

Dawson County Schools Strategic Plan 2020-2025

Presentation to the Board of Education on
September 8, 2020

2020–2025 Strategic Planning Process

*Partnered with Georgia School
Boards Association (GSBA) and
Georgia Leadership Institute for
School Improvement (GLISI)*

- Collective effort of community/business partners, board members, superintendent, district/school administrators, teachers, staff, students, and parents.
 - Community Engagement Meeting
 - Planning Team Meetings
 - Action Team Meetings
 - Online Survey
- Completed a S.W.O.T analysis with stakeholders.
- Reviewed various data sources and gathered input from:
 - Performance Data
 - Stakeholder input
 - S.W.O.T Analysis

Continuous Improvement Model



Strategic Improvement Planning Pyramid

2020-2025 Strategic Planning Process



2020-2025 Core Values

Dawson County Schools

One Dawson. Excellence Together.

Vision

To be an exemplary school district, preparing students for success.

Mission

To provide quality instruction and student support that results in preparedness for college, career, and life.

Commitments

- 1) Graduation for ALL students.
- 2) Providing a safe, supportive learning environment.
- 3) Cultivating relationships with students, families, schools and community.
- 4) Fostering a culture of engagement, innovation, and high expectations for student learning.
- 5) Providing extra-curricular activities and other opportunities, which develop life skills and positive personal growth.

Dawson County School District

2020-2025 Strategy Map

Student Performance & Growth

Improve rigor for all students

Increase student mastery of curriculum

Increase college and career readiness

Culture & Climate

Improve social and emotional learning

Improve positive behavior and supports

Improve stakeholder engagement

Learning & Growth

Acquire highly qualified and talented people for every position

Train/coach highly qualified and talented people for every position

Retain highly qualified and talented people for every position

Operational Excellence

Ensure effective and efficient operational processes

Ensure effective and efficient financial practices

Ensure preparedness for growth

Ensure processes and procedures that focus on safe and secure environments



Goal Area #1: Student Performance & Growth



- Performance Objective #1: **Improve rigor for all students.**
 - Increase the percentage of students meeting projected growth in the area of Language Usage on NWEA MAP
 - Increase the percentage of students reading at mid range Lexile level or higher on NWEA MAP
- Performance Objective #2: **Increase student mastery of curriculum.**
 - Increase content mastery in ELA - % of students scoring proficient or higher on NWEA MAP (3-8) and on post common assessment (9-10)
 - Increase content mastery in Math - % of students scoring proficient or higher on NWEA MAP (3-8) and on post common assessment (9-10)
- Performance Objective #3: **Increase college and career readiness.**
 - Increase the number of students enrolling in post-secondary education
 - Decrease the percent of students entering post-secondary that need remediation
 - Increase the number of students completing a pathway in CTAE, fine arts, and foreign language

Goal Area #2: Culture & Climate



- Performance Objective #1:
Improve social and emotional learning
 - Increase % teachers scoring proficient with implementing SEL standards using TKES
 - Increase % students “average” or higher on the SSIS SEL
 - Decrease % students engaging in suicidal ideation behaviors using GSHS
- Performance Objective #2:
Improve positive behavior and supports
 - Decrease % major office referrals
 - Decrease % students who experience bullying or threatening behaviors using GSHS
- Performance Objective #3:
Improve stakeholder engagement
 - Increase % of parents who feel connected to their child’s school using GaDOE parent survey
 - Increase % students & teachers who participate or attend engagement/learning events
 - Increase partnerships with members of the community, business, and IHEs

Goal Area #3: Learning & Growth



- Performance Objective #1: **Acquire Highly Qualified and Highly Talented People for Every Position**
 - ❑ Increase % of new hires who show proficient or exemplary on the evaluation system (TKES)
 - ❑ Increase % or maintain new hires who meet the criteria and training to be highly qualified for open positions
- Performance Objective #2: **Train/Coach Highly Qualified People for Every Position**
 - Ensure a quality new employee(s) mentor program is implemented and deemed to be of high quality by participants as measured by survey data. (New or New to Dawson County Schools)
 - Increase the number of leadership development opportunities as measured by the number of training offerings (Leadership Training Courses) Utilize professional learning summary form for data
- Performance Objective #3: **Retain Highly Qualified People in Every Position**
 - Increase % of staff retention rates as measured by yearly resignation for reasons other than retirement. Retain other than retirement. All teachers, exit survey

Goal Area #4: Operational Excellence



- Performance Objective #1: **Ensure effective and efficient operational processes**
 - Reduce energy consumption per square foot as measured by kilowatt hours and cost per building
 - Reduce the average age of transportation fleet as measured by the titles of the transportation fleet
 - Decrease the number of days to complete work orders for Maintenance and Technology as measured by Work Order Reports

- Performance Objective #2: **Ensure effective and efficient financial practices.**
 - Maintain unqualified audits as measured by the State Audit Report
 - Increase the number of financial practices professional development opportunities of administration, bookkeepers, and administrative support staff members as measured by the number of training opportunities available each year

Goal Area #4: Operational Excellence



- Performance Objective #3: **Ensure preparedness for growth**
 - Implement the new Dawson County ESPLOST VI Plan as measured by completed projects

- Performance Objective #4: **Ensure processes and procedures that focus on safe and secure environments**
 - Maintain School Nutrition Health and Sanitation Scores at 95 or better as measured by the Local Health Department inspections
 - Increase the number of safe schools professional development opportunities for staff members as measured by the number of training opportunities available each year

Dawson County Schools Strategic Plan 2020-2025

Once approved, the district will use the strategic plan to guide its work. The progress of the plan will be reported to the BOE on a regular bases.