

Department of Defense Community Strategic Plan

Goals

1. **Highest Student Achievement** – All students will meet or exceed challenging standards in academic content so that they are prepared for continuous learning and productive citizenship.
 - a. Student Performance and Assessment
 - i. *TerraNova*
 - ii. Criterion-Referenced Tests
 1. Grades 4, 8 and 10 in reading/English/language arts, and math
 2. Grades 5, 7, 9 in DoDEA Writing Assessment
 3. Grades 9-12 End-of-Course Assessments for selected courses
 - iii. 75% of the students will perform in the top two quartiles and less than 8% will perform in the bottom quartile
 - iv. All students at the standard in reading by the end of grade 3.
 - b. Opportunities to Learn and Citizenship
 - i. Measure student access to challenging learning opportunities and productive citizenship. Local data must be disaggregated.
 - ii. Student participation in co-curricular activities and student discipline reports will be monitored.
 - iii. All students will participate in system-wide assessments or DoDEA alternative assessments.
2. **Performance-Driven, Efficient Management Systems** – DoDEA will use a performance driven management system that operates in a timely, efficient, and equitable manner; places resource allocation and decision-making at the lowest operational level; and facilitates a safe environment conducive to optimum student achievement.
 - a. Resource Allocation/Academic and Student Support Services
 - i. Performance data will be used for planning
 - ii. Resources will be allocated based on identified student needs and will support a standards-based instructional program
 - b. Facilities and Equipment
 - i. Development and implementation of plans to identify scheduled maintenance and life cycle replacement
 - ii. Meet the standards for facilities, equipment, etc.
 - c. Safe Environment – All schools will have a safe, well-managed, and disciplined environment conducive to learning.
3. **Motivated, High Performing, Diverse Workforce** – The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement.
 - a. Personnel Management Practices
 - i. Continually measure the diversity gap between DoDEA workforce and the student population in order to retain a well-qualified, more diverse educator population
 - ii. All properly reported educator vacancies will be filled prior to the start of the school year
 - iii. Propose and develop strategies in response to job satisfaction survey
 - b. Continuous Professional Development and Training – Personnel at all levels will participate in ongoing professional development and training to support standards that enhance job performance.
4. **Network of Partnerships Promoting Achievement**
 - a. Partnerships – All levels of the organization will develop, promote, and maintain a network of meaningful partnerships and alliances to enhance a social, emotional, and academic growth, and to maximize resources
 - b. Communication System – All levels of the organization will develop and implement a multimedia communication plan to enhance dialogue and promote trust among staff, parents, students, and the community.