



Campbell County Schools  
**STRATEGIC PLAN**

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## Strategic Planning Team Members

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## Vision Statement

Excellence for Every Student, Every Day!

## Mission Statement

The mission of the Campbell County School System is to provide all students with the skills they need to be academically, socially, and emotionally successful.

## Goal 1: Focus On Every Student

**Objective:** By July 1, 2026, 100% of students will graduate with some post-secondary credit or industry certification.

**Strategy:** Provide all students with Advanced placement, Dual Enrollment, Local Dual Credit, Work-Based Learning, and Industry Certification Programs.

**Strategy:** Administer a “Career Exploration” interest inventory to all students to determine their interests, strengths, and learning styles.

**Strategy:** Conduct site visits to allow all high school students an opportunity to visit 4-year colleges and universities, 2-year community colleges, local Tennessee College of Applied Technology, and job shadow opportunities with local businesses.

**Objective:** By July 1, 2026, we will meet the state average ACT score.

**Strategy:** Provide all high school students with a 45-minute ACT prep class every day.

**Strategy:** Provide teachers with an opportunity to become an ACT Certified Educator.

**Strategy:** Provide students with high quality instruction, high quality materials, differentiated instruction, before school and after school tutoring opportunities at no cost.

**Objective:** By July 1, 2026, at least 50% of all 3<sup>rd</sup> grade students will be on grade level and ready for the next grade based on summative assessments.

**Strategy:** Ensure that each teacher provides differentiated instruction in the classroom.

**Strategy:** Evaluate student performance and growth by administering Benchmark testing periodically throughout the school year.

**Strategy:** Teachers will participate in the Early Literacy Network Training that provides in-depth training on research based methods of instruction and best practices to develop skilled readers.

**Objective:** By July 1, 2026, 100% of students will be supported through social, emotional, and physical learning.

**Strategy:** Create an inclusive environment that supports all students and staff.

**Strategy:** Expand the availability of health related resources and services for all students.

**Strategy:** Increase extracurricular opportunities to meet the interest of all students and to foster well-rounded student experiences.

**Strategy:** Provide all students access to software programs that teach lessons on social and emotional awareness.

## Goal 2: Invest in Our People

**Objective:** By July 1, 2026, implement a professional growth and development plan for all employees.

**Strategy:** Provide high quality, on-site, professional development for all staff members and school leaders.

**Strategy:** Offer teachers and staff online trainings and professional development to complete at their convenience and interest level.

**Objective:** By July 1, 2024, the district's technology infrastructure will be improved in every school to provide staff with a high quality work environment.

**Strategy:** Increase broadband access, upgrade bandwidth, purchase additional technology devices, and upgrade and expand existing technology.

**Strategy:** Provide on-going training in the use of technology for all ability levels.

**Objective:** By July 1, 2026, the district's infrastructure will be improved at every school to provide students, staff, and community with a safe facility.

**Strategy:** A needs assessment will be conducted at every school to repair or replace roofs, HVAC, and parking lots.

**Strategy:** Develop a multi-year maintenance plan to manage and plan for the up-keep of all buildings in the district.

**Objective:** By July 1, 2026, the district will have a strong Human Resource department to recruit and hire high-quality employees.

**Strategy:** Secure a competitive retirement incentive.

**Strategy:** Advertise employment opportunities on an updated website with a broad outreach.

**Strategy:** Implement software strategically designed for hiring and streamlining the onboarding process.

### Goal 3: Partner with Our Stakeholders

**Objective:** By July 1, 2026, programs and coursework will be aligned to local need and in-demand career opportunities.

**Strategy:** Develop partnerships with local businesses to allow job shadowing opportunities for students throughout the school year, work based learning opportunities, and summer or seasonal employment.

**Strategy:** Host annual career and job fairs to provide opportunities for businesses to advertise and recruit student for employment, military, mentoring, or job shadowing opportunities.

**Strategy:** Implement an online portal that utilizes market data to support and align coursework and programs.

**Objective:** By July 1, 2026, engage families and communities to create meaningful learning environments for all students.

**Strategy:** Host annual community meetings at each school or community center to provide meaningful engagement with all families to support student success.

**Strategy:** Create parent resource centers in all schools.

**Strategy:** Develop and publish an annual report to inform the community of the improvements and accomplishments in the school system.