



STRATEGIC PLAN 2024-2029

Our **MISSION** is to provide authentic experiences that embrace diverse interests and prepare lifelong learners.

VISION: Anchored in our diverse community, inspiring excellence



Anchors



TRUST



EMPATHY



DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)



RESPECT



COLLABORATIVE COMMUNITY



TRADITION



PRIDE

Beliefs

- We believe that education is a lifelong pursuit and that all students should be empowered to become critical thinkers, problem solvers, and lifelong learners.
- We believe we are stronger together working and learning in an environment of trust and empathy.
- We believe in being a district where diversity is a strength to be celebrated through equity, inclusion, and belonging.
- We believe a strong foundation in trust and relationships fosters an environment of high expectations where all students are able to unlock their full potential.
- We believe in fostering a physically and emotionally-safe learning environment where every individual is valued and treated with dignity.
- We believe in being a district of trust by operating and interacting with high integrity, transparency, and accountability.

Parameters

- We will always put students first.
- We will align our student support services to meet the needs of our students and community.
- We will hold ourselves and our students to high expectations.
- We will employ and retain people who subscribe to our beliefs.
- We will always value the experiences of each individual.
- We will not compromise safety.



ACADEMIC SUCCESS

Objective 1: Academic Equity

Improve academic equity by eliminating achievement gaps in various subgroups by 2029. This will be achieved by increasing the percentage of students reaching proficient/distinguished and reducing novice scores on the Kentucky State Assessment while also increasing the percentage of students reaching benchmark on the ACT.

Measurable Goals:

- Eliminate achievement gaps in various subgroups by 2029.
- Reduce novice scores on the Kentucky State Assessment by 10% by 2026.
- Increase the percentage of students reaching benchmark on the ACT by 20% by 2029.

1

Strategy: Improve equitable access to learning opportunities, including Advanced Placement and dual credit courses.

Objective: Increase enrollment and participation in Advanced Placement (AP) and dual credit courses.

Activities

- Conduct awareness campaigns for students and parents about the benefits of AP and dual credit courses.
- Provide financial assistance or scholarships for students who may face barriers to access.
- Establish mentorship programs to guide underrepresented students through the process of enrolling in advanced and dual credit courses.

Monitoring

- Track enrollment data in AP and dual credit courses.
- Conduct surveys to measure awareness and perceptions.

Person responsible: High school principals & counselors

2

Strategy: Enhance instruction for special populations through improved special education co-teaching, Culturally Responsive Teaching, and English Learner instruction enrichments.

Objective: Improve performance and engagement of special populations (special education, gifted and talented, English Learners).

Activities

- Provide professional learning for teachers on co-teaching strategies.
- Integrate Culturally Responsive Teaching practices into the curriculum.
- Provide additional resources and support, such as tutoring, for special populations.
- Intentionally teach academic behaviors to students using grade level progressions.

Monitoring

- Regularly assess student performance in special populations.
- Conduct teacher surveys on the effectiveness of professional development.
- Utilize walkthrough document for co-teach settings.

Person responsible: Chief Academic Officer (CAO), Director of Special Education (DoSE), Principals

3

Strategy: Utilize brain research to enhance instruction for economically-disadvantaged students.

Objective: Enhance academic outcomes for economically-disadvantaged students.

Activities

- Implement teaching strategies based on brain research, such as ritualizing major transitions, promoting social comfort, focusing on success, and improving focus.
- Provide additional resources and support tailored to the needs of economically-disadvantaged students, such as after-school programs.

Monitoring

- Track academic progress of economically-disadvantaged students.
- Evaluate the effectiveness of implemented strategies through teacher feedback.

Person responsible: CAO, Principals & Behavior Cadre



ACADEMIC SUCCESS

Objective 2: Content Proficiency

Increase content proficiency for all students, measured by improved performance on state accountability assessments, achieving College or Career Readiness, and improving reading proficiency in the primary grades.

Measurable Goals:

- Increase the percentage of students achieving proficiency or higher on state assessments by at least 20% by 2027.
- Achieve College or Career Readiness for 100% of students by 2029.
- Achieve at least 80% of students reading with grade-level proficiency in primary grades by 2029 as measured by common assessments.

1

Strategy: Align learning targets, instruction, and assessments with state standards across all grade levels.

Objective: Ensure alignment with state standards across all grade levels.

Activities

- Conduct regular reviews of curriculum to align with state standards.
- Provide training for teachers on aligning learning targets, instruction, and assessments.
- Align and improve primary reading assessments and instruction.
- Align report cards and grading with standards.

Monitoring

- Regular assessments of curriculum alignment.
- Periodic reviews of teacher training records.
- Primary reading assessments.

Person responsible: CAO & Principals

2

Strategy: Capitalize on the expertise of content leaders to align instruction across schools and improve Multi-Tiered System of Supports (MTSS).

Objective: Improve overall performance through content expertise and MTSS.

Activities

- Identify, designate, and support content leaders to facilitate collaboration and curriculum improvement.
- Improve MTSS to provide additional support for students falling behind.
- Provide opportunities for content leaders to share best practices.

Monitoring

- Monthly reviews of MTSS committee activities.
- Annual assessments of student performance.

Person responsible: CAO, Principals, Content Leads & MTSS Cadre

3

Strategy: Increase the rate of completion of career proficiency tests and AP exams.

Objective: Enhance opportunities for students to demonstrate proficiency.

Activities

- Promote awareness of career proficiency tests and AP exams through informational sessions and posters.
- Provide resources, including study materials and exam preparation sessions, to support student success.
- Establish an AP student support group for peer collaboration and study sessions.

Monitoring

- Regular tracking of completed tests and exams.
- Annual reports on the percentage increase.

Person responsible: High school principals & counselors



ACADEMIC SUCCESS

Objective 3: Well-Rounded Education

Ensure all students have a well-rounded education, with deeper learning experiences. Additionally, we aim to improve instruction, assessment, and feedback of the Portrait of a Danville Learner competencies, including improving family and community engagement.

Measurable Goals:

- Ensure all students have a well-rounded education.
- Improve instruction, assessment, and feedback of the Portrait of a Danville Learner competencies by 2026.
- Achieve Family Friendly School certification for all schools by 2027.

1

Strategy: Develop age-appropriate proficiency scales for the Danville Portrait of a Learner.

Objective: Create a framework for assessing well-rounded education.

Activities

- Develop proficiency scales for the Danville Portrait of a Learner.
- Train teachers on using proficiency scales.
- Embed the use of proficiency scales into standards based instruction.

Monitoring

- Review of scale use and calibration during professional learning communities (PLCs).
- Use of proficiency scales in common assessments.

Person responsible: Deeper Learning team, Principals, CAO

2

Strategy: Enhance student learning and engagement through Deeper Learning and authentic experiences.

Objective: Increase student engagement and understanding through experiential learning.

Activities

- Integrate Deeper Learning into the curriculum.
- Provide professional learning on Deeper Learning strategies, including authentic assessments.
- Create opportunities for students to showcase their learning in person and in a portfolio format (digital or print).
- Embed Deeper Learning strategies into instruction to empower learners.

Monitoring

- Quarterly reviews of Deeper Learning implementation.
- Student presentations and portfolios.

Person responsible: Deeper Learning team, principals, CAO

3

Strategy: Improve opportunities for families and the community to be partners in learning.

Objective: Increase family and community engagement in learning.

Activities

- Pilot full service community schools at Edna L. Toliver Intermediate School and Danville High School.
- Spread learning from full service community schools to Mary G. Hogsett Primary School and John W. Bate Middle School.
- Support all schools through the Family Friendly School certification process.

Monitoring

- Full Service Community Schools monthly reporting and grant deliverables.
- Progress toward Family Friendly School certification.

Person responsible: Director of Full Service Community Schools, Principals, CAO, Family Resource and Youth Services Centers (FRYSCs)



WELLNESS

Objective 1: Enhance Safety and Security

Enhance physical and psychological safety and security for students. This includes prevention and intervention efforts in the areas of social-emotional, behavioral, and mental health competency.

Measurable Goal:

- Improve student mental and physical health and safety as measured by screeners, incident reports, and student perception surveys.

1

Strategy: Implement the Multi-Tiered System of Supports (MTSS) framework, including comprehensive social-emotional learning (SEL) for trauma-informed practices.

Objective: Enhance social-emotional, behavioral, and mental health competency through MTSS.

Activities

- Train staff in MTSS principles, emphasizing social-emotional learning (SEL) for trauma-informed practices.
- Integrate SEL curriculum into the standard academic program.
- Establish regular MTSS review meetings to address emerging issues.

Monitoring

- Regular assessments of incident reports related to social-emotional and behavioral concerns.
- Periodic surveys to measure the perceived impact of SEL practices.

Person responsible: MTSS team, Principals

2

Strategy: Unify district resources, procedures, and supports through the Wellness Cadre and District Health Committee.

Objective: Create a cohesive approach to wellness through the Wellness Cadre and District Health Committee.

Activities

- Form a Wellness Cadre consisting of representatives from different departments to streamline resources and procedures.
- Establish a District Health Committee to oversee the implementation of wellness programs.
- Conduct regular training sessions for staff on wellness initiatives.

Monitoring

- Assess the effectiveness of streamlined procedures through feedback from staff.
- Track participation and engagement in wellness programs.

Person responsible: Wellness Counselor, Counselors, Physical Education Teachers, and Food Service Director

3

Strategy: Partner with stakeholders to enhance safety procedures, including School Resource Officers (SROs), and local first responders.

Objective: Strengthen safety procedures, including collaboration with SROs.

Activities

- Collaborate with local law enforcement and the Kentucky Center for School Safety (KCSS) to provide specialized training (DEIB, trauma-informed care, etc.) for SROs.
- Conduct joint drills and simulations to improve coordination between school staff and SROs.
- Establish a feedback loop for continuous improvement.

Monitoring

- Regularly review safety incident reports to identify areas for improvement.
- Evaluate the effectiveness of joint drills through post-exercise assessments.

Person responsible: SROs, Director of Pupil Personnel (DPP), Principals



WELLNESS

Objective 2: Cultivate Inclusivity

Cultivate an inclusive and belonging culture to ensure all students feel accepted and valued in their learning environment.

Measurable Goal:

- Foster an inclusive culture resulting in a 15% increase in reported student feelings of acceptance and belonging by 2029 from 2024 baseline data.

1

Strategy: Increase learning opportunities involving diversity, equity, inclusion, and belonging.

Objective: Promote diversity, equity, inclusion, and belonging within the curriculum.

Activities

- Integrate diversity, equity, and inclusion training into regular professional development sessions for all staff members.
- Establish a task force responsible for evaluating and updating training programs based on evolving best practices.
- Encourage staff participation in external workshops and conferences focused on equity and inclusion.
- Implement a student audit and related follow-up professional learning for all certified staff based on student-identified needs.

Monitoring

- Infuse diverse perspectives into the curriculum through literature, history, and other subjects.
- Conduct regular diversity and inclusion training for educators.
- Regularly assess staff members' awareness and application of equity and inclusion principles through surveys and feedback.
- Track staff participation in ongoing training opportunities.
- Regular assessments of curriculum content to ensure inclusivity.
- Conduct surveys to measure students' perceptions of inclusivity.

Person responsible: Principals, CAO, DPP



WELLNESS

Objective 3: Improve Student Attendance

Increase student attendance at all grade levels.

Measurable Goal:

- Increase overall student attendance rates by 5% by 2029.

1 Strategy: Increase student participation in extracurricular activities.

Objective:

- Encourage engagement through increased participation in extracurriculars.
- Expand Extracurricular Opportunities based on Student Interest

Activities

- Promote awareness of existing extracurricular activities through school-wide campaigns.
- Survey students to identify specific interests and preferences.
- Introduce new extracurricular options based on surveys and student interests.

Monitoring

- Regularly track attendance rates of students participating in extracurricular activities.
- Conduct surveys to understand the correlation between participation and attendance.
- Conduct periodic surveys to gauge student satisfaction.

Person responsible: Principals, Athletic Director

2 Strategy: Introduce and expand restorative practice training.

Objective: Improve student behavior and relationships through restorative practices.

Activities

- Provide comprehensive training on restorative practices for staff.
- Implement restorative circles or conferences to address conflicts.

Monitoring

- Assessments of disciplinary incidents before and after the introduction of restorative practices.
- Surveys to gather feedback on the perceived impact of restorative practices.

Person responsible: DPP, Principals, Behavior Cadre

3 Strategy: Enhance Family Resource Center/Youth Service Center (FRC/YSC) support.

Objective: Strengthen support systems for families through FRC/YSC.

Activities

- Increase outreach efforts to make families aware of available resources.
- Expand the services offered by FRC/YSC based on identified needs.
- Improve family engagement and partnership through full-service community schools' pilots and Family Friendly School certification.

Monitoring

- Track utilizing FRC/YSC services.
- Conduct surveys to gather feedback from families on the effectiveness of support services.

Person responsible: FRYSCs, Director of Full Service Community Schools



WELLNESS

Objective 3: Improve Student Attendance

Increase student attendance at all grade levels.

Measurable Goal:

- Increase overall student attendance rates by 5% by 2029.

4

Strategy: Increase awareness of the social-emotional impacts of social media usage and the effects of vaping products.

Objective: Improve attendance by addressing the social-emotional impacts of social media and vaping.

Activities

- Conduct educational programs on the social-emotional impacts of excessive social media usage and the effects of vaping.
- Collaborate with community organizations to raise awareness.

Monitoring

- Assessments of attendance patterns following awareness campaigns.
- Surveys to measure changes in student behavior related to social media and vaping.
- Implement continuous improvement checks, regularly assessing the effectiveness of strategies and making data-driven adjustments.

Person responsible: FRYSC, Principals, Counselors



RESOURCES & OPERATIONS

Objective 1: Human Resources (HR)

Efficiently allocate resources, recruit and retain a skilled staff, and maintain safe facilities to deliver high-quality education while optimizing financial sustainability.

Measurable Goal:

- Create a supportive and inclusive work environment that fosters employee retention and engagement.

1 **Strategy: Improve mentorship, feedback, recognition, and wellness processes for staff.**

Objective: Enhance overall employee well-being and satisfaction.

Activities

- Improve mentorship program pairing new employees with experienced staff.
- Establish regular feedback opportunities for continuous improvement.
- Increase the frequency of employee recognitions.
- Improve wellness programs and activities for staff.

Monitoring

- Conduct annual surveys to measure employee satisfaction and engagement.
- Track participation in wellness programs.
- Monitor mentorship program effectiveness through feedback.

Person responsible: HR Director, CAO, Principals, District Wellness Counselor

2 **Strategy: Develop an online staff onboarding process**

Objective: Streamline onboarding to improve new staff integration.

Activities

- Develop an online onboarding platform with resources and training modules.
- Provide comprehensive orientation sessions for new hires.

Monitoring

- Assess the time taken for new hires to become fully productive.
- Gather feedback from new employees on the onboarding process.

Person responsible: HR Director, Chief Finance Officer (CFO), Assistant Superintendent

3 **Strategy: Create a "Grow Your Own Program" for classified staff and aspiring teachers.**

Objective: Cultivate internal talent and promote career advancement.

Activities

- Develop a structured career advancement program for classified staff.
- Establish and grow Educators Rising club and pathway for secondary students.
- Establish partnerships with local universities for teacher preparation programs.
- Support a cohort of instructional assistants through the Option 9 pathway toward teacher certification.

Monitoring

- Track the participation and progression of employees in the "Grow Your Own Program."
- Monitor the number of classified staff advancing to higher roles.
- Evaluate the success of aspiring teachers in completing their education programs.
- Participation in educator pathways for students and classified staff.

Person responsible: CAO, HR Director, Assistant Superintendent



RESOURCES & OPERATIONS

Objective 2: Finance & Facilities

Deliberately manage financial resources and maintain school facilities to create innovative, sustainable, and safe learning environments.

Measurable Goal:

- Achieve a balanced budget while maintaining high-quality education and innovative, safe learning environments.

1 Strategy: Maintain a healthy contingency and establish a baseline budget coding.

Objective: Ensure financial stability and responsible resource allocation.

Activities

- Regularly review and adjust the budget to align with district priorities.
- Establish a contingency fund to address unforeseen expenses.
- For sustainability, establish a dedicated task force to regularly review the financial implications and feasibility of ongoing initiatives academic and operational.
- Explore opportunities for community partnerships and grant funding to support long-term sustainability.
- Implement continuous improvement checks, regularly assessing the effectiveness of strategies and making data-driven adjustments.
- Regularly review and adjust the budget to align with district priorities.
- Develop a multi-year budget plan that supports district goals and initiatives.

Monitoring

- Regular financial audits to assess the health of contingency funds.
- Periodic reviews of the multi-year budget plan to ensure alignment with goals. Including all general fund, federal, SBDM and departmental budgets.
- Quarterly reviews of budget allocations and expenditures.
- Conduct regular meetings to review budgets with teams.
- Track the success of grant applications and partnerships in supporting the plan's initiatives.

Person responsible: CFO, Superintendent

2 Strategy: Develop a facilities needs assessment process and plan for maintenance projects.

Objective: Enhance the safety and functionality of school facilities.

Activities

- Conduct a comprehensive assessment of current facility needs.
- Develop a prioritized plan for maintenance and improvements.
- Implement a preventive maintenance schedule to prolong facility lifespan.

Monitoring

- Regular inspections and reports on facility conditions.
- Assess the completion and impact of maintenance projects.

Person responsible: CFO, Director of Facilities, Assistant Superintendent



RESOURCES & OPERATIONS

Objective 2: Finance & Facilities

Deliberately manage financial resources and maintain school facilities to create innovative, sustainable, and safe learning environments.

Measurable Goal:

- Achieve a balanced budget while maintaining high-quality education and innovative, safe learning environments.

3 Strategy: Create a multi-year budget plan aligned with long-term district goals.

Objective: Align financial planning with the district's long-term vision.

Activities

- Develop a multi-year budget plan that supports district goals and initiatives.
- Align budget allocations with strategic priorities, such as technology upgrades or curriculum enhancements.

Monitoring

- Periodic reviews of the multi-year budget plan to ensure alignment with goals.
- Assess the impact of budget allocations on achieving long-term objectives.

Person responsible: CFO, Superintendent

4 Strategy: Foster an inclusive, innovative learning environment with integrated digital tools, prioritizing teacher development and equitable student access.

Objective: Achieve a high-quality, innovative education environment.

Activities

- Develop a comprehensive technology plan outlining how digital tools and resources will be strategically incorporated into the curriculum.
- Provide ongoing professional development opportunities for teachers to enhance their digital literacy skills and effectively integrate technology into instruction.
- Ensure equitable access to technology resources for all students, taking into account potential barriers such as socioeconomic factors.

Monitoring

- Regularly assess the implementation of technology initiatives through surveys and feedback from teachers and students.
- Track the availability and usage of technology resources across different demographics to ensure equitable access.

Person responsible: Assistant Superintendent, Principals, Library Media Specialists, Technology Resource Teachers (TRTs)