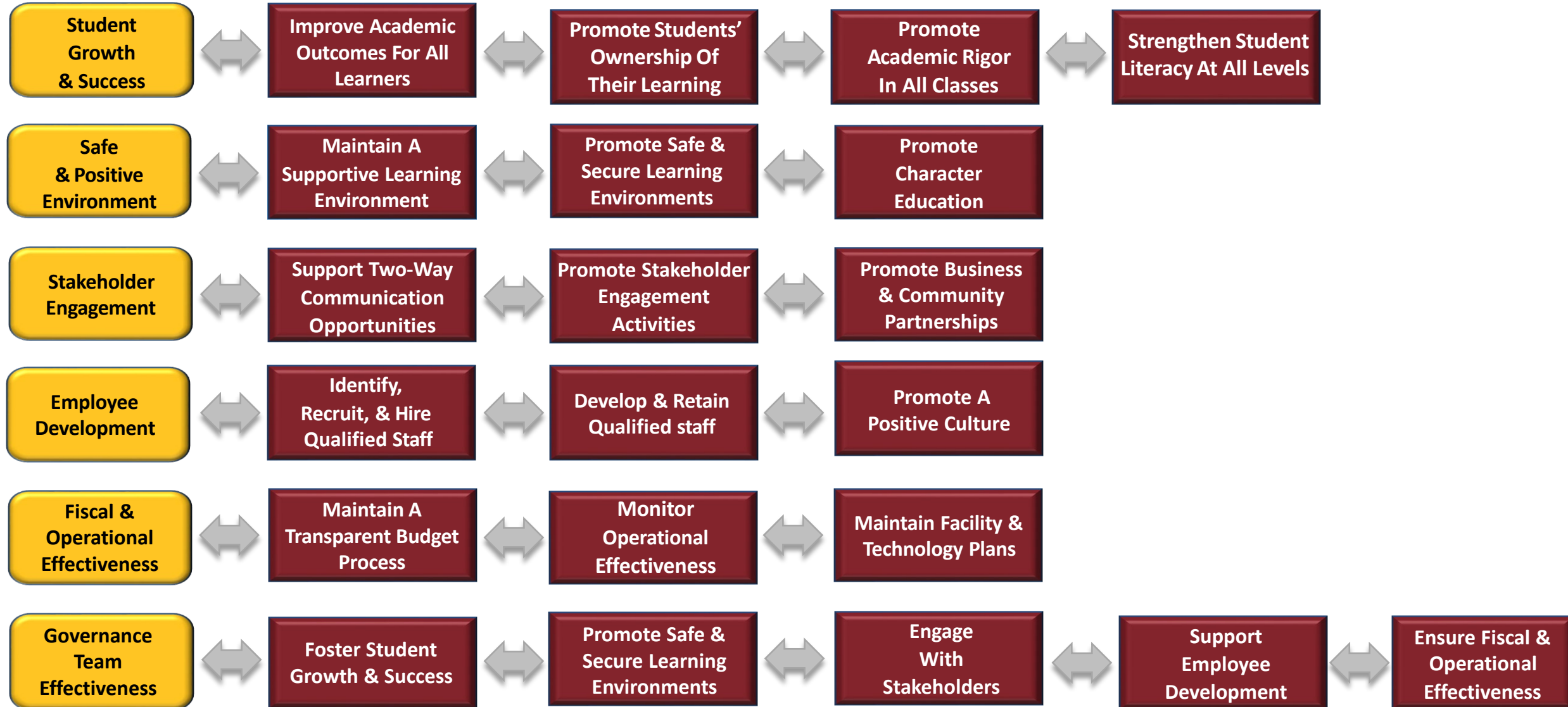


Mission All students will become independent, hardworking, lifelong learners capable of succeeding in a changing society through:

Dedicated Teachers & Staff
Safe & Orderly Environments

Community & Parent Commitment
Strong Leadership Committed to Excellence



Goal I. Student Growth-Achievement-Success

Empower students to have a voice in their learning and to be engaged in the process

Improve academic outcomes for all learners

- Provide universal screeners / assessments for progress monitoring (MAP, Amiria, etc).
- Align academic performance with assessments
- Assess and evaluate Tier I instruction in all classrooms
- Implement processes for GaMTSS
- Develop and implement short-term, formative common assessments
- Improve the Graduation Rate

Promote students' ownership of their learning

- Maintain Student Advisory Committees at all schools
- Promote student engagement in instruction (opportunities for students to be active members of their learning environment)
- Provide opportunities for individual student goal setting

Promote Academic Rigor In All Classes

- Expand opportunities for academic coaching and peer observations
- Ensure instructional planning follows the Georgia Standards of Excellence including curriculum maps
- Provide vertical and horizontal professional development for all educators through PLC's
- Provide opportunities that lead toward college readiness and careers

Strengthen student literacy at all levels

- Provide high quality instructional materials
- Ensure instructional practices align with Science of Reading
- Monitor student progress through formative and summative assessments to inform instruction

Goal II. Safe and Positive Environment

Promote a safe and positive environment for students and staff

Maintain a learning supportive environment

- Utilize positive behavior interventions via GaMTSS
- Recognize and incentivize desired behaviors
- Provide professional development on recognizing mental health needs of all stakeholders

Promote Character Education

- Monitor the implementation of the Character Education Plan
- Maintain incentives for the promotion of Character Education
- Involve the community, local businesses, and other organizations to promote Character Education

Maintain safe and secure learning environments

- Update emergency plans for all schools annually
- Provide annual professional development on all crisis management technology
- Maintain safety teams at each school
- Establish and maintain a Threat Assessment Team

Goal III. Stakeholder Engagement

Promote internal and external communication

Support opportunities for two-way communication

- Engage stakeholders through multiple platforms
- Conduct stakeholder meetings to encourage stakeholder participation
- Provide stakeholders a voice through different communication platforms

Promote Stakeholder Engagement Activities

- Advertise district and school activities on the district calendar
- Utilize multiple platforms to encourage communication
- Offer various parent engagement events based on students' needs (Gifted, Regular Ed, Students with Disabilities, FAFSA, etc.)

Promote business & community partnerships

- Promote work-force development opportunities through community partnerships and school-based
- Engage stakeholder partners through an annual career fair
- Cultivate partnerships through advisory committees
- Highlight the successes of Dade County Schools through marketing

Goal IV. Employee Development (Quality Workforce)

Recruit, hire, and retain an effective staff, ensure a positive work environment, provide professional development

Identify, recruit, and hire qualified staff

- Maintain uniform strategies to identify staffing needs
- Partner with local colleges and universities to recruit qualified candidates
- Conduct on-going substitute employee training

Develop and retain qualified staff

- Provide job-embedded professional development
- Recognize and promote employee excellence
- Provide mentors for new employees
- Pursue competitive compensation for all employees

Promote a positive culture

- Conduct and review exit interviews for continuous improvement
- Conduct annual employee surveys for strengths and opportunities
- Communicate employee expectations based on the organizational chart and evaluate adherence to roles and responsibilities

Goal V. Fiscal Accountability & Operational Effectiveness

Provide transparent budget processes

Maintain a transparent budget process

- Provide stakeholders with transparent board agendas with financial information including budget processes
- Provide stakeholders opportunities to attend open public meetings or view online budget hearings, tax meetings, and other fiscal information

- Share data with stakeholders through newsletters, annual reports, and social media
- Publish the budget calendar for the fiscal year on the district website
- Publish financial information on the district website

Monitor Operational Effectiveness

- Maintain a preventative maintenance schedule checklist for facilities
- Conduct bus inspections on all buses
- Conduct observations, utilize data, and financial efficiency of instructional resources throughout the school year
- Conduct quarterly bookkeeper meetings to provide support, transparency, and ensure compliance with all state and federal laws

Maintain facility and technology plans

- Utilize electronic maintenance and technology reporting system
- Monitor a facility plan to address equity
- Maintain a 5-year local facilities plan and ensure it is implemented to meet the needs as they develop
- Maintain a one-to-one technology ratio for all students
- Meet annually with a technology committee to discuss technology needs for students and staff

Goal VI. Governance Team Effectiveness

To ensure that the district remains in compliance with all federal, state, and local laws, regulations, and policies governing school operations

Foster Student Growth & Success

- Ensure that 100% of DCS students graduate with a purpose and a plan (3E Framework)
- Collect data on how students were provided guidance to reach their E
- Create district wide achievement goals that can be monitored
- Leaders will report to BOE 3 to 4 times annually using concise transparent data that will reflect gains and opportunities

Promote Safe & Secure Learning Environments

- Establish a long-term facilities plan with a goal of completing by spring of '26
- Repair concerns addressed at Davis with contingency funds
- Apply and approve FY'27 Capital Outlay Application for Davis Elementary

- Investigate adding personnel to maintenance for groundskeeping or sub-contracting out lawn maintenance

Engage In Whole Governance Team Trainings

- Provide name badges to be worn when representing Dade County Schools
- Attend meetings prepared to state researched opinions about any items to be voted on
- Support for the BOE will be encouraged by being as approachable and transparent in meetings as possible while staying within the board norms and protocols
- Begin taking IT staff to KWN interview following the regular scheduled monthly board meeting to be posted on the DCS Facebook page
- Host 3 annual retreats
 - Fall – focus on legal issues
 - Winter – day following GSBA Pre-Conference
 - Spring – finance training

Support Employee Development

- Participate in teacher / staff appreciation activities
- Respond to incidents as requested upon by the Superintendent

Ensure Fiscal Accountability & Operational Effectiveness

- Market E-SPLOST
 - Speak at local civic organization, American Legion, local churches and other faith based organizations
- Create E-SPLOST video to be posted on website and social media pages
- Strive to have a balanced budget – work to address any deficits
 - Allow attrition to happen with personnel when it does not compromise high quality instructional design