Strategic Plan
Williamson County Schools

Our Vision:
Williamson County Schools will become a district recognized nationally for students who excel in academics, the arts, and athletics.

Our Mission:
WCS will achieve its vision by providing exemplary programming which maximizes student development in all areas.

Instruction will be delivered by a diverse group of effective teachers evaluated on student performance and the ability to build relationships.

WCS will forge strong partnerships with families and our community to enhance student excellence.
Strategies and Goals

Our Strategy for Student Programming
Williamson County Schools will offer high-quality, equitable student programming and facilities to produce graduates prepared to further study and compete in a global society by being fluent in English and at least one foreign language and literate in the use of technology, in an environment that allows students the opportunity to maximize their development in academics, the arts and athletics.

Our Goals

1. To realize a 10% increase in participation and pass rates (3 or higher) on AP exams across the district
2. To develop and implement a world language curriculum at the elementary, middle and high school levels in order to increase fluency in foreign language
3. To redesign the district Career and Technical Education (CTE) programs to meet community workforce needs and to fully utilize CTE class capacity
4. To increase the availability and participation of students in the fine arts
5. To increase the availability and participation of students in athletics
6. To provide and maintain adequate core facilities to meet the academic, arts, and athletic vision of the district
7. To provide transportation for school sponsored extracurricular activities at the middle and high school levels
8. To eliminate morning and afternoon bus routes in excess of 60 minutes
9. To implement a comprehensive tiered instructional model with differentiation in all curriculum areas for K-5, and a formative instructional model emphasizing differentiation for 6-12, in order to maximize student learning for advanced, average and below average performing students
10. To achieve a district-wide average composite score of 24 on the ACT for each senior class
11. To establish a rigorous training program for 6-12 teachers designed to develop instructional skills that promote creativity and higher order thinking
**Our Strategy for Teacher Quality**
Williamson County Schools will establish an organizational work environment which will attract, develop and retain a diverse group of high quality teachers and where students’ performances and the teachers’ abilities to build strong student/teacher relationships are the basis for defining/determining teacher success.

**Our Goals**

1. To assure teacher and administrator salaries are competitive with market levels in middle Tennessee
2. To implement a comprehensive teacher induction program designed specifically for new Williamson County educators
3. To expand opportunities for teachers to learn and collaborate in order to increase student outcomes as measured by Tennessee Value-Added Assessment System (TVAAS)
4. To develop incentives for recruiting high quality applicants for hard to fill positions (e.g. physics, chemistry, math, CTE, special education, computer technology, world languages, administrators)
5. To design and grow Williamson County Schools’ employee recruitment program

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**Our Strategy for Technology**
Williamson County Schools will prepare all students and teachers to maximize learning by fully integrating relevant technology into academic content to acquire, share and evaluate information, achieve media and technology literacy, and maintain a safe and ethical environment.

**Our Goals**

1. To fully implement a technology hardware maintenance and replacement plan
2. To develop and implement a plan for allowing students to bring their own digital devices to enhance learning
3. To offer a digital textbook solution for each appropriate core curriculum grades K-12
4. To develop and utilize a data dashboard to improve real time decision making
5. To fully integrate video surveillance at all locations with live feeds to emergency services agencies
6. To have 8th grade students become proficient in 21st Century Skills
7. To develop and implement a plan to increase participation in the parent portal in grades 3-12
Our Strategy for Growth Planning and Zoning
Williamson County Schools will be proactive in pursuing partnerships with developers and governmental agencies to plan for growth and to site and build schools in a manner that maintains planning zone integrity, minimizes school transfers, and assures unbiased school zones and learning opportunities for all students.

Our Goals

1. To improve the use of district and Global Information Systems (GIS) data to forecast enrollment trends
2. To eliminate the use of portables as classrooms
3. To plan for rezoning on multi-year cycles
4. To acquire property no less than 18 months prior to the beginning of new school construction

Our Strategy for Finance
Williamson County Schools will exhibit transparency and accountability in the use of resources. In addition, we will pursue public and private funding sources to provide teachers and students with facilities, tools and resources necessary to become a district recognized nationally for excellence in academics, the arts and athletics.

Our Goals

1. To identify non-traditional revenue sources and secure funding from these sources to improve or enhance educational achievement
2. To increase federal, state and local funding for Williamson County Schools
3. To establish a sustainable Williamson County Schools public education foundation
4. To evaluate and monitor school programs to assure efficient use of/need for resources
5. To implement parameters for developing responsible budgets that support educational measures which advance student learning
6. To partner with the Williamson County Education Association (WCEA) for the purpose of developing merit pay for existing employees who demonstrate highly effective teaching skills