

Gadsden City Board of Education

Vision

Gadsden City Schools will be a preeminent educational community that prepares each student for life's opportunities.

Mission

Providing each student with an equitable, quality education through an adaptive, innovative, nurturing, and holistic approach.

Beliefs

Titans Investing Together Accomplish Notable Success

People First

- Recruit and retain staff
- Foster a workforce that reflects a wide range of backgrounds, perspectives, and experiences.
- Improve facilities

Gadsden Pride

- Invest in success. Incentivize networking and valuation for education for students and teachers.
- Enhance communication within our community in order to celebrate our system's successes and promote opportunities. *
- Develop awareness opportunities for community engagement and promote the school system's image. *
- Increase retention of students within school feeder patterns.

Student Success

- Develop a school environment where all students can succeed by embracing the whole child perspective with SEL, physical, & academic development.
- Provide a plethora of resources to enhance student success at every level.

- Provide practical and customized professional development opportunities including technology training (with a focus on digital learning) using Regional Technology In Motion and a Technology Coach. *

- Allocate resources and professional development for teachers and school leaders.
- Recognize NBCT teachers and teachers who continue their education.

- Establish a consistent, district-wide framework for data analysis and utilization, including the integration of digital resources (with a focus on student use of digital tools). *



- Implement a structured peer observation and collaboration system (with a focus on increasing collaboration between diverse staff groups) across all schools and departments. *
- Promote NBCT teachers with a focus on the minority population.
- Celebrate notable successes of students, staff, and stakeholders.
- Hold meetings with instructional leaders and teachers to share successes and ideas concerning teacher retention.
- Provide financial incentives for recruitment of new hires.
- Utilize current staff members in recruitment efforts.
- Recruit staff from varied backgrounds.
- Consolidate middle schools into one new building.
- Build new elementary schools.



- Update website and increase social media presense.
- Create a new uniformed acronym.
- Develop partnerships, families, and professional development for families and community stakeholders.
- Recognize students for multiple achievements (sports, college scholarships, military enlistments, etc.)
- Develop a resource book for college scholarships for families exiting the system.
- Collaborate with city and count leaders and business to expand partnerships.
- Develop metaverse participation and competition across all levels.
- "Titan" family nights
- Enhance vertical relationships
- Develop a system-wide monthly student recognition program.
- Develop a system-wide monthly recognition of student and staff "Spotlight".



- Provide "Extended School Experiences" where students will be able to improve on their challenges.
- Implement Career Exploration at middle and elementary levels.
- Recognize and celebrate student growth and success with accountability measures.
- Provide positive interaction to promote attendance, academic, and positive behavior.
- Implement a Multi-Tiered System of Support to establish a standardized framework for PLCs, data meetings, and RTI processes. *
- Provide Social Emotional Learning (SEL) embedded instruction.
- Provide a positive school climate to promote attendance, academics, and positive behavior.
- Create a Career Academy Pathway curriculum for all high school students.
- Continue to improve and enhance the district infrastructure, including wifi, to provide consistent access to technology initiatives and tools leverging e-rate discounts and monitoring systems.
- Ensure technology devices are functional and up-to-date at all times.,utilizing a refresh cycle for students and staff.



- Sign in sheets
- Professional Learning survey
- Technology Inventory
- Coach's log
- Teacher Observations (ATOT)
- Student achievement data
- Retention and graduation rates



- Teacher Observations (ATOT)
- Sign in sheets
- Professional Learning survey
- Board minutes
- Posting on system website
- Posting on social media
- foster safe, inclusive, & supportive environment



- Teacher Observations (ATOT)
- track student growth - achievement and grad rates
- Student achievement data
- Student engagement
- Formative assessments
- Improve scores on "Impact on Engagement & Learning
- Sign in sheets



- Teacher surveys and feedback
- Student engagement
- Formative assessments
- Standardized test scores
- Teacher self-reflection
- Peer collaboration
- Student feedback
- Student Engagement Surveys
- Board minutes
- Posting on system website
- Posting on social media
- Retention rate for teachers
- Number of days from job posting to acceptance
- Quality of Hire
- Demographic composition trends
- Return on Investment



- Stakeholder feedback
- flyers, notes
- Student feedback
- Student achievement data
- track student growth - achievement and grad rates
- Teacher surveys and feedback
- Discipline and attendance referrals



- foster safe, inclusive, & supportive environment
- integrate career assessments, guests, and PBL
- Discipline and attendance referrals
- Report card grades
- RTI monthly meetings
- Lesson plans monitored by site principal & CO
- track credits and registrations
- Technology Inventory