



# INNOVATE 2021



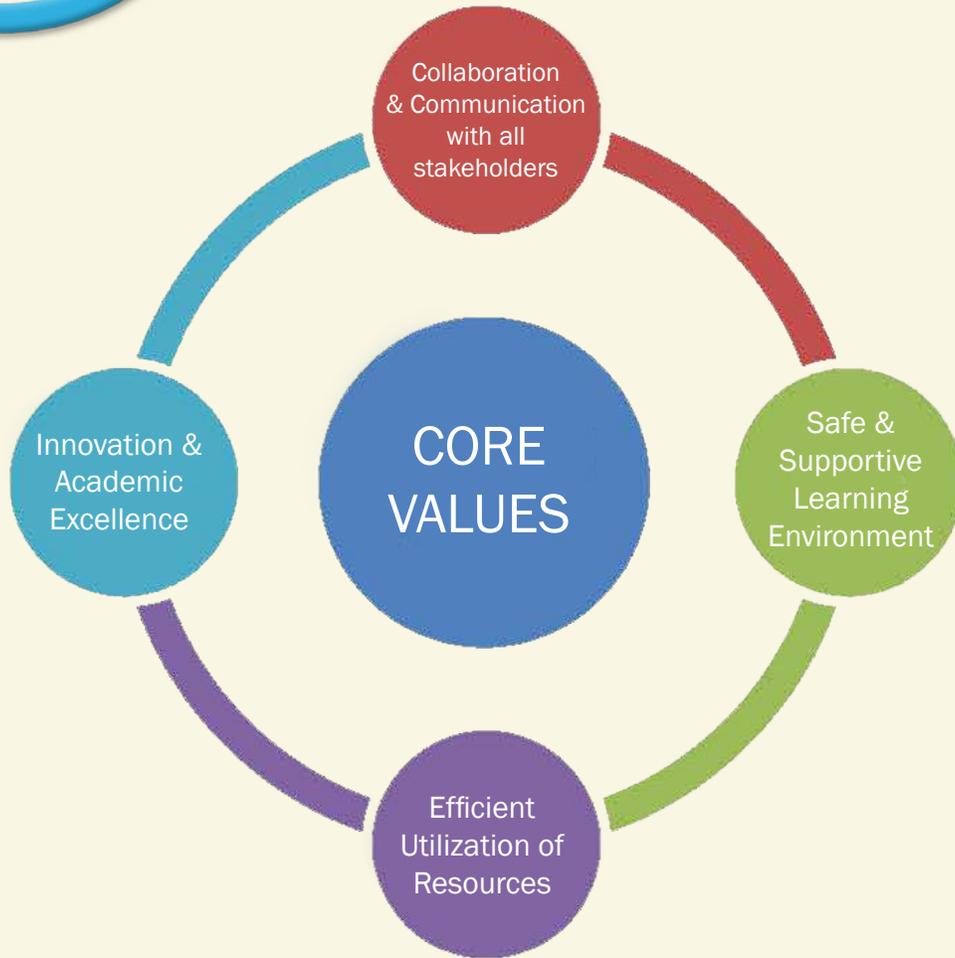
## **VISION:**

Empowering our community's children for life-long success.



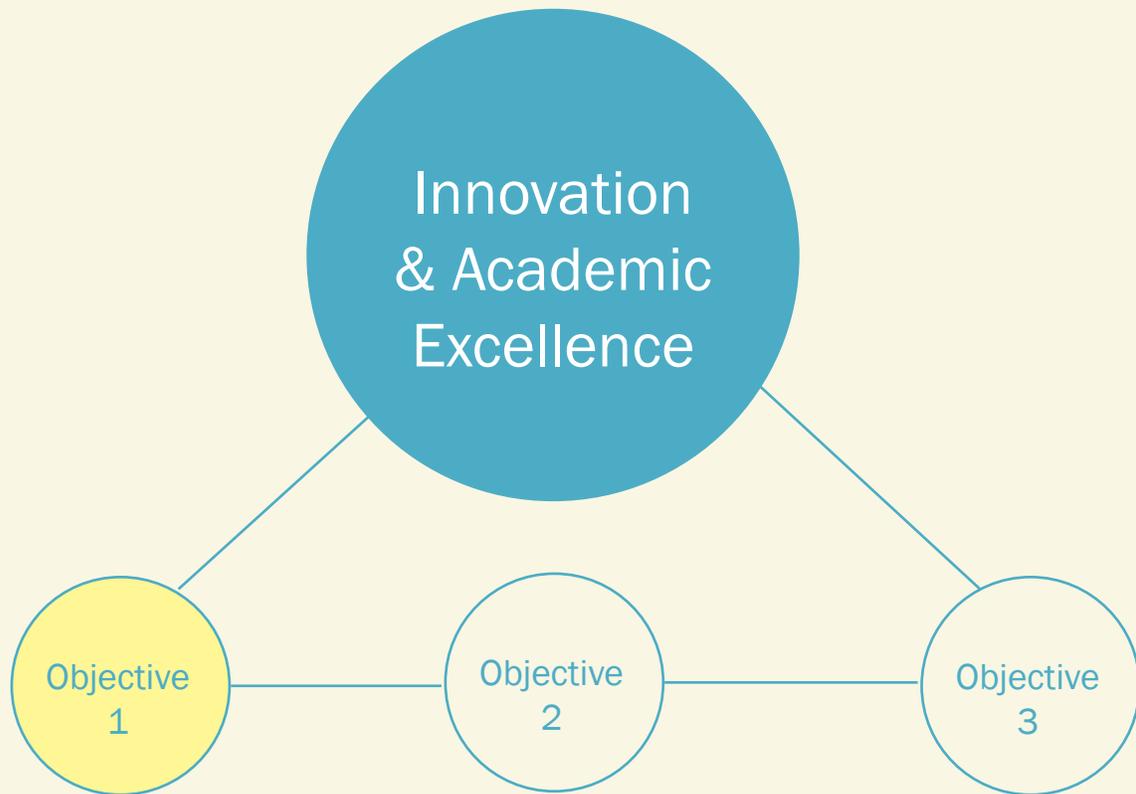
## **MISSION:**

Engage all students through learning that is innovative, personalized, and relevant.



## CORE VALUE: INNOVATION AND ACADEMIC EXCELLENCE

We believe in providing students with an education that focuses on the knowledge, skills, and abilities needed for students to excel in a rigorous and globally competitive world.



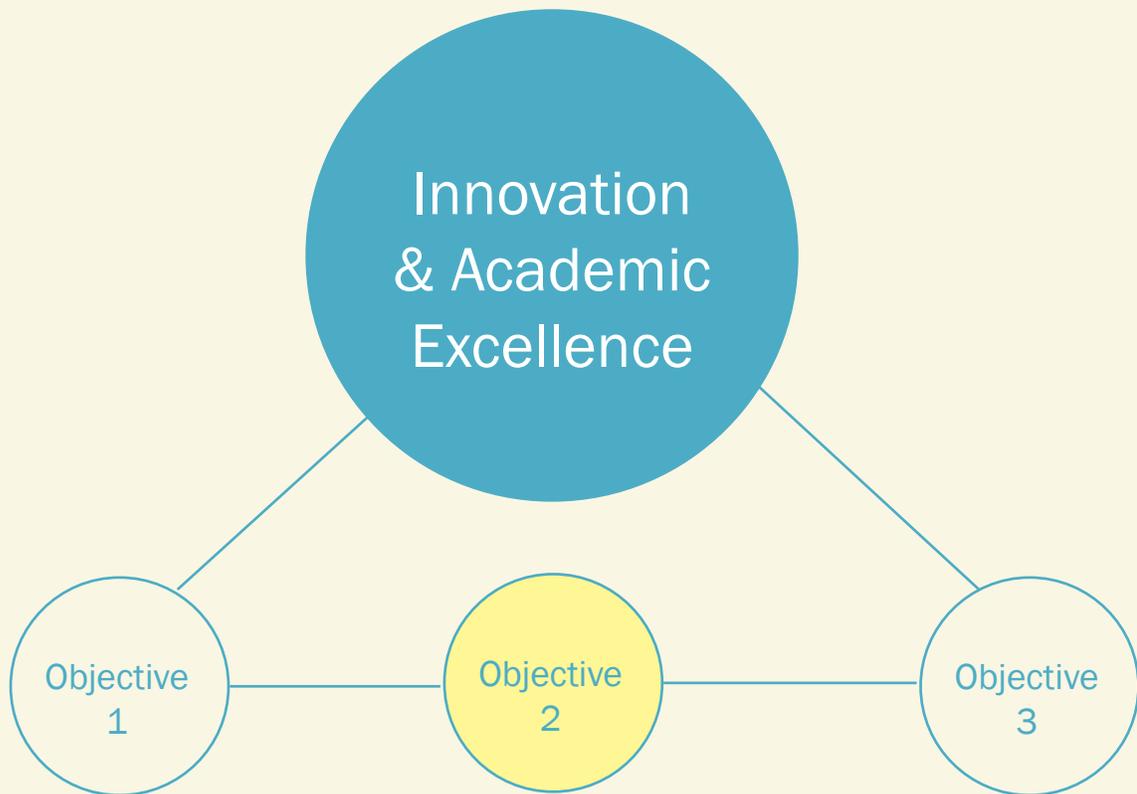
## OBJECTIVE 1:

Enhance instructional practices to ensure that all students are engaged in learning that is relevant, rigorous, and personalized to his or her interests and challenges.



## ACTION ITEMS:

1. Provide students with authentic opportunities to use multiple modes of technology to enhance their learning experiences.
2. Implement a balanced assessment model in classrooms to assist in instructional decision-making and targeted intervention services for students.
3. Improve student achievement by incorporating a comprehensive school improvement model in all schools.
4. Reduce student achievement gaps and exceed State Accreditation and Federal Accountability benchmarks.
5. Ensure that instruction and programming will reflect opportunities for student collaboration, creativity, communication, and critical thinking in all subjects.
6. Provide opportunities for students to learn in non-traditional ways to include virtual learning and blended learning experiences.
7. Incorporate a professional development model that provides opportunities, practice, and reinforcement of research based instructional practices.
8. Provide students with opportunities to engage in learning that is interconnected and aligned to postsecondary experiences.
9. Implement intentional practices to ensure that student participation in advanced course offerings and CTE programs is representative of our school division's diversity.



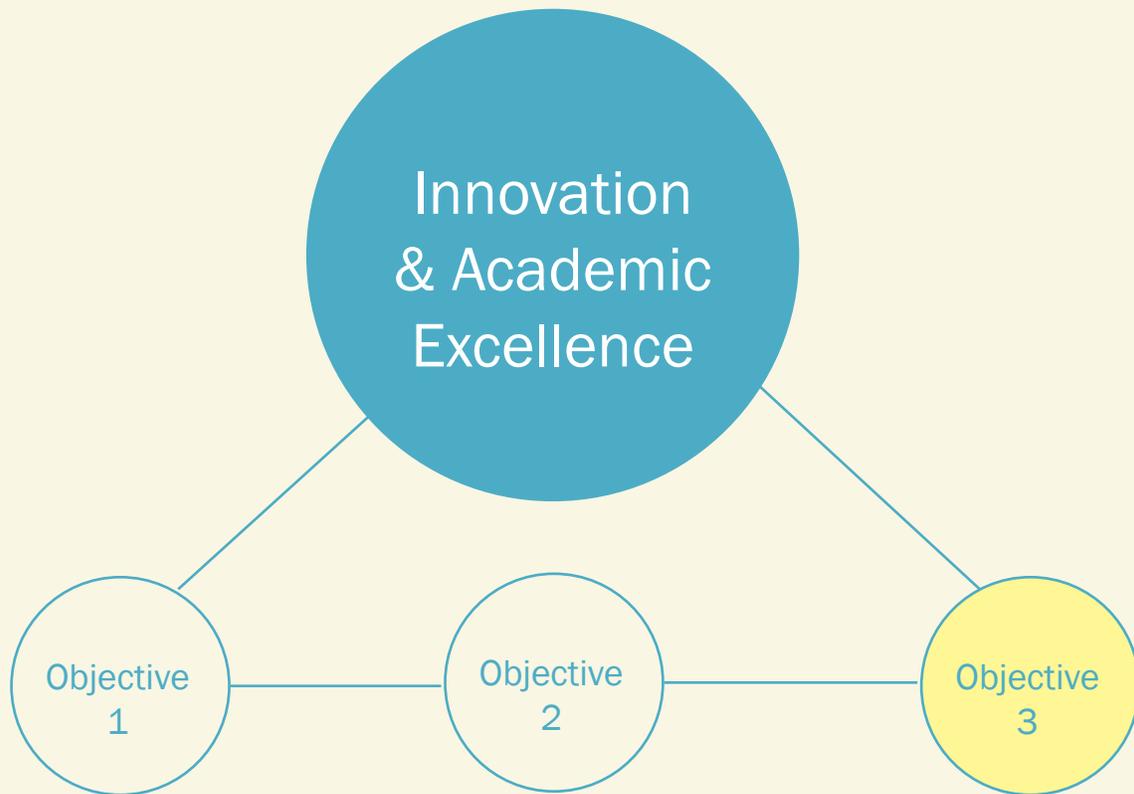
## OBJECTIVE 2:

Implement a division-wide focus on actively engaging students in their progress toward excelling in college, career, and life-long goals.



## ACTION ITEMS:

1. Provide students with career planning opportunities introduced in early elementary that focus on goal setting and career exploration.
2. Ensure that students receive comprehensive career counseling through the creation, development, and monitoring of an Academic and Career Plan.
3. Provide students with opportunities to participate in Career and Technical Education programs that are aligned to forecasted trends, industry standards, workforce credentials, and student interest.
4. Provide students with opportunities to apply their knowledge through various means to include dual enrollment course offerings, project based learning, advanced placement, and cross-curricular learning experiences.
5. Incorporate opportunities for students to develop habits and skills that allow them to be ethical, respectful, and responsible members of our community.
6. Increase the availability and diversity of courses for students through the local community college system.
7. Incorporate community based service-learning projects into the K-12 curriculum.
8. Expand opportunities for all children in Greene County to participate in early childhood intervention programs.
9. Ensure that plans for future facilities support the school division's growth and next generation learner.



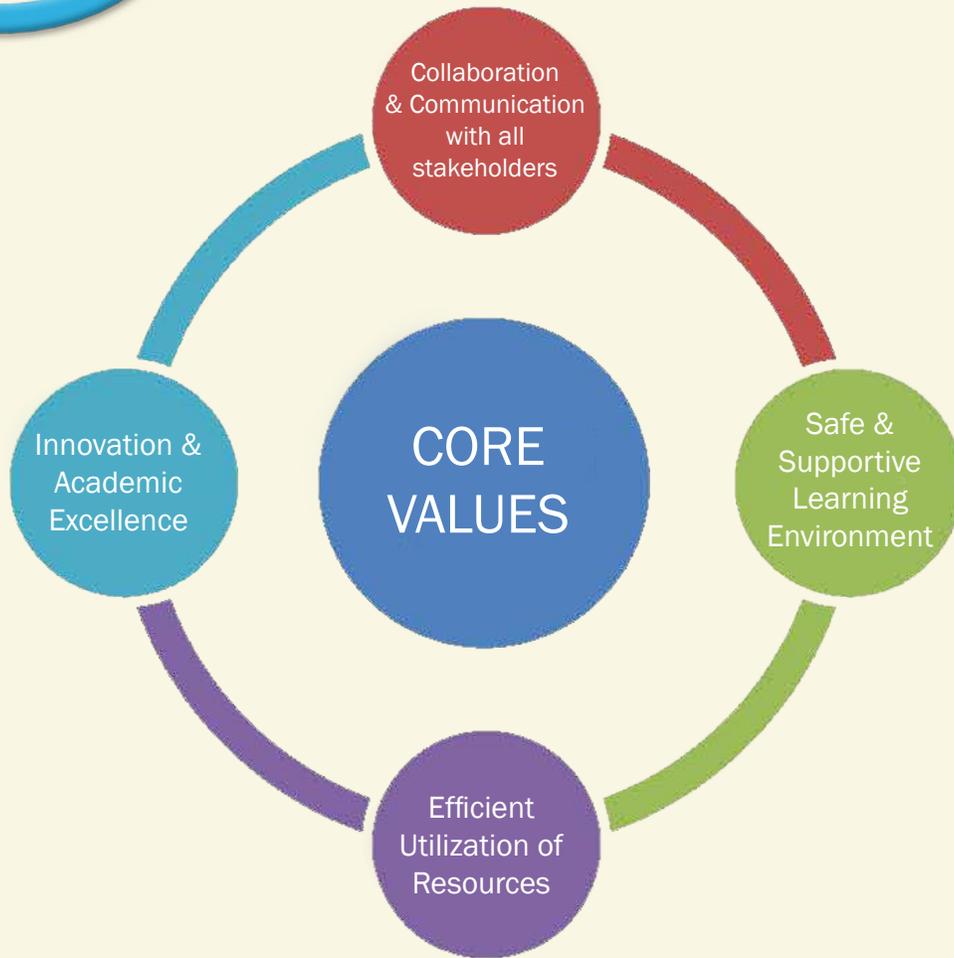
## OBJECTIVE 3:

Invest in the school division's employees by recruiting, hiring, and retaining the most highly qualified and innovative personnel.



## ACTION ITEMS:

1. Create a robust, talent management framework that promotes alignment with the goals of the strategic plan and maximizes the effectiveness of division staff.
2. Ensure that the division recruits and hires employees that are committed to the values and beliefs of the school division.
3. Provide comprehensive and personalized professional development for all employees that aligns with the division's strategic plan, individual interests, and student needs.
4. Embrace a culture that values quality feedback on performance in order to provide the highest caliber education for the students of our community.
5. Develop processes and systems for shared decision making, inclusive goal setting, and collaborative teamwork among all employees.
6. Develop and implement a successful new teacher mentorship program that includes comprehensive on-boarding, mentoring, and professional development.
7. Implement a teacher leadership program designed to develop the capacity of our employees to lead their colleagues and develop division leadership from within.
8. Recognize and support employees who are meeting and exceeding the expectations for the school division as outlined in the strategic plan.



## CORE VALUE: SAFE AND SUPPORTIVE LEARNING ENVIRONMENT

We believe in fostering a learning environment where every student's individual academic, social, and emotional needs are fulfilled.



## OBJECTIVE 1:

Ensure that the learning environment in all schools promotes a sense of belonging and connection so that students and staff feel they are supported in their efforts to be successful and contributing members of our community.



## ACTION ITEMS:

1. Prepare students for their successful transition to the next grade level throughout their K-12 educational experience.
2. Expand the availability of extra-curricular and co-curricular activities so that all students can be involved in their school community.
3. Provide increased opportunities for students and staff to serve as peer tutors, mentors, and supporters of each other within their school communities.
4. Create an environment where children and adults feel safe to share perspectives, participate in activities, and contribute constructive feedback.
5. Implement a social-emotional learning curriculum to support the positive development of all students.



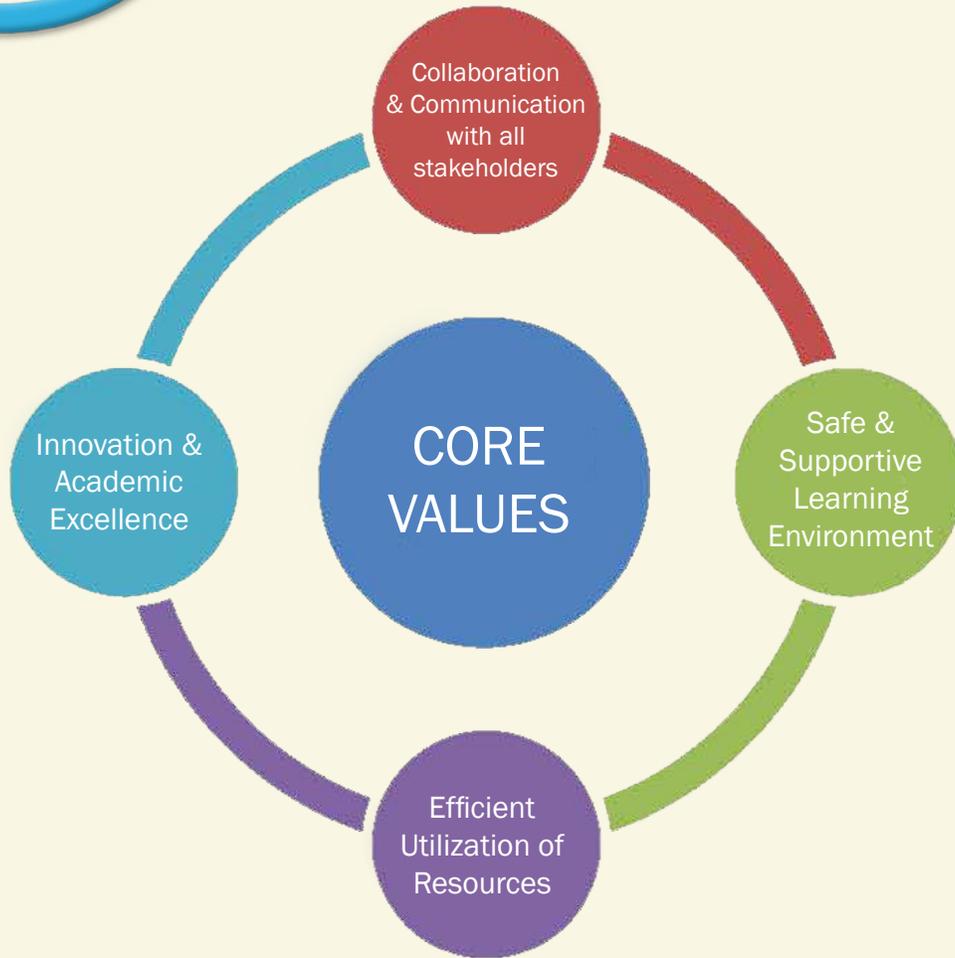
## OBJECTIVE 2:

Ensure that our school environments are safe, encouraging, and supportive of all students and staff.



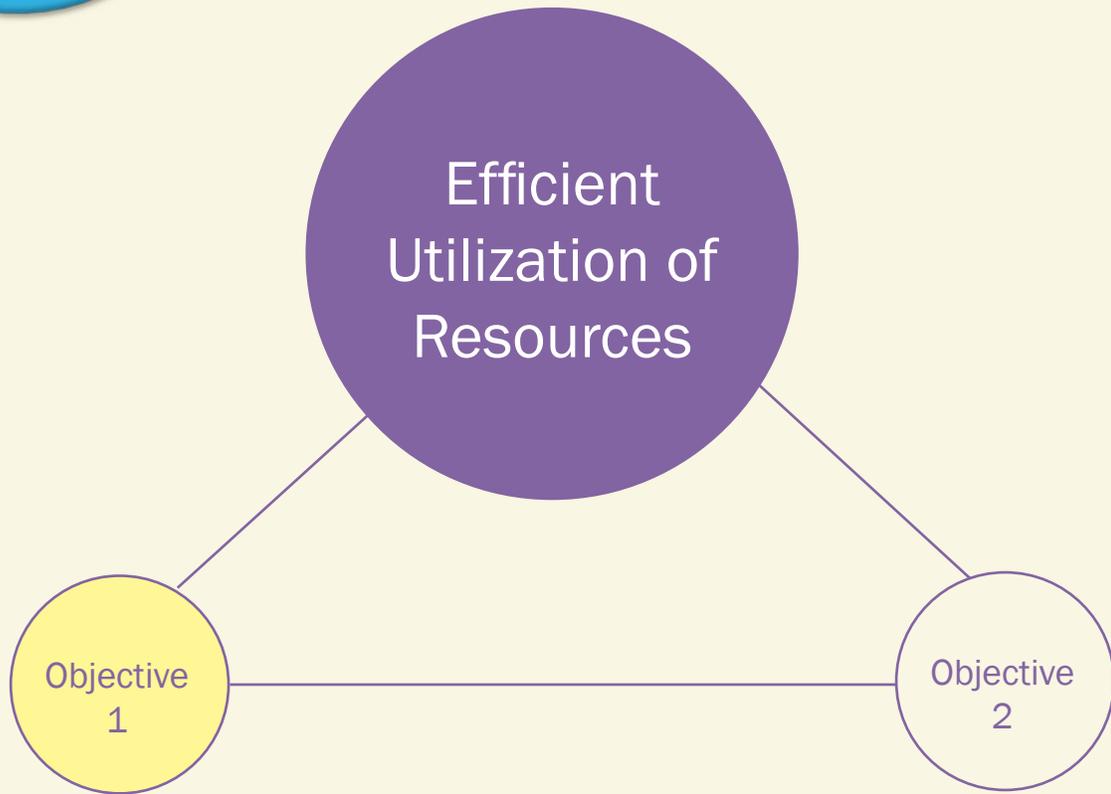
## ACTION ITEMS:

1. Improve student self-perception by continually recognizing student achievements.
2. Implement a tiered system of integrated structures and supports to address the academic, social, emotional, and behavioral needs of all students.
3. Evaluate practices and procedures in all schools to ensure the safety and security of students and staff.
4. Develop comprehensive educational programs that address social issues in the areas of anti-bullying, health and wellness, and digital citizenship.
5. Ensure that students and staff engage in a continuous process of refining and practicing crisis management, safety procedures, and emergency preparedness.
6. Ensure that plans for future facilities are developed with student and staff safety as a priority.



## CORE VALUE: EFFICIENT UTILIZATION OF RESOURCES

We believe that it is our responsibility to utilize an efficient and structured approach to managing fiscal, human, and capital resources in order to provide the most exceptional educational experience for each child.



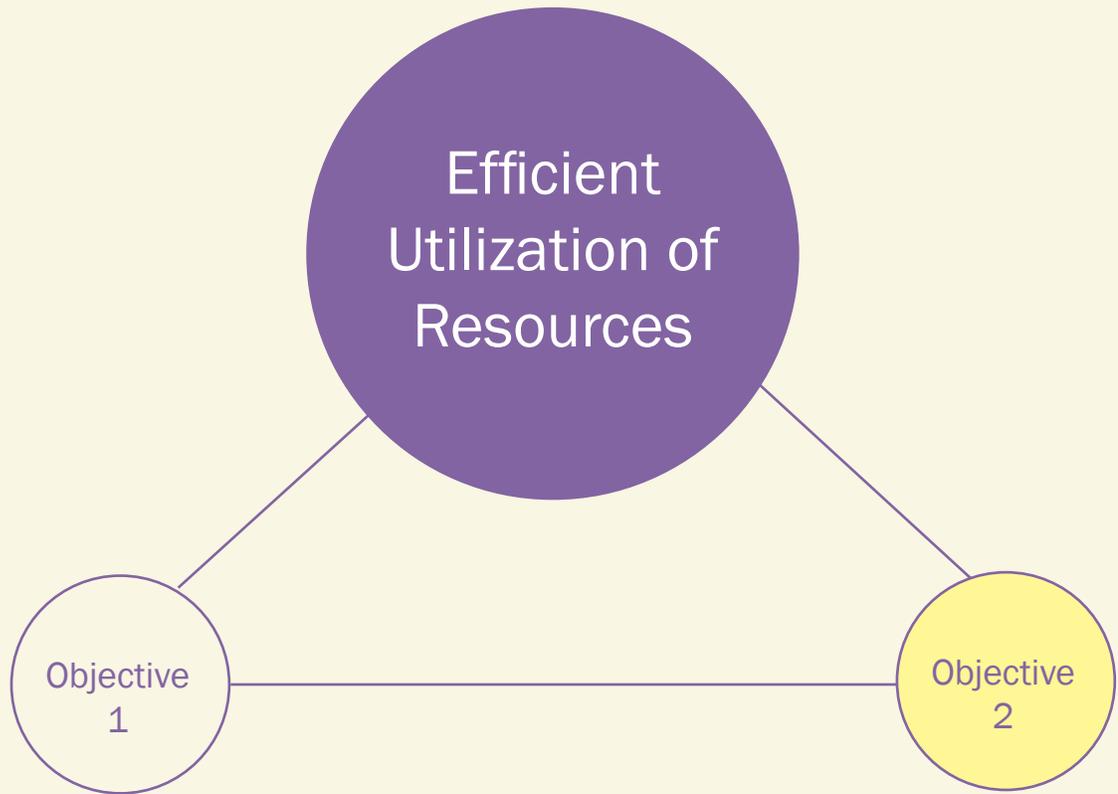
## OBJECTIVE 1:

Examine operating policies and procedures for standardization and clarity of implementation ensuring consistency across the school division.



## ACTION ITEMS:

1. Evaluate and communicate current policies, practices and regulations in all areas of the school division.
2. Ensure that the primary functions of each department and position are clearly delineated to include effective succession planning.
3. Evaluate and refine current procedures and processes in order to eliminate unnecessary and/or redundant practices.
4. Automate processes through the use of technology with a focus on the integration of systems across the school division.



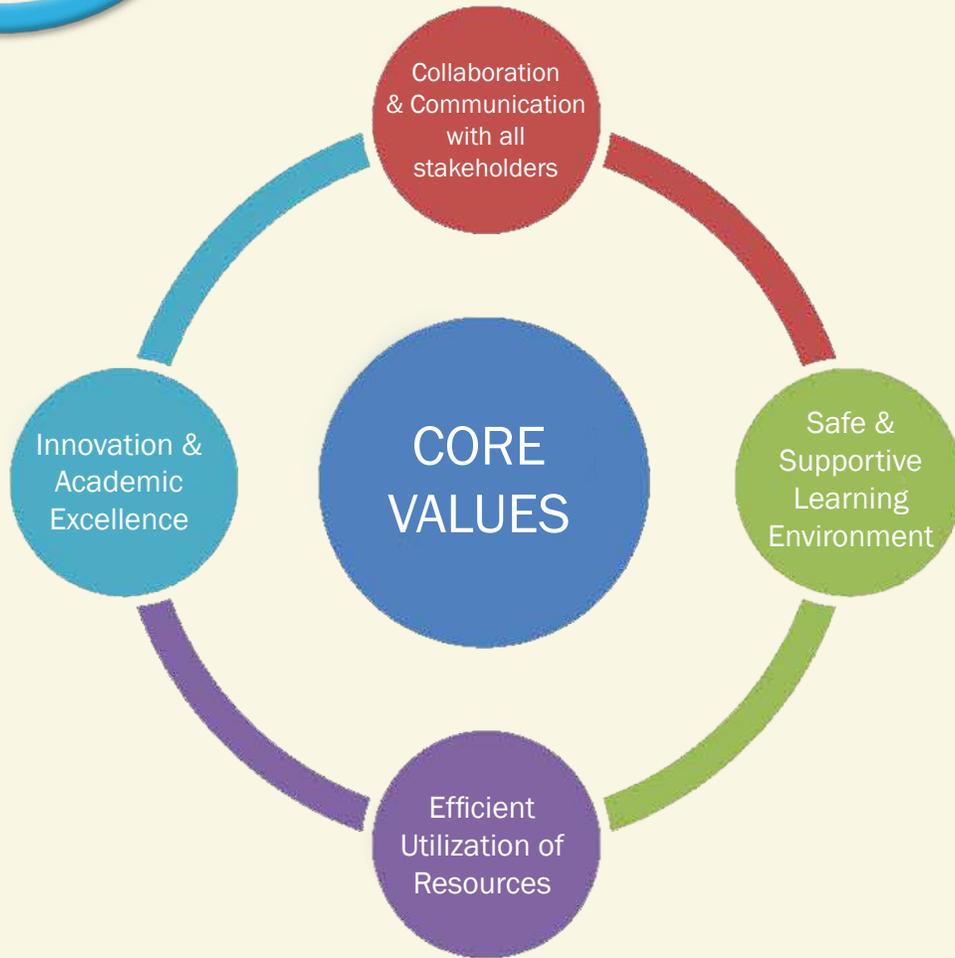
## OBJECTIVE 2:

Evaluate operational expenditures, inventories, and long range planning efforts to identify opportunities for cost savings and improved educational experiences.



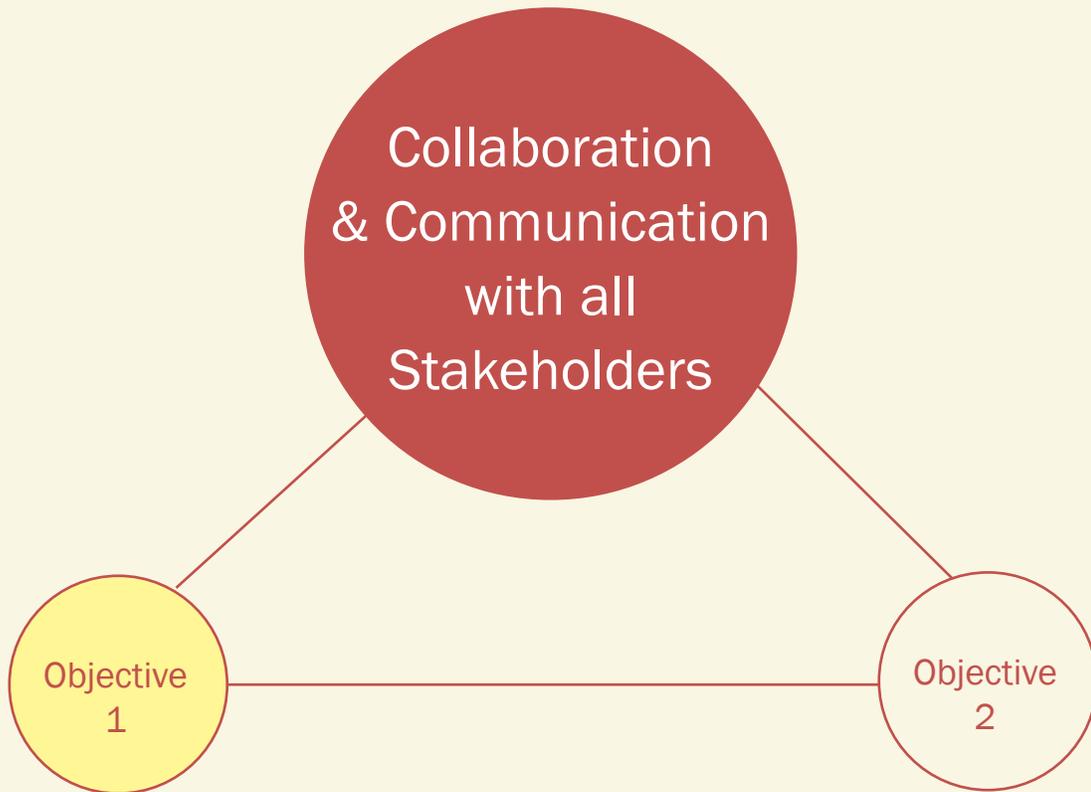
## ACTION ITEMS:

1. Establish and utilize a framework that allows for collaborative procurement of goods, materials, and supplies.
2. Investigate options for central storage of equipment and supplies in order to foster consistency in capturing and monitoring inventory.
3. Conduct and evaluate an internal audit of time utilization in respect to job responsibilities.
4. Conduct a comprehensive expenditure audit to determine areas of resource duplication and/or inefficient processes.
5. Ensure that future plans for facility upgrades emphasize efficient utilization of space, energy, and resources.



**CORE VALUE:  
COLLABORATION AND COMMUNICATION  
WITH ALL STAKEHOLDERS**

We believe that it is our responsibility to foster positive relationships with all stakeholders in order to ensure that we meet the needs of every student in our community.



## OBJECTIVE 1:

Effectively facilitate programs to ensure all students and families are academically, emotionally, and socially successful members of our community.



## ACTION ITEMS:

1. Establish and effectively utilize parent liaisons for schools and division-wide programs.
2. Partner with external community agencies to provide families and students the skills to navigate resources, school based programs, and supports.
3. Expand opportunities for students and families to receive services for before and after school care.
4. Ensure that education and programs are offered that focus on cultural competence and atmospheres of mutual respect.
5. Establish a service based learning program where students leverage their talents and abilities to build a greater sense of community.
6. Focus on programs and procedures to promote volunteerism and parental engagement.
7. Provide opportunities for students to experience learning outside of the classroom through civic engagement, citizenship, and community service activities.
8. Provide opportunities for parents to develop skills to enhance their abilities to partner with the school division in educating their child.



## OBJECTIVE 2:

Implement a highly effective process of internal and external communication that ensures all stakeholders are engaged in our educational community.



## ACTION ITEMS:

1. Use a wide variety of media to promote and advertise the school system's accomplishments and strengths.
2. Develop and implement a public relations plan for Greene County Schools that highlights our unique offerings and accomplishments.
3. Continue efforts to promote and communicate school events, accomplishments, and news to the greater community.
4. Develop avenues in which all employees and students in Greene County Schools feel a sense of belonging, teamwork, and ownership in the school division.
5. Establish a school and division culture that is responsive to stakeholders and creates an environment that values inclusive decision making and goal setting.
6. Continue efforts at the school and division level that focus on positive encouragement for students and families.