



murray county schools

FIVE-YEAR

STRATEGIC PLAN

2023 - 2028

A large black circle is centered on the page, surrounded by a dotted line. Diagonal stripes in shades of teal and lime green cross the page from the bottom left to the top right. Several small circles in teal, black, and lime green are scattered along these stripes and within the black circle. A stylized mountain logo, composed of three parallel lines, is positioned to the left of the black circle.

murray
county
schools

YOU ARE MURRAY

Murray county schools
the setting of your success.

MISSION

Together with our families and community, we strive to develop competent, confident, and courageous individuals who aspire to achieve their fullest potential.

VISION

We are shaping tomorrow by empowering our students today.

BELIEFS

1. We believe education is the shared responsibility of home, school, and community
2. We believe each child is a unique and valuable individual who can learn in a safe, caring and engaging environment.
3. We believe upon graduation, students will be career, college or life ready.
4. We believe in supporting and developing students academically, emotionally, socially and physically.
5. We believe all people should be treated with respect, consideration and appreciation.



A message from the Superintendent.....

Steve Loughridge

I am honored to work with an excellent group of teachers, administrators, and support staff here in Murray County, which has been a constant throughout the decades. We are certainly proud of our rich history here in Murray County which includes numerous regional awards, state championships, national titles, and world championships.

Our facilities are state-of-the-art and provide an excellent environment for each student. We have numerous programs and opportunities for students to excel in their unique abilities from athletics and fine arts to Career and Technical Agriculture Educational programs. All these programs are enhanced by the tremendous support we receive from our community. We are excited about all of the continuous achievements in Murray County Schools, which is the setting your success.

#URmurray

BOARD OF EDUCATION



Listed in order as pictured: Greg Shoemaker-Chairman, Kelli Reed - Vice Chairman, Renda Baggett, Tanner Davis, Aaron Phillips, Conrad Puryear, and Dewayne Powers



GOAL 1

Student Achievement and Success

Performance Objective 1

Ensure high quality, engaging instruction for ALL students in Tiers 1 , 2, and 3.

Action Steps

Develop opportunities for students to use innovative technology to demonstrate critical thinking, creativity, collaboration and communication.

Train, support and monitor the effective use of intervention strategies/core programs during small group, tier 2 instruction.

Implement a district and community- wide literacy initiative

Utilize high impact strategies, equitable opportunities, and continuous data points to ensure students master rigorous content standards to enhance the academic achievement for all students.

Performance Objective 2

Foster the social and emotional well-being of students

Action Steps

Foster a safe and positive learning environment for all. (academic, physical, social, emotional, and mental health support.)

Engage community resources to provide needed supports.

Plan specific preventative activities based on student surveys.
Implement in a positive attendance campaign.

Develop annual goals to meet student and family needs.

Performance Objective 3

Implement and utilize a high-quality assessment system.

Action Steps

Provide professional learning for school administrators and teachers to interpret and utilize data from local assessments to monitor and inform instructional practices

Design and implement a formal, system-wide process to support school administrators and Professional Learning Communities (PLCs) in data analysis and curriculum and vertical alignment that informs multi-tiered instructional practices to meet the expectations of state standards as measured by various state assessments.

Performance Objective 4

Provide a high quality, engaging curriculum in all content areas.

Action Steps

Ensure equity among all schools by providing a high quality core curriculum for grades K-8 and targeted core academic areas for high school.

Monitor the effectiveness of district-supported instructional programs

Facilitate collaborative opportunities for teachers across the district to plan and implement all curriculum resources.

GOAL 2

Operational and Financial Effectiveness

Performance Objective 1

Develop and sustain processes for effective and efficient operations across all departments.

Action Steps

Establish a budget process with input from stakeholders

Develop board policies and procedures that support the district's vision and goals.

Performance Objective 2

Develop and sustain effective and efficient financial practices to ensure financial responsibility.

Action Steps

Implement new internal processes that support operational effectiveness.

Prepare monthly financial statements for BOE and stakeholders.

Performance Objective 3

Ensure safe and healthy physical environments for all.

Action Steps

Evaluate facilities annually for cleanliness and preventative maintenance.

Conduct required drills and increase safety awareness through strategic discussions at all levels.

GOAL 3

Quality Workforce

Performance Objective 1

Recruit and employ highly qualified and effective teachers, leaders, and staff in all positions

Action Steps

Establish a “Grow Your Own Initiative” to encourage/promote upward mobility and opportunities for high-performing employees (for example: classified to teacher, teacher to leader)

Identify and track Early Childhood Education students who enter post-secondary education programs

Create, maintain and enhance a competitive compensation package (including possible incentives) and benefits

Increase social media presence and other proactive approaches to recruit staff and promote job fairs

Develop partnerships with area colleges for student teachers

Performance Objective 2

Develop, support and retain effective teachers, leaders and staff in all positions

Action Steps

Provide induction, mentoring, and coaching programs that ensure all staff members have the knowledge and skills to improve student performance and organizational effectiveness.

Enhance Professional Learning Communities for increased effectiveness of professional development throughout the district.

Provide programs to enhance social and emotional well being of teachers, staff, and leaders



GOAL 4

Communication and Engagement

Performance Objective 1

Improve internal and external communications

Action Steps

Conduct a communication audit to identify gaps in communication.

Construct District Communication Plan

Utilize updated website and system app to increase engagement and 2-way communication with all stakeholder groups

Performance Objective 2

Increase positive and effective family and community engagement.

Action Steps

Establish Family District Advisory Group to ensure stakeholder input is present in School District initiatives.

Conduct 2 District Family Nights/Fairs per year.

Promote and expand brand recognition and social media engagement

Performance Objective 3

Establish and maintain meaningful relationships with all partners.

Action Steps

Develop and maintain a list of business partners from across the district.

Actively inform MCS business partners and MCSF sponsors of system current events and achievements through an annual report.

Expand and maintain programs with community partners.

1. Murray Works
2. District/Community Literacy Initiative
3. Student Wellness partnerships



MURRAY COUNTY SCHOOLS

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1 STUDENT ACHIEVEMENT AND
SUCCESS

2 OPERATIONAL AND FINANCIAL
EFFECTIVENESS

3 QUALITY WORKFORCE

4 COMMUNICATION AND
ENGAGEMENT

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