



Monthly BOE Updates...

“Building a Stronger Tomorrow...Today”

TCS Strategic Plan

Transylvania County Schools Strategic Plan 2025-2030



Our Vision

Transylvania County Schools **leads** education by **cultivating resilient, future-ready** students.

Our Mission

We are dedicated to academic **excellence** by fostering a **safe, supportive** and **innovative** learning environment.

Student Achievement



- Become the first choice for our residents by consistently meeting and/or exceeding growth and proficiency targets in reading and math.
- Offer work-based learning opportunities that connect education with real-world experiences better preparing our students for the workforce.
- Ensure all students acquire essential STEM-based problem-solving skills—including Science, Technology, Engineering, and Math—and gain experience with Artificial Intelligence (AI), recognizing these as critical competencies across all future careers, including every Career and Technical Education pathway.

Human Resources/ Quality Staff



- Maintain a higher-than-state average retention rate, ensuring staffing stability according to the Annual State of the Teaching Profession report.
- Strengthen the entire employee pipeline by implementing a "grow your own" strategy, cultivating future employees and teachers from within our community.

Communication & Community Engagement



- Enhance engagement opportunities for students, families, and staff to build a thriving school community.
- Engage and inform stakeholders through clear, concise communication and proactive promotion across multiple media outlets.
- Expand local education and economic development partnerships.

Safe & Innovative Learning Environment



- Create comprehensive short- and long-range facility plans to ensure our schools are equipped for future growth and success.
- Consistently meet or exceed local, state, and national safety and maintenance standards to ensure a secure and well-maintained learning environment.



Building a **Stronger** Tomorrow... **Today!**



January District Strategic Plan Update...



Priority:	Communication and Community Engagement
Goal:	3.3.2: Number of Mental Health partnerships with TCS.
Measure/Progress:	Goal: 3 or more during the 2025-2026 school year Progress: Increase of 1 Partnership, Increase of Clinicians available through Blue Ridge Health
Notes/Comments:	<ul style="list-style-type: none">• Addition of 2 Blue Ridge Health Therapists during this school year (5 Total)• Partnership with NC Pals working directly with Student Support Staff through bimonthly consultations

January District Strategic Plan Update...



Priority:	Communication and Community Engagement
Goal:	3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.
Measure/Progress:	<u>Housing</u> : Two teacher homes in the Rosman area are nearly complete and ready to begin the rental process. <u>Child Care</u> : We began offering Child Development this school year as a new course to support student career pathways and help strengthen our future child-care workforce.
Notes/Comments:	Goal 3.3.3 Slide Presentation



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Biggest barriers for many staff in Transylvania County:

- Finding affordable housing
- Finding reliable and affordable childcare

Teachers can live here, work here, and raise their families here.



Priority 3.3: Communication and Community Engagement

Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Target: 1

Our strategic plan calls for real incentives that help teachers stay and choose TCS:

- Childcare for teachers
- Teacher housing

Housing helps teachers move here.

Childcare helps teachers stay here.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Childcare for teachers:

- We want to offer childcare as a teacher incentive to help keep our great staff and attract new teachers.
 - Teachers with young children often struggle to find dependable care.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Childcare:

- We started offering Child Development through CTE this year
 - This course is an introduction to the Early Childhood pathway.
 - Enrollment so far: 5 in the fall; 14 are registered for the spring semester.
- Partnership with BRCC:
 - Students can begin the BRCC early childhood classes as juniors.
 - Enrollment this year: 2 in the fall and 14 registered for the spring semester.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Childcare Interest Survey:

- 75 responses
 - 16 “Yes” interested in childcare and 7 “Maybe”
- For those interested/maybe:
 - Most prefer full-time care (16 full-time, 3 part-time; 1 drop-in/as-needed)
 - Most would enroll one child; some would enroll 2+ children
 - Average child age is 2 years old.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Childcare Facility:

- The Capital Needs Grant does include a childcare room in the new CTE building.
- Requirements identified:
 - We must have a separate playground (not shared with PreK)
 - The rooms cannot mix ages
 - Two rooms: 6 weeks - 2 years and 2 - 4 years
 - A licensed adult must be present in each room.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Teacher Housing:

- Rosman Teacher Housing:
 - Alan Winchester and Transylvania County Land Trust
 - 3 houses in development
 - 2 very close to completion
 - 1 waiting on additional donations to finish



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Rosman Teacher Housing:

- The housing is designed to support new teachers.
- The district will have payroll deductions for rent.

The Land Trust is finalizing guidelines, rental process, etc.



Goal 3.3.3: Number of community partners assisting with affordable housing and childcare for teachers.

Teacher Housing:

- We are contracting with McGill for a geotechnical survey.
 - We want to confirm that the front acreage across from BHS is actually buildable before we invest further.