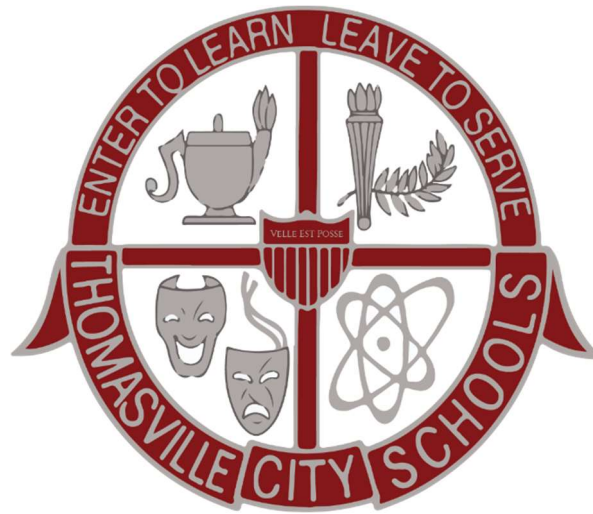




## Thomasville City Schools Strategic Plan 2024 – 2029



### Thomasville City Schools

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*Expect Excellence*

# **Thomasville City Schools Board of Education**

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**Thomasville City Schools**  
**Strategic Plan**  
**2024-2029**

**Provide equitable learning in which all students  
have the opportunity to gain knowledge and  
ignite curiosity in our ever-changing world.**

# Thomasville City Schools Strategic Plan for 2024-2029

## **Aspiration**

The Thomasville City School System aspires to be a world-class educational system preparing all students to be competitive for career, for college, and for life in the an ever changing world.

## **Vision Statement**

By providing the best education possible, the Thomasville City School System empowers students to become caring, competent, responsible citizens, who value education as a lifelong process.

## **Mission Statement**

Provide equitable learning in which all students have the opportunity to gain knowledge and ignite curiosity in our ever-changing world.

## **Beliefs**

In addition, the following belief statements are endorsed by the Thomasville City School System as guiding principles for accomplishing its mission and vision:

- \* Learning is the chief priority for our schools.
- \*Education is a partnership involving the home, the community, and our schools.
- \*Consistently enforced discipline promotes a safe, positive learning environment.
- \* Literacy skills are fundamental to student success.
- \*Individualized education promotes a lifelong desire to learn.

## **Theme:**

“Expect Excellence”

## **Executive Summary**

Thomasville City School District is located in rural southwest Alabama. It is a city school system in Clarke County, Alabama. Thomasville City School System includes three schools that are all located in the city of Thomasville. The system also provides education to our students through the Coastal Alabama Community College campus located in Thomasville. Thomasville City School System serves approximately 1000 students and employs approximately 98 certified staff members and 47 noncertified support staff members.

## **General Demographic Information about the City of Thomasville**

Thomasville is a city in Clarke County, Alabama, United States. In 2020 the population was 3,649. Founded as a late 19th-century railroad town, it has transitioned over the course of more than a century into a 21st-century commercial hub. In 2020 the median household income was \$45,429. However, 15.6% of the population live in poverty. The median age for Thomasville City residents is 43.8 years young. The largest Thomasville City ethnic groups are Black (49%) White (43%) Hispanic (1%) Two or more Races (2%) Other (5%).

## **Strengths/Opportunities**

- Of the 98 certified employees in Thomasville City Schools (TCS), 68% hold a master's degree or higher
- Grade structure is (Pre-K – 4<sup>th</sup>, 5<sup>th</sup> – 8<sup>th</sup>, 9<sup>th</sup> – 12<sup>th</sup>)
- The district is AdvancEd accredited
- Every student in grades 1<sup>st</sup> – 12<sup>th</sup> have access to a chromebook
- Kindergarten Students have access to iPad carts
- On campus Career Fair for 9<sup>th</sup> – 12<sup>th</sup>
- On campus Career Discovery Day for 7<sup>th</sup> – 8<sup>th</sup>
- All three schools in the district have on campus School Resource Officers (SRO's) made possible through grants and a partnership with the City of Thomasville
- Dual enrollment partnerships with Coastal Alabama Community College, The University of West Alabama, and The University of Alabama
- A District Safety and Families/Community Outreach Coordinator
- Mental Health Coordinator
- Behavior Therapist

## Changes/Challenges

- Decrease in student enrollment (the town and county)
- Student tardies and absences continue to be a problem
- Closing the achievement gap in all subgroups on state assessments
- Parent/guardian participation is a challenge
- Maintaining school safety/safety upgrades
- Upkeep of aging buildings and facilities
- Decrease in enrollment has led to decreased state allocated teacher units
- 

The Thomasville City School System has seen a decline in student population over the last five years. Student enrollment has decreased from a high in 2015 of 1306 to the enrollment of 1061 in the fall of 2020. The current enrollment for fall of 2023 was approximately 1000. The decrease in the population, in some part, has been related to the total economic situation in our county and state. Our school system is also dealing with some old school structures that need to be updated. Current planning and renovations will be undertaken over the next few years to address these issues.

Thomasville City School System has implemented curriculum and strategies that address College and Career Readiness Skills. We are a K-12 one-to-one school district and have found the need to upgrade our network and technology so that our system can best utilize the technology we have in place for our students. Our school system has been proactive in bringing professional development to our teachers so that the most meaningful teaching and learning can occur utilizing current technologies.

## Our Priorities

Through the combined efforts of all stakeholders Thomasville City School System will:

- Make our schools centers of learning opportunities, readily accessible for the families and residents of our community.
- Recognize and nurture students as individuals with unique abilities, learning styles, and distinct educational needs.
- Prepare our students, as well as our staff, with the skills to use technology as a tool for communication and lifelong learning. (producers verses consumers)
- Set a uniform standard for high academic achievement.
- Establish and monitor benchmarks of success to increase student achievement.
- Provide a safe and caring learning environment; one that values diversity, collaboration and risk-taking.
- Provide access to applicable and purposeful technology resources and tools to meet or exceed the educational goals of Thomasville City Schools. It is our mission to assist and guide staff members in utilizing technology skillfully and efficiently in the classroom.

## **Strategic Plan:**

- **Goal 1: Improve Attendance at each school in the district**

### **Objectives:**

- 1. Each school will achieve and maintain a 95% rate of student attendance with our average daily attendance and decrease the percentage of students deemed chronically absent**

### **Strategies:**

- Positive incentive programs to promote good attendance
- School Status will be utilized to communicate with parents on student attendance issues
- Utilize School Status Attendance Platform to send out attendance letters/messages to parents
- Schools will share attendance concerns at monthly administrative meetings with district administrators
- Thomasville City Schools in conjunction with the District Attorney's Office, Helping Families Initiative, and the Juvenile Probation Officer, will hold a monthly Attendance Council Meeting with School Officials, Parents and Students.
- Revisit and revise district attendance policy on a yearly basis

- 2. Implement a multi-tiered academic, social, emotional, and behavioral support system to improve attendance and school learning through a positive school climate and culture.**

### **Strategies:**

- Emotional/Behavioral/Mental Health Counseling
- In-School Interventions
- Parent meetings and Student Assemblies
- Peer Helpers
- PBIS (Positive Behavior Intervention Supports)
- MTSS (Multi-Tiered Support System) To include (RtI (Response to Intervention), PST (Problem Solving Team), Retention Committee)

- **Goal 2: Safe and Supportive Learning Environments**

**Objectives:**

**1. Maintain a safe and healthy environment in well-maintained facilities**

**Strategies:**

- a. Update all school safety plans via the NSide platform annually
- b. Assess facilities annually, including outdoor play areas, and to identify/resolve potential safety issues
- c. Strengthen school-home connections
- d. Retain School Resource Officers (SRO's) in all schools
- e. Proactively address bullying and harassment concerns
- f. Retain Mental Health professionals in the district
- g. Continue to use School Status services for parental contacts
- h. Conduct building safety checks and emergency drills on a regular
- i. Secure funding sources to retain the District Safety and Families/Community Outreach Coordinator
- j. Secure funding sources to retain an on-site athletic trainer for student athletes

- **Goal 3: Student Success (a Pre-K through 12 educational plan to prepare our students for successful transitions to college and or career opportunities)**

**Objectives:**

**1. Increase academic achievement and growth for all students with a focus on literacy and math**

**Strategies:**

- a. Professional Learning Teams will meet at least quarterly to collaborate, learn, and determine instructional goals and expectations
- b. Train, guide and support the implementation of standards-based lessons that incorporate best practices through strategic teaching techniques
- c. Plan with AMSTI/OMI Math Coach and ARI Reading coach to determine student achievement in monthly DATA meetings
- d. Utilize on-site coaching cycles with AMSTI Math and ARI Reading Coach
- e. Use a SDE approved formative and summative assessment to guide all instructional decisions
- f. Continue to move standards-based report cards to the next grade yearly (currently at 2<sup>nd</sup> grade)

## **2. Improve high school Graduation rate:**

### **Strategies:**

- a. Provide rigorous and relevant instruction to better engage students in learning and provide the skills needed to graduate as well as be successful in life after graduation
- b. Provide academic support to improve academic performance
- c. Assign adult advocates to students at risk of dropping out of school
- d. Coordinate resources to support at-risk students

## **3. Ensure that all graduating seniors meet at least one indicator for College and Career Readiness**

### **Strategies:**

- a. Increase awareness of college and career readiness (CCR) and CCR indicator attainment
- b. Increase offerings of Career & Technical (CTE) pathways and equitable access to earning an industry approved credential
- c. School Counselor, Career Coach, Curriculum Coordinator, and Building Administrators will evaluate CCR attainment at the end of each month using the SDE AIM Portal

## **4. Reduce the achievement and opportunity gap between subpopulations**

### **Strategies:**

- a. Analyze and act upon assessment results to identify and target disadvantaged students and underperforming groups
- b. Provide equitable access to resources and programs
- c. Utilize evidence-based strategies to increase student achievement for disadvantaged students and underperforming groups

## **5. Provide high quality educational opportunities for all students**

### **Strategies:**

- a. Continue to offer Pre-K classes through the OSR (Office of School Readiness)
- b. Summer Reading Camps in the area of Math and Reading (K-6<sup>th</sup>) \*When Funding is available
- c. After School tutoring (K-12) \*When Funding is available
- d. Ensure all Career Technical Programs have a pathway for students to obtain an industry recognized credential
- e. Implement a multi-tiered system of learning supports (MTSS): (RtI Response to Intervention, PST Problem Solving Teams, Retention Committees)

- f. Prepare and encourage students to participate in dual enrollment/dual credit courses both academic and industrial

- **Goal 4: Communication and Culture**

**Objectives:**

1. **Communicate with employees and the community to inform, engage, and foster a culture of commitment that is student centered.**

**Strategies:**

- a. Maintain digital forms of communication including Gmail, district website, system app, and school status
- b. Disseminate information through social media platforms
- c. Disseminate information through meetings
2. Demonstrate a commitment to fostering a positive, welcoming, and collaborative culture
  - a. Create trusting and caring relationships that promote open communication among administrators, teachers, staff, students, families, and community
  - b. Provide education and opportunities to enable families to be actively involved in their children's academic and school life
  - c. Continue to use the Cognia platform to conduct student, parent and staff climate and culture surveys annually

- **Goal 5 Leadership/Staff Development**

**Objectives:**

1. **Provide educators with instructional support and a systemic, collaborative approach for analyzing and improving professional practice**

**Strategies:**

- a. Provide teachers time to work collaboratively to reflect on purposeful planning, strategic teaching, and quality lesson design
- b. Provide teachers with protected teaching time during the school day to ensure standards/curriculum is properly delivered to all students
- c. Provide all new teachers with an induction program and professional learning opportunities for guidance and support throughout the first years in the profession
- d. Provide new teachers with a seasoned, effective teacher mentor
- e. Provide adequate time for RtI and problem-solving teams to have data meetings and make strategic plans based on student data
- f. Provide all staff with continuous professional development to improve instructional practices

## **Measuring Our Success**

Our strategic planning framework focuses on the key competency areas of academic excellence, college, and career readiness, and preparing our students for a productive future. Thomasville City Schools' administration, faculty and staff will align its work with the needs of our schools through the analysis of individual school data as well as the allocation of resources. Additionally, based on professional development, community engagement, and strategic planning every school will engage in professional learning activities focused on school improvement on a yearly basis according to the ASIST guidelines from Cognia. The systems and schools' Continuous improvement Plan is the primary tool we use to understand and know the strengths and needs of all schools, so we may serve them to the best of our ability. It is based on using multiple data sources in areas that promote the conditions for student success.

## **Student Outcome Data**

### **Districtwide Targets and Milestones**

#### **State Assessments**

**Increased Graduation Rate**

**Increased College and Career Readiness rate**

**Increased student participation in Career Tech Dual Enrollment**

**Increased student participation in Academic Dual Enrollment**

**State Report Cards for Schools and District**

**School Level Formative Assessments**

**Decreased incidents on the SIR (Student Incident Reports)**