

Strategic Indicators



AN EQUITABLE AND SUPPORTIVE ENVIRONMENT

Expectation: 100% of students and families will have a meaningful connection or be supported in establishing a meaningful connection within their school community.

Goals

- All students and families will have a **connection to others** at school. We will seek to understand and support anyone not feeling connected to others.
- All students will follow **established behavior expectations** by receiving zero or one office discipline referral (ODR) for B code incidents or they will receive additional support to redirect the student behavior and reduce repeat behaviors.

Measures of Success

- Number of students that are connected to a staff member identified as someone that is trusted or connected if students have a problem or need
- Number of students participating in co-curriculars
- Annual climate survey measures
- Discipline data related to significant discipline violations



GROWTH OF STUDENT OWNERSHIP AND AGENCY

Expectation: 100% of students will be accountable or be supported in their learning through their personal ownership and agency.

Goals

- All students will be in **regular attendance**, or will be supported through attendance intervention monitoring.
- All students will achieve **C's or better** in every class each semester or will be supported through individual support.
- All students will **take advantage of interventions and supports** or will have been identified as not needing additional support.

Measures of Success

- Percentage of students who regularly attend school each year and over the past 5 years
- Percentage of students who earn a C or better grade during each semester of the school year
- A measurement of students taking advantage of interventions and supports (metric to be determined)



INCREASED STUDENT ENGAGEMENT IN POST-SECONDARY PLANNING

Expectation: 100% of students will be fully prepared for the post high school experience of their choice.

Goals

- All students will complete, review, and implement a **four-year plan** based on the D99 PaCE framework and their post-secondary goals, or be supported in creating one.
- All students will engage in a **capstone experience** aligned with their four-year plan or be supported in doing so.

Measures of Success

- Percentage of students completing a four-year plan with post-secondary goals
- Percentage of students engaging in a capstone experience by the end of 12th grader



RECRUITMENT, RETENTION AND SUPPORT OF HIGH QUALITY TEACHERS AND STAFF

Expectation: 100% of staff members will experience and contribute to or will be supported in creating a collaborative and supportive culture of growth.

Goals

- Enhance our **culture of support and collaboration**.
- Provide **high quality professional development**.

Measures of Success

- Annual climate survey satisfaction rates, including those focused on "ownership and input"
- Professional Development will be evaluated on the basis of effectiveness, relevance to job responsibilities, and alignment with the strategic plan values

Carrying Out Our Strategic Directions and Expectations

AN EQUITABLE AND SUPPORTIVE ENVIRONMENT

Ensure safe and sustainable opportunities for all students and families, including access to district resources

Develop and communicate common expectations for students and staff

Build community, foster belonging and value the diverse perspectives of every member of our community

Embed social and emotional learning, equitable and inclusive practices and restorative practices into all learning environments

Prioritize open, two-way communication and authentic relationships by treating others with dignity, care and empathy

GROWTH OF STUDENT OWNERSHIP AND AGENCY

Challenge students and hold them accountable in developing self-advocacy skills as well as respectful and responsible actions

Demonstrate that students are valued partners by integrating student voice and choice in their learning and personal growth

Help students develop a broader understanding, context and purpose of what they are learning and why they are learning it

Develop experiences that foster an understanding of their role as global citizens

Create a culture where students are equipped and empowered to realize their full potential

INCREASED STUDENT ENGAGEMENT IN POST-SECONDARY PLANNING

Help students develop practical life and leadership skills for the future

Engage and support the role of families in post-secondary planning

Increase student awareness of and exposure to a variety of options for life after high school, including expanding community partnerships

RECRUITMENT, RETENTION AND SUPPORT OF HIGH QUALITY TEACHERS AND STAFF

Ensure that staff understand, represent and reflect the diverse students and families served

Provide professional learning that aligns with teacher/staff needs and district mission/vision, and is focused on best practices to meet the needs of every student

Ensure that staff roles and responsibilities adapt to the diverse needs of students

Nurture a culture of support and collaboration among all staff

Our Mission

Every day, the D99 community works to provide a foundation for students to confidently pursue a future of their choosing.

Our Vision

D99 will graduate students who are equipped to realize their potential and positively impact their community and the larger world.

Our Core Values

In collaboration and shared responsibility with students, families and the community, at D99:

We care. We prioritize our connections and treat one another with dignity, striving to uphold and support the well-being and contributions of each member of the D99 community.

We trust. We foster a culture of mutual respect and understanding, believing that each member of the community has the best interest of D99 students at heart.

We belong. Everyone has a place and voice in D99. We value and actively seek to understand the perspectives of those around us, shaping our practice to reflect what we've learned.

We prepare. Students will graduate with a sense of their connection to the global community, equipped with the ability to discover their passions and pursue a future of their choosing.

We evolve. We challenge ourselves to continuously question, adjust and improve in order to reach the highest level of achievement in everything that we do.

