Board of Education
Decatur Public School District #61

Date: May 22, 2018	**Subject:** Strategic Plan Presentation
Initiated By: Dr. Joshua Peters, Director of Curriculum and Instruction, Secondary and the Strategic Planning Committee	**Attachments:** Powerpoint
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:
We have had hundreds of people from the district and community that have come together to develop a 5-year strategic plan for Decatur Public Schools under the guidance of Dr. Lindsey Gunn and the Cambrian Group. The work they have put together is meant to drive the focus and decision of our district as we work to become the destination district of our region.

CURRENT CONSIDERATIONS:
The Administration and the Strategic Planning Committee recommend that the Board of Education approve the following components for the five-year Strategic Plan for Decatur Public School District 61:

Mission
The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by

- commitment to the whole person resulting in student growth and confidence
- relevant, innovative, personalized academic pathways that promote passion and pride
- a learning environment that fosters curiosity and the thirst for achievement and discovery
- a culture of diversity, adaptability, and resilience
- meaningful and lasting relationships
- extraordinary school and community connections

Beliefs
A strong school system creates a healthy community and enthusiastic community support is vital to successful schools. We believe that…

- The development of the whole person is essential.
- Equal opportunity requires that each person has the right and the ability to learn in a style and at a pace tailored to individual needs.
- The greatest success is achieved through valuing and incorporating ideas and beliefs of a diverse group of people.
- Learning and high expectations need not be limited by background and circumstance.
- Learning becomes more meaningful when it is connected to real-life situations.
- An optimal learning experience is built on meaningful relationships and a welcoming, physically secure, and emotionally supportive environment.
- Taking risks, overcoming setbacks, and celebrating successes lead to personal growth.

Strategic Objectives

- Each student will engage in a complete learning experience that develops the whole person and fully prepares them for their future.
- Each student will explore and develop their emerging talents and interests to fulfill their unique potential and live it with passion, courage, and confidence.
- Each student will respect, value, and embrace diversity.
- Each student will serve their community with pride, purpose, and passion.

Strategies

- We will ensure unique, innovative learning experiences for all students.
- We will ensure a student-focused environment that expands learning beyond the traditional expectations to engage students.
- We will establish a support network that will identify and address students' physical, social/emotional, and mental health needs to allow each student to reach their full potential.
- We will attract and retain talented and invested staff by ensuring they feel valued and supported.
- We will create and foster mutually beneficial relationships throughout the community.

Parameters

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will communicate clearly and honestly.
- We will practice responsible stewardship of all our resources.

Result Statements

Strategy 1: Results Statement 1:

- Develop a sequential program that builds from PreK-12 to result in all students following a learning pathway toward specific employable skills or education that supports their individual interests, passions and choice.

Strategy 1: Results Statement 2:

- Implement intentional learning experiences that develop each student's core academics, creativity, personal strengths and individual interests.

Strategy 1: Results Statement 3:

- Prioritize and support the building of staff capacity to deliver innovative learning experiences through enhanced time, team-planning, and professional development.

Strategy 1: Results Statement 4:

- Deploy a district-wide, "whole-student" approach that improves academic and social outcomes in the learning environment.

Strategy 2: Results Statement 1:

- Establish the desired climate and culture within each of the District's schools that successfully engages students to improve learning outcomes.

Strategy 2: Results Statement 2:

- Ensure buildings and facilities support the success of the educational process.

Strategy 2: Results Statement 3:

- Establish an environment to ensure the safety of all students.

Strategy 3: Results Statement 1:

- Identify and deploy a universal Social and Emotional Learning screening tool district wide.

Strategy 3: Results Statement 2:
- Identify and deploy social and emotional learning curriculum district wide.

Strategy 3: Results Statement 3:
- Increase resources for students with identified physical, social/ emotional, and mental health needs through innovative collaborations with community partners.

Strategy 3: Results Statement 4:
- Strengthen positive relationships among staff, students and families.

Strategy 4: Results Statement 1:
- Establish a strong and consistent mentoring program for all first and second year staff that includes non-district resources for support.

Strategy 4: Results Statement 2:
- Prioritize professional development to best prepare all staff to meet the needs of the district's diverse student population.

Strategy 4: Results Statement 3:
- Create social supports for all staff new to Decatur, including activities involving young and diverse professionals from other employers.

Strategy 4: Results Statement 4:
- Establish a mandatory Principal Leadership Institute for all current Principals and aspiring Principals.

Strategy 4: Results Statement 5:
- Utilize competitive and effective recruitment strategies to expand the pool of talent who are culturally, and racially diverse for all positions with an emphasis on community partnerships to ensure commitment and engagement.

Strategy 4: Results Statement 6:
- Offer competitive benefits and working conditions to attract and retain employees.

Strategy 5: Results Statement 1:
- Make every school a positive driving force for its neighborhood.

Strategy 5: Results Statement 2:
- Cultivate community partnerships at the individual building level.

Strategy 5: Results Statement 3:
- Support and incentivize residency within the boundaries of Decatur Public Schools for Decatur Public School employees and the area community as a whole.

Strategy 5: Results Statement 4:
- Collaborate with community partners to develop attractive housing communities within the boundaries of Decatur Public Schools for area young professionals and Decatur School district employees.

Strategy 5: Results Statement 5:
- Utilize community partners to plan and implement high quality Pre-K and early support services that are easily accessible to all children and families in Decatur Public Schools.

Strategy 5: Results Statement 6:
- Collaborate with Decatur area providers to create quality before and after school programs for Decatur Public School students.

Strategy 5: Results Statement 7:
- Create a workforce development cooperative within all Decatur Public Schools.

Action Steps will guide and assist in successfully achieving the Result Statements, but are not considered a component that needs Board approval.

FINANCIAL CONSIDERATIONS:
None at this time.

STAFF RECOMMENDATION:
The Administration and the Strategic Planning Committee respectfully requests that the Board of Education approve the Five-Year Strategic Plan for Decatur Public School District 61 as presented.

RECOMMENDED ACTION:
- **X** Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

DPS 61
Strategic Plan

May 22, 2018
Board of Education Meeting

Committee Members

- Dr. Paul Fregeau
- Adam Banner
- Leanne Brooks
- Nicole Cook
- Chris DeSanto
- Michael Dugan
- Julie Fane
- Jim Harris
- Cordell Ingram
- Brandon Jelks
- Aloni Jordan
- Cyndi Kraemer
- Duane McCoskey
- Ryan McCrady
- Shannon Mittleman
- Susan Niesman
- Bruce Nims
- Beth Nolan
- Jey Owens
- Sherri Perkins
- Raphaella Prange
- Dr. Dana Ray
- Ingrid Smith
- Charlotte Thompson
- Ronnisha Wilder
- Tony Wilkins
- Nola Wilkinson

Mission

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the destination district of our community,

is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society

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Strategy 1:

"We will ensure unique, innovative learning experiences for all students."

Results Statements

1. Develop a sequential program that builds from PreK-12 to result in all students following a learning pathway toward specific employable skills or education that supports their individual interests, passions and choice.
2. Implement intentional learning experiences that develop each student's core academics, creativity, personal strengths and individual interests.
3. Prioritize and support the building of staff capacity to deliver innovative learning experiences through enhanced time, team-planning, and professional development.
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Strategy 2:

"We will ensure a student-focused environment that expands learning beyond the traditional expectations to engage students."

Results Statements

1. Establish the desired climate and culture within each of the District's schools that successfully engages students to improve learning outcomes.
2. Ensure buildings and facilities support the success of the educational process.
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Strategy 3:

"We will establish a support network that will identify and address students' physical, social/ emotional, and mental health needs to allow each student to reach their full potential."

Results Statements

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Strategy 4:

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Next Steps

- Upon board approval tonight, then the district leadership and school board will determine which result statements would be assigned to year 1, year 2, year 3, year 4, and year 5 accordingly.
- During this time, Dr. Fregeau will also be going around to various community groups and organizations to share the adopted 5 year strategic plan.
- The plan will be placed on the district website.
- We will also have literature made that outlines the district's plan that we will be providing our patrons as well as handing out at our booth at the Decatur Celebration this summer.
- There will be an annual review to ensure progress and make any adjustments that may be necessary at that time.