



Our five-point TRUST Turnaround Schools Action Plan

The DeKalb County School District (DCSD) is implementing an aggressive five-point action plan to boost the performance of no fewer than 26 underperforming schoolhouses.

This deep-diving plan features an increased emphasis on **1) instructional strategies and resources; 2) realigning how the district supports campuses; 3) effective monitoring of performance; 4) "Building TRUST" partnerships; and 5) improving processes.**

Instructional strategies and resources

- ❖ Adding more than \$1.9 million for Turnaround-focused initiatives including Science, Technology, Engineering and Mathematics (STEM), Project-Based Learning, Literacy and Multi-Tiered System of Support/Response to Intervention.
- ❖ Fostering partnerships with Georgia State University, Georgia Tech, University of Georgia, and Georgia Southern University to provide for research-based instructional programs and wrap-around support services.
- ❖ Designating 10 elementary schools for complete school redesign and intensive Turnaround support: **Allgood Elementary, Cedar Grove Elementary, Chapel Hill Elementary, Fairington Elementary, Flat Shoals Elementary, Meadowview Elementary, Oak View Elementary, Panola Way Elementary, Snapfinger Elementary, and Stoneview Elementary.**
- ❖ Developing, for instructional staff, an understanding the standards and tasks required based on Webb's Depth of Knowledge, using data from formative and interim assessments to drive instruction, and making definitive interventions for students based on assessment data.

Realigning district support for campuses

- ❖ Decentralizing, through three systemic phases, school leadership into five administrative regions, each with its own regional superintendent with an emphasis on providing greater support to all Turnaround schools.
- ❖ Providing a 12-month professional growth plan for school principals of Turnaround schools that includes executive coaching and strategic planning through monthly network and professional learning meetings.
- ❖ Offering a DCSD-wide talent acquisition stipends and signing bonuses to attract and retain a talented teaching workforce.

Effective monitoring of assessments and performance

- ❖ Initiating an external curriculum audit completed to better determine academic strengths and weaknesses in Turnaround schools, including curriculum recommendations.

- ❖ Obtaining more than \$500,000 in new accountability system upgrades, including a new early warning system and data warehouse to better assess student and school progress on a daily basis.
- ❖ Creating unique Turnaround plans and performance profiles for Turnaround schools for increased accountability for meeting the academic and social-emotional needs of all students.

“Building TRUST” partnerships

- ❖ Growing a partnership with Houghton Mifflin Harcourt focused on an evaluation and review of our curriculum. Redesign will include the infusion of rigor across all levels and remediation and extension strategies.
- ❖ Growing a partnership with Discovery Education that focuses on providing strategic development support to enhance teaching and learning through academic coaches, instructional support specialists, teachers and school-based administrators.
- ❖ Utilizing the Institute for Restorative Practice to curtail high-suspension rates through research-based methods that restore dignity to students and help them interact positively with themselves and others.
- ❖ Working with the Metropolitan Regional Education Service Agency to continue to support schools towards the acquisition of content development in the areas of mathematics and literacy.
- ❖ Continuing to dive deeper and gain insight into the poverty challenges that may serve as barriers to learning, and how to overcome those challenges.
- ❖ Enhancing Operation Lead Higher by increasing the number of opportunities for Advanced Placement classes and International Baccalaureate classes for underrepresented students.
- ❖ Instituting methods endorsed by AdvancED, an external non-profit and non-partisan accrediting organization that assesses internal practices that support continuity, clarity and support structures towards overall student achievement.

Improving processes

- ❖ Ensuring data through Response to Intervention is consistently monitored and addressed through Infinite Campus.
- ❖ Using a real-time data visualization tool, Tableau, that provides detailed insight into learning, attendance, behavioral and other data sets.
- ❖ Employing targeted and tiered professional development.
- ❖ **Continuous Improvement Planning** that ensures that local school leaders/leadership teams understand their data as aligned to goals, and how to create internal capacity and processes to meet the goals.

- ❖ **Rigormeter** – The DCSD Rigormeter provides all K12 schools and District leaders with a visual application that serves as a guide related to the instructional levels of rigor based on the original Bloom’s Taxonomy (which also aligns to Webb’s Depth of Knowledge).
- ❖ **Disproportionality – Check and Connect** is a research-based intervention that helps to identify early-warning signals for students who are disengaged and at-risk of dropping out of school.