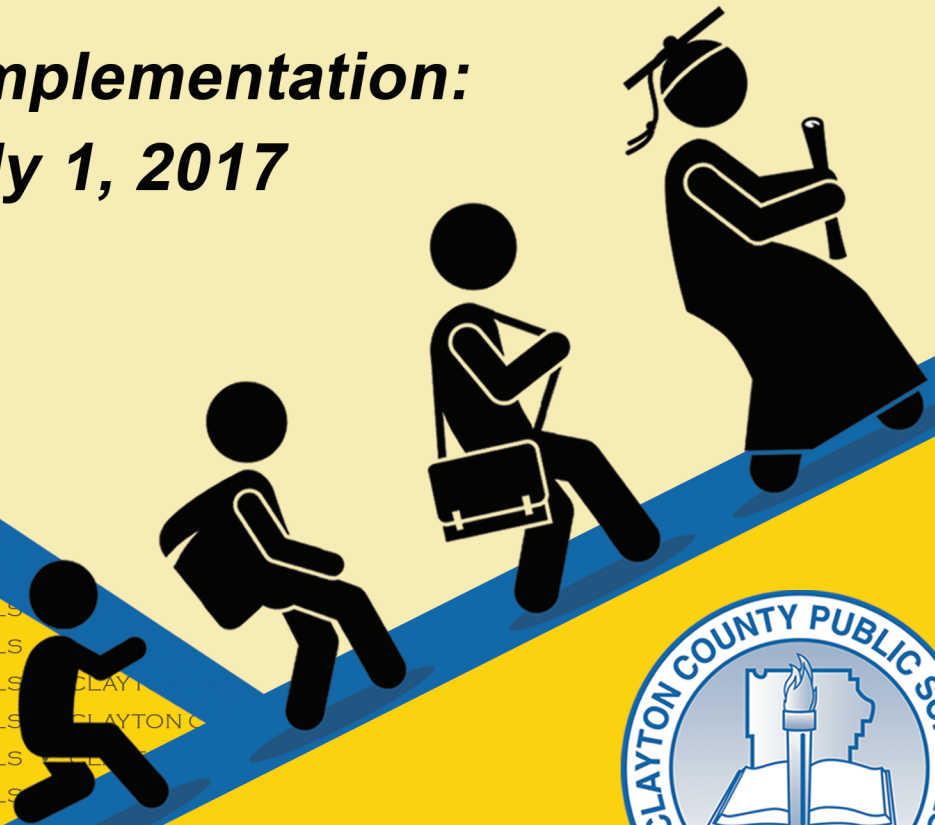


**“COMMITTED TO
HIGH
PERFORMANCE”**

The Superintendent’s 90-Day Plan

***Date of Implementation:
July 1, 2017***



Greetings Clayton County Public Schools,

I am honored and humbled to serve as the Superintendent for this wonderful community. Clayton County is a successful community of great potential and promise. As the Chief Executive/Learning Officer, it is my responsibility to ensure all students are learning and making academic progress in the most ideal educational environment that supports their potential. As one who has become very familiar with this community, including its strengths, challenges, and aspirations, I am committed to focusing on children; engaging families; prioritizing the work of teaching and learning; remaining fiscally sound as we resource schools and classrooms; and ensuring that all students are college-, career-, and life-ready. To this end, I have identified five goals for the first 90 days as follows:

1. To identify and implement an organizational design, protocols, and processes that will result in improved outcomes;
2. To start the 2017-2018 school year ready and prepared for teachers, students, and parents;
3. To implement conversation structures to fully engage the community including parents, students, employees and community members;
4. To identify and address the critical areas of focus for the 2017-2018 school year; and
5. To identify and implement initial critical actions that are necessary to improve key performance indicators.

This 90-Day Plan identifies critical action steps and evidence of completion along with short-term and long-term indicators of success for which I will hold myself accountable and for which the Board of Education will hold me accountable. The status of each action will be provided with comments and updates. To ensure the community is informed of progress in the first 90 days, I am committed to the following as it pertains to this 90-Day Plan:

1. Updates will be provided weekly to the BOE and Community;
2. Updates will be shared via email and posted on the CCPS Website and within Infinite Campus; and
3. Participation and email/electronic feedback will be consistently requested, strongly encouraged, and utilized to inform decisions.

My overarching commitment is to ensure that Clayton County Public Schools continuously improves and becomes a high-performing school district as I model collaborative instructional leadership. Yes, this means that every school must become high-performing. As an individual who values the ability to listen and communicate, I look forward to the future opportunities to meet with the community, listen to the community, learn with the community, and to work with the community as we, together, produce a high-performing school district. I offer my sincere thanks to the BOE and the community for this opportunity to serve Clayton County Public Schools.

Dr. Morcease J. Beasley

Vision Statement

The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

Core Belief Statements

We believe children have first priority on all of our resources.

We believe education is the shared responsibility of the student, the parent/guardian, the school, and the community.

We believe communication and understanding among all stakeholders of our diverse community are essential to achieving the goals of education.

We believe that learning is a continuous process and most productive when the needs of each child are met through instruction provided by competent and caring teachers.

We believe a learning environment where everyone experiences security, care, dignity, and respect is essential.

Strategic Goals

1. To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national and international assessment results.
2. To provide and maintain a safe, orderly and secure learning environment.
3. To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement.
4. To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support.
5. To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools.
6. To recruit and retain highly qualified and effective staff.

| Actions | Evidence of Completion | Status (<i>Not-Yet-Started</i> <i>In-Progress</i> <i>Completed</i>) | Important Comments or Updates |
|---|--|--|-------------------------------|
| <p>I. Develop and Obtain BOE Approval for the Organizational and Accountability Design for SY17-18 to Reflect the following:</p> <ul style="list-style-type: none"> A. Identify Executive Positions, Direct and Non-Direct Reports of the Supt B. Determine Divisions and Departments Reporting and Accountability Structure | <p>BOE Approved Org Chart</p> <p>Pre-Evaluation Conferences</p> <p>Superintendent's Report</p> | | |
| <p>II. Establish, Communicate, and Monitor Teaching and Learning Instructional Priorities and Expectations for SY17-18 as follows:</p> <ul style="list-style-type: none"> A. Implement Community Conversations about Teaching and Learning with the following groups: <ul style="list-style-type: none"> i. Teachers, Counselors, Other Certificated Staff, and Non-Certificated Staff ii. School Leaders iii. Central Office Staff iv. Parents, Students, and Community B. Establish and Communicate the focus of the four Instructional Priorities: <ul style="list-style-type: none"> i. Literacy (K-2, 3-5, 6-8, & 9-12) ii. Numeracy (K-2, 3-5, 6-8, & 9-12) iii. Critical Thinking (Foundational to the Other Three Instructional Priorities) iv. Technology Integration | <p>Survey & Feedback Data</p> <p>Schedule of Conversations</p> <p>Agendas</p> <p>Instructional Memos</p> <p>Attendance/Signature Sheets</p> <p>Superintendent's Report</p> | | |

| Actions | Evidence of Completion | Status (<i>Not-Yet-Started</i> <i>In-Progress</i> <i>Completed</i>) | Important Comments or Updates |
|--|--|--|-------------------------------|
| <p>C. Develop and Communicate the expectations in the following areas:</p> <ul style="list-style-type: none"> i. Instructional Planning ii. Instruction & Assessment iii. Interventions iv. Professional Learning <p>D. Determine Divisional Expectations and Communication Protocols to ensure Teaching and Learning and School Improvement are Collaborating and Supporting Schools to secure improvement.</p> <p>E. Visit Schools and Classrooms, Provide Support, and Share Feedback</p> | <p>Survey & Feedback Data</p> <p>Schedule of Conversations</p> <p>Agendas</p> <p>Instructional Memos</p> <p>Attendance/Signature Sheets</p> <p>Supt's Report</p> | | |
| <p>III. Prepare for and Monitor School Readiness for SY17-18</p> <ul style="list-style-type: none"> A. Meet with Cross Functional Team, Cabinet and each Division/ Department to assess readiness B. Review and monitor School Readiness Report (Staffing, Facilities, Budgets, Instructional Materials, Technology, etc.) C. Ensure District and Schools are prepared for first day of Teachers and Students D. Ensure organizational expectations, procedures, processes, personnel, practices, and policies are in place and communicated to ensure support to schools, organizational effectiveness and efficiency, and accountability in support of improving schools E. Ensure Start-of-School communications are prepared and distributed to the Community At-Large F. Visit & monitor schools, divisions, and departments | <p>School Readiness Reports</p> <p>Observations</p> <p>Employee Handbook</p> <p>Student Handbook</p> <p>Memos/Emails</p> <p>Board Updates</p> <p>Agendas</p> <p>Attendance/Signature Sheets</p> <p>Superintendent's Report</p> | | |

| Actions | Evidence of Completion | Status (Not-Yet-Started In-Progress Completed) | Important Comments or Updates |
|--|--|---|-------------------------------------|
| <p>IV. Establish Superintendent's Advisories with Critical Groups as follows:</p> <ul style="list-style-type: none"> A. Parents B. Students C. Teachers D. Auxiliary Staff E. School Leaders F. Community Leaders G. Faith-Based Leaders H. Community Leaders I. Business Leaders | <p>Schedule of Advisories</p> <p>Survey and Feedback Data</p> <p>Agendas</p> <p>Attendance/Signature Sheets</p> <p>Superintendent's Report</p> | | |
| <p>V. Establish Critical Connections toward Developing Long-Term Partnerships with:</p> <ul style="list-style-type: none"> A. Mayors B. Commissioners C. Business Partners D. Community Leaders E. State Elected Officials F. Locally Elected Officials G. GaDOE Officials | <p>Schedule of Conversations</p> <p>Agendas</p> <p>Meeting Summaries or Updates</p> <p>Attendance/Signature Sheets</p> <p>Next Steps Identified</p> <p>Superintendent's Report</p> | | |
| <p>VI. Plan, Initiate, and Monitor the Strategic Planning Process with BOE Approval:</p> <ul style="list-style-type: none"> A. Identify Next Steps B. Develop a Timeline of Events and Conversations C. Obtain BOE Approval/Support of Timeline & Process D. Initiate the Strategic Planning Engagement Process with appropriate groups | <p>BOE Approved Timeline</p> <p>Schedule of Conversations</p> <p>Agendas</p> <p>Survey and Feedback Data</p> <p>Attendance/Signature Sheets</p> <p>Superintendent's Report</p> | | |

| Actions | Evidence of Completion | Status <i>(Not-Yet-Started In-Progress Completed)</i> | Important Comments or Updates |
|--|---|--|-------------------------------------|
| <p>VII. Conduct Need Assessment and Audits and Utilize Outcomes to Inform Decisions for the following Divisions:</p> <ul style="list-style-type: none"> A. Business-Finance Services <ul style="list-style-type: none"> i. FY18 Budget including General Fund, SPLOST, Title I, Title II ii. Purchasing Processes B. Human Resources <ul style="list-style-type: none"> i. Vacancies ii. Hiring Priorities iii. Hiring Processes and Work Flow | <p>Monthly Spending Reports</p> <p>Vacancy Data</p> <p>Memos/Emails</p> <p>Agendas</p> <p>Attendance/Signature Sheets</p> <p>Audit Reports</p> <p>Superintendent's Report</p> | | |



Indicators and/or Evidence of Success of the Superintendent's 90-Day Plan

Short-Term (First 90 Days)

- ◆ Implementation of the Organizational Design and Accountability Structure
- ◆ Instructional focus areas identified, communicated, supported, and monitored
- ◆ An orderly and organized start of the new school year with issues resolved in a timely manner
- ◆ Schools begin teaching and learning on the first day of school
- ◆ Implementation of all Superintendent's Advisories
- ◆ Implementation of all Community Conversations with critical groups
- ◆ Alignment of local, state, and federal resources to support teaching and learning
- ◆ Implementation of Professional learning aligned to the SY17-18 focus for School Leaders, Teachers, and Support Staff
- ◆ Identification, communication, and monitoring of Key Performance Indicators (KPIs)
- ◆ Completion of audits, reviews, and the initiation of critical actions to improve Divisions and Departments
- ◆ Provision of consistent and differentiated support to schools

Long-Term (First Year and Beyond)

- ◆ Improved student achievement and college and career readiness outcomes as measured by the College and Career Ready Performance Index (CCRPI)
- ◆ Improved employee morale, parent support, and community support
- ◆ Improved retention of quality instructional and auxiliary staff
- ◆ Improved quality of school leadership
- ◆ Improved learning spaces for all students
- ◆ Strengthened and stable fiscal position

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Superintendent

Dr. Morcease J. Beasley