



# Scotland County Schools **STRATEGIC PLAN 2026**

#GrowingGreatness



## 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

It is an honor to serve as the leader of Scotland County Schools leading with a servant's heart and equity mind, all day every day, for all children. Scotland County Schools is destined for greatness and I believe we have the right people inside our buildings and with-in our communities to make this belief a reality.

To accomplish this reality, we must come together around a clear set of beliefs, which directs WHY, we are doing what we what we are doing. Then, WHAT we need to do designs the roadmap of HOW we will work together to accomplish our goals. Understanding WHY we do what we do is instrumental in us exceeding our agreed upon goals. Theoretically, the Plan Do Study Act (PDSA) Model will guide our work for continuous improvement with a focus on the Plan (What?), Do (How?), Study (Why?), and Act (What's Next). Accordingly, we know we must address the whole child and the need for effective schools. Therefore, the Whole School, Whole Community, and Whole Child Framework will guide our work with learners and the Correlates of Effective Schools will align our school-wide practices. It is with this mindset that our five-year strategic plan 2021-2026 was developed.

A strategic plan allows us to align all our efforts with purpose and deliberate intention. It also provides a structure to assess progress of each goal and adjust as needed to meet the goal and keep moving forward. As we embark on this Strategic Plan, we are proud of the work of our entire community and the commitment to student success. #GrowingGreatness

Dr. Takeda LeGrand

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# Board of Education

Mr. Rick Singletary

Dr. Gary Mauk

Dr. Carolyn Banks

Mr. Tony Spaulding



Dr. Summer Woodside

Mr. Herman Tyson

Mr. Raymond Hyatt

Mrs. Vicki Jackson

# Goals

## 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



### CUSTOMER SERVICE

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

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




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