



2024-2029

STRATEGIC PLAN



Strategic Plan Update

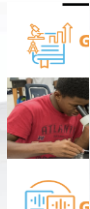
Goal Area 3: Recruit, Develop, and Retain Talent

February 10, 2025

Implementation Chart - Goal Area 3

Performance Objective 1: Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.1.a: Implement a comprehensive recruitment plan to secure a pool of qualified candidates. This plan should identify target audiences, utilize various recruitment channels, and streamline the application process.	I	R	R	R	R
3.1.b: Increase investment in recruiting pipelines by marketing and communicating through all social media platforms.	I	R	R	R	R
3.1.c: Strengthen partnerships with traditional and non-traditional universities.	I	R	R	R	R
3.1.d: Offer a competitive compensation structure and employee incentive program.	I	R	R	R	R
3.1.e: Enhance the diversity, stability, and quality of the teaching workforce through the IGNITE Residency Program.	I	R	R	R	R

Key: Not Started NS Planning P Initial Implementation I Continuous Refinement R



Implementation Chart - Goal Area 3

Performance Objective 1: Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.

- Partnership developed with United Education Institute (UEI) to fill Moderate Intellectual Disability (MOID), Severe and Profound Intellectual Disability (SID/PID) paraprofessional and nursing vacancies by 2/13 (nurses)
- Visiting Colleges of Education at multiple universities to recruit and forge partnerships.
- Interview/hire 17 clinicians/Certified Nursing Assistants to fill the nursing vacancies
- Recently added LinkedIn Recruiter and Indeed recruitment platforms to enhance the digital footprint of job postings within the district
- Partnering with the Clarkston Community to explore employment opportunities within DCSD
- Develop detailed job descriptions that speak directly to the work to be performed to ensure that we hire the right people for the right roles
- Maintain market competitiveness with the Compensation structure to aid in attracting candidates

Key:

Not Started

NS

Planning

P

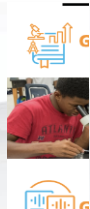
Initial Implementation

I

Continuous Refinement

R

Disrupting
for Excellence

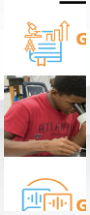


DeKalb County
School District

Implementation Chart - Goal Area 3

Performance Objective 2: Develop high performing staff to ensure quality teaching and learning outcomes, an innovative workforce, and visionary leaders	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.2.e: Ensure all newly hired leaders receive mandatory training in engagement and performance management practices.	I	R	R	R	R

- Conducted workshops for teachers on waiver and provisional certificates to assist in identifying their certification options.
- Provide Teacher Keys Effectiveness System (TKES) and Leader Keys Effectiveness System (LKES) training and credentialing to newly appointed principals and assistant principals.
- Provide training to all leaders in implementing the DeKalb Keys Effectiveness System(DKES)



DeKalb County
School District

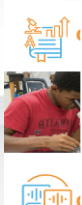
Implementation Chart - Goal Area 3

Performance Objective 3: Retain highly effective staff in critical needs positions to ensure the sustainability and efficiency of integral district programs and services.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.3.a: Implement a comprehensive employee retention plan.	I	R	R	R	R
3.3.b: Develop and implement programs that elevate, celebrate, and recognize employee experience.	I	R	R	R	R

- Transfer window opened allowing teachers who have been at locations one year to transfer. HR sponsored fair for waiver and provisionally certified teachers.
- Meet with all teachers on waivers and provisional certificates to determine next steps/employability for 2025-2026 school year.
- Ensure that we are compensating our employees through an effective and efficient compensation structure.

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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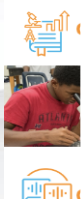
Implementation Chart - Goal Area 3

Performance Objective 4: Develop employee pipelines for key staff positions to ensure the long-term viability of essential programs and services.	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
3.4.d: Empower current and future high-quality employees to design their professional learning aligned with their career aspirations.	I	R	R	R	R

- **Para-to-Teacher Apprenticeship Program** - Two-year program that supports paraprofessionals in earning their bachelor’s degrees in Elementary Education or Mild to Moderate Special Education while continuing in their current roles.
- **IGNITE Teacher Residency Program** - One year program that supports individuals with Bachelors in non-education fields to obtain Masters of Arts in Teaching.

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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March 2025!

Goal Area 4: Culture & Climate