

GASTON COUNTY SCHOOLS STRATEGIC PLAN

2019-2024





**2019-2024
Gaston County Schools Strategic Plan**

The vision of Gaston County Schools is to inspire success and a lifetime of learning.

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Priority I: College and Career Ready

State Goal: Every student in the NC Public School System graduates from High School prepared for work, further education and citizenship.

State Goal: Every student in the NC Public School System has a personalized education.

GCS Goal: Every student will graduate prepared for college, the work force, and other life-enhancing opportunities.

By June 2024, Gaston County Schools will increase the graduation rate to 90%.

Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Increase Graduation Rate	85.2	85.2	86.6	87	88	89

By June 2024, Gaston County Schools will increase the percent of students who perform on or above grade level on state assessments.

Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
EOG Math	41.7		41.7	55.6	61.1	66.1
3 rd	43.4		43.4	56.4	62.6	67.6
4 th	36.2		36.2	49.5	57.5	62.5
5 th	41.3		41.3	52.5	64.6	69.6
6 th	45.0		45.0	62.4	62.1	67.1
7 th	45.8		45.8	58.4	61.4	66.5
8 th	38.0		38.0	54.3	57.7	62.7
(EOG and Math I Included)						
EOG Reading	54.0		54.0	53.3	60.0	64.0
3 rd	52.0		52.0	51.8	58.0	62.0
4 th	54.1		54.1	53.6	60.1	64.1
5 th	52.9		52.9	50.6	58.9	62.9
6 th	57.5		57.5	57.1	63.5	67.5
7 th	55.5		55.5	55.3	61.5	65.5
8 th	51.7		51.7	51.1	57.7	61.7

By June 2024, Gaston County Schools will increase the percent of students who perform on or above grade level on state assessments.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
EOG Science	69.5		61.3	73.9	75.5	79.5
5 th	64.0		52.0	69.3	70.0	74.0
8 th	75.6		70.3	78.6	81.6	85.6
EOC	56.1				62.1	66.1
Math I	55.4		31.2	49.6	61.4	65.4
Math 3	Baseline Year		46.7	50.0		
English II	56.0		47.1	59.9	62.0	66.0
Biology	57.0		53.4	59.2	63.0	67.0
ACT/WorkKeys						
Percent of Students with Certificate of Silver or Higher	64.5		64.5	67.8	68.9	70.0
ACT Composite (17 or higher)	55.7		55.7	56.8	58.3	60.0
AP Courses						
Percent of students enrolled in AP courses	13.7		13.7	14.0	15.0	16.0
Percent of Students Enrolled in AP course and take the exam	9.0		9.0	12.1	12.8	13.5
Percent of students that earn a 3 or higher on the AP exam	40.0		40.0	41.5	43.3	44.5
CTE						



Increase the proficiency percentage on CTE assessments	66.0		66.0	68.0	70.0	72.0
Increase the percentage of students earning industry recognized credentials	45.8		45.8	49.0	50.0	51.0

By June 2024, Gaston County Schools will increase the percent of students who perform on or above grade level on EOG and EOC assessments, in all major sub-groups.

Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
EOG Math						
SWD	10.5		10.5	16.9	21.5	24.0
ELL	22.8		22.8	32.7	46.1	48.6
EDS	26.9		26.9	43.3	46.1	48.6
African-American	23.1		23.1	38.7	43.9	46.4
EOG Reading						
SWD	9.2		9.2	13.6	18.0	20.0
ELL	12.4		12.4	20.0	36.3	38.3
EDS	27.2		27.2	41.6	44.1	46.1
African-American	24.5		24.5	37.0	39.3	41.3
EOG Science						
SWD	23.0		23.0	36.4	38.9	40.9
ELL	22.0		22.0	42.7	54.2	56.2
EDS	48.0		48.0	63.4	66.6	68.6
African-American	45.2		45.2	58.7	60.5	62.5
EOC Math I						
SWD	19.6		19.6	18.3	20.6	23.1
ELL	22.3		22.3	30.0	36.3	38.8
EDS	15.4		15.4	41.2	44.1	46.6
African-American	10.9		10.9	36.4	41.1	43.6

EOC Math 3							
	<i>SWD</i>	13.1		13.1	20.0	25.0	30.0
	<i>ELL</i>	6.7		6.7	10.0	15.0	20.0
	<i>EDS</i>	33.0		33.0	43.0	46.0	49.0
	<i>African-American</i>	28.8		28.8	35.0	40.0	45.0
EOC English II							
	<i>SWD</i>	11.0		11.0	14.8	18.3	20.3
	<i>ELL</i>	6.6		6.6	11.1	26.2	28.2
	<i>EDS</i>	38.4		38.4	45.3	47.2	49.2
	<i>African-American</i>	34.2		34.2	44.0	47.2	49.2
EOC Biology							
	<i>SWD</i>	15.4		15.4	24.1	26.1	28.1
	<i>ELL</i>	10.8		10.8	18.4	39.2	41.2
	<i>EDS</i>	32.7		32.7	45.8	48.0	50.0
	<i>African-American</i>	28.6		28.6	36.8	39.6	41.6
*Due to the challenges faced during 2019-2020 and 2020-2021 in response to the COVID-19 pandemic, various indicators may not have a reporting year.							



Priority II: Qualified Workforce

State Goal: Every student, every day, has excellent educators.

GCS Goal: Every employee is qualified and committed to the education of all children.

By June 2024, Gaston County Schools will attract and retain high quality workforce in all schools, including high needs areas.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Decrease the Teacher Turnover Rate	12	12	10.9	12	12	12
Increase the Teacher Supplement	\$3,246	\$3,004	\$3,246	\$3,325	\$3,575	\$3,826

By June 2024, Gaston County Schools will survey stakeholders annually to determine the level of overall district and school climate.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Increase Survey Participation						
Percent of Student Participation	20	46	20	85	90	95
Percent of Parent Participation	25	25	10	50	55	60
Percent of District Personnel Participation	85	*	85	95	95	95

By June 2024, Gaston County Schools will increase access to quality, research-based, academic credentials for employees.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Increase Number of National Board Certified Teachers	155	164	155	170	175	180
Increase Number of Teachers with Advanced Degrees	27	20	27	27	30	30

**Due to the challenges faced during 2019-2020 and 2020-2021 in response to the COVID-19 pandemic, various indicators may not have a reporting year.*



Priority III: Innovation

State Goal: Every school district has up to date financial, business, and technology systems to serve its students, parents, and educators.

GCS Goal: Every employee uses innovative practices to serve all students, parents, and other stakeholders.

By June 2024, Gaston County Schools will ensure equitable and sustainable access to technology infrastructure and professional learning.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Technology Devices						
Current Devices	83,305	77,370	83,305	85,000	85,000	85,000
End of Life Devices	5,356	4,033	5,356	5,000	5,000	5,000
Budget Allocation for Refreshment and Additional Infrastructure						
Budget Allocation	\$1,435,750	\$916,919	\$884,242.65	\$1,435,750	\$1,500,000	\$1,000,000
Gaston Digital						
Number of Course Offerings	115	124	115	120	125	130
Number of Participants in Gaston Digital	1803	1203	1803	1900	2000	2100

By June 2024, Gaston County Schools will continue to use technology for communication and outreach.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Communications						
Number of Schools with Social Media	56	55	55	56	56	56
Number of Mobile App Downloads	26,001	22,362	24,093	26,001	27,720	29,700
Number of Visits to District Website	2.3 million	4.8 million	2.9 million	2.3 million	2.42 million	2.64 million
Number of "likes" on Facebook (district account)	25,936	N/A	N/A	25,936	27,898	30,044
Number of followers on Twitter (district account)	10,400	N/A	N/A	10,400	11,770	12,840



Number of subscribers on YouTube (district account)	3,460	N/A	N/A	3,460	4,000	4,500
Number of Channel 21 Programs/Videos	34	51	38	34	40	41
Number of general information messages sent through Parentlink system (from district level)	71	N/A	34	71	73	75

By June 2024, Gaston County Schools will increase the number of teachers and students who effectively use technology enriched learning experiences that are immersive and authentic.

Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Number of Schools with Innovation Stations	19	*	22	19	23	24

**Due to the challenges faced during 2019-2020 and 2020-2021 in response to the COVID-19 pandemic, various indicators may not have a reporting year.*



Priority IV: Healthy, Safe, and Responsible Schools

State Goal: Every student is healthy, safe, and responsible.

GCS Goal: Every student has the opportunity to learn in a safe school environment.

By June 2024, Gaston County Schools will have continuous improvement of safety and security components of the school and work environment.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Safety						
Decreased MOD Rate Average	1.63	1.86	1.92	1.63	1.25	1.25
Number of Completed Work Orders	12,154	16,298	18,273	12,154	15,000	16,000
Security						
Number of Security Audits Conducted	64	63	64	64	64	64
Full Time SRO in All Schools	54	54	54	54	54	54

By June 2024, Gaston County Schools will utilize community resources to increase the physical and mental health support of all students.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Reduce the Amount of Reported Bullying Incidents	10	84	10	75	70	65
Community Resources						
Number of Volunteers and Mentors	134	134		300	300	305
Number of Business/Community Partnerships	221	170	221	430	430	430

By June 2024, Gaston County Schools will continue to foster responsible digital citizenship among all students and employees.						
Indicators	Current Status	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Completed CIPA Lessons	280	108	280	300	320	340

STRATEGIES: Reaching Goals





Priority I: College and Career Ready

State Goal: Every student in the NC Public School System graduates from High School prepared for work, further education and citizenship.

State Goal: Every student in the NC Public School System has a personalized education.

GCS Goal: Every student will graduate prepared for college, the work force, and other life-enhancing opportunities.

By June 2024, Gaston County Schools will increase the graduation rate to 90%.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Increase Graduation Rate					
Collaborative Summer Offerings: Teacher Professional Learning Opportunities.	<i>Assoc. Supt. For Academic Services Executive Director of Elementary School Instruction</i>	<i>Assoc. Supt. For Academic Services</i>	<i>Annually End of Summer</i>	<i>Time for Professional Development, funding for stipends and resources, training sites</i>	<i>Formative Assessment Data</i>
Increase STEM resources and professional development learning opportunities through the addition of Innovation Station Elementary Classrooms and Robotics support for elementary and middle school coaches and teams.	<i>Assoc. Supt. For Academic Services Executive Director of Elementary School Instruction Executive Director of Exceptional Children/AIG</i>	<i>Assoc. Supt. For Academic Services</i>	<i>Annually</i>	<i>Time for Professional Development, funding for resources, training sites. materials for Innovation Station and Robotics</i>	<i># of Innovation Station classrooms, professional development calendar, RoboGASTON rubrics</i>

Every elementary BT2 teacher will attend Reading to Research Training.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Exceptional Children/AIG</i>	<i>Executive Director of Exceptional Children/AIG</i>	<i>August - June</i>	<i>Time for Professional Development, funding for stipends and resources, training sites</i>	<i>Attendance records, assessment pass rate</i>
Every elementary BT3 teacher will attend Foundations of Math Training.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Exceptional Children/AIG</i>	<i>Executive Director of Exceptional Children/AIG</i>	<i>August - June</i>	<i>Time for Professional Development, funding for stipends and resources, training sites</i>	<i>Attendance records, assessment pass rate</i>

By June 2024, Gaston County Schools will increase the percent of students who perform on or above grade level on state assessments.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
EOG Math					
Provide common resources for universal screeners and progress monitoring tools.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Assoc. Supt. For Academic Services</i>	<i>Annually</i>	<i>Time for Professional Development, funding for stipends and resources</i>	<i>Assessment Data</i>

Provide after school K-5 teacher standards-based, math professional development.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance records, TNL survey</i>
Increase the number of schools using AMC to include every K-2 classroom.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance records, TNL survey</i>
Provide summer 6-8 teacher training on usage of research based instructional strategies.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>June-August</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance Records, Assessment Data</i>
Provide county wide virtual middle school 6th-8th grade math professional development during the school year to support current initiatives.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>June- August</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance Records, Assessment Data</i>
Provide continued support for new curriculum for Math 1 (HS credit) through teaming of teachers across the district and common planning among the PLC team.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>Throughout the school year</i>	<i>Schedules, Planning</i>	<i>CF Support Calendar, Assessment Data</i>
TIPS 1 professional development to support novice teachers with emphasis on planning lessons with other district	<i>Assoc. Supt. For Academic Services</i>	<i>Assoc. Supt. For Academic Services</i>	<i>August - May</i>	<i>Funding, Scheduling</i>	<i>Sign in documentation</i>

teachers and collaborating on various curricula within the pacing guide.	<i>Director for Human Resources</i> <i>Professional Learning</i>	<i>Director for Human Resources</i> <i>Professional Learning</i>			
EOG Reading					
Provide common resources for universal screeners and progress monitoring tools.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Middle School Instruction</i>	<i>Assoc. Supt. For Academic Services</i>	<i>Annually</i>	<i>Time for Professional Development, funding for stipends and resources</i>	<i>Data</i>
Provide after school K-5 teacher standards-based, literacy professional development.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance records, TNL survey</i>
Provide full-time Literacy Teachers at all Title I Elementary Schools.	<i>Assoc. Supt. For Academic Services</i>	<i>Assoc. Supt. For Academic Services</i>	<i>August, January, May</i>	<i>Literacy Teachers, Leveled Literacy Instruction</i>	<i>Data</i>
TIPS 1 professional development to support novice teachers with emphasis on planning lessons with other district	<i>Assoc. Supt. For Academic Services</i>	<i>Assoc. Supt. For Academic Services</i>	<i>August - May</i>	<i>Funding, Scheduling</i>	<i>Sign in documentation</i>

teachers and collaborating on various curricula within the pacing guide.	<i>Director for Human Resources</i> <i>Professional Learning</i>	<i>Director for Human Resources</i> <i>Professional Learning</i>			
Provide 6-8 collaborative teacher literacy professional development, during the summer.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>July</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance records, TNL survey</i>
Develop a cadre (team) of 6-8 teachers as ELA teacher leaders to provide support to developing ELA teachers across the district.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance Records, TNL survey, Assessment Data</i>
Provide year-long 6-8 teacher professional development to support current initiatives.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance Records, TNL survey, Assessment Data</i>
EOG Science					
Provide after school K-5 teacher standards-based, science professional development.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Attendance records, TNL survey</i>

Partner with Gaston Natural Resources Department for school based programs and field trips aligned to the NCES.	Executive Director of Elementary School Instruction	Executive Director of Elementary School Instruction	September - May	Funding for transportation	Record of school participation
Provide 5th grade standard mastery benchmarks and end of unit assessments.	<i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	August - May	Schoolnet	Assessment Data
Increase teacher resources through on-line streaming resources.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	August - June	<i>Time for Professional Development, funding and resources</i>	Assessment Data
Provide standards based science professional development during planning for 6 - 8 science teachers.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	September - June	Standards, Facility	Attendance records
Partner with Gaston Natural Resources Department for school based programs.	<i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	September - May		Record of school participation
Provide 8th grade standards mastery benchmarks and end of unit assessments.	<i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	September - May	Schoolnet	Record of school participation
Biology					
Facilitate Professional Learning Networks among Biology teachers within schools and across the district to provide collaborative environments and develop planning and pacing as a team.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	July-August	Supplies for Effective Professional Learning Communities	Record of teacher participation

				<i>Professional Development</i>	
Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>August-May</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning provide collaborative environments and develop planning and pacing as a team.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Summer Institutes to develop teacher leaders.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>

	<i>Curriculum Facilitator for High School Science</i>	<i>Curriculum Facilitator for High School Science</i>			
Facilitate Professional Development through Research in the Classroom to coach developing teachers and mold teach leaders.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School Science</i>	<i>Curriculum Facilitator for High School Science</i>			
Facilitate Professional Development through Teaching Critical Consciousness Through Science Content.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School Science</i>	<i>Curriculum Facilitator for High School Science</i>			
Facilitate Resources and Support for Implementation of Gizmos.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School Science</i>	<i>Curriculum Facilitator for High School Science</i>			
English II					
Facilitate Professional Learning Networks among English teachers within schools and across the district.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>

Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>August-May</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Summer Institutes.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>

Facilitate Resources and Support for Implementation of Turnitin.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Math I					
Facilitate Professional Learning Networks among Math 1 teachers within schools and across the district.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>August-May</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>

	<i>Curriculum Facilitator for High School Math</i>	<i>Curriculum Facilitator for High School Math</i>			
Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Summer Institutes to develop pedagogy amongst teachers and offer opportunities of collaboration across the district.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development for Math 1 teachers through content-specific instructional training.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Resources and Support for Implementation of IXL.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
ACT/WorkKeys					
Provide schools with Pre-ACT data to begin targeted support and instruction for the ACT assessment.	Chief Accountability Officer	Chief Accountability Officer	<i>Beginning of Second Semester</i>	<i>Pre-Act Data</i>	<i>Reports, Assessment Data</i>

AP					
Expand AP offerings and AP exam participation.	<i>Assoc. Supt. of Academic Services</i> <i>Executive Director of High School Instruction</i> <i>Executive Director of the Department of Exceptional Children</i>	<i>Executive Director of High School Instruction</i> <i>Executive Director of the Department of Exceptional Children</i>	<i>Throughout the school year</i>	<i>Professional Development and travel funding, new textbooks /course resources</i>	<i>Teachers attending trainings, course offerings in PS, students registered for courses</i>
Facilitate AP Teacher PLC Meetings to open up collaboration and common lesson planning within the network of AP courses.	<i>Executive Director of the Department of Exceptional Children</i>	<i>Executive Director of the Department of Exceptional Children</i>	<i>Throughout the school year</i>	<i>Calendar</i>	<i>Sign-in Sheets, PLC notes</i>
CTE					
Work individually with Greatest Opportunity for Improvement (GOFI) teachers to help improve their student EOC exam proficiency.	<i>Director of Career and Technical Education</i> <i>IMC</i>	<i>Director of Career and Technical Education</i> <i>IMC</i>	<i>September - May</i>	<i>Time, Schoolnet, NCCTE Admin</i>	<i>NCCTE Admin, PowerSchool, LPS, Schoolnet</i>
Offer new student earned credentials that can be used in lieu of the CTE EOC exam.	<i>Director of Career and Technical Education</i> <i>IMC</i>	<i>Director of Career and Technical Education</i> <i>IMC</i>	<i>Annually</i>	<i>CTE funds to purchase credentials, SOCCA</i>	<i>CTE Status of Curriculum, Credentials and Assessment (SOCCA)</i>
Create schoolnet common assessment benchmarks for Greatest Opportunity for Improvement (GOFI) teachers that	<i>Director of Career and Technical Education</i>	<i>Director of Career and Technical Education</i> <i>IMC</i>	<i>September - May</i>	<i>Time, Schoolnet, NCCTE Admin</i>	<i>NCCTE Admin, PowerSchool, LPS, Schoolnet</i>

addresses low performing CTE EOC standards.	IMC				
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By June 2024, Gaston County Schools will increase the percent of students who perform on or above grade level on state assessments, in all major sub-groups.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
EOG Math					
Summer K-5 Math Camp for all qualifying students to attend to receive additional math instruction.	<i>Assoc. Supt. For Academic Services Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>June-August</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, iReady Diagnostic Data</i>
Implement Math Institute Camp to provide coaching of developing teachers and to strengthen math pedagogy and practices.	<i>Assoc. Supt. For Academic Services Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>June-August</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, iReady Diagnostic Data</i>
Continue ASPIRE- After-School Instruction to help remediate students who are behind in proficiency levels, reading/math/science performance.	<i>Assoc. Supt. For Academic Services Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>Throughout the school year</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Diagnostic Data</i>
Provide additional support through a weekly “Homework Hotline” for math students 6th-8th grades.	<i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>Throughout the school year</i>	<i>Tech tools</i>	<i>Participation</i>

Implement a district wide monthly math competition for school teams grades 7th through Math 1.	<i>Assoc. Supt. for Academic Services</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Middle School Instruction</i>	<i>Throughout the school year</i>	<i>Funding, Facilities</i>	<i>Participation</i>
Provide SIOP training for teachers at all levels.	<i>Assoc. Supt. for Academic Services</i> <i>Executive Director of Student Support Services</i>	<i>Executive Director of Student Support Services</i>	<i>Throughout the school year</i>	<i>Funding, Facilities</i>	<i>Participation</i>
EOG Reading					
Provide full-time Literacy Teachers at all Title I Elementary Schools.	<i>Assoc. Supt. For Academic Services</i>	<i>Assoc. Supt. For Academic Services</i>	<i>August, January, May</i>	<i>Literacy Teachers, Leveled Literacy Instruction</i>	<i>iReady Diagnostic Dat, EOG Assessment Data</i>
Summer K-5 Reading Camp for all EDS students to attend to receive additional math instruction to prevent summer regression of reading progress.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>June-August</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Diagnostic Data</i>
Implement Reading Institute Camp to develop teacher pedagogy and practices with an emphasis on coaching and collaboration.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>June-August</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Diagnostic Data</i>
ASPIRE- After-School Instruction to remediate and support students who need additional support in the areas of	<i>Assoc. Supt. For Academic Services</i>	<i>Executive Director of Elementary School Instruction</i>	<i>Throughout the school year</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Diagnostic Data</i>

reading, math and science to reach proficient levels.	<i>Executive Director of Elementary School Instruction</i>				
Provide SIOP training for teachers at all levels to better support English Language Learners.	<i>Assoc. Supt. for Academic Services</i> <i>Executive Director of Student Support Services</i>	<i>Executive Director of Student Support Services</i>	<i>Throughout the school year</i>	<i>Funding, Facilities</i>	<i>Participation</i>
EOG Science					
Continue Innovation Station Partnership with UNC Charlotte to provide additional science instruction.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>Throughout the school year</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Assessment Data</i>
Develop summer partnership with outside resources provide additional science instruction to strengthen science practices and instruction in schools.	<i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Middle School Instruction</i>	<i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Middle School Instruction</i>	<i>Throughout the school year</i>	<i>Funding, Facilities, Curriculum</i>	<i>Student attendance, Assessment Data</i>
Biology					

Facilitate Professional Learning Networks among Biology teachers within schools and across the district.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>August-May</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>

	<i>Curriculum Facilitator for High School Science</i>	<i>Curriculum Facilitator for High School Science</i>			
Facilitate Professional Development through Summer Institutes to develop teachers and provide collaboration in planning lessons for the new school year.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Research in the Classroom to provide coaching opportunities to develop teachers and their practices.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Teaching Critical Consciousness Through Science Content.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Resources and Support for Implementation of Gizmos.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
English II					

<p>Facilitate Professional Learning Networks among English teachers within schools and across the district to provide opportunities for collaboration and common planning.</p>	<p><i>Executive Director of High School Instruction</i></p>	<p><i>Executive Director of High School Instruction</i></p>	<p><i>July-August</i></p>	<p><i>Supplies for Effective Professional Learning Communities Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>July-June</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>August-May</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School English</i></p>	<p><i>July-June</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.</p>	<p><i>Executive Director of High School Instruction</i></p>	<p><i>Executive Director of High School Instruction</i></p>	<p><i>July-June</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>

	<i>Curriculum Facilitator for High School English</i>	<i>Curriculum Facilitator for High School English</i>			
Facilitate Professional Development through Summer Institutes to develop teachers and their practices.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School English</i>	<i>Curriculum Facilitator for High School English</i>			
Facilitate Resources and Support for Implementation of Turnitin.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School English</i>	<i>Curriculum Facilitator for High School English</i>			
Facilitate Professional Learning Networks among English teachers within schools and across the district to provide collaborative environments while lesson planning.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School English</i>	<i>Curriculum Facilitator for High School English</i>			
Math I					

Facilitate Professional Learning Networks among Math 1 teachers within schools and across the district to provide collaborative opportunities to share practices and lesson planning.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Teachers through Professional Development such as Delta Fellows and Lesson Design Summits.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>August-May</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Second Year Teachers via Lesson Design and Verso Learning.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Growth for Beginning Third Year Teachers via Lesson Design and Verso Learning with an emphasis on “Coaching” teachers.	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Math</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
Facilitate Professional Development through Summer Institutes to develop teachers and their practices.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this</i>	<i>Record of teacher participation</i>

	<i>Curriculum Facilitator for High School Math</i>	<i>Curriculum Facilitator for High School Math</i>		<i>Professional Development</i>	
Facilitate Professional Development for Math 1 teachers through content-specific instructional training.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School Math</i>	<i>Curriculum Facilitator for High School Math</i>			
Facilitate Resources and Support for Implementation of IXL.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</i>
	<i>Curriculum Facilitator for High School Math</i>	<i>Curriculum Facilitator for High School Math</i>			
Facilitate Professional Learning Networks among Math 1 teachers within schools and across the district to provide opportunities for collaboration and lesson planning.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>July-August</i>	<i>Supplies for Effective Professional Learning Communities Professional Development</i>	<i>Record of teacher participation</i>

Priority II: Qualified Workforce

State Goal: Every student, every day has excellent educators.

GCS Goal: Every employee is qualified and committed to the education of all children.

By June 2024, Gaston County Schools will attract and retain a high quality workforce in all schools, including high needs areas.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Decrease the Teacher Turnover Rate					
TIPS Program for Beginning Teachers.	<i>Assoc. Supt. For Academic Services</i>	<i>Professional Learning Personnel Management Coordinator</i>	<i>Throughout the School year</i>	<i>Facilities, Agendas, Topics of Discussion</i>	<i>Meeting Sign-ins and agendas</i>
<i>Support Sessions</i>					
<i>Monthly Newsletter</i>					
<i>Make-up Sessions for Late Hires</i>					
Beginner to National Board Certification.	<i>Director of Title One</i>	<i>K-12 Curriculum Facilitator</i>	<i>Throughout the School year</i>	<i>Facilities, Agendas, Topics of Discussion</i>	<i>Number of National Board Certified Teachers</i>

	<i>K-12 Curriculum Facilitator</i>				
Implement a 12% salary increase for all National Board Certified .	<i>Executive Director of Human Resources</i>	<i>Executive Director of Human Resources</i>	<i>Beginning of Fiscal year</i>	<i>Funding</i>	<i>Salary Information</i>
Award a \$1,000 supplement for all GCS employees who obtain National Board certification and stay with GCS.	<i>Executive Director of Human Resources</i>	<i>Executive Director of Human Resources</i>	<i>Beginning of Fiscal year</i>	<i>Funding</i>	<i>Salary Information</i>
Teaching and Learning Conference where teachers across the district are invited to attend and present on various topics within education.	<i>Associate Supt. of Academic Services</i>	<i>K-12 Curriculum Facilitator</i> <i>Professional Learning</i>	<i>August of each year</i>	<i>Facilities, Presenters, Topics to Present</i>	<i>Total Attendees and Total Presenters</i>
Title One Poverty Certification.	<i>Director of Title One</i> <i>K-12 Curriculum Facilitator</i>	<i>K-12 Curriculum Facilitator</i>	<i>Throughout the school year</i>	<i>ECU Courses, Funding for Supplement</i>	<i>Number of teacher receiving certification</i>
Human Resources will attend area Career Fairs to attract potential employees.	<i>Executive Director of Human Resources</i>	<i>Executive Director of Human Resources</i>	<i>Throughout the school year</i>	<i>Early Contracts, Career Fair Invites</i>	<i>Number of Visits, Signed Early Contracts, Visits to Booth</i>
Award Early Contracts to Qualified Employees .	<i>Executive Director of Human Resources</i>	<i>Executive Director of Human Resources</i>	<i>Throughout the school year</i>	<i>Funding</i>	<i>Signed Contracts</i>
Innovative partnership with UNC-Charlotte and GCS to provide and train student-teachers .	<i>Executive Director of Human Resources</i> <i>Mentor Support Coordinator</i>	<i>Mentor Support Coordinator</i>	<i>Throughout the school year</i>	<i>Student-Teachers and Clinical Site Director</i>	<i>Timesheets</i>

Partner with HS Teacher Cadet courses to promote further education opportunities for teaching licensure.	<i>Executive Director of Human Resources</i>	<i>Executive Director of Human Resources</i>	<i>Throughout the school year</i>	<i>Scheduled Visits with Teacher Cadets</i>	<i>Scheduled Visits</i>
All Beginning Teachers receive a mentor for their first 3 years of employment with Gaston County.	<i>Executive Director of Human Resources</i>	<i>Mentor Support Coordinator</i>	<i>Throughout the school year</i>	<i>Qualified Mentors</i>	<i>Mentor logs, BT 1, 2 and 3 requirement completion</i>
Annual Principal Evaluations are conducted using various data points.	<i>Executive Director of Human Resources</i> <i>Executive Director of K-12 Instruction</i>	<i>Executive Director of Human Resources</i> <i>Executive Director of K-12 Instruction</i>	<i>Three times a year</i>	<i>Data points and Evaluation System</i>	<i>NCEES Evaluation</i>

By June 2024, Gaston County Schools will survey stakeholders annually to determine the level of overall district and school climate.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Increase Survey Participation					
Create parent, student and staff climate annually and share with all stakeholders.	<i>Chief Accountability Officer</i>	<i>Chief Accountability Officer</i>	<i>End of the Year</i>	<i>eProve Survey Software</i>	<i>Link to survey, completed survey data</i>

By June 2024, Gaston County Schools will increase access to quality, research-based academic credentials for employees.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Increase Number of National Board Certified Teachers					

Beginner to National Board Certification.	<i>Director of Title One K-12 Curriculum Facilitator</i>	<i>K-12 Curriculum Facilitator</i>	<i>Throughout the School year</i>	<i>Facilities, Agendas, Topics of Discussion</i>	<i>Number of National Board Certified Teachers</i>
National Board Certification Support Sessions at Rader Center.	<i>Director of Title One K-12 Curriculum Facilitator</i>	<i>K-12 Curriculum Facilitator</i>	<i>Throughout the School year</i>	<i>Facilities, Agendas, Topics of Discussion</i>	<i>Number of National Board Certified Teachers</i>
Reception to recognize new National Board Certified Teachers.	<i>Chief Communications Officer</i>	<i>K-12 Curriculum Facilitator</i>	<i>Throughout the School year</i>	<i>Facilities, Agendas, Topics of Discussion</i>	<i>Number of National Board Certified Teachers</i>
Increase Number of Teachers with Advanced Degrees					
Partnership with ECU.	<i>Director of Title One</i>	<i>Director of Title One</i>	<i>Throughout the school year</i>	<i>ECU Courses, Funding for Supplement</i>	<i>Number of teachers receiving certification</i>

Priority III: Innovation

State Goal: Every school district has up to date financial, business, and technology systems to serve its students, parents, and educators.

GCS Goal: Every employee uses innovative practices to serve all students, parents, and other stakeholders.

By June 2024, Gaston County Schools will ensure equitable and sustainable access to technology infrastructure and professional learning.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Number of Technology Devices					

Track the number of devices at each school location to ensure distribution is fair and equitable.	<i>Chief Technology Officer</i>	<i>Chief Technology Officer</i>	<i>Beginning of the Year</i>	<i>Inventory System</i>	<i>Utilizing GCS One to One Plus to monitor current and end of life devices as well as funding source</i>
Budget Allocation for Refreshment and Additional Infrastructure					
Request on-going funds in budget request so that end of life devices may be refreshed Track funds spent by schools and other departments to refresh technology.	<i>Chief Technology Officer</i>	<i>Assoc. Supt. of Operations and Finance</i>	<i>Beginning of the Year</i>	<i>Funding</i>	<i>Budget Allocation</i>
Gaston Digital					
Provide a variety of innovative professional learning opportunities using different sources of technology through a collaborative environment.	<i>Chief Technology Officer</i> <i>Instructional Technology Facilitators</i>	<i>Chief Technology Officer</i>	<i>Beginning of the year</i>	<i>Current Personnel</i>	<i>True North Logic Reports for participation</i>
Instructional Technology Facilitators and Academic Facilitators will team together to embed the effective use of technology into GCS Pacing Guides.	<i>Assoc. Supt. of Academic Services</i> <i>Chief Technology Officer</i> <i>Instructional Technology Facilitators</i>	<i>Assoc. Supt. of Academic Services</i> <i>Chief Technology Officer</i>	<i>Beginning of the year</i>	<i>Current Personnel</i>	<i>Review of Pacing Guides</i>

	<i>Academic and Curriculum Facilitators</i>				
Continue to train Pinnacle Leaders at all schools.	<i>Chief Technology Officer</i>	<i>Chief Technology Officer</i>	<i>Throughout the school year</i>	<i>Applications</i>	<i>Applications</i>

By June 2024, Gaston County Schools will continue to use technology for communication and outreach.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Communications					
Session at the Superintendent’s Parent Advisory Council fall meeting or other community meeting at the start of each	<i>Chief Communications Officer</i>	<i>Communications Dept. Accountability Dept.</i>	<i>Beginning of the Year</i>	<i>Facility, Handouts, Presentation</i>	<i>Parent Portal, Mobile App, YouTube, Parentlink,</i>

school year to introduce parents to all the communication tools offered.	Chief Accountability Officer				district website, district social media
Provide communication tools information to all new students who enroll in the district throughout the school year.	Chief Communications Officer Chief Accountability Officer	Communications Dept. Accountability Dept.	Throughout the School Year	Printed directions in enrollment packets	Parent Portal, GCS App, U-Stream, YouTube, Parentlink, Schoolwire user statistics
Provide link on GCS homepage about the registration process for Parent Portal and Mobile App.	Chief Communications Officer Chief Accountability Officer	Communications Dept. Accountability Dept.	Beginning of the school year	N/A	Parent Portal, GCS App, U-Stream, YouTube, Parentlink, Schoolwire user statistics
Develop and Implement Parent Focus Group to review District Performance and provide bi-annual feedback on the Strategic Plan.	Chief Accountability Officer	Chief Accountability Officer	Two times a year	Facility, Handouts, Presentation, Performance Data	Attendance, Invites
Collaborate with principals and/or school webmaster/social media coordinator/News Network representative about how to create/maintain a Facebook and Twitter account.	Chief Communications Officer Chief Accountability Officer	Communications Dept. Accountability Dept.	Throughout the School Year	Handouts, Presentation	Quarterly checks on schools' Facebook and Twitter accounts

By June 2024, Gaston County Schools will increase the number of teachers and students who effectively use technology enriched learning experiences that are immersive and authentic.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
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Number of Schools with Innovation Stations

<p>Partnership with UNC Charlotte to provide training and resources to schools for innovation stations.</p>	<p><i>Assoc. Supt. For Academic Services</i></p> <p><i>Executive Director of Elementary School Instruction</i></p>	<p><i>Executive Director of Elementary School Instruction</i></p>	<p><i>Throughout the school year</i></p>	<p><i>Funding, Facilities, Curriculum</i></p>	<p><i>Professional Development Opportunities, completed projects,, Assessment Data</i></p>
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Priority IV: Healthy, Safe, and Responsible Schools

State Goal: Every student is healthy, safe, and responsible.

GCS Goal: Every student has the opportunity to learn in a safe school environment.

By June 2024, Gaston County Schools will have continuous improvement of safety and security components of the school and work environment.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Safety					
Train Principals, AP, Counselors on “How to Write a Safety Plan.”	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>Throughout the School Year</i>	<i>Handouts, Presentation</i>	<i>Sign in sheets from training</i>
	<i>Director of Alternative Education</i>	<i>Director of Alternative Education</i>			
All Safety Plans and Notebooks are Audited.	<i>Executive Director of Auxiliary Services</i>	<i>Executive Director of Auxiliary Services</i>	<i>Throughout the School Year</i>	<i>Schedule, Audit Sheets</i>	<i>Audit Reports</i>
	<i>Security Compliance Manager</i>	<i>Security Compliance Manager</i>			
Security					
Schedule school security audits.	<i>Security Compliance Manager</i>	<i>Security Compliance Manager</i>	<i>Throughout the School Year</i>	<i>Schedule, Audit Sheets</i>	<i>Audit Reports</i>
Safety and Security Training: Teachers; Administrators; School Resource Officers; Local Law Enforcement Agencies.	<i>Executive Director of Auxiliary Services</i>	<i>Executive Director of Auxiliary Services</i>	<i>Throughout the School Year</i>	<i>Handouts, Presentation</i>	
	<i>Security Compliance Manager</i>	<i>Security Compliance Manager</i>			
Life Safety Upfits and Improvements: Camera’s; Metal Detection; Event Planning.	<i>Executive Director of Auxiliary Services</i>	<i>Executive Director of Auxiliary Services</i>	<i>Throughout the School Year and Ongoing</i>	<i>Preventative Maintenance Schedule and as needed</i>	<i>Reports</i>
	<i>Security Compliance Manager</i>	<i>Security Compliance Manager</i>			

By June 2024, Gaston County Schools will utilize community resources to increase the physical and mental health support of all students.

Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Reduce the Amount of Reported Bullying Incidents					
Implement the use of the DPI “Bullying Assessment Tool.”	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>Throughout the year</i>	<i>Handouts Presentations</i>	<i>Completed assessment</i>
Maintain Educator’s Handbook.	<i>Director of Alternative Education</i>	<i>Director of Alternative Education</i>	<i>Throughout the year</i>	<i>Educator’s Handbook</i>	<i>Referrals and outcome reports</i>
Provide the Superintendent/Executive Director of Student Support Services with a student discipline annual report.	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>End of school year</i>	<i>Educator’s Handbook</i>	<i>Reported Incidents</i>
Maintain the Anti-Bullying webpage for students, staff and parents.	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>Throughout the school year</i>	<i>Anonymous Bullying Website</i>	<i>updated website</i>
Develop a Parent Program to be offered each semester.	<i>Director of Counseling Services</i> <i>Director of Athletics and Driver Education</i>	<i>Director of Counseling Services</i> <i>Director of Athletics and Driver Education</i>	<i>Once each semester</i>	<i>Handouts Presentations</i>	<i>Parent sign in logs</i>
Involve School-Based Therapist to provide training to select staff.	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>Throughout the year</i>	<i>Handouts Presentations</i>	<i>Staff sign in sheets</i>
Train counselors to provide Mental Health Referral to identified “bullies.”	<i>Director of Counseling Services</i>	<i>Director of Counseling Services</i>	<i>Beginning of school year</i>	<i>Handouts, Presentations</i>	<i>School Counselor sign-in sheet</i>
All schools implement a mental health indicator through their school improvement plan.	<i>Executive Director of Student Support Services</i> <i>Chief Accountability Officer</i>	<i>Chief Accountability Officer</i>	<i>Beginning of Two Year School Improvement Plan Cycle</i>	<i>NC Star, School Improvement Plan</i>	<i>SIP Monitoring Meetings, Indicator and Action</i>

Community Resources					
Raise visibility of the Business and Community Partnerships Office through annual partnership recognition event and other activities.	<i>Director of Business Partnerships</i> <i>Chief Communications Officer</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Funding, Facilities,</i>	<i>Attendees</i>
Continue to speak and present programs at churches, businesses, and other community events.	<i>Director of Business Partnerships</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Funding, Facilities,</i>	<i>Calendar, Agendas of events attended</i>
Use district level means of communication to highlight partnerships.	<i>Director of Business Partnerships</i> <i>Chief Communications Officer</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Communication tools</i>	<i>N/A</i>
Attend community events to engage stakeholders.	<i>Director of Business Partnerships</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Funding, Facilities,</i>	<i>Calendar, Agendas of events attended</i>
Continue management of volunteer database and provide convenient access for Volunteer Orientation.	<i>Director of Business Partnerships</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Database, Facilities</i>	<i>Database, Attendees</i>
Encourage schools to post volunteer information and needs on school web pages and social media accounts.	<i>Director of Business Partnerships</i> <i>Chief Communications Officer</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Communication Tools</i>	<i>N/A</i>
Recruit and train mentors and speak on behalf of the Gaston County Schools mentoring program.	<i>Director of Business Partnerships</i>	<i>Director of Business Partnerships</i>	<i>Throughout the School Year</i>	<i>Communication tools,</i>	<i>Calendar, Agendas of events attended</i>

By June 2024, Gaston County Schools will continue to foster responsible digital citizenship among all students and employees.					
Strategies	Person(s) Responsible for Implementation	Person(s) Responsible Data Reporting	Benchmark Dates	Required Resources	Monitoring Method
Completed CIPA Lessons					
Student Support Services and Technology Support Services will team together to write and share digital citizenship lessons with schools at the elementary, middle and high school level.	<i>Chief Technology Officer</i> <i>Instructional Technology Facilitators</i> <i>Student Support Services</i>	<i>Instructional Technology Facilitators</i>	<i>June-August</i>	<i>Lesson plans, Drive to store lessons</i>	<i>Bank of Lessons shared with schools</i>
Administrators will monitor the implementation of district prepared digital citizenship lessons within the school day at all elementary, middle and high schools.	<i>School-level administrators</i>	<i>School-level administrators</i>	<i>Throughout the school year</i>	<i>Lessons</i>	<i>Completed Lesson Spreadsheet</i>