



# DR. JORIS M. RAY

SHELBY COUNTY SCHOOLS INTERIM SUPERINTENDENT

## 90 DAY PLAN

### LEADERSHIP PLEDGE

We will put the best interest of students first, actively listen and be transparent in our decision-making process.

### VISION FOR SCS

1

To realize  
**Destination 2025**

2

To create a system that provides equity for all students and ensures each student has the opportunity to meet and maximize his or her full potential

3

To provide all school-based staff with the resources and supports needed to maximize their ability to best serve students

4

To ensure all team members, district-wide, operate with the following: a belief that all students can achieve, collaboration/teamwork, integrity, a sense of empowerment, commitment to the work and a drive for innovation



**80%**  
of students  
will be  
college or  
career ready

**90%**  
of students  
will graduate  
on time

**100%**  
of graduates  
will enter  
college or a  
career

### SEVEN NEXT STEPS TOWARD DESTINATION 2025

#### 1. Academic Equity and Action Plan

Implementing the Academic Equity and Action Plan that will offer academic opportunities such as AP courses, enrichment classes and ACT prep to more students and at schools that historically lacked these offerings

#### 2. Social Emotional Learning

Developing a trauma-informed district from board members to educators who can effectively support a variety of student needs, including responding to Adverse Childhood Experiences or ACEs

#### 3. Culture Building

Establishing a more respectful and positive culture centered on teaching and learning that more intentionally includes the voices of students and teachers

#### 4. Create Servant Leadership

Refocusing the way we look at our roles, beginning with the Central Office, to develop a district community of servant leaders who provide service to our ultimate customers, parents and students

#### 5. Alignment of Resources

Passing a financially sound budget that focuses and aligns organizational efforts and resources to help close achievement gaps and provide greater equity for students

#### 6. Footprint Proposal

Engaging the community around the current footprint proposal and considering the academic plans for each possible school transition before making final recommendations to the board

#### 7. District-office Transition

Creating a high-level draft of the district's transition plans for the Bayer Building, which will ultimately become a more welcoming hub for district-staff, as well as students, parents and community members.