

Strategic Plan Sunman-Dearborn Community Schools

S-DCS Strategic Plan Overview

INTRODUCTION

The first strategic plan for Sunman-Dearborn Community Schools was created in 2012. Due to various reasons, including the superintendent leaving in 2014, an interim superintendent serving during the 2014-2015 school year, and the reconfiguring of the elementary schools also during the 2014-2015 school year, the strategic plan was not the focal point of the district.

During our AdvancEd accreditation on-site review in 2016, the on-site review team noted the lack of a “guiding light” for the school corporation. In their words, we were a “system of schools, not a school system.” They called for the creation of a new strategic plan.

During the 2016-2017 school year, we embarked on the creation of the 2017-2022 Five-Year Strategic Plan. The purpose of the plan was to provide a “guiding light” as called for in the AdvancEd accreditation on-site review, while at the same time being straightforward and easy to follow and understand. The strategic plan was succinct, easily communicated and understood, and monitored.

As we came to the end of the 2017-2022 Strategic Plan, we embarked on the creation of the 2022-2027 Five-Year Strategic Plan. As before, the best strategic plan is one that is followed. The strategic plan is once again succinct, easily communicated and understood.

INFORMED BY

30

Committee
Members

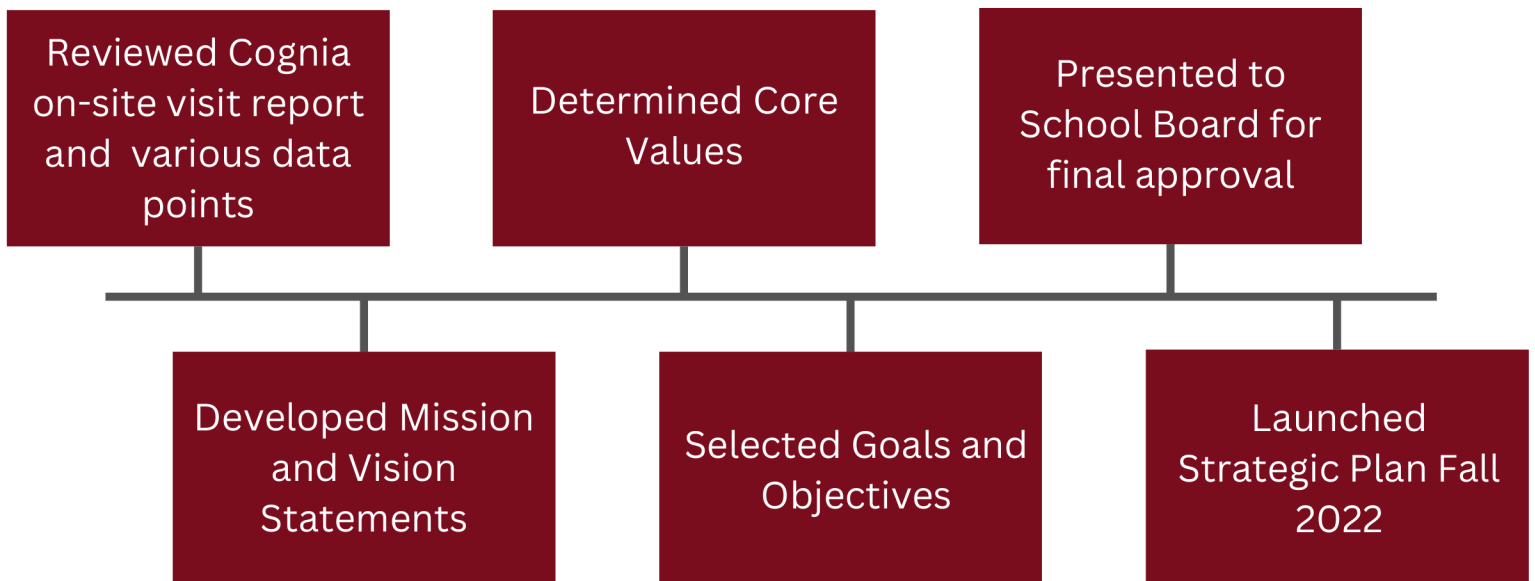
5,000

Stakeholder
Surveys

4

Work
Sessions

PLANNING PROCESS



S-DCS Strategic Plan 2022-2027

OUR CORE VALUES

Stewardship

- We serve students by being good stewards of the public resources and making all decisions in an honest, ethical, and transparent manner.

Data Driven

- We serve students by using data and research to set high goals, maintain high expectations, make informed decisions, and strive for continuous improvement.

Collaboration

- We serve students by collaborating to develop learning opportunities that coordinate activities K-12, home to school, between and across all programs.

Safe Environment

- We serve students by continuously seeking ways to provide a safe, inclusive, and equitable environment.

Commitment

- We serve students by our commitment to provide the most relevant, innovative, safe, and challenging climate that prepares students for their future goals.

OUR VISION

Inspiring confidence and success in Every Student, Every Day.

OUR MISSION

Our mission is to educate and to facilitate growth in all students, preparing them for productive and responsible citizenship.

OUR FOCUS AREAS



Core Instruction



Resources



Financial



Culture Climate & Safety



Leadership & Service



CORE INSTRUCTION

Deliver quality instruction through consistent implementation of research-based best practices.

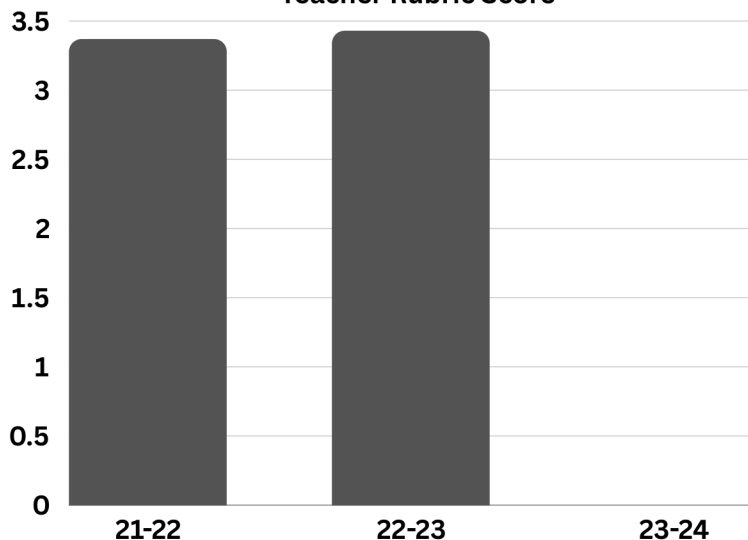
CORE INSTRUCTION OBJECTIVES

By the end of the 2023-2024 school year, the Teacher Evaluation Rubric Effective Instruction Domain score will increase by 0.25 points compared to baseline data from the 2022-2023 school year.

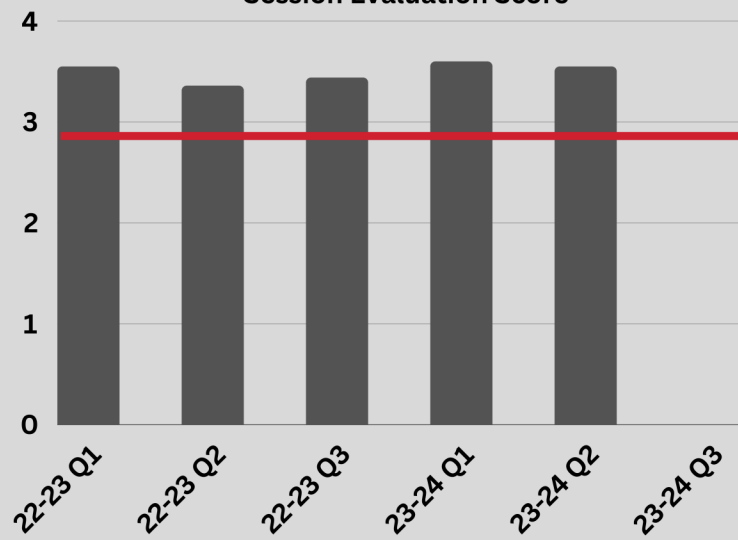
Beginning in the 2022-2023 school year, quarterly targeted professional development provided for all teachers specific to the Teacher Evaluation Rubric Effective Instruction Domain will receive a session evaluation survey score of 3.0 or higher, out of a total score of 4.0

CORE INSTRUCTION OBJECTIVES PROGRESS

Teacher Rubric Score



Session Evaluation Score





RESOURCES

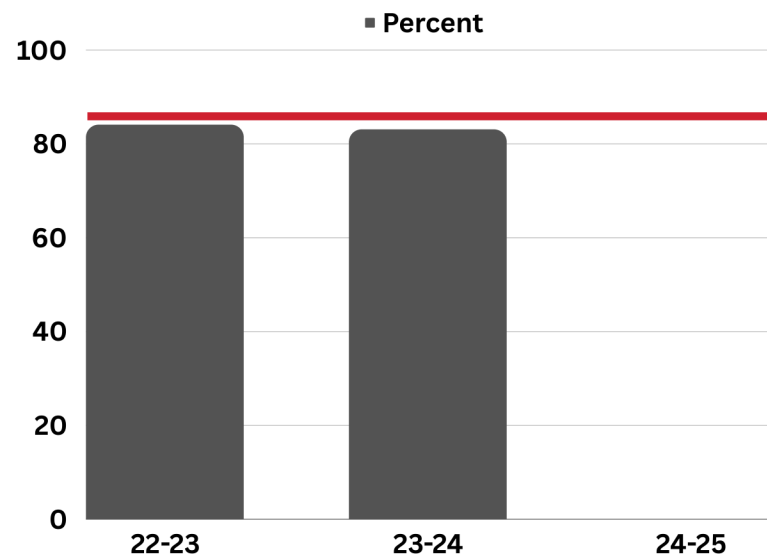
Provide state-of-the-art facilities, equipment, and technology to develop and strengthen students' abilities, preparing them for their future goals and aspirations.

RESOURCES OBJECTIVES

By January 1, 2027, 85% of all staff will report they have the facilities and equipment to provide students with an excellent learning environment as measured by the annual school climate/culture survey.

By January 1, 2027, 100% teachers who are not at the top level of the technology self-assessment rubric will advance at least one level in the effective use of technology.

RESOURCES OBJECTIVES PROGRESS



Baseline Data
Coming Soon

FINANCIAL

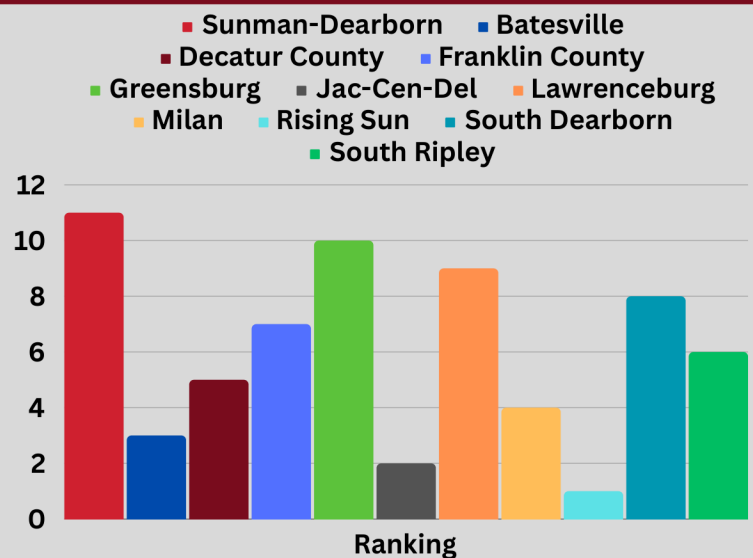
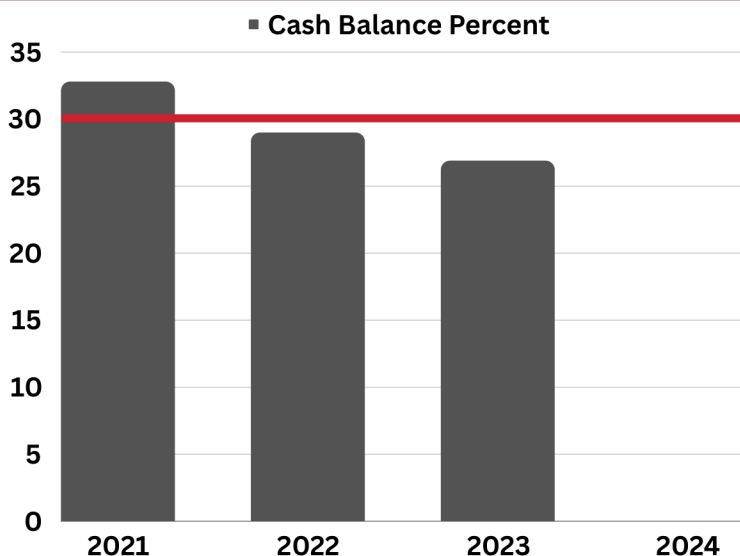
Balance financial responsibility with providing diverse and effective programming for our students, competitive wages and benefits to attract and retain quality employees, and continuing to invest in our facilities.

FINANCIAL OBJECTIVES

Throughout the five-year strategic plan, the combined cash balances of the Education Fund, Operations Fund, and Rainy Day Fund will be between 30% and 35% of the calendar year expenditures.

Throughout the five-year strategic plan, and in order to retain and attract highly qualified personnel, we will have the highest compensated staff in the southeastern Indiana region, as reported on the Indiana Classified Survey and report on the Indiana Gateway Collective Bargaining Report.

FINANCIAL OBJECTIVES PROGRESS





CLIMATE, CULTURE & SAFETY

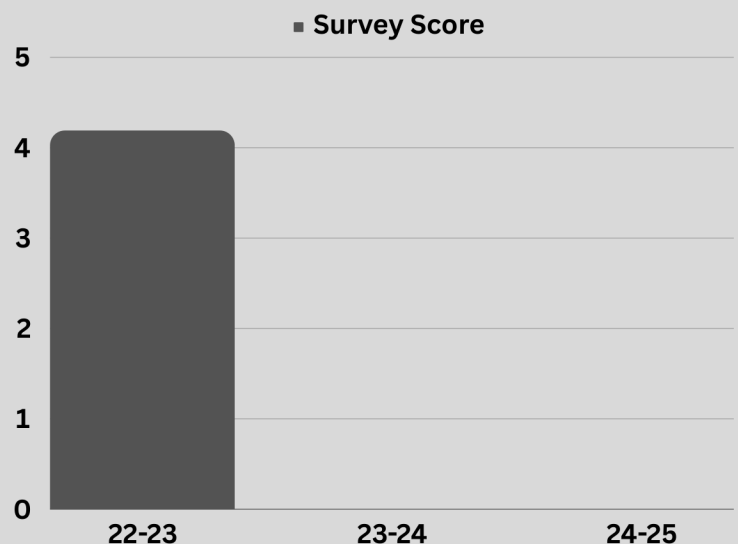
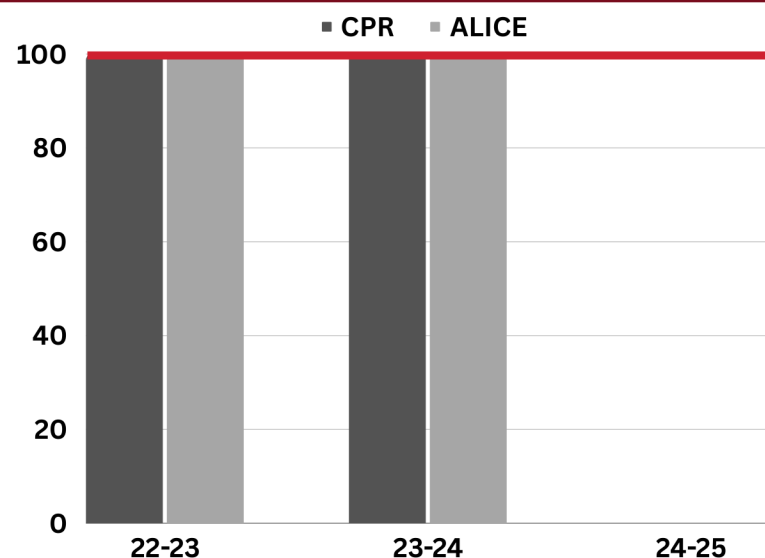
Maintain a strong culture of respect and appreciation of all students and staff by providing a safe and inclusive learning community in which all students can achieve.

CLIMATE, CULTURE & SAFETY OBJECTIVES

Throughout the five-year strategic plan, 100% of employees will be ALICE and CPR trained.

Throughout the five-year strategic plan, the Cognia Family Survey will be administered to all parents. The overall score will improve compared to 2022-2023 school year baseline data.

CLIMATE, CULTURE & SAFETY OBJECTIVES PROGRESS





LEADERSHIP & SERVICES

Empower all students and staff to develop servant leadership skills to positively impact local, regional, and global communities.

LEADERSHIP & SERVICE OBJECTIVES

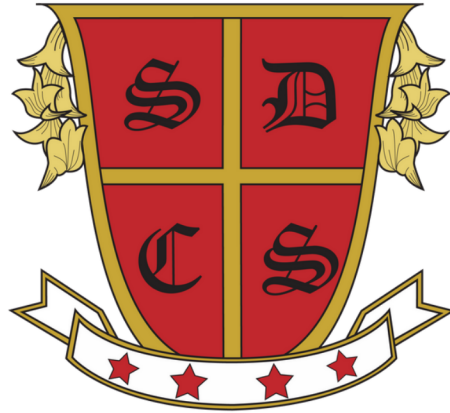
By the 2023-2024 school year, and throughout the remainder of the strategic plan, 100% of staff and students will receive integrated instruction and opportunities to identify community needs and develop plans for servant leadership.

By the 2023-2024 school year, and throughout the remainder of the strategic plan, 75% of staff and students will document community service participation.

LEADERSHIP & SERVICES OBJECTIVES PROGRESS

**Baseline Data
Coming Soon**

**Baseline Data
Coming Soon**



SUNMAN-DEARBORN COMMUNITY SCHOOLS

#WatchSunmanDearborn

