

GOALS

Achieve 90% Graduation Rate
Meet or Exceed Growth at all Schools

Strategic Plan



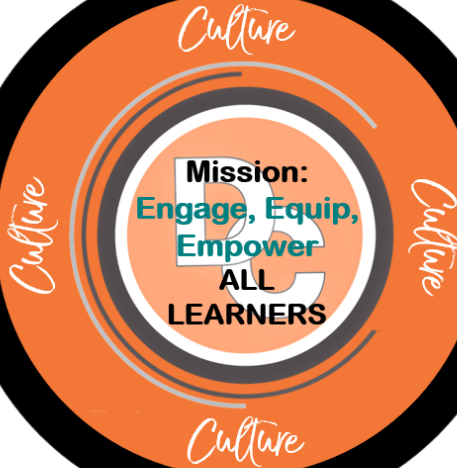
Student Growth & Achievement

Supportive, Safe & Secure Environments

Family & Community Involvement

Empowered Employees

Mission:
Engage, Equip,
Empower
ALL
LEARNERS



Student Growth & Achievement

We will support every student to achieve their potential through continuous growth leading to college, career and life success.

Supportive, Safe & Secure Environments

We will provide, and efficiently manage, resources to ensure a supportive, safe and secure learning environment.

Empowered Employees

We will ensure student success by maintaining a highly effective, empowered staff.

Family & Community Involvement

We will be a trusted resource, connecting schools, families, and the community in order to maximize learning opportunities.

We will foster a strong, supportive, family-like culture, with a common goal to live out our mission.

Culture

Strategic



Plan

Every department, every position, every DCS team member plays a role in reaching our goals of 90% graduation rate, and every school meeting or exceeding growth each year.

From a student's first day of kindergarten, we begin shaping the future of our Davie County children. By getting them to school safely, teaching them, keeping them healthy, feeding them, giving them the appropriate learning environment, supporting them emotionally, helping them develop socially, and loving them all along the way; we are all doing our part. It takes every one of these things to drive their success.....and it takes every one of us. Together.

We are also dedicated to meeting the needs of our staff, families and the community. All our experiences help us to be fulfilled, motivated, and valuable members of the DCS family, and in turn successful advocates for our students.

With a focus on students, staff, families and the community; we are focused on people and focused on the future.

Focused on people. Focused on the future.

Student Growth & Achievement

We will support every student to achieve their potential through continuous growth leading to college, career and life success.

Strategy: FOSTER effective teaching in every classroom.

- Refine and strengthen professional learning communities.
- Develop a guaranteed and viable curriculum.
- Incorporate instructional and engagement strategies in daily lessons.
- Implement blended learning practices to maximize instruction.
- Establish a grading framework to build consistency and reflect students' mastery of content.

Strategy: PROMOTE student growth for ALL through fully implementing MTSS in all schools.

- Embed social emotional learning daily with purpose.
- Strengthen core instruction.
- Analyze data to know where students are and adjust instruction to respond to student needs.
- Provide research-based interventions with consistency and fidelity.

Strategy: STRENGTHEN instructional leadership through professional development and coaching.

- Create and implement a consistent coaching model.
- Implement professional learning communities for leaders across the district.
- Provide professional development for all instructional staff with intentionality.
- Align teacher evaluations with student learning.
- Reinforce reflective practices and continuous improvement of instruction.



Family & Community Involvement

We will be a trusted resource, connecting schools, families, and the community in order to maximize learning opportunities.

Strategy: BUILD community partnerships that create mutually beneficial relationships and connect people.

- Maintain strong relationships with local foundations, organizations, churches, local government agencies, and law enforcement.
- Create and maintain the DCS Community Champions program, connecting families and local businesses.
- Communicate school events to the community and join in community-led events as representatives of Davie County Schools.

Strategy: CONNECT and educate families through clear communication and relevant resources.

- Maintain accurate and timely information on GoDavie.org and include helpful and relevant resources.
- Communicate frequently through School Messenger, ensuring all parents and families have access to consistent information through email, voice message and text.
- Provide opportunities and resources that build parent and family engagement in the curriculum, in order to best support the student(s) in their home.
- Collaborate with parents and families through Superintendent/Parent Roundtable meetings.
- Support students and families during grade-level transitions.

Strategy: CELEBRATE the successes, accomplishments, and important milestones of students and staff.

- Utilize multiple communication platforms to tell the Davie County Schools' story.
- Recognize individuals and groups at Board of Education Meetings.
- Honor student and staff achievements at school, district and community events.
- Uphold school and district values and traditions.



Empowered Employees

We will ensure student success by maintaining a highly effective, empowered staff.

Strategy: RECRUIT, ONBOARD, and RETAIN highly effective staff.

- Increase compensation for employees (certified supplement and classified salaries).
- Improve hiring procedures.
- Revise new teacher mentoring support (NTSP/UNCG, ICs, and others).
- Implement new teacher orientation.
- Develop new employee training (by department and school).
- Strengthen partnerships with colleges/universities (student teachers).

Strategy: PROVIDE SUPPORT and opportunities for professional GROWTH.

- Develop a pathway to becoming a highly qualified Teacher Assistant.
- Implement and maintain coaching structure and model.
- Provide professional development based upon data and needs.
- Research methods for curating professional development for employees.
- Revise evaluations to better reflect current job expectations.

Strategy: FOSTER collaboration and STRENGTHEN leadership.

- Encourage collaborative approaches/processes to incorporate a variety of voices in decision-making and maintain intentional and continuous communication about decisions with staff.
- Distribute and develop staff leadership.
- Promote collective ownership and responsibility for success.
- Support leadership development for school/district leaders.



Supportive, Safe & Secure Environments

We will provide and efficiently manage resources to ensure a supportive, safe and secure learning environment.

Strategy: ENSURE a Safe & Secure Environment.

- Update safety practices.
- Continue to enhance safety systems.
- Implement safety education protection programs.

Strategy: PROVIDE an environment that values all, where they are, and who they are.

- Develop and implement a mental health plan.
- Develop an awareness program to educate staff about student individual differences (CRS).
- Increase awareness and support of staff and student well being.

Strategy: IMPROVE & SUSTAIN Technology, Operations and Administrative Systems.

- Complete a facility study to implement strategies to meet the changing needs of the district.
- Provide modern, proactive and sustainable solutions to support future growth.
- Continue to implement blended learning environments to support instruction.

