

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	85.6	87	88	89	90	90

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	53.6	56.1	58.6	61.1	63.6	66.1
3 rd	55.1	57.6	60.1	62.6	65.1	67.6
4 th	50.0	52.5	55.0	57.5	60.0	62.5
5 th	57.1	59.6	62.1	64.6	67.1	69.6
6 th	54.6	57.1	59.6	62.1	62.6	67.1
7 th	53.9	56.4	58.9	61.4	63.9	66.5
8 th <i>(EOG and Math I Included)</i>	50.2	52.7	55.2	57.7	60.2	62.7
EOG Reading	54.0	56.0	58.0	60.0	62.0	64.0
3 rd	52.0	54.0	56.0	58.0	60.0	62.0
4 th	54.1	56.1	58.1	60.1	62.1	64.1
5 th	52.9	54.9	56.9	58.9	60.9	62.9
6 th	57.5	59.5	61.5	63.5	65.5	67.5
7 th	55.5	57.5	59.5	61.5	63.5	65.5
8 th	51.7	53.7	55.7	57.7	59.7	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	71.5	73.5	75.5	77.5	79.5
5 th	64.0	66.0	68.0	70.0	72.0	74.0
8 th	75.6	77.6	79.6	81.6	83.6	85.6
EOC	56.1	58.1	60.1	62.1	64.1	66.1
Math I	55.4	57.4	59.4	61.4	63.4	65.4
Math 3	Baseline Year					
English II	56.0	58.0	60.0	62.0	64.0	66.0
Biology	57.0	59.0	61.0	63.0	65.0	67.0
ACT/WorkKeys						
Percent of Students with Certificate of Silver or Higher	64.5	65.6	66.7	67.8	68.9	70.0
ACT Composite (17 or higher)	52.3	53.8	55.3	56.8	58.3	60.0
AP Courses						
Percent of students enrolled in AP courses	11.7	12.3	12.8	13.4	14.0	15.0
Percent of Students Enrolled in AP course and take the exam	11.4	12.1	12.8	13.5	14.2	15.0
Percent of students that earn a 3 or higher on the AP exam	33.2	34.6	36.0	37.4	38.8	40.0
CTE						
Increase the proficiency percentage on CTE assessments	87.8	81.0	82.0	83.0	84.0	85.0
Increase the percentage of students earning industry recognized credentials	161.5	>=100	>=100	>=100	>=100	>=100



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	53.6	56.1	58.6	61.1	63.6	66.1
SWD	16.5	19.0	21.5	24.00	26.5	29.0
ELL	43.6	46.1	48.6	51.1	53.6	56.1
EDS	41.1	43.6	46.1	48.6	51.1	53.6
African-American	36.4	38.9	41.4	43.9	46.4	48.9
EOG Reading	54.0	56.0	58.0	60.0	62.0	64.0
SWD	16.0	18.0	20.0	22.0	24.00	26.0
ELL	34.3	36.3	38.3	40.3	42.3	44.3
EDS	42.1	44.1	46.1	48.1	50.1	52.1
African-American	37.3	39.3	41.3	43.3	45.3	47.3
EOG Science	69.5	71.5	73.5	75.5	77.5	79.5
SWD	30.9	32.9	34.9	36.9	38.9	40.9
ELL	52.2	54.2	56.2	58.2	60.2	62.2
EDS	58.6	60.6	62.6	64.6	66.6	68.6
African-American	52.5	54.5	56.5	58.5	60.5	62.5
EOC Math I	55.4	57.4	59.4	61.4	63.4	65.4
SWD	15.6	18.1	20.6	23.1	25.6	28.1
ELL	33.8	36.3	38.8	41.3	43.8	46.3
EDS	41.6	44.1	46.6	49.1	51.6	54.1
African-American	38.6	41.1	43.6	46.1	48.6	51.1
EOC Math 3	Baseline Year					
SWD	Baseline Year					
ELL	Baseline Year					
EDS	Baseline Year					
African-American	Baseline Year					
EOC English II	56.0	58.0	60.0	62.0	64.0	66.0
SWD	16.3	18.3	20.3	22.3	24.3	26.3

<i>ELL</i>	24.2	26.2	28.2	30.2	32.2	34.2
<i>EDS</i>	43.2	45.2	47.2	49.2	51.2	53.2
<i>African-American</i>	39.2	41.2	43.2	45.2	47.2	49.2
EOC Biology	57.0	59.0	61.0	63.0	65.0	67.0
<i>SWD</i>	17.1	19.1	21.1	23.1	25.1	27.1
<i>ELL</i>	39.2	41.2	43.2	45.2	47.2	49.2
<i>EDS</i>	44.0	46.0	48.0	50.0	52.0	54.0
<i>African-American</i>	35.6	37.6	39.6	41.6	43.6	45.6



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	13.41	13.30	13.20	13.00	13.00	13.00
Increase the Teacher Supplement	\$2,826	\$3,075	\$3,325	\$3,575	\$3,826	\$4,075

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	83	85	87	90	92	94
Percent of Parent Participation	48	55	60	65	70	75
Percent of District Personnel Participation	84	85	87	90	92	94

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	238	245	255	265	275	285
Increase Number of Teachers with Advanced Degrees	12	20	25	30	35	40



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	37,439	38,000	38,000	38,000	38,000	38,000
End of Life Devices	2,117	3,000	3,000	3,000	3,000	3,000
Budget Allocation for Refreshment and Additional Infrastructure						
Budget Allocation	\$0	\$1,000,000	\$1,100,000	\$1,400,000	\$1,400,000	\$1,400,000
Gaston Digital						
Number of Course Offerings	63	70	75	80	85	85
Number of Participants in Gaston Digital	728	735	740	745	750	755
Teachers Using Innovative Practices						
Number of lesson plans using higher level SAMR	Baseline Year					

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	55	55	55	55	55	55
Number of Mobile App Downloads	19,800	21,780	23,760	25,740	27,720	29,700
Number of Visits to District Website	2.2 million	2.42 million	2.64 million	2.86 million	3.08 million	3.3 million
Number of "likes" on Facebook (district account)	21,460	23,606	25,752	27,898	30,044	32,190
Number of followers on Twitter (district account)	10,700	11,770	12,840	13,910	14,980	16,050



Number of subscribers on YouTube (district account)	330	363	396	429	462	495
Number of Channel 21 Programs/Videos	22	24	26	28	30	32
Number of general information messages sent through Parentlink system (from district level)	25	27	29	31	33	35

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	11	16	21	23	26	30



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	1.52	1.45	1.38	1.30	1.23
Number of Completed Work Orders	Baseline Year					
Security						
Number of Security Audits Conducted	Baseline Year					
Full Time SRO in All Schools	54	54	54	54	54	54
Up to Date Security Technology	Baseline Year					

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	116	111	105	100	95	90
Community Resources						
Number of Volunteers and Mentors	3950 V/ 265 M	3975 V/ 275M	4000 V/ 300 M	4000V/ 300M	4000V/ 300M	4025V/ 305M
Number of Business/Community Partnerships	420	425	430	430	430	430
Number of Attendees/Participants at Special Events	Baseline Year					

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	Baseline Year					

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 Exceptional Children/AIG</i>	<i>August - June</i>	<i>Time for Professional Development, funding for</i>	<i>Attendance records, assessment pass rate</i>

	<i>Executive Director of Elementary School Instruction</i> <i>Executive Director of Exceptional Children/AIG</i>			<i>stipends and resources, training sites</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>

<p>Increase the number of schools using AMC to include every K-2 classroom.</p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Elementary School Instruction</i></p>	<p><i>Executive Director of Elementary School Instruction</i></p>	<p><i>August - June</i></p>	<p><i>Time for Professional Development, funding and resources</i></p>	<p><i>Attendance records, TNL survey</i></p>
<p>Provide summer 6-8 teacher training on usage of research based instructional strategies.</p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i></p>	<p><i>Executive Director of Middle School Instruction</i></p>	<p><i>June-August</i></p>	<p><i>Time for Professional Development, funding and resources</i></p>	<p><i>Attendance Records, Assessment Data</i></p>
<p>Provide county wide virtual middle school 6th-8th grade math professional development during the school year to support current initiatives.</p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i></p>	<p><i>Executive Director of Middle School Instruction</i></p>	<p><i>June- August</i></p>	<p><i>Time for Professional Development, funding and resources</i></p>	<p><i>Attendance Records, Assessment Data</i></p>
<p>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.</p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Executive Director of Middle School Instruction</i></p>	<p><i>Executive Director of Middle School Instruction</i></p>	<p><i>Throughout the school year</i></p>	<p><i>Schedules, Planning</i></p>	<p><i>CF Support Calendar, Assessment Data</i></p>
<p>TIPS 1 professional development to support novice teachers with emphasis on planning lessons with other district teachers and collaborating on various curricula within the pacing guide.</p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Director for Human Resources</i> <i>Professional Learning</i></p>	<p><i>Assoc. Supt. For Academic Services</i> <i>Director for Human Resources</i> <i>Professional Learning</i></p>	<p><i>August - May</i></p>	<p><i>Funding, Scheduling</i></p>	<p><i>Sign in documentation</i></p>

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 teachers and collaborating on various curricula within the pacing guide.	<i>Assoc. Supt. For Academic Services</i> <i>Director for Human Resources</i> <i>Professional Learning</i>	<i>Assoc. Supt. For Academic Services</i> <i>Director for Human Resources</i> <i>Professional Learning</i>	<i>August - May</i>	<i>Funding, Scheduling</i>	<i>Sign in documentation</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.	<i>Executive Director of Elementary School Instruction</i>	<i>Executive Director of Elementary School Instruction</i>	<i>September - May</i>	<i>Funding for transportation</i>	<i>Record of school participation</i>
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>	<i>August - May</i>	<i>Schoolnet</i>	<i>Assessment Data</i>
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>	<i>August - June</i>	<i>Time for Professional Development, funding and resources</i>	<i>Assessment Data</i>

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>	<i>September - June</i>	<i>Standards, Facility</i>	<i>Attendance records</i>
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>	<i>September - May</i>		<i>Record of school participation</i>
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>	<i>September - May</i>	<i>Schoolnet</i>	<i>Record of school participation</i>
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>	<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>

<p>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.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</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> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</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 Development through Summer Institutes to develop teacher leaders.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>July-August</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Development through Research in the Classroom to coach developing teachers and mold teach leaders.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>July-August</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>
<p>Facilitate Professional Development through Teaching Critical Consciousness Through Science Content.</p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>Executive Director of High School Instruction</i> <i>Curriculum Facilitator for High School Science</i></p>	<p><i>July-August</i></p>	<p><i>Supplies and funds this Professional Development</i></p>	<p><i>Record of teacher participation</i></p>

Facilitate Resources and Support for Implementation of Gizmos.	Executive Director of High School Instruction Curriculum Facilitator for High School Science	Executive Director of High School Instruction Curriculum Facilitator for High School Science	<i>July-June</i>	<i>Supplies and funds this Professional Development</i>	<i>Record of teacher participation</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>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 First Year Teachers via the Teacher Induction for Success program.	<i>Executive Director of High School Instruction</i>	<i>Executive Director of High School Instruction</i>	<i>August-May</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 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>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 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>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 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>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.	<i>Chief Accountability Officer</i>	<i>Chief Accountability Officer</i>	<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 addresses low performing CTE EOC standards.	<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>

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</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, 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</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, iReady Diagnostic Data</i>
Continue ASPIRE- After-School Instruction to help remediate students.	<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>

who are behind in proficiency levels, reading/math/science performance.	<i>Executive Director of Elementary School Instruction</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 Data, 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 reading, math and science to reach proficient levels.	<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, Diagnostic Data</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>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 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					
Facilitate Professional Learning Networks among English teachers within schools and across the district to provide opportunities for collaboration and common 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</i>	<i>Record of teacher participation</i>

				<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 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 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>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 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>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 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	<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</i>	<i>Record of teacher participation</i>

Development such as Delta Fellows and Lesson Design Summits.	<i>Curriculum Facilitator for High School Math</i>	<i>Curriculum Facilitator for High School Math</i>		<i>Professional Development</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>Executive Director of High School Instruction</i>	<i>August-May</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 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>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 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 Math</i>	<i>Curriculum Facilitator for High School Math</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</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 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 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>
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 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 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 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 Executive Director of K-12 Instruction</i>	<i>Executive Director of Human Resources 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>Academic and Curriculum 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>
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 school year to introduce parents to all the communication tools offered.	<i>Chief Communications Officer</i> <i>Chief Accountability Officer</i>	<i>Communications Dept.</i> <i>Accountability Dept.</i>	<i>Beginning of the Year</i>	<i>Facility, Handouts, Presentation</i>	<i>Parent Portal, Mobile App, YouTube, Parentlink, district website, district social media</i>
Provide communication tools information to all new students who enroll in the district throughout the school year.	<i>Chief Communications Officer</i> <i>Chief Accountability Officer</i>	<i>Communications Dept.</i> <i>Accountability Dept.</i>	<i>Throughout the School Year</i>	<i>Printed directions in enrollment packets</i>	<i>Parent Portal, GCS App, U-Stream, YouTube, Parentlink, Schoolwire user statistics</i>
Provide link on GCS homepage about the registration process for Parent Portal and Mobile App.	<i>Chief Communications Officer</i> <i>Chief Accountability Officer</i>	<i>Communications Dept.</i> <i>Accountability Dept.</i>	<i>Beginning of the school year</i>	<i>N/A</i>	<i>Parent Portal, GCS App, U-Stream, YouTube, Parentlink, Schoolwire user statistics</i>
Develop and Implement Parent Focus Group to review District Performance and provide bi-annual feedback on the Strategic Plan.	<i>Chief Accountability Officer</i>	<i>Chief Accountability Officer</i>	<i>Two times a year</i>	<i>Facility, Handouts, Presentation, Performance Data</i>	<i>Attendance, Invites</i>
Collaborate with principals and/or school webmaster/social media coordinator/News Network representative about how to create/maintain a Facebook and Twitter account.	<i>Chief Communications Officer</i> <i>Chief Accountability Officer</i>	<i>Communications Dept.</i> <i>Accountability Dept.</i>	<i>Throughout the School Year</i>	<i>Handouts, Presentation</i>	<i>Quarterly checks on schools’ Facebook and Twitter accounts</i>

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
Number of Schools with Innovation Stations					
Partnership with UNC Charlotte to provide training and resources to schools for innovation stations.	<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>Professional Development Opportunities, completed projects,, Assessment Data</i>

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 Alternative Education</i>	<i>Director of Counseling Services</i> <i>Director of Alternative Education</i>	<i>Throughout the School Year</i>	<i>Handouts, Presentation</i>	<i>Sign in sheets from training</i>
All Safety Plans and Notebooks are Audited.	<i>Executive Director of Auxiliary Services</i> <i>Security Compliance Manager</i>	<i>Executive Director of Auxiliary Services</i> <i>Security Compliance Manager</i>	<i>Throughout the School Year</i>	<i>Schedule, Audit Sheets</i>	<i>Audit Reports</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>Security Compliance Manager</i>	<i>Executive Director of Auxiliary Services</i> <i>Security Compliance Manager</i>	<i>Throughout the School Year</i>	<i>Handouts, Presentation</i>	
Life Safety Upfits and Improvements: Camera’s; Metal Detection; Event Planning.	<i>Executive Director of Auxiliary Services</i> <i>Security Compliance Manager</i>	<i>Executive Director of Auxiliary Services</i> <i>Security Compliance Manager</i>	<i>Throughout the School Year and Ongoing</i>	<i>Preventative Maintenance Schedule and as needed</i>	<i>Reports</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					
<p>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.</p>	<p><i>Chief Technology Officer</i></p> <p><i>Instructional Technology Facilitators</i></p> <p><i>Student Support Services</i></p>	<p><i>Instructional Technology Facilitators</i></p>	<p><i>June-August</i></p>	<p><i>Lesson plans, Drive to store lessons</i></p>	<p><i>Bank of Lessons shared with schools</i></p>
<p>Administrators will monitor the implementation of district prepared digital citizenship lessons within the school day at all elementary, middle and high schools.</p>	<p><i>School-level administrators</i></p>	<p><i>School-level administrators</i></p>	<p><i>Throughout the school year</i></p>	<p><i>Lessons</i></p>	<p><i>Completed Lesson Spreadsheet</i></p>