



Strategic Plan: Year Two Update

August 2025



Goals for the 2023-2028 Strategic Plan

**Student
Success**

**Family and
Community
Engagement**

**Fiscal and
Operational
Efficiency**

**Talent
Recruitment,
Development,
& Retention**

**Safe and
Positive
Learning
Environment**



Goal 1: Student Success

Engage all students to attain the necessary skills and knowledge to be future-ready graduates.

- **Strategy 1:** Strengthen our high-quality instructional system through increased alignment to state standards, with an emphasis on literacy
- **Strategy 2:** Provide evidence-based academic opportunities with differentiated support for all students.
- **Strategy 3:** Graduate students who are ready to enroll, enlist or be employed in the workforce.



Goal 1: Highlights

- ★ Increased the number of CTE certifications from 1,926 in 23-24 to 3,260 in 24-25 - an increase of 69%!
- ★ Trained all 43 schools on the FL Inclusion Network (FIN) scheduling model, prioritizing students with special needs
- ★ Opened the Fleming Island High Health Science Academy

CLAY COUNTY DISTRICT SCHOOLS

STATE RANKINGS

A-RATED

School District
6 Points Higher than last year!

93%

of Schools are
A or B Rated

TOP 10 IN ALL SUBJECT AREAS!

OUT OF 67 FLORIDA COUNTIES

1ST

in 7th
Grade Civics

3RD

in Overall
Social Studies

4TH

in
U.S. History

4TH

in 9th-10th
Grade ELA

5TH

in 8th Grade
Math

7TH

in Overall
Science

7TH

in
Biology

7TH

in
Algebra

9TH

in 8th Grade
Science

10TH

in Overall
ELA

10TH

in Overall
Math





Goal 2: Talent Recruitment, Development, and Retention

Enact a highly effective recruitment and professional development plan along with opportunities for growth and career development to ensure all students have access to a world class education to become lifelong learners for success in a global and competitive workplace and in acquiring applicable life skills.

- **Strategy 1:** Recruit highly qualified leaders, faculty, and staff who represent the diversity of our community and value the uniqueness of our students.
- **Strategy 2:** Develop highly effective leaders, faculty, and staff who foster a safe and inclusive learning environment and build upon student strengths.
- **Strategy 3:** Retain employees through opportunities for growth and career development leading to high satisfaction and increased student outcomes



Goal 2: Highlights

- ★ Participated in approximately 30 career fairs showcasing teaching opportunities in Clay County
- ★ Hosted over 800 teacher leaders at the OneClay Leadership Academy, with 50 sessions offered - facilitated by 142 educators, including 90 teacher leaders
- ★ Engaged in over 3,400 visits to support more than 275 early career teachers during the 2024-2025 school year





Goal 3: Family and Community Engagement

Engage families and the community in the educational process to create robust learning opportunities and partnerships that support and prepare students to be successful throughout the K-12 educational experiences, leading to graduation and beyond.

- **Strategy 1:** Expand community partnerships to increase student learning and extracurricular opportunities.
- **Strategy 2:** Collaborate with parents and community partners to increase stakeholder participation within our district.
- **Strategy 3:** Communicate information quickly, clearly, and accurately to families, community members, and employees across the district.



Goal 3: Highlights

- ★ Established the Family and Community Engagement Department
- ★ Introduced a new volunteer registration and screen program: Raptor Technologies
- ★ Redesigned and launched the new and improved OneClay app for parents to accurately and timely receive information from school

REGISTERED **9,653** VOLUNTEERS IN THE 2024-25 SCHOOL YEAR

REGISTERED VOLUNTEERS
LEVEL 1 ▶ **7,707** **LEVEL 2** ▶ **1,946**

420+ SCHOOL & DISTRICT OFFICE COMMUNITY PARTNERS



FACEBOOK
FOLLOWERS

23,400 | **25,304**
2024 EOY | 2025 EOY



INSTAGRAM
FOLLOWERS

6,732 | **8,023**
2024 EOY | 2025 EOY



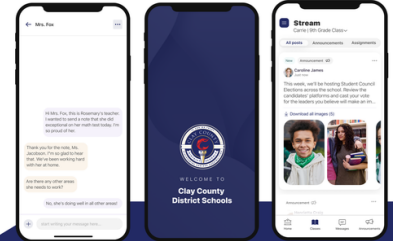
YOUTUBE
SUBSCRIBERS

1,860 | **2,000**
2024 EOY | 2025 EOY

Say "hello" to even more in
the OneClay app.



Download the **OneClay** app from the iOS App Store or Android Play Store and enable Notifications.





Goal 4: Safe and Positive Learning Environment

Strengthen the overall physical and emotional environment fostering a sense of safety and belonging for students, staff, and all stakeholders.

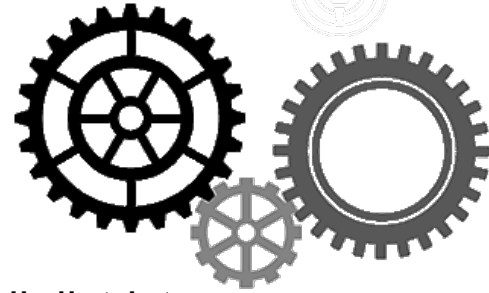
- **Strategy 1:** Enhance supports surrounding student mental health and wellness
- **Strategy 2:** Cultivate and sustain a climate and culture that demonstrates resilience, respect and positive behavior through student-centered, evidence-based practices by providing training that builds the capacity of schools, leaders, and staff to implement supportive strategies.
- **Strategy 3:** Attain Police Department Accreditation



Goal 4: Highlights

- ★ Installed and implemented mobile panic button systems with full-integration into SaferWatch
- ★ Decreased the number of SESIR related incidents by 7.54%
- ★ Revised the process for tracking student attendance and implementing interventions to remove barriers





Goal 5: Fiscal and Operational Efficiency

Ensure fiscal responsibility through the effective management of district operations in an effort to maximize available resources necessary to provide a safe, efficient, and conducive learning environment.

- **Strategy 1:** Improve efficiency and reliability of operations to all district stakeholders.
- **Strategy 2:** Promote fiscal transparency and communication.
- **Strategy 3:** Pursue additional funding to support needs and priorities.
- **Strategy 4:** Enhance fiscal practices that enable the district to maximize effectiveness and efficiency.
- **Strategy 5:** Enhance the technology infrastructure in all school and district spaces to support teaching, learning, communications, and operations.



Goal 5: Highlights

- ★ Received nearly \$2 million in state appropriations to support the establishment of Advanced Manufacturing Technology programs and credit recovery programs
- ★ Completed construction on two 32-classroom wings on time and on budget
- ★ Reviewed and updated all Board bylaws and policies





Continued Focus for 2025-2026 School Year

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