

Report on Governance Team Goals  
June 16, 2020

**Goal 1 – Safety for students/staff –**

- Security vestibules for all schools will be completed by the start of the 20-21 school year.
- Our School Resource Officer program will be fully staffed by the start of the 20-21 school year.
- We have a strong working relationship with the Forsyth County Sherriff's Office and first responders.
- Our Student Advocacy Specialists completed a second very successful year working with our most at-risk students.
- Because of a strong working relationship between School Safety, Student Support, Special Education and Teaching and Learning, PBIS and Mindset programs have been implemented with fidelity and has been instrumental in the improvement of our culture and climate. The Mindset training provides strategies for staff to deescalate situations.
- Digital safety – we recently began VPN access for all district and school laptops. This will provide a constant direct connection to the system network, ensuring student and staff data is protected through a secure firewall pathway, regardless of being on campus or off. VPN access will be completed during the back to school process for the 20-21 school year.

**Goal 2 – Teach the Whole Child**

- Social Emotional Learning continues to be imbedded within our curriculum.
- Mindfulness programs/opportunities continue to be expanded across the district.
- We now have a very meaningful Diversity, Equity and Inclusion plan and will begin our search for a DEI Specialist to ensure the plan is fully implemented.
- Continued with Dialectical Behavior Therapy skills groups in the secondary school level and this past year expanded to the elementary level.

- Personalized Learning: During the 2019-20 school year, Cohort 3 added six more schools to the initiative, which gives us a total of 15 schools. Twelve of those schools were allocated an instructional coach, while the other three were supported by district personalized learning coaches. Beginning with the upcoming school year, seven schools are added to be supported by our current district coaches. This will bring the total number of Personalized Learning Schools to 22 (9 ES, 7 MS, and 6 HS).
- Literacy: The five-year plan for Elementary and Secondary Literacy Launch continued to be a focus at all three levels. Elementary schools completed full implementation of ARC grade 1 and partial implementation in grade 3. There were continued efforts with Hand-in-Hand professional learning with instructional coaches on research-based literacy instructional strategies in grades that have yet to implement ARC. Secondary schools continued work with their administrator/teacher leadership team to develop professional learning and resources with a focus on academic discourse as an instructional strategy for all academic courses. In planning for 20-21, grade 2 and 3 will have full implementation of ARC, with the Hand-in-Hand professional learning continuing in grades 4 and 5. For the continuation of the K-12 Literacy Launch, SEL lessons will be embedded into literacy units and developing writing assessments for K-5. Secondary schools will have resources to support reading and viewing instructional strategies.
- Instructional coaches from the schools have trained on instructional strategies that support our FCS Instructional Framework, and how to embed social and emotional competencies into the lessons and classrooms.
- ASPIRE program (develops student's self-awareness and increase student self-determination and advocacy skills) was fully implemented at the elementary level for all SWD and will be expanded at all grade levels by the 2023-2024 school year.
- We have created an Assessment Task Force charged with designing a balanced assessment program in Forsyth County. The elementary groups met in the spring of 2020 to review the recommendation from the Beyond Propel Grading and Reporting subcommittee, and the secondary members will join the task force in the fall of 2020. Goals include defining the purpose of assessments, reducing stress and anxiety among students and teachers, and aligning expectations across the district.
- Human Resources has expanded their recruitment efforts to attract minority candidates to apply.

- Our Forsyth Teacher Academy first cohort had a 100% pass rate. The second cohort as successfully completed one year, and we added two additional endorsements to expand our capability to assist in recruiting hard to fill positions.

### **Goal 3 – Effective and Efficient Financial Planning**

- We have maintained our 5-star Financial Efficiency Rating and AAA Bond Rating.
- Our projected fund balance at the end of FY'20 is 15%.
- We had a very successful sale of our bond netting \$40 million in additional revenue for our system.
- The FY'21 budget will continue to meet the needs of our growing system.
- Internal audits of school accounts happen regularly.
- The Finance Department will continue to work with benefit companies to improve the quality and pricing to support staff needs.
- Enhanced collaboration now exists between finance and facilities, which has led to an increase in efficiencies.
- Secured grant funding for high cost and residential placement for SWD.
- Human Resources and Finance collaborated with all departments to formulate allotments to meet needs and to be fiscally responsible.

### **Goal 4 – Making our large schools feel small**

- Each school has developed their own plan to ensure each child has a sense of purpose and belonging.
- High Schools have carved out time during the academic day where a student can receive support in content areas or with their guidance counselors. There is also time for socializing and opportunities to unplug.
- PBIS (Positive Behavior Intervention Strategies) continues to grow throughout our system. This incentive based proactive strategy is effective in reducing behavioral referrals and improving the culture and climate of our schools.
- All vertical teams work together to make the elementary, middle and high schools seem like a family and provide activities and events for students and families to feel a sense of belonging and purpose in the community.

### Recommendation for FY'21

- I recommend we continue all four of these goals for the duration of our current Strategic Plan.
- Having clear, concise direction from our Governance Team allows our staff to focus on what is most important.
- Our work is not complete in these four goal areas. It may never be 100% complete, but I feel it gives us the proper direction as these goals clearly align with our Learner Profile and our Strategic Plan.