

▶ A PARTNERSHIP FOR EXCELLENCE

As a community of educators, we are committed to excellence in every classroom and throughout our organization. We value stakeholder input and believe it is essential for the successful implementation of our Strategic Plan and local Comprehensive School Improvement Plans. As we work to achieve educational excellence, we are honored to partner with you to make it a reality for all.



DeKalb County
School District

Robert R. Freeman Administrative &
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STRATEGIC PLAN

2019-2024



 **DeKalb County**
School District

Mrs. Cheryl Watson-Harris, Superintendent

▶ VISION

To inspire our community of learners to achieve educational excellence.

▶ MISSION

To ensure student success, leading to higher education, work, and life-long learning.

▶ CORE BELIEFS

WE BELIEVE:

- ✓ In making sure every decision supports quality teaching and learning
- ✓ In ensuring we meet every student's academic, social, and emotional needs
- ✓ In embracing the cultural diversity of our community as a strength
- ✓ In holding everyone accountable for educational excellence



▶ PLAN DEVELOPMENT PROCESS

The 2019-2024 Strategic Plan was developed through a systematic and sustainable process that included engaging the DeKalb County community and all stakeholders in an analysis of the district's strengths, weaknesses, opportunities, and threats (SWOT) using an online survey and a series of engagement sessions. Through this collaborative approach, a robust, highly structured yet agile and adaptive Strategic Plan was developed. The mission, vision, core beliefs, goal areas, and performance objectives serve as our roadmap for the future, providing strategic direction for our district.

▶ OUR GOAL AREAS

- I. Student Success with Equity and Access
- II. Stakeholder Engagement and Communication
- III. Staff Effectiveness
- IV. Culture and Climate
- V. Organizational Excellence
- VI. Facilities

▶ IMPLEMENTATION AND MONITORING

Throughout the execution of the 2019-2024 Strategic Plan, the district will engage in quarterly reviews of the progress of current initiatives and action steps being implemented to reach performance targets. Annually, the district tracks the progress toward reaching performance targets through a published balanced scorecard located on the DeKalb County School District website.

At the local level, the principals and school teams will engage in ongoing sessions throughout the year to support the development, implementation, and monitoring of continuous school improvement efforts and to ensure alignment with the district Strategic Plan.

