

Goal 1: Vigorously seek ways for all students to reach their full potential.

Objective 1

Provide opportunities that enable children to come to school ready to learn.

Strategies

- Conduct parent orientation at the beginning of the school year.
- Provide wellness education for every school.
- Reduce absenteeism in K-8 schools and reduce high school dropout rate.
- Provide a more comprehensive preschool program to include a larger segment of the population.
- Develop opportunities for parent learning.
- Provide more opportunities for parent organizations to become involved.

Objective 2

Promote student achievement.

Strategies

- Continue to reduce classroom size utilizing modular classrooms added to campuses.
- Provide more recognition for classroom achievement.
- Promote education in fine arts.
- Close the achievement gap between subgroups of students.
- Use student performance data to drive instruction and assess school performance.
- Increase the number of students who will show improvement when measured by standardized assessment.
- Increase student access to technology in all classrooms and computer labs across the county.
- Promote diversified curriculum including the dual path, technical path, and university path.

Objective 3

Implement professional development programs based on needs of individual schools.

Strategies

- Continue to reinforce best practices.
- Provide teachers with state-of-the-art technology.

Goal 2: Provide highly qualified personnel who are passionate about their work.

Objective 1

Recruit, employ, and retain highly qualified employees with proper endorsements and certifications.

Strategies

- Partner with universities to enhance student teaching opportunities.
- Provide a career book at university-sponsored teacher recruitment career days.
- Provide mentoring resources for teachers once they are employed.
- Provide financial incentives through stipends and vouchers to expand educational growth.

Objective 2

Provide leadership training and staff development that will enhance teacher/employee performance.

Strategies

- Conduct needs assessment at each campus and design staff development based on these results.
- Provide continuous technology training through individual and small group training sessions throughout the school district so that teachers may remain current in technological innovations.
- Continue the new teacher-mentoring program and extend the mentoring program to include all teachers who are in need of any type of professional development.
- Provide and/or create specific professional development opportunities for school leaders, which include but are not limited to the following: school finance, policies and procedures, leadership qualities, leadership responsibilities, and faculty/staff management.

Objective 3

Provide employees with a competitive salary and benefits.

Strategies

- Educate county commissioners as to the need and priority of education.
- Inform the general public of the need for increased salaries and insurance benefits for personnel.
- Develop a long-range plan/goal to increase salary and benefits to standard of all other county employees.

Objective 4

Empower personnel in decision-making processes that affect them and their students.

Strategies

- Allow faculty representation on the School Board.
- Give more control of curriculum to teachers.
- Encourage teacher input in his/her classroom environment (safety, discipline, etc.).
- Encourage teacher input in the formulation of school rules and policies.

Goal 3: Provide and maintain a safe environment appropriately equipped for maximum learning.

Objective 1

Establish and maintain a safe environment during a time of crisis.

Strategies

- Update emergency plan annually.
- Communicate the updated plan to school and local personnel.
- Practice plans for identified emergencies.
- Adequately supply each school with necessary emergency equipment.

Objective 2

Provide safe facilities to maximize teaching and learning opportunities.

Strategies

- Maintain all facilities according to state and federal standards and requirements.
- Provide, improve, and update existing two-way communications at all sites.
- Utilize local, state, and federal resources to secure and monitor daily activities.
- Provide electronic monitoring devices on school buses as resources become available.
- Continue capital improvement for facilities and transportation.

Objective 3

Provide a fair and impartial system of disciplinary measures that are known by parents, students, and faculty and a chain of command in place for accountability.

Strategies

- Provide consistency of implementation with each student treated fairly and equally.
- Provide strong preventive measures to educate students and parents on the dangers of drugs, violence, etc.
- Designate a conflict resolution manager within each school faculty to help counsel students.

Goal 4: Advocate active parental, business, and community involvement in the Obion County School System.

Objective 1

Encourage parents to become active participants in the educational growth of their children.

Strategies

- Provide opportunities for parent participation, such as room volunteers, AR family reading night, classroom tutoring, and chaperoning.
- Align activities with parent schedules, such as parent/teacher conferences and registration.
- Provide technology classes for parents, such as word processing and surfing the Internet.
- Provide classes for parents of preschoolers to adolescents.
- Create task forces and committees involving parents, such as SACS and school improvement committees.
- Provide websites and web pages for parental use through links from www.obioncountyschools.com.

Objective 2

Continue Partners in Education (PIE) Program and broaden relationship between schools and business/industry.

Strategies

- Encourage “exchange” visits of business and professional people to schools and student-teacher groups to businesses and plants.
- Celebrate and increase awareness of individual school’s accomplishments with community and businesses.
- Develop and distribute news releases, features, and other information on a timely, regular basis.
- Develop activities at each school that will involve its Partners in Education (PIE), such as conducting information forums and offering facilities for training.

Objective 3

Utilize and expand community involvement.

Strategies

- Revise and update Obion County Schools’ pamphlets, brochures, and website.
- Provide tutoring opportunities.
- Provide mentoring opportunities.
- Improve public relations.

Objective 4

Inform the public of our five-year plan.

Strategies

- Budget and/or solicit funds for advertising.
- Budget and/or solicit funds for publications.

Objective 5

Increase information to the public through ongoing communication.

Strategies

- Develop and distribute news releases, features, and other information on a regular basis.
- Encourage principals to broaden open houses and other programs that promote public visitation in their schools.

Goal 5: Promote the development of responsible citizens.

Objective 1

Instill positive character traits in all students.

Strategies

- Promote the Character Counts program as the K-12 character education curriculum by ensuring K-8 students receive Character Counts instruction from a counselor a minimum of twice each month and by allotting time each week for all 9-12 students to receive Character Counts instruction.
- Select and purchase instructional materials needed to support the Character Counts curriculum.
- Provide professional development enabling staff to integrate core ethical values into their curriculum.
- Continue implementation of the “No Bullying” program.
- Utilize “No Bullying” tapes in K-8 guidance classes and in ninth grade wellness classes.

Objective 2

Promote community service.

Strategies

- Build Habitat for Humanity House in conjunction with the carpentry class at the Career Technology Center.
- Encourage participation in volunteer programs, such as the Obion County Sheriff’s Department Toy Drive at Christmas, the Reelfoot Rural Ministry’s Food Drive, after-school program volunteers, nursing home visitation, Agape House, Safe House (for abused and battered women and children).