

Troy City School's Seven Steps to Success

Step 1: Improve the quality of teacher recruitment, support, and professional development.					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
1.1 Review approach to recruiting and retaining faculty and staff.	Evaluate & Revise	Established	Modify as Needed	Ongoing	Established
1.2 Continue university partnerships to recruit and support highly qualified staff for Troy City Schools.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
1.3 Assure that beginning and newly hired teachers are provided on-going support through new teacher induction and mentoring programs.	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise	Established
1.4 Provide ongoing professional development activities for beginning and newly hired teachers to introduce them to the district's curriculum framework, instructional practices, and assessment modules.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Established
1.5 Expand professional development activities for technology and information literacy skills as a means to support academic content.	Ongoing	Evaluate & Revise	Established	Ongoing	Modify as Needed
1.6 Research and evaluate new curricula/instructional methods for use in gifted, special education, English Learners, and minority students.	Modify as Needed	Ongoing	Evaluate & Revise	Established	Ongoing
1.7 Provide in-service training on strategies for drop-out prevention.	Ongoing	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
1.8 Create professional development based on needs derived from data.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
1.9 Increase job embedded professional development activities and peer observations for the purpose of improving, aligning, and articulating the curriculum and to expand knowledge of best practices in classroom management, instruction, and assessment.	Established	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
1.10 Ensure all administrators and teachers understand evaluation tools, i.e. EDUCATEAlabama and LEADAlabama, and eleot.	Ongoing	Evaluate & Revise	Established	Ongoing	Modify as Needed
1.11 Ensure that leadership and staff supervision and evaluation processes result in improved professional practice and improved student success.	Established	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
1.12 Implement evaluation tools for support personnel.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
1.13 Assist educators in utilizing STI-PD as a portfolio for all professional development activities.	Ongoing	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
Step 2: Strengthen the K-12 Curriculum, Instruction, and Assessment					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
2.1 Revisit each school's Continuous Improvement Plan to ensure rigor and academic growth at each grade level.	Modify as Needed	Modify as Needed	Modify as Needed	Modify as Needed	Modify as Needed
2.2 Expand curriculum alignment documents with ALSDE requirements in core subject areas.	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing

Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
2.3 Develop challenging curriculum guides/ units to provide scope and sequencing for planning and instruction.	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise	Established
2.4 Implement system-wide strategies to strengthen reading instruction in all schools.	Ongoing	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
2.5 Foster on-going vertical/horizontal collaboration to provide maximum opportunities for all stakeholders.	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise	Established
2.6 Use information from state assessments to improve instruction for all students.	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing	Modify as Needed
2.7 Analyze pre and posttest assessment data as classroom practice.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
2.8 Expand formalized assessments for reading and mathematics through Grade 8.	Ongoing	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
2.9 Expand research-based, differentiated instruction in all classrooms to accommodate the wide range of learning needs and styles of each student.	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing
2.10 Strengthen and support Honors and Advanced Placement offerings.	Established	Modify as Needed	Evaluate & Revise	Modify as Needed	Ongoing
2.11 Strengthen students' utilization of technology in the curriculum.	Implementation Phase	Evaluate & Revise	Modify as Needed	Ongoing	Modify as Needed
Step 3: Improve Academic Standards and Student Success					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
3.1 Provide increased opportunities for students to participate in rigorous courses that award high school and college credits.	Ongoing	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
3.2 Provide increased opportunities to develop test-taking knowledge and skills necessary for acceptance into the workplace and post-secondary institutions.	Ongoing	Evaluate & Revise	Established	Ongoing	Modify as Needed
3.3 Research, implement, evaluate, and improve transition across grade levels.	Established	Evaluate & Revise	Modify as Needed	Ongoing	Modify as Needed
3.4 Ensure that all students and instructional personnel utilize technology and information literacy skills as a means to support academic content.	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing
3.5 Provide adequate academic, career, and personal counseling services for students.	Ongoing	Evaluate & Revise	Modify as Needed	Ongoing	Established
3.6 Identify and plan interventions for students at-risk for school failure.	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing	Modify as Needed
3.7 Continue school and community based supports for students in need.	Evaluate & Revise	Ongoing	Modify as Needed	Ongoing	Modify as Needed
3.8 Reach and exceed state and national averages on the ACT.	Modify as Needed	Ongoing	Evaluate & Revise	Ongoing	Modify as Needed
3.9 Improve the annual Graduation Rate to reach the state goal of 90%.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
3.10 Meet and exceed all state and federal Accountability goals in all student groups.	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing	Modify as Needed

Step 4: Develop and Grow Troy City School's Parental Relationships					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2020-2021
4.1 Establish procedures to facilitate more effective parent communication through conferences, open house visitations, and curriculum/family nights.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
4.2 Equip parents with techniques to provide academic assistance and access to information resources at home and encourage them to become more actively and directly involved with the school.	Ongoing	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise
Step 5: Develop and Grow Troy City School's Community Partnerships					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
5.1 Incorporate procedures to effectively communicate the district's strategic plan to all stakeholders.	Modify as Needed	Ongoing	Modify as Needed	Evaluate & Revise	Ongoing
5.2 Provide opportunities for students to participate in community and service projects including additional opportunities for student internships and community development projects.	Modify as Needed	Ongoing	Ongoing	Modify as Needed	Evaluate & Revise
5.3 Strengthen community, business, and local agency partnerships.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
Step 6: Maximize the Use of Existing Facilities and Initiate the Planning of New Facilities					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
6.1 Utilize the capital plan to guide recommendations for improvement and maximize the use of available resources in support of the district's strategic plan.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
6.2 Continue the Troy City School's Education Foundation functions to include active pursuit of revenue from foundations, businesses, and individuals.	Modify as Needed	Ongoing	Modify as Needed	Ongoing	Evaluate & Revise
Step 7: Improve the Use of Existing Revenue and Creative New Sources of Revenue					
Objectives	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
7.1 Ensure that utilization and allocation of resources (people, budget, facilities, technology, etc.) are in alignment with the schools' mission and goals and that they enable our staff, parents/families, and partners to contribute to the accomplishment of the district's achievements and objectives.	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise	Evaluate & Revise
7.2 Provide productive technology services as a means to enhance learning and academic performance.	Modify as Needed	Ongoing	Ongoing	Modify as Needed	Evaluate & Revise

Achievements and Accomplishments We are Proud of ...

- High graduation rate
- Approximately 2 million dollars in Merit Scholarships awarded
- Listed in the Top 30 financially sound institutes in the state
- Below state average student-teacher ratio
- Highly qualified staff
- Teachers have advanced degrees
- National Board Certified teachers on staff
- Safe and productive school environments
- Smart technology to include Smart Interactive Panels, Personal Response Systems, Document Cameras, and Flipgrid Ambassadors in all core classrooms
- Approximately 750 desktop computers, 680 iPads, Nooks, and Kindles
- 1:1 Chromebook Initiative at Charles Henderson High School
- Google School District/Google Certified Teachers
- Student access to computer programs such as Edmentum, Hi Ed, IXL, Kid College, STAR Reading and Math, Accelerated Reader, and etc.
- Updated facilities at Troy Elementary School, Charles Henderson Middle School, & Charles Henderson High School
- Intervention/Parental Involvement Program
- Retired teacher partnership
- Pre-Kindergarten Program (3 classes)
- Extended Day after school program
- Partnerships with Troy University, Enterprise Community College, East Central Mental Health, and local businesses
- Confucius Institute program at Charles Henderson Middle School
- National Honor Society and Beta Clubs at Troy Elementary School, Charles Henderson Middle School, and Charles Henderson High School
- Opportunities to earn college credit while in high school and Dual Credit Programs offered at Charles Henderson High School
- Summer Programs available at Troy Elementary School, Charles Henderson Middle School, and Charles Henderson High School
- CHMS and CHHS Mentoring Program for Peers
- Student Athlete chosen to participate in Under Armour All Star game in 2015
- CHHS Concert Band was 1 of 10 performing groups from throughout the U.S. to qualify and to perform at the J.F. Kennedy Center for the Performing Arts in 2013
- 2013 and 2014 baseball 4A State Champions
- 2013 State Runner-up in 4A football
- Girls & Boys Basketball teams won area titles, with girls playing in Final Four, and boys advancing to Regional competition
- 2018 Class 5A Girls Basketball State Champions; 2017 State Runner-Up
- Girls Volleyball Team won regional tournament and advanced to state competition in 2017
- Archery Team won regional tournament; advances to state competitions
- NASA award winning Culinary Arts Program
- CHHS students participated in the Walter Trumbauer State Theater Festival, AL Thespians Festival and won scholarships/awards
- CHHS Award Winning Drama Program
- Students participate in local, district, and state art competitions and several of our students were recognized by the Alabama's State Superintendent of Education for their accomplishments
- Art and Music programs are offered in all three schools (TES, CHMS, CHHS)
- Students participate in AL Youth Legislature Program, First in AL Robotics, Math tournaments, and etc.
- Orff Ensemble; guitar, percussion, and recorder programs; Concert, Pep, and Marching Bands; and Vocal and Choral Ensembles



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Troy City Schools

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TROY CITY SCHOOL SYSTEM STRATEGIC PLAN

Superintendent
Lee A. Hicks, Ed. D.



TROY CITY BOARD OF EDUCATION

Our Vision

“Trojans Committed to Success”

Our Mission

The mission of the Troy City School District is to provide a meaningful and useful education for our children based on a sound philosophy with clear and strong commitments to goals. It treats our students with dignity and respect. Each child progresses in intellectual, social, personal, and physical dimensions/ skills in such a manner that productive and useful lives result.

Our Beliefs

- All students are entitled to a quality education in a safe and pleasant environment.
- All students are capable of learning.
- All students should be treated with fairness and compassion which foster self-worth.
- The education process is one of continuous improvement.
- All students deserve the opportunity to be successful.
- Our total school environment promotes positive self-images and self-respect within each student.
- All students should be educated to their fullest potential.
- Schools are partners with parents, guardians, and custodians of the community.
- School system planning is a responsibility of the Central Office staff, employees, parents, guardians, custodians, and community.
- All resources should be used for educational purposes which benefit students.
- All students should understand that the board has an expectation of student behavior that includes good conduct and that each student understands that school attendance in the Troy City School System is both a right and privilege.

Equal Opportunity Employer

“No person shall be denied employment, be excluded from participation in, be denied benefits of, or be subject to discrimination in any program or activity on the basis of handicap, sex, race, religious belief, national origin or ethnic group, color or age.”