

DeKalb County School District Strategic Plan

Curriculum, Instruction, Assessment and Accountability (CIA²)

Why are we doing this?

DeKalb County School District has a need to review the current curriculum framework and to examine the scope, sequence and pacing of the curriculum with the ultimate goal of developing a District curriculum tied to rigorous standards and performance expectations for our students. Measuring the rigor students receive in the classroom is critical so that all students can reach the achievement and performance necessary for student success, college and career readiness and life-long learning.

What work are we doing on this initiative in FY16?

- DeKalb County School District will complete a full audit of the current curriculum by an external, highly-respected agency
- DeKalb County School District will develop a fully aligned, written, taught, learned and assessed curriculum for all grade levels and content areas
- DeKalb County School District will conduct classroom visitations and examine the instructional rigor utilizing a district-developed observation instrument
- DeKalb County School District will develop professional learning based on classroom observation data to help build capacity in building leaders and teachers to improve instructional rigor
- DeKalb County School District will develop a rigorous formative assessment system that aligns to the written, taught and learned curriculum to measure interim progress

As a result of the CIA² Initiative:

- DeKalb County School District will have a rigorous curriculum for all core and non-core subjects in grades K-12
 - All DeKalb County School District leaders and teachers will receive professional development on utilizing instructional rigor in the classroom
 - All DeKalb County School District students will be taught using a rigorous curriculum for all core and non-core subject areas in grades K-12



DeKalb County School District Strategic Plan

Compensation/Comparability

Why are we doing this?

Every DeKalb County School District student must be taught and supported by highly qualified and competent faculty and staff. Therefore, DeKalb County School District needs to provide competitive salaries and benefits in order to hire, retain and reward faculty and staff who display outstanding performance and expertise.

What work are we doing on this initiative in FY16?

- DeKalb County School District will develop a team of professionals in Human Capital and Finance to advise on district processes and procedures relative to compensation
 - DeKalb County School District will develop a rewards and advancement structure that recognizes, supports and values employee performance
 - DeKalb County School District will research and compare the district's salary structure to that of other metro Atlanta districts in order to make recommendations for increases and enhancements

As a result of the Compensation/Comparability Initiative:

- DeKalb County School District will increase the district's ranking in salary and benefits among neighboring metro Atlanta school districts
 - DeKalb County School District will strengthen the district's efforts to attract and retain a talented workforce





DeKalb County School District Strategic Plan

District Effectiveness Team

Why are we doing this?

The DeKalb County School District has a need to develop a comprehensive plan to improve support and provide resources to the Focus and Priority Schools as well as schools with a 3-year CCRPI average score below 60.

What work are we doing on this initiative in FY16?

- DeKalb County School District will implement the actions of the CIA² Task Force to ensure a focus on curriculum, instruction, assessment, and accountability that results in improved academic achievement
- DeKalb County School District will implement professional learning for the math, literacy, and STEM initiatives, along with needs of preference-based professional learning
- DeKalb County School District will implement family and community engagement with parent centers, courageous conversations, parent workshops, and online parent engagement resources
- DeKalb County School District will provide wrap-around services including additional support to students (Student Success Tutors and GA Milestones Mentors) and other support (Post-Secondary Specialists, Student Engagement Coaches, Student Success Coaches, and English Learner Coaches)
- DeKalb County School District will investigate flexibility options for preferential hiring, incentives, and bonuses



As a result of the District Effectiveness Team Initiative:

- All DeKalb County Schools will achieve a 3-year average CCRPI score above 60
- None of the DeKalb County Schools will be on the State's Focus or Priority Schools list



DeKalb County School District Strategic Plan

Exceptional Education



Why are we doing this?

The DeKalb County School District has a need to develop a State Systemic Improvement Plan that includes a comprehensive, multi-year focus on improving achievement results for Students with Disabilities. In addition, DeKalb County School District needs to rectify the disproportionate numbers of students with disabilities being suspended and expelled ten days or more within a school year.

What work are we doing on this initiative in FY16?

- DeKalb County School District will analyze data with internal and external stakeholders through the State Systemic Improvement Plan process to determine root causes of low graduation rates among students with disabilities
- DeKalb County School District will hire thirty-eight Student Engagement Coaches that will be used to implement the adopted Check and Connect intervention with typical students
- DeKalb County School District will investigate appropriate, research-based behavioral interventions to implement in schools
- DeKalb County School District will monitor ISS/OSS school data for students with disabilities and provide reports to principals using the Special Education Report Card
- DeKalb County School District will utilize case managers to implement a modified Check and Connect intervention with special education students in pilot schools

As a result of the Exceptional Education Initiative:

- DeKalb County School District will increase the percentage of students with disabilities graduating from high school
- DeKalb County School District will increase in the number of schools demonstrating compliance with practices regarding suspension or expulsion of students with disabilities as measured by the Georgia Department of Education Annual Report



DeKalb County School District Strategic Plan

My Brother's Keeper

Why are we doing this?

The academic achievement of Males of Color in DeKalb County School District is below what it needs to be for these young people to be successful in college and careers. Additionally, African American and Hispanic males often have higher drop-out rates, higher suspension rates and lower attendance rates. The DeKalb County School District has a critical need to increase the pipeline of Males of Color who are succeeding academically and socially in our schools.

What work are we doing on this initiative in FY16?

- DeKalb County School District will keep data that will allow it to monitor the progress of Males of Color and other students in our schools
 - DeKalb County School District will research promising practices to reduce chronic absenteeism among Males of Color
 - DeKalb County School District will develop initiatives to retain Males of Color in school and reduce disproportionate suspension and expulsion rates
 - DeKalb County School District will develop initiatives to increase the number of Males of Color and other students participating in advanced placement, International Baccalaureate, honors courses and gifted and talented programs

As a result of the My Brother's Keeper Initiative:

- DeKalb County School District will reduce the suspension, absentee and drop-out rates for Males of Color
 - DeKalb County School District will increase the graduation rates for Males of Color
 - DeKalb County School District will increase Males of Color successfully matriculating into college and careers



DeKalb County School District Strategic Plan

School Flexibility Option



Why are we doing this?

DeKalb County School District continually strives to improve student achievement and organizational effectiveness. In 2014, the Board of Education developed the DCSD Strategic Plan that is the roadmap to guide our work. In 2016, the DeKalb County School District requested a number of waivers from state law to allow the District to fully implement many of the innovations presented in the Strategic Plan. These waivers are detailed in the Strategic Waivers School System (SWSS) application. The application details a five year implementation of the Strategic Plan concepts and a renewal of the Strategic Plan. It additionally identifies academic and organizational performance targets tied to the requested waivers and outlines a process to ensure school level targets are met.

What work are we doing on this initiative in FY16?

- DeKalb County School District engaged the community in 17 community input sessions and numerous small group discussions to ensure the concepts in the SWSS application reflected community and stakeholder values
- DeKalb County School District's Board of Education approved the submission of the SWSS application to the Georgia Department of Education
- The State Board of Education approved the application on May 5, 2016. The DeKalb County School District will begin operations under the terms of the SWSS contract on July 1, 2016

As a result of the School Flexibility Option Initiative:

- All DeKalb County Schools will demonstrate proficiency and/or improvement on the CCRPI
 - DeKalb County School District will ensure that the District practices sound financial processes, remains economically stable, and transparently communicates such to the public
 - DeKalb County School District will ensure a positive work and learning climate





DeKalb County School District Strategic Plan

Title I Intervention

Why are we doing this?

The DeKalb County School District has a need to effectively manage and utilize the Title I funds and resources. By doing this, the District will be able to better support the professional growth of teachers and leaders so they can ultimately drive school improvement and student achievement.

What work are we doing on this initiative in FY16?

- DeKalb County School District will support schools to achieve at least an 85% use of Title I funds spent on teaching and learning
- DeKalb County School District will support schools to prepare budgets and plans to ensure alignment to schools' local needs assessments
- DeKalb County School District will support schools to increase the effectiveness of Title I interventions
- DeKalb County School District will provide needs-based professional learning that supports teachers with strengthening their content knowledge
- DeKalb County School District will develop an evaluation intervention tool for Title I schools to measure the effectiveness of the intervention and return on investment

As a result of the Title I Intervention Initiative:

- DeKalb County School District will increase the percentage of teachers in Title I schools earning a Teacher Effectiveness Measure score of proficient or higher on the Teacher Keys Effectiveness System
- DeKalb County School District will increase the percentage of leaders at Title I schools earning a Leader Effectiveness Measure score of proficient or higher on the Leader Keys Effectiveness System
- DeKalb County School District will increase the Achievement Gap points on the CCRPI earned by Title I schools

