

Academic Knowledge

Strategic Pillar:

Ensure that all students graduate with the foundational academic knowledge and skills for success after high school graduation, while aligning learning experiences with the Portrait of a Learner attributes.

SMART Goal:

By June 2030, increase the percentage of students meeting or exceeding proficiency to 80% in English Language Arts (ELA) and 65% in Mathematics as measured by state and local assessments through the implementation of an MTSS framework including core instruction focused on essential standards, targeted interventions, and competency-based learning aligned with Portrait of a Learner (POL) attributes.

Core Practices:

- Adopt high-quality, standards aligned core instructional resources.
- Implement evidence-based and evidence-informed instructional practices and programming.
- Integrate competency-based learning aligned with Portrait of a Learner (POL) attributes
- Monitor student proficiency with identified essential standards.
- Deliver targeted interventions based on data-informed decision-making.
- Evaluate and refine instructional systems and frameworks for continuous improvement.
- Adequately support high-quality teaching and learning by increasing educator capacity through training, coaching, and mentoring.

Well-Being

Strategic Pillar:

Create an environment that supports the mental and physical well-being of students and educators.

SMART Goal:

By June 2030, foster a culture of well-being, aiming for a 15% increase in students and educators reporting overall well-being as measured by a school climate feedback survey.

Core Practices:

- Invest in educator growth through training, coaching, and mentoring.
- View well-being through a socio-ecological lens—individual, relationships, and environment.
- Address root causes affecting student and staff well-being.
- Implement policies and practices that build inclusive, supportive environments.
- Apply discipline policies fairly and with respect for student dignity.
- Use key indicators (attendance, behavior, grades, surveys) to monitor and improve well-being.
- Prioritize physical and emotional staff safety.

Equity & Inclusion

Strategic Pillar:

The Dover School District will ensure equitable and fair educational opportunities for all students by allocating resources fairly and equitably, providing diverse learning opportunities, and demonstrating a commitment to equity and fairness across the school district .

SMART Goal:

By June 2030, the district will complete the existing equity plan and have created a new plan for 2030-2035. This project will be monitored through annual reviews and presentations to the Dover Equity Vision Keepers Committee and the Dover School Board.

Core Practices:

The Dover School District Equity Plan encompasses five goal areas:

1. Increase Equity Literacy
2. Improve School Culture
3. Ensure Equitable Achievement
4. Family and Community Engagement (community)
5. Family and Community Engagement (staff)

Fostering an Innovative Culture for Continuous Improvement

Strategic Pillar:

Implement a continuous improvement process to enhance student outcomes, encourage collaboration, and foster innovative problem-solving.

SMART Goal:

By June 2026, an evidence-based continuous improvement process will be used. Baseline measures of change practices at the district, building Guiding Coalition, and teacher collaborative team levels will be established using evidence-informed implementation rubrics. By June 2030, there will be a 30% increase from baseline on each relevant rubric.

Core Practices:

- Establish and sustain a District Leadership Team (DLT) which will engage in evidence-based continuous improvement cycles.
- Engage in district-wide continuous improvement by analyzing system-level data, setting priorities, and monitoring progress.
- Implement and sustain Guiding Coalitions at each school.
- Strengthen Professional Learning Communities (PLCs) for teacher-led collaboration and collective efficacy, leading to student success.
- Align curriculum, instruction, assessment, and professional learning to continuous improvement goals.

Team Approach

Strategic Pillar:

Sustain and enhance Professional Learning Communities (PLC) within a Multi-Tiered System of Supports (MTSS) to foster collaboration in teaching, learning, and supporting students.

SMART Goal:

By June 2030, the Dover School District will continuously improve the effectiveness of PLCs within an MTSS framework by implementing 90% of the essential actions and responsibilities of a school's guiding coalition, collaborative teacher teams, and site intervention teams. These teams will ensure all students receive a guaranteed and viable curriculum, additional time and support to master essential academic and behavioral standards, and intensive interventions for foundational skills.

Core Practices:

- Ensure access to a guaranteed and viable curriculum based on essential standards for all students.
- Develop high-functioning teacher collaborative teams focused on essential standards.
- Align tiered supports to mastery of essential academic and social-behavioral standards.
- Use data and feedback loops to monitor essential standards implementation.

DOVER SCHOOL DISTRICT STRATEGIC PLAN (2025 – 2030)

DOVER SCHOOL DISTRICT VISION

Every student will be empowered by the essential competencies – communication, collaboration, critical thinking, character, and life skills – that will lead to success in life and future careers.



DOVER SCHOOL DISTRICT MISSION

To work collaboratively to empower all learners to become dynamic global citizens.

STRATEGIC PILLARS

Long term goals that will lead to realizing the vision.

Academic Knowledge

Ensure that all students graduate with the foundational academic knowledge and skills for success after high school graduation, while aligning learning experiences with the Portrait of a Learner attributes.

Wellbeing

Create an environment that supports the mental and physical well-being of students and staff.

Equity / Inclusion

Ensure equitable and fair educational opportunities for all students by allocating resources fairly and equitably, providing diverse learning opportunities, and demonstrating a commitment to equity and fairness across the District.

Fostering an Innovative Culture for Continuous Improvement

Implement a continuous improvement process to enhance student outcomes, foster collaboration, and cultivate a culture of curiosity, creativity, and flexibility.

Team Approach

Sustain and enhance Professional Learning Communities (PLC) within a Multi-Tiered System of Supports (MTSS) to foster collaboration in teaching, learning, and supporting students.

SMART Goals and Core Initiatives

Measurable actions to provide evidence of growth.

Fundamental Conditions for Success

Develop deep partnerships with community stakeholders (parents, businesses, higher education, e.g.).

Infrastructure – people, buildings, spaces, technology, processes, etc. – that supports each commitment.

Intentional Data Use – both quantitative and qualitative – to inform decisions and measure effectiveness of efforts.