

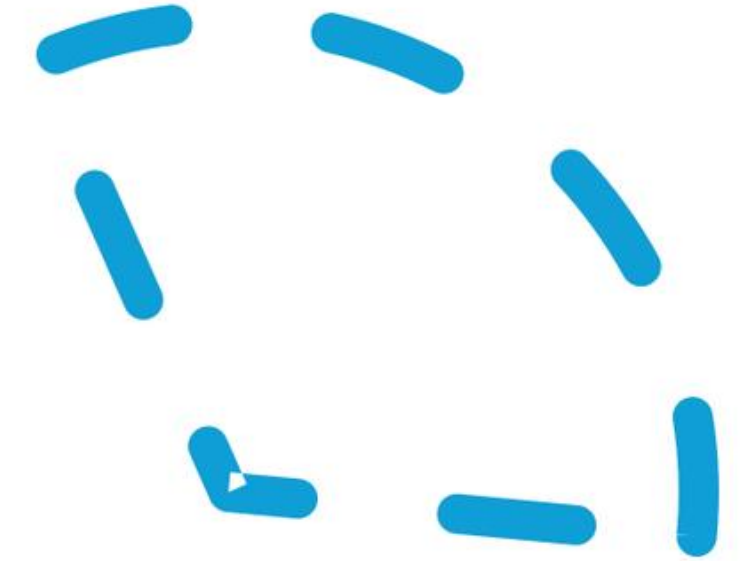


DeKalb County
School District



Forward Together: The Ecosystem of Student Success

Validating Momentum and Measuring Impact Across the DeKalb County School District



2024-2029

STRATEGIC PLAN

The Division Highlights consist primarily of a detailed strategic summary from the DeKalb County School District (DCSD) for *July 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

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.

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 4



GOAL AREA 5



GOAL AREA 6



Two Goals, One Unified Ecosystem

Goal Area 1: Student Academic Success with Equity and Access

Focus: Instructional Excellence, Early Literacy, STEM Pathways, and Workforce Readiness.

**Equitable
Outcomes
for Every
Scholar**

Goal Area 2: School, Family, and Community Engagement

Focus: Leadership Capacity, Wrap Around Services, Strategic Partnerships, and Student Voice.

Goal Area 1: Student Success with Equity and Access

Empowering Academic Success

Building the internal engine of instructional excellence, literacy, and future ready skills.





Elevating the Classroom Through Instructional Excellence

Educator Collaboration:
Building districtwide learning networks and sharing best practices.

Research-Based Practices:
Differentiated learning to increase capacity across all schools.

258

Educators attended the
Second Annual Next Level
Learning Conference

Strategic Planning:
Coaching school leaders on master schedules to maximize equitable access to rigorous coursework.

Equipping our teachers to ensure equitable access to high-quality instruction for every scholar.

The Science of Reading: A Comprehensive Literacy Strategy

Step 1: Human Capital

Targeted Coaching

36 new Literacy Coaches hired and strategically placed at highest need schools to guide K-3 foundational literacy.

Step 2: Universal Technology

Amira Tutor Integration

Meeting House Bill 307 requirements with universal literacy screening, dyslexia identification, and targeted intervention.

Step 3: Strategic Expansion

Scaling Success

Partnering with GaDOE and Amira Learning to expand access to grades 4-5 at federally identified schools at no cost.

Fernbank Science Center: Differentiated STEM Pathways



Marine Mavericks

Target: Middle/High School

Core Focus: How do human activities affect marine life?

Real-World Partner: Georgia Aquarium

Key Skills: Environmental stewardship, field laboratory investigations.



Ologist Discovery

Target: Elementary School

Core Focus: Becoming a different type of scientist every day.

Real-World Partner: Immersive classroom investigations.

Key Skills: Inquiry-based critical thinking, connecting science to real-world careers.



STARS Program

Target: Middle/High School

Core Focus: Developing the next generation of STEM ambassadors.

Real-World Partner: Zoo Atlanta & ID3 Group

Key Skills: Leadership, engineering careers, Oceanic Occupations.

Building the DCSD Talent Pipeline



Phase 1: Exposure

Event: Career Days

Data: 120+ students across 11 schools.

Focus: Trade, Industry, Facilities, and Construction. Expanding to Transportation and GIS in 2026-2027.

Phase 2: Experience

Event: Summer Internships

Massive statistics

Data: 1,000+ Applications received.

Selectivity: 10% Acceptance Rate (100 students selected).

Retention: ~90% Program Completion.

Phase 3: Outcomes

Result: Real-World Impact

Civil Engineering: Blueprint reviews and construction monitoring (e.g., Briarlake ADA improvements).

Sustainability: Student-led district audits evaluating 100 schools, identifying a need for 2,000 recycling bins.

Goal Area 2: School, Family, and Community Engagement

Empowering Our Community

Building the external support system of leadership, family partnerships, and community engagement.



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Leadership for the Future



Unified Vision

Event: District Summer Leadership Conference:
“One District, One Direction: Forward Together
for Results.”

Action: Fostering cross-divisional collaboration
and aligning instructional leadership across the
district.



Localized Support

35 Principal Listening and
Learning Sessions.

Action: Understanding individual school goals
and collaboratively determining the exact district
supports needed for students, families, and staff.

The Scale of Family and Educator Partnership

Language & Access

42,403

Language services provided to Primary Home Language Other than English (PHLOTE) families since June 2025 by the English Learners Department.

Psychological Services & MTSS

70,288

Collaborative consultations with educators, alongside 9,703 parent consultations and 10,207 MTSS Tier 3 meetings, driving data informed interventions.

Capacity Building

Data-Driven Engagement

Title I Parent Facilitators trained in leveraging data, dialogue, and partnerships to improve continuous school improvement and student outcomes.

Expanding Access: The SchoolSpace Platform



Listening to Our Scholars

The Process: 7 Student Recommendation Reports submitted to the DCSD BOE summarizing feedback on climate, wellness, and **long-range planning.**



Takeaway: Actionable feedback driving systemic changes, from expanding mental health supports to reducing testing related stress.

Synthesis: The Access & Opportunity Engine



The Metric: 80% of principals have completed professional learning on the Playbook (targeting 100%), equipping them to reduce disproportionalities.

The Loop: Leadership and Family Engagement (Goal 2) directly powers and sustains Instructional Excellence and Workforce Pipelines (Goal 1). One cannot thrive without the other.



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Momentum is a Catalyst, Not a Destination.

The data proves our strategy is working. The continued investment in our people, our platforms, and our partnerships will ensure every scholar in DeKalb County achieves lifelong success.

Forward Together.





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