

Galax City Public Schools Strategic Plan

*Creating The Future
The Galax Way*



2022-2028



Vision: To be the school division of choice

Mission: We commit ourselves to create educational experiences and enrichment opportunities that empower our students to craft successful futures.

Galax City Public Schools will do whatever it takes to ensure our students graduate *ready.*

Teaching and Learning

Strategic Goals	Strategic Supports	Success Measures
<p>Life Readiness</p> <p>GCPS seeks to prepare all students for future endeavors whether they choose a career path or additional education. Critical and creative thinking, communication, collaboration and citizenship will be required components in any field. Experiences in GCPS will prepare students to be productive, contributing citizens.</p>	<ol style="list-style-type: none"> 1. Increase student access to personal development, college, and career opportunities <ul style="list-style-type: none"> • Develop learning opportunities guided by student interests, strengths, and needs. • Increase work-based learning opportunities, academic and career planning, and partnerships with business and industry. • Ensure all seniors graduate with a bona fide post-secondary plan. 2. Develop social skills to foster student collaboration, communication and citizenship <ul style="list-style-type: none"> • Develop a plan for systemic PK-12 social emotional learning. • Secure resources and time to support mental and emotional health. 	<p>Graduation Rate Advanced Studies Diplomas Varied Work Based Learning Opportunities CTE Credentials Post-Secondary Plans Diploma Seals Social-Emotional Curriculum Implementation</p>
<p>Curriculum, Instruction, and Assessment</p> <p>GCPS promotes the success of all students, teachers, and staff by ensuring the development, communication, implementation, and evaluation of effective teaching and learning that leads to student academic progress and school improvement.</p>	<ol style="list-style-type: none"> 1. Support and strengthen Professional Learning Communities 2. Design a cohesive PK-12 literacy program to align and mainstream practices and programs 3. Construct a PK-12 Balanced Assessment Plan 4. Implement additional learning supports 5. Explore and implement Best Grading Practices 6. Design and implement GCPS Instruction Model 7. Establish PK-12 STEM Education Program. 	<p>SOL Scores WIDA Data PALS Data Benchmark Data Student Growth Assessment Data VKRP Data Student Grades Learning Support Participation</p>
<p>High Quality Staff and Leadership</p> <p>GCPS seeks to recruit, select, induct, develop, and retain a high quality staff that is best suited to meet the needs of all students. Professional development and leadership opportunities extend employee expertise, promote retention, and increase success of the school system.</p>	<ol style="list-style-type: none"> 1. Recruit highly qualified staff <ul style="list-style-type: none"> • Continue to review and maintain competitive pay scales and compare benefit packages with neighboring divisions • Utilize Teachers for Tomorrow class at GHS • Maintain consistent hiring practices of GCPS 2. Retain current staff by increasing incentives and benefits <ul style="list-style-type: none"> • Work with Galax Education Association, GCPS staff, and School Board to maintain a pay scale that is competitive in our region. • Increase types of incentives offered to staff 3. Develop and offer opportunities for professional advancement <ul style="list-style-type: none"> • Provide professional development • Incentivize teachers to continue education • Provide opportunities for leadership roles in the division 	<p>Staff Retention Salary Scales Benefits Package Leadership Opportunities Masters/Doctorate National Board Certification Credentials Endorsements</p>

Youth Development

Strategic Goals	Strategic Supports	Success Measures
<p>Culture and Climate</p> <p>GCPS believes all students will be successful when offered a combination of opportunities, supports, and services to help them develop in a positive way. We will use resources, routines, and procedures to create respectful, positive, safe and student-centered environments.</p>	<ol style="list-style-type: none"> 1. Maintain a culture of high expectations 2. Continue to explore ways to recognize, celebrate, and promote achievement 3. Create staff:student and student:student mentorship programs 4. Refine discipline practices to include restorative interventions 5. Continue to develop and respond to stakeholder advisory committees 6. Enhance safe and healthy learning environments 	<p>Discipline Data Climate Survey Data PBIS Data Student Assistance Team Success Facility Improvements</p>
<p>Student Connectedness</p> <p>GCPS believes that students excel when they are connected to their school. Opportunities to make meaningful contributions to their school and community through leadership roles and service are essential in developing life-ready graduates.</p>	<ol style="list-style-type: none"> 1. Engage students within the schools <ul style="list-style-type: none"> • Actively participate in 2 or more clubs, sports, and activities • Build opportunities for service learning, leadership, and self-advocacy • Survey students' interests annually • Develop and utilize Peer Mentors to strengthen relationships 2. Engage students within the community <ul style="list-style-type: none"> • Develop and encourage community service events • Develop yearlong opportunities for enrichment 	<p>Club, Sport, and Activity Participation Service Hours Student Survey Interest Results Community Service Participation Enrichment Participation</p>
<p>Family and Community</p> <p>GCPS believes that providing a quality education for all students requires a collaborative effort with families and the community. We value the partnerships we share with our stakeholders.</p>	<ol style="list-style-type: none"> 1. Communicate with families and the community more frequently and using a variety of methods. <ul style="list-style-type: none"> • Continue to refine home/school communications. • Make forms of communication and publications available in multiple languages as appropriate to the student population. • Make forms of communication and publications available digitally. • Expand communication to include the community on a regular basis in a variety of methods including print publications and digitally. 2. Increase family participation in school events. <ul style="list-style-type: none"> • Monitor family participation in an effort to target outreach efforts. • Develop a strategy to identify barriers to caregiver participation and reduce identified barriers. • Offer a variety of times and locations for caregiver participation to include offering early morning conferences, home visits, and meeting in the community. 3. Increase family and community satisfaction with Galax City Public Schools. <ul style="list-style-type: none"> • Continue to develop a welcoming and safe culture for students, caregivers, staff, and community. • Continue to assess progress towards cultivating a welcoming and safe school culture. 	<p>Social Media Engagement School Messenger Utilization Survey Results Participation in School and Community Events</p>