

To: Board of Directors
From: Robert J. O'Donnell
Re: 2023-24 DASD District Initiatives
Date: Oct. 6, 2023

Last month, we began the strategic planning process to help guide and align the district's initiatives and priorities. We have 211 participant applications to help us develop our plan and are finalizing team assignments. Notification letters will be sent to all participants during the week of October 9. Our steering/core, student voice, and alignment teams will begin their work later this month, followed by our instructional and family teams in November.

This community-informed educational strategic plan will provide a framework for our annual district initiatives that will represent a coordinated and responsive effort to prepare students for future success. Below, we've outlined our 2023-24 district initiatives. You will notice that we plan to continue growth in some areas of focus from the 2022-23 school year. Although these initiatives are priorities across our 16 schools and DCA, these do not fully represent all of the important work occurring daily within each school and classroom.

2023-24 DISTRICT INITIATIVES

- 1) Positively impact student learning
 - a) Use of relevant data/evidence to align curriculum and develop responsive learning experiences for all students
 - i) Maximize the growth of every student
 - (1) Develop and implement Targeted School Improvement plans at Marsh Creek and Downingtown Middle School
 - (2) Further implement Multi-Tiered Systems of Support in all schools
 - b) Support faculty development and student learning using updated Four Domains of Professional Practices in accordance with the [PA Department of Education](#)-required supervision and evaluation of faculty
 - c) Implement high school-specific opportunities for mastery learning (i.e. - East and West retesting pilot)
 - d) Create a school-based plan for Lunch and Learn model with implementation during the fall of 2024-25 at East and West
 - e) Continued progress in curriculum development cycle
 - i) Support K-5 language arts and K-12 social studies curriculum implementation
 - ii) Finalize plans for board-approved K-12 science curriculum for implementation during the 2024-25 school year
 - iii) Begin research phase of curriculum review cycle for math in preparation for 2025-26 implementation
 - f) Evaluate K-12 curriculum software applications in an effort to identify redundancies and areas for improvement

- g) Reflect on and update expectations for student device use in grades K-2
- 2) Cultivate a supportive and inclusive school climate
 - a) Evaluate data and stakeholder feedback to promote a climate of inclusivity and belonging for all students
 - b) Staff training in behavior and mental health for Tier 1 Supports
 - c) Continue school actions toward eliminating significant disproportionality (school suspensions of Black students receiving special education services)
 - d) Participate in Chester County Mental Health Consortium
 - e) To support student well-being, finalize plan to update K-12 school start times for the fall of 2024
 - 3) Develop six-year DASD community-based educational strategic plan
 - a) During semester one, engage a cross-section of the DASD stakeholders to develop a six-year educational [strategic plan](#).
 - 4) Facilities: Provide all students with quality learning environments
 - a) Complete East and West construction projects prior to the 2024-25 school year
 - b) Update demographic study and school capacity report
 - c) Finalize design and begin construction on Beaver Creek and West Bradford elementary schools
 - d) Initiate design process for Lionville and Bradford Heights elementary school gymnasium additions
 - e) Present energy study findings and propose actions to improve/reduce energy use
 - 5) Effectively manage financial resources to optimize student learning outcomes
 - a) Develop a budget proposal that supports progress toward realizing our highest priority goals, as well as steps to become more efficient with resources (e.g. - technology software and hardware)
 - b) Update multi-year capital financial plan to align with facility needs across the school district, with an emphasis on realizing space for full-day kindergarten and construction of a 5/6 center.
 - 6) Strengthen employee recruitment and retention
 - a) Continually improve efficiencies in the hiring process to support the search for high-quality candidates and to enhance the applicant experience
 - b) Continue marketing efforts to attract and recruit a highly qualified, diverse workforce
 - c) Research and analyze recruitment and retention strategies for hard-to-fill professional and support staff positions
 - d) Enact succession planning and pipeline development.
 - e) Develop and propose 2024-2025 staffing plans based upon evidenced needs