

BOARD OF EDUCATION
MISSION STATEMENT
SUCCESS FOR ALL
STRATEGIC PLAN FOR THE DICKSON COUNTY SCHOOL SYSTEM

GOAL 1

To improve academic achievement while making each Child's educational experience relevant to real world expectations

A. Reach above average attainment and achievement scores in all areas as reflected by state mandated testing

1. Achieve and maintain a pupil/teacher ratio that is equal to or less than BEP standards
2. Provide technical assistance and staff development programs to assist the principals and teachers in the appropriate use of test results, both for diagnostic purposes and for realigning the curriculum
3. Utilize state curricula frameworks, textbooks, support materials and all data available to us to improve our instructional program and to provide curricula in all grades (K-12) that will challenge each student and meet all ability levels
4. Use test results to devise and implement plans at each school to provide tutoring or enrichment to meet student needs

B. Reduce the dropout rate to 10% and increase the graduation rate to 90%

1. Enforce the attendance policy at all schools
2. Maintain a comprehensive career awareness program in our middle grades and continue to emphasize the importance of career counseling throughout the secondary program
3. Maintain partnerships between school and industry that will provide workplace experiences for our vocational students and increase our vocational teachers knowledge and understanding of the needs of our local industries
4. Explore a program for pregnant teenagers and teen parents that will teach teen parenting skills and permit them to stay in school and obtain their high school diploma
5. Continue to work to integrate a solid core of mathematics, sciences and communications into the vocational curriculum

GOAL 2

To promote values such as good character, proper conduct, citizenship and service to mankind

- A. Ensure that each school has a character education program
- B. Encourage the use of School Resource Officers
- C. Offer students opportunities to participate in service programs in their school or community.
- D. Implement programs or recognition systems that reward students for exhibiting good character and making appropriate decisions.

GOAL 3

To provide a safe and positive school atmosphere in which teachers can teach and students can learn.

- A. Develop rules that are consistent throughout the building and in agreement with the Board's philosophy.
- B. Provide students and parents with school's policies on discipline, the rules of the school and the consequences of any infraction and post these rules and consequences in visible areas.
- C. Require principals to document infractions and to inform parents by phone calls or notes when an infraction occurs.
- D. Develop behavior plans as soon as students show a pattern of inappropriate behavior.
- E. Support the alternative school program and follow the Disciplinary Hearing Authority guidelines for referring a student for alternative services.
- F. Provide parents with a county-wide code of discipline and behavior handbook, to include bus and board policies and the consequences of any infraction.
- G. Update the school's crisis plan, including fire drill and other emergency drills that require building evacuation.
- H. Comply with all school nutrition regulations.

GOAL 4

To improve in the recruitment and selection of quality personnel by making teacher salaries more competitive

- A. Work with DCEA to develop proposals to improve teacher pay.
- B. Look at the options to hire teachers earlier than we currently do.
- C. Work with area colleges to obtain names of recent graduates and use the internet as a source to recruit teachers.
- D. Consider sign-on bonuses for new recruits.

GOAL 5

To improve the image of each school through site based management

- A. Develop performance contracts for principals, establish time lines and evaluate their performance.
- B. Maintain or work toward SACS accreditation.
- C. Update school improvement plans.
- D. Implement the school's dress code policy.
- E. See that the school and school grounds have a neat appearance
- F. Publish a handbook of information about individual schools, as well as the entire system.
- G. Maintain a school page in the local newspaper to increase public awareness of the system's accomplishments and needs.
- H. Encourage the use of community volunteers
- I. Maintain after school child care programs at every elementary school (K-5).
- J. Participate in the governor's study partners program (peer tutoring).

GOAL 6

To consider innovative and proven approaches to education

A. Survey parents to determine interest in a modified schedule for additional schools or for the entire system

B. Look at the possibility of increasing the student capacity of our buildings by looking at a year round program that provides services 4 quarters with each child attending 3.

C. Explore the possibility of running two shifts at some schools in order to increase building capacity.

GOAL 7

To develop school attendance zones, including those for Creek Wood High School and Sullivan Middle School, that allow effective utilization of buildings and ensure compliance with state mandated class size requirements

GOAL 8

To continue the long range building plan