



Strategic Plan Accountability Framework Report

November 2025

Division Highlights

The Division Highlights consist primarily of a detailed strategic plan summary from the DeKalb County School District (DCSD) Division Team Members for November 2025, outlining progress across six key goal areas. These goals focus on ***Student Academic Success with Equity and Access, School, Family, and Community Engagement, Recruit, Develop, and Retain Talent, Culture and Climate, Mental Health and Wellness, and Organizational Effectiveness***, providing specific examples of recent initiatives and achievements within each goal area.

Division Teams

- Access and Opportunity
- Accountability and Research
- Chief of Staff
- Community Engagement and Innovation Partnerships
- Curriculum and Instruction
- Finance
- Human Resources
- Instructional Technology
- Legal
- Operations
- Schools and Leadership
- Student Services
- Wrap Around Services

Strategic Vision and Governance

From 2023 to 2025, the DeKalb County School District (DCSD) made significant progress guided by its 2024–2029 Strategic Plan and input from over 11,000 stakeholders. The district strengthened accountability, raised graduation rates, expanded equity initiatives, and enhanced instruction, technology, and safety. Steering Committees are now in place under the guidance of Interim Superintendent Dr. Norman C Sauce, III to provide clear timelines, resources, budgets, and accountability.

Goal Area 1 Student Academic Success with Equity and Access



Strengthening instructional coherence and providing equitable access to resources are the foundational pillars of student achievement. By ensuring that every student receives high-quality, consistent instruction and the specific support they need to succeed, we create a system where potential can flourish. Our recent efforts have focused on unifying our teaching practices, expanding support systems, and preparing students for a complex future.

- Strengthened instructional coherence through CCVs, Data Wise studies, PLC cycles, and district coaching.
- Expanded academic leadership alignment via Operation Graduation, ESOL walks, and leader in school identification.
- Developed district-wide breakfast access initiative (ABC's SFN) and advanced operational audit planning.
- Delivered strategic plan monitoring updates to the Board.
- Increased assessment of readiness through CSIP training, ATC support, and Title I investments.
- Implemented a comprehensive School Counseling Readiness Program with high engagement.
- Freshman On Track data monitoring strengthened with newly hired GRASP counselors.
- Achieved 97% completion of EL Instructional Language Plans and conducted targeted Exceptional Education learning walks.
- Advanced literacy and math through C&I newsletter, ELA template redesign, math school recognitions, and root-cause analysis training.
- Continued CTAE/STEM project-based learning.
- Supported student mentorship, school innovation visits, and charter petition review.
- Ensured legal compliance for access to academic programs.
- Maintained technology support for instruction, digital tools, and AI Task Force guidance.



Creating a holistic support system for students requires building strong, collaborative relationships between our schools, families, and community partners. When we work in concert, we create an environment where students feel valued and supported both inside and outside the classroom. Our strategy is focused on fostering meaningful partnerships and ensuring communication is clear, consistent, and accessible to all.

- Strengthened community partnerships through Principal-for-a-Day, family events, parent engagement sessions, and Portrait of a Graduate walks.
- Distributed Strategic Plan posters districtwide to reinforce alignment.
- Supported major community safety and outreach events.
- Delivered accessible assessment information and CCRPI data to families and school communities.
- Conducted multilingual family services, SEEPAC meetings, and districtwide engagement events.
- Hosted cross-council PAC meeting and Curriculum & Cuisine nights.
- Expanded experiential learning through Junior Achievement and Environmental Education Partnerships.
- Advanced SAP engagement through 17 meetings and community sessions.
- Improved communication systems for policy updates and stakeholder access.
- Strengthened IT communication platforms, streaming support, and accessibility tools.



The quality of our school district is a direct reflection of the dedication and expertise of our educators and staff. A strategic focus on talent management is therefore critical to achieving every other goal in our plan. By investing in comprehensive development, providing high-impact professional learning, and building robust support systems, we ensure that our team is equipped and inspired to provide the best possible education for our students.

- Advanced hiring and retention systems through HR collaboration and job fairs.
- Delivered comprehensive leadership development through academies, one-on-ones, and coaching models.
- Expanded training on compliance, CCRPI, and data-informed leadership.
- Exceeded Wrap Around PL goals with 17% of staff trained.
- Launched senior advisor academy with data tracking tools.
- Delivered high-impact learning for gifted, ESOL, early learning, and school psychologists.
- Implemented AI-integrated instructional PD and STEM/science professional learning.
- Supported MTSS capacity building for new specialists.
- Prepared Access & Opportunity Learning Series for district leaders.
- Advanced legal symposium planning and staff compliance training.
- Enhanced DIIT support for onboarding, cybersecurity, and emerging technologies.



A safe, orderly, and positive environment is a non-negotiable prerequisite for effective teaching and student learning. When students and staff feel secure and respected, they are free to focus on academic growth and personal development. Our approach is multi-pronged, combining investments in physical security with proactive strategies that promote positive behavior and preparedness.

- Strengthened discipline, restorative practices, and crisis prevention systems.
- Supported safe and orderly environments at high-need schools.
- Completed PBIS readiness training for Cohort 9 and Tier I system training for principals.
- Installed Evolv and visitor management systems to enhance safety.
- Prepared the Georgia School Climate Survey rollout.
- Advanced vape detection site visits and planning.
- Conducted due process hearings, reintegration processes, and discipline team meetings.
- Provided 504 customer service training and de-escalation training.
- Increased district CPR/AED/First Aid certification and improved HPE engagement practices.
- Completed Look and Feel Projects and enhanced stadium safety coordination.
- Strengthened safety-related IT integrations and behavior monitoring tools.



DeKalb County School District is committed to supporting the whole child and the whole employee. We recognize that mental health and wellness are fundamental to academic success, professional fulfillment, and personal growth. Our strategy involves expanding direct support services, focusing on proactive prevention, and ensuring our staff feel supported in their own well-being.

- Delivered crisis prevention, SIP, and wellness initiatives across schools.
- Enhanced staff wellness learning and early identification of student support needs.
- Increased districtwide awareness of mental health components of the strategic plan.
- Hosted Accountability & Research retreat emphasizing well-being and collaboration.
- Expanded SAFE Center programs including yoga, mindfulness, mentoring, and wellness groups.
- Continued Raising Teens training and mental health support for staff.



Organizational effectiveness is the backbone of our entire strategic plan. Efficient systems, responsible financial oversight, and seamless cross-divisional collaboration are what enable the district to deliver on its promises to the community. These behind-the-scenes functions are essential for empowering our educators and school leaders to focus on their core mission: student success.

- Improved operational systems through coordinated CCV processes, MAP/benchmark preparation, 1st quarter CSIP monitoring, and enhanced district documentation systems (LevelData Grow, PLC data, SPAF priorities, PLO/ALO structures).
- Strengthened infrastructure and accountability through cross-divisional collaboration (C&I, Research/Accountability, HR, DIIT, Wraparound Services, Finance).
- Developed clear processes and timelines for division team members.
- Launched a cross-training initiative to maintain continuity, balance workloads, enhance employee engagement, and support succession planning.
- Collaborated with Athletics to reconcile and systematize Athletic Security pay through a new SOP.
- Conducted interviews for vacant administrative roles to be filled by January 5, 2025.
- Utilized Canvas and GALILEO resources in the gifted endorsement program to strengthen resource accessibility.
- Highlighted AP U.S. History teacher using Teams for daily lesson recordings and LiveSchool to support positive behavior.
- Prepared for the DeKalb Regional Science & Engineering Fair using district digital platforms to reinforce tech-aligned processes.
- Continued monthly monitoring cycle—project review, budgeting alignment, and vendor coordination to ensure responsible financial oversight.

- **Weekly collaboration among Athletics, Public Safety, and Facilities/Operations to ensure stadium and facility safety and maintenance.**
- **Ensured timely contract reviews for construction and facility improvements and maintained protocols supporting student safety.**
- **Strengthened legal protections in contracts supporting security initiatives.**
- **Oversaw billing compliance for legal vendors, ensured insurance and risk management programs protect district assets, and maintained compliance with applicable laws.**
- **Provided updates on network modernization (cabling, switching, wireless, connectivity) and conducted cybersecurity posture reviews aligned with SecureIT and AI Task Force guidance.**
- **Updated technology asset and device lifecycle dashboards to support transparency and reviewed vendor performance to increase operational efficiency.**

