

# **VIDALIA CITY SCHOOLS**

## Strategic Plan

**2024–2029**

**Built Different.  
Built Elite.**

*A long-term framework guiding the work of Vidalia City Schools.*

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# Letter from the Superintendent

Dear Vidalia Families, Staff, and Community,

Every strong organization knows where it is going. This Strategic Plan sets the long-term direction for Vidalia City Schools. It states plainly what we believe, what we are working toward, and how we will know we are succeeding. It is the anchor for every decision we make on behalf of our students.

Strategic planning matters because our work is too important to leave to chance. A clear plan keeps our schools aligned, focuses our resources on what matters most, and holds us accountable to the people we serve. It also reflects our commitment to continuous improvement. We do not settle for where we are. We study our results, we adjust, and we get better, year after year.

Our first commitment is to students. Every child who walks through our doors deserves excellent teaching, a safe and welcoming school, and adults who believe in what they can become. Our second commitment is to our staff. The people who do this work every day are our greatest strength, and we are committed to supporting, developing, and retaining them. Our third commitment is to this community. Vidalia's schools belong to Vidalia, and we take seriously the trust our families and taxpayers place in us.

This document provides the district's long-term direction. It is intentionally steady and built to last. Each year, our District Improvement Plan and School Improvement Plans translate this direction into specific priorities and actions. The Strategic Plan tells you where we are going; our annual plans show you how we get there.

Thank you for standing with our schools. We are proud of who we are and clear about where we are headed.

Sincerely,

**Dr. Sandy Reid**  
Superintendent

## Our Vision

Our vision describes the future we are working to create. It sets the standard for every school, every classroom, and every decision in Vidalia City Schools.

**Setting the pace in equipping our students to be  
productive citizens.**

Setting the pace means leading, not following. It means our students graduate prepared to work, to contribute, and to lead — in Vidalia and wherever life takes them.

## **Our Mission**

Our mission defines how we pursue our vision. It is expressed in four commitments that guide the daily work of every employee in Vidalia City Schools.

**INVEST in Relationships**

**IGNITE Learning**

**INSPIRE Excellence**

**IMPACT Community**

Each commitment is defined in our Commitment Statements on the following page.

# Our Commitment Statements

Our commitments describe how we carry out our mission. They apply to every school, every classroom, and every employee in Vidalia City Schools.

## **We are committed to...**

- Investing in diverse and inclusive relationships to create a positive and safe learning environment for all.
- Igniting purposeful, innovative, and reflective practices through a culture of collaboration and professional learning.
- Inspiring excellence by demonstrating critical thinking abilities, upholding ethical standards, and pursuing academic and extracurricular interests.
- Impacting our community through partnerships with all stakeholders and shared accountability for student success.

# Our Strategic Framework

Our strategic framework organizes the district's work around five goals. Together, these goals cover the full scope of our responsibility: what students learn and achieve, how the organization runs, the culture inside our schools, the people who do the work, and the community we serve.

Each goal includes a goal statement and a set of strategic objectives. These objectives are intentionally broad. They define the direction of our work over the next three to five years, while annual plans define the specific steps we take each year.

## Strategic Goal I

### Academic Achievement & Student Success

#### Goal Statement

Every student in Vidalia City Schools masters challenging content and graduates prepared for enrollment, enlistment, or employment.

#### Strategic Objectives

- Increase students' readiness for post-secondary options.
- Increase mastery of content in all content areas.
- Increase use of effective instructional strategies in all content areas.
- Increase data-driven instructional practices.

## Strategic Goal II

# Organizational & Operational Effectiveness

### Goal Statement

Vidalia City Schools operates safe, efficient, and well-managed schools and district services worthy of the community's trust.

### Strategic Objectives

- Improve facility safety and security.
- Maximize financial efficiency and effectiveness.
- Develop and improve cohesive operational processes and practices.

### Strategic Goal III

## Positive Culture & Climate

### Goal Statement

Every school in Vidalia City Schools is a place where students and staff feel safe, supported, and connected.

### Strategic Objectives

- Develop and sustain positive relationships.
- Improve practices to promote a positive learning culture.
- Increase mental health, wellness, and social/emotional supports for staff and students.

#### Strategic Goal IV

## Quality Staff Learning & Growth

### Goal Statement

Vidalia City Schools recruits, retains, and develops excellent people at every level of the organization.

### Strategic Objectives

- Recruit highly qualified staff.
- Retain highly qualified staff.
- Improve and sustain staff knowledge.

## **Strategic Goal V**

# **Communication & Stakeholder Engagement**

### **Goal Statement**

Vidalia City Schools communicates openly and partners with families and the community in the success of every student.

### **Strategic Objectives**

- Increase partnerships with higher education institutions, business communities, faith-based organizations, and other community agencies.
- Increase quality family engagement.
- Increase effective internal and external communications.

## Measuring Success

We measure what matters. For each strategic goal, the district monitors a set of broad organizational measures over time. These measures tell our Board and our community whether the district is moving in the right direction. Specific targets are set each year through the district's annual planning process.

| Strategic Goal                                        | Examples of Success Measures                                                                              |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <b>Academic Achievement &amp; Student Success</b>     | Student achievement; student growth; graduation rate; readiness for college, career, and military service |
| <b>Organizational &amp; Operational Effectiveness</b> | Safe and secure facilities; financial stewardship; operational excellence                                 |
| <b>Positive Culture &amp; Climate</b>                 | School climate; attendance; student well-being                                                            |
| <b>Quality Staff Learning &amp; Growth</b>            | Staff recruitment; staff retention; professional learning                                                 |
| <b>Communication &amp; Stakeholder Engagement</b>     | Family engagement; community partnerships; quality of internal and external communication                 |

## From Strategy to Action

A strategic plan is only as strong as the planning that carries it out. In Vidalia City Schools, implementation occurs through a set of aligned planning documents. Each document has a distinct purpose and review cycle, and each connects directly to the one above it.

| Planning Document                | Purpose                                                                                                                         | Review Cycle    |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------|
| <b>Strategic Plan</b>            | Defines the district's vision, mission, belief statements, strategic goals, objectives, and desired outcomes.                   | Every 3–5 Years |
| <b>District Improvement Plan</b> | Establishes the district's annual priorities, initiatives, and action steps that advance the Strategic Plan.                    | Annually        |
| <b>School Improvement Plans</b>  | Align school-level goals, strategies, and actions to the District Improvement Plan while addressing each school's unique needs. | Annually        |

Together, these documents form one connected system. The Strategic Plan sets the long-term direction. The District Improvement Plan turns that direction into annual priorities. School Improvement Plans bring those priorities to life in each building, shaped by the needs of each school's students. Because every plan points back to the same vision, mission, and goals, the district improves as one system — deliberately, consistently, and year after year.

## Our Commitment

This plan is our promise to the students, families, and community of Vidalia.

We will INVEST in relationships, because every student and every employee deserves to be known and valued. We will IGNITE learning, because excellent instruction is the heart of our work. We will INSPIRE excellence, because our students are capable of more than anyone expects — except us. And we will IMPACT our community, because Vidalia's schools and Vidalia's future are one and the same.

We are Built Different. We are Built Elite. And we will keep our promise:

***Setting the pace in equipping our students to be productive citizens.***