

# Disrupting

for Excellence



## Strategic Plan Implementation

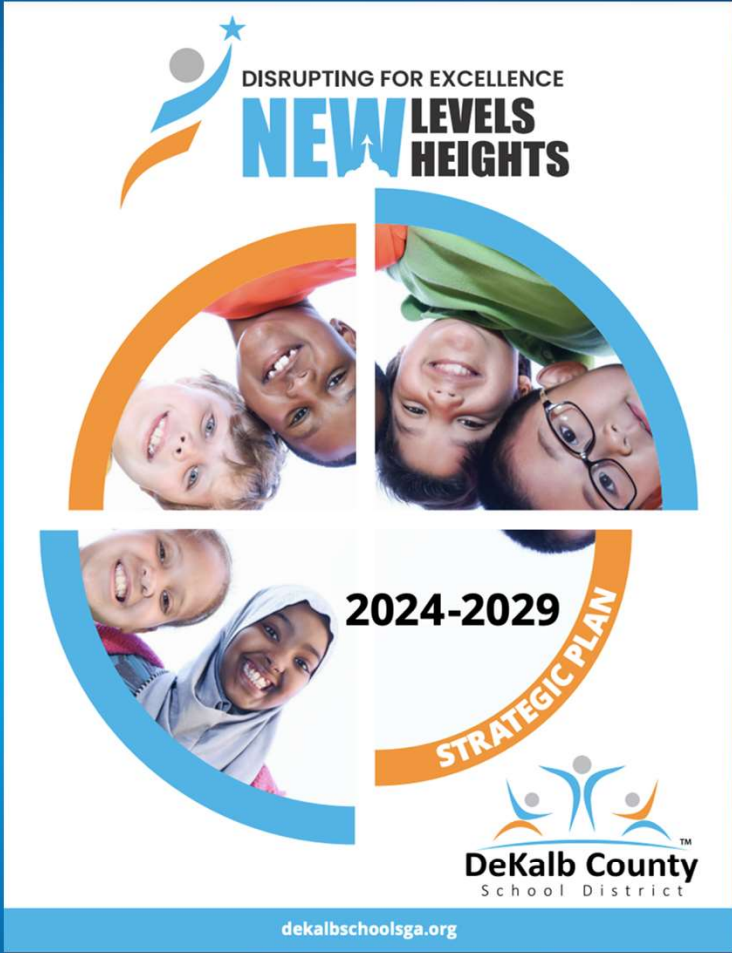
Board Update

November 11, 2024

# Today's Focus

- Strategic Plan Overview
- Implementation Plan
- Goal Area Teams
- Areas of Focus for Year 1
- Data Highlights
- Next Steps

# Strategic Plan Overview





## VISION

To prepare students for success as lifelong learners and responsible global citizens

## MISSION

To promote the academic, social, and emotional growth of each student by fostering a safe, supportive, and engaging learning environment

## CORE BELIEFS

### *We believe in*

Meeting each student's academic, social, and emotional needs

Supporting quality teaching and learning

Creating equitable educational opportunities for all students

Embracing cultural diversity

Page 3

## CORE VALUES



**H**

### Humanization

Before we can address the critical work that has to be accomplished collectively in the DeKalb County School District, we must connect as human beings first. Recognizing value and worth and not viewing others solely as resources and a means to an end.

**P**

### Professionalism

Should be exhibited in all phases of our professional and personal life. Our dress code, the manner in which we communicate, accountability, and punctuality are some traits that represent professionalism.

**R**

### Respect

A professional work environment is built on mutual respect. We treat each other with courtesy, we value diversity, and appreciate different perspectives.

**I**

### Integrity

Is closely related to professionalism but it involves honesty, truthfulness, and ethical conduct. Taking responsibility for their actions and maintaining confidentiality when required.

**D**

### Dignity

Fair treatment of individuals. Not discriminating against individuals because of race, gender, age, or sexual orientation. Open and honest communication regardless of the position or title is imperative.

**E**

### Empathy

Understand and share the feelings, perspectives, and experiences of others. It involves recognizing and acknowledging the emotions and concerns of others, as well as responding in a compassionate and supportive manner.

Page 4 | [dekalbschools.ga.org](http://dekalbschools.ga.org)

# PORTRAIT OF A GRADUATE

## Reflective & Resilient Learner... I Can

- demonstrate knowledge of content, skills, and standards
- evaluate potential outcomes of my actions by reflecting on successes and challenges and making the appropriate shifts to accomplish personal and academic goals
- hold myself accountable by utilizing organization and project management to achieve growth
- persevere through productive failures and challenges to improve
- demonstrate readiness through active civic engagement, enrollment, employment, entrepreneurship, or enlistment

## Globally Engaged Citizen... I Can

- respect different cultures, perspectives, and beliefs
- exercise compassion and empathy towards others
- explore community and global issues from the perspectives of those most impacted and develop plausible solutions
- employ a neutral and democratic process to arrive at decisions

## Creative & Dynamic Learner... I Can

- demonstrate curiosity, originality, inventiveness, and innovative problem-solving to create new things
- dive deeply into an issue and consider multiple perspectives when addressing problems and developing new processes
- take the appropriate risks and make adjustments based on lessons learned
- evaluate information and challenge both my peers' thinking and my own
- generate questions and elaborate on ideas to identify new solutions

## Effective Collaborator... I Can

- work with a diverse group to accomplish a common goal
- give and receive meaningful feedback
- own personal responsibility for team outcomes
- value and appreciate varying opinions and viewpoints of others

## Effective Communicator... I Can

- articulate and share ideas clearly with respect
- utilize different platforms to express ideas and thoughts
- use technology effectively and responsibly
- actively listen with an open mind and respect other ideas



Page 5

# STRATEGIC PLAN 2024-2029 SUMMARY

## GOAL AREA 1



### Student Academic Success with Equity and Access

- 1.1 Increase proficiency rates in literacy on district and state assessments for all students.
- 1.2 Increase proficiency rates in numeracy on district and state assessments for all students.
- 1.3 Increase the 4- and 5-year cohort graduation rates.
- 1.4 Ensure all students have equitable access to and support for academic programs and career pathways.
- 1.5 Improve student academic growth as measured by the College and Career Readiness Performance Index (CCRPI).
- 1.6 Enhance student proficiency in digital literacy skills using innovative technology.

## GOAL AREA 2



### School, Family, and Community Engagement

- 2.1. Strengthen family, school, and community engagement to establish clear, accessible, and relevant communication tailored to meet stakeholders' preferences.
- 2.2. Create opportunities for collaboration between the district, families, community partners, and businesses to foster partnerships to support district-wide initiatives.
- 2.3. Improve communication processes for stakeholders to ensure the flow of clear, timely, and relevant information.
- 2.4. Establish clear communication channels to effectively engage with multilingual families and provide equitable access to district and school information.

## GOAL AREA 3



### Recruit, Develop, and Retain Talent

- 3.1. Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.
- 3.2. Develop high performing staff to ensure quality teaching and learning outcomes, an innovative workforce, and visionary leaders.
- 3.3. Retain highly effective staff in critical needs positions to ensure the sustainability and efficiency of integral district programs and services.
- 3.4. Develop employee pipelines for key staff positions to ensure the long-term viability of essential programs and services.



### Culture and Climate

- 4.1. Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.
- 4.2. Implement restorative practice structures in all schools and increase the number of schools using Positive Behavioral Interventions and Supports (PBIS) programs each year.
- 4.3. Improve student attendance by creating a positive and engaging school experience.
- 4.4. Ensure all schools have staff trained in de-escalation techniques and Crisis Prevention Intervention (CPI) strategies.

### Mental Health and Wellness

- 5.1. Create safe and supportive environments that promote positive mental health and wellness.
- 5.2. Increase awareness of factors that can impact mental health to foster well-managed learning environments.
- 5.3. Increase mental health support staff to improve classroom behavior and peer relationships.
- 5.4. Expand staff participation in mental health professional learning opportunities.

### Organizational Excellence

- 6.1. Provide clean, safe, and efficient school facilities for all students.
- 6.2. Deliver safe and efficient transportation services to all students.
- 6.3. Deliver efficient school nutrition services and healthy meals to all students.
- 6.4. Improve and maintain a secure, accessible, and equitable digital learning environment for all students.
- 6.5. Ensure excellent financial management of district resources.

## GOAL AREA 4



## GOAL AREA 5



## GOAL AREA 6



# Implementation Plan

- Each goal area has an assigned sponsor who coordinates and communicates the strategies and progress associated with each goal.
- Each goal area has a team of individuals with diverse representation from various roles, departments, etc.
- Progress towards the goal areas is regularly reviewed and communicated at the district level. (MIRACLES Meetings)
- Progress towards the goal areas will be communicated to the board three times this year. (November, March, June)

# Goal Area Teams

Goal Area	Sponsor	Team Members
Goal Area 1: Student Academic Success with Equity and Access	Stacy Stepney/Dr. Triscilla Weaver	Michelle Dillard, Monika Davis, Christopher Key
Goal Area 2: School, Family, and Community Engagement	Jennifer Caracciolo/Monika Davis	Damienne Denham Shabazz, Jamelia Potter, Thurman Green, Tanya Arrington, Dr. Marcia Oglesby, Marcia Coward
Goal Area 3: Recruit, Develop, and Retain Talent	Tasha Davis Mills/H. Eric Hilton	Jennifer Caracciolo, Jason Kennedy, Chuck Nwagwu, Tracy Harris, Carina Harrigan, Janitrea Sebree-Kelly
Goal Area 4: Culture and Climate	Michelle Dillard/Dr. Candace Alexander	Dr. Darnell Logan, Brandy Woolridge, Shelly Bishop, Denise Revels, Stacy Stepney, Erica Bowman, Jacqueline Taylor
Goal Area 5: Mental Health and Wellness	Kishia Towns/Dr. Norman Sauce	Denise Revels, Shelly Bishop, Natasha Moon
Goal Area 6: Organizational Excellence	Byron Schueneman/Erick Hofstetter	Monika Davis, Dr. Candace Alexander

# Six Step Process

- **Step 1:** Current Status
  - For each performance objective, project teams mapped out the projected status for each strategy over the five years of the strategic plan.  
(Not Started; Planning; Implementation; Refinement)
- **Step 2:** One Year Goal
  - For strategies being implemented this year, project teams set goals for what they hope will be 'true' in one year from now.
- **Step 3/4:** SMART Goal and Measurement Tool
  - Project teams identified what tools they will use to measure progress.
  - Project teams identified SMART Goals for those strategies.
- **Step 5:** Milestones
  - Project teams identified actions they must take this year to make progress towards the 1 year goal, including specific dates and individuals responsible.
- **Step 6:** Review
  - Project teams meet regularly to review progress towards goals and to problem-solve issues that may arise. Project sponsors review progress in monthly MIRACLES Meetings.

# Implementation Chart - Goal Area 1

Goal Area 1: Student Academic Success with Equity and Access Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
1.1: Increase proficiency rates in literacy on district and state assessments for all students.	I	I	R	R	R
1.2: Increase proficiency rates in numeracy on district and state assessments for all students	I	I	R	R	R
1.3: Increase the 4- and 5-year cohort graduation rates.	I	I	R	R	R
1.4: Ensure all students have equitable access to and support for academic programs and career pathways.	P	I	I	R	R
1.5: Improve student academic growth as measured by the College and Career Readiness Performance Index (CCRPI).	I	I	I	R	R
1.6: Enhance student proficiency in digital literacy skills using innovative technology.	P	I	I	I	R

# Implementation Chart - Goal Area 2

Goal Area 2: School, Family, and Community Engagement Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
2.1: Strengthen family, school, and community engagement to establish clear, accessible, and relevant communication tailored to meet stakeholders' preferences.	I	I	R	R	R
2.2: Create opportunities for collaboration between the district, families, community partners, and businesses to foster partnerships to support district-wide initiatives.	P	I	R	R	R
2.3: Improve communication processes for stakeholders to ensure the flow of clear, timely, and relevant information.	P	I	R	R	R
2.4: Establish clear communication channels to effectively engage with multilingual families and provide equitable access to district and school information.	I	I	R	R	R



# Implementation Chart - Goal Area 3

Goal Area 3: Recruit, Develop, and Retain Talent Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.1: Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.	I	R	R	R	R
3.2: Develop high performing staff to ensure quality teaching and learning outcomes, an innovative workforce, and visionary leaders.	P	I	R	R	R
3.3: Retain highly effective staff in critical needs positions to ensure the sustainability and efficiency of integral district programs and services.	I	R	R	R	R
3.4: Develop employee pipelines for key staff positions to ensure the long-term viability of essential programs and services.	P	I	R	R	R

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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# Implementation Chart - Goal Area 4

Goal Area 4: Culture and Climate Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
4.1: Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.	I	I	R	R	R
4.2: Implement restorative practice structures in all schools and increase the number of schools using Positive Behavioral Interventions and Supports (PBIS) programs each year.	R	R	R	R	R
4.3: Improve student attendance by creating a positive and engaging school experience.	I	R	R	R	R
4.4: Ensure all schools have staff trained in de-escalation techniques and Crisis Prevention Intervention (CPI) strategies.	NS	P	I	R	R

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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# Implementation Chart - Goal Area 5

Goal Area 5: Mental Health and Wellness Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
5.1: Create safe and supportive environments that promote positive mental health and wellness.	I	I	I	R	R
5.2: Increase awareness of factors that can impact mental health to foster well-managed learning environments.	P	I	R	R	R
5.3: Increase mental health support staff to improve classroom behavior and peer relationships	I	I	R	R	R
5.4: Expand staff participation in mental health professional learning opportunities.	I	I	R	R	R

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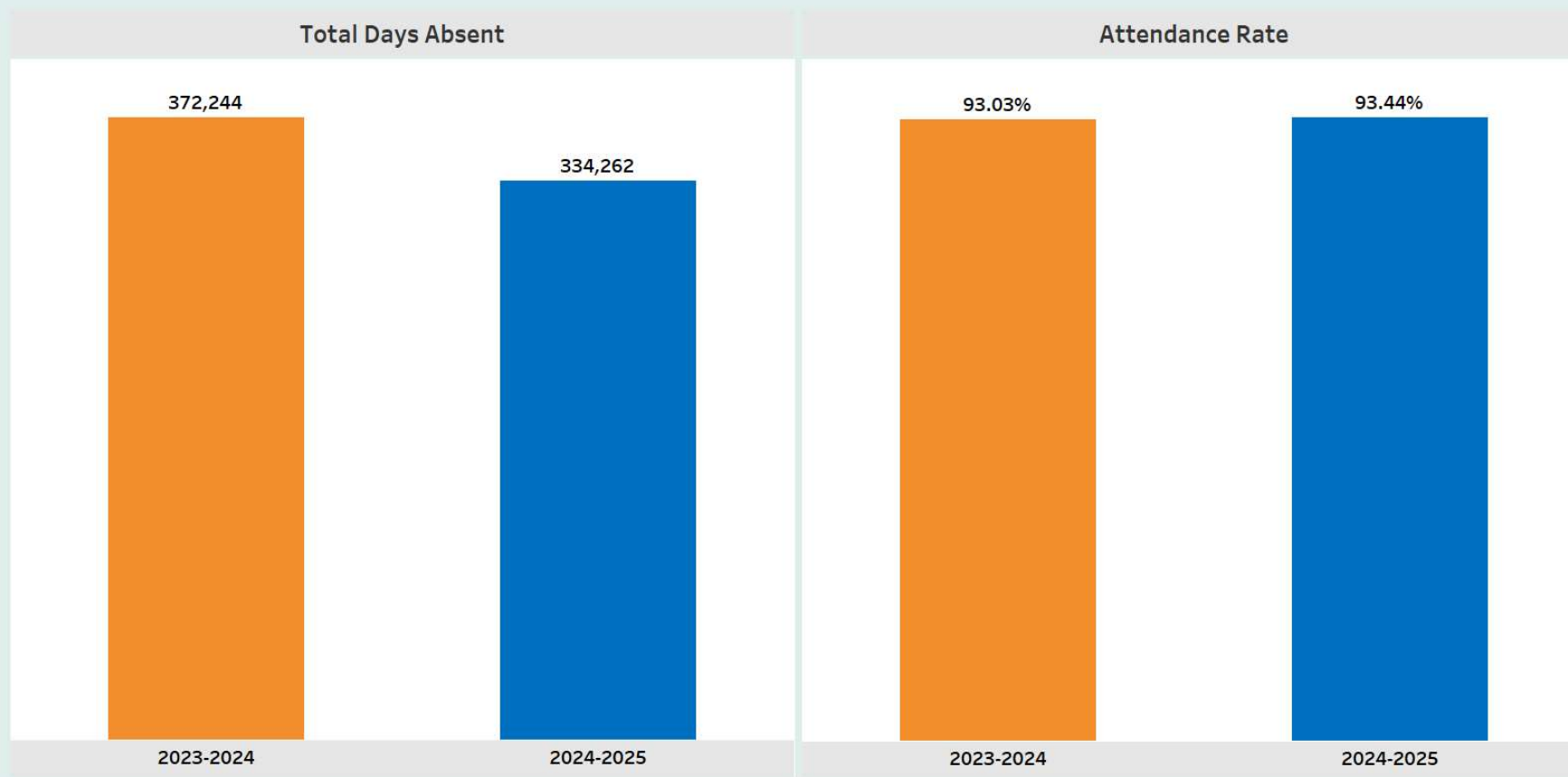
Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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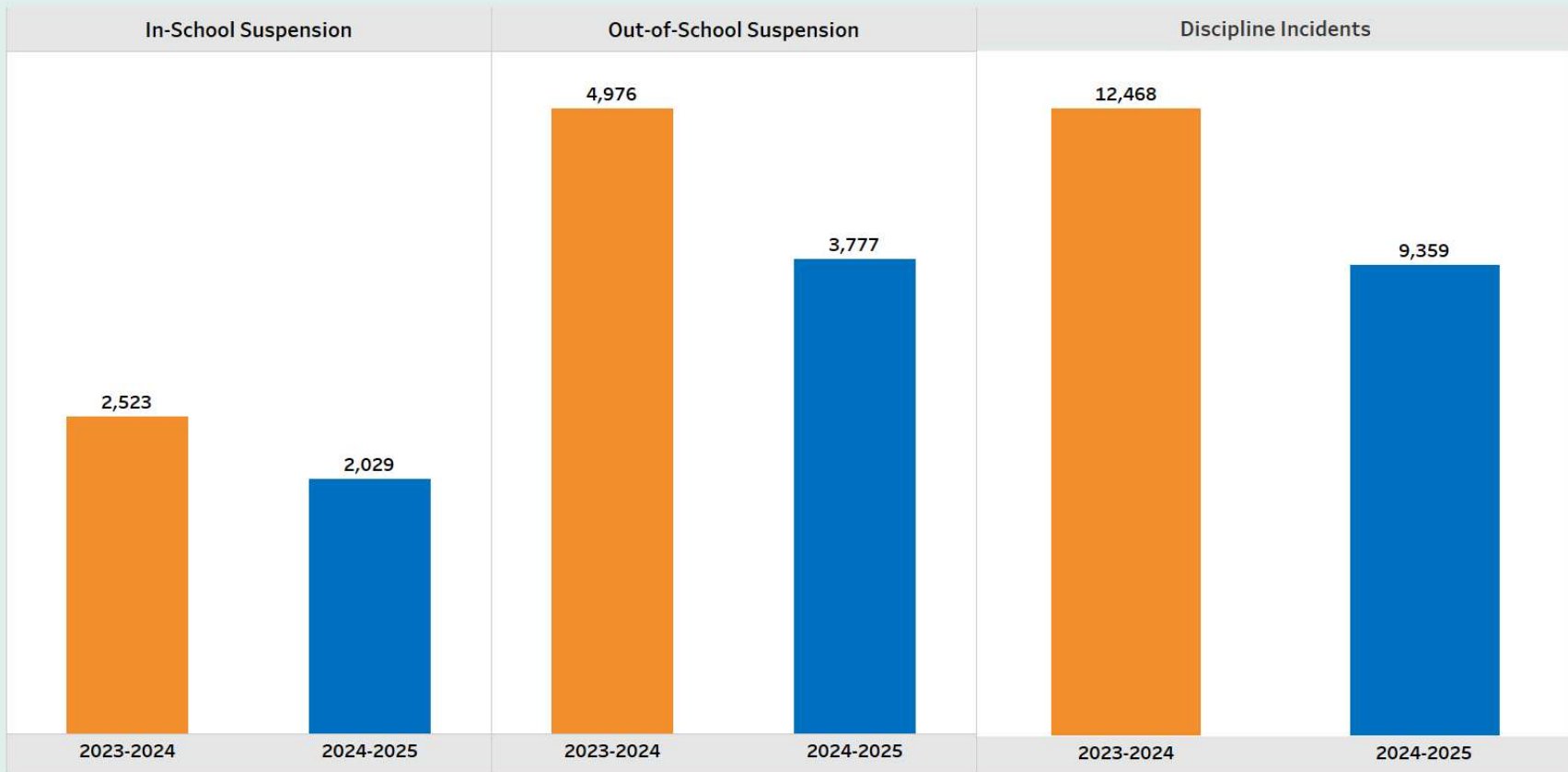
# Implementation Chart - Goal Area 6

Goal Area 6: Organizational Excellence Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
6.1: Provide clean, safe, and efficient school facilities for all students	P	I	R	R	R
6.2: Deliver safe and efficient transportation services to all students.	R	R	R	R	R
6.3: Deliver efficient school nutrition services and healthy meals to all students	R	R	R	R	R
6.4: Improve and maintain a secure, accessible, and equitable digital learning environment for all students.	P	I	R	R	R
6.5: Ensure excellent financial management of district resources.	P	I	I	R	R

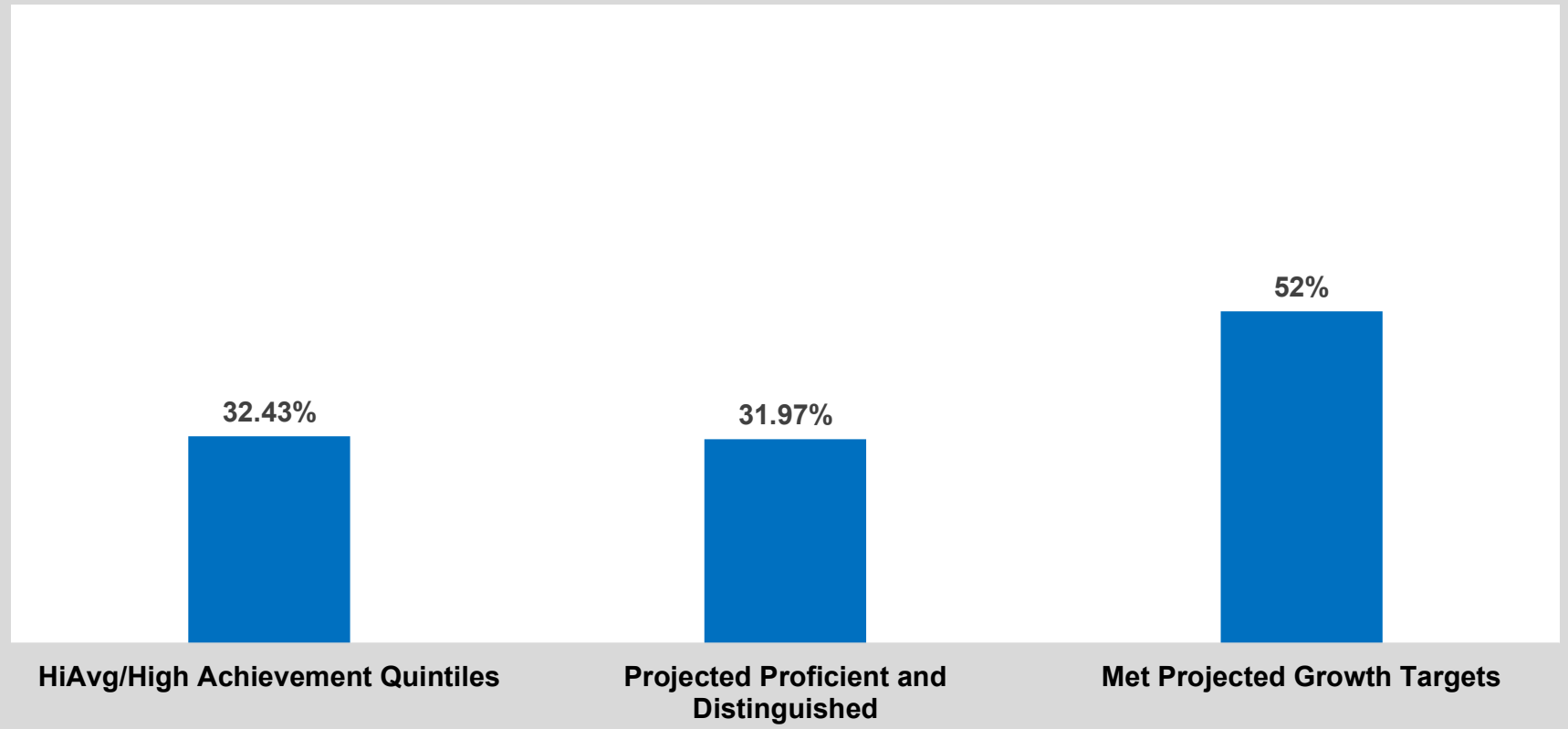
Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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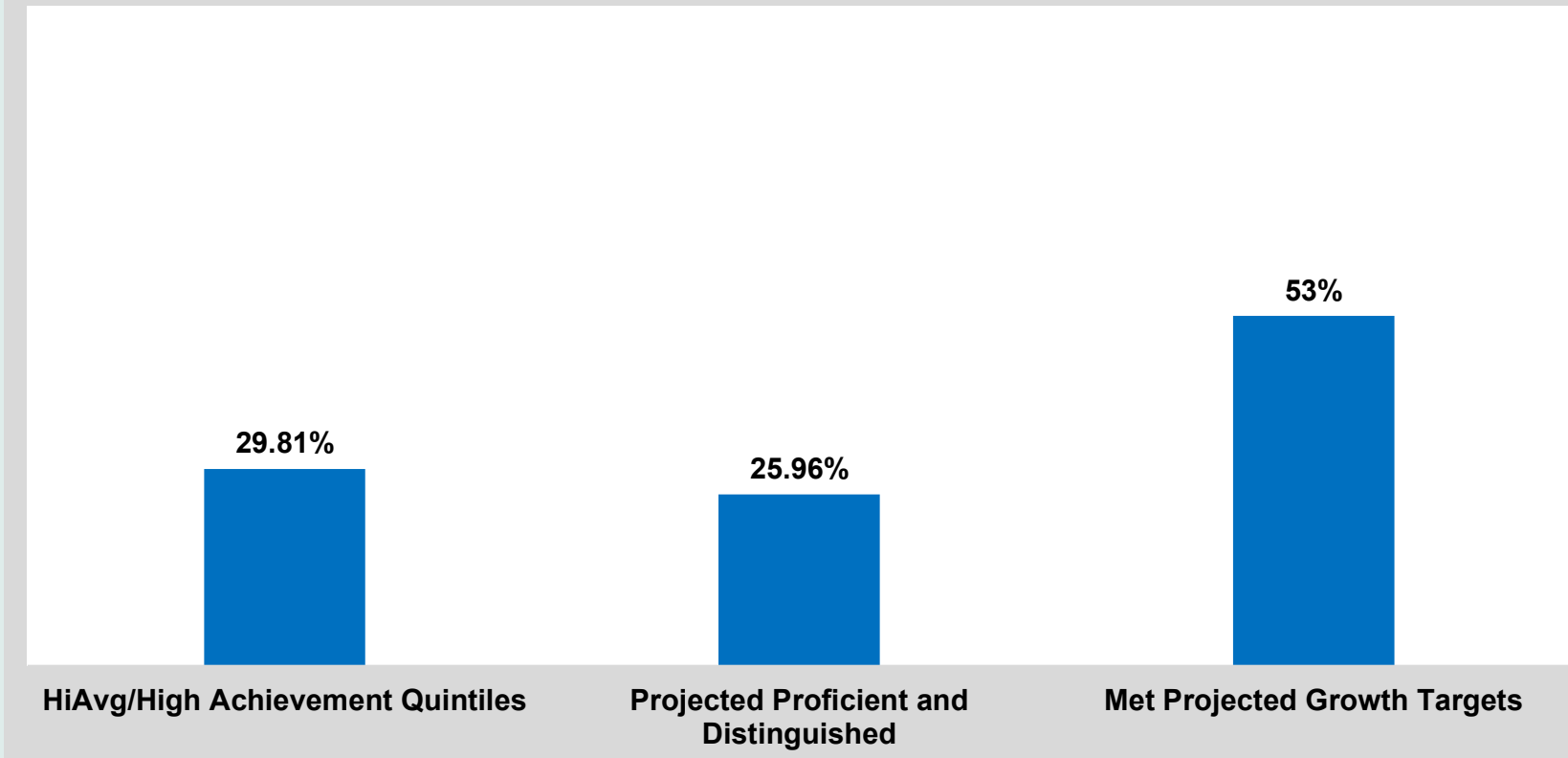




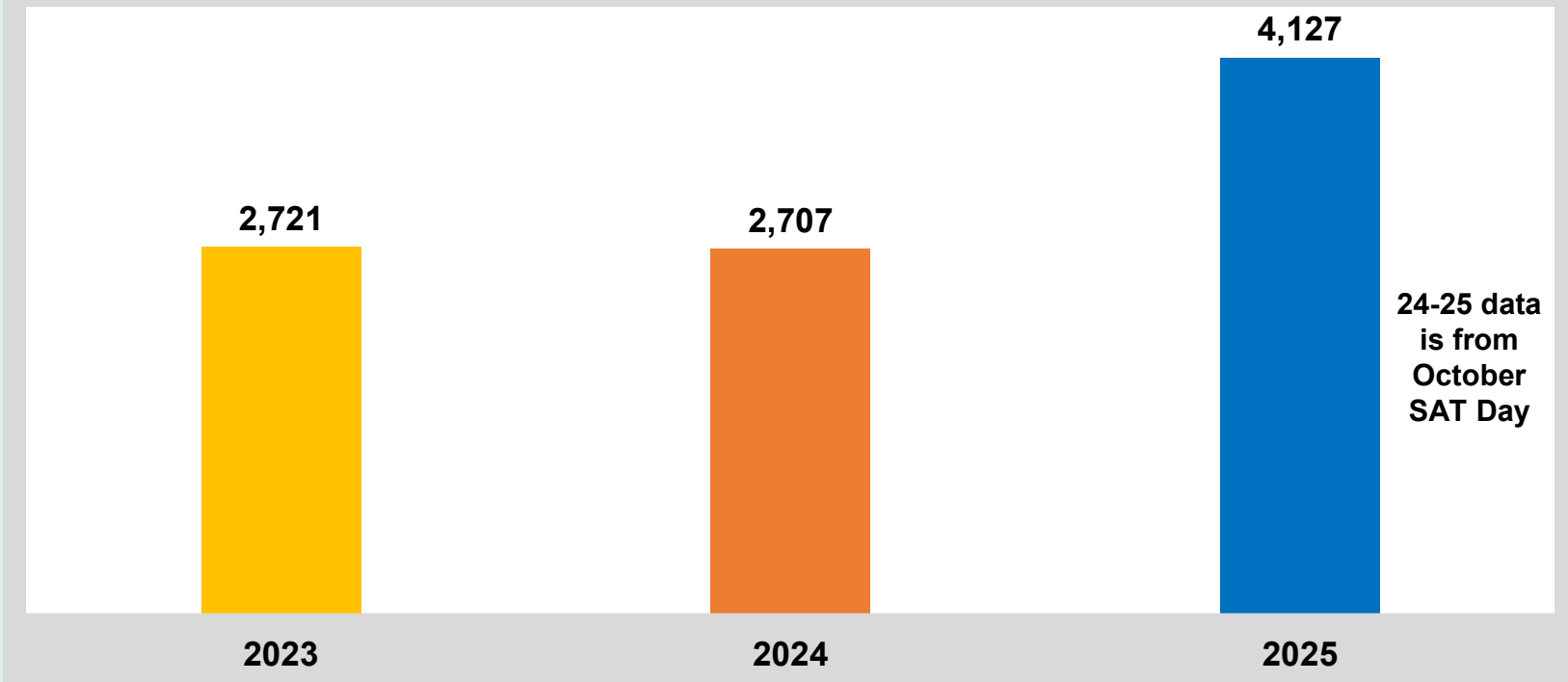
## Fall 2024-2025 MAP Reading Data



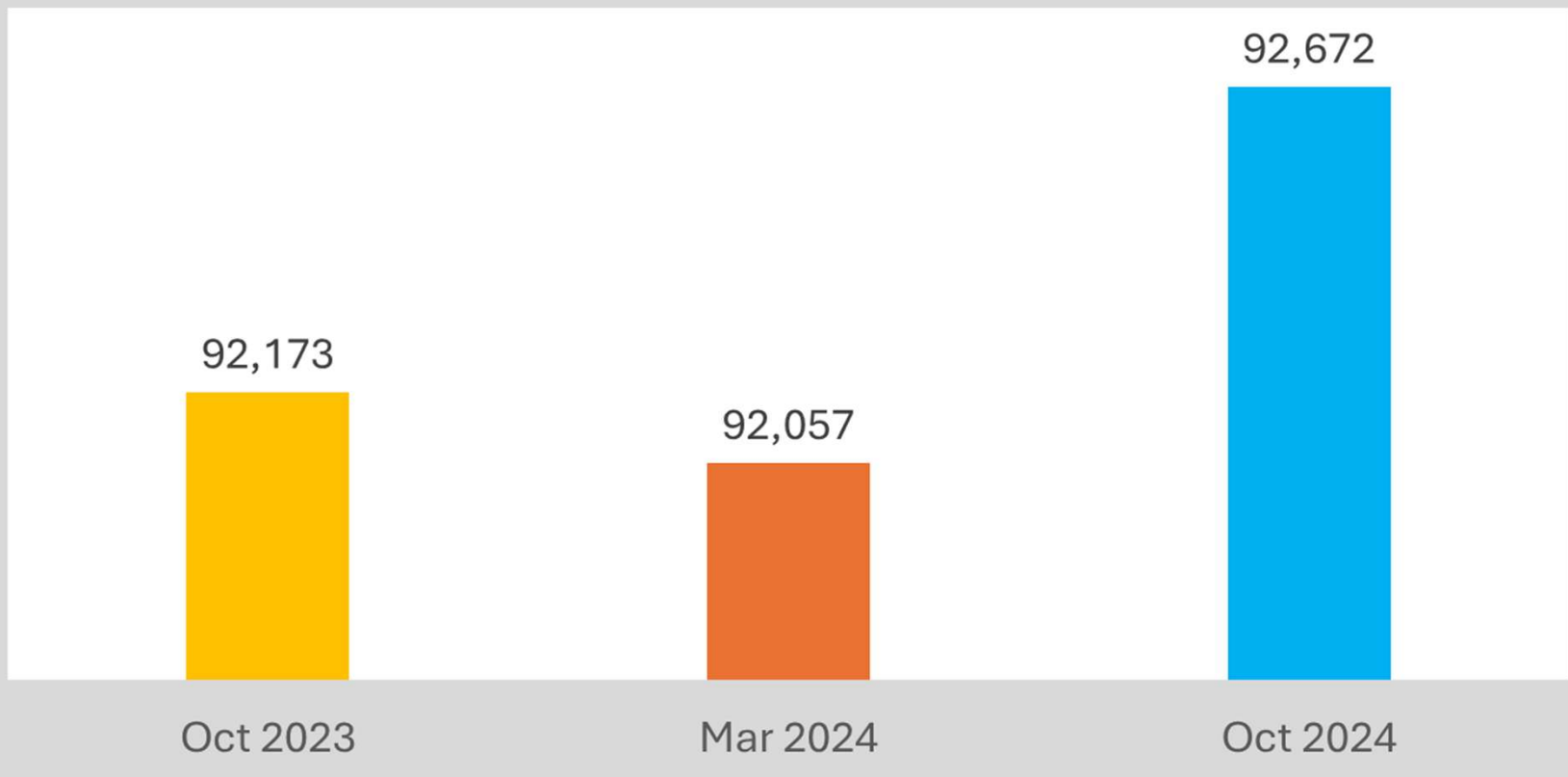
## Fall 2024-2025 Mathematics Data

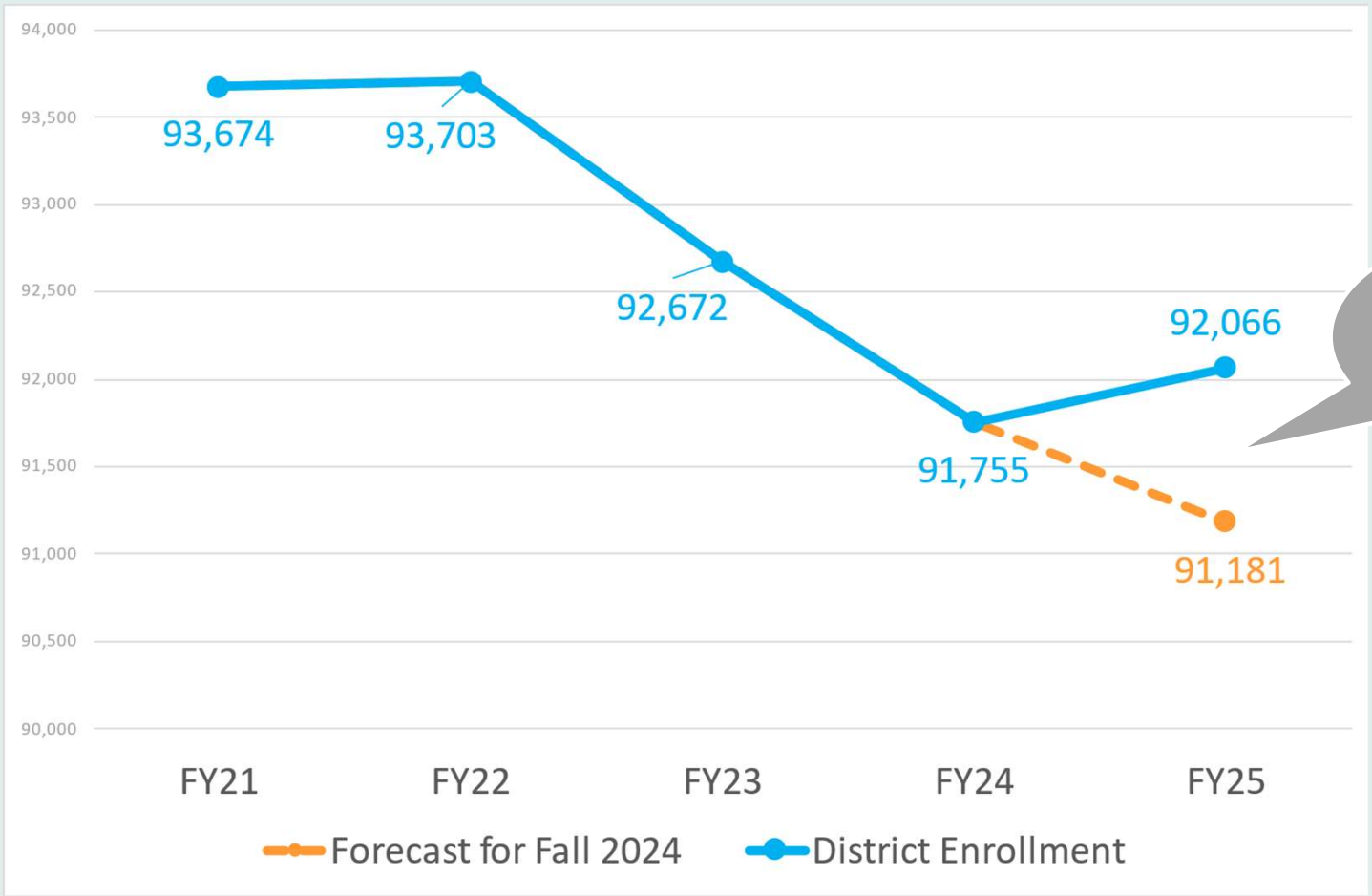


## SAT Cohort Participation Data



## FTE - System Total for DeKalb County





Total enrollment is +900 over forecast

## Next Steps

- Goal area teams work on implementing strategies to meet the Year 1 goals for the selected performance objectives.
- Goal area sponsors attend MIRACLES Meetings monthly to share progress on implementation.
- Progress towards Year 1 goals will be shared with the board and community at the March board meeting.



# Q & A

