



Strategic plan

2025-2028

The Danville Public Schools Education Foundation (the "Foundation") is dedicated to enhancing both in-classroom and beyond-the-classroom educational experiences through resources and partnerships that foster personal and academic growth. Through these efforts, the Foundation promotes advancement across Danville Public Schools, ensuring that students, teachers, and the community have the tools and opportunities needed to thrive.

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Letter from our Director



As we move forward, we will work to ensure that our efforts align with the needs of our community. Together, we will build a brighter future for every student in Danville Public Schools.

It is with great enthusiasm that I present the Danville Public Schools Education Foundation's strategic plan. This plan reflects our commitment to supporting the educational ecosystem of Danville Public Schools as we continue our mission to enhance educational opportunities and drive academic success across our community.

Through collaboration, research, and feedback, we have crafted a plan that is not only ambitious but also responsive to the evolving needs of our students and educators. Our focus is to strengthen our support for initiatives that promote academic success, student engagement, and innovative teaching, while also fostering opportunities for learning beyond the classroom.

As we move forward, we will work to ensure that our efforts align with the needs of our community. Together, we will build a brighter future for every student in Danville Public Schools.

Thank you for your continued support, and I look forward to working with you as we bring this plan to life.

Sincerely,
Megan Smith
Director
Danville Public Schools Education Foundation



Executive Summary

In November 2023, the Danville Public Schools Education Foundation (the “Foundation”) engaged River District Consulting Group (RDCG) to lead its strategic planning process. This initiative began with a kickoff meeting, followed by a series of retreats and workshops designed to gather input and shape the future direction of the Foundation. The first retreat, held on April 18th, focused on assessing the Foundation's current state and practical vision. This was followed by a mission workshop on May 2nd, where participants collaborated to refine DPSEF's mission and vision statements. A final strategic planning retreat on July 8th concentrated on developing a strategic direction aligned with the Foundation’s goals.

By incorporating local research, feedback from stakeholders, and insights from Board and staff, the Foundation’s strategic plan is well-positioned to enhance its support for Danville Public Schools, This plan will serve as a crucial tool for driving sustainable progress and fostering opportunities for all students in the Danville Public Schools system.



Our Vision, Mission, and Values

Vision

In partnership with Danville Public Schools, we strive to cultivate a thriving educational environment for all.

Mission

To provide diverse opportunities for educational experiences, in the classroom and beyond, by supporting teachers, students, and the community. We promote advancement within Danville Public Schools through:

- Empowering Educators: Offering resources and support to enhance teaching excellence.
- Engaging Students: Supporting and ensuring accessibility to enriching programs and activities that inspire learning and personal growth.
- Community Collaboration: Building partnerships and fostering a culture of inclusivity and shared learning.

Values

- Student-centered. We deliver resources that prepare students for lifelong learning, meaningful employment, and positive life choices.
- Equity. We aim for positive outcomes for all students regardless of race, gender, disability, zip code, or other context.
- Inclusiveness. We inform our approaches with regular, diverse community engagement.
- STEAM-H. We support 21st Century opportunity pathways that demand the creative thinking, innovation, and design skills earned through Science, Technology, Engineering, Arts, Mathematics, and Health (STEAM-H), including advanced manufacturing and others.
- Challenges are opportunities. We apply an asset-based lens to addressing tough problems in our schools.
- Collective impact. Collaboration, not competition, will achieve better outcomes for students.
- Integrity. Honesty, transparency, accountability, and reliability are critical for our students, partners, schools, and community.
- Financial independence and sustainability. We can do more for our schools with full-time staff and financial self-sufficiency that is independent of DPS.

SWOT



Strengths

- Collaboration with DPS
- Funding eligibility as a foundation
- Collaboration (Megan, DPSEF, and DPS)
- Megan as ED and grant funding
- Increased funding
- Board cares and is committed



Weaknesses

- Limited staff capacity
- Limited funding resources
- Administrative Burden
- Dependence on DPS
- Competition of resources from other local educational foundations (Averett and DCC)
- Lots of idealized thoughts, but may not be able to say what we do best
- Awareness of the Foundation - Why invest here? Impact?



Opportunities

- To develop innovative strategies through collaboration with community partners
- To increase unrestricted funds through an enhanced corporate giving strategy
- To increase awareness and engagement of the mission through regular/expanded marketing and communication efforts
- To foster/deepen relationship-building efforts with alumni to increase support of the mission (financial and volunteer)
- Collaborative funding strategies
- Increased corporate support



Threats

- Staff capacity
- Restricted grant funding
- Limited awareness and understanding of the mission of DPSEF
- Competition for resources

Long-term Objective 1. Ensure Sustainable Funding for Long-Term Impact, Including Full-Time Director

Ensuring sustainable funding is vital for the long-term success of the Danville Public Schools Education Foundation, as it enables the organization to provide continuous and meaningful support to Danville Public Schools. Reliable financial resources allow the Foundation to respond to evolving needs and seize opportunities that enhance student learning and achievement. Sustainable funding also ensures that the Foundation can invest in innovative programs and maintain its initiatives even in times of economic uncertainty. Moreover, securing a steady stream of revenue positions the Foundation to create and sustain critical roles, such as hiring a full-time Director, who can lead efforts in advocacy, relationship-building, and donor development.

Key components of this objective include:

- Develop an Annual Fund Plan: Establish a comprehensive annual fundraising strategy to secure consistent financial support for educational initiatives, ensuring ongoing resources for priority programs.
- Cultivate Relationships: Actively engage alumni groups, local foundations, and corporate partners to build strong, lasting connections that can contribute to the Foundation's mission and financial stability.
- Board Member Engagement: Ensure all Board members are actively involved in resource development activities, including donor cultivation, fundraising events, and advocating for the Foundation's mission within their networks.
- Endowment Fund Creation: Build a robust endowment fund to provide a reliable source of long-term financial support, allowing the Foundation to plan for future growth and sustainability.



Long-term Objective 2. Achieve Universal Awareness Throughout the Community

Building universal awareness is essential for the Foundation's success, as it facilitates meaningful connections between Danville Public Schools and the community. When the Foundation actively engages with community members, it cultivates trust and encourages collaboration, allowing stakeholders to better understand the Foundation's mission and goals. This engagement not only enhances the visibility of the Foundation's initiatives but also fosters a sense of ownership and participation among community members, making them more likely to support the Foundation's efforts.

Key components of this objective include:

- Comprehensive Communication Strategy: Developing and implementing a strong communication strategy is crucial. The Foundation must use multiple platforms—social media, local media, newsletters, and community events—to share its mission, values, and accomplishments. By increasing visibility, the Foundation can attract broader community support, reaching diverse audiences and building a solid base of awareness for its educational initiatives.
- Targeted Outreach Campaigns: The Foundation will implement specific outreach campaigns tailored to the needs and interests of each stakeholder group. This could involve student success stories, showcasing how Foundation support has directly impacted the quality of education, or engaging local businesses through sponsorship opportunities. By customizing the message for each group, the Foundation ensures that its impact resonates with a wide array of community members.
- Strengthening Relationships with Key Stakeholders: Establishing and cultivating relationships with stakeholders, including students, parents, educators, alumni, and community leaders, is foundational to growing awareness. This can be done through regular engagement, listening sessions, collaborative projects, and targeted outreach programs. These partnerships will amplify the Foundation's efforts, positioning it as a trusted advocate for educational advancement in the community.
- Events and Fundraisers: Hosting events such as the annual Turkey Trot and golf tournament will further integrate the Foundation into the fabric of the community. Collaborating with local organizations, schools, and businesses will enhance visibility and foster long-term relationships. These events provide an opportunity to highlight the Foundation's contributions to education and generate public enthusiasm for its mission.

Long-term Objective 3: Promote Data-Driven, Innovative Strategies for Equitable Education

Promoting data-driven and innovative strategies is essential to advancing equitable education across Danville Public Schools. By supporting initiatives that leverage data insights, the Foundation enables educators and administrators to better identify gaps in educational access and community needs in order to develop targeted, creative programs to address the diverse needs of students. This approach ensures that innovative strategies are implemented effectively, leading to improved learning outcomes and ensuring that all students receive the support they need to succeed in and beyond the classroom.

Key components of this objective include:

- **Data Analytics:** The Foundation will support initiatives that utilize data analytics to identify gaps in educational access and community needs. By mapping and analyzing this data, educators and administrators can focus on targeted approaches, ensuring resources are allocated in ways that meet the needs of students and the community as a whole.
- **Investment Beyond the Classroom:** The Foundation will fund programs that extend learning beyond traditional classroom boundaries, enhancing students' real-world experiences and engagement. The Foundation envisions these investments to be data-driven initiatives that promote equitable access to diverse learning opportunities and help prepare students for future success in the workforce.
- **Supporting Student Access to Success:** Ensuring that all students have the necessary tools to succeed is central to the Foundation's mission. The Foundation will provide support for programs that help to bridge educational gaps for students who face additional challenges.
- **Parent/Caregiver Support:** The Foundation will invest in data-driven programs designed to empower parents and caregivers. By collaborating with organizations offering workshops, resource networks, and support systems, these initiatives will help families to take an active role in their children's education and development, fostering a supportive home environment for learning.
- **Teacher/Administrator Support:** The Foundation will promote continuous professional development for teachers and administrators to help them adopt cutting-edge teaching practices. This includes supporting training programs, grants for classroom innovation, and collaborative initiatives that enhance educators' ability to address student needs effectively through data-driven strategies.

Next Steps, Implementation, and Evaluation

Danville Public Schools Education Foundation's (the "Foundation") strategic plan will be used as a roadmap for the continuous improvement of efforts to fulfill its mission.

Board and staff will continue to monitor the plan using the accompanying Dashboard Tool (see Appendix B). This tool is meant to be used for continuous learning, updating, and action planning, and to drive the organization's day-to-day work. The Foundation will evaluate, revise, update, and record progress made toward implementation of the plan for relevancy as follows:

Monthly:

Progress reports – Are we staying on track?

Quarterly:

Action Plan Reviews – What's working? What's not working? Where do we need to adjust?

Annually:

12-Month Review and Action Planning – What outcomes did we accomplish over the last 12 months? What outcomes will we accomplish together over the next 12 months?

Appendix A - Report to Inform Strategic Direction, including Community Survey Results

Danville Public Schools Education Foundation

Strategic Planning 2024

Report to Inform Strategic Direction

Organizational Overview

Danville Public Schools Education Foundation (DPSEF) is a nonprofit organization established in 2002 to support and enhance the educational experiences of students within Danville Public Schools (DPS). DPSEF works in collaboration with school administrators, educators, parents, local businesses, and community members to raise funds, mobilize resources, and provide support for various educational programs, initiatives, and projects. DPSEF funds various programs such as scholarships for students, Adopt-a-School, Transition Stop, Books for KIDS, and offers teacher support through grants and other incentives. By bridging the gap between limited public funding and the evolving needs of students and schools, DPSEF plays a crucial role in promoting academic excellence, equity, and community engagement within the public education system.

Board of Directors

- Austin Scher, Chair
- Sheila Baynes, Vice-Chair
- Charlene Bowman, Secretary/Treasurer
- Laura Singleton
- Angelika Matczak
- Meredith Collie
- Austin Bunn
- Dr. Julie Brown
- Mark Holland
- Inez Rodenburg
- Youshique Gilbert

Ex-Officio, Non-Voting Members

- Keisha Averett, School Board Designee
- Charles McWilliams, School Board Designee
- Dr. Angela Hairston, Superintendent
- Dawn Wright-Lawson, DPSEF Bookkeeper
- Andrea Gillus, DPS, Chief Financial Officer

Staff

Megan Nipper, Director

Mission, Vision, and Values

❖ Mission:

- A community invested in education and Danville Public Schools.

❖ Vision:

- The DPS Education Foundation is an effective resource facilitator, integrator, and bridge-builder for Danville Public Schools.
- Danville Public Schools is the community's choice for supporting high-quality education, 21st Century workforce opportunities, and next-generation leadership skills for all students.
- Citizens, employers, anchor institutions, and local government partner to provide high-quality, equitable public education in the city of Danville.

❖ Values:

- Student-centered. We deliver resources that prepare students for lifelong learning, meaningful employment, and positive life choices.
- Equity. We aim for positive outcomes for all students regardless of race, gender, disability, zip code, or other context.
- Inclusiveness. We inform our approaches with regular, diverse community engagement.
- STEAM-H. We support 21st Century opportunity pathways that demand the creative thinking, innovation, and design skills earned through Science, Technology, Engineering, Arts, Mathematics, and Health (STEAM-H), including advanced manufacturing and others.
- Challenges are opportunities. We apply an asset-based lens to addressing tough problems in our schools.
- Collective impact. Collaboration, not competition, will achieve better outcomes for students.
- Integrity. Honesty, transparency, accountability, and reliability are critical for our students, partners, schools, and community.
- Financial independence and sustainability. We can do more for our schools with full-time staff and financial self-sufficiency that is independent of DPS.

Programs

- Scholarships
- Adopt-a-School
- Transition Stop
- Books for KIDS
- Teacher grants, support, and incentives (currently, not as active)

Demographics

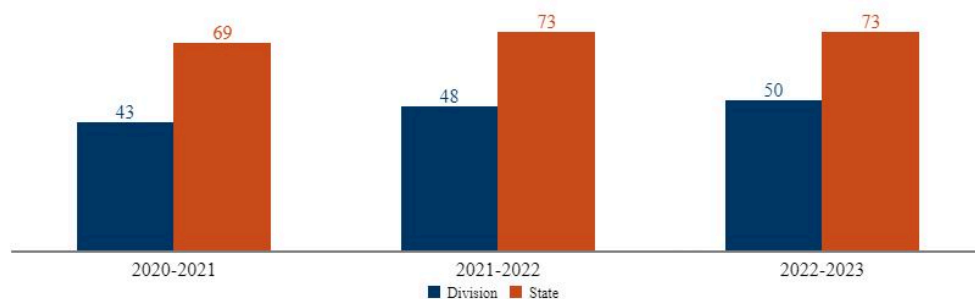
Demographic Indicator	Danville City, Virginia
Population Estimates (July 1, 2022)	42,229
Persons under 18 years, percent	22%
White	42%
Black or African American	50.2%
Hispanic or Latino	4.9%
Two or More Races	5.5%
High School Graduate or Higher	84.4%
Median Household Income (in 2022 dollars), 2018-2022	\$41,484

Source: <https://www.census.gov/quickfacts/fact/table/danvillecityvirginia/PST045222>

School Quality Profile Data for Danville Public Schools

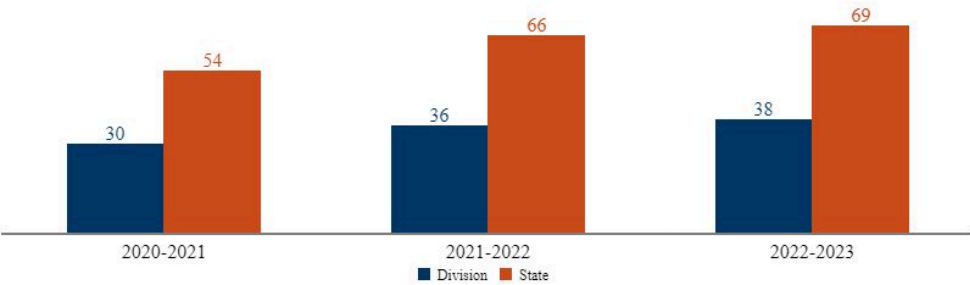
Reading Performance: All Students

2020-2021 reading results reflect reduced student participation in state reading assessments due to COVID-19. The wide variations in participation rates and learning conditions should be taken into consideration when reviewing 2020-2021 data.



Math Performance: All Students

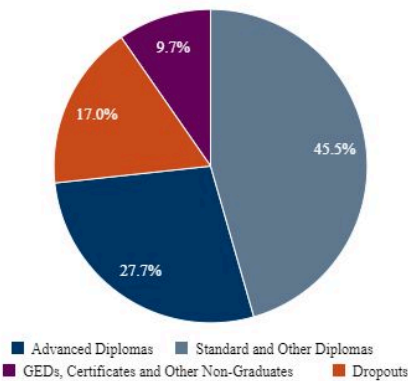
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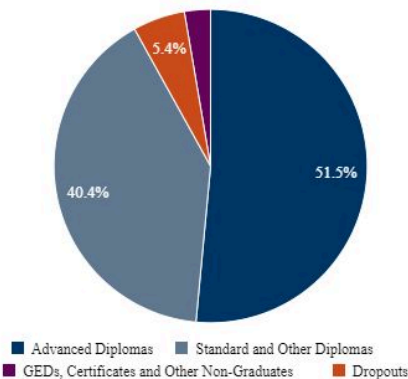
Diplomas and Completion

Class of 2023: All Students

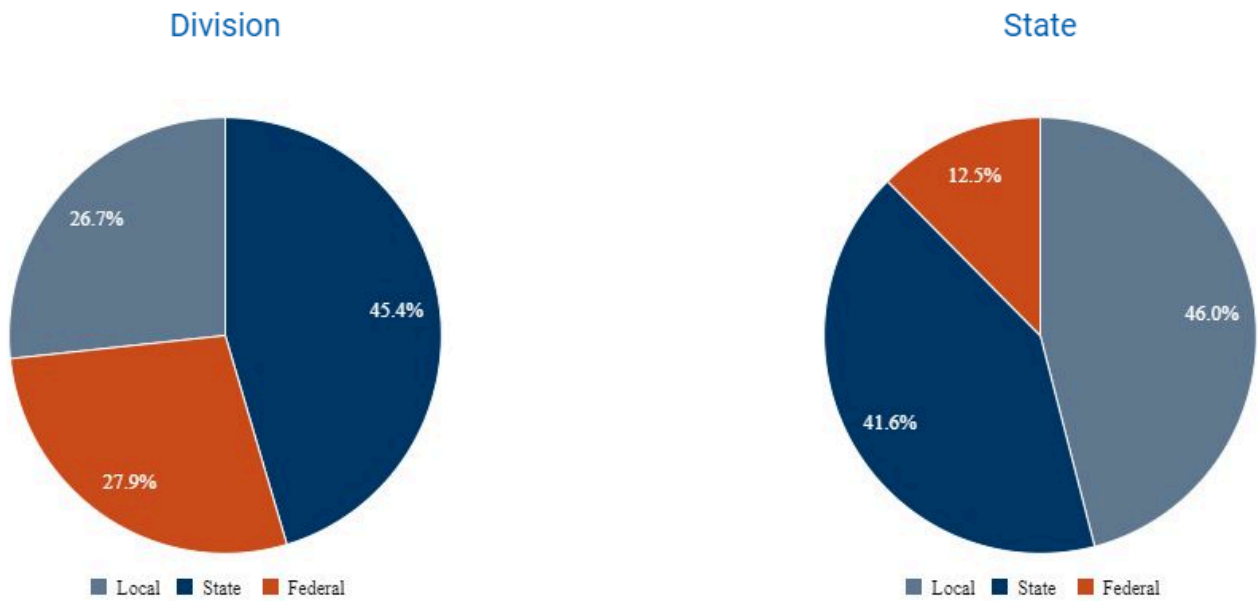
Division



State



2021 - 2022 Sources of Financial Support



Source: <https://schoolquality.virginia.gov/divisions/danville-city-public-schools#desktopTabs-7>

Preliminary SWOT Analysis

Strengths <ul style="list-style-type: none">● Collaboration with DPS	Weaknesses <ul style="list-style-type: none">● Limited staff capacity● Limited funding resources● Administrative Burden● Dependence on DPS● Competition of resources from other local educational foundations (Averett and DCC)
Opportunities <ul style="list-style-type: none">● To develop innovative strategies through collaboration with community partners● To increase unrestricted funds through an enhanced corporate giving strategy● To increase awareness and engagement of the mission through regular/expanded marketing and communication efforts● To foster/deepen relationship-building efforts with alumni to increase support of the mission (financial and volunteer)	Threats <ul style="list-style-type: none">● Staff capacity● Restricted grant funding● Limited awareness and understanding of the mission of DPSEF

Like-Model Research

	Danville Public Schools Education Foundation	Richmond Public Schools Education Foundation	Bedford Area Educational Foundation	Roanoke County Public Schools Education Foundation
Location	Danville, Virginia (Urban)	Richmond, Virginia (Urban)	Bedford County, Virginia (Rural)	Roanoke County, VA (Suburban/Rural)
Years in Operation	22 years	23 years	23 years	33 years
Annual Revenue (2022)	\$61,000	\$1,100,000	\$52,000	\$122,000
Staff	1 employee (dual employed with DPS)	3 employees	1 employee	2 employees (dual employed with RCPS)
Primary Funding Sources	Foundation and Corporate	Foundation and Corporate	Foundation and Corporate	Corporate and Individual
Key Programs and Initiatives	Student Scholarships	Student Scholarships, support a classroom (marketing for the Donors Choose requests from teachers), and volunteer programs	Teacher grants for programs or resources	Student Scholarships

	Danville Public Schools Education Foundation	Richmond Public Schools Education Foundation	Bedford Area Educational Foundation	Roanoke County Public Schools Education Foundation
Key Program and Initiatives (cont.)	Adopt-a-School	STEM Academies (locations at two middle schools that create theme-based schools)		Teacher Grants (up to \$250 for project-based and inquiry-centered learning)
	Transition Stop	Language Instruction Educational Program (English Language Learners Program)		Golden Apple Teacher of the Year Award
	Books for KIDS	Lit Limo (Mobile Library modeled after an ice cream truck. Students get to choose a book to keep and sign up for the public library when the bus visits their neighborhood)		Golf Tournament (Annual fundraising event)
	Teacher grants, incentives, and other supports	Community Hubs (Outreach workers from specific neighborhoods that work with families		Backpack 5k Run (Annual fundraising event)

	Danville Public Schools Education Foundation	Richmond Public Schools Education Foundation	Bedford Area Educational Foundation	Roanoke County Public Schools Education Foundation
		to promote student success)		
		RVA Men Teach (works to recruit and retain male educators of color)		
		East End Music Festival (annual event that raises money for music and cultural arts programs)		
		RPS Shines (annual event to recognize teachers and staff)		
		RPS 200 Pilot Program (extends the school year to 200 days)		

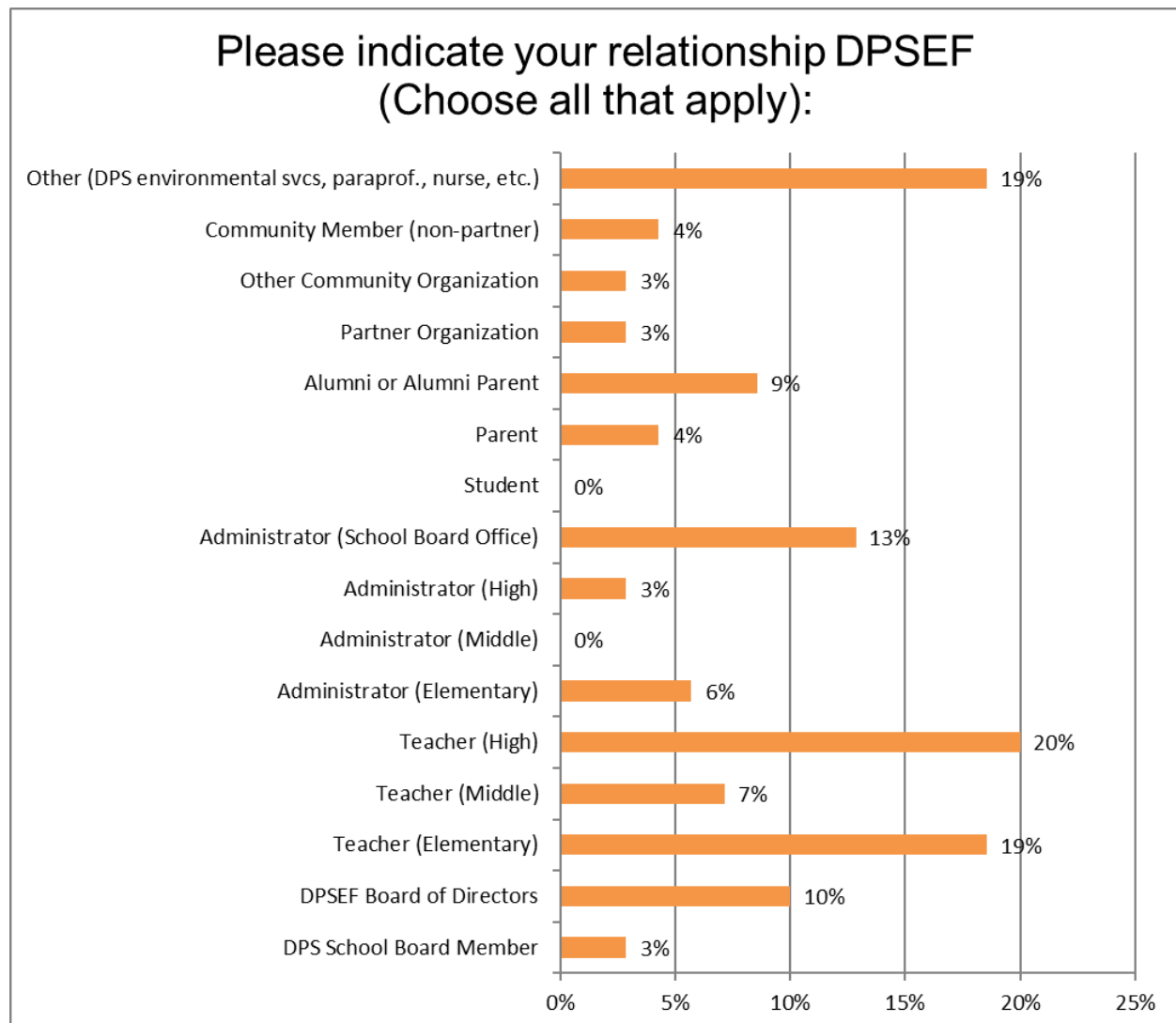
	Danville Public Schools Education Foundation	Richmond Public Schools Education Foundation	Bedford Area Educational Foundation	Roanoke County Public Schools Education Foundation
		Trauma Response and Healing Fund (following a tragedy this fund is dedicated to addressing well-being of students and staff)		
		Literacy (Equips educators of PK-3 with tools and training)		
Other Information	Ability to donate on website through Paypal	Ability to donate and designate on website. All financials available on website	Named sponsorship levels; each level receives different recognition benefits (information is available on their website). Ability to donate on website.	Named sponsorship levels. Ability to donate online.

Survey Summary

DPSEF stakeholders - Board, staff, DPS teachers, administrators, and other employees, partner organizations, School Board members, and other community members - were invited to participate in the data-gathering phase of strategic planning and provided survey links in April 2024. The surveys were extensive and asked participants about the organization as it exists today and how it may look in the future, as well as ranking what works well or needs improvement. The survey was distributed through DPSEF targeted emails, general eblasts, and social media.

Total responses: 70

The majority of respondents - 87% - were DPS employees (e.g. teachers, administrators, other staff).

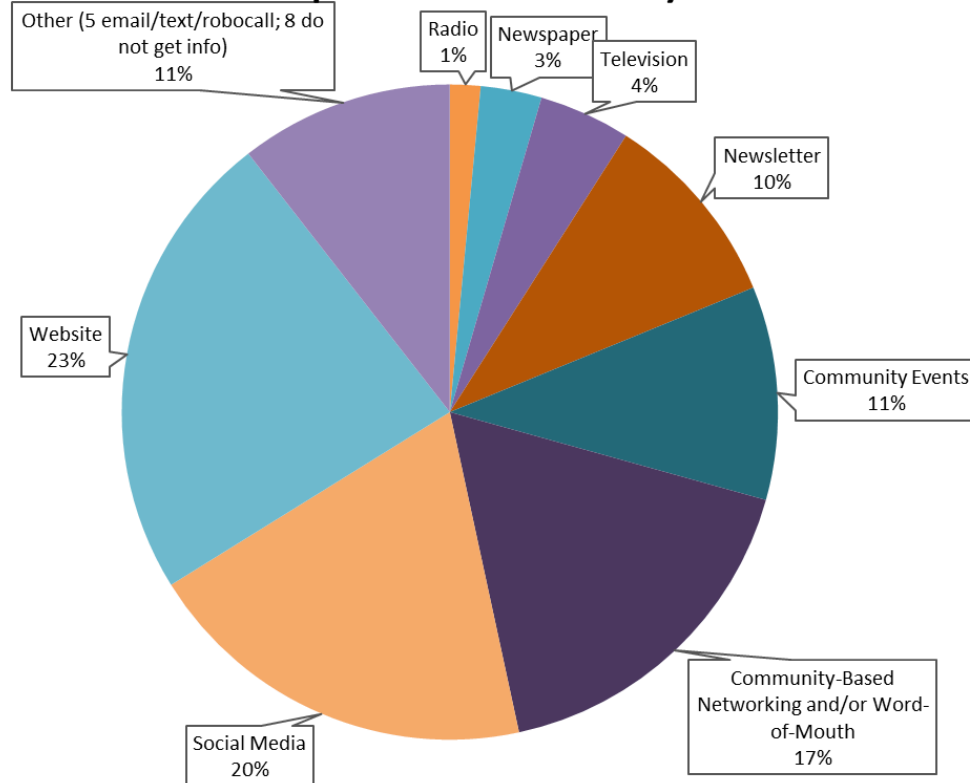


Which words come to mind when you think of DPSEF?



Of note, 7 (10%) respondents indicated they were not familiar with the organization before receiving the survey.

In what ways do you get information about DPSEF's efforts and impact in the community?



On a scale of 1 star (least favorable) – 5 stars (Most favorable), what has been your experience with DPSEF? Please explain:

Answered: 70 Skipped: 0

3.1★

average rating



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
★	18.57% 13	8.57% 6	32.86% 23	21.43% 15	18.57% 13	70	3.13

DPSEF's mission is: "A community invested in education and Danville Public Schools." Please rate the overall effectiveness of the MISSION on a scale of 1 star (not effective at all) to 5 stars (most effective):

Answered: 70 Skipped: 0

3.2★
average rating



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
★	17.14% 12	12.86% 9	25.71% 18	20.00% 14	24.29% 17	70	3.21

Are there any programs or services which you think we should focus more resources on?

34% (24 respondents) indicated they do not have enough information to answer this question.

44% - Teacher Support Incentives

29% - Teacher Grants

26% - Scholarships

19% - Books for Kids

19% - Adopt-a-School

7% - Transition Stop

Other:

- Behavioral techniques in the classroom
- Teaching and learning, culture and climate
- More Support For IEP Student (Especially Dyslexia)
- Mentoring. Ways to show scholars that you can get a good education all the while embrace nature.
- School Attendance Initiatives
- Absenteeism

When asked to "Share more about your answer to the question above," respondent statements include:

- Teachers need more support. With incentives they are motivated to carry on their job and feel supported.

- *I could imagine a world in which we support all of these programs/services more than we currently do. I think that all of these initiatives are necessary; however, I think that some may be of higher priority for our organization than others. For example, I think that scholarships, teacher grants, Transition Stop, Books for Kids, and adopt a school programs make sense for us to prioritize since we're a foundation. Any teacher support incentives are absolutely something that we should be supporting, but I think maybe less of a priority since those are things that should be originating from the district itself.*
- *To keep teachers, give incentives and bonuses coming.*
- *I am not from the area but have been impressed with all of the activities and opportunities available for students.*
- *I read the information on your website to familiarize myself with this organization's purpose. I had not heard of it before. It looks like it has a great mission, but I noticed the fundraiser page has something still showing for fall of 2023 which makes me wonder how up-to-date it is. I also read some of the strategic plan for 2020-2023, and if this organization who is provided some of the Professional development opportunities for teachers or other materials, that wasn't made known to me as a teacher. If the organization's purpose is to support DPS, I believe it deserves credit for it. I'm not saying it didn't do it, just want to point out if it did, I, as a teacher, didn't know about it.*
- *Teachers often do not feel supported by DPSEF. There is a lack of supplies and resources at some schools, yet others seem to get the best of the best.*
- *Honestly all of the programs have the potential to do great things for students and teachers.*
- *Again, this goes back to my belief that the mission and function of the foundation is not well enough publicized or understood.*
- *There is a lot of disruptive behavior that occurs in the classroom that causes problems and disrupts the learning process for that students that want to learn and achieve*
- *The need is great.*
- *Teachers are feeling overwhelmed and underappreciated. Some support would be greatly appreciated.*
- *I am not aware of the role of the foundation.*
- *I need more information about Transition Stop to know if it is what I think it is. Teacher support incentives will help keep certified teachers in Danville Public Schools.*
- *Teachers need better pay and more support. This generation of children needs more individual help and many need special services.*
- *More incentives for students to pursue post graduation goals would be great to help increase the graduation rate.*
- *Schools and the community need a closer connection and we need additional ways to keep our teachers from leaving our schools.*
- *Teachers need opportunities for professional development outside of district.*
- *Teachers need materials that last the entire school year.*
- *I would like more information.*
- *Scholarships are always needed*

- *I hear the title of this community program, but I really don't know a lot about it or what it currently does.*
- *some teachers don't get the support needed in the school building by administrators.*
- *I am not aware of what the foundation does.*
- *Books are expensive and every child deserves to have some books in their home library.*
- *We here at DPS have (0) Programs that help or aid children with Dyslexia. We (DPS) do not acknowledge the disability in the whole school system. Although there are many of our children that suffer from Dyslexia. We have no teacher's that are qualified to teach children with Dyslexia. So with no programs and no teachers that are qualified. We have a percentage of children that are left to fend for themselves. We (DPS) label them with other approved terms to cover them in their IEP. But never address the main underlying issue. So with a program designed for Dyslexia and qualified teachers. I Believe that the percentage of Graduating Students will rise.*
- *Elaborate on what the foundation does. I had never heard of it until getting this survey.*
- *Teachers who teach a trade should be paid accordingly. They teach students a lifetime skill and set a career path for students. Over the last 5 years 80% of seniors that graduate do not go to college. Give them the opportunity to receive a trade and have a great start in a career locally to help grow our community and bring more trade jobs to our city.*
- *When looking at the list to choose from, mentoring did not make the list. Middle school is where this subject matter will be most impactful.*
- *Try ways to increase parental involvement.*
- *There seems to be more focus on elementary and not on high*
- *listen to teachers, collaboration, parent involvement*
- *I'm not sure what the program does or offers*
- *School attendance is very poor throughout our community. We need to get information out to the community about the importance of school attendance and the financial, emotional, and legal repercussions of not sending children to school. A community suffers when a school division is struggling. We need billboards, signs, community partners who emphasize attendance. Employers, churches, housing communities all need to push the message out into the community.*
- *Our preschool teachers work very hard for our at-risk preschool and the kids and teachers deserve recognition.*
- *I would love to see our upper-elementary, middle, and high school students do novel studies instead of reading out of a basal or off a worksheet all of the time. Novel studies offer students the opportunity to become life-long readers. We learn to love reading through books, not passages.*
- *I am not really sure what they currently sponsor.*
- *Events to celebrate teachers and students. For example, a teacher appreciation day or teacher day. Grants for certifications. Online books or resources that students can use.*
- *The focus is, and should be, mainly on student impact. But it feels like it is sometimes lost that supporting the teachers could be, in fact, more influential on the students both now and in the future.*
- *I believe that the purpose of a public school educational foundation is to provide the resources that the locality does not.*

- *Need better administrative leadership that focus on transformational gifts.*
- *More money going towards teachers.*

Are there any programs or services which you think we should focus fewer resources on?

73% (51 respondents) indicated they do not have enough information to answer this question.

7% - Scholarships

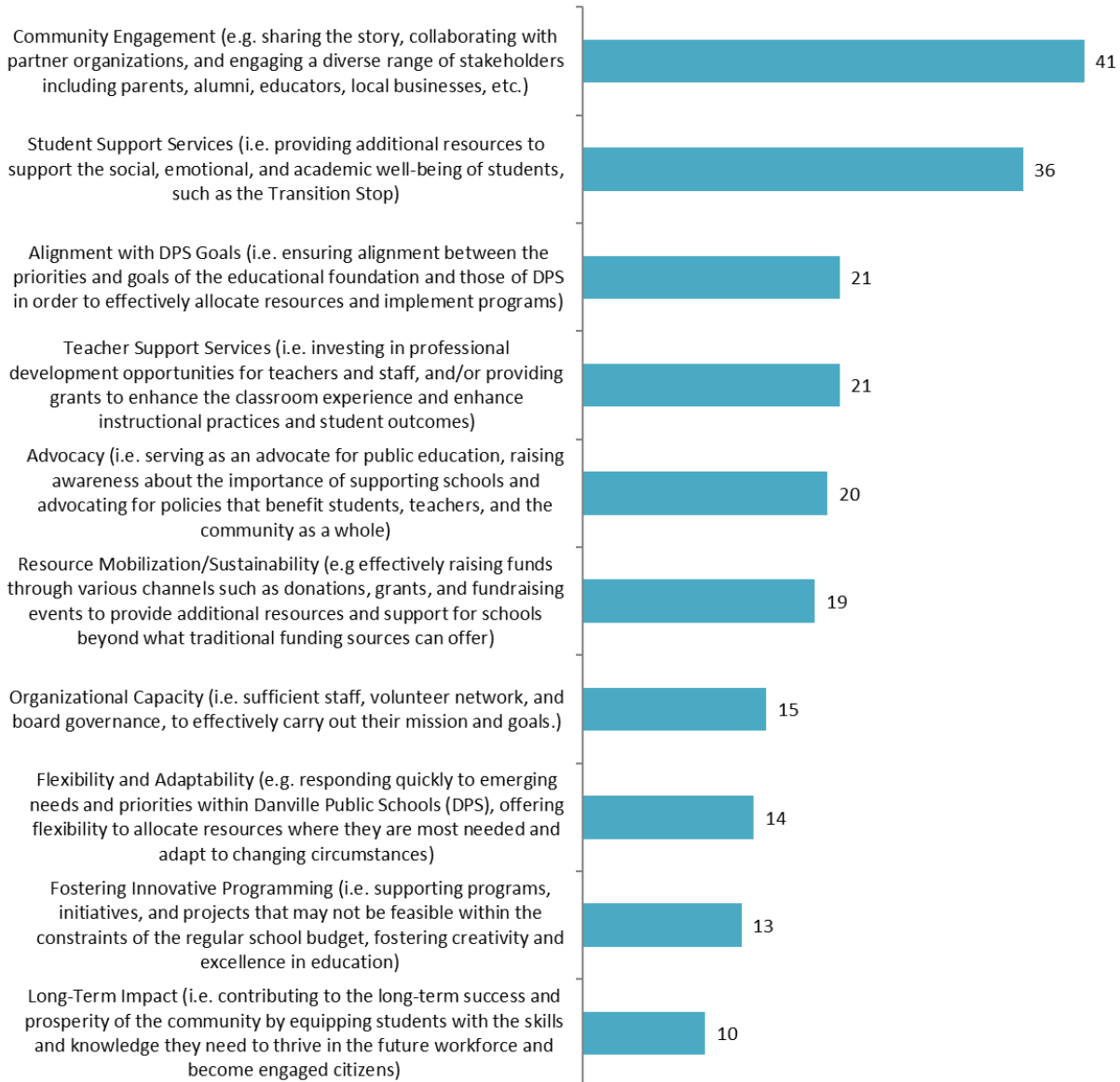
6% - Teacher Support Incentives

1-4% - Adopt-a-School, Transition Stop, Books for Kids, Teacher Grants

When asked to “Share more about your answer to the question above,” respondent statements include:

- *Future education is always a good investment.*
- *Teachers often do not feel supported by DPSEF. There is a lack of supplies and resources at some schools, yet others seem to get the best of the best.*
- *I think all of the programs are worthwhile.*
- *I hear the title of this community program, but I really don't know a lot about it or what it currently does.*
- *All of those projects seem worthy of funding.*
- *Maslow before Bloom.*
- *Students need more hours spent in CTE classes. Especially the trade classes*
- *Students do not read from paper as much as they do from devices. We cannot give away books at the high school level. This may need to be a focus for elementary school.*
- *I would not want to see any of the programs cut. They all serve a valuable purpose.*
- *I feel all of the resources focused on the current services are appropriate.*
- *Scholarships are, by their nature, for students who are departing the Danville Public School System, we should be funding programs to assist those within that system.*
- *We have a lot of money in the grant still left to spend on transition stop*

In your opinion, which of the following has DPSEF done well? (Choose top 3 areas of strength.)



In your opinion, which of the following has been challenging for DPSEF? (Choose top 3 areas that need improvement.)



What information or advice would you give DPSEF as we make decisions about long-term priorities and goals?

- *Talk to the teachers and principals to see what they need!*
- *Continue to provide opportunities for student advancement. They are our future leaders.*
- *I don't feel it's appropriate for me to provide input for this organization since I was not familiar with it. I chose 3 stars for questions that I would've chose "N/A" had that been an option. I selected same three choices for #10 and #11 so that I could complete the survey. I've been with DPS for 5 years now but I didn't know about DPSEF. I believe being more transparent may garner more support in the future and as an employee, I wanted you aware that I am not familiar with DPSEF. I think it is important for you to know that considering you have a mission to serve DPS, there are DPS employees who don't know about it.*
- *Talk with the teachers and get their input.*
- *Regarding question 11, honestly none of them really stood out to me but I had to pick three options.*
- *Overall the organization seems to do a great job building support for DPS teachers and DPS programs.*
- *Publicize your mission and work more so that you reach as many stakeholders as possible.*
- *I would hope that administration would look and evaluate closer what is going on in classrooms and stop making quick walk-throughs that don't reveal what is actually happening*
- *Use an external facilitator to lead the development of the strategic plan. Make a plan then implement it effectively.*
- *DPS need to do a better job with ensuring students have consequences for their violent and disrespectful behavior. This makes it VERY difficult for teachers to teach because the students KNOW they can do as they please and there will be NO consequences. Instead of sending a child back to class who threw a chair at someone, the student should be placed in a quiet room with a behavioral staff member as well as a teacher to ensure the student is still learning as opposed to having the students sit near the office and continue to act out for the whole school to see them.*
- *I would encourage you to be involved with employee onboarding so new employees are familiar with your goals and impacts*
- *Actually have conversations with stakeholders, and listen to all including students, community, and teachers, especially teachers who live and work in the community. We are overwhelmed with leadership from surrounding areas that have no stake in Danville as a community.*
- *I feel that teachers need more support in the classrooms and that parents should be held accountable for children's chronic bad behavior. Parents should also be held accountable for supporting their children in regards to homework and joining the various portals created for them to be in the know of their child's daily activities at school.*
- *Explore more areas of promotion.*
- *Be Strong, have a clear vision, and continue your good work;*
- *Ignore my responses for questions 11 and 12; I could not submit survey without responding to those questions. I want to stress that I know almost nothing about DPSEF and I am a DPS*

graduate, child of retired DPS faculty, a DPS employee, former neighbor of a current board member, and subscribe to local newspapers. I don't know if public knowledge of the foundation is essential to its success, but if it is then much needs to be improved.

- *To make sure everyone TEACHERS & STUDENTS feel welcome*
- *SUPPORT your teachers. Input leaders that are capable of leading by example and have team oriented agendas and not self. TEAM wins the race with students.*
- *Sharing more information about all the programs/resources that are being provided.*
- *Keep up the good work!*
- *As a DPS employee I would like to hear more about DPSEF. A suggestion would be to send monthly or quarterly emails to the entire division.*
- *DPS could have more programs for Trade work starting earlier in the children's education. Like Elementary School.*
- *Since over the last 5 years, only around 20% of our graduating seniors go to college. That leaves 80% that doesn't. Ask yourself the question. What are they going to do or become? We need to push for more students to get involved in a trade program so they will have the opportunity to find a good job and a career.*
- *To work together as a community. Promote a positive environment to discuss and motivate scholars to continue studying.*
- *Communicate and plan with your staff who have to facilitate the work.*
- *To include every possible stakeholder in the community and get the word out about what you do. We need to blanket the City of Danville with the message that we care about the children here and we prioritize education. A community that learns together, grows and prospers together.*
- *Keep up the great work!*
- *I have seen a lot of positive changes taking place within DPS the past several years. We have a long way to go, but we are headed in the right direction. Thank you for all of your hard work!*
- *Being able to reach out more to families within our community and to stress that it all starts at home, this is something that our community doesn't ever mention.*
- *Before it commits funds to an endeavor, the DPSEF must be confident that the funds can be leveraged to transform the DPS and the students within it.*
- *Consider sustainability*
- *Your mission is not actionable, and is not measurable.*
- *Ensure they are long-term and can sustain change*

Q10 Our mission is: To provide individualized culturally competent care in our communities, by supporting wellness and quality of life in a recovery-oriented environment and professional manner. Please rate our overall effectiveness on a scale of 1 star (not effective at all) to 5 stars (most effective):

Answered: 57 Skipped: 20

4.1★
average rating



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	0.00% 0	3.51% 2	17.54% 10	49.12% 28	29.82% 17	57	4.05

Q5 SBH's mission is: 'To provide individualized culturally competent care in our communities, by supporting wellness and quality of life in a recovery-oriented environment and professional manner.' Please rate the overall effectiveness of SBH's MISSION (1 star - least effective to 5 stars - most effective):

Answered: 20 Skipped: 1

3.8★
average rating



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
☆	5.00% 1	10.00% 2	20.00% 4	35.00% 7	30.00% 6	20	3.75

Appendix B - Dashboard Tool

[illegible]

[illegible]

[illegible]

Thank You

to the Foundation's Board of Directors and to the Danville Public Schools for their dedication and hard work in shaping this strategic plan and guiding the future of Danville Public Schools Education Foundation.

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