



The Mission of Dyersburg City Schools is to provide a safe, positive environment where all students can reach their full potential.

How do we do that?



Goal 1

Focus on the Success of Every Individual Student



Goal 2

Invest in People



Goal 3

Social and Emotional Health to Promote a Safe Learning Environment



Goal 4

Community Engagement and Communication



Goal 5

Build for the Future





Goal One

Focus on the Success of Every Individual Student

>>>>>>>

Align systems of intervention for all students with curriculum, instruction, and assessment within the state's academic content standards and provide pathways to success

Ensure all students identify college, career, and life goal pathways and are exposed to real-life experiences within their current schedules

Increase student achievement (as reflected by test scores)

Utilize data to guide instructional decisions, track student progress and improve on collaborative planning.



Align systems of intervention for all students with curriculum, instruction, and assessment within the state's academic content standards and provide pathways to success

- Individualized intervention programs for students
- Collaborate with educators to identify areas of strength and refinement in relation planning and intervention
- Investigate academic progress of Kindergarten and 1st grade students
- Discuss transition plan from TEIS to DPS with parents



Ensure all students identify college, career, and life goal pathways and are exposed to real-life experiences within their current schedules

- Increase CTE opportunities K-12
- Provide varied post-secondary opportunities and align with career interests
- Align work-based learning opportunities
- Add options for advanced coursework in grades 6-12



Ensure all students identify college, career, and life goal pathways and are exposed to real-life experiences within their current schedules

- Review grading policies for advanced coursework to encourage more students to enroll in most rigorous courses
- Celebrate College, Career, Ready graduates



<u>(as reflected by test scores)</u>

- Grow every student
- Close achievement gaps



<u>Utilize data to guide instructional decisions, track</u> <u>student progress and improve on collaborative planning.</u>

- Utilize teacher leaders to monitor data and assist teachers with the development of appropriate goals and strategies to improve achievement.
- Invest in longitudinal data warehousing system for student data system so that teacher leaders can make informed instructional decisions
- Develop a system to ensure state data is correct such as TISA, TNPulse, etc.





Develop a highly competitive compensation and benefits package for teachers and support staff.

>>>>>>>





Develop a highly competitive compensation and benefits package for teachers and support staff.

- Review salary schedules and benefits packages annually to ensure comparability with other districts in both the state and region.
- Provide targeted, specific, and appropriate professional development for teachers and staff
- Provide multiple modes for teacher training opportunities, such as: hands-on workshops, online options, expert teacher-led professional development, and conferences as appropriate.

GOAL 2: Invest in People



Develop a highly competitive compensation and benefits package for teachers and support staff.

- Create guidelines for professional development requirements and expectations for each year for both teaching and non-teaching positions.
- Create new opportunities for instructional leaders to participate in PD to improve leadership skills and implement best practices.
- Implement opportunities for aspiring leaders to participate in PD to acquire leadership skills and training.

GOAL 2: Invest in People

Develop a highly competitive compensation and benefits package for teachers and support staff.

- Explore hosting conferences or learning sessions as an alternative to traveling for PD opportunities
- Provide a structured mentor program in all Dyersburg City Schools through which all new staff members receive mentoring with expectations for Dyersburg City Schools
- Provide literacy training for all teachers in grades K-3



Develop a highly competitive compensation and benefits package for teachers and support staff.

- Solicit feedback from teachers on what types of incentives and recognition are meaningful to them
- Develop a system of effectively and regularly recognizing teachers and staff members
- Create employee spotlight program to introduce staff to the district and the public
- Develop process and cycle for evaluating non-teaching staff

GOAL 2: Invest in People



Develop a highly competitive compensation and benefits package for teachers and support staff.

- Conduct both on-the-job and exit interviews and develop feedback loops that empower faculty and staff to share successes, concerns, and ideas
- Provide system wide opportunities for both vertical and horizontal communication between the district office, schools, grade levels, and professional learning communities
- Revisit on-boarding checklist to ensure information is distributed and gathered to and from new employees accurately

GOAL 2: Invest in People



Develop a highly competitive compensation and benefits package for teachers and support staff.

- Utilize district website and My Benefits Channel to disseminate information to employees and potential employees in a timely manner
- Responsibility:
- Develop exit interview to use during off-boarding process to gather information on the district's strengths and weaknesses
- Implement exit interviews for parents





Goal Three

Social and Emotional Health to Promote a Safe Learning Environment

>>>>>>>

Implement high quality programs that support the behavioral, social, and emotional needs of Dyersburg City School students.

Continually evaluate and identify opportunities to improve the safety and security of students in Dyersburg City schools.



Implement high quality programs that support the behavioral, social, and emotional needs of Dyersburg City School students.

- Implement age-appropriate, vertically aligned, classroom-based social-emotional learning programs that effectively teach students to build relationships, manage their emotions, resolve conflicts, seek needed assistance, and make sound and ethical decisions.
- Provide a robust network of support personnel and resources at the building, system, and community levels— including professional school counselors, social workers, school nurses, school administrators, and district leaders—to ensure that students and families have access or referrals to the tools necessary for success.



Implement high quality programs that support the behavioral, social, and emotional needs of Dyersburg City School students.

- Identify opportunities to collaborate more closely with external support organizations that offer training in specific mental health areas
- Incorporate telehealth for mental physical health services for students and staff
- Full incorporation of Navigate 360 in each building; professional development for behavior support staff
- Incorporate Jostens Renaissance program for positive behavior support at DHS



Implement high quality programs that support the behavioral, social, and emotional needs of Dyersburg City School students.

- Create a flier of community resources for mental health services available
- Educate our teachers on the referral process
- Align all K-12 extra-curricular activities to ensure all students are included with a diverse selection of opportunities to grow students
- Develop a general education and special education buddy system



<u>Continually evaluate and identify opportunities to improve the safety</u> <u>and security of students in Dyersburg City schools</u>

- Evaluate and refine workplace safety plans, equipment, and preparedness in collaboration with emergency personnel
- Continually improve the school emergency operation plans.
- Streamline communication with parents and local law enforcement in emergency situations
- Introduce and evaluate the effectiveness of the anonymous reporting app





Goal Four

Community Engagement and Communication

>>>>>>>>

Create procedures to utilize social media and traditional media to draw positive attention to the work and success of our students, teachers, and staff.

Ensure a diverse group of stakeholders are invited to participate on school and district planning teams, as well as other school level committees.

Develop a brand strategy and practices that promote recognition and pride in Dyersburg City Schools while celebrating successes.

Create the Dyersburg Education Foundation and sets goals for generating and distributing grants directly to teachers to enrich, enhance, and expand educational opportunities.

Create procedures to utilize social media and traditional media to draw positive attention to the work and success of our students, teachers, and staff



- Solicit feedback from parents on which communication methods are most effective and helpful.
- Create a flier for parents that describes the clubs and activities with DCS
- Obtain quotes from parents and community members as to why DCS should be the "school of choice"
- Expand and tailor social media content and platforms for appropriate outreach emphasizing quality over quantity

Create procedures to utilize social media and traditional media to draw positive attention to the work and success of our students, teachers, and staff



- Consistently communicate information about school functions through social media, PTA, website, e-mail, and a text messaging service in order to inform all students and families of school events and information.
- Analyze data outreach for appropriate days and times for targeted audiences.
- Expand the use of school messenger services to each school.

Create procedures to utilize social media and traditional media to draw positive attention to the work and success of our students, teachers, and staff



- Update school website for professional consistency
- Investigate the use of our Dyersburg City School app and its capabilities



- Ensure a diverse group of stakeholders are invited to participate on school and district planning teams, as well as other school level committees.
- Develop a brand strategy and practices that promote recognition and pride in Dyersburg City Schools while celebrating successes.

Create the Dyersburg Education
Foundation and sets goals for
generating and distributing grants
directly to teachers to enrich, enhance,
and expand educational opportunities



 Encourage seniors to join the alumni association upon graduation for purposes of both individual networking and collective school support





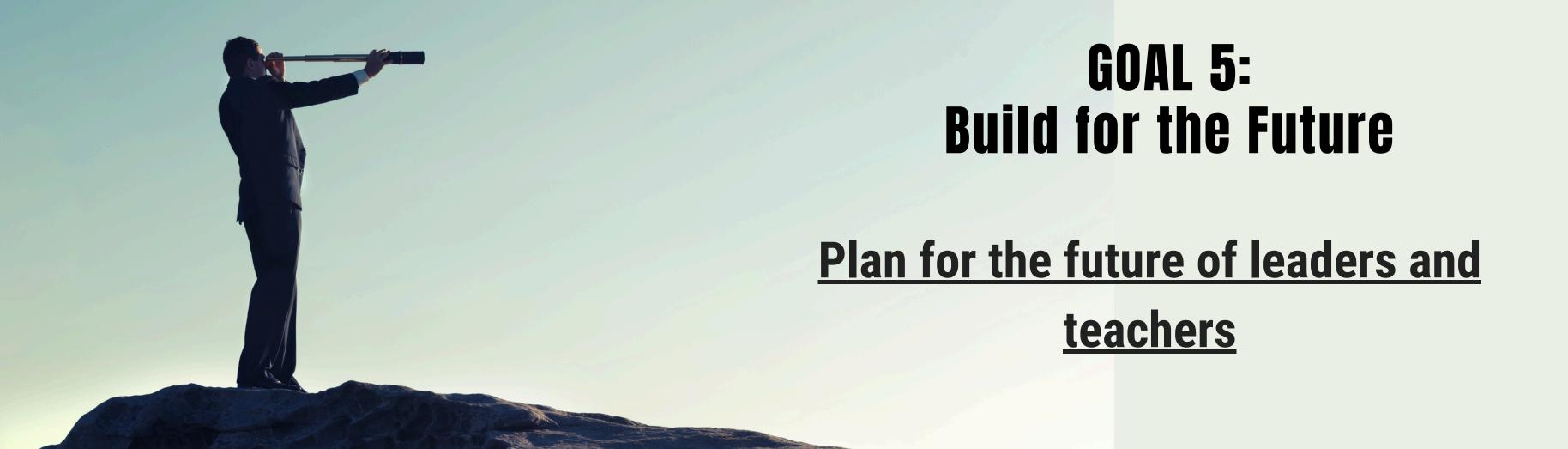
Plan for future expansion of students in each building.

Plan for the future of leaders and teachers

Maintain existing facilities and complete necessary upgrades



- Add additional parking at Dyersburg Primary School
- Purchase land beside Dyersburg High School
- Explore options of additions to Dyersburg Primary School
- Create plans for indoor athletic facilities

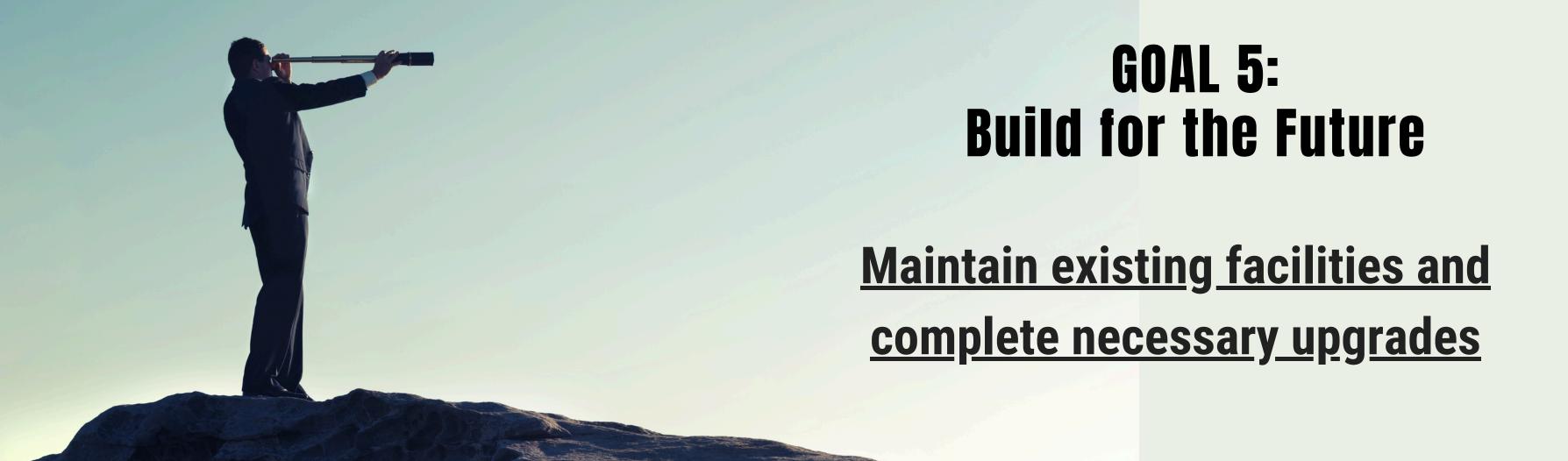


Professional development opportunities for future leaders and existing staff



- Explore options for Central Office location
- Pre-K/SPED playgrounds
- DPS classroom furniture for students and teachers
- DHS updated restrooms
- DPS fence for playgrounds
- LED lighting
- Restroom for baseball/softball
- New DIS building

- Renovate kitchen at DIS
- Tennis Courts
- Parking at DMS
- Lab tables at DMS
- Turf middle school/scoreboard
- New turf at DHS
- New scoreboard
- Jumbotron



- Central office
- Athletic sound system
- DIS acoustical tiles
- Roof plan
- HVAC plan