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Strategic Plan Goal Area	Student Success with Equity and Access
Strategic Plan Performance Objective	Improve student's mastery of learning standards

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?

- Towers High School, Columbia High School and Salem Middle School were removed from the OSD eligible list.
- The Superintendent met with the Governor to share DeKalb's action plan for addressing the OSD eligible schools.
- Of the five elementary schools awarded the Governor's coveted Reading Mentors Program, four were OSD eligible elementary schools (Peachcrest, Oakview, Flat Rock, Montclair).
- Fourteen of the 22 DeKalb County high schools labeled either OSD, priority or focus had improved graduation rates for the class of 2015 with five of those schools achieving double-digit increases in graduation rate.
- Based on the 2015 CCRPI, 15 of the 26 OSD eligible are within a few points of being removed from the OSD eligible list.

DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- The Board of Education approved the OSD plan presented by the division of Curriculum and Instruction.
- Math initiative Year 2 was successfully implemented through a collaborative effort between K-12 content department and professional learning.
- Literacy initiative Year 1 was successfully implemented through a collaborative effort between K-12 content department and professional learning.
- STEM initiative Year 3 was successfully implemented and, as a result, 8 additional DCSD schools were designated as STEM certified schools (Chapel Hill ES and McNair Discovery Learning Academy were OSD schools that received designation). The certifying agency was AdvancED.
- Professional Learning Facilitators, MRESA, and district initiatives all converged to support the diverse needs of the OSD schools.
- Successful collaboration with the Career Council and the National Hispanic College Fair to deliver two district-wide college fairs focused on the Latino student and parent population.
- Delivered district-wide events inclusive of diverse learners fair, International Parent Conference and district-wide parent resource fair.
- Added a sixth Parent Center to support Region V parents.
- Taped 36 episodes of EngageMEnt Now! shows focused on topics relevant to parent and family engagement.
- Wrap-Around support including additional support to students (Student Success Tutors and Georgia Milestones Mentors) and other support including Post-Secondary Specialists, Student

Engagement Coaches, Student Success Coaches, English Learner Coaches, etc. was provided

- $140,000 from Title II funds was appropriated for recruitment and retention incentives and bonuses in core content, special education, and world languages (hard to staff areas).
- Partnerships were established with Georgia Tech, University of Georgia, Georgia State, Georgia Southern, MRESA, Discovery Ed and Lockheed-Martin.

CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

- Notable OSD eligible school achievement has been observed by the district, as measured by local and state assessments. While there have been notable gains, additional instructional opportunities are needed to support the District's turnaround school initiative.
- Differentiated, strategic plans have been developed to address the performance needs (leaders, teachers, students) of all OSD eligible schools.

ACT

What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

- Additional sources of funding, including federal grants, are being sought to support the robust plans.
- Lack of sufficient community partners to provide wrap-around services to support the social-emotional needs of students is a challenge. Once the partnerships are established, students will be better equipped to engage in instruction.
- Providing ongoing, sustainable and robust professional development aligned to the needs of the school; monitoring and accountability of instructional practices; and refinement of necessary resources based on end-of-year data.