DADE
COUNTY SCHOOLS
Tradition. Character. Knowledge.

Goal I. Student Achievement and Development

Empower students to have a voice in their learning and to be engaged in the process

Promote students' ownership of their learning

- Develop a Student Empowerment Team
- Creation or discovery of student resources
- Utilize Counselor Companion through SLDS to fulfill the Bridge Law
- Communicate expectations of the Bridge Law to all Teachers

Improve academic outcomes for all learners

- Provide universal screeners for all students
- Assess and evaluate tier I instruction in all classrooms
- Form district/school teams for training of MTSS framework
- Uniform processes for RTI
- Continue PBIS processes

Expect academic rigor in all classes

- Continue to create opportunities for vertical teaming
- Expand opportunities for academic coaching and peer observations
- Ensure curriculum maps are continuously updated and followed
- Provide professional development (PLCs) for all educators through the LFS model
- Increase advisement of courses that lead toward college readiness and careers
- Develop a formal process for monitoring pathway completion

Promote student literacy at all levels

- Administer formative and summative assessments for monitoring student progress and adjusting instruction
- Research effective literacy programs that meet individual needs
- Ensure instructional practices align to Georgia Standards of Excellence
- Develop a District Literacy Team
- Monitor and support yearly grade-level implementation of phonics programs

Goal II. Safe and Inspiring Climate

Promote a Safe and Inspiring Climate for students and staff

Ensure students social and emotional needs are met

- Provide more opportunities of individual and group counseling sessions for students
- Continue utilizing Positive Behavior Interventions and Supports (PBIS)
- Increase professional development to train staff on recognizing social and emotional needs of students

Promote Character Education

- Continue to provide district-wide Character Education Committee
- Continue having incentives for the promotion of Character Education
- Continue involving the community, local businesses, and other organizations to promote Character Education

Maintain safe and orderly environments

- Provide professional development on newly purchased crisis management technology software and hardware
- Implement crisis management technology to reduce emergency response time
- Develop Safety Teams at each school

Promote healthy and engaging physical activities for students

- Provide initial and ongoing professional development to physical education staff
- Provide professional development to all teachers on incorporating physical activities in classrooms
- Develop and implement a Fitness Education Plan modeled after the current Character Education Plan

Maintain a caring culture and professional climate

- Provide initial and ongoing professional development to all staff on mental health and social/emotional needs awareness
- Increase the number of individual and group counseling sessions for students
- Continue to implement PBIS
- Implement Georgia Online MTSS/SST through SLDS
- Adopt a Social Emotional Learning (SEL) curriculum

Goal III. Stakeholder Engagement

Provide opportunities for two-way communication by engaging stakeholders

Provide opportunities for two-way communication

- Utilize social media and other technology platforms to enhance two-way communication strategies
- Engage stakeholders through the use of digital and/or virtual platforms
- Conduct stakeholder meetings using electronic platforms to increase stakeholder participants
- Conduct internal & external communication audits to identify gaps in two-way communication
- Promote two-way communication opportunities and solicit feedback using a variety of strategies

Provide opportunities for stakeholder engagement

- Ensure district & school activities are posted on the district calendar (BIG Calendar) to advertise engagement events
- Send multiple invitations to stakeholders for community engagement meetings
- Provide opportunities for stakeholder participation at school events
- Increase opportunities for stakeholder engagement
- Offer parent engagement parent training & conferences

Increase meaningful stakeholder partnerships

- Increase business, non-profit, and higher education stakeholders to support district and school improvement initiatives
- Increase the amount of participation of district and school-level administrators with civic and community groups
- Promote and expand initiatives for business and community partners to work collaboratively with Dade County Schools
- Create a formal process for establishing organizational partnerships
- Strengthen partnerships with RESA, and institutions of higher ed
- Plan an annual recognition celebration for stakeholder partners

Goal IV. Employee Development

To recruit and hire an effective staff, ensure a positive work environment, provide professional development

Identify, recruit, and hire high-performing staff

- Create a marketing strategy to attract candidates for the various job openings in Dade County Schools
- Develop uniform strategies to identify staffing needs

- Attend recruitment opportunities to meet district needs and communicate with appropriate stakeholders

Retain and develop high-performing staff

- Create an employee mentorship committee to oversee the program for mentors and mentees
- Create uniform processes (induction, mentoring expectations, graduation) for mentorship programs in all departments
- Develop criteria to identify effective mentors
- Review current teacher mentorship program to assess strengths and weaknesses
- Create and distribute a mentorship survey at year end for mentors and mentees
- Revise meeting calendar, topics, and presenters based on survey and current mentorship program review annually mentors and mentees
- Review the mentorship program annually to assess strengths and weaknesses

Ensure a positive work environment

- Reestablish and clearly define the role of the Kitchen Cabinet Member
- Create and review the annual "3 Questions" survey: What are our strengths?

  What are our weaknesses? What are opportunities for improvement?

Goal V. Fiscal Accountability

Provide opportunities for stakeholders to see internal processes for maintaining transparency of budget, facilities, Capital outlay, technology resources, grants, and ensure the effectiveness of all program.

Maintain a transparent budget process

- Create a Citizens' Academy
- Continue to provide stakeholder opportunities to attend open public meetings or view online budget hearings, tax meetings, and other fiscal information
- Continue to provide transparent board agendas
- Continue to share data with stakeholders through newsletters, annual report, social media

Evaluate programs to ensure effectiveness

- Create Superintendent's Student Advisory Board
- Create Principal's Student Advisory Board
- Create SNP Student Advisory Board
- Create a preventative maintenance schedule checklist for all facilities
- Create facilities inspections committee
- Conduct bus inspections on all buses
- Conduct observations, utilize data, and financial efficiency of instructional resources throughout the school year

- Create opportunities through surveys, virtual meetings, and in-school surveys

Expand outside funding sources

- Review opportunities for Grants
- Review the balanced scorecard and compare with previous years' expenditures/revenues

Improve technology resources and infrastructure

- Maintain a one-to-one technology ratio for all students
- Create a technology Committee and meet annually to discuss technology needs for students and staff