



**Savannah-Chatham County Public School System**  
**The Way Forward 2026**  
**Strategic Plan**

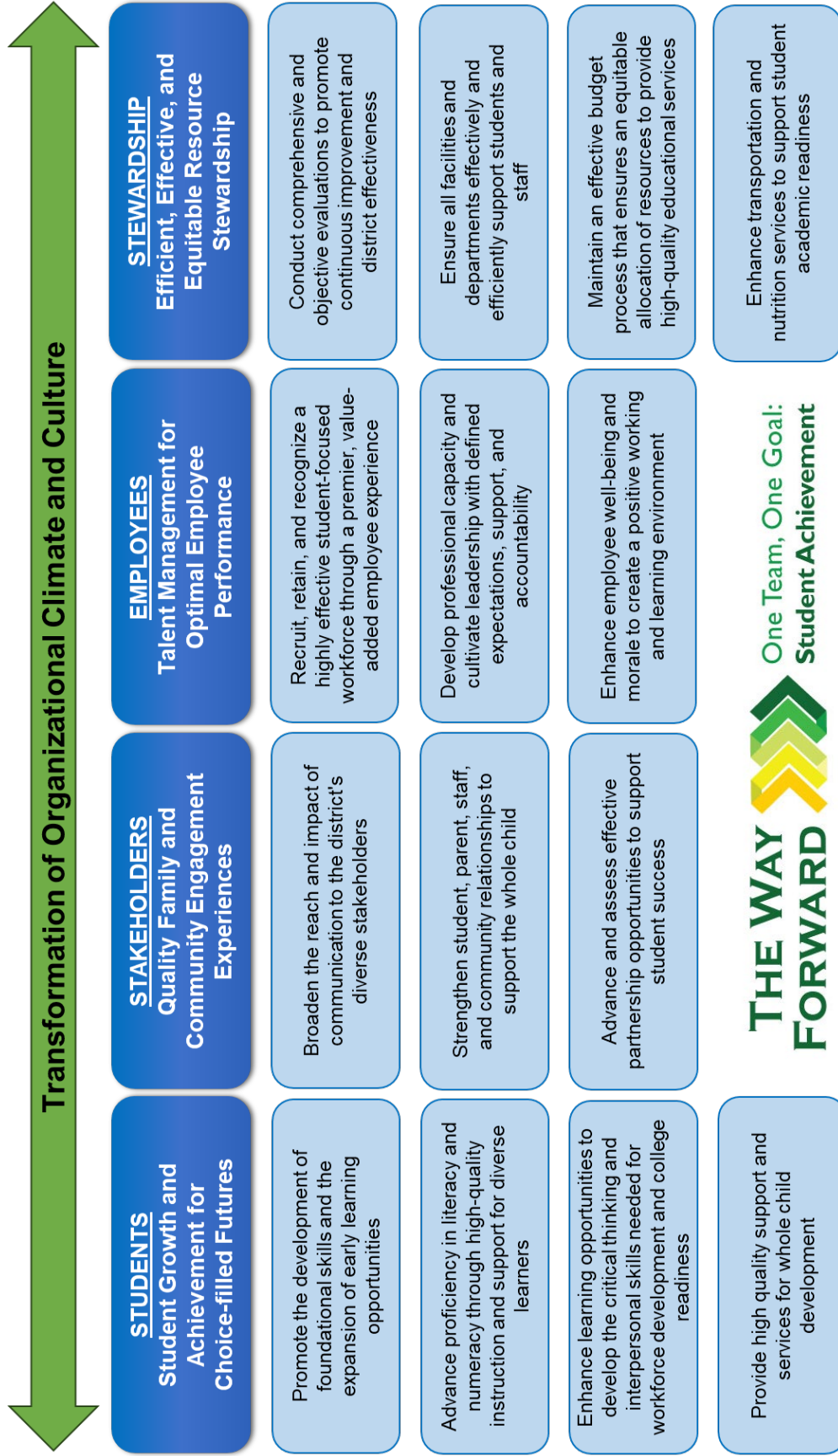


Guiding Principles	
<p style="text-align: center;"><b><u>Vision</u></b>  <i>From school to the world:            All students prepared to            be successful and            productive citizens</i></p> <p style="text-align: center;"><b><u>Mission</u></b>  <i>Together, we ignite and            foster lifelong            learning at the highest            levels for all</i></p>	<ul style="list-style-type: none"> <li>The school board provides governance, establishes policies, and evaluates the superintendent while providing autonomy for meeting established goals and for managing day-to-day operations.</li> <li>All students' academic and personal achievements will be at levels that will enable them to be fully productive citizens beyond graduation.</li> <li>Education is a shared partnership among home, school, and community.</li> <li>A safe, secure, healthy, and positive environment is essential for the education of all.</li> <li>The commitment to the equitable allocation of resources is essential for all students to learn, grow, and achieve at their highest levels.</li> <li>Fiscal responsibility, accountability, and stewardship must be maintained to ensure equitable allocation of resources.</li> <li>Positive relationships with all stakeholders are built through a culture of diversity, equity, inclusion, respect, and transparency.</li> </ul>

Strategic Priorities	
STUDENTS	Student Growth and Achievement for Choice-filled Futures
STAKEHOLDERS	Quality Family and Community Engagement Experiences
EMPLOYEES	Talent Management for Optimal Employee Performance
STEWARDSHIP	Efficient, Effective, and Equitable Resource Stewardship

# TWF 2026 Strategic MAP

## Strategic Priorities and Performance Objectives



# STUDENTS: STUDENT GROWTH AND ACHIEVEMENT FOR CHOICE-FILLED FUTURES

Focusing on student growth and achievement is critical to achieving empowerment, future success, and holistic well-being of our students. Academic and support services provide students with the vital skills, tools, and confidence needed for their personal and professional journey into the future. The development of a choice-filled future begins before PreK and evolves through graduation and beyond.

<b>SP1 OBJ A</b>	Promote the development of foundational skills and expand early learning opportunities
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Increase the percentage of PreK students exhibiting readiness when entering Kindergarten as measured by the GKIDS Readiness Check</li> <li>• Increase the number of PreK classes</li> <li>• Increase the percentage of Kindergarten students demonstrating numeracy skills as measured by the GKIDS 2.0</li> <li>• Increase the percentage of K-2 students meeting or exceeding expected growth in foundational literacy skills as measured by Amira</li> </ul>	

<b>SP1 OBJ B</b>	Advance proficiency in literacy and numeracy through high quality instruction and support for diverse learners
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Increase Lexile performance as measured by GMAS Reading on Grade Level with a focus on third grade</li> <li>• Increase the percentage of students demonstrating typical or high growth on GMAS English Language Arts (ELA) and mathematics as measured by the Student Growth Percentile Report (2 KPIs)</li> <li>• Increase the percentage of students demonstrating typical or high growth on GMAS English Language Arts (ELA) and mathematics for English Learners and Students with Disability Subgroups (4 KPIs)</li> </ul>	

# STUDENTS: STUDENT GROWTH AND ACHIEVEMENT FOR CHOICE-FILLED FUTURES

<b>SP1 OBJ C</b>	Enhance learning opportunities to develop the critical thinking and interpersonal skills needed for workforce development and college readiness
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>Increase the percentage of students successfully completing Dual Enrollment courses</li> <li>Increase the percentage of students successfully completing work-based learning courses</li> </ul>	

<b>SP1 OBJ D</b>	Provide high quality support and services for whole child development
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>Increase student well-being as measured by the annual state climate survey</li> <li>Increase staff and resources to enhance support for English Learners and Students with Disabilities as measured by an annual report</li> <li>Decrease student behavior referrals and incidents as measured by the weighted suspension rate (Grades 6-12)</li> <li>Decrease student absenteeism as measured by Student Records</li> </ul>	

## **STAKEHOLDERS: QUALITY FAMILY AND COMMUNITY ENGAGEMENT EXPERIENCES**

We believe family and community engagement are essential in our educational ecosystem as they contribute to student success, build trust and relationships, help tailor student support, and strengthen community social networks. By actively involving our diverse families, businesses, and the community, we can create a supportive network that fosters engagement, development, and positive experiences, enabling our students to be fully productive citizens beyond graduation.

<b>SP2 OBJ A</b>	Broaden the reach and impact of communication to the district's diverse stakeholders
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Increase district website engagement as measured by the number of visits</li> <li>• Increase media translation as measured by the number of documents translated</li> <li>• Increase parent access as measured by the number of active PowerSchool accounts</li> </ul>	

<b>SP2 OBJ B</b>	Strengthen student, parent, staff, and community relationships to support the whole child
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Increase positive student, parent, and staff perceptions as measured by an annual survey (3 KPIs)</li> <li>• Increase the number of community volunteers as measured annually by the VISTA volunteer portal</li> </ul>	

# STAKEHOLDERS: QUALITY FAMILY AND COMMUNITY ENGAGEMENT EXPERIENCES

<b>SP2 OBJ C</b>	Advance and assess effective partnership opportunities to support student success
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"><li>• Increase partnerships that directly support student learning</li><li>• Increase opportunities in unique student engagement and learning experiences</li></ul>	

# **EMPLOYEES: TALENT MANAGEMENT FOR OPTIMAL EMPLOYEE PERFORMANCE**

An effective workforce is essential for promoting student success; maintaining educational excellence; establishing a positive school climate; enhancing student, parent, and community engagement; and inspiring confidence and support from the community. By investing in the recruitment, development, and support of all employees, we will be able to cultivate a culture that values professionalism, accountability, and responsiveness, culminating in an environment where students have the opportunity to learn, thrive, and succeed.

<b>SP3 OBJ A</b>	Recruit, retain, and recognize a highly effective student-focused workforce through a premier, value-added employee experience
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Decrease the number of teacher vacancies</li> <li>• Increase employee perceptions of being valued or appreciated</li> <li>• Increase the retention of effective employees</li> </ul>	

<b>SP3 OBJ B</b>	Develop professional capacity and cultivate leadership with defined expectations, support, and accountability
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Improve perceptions of professional support among teachers, school leaders, school staff, and district staff (4 KPIs)</li> <li>• Increase professional development offerings for all staff</li> <li>• Increase participation in professional development offerings</li> <li>• Improve positive perceptions of the value of professional development training/activities</li> </ul>	

# EMPLOYEES: TALENT MANAGEMENT FOR OPTIMAL EMPLOYEE PERFORMANCE

<b>SP3 OBJ C</b>	Enhance employee well-being and morale to create a positive working and learning environment
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"><li>• Increase teacher satisfaction as measured by an annual climate survey</li><li>• Increase staff satisfaction as measured by an annual climate survey</li></ul>	



## **STEWARDSHIP: EFFICIENT, EFFECTIVE, AND EQUITABLE RESOURCE STEWARDSHIP**

Stewardship upholds the responsible and effective management of resources, assets, and programs the district offers for the benefit of staff, students, and families. By monitoring and evaluating programs, we enable appropriate and equitable budget decisions to ensure the efficient and effective use of resources. Stewardship aligns resources to support the board’s strategic priorities and effectively optimizes the use of facilities, programs, and human capital to ensure our schools’ long-term success.

<b>SP4 OBJ A</b>	Conduct comprehensive and objective evaluations to promote continuous improvement and district effectiveness
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Reports on implementation and findings of Program Evaluation(s), Comprehensive Needs Assessment(s), and Return on Investments (ROIs)</li> <li>• Increase the percentage of on-time completion of Management Action Plan (MAP) as measured by the Summary of Audits</li> </ul>	

<b>SP4 OBJ B</b>	Ensure all facilities and departments effectively and efficiently support students and staff
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Improve the rating of facilities as measured by the Facilities Condition Index</li> <li>• Annual status report on the Long-Range Facilities Plan</li> <li>• Reduce annual deferred maintenance</li> <li>• Increase workorder completion rate</li> </ul>	

## **STEWARDSHIP: EFFICIENT, EFFECTIVE, AND EQUITABLE RESOURCE STEWARDSHIP**

<b>SP4 OBJ C</b>	Maintain an effective budget process that ensures an equitable allocation of resources to provide high-quality educational services
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Annual budget report on resource allocation</li> <li>• Improve Expenditures Efficiency as measured by Adopted Budget as Percent of Actual Budget</li> </ul>	

<b>SP4 OBJ D</b>	Enhance transportation and nutrition services to support student academic readiness
<b>Key Performance Indicators</b>	
<ul style="list-style-type: none"> <li>• Increase the percentage of on-time transportation performance</li> <li>• Increase meal participation rate</li> </ul>	