

# Hart County Charter System Strategic Plan

Georgia Vision Project = GVP

## Goal 1: Student Achievement

Performance Objective 1.1: Increase Student Mastery of the Curriculum		
Initiatives		
Coherent Instructional System (Standards Based Instruction) GVP 4.1, 5.1, 5.3	Literacy	Science, Technology, Engineering, Art, and Math (STEAM) GVP 5.2
Action Steps		
Create, Implement, and Monitor Curriculum Maps, Pacing Guides, and Common Assessments for Core Content Courses (What We Teach)	Increase Opportunities to Demonstrate Personal Learning (Reading, Writing, Speaking, and Listening)	Implement and Refine School Based STEM/STEAM/Project Based Learning Plans
Implement and Monitor Components of Effective and Engaging Classrooms (How We Teach)	Provide Professional Learning Related to Literacy	Integrate Technology into All Courses
Utilize Data to Inform Instruction	Increase Student Exposure to Literature in All Courses	Provide Professional Learning Related to STEM/STEAM/Project Based Learning
Utilize Instructional Coaches to Improve Instruction		Achieve STEM/STEAM Certification

Performance Objective 1.2: Ensure Student Success		
Initiatives		
Achievement Gap Closure	High Expectations GVP 4.3	College & Career Preparation
Action Steps		
Provide and Monitor Academic Safety Nets for All Subgroups	Challenge Exceeding Students	Maintain or Increase Graduation Rate
Meet or Exceed Subgroup Proficiency Targets	Align Rigor of Assessments to Rigor of Standards (Depth of Knowledge)	Utilize and Adjust Pathways to Meet Local Workforce Needs
Monitor Response to Intervention Protocols and Practices	Increase Percentage of Proficient and Distinguished Learners as Measured by State Assessments	Monitor Implementation of District Wide Character Education Program (Soft Skills) 7 Mindsets
Provide Professional Learning Specific to Subgroups	Strategize and Collaborate on Curriculum Initiatives and Improvement Ideas as Related to Horizontal and Vertical Alignments (Meaningful, Focused Teacher Collaboration)	Develop and Provide Opportunities to Exhibit Employability Skills (Teamwork, Positive Attitude, Communication, Punctuality/Attendance, Willingness to Learn, Etc.)

## Goal 2: School Climate and Family/Community Engagement

Performance Objective 2.1: Ensure Safe, Positive, Nurturing, Educational Climate		
Initiatives		
School Climate and Culture GVP 8.1	Safety	Discipline (Student Learning Community)
Action Steps		
Seek Input from Staff	Implement and Monitor Safety and Security Plans	Maintain Common Discipline Code of Conduct
Utilize Stakeholder Feedback	Improve Communication with Local Emergency Medical Services	Communicate Behavioral Expectations to Parents and Students
Improve Decision-Making Transparency	Provide Professional Learning for Administrative Staff	Monitor Positive Behavioral Interventions and Supports (PBIS) Plans

Performance Objective 2.2: Improve and Increase Stakeholder Involvement			
Initiatives			
Communication GVP 5.4	Parent Outreach	School Governance Teams GVP 7.4	Opportunities to Share District Information GVP 2.1
Action Steps			
Update, Publish, and Monitor Communication Plan	Provide Purposeful-Parent and Family Engagement Opportunities	Implement Charter Matrix with Fidelity (Timeworthy Agendas)	Implement and Monitor Marketing Plan for Hart College and Career Academy
Increase Internal/External Communication	Share Components of Infinite Campus and System App with Families	Schedule School Governance Training Opportunities	Maintain Effective District and School Websites
Establish Communication Advisory Committee to Provide Regular Feedback	Provide Support to Families with Children Ages Birth to Five	Approve Bylaws Annually	Utilize System Mobile App
			Create and Share System Fact Brochure

### Goal 3: Efficient and Effective Operational Support Functions

Performance Objective 3.1: Identify and Prioritize Resources to Improve Academic Success		
Initiatives		
Fiscal Management GVP 9.2, 9.3	Resource Management GVP 3.6	Resource Utilization
Action Steps		
Maintain Budget Development Calendar	Maintain Physical Inventory of Resources	Ensure Wise Use of Resources
Include All Employees in the Budgeting Process	Maintain Facilities Replacement Plan	Improve Staff Attendance (Substitutes)
Monitor Equity of Resource Allocations Among Schools		Research Building Expansions for Future Growth
		Prioritize and Initiate ESPLOST Projects

Performance Objective 3.2: Improve Student Support Functions			
Initiatives			
School Nutrition	Transportation	Maintenance	Technology GVP 4.2
Action Steps			
Provide Nutrition Education to Students, Parents, and Teachers	Monitor Attendance of Transportation Staff	Maintain System Replacement Plan	Maintain System Replacement Plan
Participate in Farm to School Program	Continue Driver Recognition Program	Provide Ongoing Training for Maintenance and Custodial Staff	Monitor Technology Plan
Monitor Wellness Policy	Monitor Use of Transportation Software	Maintain Buildings and Parking Lots	
Develop Employee Recognition Program	Maintain System Replacement Plan		

## Goal 4: Continuous System and School Improvement

Performance Objective 4.1: Sustain a High Quality Workforce	
Initiatives	
Employee Development GVP 6.0	Leadership Capacity GVP 6.2
Action Steps	
<i>Provide Differentiated Professional Learning Opportunities</i>	<i>Conduct High Quality Leadership Team Meetings</i>
<i>Attract and Retain Effective Teachers</i>	<i>Develop Internal Leaders</i>
	<i>Participate in Annual GLISI Cohort</i>
	<i>Provide Mentoring Opportunities to Administrators</i>

Performance Objective 4.2: Ensure Continuous Improvement and Performance Accountability		
Initiatives		
Strategic Improvement	Board of Education (BOE)	Charter
Action Steps		
<i>Publish System Strategic Plan, HCCA Strategic Plan, School Strategic Plans, Technology Plan, and Title I School Improvement Plans</i>	<i>Host Annual BOE Planning Retreat with Focus on Development of Strategic Plan</i>	<i>Familiarize Stakeholders with Charter Plan</i>
<i>Monitor Professional Learning Opportunities</i>	<i>Continue Recognition of Staff and Students (Stellar Performers)</i>	<i>Implement and Monitor Charter Plan</i>
	<i>Review and Update School Board Policies</i>	<i>Utilize Charter Contract to Establish School Improvement Initiatives</i>
	<i>Continue Participation in Georgia School Boards Association's (GSBA) Board Recognition Program</i>	