



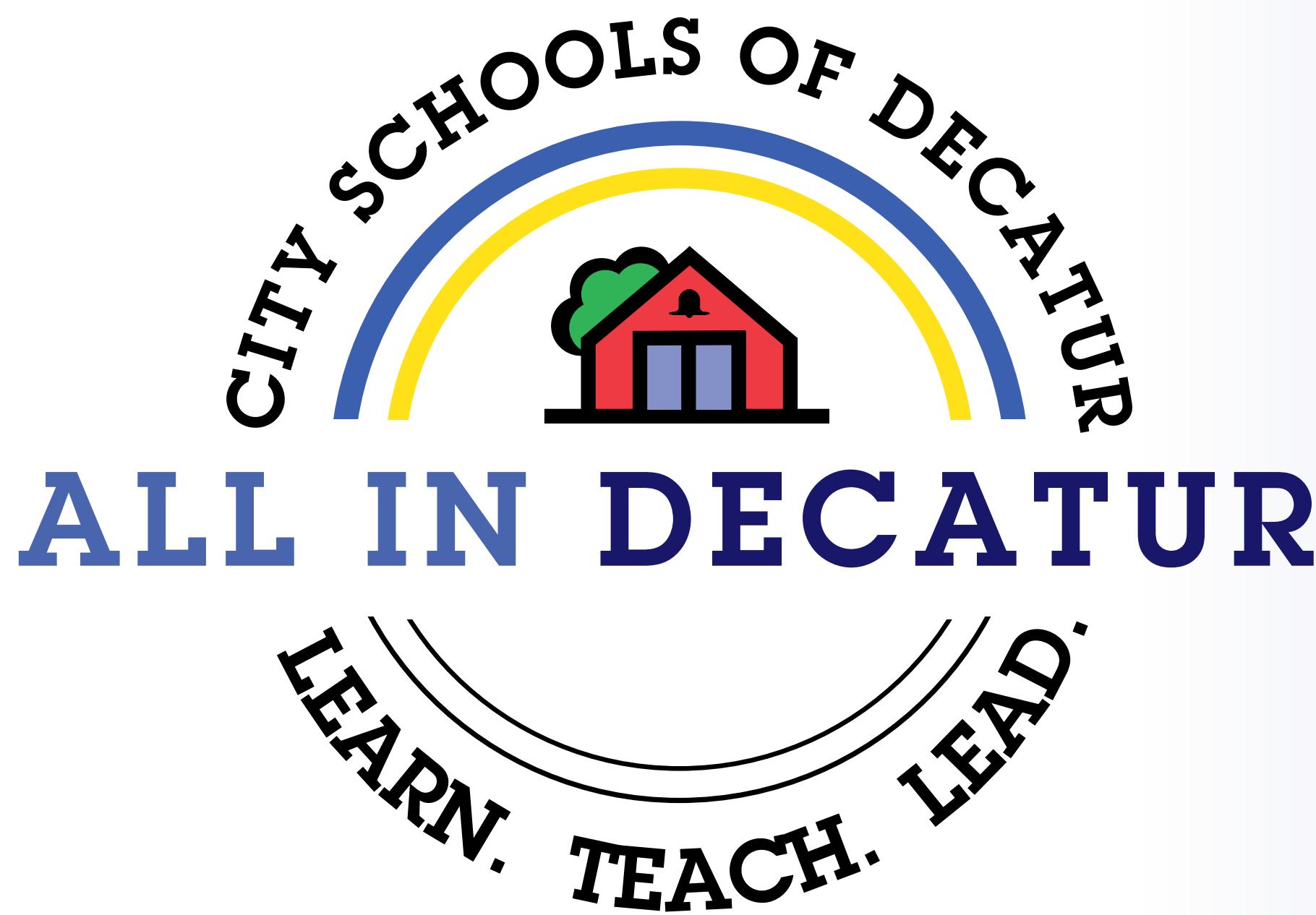
Five-Year Strategic Plan

Presented by Dr. Maggie Fehrman
March 8, 2023



Decatur, are you
ALL IN?





City Schools of Decatur's five-year strategic plan to bring out the best in our students, educators, families and city through outstanding, inclusive public education

Five Things to Know

The **All In Decatur** strategic plan:

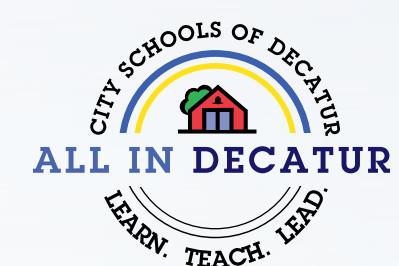
Recenters us
on students

Weaves
equity into
the fabric of
everything
we do

Reimagines
what school
looks like to
meet the needs
of ALL students

Creates a
space where
every student
feels included

Includes
input from
stakeholders
across
Decatur



► Five Things to Know

The **All In Decatur** strategic plan:

1. Recenters us on students
2. Weaves equity into the fabric of everything we do
3. Reimagines what school looks like to meet the needs of ALL students
4. Creates a space where every student feels included
5. Includes input from stakeholders across Decatur



Our Must Haves

This plan will guide us toward these non-negotiable benchmarks for success:

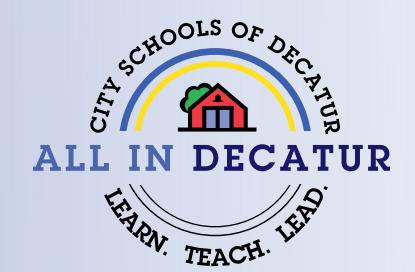
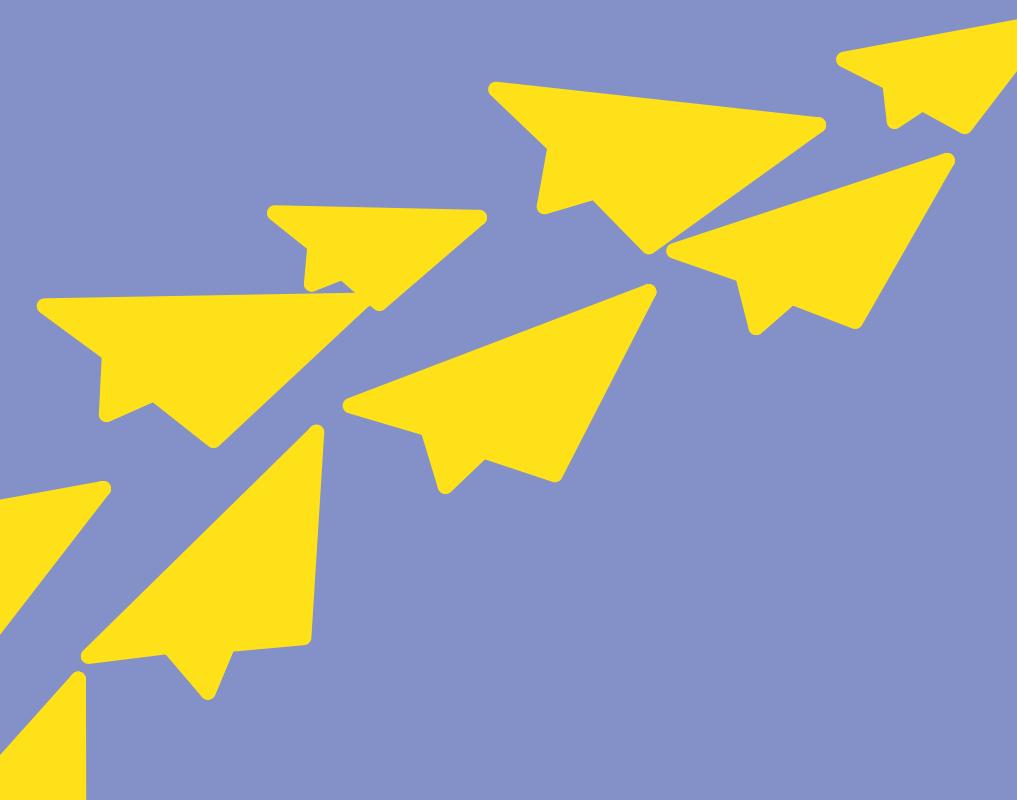
1. All scholars will be skilled readers by the end of third grade.
2. Every school environment will be inclusive for all students.
3. Every student will be safe, seen and successful.
4. Every student will have a high quality learning experience, because every teacher is a great teacher.



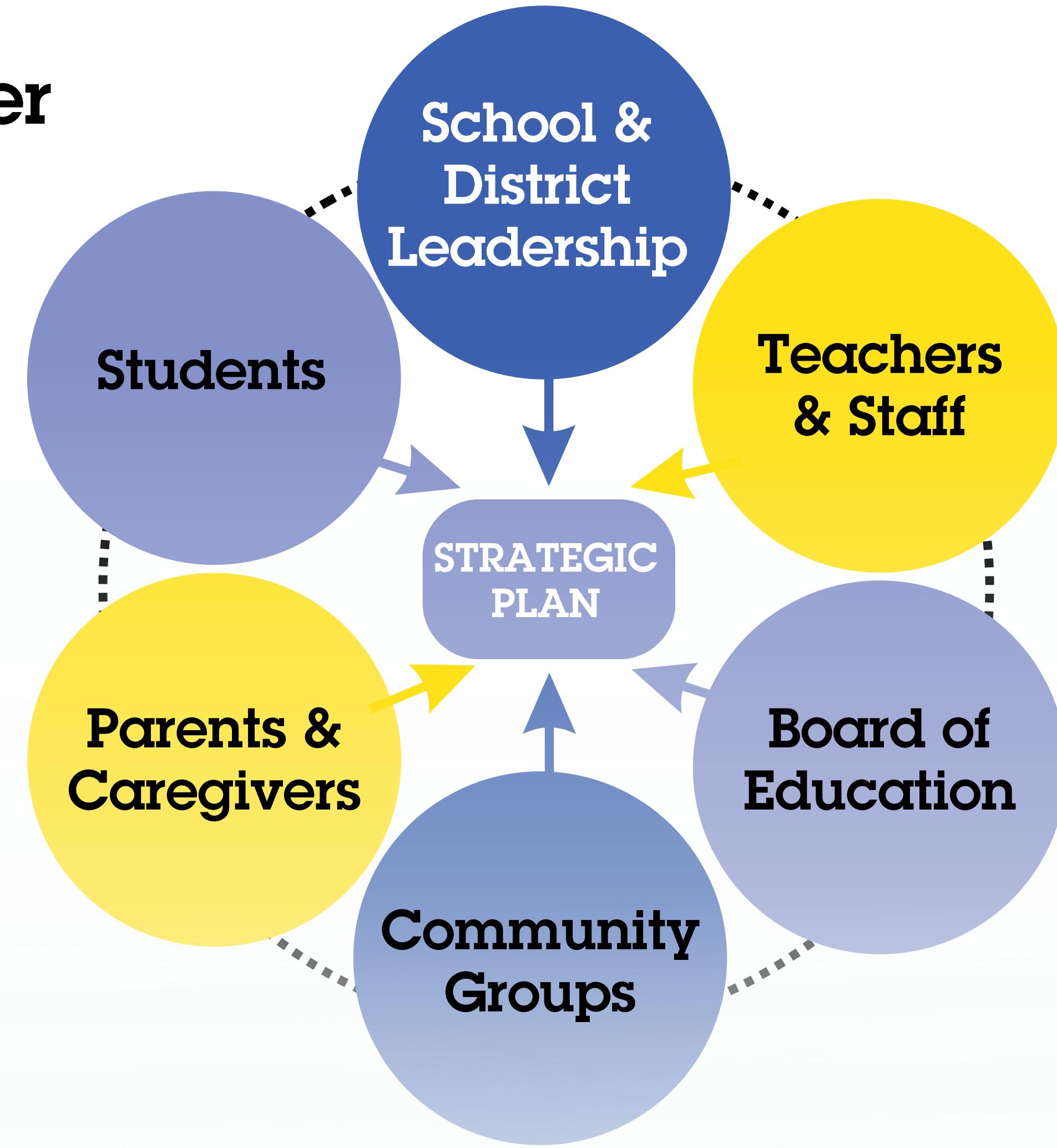


How We Developed the Plan

OUR WHY



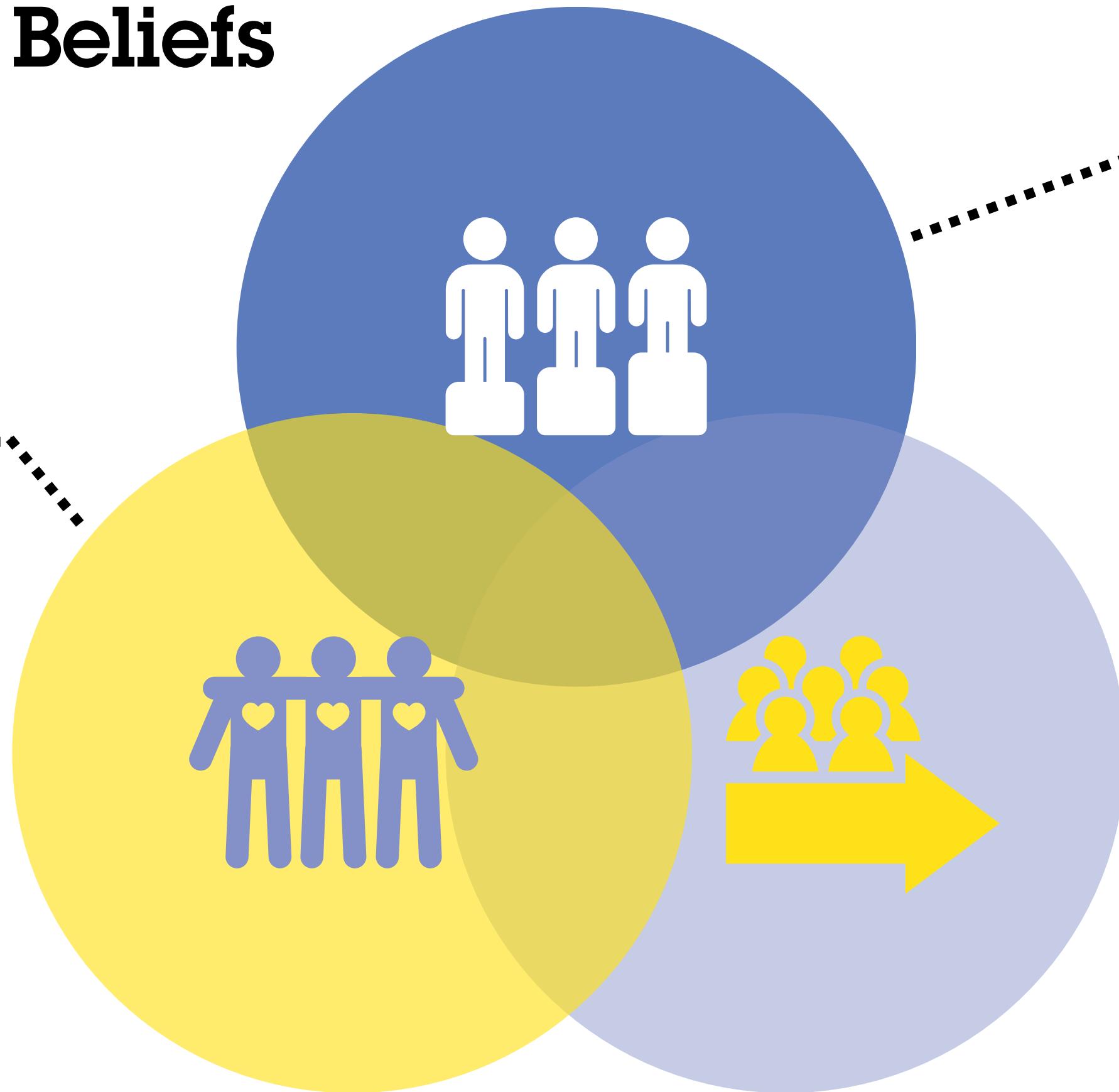
Stakeholder Groups



Three Core Beliefs

Whole Learner Development

CSD is committed to ensuring the social, emotional, cognitive growth, and mental health of each student. We also believe that our schools must unearth the gifts and talents of our students while adjusting to the needs of our students rather than forcing our students to adjust to the system.

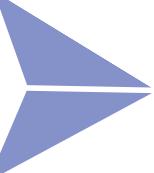


No Learner Marginalized

When we say ALL, we mean ALL, with a deliberate focus on investing in students of color who have been historically marginalized the most. CSD will serve as a national model for anti-marginalization and systemic equity.

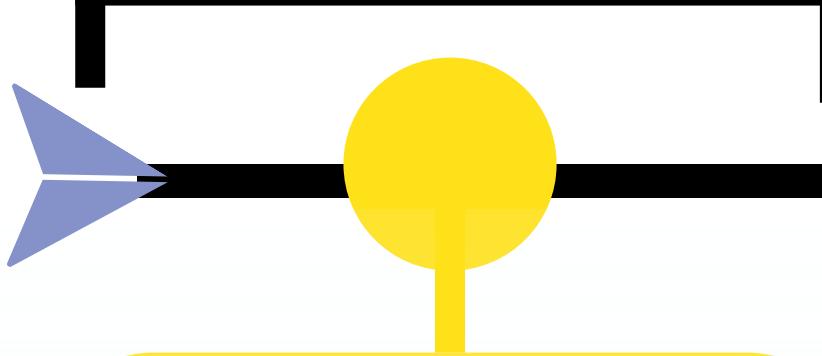
Future Driven

CSD recognizes that the current school model was born out of the 20th Century industrial education model and that those practices and skills need to be updated. We continually ask, Are we preparing students for "our past" or "their future?"



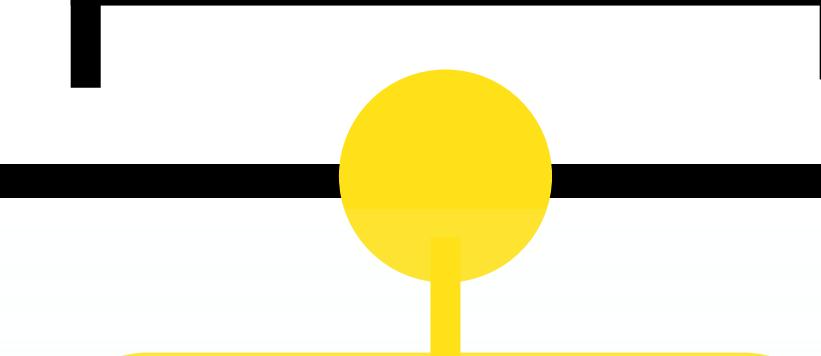
Timeline

Preliminary Planning



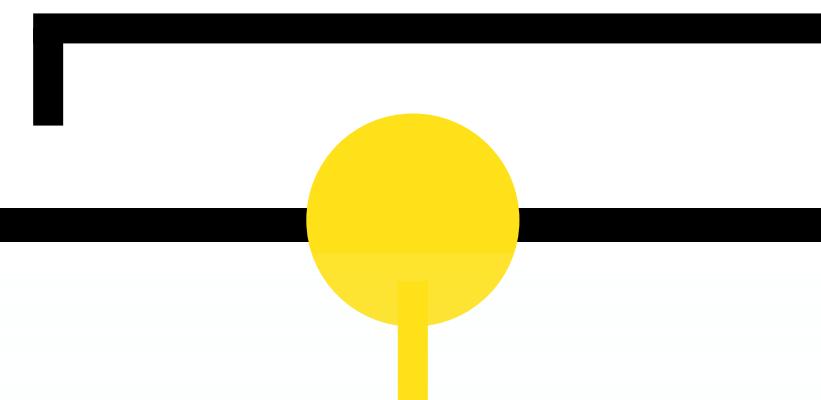
The board charged CSD to lead the district in the development of a new strategic plan. The board then selected GSBA and GLISI to facilitate the design.

Community Engagement & Research



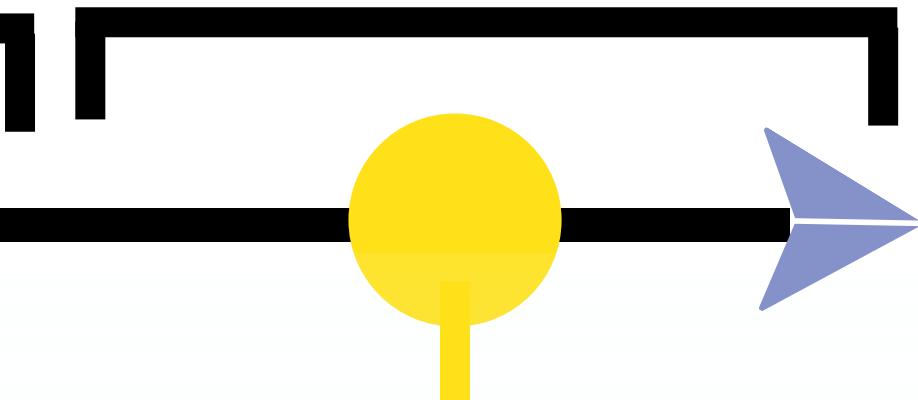
Stakeholders participated in several opportunities, including a Community Engagement Meeting and Community Survey to provide feedback on CSD's strengths, opportunities, weaknesses and threats.

Plan Development



The Planning Team reviewed the data from the SWOT analysis to build our strategy map. The Action Team developed performance measures, initiatives, and action steps to ensure the plan was ready for implementation for the start of the 2023-2024 school year.

Approval & Implementation

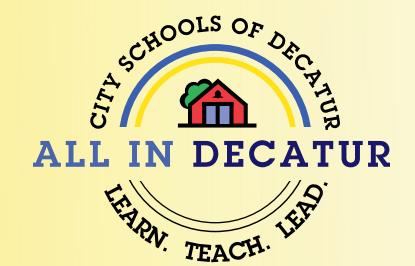
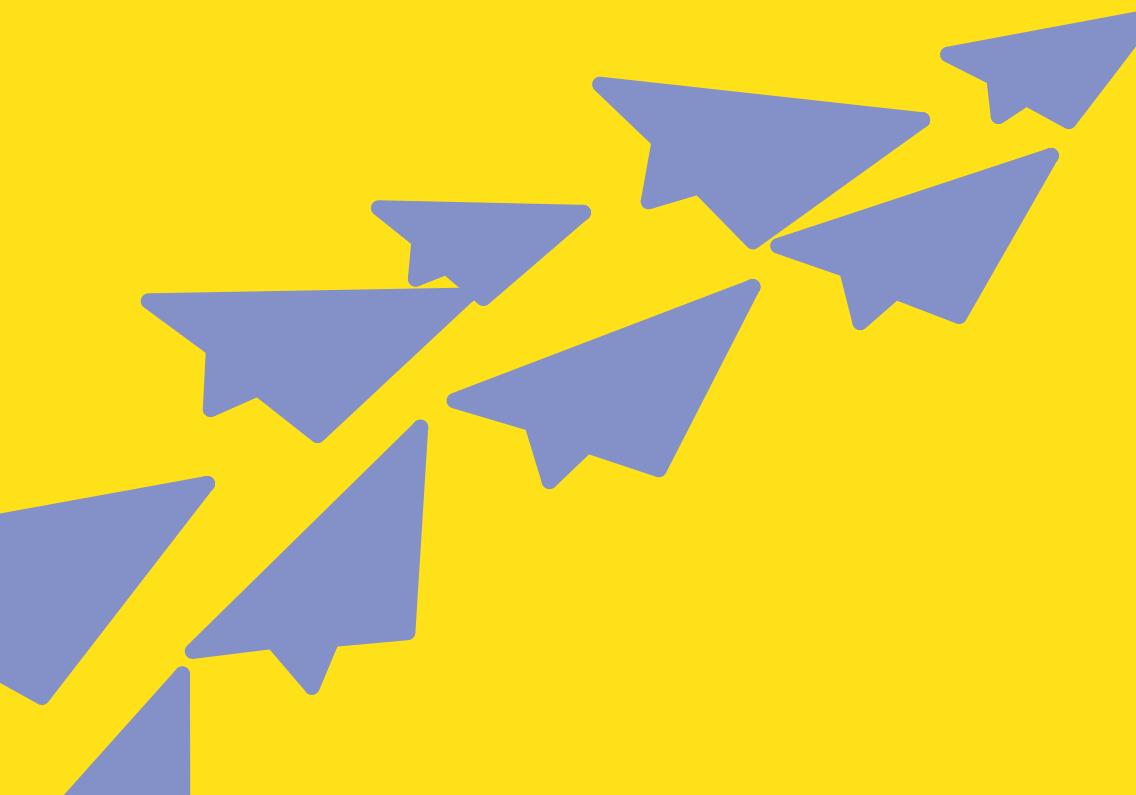


The Action Team finalized the recommendations for the strategic plan. The Board of Education will hold a vote on March 14. Following approval, the CSD team is ready to implement this new 5-year strategy.

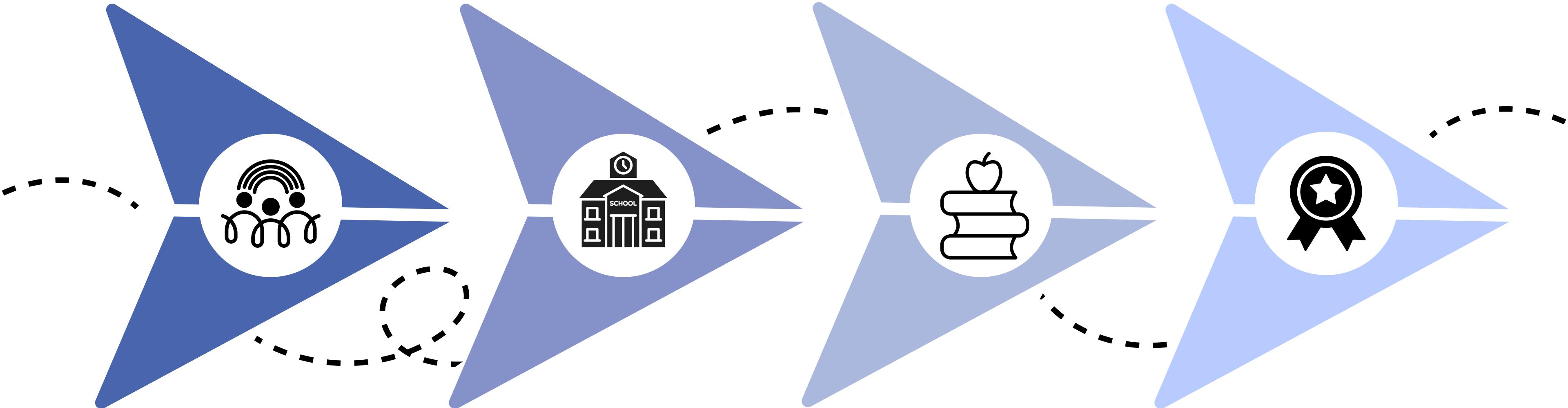


Strategic Accelerators

OUR HOW



Four Strategic Accelerators

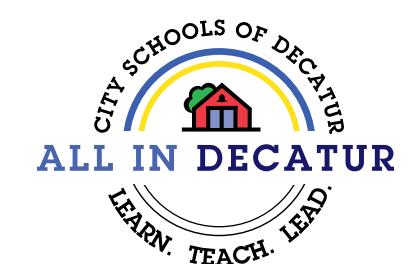


**Building and Sustaining
an Engaging and
Inclusive Culture**

**Organizational
Effectiveness &
Excellence**

**Cultivating and
Retaining Quality
Professionals**

**Student Success
In All Areas**



Building and Sustaining an Engaging and Inclusive Culture





Building and Sustaining an Engaging and Inclusive Culture

The CSD Cultural Experience: Connections, Culture, and Community (C3)

Purpose:

To ensure CSD has the systems, processes, and resources in place so that:

All members of the CSD community report:

- Having a sense of belonging that ignites a passion for learning and contributing to the achievement of CSD's Vision and Mission
- Feeling safe, valued, and heard in all CSD settings and locations
- Experiencing a positive culture and climate that values students, staff, families, and community partners
- Having equitable access to extracurricular athletics, activities, clubs, and aftercare opportunities
- Being well informed and knowledgeable about CSD processes and procedures

Outcomes:

By implementing this initiative we will:

- Achieve our Priority Student Outcomes
- Amplify student voices and intentionally engage and center marginalized voices
- Foster rich connections with all stakeholders
- Expand and diversify offerings and access to athletics, activities, and clubs
- Maximize community partnerships for affordable and accessible PK-12 extracurricular opportunities
- Employ functional data-based system to assess implementation, impact and fidelity of our district wide culture and climate initiatives



Organizational Effectiveness and Excellence





Organizational Effectiveness and Excellence

The CSD Sustainable Experience: Future Ready Classroom

Purpose:

To ensure CSD has the systems, processes, and resources in place so that:

Every CSD classroom, common space, office space, and facility is:

- Safe and healthy
- Universally accessible for every member of our community
- Eco-friendly and sustainable
- Fully-equipped with modern technology
- Designed for students to actively engage in learning
- Financially sustainable

Outcomes:

By implementing this initiative we will:

- Achieve our Priority Student Outcomes
- CSD will provide our students a future-ready classroom while reducing the environmental burden on our environment
- Create and sustain excellence and transparency in financial operations and decisions
- Ensure every student and employee has equitable access to technology resources
- Monitor and implement an environmentally friendly long-range facilities plan
- Enhance safe and universally accessible learning environments



Cultivating and Retaining Quality Professionals





Cultivating and Retaining Quality Professionals

The CSD Staff Experience: From Hire to Retire

Purpose:

To ensure CSD has the systems, processes, and resources in place so that:

All CSD staff are:

- Actively and meaningfully engaged in working toward the success of CSD's vision and mission
- Represented equitably at all levels of the organization
- Provided the training, coaching, and resources to be highly effective in their current role and opportunities for advancement
- Compensated at a competitive level
- Celebrated for their successes
- Highly satisfied in their role

Outcomes:

By implementing this initiative we will:

- Achieve our Priority Student Outcomes
- CSD will be nationally known as a premier district where all staff thrive
- Consistently use equitable hiring practices
- Attract and retain diverse human capital
- Address relevant and appropriate professional currencies
- Prioritize and invest in anti-racist and relevant professional development to create and sustain a pervasive equity focused culture that eliminates bias and racism in all CSD spaces.



Student Success in All Areas





Student Success in All Areas

The CSD Student Experience: Preparing to Lead a Better World

Purpose:

To ensure CSD has the systems, processes, and resources in place so that:

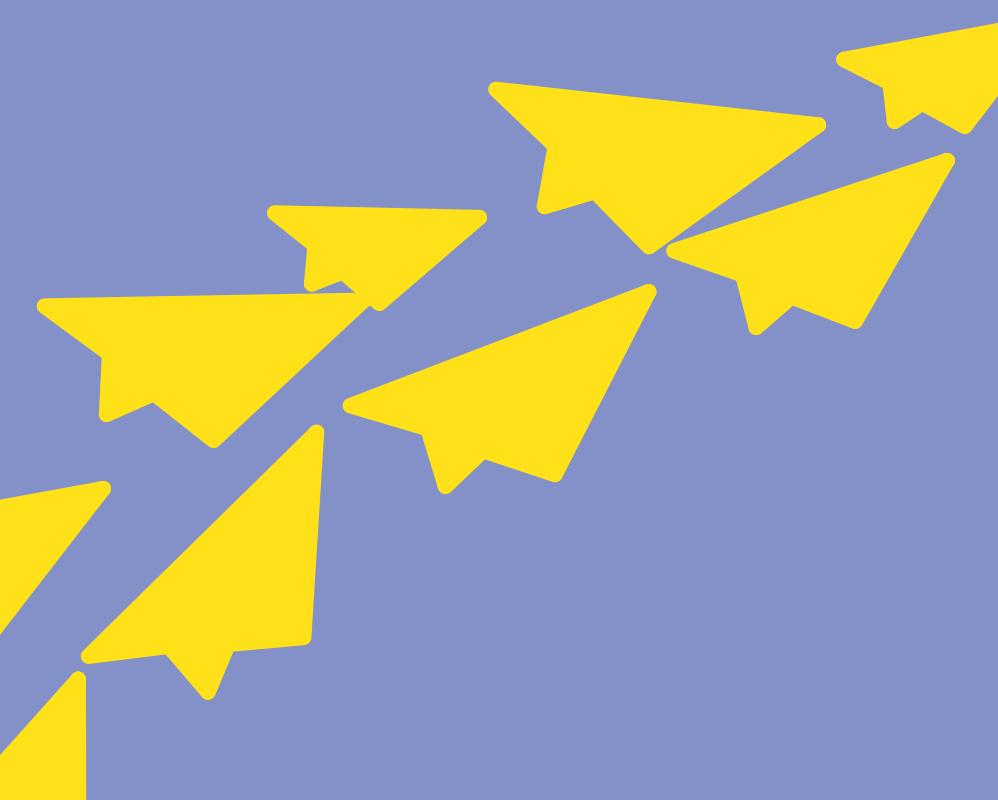
All CSD students are:

- Prepared to successfully take the next step in their life journey at any time before or after graduation
- Aware of the importance of civic engagement and cultural humility
- Reaching the highest academic achievement levels
- Eager to attend school
- Able to thrive and find joy in every CSD learning space

Outcomes:

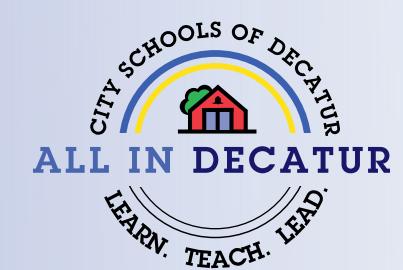
By implementing this initiative we will:

- Achieve our Priority Student Outcomes
- Provide and deliver an engaging curriculum through quality instruction and equity.
- Increase mastery of Standards+
- Provide relevant and meaningful assessments
- Embed career and college preparedness in diverse ways
- Increase student wellness



Priority Student Outcomes

OUR WHAT



Priority Outcomes

①

CSD will cultivate scholars to become leaders who live healthy, self-sufficient lives, be life-long learners, participate in productive civic engagement, and feel fulfilled in their careers.



Priority Outcomes



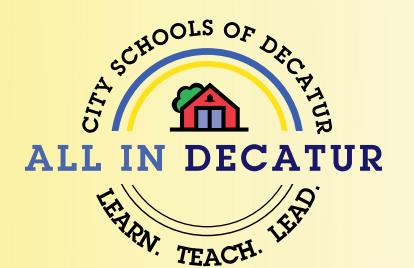
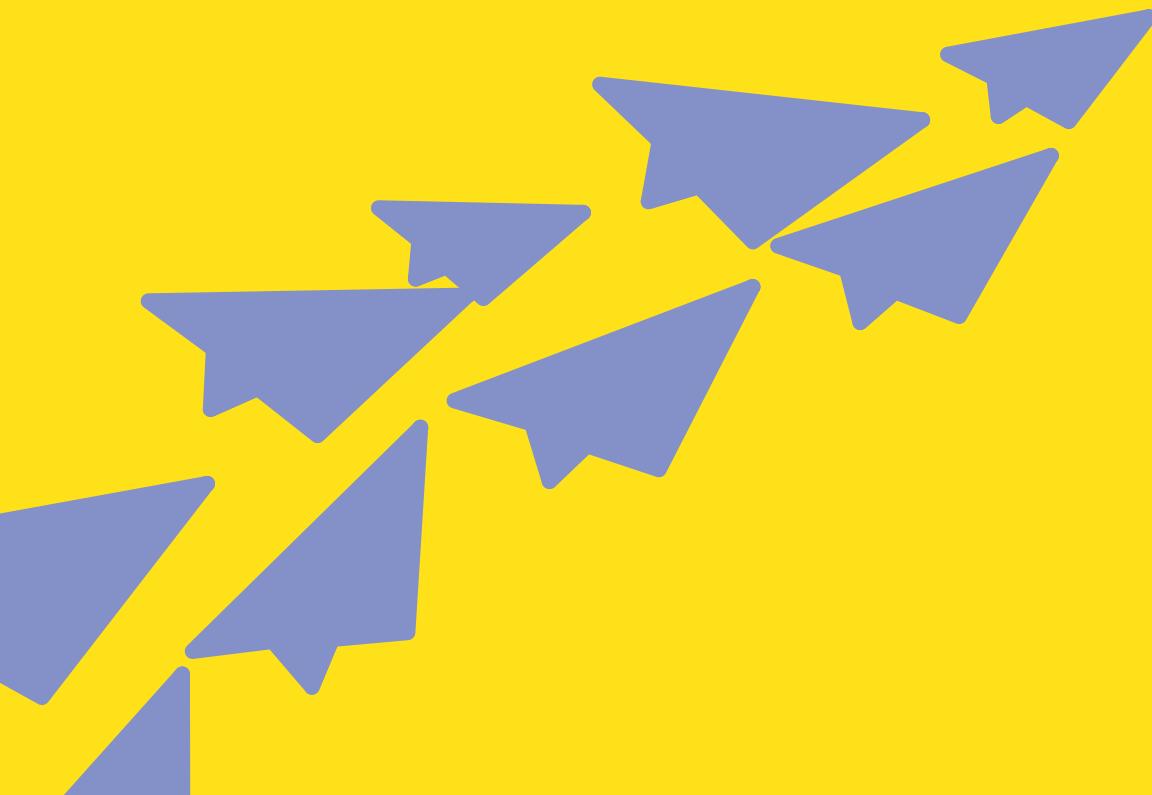
CSD will improve opportunities, access, and classroom environments so all scholars can achieve high academic results, equitable representation in advanced classes, and equitable discipline outcomes.





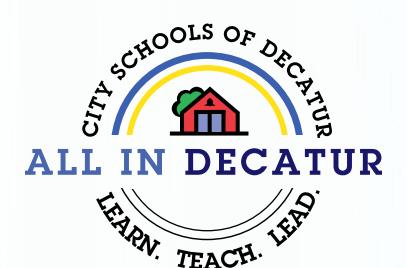
Implementation

HERE WE GO!

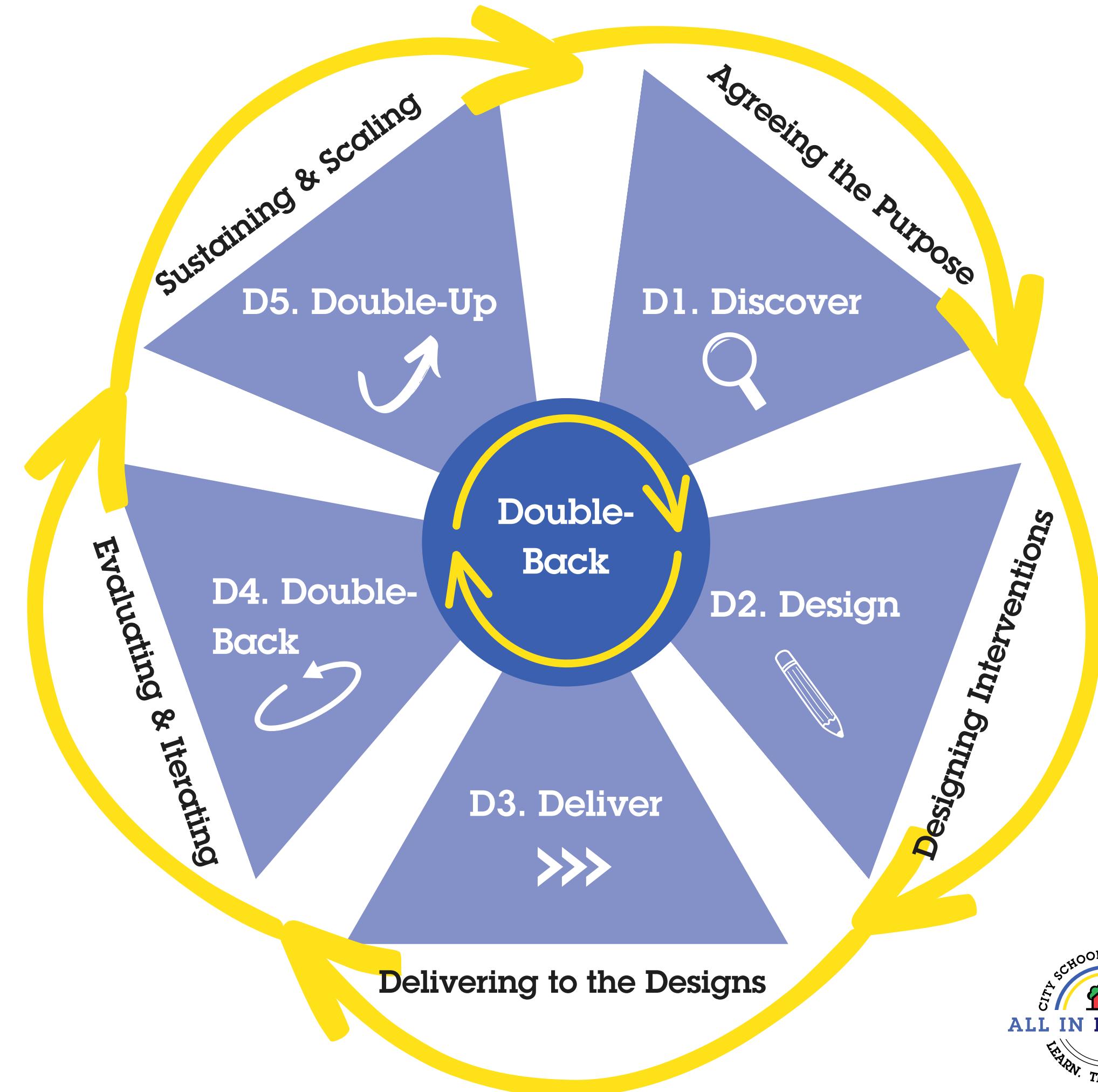
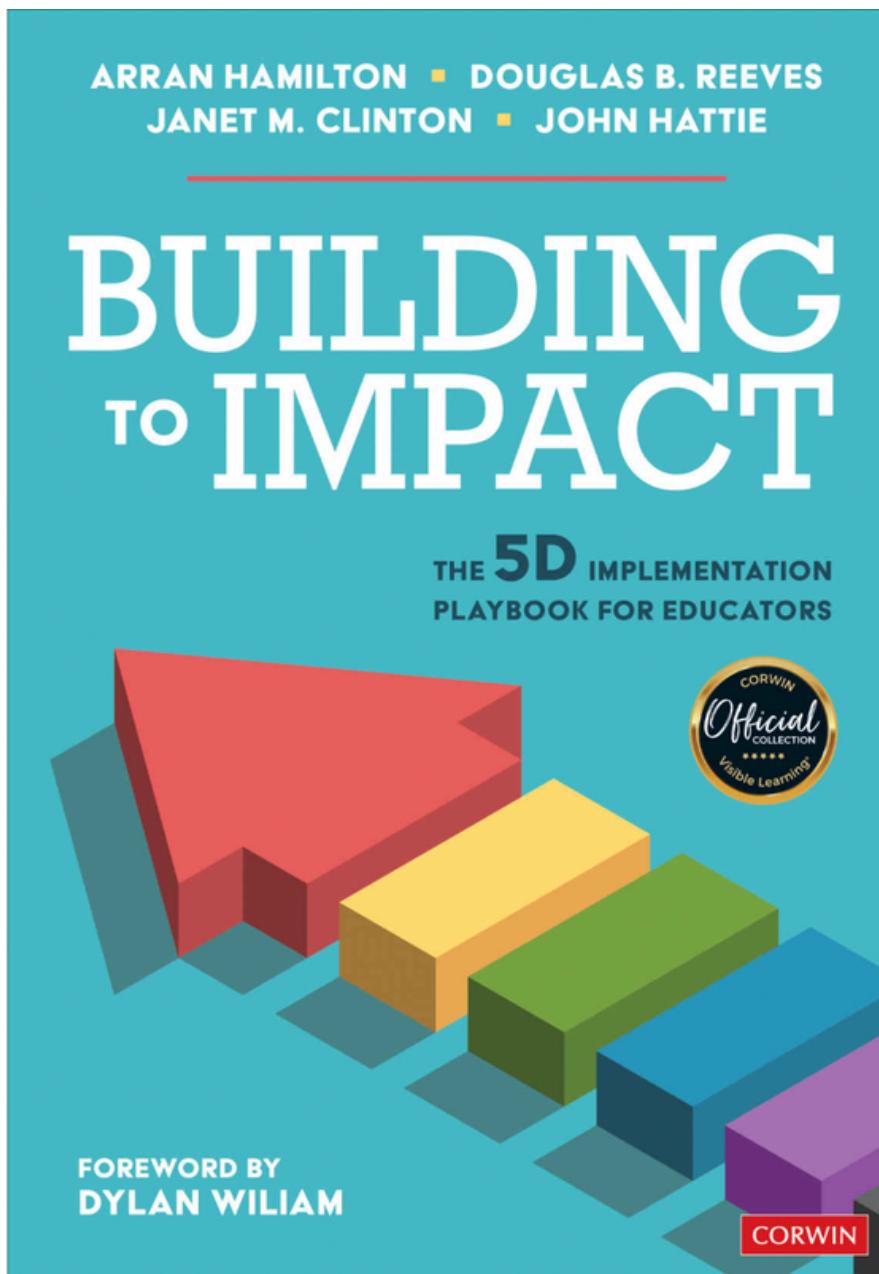




Learn. Teach. Lead.



Implementation





Reporting Schedule



Q1 Report

November 2023

Q2 Report

February 2024

Q3 Report

May 2024

Q4 Report

August 2024

Reporting Dashboards & Project Management Tracker

Building and Sustaining an Engaging and Inclusive Culture

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Building and Sustaining an Engaging and Inclusive Culture
20 out of 180
Complete / In Progress
As of September 2023

CITY SCHOOLS OF DECATUR
LEARN. TEACH. LEAD.

Organizational Effectiveness and Excellence

The CSD Sustainable Experience: Future Ready Classroom

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- Universally accessible for every member of our community
- Eco-friendly and sustainable
- Fully-equipped with modern technology
- Designed for students to actively engage in learning
- Financially sustainable

Organizational Effectiveness and Excellence
20 out of 252
Complete / In Progress
As of September 2023

CITY SCHOOLS OF DECATUR
LEARN. TEACH. LEAD.

Building to Impact - [initiative name here] tracking

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A1 Phase

A	B	C	D	E	F
Phase	Item	Start date	End date	Assignee	Status
1	Design	1/1/2023	1/10/2023	Amy	Completed
2	Design	1/9/2023	1/30/2023	Amy	Completed
3	Design	2/1/2023	2/10/2023	Amy	Completed
4	Design	2/15/2023	2/28/2023	Amy	Completed
5	Discover	3/5/2023	3/9/2023	Sanjay	Executing
6	Discover	3/5/2023	3/19/2023	Sanjay	Executing
7	Discover	3/18/2023	4/17/2023	Ramous	Executing
8	Discover	4/1/2023	4/15/2023	Ramous	Executing
9	Discover	4/15/2023	5/1/2023	Ramous	Executing
10	Discover	5/1/2023	5/16/2023	Carol	Planning
11	Deliver	5/10/2023	7/10/2023	Carol	Planning
12	Deliver	6/15/2023	7/5/2023	Carol	Planning
13	Deliver	7/9/2023	8/1/2023	Tim	Planning
14	Double-Back	7/23/2023	8/15/2023	Tim	Planning
15	Double-Back	8/10/2023	8/23/2023	Madge	Not Yet Begun
16	Double-Back	8/23/2023			

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- Celebrated for their successes
- Highly satisfied in their role

Cultivating and Retaining Quality Professionals
20 out of 144
Complete / In Progress
As of September 2023

CITY SCHOOLS OF DECATUR
LEARN. TEACH. LEAD.

Priority Student Outcomes

1 CSD will prepare all students to live healthy, self-sufficient lives, be life-long learners, participate in productive civic engagement, and feel fulfilled in their careers.

2 CSD will improve opportunities, access, and classroom environments for each student so all students can achieve high academic results, equitable representation in advanced classes, and equitable discipline outcomes

• % of students from 3-12th grade with access to explore career-pathways

• Number of CTEA Pathways with Industry Certification

• % of 8th graders with the opportunity to earn 6 High School Credits before 9th grade

• % of high schoolers completing 10 hours of work-based learning/internship each year year

• % of graduates completing a post-secondary career pathway plan

• % of students participating in a CSD based service-learning or volunteer activity once a year

• All CSD scholars will demonstrate cultural humility

• All CSD scholars will understand the impact of a healthy lifestyle

• All CSD scholars will demonstrate social-emotional wellness

Note: Unless otherwise noted, the Board is in the process of reviewing baseline data and will set a 5-year goal for each metric.

Building to Impact - [initiative name here] tracking

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Phase	2023 Q1	Q2
Design	1.1 Establish a backbone organization - Amy Jan 1 - Jan 10 1.2 Decide the Education Challenge - Amy Jan 9 - Jan 30 1.3 Explain the Education Challenge - Amy Feb 1 - Feb 10 1.4 Agree on What Better Looks Like - Amy Feb 15 - Feb 28	2.1 Explore Options in the Design Space - Sanjay Mar 5 - Mar 9 2.2 Build Program Logic Model(s) - Sanjay Mar 5 - Mar 19 2.3 Stress Test Logic Model(s) - Ramous Mar 18 - Apr 17 2.4 Agree on What to Stop - Ramous Apr 1 - Apr 15 2.5 Establish a Monitoring and Evaluation Plan - Ramous Apr 15 - May 1
Discover		3.1 Lock the Delivery Approach and Plan - Carol May 1 - May 16 3.2 Undertake Delivery - Carol May 10 - Jul 10
Deliver		





WE ARE READY



Thank you!



ALL IN DECATUR

LEARN. TEACH. LEAD.