

FY15 STRATEGIC PLAN SUMMARY OF PROGRESS

In the fall of 2013, the DeKalb County School District embarked on the development of a five-year strategic plan. The desired outcome of the DeKalb County School District Strategic Plan is to align the work of the District from the boardroom to the classroom for the purpose of increasing student achievement and the organizational effectiveness of the District. In December of 2013, the DeKalb County Board of Education approved the Strategic Plan (Vision, Mission, Motto, Beliefs, Goal Areas, and Performance Objectives) and its implementation began in earnest at the beginning of the FY15 school year.

Throughout the past several months, the District's Strategic Plan has been clarified, refined, and revised by each Division. According to O'Donovan and Flower (2013), strategic planning should utilize an adaptive strategy approach. This fluid approach will allow the District to implement the plan with fidelity and sustain structures for monitoring and accountability while remaining adaptive to changing national, state and county conditions.

A monitoring and data collection process for the District's Strategic Plan has been developed. Sessions with each Division were held in the fall of 2014 to determine what data would be collected quarterly and/or annually. In addition, a Strategic Plan Progress Check, built on the Continuous Improvement Cycle, has been developed and implemented. The Strategic Plan Progress Check includes the following components:

- **Plan:** Review the Goal Area, Performance Objective, and Initiative(s) that you are working on for this particular area. What have you completed? What can you celebrate?
- **Do:** What will you do to accomplish the next steps?
- **Check:** Are you getting the results needed to reach the Performance Targets? What are the challenges you are facing or anticipating?
- **Act:** What needs to change and /or improve to reach your Performance Targets? How will these changes demonstrate progress in this area?

Quarterly Monitoring was completed on March 31, 2015. The data from this monitoring cycle is attached. This data will serve as a checkpoint to evaluate progress toward reaching the 2014-2015 targets.

Opportunities will be provided throughout each school year to have Strategic Planning Divisional Sessions in order to communicate performance objectives, actions, successes, challenges, and needs with other Divisions. This will provide a forum to have collaborative, Cross-Divisional conversations, focused on the Continuous Improvement Process. The first Cross-Divisional Session is scheduled for August 2015.

A Focus Team, consisting of a Regional Superintendent, Principals, Curriculum and Instruction, School Leadership, and a GLISI representative has met several times in order to plan support needed to assist principals in creating the FY16 School Improvement Plans aligned to the Strategic Plan. Training sessions will be offered to all principals in July 2015. In addition, through the Wallace Foundation Principal Supervisor Initiative, a monitoring and accountability system of the local School Improvement Plans will be developed. Regional Superintendents will be trained and provided tools for implementation in June 2015.