



**2024-2029**

**STRATEGIC PLAN**



[dekalbschoolsga.org](http://dekalbschoolsga.org)

# Strategic Plan Update

Goal Area 1: Student Academic Success with Equity and Access

September 8, 2025

# 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

## PERFORMANCE OBJECTIVE AND STRATEGIES

### 1.1 Increase proficiency rates in literacy on district and state assessments for all students.

- a. Implement a progress monitoring tool in grades K-3 focused on increasing early literacy skills and provide professional learning for teachers on how to use the tool.
- b. Implement district-provided reading interventions for students performing below grade level, using supplemental instruction, small group support, and resources to accelerate student learning.
- c. Implement evidenced-based instructional strategies that have been shown to improve literacy skills such as structured literacy, academic vocabulary development, and explicit reading and writing instruction across the curriculum.

### KEY PERFORMANCE INDICATOR (KPI)

- ELA **EOG** proficiency rate will be 47%.
- ELA **EOC** proficiency rate will be 46%.

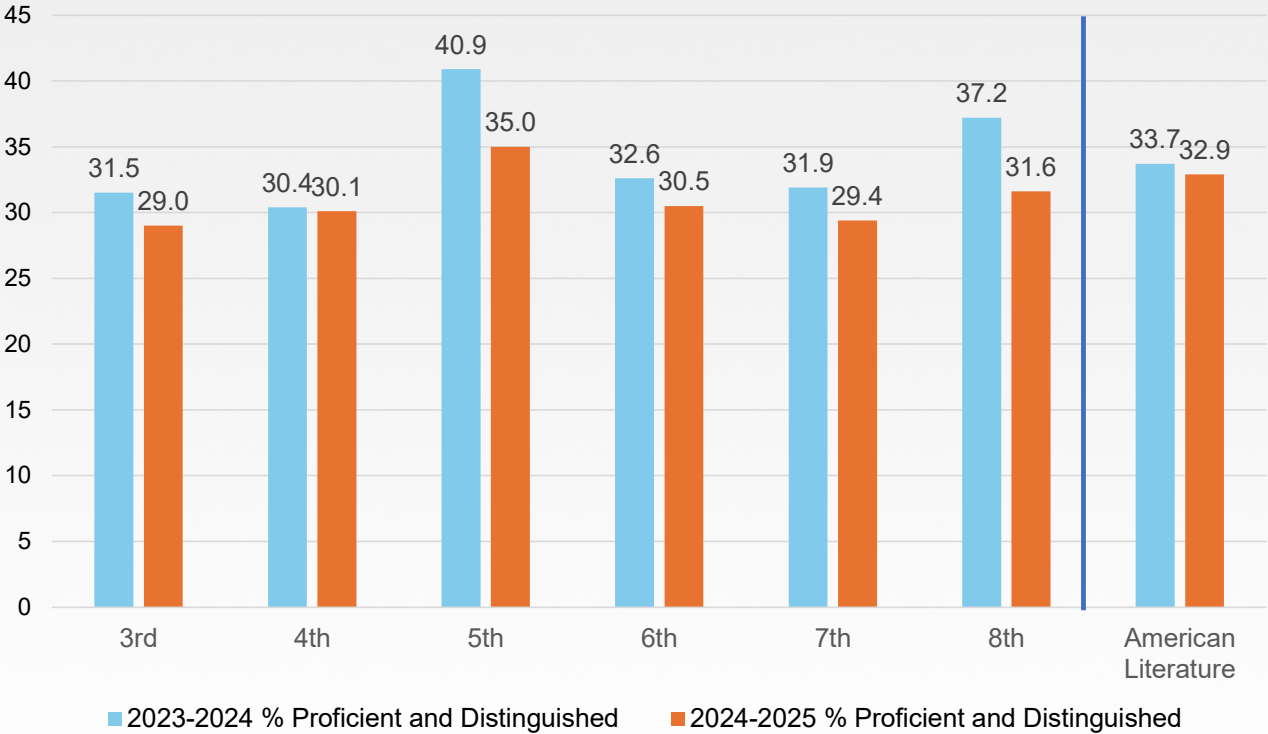
**KEY PERFORMANCE INDICATOR (KPI) EOG**

- 2023-2024 Baseline: 34.10%
- 2024-2025 Target: 35.0%
- 2024-2025 Actual: 30.9%

**KEY PERFORMANCE INDICATOR (KPI) EOC**

- 2023-2024 Baseline: 33.7%
- 2024-2025 Target: 34.0%
- 2024-2025 Actual: 32.9%

Georgia Milestones EOG/EOC ELA Proficiency



**1.1.c. Implement evidenced-based instructional strategies that have been shown to improve literacy skills such as structured literacy, academic vocabulary development, and explicit reading and writing instruction across the curriculum.**

*Year 1 Goal: By June 30, 2025, at least 80% of K-3 teachers will meet the requirements of the Georgia Early Literacy Act by completing the science of reading training through the Georgia Literacy Academy or other approved method.*

Category	K	1	2	3	4	5
# Completed by grade	355	407	333	1047	261	274
# In-Progress by Grade	5	14	5	19	6	6
# Not Complete by Grade	39	67	51	168	44	43
<b>District % Completed</b>	<b>88.97%</b>	<b>83.40%</b>	<b>85.60%</b>	<b>84.85%</b>	<b>83.92%</b>	<b>84.83%</b>
District % In-Progress	1.25%	2.87%	1.29%	1.54%	1.93%	1.86%
District % Not Started	9.77%	13.73%	13.11%	13.61%	14.15%	13.31%

## 1.1 Increase proficiency rates in literacy on district and state assessments for all students.

- July 2025 – Board approved purchase of 95 Phonics Core Program, supplemental resource to support explicit phonics instruction
- July 2025 – Board approved purchase of AMIRA Tutor (high-dosage, 1:1 tutoring); training for 80 MTSS and area ELA coordinators
- July 2025 – Held 49 grade-specific 95 PCP sessions for all K-5 teachers and standards training for all K-12 teachers
- June - August 2025 – Facilitated professional learning for teachers, MTSS specialists, academic coaches, school-level leaders, and district leaders on connecting new GA ELA standards to instruction
- August 2025 – Facilitated professional learning for 150 LTSEs on connecting new K-12 English Language Arts standards, curriculum, and exceptional education resources
- August 25 – September 12 – Fall AMIRA assessment window
- September 2025 – Scheduled recurring 95 PCP professional learning for district staff, principals and APs, and academic coaches (September 2025 – June 2026)
- September 2025 – AMIRA data review training for elementary principals, assistant principals, MTSS specialists, and teachers
- September – May 2025 – Adolescent literacy module completion with school-based support

## PERFORMANCE OBJECTIVE AND STRATEGIES

### 1.2 Increase proficiency rates in numeracy on district and state assessments for all students.

- a. Implement evidenced-based instructional strategies that have been shown to improve numeracy and problem-solving skills such as number talks, math talks, three-read protocol, Polya's problem solving process, 3 Act Math Task, and Newman's Prompts.
- b. Teach a comprehensive math curriculum aligned to Georgia's K-12 Mathematics Standards. Ensure the curriculum includes clear learning targets, success criteria, a coherent sequence of instruction, and a variety of instructional materials and resources.
- c. Provide ongoing professional development opportunities for teachers focused on effective math instruction strategies, pedagogy, and content knowledge. Offer training on problem-solving and conceptual understanding approaches to meet the diverse needs of students.

### KEY PERFORMANCE INDICATOR (KPI)

- By 2029, Math **EOG** proficiency rate will be 40%.
- By 2029, Math **EOC** proficiency rate will be 37%.

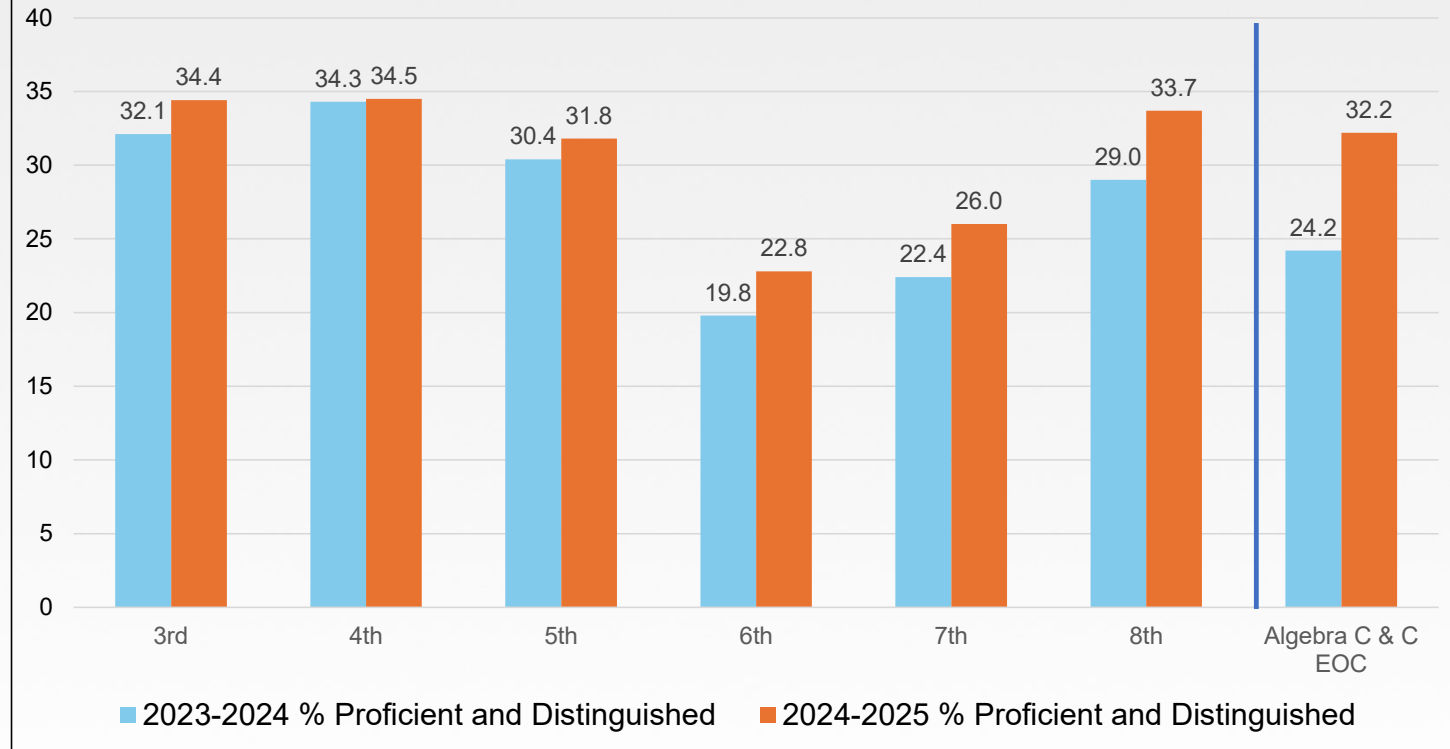
**KEY PERFORMANCE INDICATOR (KPI) EOG**

- 2023-2024 Baseline: 28.10%
- 2024-2025 Target: 29.0%
- 2024-2025 Actual: 30.7%

**KEY PERFORMANCE INDICATOR (KPI) EOC**

- 2023-2024 Baseline: 24.20%
- 2024-2025 Target: 25.0%
- 2024-2025 Actual: 32.2%

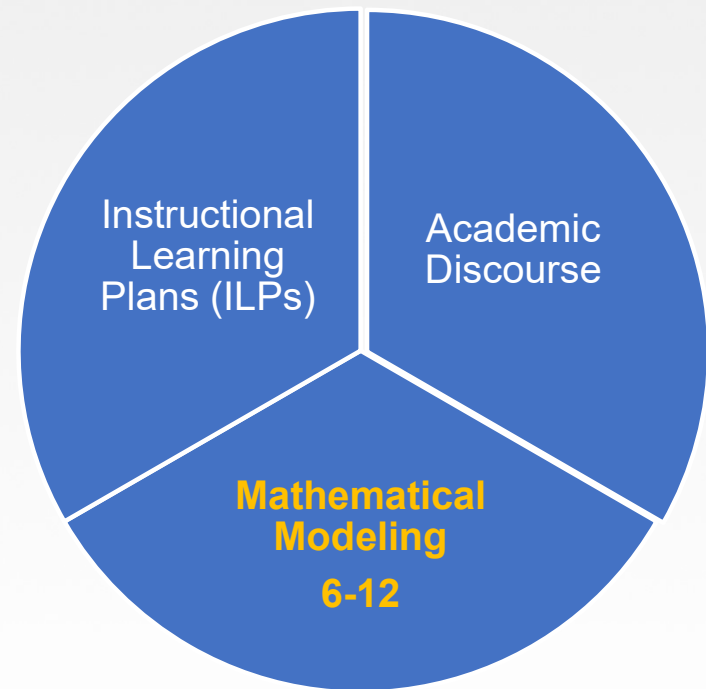
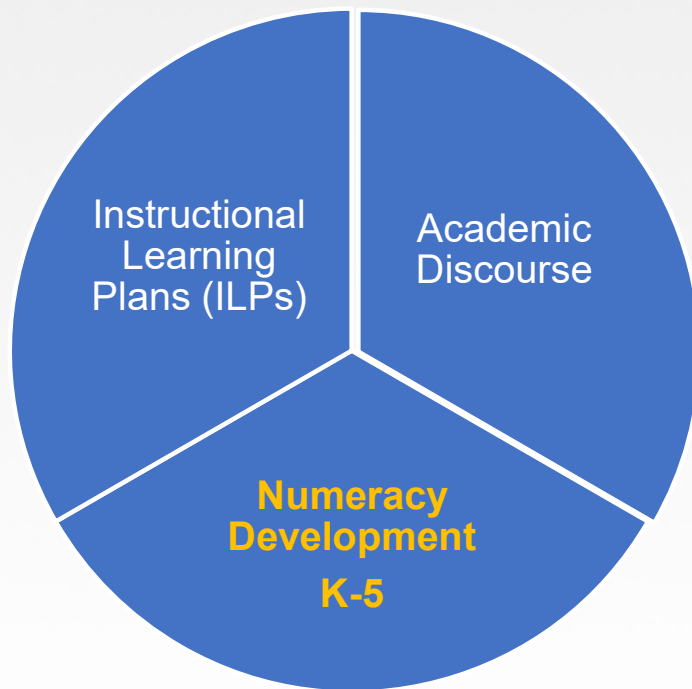
Georgia Milestones EOG/EOC Math Proficiency



## 1.2 Increase proficiency rates in numeracy on district and state assessments for all students.

- July 205 – Conducted asynchronous preplanning session for elementary teachers (1461 teachers submitted artifacts)
- July 2025 – Held 2 face-to-face sessions for all middle and high school mathematics serving 424 secondary mathematics teachers
- August 2025 – Set expectations for Reimagining Math Tools Pilot at Stone Mountain MS and Tucker MS
- August 2025 – Facilitated professional learning for 150 LTSEs on connecting K-12 Mathematics standards, curriculum, and exceptional education resources
- August 2025 – Facilitated numeracy development overview serving 210 educators
- September 2025 – Scheduled numeracy development training, including targeted school support
- September 2025 – Scheduled Accelerate 8 high school mathematics training for middle school educators
- September 2025 – Scheduled LTSE training – Thinking Through a Lesson with the ILP and exceptional education
- September 2025 – Scheduled Academic Coaches Academy – scheduled to share focus and how to support mathematics teachers

## 1.2 Increase proficiency rates in numeracy on district and state assessments for all students.



## 1.6: Enhance student proficiency in digital literacy skills using innovative technology.

### 1.6 Enhance student proficiency in digital literacy skills using innovative technology.

- a. Increase opportunities for students to engage effectively with technology by providing training and support for teachers to integrate digital tools and technology seamlessly into their lessons.
- b. Increase students' exposure to responsible technology practices, including artificial intelligence, cybersecurity, and digital citizenship.
- c. Expand student learning to include the use of real-world technologies such as artificial intelligence, augmented reality, and virtual reality.
- d. Create opportunities for students to explore and learn about technology through initiatives like hands-on exploration and mentorship programs.

#### SMART Goal by 2029:

- 95% of all teachers will complete the district-wide technology integration performance objectives (IGNITE U TICs).

#### KEY PERFORMANCE INDICATOR (KPI)

- **2024-2025 Baseline: 80%**
- **2025-2026 Target: 85.0%**



October 2025

Goal Area 2: School, Family, and Community Engagement

Mrs. Jennifer Caracciolo and Dr. Kermit Belcher