

District Strategic Plan 2012-2017								
Department: Student Achievement				AdvancED Standards		2012-2017 Strategic Plan		
School Year: 2015-16				AdvancED Standards		2012-2017 Strategic Plan		
Georgia Vision Project				1. Purpose and Direction		1. Student Achievement		
2.0 General		6.0 Human & Organizational Capital		2. Governance and Leadership		2. Student & Stakeholder Involvement		
3.0 Early Learning & Student Success		7.0 Governance, Leadership & Accountability		3. Teaching and Assessing for Learning		3. Organizational Growth & Improvement		
4.0 Teaching & Learning		8.0 Culture, Climate & Organizational Efficacy		4. Resources and Support Systems		4. Internal Processes		
5.0 Teaching & Learning Resources		9.0 Financial Resources		5. Using Results for Continuous Improvement				
Ga Vision Project	AdvancED Standard(s)	Strategic Plan	Goal Area Priorities	Goals	Measure	Timeline	Who is Responsible	
4.1, 4.2, 4.3	1, 3, 4, 5	1, 2, 3, 4	Implement State-Adopted Standards	Provide the educational foundations and opportunities to accelerate all students to achieve expected or high academic growth.	Increase CCRPI score excluding ETB by 3% per school	Annually	School Principals and Staff; District Departments; Superintendent; Board of Education	
				Actions, Strategies and Interventions	Evidence	Timeline	Who is Responsible	
4.4, 5.3, 9.2	3, 5	1	Utilize a balanced assessment system to monitor student progress.		Reading and Math Benchmarking Reports (3 times per year minimum); District Rti Plan; District Assessment Plan	Ongoing	Director; Academic Coaches; School Principals; RTI Coordinators; Special Education Director and staff	
4.3, 5.3	3, 5	1, 3	Fully implement data teams on each school campus and provide training in best practices for data analysis for all teaching staff and instructional paraprofessionals.		Curriculum/leadership Data Committee Meetings (monthly); District RTI Protocol; weekly RTI meetings; System Improvement Meeting Reports	Ongoing	Team members; RTI Coordinators; School Principals; Academic Coaches	
4.1,4.2,4.3,4.4,5.3	3, 4, 5	1, 3	Implement and monitor strategies to improve achievement of the following groups: economically disadvantaged, English learner, gifted/advanced, students with disabilities		TKES implementation reports; Curriculum/leadership Data Committee; System Improvement Meeting Reports; Professional learning calendars/sign-in sheets	Ongoing	School Principals; RTI Coordinators; Academic Coaches; District Directors	

3.5, 4.2, 4.3, 4.4 5.3,	3, 5	1, 3	Continue training in data analysis and review for teachers, paraprofessionals and administrators. Provide training in the identification of at-risk students through assessment. Create the framework and expand the Graduate Focus and Graduate First intervention teams.		Implementation of district-wide standard protocol for Response to Intervention	Annually	District Professional Teaching and Learning Director; Special Education Director; RTI Coordinator; RESA; Student Services
4.3, 5.1	3, 5	1	Increase opportunities to engage in higher-order thinking skills (e.g., STEM, honors, advanced content, AP, depth of knowledge questions, extended/constructed response)		STEM School/District Application; master schedules; AP training documentation	FY2017	School Principals and Staff; District Departments; Superintendent; Board of Education
4.0, 5.0	1,3,4,5	1,3,4	Increase professional learning in foundational math skills, number sense, and math automaticity to ensure student mastery of these skills by grade 3		Math Benchmarking Reports; Professional learning plans and documentation	Ongoing	School Principals and Staff; Academic Coaches; District Teaching and Learning Director
4.0, 5.0	3, 5	1, 3, 4	Ensure literacy across content areas through Professional Learning to include but not limited to: foundational reading; fluency; vocabulary; and comprehension		Reading Benchmarking reports; Annual Striving Readers Professional learning Plans	Ongoing	School Principals; Academic Coaches; District Teaching and Learning Director
3.5, 5.4, 8.2, 8.3, 8.4, 8.6,	3, 4, 5	1, 2, 3	Provide workshops for testing strategies and study skills for students and parents		sign-in sheets; agenda	Annually	Principals; Student Services, Title I Department
4.1,	1, 3, 5	1, 3	Increase opportunities for vertical and horizontal articulation among each academic area, grade band, and across schools		meeting minutes; sign-in sheets	Monthly	School Principals; Teachers; Department Chairs; Academic Coaches
Ga Vision Project	AdvancED Standard(s)	Strategic Plan	Goal Area Priorities	Goals	Measure	Timeline	Who is Responsible
5.3, 5.4, 9.3, 9.4	3, 5	1, 4	Increase College and Career Readiness for all students	Graduates will be college and career ready	Meet or exceed state expectations for High School Graduation Predictors on CCRPI	Ongoing	School Principals and Staff; District Departments; Superintendent; Board of Education
			Actions, Strategies and Interventions		Evidence	Timeline	Who is Responsible
5.3, 5.4, 9.3, 9.4	3, 5	1, 4	All students will complete a pathway by graduation; explore increasing high school pathway opportunities at the middle school (e.g. foreign language, CTAE courses)		Pathway Completer report through Infinite Campus; Certification/Credentialing Report	Annually	CTAE Director; School Principals; Counseling Staff

5.3, 5.4, 9.3, 9.4	3, 5	1, 3, 4	Increase annually academic and technical training through post-secondary MOWR and/or AP opportunities for students.		Annual Report	Annually	High School Principal; Counseling Staff; Director of Teaching and Learning; Post-Secondary Contacts
5.1, 5.3	3, 4, 5	1, 3, 4	Increase the number of students who score Proficient and Advanced Achievement Levels on the Georgia Milestones and decrease the number of students who score Basic and Developing Learner Achievement Levels.		Benchmarking Year - Review CCRPI	Ongoing	School Principals and Staff; District Departments
5.1, 5.2, 5.3, 5.4	1, 2, 3, 4, 5	1,2,3,4	Raise the graduation rate to achieve or maintain 90% each year		Current rate = 85.1; CCRPI	FY2016	School Principals and Staff; Counseling Staff; Student Services; District Departments; Superintendent; Board of Education
7,8	1,2,3,4,5	2,3,4	Implement a research-based system-wide program on positive student behavior; PBIS, positive relationships or character education; appropriate and ethical use of technology		PBIS, safety meeting minutes, staff meeting agendas, student code of conduct	Ongoing	Director of Student Services, Principals
Ga Vision Project	AdvancED Standard(s)	Strategic Plan	Goal Area Priorities	Goals	Measure	Timeline	Who is Responsible
5.2, 9.3, 9.4	3, 4	1, 3, 4	Improve Student-Focused Technology	Continue to enhance and develop 21st century classrooms	Maintain criteria for 21st century technology in 100% of all classrooms	Ongoing	Technology Director; Instructional Technology Specialist; Academic Coaches; School Principals
			Actions, Strategies and Interventions		Evidence	Timeline	Who is Responsible
4.2, 5.1, 5.2, 7.2,	1, 3, 5	1, 3	Provide training on the appropriate use of technology for faculty, staff, and students		Technology inventory; Technology plan; Instructional Technology Schedule	Ongoing	Technology Director; Instructional Technology Specialist; Academic Coaches

District Strategic Plan 2012-2017					AdvancED Standards	2012-2017 Strategic Plan				
Department: Student and Stakeholder Engagement					1. Purpose and Direction	1. Student Achievement				
School Year: 2015-16					2. Governance and Leadership	2. Student & Stakeholder Involvement				
Georgia Vision Project					3. Teaching and Assessing for Learning	3. Organizational Growth & Improvement				
2.0 General		6.0 Human & Organizational Capital			4. Resources and Support Systems	4. Internal Processes				
3.0 Early Learning & Student Success		7.0 Governance, Leadership & Accountability			5. Using Results for Continuous Improvement					
4.0 Teaching & Learning		8.0 Culture, Climate & Organizational Efficacy								
5.0 Teaching & Learning Resources		9.0 Financial Resources								
Ga Vision Project	AdvancED Standard(s)	Strategic Plan	Goal	Goal Area Priorities			Who is Responsible	Timeline	Measures	Evidence
3.1, 3.2, 5.4, 8.1,	4	2	Identify and Utilize community resources	Foster partnerships with community aid agencies, counseling services, business organizations, and civic organizations to enhance the quality of community involvement and interest in the academic success of our students			District Level Personnel, School Level Administrators	Annually	More favorable stakeholder perception of PCSD	Perception Surveys
				Actions, Strategies and Interventions						
3.1, 3.2, 8.1	4	2		Revise the comprehensive manual of community agencies that provide assistance and support to our families and our school system.			Student Services Department	Annually	Manual	
3.1, 3.2, 5.4, 8.1	4	2		Ensure representation of district and/or school level personnel on Boards of multiple community agencies			District Level Personnel, School Level Administrators	Ongoing	Rosters of committees	
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Ga Vision Project	AdvancED Standard(s)	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measures	Evidence
2.1, 8.2	4	2	Implement District-Wide Communication Plan	Revise and maintain a comprehensive district-wide communication plan with stakeholder input	Central Office Personnel, School Administration, Community Stakeholders	Completed	More favorable stakeholder perception of PCSD	Perception Surveys
				Actions, Strategies and Interventions				Evidence
2.1	4	2		Obtain school board approval of District-Wide Communication Plan. Post Plan on eBoard, district and school websites, and distribute plan to stakeholders including school board members, schools, district office personnel, and school councils		Completed	Communication Plan	
2.1, 8.2	4	2		Provide professional development to personnel on the appropriate use of Communication Initiative	Superintendent's Office, District Public Relations Department	Annually	Sign in Sheets, Agendas	

District Strategic Plan 2012-2017									
Department: Organizational Growth and Development									
School Year: 15-16									
Georgia Vision Project									
2.0 General		6.0 Human & Organizational Capital							
3.0 Early Learning & Student Success		7.0 Governance, Leadership & Accountability							
4.0 Teaching & Learning		8.0 Culture, Climate & Organizational Efficacy							
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AdvancED Standards	2012-2017 Strategic Plan
1. Purpose and Direction	1. Student Achievement
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Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	1, 5	1, 3	Development of a comprehensive professional learning plan derived from a thorough analysis of all data sources.	Develop a comprehensive professional learning plan derived from a thorough analysis of all data sources.	The sytem-wide professional learning plan is used to guide professional learning throughout the district.	District Staff	Annually
Actions, Strategies and Interventions					Evidence	Who is Responsible	Timeline
4.1, 5.3	1, 3, 4	1, 3	Establish a system-level stakeholder committee to study, develop, and analyze the professional learning plan annually.		Meeting minutes; sign-in sheets; evidence of revisions	Teaching and Learning; Strategic Planning Committee	Annually
4.1, 5.3	1, 3, 4, 5	1, 3	Analyze and prioritize the professional learning needs as identified in the needs assessment.		Sign-in sheets from professional learning opportunities that address these areas; professional learning calendar	Teaching and Learning; Principals, Acadedmic Coaches	Annually
4.1, 5.3	1, 3, 4	1, 3	Individual schools develop an annual professional learning plan with stakeholder involvement.		Professional Learning plan for each school in the district ; professional learning calendar	Building level administrators; School Advisory Council, Academic Coach	Annually
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline

4.1, 5.3	3, 4	3	Provide professional learning opportunities for certified personnel	Provide high-quality, timely professional learning opportunities for certified/professional staff to meet the individual needs of their students.	Certified/professional staff will be provided opportunities for professional learning in the areas of greatest need as indicated in the professional learning plan	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants, GADOE	Ongoing
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	3, 4	3	Provide targeted professional learning based on teacher and student needs.		Alignment of professional learning to identified teacher and student needs, Professional Learning Calendar, PL1 Forms, Collaborative planning meeting minutes	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants, GADOE	Ongoing
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.2, 5.2	3, 4	3, 4	Improve the use of Instructional Technology to increase student engagement.	Provide teachers with professional learning in the effective uses of instructional technology to increase student learning and engagement.	Teachers throughout the district will have the knowledge and skills necessary to integrate technology into the teaching and learning process.	Academic Coaches, System Technology Specialist, Teacher Leaders, Technology support personnel, Principals	Ongoing
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.2, 5.2	1, 3, 4	4	Provide differentiated training for staff on the use of technology equipment; provide training for student-focused integration of 21st century technology in the classroom		sign-in sheets from trainings, lesson plans, TKES evaluations, student work artifacts	Academic Coaches, System Technology Specialist, Teacher Leaders, Tech support personnel	Ongoing
4.2, 5.2		3	Conduct an instructional technology needs assessment to determine the current level of effectiveness of instructional technology use.		technology needs assessment	Tech. Specialist, Technology Director	Annually

4.2, 5.2	3, 4	3	Provide training in data analysis using district tools.		data reports, meeting minutes, sign-in sheets	District personnel, administrators, academic coaches, GADOE	Ongoing
4.2, 5.2	3, 4	3	Provide training as determined by the instructional technology needs assessment.		sign-in sheets, meeting minutes, agendas, documentation from outside trainings	District Staff, Academic Coaches, Principals, RESA, GLRS, Consultants	Ongoing
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	3	3	Ensure alignment of district and school professional learning plans	To implement a process to ensure professional learning aligns with district and school professional learning plans.	A clear alignment will exist between district and school professional learning plans.	District Staff, Academic Coaches, Principals	Annually
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	1, 3	3	Completion of Professional Leave Request (PL1) to include reporting of areas of alignment in School Improvement and/or District Strategic Plans		PL1 request documents	District Staff, Principals, Academic Coaches, teachers, paraprofessionals	Ongoing
4.1, 5.3	1, 3	3	Quarterly review of school professional learning requests with the District Leadership Team		meeting minutes; sign-in sheets; agendas	District Staff, Academic Coaches, Principals	Ongoing
4.1, 5.3	1, 3	3	Monitor progress in targeted areas of School Improvement plans and District initiatives in District Leadership, District Improvement, School Leadership, and School Improvement meeting reports.		meeting minutes; sign-in sheets; agendas; evidence of revisions	District Staff, Academic Coaches, Principals	Ongoing
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
4.1, 5.3	3, 5	3	Provide professional learning for classified staff	Provide on-going, systematic professional learning for Classified staff in their identified areas of need.	Paraprofessionals will participate in professional learning pertaining to specific areas of need	District and School Based Staff	Annually

			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
4.1, 5.3	3, 4	3	Conduct and analyze classified staff professional learning needs assessment; include needs assessment data from all departments in the professional learning plan		Professional Learning Needs Assessment for paraprofessionals, Professional Learning Plan	District and School Based Staff	Annually
4.1, 5.3	3, 4	3	Provide professional learning for paraprofessionals based on needs assessment		agendas, sign-in sheets	District and School Based Staff	Ongoing
4.1, 5.3	3, 4	3	Provide professional learning for clerical staff based on needs assessment specifically in the area of school climate		agendas, sign-in sheets	District and School Based Staff	Ongoing
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Design and implement a Teacher Leader Program	To design and implement a Teacher Leader Program	A clear plan to implement and support a Teacher Leader Program will be in place.	District and School Based Staff	2015-2016
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Establish a committee to explore the components of a teacher leader program.		agendas, sign-in sheets	District and School Based Staff	2015-2016
6.5, 6.2, 8.1	3	3	Conduct professional learning on Teacher Leadership components.		agendas, sign-in sheets	Outside Consultant (GLISI), RESA	2015-2106
6.5, 6.2, 8.1	3	3	Design a Teacher Leader program		agendas, sign-in sheets	Consultant (GLISI), RESA, District and	2015-2016
6.5, 6.2, 8.1	3	3	Implement the Teacher Leader Program		agendas, sign-in sheets	District and School Based Staff	2016-2017
Ga Vision Project	AdvancED	Strategic Plan	Goal Area Priorities	Goals	Measure	Who is Responsible	Timeline
6.5, 6.2, 8.1	3	3	Establish an Induction and Mentoring Program for new instructional employees	Establish an induction and mentoring program for new instructional employees	A protocol is in place for inducting and mentoring new teachers and paraprofessionals.	District and School Based Staff	2015-2016
			Actions, Strategies and Interventions		Evidence	Who is Responsible	Timeline

6.5, 6.2, 8.1	3	3	Establish a committee to explore the components of the induction and mentoring process for new instructional employees	agendas, sign-in sheets	District and School Based Staff	2015-2016
6.5, 6.2, 8.1	3	3	Conduct professional learning on inducting and mentoring new teachers and paraprofessionals	agendas, sign-in sheets	Outside Consultant (GLISI), RESA	2015-2016
6.5, 6.2, 8.1	3	3	Design an Induction and Mentoring Program	agendas, sign-in sheets	Outside Consultant (GLISI), RESA, District and School based Staff	2015-2016
6.5, 6.2, 8.1	3	3	Implement the Induction and Mentoring Program	agendas, sign-in sheets	District and School Based Staff	2016-2017

District Strategic Plan 2012-2017		AdvancED Standards	2012-2017 Strategic Plan
Department: Internal Processes		1. Purpose and Direction	1. Student Achievement
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Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,3,5,7	1,3,4	1,3,4	Improve technology access in the classroom	100% of classrooms are 21st Century classrooms	Technology Director	FY17	Inventory	Technology Plan, inventory reports
				Actions, Strategies and Interventions				Evidence
2,5,7	3,4	1,4		Maintain the district and school infrastructure and a secure network that is free from malware, viruses and cyber attacks	Technology Director, Network administrator	Ongoing		Virus protection report, security reports
2,7	3,4	1,3,4		Provide and maintain an IT work order system	Technology Director	Ongoing		Monthly reports displaying work requests, completed assignments
2	3,4	1,4		Purchase and install projectors and sound systems, install interactive teaching devices and provide access to network printers for each classroom.	Technology Director, technology specialists, Principals	May FY16		Purchase orders, inventory, yearly audit of equipment
2,7	1,3,4	1,4		Purchase Windows 7 licenses and update existing equipment to Windows 7	Technology Director	Complete FY15		Purchase orders, inventory

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,3	2,5	1,2,4	Provide wholesome, safe, and nutritious meals that promote student health and academic achievement	Increase participation in school nutrition program by 2%.	School Nutrition Director, Location Manager, Asst Manager	FY16	Participation report	Participation report
				Actions, Strategies and Interventions			Evidence	
2,7	2,5	4		Monitor food safety through biannual health inspections and annual in-depth kitchen review to a score of 90 or above in each location	School Nutrition Director, Location Manager, Asst Manager	Bi-Annually	Health Inspection report	
2,7,8	2,5	2,4		Improve the school cafeteria meals by introducing new items and offering a wide variety of choices by conducting taste tests with students and holding focus groups to gather customer input	School Nutrition Director, Location Manager, Asst Manager	Annually	Survey and focus group results	

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7,8	1,2,3,4,5	4	Maintain and improve facility maintenance protocol	Implement a prioritized facilities maintenance written protocol to maximize efficiency and safety	Operations Director	FY16	Written protocol	Written protocol, work order completion report, safety meeting minutes (3 per year)
				Actions, Strategies and Interventions			Evidence	
7	2,5	3,4		Implement and maintain a work order system for maintenance and operations and conduct a year end satisfaction survey with principals and staff	Operations Director	FY16	Implementation of work order program, purchase orders, survey results	
Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,3,4,5,8,9	1,2,5	1,2,3,4	Maintain and improve facilities	Research and evaluate the need for a new or renovated middle school	Operations Director	FY17	Infrastructure needs assessment summary	Infrastructure needs assessment summary
				Actions, Strategies and Interventions			Evidence	
2,3,5,7,8	1,2	2,4		Create a stakeholder advisory committee	Board, Central Office Administrators, Principals, teachers, other stakeholders	FY17	Minutes, sign-in sheets	
2,4,7,9	1,5	3,4		Conduct infrastructure needs assessment	Board, Central Office Administrators, Principals, teachers, architect, other stakeholders	FY17	Needs assessment summary	
Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
6,7,8,9	2,5	3,4	Transport students in a safe and efficient manner	100% pass rate for the DOT safety inspections for the entire bus fleet	Operations Supervisor, Transportation Manager, Shop Foreman, bus drivers	Ongoing	DOT safety inspection report	DOT safety inspection report, 20 day inspection reports
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	

6,7,8	2	3,4		Provide updated training for technicians; factory training on fleet vehicles; SAE certification	Operations Supervisor, Shop Foreman, Assistant Shop Foreman	Ongoing	Training class completion certificates, SAE certification certificates
6,9	2,5	3,4		Update bus fleet as funding allows	Operations Supervisor, Transportation Manager	Ongoing	Purchase orders

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4,6,7,8	1,2,3	3,4	Transport students in a safe and efficient manner	Provide professional learning for all transportation staff and students as well as appropriate bus safety equipment.	Operations Supervisor, Transportation Manager	Ongoing	Sign in sheets	Sign in sheets, participation certificate
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
4,7,8	2,3	3,4		Continue locally-required student safety education program	Operations Supervisor, Transportation Manager, Principals, teachers, counselors, bus drivers	Annually	Sign in sheet	
4,7,8	2,3	3,4		Provide additional training for drivers and monitors as indicated by professional learning needs assessment	Operations Supervisor, Transportation Manager	Ongoing	Needs assessments	
4,7,8	2,3	3,4		Provide and maintain camera system, 2-way radio communications, and install real-time GPS system on all buses	Operations Supervisor, Transportation Manager	Ongoing	Purchase orders, bus specifications	

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
6.7.9	1,2,3,4	2,3,4	Operate in a fiscally responsible manner	Adhere to federal, state, and local rules, regulations, and laws regarding finances	Chief Financial Officer	Ongoing	No audit findings, no compliance findings, adherence to locally approved budget	Audit report, compliance report, final budget report
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
7,9	1,2	2,3,4		Create a written procedures manual for all financial transactions	Chief Financial Officer	FY16	Procedures manual	
6,7,9	2,3	3,4		Professional development for bookkeepers and related administrators on financial transaction procedures and guidelines.	Superintendent, Chief Financial Officer, Principals	Ongoing	Sign in sheets	
7,9	2,5	3,4		Continue internal audits of school system accounts and financial procedures	Chief Financial Officer, Principals, bookkeepers	FY16	Internal audit reports	

Ga Vision Project	AdvancED	Strategic Plan	Goal	Goal Area Priorities	Who is Responsible	Timeline	Measure	Evidence
2,6,7,8,9	1,2,3,4,5	1,2,3,4	Recruit and Retain Highly Qualified and Effective Staff	Recruit, retain, and develop highly qualified and effective staff	Board, Superintendent, Personnel Director, Director of Teaching and Learning	Ongoing	District professional learning plan, benefits package,	District professional learning plan, benefits package,
				Actions, Strategies and Interventions	Who is Responsible	Timeline	Evidence	
2,6,7,8	1,2,4	1,2,3,4		Develop a relationship with colleges and universities to recruit potential new hires through an active student teaching pool collaborative with Pickens County Schools.	Personnel Director, Director of Teaching and Learning, Principals	Ongoing	Collaborative agreement	
2,6,7,8	1,2,4	3,4		Advertise vacancies through www.teachgeorgia.org, county website, and local job postings and evaluate other advertising options available.	Personnel Director	Ongoing	Teach Georgia website, jobsatpickenscountyschools.com, county website	
2,6,7,8,9	2,5	3,4		Evaluate current compensation package to remain competitive with other school districts in the region	Superintendent, Personnel Director, Chief Financial Officer	Annually	Benefits package	
2,6,7,8	2,3,5	2,3,4		Provide ongoing support for new teachers and administrators through a comprehensive induction and mentoring plan	Personnel Director, Principals, Academic Coaches, Teachers	FY16	Induction plan	
2,6,7,8	3	2,3		Continue to provide effective, research-based, and differentiated professional learning opportunities tied directly to school and district improvement plans	Personnel Director, Director of Teaching and Learning, Principals	Annually	District professional learning plan, school improvement plans, district strategic plan	