



Progress Check for Continuous Improvement

**Office of Legal Affairs/Dept. of Safe Schools
and Student Relations
November 18, 2015**

Strategic Plan Goal Area	Stakeholder Engagement
Strategic Plan Performance Objective	Provide a safe, orderly, and positive school environment

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
<p>The following successes have been achieved:</p> <ul style="list-style-type: none"> • A decrease in the number of sixth through eighth grade discipline tribunals for the 2014-2015 school year from 448 to 418. • A decrease in the number of ninth through twelfth grade discipline tribunals for the 2014-2015 school year from 539 to 502. • Forty-seven percent (47%/62) of DeKalb County Schools received 4 or more stars on the College and Career Ready Performance Index (CCRPI) School Climate Star Rating for the 2013-2014 school year. • DeKalb County School District received the highest number of schools with a School Climate Star Rating of 5 totaling 27 within the state of Georgia. • Toney Elementary School and Ronald McNair Discovery Learning Academy are currently implementing Positive Behavioral Interventions and Supports (PBIS).
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
<ul style="list-style-type: none"> • District Leadership Team (DLT) will meet with the Management Information System (MIS) Department to determine if Infinite Campus (Student Information System) will support the collection of data necessary to analyze academic, discipline and attendance data. Infinite Campus must allow school personnel to input discipline strategies used for each student, date, time and location of incidents, etc. • DLT will meet with GaDOE PBIS Specialist to develop a District Implementation Program. • DLT will interview school personnel currently implementing PBIS for information on achievements and challenges of the program. • Current DeKalb GNETS Staff (PBIS trainers) will be identified to provide training for other DeKalb personnel to train other DLT initially. • The District Leadership Team (Superintendent, regular and exceptional education teachers, curriculum and instruction, MIS, Transportation, Support Staff - psychologist, social worker, counselor) will meet twice a year to address behavior and to analyze district/school-wide data to use in providing resolutions to school academic, discipline, attendance, safety, culture and climate challenges. • A letter will be provided by DLT to participating school principals regarding training dates, requirements of attendance, items needed for training, etc. • Analyze and review CCRPI School Climate Star Rating data from the Georgia DOE for Cohort 1 schools.

- Allotment for one (1) PBIS Specialist for each region to support coaches and SLT through implementation.
- Cohort 1 schools School Leadership Team (SLT) will attend Georgia PBIS Workshop sequence to help develop tiered systems of support to meet the needs of all students.
- District Leadership Team (DLT) will review academic, discipline, attendance and safety data and select twenty (20) Cohort 2 elementary and middle schools to participate in PBIS training.
- Hire one (1) PBIS Specialist for each region to support coaches and SLT through implementation.
- Provide a letter to Cohort 2 school principals regarding training dates, requirements of attendance, items needed for training, etc.
- Curriculum and Instruction will provide resources and consultation during Year 1.
- Provide Student Discipline training quarterly to principals, assistant principals, and administrative assistants.

CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

- To ensure that the targets regarding discipline are being met, monthly reports are generated to determine if the status of the SMART Goals are being met.
- Quarterly on-site walkthroughs and meetings will be done to monitor the progress of Positive Behavioral Interventions and Supports.
- Trainings will be done to meet state and program requirements.

ACT

What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

The department is faced with the following challenges:

- Limited alternative educational facilities for students with behavior, academic, attendance, legal, and mental health challenges are available. Additional alternative educational facilities are needed to provide the proper educational setting and services for students' identified challenges. Additional staff support is needed to implement PBIS with fidelity; ten (10) additional schools have been selected to receive training during the 2015-2016 school year with implementation beginning in 2016.
- A Discipline Task Force has been established to address the suspension concerns. Administrators will utilize alternatives to suspension to address behavior issues and disproportionality.