The Dayton Regional
S T E M
S c h o o l

Strategic Plan - 2023-2028

PRIORITY 1 – Improve the financial forecast of the district through advocacy, philanthropy and grant initiatives

- Continue advocacy efforts to increase state funding to increase FY23 state funding levels by 40%
- Explore federal funding opportunities to secure one additional revenue to support priorities identified in the strategic plan
- Attend and/or host two advocacy events per year to promote the value of STEM education to elected officials
- Identify four new and renewable grant funding opportunities that will align with current program and school priorities
- Develop a communication plan for sharing information about the funding model to the school community, including ways to support through advocacy or philanthropy

PRIORITY 2 - Recruit and retain highly qualified and mission-focused staff

- Match regional average salaries of comparably sized districts for similar positions with comparable years of experience
- Establish practices and protocols for recognizing excellence in teachers and staff
- Identify key cultural priorities that make STEM a desirable place to work and intentionally incorporate them into staff programming
- Define school-wide staff diversity goals and develop a hiring strategy to ensure a diverse application pool for new hires

PRIORITY 3 - Ensure that every student receives a high-quality, engaging, and personalized educational experience

- Form a committee that conducts semi-annual reviews of core practices to ensure the STEM Quality Model and PBL Gold Standards are being maintained school-wide and across all content areas
- Assess institutional practices each summer to set goals and establish annual professional development plans to ensure STEM is implementing school-wide practices in project-based learning, inquiry-based instruction, and mastery learning
- 100% of high school students will have a personalized Graduation Plan by the end of their sophomore year, will understand how to utilize their personalized Graduation Plan, and will know how to track academic progress
- Incorporate at least one authentic global and/or community issue in project planning per grade, per year to enhance project-based learning by connecting with student interests and passions
- Review research-based personalized learning strategies and incorporate best practices at STEM to provide students with the tools needed to make and meet challenging goals

PRIORITY 4 – Strengthen the impact of current STEM curriculum and career pathway programs

- 30% of graduating seniors will graduate with an industry-recognized credential
- Increase the use of relevant technology and equipment on the STEM campus so that every student can gain knowledge and have access to hands-on experiences
- Create a curriculum map to scaffold Healthcare Pathway curriculum from middle school to high school
- Investigate options and interest for implementing a STEM Educator Career Tech Pathway to inspire more students to pursue a career in education
- Administer at least one student or staff-led Lean Six Sigma project annually to improve institutional inefficiencies.
- Plan and execute a school-wide design challenge every year

PRIORITY 5 - Provide support for students' holistic wellness, belonging, and success

- Identify opportunities for students to share their voice and needs through feedback sessions, surveys, committees, etc.
- Increase the number of connections between middle and high school students through PBL, mentorship, and other initiatives
- Enhance campus exterior to create two outdoor learning and fitness spaces that complement the classroom, including the North Field
- In addition to current practices, develop new data-driven strategies for recruiting and retaining a diverse school population as we grow our offerings to the community
- Review current safety and threat assessment protocols and collaborate with community experts, staff, students, and families to increase the safety and security of our campus

PRIORITY 6 – Identify opportunities to expand our service and impact in the community and across the state

- Establish an elementary school or expand current grade levels with staff, curriculum, and culture that reflects and protects the district's mission and vision.
- Broaden professional development offerings and outreach opportunities to external educators and partners through the DRSS Training Center and Dayton STEM Hub.
- Attend and present at two mission-aligned conferences and events per year.

PRIORITY 7 - Foster a diverse community of supporters who enhance student learning and promote the positive reputation of the school

- Create a Partner Engagement Plan to increase strategic connections between the school and community partners.
- Develop an Alumni Engagement Plan to foster connections with the growing alumni population.
- Draft a Parent Engagement Plan that details opportunities for family members to serve as active participants in the STEM community.
- Establish one key community partnership for each career pathway to provide strong engagement and/or financial support on a multi-year basis.

PRIORITY 8 – Effectively communicate important topics to stakeholders

- Evaluate current and new communication strategies and channels to ensure efficiency of internal and external outreach efforts
- Create a series of print and digital resources for key student support services and academic programs
- Formalize a process to share curriculum and project ideas to other educators across the state and county – consider possibility of compensation model for intellectual property
- Conduct semi-annual review of website, calendar, and other public resources to ensure information is updated with relevant and helpful information for all stakeholders.