

DeKalb County School District

MIRACLES

in Action



Academic Review Document

September 10.6.23

MIRACLES in Action Update Document

MIRACLES is a continuous improvement framework designed to help DeKalb County School District and school leaders address and shift policies, practices, and expectations within its schools and facilities. We are delighted to present the monthly MIRACLES in Action Update Document outlining the collective efforts of the DeKalb County School District's Leaders. All central office staff that serve as a director position or higher will be featured in this monthly report. As representatives of the dedicated and passionate central office staff, DeKalb County School District is committed to fostering a culture of excellence, collaboration, and transparency. This report serves as a testament to the ongoing commitment to support school leaders, enhance student outcomes, and ensure the continued success of our district. This MIRACLES in Action Update Document reflects the critical work that is being presented at the Monthly Workshops that happens once a month with Cabinet Leaders and their support teams.

MIRACLES MONTHLY Workshops, which are held monthly with Cabinet Leaders to speak about their programs and initiatives they are responsible for across the district. During these workshops, members from each department come together to provide updates of their work's progress. They provide 30-day updates attached with SMARTIE goals and Timelines of when their priorities will be completed. These workshops are imperative to ensure full transparency to all stakeholders. This MIRACLES In Action Update document and the Monthly Workshops are aligned with one another and represent the C Tenet, "Commitment to Accountability."

In this monthly report, there will be an opportunity to understand the dynamic work that is happening across the district. Each department led by their respective Chiefs will have a section in this monthly document to speak about the work that is happening in real time. There will be examples and celebrations that are highlighted from departments along with collaboration with other departments. In this monthly report, our school community, Board of Education, and community members can all feel informed and aware of what each district administrator is working on throughout the school year.

This is an attempt to continue to model the example of our Superintendent, Dr. Horton in Disrupting for Excellence. Transparency is often used without practice so this will allow everyone in our DCSD community an opportunity to hold leaders accountable for the work that should be happening for all scholars across the DeKalb County School District.

Academic Report Document September 2023

Mrs. Michelle Dillard
Chief of Schools

September has been very impactful for Schools and Leadership Champions. We are excited to support the schools and provide them with the necessary tools to be successful leaders and improve scholar achievement.

Leadership Development

Leadership Development has had an exciting month of serving and supporting building principals and district leaders. We are planning and preparing to launch three of our academies, which include:

- New Principals Academy
- New Assistant Principals Consortium
- Assistant Principals Academy
 - This Academy will begin this week on September 27 and 29. The Academy will feature our collaborative partnership with Dr. Mike Rutherford from the Rutherford Learning Group and focus on enhancing our district Assistant Principals' observation, coaching, and feedback skills.

At the beginning of every school year, the team meets with New Principals (0-4 years of experience) to complete a Coaching | Principal Agreement and Professional Growth Plan that focuses on two Smart goals and works through strategy and evidence to support their Goals. The Coordinator and Performance Coach have completed **twenty** in-depth conferences to date, with a goal of completion by the end of next week, October 6, 2023.

Finally, in collaboration with the Exceptional Education team, we have provided professional learning on "Connecting the Dots of Leadership," a foundational leadership development series curated to support Coordinator IIs within the department. They have completed two sessions focused on building self-awareness and learning about their "True Colors" and how that impacts their work with LTSEs and school leaders. Two additional sessions in this series will focus on Maxwell's five leadership levels, and the final session will focus on Consulting, Communicating, and Collaborating with Building Leaders.

MIRACLES Priorities

PLCs

Implementation: Create guidance and support on how to effectively facilitate a PLC. Support and monitor the 7 steps of the PLC implementation plan to ensure all schools are making progress toward having effective PLCs in all grades and contents.

Impact: Improved scholar achievement, all scholars having access to grade level standards and improved teacher instruction.

We had our first district wide Principals Learning Opportunity with all district principals. I provided training for all principals on the DuFour PLC (Professional Learning Communities) Model. This included the four essential questions:

1. What do we want students to learn and be able to do?
2. How will we know if they learned it?
3. What will we do when they don't learn it?
4. What will we do when they do learn it?

Learning Walks

Using Data to evaluate what is working and what is not working to improve instructional outcomes for students. We provided information on the expectations for principals and assistant principals to be in classrooms doing Learning Walks at least one hour a day.

- School administrators should conduct daily classroom visits averaging an hour each day and follow-up with effective feedback to teachers that can then be used as a data source for PLC planning.
- Schools will conduct two school-wide learning walks (one per semester) to include school, district, and area leaders to monitor curriculum implementation and Tier 1 instruction, using the district-wide learning tool.

Impact: Improved scholar achievement and consistency in high-quality instruction in every classroom for every scholar

- Improve the instructional core
- Build capacity of leaders and leadership teams

CCVs (Collaborative Calibration Visits) include Six Instructional Systems

Purpose: The district has clearly defined our core values with H-PRIDE. We are working with the PCC on defining the six systems that each school will be expected to focus on starting in the Spring 2024 school year. In order to support this work, the area support team will be deployed to the school to conduct non-evaluative collaborative calibration systems check.

Overview: The area support team will visit each school for an approximate time of two hours to focus on a Systems Check and a status check for the H-PRIDE during the month of January. The findings will be compiled digitally and shared with the Executive Administrator and Area Superintendent. The Executive Administrator and Area Superintendent will then share the findings with the principal to provide feedback towards continuous improvement.

Tri-Learning Opportunities

I meet weekly with the Chief of Academics and Chief of School Improvement Accountability and Research. This month we have discussed and planned how to support schools with CSIP (Comprehensive School Improvement Plans) Reviews, District CCRPI data, Monthly Graduation Cohort meetings, alignment of PLF (Professional Learning Facilitators) and the curriculum audit. These meetings are for coherence across the district and alignment with curriculum to improve scholar achievement.

Building District Coherence across Area with Expectations

I created expectations for Area Superintendents for coherence across areas that included leadership, professionalism, day to day operations, procedural and supporting district initiatives. A group of principals across Areas collaborated to create district wide expectations. The principals then got a group of assistant principals together to create district wide AP expectations. The Area Superintendents in

return created expectations for the Executive Administrators and Culture and Climate Coordinators. This coherence will ensure that we are all on the same page and speaking the same pedagogy across the district as we strive to empower our teachers and increase scholar achievement.

Weekly Emails

I provided weekly emails to DCSD principals and assistant principals on each letter of H-PRIDE. In the email I would provide the letter and meaning of a letter weekly. I provided information and different strategies on how they could exhibit H-PRIDE within their buildings and community. Each email also included a quote representing the letter and meaning from different leaders.

Melanie Pearch

Area 1 Elementary Superintendent

-Four Area 1 schools were recognized by GaDoe for the highest 3rd grade reading levels - per Milestones last year. Congratulations to Austin, Vanderlyn, Montgomery, and Oakgrove.

-Cary Reynolds was recently recognized by Collaborative Classroom for their implementation of Being A Writer program. They have been asked to serve as a Demonstration School where school leaders from across the state can come to observe their writing practices.

Trenton Arnold

Area 2 Elementary Superintendent

- The GA DOE also recognized three Area 2 schools for highest gains in Grade 3 reading levels: Dunaire ES, McLendon ES, and Avondale ES.
- The Alliance for a Healthier Generation recognized and awarded Fernbank ES as one “America’s Healthiest Schools.”
- Congratulations go out to two current Area 2 Principals for being named as finalists for the Principal of the Year: Ms. Nicole Bullen at Hambrick ES and Dr. Dontae Andrews at Avondale ES.

Ateshia Lester

Area 3 Elementary Superintendent

This month in September, Area 3 has conducted Leader Keys Pre-Conference Meetings with all principals to review academic and non-academic data. All leaders shared CSIP goals, action steps and their progress monitoring process. The Area Team conducted abbreviated learning walks of classrooms to calibrate look-fors on instructional expectations. Also, job-embedded professional learning was provided to principals on “Finding Time” which allowed leaders to reflect on scheduling time for instructional leadership for our Virtual Principals’ Meeting. Our Professional Learning Facilitator, Dr. Graham, conducted training for teachers at local schools during collaborative planning on Narrative Writing. The Area Team is also visiting Collaborative Planning in all schools and providing feedback using the GaDOE Collaborative Planning Rubric. Culture and Climate Coordinators have met with all principals to identify their strategies for engaging staff as a result of the Gallup Survey.

In Area 3, our schools have a lot to celebrate. Columbia ES and Barack Obama Magnet have been certified as H-Pride Schools. Also, Barack Obama had a large turn-out for their Community Partners' Brunch. All schools had Grandparent celebrations for their stakeholders. The Solicitor General has participated in attendance sessions with parents. Cedar Grove ES and Chapel Hill ES participated in International DOT Day with STEM activities for students. The Allgood All-Stars celebrated their students with perfect attendance on September 15, 2023, for the month of August their first "**Atten-Dance**" of the school year. Oliver Dean and Peggy Davis are two principals in Area 3 who have been honored as Regional Principals of the Year.

Jacqueline Taylor

Area Superintendent – Middle Schools

During the month of September, the Middle Schools Area accomplished the following:

1. Conducted 90-minute 1:1 school data review with each principal.
2. We held a new principals' collaborative learning session with first- and second-year middle school principals where we took a deeper dive into the three elements of effective school leadership: instruction, school climate, and operations.
3. Conducted a CSIP audit with the purpose of reviewing school data, identifying the priority areas, and determining next steps for support. As a result, we hosted a professional learning session for all academic coaches with a focus on Do the Math Protocol. As well as, provided customized school based professional learning on Explicit Vocabulary, Disciplinary Literacy, Writer's Workshop, and Narrative Writing.
4. Completed facilities audit to identify major areas of concern.
5. Held a virtual principals' meeting to review and refine three systems of school leadership.
6. Held collaborative instructional planning sessions to tier schools, plan learning walks, develop an outline for area book study, and create a supplemental learning walk tool.
7. Developed a monthly accountability plan and instructional calendar.

Middle School Area Highlights:

1. Columbia MS celebrated its inaugural STEM Club and Student Government Association.
2. Peachtree MS celebrated one of their 7th grade students who earned The Cooke Young Scholars Program! It is a selective five-year, pre-college scholarship for high-performing 7th grade students with financial need.
3. Lithonia MS kicked off its partnership with Big Brother Big Sister as the pilot school for the district.
4. Chapel Hill MS science teacher was awarded the STEAM Truck Educator of the Month because of her exceptional teaching skills, creativity, and dedication in promoting STEAM education.
5. Druid Hills MS welcomed Rachel Russell, author of [Dork Diaries](#), to speak to 6th grade students as a part of their author talk series.

Norman Sauce

Area Superintendent – High Schools:

During the month of September, our High School Area Team nearly completed Leader Keys Pre-conferences where we discussed leaders' professional learning goals for the year as well as the alignment of those goals with the needs of the school. We are supporting schools to expand their

attendance monitoring protocols to support the increase in student attendance and subsequently increase their graduation rates. Southwest DeKalb High School is also the host for the high school Ignite Teacher Residency Program. Martin Luther King, Jr. High School has a professional Learning Plan for the year aligned with the needs of their school and Redan High School has been conducting weekly focus walks since the first week of school to drive instruction utilizing the Instructional Cha-Chas. Our High School Area Professional Learning Facilitator, Ms. Maya Kirk, provided professional learning sessions at some schools this month on Writing and Implementing an Effective Three-Part Lesson, including DeKalb School of the Arts. The teachers immersed themselves in the experience and found ways to improve their instructional delivery to enrich their students' learning experiences, and to help them increase ownership of their learning. Our PLF, Ms. Kirk, has engaged with educators and leaders to improve teaching and learning in DCSD high schools this month. Her collaboration with ELA Academic Coaches has been productive and has brought about data analysis, analysis of teacher practice, and has fostered conversations for developing a cohesive writing plan for our ELA classrooms. Our High School Area Support Team will continue to collaborate around effective best practices and close analysis of American Literature EOC classrooms. Also, our High School Area Executive Administrator joined data talks at Cedar Grove High School as they are planning to refine their alignment of teaching and learning to meet the needs of students as we move toward mid-semester progress reporting.

There continues to be a mix of celebrations and support around the area high schools. There are several noteworthy celebrations and work underway at our schools. US News & World Reports released their 2023-24 Best High Schools list. DeKalb Early College Academy is 2nd in DCSD, #19 for metro Atlanta, and #22 in the state of Georgia, and in the Top 2% for the USA. Lakeside High School has four students recognized for the National Merit Semifinalist level and eight students receiving the National Merit Commended Student Honor. Our Culture and Climate Coordinator, Ms. Russ, was honored to participate in the Annual Arts Showcase for DSA which highlighted the various programs available to students enrolled. DSA is going on the road with performances to increase awareness of their programs and provide opportunities for students across the district to take advantage of what DSA has to offer. Margaret Harris Comprehensive School continues to be a beacon of light for their community. The school celebrated National Hispanic Heritage Month by sharing the culture of different countries with the students. During classroom visits, I was able to see students engaged in academically rigorous tasks supported by teachers who were enthusiastic and committed to their success.

As we engage with all stakeholders to foster an environment of change and consistent improvement throughout the landscape of DeKalb County School District, our focus with the stakeholders, particularly with our Culture and Climate Coordinators, Dr. Taylor and Ms. Russ, has been using data to inform decisions, student engagement and citizenship outside of the classroom to prepare our students for life after high school. So far in September, they have directly influenced four essential items that will help mold a positive climate and culture for the students, staff, and communities we serve together. These items are: 1) Beginning the graduation rate monitoring process and engaging with principals and their leadership teams to fine-tune strategies for positively impacting student graduation percentages with a significant focus on subgroups and high-risk students; 2) Dress for success days for clubs and organizations at our local high schools by using student leaders as positive culture promoters; 3)

Participation in the probe college fair at Mercer University, spearheaded by our student's advancement and post-secondary department; 4) Dr. Taylor will serve as a panelist and is helping to organize several of our high schools, including over 200 marginalized students, to participate in The Black College Alumni Hall of Fame's "A Call to Manhood & Womanhood," taking place on September 29, 2023, at the Hyatt Regency Hotel in Downtown Atlanta.

Triscilla Weaver
Area Horizon Superintendent

During the month of September, Grandparents were celebrated in "Grand" style. Several of the schools had a large turnout for Grandparents Day, with Flat Rock Elementary School having over 100 grandparents in attendance. During the month, we also congratulated DeKalb Technology High School North for being featured in Pull-A-Part monthly publication. The program was highlighted for inspiring future automotive professionals.

Congratulations is also in order for DeKalb Alternative High School for being selected to participate in the REVIVE (Resources to Eliminate Violence Involving Values in Education) project sponsored by Wholistic Stress Control Institute, Inc. Additionally, Montclair Elementary School's Honor chorus will be performing at the Braves game on 9/28/23. Lastly, we highlight Salem Middle School's college tour on September 23rd. The school took 83 students to Tuskegee, Alabama to visit Tuskegee University as they prepare for college and beyond.

Michelle Jones
Area Specialty Superintendent

For the month of September, the focus for The Specialty Area Team has been welcoming New Staff and Teachers to our District as a check-in and retention strategy. The team has visited classrooms or work areas for over 85 new certified and classified staff members so far this month. Each staff member has been introduced to the team and has received a welcome sign with their name.

We established a cohort of traditional theme schools and had an initial meeting to discuss the new math standards and planning for Interdisciplinary Challenges given two of the practices of traditional theme schools: activity-based and interdisciplinary instruction.

Two schools received the Literacy Leader Banner from State Superintendent Richard Woods: International Community School and Leadership Preparatory Academy for at least a 15-point gain in their 3rd grade GA Milestones scores. EL Bouie's principal, Michelle Alford has been recognized as the Region V Principal of the Year; and recently promoted DESA principal, Dr. LaTonya Donald, has been recognized as the Education Support Professional of the Year II for her work at Pleasantdale ES.

Candace Alexander
Director of Professional Development

The Department of Professional Learning collaboratively provides continuous job-embedded learning to support employee recruitment, development, and retention. **September highlights:**

- **Professional Learning Intranet Launched!** - Our online platform serves as a valuable tool for our employees by providing them with easy access to various resources, district-wide professional development updates, as well as opportunities to explore training and certification programs. Join our PL family and share your invaluable feedback with us. Congratulations to the PL Family and Project Lead Dr. Kirsten King-Fulton, on their commendable achievements.
- **Frontline Professional Learning Liaisons (PLLs) are leading the way!** PLL training has been highly successful, with 71% already trained, and our next session is scheduled for September 27th. Additionally, we are actively preparing for the Division PLL training. We have communicated meeting dates to ensure smooth Frontline reports and visualization sharing. For those interested in learning more about PLLs, the PL Intranet is a fantastic resource worth exploring. Kudos to Project Lead Ms. Monica Vestal.
- **Here's to Partnerships** - We are thrilled to inform you that we have established a collaboration with the Steinhardt School of Culture, Education, and Human Development at New York University. This new partnership elevates our total number of collaborations to 20, while two more are in the final stages of development. Kudos to Dr. Chelonnda Seroyer for creating a Field Experience Visitation calendar exclusively for our full-time student teachers. This invaluable calendar enables them to actively participate in observation and get constructive feedback from university supervisors, thereby guiding our candidates' customized Professional Learning offerings.
- **Coaching and Feedback** - Congratulations to the 280 educators who participated in the New Educator Team (NETwork) Monthly Induction Virtual Seminar on September 12, 2023. The seminar offered Professional Learning Community Breakout sessions, including SPED, tailored to the teachers' grade band, content, and specialization. As we continue to learn and grow together, we commend the 70 teachers who participated in the DCSD 2023 - 2024 Teacher Support and Coaching Specialist (TSC) Endorsement Cohort Orientation. Dr. Leigh Turner has done an outstanding job leading and supporting this group of exceptional educators.

Paris Burd
Coordinator III Middle School Athletics



Dr. Markisha Mitchell

Chief of Continuous and Improvement Accountability

September is a busy month for the Division of Accountability and Continuous Improvement. The division includes the work of Federal Programs, School Improvement (Horizon Schools), Research Data and Evaluation and Assessment and Administration.

MIRACLES Priorities

The division's multi-year priorities are monitored using DCSD's MIRACLES Framework for continuous improvement. Our priorities include ACT/SAT testing for all high school juniors, EduClimber training for all school leaders, Horizon school improvement and resource alignment, and monitoring of Freshman on Track (FOT) data.

Board Presentation

This month I presented SY23 Georgia Milestones data to the Board of Education and community. The data was disaggregated by subgroups, including ethnicity, EL and SWD. The data served as a benchmark for all students. Attendance and discipline data was also shared. We will revisit the data for comparative purposes next year once we receive the SY24 Milestones data in the fall. Overall, the data showed opportunities for improvement in all content areas and grade levels. Curriculum and Instruction, Schools Team and Student Services are all working collaboratively to action plans and measurable goals.

Horizon Meetings

On a biweekly basis I meet with the Chief of Curriculum and Instruction, Chief of Schools, Horizon Area Superintendent, Director of School Improvement and Executive Director of Federal Programs. Together, we represent integral leadership components of the Horizon Schools. The purpose of our meetings is to communicate, collaborate and strategize improvement and alignment for the schools.

Reality Checks

Reality Checks are continuous improvement workshops for Area Superintendents and School Leaders. Last week my colleague and I presented the framework to principals and Area Superintendents. The framework includes a curated slide deck that includes achievement and culture/culture data. Within the slide deck are cabinet reflections and suggested supports. Meetings will take place twice each year in November and March (after MAP testing). The end goal is to support schools with formative data analysis action planning.

Cambriar Catalyst

I am a fellow with Cambriar Catalyst, a nationwide organization that provides rigorous professional development through seminars, online learning modules, community building, and coaching. Fellows participate in multiple virtual and in-person seminars focused on leading systems across the country. During the Learning Experiences, fellows are exposed to key content on strategy, innovation, instructional excellence, and equity. This month was my first meeting with my assigned coach and cohort. I am very excited to participate in this multi-year opportunity.

Dr. Myisha Warren
Executive Director of Federal Programs

The Office of Federal Programs includes the work of Title I, Part A, School Improvement 1003 (a), Title II, Part A, and ESSER.

Miracles Priorities

****ESSER received a clearance letter for the audit, ending in June 2022, from the Department of Audits. They reviewed the federal program findings, accepted the corrective actions and closed the findings. ESSER II and ESSER III funding has been supporting Area Superintendents, divisions, and District initiatives throughout the month. We have been working collaboratively with finance to close out ESSER II and identify expenditures that will go into late liquidation to be liquidated by December 31, 2023.

All federal program grants have been collaborating with finance to conduct the end of year closeout by September 30, 2023, for FY23 funds. We are also preparing for the FY24 budget year. All FY24 budgets have been submitted to Title I and all Continuous School Improvement Plans (CSIPs) have been approved by the Area Superintendents and Title I. Schools began spending as early as July, if their CSIPs or School Improvement jot forms were approved. The Title I Summit is occurring September 27-29 to discuss federal program updates, processes, Fraud, Waste, Abuse, and Corruption, and complaint procedures.

The Academic Coach Coordinators have worked diligently to support academic coaches at their schools. The team of four supports 111 schools and over 160 Academic coaches. Their efforts include but are not limited to:

- Planning with Area Superintendents/Area Teams
- Conducting Professional Learning for academic coaches:
- New Academic Coaches Academy (9/15/23) - Topics:
 - Instructional Coaching Tool and Data Platform
 - DCSD Coaching Playbook
 - CSIP Implementation and Monitoring
- September Academic Coaches Academy (9/22/23) - Topics:
 - The Science of Reading
 - ELA Updates from Curriculum and Instruction
- September Collaborative Learning Sessions
- Differentiated topics based on Area needs
- Supporting coaches with technical assistance (face-to-face or virtual support)
- Providing technical assistance which includes but is not limited to coaching conversations centered around the expectations for the 23-24 school year (Instructional Coaching Tool, Coaching Plans of Support, Tiered System of Support, collaborative planning, observations, and Tier I instructional support plans)
- Conducting weekly ACC Team calibration meetings
- Collaborating with the department of Research Data, and Evaluation to develop a method to document the implementation of CSIP strategies
- Supporting academic coaches still assigned to classrooms (45-day mandate from DCSD)

- Attending Short-Term Action Plan (STAP) Meetings
- Attending District Continuous Improvement Team (CIT) Meetings

School Improvement collaborates with various divisions, the GaDOE, and Metro RESA for the monthly District Plan of Support (DPoS) meetings and document. The DPoS outlines goals, action plans, and quantifiable implementation measures. The School Improvement Professional Learning Facilitators (PLFs) are in Horizon Schools four days every week supporting professional learning. This month they supported and provided PL in:

- Collaborative Planning
- Reading Wonders and My View
- Writing
- Science
- Data Analysis

School Improvement attends and supports Horizon schools with Continuous Improvement Team (CIT) Meetings and graduation meetings on a weekly basis.

Title II continuously funds PLF salaries, recruitment and retention efforts, and stipends to support building leader and teacher capacity

I attended Trego Ed training throughout September. This training is a systematic problem solving and decision-making process used to sort through complex situations and arrive at effective and practical solutions.

Ms. Shaun Thompson
Director of Title I, Part A

High Level priorities for the month:

The Title I program as three high priorities for the month of September 2023.

1. Host our annual Title I summit that will provide guidance to schools (principals, Title I facilitators, Bookkeepers, any other staff) on expectation for the FY24 school year. This year's summit will be held on Wednesday, September 27 – 29, 2023.
2. Close out of FY23 by September 30, 2023. Schools, with the support of the OFP staff are working diligently close all open purchase orders and ensuring that they are paid and close prior to the closure date.
3. Developing the district's FY24 Title I budget that is due to GaDOE on October 1, 2023. Schools have already developed their budgets, Our coordinator III is working on merge all budgets and add them to the Consolidated Application in the GaDOE portal.

Collaboration with another department for the specific month:

The Title I program works closely with the finance division to close out FY23. This work is a priority due to the State and Federal deadline. During the close out period, finance provides reports by school and district so that we are aware of where we are for percent spend.

Due to the collaboration with finance on budget uploads, finance has input dummy budgets in TouchPoint for all schools as to delay services and resources to our students and teachers. Schools with

an approved CSIP can and have begun spending their FY24 allocations. Once the merging of the budgets is complete, and the state has approved the district budget, the final budget will be sent to finance for upload into TouchPoint.

The Title I program office also works closely with Human Resources during this period to ensure that schools have their supplemental teachers, paraprofessionals, academic coaches, and parent liaisons that aligns with their CSIP.

Professional Learning Opportunities:

The Title I Summit schedule for September 27 – 29, 2023 is the main professional learning for our 111 schools. All presentations have been finalized and staff are ready to present. There will be other professional learning opportunities throughout the year.

Direct support for Schools:

All Title I schools receive direct support from our Coordinator IIs, Accounting Associates, and Specialist on a daily basis using various methods (face to face, TEAMS, Telephone calls, and/or Emails. Depending on the scenario, the Coordinator IIIs will work directly with the schools. I also provide direct support.

Dr. Sherry Johnson

Director of School Improvement

The Office of School Improvement collaborates with internal and external partners to provide support to Horizon Schools. Please see below for support provided to Horizon Schools for September 2023 in the areas of: (1) special ed, (2) graduation rates, (3) data-driven leadership, (4) instructional planning, (5) content mastery, and (6) district support. This work directly aligns to the following MIRACLES tenet: Learning Environments that Support Student Success.

Retention for New Exceptional Ed Teachers- The Office of School Improvement is collaborating with Ms. Terri Jenkins, Director of The Georgia Learning Resources System (GLRS), to provide support for Exceptional Ed Teachers with 0-3 years of experience. The year-long collaboration is designed to increase the probability of retaining the new teachers with a focus on high leverage practices (HLP) that include research, site-based coaching, and performance tasks. The HLPs focus on building teacher capacity with addressing student behaviors and instructional best practices (see link below). A fascinating part of the program includes an Avatar Lab where teachers role-play and interact with artificially intelligent (AI) students who naturally display exceptionalities mirroring real-life classroom experiences. Teachers who complete all sessions will earn a \$500 stipend. Participation capacity is at 20 participants. The next Avatar Lab will be Monday, October 16th at 4:30 PM in the GLRS PL Room- **YOU'RE INVITED.**

[GA Model Induction-New Teacher Retention Project.pdf](#)

Graduation Cohort Monitoring Template- Observation and participation data revealed an opportunity for high school teams to refine the organization and effectiveness of graduation cohort meetings. The Graduation Cohort Monitoring Template guides teams through the process of how to monitor all cohorts, utilizing the most recent graduation cohort calculator to project two scenarios for graduation rates: (1) the current projected graduation rate (as of the meeting date) and (2) the best case scenario graduation rate, which considers resolving all negative withdrawal codes and all seniors passing all classes needed for graduation. Additionally, the Graduation Cohort Monitoring Template provides high

school teams with SOPs in the following areas: (1) unverified and verified withdrawal codes, (2) utilizing resources from GaDOEs Graduation Monitoring Template, (3) monitoring student withdrawal processes, (4) monitoring 5th year seniors and early graduates, (5) failures for each cohort, (6) intervention and recovery opportunities, (7) teacher failure rates, (8) barriers, (9) student attendance, and (10) student discipline. The template was developed by Dr. Karonda Foster-Mitchell, School Improvement PLF. The most recent template that she completed with McNair HS is linked below with student and teacher names redacted. The GaDOE High School Graduation Tool Kit is also linked below.

[Graduation Cohort Monitoring Presentation UPDATED.pdf](#)

[GaDOE High School Graduation Tool Kit.pdf](#)

Leveling Up With Data- The Office of School Improvement is collaborating with The Office of Research, Data and Evaluation for the 2nd year to provide principals and their teams with a deep dive into their recently released Ga Milestones Data. During the gradual release style professional learning, principals and their teams receive data folders prepared by Dr. Rebecca Braaten. The folders include: (1) an achievement level calculator for subgroups, (2) a content mastery calculator, and (3) comparison data (21-22 vs 22-23) for ELA [content, Lexile, writing, math content, and science content, and (4) student-level data files. Participants practice how to prepare the data into a presentation format for the purpose of informing teachers and parents. Following the sessions, principals will receive an action planning template and resources from Dr. Sherry Johnson to support CSIP revisions (if needed) and next steps in their continuous improvement cycle to provide (1) necessary professional learning, (2) monitor implementation and impact, (3) and follow with differentiated support based on multiple data sources. The first session was held on 9.26.23; sessions will continue through the month of October. Support is on-going throughout the school year as requested by principals.

DCSD and GaDOE Curriculum Community Resource Overview for Units 1 & 2- With the goal of equipping teachers and academic coaches with a beginning of the school year guide to navigates units 1 & 2 for ELA and math, The Office of School Improvement PLFs created and designed audio and visual walkthroughs of the units. The audio and visual walkthroughs navigate teachers through:

- Gaining access to DCSDs Curriculum Community in Canvas,
- Gaining access to GaDOEs curriculum in Inspire, and
- Math and Reading highpoints for Units 1 and 2.

Teachers can view the walkthroughs collectively or independently to frontload and prepare for collaborative planning, lesson planning, and instructional delivery. These walkthroughs also serve as a model that can be replicated for subsequent units for the remainder of the school year. Click on the link below to access the unit walkthroughs.

[School Improvementn23-24 Resource Overview Presentations \(1\) \(1\).pdf](#)

DCSD and MRESA Content Mastery Collaboration- The Office of School Improvement is in the 2nd year of collaboration with MRESA for content mastery professional learning for teachers. During the sessions, MRESAs content mastery experts utilize DeKalb's units to deconstruct math standards and address student and teacher misconceptions through the completion of performance tasks and analysis of student work samples. Sessions were available for all three levels (ES, MS & HS). This year, the goal is for the sessions to include both ELA and math. Dr. Sherry Johnson is in direct communication with Dr. Weaver to plan the 2nd semester roll-out. Click on the link below to access teacher feedback from the 22-23 sessions.

[Dekalb Horizon ES Schools PL Summary 2.6-14.2023 \(3\) \(1\).pdf](#)

[MRESA-DeKalb Coor Alg Teacher Feedback 2.24.23.docx](#)

District CIT Meeting- Each month, DeKalb's District Continuous Improvement Team (CIT) presents implementation data and student progress data to The GaDOE. The plan represents the District's commitment to go above and beyond to support improvement goals for Horizon Schools. Data presentations are based on actions in the District Plan of Support (DPoS) in the areas of (1) graduation, (2) literacy, (3) numeracy, and (4) specially designed instruction (SDI). Directors and Executive Directors from Research, Data and Evaluation, School Improvement, Curriculum and Instruction, and Exceptional Ed present the data. GaDOE presents the District's data during their monthly school improvement division meeting. The most recent meeting was held on 9.26.23. The DPoS is linked below.

[DCSD DPoS 23-24 9.26.23.docx](#)

Title I Summit: Effective Feedback- As we all focus efforts on closing teaching and learning gaps in Tier 1 Instruction, we know that providing effective feedback is one aspect of that work. How teachers guide students to ramp-up work products that reflect proficient and distinguished levels of mastery is dependent upon the clarity and effectiveness of the feedback that teachers articulate and write to students. School Improvement PLFs will present Providing Effective Feedback during the Title I Summit. The presentation includes 4 components of effective feedback: (1) getting the micro-yes, (2) using the data-point to ground the feedback, (3) providing the impact statement, and (4) ending with a reflective question. The link to the presentation is below.

[School Improvement-Providing Effective Feedback.pdf](#)

Dr. Rebecca Braaten

Director of Research, Data and Evaluation

The fall research approval window closes during the month of September. All research applications are reviewed by at least two members of the Research Review Board (RRB) which includes Research, Data, and Evaluation (RDE) staff. This review cycle included ten (10) applications; five (5) doctorate proposals and five (5) external agency proposals.

The department processed twenty-three (23) electronic online document requests during the month of September. Of those twenty-three (23), seventeen (17) are online registration/application forms, five (5) were event/training feedback surveys, and one was a stakeholder survey. The electronic online documents were created for the following divisions/departments:

- Area Superintendent's Office
- Curriculum and Instruction
- Community Empowerment, Innovation, and Partnerships
- Federal Programs
- Leadership Development
- Professional Development
- Accountability and Continuous Improvement

The department completed the following updates to online data platforms:

- Georgia Milestones data has been uploaded into Illuminate DNA and eduCLIMBER.
- The new area structure has been created in eduCLIMBER.

- New user profiles were created for the Area Superintendents and their Executive Administrators.
- Principals and assistant principal user profiles have been updated to ensure building level administrators have restricted access to their respective school sites.
- Student profiles have been merged to ensure students have only one profile in the eduCLIMBER platform.
- All new courses with grades have been attached to parent courses in eduCLIMBER to ensure they are included in the grades-related dashboards.
- Discipline, attendance, Georgia Milestones, and demographic achievement dashboards have been created for the 23-24 school year.

RDE has continued to create elementary and middle school profiles. The profiles are a two-page document that includes school demographics, achievement data, school mission and vision statements, and Consolidated School Improvement Plan (CSIP) priorities.

The department has completed seventeen (17) data and dashboard projects for internal and external stakeholders. These projects include the following types of data: attendance, discipline, student demographics, student grades, student retentions, and local, state, and national assessments (MAP, Georgia Milestones, SAT, and Advanced Placement).

Georgia Policy Labs (GPL) at Georgia State University is continuing the COVID Learning Loss student analysis based on Spring MAP data. Students with the most significant learning loss are being identified for targeted intervention.

Hanover Research is currently working on a research project for the Academic Skills Centers focused on high-dosage tutoring.

A new administrative assistant has been added to the department and three data analysts were chosen for the open positions but declined the positions to pursue other opportunities.

Mrs. Allison Scott
Director of Assessment Administration
Assessment Visits

As part of the District Assessment Plan, all schools must have a School Assessment Plan that is approved by district assessment personnel. The School Assessment Plan follows a template provided by the Assessment Department that addresses the following tenants: Communications, Test Security, Accommodations, Technology, and Local School Training.

The completed Assessment Plan includes the template provided to each school, copies of assessment communication sent to school staff, parents, etc. (i.e., emails, meetings, agendas, etc.), schedule for test administration, training materials including administration test security, and accommodations, attendance sign-in sheets for trainings and testing schedules.

During the month of September, the following schools received visits for a review of the school assessment plan:

High	Middle	Elementary	Horizon	Specialty
Lakeside	Chamblee	Barack H. Obama	Fairington	DeKalb Preparatory

Clarkston	Peachtree	EL Bouie	Flat Rock	International Community
Chamblee	Freedom	Wynbrooke	Oak View	Wadsworth Magnet
MLK	Miller Grove	Globe Academy	Stone Mountain	
Miller Grove	Druid Hills	Pleasantdale		
Stone Mountain		Oak Grove		
Tucker		Robert Shaw		
DSA		Montgomery		
Stephenson		Fernbank		
		Midvale		

Professional Development

NWEA MAP

The NWEA MAP workshop series, **Applying Reports for Leaders**, led by NWEA facilitator, Patrice Newnam and DeKalb Assessment Specialist, Vanetta Vincent, highlighted the many useful ways to make MAP Growth more effective in driving instruction. The purpose for each MAP report was provided. Additionally, participants had an opportunity to practice how to read and generate each MAP report.

Principals and Assistant Principals will begin a book study series starting September 26th titled, **Goal Setting to Empower (and Motivate) Students**. It will focus on how to integrate formative assessment student metacognition, and motivational strategies to make goal setting an integral instructional strategy.

September will also begin support training for Academic Coaches, MTSS Coordinators, and Instructional Coaches called **Responsive Learning Cycles: Building Learning Paths with Students**. These MAP Team workshops will move forward with MAP Growth and Responsive Planning by exploring strategies for translating large goals into clear and relevant learning experiences for students. In this offering, participants will practice using goals to make teaching and learning plans that promote giving students a voice in their education through student agency and learning success.

Illuminate

DnA

New School Test Coordinators participated in a supportive workshop, **Getting Started with DnA**. Illuminate is an assessment platform used by DeKalb County Schools and the program houses the district's quarterly Benchmark Assessments. These assessments simulate Milestone testing environments for students. It also allows teacher to create formative assessments using original assessments or an in-platform item bank. Illuminate also provides comparison and projection of performance as it stores all assessment data. This information can be used by administrators and teachers to assist with interventions as needed. This training focused on building item banks and flexible assessments, sharing district benchmark assessments, setting up and monitoring online test administrations, and analyzing data from the Benchmark Participation Reports. Each participant is expected to assist school personnel in their respective building with utilizing the Illuminate platform.

eduClimber

District leaders, Principals, Assistant Principals and MTSS Specialists participated in eduClimber professional learning this month with a focus on reviewing academic, assessment, attendance, and

discipline data in a variety of ways. eduClimber new learning included reviewing Students #3D, a feature that allows users to group and filter students in a way to get whole child data. Students can be grouped by using the following filters: school, grade, gender, ethnicity, meal status, and/or disability.

New School Test Coordinator Training

To assist with the transition into the new role as a School Test Coordinator (STC), the Assessment Team creates a support team for the assistant principals, consisting of the district assessment team, an assessment mentor, and representatives from the EL department, Hospital Homebound/504 department and Special Education Department. During monthly meetings, STCs are assisted and monitored through the daily implementations of the multiple district and state assessments that are administrated in the district. STCs are provided with one-on-one support and are provided a platform to ask questions to better prepare them for situations that arise during the assessment process.

The September meeting addressed the assessment of the special populations in the school building. The meeting was held on Thursday, September 21, 2023. This virtual meeting invited the EL department, Special education department and HHB/504 department. These representatives shared with the new STCs the importance of ensure that the students within these special populations are identified and assessed with the confines of the IEP, 504/IAP and EL-TPC plans.

EOPA

The Georgia's End-of-Pathway Assessment requires districts to implement a measurement mechanism that would ascertain the technical skill attainment level of students participating in career and technical education courses. These mechanisms were expected to be valid and reliable technical assessments aligned to industry-validated standards. Georgia's Technical Skill Attainment Inventory contains approximately 125 exam options. The list of available EOPA is updated annually by the GaDOE.

In collaboration with the District's CTAE department, 27 EOPA school test coordinators were training on Sept. 19, 2023, on test administration, accommodations, test security, and test reporting. I am responsible for training and monitoring test security practices and procedures. and reporting irregularities. To ensure test security practices and procedures were followed, STCs have been required to provide the Principal's Pre-Assessment Certification and the STC Pre-Assessment Certification.

Ms. Stacy E. Stepney
Chief Academic Officer

The Division of Curriculum and Instruction is excited that the following two new team members will join the team in October: Dr. Stephanie Brown-Bryant, Director of PreK-12 Teaching and Learning, and Ms. Stephanie Lindstrom, Early Childhood Coordinator.

2024-2026 Calendar Development Process

The Calendar Committee is charged with presenting 2024-2026 calendar options to the DeKalb County School District's community of stakeholders. Stakeholders will provide feedback by taking a survey/questionnaire that will be posted on the webpage and pushed out via, social media, email networks, local school websites, and other organized communication efforts.

ShadowBox Partnership

In partnership with the Division of Community Engagement and Innovative Partnerships, the CTAE Department met with Mr. Glenn Kalison to discuss how ShadowBox can provide experiential learning experiences for students in multiple pathways (e.g., audio visual/film/tv, cosmetology, design and construction, culinary arts, and creative writing). Currently, C and I is reviewing ShadowBox's curriculum to provide feedback and align their content with state standards to identify possible course offerings so that students can earn Carnegie units.

TregoED Training

During the month of September, I attended the TregoED training. The training afforded us an opportunity to learn strategic tools for problem solving. Participants were introduced to several relevant case studies and guides to conduct a situational appraisal, decision analysis, potential problem analysis, and problem analysis.

The facilitator extended an opportunity to address an issue currently impacting our work during an intentional coaching session. Using the situational appraisal process, the team lifted K-3 literacy achievement as the situation, identified issues, clarified the issues, assessed priorities, and began naming the next steps.

International Baccalaureate (IB) Re-Authorization Visit for Tucker Middle School

The Division of Curriculum and Instruction with support from the Division of Schools and Leadership participated in the Middle Years Programme (MYP) Re-Authorization Meeting for the International Baccalaureate (IB) program at Tucker Middle. The IB Re-Authorization meeting is required per the contractual agreement between the district, local school, and international organization.

The International Baccalaureate Organization evaluates each of its programmes every five years. The visit is intended to evaluate program growth and the implementation of the IB Programme Standards and Practices. The governing body meeting is concerned with affirming the district's support for the programme. The DeKalb County School District supports IB Middle Years Programmes ensuring that schools have a school based MYP Coordinator, world language teachers, professional learning, and conference attendance to meet IB requirements.

Principal Learning Opportunity

C and I focused on providing the overarching expectations for MTSS Specialists and their responsibilities at the student level and school level to achieve the following goals:

- 85% of Tier 2 & Tier 3 intervention plans with data by the end of the year
- 15% of student enrollment served with Tier 2 intervention and 3-5% of enrollment served with Tier 3 intervention by the end of the year (progress monitored monthly)
- Goal 3: Social Emotional Behavioral (SEB) engagement fidelity:
- 10% of student enrollment served with social, emotional, and behavioral intervention (Tier 2 and Tier 3 combined) by the end of the year (progress monitored monthly)

Georgia Aquarium Partnership

The DeKalb County School District will collaborate with the Georgia Aquarium to address inequities in science education and promote increasing career and post-secondary opportunities in the fields of

Science, Technology, Engineering and Math. During the meeting with the Director of Education at the Georgia Aquarium, the four pillars of focus for the collaboration were identified as follows: experiential learning, career opportunities and skill development, research and innovation, and community awareness and activation.

The Georgia Aquarium has updated their strategic plan to reflect a stronger emphasis on education with the key demographics targeted towards ages 11-17. Previously, the target audience included parents between the ages of 30-45. There is a shift from being a profit focused organization to one focused on education and awareness.

Dr. Lenisera Barnes-Bodison
Executive Director (Curriculum and Instruction)

******Rollins Center | COX Campus Initiative:**

(Knowledge Building for Leaders: Setting the Foundation for Structured Literacy)

The DeKalb County School District has been accepted into the Rollins Center for Language and Literacy’s Science of Reading Knowledge-Building Cohort. This cohort provides support for district leaders who are currently beginning their structured literacy journey. This “knowledge-building” opportunity is designed to provide participants with a structured plan focused on gaining the content knowledge necessary to implement best practices in language and literacy. The initiative includes in-person sessions facilitated by DCSD personnel, virtual PLCs facilitated by Cox Campus, and asynchronous (self-paced) learning modules with homework assignments and assessments.

Date	Session	Location
September 22, 2023	Orientation Session	Pre-Recorded
September 25, 2023	Science of Reading Overview and Oral Language	Cox Campus Virtual PLC
October 19, 2023	District Collaborative Calibration Session I	AIC or Microsoft Teams
October 30, 2023	Early Literacy	Cox Campus Virtual PLC
November 27, 2023	Phonics	Cox Campus Virtual PLC
December 7, 2023	District Collaborative Calibration Session II	AIC or Microsoft Teams
January 29, 2024	Reading Fluency & RTI	Cox Campus Virtual PLC
February 29, 2024	Reading Comprehension	Cox Campus Virtual PLC
March 21, 2024	District Collaborative Calibration Session III	AIC or Microsoft Teams
March 25, 2024	Vocabulary Instruction	Cox Campus Virtual PLC
April 22, 2024	Structured Literacy Assessment and Instruction	Cox Campus Virtual PLC
June 3, 2024	Writing	Cox Campus Virtual PLC
June 11, 2024	District Collaborative Calibration Session IV	AIC or Microsoft Teams

Content Support for CSI Schools:

In alignment with the District Plan of Support submitted to the Georgia Department of Education, the English Language Arts and mathematics content area teams are working with their assigned CSI elementary schools to provide targeted support on four action steps with the goal of improving content mastery.

CSI Elementary Schools	ELA	Mathematics
FAIRINGTON ES	Charnita West	Angela Leach
FLAT SHOALS ES	Lynn Angus Ramos	Michelle Bateman
MCNAIR DLA	Woodsen Plummer	LaTonya Brown
PANOLA WAY ES	Lashawn White	Lateisha Andrews
STONE MOUNTAIN ES	Felicia Wynter	Tiffany Dillard

Targeted Assistance

1. **Action Step 1:** Provide in person support to teachers and leaders on Tier I resource implementation through contracted services and/or district content teams.
2. **Action Step 2:** Model specific strategies in Practitioners At Work (PAW) grades 3 and 5 select classrooms.
3. **Action Step 3:** Support monthly on-site lesson planning through deconstructing standards, designing meaningful student work, and analyzing student work protocols.
4. **Action Step 4:** Conduct monthly classroom observations and lead walkthroughs using the ELA and/or Math Formative Assessment Process Monitoring Tool.

Measurable Goals for Grades 3 and 5

- 75% of teachers will show evidence of strategy implementation
- 100% of teachers will participate in training
- 100% Benchmark participation
- Benchmark standard analysis
- MAP analysis for Grades 3 and 5

Mrs. Lummie Baker

Director, Educational Media and Instructional Materials

Adoption and Purchase of Instructional Resources:

The Department of Educational Media and Instructional Materials is pleased to announce that the Expenditure Pre-Approval Form – ESSA, CARES Federal Programs form has been approved by the Georgia Department of Education for the purchase of the following instructional resources:

Area/Content/Program	Grade Levels
English Language Arts	6-12
Visual and Performing Arts	K-12
Early Intervention Program	K-5
World Languages	K-12
EL Lab Program	4-12
Intensive English	

The adoption and purchase of instructional resources is aligned to DeKalb's Strategic Goal Area V – Organizational Excellence to:

- Ensure excellent financial management and

- Ensure efficient use of resources

Additionally the adoption and purchase of instructional resources process is aligned to the M.I.R.A.C.L.E.S. Framework for Continuous Improvement:

- **I** – Improved Instructional Core
- **C** – Commitment to Accountability
- **S** – Sound Fiscal Stewardship

Mrs. Doryiane Gunter
Director, CTAE

Industry Certification:

The CTAE Department is excited to announce that seven programs will undergo Industry Certification during the 2023-2024 school year. Industry Certification is a collaboration between the Georgia Department of Education, the local school, and the state level business/industry association that is connected to specific pathways. When a program becomes industry certified, it receives a "**stamp of excellence**", which represents the apex of program quality. Only those programs that have successfully undergone rigorous reviews by leaders from business and industry are recognized with this distinction.

Business & Marketing	Early Childhood	Engineering
Miller Grove High School (Business)	Miller Grove High School	Chamblee High School
Arabia Mountain High School (Bus)	Columbia High School	Tucker High School
Redan High School (Mktg.)		

Battle of Brigades:

In partnership with The Shular Institute, our 11 Culinary Arts programs will participate in the “Battle of the Brigade”. This is a live action culinary and hospitality competition that challenges students in the art of modern-day cooking. Students participating in the program will have the opportunity to take over a top-rated restaurant in a unique style of service that promotes teamwork, innovation, entrepreneurship and guest engagement. Some feeder middle school students will also participate. The initial round of the program will run October 2023 through November 2023. The event will take place at Farmed Kitchen in Tucker, Georgia. Stay-tuned for invitations to participate. [Battle of the Brigades \(Restaurant Takeover\) Ep.1](#)

STEM Recertification:

Currently, there are eight schools going through STE(A)M recertification via Cognia and GA DOE. These schools are working closely with our STE(A)M coordinator to successfully complete this process.

School	Certification Type
Champion Theme School	Cognia
Henderson Mill ES	Cognia
Hightower ES	Cognia
Kingsley ES	Cognia
Henderson MS	GADOE
Tucker MS	GADOE

Sagamore ES	GADOE
Dunwoody ES	GADOE

Dr. Evelyn Hall
Director, EL Studies

Sheltered Instruction Observation Protocol (SIOP):

The English Learners Department is pleased to announce the *Sheltered Instruction Observation Protocol (SIOP)* professional learning (PL) opportunities for 2023-2024. These engaging opportunities allow participants to gain valuable instructional strategies to make content comprehensible for learners as they develop academic English in the content areas.

The Sheltered Instruction Observation Protocol (SIOP) professional learning opportunities align with the DCSD M.I.R.A.C.L.E.S. Framework for Continuous Improvement:

- M** - Motion Towards Equity
- I** - Improved Instructional Core
- R** - Relevant and Rigorous Course of Study

Additionally, the professional learning opportunities align with the **DCSD Strategic Plan:**

- Goal Area I:** Student Success with Equity and Access
- Goal Area III:** Staff Effectiveness
- Goal Area V:** Organizational Excellence

Course	Description	Dates
2-day In Person PL Room 2 -- AIC 1701 Mountain Ind. Blvd Stone Mountain, GA 30083 8:30 am - 3:30 pm	This PL introduces the components and features of the instructional framework. Participants learn teaching and learning strategies to make content comprehensible for ELs.	September 21-22, 2023 October 19-20, 2023 November 2-3, 2023 January 25-26, 2024 February 8-9, 2024 March 7-8, 2024
SIOP Component Enhancement Workshop 2-hour Virtual 4:30 pm - 6:30 pm	This PL provides a review of the individual SIOP components. Participants will deepen their knowledge to make applications. Participants should have previous knowledge of the SIOP framework.	September 12, 2023 October 24, 2023 November 14, 2023 December 5, 2023 January 18, 2024 February 1, 2024 March 21, 2024 April 25, 2024

Dr. Kimberlynn Weston
Director, Pre-K-12 Teaching and Learning

Master Teacher Cadre:

In alignment with DeKalb’s Strategic Goal Area #3 Staff Effectiveness and the MIRACLES Framework for Continuous Improvement, highly qualified veteran teachers, academic coaches, and promising new teachers have been selected to serve as master teacher cadre members.

Mathematics Cadre Selection

During the 2022-2023 school year, the DCSD Mathematics Team announced the opportunity to participate as a Mathematics Cadre member for the 2023-2024 and beyond school years. In the spring of 2023, an application was shared for interested mathematics educators to complete. The application link was given to teachers following the March 10th Professional Learning Day, department chairpersons to share with their departments, and academic coaches at their May meeting.

The DCSD Mathematics Team reviewed all the applications. In addition, the DCSD Mathematics Team reviewed and reflected on their responses in professional learning sessions, math meetings, and surveys. Many of the members have served on previous Instructional Resource Review Teams and Curriculum Writing Teams.

English Language Arts Cadre Selection

In Spring 2023, the ELA team sent direct invitations to previous curriculum writers, New Teacher Induction facilitators, and specific individuals who frequented ELA professional learning sessions through our shift to the Science of Reading and through the rollout of the new instructional resources. The selected individuals were observed by the ELA team to gauge instructional delivery performance and to discuss the actual extent of their content knowledge, based on the ELA plan for professional learning:

- **K-2** – Phonics skills (Wonders)
- **3-5** – Advanced Phonics/morphology (myView)
- **6-8** – Fluency, Vocabulary, and Writing
- **9-12** – Vocabulary and Writing

During the final teacher leader meetings of the 2022-2023 school year, an invitation to apply to the grade-level cadre was also shared with K-12 teacher leaders to ensure representation from across all areas in the district.

The ELA cadre focuses on key strategies in support of structured literacy and Tier I resource implementation. The mathematics cadre assists with the rollout of new standards and new curriculum through unit-by-unit professional learning and Tier I resource implementation.

Cadre Training Dates (during the day):

ELA Elementary Cadre	ELA Secondary Cadre	Mathematics Cadre (all)
October 17, 2023 January 24, 2023	October 12, 2023 January 9, 2023	September 27, 2023 November 2, 2023 December 6, 2023 January 10, 2024 (HS only)

Teacher Training dates:

ELA Teacher Training Dates	Mathematics Teacher Training Dates
October 28, 2023 - Super Saturday November 7, 2023 – District-wide PL Day February 10, 2024 – Super Saturday March 8, 2024 – District-wide PL Day	September 9, 2023 – Super Saturday (HS only) October 14, 2023 – Super Saturday November 7, 2023 – District-wide PL Day January 27, 2024 – Super Saturday

Mrs. Michele Summerlin
Executive Director (Exceptional Education/504/GLRS/GNETS)

******Exceptional Education Support for School Administrators**

Special Education School Administrator Academy (SESAA):

In alignment with the District’s Goal Area III, Staff Effectiveness, school administrators have been offered the opportunity to participate in professional learning designed to assist with their understanding of special education and the critical role they play in ensuring that students with disabilities and their families are receiving the services and supports provided by the Individuals with Disabilities Education Act (IDEA). Professional learning, experiential activities, and executive coaching for principals, assistant principals, and other administrators in special education law and policies have become very important in the current school climate. The number of DCSD participants for the current cohort, which is hosted by the Georgia Department of Education, has increased from previous years. Currently, **thirty-one (31)** DeKalb school and district level administrators are engaged in professional learning opportunities centered around special education law, Free Appropriate Public Education (FAPE), Individual Education Program(IEP) meetings, supporting families, supporting teachers, and other essential topics.

The goals of SESAA are to:

- build capacity around special education
- support building level school-based leaders
- strengthen collaborative relationships between school-based administrators, special education directors, and families
- reduce cases requiring dispute resolution

Professional learning activities (August – December)

August	<ul style="list-style-type: none"> • Special Education Law 101 • Parental Rights, Complaints, and Due Process • MTSS, SST and Intensive Interventions
September	<ul style="list-style-type: none"> • Student Record • Special Education Discipline and Positive, Proactive Approaches • Avatar Lab Sp.Ed. Leadership Support – Behavior
October	<ul style="list-style-type: none"> • Co-Teaching • Avatar Lab Sp.Ed. Co-Teaching Collaborative Meeting
November	<ul style="list-style-type: none"> • State Defined Alternate Diploma & Georgia Alternate Assessment
December	<ul style="list-style-type: none"> • Master Scheduling for Elementary Schools, Middle Schools and High Schools

SESAA Participating Schools

Austin ES	Eagle Woods Academy	International Community School	Salem MS	Tucker HS
Cedar Grove ES	Flat Shoals ES	John R. Lewis ES	Stone Mountain ES	Vanderlyn ES
Chapel Hill MS	GLOBE Academy	Montgomery ES	Stone Mountain HS	Warren Technical
D.A.T.E. Academy	Hightower ES	Oak View ES	Salem MS	Woodridge ES
Dunaire	Idlewood ES	Pine Ridge ES	Towers HS	

Exceptional Education Academic Support for TSI Schools:

In alignment with the District Plan of Support submitted to the Georgia Department of Education, Exceptional Education staff is providing targeted instructional support to special education teachers at TSI schools. The professional learning and technical assistance sessions are designed to support numeracy and literacy as determined by individual student profiles.

Specially Designed Instruction Professional Learning Sessions (October – February)

October	<ul style="list-style-type: none"> • Effective Lesson Planning • Student Grouping • Student Work
November	<ul style="list-style-type: none"> • Student work • Evidence of adapting instructional methodology
February	<ul style="list-style-type: none"> • Student Work • Effective Lesson Planning

Family Engagement (Exceptional Education Parent Mentor):

The Department of Exceptional Education has hired and onboarded one of two Exceptional Education Parent Mentors who will assist DCSD with promoting and enhancing family engagement through communication, training, and resources designed to support parents of students with disabilities. The parent mentor and Director for Special Education attended the Georgia Parent Mentor Partnership kickoff meeting on September 14, 2023 in Macon. The team will utilize content learned at the meeting to develop an action plan for how the parent mentor will support parent engagement initiatives and begin to proactively support individual families. The support provided by Special Education Parent Mentors aligns with the DCSD M.I.R.A.C.L.E.S. Framework for Continuous Improvement:

M – Motion Towards Equity

I – Improved Instructional Core

R – Relevant and Rigorous Course of Study

504:

During the 2023-2024 school year, the Section 504 Office is focusing on providing exemplary training and support to multiple stakeholders. Local school 504 Chairs receive monthly training support either virtually or in-person. The Section504 Office is providing direct training to local school faculty and staff members upon request by the school principal or based upon compliance audit results. We are pleased to announce that we have supported approximately 15 schools in the first 30 days.

The following schools have received support during August and September:

Briar Vista ES	Henderson MS
Canby Lane ES	Lithonia HS
DeKalb School of the Arts	Martin L. King, Jr. HS
Druid Hills HS	Montclair ES
Elizabeth Andrews HS	Peachcrest ES
Fernbank ES	Robert Shaw ES
FLEX Academy	Stephenson MS
Globe Academy	

Ms. Lila Brown
 Director, GNETS

Literacy Professional Development:

In collaboration with GLRS, our GNETS center and transition based paraprofessionals will have an opportunity to participate in professional development sessions in the area of literacy. Sessions will take place every other month. Staff will meet from 2:30 pm- 3:30 pm at Eagle Woods Academy.

Date	Topic
September 26, 2023	Vocabulary
November 28, 2023	Reading Informational Text
January 30, 2024	Inductive Thinking
March 26, 2024	Reading Literary Text

Ms. Terri Jenkins
 Director, GLRS

New Teacher Induction Cohort:

Metro East GLRS will provide training and on-going coaching and support for special education teachers (0-3 years). This training and coaching are supported and funded by the Georgia Department of Education through IDEA funding. The targeted schools are TSI schools.

Topic	Face-to-Face Training at GLRS <i>All sessions will be from 4:30 – 6:30.</i>	Mixed Reality Session
HLP#7	Monday, August 28, 2023	Monday, September 18, 2023
HLP #16	Monday, September 25, 2023	Monday, October 16, 2023
IEP Components	Monday, October 30, 2023	Monday, November 13, 2023
Facilitating an IEP	Tuesday, January 16, 2024	Tuesday, January 30, 2024

Meeting		
HLP #9	Tuesday, February 6, 2024	Tuesday, February 20, 2024
HLP #18	Monday, March 4, 2024	Monday, March 18, 2024
HLP #22	Monday, April 15, 2024	Monday, April 29, 2024

** HLP = High Leverage Practice

Mrs. Kiana King
Director, Exceptional Education

LTSE Professional Development:

The Department of Exceptional Education is offering monthly in-person training sessions to support all LTSEs. The dates listed below have been identified as LTSE and New LTSE Academy dates. To provide comprehensive training for the newly hired Lead Teachers, offerings were available weekly for the months of August and September.

□

LTSE Academy Dates	Time	Location
August 25, 2023	10:00 am-3:00 pm	AIC Board Room
September 29, 2023	10:00 am-3:00 pm	AIC Auditorium
October 27, 2023	10:00 am-3:00 pm	AIC Auditorium
November 15, 2023	10:00 am-3:00 pm	AIC Board Room
December 13, 2023	10:00 am-3:00 pm	AIC Board Room
January 26, 2024	10:00 am-3:00 pm	AIC Auditorium
February 23, 2024	10:00 am-3:00 pm	AIC Auditorium
March 29, 2024	10:00 am-3:00 pm	AIC Board Room
April 26, 2024	10:00 am-3:00 pm	AIC Board Room

NEW LTSE Academy Dates	Time	Location
August 8, 2022	9:00-12:00	Eagle Woods Academy
August 15, 2023	9:00-12:00	Eagle Woods Academy
August 22, 2023	9:00-12:00	Eagle Woods Academy
August 29, 2023	9:00-12:00	Eagle Woods Academy
September 5, 2023	9:00-12:00	Eagle Woods Academy
September 12, 2023	9:00-12:00	Eagle Woods Academy
September 19, 2023	9:00-12:00	Eagle Woods Academy
September 26, 2023	9:00-12:00	Eagle Woods Academy
October 30, 2023	9:00-12:00	Eagle Woods Academy
November 13, 2023	9:00-12:00	Eagle Woods Academy
December 11, 2023	9:00-12:00	Eagle Woods Academy
January 29, 2024	9:00-12:00	Eagle Woods Academy
February 26, 2024	9:00-12:00	Eagle Woods Academy
March 25, 2024	9:00-12:00	Eagle Woods Academy
April 29, 2024	9:00-12:00	Eagle Woods Academy

The Department of Exceptional Education is keenly aware of the critical shortage of special education teachers and remains committed to focusing on student achievement and successful outcomes for students with disabilities. The exceptional education leadership staff looks forward to providing ongoing support and collaborating with Area Superintendents and school teams as the DCSD works to recruit and hire highly qualified staff.

Dr. Sean Tartt
Executive Director, Portrait of a Graduate

Academic Skills Center:

The Division of Curriculum and Instruction is pleased to share that support is coming for Horizon schools through the launch of Academic Skills Center in January 2024. The initial phase will target Horizon elementary and middle schools. The Academic Skills Centers provide small group tutoring in math, literacy/language arts, social emotional learning, and executive functioning skills during non-core times of the school day. Planning and collaborate efforts with Curriculum and Instruction, the Area Superintendent for Horizon schools, and other key divisions are underway and progressing well.

Topic	Dates	Collaborative Partners
Overview of Academic Skills Centers	August 18, 2023	MTSS Coordinators and MTSS PLF
Overview of Academic Skills Centers	September 7, 2023	C&I and Horizon Area Superintendent
Furniture Assessment	August 28, 2023	Operations and Principals
Planning & Development of Academic Skills Centers	August 22, 2023 August 29, 2023 September 5, 2023 September 12, 2023 September 19, 2023 September 26, 2023	MTSS Coordinators and MTSS PLF
Overview with Horizon MTSS	October 20, 2023	MTSS Coordinators, MTSS PLF, and MTSS Specialists

Ms. Kanessa Fain and Dr. Scott McManus
MTSS Coordinator IIIs

Multi-tiered System of Supports (MTSS):

We are excited to share the plan to support implementation fidelity for the DCSD’s **Multi-tiered System of Supports (MTSS)**. MTSS is a school improvement framework that targets support for students’ social-emotional-behavioral, academic growth, and achievement. Dedicated MTSS Specialists at all non-charter schools support the fidelity of MTSS implementation at local schools through a distributed leadership model involving active collaboration with building leadership, teachers, and staff. MTSS Specialists participate in rigorous Job Embedded Training (JET Setting) prior to the onset of the school year along with monthly required in-person training, monthly highly recommended professional learning

sessions, and opportunities for coaching and support within monthly virtual office hours. Horizon Schools have access to a district level MTSS Specialist who works with the district-level MTSS team to provide an additional layer of support. In addition, MTSS coordinators maintain the [MTSS District Site](#) in SharePoint to provide all employees with access to an abundance of MTSS resources and materials.

In addition to the professional learning and support outlined above, layered support has been provided to develop plans ensuring MTSS support for students continues while some MTSS Specialists are providing class coverage.

Here is the schedule for MTSS required and suggested professional learning for first semester:

Date of PL	Required/Suggested	Topic of PL	Audience	Location/Link
July 24-July 28	REQUIRED	J.E.T. Setting	ES/MS/HS	District Office/AIC
Wed, Aug 23	SUGGESTED	MTSS Virtual Office Hours	ES/MS/HS	9:00-10:00am 1:00-2:00pm
Monday, Aug 28	REQUIRED	Face to Face PL Collaboration with LTSE/School Psych	Area I: 9-11am Area II: 12-2pm	District Office
Wed, Aug 30	REQUIRED	Face to Face PL Collaboration with LTSE/School Psych	Area III: 9-11am Area IV: 12-2pm	District Office
Thurs, Aug 31	REQUIRED	Face to Face PL Collaboration with LTSE/School Psych	Area V: 9-11am Area VI & VII: 12-2pm	District Office
Wed, Sept 6	REQUIRED	I-station Virtual Office Hours	ES	9:00-10:00am 1:00-2:00pm
Thurs, Sept 7	SUGGESTED	Virtual MTSS PL	ES: 9-10am; MS/HS: 1-2pm	Virtual PL Link
Thurs, Sept 14	REQUIRED	Horizon Schools PL	Horizon ES/MS/HS 8:30-11:30a	District Office
Wed, Sept 20 <u>OR</u> Friday, Sept 22	REQUIRED	EduClimber (Collections/Tagging)	ES/MS/HS 3 choice sessions	District Office
Wed, Sept 27	SUGGESTED	MTSS Virtual Office Hours	ES/MS/HS	9:00-10:00am 1:00-2:00pm
Wed, Oct 4	REQUIRED	I-station Virtual Office Hours	ES	9:00-10:00am 1:00-2:00pm
Thurs, Oct 12	SUGGESTED	Virtual MTSS PL	ES: 9-10am MS/HS: 1-2pm	Virtual PL Link
Fri, October 20	REQUIRED	Face to Face PL	ES: I-station (morning) MS/HS: TBD	District Office

			All(afternoon): The Power of Procedures	
Tues, Oct 31	SUGGESTED	MTSS Virtual Office Hours	ES/MS/HS	9:00-10:00am 1:00-2:00pm
Wed, Nov 1	REQUIRED	I-station Virtual Office Hours	ES	9:00-10:00am 1:00-2:00pm
Thurs, Nov 9	SUGGESTED	Virtual MTSS PL	ES: 9-10am; MS/HS: 1-2pm	Virtual PL Link
Wed, Nov 15	REQUIRED	Horizon Schools PL	Horizon ES/MS/HS 8:30-11:30a	District Office
Tues, Nov 28 OR Wed, Nov 29	REQUIRED	EduClimber (Interventions)	ES/MS/HS 3 choice sessions	District Office
Wed, December 6	SUGGESTED	MTSS Virtual Office Hours	ES/MS/HS	9:00-10:00am 1:00-2:00pm

Dr. Janetta Greenwood
Director, Fernbank

Single Visits and Outreach:

Fernbank Science Center is proud to kick off single visits and outreach in science across the district. In the month of September it is predicted that the Science Center will serve over 13,961 DCSD students in grades PreK-12. The Science Center is also currently designing and developing new outreach programming, exhibit hall updates/enhancements and planetarium shows to support End of Course and End of Grade test review in science with opportunities to integrate mathematical practices and literacy.

Fernbank Science Center is proud to work in collaboration with the DCSD Early Learning Center to welcome back their four-year-old students to the Fernbank Science Center ScienToTs program this fall for the months of September, October, and November. Students have the opportunity to engage in science experiential learning opportunities specifically designed for PreK students.

Professional Learning Opportunities:

Fernbank Science Center hosted its fall semester Teacher Appreciation Day and Instructional Program Showcase on **Saturday, September 30, 2023**. Teachers received free admission and a complimentary guest pass to a planetarium show aligned to state standards.

In September, Fernbank Science Center began the School Master Gardner program designed to support teachers in using outdoor experiential learning to increase learning outcomes in science. Teachers from across the school district participate in monthly professional development tailored to support creating an outdoor living laboratory at their school.

Special Events at Fernbank Science Center:

Fernbank Science Center will host OctoberFest at the Science Center on Saturday, October 14, 2023. Teachers, students, and parents will have the opportunity to participate in Chemistry Day as well as learn about and view the Annular Eclipse scheduled for that day. There will be a variety of free hands on activities and planetarium shows to engage in during this community event.

Fernbank Science Center will host Spooky Science at the Science Center on **Saturday, October 28, 2023**, to promote the magic of science and real world relevance. Parents and students will have the opportunity to engage in a variety of free hands-on instructional driven activities aligned to state science standards to support science engagement across the district. Activities will target grades and standards in PreK-6; however, all ages are welcome to attend.

Dr. Zack Phillips
Director, Early Learning Center

September Book Drive:

The administrative team and a parent representative were interviewed by 11 Alive Reporter, Jennifer Bellamy, to support the September Book Drive Initiative. The interview centered around the ELC’s ongoing partnership with the Children’s Read organization and the importance of building a solid reading foundation in young students during the early learning arena while having free access to donated books at home. Different versions of the interview will continue to be released throughout the month of September by the reporter to support the 11 Alive Book Drive.

Ms. Ketra Wright
Director, FLEX Academy

Apex Content Support:

FLEX Academy is pleased to announce the support plan providing digital content to middle and high schools to assist with teacher shortages.

FLEX Academy has provided professional learning in the use of the school district’s learning management system, Canvas, to access Apex content.

We will increase the number of schools accessing the Apex content by providing scheduled training opportunities in person or via Teams. Training began August 2023 and will continue throughout the 2023-24 academic year as needed.

APEX Trainings			
School	Date	Course(s)	Collaborative Partners
Lithonia Middle School	August 29, 2023	Social Studies 6-8	Principal, Assistant Principal, Academic Coach
Southwest DeKalb High School	August 31, 2023	Advanced Mathematical Decision Making	Principal, Assistant Principal, Academic Coach

McNair High School	September 1, 2023	Spanish I, II	Principal, Assistant Principal, Academic Coach
Towers HS	September 28, 2023	CTAE	Principal, Assistant Principal, Academic Coach
Cedar Grove Middle School	September 28, 2023	Social Studies 6-8	Principal, Assistant Principal, Academic Coach

Apex Virtual Open Lab Dates 10:00 a.m. - 11:00 a.m.		
September 15, 2023	September 22, 2023	September 29, 2023
October 6, 2023	October 13, 2023	October 20, 2023

Incarcerated Youth Program:

FLEX Academy has partnered with the Department of Exceptional Education to provide a free appropriate public education (FAPE) by utilizing digital resources to support the ongoing education of incarcerated youth. These students are utilizing the DCSD's learning management system to access Apex content.

Date	Topic	Collaborative Partners
August 2, 2023	EDC Staff Training	Dr. Darnell Logan, Dr. Takelia Glover Diane Williams-Shirley
September 13, 2023	Canvas/Apex Enrollment	Dr. Takelia Glover

Dr. Kishia Towns
Chief of Wrap Around Services, Equity and Student Empowerment

September proved to be an exciting month as the Division of Equity and Student Empowerment (E&ES) provided various resources and supports throughout the district to assist staff, students, parents, and other community stakeholders. E&ES makes every effort to ensure that students are healthy and well while in a safe, positive learning environment to achieve at their highest potential.

Presentations

During the September Board Meeting, a presentation was provided on the SY23 discipline and attendance data. The data shared was discussed during the Committee of the Whole to inform the DeKalb County School District Board of Education and community at large about Collaborations

Trainings

Dr. Deborah Moore-Sanders,

Substitute Administrator; Executive Director of Student Advancement

The Student Advancement Department focuses on providing awareness, access, and resources to students to assist them with graduating on time and having a post-secondary plan. The primary goal is to provide supports that will lead to increased student engagement, increase graduation rate, enhance employability skills, and enhance career outcomes.

Clark Atlanta University Minority Male Day

*Marc Anthony Gunter, Redan High School senior, received a \$60,000 scholarship and acceptance to Clark Atlanta University (CAU) during Minority Male Day. Minority Male Day is an annual event focused on increasing higher education enrollment. It is hosted by Clark Atlanta University and serves as an awesome student experience with minority males being the focus and priority. The event showcases motivational speakers, industry leaders, institution administrators, and CAU Ambassadors. The experience provides our scholars with a day in the life experience of a college student. In addition, \$3,000 scholarships are offered to all participants who successfully gain admissions into Clark Atlanta University.

Emory Illuminate Program Outstanding Scholar Recipient

*Oluwatomilola "Tomi" Amubioya has been recognized as the "10th Grade Outstanding Scholar Recipient" for the Emory Illuminate Program. She excelled in program participation and was recognized as the top performing 10th grade scholar during the Atlanta Urban Debate League Team Competition. Illuminate: Navigating Your Path to College is a college preparatory initiative created by the DeKalb County School District Student Advancement Department and Emory University Office of Admission to recognize students from underrepresented and low socioeconomic backgrounds with high potential.

Probe College Fair

DeKalb County School District participated in the Probe College Fair hosted by Mercer University Atlanta Campus on Friday, September 22, 2023. This was a District-wide event focused on twelfth grade scholars. In attendance were 86 colleges and military branches including the Army, Navy, National Guard, and Air Force. Of the 1658 students in attendance, 1400 were DeKalb students.

Student Success Mobile Center

*The Student Success Mobile Center visited Vanderlyn Elementary School this month. The Student Success Mobile Center features the latest high-tech gadgets, such as interactive college virtual tours, gaming systems, sound recording systems, and laptops. The Student Success Mobile Center was intentionally designed to help level the playing field by reaching a wider audience of students through mobility, thus providing equitable access to post-secondary planning resources. The Student Success

Mobile Center will travel to schools across the District, to community events, and through neighborhoods, collaborating with post-secondary education and workforce development partners to be a constant visual reminder of the importance of focusing on future goals and the value of solid post-secondary planning. The next event is scheduled for October 14, 2023, during the DeKalb County Fire and Rescue 20th Annual Fire Safety Festival at Northlake Mall.

Mrs. Denise Revels

Director of Wrap Around & Support Services

Wrap Around and Support Services has been committed to providing meaningful professional development to staff members providing direct support to students. As a result, we are providing opportunities for staff members to participate in the following trainings this year:

Naviance Training

DeKalb County School District counselors had the opportunity to participate in Naviance training on September 26, 2023. Naviance is an American college and career readiness software provider that partners with high schools and other K–12 institutions to provide students with college planning and career assessment tools. It is the mission of DeKalb County School District to ensure student success, leading to higher education, work, and lifelong learning. With the addition of Naviance Elementary, confidence will be built in young learners as they explore options for future success with engaging, age-appropriate content. Furthermore, a school's youngest students can now also enjoy tools and activities that help them explore options for future success.

A Framework for Understanding Poverty Training

The Division of Equity and Student Empowerment participated in A Framework for Understanding Poverty Training on September 28, 2023. This training allows staff to view poverty through an economic lens that has only become sharper and more focused since its initial publication in 1995. Framework's premise is unchanged: Middle-class understandings of children and adults in poverty are often ill-suited for connecting with people in poverty and helping them build up the resources to rise out of poverty and into self-sufficiency. Staff will have an opportunity to provide avenues of success for students despite their economic status.

The Boys in Crisis Symposium

The Division of Equity and Student Empowerment staff participated in The Boys in Crisis symposium which looks at social media use/abuse and the culture of video gaming, address 21st Century cyberbullying and boys who seem chained to their consoles. Current statistics on social media use, wireless Internet access, and prison demographics illustrate contributors to and results of the crisis. Strategies for engaging boys and their technology are some of the topics discussed along with six real-life case studies and the creative solutions the author describes.

***SAFE Center Story Time**

It's officially fall, school has been back in session a full two months, and the students and staff were extremely excited about the presence of the SAFE Centers in their buildings. Here at MLK Jr. HS, students were in disbelief at how their school transformed overnight (it was longer, but overnight in the students' minds). The SAFE Center has provided them with snacks, a quiet space to chill or vibe on their lunch breaks, and a place to go to get resources such as shoes, hygiene items, school supplies, and clothing. We met several children that admitted that they would not eat in the cafeteria due to social anxiety and phobias. Students that would typically be called "loners" were now in the VIP Suite with various peers listening to YouTube music with the lights dimmed and having conversations with one another. Students are constantly stopping by the SAFE Center office to ensure that their safe space is open and ready for them throughout the day. Community partnerships have begun, and students have started signing up and joining groups that are teaching them valuable life skills in the areas of conflict resolution, drug awareness and prevention, coping with stress, and career readiness. SAFE Center Ambassadors are volunteering to assist with our mobile food distributions as well as encouraging their peers to take pride in their SAFE space by keeping it clean and not using it in a negative way. This school year is off to a great start, and we are excited to see what's to come.

Dr. Darnell Logan

Director of Student Relations

The Department of Student Relations provides support to each school and center in DeKalb County School District, by interpreting and implementing the rules and regulations regarding student conduct. This Department also facilitates Positive Behavioral Interventions and Supports (PBIS), the Bullying Awareness Campaign and Prevention/Intervention Activities.

October is Bullying Awareness and Prevention Month

*October is Bullying Awareness and Prevention Month. Over 2,000 staff members along with DeKalb students have been trained on bullying, hazing, harassment, and discrimination throughout the DeKalb County School District. The "Bullying Stops Here!" Awareness Campaign is a yearlong event sponsored by the Department of Student Relations in an effort to eradicate behavior that is detrimental to the well-being of students and greatly hinder them from reaching their true academic potential. A comprehensive approach is taken to address these issues by seeking to educate, not only students, but the entire community of stakeholders.

Ms. Monika Davis
Chief Information Officer

For the Division of Information and Instructional Technology, we are focused on ensuring we:

- Improve device management and support.

- Remediate and refresh the district’s network and data center infrastructure.
- Harden information, cyber, network and physical security measures.
- Enhance and innovate the digital learning environment.
- Empower the “Digital Village” necessary to nurture and develop Digital Dreamers.

These goals represent our day-to-day commitment to the students, staff, and community. Lately, areas of intense focus have included ERP project guidance and support, technology infrastructure transformation, and finalization of the district’s technology plan for the next three years.

Enterprise Resource Planning (ERP)

We continue to support the work effort necessary to achieve our milestone to go live with the first phase of payroll transition from CrossPointe to the Munis platforms. This phase will impact full-time employees who work twelve months a year. A key change for these staff members will be the implementation of the Munis Employee Self Service portal. The ESS portal will allow staff to view their paycheck information and communicate any necessary changes, such as addresses and deductions. DIIT has updated portal configuration, added single sign on access capability, developed training materials, and added an ERP targeted support plan to enhance user experience.

Technology Plan

DCSD definitely has a vision for digital transformation in our district and how technology infrastructure, resources, and support can help. Last school year, data was collected via a systemic technology survey sent to students, staff, and the community. These surveys collected key feedback pertaining to the district’s technology infrastructure. This information along with ongoing feedback from various other sources have allowed DIIT to get a pulse check on stakeholder feedback. Our next steps will include assessing our current reality against our vision to strengthen our goals and supporting initiatives. A technology advisory committee will be asked to review this plan and provide feedback and guidance.

All of this information will be used to develop the district’s technology roadmap for 2023 through 2026. Overall, the plan will show where we are, where we want to go, and how we will get there.

Jeff Miller, Manager III of Asset and End-User Computing

Herman Parker, Manager II of Technology Assets

Technology Inventory and Device Distribution

The district has three primary phases of device management – distribution, management/repair, and collections.

In May 2023, schools collected all student and staff devices to prepare them for the 2023 – 2024 school year. During the summer device audit activity, DIIT reset and prepared over 95,300 summer devices. In addition, more 15,000 devices were repaired throughout last school year with 5900 repaired in June 2023 and July 2023 alone. This phenomenal work all to prepare for the Fall 2023 mass distribution process to ensure students and staff have access to devices.

During the month of August 2023, mass device distribution activity occurred. Currently, schools are in device management and repair phase where they continue to distribute and collect devices, based on need. As enrollment changes, there is a process to request additional devices for student use. Upon verification of need, DIIT delivers additional devices to the school.

DIIT is finalizing a device status dashboard to provide key information on device availability at each school. This information is based on the device management and documentation activity conducted by each school.

Lastly, DIIT has kicked off our monthly meeting and support strategy with the school-based device distribution coordinators. The goal is to provide ongoing support for the schools as we work to ensure equitable access to devices.

Natalie Terrell, Manager III of Project Management

SPLOST VI Technology Project Updates

The Board of Education has approved SPLOST VI funding to facilitate the transformation of the district's technology infrastructure. This transformation addresses the district's data center, network infrastructure, and physical security systems.

Physical Security Infrastructure

The scope of these projects is a complete refresh of the intrusion/burglar alarm system, door access system, and security camera system in all DCSD facilities. Last year, the Board of Education approved \$3.1 million to install a new security camera server and storage system in the main data center at WBBC. This work has been completed and all cameras are connected and recording to this new infrastructure.



Currently, the site assessments are in progress through November 2023 to determine physical security needs by school. The district security integrator, Convergent meets with local school administrator and staff as well as DIIT and Public Safety to assess the facility. This visit documents the layout of the legacy system and changes for the new system to be installed. So far, 29 of 140 sites have been assessed. The first set of installation for door access and intrusion alarms is scheduled to begin by November 2023.

Data Center & Networking Infrastructure

DIIT and vendor partners are gearing up to start replacing end of life infrastructure and updating with “future-ready” technology. Network switches, wireless access points, as well as copper and fiber cabling will be refreshed in all DCSD facilities. These projects are being funded by SPLOST VI and are shifting from very intense planning and purchasing phases to installation! We are VERY excited about these behind-the-scenes projects because they will improve user experience triple-fold. More updates on progress to be shared in coming months.

Dr. Kyia Clark, Executive Director, Information and Innovation

Mr. Troy Palmer, Manager III of Student Information Systems

Ms. Terri Webb, Manager of Instructional Technology

Infinite Campus Translation Support for our EL families

DIIT is collaborating with multiple departments to enhance translation support within Infinite Campus to assist our EL parents. Translation in the district 15 core languages will be made available in the online registration application, Campus Parent Portal, attendance letters, as well as report cards and transcripts. We project this access to be ready for all functions at the beginning of Spring 2024 semester.

Tech Café Events

Tech Cafés are virtual collaboration sessions that provide parents with the opportunity to learn all about the digital resources that are used in the DCSD classroom. DIIT hosts these sessions virtually and they are available to all DCSD community members.

Please see the schedule for the remainder of the school year. We look forward to seeing you there!

Date	Topic
8/22/2023	The DCSD Digital Ecosystem
9/26/2023	Connect with Canvas Parent App
10/24/2023	Digital Citizenship Month
11/28/2023	Navigating Launchpad: Virtual Learning Resources
12/12/2023	Navigating Naviance: High School Graduation/Post-Secondary Enrollment
1/23/2024	DCSD Device Check-Up and Preparing Parents for School Choice
2/27/2024	Test-taking tips for online assessments (Georgia Milestones Experience)
4/23/2024	Annual Verification in Infinite Campus for the Upcoming School Year
5/21/2024	Tech Kindergarten Readiness

Technology Fair

Planning for the district's 2024 student technology competition is underway! Last year, we had over 700 students participate. Please see the video of the Digital Dreamers who represented the DeKalb County School District in the state competition and WON!

 [2023 DCSD State Technology Winners Video.mp4](#)



TECHNOLOGY COMPETITION
READY
 PLAYER DEKALB

◀◀ PLAY FOR FREE! ▶▶

 Saturday
 January 20
 2024


 Dr. Ronald E. McNair Middle School
 2190 Wallingford Dr.
 Decatur, GA 30032

14 CATEGORIES

- 3D Modeling
- Animation
- Audio Production
- Device Modification
- Digital Game Design
- Digital Photo Production
- Graphic Design
- Internet Applications
- Mobile Apps
- Multimedia Applications
- Productivity Design
- Project Programming
- Robotics
- Video Production


REGISTRATION
OPENS SOON FOR:
3rd-12th
Graders

 [HTTPS://WWW.DEKALBSCHOOLSSA.ORG/](https://www.dekalbschoolssa.org/)


We are looking forward to transforming McNair Middle School into a 1980s Video Arcade to take our students Back to the Future. This year our goal is 1000 students strong.

IGNITE U Technology Integration Professional Learning

We are excited to announce the new and enhanced DCSD IGNITE U Professional Learning Series for the 2023-2024 school year! IGNITE U is a professional learning series that focuses on effective and engaging technology integration. The goal is to ensure that our DCSD educators are proficient in integrating technology in engaging and innovative ways that support learning.

This year, teachers have the opportunity to select a pathway that focuses on using tools within the DCSD digital ecosystem using Instructional Technology's Five C's (Connectivity, Collaboration & Communication, Creativity, and Critical Thinking).

Topics are listed below:

1. Canvas Connectivity
2. Collaboration & Communication with
3. Microsoft Creativity in Canva

4. Critical Thinking with Artificial Intelligence Basics

Teachers are registered and ready to learn.

Dr. Yolanda Williamson
Chief of Community Engagement & Innovative Partnerships

High Level priorities for the month:

Staffing

The Division of Community Engagement & Partnerships is considered to be a new Division. Therefore, staffing the Division with high quality personnel is of the utmost importance.

Currently, two positions are posted on Frontline. The DeKalb Schools Foundation Oversight Executive and Manager I, Strategic Partnerships.

The Foundation Oversight Executive will serve as lead administrator for the DeKalb Schools Foundation. The responsibilities include maintaining day-to-day operations, facilitating board meetings, growing the Foundation's donor base, and reporting regularly to the board.

The Manager I, Strategic Partnerships will assist in developing community partnerships and create a coherent and strategic infrastructure to help the district realize its priorities and goals.

Collaboration- Human Resources

R-Recruit & Retain High Quality Staff

DeKalb Schools Foundation

The formation of the Board for the DeKalb Schools Foundation is underway. The names for prospective members have been received and invitational letters were sent to all.

The initial slate of members will be presented to the BOE for approval at the October BOE meeting. Next steps after board approval of the slate will include sending each member a congratulatory letter, sending an informational brochure about DCSD, and continue the search for an Executive to lead the Foundation. Also, after the core board is approved, a process for expanding the board for others to join will be executed.

Collaboration- Melanie Slaton, Aaron Lupaloff

S- Sound Fiscal Stewardship

Gathering for Partner Collaboration

The early planning of the gathering of all DCSD partners to recognize their contributions to the district and share continued needs has been initiated. A possible name for this event might be Community Impact Showcase. The purpose of the Showcase is to provide a platform for community partners to highlight and share their contributions, initiatives, and projects that have positively impacted the students in our district. The main goal will be to inspire collaboration by facilitating networking and collaboration among community partners, as well as foster a sense of unity and shared purpose.

Collaboration-Lorraine Sanford, Bernetta Jones, Marcia Coward, Marcia Oglesby, Kisha Towns

M-Motion Towards Equity

Superintendent Advisory Councils

The following Superintendent Advisory Councils will their first meeting between October and early November.

Superintendent Parent Advisory Council

Superintendent Bi-Lingual Parent Advisor Council

Superintendent Staff Advisory Council

The Councils will play a crucial role in creating a collaborative and inclusive educational environment where parents have a voice in shaping the educational experience in DCSD.

Invitations to join the Councils have been sent and next steps include developing agendas for the first set of meetings.

Collaboration- Evelyn Hall, Robert McDaniels

M-Motion Towards Equity

ThoughtExchange

Several ThoughtExchange questions have been released thus far. They have all been aligned to the MIRACLES Framework. ThoughtExchange questions are promoted on social media, district websites, and Dr. Horton's weekly newsletter.

Motion Towards Equity- What on your thoughts on how well the DCSD is doing as it relates to moving towards equity? How can we improve in this area?

Improved Instructional Core- How is DeKalb County School District (DCSD) doing with providing challenging tasks that are appropriate for students at each grade level? What are your thoughts on how we can improve the instructional core in DCSD?

Relevant & Rigorous Course of Study- What are your thoughts on how well the DeKalb County School District (DCSD) is doing with providing relevant and rigorous course of study? What are your suggestions on how we can improve?

Attract & Retain High Quality Staff- What are your thoughts on how well the DeKalb County School District is doing to attract and retain high-quality staff? What are your suggestions on how we can improve?

Next steps for ThoughtExchange include releasing a new question on weekly basis and publishing the results of each survey on the MIRACLES website that is currently under construction.

Collaboration with Communications and ThoughtExchange representatives will be ongoing as we move toward publishing the results of the surveys.

M-Motion Towards Equity

Marcia Coward
Family Engagement

In response to the significant demand for English classes, it is imperative that we hire two more part-time ESL instructors. This demand underscores the importance of expanding our educational offerings to cater to the needs of our community.

New High School Equivalency (HSE) and English as a Second Language (ESL) classes are scheduled to commence at AIC, Sequoyah, and Cross Keys on Wednesday, September 27, 2023. This marks an important step in our commitment to providing accessible and comprehensive education to our parents. To accommodate the growing interest in our programs, we are actively collaborating with Goodwill to secure additional classroom space, which will be available starting November 6th. To ensure everyone is well-informed about these developments, we will be hosting additional informational sessions on October 5th and 7th.

MIRACLES Priority update for the specific month and your role in it:

Collaboration with another department for the specific month:
Engaging with the Lead Counselor from Student Support Services to address the needs of underage students, which will have a direct impact on our graduation rates.

Collaborating with the HR department to offer assistance and support to GED students who are presently unemployed or in underemployment situations.

Professional Learning Opportunities:

We have scheduled a professional development session for the GED staff on October 19th, during which we will share and discuss the strategies that were presented at the statewide GED Conference.

Marcia Oglesby

Grants and Partnerships

High Level priorities for the month:

- Development of the Wellness Center Proposal to present to Kaiser Permanente for funding.
- Continue to encourage teachers to post projects to Donors Choose; Dr. Horton signed off/approved the district to become an official partner last week; Grants and Partnerships created a special Donors Choose landing page on the platform; this week, Chevron awarded Hightower Elementary School a \$10,000 education grant via the Donors Choose platform. A request will be submitted for Communications to attend Chevron's presentation of the award to the school on October 17, 2023, at 10:30 A.M. Teachers have received over \$4.5 million in resources through Donors Choose.
- Public Safety grant – obtain the signed vendor management form, need the revised budget from Public Safety and upload all documents to the portal no later than Friday, September 29, 2023.
- Transitioning of the approved City of Stonecrest donation to the schools in the district via a district-level account
- Preparing the Publix donation in the amount of \$93,321 as a board agenda item
- National Coalition of 100 Black Women – ensuring the board agenda item template is updated to present the monthly donation of items for three high schools is presented to the board in November.
- United Way AARP Experience Corps Tutoring Program for Stone Mountain Elementary School, continue to respond to questions from the United Way and obtain the MOU for review and approval.

MIRACLES Priority update for the specific month and your role in it:

- (M) Motions Towards Equity – My role will be to assist the Grants and Partnerships team with writing the Wellness Center Proposal.
- (L) Learning Environments that Promote Student Success – I will work directly with Donors Choose, Hightower Elementary School, and finance to transition the grant award from the grantor to the district.
- (L) Learning Environments that Promote Student Success – I will work directly with the United Way to obtain and submit the MOU for legal review, obtain answers from Public Safety regarding the new DOJ background requirements, and contact Stone Mountain Elementary School and James Hearn, the after-school coordinator, with updates.

- (S) Sound Fiscal Stewardship – I will work directly with Public Safety to ensure all required documents (i.e., revised budget - adding the additional the \$144,350 in funds awarded to the budget for purchase of an additional lane, signed vendor management form, and W9 are submitted to the Governor’s Office of Planning and Budget.
- (S) Sound Fiscal Stewardship – I am waiting on the signed MOU from Mayor Cobble and will work collaboratively with the schools and Denise Revels to create and submit budgets for each school (a total of 12) to finance so the gl accounts can be established and schools can begin using their funds.
- (S) Sound Fiscal Stewardship – I will work directly with Dr. Williamson to ensure the Publix Tools for Back-to-School donation is prepared and submitted as an agenda item to be presented to the board in November.

Collaboration with another department for the specific month:

- Grants and Partnerships will collaborate with Total Rewards (Andrea Aplin and Karen Beadles) and facilities to locate an ideal location for an additional Wellness Center in the district.
- Publix Donation – Family and Community Engagement – Marcia Coward and finance
- City of Stonecrest Donation – Denise Revels, Wrap Around Services and Support (next month – will work with the school principals and finance)
- Collaborate with finance to stay abreast of active grant awards and transition new awards and donations to finance and the awardees.

Professional Learning Opportunities:

N/A

Direct support for Schools:

- Stone Mountain Elementary School – Dr. Covington – AARP tutoring program.
- Opportunity grants – Globe Charter - Sandra Daniel; Miller Grove Middle School – Principal Evans and Ashford Park
- Attended the kickoff of the Beyond Schools Walls Program with Cross Keys High School at Insight Global; Big Brothers Big Sisters provides a mentor/match from Insight Global for each student; the students attend and participate in leadership and career awareness sessions each month during the school year at the organization with their mentors.

Portia Kirkland

Director of Communications

The role of Strategic Communications within DCSD has become more vital than ever and empowering staff to tell their story and share their good news with equity is a priority. Effective communication is essential to promote and increase student achievement and engage with stakeholders so that they're in the know.

Communications plays a crucial role in supporting various departments with their marketing efforts. From branding and promotions to PR, social media management, video production, photography, and

content creation, our work aligns with a few tenets this month. You'll find that when it's a design asset, our work aligns with Motion Toward Equity. However, this month we're pulling together our Communications Survey. This work aligns with Commitment to Accountability. Here's more from the Comms Department and our work this month.

High Level priorities:

1) The Miracles Website is a project underway in Communications to showcase a continuous improvement framework. This website is expected to be completed by November 2023 and aligns with the tenet Commitment to Accountability. The Miracles Website will be fully functional, visually appealing, and user-friendly. The website will explain Miracles, its works, FAQs, and videos. Further updates include:

- On September 28, we will produce four more Miracles Videos, including Stacy Stepney, Elijah Palmer, and Dr. Tekshia Ward-Smith
- Distribution of 6 Miracles videos, along with a ThoughtExchange, will be distributed in the superintendent newsletter and the Miracles Website
- Review the Miracles Beta site to prepare for launch in the next 30 days

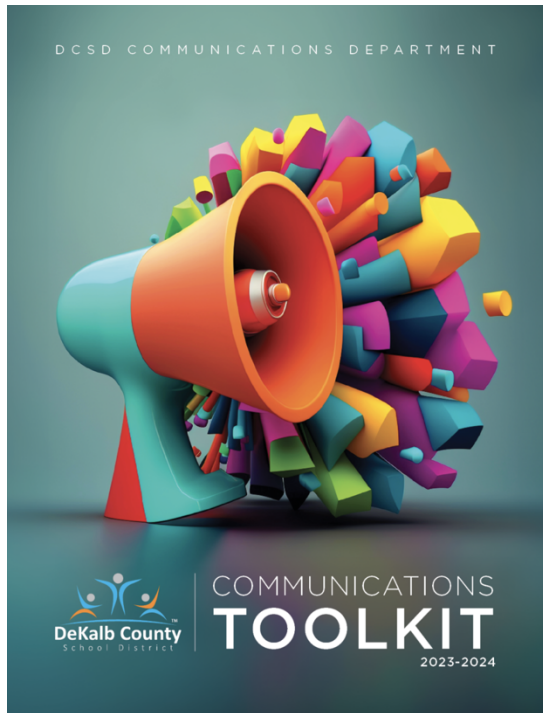
2) Aligning with the tenet Motion Toward Equity, Communications is re-designing the What's the Good News Ambassador graphic. This graphic and motion graphic will be used for a flyer and video that we capture of the current Horizon schools. In addition, Communications will send a flyer to schools to notify them that we will be capturing good news in their building. The team is collaborating with Dr. Triscilla Weaver. Videos will also have some translation.



3) DeKalb Schools TV is proud of the original programming produced in-house. Like many networks, such as PBS, DSTV creates entertaining programs that educate and empower its target audience. We are re-shooting 3-5 Magical Library shows to support reading initiatives by May 2024. We plan to incorporate phonics and translate content for future shows. Furthermore, the team is meeting this week to discuss our Math-matic show, which will be quick math tutorials airing on DSTV. This work aligns with Learning Environments that Supports Student Success.

4) The Communications team continues to look for ways to improve and increase internal and external communications. We are redesigning and editing our Communications Toolkit, which is a centralized

hub (digital and print) that supports the District and schoolhouses with assets, resources, and tools to facilitate effective communication. Our goal is to have this complete by November 2023. By distributing this toolkit, principals and district leaders will have the necessary materials and procedures for successful communication within DCSD. The District will have access to templates, guidelines, and best practices such as social media guidelines, who to contact for support, and how to capture schoolhouse news. This work aligns with the Miracles tenet, Commitment to Accountability.



5) Communications wants to ensure that our stakeholders are in the know. In a few years, communications have yet to deliver a communications survey to identify key communication channels and platforms that external stakeholders access for news. Currently, the team is working with the Research Department to update the survey and translate it into the top 15 languages. We will also distribute the survey in 2 newsletters by mid-October. This work aligns with the Miracles tenet, Commitment to Accountability.

MIRACLES Priority update for the specific month and your role in it: As Director of Communications, I collaborate with IT on content and visuals. I am also responsible for scripting, driving the marketing strategy, and video production team. We have worked closely with the Information Technology Department on content management to ensure the Miracles website will be up and running by November.

- school year at the organization with their mentors.

Dr. Porter

Media Relations

- Review Issues Crisis Communications Plan

Superintendent's Department

Dr. Sherry Everett

Director of Strategic Planning

Strategic Management

The Strategic Planning Process is projected to kick off in September 2023. Board approval of the recommended vendor, Insight Education Group was received on September 11, 2023. Upon receipt of an executed contract, we will begin the process of developing the 2024-2029 Strategic Plan. Outlined below are proposed Stages of the Strategic Planning Process that will be facilitated with the guidance of Insight Education Group.

Sept. -Dec.

- Kick-off meeting to align priorities, establish goals, solidify timeline, and develop metrics for success.
- Stage One: Pre-work
 - o Review existing planning and assessment documents, including the most recent strategic plan.
 - o Design tools/processes for gathering input from the public, DCSD, and community stakeholders.
 - o Conduct needs assessment: Work with DCSD to gather quantitative data, collect qualitative input (Stakeholder Engagement, Part 1); complete review and analysis.
 - o Synthesize strengths, weaknesses, and major themes identified through needs assessment.
- Stage Two: Design
 - o Facilitate committee and subcommittees to develop strategic ideas / programmatic strategies.

Cognia Accreditation

The DeKalb County School District will participate in a follow-up Cognia Monitoring Review in November 2023 that will focus on the findings from the November 2022 Monitoring Review and the progress the district has made aligned to the following Cognia Performance Standard:

- ❖ Standard 1.5: The governing authority adheres to a code of ethics and functions within defined roles and responsibilities.

Updates:

- o The Cognia three-member monitoring review team has been established.
- o The interview schedule for Board members, Superintendent, internal and external stakeholders has been developed.
- o Hotel accommodations for the Cognia Review team have been secured and confirmations sent.
- o The requisition for travel expenses and the monitoring review fee has been entered into the system and approved.
- o Artifacts/Evidence have been collected, aligned to findings from the Nov. 2022 monitoring review team report, and uploaded to the Cognia site.
- o The principal listing has been sent to Cognia to identify interview participants.
- o Community members have been scheduled for an interview.

Mr. Joel Thibodeaux

Director of Internal Audits and Compliance

The Office of Internal Audits & Compliance will begin auditing District schools to assess the local management of Student Activity Funds as required by the Georgia Department of Education LUA Manual (Sec. V, Ch. 4).

Completed:

- Met with Local School Accounting department to determine current risk levels based on LSA's work and observations over the past 2 years. Determined that high schools present the greatest risk and ranked the schools based on level of activity and internal controls.
- Finalized the School Risk Assessment Survey

September – December 2023:

- Create the basic Audit Plan for all schools. Areas to be audited will include student activity fund management, bookkeeper's cash management, school managed fundraising, booster and PTO activity.
- Create report format.
- Ensure that reporting structure is in place for follow-up and post-audit monitoring.
- Publish initial surveys to Principals, Bookkeepers, and LSA Specialists for each school to be audited in the January – March time frame.
- Assign and schedule internal audit staff to specific engagements.
- Observe and advise Finance on implementation of the Munis School module.

January – March 2024

- Initiate audit activity

Mr. Elijah Palmer

Director of Organizational Effectiveness

Weekly Cabinet Meetings and Monthly Cabinet Workshops

Being tasked with Leading weekly Cabinet meetings to ensure that executive leaders have the space to speak about their priorities they are working on in their departments. My role in this is to make sure that the agendas are centered around initiatives that are imperative for all department leads. This month I played a critical role in preparing for our second MIRACLES workshop. In this workshop, I worked with each department so that they were equipped to speak to the goals and priorities that are happening from their department. I had to create expectations and PowerPoint templates for them to capture their work explaining in detail how scholars and members across DCDS will benefit from these various priorities.

School Visits with Dr. Horton

Hanging with Horton, as we have visited about 40 schools thus far since the beginning of the school year. We are sitting down with building leaders, community members, teachers, and students to discuss the good things that are happening in their building along with things we can do to improve their experience as a whole. After these visits, we are explaining the vision and core values of Dr. Horton while leaving these schools with the validation of being H-Pride Certified. We will visit each of the schools and make sure each school is H-Pride certified before the year is up. This will allow us to assess the needs of each school while allowing them a seat at the table to discuss with us their top priorities. They understand that all of their requests can't be met, but we are left with a plan of action be address each school specifically based on our assessment.

Collaboration with various Departments

Student Support and Interventions

Dr. Towns and her team confirmed RP training across the district to ensure that all Culture and Climate Coordinators and FACE Advocates are equipped to offer support at each of our Horizon Schools.

Human Resources

Assisting with the hiring of FACE Advocates, Culture and Climate Coordinators, and Executive Assistants. These are all critical positions across the district that will help each of our schools support their culture and climate needs which ultimately will contribute to the academic improvements.

Smart Sheets

Confirmed with the vendor SmartSheets about purchasing licenses for each department in our district to highlight the critical work that they are doing. With this platform, we can follow the priorities and have visuals to highlight the progress that is taking place. It is a way to easily share the MIRACLES Framework entire breakdown of each department in a way that provides transparency to the Board of Education along with our community. It is Tenet “C” in the MIRACLES Framework which is Commitment to Accountability.