



Blount County Schools Strategic Plan



Using results from surveying over 2,500 people within Blount County Schools, the following financial priorities were recognized:

TOP STAKEHOLDER FINANCIAL PRIORITIES

- Provide additional teaching units to reduce class size
- Provide for facilities maintenance and remodeling
- Provide funding for ongoing technology needs
- Provide for adequate funding of classrooms and school supplies
- Provide for additional classrooms where needed

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

MISSION

Build. Create. Succeed.

VISION

Our Vision is to Build partnerships, Create opportunities, and prepare students to Succeed in life.

BELIEFS

Blount County Schools' students, faculty, and staff believe that:

- Education is a partnership among schools, families, and communities.
- Our schools should be safe and positive learning environments.
- Quality instruction provides students the opportunity to learn.
- Students should be actively engaged in the learning process.
- Education should lead students to set goals, develop a vision for their future, and become productive citizens.
- We must respond to identified needs for improvement.

Stakeholder measures to determine quality of education provided:

- Test scores, student data, and state rankings
- Number of graduates going on to post-secondary education
- Graduation rates
- College and career readiness indicators

Successful BCS graduates will demonstrate:

- Life skills, including organization, goal setting, responsibility, and teamwork
- Proficiency in critical thinking and problem-solving skills
- Proficiency in communications skills (reading, writing, speaking, and listening as well as public speaking) and numeracy (math)
- Financial literacy and management of money

The following is a sample of strengths, challenges, opportunities, and threats identified for Blount County Schools:

STRENGTHS

- Effective, committed, caring staff
- Strong mentoring/coaching and staff training
- Focus on foundational skills
- Improving graduation rates and ACT scores
- Dual enrollment opportunities
- Credit recovery opportunities
- Student participation/school spirit
- AP classes
- Career-tech school offerings
- Availability of career coaches
- Student volunteer opportunities
- Positive work environment
- Financial accountability/effective use of resources
- Safety plans/security cameras
- Use of student data for decision-making
- Small classes/1-on-1 instruction
- Community support
- Ambassador Program
- Scholarship opportunities
- Access to tutoring and extra help
- Easy access to counselors
- Continual improvement efforts

TOP CHALLENGES OVER THE NEXT 5 YEARS

- Ensuring all students are prepared for their next step (work, military, or further education)
- Helping students set goals and see a vision for their future
- Providing technology support at all schools
- Ensuring all teachers have the time necessary to meet the needs of students
- Hiring and retaining quality staff throughout the district

OTHER CHALLENGES

- Work-force development (internal)
- Limited number and variety of electives
- Inadequate technology support to meet needs
- Inadequate implementation and sustainability of district initiatives
- Limited creative programs
- Communication with stakeholders
- Inadequate bridge between school and business
- Inadequate technology in the hands of students
- Limited hands-on and real-world learning opportunities
- Need for facility updates

OPPORTUNITIES

- More career coaches
- More business/industry partnerships
- STEAM funding
- Outside funding opportunities
- School libraries open as community resource
- Leaders' programs

THREATS

- Maintaining focus on priorities
- Limited access to teachers in hard-to-find areas (e.g., math, science)
- Achieving stakeholder buy-in
- Limited state/federal funding
- Minimizing the impact of ineffective employees
- Impact of changing state landscape



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STRATEGIC OBJECTIVES

1. Create and provide educational opportunities that build critical life skills for success.

- 1.1. Develop K-12 expectations for explicitly teaching and practicing life skills, such as organization, communication, goal setting, responsibility, financial literacy, and teamwork.
- 1.2. Ensure a guaranteed and viable K-12 core curriculum which strengthens and builds critical thinking and problem-solving skills.
- 1.3. Provide engaging learning experiences with the use of technology, tools, resources, and other hands-on opportunities.

Key Performance Indicators: *College and career readiness indicators; surveys; assessments; public and business feedback; lesson plans; walkthroughs/observations; informal observations; student behaviors; SIR; attendance; graduation rates*

2. Foster an engaged community that is actively involved in promoting student success.

- 2.1. Create partnerships among stakeholders to build support for all students.
- 2.2. Enhance opportunities for communication among all stakeholders.
- 2.3. Promote positive parental and community involvement.

Key Performance Indicators: *Communication analytics; advisory committees; public recognition; surveys; observations; informal feedback*

3. Recruit, hire, develop, and retain highly effective employees who are fully committed to student success.

- 3.1. Develop recruitment strategies that highlight the benefits of working in Blount County Schools.
- 3.2. Incorporate best practices in hiring, developing, and retaining employees.
- 3.3. Expand opportunities for mentoring and professional growth for all staff.

Key Performance Indicators: *Retention data; teacher attendance; number of recruitment events; staff feedback surveys; number of nationally Board-certified and highly qualified teachers; teacher onboarding*

4. Maintain effective stewardship of current financial resources while seeking additional revenue streams to maximize learning.

- 4.1. Ensure effective allocation of resources to align with school and district initiatives while maintaining adequate reserves to provide sustainability.
- 4.2. Reinforce stakeholder confidence through open communication and compliance with local, state, and federal requirements for fiscal responsibility.
- 4.3. Proactively seek additional resources.

Key Performance Indicators: *Budget reports; audits; compliance reports; public budget hearings; surveys; amount of grants/additional revenue*

5. Maintain and enhance a comprehensive support system to ensure opportunities for success

- 5.1. Provide a constructive learning environment where everyone feels safe.
- 5.2. Build proactive support systems that address obstacles affecting student success.
- 5.3. Promote citizenship opportunities to engage and serve the community.

Key Performance Indicators: *Safety plan; SIR; attendance reports; number of students involved in community service activities; number of students served in various support programs; surveys; observation; comprehensive school guidance report*