

Disrupting

for Excellence



Strategic Plan

Board Update

April 15, 2024

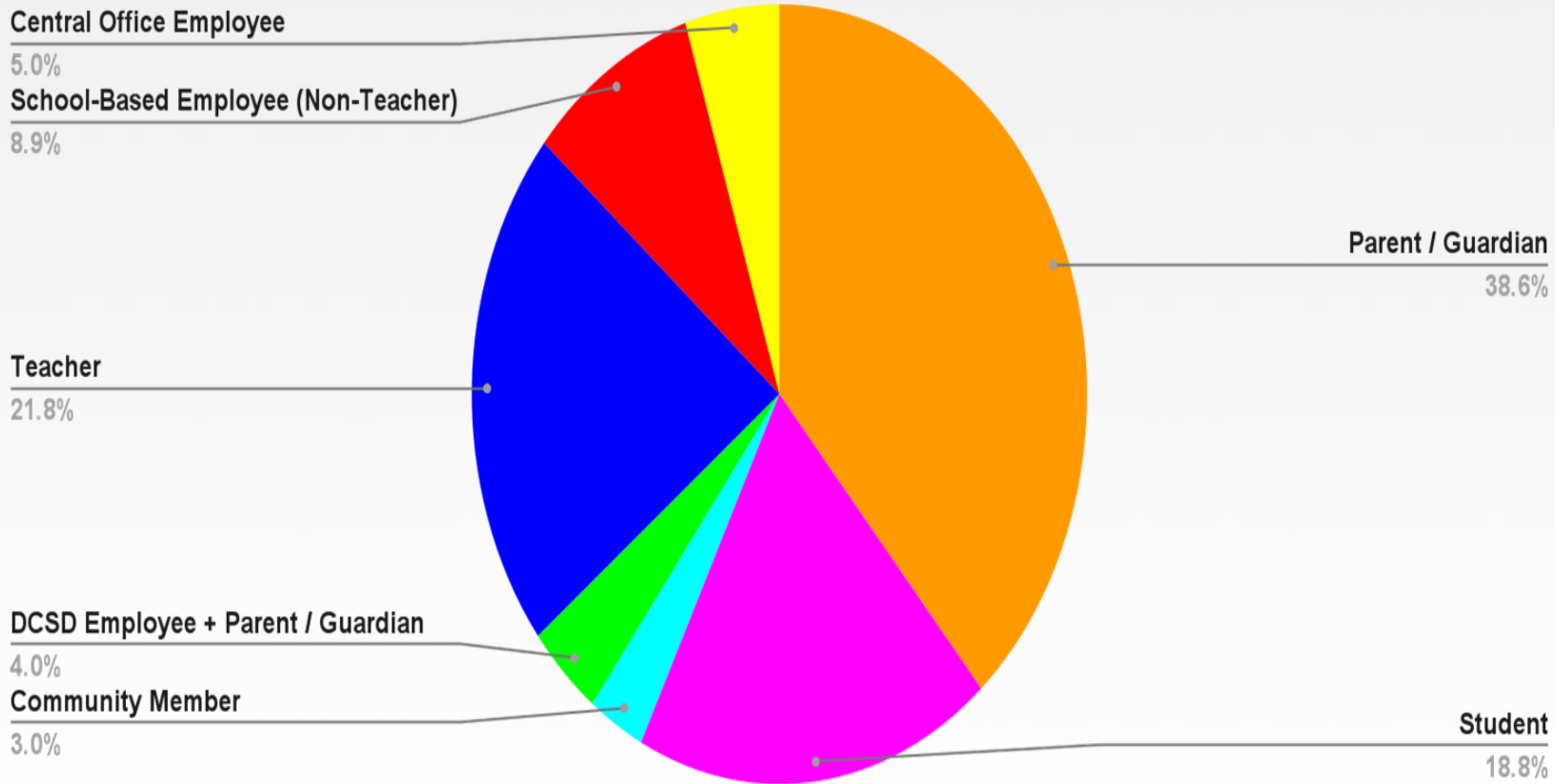
Strategic Plan Timeline

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

Updated Strategic Planning Survey Results

Survey Responses

Survey Responses



Group	Number of Respondents
Parent/Guardian	4006
Student	1963
Community Member	296
DCSD Employee + Parent	402
Teacher	2257
School-Based Employee (Non-Teacher)	910
District Level Employee	506
Total	10,340

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

Teacher Top 10 Trends

Focus on student achievement: Prioritize improvements in reading, writing, and math across all grade levels. This likely includes setting clear expectations for students and teachers, providing effective interventions for struggling learners, and offering a strong academic program.

Teacher support and professional development: Highlights the need for well-trained teachers and ongoing professional development. This could include providing teachers with resources, implementing programs like Orton-Gillingham, and offering training opportunities.

Reduced class sizes: Suggests a desire for smaller class sizes, with a focus on hiring more staff. This would allow for more individual attention and student support.

Parental involvement and communication: There is a call for improved communication with parents and stakeholders. This could include holding parent meetings and workshops, and fostering collaboration between the community, staff, administrators, and students.

Equity and ensuring all students are successful: The responses emphasize providing resources for all students, including English language learners and those needing special education services. This suggests a focus on equity and ensuring all students have the resources they need to succeed.

Positive school climate and social-emotional learning: There is a mention of providing social-emotional learning programs and recess for middle school students. This suggests a growing recognition of the importance of student well-being and social-emotional learning.

Standardized testing: While not explicitly mentioned, the emphasis on achievement in reading, writing, and math may indicate a focus on standardized testing.

Investment in resources: The responses highlight the need for new resources, including reading programs and differentiated instruction materials. This suggests a focus on providing teachers with the tools they need to be effective.

Focus on a well-rounded education: There is a mention of providing recess for middle school students and potentially arts programs. This suggests a focus on providing a well-rounded education for students.

Data-driven decision making: Respondents mention the importance of professional development in data analysis. This suggests a movement towards data-driven decision making to inform instructional practices and resource allocation.

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

District and School Employee Top 10

Trends

Focus on student achievement: Prioritize graduating students and focus on achievement in core subjects like reading and math. This likely includes setting clear expectations for students and teachers, providing effective interventions for struggling learners, and offering a strong academic program.

Support for all students: Emphasize providing support for all students, including free tutoring services and teacher's assistants in elementary classrooms. This suggests a focus on equity and ensuring all students have the resources they need to succeed.

Teacher quality and training: Highlight the importance of hiring highly qualified teachers, providing professional development, and valuing all staff. This suggests a focus on improving teacher quality and creating a positive work environment.

Smaller class sizes: There is a desire for smaller class sizes, with a teacher to student ratio of 15:1. This would allow for more individual attention and student support.

Technology integration: There is a call for exploring new technologies and coding education. This suggests a recognition of the importance of technology in education and a desire to prepare students for the future.

Parental involvement: Responses mention providing more resources for parents. This could be part of a larger effort to increase parental involvement and communication between parents and the school district.

Mental health support: Responses mention the need for mental health support services. This suggests a growing recognition of the importance of social-emotional learning and student well-being.

Standardized testing: While not explicitly mentioned, the emphasis on achievement in reading and math may indicate a focus on standardized testing.

Summer programs: Responses highlight the need for mandatory summer remediation and enrichment programs. This suggests a concern about learning loss during the summer months.

Curriculum resources: There is a mention of investing in district-wide digital programs. This suggests a focus on providing teachers with high-quality curriculum materials and resources.

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

Parent/Guardian Top 10 Trends

Focus on equitable and healthy learning environments: Respondents emphasize ensuring all schools are equitable and healthy learning environments. This likely includes improvements to ventilation and addressing concerns about aging facilities.

Redistricting for fairness and access: The responses mention redistricting in a way that is fair and gives all students access to community resources. This suggests a concern about equity and ensuring all students have access to quality schools.

More remote learning days: There is a call for more remote learning days. This could be a way to address overcrowding or a response to the pandemic.

Improved discipline and classroom management: The responses mention cracking down on discipline and classroom disruptions. This suggests a focus on creating a positive learning environment for all students.

Teacher pay and support: There is a concern for teacher well-being. This includes paying teachers and therapists more and providing them with the resources they need to be successful.

Focus on core curriculum: There is a call for focusing on comprehensive learning, reading, math, and critical thinking skills. This suggests a move away from a focus on social issues.

Smaller class sizes: There is mention of ending overcrowding and filling schools with children from the neighborhoods the schools were built for. While not explicitly calling for smaller class sizes, this suggests a recognition of the benefits of smaller class sizes.

Improved facilities maintenance: There is a mention of properly functioning HVAC and roofing. This highlights a focus on improving the condition of existing school buildings.

New school construction: The respondents mention building more schools. This is likely a response to overcrowding in existing schools.

Support for counselors and resources for parents: There is mention of supporting counselors and providing resources for parents. This suggests a recognition of the importance of social-emotional learning and parent involvement.

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

Employees Who Are Parents/Guardians Top 10 Trends

Focus on student achievement: The responses highlight a strong focus on improving student achievement and academic excellence. This likely includes setting clear expectations for students and teachers, providing effective interventions for struggling learners, and offering a strong academic program.

Smaller Class Sizes: There is a clear emphasis on reducing class sizes. This could be to allow for more individual attention and student support.

Teacher Support: Responses show a concern for teachers. This includes ensuring they have the skills they need to be effective educators, addressing their needs and concerns, and providing them with professional development opportunities.

Parental Involvement: There is a call for increased parental involvement and better communication between parents and the school district. This could include holding parent meetings and workshops, and fostering collaboration between the community, staff, administrators, and students.

Improved Communication: Improved communication is a recurring theme. This encompasses transparent communication between all levels of the school district, including teachers, staff, parents, and the community.

Positive school climate: There is a focus on creating a safe and supportive learning environment. This likely includes promoting mental health awareness and social-emotional learning.

Data-driven decisions: The responses suggest a movement towards data-driven decision making to inform instructional practices, resource allocation, and school improvement efforts.

Standardized testing: While not explicitly mentioned, the emphasis on achievement may indicate a focus on standardized testing.

Focus on reading and math: There is a specific mention of reinforcing math and reading skills.

Equity: There were some responses about ensuring equity across all schools in the district. This likely includes allocating resources fairly and providing support for diverse learners.

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

Student Top 10 Trends

Mental Health and Well-Being: Students mention providing more mental health services and mental health awareness programs. It would also help to reduce workload and incorporate breaks throughout the day.

Real-World Skills and College/Career Prep: Responses call for courses in practical skills and career and technical education (ex. welding, mechanics, etc.). There is also a need for courses on post-graduate life skills.

Improved Learning Environment: There are multiple requests for smaller class sizes and more engaging and relevant curriculum. Students would like interactive activities and better-quality textbooks with applicable information.

Teacher Quality and Support: Responses suggest hiring and retaining qualified and passionate teachers. There is a call for more training and support for teachers but also better pay and benefits for teachers.

Student Agency and Voice: Students mention DeKalb County should have more student choice in coursework. Students would like more opportunities for feedback and input so that coursework can reflect needs and interests.

Technology in the classroom: Educational technology plays an increasingly important role, encompassing online learning platforms, adaptive learning tools, educational games, and virtual reality applications.

Equity and Access: Respondents mentioned that smaller class sizes allow for more individualized attention. Support for students with learning disabilities and free/reduced lunch will give all students more access to school resources.

Safe and Secure Environment: Respondents mentioned school security should be improved and there needs to be an increase in addressing bullying and behavioral issues.

Facilities and Maintenance: There is mention of improving building conditions (repairs and cleanliness) and allowing more access to basic amenities such as bathrooms and water fountains.

Schedule and Flexibility: There is a mention of shorter school days and more breaks throughout the day. Students would also like more flexible learning options such as online learning.

What should DeKalb County School District start doing in order to provide a high-quality education to all students? (Open response)

Community Member Top 10 Trends

Focus on student achievement and academic excellence: This includes setting clear expectations for students and teachers, providing effective interventions for struggling learners, offering a strong academic program, and holding students accountable for their performance.

Improved communication and collaboration: This involves establishing transparent communication between district leaders, teachers, staff, parents, and the community, fostering open communication, and valuing the perspectives of all stakeholders.

Staff well-being and professional development: This trend highlights the importance of addressing staff concerns, providing competitive compensation and benefits, creating a positive work environment, and investing in professional development opportunities for teachers and staff.

Equity and inclusion: This encompasses allocating resources fairly, providing support for diverse learners, promoting a respectful and inclusive work environment for staff, and ensuring equitable access to services for students with special needs.

Family and community engagement: This trend features promoting parental involvement, holding parent meetings and workshops, and fostering collaboration between the community, staff, administrators, and students.

Positive school climate and social-emotional learning: This involves creating a safe and supportive learning environment, promoting mental health awareness, integrating social-emotional learning into the curriculum, and providing resources for students struggling with mental health challenges.

Data-driven decision making: This trend highlights the importance of analyzing data to inform instructional practices, resource allocation, and school improvement efforts.

Smaller class sizes: This data suggests a focus on reducing class sizes, possibly to allow for more individual attention and student support.

Enrichment programs for high-achieving students: This includes offering programs like AP, IB, or honors courses to challenge and motivate advanced learners.

Arts and a well-rounded education: This data suggests a focus on providing arts programs, alongside academics, to offer a well-rounded education for students.

Focus Groups

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

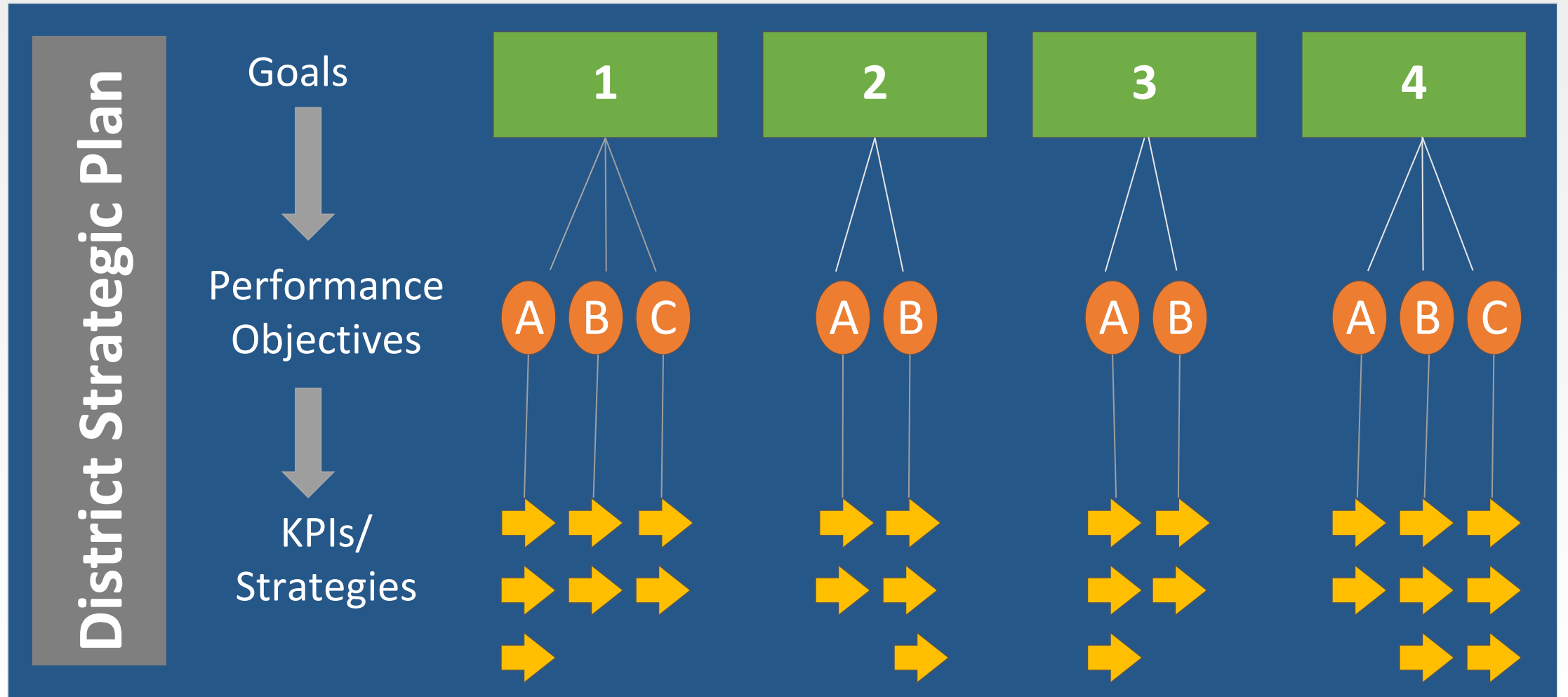
7 in person

Focus Groups by the Numbers by day and district







Date	Total # per day	District #	Staff	Students	Parent/Community/Business
March 8,2024	227	All Districts	227		
March 11, 2024	167	1,2	130	26	11
March 12, 2024	237	3, 4	186	23	28
March 13, 2024	183	5, 6	110	20	53
March 14, 2024	153	7	95	33	25
March 21, 2024	278	All Districts	178		100
Total	1,245		926	102	217

Preliminary Goal Area Identification

Goal Setting Structure



Current DeKalb County School District Current Strategy Map

GOAL AREAS		PERFORMANCE OBJECTIVES			
01 	Student Success with Equity and Access	Improve student mastery of learning standards	Provide academically rigorous courses and/or pathways	Increase graduation rate	
02 	Stakeholder Engagement and Communication	Increase the effectiveness of stakeholder engagement experiences	Improve opportunities for innovative stakeholder collaboration	Improve and ensure effective district internal and external communication	
03 	Staff Effectiveness	Recruit highly qualified staff	Develop high performing staff	Retain highly effective staff	
04 	Culture and Climate	Create and maintain a safe, orderly, positive learning environment for all	Establish and maintain clear and high expectations for excellence for all stakeholders	Cultivate culturally responsive learning environments for all	Provide support for social and emotional learning for all
05 	Organizational Excellence	Ensure excellent financial management	Ensure efficient use of resources		
06 	Facilities	Improve and maintain facility conditions	Ensure that educational facilities meet programmatic needs	Develop and increase sustainable funding for facilities	

The image features a graphic design with a background of four diagonal stripes in gold, green, orange, and blue. Centered across these stripes is the text 'Q&A' in a white, sans-serif font. The 'Q' is positioned on the green stripe, the ampersand is on the orange stripe, and the 'A' is on the orange stripe. The gold stripe is on the far left, and the blue stripe is on the far right.

Q&A

