

# Athens Independent School District ~ Strategic Plan 2018-2021



**At AISD, we believe:**

- **Our core business is teaching and learning**
- **That all children can learn at or above grade level**
- **That it is important to have high expectations so that all children reach their learning potential**
- **That our schools have an important and profound impact on every child's life**
- **That the school's environment is one that should demonstrate and promote respect for students, parents, teachers and all school stakeholders**
- **We have the responsibility to build good citizens for Athens, Henderson County and our state**

<b>Categories:</b>	<b>Objectives:</b>	<b>Strategies:</b>	<b>Action Plan:</b>
<b>Teaching and Learning</b>	1. Create a culture where the social emotional needs of all students are nurtured and strengthened.	1.1 Equip teachers, students, and staff with a social emotional framework which includes common language and strategies.	1.1.1 Create a culture where the social emotional needs of all students are nurtured and strengthened.
	2. Design a system that promotes academic growth for all students.	2.1 Implement purposeful professional development for all staff.	2.1.1 Provide campus-based professional development opportunities that are meaningful, effective, focused, and sustainable.
		2.2 Equip students with the necessary skills to embrace ownership of their academic growth.	2.2.1 Establish systems where student learning is enriched and students can take initiative of their own learning.
<b>Human Resources</b>	3. All stakeholders will actively contribute to a culture of organizational excellence leading to student success.	3.1 Develop and promote resources and programs to attract new hires.	3.1.1 Create a comprehensive hiring plan to recruit and hire exceptional candidates for AISD.
		3.2 Create and foster programs and strategies to empower and retain high quality staff.	3.2.1 Develop and implement mentoring, training, and support programs for new teachers. 3.2.2 Create an inclusive retention plan to retain employees at all levels.
<b>Facilities and Equipment</b>	4. Develop a plan to transform facilities into state-of-the-art learning environments.	4.1 Provide innovative buildings and equipment that are centered on student achievement and community pride.	
<b>Community Engagement</b>	5. Transform communication to maximize meaningful dialogue between all members of Hornet Nation.	5.1 Develop a comprehensive plan for inclusive communication and interaction.	5.1.1 Create a "Hornet Hero" partnership program. 5.1.2 Create an electronic newsletter to inform and empower all stakeholders.
		5.2 Establish customs and traditions that define and promote a Hornet identity at all levels.	5.2.1 Create an instructional program to instill Hornet pride in all students. 5.2.2 Provide opportunities for the community to display Hornet pride.
<b><u>Our Vision</u> - Igniting Potential, Inspiring Success</b>		<b><u>Our Purpose</u> - Graduate every student on time, college and work ready</b>	