

The Washington County School District is committed to developing the whole child. This commitment is evident through many indicators. Below is a chart that will show that the work that we do every day is directly related to student achievement. Cross referencing the Georgia Vision Project and the objectives we have set forth, it is evident that our plans directly align.

Indicator Number	Vision Project	Big 6 SMART Team	District Improvement Plan	Strategic Plan	Balanced Score Card	Balanced Score Card
					2019/2020	2020/2021
2.1	Promote public education as the cornerstone of American democracy by publicizing student and school successes through all available media.	Public Relations and Marketing/Branding/ Telling our story.	3.1-3.3 Overarching Need Action Step #1, Action Step #2, and Action Step # 5, respectively (family and community engagement).	<p>Core Beliefs: VI: Honest, effective communication, both internally and externally, is vital. X. The future of our community depends on the success of our public schools</p> <p>Long Range Goals: II Improve student/parent/community relations.</p> <p>III. Improve the educators' professional image.</p> <p>District Priorities: VI. The PR &amp; Marketing SMART Team will continue to establish our brand and tell the great story about our school district.</p>	<p>Educated the community and stakeholders on all programs and offerings that WCPS offers.</p> <p>Submitted 2-5 articles/stories weekly to the newspapers (Georgian/Spotlight). <i>(achieved)</i></p> <p>Posted accomplishments weekly on Facebook and social media. Utilize radio station spots to reach additional audiences. <i>(achieved)</i></p>	<p>Educate the community and stakeholders on all programs and offerings that WCPS offers.</p> <p>Submit 2-5 or more articles/stories weekly to the newspapers (Georgian/Spotlight).</p> <p>Post accomplishments weekly on Facebook and social media. Utilize radio station spots to reach additional audiences.</p>

**Early Learning and Student Success**

<p>3.2</p>	<p>Create public-private partnerships in local communities between local businesses and educational</p>	<p>Public Relations and Marketing/Branding/ Telling our story  WorkForce Development  STEAM</p>	<p>3.1-3.3 Overarching Need Action Step #1, Action Step #2, and Action Step # 5, respectively (family and community engagement)</p>	<p>Core Beliefs: III. A highly qualified staff in collaboration with industry will promote higher student achievement, leading to a well trained workforce.</p> <p>Long Range Goals: II: Improve student/parent/community relations.</p> <p>District Priorities: V. The Workforce Development SMART Team will develop students' 21st Century Career and College Ready Skills. (Golden 5, WAC Works, Georgia BEST Certification, Youth Leadership, Dual Enrollment, Work-based Learning, Work Exploratory Engagement (WEE Talks, mentorships, and business partnerships)</p>	<p>Attended community events</p> <p>During the 2019-2020 school year, the Work-Force Ready Smart Team members planned and implemented three opportunities for middle and high school students to participate in WACO Works, a collaborative opportunity with the Chamber of Commerce. <i>(achieved)</i></p>	<p>Attend community events</p> <p>During the 2020-2021 school year, the Work-Force Ready Smart Team members will plan three or more opportunities for middle and high school students to participate in WACO Works, a collaborative opportunity with the Chamber of Commerce.</p>
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3.3	Adopt a statewide awareness and engagement initiative to ensure that high-quality early childhood education is a top priority for the state.	Literacy  RTI/MTSS/ SEL	3.1 Overarching Need #1, Action Steps #1-#5 (Page 45)	District Priorities:  II. Districtwide Literacy SMART Team will continue to address early literacy development. III. Districtwide Multi-Tiered System of Support (MTSS), Response to Intervention (RTI), and Social Emotional Learning (SEL) SMART Team will continue to address students' academic and behavioral interventions and enrichment needs.	80% or greater of pre-kindergarten students scored in the Proficient Range on the WC Pre Kindergarten Assessment Test.  <i>(achieved)</i>	85% or greater of pre-kindergarten students will score in the Proficient Range on the WC Pre Kindergarten Assessment Test.
3.4	Provide opportunities for all children from birth to five-years-old to participate in high quality learning experiences that are designed to promote all aspects of a child's development, whether provided by families in the	Literacy	3.1 Overarching Need #1, Action Steps #1-#5 (Page 45)  3.3 Overarching Need Action Steps #1-#2	District Priorities: II. The Districtwide Literacy SMART Team will continue to address early literacy development.	WC School System and WC Head Start collaborated on four vertical team meetings <i>(achieved)</i>	WC School System and WC Head Start will collaborate on four or more vertical team meetings

	home or through a licensed public or private program.					
3.5	Align developmental and academic standards for all children ages birth through 8 years old to provide a continuity of learning experiences and personal growth.	Leadership	<p>3.1 and 3.2 Overarching need, Action Steps #1-#5 and Action Steps #1-#4 respectively. (Page 45-53)</p> <p>3.3 Overarching Need Action Steps #1-#2</p>	<p>Core Beliefs:</p> <p>VIII. On-going professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>II. Districtwide Literacy SMART Team</p> <p>III. Districtwide Multi-Tiered System of</p>	<p>WC Instructional Facilitators led Professional Learning Sessions on literacy best practices for PK - 2 teachers. <i>(achieved)</i></p>	<p>WC Instructional Facilitators will lead 6 or more virtual sessions on literacy best practices for PK - 2 teachers.</p>

				Support (MTSS) Response to Interventions (RTI), and Social Emotional Learning (SEL)		
3.6	Ensure adequate financial support for the implementation of quality programs for all young children.	Leadership		<p>Core Beliefs:</p> <p>IV. Investing in the future of technology facilitates enhanced learning.</p> <p>IX. Providing a financially sound school system is essential to success.</p> <p>Long Range Goals: Ensure school/system has the resources and effective business practices for improvement.</p> <p>District Priorities:</p> <p>I. The Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning</p>	WC allotted funds to purchase evidence based MTSS interventions which met ESSA's requirements for having strong, moderate or promising evidence. <i>(achieved)</i>	WC allotted funds to pay STEAM endorsement fees for 10 teachers and 3 administrators. The total amount expended is approximately 10% of local funds and 4% of Title 4 funds.

Teaching and Learning						
4.1	In order to provide an environment where students learn best, ensure that teachers work and plan together, learn and share effective teaching practices, and are provided support for their on-going learning	Leadership Literacy MTSS STEAM	3.3-3.3 Overarching Need (All Action Steps)	<p>Core Beliefs:</p> <p>VIII. Ongoing professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p><i>Internal Processes</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p> <p><i>Teaching and assessing</i></p> <p>I. Improve classroom instruction with technology immersion.</p> <p>II. Implement a system approach to assessing and monitoring students'</p>	WC Instructional Facilitators hosted three Professional Learning Community Sessions for Head Start and Pre K teachers. <i>(achieved)</i>	100% of teachers enrolled in the Middle Georgia RESA STEM endorsement program will work collaboratively as a K - 12 vertical team.

				<p>academic progress K-12.</p> <p>District Priorities:  I. The Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning.</p>		
<b>Teaching and Learning Resources</b>						
5.1	Evaluate and utilize the most effective instructional models and learning supports (i.e. digital, blended, competency, virtual, etc.) implemented by school districts.	<p>Literacy</p> <p>MTSS</p> <p>STEAM</p>	3.3-3.3 Overarching Need (All Action Steps)	<p>VIII. Ongoing professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p><i>Internal Processes</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p>	<p>Teacher survey results indicated a 10% increase in understanding / applying with fidelity the established WC Instructional Committed Norms. <i>(achieved)</i></p>	<p>By the end of the school year 85% or greater of teachers will apply with fidelity the established Committed Norms as measured by TKES.</p>

				<p><i>Teaching and assessing</i></p> <p>I. Improve classroom instruction with technology immersion.</p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>I. The Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning.</p> <p>II. Districtwide Literacy SMART Team.</p> <p>III. Districtwide MTSS/RTI/SEL</p> <p>IV Districtwide STEAM Team</p> <p>V. The Districtwide Workforce Development SMART TEAM</p>		
5.2	Ensure full integration of current technology and training into	MTSS STEAM		<p>Core Belief:</p> <p>IV. Investing in the future of technology facilitates</p>	WC provided technology technical assistance sessions on four purchased	106 or more of WC STEAM students will participate in 4 or more STEAM related



	the classroom.			<p>enhanced learning.</p> <p>Long Range Goals: <i>Teaching and Assessing</i></p> <p>I. Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>III. Districtwide MTSS/RTI/SEL IV Districtwide STEAM Team V. The Districtwide Workforce Development SMART TEAM</p>	<p>MTSS interventions for K - 12. <i>(achieved)</i></p> <p>101 WC students participated in 3 STEAM related competitions. <i>(achieved)</i></p>	competitions.
5.3	Continue to develop and maintain a comprehensive data system for monitoring student progress (Pre-K--12) and making decisions to	Literacy MTSS STEAM	3.1-3.3 Overarching Need, (All Action Steps)	<p>Long Range Goals:</p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p><i>Teaching and assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students'</p>	<p>The schools used AIMS Web Plus to monitor students' academic progress on screeners and MTSS interventions. <i>(achieved)</i></p>	95% or greater of students receiving interventions will be progressed monitored using AIMS Web Plus

	improve educational practice.			<p>academic progress K-12.</p> <p>District Priorities:</p> <p>III. Districtwide MTSS/RTI/SEL</p> <p>IV Districtwide STEAM Team</p> <p>V. The Districtwide Workforce Development SMART TEAM</p>		
5.4	Develop partnerships with business, industries, public agencies and the community to promote shared use of services and facilities.	<p>STEAM</p> <p>Work - Force Ready SMART Team</p> <p>Leadership</p> <p>5 MOUs for EPP (educational programs)</p> <p>Georgia College &amp; State</p> <p>Georgia Southern</p> <p>Valdosta</p>		<p>Core Beliefs:</p> <p>III. A highly qualified staff in collaboration with industry will promote higher student achievement which leads to a well trained workforce.</p> <p>Long Range Goals:</p> <p><i>Internal Processes</i></p> <p>I. Ensure school/system has the resources and effective business practices for improvement</p> <p><i>Student/Stakeholder</i></p>	<p>WC had a total of 101 participants in 3 STEAM events which led to collaboration with businesses. <i>(achieved)</i></p> <p>The Work - Force Ready SMART Team members planned three opportunities for middle and high school students to participate in WACO Works; a collaborative effort with the Chamber of Commerce. <i>(achieved)</i></p>	<p>WC students will participate in a total of 4 or more STEAM events with a total of 106 participants which will lead to collaboration with businesses.</p> <p>The Work - Force Ready SMART Team members will plan three or more opportunities for middle and high school students to participate in WACO Works; a collaborative effort with the Chamber of Commerce</p>

		<p>State</p> <p>Albany State</p> <p>Georgia Military</p> <p>OFTC</p> <p>Walden</p> <p>Great Program</p> <p>SREB and Georgia College and WC</p>		<p><i>Engagement</i></p> <p>II. Improve student/parent/community relations.</p> <p>District Priorities:</p> <p>IV Districtwide STEAM Team</p> <p>V. The Districtwide Workforce Development SMART Team</p> <p>VI. Public Relations &amp; Marketing SMART Team</p>		
<b>Human and Organizational Capital</b>						
6.1	Identify and recruit the most talented candidates into teacher preparation programs.	<p>Leadership</p> <p>PR/Marketing</p> <p>5 MOUs for EPP (educational programs)</p> <p>Georgia College &amp; State</p> <p>Georgia</p>		<p>Core Beliefs:</p> <p>III. A highly qualified staff in collaboration with industry will promote higher student achievement which leads to a well-trained workforce.</p> <p>VIII. On-going professional development is essential for the enhancement of</p>	By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members will have proficient understanding/application of Systems Thinking and SMART Teaming principles. <i>(achieved)</i>	By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART Teaming principles.

		<p>Southern</p> <p>Valdosta State</p> <p>Albany State</p> <p>Georgia Military</p> <p>OFTC</p> <p>Walden</p> <p>Great Program SREB and Georgia College and WC</p>		<p>the learning process</p> <p>Long Range Goals:</p> <p><i>Internal processes</i></p> <p>III. Well managed facilities and an excellent bus fleet.</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/Stakeholder Engagement</i></p> <p>III. Improve the educator's professional image.</p> <p><i>Teaching and Assessing</i></p> <p>Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>The Districtwide Leadership SMART TEam will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning.</p>		
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				PR & Marketing		
6.2	Continuously evaluate the effectiveness of teacher and leader preparation programs.	Leadership	3.1-3.3 Overarching Need, Action Steps #3 & #4, Action Step #2 & #3, Action Step #2 (respectively)	<p>Core Beliefs: VIII. On-going professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p><i>Internal Processes</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning. II. Ensure school/system has the resources and effective business practices for improvement.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring student's academic progress K-12</p> <p>III. Improve</p>	<p>By the end of the 2019 - 2020 school year the Superintendent referenced 8 or greater 25 Point Inspection Reports in meetings with the WC Board of Education. <i>(achieved)</i></p> <p>TKES and LKES were used to evaluate the effectiveness of the teacher and leader preparation programs. The district and school based leadership monitored this process through walk throughs, observations, and the development of the Committed Norms. However, this process was suspended due to Covid 19. <i>(achieved)</i></p>	<p>By the end of 2020 - 2021 school year. Teacher Administrators and Administrative Trainees will participate and complete the WCSD "For Us By Us: Professional Learning Series.</p>

				<p>processes/programs for students who need additional support services.</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and Smart Teaming &amp; Planning.</p>		
6.3	Collaborate with the Georgia Professional Standards Commission, the Georgia Department of Education and other credentialing agencies to provide comprehensive strategies to	Leadership	3.1-3.3 Overarching Need, Action Steps #3 & #4, Action Step #2 & #3, Action Step #2 (respectively)	<p>Core Beliefs:</p> <p>VIII. On-going professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/Stakeholder Engagement</i></p> <p>III. Improve the educator's professional</p>	<p>By the end of the 2019 - 2020 school year the Superintendent referenced 8 or greater 25 Point Inspection Reports in meetings with the WC Board of Education (<i>achieved</i>)</p> <p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members will have proficient understanding/ application of Systems</p>	<p>By the end of the 2020 - 2021 school year the Superintendent referenced 9 or greater 25 Point Inspection Reports in meetings with the WC Board of Education</p> <p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application</p>

	find, grow and keep the most talented educators.			<p>image.</p> <p><i>Teaching and Assessing</i> Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning</p>	Thinking and SMART Teaming principles. <i>(achieved)</i>	of Systems Thinking and SMART Teaming principles. .
6.4	Evaluate the effectiveness and viability of the pilot teacher and leader compensation programs.	Leadership		<p>Core Beliefs:</p> <p>VIII. On-going professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals:</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/Stakeholder Engagement</i> III. Improve the</p>	<p>By the end of the 2019 - 2020 school year, WC will develop a partnership with SREB to determine the feasibility of creating a teacher and leader compensation program. <i>(achieved)</i></p> <p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members will have proficient understanding/</p>	<p>By the end of the 2020 - 2021 school year, WC will have 1 or more teachers in the WC and SREB collaboration program.</p> <p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application</p>

				<p>educator's professional image.</p> <p><i>Teaching and Assessing</i> Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning</p>	<p>application of Systems Thinking and SMART Teaming principles. <i>(achieved)</i></p>	<p>of Systems Thinking and SMART Teaming principles.</p>
6.5	Organize personnel, distribute leadership and implement processes that maximize student learning.	Leadership	3.1-3.3 Overarching Need, Action Steps #3 & #4, Action Step #2 & #3, Action Step #2 (respectively)	<p>Core Beliefs:</p> <p>I. All Students are unique and valued individuals and learn in different ways.</p> <p>II. Students learn best in an orderly, safe, and caring environment with well-maintained facilities.</p> <p>VIII. On-going professional development is essential for the enhancement of the learning process.</p>	<p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members will have proficient understanding/ application of Systems Thinking and SMART Teaming principles. <i>(achieved)</i></p>	<p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART Teaming principles.</p>



				<p>Long Range Goals:</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/Stakeholder Engagement</i></p> <p>III. Improve the educator's professional image.</p> <p><i>Teaching and Assessing</i></p> <p>Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning</p>		
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**Governance, Leadership and Accountability**

7.1	Develop and implement at the local school	Leadership	3.1-3.3 Overarching Need, Action Steps #3 & #4,	VIII. On-going professional development is essential for the enhancement of	There was a 10% r increase in understanding / applying with fidelity	By the end of the 20 - 21 school year 85% or greater of WC teachers will apply with fidelity
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	<p>district level an accountability system based on local district educational goals that are aligned with state educational goals and state accountability system, and which include clearly defined measures of school district, school and student success.</p>		<p>Action Step #2 &amp; #3, Action Step #2 (respectively)</p>	<p>the learning process.</p> <p>Long Range Goals:</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/Stakeholder Engagement</i></p> <p>III. Improve the educator's professional image.</p> <p><i>Teaching and Assessing</i></p> <p>Improve classroom instruction with technology immersion.</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team will continue to enhance the leadership capacity using Systems Thinking principles and SMART Teaming &amp; Planning</p>	<p>the Committed Norms (<i>achieved</i>)</p>	<p>the Committed Norms as measured by TKES.</p>
7.2	<p>Pursue all local and state options to provide for</p>	<p>Leadership</p> <p>Literacy</p>		<p>Core Beliefs:</p> <p>I. All students are unique and valued individuals and learn in different</p>	<p>There was a 10% increase for understanding / applying with fidelity</p>	<p>By the end of the 2020 - 2021 school year 85% or greater of teachers in the WCSD school</p>

	<p>the equitable, effective and efficient delivery of instruction to all students in Georgia regardless of where they reside.</p>	<p>MTSS STEAM</p>		<p>ways.</p> <p>II. Students learn best in an orderly, safe, and caring environment with well maintained facilities.</p> <p>VII. Learning is maximized when students' physical, emotional, social, and intellectual needs are met through extracurricular activities.</p> <p>Long Range Goals:</p> <p><i>Internal Processes</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning</p> <p>II. Ensure school/system has the resources and effective business practices for improvement.</p> <p>III. Well managed facilities and an excellent bus fleet.</p>	<p>the established Committed Norms (<i>achieved</i>)</p>	<p>distinct will apply with fidelity the Committed Norms as measured by TKES.</p> <p>By the end of the 2020 - 2021 school year 10 teachers and 3 administrators will gain their STEAM endorsement.</p>
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				<p>IV. Develop and retain an exceptional workforce.</p> <p><i>Student/stakeholder engagement</i></p> <p>I. Improve parent services</p> <p>II. Improve student/parent/community relations</p> <p>District Priorities:</p> <ul style="list-style-type: none"> <li>I. Districtwide Leadership SMART Team</li> <li>II. District Wide Literacy SMART Team</li> <li>III. Districtwide MTSS/RTI/SEL Team</li> <li>IV. Districtwide STEAM Team</li> <li>V. Districtwide Workforce SMART TEAM</li> </ul>		
7.3	Change and streamline	Leadership		<p>Core Beliefs</p> <p>X. The future of our</p>	WC does not have a goal for this area. We	WC does not have a goal for this area. We

	<p>the process by which local school districts obtain flexibility from state mandates so it is based on school and district performance expectations outlined in the district's strategic improvement plan and takes into account the needs, resources, and characteristics of the local community.</p>			<p>community depends on the success of our public schools</p> <p>Long Range Goals</p> <p>Internal Processes</p> <ul style="list-style-type: none"> <li>I. Ensure a systematic process for school/system continuous improvement planning <ul style="list-style-type: none"> <li>Teaching and Assessing</li> </ul> </li> <li>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</li> </ul> <p>District Priorities:</p> <ul style="list-style-type: none"> <li>I. Districtwide Leadership SMART Team</li> </ul>	<p>have addressed this indicator by becoming a Strategic Weaver District (<i>achieved</i>)</p> <p>For the 2019 - 2020 school year, WC worked in collaboration with the Georgia School Board Association, Georgia Department of Education, and Oconee RESA to keep abreast of the requirements for a strategic waiver. (<i>achieved</i>)</p>	<p>have addressed this indicator by becoming a Strategic Weaver District</p> <p>For the 2020 - 2021 school year, WC will continue working in collaboration with the Georgia School Board Association, Georgia Department of Education, and Oconee RESA to keep abreast of the requirements for the strategic waiver.</p>
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7.4	Establish and maintain high performance organizations through development of local school district governance and leadership teams.	Leadership		<p>Core Beliefs:</p> <p>III. A highly qualified staff in collaboration with industry will promote higher student achievement which leads to a well-trained workforce.</p> <p>VIII. On-going professional development is essential for the enhancement of the learning process.</p> <p>Long Range Goals</p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p> <p>District Priorities:</p>	<p>Each school created a School Leadership SMART Team which focused on the development of the 3Ps (<i>People, Processes, and Products</i>) and 3Cs (<i>Communication, Collaboration, Collecting and Leveraging Data</i>). <i>(achieved)</i></p> <p>The Governance team met the annual state requirements via GSBA professional learning program. <i>(achieved)</i></p>	<p>Each school will maintain a School Leadership SMART Team whose focus will be the continued development of the 3Ps (<i>People, Processes, and Products</i>) and 3Cs (<i>Communication, Collaboration, Collecting and Leveraging Data</i>).</p> <p>The Governance team will meet the annual state requirements via GSBA professional learning program.</p>
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				District Leadership SMART Team		
7.8	Change the method of selection of members of local boards of education from a choice between partisan and non-partisan elections to non-partisan elections only.	Leadership		<p>Long Range Goals</p> <p>Student/Stakeholder engagement</p> <p>II. Improve student/parent/community relations</p> <p>District Priorities:</p> <p>I. Districtwide Leadership SMART Team</p> <p>VI. Public Relations &amp; Marketing SMART Team</p>	The local governance team started discussing the process of changing the method of election to non partisan ( <i>achieved</i> )	The local governance approved a resolution to send to the state to allow for a nonpartisan election. (In September 2020)
<b>Culture, Climate and Organizational Efficacy</b>						
8.1	Develop safe, orderly, supportive learning environments built on respect and	Leadership	3.1-3.3 Overarching Need, Action Steps #3 & #4, Action Step #2 & #3, Action Step #2 (respectively)	<p>Core Beliefs</p> <p>I. All students are unique and valued individuals and learn in different ways</p> <p>II. Students learn best in an orderly, safe, and</p>	<p>Each school was able to reduce discipline outcomes by 20% (<i>achieved</i>)</p> <p>100% of schools have installed access doors for additional</p>	<p>All schools will complete at a rate of 90% or greater each required safety drill. \</p> <p>We will review our Family Engagement policy. All schools</p>

	<p>encouragement where all individuals believe they can make a positive difference.</p>			<p>caring environment with well-maintained facilities.  VI. Honest, effective communication, both internally and externally is vital.  X. The future of our community depends on the success of our public School.</p> <p>Long Range Goals:</p> <p>Internal Processes</p> <p>II. Ensure School/system has the resources and effective business practices for improvement.</p> <p>III. Well managed facilities and an excellent bus fleet.</p> <p>Student/Stakeholder Engagement</p> <p>Improve student/parent/community relations</p> <p>Improve the educators'</p>	<p>security. <i>(achieved)</i></p> <p>We reviewed our Family Engagement policy. Each school has an established Family Engagement plan. <i>(achieved)</i></p> <p>WC administrators focused on promoting the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders as measured by the LKES Evaluation System. <i>(achieved)</i></p> <p>WC administrators had a goal of receiving a 3 or greater School Climate Rating. This was impacted by the closing of school due</p>	<p>(100%) will review the previously established Family Engagement plan.</p> <p>WC administrators will continue to focus on promoting the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders as measured by the LKES Evaluation System.</p> <p>We complete a CCRPI (school climate)</p> <p>WC administrators will continue to maintain a School Climate Rating of 3 or higher.</p>
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				<p>professional image</p> <p>IV. Improve the number of students pursuing post-Secondary Options</p> <p>District Priorities:</p> <p>Districtwide Leadership SMART Team</p>	<p>to COVID 19. <i>(achieved)</i></p>	
8.2	<p>Make each school and school system an inviting place to be for students, parents, staff and the larger community</p>	<p>Public Relations and Marketing/Branding/ Telling our story</p> <p>Leadership</p>		<p>Core Beliefs:</p> <p>I. All students are unique and valued individuals and learn in different ways.</p> <p>VI. Honest, effective communication, both internally and externally, is vital</p> <p>X. The future of our community depends on the success of our public schools.</p> <p>Long Range Goals</p> <p>Internal Processes:</p> <p>III. Well managed facilities and an excellent bus fleet</p> <p>IV. Develop and</p>	<p>Each school was able to reduce discipline outcomes by 20% <i>(achieved)</i></p> <p>100% of schools have had access doors installed for additional security <i>(achieved)</i></p> <p>WC Implemented a Districtwide Public Relations &amp; Marketing SMART Team to tell our brand and great story about our school district with 100% of the school staff and 80% of our parents and community stakeholders.</p>	<p>Implement a Districtwide Public Relations &amp; Marketing SMART Team to tell our brand and great story about our school district with 100% of the school staff and 85% or greater of our parents and community stakeholders.</p> <p>WC will continue the implementation of School Councils and Parent Engagement activities.</p>

				<p>retain an exceptional workforce</p> <p>Student/Stakeholder Engagement</p> <ul style="list-style-type: none"> <li>I. Improve parent services</li> <li>II. Improve student/parent/community relations</li> <li>III. Improve the educators' professional image</li> </ul> <p>District Priorities:</p> <ul style="list-style-type: none"> <li>I. Districtwide Leadership SMART Team</li> <li>VI. Districtwide Public Relations &amp; Marketing SMART Team</li> </ul>	<i>(achieved)</i>	
8.4	Determine stakeholder perceptions of schools and school districts.	Public Relations and Marketing/Branding/ Telling our story  Leadership		<p>Core Beliefs:</p> <ul style="list-style-type: none"> <li>I. All students are unique and valued individuals and learn in different ways.</li> <li>VI. Honest, effective communication, both</li> </ul>	<p>Each quarter WC held a minimum of 1 - 2 community engagement events<i>(achieved)</i></p> <p>Additional Community Events:</p>	<p>Educate the community and stakeholders on all programs and offerings that WCPS offers</p> <p>Additional Community Events: Fireside Chats (internal</p>

				<p>internally and externally, is vital</p> <p>X. The future of our community depends on the success of our public schools.</p> <p>Long Range Goals</p> <p>Internal Processes:</p> <p>V. Well managed facilities and an excellent bus fleet</p> <p>VI. Develop and retain an exceptional workforce</p> <p>Student/Stakeholder Engagement</p> <p>IV. Improve parent services</p> <p>V. Improve student/parent/community relations</p> <p>VI. Improve the educators' professional image</p> <p>District Priorities:</p> <p>II. Districtwide Leadership</p>	<p>Fireside Chats (internal and external)</p> <p>Expert Panels</p> <p>Zoom Sessions</p> <p>Community Tours</p> <p>Weekly Call outs</p> <p>Weekly Updates on website</p> <p>Social Media</p> <p>E-mail Blasts (internal and external)</p> <p>Attend community events</p> <p>Video updates</p> <p>Hawk Talks (achieved)</p>	<p>and external)</p> <p>Expert Panels</p> <p>Zoom Sessions</p> <p>Community Tours</p> <p>Weekly Call outs</p> <p>Weekly Updates on website</p> <p>Social Media</p> <p>E-mail Blasts (internal and external)</p> <p>Attend community events</p> <p>Video updates</p> <p>Hawk Talks</p> <p>Youtube channel coming Fall of 2020.</p>
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				SMART Team VI. Districtwide Public Relations & Marketing SMART Team		
8.5	Develop a culture and climate that fosters innovation and responsible risk-taking.	Leadership		<p>Core Beliefs:</p> <p>I. All students are unique and valued individuals and learn in different ways.</p> <p>VI. Honest, effective communication, both internally and externally, is vital</p> <p>X. The future of our community depends on the success of our public schools.</p> <p>Long Range Goals</p> <p>Internal Processes:</p> <p>II. Ensure school/system has the resources and effective business practices for improvement.</p> <p>III. Well managed facilities and an excellent bus fleet</p> <p>IV. Develop and retain an exceptional workforce</p>	Teachers are encouraged and supported to use The Artistry of Teaching via the Committed Norms. <i>(achieved)</i>	<p>Teachers are encouraged to use The Artistry of Teaching via the Committed Norms.</p> <p>Teachers will design and implement one STEAM project experience for each school.</p> <p>IGAL Academy Project</p>

				<p>Student/Stakeholder Engagement</p> <p>I. Improve parent services  II. Improve student/parent/community relations  III. Improve the educators professional image</p> <p>District Priorities:  I. Districtwide Leadership SMART Team  VI. Districtwide Public Relations &amp; Marketing SMART Team</p>		
8.6	<p>Develop school and district cultures that are sensitive and responsive to the cultural, racial, ethnic and socio-econom</p>	<p>Public Relations and Marketing/Branding/ Telling our story</p> <p>Leadership</p> <p>RTI/MTSS/SEL</p>		<p>Core Beliefs:</p> <p>I. All students are unique and valued individuals and learn in different ways.  VI. Honest, effective communication, both internally and externally, is vital  X. The future of our community depends on the success of our public</p>	<p>Each quarter WC hosted a minimum of 1 - 2 community engagement events(<i>achieved</i>)</p> <p>Social Emotional support via Suite 360 was implemented (<i>achieved</i>)</p> <p>Reviewed and Revised the Parent &amp;</p>	<p>Each quarter WC will host a minimum of 1 - 2 community engagement events</p> <p>Diversity - Staff to Students (<i>course will be completed by all WC Faculty and Staff members</i>)</p> <p>Oconee RESA will provide training for staff on social emotional wellness and supporting</p>

	<p>ic make-up of the communities they serve.</p>			<p>schools.</p> <p>Long Range Goals</p> <p>Internal Processes:</p> <p>VII. Well managed facilities and an excellent bus fleet</p> <p>VIII. Develop and retain an exceptional workforce</p> <p>Student/Stakeholder Engagement</p> <p>VII. Improve parent services</p> <p>VIII. Improve student/parent/community relations</p> <p>IX. Improve the educators professional image</p> <p>District Priorities:</p> <p>III. Districtwide Leadership SMART Team</p> <p>VI. Districtwide Public Relations &amp; Marketing SMART Team</p>	<p>Family Engagement Plan(<i>achieved</i>)</p> <p>WC Implemented of the Wrap Around Services Team (<i>achieved</i>)</p>	<p>student through awareness of culture differences</p> <p>Implementation of Wrap Around Services</p> <p>Review and Revise the Parent &amp; Family Engagement Plan</p> <p>Review procedures for ELL Services</p>
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8.7	Get to know and be willing to truly listen to the students in our schools.	Public Relations and Marketing/Branding/ Telling our story  Leadership		<p>Core Beliefs:</p> <p>I. All students are unique and valued individuals and learn in different ways.</p> <p>VI. Honest, effective communication, both internally and externally, is vital</p> <p>X. The future of our community depends on the success of our public schools.</p> <p>Long Range Goals</p> <p>Internal Processes:</p> <p>IX. Well managed facilities and an excellent bus fleet</p> <p>X. Develop and retain an exceptional workforce</p> <p>Student/Stakeholder Engagement</p> <p>X. Improve parent services</p> <p>XI. Improve student/parent/co</p>	<p>WC hosted: WEE Talks - (We Engage in Exploratory Talks: Building student Self-Efficacy (Volume I)(<i>achieved</i>)</p> <p>WC administered student surveys (<i>achieved</i>)</p>	<p>Continue our WEE Talk Series (Volume II)</p> <p>Student Surveys</p>
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				<p>Community relations</p> <p>XII. Improve the educators' professional image</p> <p>District Priorities:</p> <p>IV. Districtwide Leadership SMART Team</p> <p>VI. Districtwide Public Relations &amp; Marketing SMART Team</p>		
<b>Financial Resources</b>						
9.2	Identify in both state and local budgets for public education sufficient fiscal resources for implementing both a comprehensive data system	Leadership		<p>Core Beliefs:</p> <p>IX. Providing a financially sound school system is essential to success</p> <p>Long Range Goals:</p> <p><i>Internal</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business</p>	<p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members had a proficient understanding/application of Systems Thinking and SMART Teaming principles.<i>(achieved)</i></p> <p>For the 2019 - 2020 school year WC Administrators scored a 3 or higher on supporting, managing, and</p>	<p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART Teaming principles.</p> <p>For the 2019 - 2020 school year WC</p>



	and an evaluation system that uses data to measure and improve effectiveness in meeting objectives for enhanced student learning.			<p>practices for improvement</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>I. Districtwide Leadership SMART Team</p>	<p>overseeing the school's organization, operation, and use of resources. <i>(achieved)</i></p> <p>The school district maintained a balanced budget.<i>(achieved)</i></p>	<p>Administrators will maintain a score of 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of resources.</p> <p>The school district will maintain a Balanced Budget for the 20-21 school year, and conduct monthly reviews on the status of revenues and expenditures to the public and the governance team during regular board meetings.</p>
9.3	Initiate an ongoing process at the local school district level for systematically evaluating all expenditures to enable the	Leadership		<p>Core Beliefs:</p> <p>IX. Providing a financially sound school system is essential to success</p> <p>Long Range Goals:</p> <p><i>Internal</i></p> <p>I. Ensure a systematic process for school/system continuous improvement</p>	<p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members had proficient understanding/ application of Systems Thinking and SMART Teaming principles..<i>(achieved)</i></p> <p>For the 2019 - 2020 school year WC</p>	<p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART</p>

	development and adoption of budgets that are focused on district strategies for maximizing student learning.			<p>planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>I. Districtwide Leadership SMART Team</p>	<p>Administrators scored a 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of resources. <i>.(achieved)</i></p> <p>The school district maintained a balanced budget each school year. <i>.(achieved)</i></p>	<p>Teaming principles.</p> <p>For the 2020 - 2021 school year WC Administrators will maintain a score of 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of resources.</p> <p>The school district will maintain a Balanced Budget for the 20-21 school year, and conduct monthly reviews on the status of revenues and expenditures to the public and the governance team during regular board meetings.</p> <p>Eight years of Excellent financial reporting by the Georgia Department of Audits and Accounting</p>
9.4	Provide a high level of	Leadership		Core Beliefs:	Established application of	Continue to build on Systems Thinking and

	<p>flexibility to local school districts in decision-making authority about the most effective strategies for the expenditure of funds to enable all students to be successful in school, coupled with appropriate methods for evaluating school and district success and for implementing positive state interventions where they</p>			<p>IX. Providing a financially sound school system is essential to success</p> <p>Long Range Goals: <i>Internal</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>II. Districtwide Leadership SMART Team</p>	<p>Systems Thinking and the practice of Distributed Leadership <i>.(achieved)</i></p>	<p>the practice of Distributed Leadership</p>
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	are found to be needed.					
9.6	Provide the most optimal partnership between the state and local school districts in sharing the responsibility for financial support of public education, while ensuring that disparity in local fiscal capacity does not impede the implementation of Vision Project	Leadership		<p>Core Beliefs:</p> <p>IX. Providing a financially sound school system is essential to success</p> <p>Long Range Goals:</p> <p><i>Internal</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p> <p>IV. Develop and retain an exceptional workforce.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p>	<p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members had a proficient understanding/ application of Systems Thinking and SMART Teaming principles..(achieved)</p> <p>For the 2019 - 2020 school year WC Administrators scored a 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of resources..(achieved)</p> <p>The school district maintains a balanced budget each school year. .(achieved)</p>	<p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART Teaming principles.</p> <p>For the 2020 - 2021 school year WC Administrators will maintain a 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of resources.</p> <p>The school district will maintain a Balanced Budget for the 20-21 school year, and conduct monthly</p>

	recommendations in all Georgia districts.			<p>District Priorities:</p> <p>III. Districtwide Leadership SMART Team</p>		<p>reviews on the status of revenues and expenditures to the public and the governance team during regular board meetings.</p> <p>Eight years of Excellent financial reporting by the Georgia Department of Audits and Accounting</p>
9.7	Provide an ongoing level of state financial support for public education which, when combined with local revenue available to boards of education, makes the attainment of	Leadership		<p>Core Beliefs:</p> <p>IX. Providing a financially sound school system is essential to success</p> <p>Long Range Goals: <i>Internal</i></p> <p>I. Ensure a systematic process for school/system continuous improvement planning.</p> <p>II. Ensure school/system has the resources and effective business practices for improvement</p>	<p>By the end of the school term FY 20, 80% of Districtwide Leadership Smart Team members had proficient understanding/application of Systems Thinking and SMART Teaming principles..(achieved)</p> <p>For the 2019 - 2020 school year WC Administrators scored a 3 or higher on supporting, managing, and overseeing the school's organization, operation, and use of</p>	<p>By the end of the school term FY 21, 90% of Districtwide Leadership Smart Team members, Teacher Administrators, and Teacher Administrator Trainees will have a proficient (4.5 rating average from survey) understanding application of Systems Thinking and SMART Teaming principles.</p> <p>For the 2020 - 2021 school year WC Administrators will maintain a 3 or higher on supporting, managing, and overseeing the school's</p>

	<p>our Vision for Public Education in Georgia a reality and ensures its sustainability.</p>			<p>IV. Develop and retain an exceptional workforce.</p> <p><i>Teaching and Assessing</i></p> <p>II. Implement a system approach to assessing and monitoring students' academic progress K-12.</p> <p>District Priorities:</p> <p>IV. Districtwide Leadership SMART Team</p>	<p>resources..(achieved)</p> <p>The school district maintains a balanced budget each school year. .(achieved)</p>	<p>organization, operation, and use of resources.</p> <p>The school district will maintain a Balanced Budget for the 20-21 school year, and conduct monthly reviews on the status of revenues and expenditures to the public and the governance team during regular board meetings.</p> <p>Eight years of Excellent financial reporting by the Georgia Department of Audits and Accounting</p>
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