



Dayton School District #8

**2022 - 2027 School Years  
Strategic Plan  
Dayton School District #8**

[WWW.Daytonk12.org](http://WWW.Daytonk12.org)

Adopted September 21, 2022

## Welcome

Dear Dayton Schools Community,

Our strategic plan is about bringing our community together by focusing on our strengths, building on the past, and providing a world class education for our students.

This plan is centered on our mission to inspire lifelong learners through academic achievement and social-emotional understanding. It is our guide to achieve our vision of producing graduates who are contributing and caring members of our community. Our graduates will be motivated to engage with the world.

We are excited to launch the 2022-2027 strategic plan and begin this new phase for the Dayton School District.

This strategic plan is an important step for us as we move our school system forward. We will have to work hard to make our vision a reality. To be successful will take hard work by students, staff, community and the school system itself. The success of our students is dependent on all of us. Through collaboration and cooperation we can all help our students achieve their goals of graduating as lifelong learners ready to engage the world.

Sincerely,

Beth Wytoski  
Mayor  
City of Dayton

Dr. Steven Sugg  
Superintendent  
Dayton Public Schools

Larry Ringnalda  
Chair  
Dayton Board of Education

## Introduction

The Dayton School District Strategic Plan is designed to guide our efforts to improve academic achievement and social-emotional growth for our students. The strategic plan is organized to support clear goals and strategies. It was built by a dedicated group of district leaders. The contents are based on best practices as well as an analysis of our school district needs and input for stakeholders.

The plan is designed to:

- Provide high achievement for all learners
- Provide access to a standard-based, rigorous, and relevant curriculum
- Close equity and achievement gaps
- Improve organizational efficiencies including budgeting
- Enable greater stakeholder engagement

Please explore our website [daytonk12.org](http://daytonk12.org) for more information about our district and our plan. We are grateful to everyone who has contributed to this plan.

Adopted September 21, 2022

## **District Profile**

### **Staffing**

68 Licensed Staff

56 Non-Licensed Staff

### **Students**

900 Students

## **Mission**

Our mission is to inspire lifelong learners by facilitating academic achievement and social-emotional understanding.

## **Vision**

Our vision is that all students graduate as contributing and caring members of our community, motivated to engage with the world.

## **Core Values**

**INTEGRITY** – We strive to build trust by doing the right thing, even when it may be hard, or no one is watching.

**COLLABORATION** - We work together to create a safe, nurturing, and rigorous learning environment.

**RELATIONSHIPS** - We listen with empathy to build personal connections based on respect and trust.

**COMMITMENT** - We are dedicated to supporting all students and staff while fostering their passion and resilience.

**COMMUNITY** - We value the Dayton community and actively build an inclusive culture of service and civic engagement.

## **Priority Areas for 2022 - 2027**

### **Priority Area: Educational Programs**

We supply the right instruction at the right time for every student.

Objective: Innovative and relevant curriculum

Strategy: Update curriculum Following ODE Schedule (ELA, ELL, ELP Curriculum in 2022 and mathematics curriculum in 20223)

Objective: Student-centered Learning

Strategy: Help educators support student academic growth in the wake of the pandemic.

Strategy: Create a recruitment and training program for volunteers/student internships.

Strategy: Communicate to families and students how to enroll in classes for college credit.

Strategy: Grow and expand local and state partnerships.

### **Priority Area: Community & Culture**

We partner with families and the community to empower students and staff.

Objective: Engage existing partnerships and create more community partnerships.

Strategy: Collect, share and showcase the success stories of members of the community.

Strategy: Communicate a positive school district image of the school to the community.

Objective: Develop an integrated district communication plan with staffing to support implementation.

Strategy: Hire communications staff to improve communication with the community and staff using secure and stable funding.

Strategy: In partnership with the communications plan, focus on consistent branding and messages.

## **Priority Area: Equity**

All students reach the behavioral and social-emotional skills needed to thrive and achieve grade-level academic standards.

Objective: Staff Recruitment, Retention, and Development.

Strategy: Be intentional about diversifying our staff with qualities and qualifications aligned to district goals

Strategy: Recruit bilingual/bicultural staff. Hire a staff that looks like the student body.

Strategy: Develop a “grow your own” program, where we support students and staff who want to become teachers and invite them to apply for positions in the district.

Objective: Create District Equity Systems

Strategy: Implement a district-wide equity lens to focus attention and effort.

Strategy: All staff engage in professional development to support equity conversations and action.

## **Priority Area: Student and Staff Wellness**

We cultivate mental and physical wellness so that students can succeed, and staff can thrive.

Objective: Focused and integrated social and emotional learning (SEL) instruction.

Strategy: Foster an environment that focuses on inner strength to overcome obstacles in life.

Strategy: Increase professional development opportunities for trauma informed instruction.

Strategy: Increase behavior support for students in our buildings.

Strategy: Work together with staff to create support structures for the classroom.

Strategy: Establish safety protocols in each building.

## **Priority Area: Resources**

We will align district resources and operations to support instruction.

Objective: Build a plan for funding stability including a long-range fiscal plan.

Strategy: Create a furniture purchase and replacement plan.

Strategy: Develop a plan for District-wide grant writing and management.

Objective: Prioritize budget to what impacts students the most; Return on Investment (ROI)

Strategy: Develop measures to calculate ROI.

## **Overarching Goals 2022 - 2027**

### **Goal #1 - Supporting High Achievement for all learners.**

If we provide a balanced curriculum to meet students' current level and create opportunities for growth, then achievement gaps will close and graduation rates will increase.

By June 2027 - Achievement gaps will be reduced, as demonstrated on district assessments through cohort tracking.

By June 2027 - 95% of our students will meet growth targets on district assessments in math and literacy.

By June 2027 - The four year graduation rate will reach 95% for all subgroups.

### **Goal #2- Cultivate mental and physical wellness for students and staff.**

If we provide professional development for staff in mental and physical wellness within and without the classroom, and increase in support for students, then students and staff will report an increase in feelings of belonging and positive culture.

By June 2027 - 80% of students surveyed will report feeling welcome at school and have collaborative relationships with peers based.

By June 2027 - 85% of staff Surveyed will rate the school culture as positive.

By June 2027 - 90% of students will receive less than 2 referrals.

**Goal #3- Partner with families and community.**

If we build positive partnerships with families and the community through good communication and actively pursuing engagement, then more parents and community members will attend events and more students will report being engaged in school and school attendance will increase. (invite parents to assemblies, encourage staff to attend community events, maintain traditions)

By June 2027 - 70% of students reporting feeling engaged at school

By June 2027 - 70% of parents report a positive relationship with the school.

By June 2027 - 90% of students classified as regular attenders

**Data Targets**

All Students	21-22 Actual	22-23 Target	23-24 Target	24-25 Target	25-26 Target	26-27 Target
DGS Regular Attenders	52.6%	59%	66%	73%	80%	90%
DJHS Regular Attenders	58.8%	64%	70%	76%	82%	90%
DHS Regular Attenders	51.7%	59%	66%	73%	80%	90%
Percent of DGS Students with Less than 2 Referrals	96.6%	96%	96%	96%	96%	96%
Percent of DJHS Students with Less than 2 Referrals	82.6%	84%	85%	87%	89%	90%
Percent of DHS Students with Less than 2 Referrals	94.6%	94%	94%	94%	94%	90%
DGS Staff Report Positive Culture	NA					85%

DJHS Staff Report Positive Culture	30%	41%	52%	63%	74%	85%
DHS Staff Report Positive Culture	8%	23%	38%	53%	78%	85%
DGS Students Reporting Feeling Welcome	47%	53%	59%	65%	72%	80%
DJHS Students Reporting Feeling Welcome	34%	43%	52%	61%	70%	80%
DHS Students Reporting Feeling Welcome	33%	42%	51%	60%	69%	80%
3rd Grade Reading Growth on STAR	NA					95%
9th Grade On-Track to Graduate in 4-Years	88.5%	90%	91%	92%	93%	95%
4-year Graduation All Subgroups	82.3% No	84% Yes	87% Yes	90% Yes	93% Yes	95% Yes
8th Grade Math Growth on Star	NA					95%
DGS Students feeling Engaged	82%	82%	82%	82%	82%	82%
DJHS Students Feeling Engaged	30%	38%	46%	54%	62%	70%
DHS Students Feeling Engaged	50%	54%	58%	62%	66%	70%
DGS Parents Reporting Positive Relationships	81%	81%	81%	81%	81%	81%
DJHS Parents Reporting Positive Relationships	59%	61%	63%	65%	67%	70%
DHS Parents Reporting Positive Relationships	42%	47%	52%	57%	62%	70%



## **Acknowledgement**

Thank you to the members of the Dayton School Board and the Teaching and Learning Team who worked to develop and launch our Strategic Plan. Thank you for your engagement, commitment, and support.

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