District Strategic Vision

2026-27 District Continuous Improvement Overview

"We believe every student can learn and deserves equitable access to high-quality, rigorous, and engaging learning opportunities, so we will ask questions, foster relationships, manage resources, and create systems to increase and sustain access, equity, and safety for all learners."

DISTRICT EQUITY STATEMENT

The Core Focus Areas



Learning Excellence

Ensuring rigorous academic outcomes in Literacy and Numeracy, while fostering positive behavior and strong student connectedness.



Exceptional Staff

Cultivating a highly engaged, supportive workplace environment that attracts, retains, and empowers top-tier educational professionals.



Facilities & Operations

Providing the fiscal stability, secure infrastructure, and essential resources required to deeply support all student and staff endeavors.

Learning Excellence: Academic Goals

Literacy

R2-Literacy

The percentage of students within grade-level cohorts meeting or advanced on the state standardized test of Forward in Reading will maintain or increase from the previous year in **grades 3-8**.

The percentage of students meeting or advanced on PreACT Secure and ACT Reading will maintain or increase in **grades 9-11**.

Numeracy

R2-Numeracy

The percentage of students within grade-level cohorts meeting or advanced on the state standardized test of Forward in Math will maintain or increase from the previous year in **grades 3-8**.

The percentage of students meeting or advanced on PreACT Secure and ACT Math will maintain or increase in **grades 9-11**.

Learning Excellence: Culture & Climate

Connectedness

R3 & R4 | OE-10 & OE-11

Fostering a sense of belonging is vital to student success and well-being.

Our goal is to ensure that the **Connectedness Index score** will be measured at or above a **3.00** for all 4th-12th grade students across the district.

Behavior

R3 & R4 | OE-10 & OE-11

We are committed to equitable disciplinary practices.

The percentage of out-of-school suspensions by subgroup will be strictly monitored to remain **proportional to the student population within 5%**.

Exceptional Staff

Net Promoter Question

7.33

TARGET RATING

Elevating Staff Engagement

OE-4 Personnel Administration

By the end of the 2026-27 school year the District will increase the average staff engagement survey rating from 7.28 to 7.33 on the Net Promoter question *("On a scale of 0-10, how likely are you to recommend the District as a place of employment?")*.

Exceptional Staff: Strategic Actions

Staff Engagement

- Leadership Rounding (4.3)
- New Hire Survey (4.6)
- Stay interviews (4.3)
- Staff Engagement Survey (4.3+)
- Exit interviews (4.9)

Staff Feedback

- Employee Evaluations (4.8)
- Feedback loops from engagement efforts
- Shared decision-making (4.4)

Professional Development & Support

- New employee orientation(s)
- Execute annual Professional Development Plan (4.6)
- Calendars, schedules, and systems supportive of PD and collaboration
- Attendance management & support

Supportive Facilities & Operations

By the end of the 2026-27 school year OEs 5,6,7 and 12 will reach, make growth towards, or remain in compliance by accomplishing the following:

- **Fiscal Soundness:** Assure fiscal soundness in future years by updating the long-range fiscal plan.
- **Safety:** Implement and monitor necessary safety and security improvement procedures and processes and measure success through student and staff surveys while following the strategic plan.
- **Food service**: By the end of 26-27 food service will have increased meal participation and non-program revenue.
- **Technology:** Fully implement the technology replacement plan.
- **Facilities:** Consistently administer guidelines for public use, clear expectations, security, and enforcement procedures.

Supportive Facilities & Operations: Strategic Actions

Fiscal Soundness

- Update the five year financial forecast.
  - Estimate future staffing needs for five years
  - Estimate pupil enrollment using MDRoffers/UW-Applied Population Laboratory
  - Adjust plan to ensure for fund balance reserves necessary to meet OE-5 requirements.

Food Service

- Increase food service participation
  - Incorporate monthly theme days into menus
  - Implement quarterly student feedback sessions
  - Create marketing plan for families on our food service program.

Technology

- A long range technology plan will be implemented and monitored, assess school district data closets, system upgrades and replacements
- Infinite Campus implementation
  - Develop procedures for: user access determination, Fee Processing, integrations

Safety

- Strategic plan Implementation

Supportive Facilities & Operations: Strategic Actions

Facilities

Develop and evaluate facilities using established guidelines for:

A. permitted uses;
B. the applicable fee structure;
C. clear user expectations, including behavior, cleanup, security, insurance and damage repair;
D. consequences and enforcement procedures for public users who fail to follow the established rules.

Develop a long range facilities plan based on district and community growth projections that will focus on long-range capacity/programming needs/leadership/ staffing growth. (Focus on starting DAHS specific needs)

Overall

Improved communication between departments-systemize collaboration between tech, food service, B&G, business, athletics

Continuous Improvement

Building equitable systems for every learner.