

CULLMAN COUNTY SCHOOLS

STRATEGIC PLAN

2022-2027



Katie Lee
2021 Graduate
Hanceville High



Look Learning





Cullman County Board of Education

402 Arnold Street NE
Cullman, AL 35055
(256) 734-2933
www.ccboe.org

Dr. Shane Barnette, Superintendent

Heath Allbright, Board Member
Kenny Brockman, Board Member
Mike Graves, Board Member
Wayne Myrex, Board Member
Kerry Neighbors, Board Member
Shane Rusk, Board Member
Gene Sullins, Board Member

Table of Contents

Strategic Planning Committee.....	Page 01
Introduction.....	Page 02
Vision, Mission, & Motto.....	Page 03
Strategic Priorities	
Academic Growth and Achievement.....	Page 05
College, Career, and Workforce Ready.....	Page 07
Safe and Supportive Learning Environments.....	Page 09
Highly Effective Educators.....	Page 11
Public Relations and Communication.....	Page 14
Glossary and List of Acronyms.....	Page 17



STRATEGIC PLANNING COMMITTEE

Dr. Shane Barnette, Superintendent
Ed Roberson, Chief School Financial Officer
Dr. Anita Kilpatrick, Assistant Superintendent
April Tucker, Assistant Superintendent
Margaret Guthrie, Elementary Curriculum Coordinator
Kimberly Lindsey, Secondary Curriculum Coordinator
Bruce Ellard, Technology Director
TJ Franey, Special Projects Coordinator
Karen Pinion, Learning Support Specialist
Derinda Weathersby, School Improvement Specialist
Ty Watwood, Media & Communications Specialist
Angie Yarbrough, Elementary Principal
Tonya Cupp, Elementary Principal
Blake Thompson, Middle School Principal
Eric Dickerson, High School Principal
Kalie Faulk, Teacher
Tracie Boland, Teacher
Michael Black, Parent
Julie Wilkins, Parent

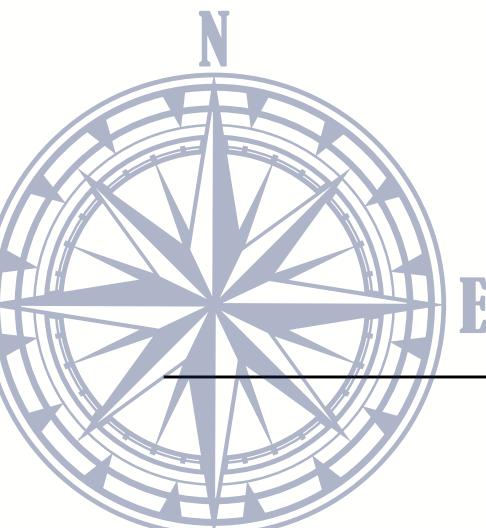


N

W

5

S



INTRODUCTION

Cullman County families and community members, we invite you to join us as we journey to create Exceptional Educational Experiences for Everyone, Every Day. We believe that if anything is worth doing, it is worth doing exceptionally. This is the essence of our e5 motto. Whatever we do for our students and adults, we want to make it an excellent experience. Simply be the best that we can be!

While we are so proud of Cullman County School's rich traditions and heritage, we are not satisfied by just reflecting on our success. Using the e5 motto as our banner, our school system has achieved significant success by increasing our graduation rate and our college and career readiness indicator every year for the past 6 years. Reaching all-time highs in both of these areas, 95% and 99% respectively, it would be easy for us to feel as though we have reached our goals of becoming a great school system. While this is certainly true, and we are a great school system, we still have much work to do. As we emerge from a worldwide pandemic, our continued focus will be to increase academics across all grade levels and course content, to support individual students academically and socially, and put specific measures in place to address our recovery from learning loss due to the pandemic.

To reach our goals, our strategic planning committee and school board members have created this strategic plan to guide our school system over the next five years with the following five strategic priorities: Academic Growth and Achievement, College, Career, and Workforce Ready, Safe and Supportive Learning Environments, Highly Effective Educators, Public Relations and Communication.

***Join us as we journey to create
Exceptional Educational Experiences for Everyone, Every Day.***

Dr. Shane Barnett

SUPERINTENDENT





Our Vision

Cullman County Schools, in partnership with our community, will be the driving force to empower all students with skills and knowledge that are vital to becoming responsible, successful, well-rounded citizens in a rapidly changing society.



Our Mission

Cullman County Schools is committed to preparing students for life after graduation, achieved by providing a safe and supportive learning environment through a foundation of highly effective educators and positive community relationships.

Our Motto

Exceptional Educational Experiences for Everyone, Every Day

STRATEGIC PRIORITIES

Academic Growth and Achievement

College, Career, and Workforce Ready

Safe and Supportive Learning Environments

Highly Effective Educators

Public Relations and Communication



Academic Growth and Achievement

Increase student achievement in all academic areas with a focus on reading and math.

Build Mastery of Standards

- Coordinate with Instructional Coaches and Technology Coaches to provide job-embedded PD on standards-based technology integration
- Ensure pacing guides are updated as new COS is adopted
- Conduct classroom visits by Curriculum/Instructional staff
- Support Media Specialists on collaborating with classroom teachers

Provide Intervention and Support to Improve Teaching and Learning

- Provide support for teachers on intervention strategies and best practices
- Transition to MTSS, including training administrators, counselors, and RTI coordinators
- Continue screening students for dyslexic tendencies
- Expand MSLE strategies within classrooms
- Refocus Alabama Reading Initiative (ARI) Implementation to maximize impact on K-3 student success to support the Alabama Literacy Act guidelines

Enhance Data-Driven Culture

- Utilize diagnostic assessments to identify student needs
- Revise and update benchmark assessments for better usability
- Conduct data meetings throughout the school year
- Participate in model site visits for data meetings (administrators and lead teachers/coaches)
- Provide PD and support of new assessments
- Review ACIPs at midyear and end of the year
- Promote increased student attendance



Academic Growth and Achievement

Increase student achievement in all academic areas with a focus on reading and math.

Support Students with Exceptional Needs

- EL
- Gifted
- Special Education
- When appropriate, transition classes from CDC to local campuses.
- Medically fragile

Increase Non-Traditional Educational Experiences

- Provide high-quality virtual learning opportunities (full virtual, virtual experiences, lessons, etc)
- Create schedules that are conducive to both academic and technical pathways
- Expand the availability of Dual Enrollment courses (number of teachers, structure, virtual online)

Measures of Success

- Annually increase the percentage of students proficient in grades 2-8 in each subject on the state assessment
- Annually increase the percentage of students earning a benchmark score in one or more areas on the ACT
- Annually increase the percentage of students earning a silver level or higher on the ACT Workkeys
- Demonstrate proficiency growth from fall to spring on the universal screener for students



College, Career, and Workforce Ready

Engage, challenge, and support every student in relevant, impactful instruction that equips him or her with the knowledge and skills necessary to successfully enter college, career, or workforce.

Modernize and Provide CTE Programs that Align with Community and Regional Needs

- Develop and maintain industry partnerships
- Work with business and industry to develop a CCRI that meets their workforce needs
- Evaluate current programs to ensure they align with workforce/community needs
- Collaborate with state/regional workforce councils to address attendance and other “essential skills”
- Encourage STEM/STEAM project-based learning programs
- Maintain articulation agreements with Wallace State Community College and expand CTE Dual Enrollment opportunities
- Invest in physical resources that enhance learning, including modern facilities and state-of-the-art equipment
- Seek additional funding sources to modernize and expand the current CATA facility

Commitment to Increase Stakeholder Knowledge about CTE Opportunities across the District through Various Media Outlets

- Promoting instruction and learning that leads to mastery and an industry-recognized credential in addition to their diploma
- Continue to offer multiple pathways for student learning, including work-based opportunities (apprenticeships) and dual enrollment
- Provide leadership opportunities for our students through multiple CTSO
- Provide additional opportunities for career exploration of available career tech programs for middle school students (exploratory class)
- Host Industry/Military Signing Day for Students
- Develop Communication Plan for CATA





College, Career, and Workforce Ready

Engage, challenge, and support every student in relevant, impactful instruction that equips him or her with the knowledge and skills necessary to successfully enter college, career, or workforce.

Measures of Success

- Annually increase the percentage of the graduating cohort that earned an industry-approved credential
- Annually increase the percentage of the graduating cohort that earned a transcribed college credit while still in high school
- Annually increase the percentage of the graduating cohort that completes a Free Application for Federal Student Aid (FAFSA)
- Annually increase the percentage of students graduating from high school
- Annually increase the opportunities to introduce students to workforce development
- Annually increase the number of students that have enrolled in post-secondary schools, completed specialized training, or have obtained full-time employment





Safe and Supportive Learning Environments

Provide safe environments that support the physical, mental, emotional, social, and cognitive development of all students in every school.

Expand Mental Health Services

- Collaborate with the Department of Mental Health and/or private agencies to increase access to SBMH.
- Increase the number of therapists at schools
- Utilize early warning systems to recognize mental health needs and concerns
- Expand YMHFA training
- Increase mental health and family support
- Provide mental health services for full-time employees

Safe, Secure, and Well Maintained Campuses

- Link surveillance cameras to VAS3
- Train coordinators on safety measures (campus, bus, after school, etc)
- Update facilities to ensure safety
- Utilize a formalized Crisis Communication Plan that includes a reunification process
- Equip each facility with sanitation/cleaning resources to ensure a healthy environment
- Utilize the capital plan to guide facility improvements
- Update facility infrastructure including, but not limited to, technology, electrical, ventilation, etc.
- Utilize a project manager to ensure efficiency on project completion





Safe and Supportive Learning Environments

Provide safe environments that support the physical, mental, emotional, social, and cognitive development of all students in every school.

Implementation of SEL Best Practices

- Implement district framework (calendar, lessons) for an adult advisory program
- Monitor program monthly by school administration and annually by district administration
- Evaluate advisory effectiveness using Needs Assessment Survey data



Measures of Success

- Annually decrease chronic absenteeism
- Annually increase personnel trained in Mental Health First-Aid
- Annually review safety plans and increase security measures
- Annually increase the number of administrators trained through TAASRO
- Annually assess and upgrade infrastructure as needed



Highly Effective Educators

Recruit, develop and retain high quality leaders, teachers, and staff who address academic student growth through standards-based tiered instruction

Build Partnerships with Higher Education Institutions to Recruit Highly Effective Leaders

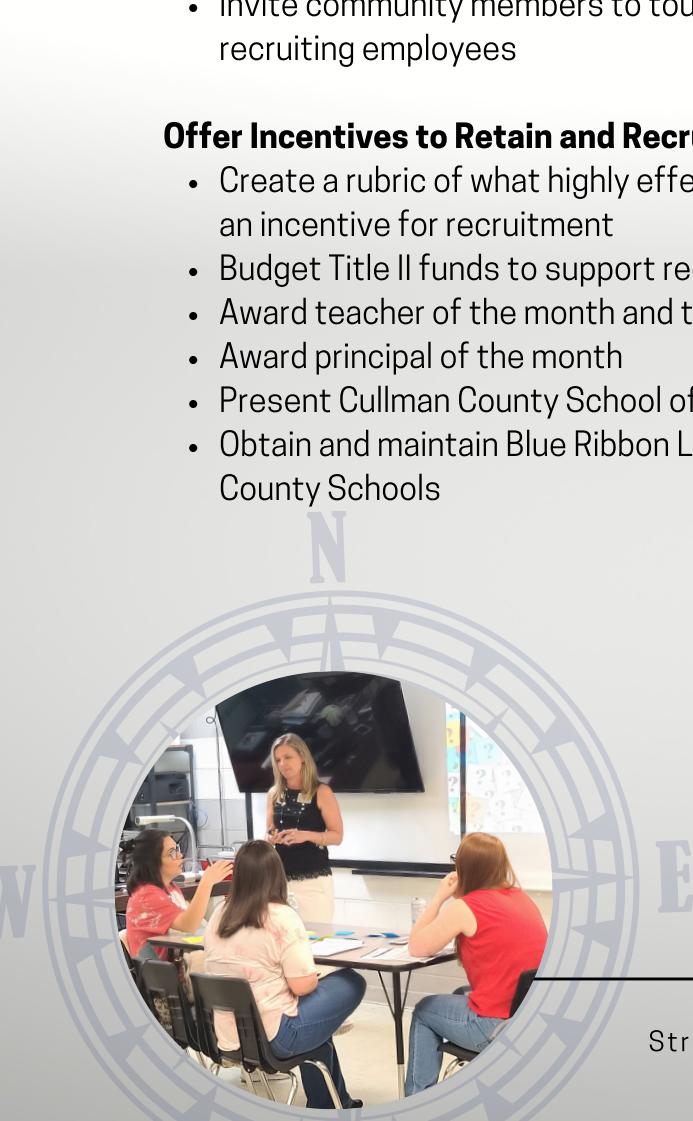
- Build relationships with Higher Education Institutions in addition to Athens State University
- Attend job fairs at institutions (district leaders and principals)
- Host interns from a variety of institutions
- Host a district job fair day for schools to recruit employees
- Invite community members to tour schools to be an advocate for recruiting employees

Offer Incentives to Retain and Recruit Highly Effective Leaders

- Create a rubric of what highly effective leaders exhibit to obtain an incentive for recruitment
- Budget Title II funds to support recruiting incentives
- Award teacher of the month and teacher of the year
- Award principal of the month
- Present Cullman County School of Excellence Award
- Obtain and maintain Blue Ribbon Lighthouse status for all Cullman County Schools



2019-20 National Board Certified Teachers visit the Governor's Mansion in Montgomery





Highly Effective Educators

Recruit, develop and retain high quality leaders, teachers, and staff who address academic student growth through standards-based tiered instruction

Provide Consistent Training and On-Going Support of All Current Research and Best Practices

- Evaluate all schools through Blue Ribbon Schools of Excellence
- Host Nuts and Bolts Symposium for teachers and administrators in Cullman County
- Instruct employees on the Alabama Quality Teaching Standards and Administrative Code to align with best practices through compliance modules
- Support Science of Reading for K-3 teachers
- Provide training in Math (AMSTI), Reading/ELA (ARI), and Computer Science for teachers and administrators
- Support Career and Technical Education apprenticeship
- Provide Dyslexia Awareness Training for new teachers
- Increase the number of teachers who are CALT certified
- Conduct Course of Study Training for K-12 teachers
- Realign instructional coaches to meet the needs of the school district
- Support STEAM coaches in individual schools

Provide Professional Development Opportunities for All Personnel Based on Data from Informal and Formal Evaluations

- Create plans for professional development to promote continuous learning and meet federal, state, and district accreditation guidelines
- Create a professional learning plan that will guide continuous learning
- Identify professional learning needs for support personnel





Highly Effective Educators

Recruit, develop and retain high quality leaders, teachers, and staff who address academic student growth through standards-based tiered instruction

Measures of Success

- Annually increase the number of teachers who are trained in LETRS, AMSTI, Computer Science, OGAP, and MSLE
- Annually increase the number of National Board Certified and STEM Certified teachers
- Annually increase the number of STEAM teachers in individual schools
- Annually increase the number of employees that present at the local, state, and national level
- Annually increase the number of training opportunities for support personnel as needed





Public Relations and Communication

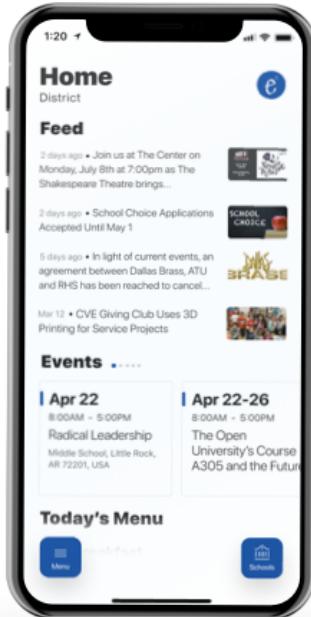
Develop communications strategies to improve communication between CCBOE and all stakeholders with a focus on customer satisfaction

Internal Communication Strategies/Opportunities

- Develop and implement a district-wide communication plan
- Perform a customer service audit and provide appropriate training
- Transition to Apptegy for: websites, call-out system, push notifications, district/school app, and the integration of all social media platforms
- Provide regular training for faculty and staff on social media best practices
- Recognize individual excellence in all areas at board meetings and through social media

External Communication Strategies/Opportunities

- Upgrade telecommunication systems throughout the district and allow for uniformity among answering systems with a focus on customer service
- Create a digital CCBOE channel to stream district/school events
- Continue parent and community meetings on district and school level
- Create and share digital newsletters regularly
- Enhance the branding of our district and schools
- Highlight the pathway to excellence by showcasing all aspects of CCBOE inner workings
- Create a glossary and a list of acronyms of school terminology and promote through the website
- Promote CCBOE to community businesses and civic organizations through speaking engagements and literature
- Create and distribute welcome packages to all parents of newborns in Cullman County



It's everything Cullman County Schools,
in your pocket.

Documents · Events · Staff Directory · Alerts



Public Relations and Communication

Develop communications strategies to improve communication between CCBOE and all stakeholders with a focus on customer satisfaction



Measures of Success

- Annually increase the number of times the CCBOE website is accessed
- Annually increase the number of social media interactions
- Annually increase the usage of the CCBOE App
- Annually increase the marketing opportunities of CCBOE
- Annually increase customer satisfaction determined by surveys



Glossary and List of Acronyms

ACAP - Alabama Comprehensive Assessment Program

ACCESS - Alabama Connecting Classrooms, Educators, and Students Statewide

ACIP - Alabama Continuous Improvement Plan

ACT - American College Test. The ACT is a standardized test used for college admissions in the United States.

ALSDE - Alabama State Department of Education

AMSTI - Alabama Math, Science, and Technology Initiatives

AP - Advanced Placement

A+ - Alabama Education Partnership. A+ advocates for policies, practices, and investments that advance learning, and by partnering with schools to build the capacity of teachers and leaders.

ARI - Alabama Reading Initiative. ARI is a statewide K-12 initiative committed to supporting the development of high-quality instruction that will prepare all students with the literacy skills needed to meet or exceed grade-level standards.

ATMP - Alabama Teacher Mentoring Program

CALT - Certified Academic Language Therapist

CATA - Cullman Area Technology Academy

CCBOE - Cullman County Board of Education

CCR - College and Career Ready

CCRI - College and Career Readiness Indicators

COGNIA - New name for AdvancED. Cognia is an educational nonprofit that offers accreditation, certification, assessment, and other professional services to school districts and states.

COS - Course of Study

CTE - Career and Technical Education

CTSO - Career Tech Student Organizations

Dual Enrollment - A program that allows high school students to enroll in college courses for credit prior to high school graduation.

EL - English Learner

ELA - English Language Arts



Glossary and List of Acronyms

Essential Skills - The skills that people need for work, learning and life and involves literacy, computer use, thinking, oral communication, working with others and continuous learning.

ESSER - Elementary and Secondary Emergency Education Relief

FAFSA - Free Application for Federal Student Aid

IRAP - Industry-Recognized Apprenticeship Program

LETRS - Language Essentials for Teachers of Reading and Spelling

nSIDE - School Safety Program

MSLE - Multisensory Structured Language Education

MTSS - Multi-Tiered System of Supports

OGAP - On-Going Assessment Project

PD - Professional Development

PowerSchool - PowerSchool is a software company that stores and manages student data.

Praxis - A series of teacher certification exams written and administered by Educational Testing Service. These tests are administered before, during, and after teacher training courses.

RTI - Response to Instruction

SBMH - School-Based Mental Health

SEL - Social-Emotional Learning

SREB - Southern Regional Education Board

SRO - School Resource Officer

STEAM - Science, Technology, Engineering, Arts, and Math

STEM - Science, Technology, Engineering, and Math

TAASRO - The Alabama Association of School Resource Officers

VAS3 - Virtual Alabama School Safety System

YMHFA - Youth Mental Health First Aid

