



Scotland County Schools STRATEGIC PLAN 2021 - 2026

VISION

Scotland County Schools will prepare students to be productive citizens in a global society.



MISSION

The mission of Scotland County Schools is to serve and improve the life of ALL students by preparing them for the future in order to build and sustain a strong community.



CORE VALUES

High Expectations: Staff and student provide encouragement, hope, support and compassion to help foster success

Relationships: Verbal and nonverbal interaction among all stake holders reflect open and honest communication

Accountability: Students and staff adhere to standards of professional practices and are accountable for their own actions, behaviors, and teach and learn within legal, ethical, and regulatory framework

Equity: Resources and supports are designed to eliminate barriers to achievement and opportunities

Safety: All individuals work and learn in a safe and respectful environment



SAFE AND ORDERLY ENVIRONMENT

To provide a safe school environment that supports the whole child

SCHOOL SUSPENSION

By 2023, the In- and Out- of School Suspension incident rate will be reduced by 10%.

By 2026, the In- and Out- of School Suspension incident rate will be reduced by 25%.

FACILITIES

By 2023, SCS will complete 25% of the revised five-year facilities plan as measured by project completion documents.

By 2026, SCS will complete 75% of the revised five-year facilities plan as measured by project completion documents.



HIGH EXPECTATIONS FOR SUCCESS

To create a climate of high expectations by which staff believe and demonstrate that all students can obtain mastery of curriculum

COHORT GRADUATION AND POST-SECONDARY EDUCATION RATE

By 2023, the 4-year cohort graduation rate will increase to meet or exceed 92% and 50% of all graduates will have received a minimum of 1 post-secondary credits or earn a silver or higher on the ACT WorkKeys.

By 2026, the 4-year cohort graduation rate will increase to meet or exceed 93% and 75% of all graduates will have received a minimum of 2 post-secondary credits or earn a Silver or higher on the ACT WorkKeys.

GRADE LEVEL PROFICIENCY

By 2023, grade-level proficiency will increase by 10%.

By 2026, grade-level proficiency will increase by 25%.

GROWTH

By 2023, the percentage of SCS schools that meet or exceed expected growth targets will be 100%.

By 2026, the percentage of SCS school that meet or exceed expected growth targets will remain 100%.



OPPORTUNITIES TO LEARN

To increase access and opportunities for students, staff, families, and the community

SCHEDULING

By 2023, 50% of secondary schools will be utilizing student-centered practices for course registration.

By 2026, 100% of secondary schools will be utilizing student-centered practices for course registration.

GRANTS

By 2023, SCS will increase grant submissions by 2.

By 2026, SCS will increase grant submissions by 6.



INSTRUCTIONAL LEADERSHIP

To effectively utilize human and fiscal capital to foster an environment conducive to learning

FISCAL MANAGEMENT

By 2023, SCS will receive no (zero) significant audit findings.

By 2026, SCS will have zero findings from the external financial audit and will receive Association of School Business Officers and Government Finance Officers' Association certificates of achievement for excellence in financial reporting.

BEGINNING TEACHER

By 2023, SCS will retain beginning teachers in a 3-year cohort at a rate of 60%.

By 2026, SCS will retain beginning teachers in a 3-year cohort at a rate of 75%.

TEACHER RETENTION

By 2023, SCS will reduce the employee attrition rate by 10%.

By 2026, SCS will reduce the employee attrition rate by 25%.

LEADERSHIP CAPACITY

By 2023, 50% of all assistant principals will complete the Future Ready Leadership program, via NC PAPA and/or an equivalent program approved by the superintendent.

By 2026, 100% of assistant principals will complete Future Ready Leadership program, via NC PAPA and/or an equivalent program approved by the superintendent.

PROFESSIONAL GROWTH

By 2023, 50% of staff will complete professional development aligned to job assignment and professional growth plan.

By 2026, 100% of staff will complete professional development aligned to job assignment and professional growth plan.



POSITIVE HOME - SCHOOL RELATIONS

To foster shared responsibility for student success by building trust, collaboration, and engagement among staff, families and community partners

FAMILY ACADEMY

By 2023, 25% of SCS parents will complete the SCS Family Academy.

By 2026, 50% of SCS parents will complete the SCS Family Academy.

CUSTOMER SERVICE

By 2023, SCS stakeholder satisfaction will increase by 10%.

By 2026, SCS stakeholder satisfaction will increase by 25%.

