

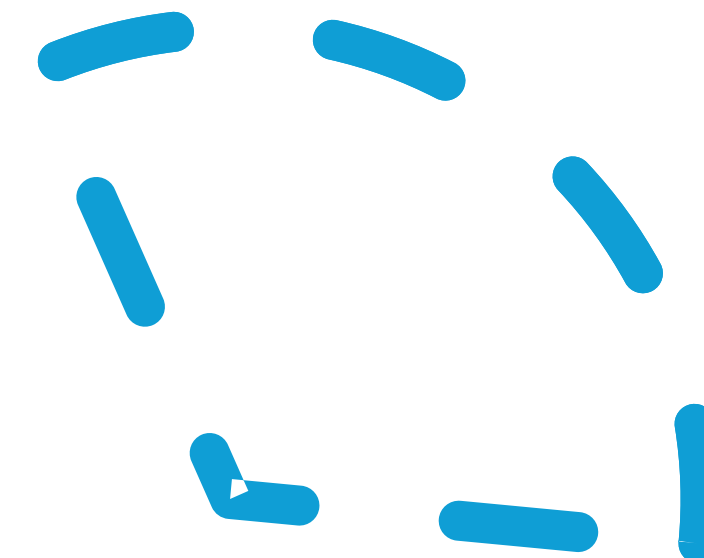
DeKalb County School District Strategic Plan Accountability Framework Report Updates

March 2026



This report synthesizes multi-departmental updates into a unified narrative of access, enrichment, partnership, and governance.





2024-2029

STRATEGIC PLAN

The Division Highlights consist primarily of a detailed strategic summary from the DeKalb County School District (DCSD) for March 2026, outlining progress across six key goal areas. This report provides a transparent update on the focused, high-leverage initiatives undertaken to achieve our district's mission and vision. It demonstrates how our collective efforts are strategically aligned to fulfill the promises of our Strategic Plan, holding us accountable for meaningful progress in every goal area.



STRATEGIC PLAN 2024-2029 SUMMARY

GOAL AREA 1



Student Academic Success with Equity and Access

- 1.1 Increase proficiency rates in literacy on district and state assessments for all students.
- 1.2 Increase proficiency rates in numeracy on district and state assessments for all students.
- 1.3 Increase the 4- and 5-year cohort graduation rates.
- 1.4 Ensure all students have equitable access to and support for academic programs and career pathways.
- 1.5 Improve student academic growth as measured by the College and Career Readiness Performance Index (CCRPI).
- 1.6 Enhance student proficiency in digital literacy skills using innovative technology.

GOAL AREA 2



School, Family, and Community Engagement

- 2.1. Strengthen family, school, and community engagement to establish clear, accessible, and relevant communication tailored to meet stakeholders' preferences.
- 2.2. Create opportunities for collaboration between the district, families, community partners, and businesses to foster partnerships to support district-wide initiatives.
- 2.3. Improve communication processes for stakeholders to ensure the flow of clear, timely, and relevant information.
- 2.4. Establish clear communication channels to effectively engage with multilingual families and provide equitable access to district and school information.

GOAL AREA 3



Recruit, Develop, and Retain Talent

- 3.1. Recruit and hire a diverse and highly qualified workforce that reflects a world-class, innovative talent pool.
- 3.2. Develop high performing staff to ensure quality teaching and learning outcomes, an innovative workforce, and visionary leaders.
- 3.3. Retain highly effective staff in critical needs positions to ensure the sustainability and efficiency of integral district programs and services.
- 3.4. Develop employee pipelines for key staff positions to ensure the long-term viability of essential programs and services.

DeKalb County School District

GOAL AREA 4

Culture and Climate

- 4.1. Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.
- 4.2. Implement restorative practice structures in all schools and increase the number of schools using Positive Behavioral Interventions and Supports (PBIS) programs each year.
- 4.3. Improve student attendance by creating a positive and engaging school experience.
- 4.4. Ensure all schools have staff trained in de-escalation techniques and Crisis Prevention Intervention (CPI) strategies.



Mental Health and Wellness

- 5.1. Create safe and supportive environments that promote positive mental health and wellness.
- 5.2. Increase awareness of factors that can impact mental health to foster well-managed learning environments.
- 5.3. Increase mental health support staff to improve classroom behavior and peer relationships.
- 5.4. Expand staff participation in mental health professional learning opportunities.

GOAL AREA 5

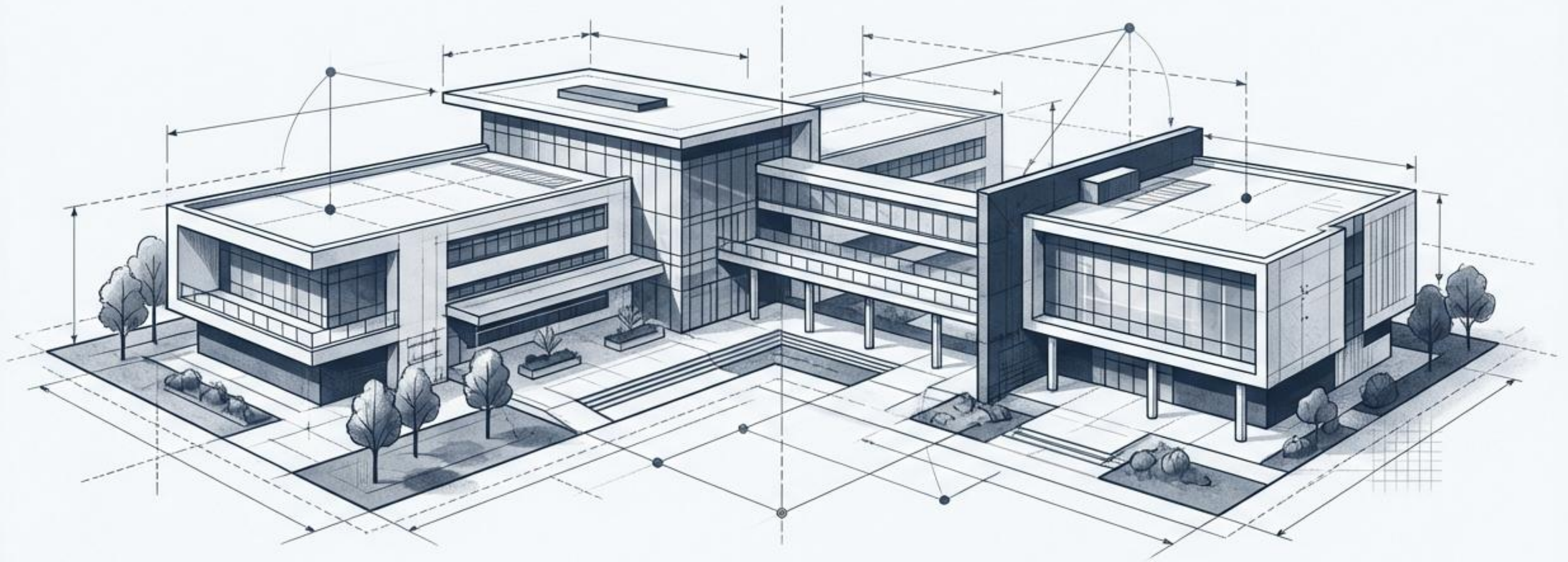


Organizational Excellence

- 6.1. Provide clean, safe, and efficient school facilities for all students.
- 6.2. Deliver safe and efficient transportation services to all students.
- 6.3. Deliver efficient school nutrition services and healthy meals to all students.
- 6.4. Improve and maintain a secure, accessible, and equitable digital learning environment for all students.
- 6.5. Ensure excellent financial management of district resources.

GOAL AREA 6





The Blueprint in Motion

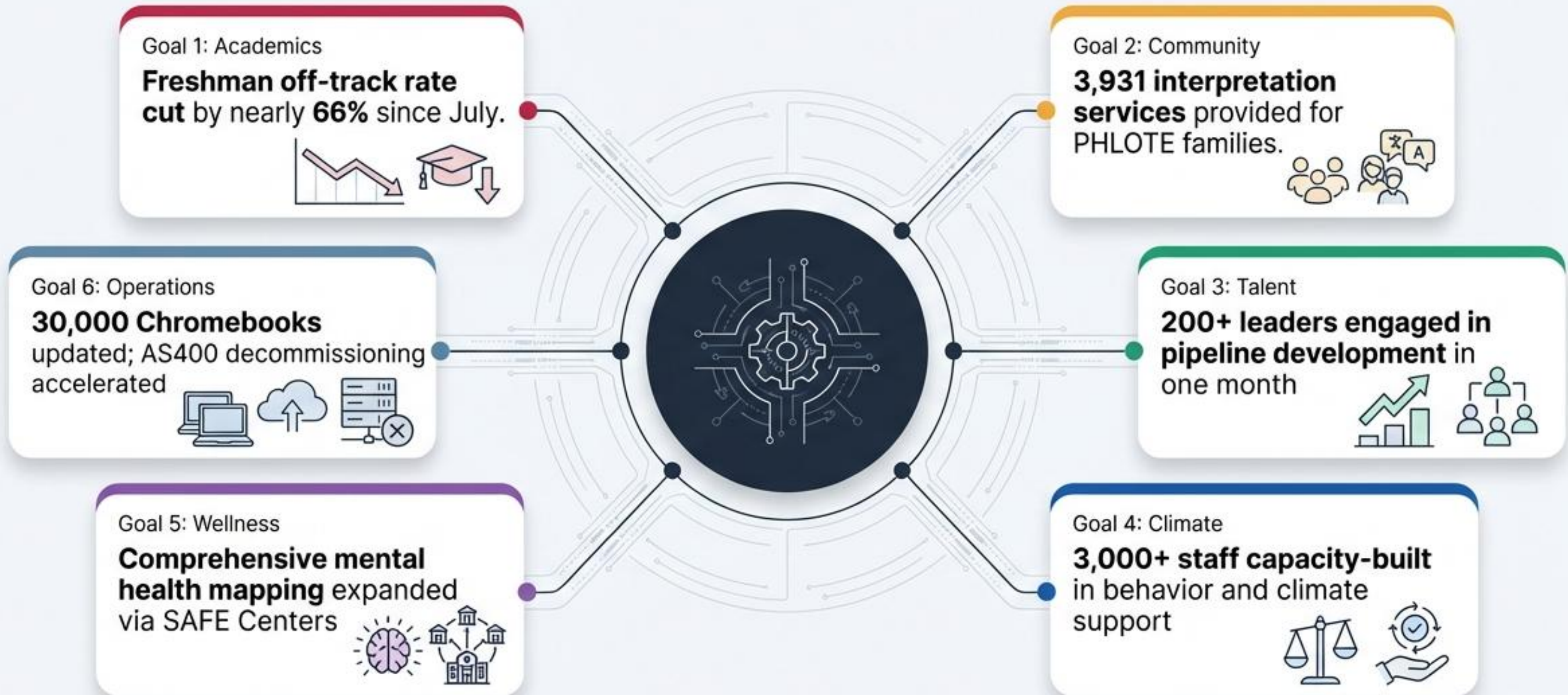
DCSD Strategic Plan Implementation



DeKalb County
School District

Accelerating Academic
Success through
Systemic Excellence.

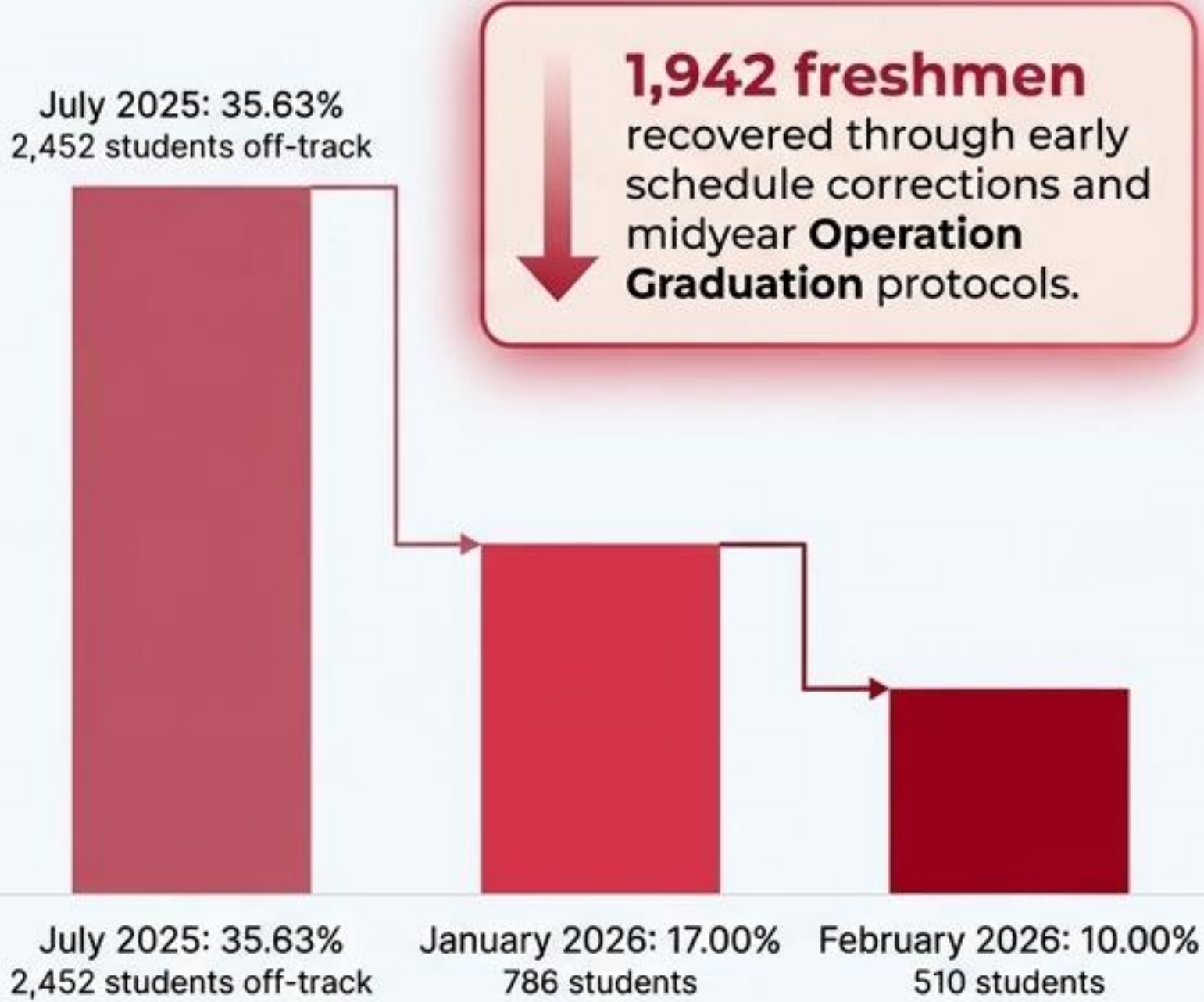
The Ecosystem Dashboard: Mid-Year Return on Investment



Core Takeaway: Mid-year interventions are producing undeniable, measurable gains across all interconnected systemic pillars.

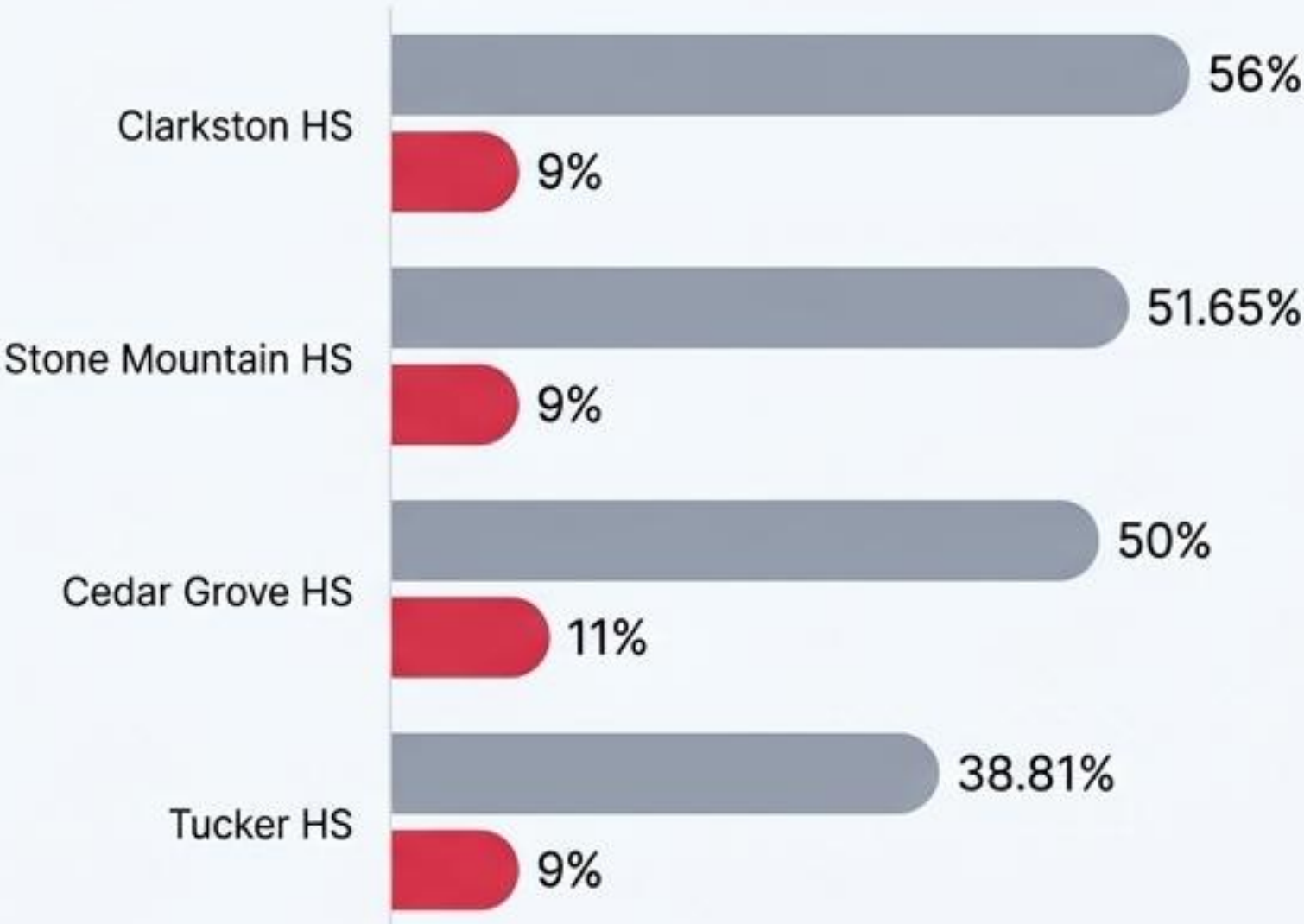
Goal 1: The Freshman Recovery Story

The Macro Impact

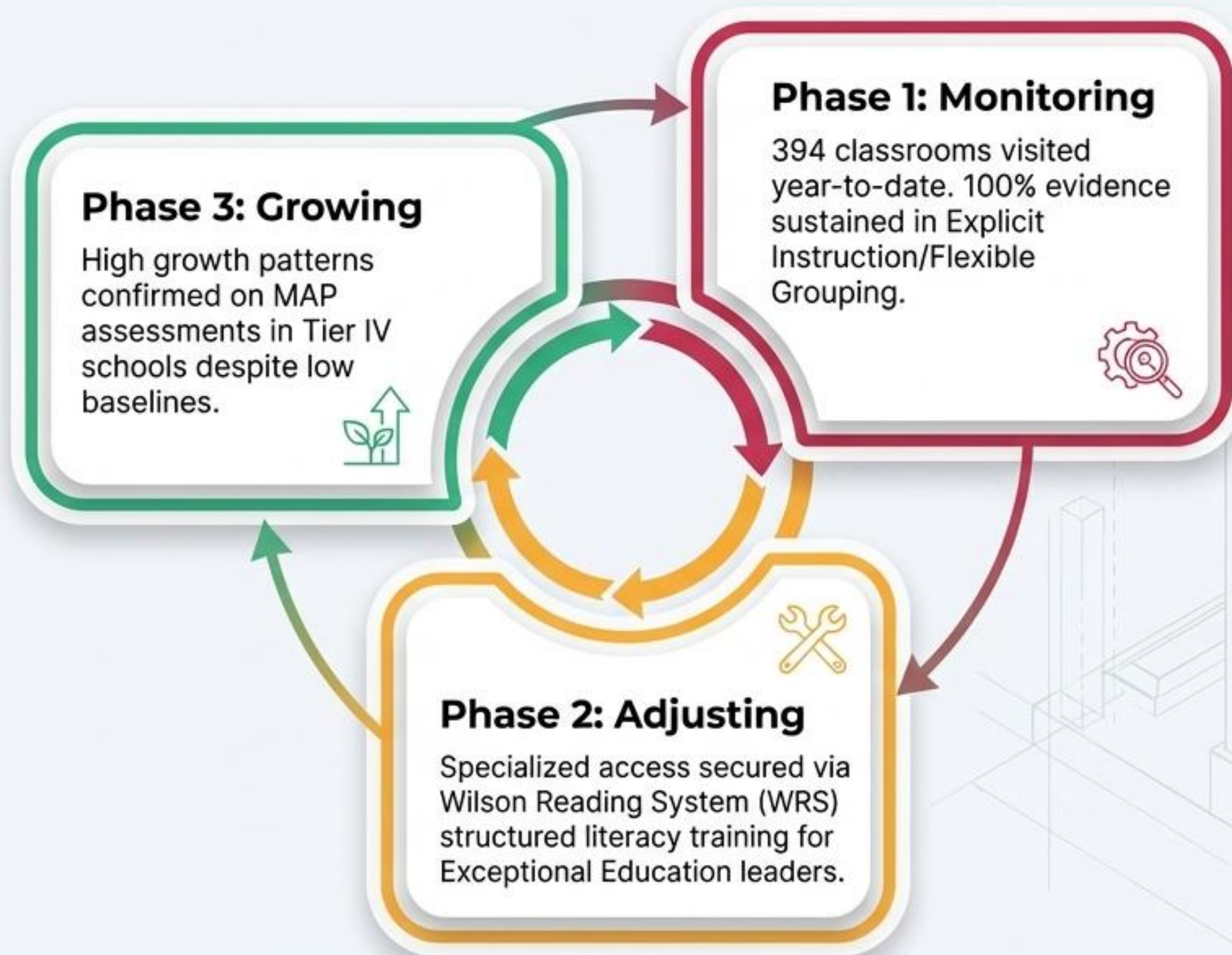


The Micro Turnarounds

Significant Improvement Sites



Goal 1: Driving Elementary & Literacy Gains



Instructional Impact Gauge



Goal 2: Amplifying Stakeholder Engagement

Digital Pathway

- Finalsite platform approval and ClassDojo partnership established.
-  **3,931** interpretation services delivered via the International Student Screening Center.

In-Person Pathway

-  400+ attendees at Gifted Education Information Night.
-  Near-sold-out capacity for STEM + Arts "Music Under the Moon" at Fernbank.
-  Parent Tech Cafés driving online assessment readiness.

Legislative Pathway

-  Active Board advocacy at the State Capitol.
-  Secured operational alignment with DeKalb House and Senate Delegations.

Student Voice Loop

Student Board feedback directly driving action plans for S.A.F.E. centers expansion and publication of a localized Student Concerns Dashboard.



Goal 2: The Mentorship Impact Matrix

Mentorship Program	Behavior (≤ 1 OSS)	Attendance	Grades (Pass Rate)	
MBK	98.2%	94.0%	94.7%	
OSK	99.5%	93.9%	93.4%	
FACE	67.1%	85.3%	85.8%	
Level UP	68.0%	93.2%	98.7%	
CIS	98.9%	93.0%	93.0%	

Diagnostic Insight: Peer and community mentorship yields exceptional compliance in behavior and attendance, directly translating to 90%+ course pass rates in core programs.



Goal 3: Building the Pipeline & Modernizing Capacity

Acquiring Talent

ASPIRE Launch

Grow-your-own teacher initiative for DCSD seniors.

Aggressive Recruitment

Future Forward & Metro RESA Fairs driving to March 7 District-Wide Fair.

Developing Talent

Field Placement

249 candidates strategically placed across 88 schools.

SIOP Canvas Rollout

220 enrolled in English Learners instructional training.

Science of Reading

95% Phase II completion rate, exceeding 90% EOY goal.

Tech Enablers

AI Cohort Launched

67.4% Surge

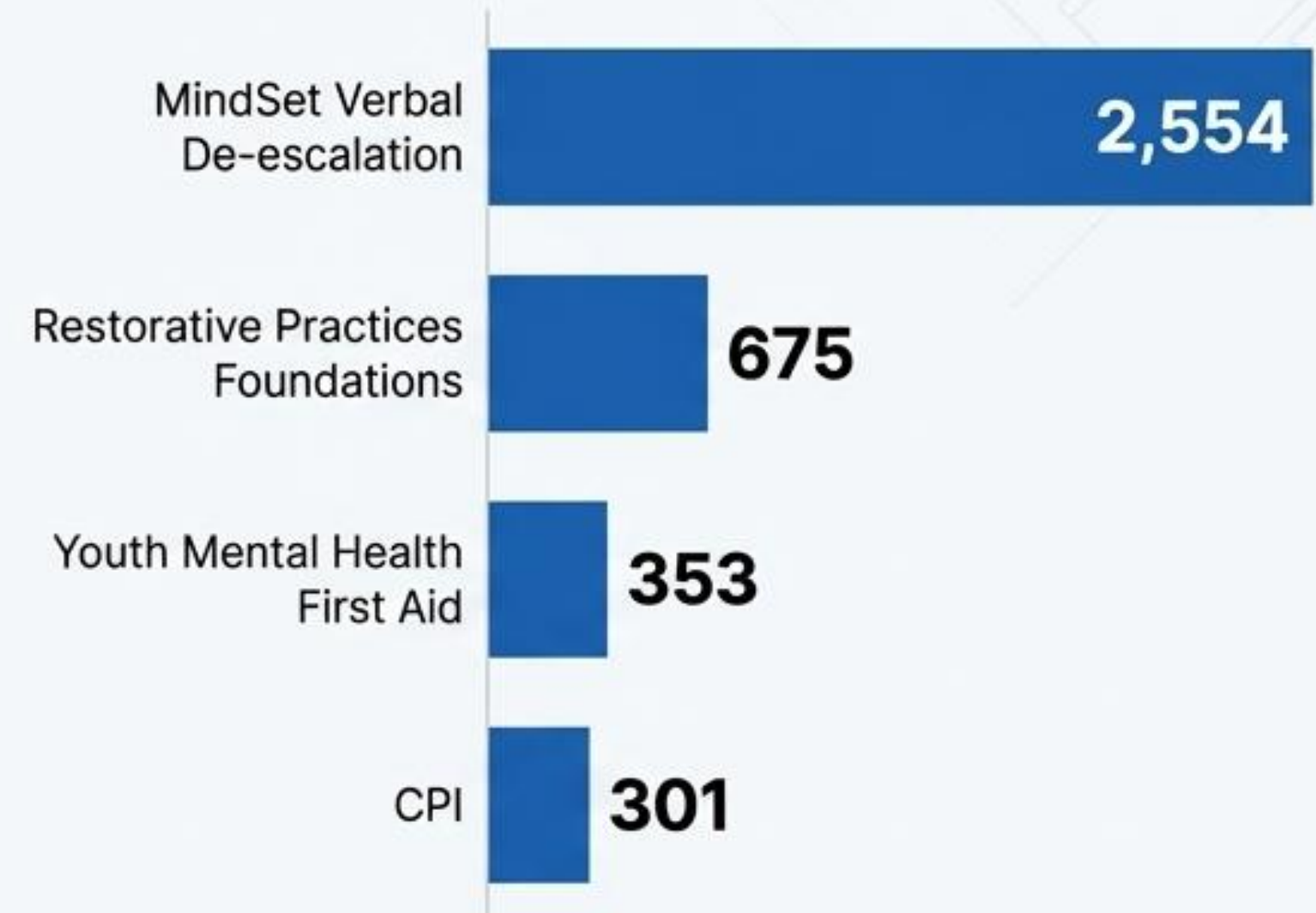
Increase in Cyber Smart training participation.

Goal 4: Safe & Supportive Environments

Halo Vape Detection Rapid-Response Rollout

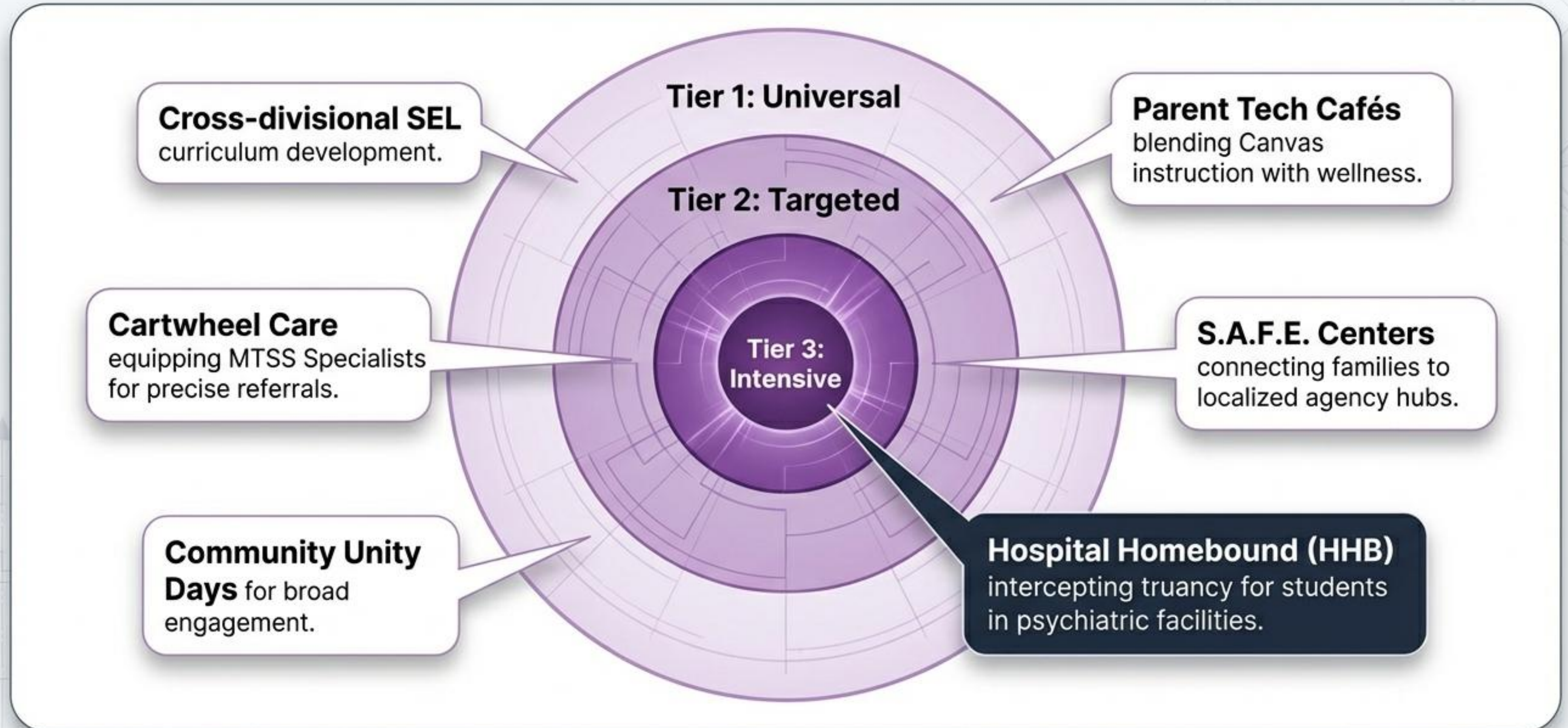


3,000+ Staff Trained in Support Protocols



Impact Reality Check: 100% of schools monitored, with three reporting absolute zero discipline incidents during the monitoring window.

Goal 5: The Integrated Support Net



Goal 6: The Operations Engine

IT Infrastructure

30,000

Student Chromebooks updated.

- Legacy AS400 system scheduled for definitive April decommission.
- Zayo bandwidth upgrades pre-tested.
- 39 confirmed phishing threats mitigated.

Finance & Resources

+10%

Title I spending velocity increase in a single month.

- Critical Medicaid reimbursement approvals secured for Q2 revenue.
- Munis vendor access segregation implemented for fiscal security.

Optimization & Compliance

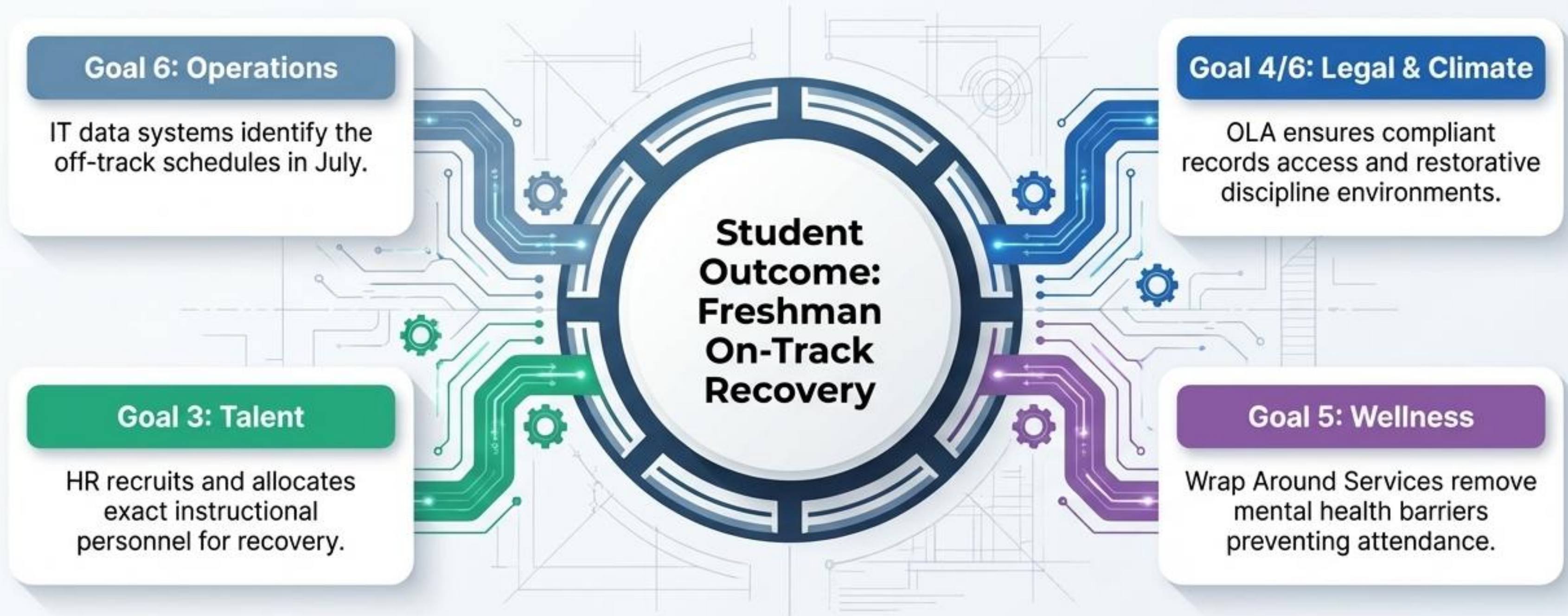
91%

Districtwide compliance for Section 504 annual reviews.

- Phase 1 building efficiency models released for Student Assignment Program.
- Online transition for 504 platform achieved massive operational milestone.



Synthesis: The Cross-Functional Blueprint



The DCSD strategic plan is fully integrated. Sustained academic wins are engineered through cross-departmental co-management.



Looking Ahead: Next Actions

Spring Testing Readiness

Leveraging 35 ATC school visits to finalize Georgia Milestones EOG/EOC prep and GAA administration.



Community Expansion

BioBuilders regional student research symposium launching at Cross Keys High School.



Strategic Horizon

Scaling the 6 Key Family Programs culminating in the district-wide Back to School Rally.



Community Readiness

BioBuilders regional student research symposium launching at Cross Keys High School.



Infrastructure Scoping

30+ targeted SPLOST summer IT and Operations projects actively being scoped.



**Sustaining
momentum from
intervention
to mastery.**





DeKalb County
School District