

GATES COUNTY SCHOOLS

Strategic Plan

2021-2030

VISION

Gates County Schools is committed to academic and professional growth in a safe learning environment where everyone is successful.

Growth

Academics

Teaching & Learning

Empowering all students

Safe learning environment

MISSION

Gates County Schools will provide each student personalized educational opportunities through collaboration among students, teachers, parents, and community.

GOAL

By 2030, Gates County Public Schools will collaborate with all stakeholders to provide a nurturing educational environment that empowers all students to be college and/or career ready upon graduation, with a commitment to support and inspire all students to reach their maximum potential in becoming productive citizens.

BELIEFS





Objectives and Strategies

TEACHING AND LEARNING

Provide multiple opportunities to ensure that all students have access to a rigorous and relevant curriculum that increase opportunities for college and career related experiences.

- Align curriculum throughout the district to state standards and accountability outcomes.
- Provide opportunities and/or course offerings in all schools to improve rigor and relevance for each student's needs.
- Deliver instruction through a variety of strategies, resources, and mediums that encompass a variety of learning styles.
- Provide digital literacy competencies through access to quality educational technology to develop 21st century learning and innovation skills for teachers and students.
- Provide and support digital-age classrooms, online learning and learning opportunities through relevant and necessary infrastructure, acquisition, and technical assistance.
- Implement support services and structures to identify and assist students who do not meet growth and proficiency due to academic and behavior challenges.

STUDENT ACHIEVEMENT

Meet or exceed state and federal proficiency benchmarks for all learning targets.

- Provide training for staff members on state and federal proficiency and growth benchmarks annually.
- Align school improvement plans with state and federal proficiency and growth benchmarks.
- Provide career-planning services to help students connect with appropriate activities, coursework, and extra-curricular opportunities to achieve their college/career ready goals.
- Ensure that all students have access to healthy nutritious meals to increase academic performance.
- Reduce achievement gaps by teaching students how to overcome difficulties and challenges through a growth mindset-learning environment.
- Promote a school culture of shared responsibility and accountability.
- Support a student centered approach and provides an instructional framework in a flexible learning environment.
- Develop and implement written attendance procedures to promote student attendance and provide for online learning when needed.
- Provide summer learning opportunities to reinforce and remediate the curriculum.



ASSESSMENT OF STUDENT PROGRESS

Utilize multiple formative and summative assessment practices to gauge student learning needs to promote growth and enrichment.

- Provide common benchmark assessments that provide valid and aligned measurement of the proficiency expectations.
- Provide feedback and support to classroom teachers on the use of multiple assessment strategies through the NCEES evaluation system and professional development.
- Provide user-friendly access to student performance data at the district, school and classroom levels.
- Provide regular feedback to students and parents regarding students' progress and attainment of proficiency objectives.
- Provide students and parents with opportunities to monitor student performance and establish learning goals.
- Provide on-going data leadership by holding monthly meetings with the data team to discuss student progress and to ensure that schools are using the data effectively and consistently.

HIGHLY EFFECTIVE EDUCATORS

Promote human resource practices to ensure the recruitment, retention and training of highly skilled personnel throughout the district.

- Provide staff development opportunities aligned with employees' professional development plans and needs.
- Implement personalized professional development, school-wide and individually, to build the capacity of all educators through coaching, modeling, and networks of support for teachers, support staff and administrators.
- Provide leadership opportunities to increase content and teaching capacity within the school sites and throughout the district.
- Employ and maintain highly effective teachers with characteristics that promote student academic success.
- Maintain a professional learning culture that fosters trust and positive working relationships.
- Collaborate with state and local resources to provide benefits and programs that support and promote a healthy lifestyle.



STAKEHOLDER ENGAGEMENT

Ensure active and meaningful participation among students, teachers, parents, and community members to promote shared values and beliefs regarding teaching and learning.

- Provide a volunteer policy and procedure that is user friendly, promotes the need for volunteers, and celebrates collaboration.
- Utilize multiple communication venues throughout the district for all schools, departments, and central office that reaches all stakeholders.
- Schools will provide parents with academic and school information on a regular basis.
- Provide opportunities for positive stakeholder engagement in schools that supports student's academic success.
- Build business partnerships that will provide meaningful work based learning opportunities for college and career ready curriculum.
- Utilize higher education partnerships to develop enrichment opportunities and activities.

SAFETY

Promote a system wide culture of safety encompassing physical, social, and emotional health for all staff and students.

- Provide collaborative leadership and direction for written safety plans and training.
- Establish drill procedures, along with frequency and feedback to identify needs and improvements.
- Provide training opportunities for students, faculty, and staff so they will know what to do in potential emergency situations.
- Establish a structure of specific duties to cover all areas of the school at the beginning of the day, transitions during the day and at the end of the day.
- The safety procedures/expectations, for individuals entering the schools, communicated clearly with all stakeholders at the district and school levels.
- Work collaboratively with local partnerships to provide social/emotional resources and learning strategies.
- Provide social/emotional skills that allow students to model positive character traits, anti-bullying strategies and citizenship through the implementation of a comprehensive guidance program.
- Administration, faculty and staff trained to be attentive to student, faculty and staff's emotional state, provide guidance in managing emotions, and arrange for supports and/or interventions as needed.

Strategic Planning Committees



Buckland Elementary School

- Gail Hawkins - Principal
- Chante Jordan - C.O. Admin
- Glendale Boone- Board Member
- Ebony Copeland-McNair-Guidance Counselor
- Sandy Savage-Faculty
- Joo Nichols Nichols-Faculty
- April Sheets-Faculty
- Eboni Branch-Faculty
- Sharon Riddick-Staff
- Melissa Johnson-Staff
- Heather Eure-Parent
- LeeAnna Tyler-Community Partner



T.S. Cooper Elementary School

- Amber Buxton-Principal
- Jeremy Wright- C.O. Admin
- Sallie Ryan-Board Member
- Diana Wiggins-Guidance Counselor
- Amy Roth-Faculty
- Janice Askew-Faculty
- Gloria Wiggins-Faculty
- Lovie Roscoe-Faculty
- Mary Hobbs-Faculty
- Ken Moors-Staff
- Lisa Wilkins-Staff
- Kasey Brown-Parent
- Kelli Boone-Community Partner



Gatesville Elementary School

- Dr. Shawn Wilson - Principal
- Dr. Paula Simpson-C.O. Admin
- Leslie Byrum - Board Member
- Amanda Dillard - Teacher
- Mrs. Hall-Community Partner
- Dimensia Hall-Parent



Central Middle School

- Kelly Eure-Principal
- Jeremy Wright-C.O. Admin
- Glendale Boone-Board Member
- Scott Corrente-Assistant Principal
- Barbara Austin-Guidance Counselor
- Crystal Owens-Faculty
- Deirdre House-Faculty
- Christina Hutchinson-Faculty
- Crystal Evans-Faculty
- Carolyn Eason-Staff
- Jennifer Jones-Parent
- Jonathan Jones-Community Partner



Gates County High School

- Jonathan Hayes – Principal
- Lola Rountree-C.O. Admin
- Ray Felton-Board Chair
- Susan Casper-Assistant Principal
- Kristal Brooks-Interim Assistant Principal
- Samantha Matthews-Guidance Counselor
- Joan Bundy-Guidance Counselor
- Susan Brown-Faculty
- Renee Kittrell-Faculty
- Katie Hudgins-Faculty
- Rhae Allen-Faculty
- Barbara Toti-Faculty
- Buffy Edwards-Staff
- Ann Harrell-Staff
- Tamara Simons-Staff
- Brian Silvers-Parent/Comm. Partner
- Melissa Milteer-Parent/Comm. Partner



Board of Education

- Mr. Ray Felton, Chair
- Mrs. Glendale Boone, Vice-Chair
- Mr. Leslie Byrum
- Mrs. Sallie Ryan
- Ms. Amanda Pacitto
- Dr. Barry Williams, Superintendent
- Dr. Tammy Boone, Assistant Superintendent

Resources: For more detail about the Strategic Plan and other related resources, please go to <https://coserver.gates.k12.nc.us/>

May 2021

