large. Regular meetings are held the fourth Monday of each month at the Macon County Schools Administrative Offices. The Superintendent of Macon County Schools, Mr. Josh Lynch, serves as the Secretary to the Board.



**MACON COUNTY SCHOOLS
WAS AWARDED A \$62M GRANT
TO HELP FUND THE NEW
FRANKLIN HIGH SCHOOL
BUILDING PROJECT**

Jim Breedlove, Board Chairman
jim.breedlove@macon.k12.nc.us

Stephanie Laseter, Board Member
stephanie.laseter@macon.k12.nc.us

Melissa Evans, Board Vice-Chair
melissa.evans@macon.k12.nc.us

Diedre Breeden, Board Member
diedre.breeden@macon.k12.nc.us

Hilary Wilkes, Board Member
hilary.wilkes@macon.k12.nc.us

Mr. Josh Lynch
josh.lynch@macon.k12.nc.us

Renee Burt
renee.burt@macon.k12.nc.us



**MACON
COUNTY SCHOOLS**



1202 Old Murphy Road
Franklin, NC 28734



828-524-3314



www.macon.k12.nc.us