



ACHIEVEMENT FOR ALL



Dear Dayton Public Schools Families,

In November, the District unveiled a new Academic Action Plan, which aims to help all students achieve greater success. This plan was created in collaboration with many community partners, including Learn to Earn, Omega CDC, the NAACP, and others.

The Academic Action Plan is different than the District's Strategic Plan because it contains short-term, targeted goals that the District is already actively working to achieve.

There are five key areas of focus – culture and climate, 3rd grade reading, high school readiness, freshman success, and college and career readiness. In essence, we are getting back to the basics and will be focusing on the fundamentals of education.

Academic Action Plan Objectives

- There will be a safe and supportive school environment for all.
- There will be a 95% attendance rate for both staff and students.
- There will be an increase in the number of students scoring proficient on the kindergarten readiness assessment.
- 3rd grade students will be proficient in reading (short-term goal is 65%).
- 8th grade students will be proficient in math (short-term goal is 40%).
- All 8th grade students will be ready to successfully transition to 9th grade.
- 9th grade students will have greater academic success, ultimately leading to a higher graduation rate.
- After graduation, students will be adequately prepared for college and careers and will continue to have lifelong success.

In order to achieve the goals set forth in this plan, district families, students, employees and community partners must work together. The following pages provide further details on the plan, how the district plans to achieve each goal, and metrics that will hold us accountable.

The final page also details ways DPS families, staff, and community partners can be involved in helping us make academic progress. Please review this section and contact us if you are able to support us in any way.

Sincerely,

David K. Lawrence, Ph.D.

David Lawrence, Ph.D.
Interim Superintendent, Dayton Public Schools

CULTURE

COMPETENCE

COMMUNICATION

COMMITMENT

COLLABORATION

KEY PARTNERSHIPS

★ Central Services ★ Building Leadership ★ Teachers ★ Students ★ Families

RESPONSIBILITIES OF EACH STAKEHOLDER

Central Services ★ Develop a vision and strategies; demonstrate a culture of high expectations for ALL; communicate vision & strategies effectively districtwide; implement best practices for leadership and learning; focus on equitable resources, time, & differentiated supports for building leaders; systematically collect, analyze & share data to monitor progress for improvement; promote a culture of care; build a community of learners

Building Leadership ★ Cultivate a caring work environment; drive positive school culture strategies; collaborate with families & community partners to raise student achievement; actively monitor implementation of policies, procedures, & routines; enhance instruction & boost student engagement; systematically collect, analyze, & share data to monitor progress for improvement; foster a learning community

Teachers ★ Embrace high expectations for ALL; create positive learning environments for ALL; collaborate with families & community partners to raise student achievement; implement policies & procedures consistently & equitably; employ effective lesson planning strategies for ALL; utilize highly effective teaching practices; systematically collect, analyze and share data to monitor progress for improvement; build & sustain a learning community

Students ★ BE RESPECTFUL - build & sustain healthy relationships with peers & adults; BE RESPONSIBLE - be on time, prepared & willing to learn; BE SAFE - follow the district code of conduct consistently; BE INQUISITIVE - remain actively engaged & be accountable for learning; BE REFLECTIVE - monitor progress & adjust accordingly; BE AN ACTIVE PARTICIPANT - contribute to our community of learners

Families ★ Promote daily student attendance; prioritize day-to-day child learning; explore research-based methods to support at-home learning; embrace school engagement; participate in two-way communication; participate in parent-teacher conferences; participate in school & district parent learning sessions

SETTING THE STAGE FOR HIGH ACHIEVEMENT

★ Culture of high achievement ★ High-quality professional development
★ High-quality instructional leadership ★ High-quality instruction ★ Accountability & Assessment
★ Parent & Community Engagement ★ Positive School Culture & Climate

ACCOUNTABILITY METRICS

Goal 1 ★ >95% of students & staff attendance rates

Goal 2 ★ >65% 3rd graders proficient in reading (goal will increase once met)

Goal 3 ★ >40% 8th graders proficient in math (goal will increase once met)

Culture & Climate ★ Percent of students reporting a safe & supportive school environment based on student & staff survey results

3rd Grade Reading Guarantee ★ Number of students who are kindergarten-ready and transitioned from an off-track status to an on-track status

High School Readiness ★ Number of suspensions & expulsions; number of students completing 8th grade Algebra I; attendance percentages for rising freshmen

Freshman Success ★ Number of credits earned, number of end-of-course points, evidence of restorative practices implemented, culturally responsive practices

College & Career Plans ★ Percentage of students accepted & enrolled in 2-year or 4-year colleges; percentage of students accepted into the military; percentage of students earning industry credentials; percentage of students employed in high-demand fields

2023-2024 ACTION STEPS

Attendance

- Increase all attendance clerks to a minimum 6-hour workday ✓
- Expand the Attendance, Interventions & Supports team from 2 to 4 members ✓
- Building-based attendance teams and coaches ✓
- Every building has an attendance plan

Climate & Culture

- Implement restorative practices ✓
- Offer mental health wraparound services
- Launch a Leadership Academy ✓
- Establish high-quality staff professional development and support, including team building, diversity, equity & inclusion, and customer service

3rd Grade Reading

- Mandate Science of Reading training for PreK-8 teachers, principals & paraprofessionals to be completed by 2025-2026
- Establish PreK-12 targeted professional learning communities
- Early literacy community action tour - "All Children Can Read!"
- Re-evaluation of curriculum materials & resources
- Transparent reporting of all data ✓

✓ = already completed

2023-2024 & BEYOND ACTION STEPS

Freshman Success Rate

- Provide a Summer Bridge Program for incoming middle school students and high school freshmen in 2024-2025
- Implement an advisory/mentoring program for all freshmen students in 2024-2025
- Appoint success coaches for both middle & high schools ✓
- Hire resiliency coordinators & mental health therapists ✓

High School Readiness

- Deliver differentiated K-12 math professional development ✓
- Implement instruction to achieve incremental annual increases in 8th grade Algebra success by 2024-2025
- Mandate YouScience Assessment for all 7th & 8th grade students ✓
- Offer targeted resiliency skills development for 7th & 8th grade students
- Provide focused guidance counseling to prepare students for high school readiness
- Host parent engagement sessions on high school readiness
- Build collaborative parent & community partnerships to enhance high school readiness skills

College & Career

- Ensure all 8th-12th grade students have a Graduation Success Plan by 2024-2025
- Offer internships, job shadowing, apprenticeships, & experiential opportunities
- Make equitable College Prep and scholarship opportunities available for all students by 2024-2025
- Establish career pathways and pipelines
- Organize college tours for students at all grade levels (8-12)

✓ = already completed

HOW YOU CAN SUPPORT US

Parents ★ Prioritize getting your student to school every day, and set aside a quiet place in your home for homework and reading.

Staff ★ Be present every day; take the time to form meaningful relationships with students; be kind, respectful & engaging; ensure your office/building is representative of your building's demographics; ensure your office/building is inclusive & safe.

Business Partners ★ We are appreciative of any form of support, including but not limited to internship programs, scholarships, school-based programming, STEM mentors, & power lunches.*

**Please contact David Andrews at ddandrew@daytonpublic.com for internships; Matt Folkerth at msfolker@daytonpublic.com for career-tech; Chavin Lewis at chlewis@daytonpublic.com for STEM, Dr. Sherry Gale at sgale@daytonpublic.com for scholarships, and the respective school principal for school programming support.*