



Mission

Instill hope, inspire confidence, and prepare students to be productive and successful

Vision

One team providing an excellent education for every student

Goals

Focus on every student

Invest in our people

Partner with our community

Beliefs

...education has a positive impact on our community

...education is a shared responsibility among home, school, and community

...a safe environment is essential to learning

...integrity, respect and trust are essential character qualities

...motivation and communication promote success

...each person is unique, capable of learning, and equally important

...the arts enrich the development of the individual as a whole person

...maintaining a healthy lifestyle is conducive to learning

Strategic Plan 2019

Goal 1: Focus on Every Student

- By August 2020, ensure students in all schools have equitable learning/resources opportunities.
 - ✓ Provide all K-5 classrooms with Tier I phonics/foundational literacy program.
 - ✓ Using the state textbook adoption cycle as well as digital content, provide all students with resources aligned to the TN State Standards.
 - ✓ Utilize federal funds and local funds to supplement adopted instructional materials.

- By August 2024, increase student access to technology (device ratio).
 - ✓ Secure local funding and grant monies to purchase additional student devices.
 - ✓ Increase ratio from 1:6 to 1:3 (1:1 in middle and high schools).
 - ✓ Ensure infrastructure can support the increase in devices.
 - ✓ Provide professional development for teachers/staff on the utilization of technology for instructional purposes.
 - ✓ Continue to build LMS usage across the district.

- By December 2019, increase resources to address mental health concerns among students.
 - ✓ Start talking about mental health to increase awareness. Integrate mental health into the school curriculum, which will help increase understanding and reduce the stigma around issues.
 - ✓ Create a safe place.
 - ✓ Make sure teachers know how to help. Provide professional development through counselors and social workers.
 - ✓ Provide all schools with Trauma Informed information.
 - ✓ Ensure all schools have a threat assessment team.

- By August 2021, make sure every student feels that they have worth and they belong in our system.
 - ✓ Develop teacher training for optimal classroom climate and culture that will impact students in a positive way.
 - Teach and train teachers on strategies to create a positive learning environment.
 - ✓ Review and redefine our school policies to ensure the policies support at-risk students by the following:
 - promoting respect for ethnic diversity

- being intolerant of discrimination
 - supporting teachers to implement fair classroom policies
 - encouraging parent involvement in school to build social connects between home and school
 - creating a school culture of acceptance.
- During each school year, enforce discipline consistently across the district.
 - ✓ Provide in-service over the handbook and SDHA procedures.
 - ✓ Ensure each school leader and teacher is consistent in his or her daily practice.
 - ✓ Provide in-service to bus drivers to ensure consistency with discipline referrals.
 - ✓ Ensure each school leader interprets and apply rules consistently.
 - ✓ Conduct a school culture audit.
- By May 2020, increase teaching of life skills and career exploration.
 - ✓ Utilize the My College Options survey to increase college and career awareness.
 - ✓ Host a district College and Career Night annually.
 - ✓ Use Tennessee Achieve mentors to provide guidance to high school students.
 - ✓ Expose elementary students to post-secondary options through Career Fairs, college visits, and guest speakers.
- By August 2020, offer more industry certification classes at high schools (welding, HVAC, construction, robotics, nursing, logistics, etc.).
 - ✓ Continue partnership with TCAT, including offering courses onsite with TCS teachers serving as TCAT certified instructors.
 - ✓ Provide teachers with certification opportunities in industry certification areas.
 - ✓ Utilize grant funding to offset the cost of IC examinations.
- By May 2023, all 3rd grade students will read at or above grade level.
 - ✓ Provide all K-5 classrooms with Tier I phonics/foundational literacy program.
 - ✓ Utilize a state approved Universal Screener to identify and progress monitor reading deficits.
 - ✓ Provide Tier II and III intervention for students identified with a reading deficit.

Goal 2: Invest in Our People

- By August 2019, continue the incremental increase of salaries as allowed by budget.
 - ✓ Share timeline of past salary increases by year
 - ✓ Partner with county commission to request raise funding for classified personnel
 - ✓ Determine and reduce non-essential positions

- ✓ Open enrollment (student) to out-of-county residents
- By August 2019, develop procedures to hold non-tested teachers more accountable.
 - ✓ All PreK, Kindergarten, and 1st grade teachers will continue to participate in the student growth portfolio.
 - ✓ 2nd grade teachers will continue to administer the TNReady Second Grade Assessment.
 - ✓ High school non-tested teachers will address ACT standards in their classrooms.
 - ✓ Non-tested teachers will be trained on school and student data and will use strategies to address deficit areas.
- By August 2020, increase technology support for classroom teachers.
 - ✓ Restructure technology department roles.
 - ✓ Create online learning modules for teacher professional development.
 - ✓ Encourage principals to include brief technology trainings at faculty meetings.
 - ✓ Utilize Education Council to share technology updates.
 - ✓ Train principals to lead with the latest technology opportunities.
- By August 2021, improve the retention of quality classroom teachers.
 - ✓ Continue to research opportunities to monetarily incentivize good teaching.
 - ✓ Keep benefits competitive with surrounding districts.
 - ✓ Offer appropriate professional development at convenient times to support expectations.
 - ✓ Monitor school climate through frequent site visits and teacher surveys.
- By May 2020, plan professional development/training for our school counselors.
 - ✓ Meet quarterly with all school counselors.
 - ✓ Utilize conferences and state resources, including Southwest CORE personnel and the TN Pathways Regional Coordinator.
 - ✓ Provide EPSO training and resources for counselors at all grade levels.
- By May 2024, train teachers to utilize more digital resources and decrease reliance on textbooks.
 - ✓ Offer LMS training and support.
 - ✓ Provide professional development to increase teachers' content knowledge in order to move away from textbook dependency.
 - ✓ Ensure adopted textbooks offer digital content that can be accessed through an LMS.

- By August 2022, implement sensitivity and diversity training for personnel.
 - ✓ Increase the number of staff training to handle bullying and harassment complaints; use additional staff to act as back-up investigators.
 - ✓ Ensure that designated employees are well-trained to address bullying and harassment.
 - ✓ Include more students in conflict resolution that prevents bullying and harassment (implement peer mediation program/restorative practices)
 - ✓ Establish a peer mentoring program
 - ✓ Provide training for parents/guardians on bullying and harassment and information on all aspects of the process (3 meetings/year)
 - ✓ Implement cultural competency training policy for all new employees to receive before the end of their probationary period.
 - ✓ Develop additional equity conversations to address the varied conversation needs of the schools.
 - ✓ Increase disability awareness
 - ✓ Provide diversity and equity-related activities and programming for all staff.

- By August 2021, revamp local teacher prep programs in high school as a catalyst to spur future teacher candidates.
 - ✓ Develop teacher prep programs through CTE at all high schools.
 - ✓ Train additional CTE teachers to receive certification in teacher preparation.
 - ✓ Create partnerships between the high schools and elementary/middle schools for teacher prep. programs

- By August 2021, increase emphasis on Fine Arts (including Theater Arts) programs in each school.
 - ✓ Partner with the Tipton County Fine Arts Council to provide our students with community theater opportunities.
 - ✓ Recruit additional applicants certified in fine arts, including theater arts.
 - ✓ Encourage schools to add drama teams/clubs.
 - ✓ Seek additional resources for theater arts programs.

Goal 3: Partner with Our Community

- By August 2021, develop a community mentoring program for students.
 - ✓ Determine the type of mentoring relationships (who will be served and how will they be served).
 - ✓ Determine the issues that will be addressed:
 - Attendance
 - academic performance
 - homework completion

- positive behavior
 - positive attitude toward school/learning
 - involvement in asset building activities
 - conflict management/problem solving skills
 - ✓ Define the eligibility criteria to be considered for students.
 - ✓ Define how the community mentors will be selected.
 - ✓ Provide mentor training.
 - ✓ Define resources available for mentoring program.
- By August 2019, explore options for ROTC in Tipton County Schools.
 - ✓ Meet and discuss options with Shelby County ROTC administrator
 - ✓ Research cost to local district
 - ✓ Research facility needs for implementation
 - ✓ Advertise one year prior to determine interest
 - By August 2020, reinstate GED/Adult Education in Tipton County.
 - ✓ Submit grant application
 - ✓ Begin implementation of Adult Education services
 - ✓ Collaborate with partners for support and resources
 - ✓ Market program in the community and surrounding areas
 - ✓ Evaluate results based on grant guidelines (Labor & Workforce Development)
 - By the 2022-23 school year, prioritize school protection and security.
 - ✓ Use state and local funding to place an SRO in every school in the district.
 - ✓ Access controlled devices for entry will be installed at multiple doors in each school.
 - ✓ Camera surveillance equipment will provide total coverage of hallways, common areas, parking lots, and the majority of the school grounds.
 - ✓ All working doors will have secure locking mechanisms.
 - ✓ Security laminate film will be installed on entrance windows and doors.
 - By May 2020, partner with the community to intervene in emotional/neglectful family situations.
 - ✓ Provide parenting/caregiver classes for identified families.
 - ✓ Continue to provide social service interventions.
 - ✓ Communicate/partner with civic and religious organizations that serve these families.
 - ✓ Build a stronger relationship with our juvenile court system and Child Protective Services.
 - ✓ Ensure that schools provide mentors for challenged students.

- By July 2019, we will strengthen our efforts to communicate with all stakeholders.
 - ✓ Utilize multiple media sources to highlight TCS.
 - ✓ Speak at and/or participate in various community events.
 - ✓ Video and post school board meetings.
 - ✓ Continue open dialogue with the county commission.
 - ✓ Meet proactively with members of local press.

- By August 2019, we will maintain and repair our buildings and campuses.
 - ✓ Prioritize and schedule roof repairs annually.
 - ✓ Repair/replace outdated HVAC systems as needed.
 - ✓ Develop a four-year capital improvement plan.
 - ✓ Conduct yearly walkthroughs at each building to inspect progress.
 - ✓ Upgrade all lighting to LED efficiency.