



GRADY MUNICIPAL SCHOOLS

Strategic Plan

Adopted August 2019

Mission Statement

Grady Municipal Schools believe that all students are unique individuals with special needs and abilities. The Board further believes that it is the responsibility of the Grady School community to ensure that every student is provided full opportunity to develop and utilize their unique talents and abilities to enable them to become responsible, productive and contributing members of society.

Vision Statement

Grady Schools are committed to teaching rigorous, challenging academic courses, promoting self-discipline to ensure success and reinforcing the morals and values that result in independent, productive citizens.

Values

Primary Core Values:

- Equity—ALL students have equal access to quality staff, courses, activities, services and resources based on individual needs.
- Excellence—Student excellence is a balance of rigorous academic, social, and career-readiness skills.
- Community—Proactive involvement of stakeholders in school district priorities and partnerships.
- Character—Integrity, moral values and the pillars of character will be emphasized both in and out of the classroom setting.



Commitment

- Student Well-Being will be priority
- Students will achieve academic and social growth each year.
- Students will attain skills, knowledge and abilities for personal success in the 21st century.
- Grady Municipal Schools will communicate effectively with parents, students, employees and with the Grady community
- A safe and secure environment will ensure a more productive learning environment.



Focus Areas

- Student Well-Being
- Student Learning
- Teacher/Staff Well-Being
- Community Partnerships
- Innovative Technology

Student Well-Being

All students deserve our care and concern.

Why is this important? Physical and emotional wellness is important to a student's ability to focus on learning. The Grady Municipal School district values and encourages a nurturing and respectful school culture.

What does this mean? In our high achieving community, we must make sure a quality education includes a variety of opportunities for demonstrating accomplishments and celebrating successes. Our goal is for our students to be educated, well-rounded, healthy, and emotionally stable. We honor the value and dignity of each individual, while educating the whole child through developmentally appropriate practices.

How do we address this focus area?

- Identify students at risk and address the issues that limit their ability to develop and succeed in the school setting.
- Prioritize solutions that work toward systematic change and which inspire a collaborative, positive workforce and an emotionally healthy student body.
- Ensure that our schools are safe.
- Promote an atmosphere where diversity is celebrated and accepted and where everyone is treated with respect.
- Offer a variety of opportunities for students to engage in activities that promote physical and mental health.

Student Learning

We help all students grow in skills and knowledge and prepare for their future

Why is this important? The word “all” in our mission statement signifies we are committed to each individual. We use our small school advantage to make sure each student receives a personalized education and ensure that no student is overlooked. Students are facing a world where change is at an unprecedented pace and we must support individual learning to ensure each has unlimited opportunities to excel.

What does this mean? Each student is an individual. Each individual learns differently, therefore, we are committed to teaching each student at an individualized pace and challenging students to excel against their own standards.

How do we address this focus area?

- Provide necessary instruction and intervention for each student to meet measurable academic growth.
- Review and evaluate the effectiveness of student interventions annually.
- Provide elementary students with a variety of rigorous and challenging activities
- Prepare students to be college or career ready by graduation by offering a variety of courses and programming that maximize opportunities for students to be challenged and to achieve, including career technical classes and industry certificate programs.
- Ensure alignment of curriculum in elementary, middle and high school to be developmentally appropriate.
- Empower students to be self-directed learners through the use of learning technologies.
- Recognize that day-to-day assessment of students by excellent teachers is the best way to measure academic achievement and reduce dependence on standardized tests as the primary measure of student success.
- Engage parents in meaningful learning activities with their student

Teacher/Staff Well-being

Students benefit from high quality teaching and staff excellence. Every staff member is appreciated.

Why Is This Important?

Excellent teaching requires excellent teachers. The impact of quality teachers and staff is the cornerstone of a quality educational experience for students. Keeping quality employees in the district is a vital objective.

What does this mean?

Educators and staff must support one another as we learn together to better serve our students. Working together as role models is most effective. It is important to adapt and create an environment of cooperation and collaboration as we strive to improve our professional practices.

How do we address this focus area?

- Recognize and celebrate excellence in the classroom.
- Pay competitive salaries, benefits and offer strong academic programs.
- Provide on-going differentiated professional development
- Identify and replicate successful, innovative methods and programs.
- Offer mentoring and support programs for new and returning teachers/staff.
- Support career advancement for employees.

Innovative Technology

Grady Municipal Schools makes use of educational technology to improve learning opportunities for students and staff.

Why is this important?

Digital technology has become essential for successful teaching, learning, and management. The effective integration and use of technology in our schools will further enable and accelerate student learning. Equitable and ubiquitous access to technology is important for our students.

What does this mean?

Meeting student goals in today's classroom requires the use of technology for personalized, responsive, and forward-looking teaching and learning that will foster the development of 21st century skills. Technology enables innovation in our classrooms, which results in greater efficiencies and productivity.

How do we address this focus area?

- Keep technology focused on student individuation and learning.
- Make sure internet use in our schools is safe.
- Develop sound policies and procedures for optimal and responsible use of technology.
- Keep district website up-to-date and make sure they are easy to navigate.
- Offer professional development in technology so teachers and staff stay current.
- Design and sustain reliable and coherent infrastructure that accommodates a wide array of digital content and tools—increasingly selected by teachers and students themselves—and that anticipates next-generation technologies.
- Identify and promote equitable and effective use of technology at all levels of our school system.

Community Partnerships

Community engagement is proactive involvement of all stakeholders in the school district priorities and partnerships.

Why is this important?

The school serves as the hub of this community. Everyone is invested in our schools and they need to have a voice, be heard and receive effective communication. Relationships are vital with every aspect of the community in order to accomplish our mission. We are here to educate young people but also build relationships outside of the school building.

What does this mean?

We must be an open and transparent system. A partnership with the local and extended community is a requisite for success. We value parents as prime partners and recognize their importance in supporting our education. We also recognize that our “community” exceeds the boundaries of our own district.

How do we address this focus area?

- Listen.
- Diversify avenues of support from the community.
- Create an open environment that encourages community engagement.
- Use a variety of communication options that inform different school interest groups (parents, students, staff and community) about school activities, issues and successes.
- Seek feedback on important issues through outreach to community.