



Demopolis City School System
Five Year Strategic Plan
2016 – 2021

Doing Things Differently and Inspiring Futures

Board of Education

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VISION

The Demopolis City School System will be in the top ten percentage of school systems in the state of Alabama in all statistical categories. Graduates of the Demopolis City School System will be marketable and prepared for college, the workforce, or the military.

MISSION

Through partnerships with parents, the community, and other stakeholders, the Demopolis City School System will ensure that all children learn and will commit to all students achieving high standards of learning.

SHARED VALUES

1. Integrity
2. Professionalism
3. Knowledgeable
4. Cooperativeness
5. Fairness



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Vision

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Mission

Through partnerships with parents, the community, and other stakeholders, the Demopolis City School System will ensure that all children learn and will commit to all students achieving high standards of learning.

STANDARDS for QUALITY	KEY GOALS
I. Purpose & Direction	<ol style="list-style-type: none"> 1. Increase methods of communication 2. Expand virtual learning opportunities 3. Brand schools and school system
II. Governance & Leadership	<ol style="list-style-type: none"> 1. Responsibly manage resources 2. Strategically manage facilities 3. Improve cleanliness and appearance of campuses
III. Teaching & Assessing for Student Learning	<ol style="list-style-type: none"> 1. Expand career technical education 2. Create flexible learning options for students 3. Increase rigor of instruction, critical thinking, and encourage creativity
IV. Student Support Systems	<ol style="list-style-type: none"> 1. Recruit and retain quality employees 2. Create system of support for at-risk students 3. Increase parent and family engagement
V. Continuous Improvement & Monitoring	<ol style="list-style-type: none"> 1. Conduct community meetings 2. Revisit plan in staff and principal meetings 3. Align plan to actions in board meetings

I. PURPOSE AND DIRECTION

1. Increase methods of communication with parents, stakeholders, and business partners

- a. Newsletters
- b. Social media
- c. Telephone alert system
- d. Community meetings
- e. Local media sources (online and print)
- f. Frequently updating web-based grade entries

2. Expand virtual learning opportunities

- a. Increase virtual courses for Students (for credit, enrichment, intervention, and early college)
- b. Implement virtual professional development for teachers and staff
- c. Offer virtual learning opportunities for parents

3. Brand school system and schools

- a. Consistently communicate the vision and the direction in which the system is moving
- b. Support the mission with physical, human, and financial resources
- c. Demonstrate the shared values daily

II. GOVERNANCE AND LEADERSHIP

1. Responsibly manage resources

- a. Reduce financial debt
- b. Manage resources efficiently
- c. Reduce locally funded units
- d. Ensure equity in distribution of resources

2. Strategically manage facilities

- a. Develop plan to update and modernize Westside, U.S. Jones, and Demopolis Middle Schools
- b. Update student restrooms on all campuses
- c. Improve access points to the DHS campus

3. Improve cleanliness and appearance of campuses

- a. Cleaner schools (inside and outside)
- b. Create welcoming atmospheres at all facilities

III. TEACHING & ASSESSING FOR STUDENT LEARNING

1. Expand Career Technical Education

- a. Align programs with area needs and student interests
- b. Create a Demopolis Area Career Technical Center
- c. Collaborate with area business and industry leaders

2. Create flexible learning options for students

- a. Virtual opportunities to earn credit
- b. Alternative settings to earn credit
- c. Accelerated opportunities for advanced students
- d. Differentiated graduation tracks for differentiated students
- e. Stronger collaboration from school to school
- f. More enrichment and advanced opportunities for student prior to high school

3. Increase rigor of instruction, critical thinking, and encourage creativity

- a. Use modern technology as a student engagement tool
- b. Teach analyzing, exploring, debating and problem solving
- c. Ensure student collaboration, teamwork and group projects

IV. STUDENT SUPPORT SYSTEMS

1. Recruit and retain quality employees

- a. Offer bonuses for high demand teaching areas
- b. Partner with city and community businesses to develop incentive plan to retain great teachers
- c. Recruit local colleges
- d. Establish a “grow your own” program with high school students

2. Create a system of support for at-risk students

- a. Develop focused intervention programs
- b. Reduce retention rates
- c. Avoid pre-judging and stereotyping students
- d. Create an alternative option for identified students
- e. Partner with local agencies to enhance behavioral and mental health services for students and families

3. Increase parent and family engagement

- a. Host a variety of parent and family nights
- b. Employ a liaison to help reach all parents
- c. Partner with local agencies to create a plan to reach all parents

V. CONTINUOUS IMPROVEMENT AND MONITORING

- 1. Two community strategic plan update meetings per year**
- 2. Strategic plan monitoring in monthly principal meetings**
- 3. Strategic plan monitoring in monthly staff meetings**
- 4. Aligning each board action to strategic plan area, goal, and objective**