I am proud to share with you the Greenup County School District's Strategic Plan for 2015-2018. Its purpose is to serve as a roadmap for all of us as we seek to attain our Vision of being "The gold standard in education; the foundation of our community." I hope you will join me and all district staff in a collaborative effort to ensure our success.

The district has identified six foundational elements for academic success of our students:

- Student Excellence
- Workforce Excellence
- Community Support Excellence
- Financial Excellence
- Infrastructure Excellence
- Internal Processes Excellence

Without attaining excellence in each of the six areas, our chances of attaining academic success are lessened. Accordingly, we have established an overarching goal in each of these foundation areas, along with specific, measurable, aligned, realistic, and time-bound objectives which will be evaluated on a recurring basis, and reviewed for progress and performance.

Action plans have been established for each objective which will further detail specific actions to be taken and timetables to be met in order to accomplish the plan.

Greenup County School District’s tradition of excellence begins in the classroom and extends to the entire community. Our principals and teachers will be leading the way to our vision in the delivery of world-class instruction in a world-class learning environment. A reciprocal network of support honors the past while focusing on preparation for the future.

The strategic plan is designed to guide us toward our future, and help shape our decision in direction and resource allocation. Please take time to familiarize yourself with our plan, and contribute your own efforts toward assuring its accomplishment. This strategic plan is the foundation for all important decisions regarding the district’s performance and direction.

Sincerely,

Sherry Horsley
Superintendent
Achieve Student Excellence:

Objective 1.1: Increase student engagement and satisfaction results on Student Voice from 74.2% to 85% by end of school-year 2016, and 90% by end-of-school-year 2018.

Mission:
To provide a high-quality, world-class education that ensures college/career readiness for every student through excellence in teaching and learning.

Achieve Workforce Excellence:
Goal 2: Achieve 90th percentile performance on all key workforce measures.

Objective 2.1: Increase teacher engagement and satisfaction results on TELL-KY survey from 89th percentile to 90th percentile by end-of-school-year 2017.

Objective 2.2: Achieve a baseline ratio of accomplished or highly effective teachers to 50% by end-of-school-year 2018.

Objective 2.3: By June 2018, improve classified workforce engagement and satisfaction survey results by at least 10% from baseline data established in the spring of 2015.

Objective 2.4: Increase the number of active volunteer hours from 11,375 to 12,000 by end-of-school-year 2018.

Objective 2.5: Implement a Bond of Professionalism for certified and classified staff by 2016.

Objective 2.6: Achieve parity with the median pay scale for the region by end-of-school-year 2018.

Achieve Financial Excellence:
Goal 3: Achieve long-term financial sustainability.

Objective 3.1: Maintain 10% contingency fund.

Objective 3.2: Reduce energy consumption by 25% by end-of-school-year 2018 when compared to energy consumption in 2012 (water, electricity, natural gas, fuel).

Objective 3.3: Achieve $10,000 financial savings by end-of-school-year 2018 resulting from Process Improvement / Performance Excellence projects.

Objective 3.4: Establish a foundation by 2016 to attract funds and support from the community to use for dual-credit programs.

Objective 3.5: Increase attendance percentage to 95% in 2018.

Achieve Infrastructure Excellence:
Goal 4: Upgrade technology and safety infrastructure to “state-of-the-art” levels by 2018.

Objective 4.1: Purchase and implement approximately $480,000 of state-of-the-art technology by end-of-school-year 2018, including wireless infrastructure to support “Bring Your Own Device” and hardware to meet instructional requirements.

Objective 4.2: Enhance facility security by installation of upgrades, such as cameras, latches, doors, and paving by end-of-school-year 2017.

Objective 4.3: Increase the percentage of preschool facilities housed within main buildings from 50% to 75% end-of-school-year 2017, and 100% end-of-school-year 2018.

Objective 4.4: Enhance transportation security by full implementation of bus cameras increased from 70% to 100% by end-of-school-year 2017.

Achieve Community Support Excellence:
Goal 5: Achieve a positive Net Promoter Score by 2016, annual improvement of 5% NPS by 2018.

Objective 5.1: Determine and capitalize upon critical success factors related to satisfaction / engagement.

Objective 5.2: Design and deploy an annual Strategic and action planning process resulting in a 3 year rolling plan by end of school year 2016.

Objective 5.3: Participate in the Kentucky Center for Performance Excellence / Baldrige programs at increasing levels each year to obtain external evaluation of organizational processes and results.

Objective 5.4: Increase attendance percentage to 95% in 2018.

Achieve Internal Processes Excellence
Goal 6: Design/redesign internal systematic approaches to ensure efficient, effective, and economical internal operational processes.

Objective 6.1: All principals will demonstrate progress toward receiving an overall rating of “accomplished” on PPGES by the end of school year 2018.

Objective 6.2: Design and deploy an annual Strategic and action planning process resulting in a 3 year rolling plan by end of school year 2016.

Objective 6.3: Participate in the Kentucky Center for Performance Excellence / Baldrige programs at increasing levels each year to obtain external evaluation of organizational processes and results.

Objective 6.4: Become accredited by Advanc-ED by 2018.

Foundations for Academic Success:
• Student Excellence
• Workforce Excellence
• Community Support Excellence
• Financial Excellence
• Infrastructure Excellence
• Internal Processes Excellence