

# Disrupting

for Excellence



## Strategic Plan

Board Meeting Update

June 10, 2024

# Today's Focus

- Overview of the Strategic Planning Process
- Proposed Core Beliefs, Vision, and Mission
- Proposed Portrait of a Graduate
- Proposed Goal Areas and Performance Objectives
- Strategic Plan Implementation

# District Project Plan

OCT	NOV/DEC	JAN	FEB	MAR	APR	MAY	JUN
Project Planning							
	Steering Committee Meetings						
		Data Analysis					
		Stakeholder Surveys					
			District Leadership Drafts Sections for Feedback				
				Focus Groups			
				Data Analysis			
					Draft Shared		
	Board Work Session		Board Work Session		Board Work Session		Final Plan to the Board

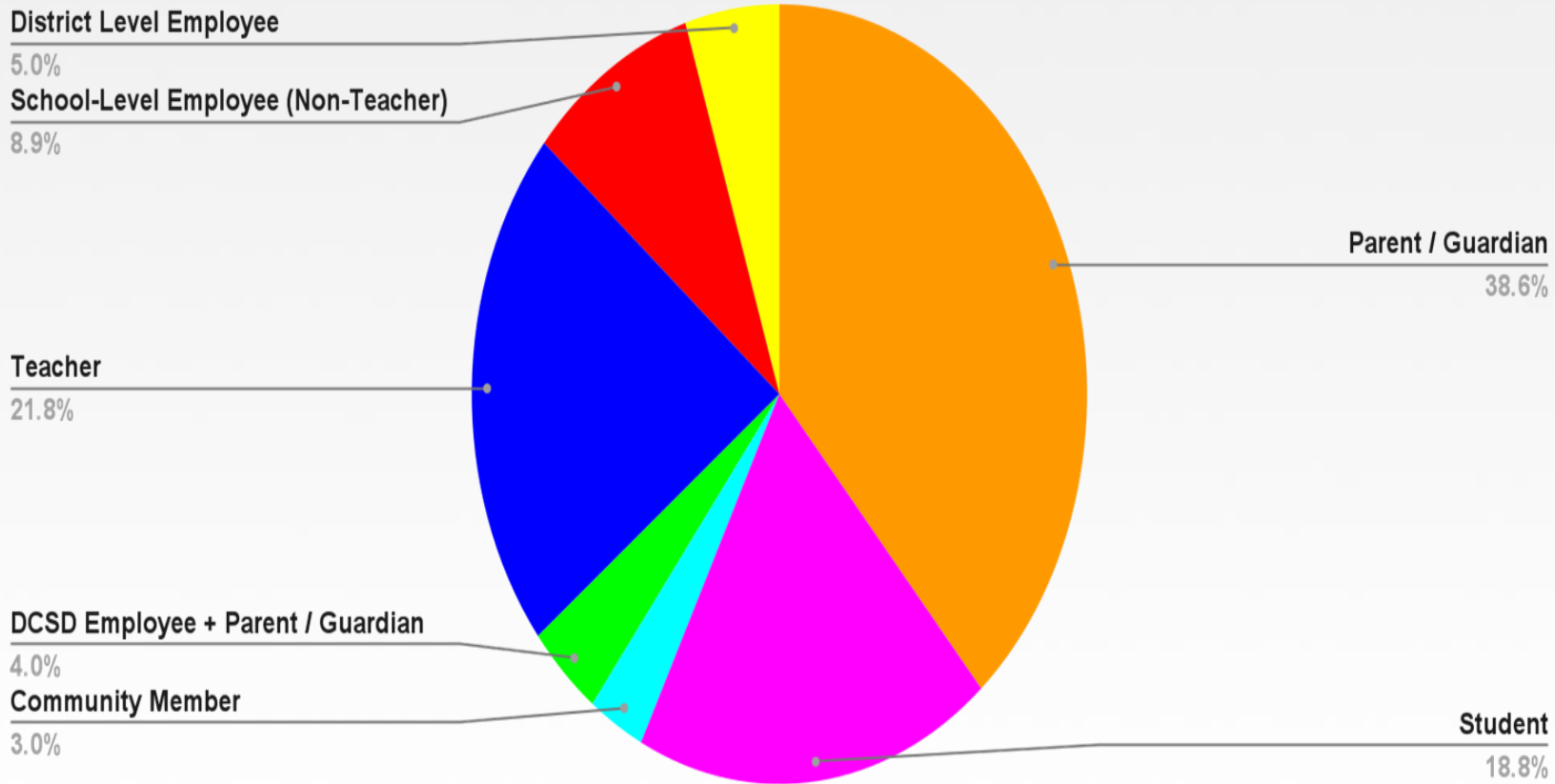
# Steering Committee

33 members selected based on their individual knowledge and skills, as well as their affiliations to particular stakeholder groups

- district and school staff and leadership;
- students;
- parents;
- community members and leaders; and
- other key partners

# Survey Responses

## Survey Responses



Group	Number of Respondents
Parent/Guardian	4026
Student	1976
Community Member	346
DCSD Employee + Parent	403
Teacher	2262
School-Based Employee (Non-Teacher)	916
District Level Employee	508
<b>Total</b>	<b>10,437</b>

# Focus Groups by the Numbers

**70**

## Total Focus Group Meetings

42 in person  
28 virtual

**54**

## Staff Groups

28 in person  
26 Virtual

**1200+**

## Participants

Admin, Instructional Staff, Central Office Staff, Satellite Staff, Support Staff, HS Students, Parents, Community/Business, Transportation, Nutritional Services

**11**

## Parent/Community Groups

7 in person  
4 virtual

**14**

## In-Person Sites

10 groups/day over 4 days; 2 groups on day 5  
Chamblee, Cross Keys, Dunwoody, Briar Vista, Columbia, Tucker, McNair, Oak Grove, Southwest DeKalb, Stone Mountain, Fairington, Clarkston, Rowland, Central Office

**7**

## HS Student Groups

7 in person

# Core Beliefs

# Proposed Core Belief Statements

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



# Vision

# Proposed Vision Statement

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

# Mission

# Proposed Mission Statement

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

# Portrait of a Graduate

# Proposed Portrait of a Graduate

- **Reflective & Resilient Learner**
- **Globally Engaged Citizen**
- **Creative & Dynamic Learner**
- **Effective Collaborator**
- **Effective Communicator**

# Proposed Portrait of a Graduate

## Reflective & Resilient Learner

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

# Proposed Portrait of a Graduate

## Globally Engaged Citizen

- I can respect different cultures, perspectives, and beliefs.
- I can exercise compassion and empathy towards others.
- I can explore community and global issues from the perspectives of those most impacted and develop plausible solutions.
- I can 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.
- I can dive deeply into an issue and consider multiple perspectives when addressing problems and developing new processes.
- I can take the appropriate risks and make adjustments based on lessons learned.
- I can evaluate information and challenge both my peers' thinking and my own.
- I can generate questions and elaborate on ideas to identify new solutions.



# Proposed Portrait of a Graduate

## Effective Collaborator

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

## Effective Communicator

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

# Goal Areas and Performance Objectives

# Goal Areas

- Student Academic Success with Equity and Access
- School, Family, and Community Engagement
- Recruit, Develop, and Retain Talent
- Culture and Climate
- Mental Health and Wellness
- Organizational Excellence

# Goal Area 1: Student Academic Success with Equity and Access

## Performance Objectives:

- 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

## Performance Objectives:

- 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

## Performance Objectives:

- 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.

# Goal Area 4: Culture and Climate

## Performance Objectives:

- 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.

# Goal Area 5: Mental Health and Wellness

## Performance Objectives:

- 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.



# Goal Area 6: Organizational Excellence

## Performance Objectives:

- 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.

# Strategic Plan Implementation

- Goal Areas
- Performance Objectives
- Strategies/Annual Targets
- KPIs

# Q & A

