

Forsyth County Schools 2022-2027 Strategic Planning

Goal Area: Staff Recruitment and Development

Performance Objective A: Acquire & retain excellent staff

Cabinet Leader: Derrick Hershey

Major Focus/Initiative #1:

- Recruit highly qualified staff

Performance Measures:

- Increase the percentage of candidates hired as a result of recruitment efforts by 3% of the gap from 50.1% to 51.60%

Action & Accountability Planning

Action Steps: First Half of Year	Action Steps: Second Half of Year
<ul style="list-style-type: none"> • Increase total Job Fairs Attended – goal > job fairs • Expand partnership with Teaching as a Professional Pathway (CTAE) • 71 hires with a Provisional, Waiver, or Permit Certificate • Expand UNG partnership • Plan for 3 job fairs (Forsyth First, FCS, and Virtual) • Improve screening process for all certified applicants • Establish workforce housing partnerships 	<ul style="list-style-type: none"> • Attend at least 36 job fairs • Attend at least 5 job fairs that host multiple majors • Monthly scheduled meetings with UNG regarding Educational Scholars Program • Host Forsyth First, Educational Fair, and Virtual Fair • Improve screening process for all certified applicants • Explore and develop partnerships with other properties • Alternative certification info sessions (job fair, subs, and paras) • Using TOTY and recent alumni to attend job fairs with HR
<p>Mid-Year Checkpoint</p> <ul style="list-style-type: none"> • 20 of 56 of planned job fairs attended thus far • Initial roll out of Educational Scholars Program with CTAE and UNG January 23, 2024 • Engaging with potential candidates pursuing non-traditional paths by attending 5 job fairs that host multiple majors • Established a Google sheet that details contact of potential alternative certified candidates • Hosted An Evening with Human Resources for current student teachers • Invitation for Forsyth First shared student teachers and colleges that we partner with • Radio advertisement on B98 marketing our annual job fair running from 12/11 to 2/2 • Developing a bank of questions for school leaders to use in interviews • Partnerships with The Columns at Pilgrim Mill and The Statesman • FTA recruitment video • United Way Workforce Housing Committee 	
<p>Year-End Results</p>	

Forsyth County Schools 2022-2027 Strategic Planning

Goal Area: Staff Recruitment and Development

Performance Objective A: Acquire & retain excellent staff

Cabinet Leader: Derrick Hershey

Major Focus/Initiative #2:

- Increase compensation opportunities

Performance Measures:

Increase the percentage of retained staff in high needs areas by 3% of the gap from 91.55% to 91.80%

Action & Accountability Planning

Action Steps: First Half of Year	Action Steps: Second Half of Year
<p>FY 24:</p> <ul style="list-style-type: none"> • Certified Educators compensated for using planning periods to cover absences not filled by substitutes • Compensation increases across all pay bands • Exploration of stipends for Specialized Instruction classrooms • Increase emphasis for planning for all Specialized Instruction teachers • Emphasis on retirement education help make educators aware of these benefits (September 2024) • Emphasis on Financial Benefits of being a teacher – Millionaire and Me Workshop (January 2024) • Initiating Advanced Degree Job Fair for professional growth opportunities and compensation 	<ul style="list-style-type: none"> • Salary /Budget preparation for FY 25 • Alternative Certification Career Sessions • Spring Advanced Degree Job Fair for employees (after spring break) • GaDOE Para to Teacher Grant for GaTAPP Completers • Individual employee counseling sessions on career growth opportunities and pathways • New pay band review for Endorsement instructors • Millionaire and Me presentation – focus on staff retention to understand financial literacy for educators

Mid-Year Checkpoint

- All eligible certified FCS teachers' salary increase with the following highlights:
 - Each step includes a minimum of a 3,000 increase with an average of a 4,470 increase (2,000 of the increase is state funded).
 - Beginning 8th year in FCS reaches \$60k with a T4
 - Years 5-9 increase by an average of over \$5k
 - The average increase in pay with 20 years of experience and above is approximately 4,800 increase with proposed salary schedule.
 - Yearly increase eliminates static steps throughout salary schedule
 - Differential remains the same between each certification level
- Completed 23/24 Teacher Salary Comparison (Atlanta Public Schools, Cherokee, Cobb, Dekalb, Forsyth, Fulton and Gwinnett)
- Completed 23/24 Special Education Specialized Instruction Salary comparison for Pay Incentives (Atlanta Public Schools, Cherokee, Dekalb, Forsyth, Fulton and Gwinnett)
- TRS workshop and retirement presentation and counseling sessions October 24, 25 and 26
- Individual employee counseling sessions on career growth opportunities and pathways
- Discussed benefits of being a teacher at CTAE Educator Summit on Nov 28 to 300 students and teachers.

- Advanced Degree Fair October 24 with 13 Universities/Colleges represented. All 13 Universities/Colleges said that they would return when we offer this event again.
- Coverage compensation for teachers who are using planning time to cover a class.
- Forsyth Teacher Academy candidates receive \$1,000 compensation for signing a 3rd contract with the district.

Year-End Results

Reflection on Results:

Forsyth County Schools 2022-2027 Strategic Planning

Goal Area: Staff Recruitment and Development

Performance Objective B: Build & develop individual staff capacity

Cabinet Leader: Derrick Hershey

Initiative #1:

- Expand capacity-building programs for school and system staff

Performance Measures:

- Increase the percentage of retained staff by 3% of the gap from 92.34% to 92.56%

Action & Accountability Planning

Action Steps: First Half of Year	Action Steps: Second Half of Year
<ul style="list-style-type: none"> • Grow FTA endorsements for high-needs areas: ESOL, K-5 Math, Teacher Support & Coaching (increased from 40 to 78 participants) • Professional learning for 70+ Instructional Coaches • Expand Leadership Development Programs (Aspiring Leader, Aspiring Principal, Class A Leadership, A2A Leadership, LEAD Academy, Aspiring Principals +) • 2023-2024 Endorsement enrollment TBD (Expanded endorsement offerings in response to new legislation - dyslexia) • Forsyth Teacher Academy GaTAPP enrollment (27 candidates) • Initiated Working Genius Training through HR dept. • Leadership Development – HR Virtual Learning Series (6 online sessions) • Leadership Development Programs implemented (Aspiring Principals, LEAD, Aspiring Leaders, Aspiring Principals Plus, Class A Leadership Development) 	<ul style="list-style-type: none"> • Next Steps Provisional Certification Workshop January 2024 • Endorsement offerings increase from 4 to 5 for 24/25 school year (adding gifted endorsement) <ul style="list-style-type: none"> • New Endorsement Marketing Plan to streamline all 5 endorsements. • Record promo videos for each endorsement • Certification and FTA Informational sessions offered at FCS Job Fair • FTA Cohort 7 enrollment 25+ candidates with focus on high-needs areas. • GaTapp Professional to Teacher Reimbursement Grants approved through GaDOE. • Leadership Development – HR Virtual Learning Series (remaining 2 sessions) • Crucial Conversation Training

Mid-Year Checkpoint

- Individual Certification Support in Forsyth Teacher Academy Candidates July and November 23/24
- Email communication to provisional certified employees about program offerings.
- FTA Promotional video to market academy to teachers and leaders in FCS
- FTA Cohort 5 completed (27 candidates)
- Gifted endorsement approved by PSC
- Working Genius training with district leaders
- Completed 4 HR Virtual Learning Series sessions
- 142 Crucial Conversation workbooks ordered, and six sessions (May, April, and June) of training scheduled for second semester
- Leadership Development Programs implemented (Aspiring Principals, LEAD, Aspiring Leaders, Aspiring Principals Plus, Class A Leadership Development)

Forsyth County Schools 2022-2027 Strategic Planning

Goal Area: Social & Emotional Health

Performance Objective A: Foster healthy digital interactions

Cabinet Leader: Mike Evans

Major Focus/Initiative #1:

- Increase appropriate technology usage and digital citizenship for all students.

Performance Measures:

- Establish baseline for the number of technology-related behavioral referrals; decrease in future.

Action & Accountability Planning

Action Steps: First Half of Year (2023-24)	Action Steps: Second Half of Year (2023-24)
Review and revise Digital Citizenship plan. Continue to implement DC plan throughout all grades.	Analyze data to determine areas of focus for parent communication. Work with district AI Working Group, in conjunction with schools to better inform students and teachers on appropriate use of AI tools in their work.

Mid-Year Checkpoint

At a mid-point of the year, technology related behavior incidences accounted for 7% of the total number of discipline events entered into Infinite Campus. This is a slight decrease of 2% from last year's final numbers. The overall

Technology-related behavior incidences	ES	MS	HS	Total
Bullying	0%	4%	5%	4%
Cheating	0%	11%	45%	32%
Damage	27%	3%	0%	2%
Inappropriate Use	60%	67%	24%	40%
Classroom Usage	13%	15%	26%	22%
% of Total Technology Incidences (all levels)	4%	34%	62%	
% of All Behavior Incidences within a level	1%	10%	8%	7%

breakdown across all grade levels consisted of 40% for Inappropriate Use, 22% for Classroom Use (using technology when not allowed or for off-task usage), 32% for Cheating, 4% for Bullying, and 2% for intentional Damaging of equipment.

Elementary numbers were fairly consistent with the 2022-23 end of year numbers, down from 4%

behavior incidence to 1%. For Middle School, reductions were shown in Bullying and Classroom Usage (10% and 8%, respectively), with a 17% increase of Inappropriate Use. The significant change for High School was an increase of 14% in Cheating. This can be attributed to the use of AI tools, such as ChatGPT.

Year-End Results

Reflection on Results: