



# STRATEGIC PLAN

## OVERVIEW

During the 2017-2018 school year, Decatur Public Schools engaged in the process of creating a Strategic Plan to guide the work of the District throughout the next five years. Our philosophy is that the plan should reflect the partnership between the community and the school district. District administration and staff, along with Board of Education members, students, parents, local business leaders, elected officials, and other community members came together to develop the plan. In the Summer of 2022, we revisited the Strategic Plan to refresh, revitalize, and realign the plan District-wide, as well as move it forward through the year 2025.

The goal of the Strategic Plan remains to provide focus and a driving force to the District's work as we continue to support, revise, and develop new programs, resources, and initiatives for students. Our intent is that everyone in the District understands the Strategic Plan and how it affects the work they do to help accomplish the established goals. We all play an integral role in the plan's success.

We are especially appreciative of the students, staff, and community members who took the opportunity to provide input in creating the plan. Our goal remains to honor that work, while moving the Strategic Plan into the future.

## TIMELINE

### AUGUST 2017 - JUNE 2021

**Strategic Planning Committee held work sessions with:**

- Board Members
- Superintendent
- High School Students
- District Staff
- Parents
- Business Leaders
- Elected Officials
- Community Members

**Action Teams got community input:**

- Five Action Planning Teams formed, one for each strategy
- Community members signed up to participate
- Action plans created and presented to Strategic Planning Committee as a whole
- Strategic Plan presented to Board for approval

**District Leadership prioritized implementation:**

- Results Statements from Action Plans were reviewed and assigned to Leadership
- Leadership provided quarterly updates to Board Members on progress toward meeting Annual Priorities and Data Benchmarks

### JULY 2021 - PRESENT

**District Leadership and Board Members conduct "refresh" of 3-year Strategies and Measures:**

- Given high level of community engagement and input into the plan, Mission, Vision, Beliefs, Student Expectations, Goal Areas, and Collective Commitments remain substantially unchanged

**Ongoing Plan Alignment:**

- Updated strategies and measures are aligned to Goal Areas based on current environment and shifting needs
- Each goal area has 3-year action plan
- Balanced Scorecard focuses on expected results and measures

# 2018-2025

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## MISSION

The mission of Decatur Public Schools is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society.

## STUDENT EXPECTATIONS

*Engage in complete learning experience that develops whole person & fully prepares them for their future*

*Explore & develop emerging talents & interests to fulfill unique potential & live it with passion, courage, & confidence*

*Respect, value, & embrace diversity*

*Serve community with pride, purpose, & passion*

## VISION

DPS will ensure educational learning experiences distinguished by

- commitment to the whole person resulting in student growth and confidence
- relevant, innovative, personalized academic pathways that promote passion and pride
- a learning environment that fosters curiosity and the thirst for achievement and discovery
- a culture of diversity, adaptability, and resilience
- meaningful and lasting relationships
- extraordinary school and community connections

## GOAL AREAS



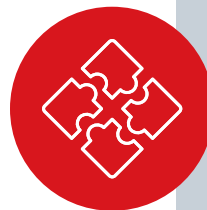
### GOAL #1: STUDENT EXPERIENCE

*Ensure unique, innovative learning experiences for all students*



### GOAL #2: STUDENT ENVIRONMENTS

*Ensure a student-focused environment that expands learning beyond the traditional expectations to engage students*



### GOAL #3: WHOLE STUDENT

*Establish a support network that will identify and address students' physical, social/emotional, and mental health needs to allow each student to reach their full potential*



### GOAL #4: STAFF

*Attract and retain talented and invested staff by ensuring they feel valued and supported*



### GOAL #5: COMMUNITY

*Create and foster mutually beneficial relationships throughout the community*

## BELIEFS

A strong school system creates a healthy community, and enthusiastic community support is vital to successful schools. We believe that...

- The development of the whole person is essential.
- Equal opportunity requires that each person has the right and the ability to learn in a style and at a pace tailored to individual needs.
- The greatest success is achieved through valuing and incorporating ideas and beliefs of a diverse group of people.
- Learning and high expectations need not to be limited by background and circumstance.
- Learning becomes more meaningful when it is connected to real-life situations.
- An optimal learning experience is built on meaningful relationships and a welcoming, physically secure, and emotionally supportive environment.
- Taking risks, overcoming setbacks, and celebrating successes lead to personal growth.

2018-2025

# STRATEGIC PLAN

## COLLECTIVE COMMITMENTS

*Make decisions in the best interest of all students*

*Treat all people with dignity and respect*

*Seek input and collaboration throughout our diverse community*

*Communicate clearly and honestly*

*Practice responsible stewardship of all our resources*

## STRATEGIES TO ACHIEVE GOALS

**GOAL #1 STUDENT EXPERIENCE:** Ensure unique, innovative learning experiences for all students

**Strategy #1:** Develop a sequential program that builds from PreK-12 to result in all students exploring learning pathways toward specific employable skills or education that supports their individual interests, passions and choice

**Strategy #2:** Strengthen the advisory/counseling programs in the school system to support the development of students' focus areas as they progress from elementary to middle to high school specialization

**Strategy #3:** Implement strategies that encourage a "whole-student" approach that engages students in their own learning and improves academic and social (mental and physical) outcomes in the learning environment

**GOAL #2 STUDENT ENVIRONMENTS:** Ensure a student-focused environment that expands learning beyond the traditional expectations to engage students

**Strategy #1:** Ensure buildings and facilities support the success of the educational process and ensure the safety of all students

**Strategy #2:** Establish the desired climate and culture within each of the District's schools and provide support that successfully engages students to improve learning outcomes

**Strategy #3:** Implement strategies that provide student-centered approaches to enhance student ownership, responsibility and accountability for their own learning

**GOAL #3 WHOLE STUDENT:** Establish a support network that will identify and address students' physical, social/emotional, and mental health needs to allow each student to reach their full potential

**Strategy #1:** Identify and deploy universal social, emotional, behavioral learning approaches district wide

**Strategy #2:** Refine and deploy a comprehensive Multi Tier System of Supports (MTSS) with integrity and fidelity across the District

**Strategy #3:** Increase resources through innovative collaborations with community partner

**Strategy #4:** Strengthen positive relationships among staff, students and families

**Strategy #5:** Refine and deploy an effective transition process and protocol for considering student enrollment in alternative education programs

**GOAL #4 STAFF:** Attract and retain talented and invested staff by ensuring they feel valued and supported

**Strategy #1:** Utilize competitive and effective recruitment strategies to expand the pool of talent who are culturally, and racially diverse for all positions with an emphasis on community partnerships to ensure commitment and engagement

**Strategy #2:** Formalize the onboarding process and establish systems to monitor fidelity to ensure every new employee gets what they need

**GOAL #5 COMMUNITY:** Create and foster mutually beneficial relationships throughout the community

**Strategy #1:** Develop relationships with and utilize the resources of community experts to provide intentional learning experiences

**Strategy #2:** Make every school a positive driving force for its neighborhood

**Strategy #3:** Create community partnerships at the individual building level