

Gulf District Schools



**STRATEGIC
PLAN
2025-2030**

Reviewed Annually

ABOUT GULF DISTRICT SCHOOLS



1,901

STUDENTS*

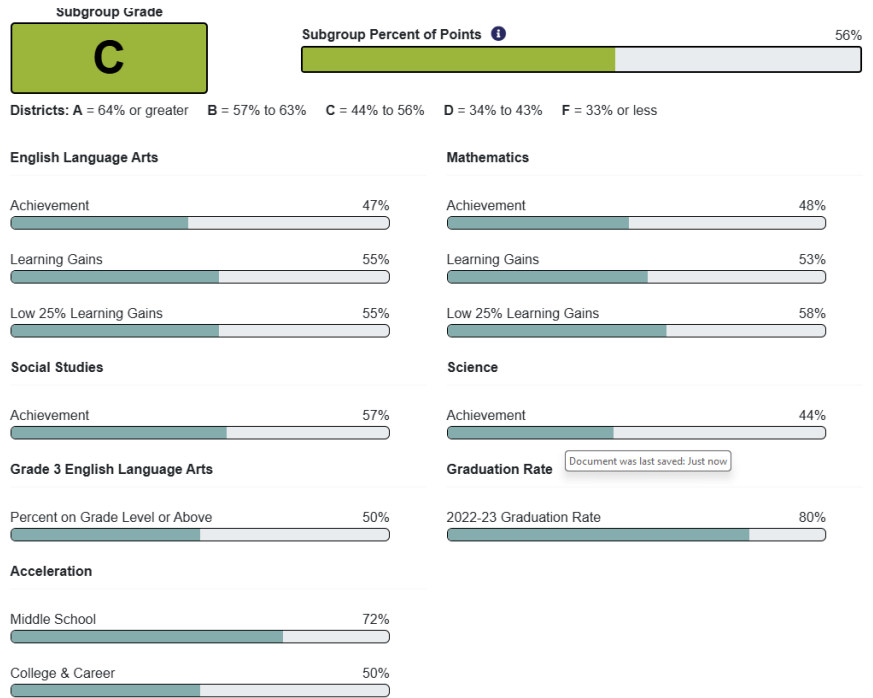
*FLDOE 2024-25 data



14

TEAC

*FLDOE :



LEADERSHIP

School Board Members

Mr. Brooke Wooten
Chair
District 2

Mrs. Ruby Knox
Vice Chair
District 5

Mrs. Equilar Gainer
District 4

Mr. Matt Terry
District 3

Vacant
District 1

Superintendent and District Staff



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Superintendent

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Superintendent
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WHAT'S IN OUR STRATEGIC PLAN?



Strategic Goals

Tangible and descriptive statements that describe the results we want for our students, staff, families, community and district. Each year, we take specific actions to help achieve our strategic goals.



Objectives

Specific actions we are taking to reach our strategic goals. Objectives are specific, measurable, actionable, realistic and time-bound. Each year, we will analyze data and update our annual objectives as needed. We monitor our ongoing progress toward meeting goals and focus on continuous improvement.



Measures

Data we collect and analyze to gauge our progress. We look at multiple measures, gathering both qualitative and quantitative data through surveys, reports and assessments.



Performance Indicators and Targets

Standards we set to help us determine our progress toward meeting our goals.

Commitment to Equality of Opportunity

Gulf District Schools values unity and the collective strength of our community and schools. We respect the unique perspectives and experiences of our students, staff, and families. Our unwavering commitment is to provide a nurturing environment where every individual, regardless of their background or circumstances, has the opportunity to succeed based on their abilities and efforts. Our goal is to develop systems that support student achievement by fostering a merit-based approach, which will help every student reach their fullest potential. Our mission is to ensure safe, respectful, and inclusive educational and working environments free from discrimination while promoting unity and love for our community and country.

WHAT'S OUR MISSION?

Together, with our communities, we will educate, equip, and empower all students to become productive individual learners in a complex and constantly changing culturally diverse world.

We will shine our **LIGHT!**

Learners actively engaged and

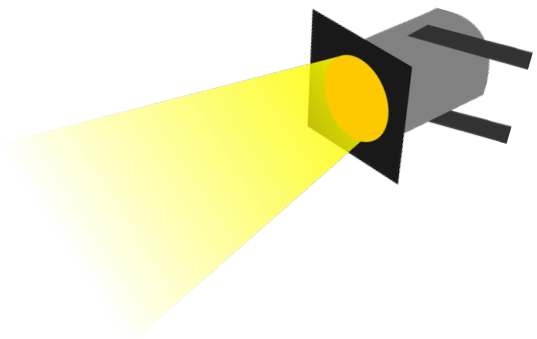
Inspired by

Gifted educators who challenge all students in a

Healthy, holistic, high-reaching

Thriving school environment!

We will spotlight educators, support staff, students, and/or programs that support our mission!





Highest Student Achievement

GOAL: All students will be engaged learners, as evidenced by learning gains and improved attendance.

- Providing relevant, rigorous and engaging instruction.
- Receiving individualized, equitable and inclusive supports.
- Accessing diverse course offerings, activities and athletics.
- Making progress, annual growth and meeting grade level standards.
- Ensuring attendance is addressed in a multi-tiered approach.
- Award students who adhere to being present for instruction.

Objectives

English Language Arts and Mathematics

- Strengthen understanding of the Science of Reading and the district's Literacy Plan
- Evaluate and adopt new instructional materials for substantial deficiencies on ELA and math
- Conduct a review of the time for English Language Arts at elementary school
- Implement new instructional materials for ELA and math on the state timeline

Assessment

- Conduct assessments systemwide and analyze results continually for strategic improvement
- Develop district assessments in ELA and math
- Train parents on the Family portal to access student data
- Publish district assessment calendars by grade in August

Attendance

- Review Multitiered System of Support (MTSS) and revise tiers as needed for improvement
- Implement FOCUS sessions for parents to understand attendance and customize more reports for early warning systems

Performance Indicators and Targets

- $\geq 80\%$ of students make learning gains on the end of the year state assessment in ELA and Math (K-10th grade in ELA and K-8th, Algebra 1 and Geometry in Math).
- The % of students regularly attending* school is increase by $\geq 5\%$ each year (*defined as ≤ 3 excused absences per 9 weeks).
- At least 50% of parents access FOCUS and the parent portal to access grades, assessments results and attendance.



Maximum Access to certified staff

GOAL: All staff members are respected and valued professionals with certification

- Valued for their diversity and recognized for their unique contributions as educators, support staff and administrators
- Members of high-functioning, collaborative teams who use data to plan, improve and innovate
- Provide opportunities to learn and grow and held to high standards for professionalism and performance

Objectives

Certification

- Engage each educator to apply for certification to identify state expectations for professional certification
- Implement and provide professional learning opportunities to meet the renewal requirements from the Florida Department of Education

Staff Recruitment, Hiring, Retention and Diversity

- Review and refine recruiting, interviewing and hiring processes Strengthen and enhance new employee onboarding processes
- Review and update the district Employee Handbook
- Ensure new teachers receive support from a consulting peer educator

Professional Learning Communities

- Expand training and support for teacher Professional Learning Communities and collaboration to improve teaching and learning
- Paraprofessional learning opportunities through micro-credentials and/or other trainings

Staff Professional Growth and Performance

- Provide state-funded professional learning
- Ensure staff understanding of Board policies



Performance Indicators and Targets

- Increase the number of certified educators by 5% annually.
- ≥90% of staff indicate they work in safe and positive environments, collaborate with colleagues, and feel valued.
- The healthy, functional staff retention rate is ≥90% each year.
- 3 full days of professional learning is offered annually.



Efficient services evidenced by a return on investment

GOAL: Students will have pathways to further their education and graduate with college credit and/or certifications

- Innovation in our strategic planning with secondary students to ensure college or certification courses
- Provide Bright Future scholarship eligibility to student and parents on an annual basis and specific to each students eligibility
- Prepare students for post-education by College and Career Fairs and exposure

Objectives

College Preparedness and Enrollment

- Conduct district analysis of success and survey for what can be provided to ensure higher outcomes
- Enroll every student in dual enrollment and/or certification course, track annually
- Seek ACT & SAT preparatory opportunities.

Prepare for Post-Secondary Opportunities

- Implement process to identify Bright Futures eligibility and offer

Performance Indicators and Targets

- Increase the number of Bright Future recipients annually by 5% for merit and academic scholarships.
- Graduates exit with either a dual-enrollment credit and/or certification, at a rate of 3% improvement annually.
- Increase the number of students reporting to college, military or technical school by 5% annually.

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