



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 2015-2016 school year from 418 to 301. The target was 394. • A decrease in the number of ninth through twelfth grade discipline tribunals for the 2015-2016 school year from 502 to 407. The target was 482. • A decrease in the number of students receiving greater than or equal to one (1) day of ISS or OSS for PBIS Cohort 2 Middle Schools from 2,666 to 1,991. The target was 2,532. • An increase in the percentage of students that “strongly agree” or “somewhat agree” that they are frequently recognized for good behavior for PBIS Cohort 2 Middle Schools from 54% to 62%. The target was 57%. • Toney Elementary School and Ronald McNair Discovery Learning Academy (PBIS Cohort 1 schools) are currently implementing Positive Behavioral Interventions and Supports (PBIS). • Ten (10) PBIS Cohort 2 schools received training during the second semester of the 2015-2016 school year and will begin fully implementing PBIS during the 2016-2017 school year. • Ten (10) PBIS Cohort 3 schools will receive training during the first semester of the 2016-2017 school year and will begin fully implementing PBIS during the 2017-2018 school year.
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"> • The District Leadership Team, consisting of the Superintendent, regular and exceptional education teachers, Curriculum and Instruction, MIS, Transportation, and Support Staff (psychologist, social worker, counselor) met twice a year to address behavior and analyze district/schoolwide data to use in providing resolutions to academic, discipline, attendance, safety, culture and climate challenges. • PBIS Cohort 1 and Cohort 2 schools continued to implement PBIS with fidelity. • A letter will be provided by the District Leadership Team (DLT) to PBIS Cohort 3 school principals regarding training dates, requirements of attendance, items needed for training, etc. • CCRPI School Climate Star Rating data from the Georgia DOE for PBIS Cohort 1 and Cohort 2 schools were reviewed and analyzed for decision-making. • Hired one (1) PBIS Specialist to support coaches and School Leadership Teams to ensure implementation of PBIS with fidelity. • District Leadership Team (DLT) reviewed academic, discipline, attendance and safety data and selected elementary and middle schools to participate in PBIS training. • PBIS Cohort schools’ School Leadership Team (SLT) attended the Georgia PBIS Workshop sequence to help develop tiered systems of support to meet the needs of all students.

- Schoolwide Information System (SWIS) training was provided for the Director/DeKalb PBIS District Coordinator to assist in evaluation of school data and decision-making.
- The 2016-2017 Code of Student Conduct~Student Rights and Responsibilities and Character Development Handbook has been revised to include additional supports and interventions such as Response to Intervention (RtI), Positive Behavioral Interventions and Supports (PBIS), and Restorative Practices.
- Provided Student Discipline training quarterly to principals, assistant principals, and administrative assistants.
- Provided Due Process Hearing 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?

- Four of the seven (57%) targets were met.
- 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, monthly meetings, and PBIS assessments are conducted to monitor the progress of Positive Behavioral Interventions and Supports.
- PBIS trainings are conducted to meet state and program requirements.
- Newly state mandated due process training for District Hearing Officers will be conducted yearly by a selected law firm specializing in school law.
- Trainings on student discipline and student due process are conducted to update administrators on federal, state, and local laws, policies, rules, and regulations and to ensure compliance.

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:

- The males of color in the DeKalb County School District have been disproportionately suspended. A Discipline Task Force has been established to address the suspension concerns. Administrators will utilize alternatives to suspension to address behavior issues and disproportionality by monitoring the classroom strategies used to improve behavior, decreasing the number of office discipline referrals, reducing the number of students placed in in-school and out-of-school suspension, establishing My Brother's Keeper local school groups and providing quarterly conferences with relevant topics, Response to Intervention (RtI), Positive Behavioral Interventions and Supports (PBIS), and Restorative Practices.
- During the 2015-2016 school year, these strategies have improved the total instances of students being suspended. There was a 23% decrease in the number of out-of-school suspensions and a 29% decrease in the number of in-school suspensions for the District.
- 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. The District is planning to open a new alternative school to address the needs of the DeKalb County student body that will provide additional wrap around services to address the above-mentioned needs of DeKalb students.

Due to the limited number of students (Cohort 2 Middle Schools) the SMART Goals that include ISS, OSS, and the survey questions from the Georgia Student Health Survey 2.0, have been changed to reflect a broader view of the DeKalb County School District student body to include the following measures:

- Decrease the number of K-12 Discipline Incidents
- Decrease the number of K-12 Out-of-School Suspensions
- Decrease the number of K-12 In-School Suspensions
- Decrease the number of K-12 Bullying Incidents