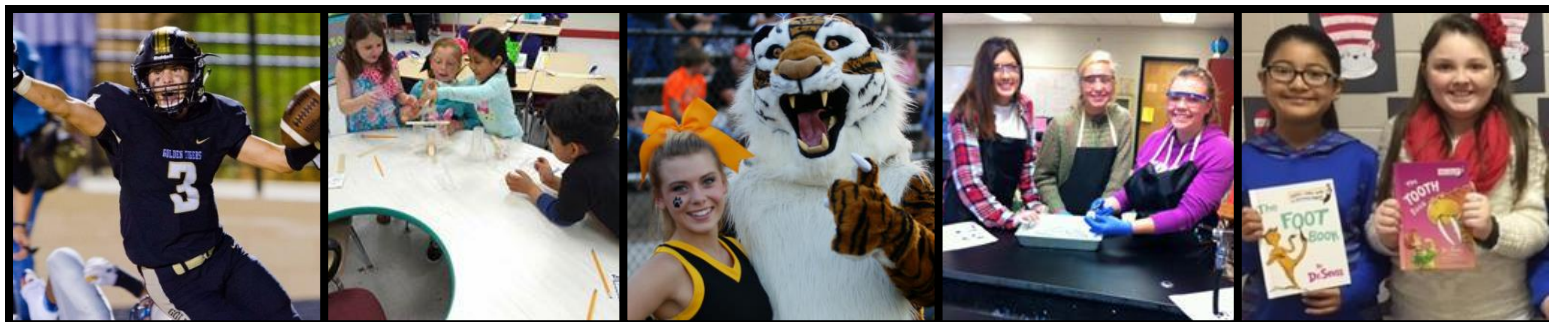




Russellville City Schools Strategic Plan 2017



Using results from a survey of over 1,100 people within Russellville City Schools, the following priorities were recognized:

TOP STAKEHOLDER PRIORITIES

- Building character and responsibility
- Providing safe, secure, and adequate facilities with a focus on campus security
- Providing newest technology to enhance instruction and ensure teacher training integrates technology into curriculum
- Ensuring students receive instruction at an appropriate level
- Developing critical thinking and problem solving skills

The following strengths, challenges, and opportunities were identified for Russellville City Schools:

STRENGTHS

- Legacy of high expectations among faculty, students, and community
- Resources (people and facilities)
- Community/Board/District support
- Culturally diverse
- District and school leadership
- Professional development focus
- Increased AP enrollment / scores
- Increased rigor in classroom expectations and instruction
- Willingness to grow/progress to meet legacy of high expectations
- Close proximity of buildings
- Student opportunities
- Financially stable
- Publicizing accomplishments
- Forward thinking; innovative
- Russellville Education Foundation
- Increased recognition for academic accomplishments

CHALLENGES

- Lack of consistent communication
- Missed opportunities to teach students responsibilities, respect, and etiquette
- Professional responsibility / low staff participation at school events
- Increased needs of students
- Lack of organized and coordinated social media use
- Lack of intentional/productive parental involvement
- Low expectations for students
- Lack of follow through with professional development and strategy implementation
- Community/staff adaptation to expectations / change acceptance
- Lack of business partnerships
- Clear articulation of district vision and mission
- Lack of consistency between schools and over time

OPPORTUNITIES

- Increased participation in Foundation to build scholarships
- More differentiated and leveled instruction
- True focus on parent involvement
- Trust and rapport building between teachers and students
- Partnership with NWSCC
- Technology consistency
- Communication of higher expectations
- Importance of community / after school involvement
- Updated academic facilities
- Plans to make school more personalized and purposeful
- Teacher workshops
- Student input and feedback

A Strategic Plan was developed by a cross-functional team and proposed the following Mission, Vision, and Beliefs:

MISSION

"Pursuing Excellence..."

Impacting the lives of our students, our community, our world"

VISION

RCS will be recognized as a leader in our state for excellence in academic growth. We will reach all students through relationships, character building, and strong community involvement, while providing first class facilities, technologies, and engaging educational experiences.

BELIEFS

Excellence: We believe excellence is obtained by striving for improvement each and every day.

- We believe that learning occurs best when every student is engaged in differentiated instruction and authentic learning every day.
- We believe that all students can learn, achieve, and succeed given a supportive and challenging learning environment.
- We believe that a safe and nurturing environment promotes learning.

Relationship: We believe in building strong relationships with students, faculty, parents, and the community.

- We believe quality people who are motivated and effective are our system's most important resource.
- We believe that students "don't care how much you know until they know how much you care".
- We believe that fine arts, academic clubs, and athletic experiences facilitate personal growth, leadership, and positive relationships.

Character: We believe that good character is the foundation of a responsible and productive citizen.

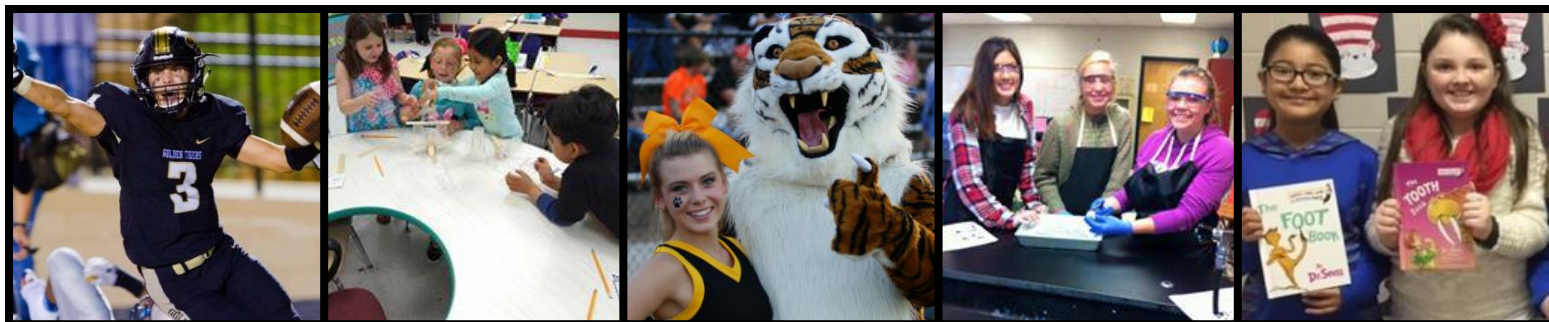
- We believe that respect for others and self are paramount to achievement and success.
- We believe that every person is a teacher and role model through his/her actions.
- We believe the development of character is equal in importance to academic growth and critical to developing responsible citizens.

Community: We believe that education is a partnership among schools, families, and community.

- We believe that children are our community's most valuable asset.
- We believe our diverse population should be celebrated, and we should view these diversities as a chance for growth and a deeper understanding of the community and those around us.
- We believe that by effectively reaching and teaching students, parents, and the community, we can change the world around us.
- We believe that our schools' success identifies our community and is vital to its future.



Russellville City Schools Strategic Plan 2017



Successful RCS graduates will possess...

- Critical thinking and problem solving
- Character development and leadership skills
- Life skills that include personal finance, goal setting, team work, and time management
- Academic preparation for college and career success
- Perseverance, self-motivation, initiative, and resiliency

STRATEGIC OBJECTIVES

1. Provide engaging experiences by offering a myriad of opportunities to ensure student academic growth and character development.

- 1.1. Provide engaging project-based and authentic learning activities and training.
- 1.2. Provide students with varied, relevant course offerings or learning opportunities.
- 1.3. Ensure students are provided deliberate instruction in character development and mentoring opportunities.
- 1.4. Pursue student academic growth through high expectations and challenging instruction (and demanding learning activities).

Key Performance Indicators: Instructional rounds; Observations; Lesson plans; Records of professional development; Student surveys; Evaluation of academic and character development programs; Master schedule; Growth in assessment data

2. Provide collaborative opportunities for building relationships within the school community.

- 2.1. Increase opportunities for parental and community involvement.
- 2.2. Maintain a consistent communication and input from all stakeholders.
- 2.3. Provide stakeholder training opportunities.
- 2.4. Increase business and industry relationships and partnerships.

Key Performance Indicators: Surveys; Training data; Website views; Social media data; Communication plan data; Number of business partnerships and contacts; Various communications with parents and community; Number of community volunteers per school program

3. Maintain highly qualified personnel through recruiting, training, and growing employees.

- 3.1. Form partnerships with local universities.
- 3.2. Offer relevant professional development.
- 3.3. Create a culture of learning, which promotes professional growth.
- 3.4. Maintain a culture where everyone feels valued.

Key Performance Indicators: Number of recruiting fairs attended; Informal/formal feedback; Perception/climate surveys; Professional development plans/agendas (schools/systems); Media reports/articles; Number of mentoring opportunities; Communication with universities

4. Prioritize use of our resources to efficiently and effectively achieve student success while maintaining adequate reserves.

- 4.1. Proactively address capital needs to provide secure, up-to-date facilities.
- 4.2. Prioritize spending for classroom needs and technology.
- 4.3. Pursue additional funding sources that include resources for after-school learning opportunities.

Key Performance Indicators: Reserve level; Audit; Technology tracking and level of spending; Tracking of grant amounts; ALSDE report data; Budget; Capital outlay plan

5. Maintain an environment that complements the system's overarching mission and vision.

- 5.1. Build strong, positive relationships with all stakeholders.
- 5.2. Work to ensure that the faculty is personally invested in the students' lives.
- 5.3. Promote citizenship opportunities in which students engage and serve the community.
- 5.4. Increase student technology use/access
- 5.5. Expect that students and personnel will be treated with respect and dignity every day.

Key Performance Indicators: Number of faculty involved in extracurricular student activities; Social media connectivity; Attendance at outside activities; Service hours; Service projects; Lesson plans; Assembly and program agendas; Sign-in sheets; Education Foundation contributions by employees; Observation