

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		
Teacher Engagement & Practices GVP 4.1, 5.1, 5.3	Literacy	Creativity, Collaboration, & Critical Thinking GVP 5.2
Action Steps		
Create, Implement, and Monitor Curriculum Maps, Pacing Guides, and Common Assessments (e.g., What We Teach)	Increase Opportunities for Students to Demonstrate Reading, Writing, Speaking, and Listening Skills	Implement and Refine School Based STEM/STEAM/Project Based Learning Plans
Implement and Monitor Components of Effective and Engaging Classrooms (e.g., How We Teach)	Provide and Monitor Implementation of Professional Learning Related to Literacy	Use Technology to Enhance Instruction
Utilize Data to Differentiate Instruction	Increase Student Exposure to Literature in All Courses	Provide Professional Learning Related to Creativity, Collaboration, and Critical Thinking
Utilize Instructional Coaches to Improve Teaching and Learning	Increase Percentage of Students Reading On or Above Grade Level	Increase Student Exposure to Real World Experiences (e.g., Financial Literacy, 7Mindsets)

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	Develop and Expand the Gifted Program	Maintain or Increase Graduation Rate
Meet or Exceed Subgroup Proficiency Targets	Align Rigor of Standards, Instruction, and Assessments (e.g., Depth of Knowledge)	Utilize and Adjust Pathways to Meet Local Workforce Needs
Monitor and Refine Response to Intervention Protocols and Practices	Increase Percentage of Proficient and Distinguished Learners as Measured by State Assessments	Create Postsecondary Plans for Students (e.g., Enrolled, Enlisted, Employed)
Provide Professional Learning Specific to Subgroups	Strategize and Collaborate on Curriculum Initiatives and Improvement Ideas as Related to Horizontal and Vertical Alignments	Develop and Provide Opportunities to Exhibit Employability Skills (e.g., Teamwork, Positive Attitude, Communication, Punctuality/Attendance, Willingness to Learn)

Goal 2: School Climate and Family/Community Engagement

Performance Objective 2.1: Ensure Safe, Positive, Nurturing, Educational Climate		
Initiatives		
Climate and Culture GVP 8.1	Safety	Discipline
Action Steps		
Seek Input from Staff	Implement and Monitor Safety and Security Plans	Maintain Common Code of Conduct and Discipline Procedures
Utilize Stakeholder Feedback	Monitor Implementation of Safety and Security Measures (e.g., CrisisAlert, Collaboration with Local Law Enforcement Agencies)	Communicate Behavioral Expectations to Parents and Students
Improve Decision-Making Transparency	Provide Mental Health Support and Resources to Students and Families	Monitor the Implementation of Positive Behavioral Interventions and Supports (PBIS) Plans
Develop and Implement Mentoring Opportunities (for Students) to Promote Self-Efficacy		Provide Explicit Instruction on Soft Skills

Performance Objective 2.2: Improve and Increase Stakeholder Involvement			
Initiatives			
Communication Plan GVP 5.4	Community Outreach	School Governance Teams GVP 7.4	Stakeholder Engagement GVP 2.1
Action Steps			
Promote Pathways and 7Mindsets	Provide Purposeful Parent and Family Engagement Opportunities, which Include Diverse Community Members	Review Charter Matrix Annually	Engage Community in Pathways and 7Mindsets
Share Information Regarding Instructional Coaches	Share Components of Infinite Campus, SchoolStatus, and Social Media Platforms	Schedule School Governance Training Opportunities	Maintain Effective District and School Websites, Social Media Platforms, and Monthly Publications
Enhance Feedback Loop	Identify and Target Needs for Early Intervention	Approve Bylaws Annually	Create and Share System Fact Brochure
	Strengthen Partnerships Between School and Home as well as School and Community Stakeholders		

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 (e.g., Usage Reports Related to Purchased Software)
Include All Employees in the Budgeting Process	Maintain Facilities Replacement Plan	Improve Staff Attendance
Monitor Equity of Resource Allocations Among Schools	Evaluate the Efficacy of Existing Programs	Monitor Predicted Growth and Develop Plan to Address Expansion Needs
		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	Systematic implementation of the bus 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		
	Implementation of PBIS training for all bus drivers		

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	
Provide Differentiated Professional Learning Opportunities	Conduct High Quality Leadership Team Meetings
Recruit and Retain Effective Teachers	Develop Internal Leaders
	Provide Mentoring Opportunities to Administrators

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