

Academic Report Document

Mrs. Michelle Dillard **Chief of Schools**

November 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.

MIRACLES PRIORITIES

During the month of November, we analyzed the learning walk data from all seven areas. We looked at trends and patterns from the data. All schools are conducting learning walks with their teams. The schools are reviewing CSIP plans and making modifications as needed based on the Fall MAP data and benchmarks.

We had two Area and three Horizon Reality Checks. The team reviewed the data and spoke on what strategies were being implemented by the Area team and next steps. There was a common theme that there needs to be some professional learning on systemic approaches. We will work on providing PL on systems.

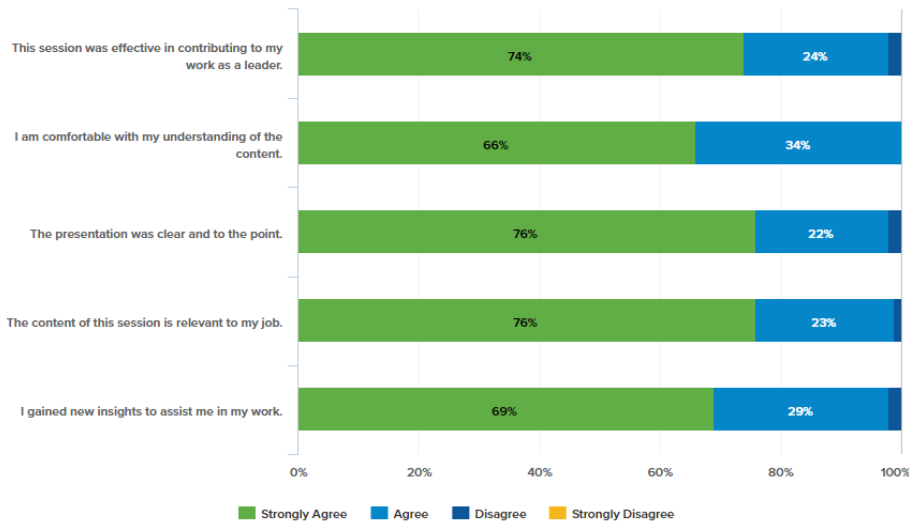
Leadership Development

The Leadership Development department continues to focus on the needs of the DeKalb County School District's leaders. Throughout November, we have provided and supported several leadership development learning opportunities.

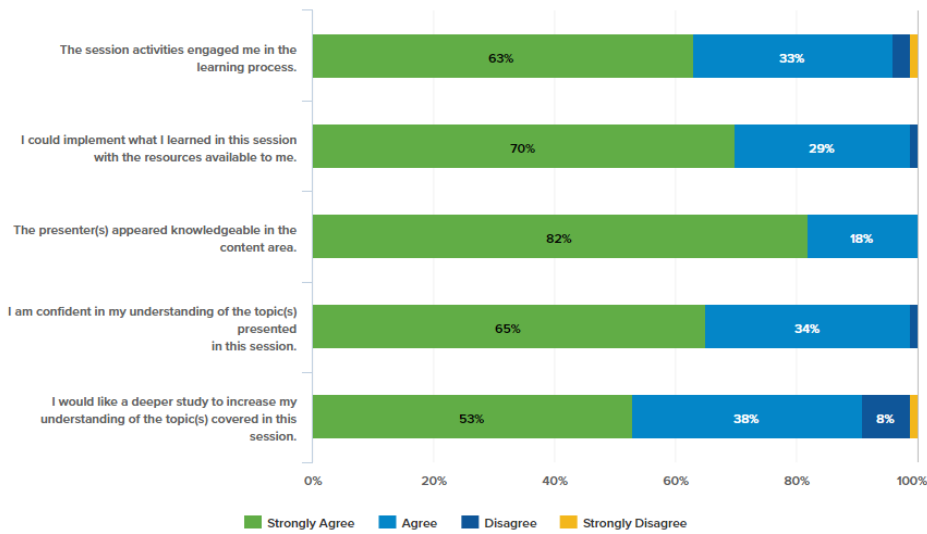
Assistant Principals Academy:

The department offered four Assistant Principal learning opportunities across two days, October 31 and November 1, in collaboration with Dr. Mike Rutherford, president of the Rutherford Learning Group. These were engaging and continued the growth of our leaders around observation, coaching, and feedback. Within the session, leaders opened with an activity led by the Leadership Development team focusing on our six H-PRIDE core values. During this conversation, assistant principals discussed how they saw one or more of the values lived in their colleagues and how that colleague displayed H-PRIDE. This discussion allowed leaders the opportunity to affirm their partner's work and significance through the language of the core values. Following their opening activity, leaders began their learning workshop with Dr. Rutherford, focusing on recognizing teachers' implementation of Connections, Locale Memory, and Mental Models during instruction. Leaders' ability to identify and model these strategies provides entry into effective feedback via Craft Conversations, an additional skill practiced and learned during the session. Please see the evaluation data below from the learning opportunity.

3. Please indicate your level of agreement from the following statements below.: Assistant Principals' Academy



4. Please indicate your level of agreement from the following statements below.: Assistant Principals' Academy



Additional work

Leadership Development collaborated with the Special Education department on November 7, 2023. The department offered a full-day learning session to Coordinator IIs on Connecting the Dots of Leadership, focusing on John Maxwell's 5 Levels of Leadership, the importance of influence, and the eight dimensions of wellness. Coordinator IIs left the session with an action plan to support their LTSEs and implement some wellness strategies throughout their workday. This learning opportunity concluded a 4-part series. The department interviewed for a Coordinator II who will support the next level of vision and work for our district assistant principals.

On November 14, 2023, the department conducted its New Principals Academy for new principals with 0-4 years of experience. Fourth-year cohort principals began their problem of practice at Redan High School, facilitated by Mrs. Cynthia Jewell from Educating Jewells, LLC. New principals with 0-3 years of experience worked with Dr. Emily Massey with the Principals Dynamic on Cultivating Leadership in others and how to build teams around instructional systems that move the achievement for scholars. On November 16, 2024, in collaboration with the Chief of Schools, Area Superintendents, and Professional Learning, the department provided a workshop model for Principals Academy around the Six Systems for an Effective Learning Environment. Additionally, Dr. Mike Rutherford began working with building principals on the same content offered during the assistant principals' academy to create a collective schema, language, and knowledge around observation, coaching, and feedback. During the month's final week, the department conducted four additional focus groups with district central office leaders to collect data for a Needs Assessment. The month ended with eight leaders attending the CCRPI training offered in partnership with the Georgia State University's Principals Center provided on November 29, 2023.

Beth Kyle **Area 1 Elementary Schools**

Building on our work from October, the Area 1 teams have been meeting in their pods to practice their training from Mike Rutherford on observation and feedback. They are also preparing for their first round of Instructional Rounds that are purely assistant principal lead. For our veteran APs, with their principal's support, they have the opportunity to participate in a half-day AP swap to spend time in a building very different from their own in order to gain insight into another school and community.

Our Climate and Culture coordinators have both now officially begun. They both completed the 4-day restorative practices training. The Area 1 professional learning facilitator has been busy providing training for principals, assistant principals, and teacher leaders on explicit instruction. Our first ELA coordinator official started on Monday, November 28. The second ELA coordinator will officially begin in January.

Our schools are completing their second CSIP review for the year and planning for MAP and benchmarks prior to winter break in order to effectively plan for second semester. This will allow teacher to effectively utilize January 2 while not having multiple tests occurring the ACCESS window.

Trenton Arnold **Area 2 Elementary Superintendent**

November has provided several highlights relative to school climate. At Rockbridge ES, an outstanding Custodian Appreciation Day occurred that including the students making cards and posters to celebrate the team and all custodians being treated to a lunch at IHop. Livsey ES conducted their Fall Walk to School Day with over 193 students participating. What made this year's event even more exciting was the support from the Tucker HS Cheerleaders and Homecoming King and Queen! Jolly ES's Pre-K program celebrated its 31st anniversary with Bright from the Start. The students engaged in a variety of weeklong activities which included silly sock day, pajama day, tacky day, and Jolly ES spirit color day. The theme for

this celebration was “Unity,” and students participated in a three-legged race to help teach the concept. Congratulations go out to Evansdale ES’s Media Specialist, Ms. Sarah Sansbury, who received the AASL Roald Dahl Miss Honey Social Justice Award. This award recognizes and encourages collaboration and partnerships between school librarians and teachers in teaching social justice through joint planning of a program, unit, or event in support of social justice.

The Area 2 team has almost completed the first round of Learning Walks for all of the schools. Takeaways include the presence of positive learning environments, standards based instruction, and appropriate pacing of the lessons. Areas of greater focus have also been identified and will be used to guide supports to schools and individual classrooms. The Area 2 team also welcomed three new members (two ELA Content Coordinators and one Mathematics Content Coordinator) and is working to fill the remaining positions with high-quality candidates. The Area also welcomed Ms. Monica McLester as the new Principal of Indian Creek ES.

Ateshia Lester

Area 3 Elementary Schools

During the month off November, Area 3 conducted learning walks and provided feedback to two elementary schools focused on tasks alignment to standards, teacher and student behaviors utilizing the District Walkthrough Tool. The Academic Coach Coordinator and ELA Content leads worked with Area 3 Academic Coaches on creating a Writing Plan for Second Semester. Also, ELA Content Leads supported schools with Unpacking Unit 3 and creating writing planning for implementation of second semester. Our Professional Learning Facilitator provided professional learning via Microsoft Teams with 170 staff members on Effective Openings and Work Period Resources for ELA and Math. Culture and Climate Coordinators attended four days of Restorative Practices Training while continuing to conduct monthly attendance and discipline data checks. Also, Area 3 participated Reality Checks with the Division of Accountability to monitor the progress of schools on key performance indicators. Area 3 conducted CSIP Reviews with 8 schools utilizing the Ladders Feedback Protocol and Reality Checks on their culture and climate data and formative assessment data.

In Area 3 there are wonderful things continuing to happen. Rowland and E. L. Miller were H-Pride Certified. Canby Lane, Columbia ES, and Chapel Hill were presenters for understanding “The Six Systems.” Chapel Hill conducted Data Reviews with Dad and engaged them with climate survey. Cedar Grove ES hosted the DeKalb County School District Teacher Academy for Preparation and Pedagogy (DCSDTAPP) teacher candidates for classroom observations.

Jacqueline Taylor

Area Superintendent – Middle Area

The Middle Schools Area instructional focus for the month of November continued with Learning Walks at six middle schools. During these walks, we saw a need for support with collaborative planning, pacing,

explicit vocabulary instruction, and higher order questioning strategies. Plans of support were developed after identifying learning walk trends. The PLF has begun working with the academic coaches to provide support for the teachers and Professional Learning in those areas. Additionally, during November the PLF provided PL on Strategies to Support Struggling Readers and Explicit Vocabulary at four middle schools. The teachers were very receptive and discussed next steps for implementation. The feedback was very positive; however, there is a need for additional support with ELL students who struggle with literacy in both their home language and English.

The MS Area also held two collaborative planning session with the area content coordinators and academic coaches to begin identifying targeted supports for EOG readiness. The Area also continued supporting new principals with a Financial Literacy session where principals received guidance on financial/bookkeeping procedures, FMLA, Federal Programs, and Audits/Compliance. We have also continued our 1:1 coaching with principals to improve leadership practices.

The focus of the Middle Areas Culture and Climate during the month of November has been on calibrating efforts to determine the forms of supports needed to decrease the number of behavior infractions and ensure resolutions assigned are aligned with the Student Code of Conduct and the district progressive discipline plan. The coordinators have supported the Assistant Principals at each school by reviewing discipline data, observing schoolwide practices and procedures related to PBIS and safety and civility, and initiating conversations related to the school progressive discipline plans and the current In-School suspension programs. In addition, the Middle Area Climate and Culture Coordinators supported the parent engagement and involvement initiatives of the middle schools and attended district community/parent engagement events facilitated by Federal Programs in support of National Community and Parent Engagement month.

The Culture and Climate Coordinators actively participated in several Learning Walks with the Middle Area Team to gain invaluable knowledge about each school's overall culture and climate needs as well as targeted supports needed to protect instructional time and meet the goals established in the CSIP for each school. The Culture and Climate Coordinators also attended a four-day Restorative Practices Training offered by the district and are now certified to better support each school's restorative efforts. Next steps include scheduling a realistic plan to redeliver the training and foster a solid foundation for positive relationship-building and restorative and proactive approaches to meet the needs of school stakeholders.

Norman Sauce
Area Superintendent – High Schools:

Our High School Area schools continue to celebrate note-worthy highlights and receive supports that are critical to instruction as well as the culture and climate. As such, our High School Area Support Team continues to be available to address stakeholders to resolve concerns and support schools to navigate challenges that emerge.

In November, we completed our Fall semester area high school learning walks. During the month of November, we completed learning walks with feedback to the following schools: Martin Luther King, Jr. High, Arabia Mountain High, Redan High, Clarkston High, Dunwoody High and completed the debrief for the previously completed learning walk at Tucker High School. The results of which have provided an opportunity to observe classroom instruction, collaborate with the school's leadership team and provide feedback for next steps relating to instructional practices and professional learning.

We began preliminary plans in conjunction with the Director of Visual and Performing to propose an eventual Visual and Performing Arts Showcase for the High School Area during the School Choice Window. Our High School Area Team participated in Formative Assessment Data Review unmasking the challenges of writing across the curriculum especially in the High School Area. In conjunction with Dr. Braaten, our High School Area Team also developed a writing plan for the upcoming EOCs.

Members our High School Area Team also attended the dynamic Cluster Alliance meetings for the Stephenson, Columbia, and Redan Clusters- these exuded epitome of collaboration and alliance amongst the clusters.

Our High School Area Culture and Climate Coordinators, and select school counselors and assistant principals completed a 4-day training on Restorative Practice. They were engaged in activities that prepared them for the implementation of restorative practices in middle and high schools across the District. Our goal is to establish a positive academic and social-emotional learning environment while building students' capacity to self-regulate, make decisions, and self-govern. The training focused on implementing the practice through the lens of the 5 R's: Relationship, Respect, Responsibility, Repair, and Reintegration. Our High School Area Culture and Climate Coordinators continue to provide Principal's with strategies to enhance their building transitions and dive deeper into Restorative practices. The implementation of restorative circles will be beneficial for our instructional environments by placing a major emphasis on the "H" in our District H-Pride initiatives.

Our High School Area Support Team assisted Principal's with the seeing through of engagement events such as Cedar Grove High School's "Half-Cap" ceremony. We have identified areas of focus such as to reduce the total student suspension days, and to reduce the number of employee misconduct packets at our high schools district-wide.

Members of our High School Area Support Team had the pleasure of attending the \$1.2M gifting ceremony provided by the city of Stonecrest during halftime of Miller Grove vs. Cedar Grove High Schools basketball game on November 14, 2023. This gift will enhance our 12 Stonecrest schools' capacity to provide wrap around services for our scholars. We also attended the ribbon cutting ceremony for the new SAFE Center on November 17, at Dr. Martin Luther King, Jr. High School. This center will afford families with open access to information, resources, networking, training, and support to address a variety of needs.

Stone Mountain High School's College Aim Fair was a success. There were 150 Seniors in attendance. 450 college applications were submitted, 280 college acceptances and a preliminary number of \$50,000 worth of scholarships were offered.

On the professional learning side, our new ELA Content Leads began in November. Our Content Leads began work in earnest during November to ensure that principals and teachers have support and resources around the effective implementation of learning targets and success criteria and strategies for

checking for understanding. These areas of focus were identified as next steps for many of our high schools during our area learning walks from October. Content Leads have been analyzing State and Local Test Data and Completed Learning Walk Glows, Grows, and Next Steps. The work has already begun to design Professional Development Workshops resulting from our Learning Walks. These sessions will provide for teachers and school leaders to walk away with tools that they can immediately implement to improve the efficacy of classroom instruction.

To support impactful ELA instruction in the high schools, our ELA Content Leads have been visiting American Literature classes, observing through the lens of System 6: Instructional Feedback and Professional Learning. The observations have illuminated a need for deeper understanding of the standards and the levels of cognition needed to meet the demands of the standard. They have also collaborated with American Literature teachers during their PD Day sessions, which yielded focus on narrative writing. The support team has begun work addressing writing in high schools and the creation of a writing plan which allows students to have mock writing experiences, with teacher feedback and support.

Triscilla Weaver

Area Horizon Superintendent

During the month of November, the Horizon Area team conducted learning walks at all of the Horizon Schools. Following the learning walks, data meetings were conducted to identify trends in the data. Based on the trends, areas of celebration were identified, along with areas of support. This data will help guide the work of the team for the next 30 to 45 days. Additionally, the area office welcomed two ELA Content Coordinators and three Mathematics Content Coordinators. They are already working to provide instructional support to the schools.

We are also excited to share that Towers High School hosted a schoolwide mentoring event to promote Caring Adults in Schools to support student achievement. Mrs. Mutiat Wilson, Culture and Climate Coordinator, represented the area support team at the event. Additionally, Flat Shoals Elementary School hosted All-Pro Dads, which is an event highlighting fathers actively engaged in the academic support of their children. Dr. Outler, Culture and Climate Coordinator, represented the area support team at the event.

Michelle Jones

Area Specialty Superintendent

The Specialty Area is proud to announce the accolades for the month of November! Robert Shaw Traditional Theme School was named a [National ESEA Distinguished School](#). Only two schools represent the state of Georgia! Also, Kittredge Magnet School for High Achievers and Wadsworth Magnet School for High Achievers made US News and World Report's Best Georgia elementary schools list: Kittredge at #1 and Wadsworth at #18. <https://www.usnews.com/education/k12/elementary-schools/georgia>

Additionally, the District Teacher of the Year was announced at the gala. Kristen Jones is a 5th grade teacher at DeKalb Elementary School of the Arts.

The Theme School Math Collaborative with C & I, Specialty Area, and Fine Tune is underway! Each theme school has sent teachers by grade level to the training to target the new math standards and use the practices of theme schools (interdisciplinary units) to plan together. Two of our DeKalb charter schools, International Community School and DeKalb Preparatory Academy, are going through the charter renewal process.

For the month of November, the Specialty Area Support Team has been onboarding the new area administrator (Wadsworth) and new support team members, establishing expectations and calibrating observations. The Specialty Area continues to monitor and support the implementation of the new Math Standards, the Science of Reading professional learning, critical area data, the Six Systems, and Collaborative Planning and PLCs.

Candace Alexander **Professional Learning**

November has been a busy and beautiful month for the Professional Learning (PL) Team. The MBK mentors had their first check-in meeting, where they discussed ways to build community and improve program effectiveness. The first two sessions of the Para Academy were a great success, with engaging discussions about improving mindset and instructional practices. The Classified Staff training during PL Day was well attended and provided valuable feedback and momentum for their professional development. Additionally, we established a partnership with the students and staff at Eagle Woods Academy and the Museum School. This partnership comes at a great time as Mr. Jeremy Fuller is currently part of a cohort receiving Restorative Practices training, which will prove vital to our work. Moreover, the Towers High School community has been very supportive, with an open-door policy towards the Department of Professional Learning. We are also nearing the end of the semester, which means that HB671 is about to close, with about 17 completers.

In November, the Department of Professional Learning (PL) organized activities that were aligned with Strategic Goal Area III: Staff Effectiveness and the DCSD's Six Core H-PRIDE Values. One of the activities was the collaboration between the Teacher Support and Coaching Specialist (TSC) Program and the Department of Exceptional Education. The aim was to train expert SPED educators (LTSEs, SPED Liaisons, etc.) as TSCs to provide targeted mentoring support for new SPED teachers and paraprofessionals. The TSC Program's 2024 endorsement candidates (70 candidates) are completing course Module I: Teacher as Reflective Practitioner. The focus is on using teaching and mentoring strategies such as reviewing teacher and protégé data, reflection, and conferencing strategies to initiate and maintain a positive mentor/protégé relationship. Based on feedback from 126 teachers and paras who participated in the New Educator Team (NETwork) survey, the November 14th Monthly Induction Seminar topic was "The Power of Procedures: Relationships, Rituals, and Routines." Mrs. Chelonnda Seroyer (PL) facilitated the Opening Session on "The Power of Procedures." The Professional Learning Community (PLC) Breakout

Session (by content and grade-level) focused on implementing evidence-based student/teacher relationship building strategies shared in the Opening Session and establishing/enhancing classroom rituals and routines to maximize the learning environment.

In collaboration with an enthusiastic principal from Cedar Grove Middle School, academic coaches from math, ELA, and social studies, as well as the math department chair, tailored the CCRPI Goal Setting Tool for 21 teachers. The implementation of the tool is set to start in January 2024. At the same time, the academic coach for science is providing ongoing support to the six science teachers at MLK High School in utilizing the CCRPI Goal Setting Tool. This is to enable them to make data-driven instructional decisions leading up to the Winter EOC assessment. Additionally, the collaborative development and management of the Professional Learning Request link has yielded six requests, with one completed and five still in progress.

James Jackson
Executive Director Athletics

Congratulations to the following schools that made the GHSA playoffs in football:

Arabia Mountain, Cedar Grove, Columbia, Redan, Dunwoody, Stephenson, Chamblee, and Tucker.

DeKalb had three football teams made the quarterfinals for the first time since 2016. Congratulations to Stephenson, Cedar Grove, and Columbia.

Congratulations to the Clarkston Boys Cross Country Team for finishing second in the Class 5 A cross country meet.

Winter Sports are well underway. The following basketball teams are ranked in their classification: Columbia Boys # 1, Columbia Girls # 8, SWD girls # 5, and Cedar Grove Boys # 3

Congratulations to the following teams that made the state playoffs in flag football: Redan, Towers, Tucker, and Miller Grove

Dr. Markisha Mitchell
Chief of Continuous and Improvement Accountability

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.

Title I Coordinators continue to collaborate with one another during the school transitions. They are meeting with schools to discuss CSIPs, budgets, requisitions, & travel.

We had the first formative assessment data review meeting with all District staff who support schools to discuss data, schools support, resources and next steps. This meeting will start occurring on a regular basis.

GaDOE Title I meetings and training were attended throughout the month. Title I conducted a training on best practices for the new principals in the Middle School Area. The Title I Accounting Associates and Budgets Specialists conducted a best practice training for all bookkeepers throughout the district. They also provided individual sessions for new bookkeepers. Accountability and Continuous Improvement (ACI) completed a Horizon Resource Allocation Matrix and met with the Horizon Area Team to discuss the specific supports and to provide details on the personnel, expected outcomes and next steps for the schools.

We continue to collaborate with finance for the FY23 closeout of budgets.

School Improvement 1003 (a) Professional Learning Facilitators conducted individual and group writing professional learning for individual schools and during the November 7 PL Day. We also attend school continuous improvement team meetings, as well as district continuous improvement team meetings. The purpose was to review action steps, goals, current data, next steps and support needed from internal and external stakeholders.

ACI worked collaboratively, throughout the month, with Americorps to develop the processes for the free tutorial program to the Elementary and Middle Horizon Schools starting at the end of January.

As the acting Equitable Services Director (**VACANT Position**), I attend all GaDOE Title II meetings and trainings that occur throughout the month. I review all plans, budgets, and approve all requisitions. I also travel to schools to meet with private school officials.

As the acting ESSER/CARES Director (**VACANT Position**), I attend all monthly GaDOE Meetings. We have ESSER Project Status Meetings and ESSER Funding Meetings will all divisions utilizing ESSER Funding. I review all requests to ensure that they are aligned to the intent of the grant, review all budgets, and approve all requisitions. Title I, the ESSER team, and various divisions participated in a cross-divisional summer school meeting, led by C & I, to discuss specific guidelines and expectations in preparation for the FY24 summer programs. The ESSER team collaborated with Finance and HR on the guidelines and funding for the Ignite – Teacher Residency Program

During the month of November, the team of four Academic Coach Coordinators (ACCs) supported 121 schools and over 160 Academic coaches. Their efforts included but were not limited to:

- Planning with Area Superintendents/Area Teams
 - Area Learning Walks
- Conducting Professional Learning for academic coaches:
 - November Academic Coaches Academy (11/10/23)
 - Topics:
 - The Science of Reading
 - Integrated Approach to Student Achievement
 - CCRPI Updates from Dr. Braaten from the Department of Research and Evaluation
 - Data Platform Updates from Joseph Benford from the Department of Research and Evaluation
 - Collaborative Learning Sessions
 - Differentiated topics based on Area needs
 - Topics included but were not limited to:
 - Individual AC Data presentations
 - Continued work with The Georgia Early Literacy Act HB 538 (Early Literacy and Phonics)
 - MAP Data
 - Equity in the Classroom: Essays From 10 Educational Leaders -- Book Study (continued)
 - Support with Examining Student Work, Monitoring Student Data, Implementation of Curricular Resources, and Virtual Data Walls/rooms
- Continued support for coaches with technical assistance (face-to-face or virtual support) which included but was 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
- Collecting CSIP Improvement Strategy data from the month of October (data were submitted by coaches on 11/5/23)
- Supporting a select number of academic coaches who were still assigned to classrooms past the 45-day mandate from DCSD
- Assisting coaches making a transition from the classroom after the 45-day mandate from DCSD
- Attending Short-Term Action Plan (STAP) Meetings
- Attending District Continuous Improvement Team (CIT) Meetings

Ms. Shaun Thompson
Director of Title I, Part A

Training in best practices for the new principals in the Middle School Area. The Accounting Associates and Budgets Specialists conducted best practice training for all bookkeepers throughout the district. They also provided one and one and group sessions for new Title I bookkeepers.

Following the restructuring of schools from region to area to provide optimum support to schools, Title I has done the same. We were thoughtful and thorough with reassigning schools. We waited until CSIPs were approved and budgets submitted. We found this is the perfect time to make changes with school assignments. Transition meetings with the outgoing and the incoming Coordinators to ensure that support with schools continued seamlessly.

Assignments are based on clusters. The cluster model will allow the team to focus support efforts to clusters/feeder patterns, differentiate training and support based on identified needs within feeder patterns, and offer training for Coordinators to cross-train expanding their knowledge to enhance the support for Title I schools. Discussions with all Area Superintendents were had to provide clarity.

The reassignment was effective November 13, 2023. This is the first change in assignments since 2016.

We are still working with IT on finalizing our MUNIS/TouchPoint workflow.

The Title I Parent Center Facilitators hosted Curriculum & Cuisine 2023 to provide innovative ways to engage our families in their students' educational journey in the DeKalb County School District. The event was well attended by 432 families. The collaborative efforts of Title I PFE, CTAE Culinary Arts Programs, Post-Secondary Specialists, and Curriculum & Instruction prove that we all play a role in family engagement to accelerate student learning. Board Member, Whitney McGinnis was in attendance at the event.

 [PFE Curriculum & Cuisine 2023.mp4](#)

Dr. Sherry Johnson
Director of School Improvement

As a next step of support following the data sessions with Horizon School Leaders, the School Improvement PLFs developed presentations to address data gaps in writing. Closing the data gaps in writing has the potential to boost ELA content mastery scores on the Ga Milestones. The *Ga Milestones Writing-The Process, The Practice, The Playbook* sessions walked participants through checklists, exemplars, and resources for elementary, middle, and high school participants. Collectively, there were over 100 participants for the ES, MS, and HS sessions.

Unique to these presentations were teachers who are embracing the new look of writing proficiency for our students. The teachers listed below collaborated with their School Improvement PLF to share their knowledge and experience with utilizing the GaDOE checklists and exemplars during the November 7th

Ga Milestones Writing PL. Including teachers in the presentations provided clarification of how this new process works instructionally. Their inclusion also motivated many teachers who are in the transition phase of utilizing the checklists and exemplars to guide the writing process for students.

If writing programs such as *Write Score*, *Writeable* and *Writing City* are utilized in buildings, principals were reminded that they need to double check the checklists/rubrics that come with the programs to ensure alignment with the GaDOE checklists. All resources have been shared with principals.

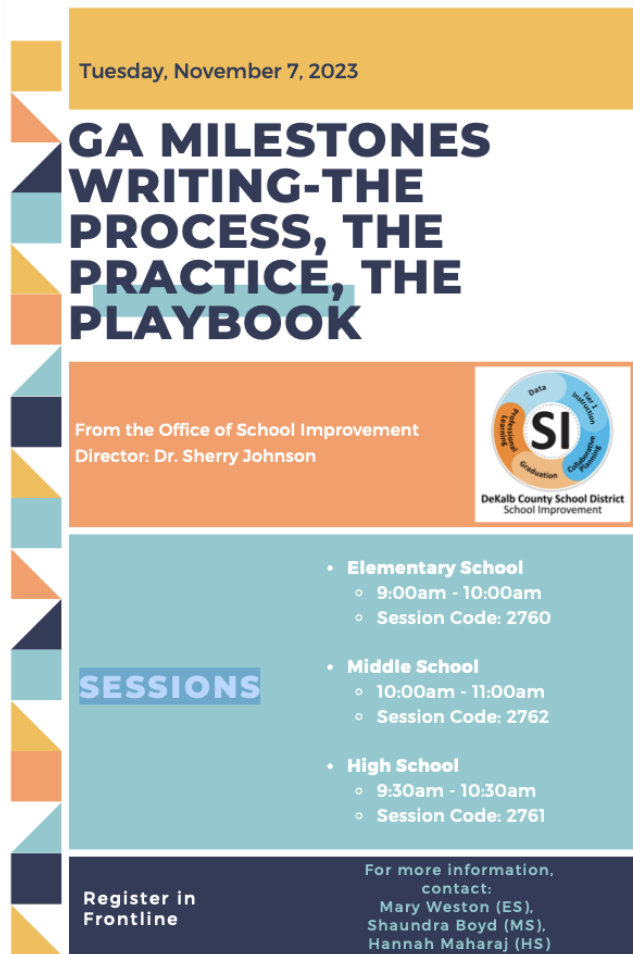
Ga Milestones Writing PL **Teacher Spotlights** 💡 - The teachers listed below collaborated with their School Improvement PLF to share their knowledge and experience with utilizing the GaDOE checklists and exemplars during the November 7th Ga Milestones Writing PL.

Woodridge ES- Ms. Jessica Hanley

Bethune MS- Ms. Tykela Hines

Bethune MS- Ms. Jalanda Little


DeKalb Alternative HS- Ms. Annette Cooper



Tuesday, November 7, 2023

GA MILESTONES WRITING-THE PROCESS, THE PRACTICE, THE PLAYBOOK

From the Office of School Improvement
Director: Dr. Sherry Johnson



DeKalb County School District
School Improvement

SESSIONS

- **Elementary School**
 - 9:00am - 10:00am
 - Session Code: 2760
- **Middle School**
 - 10:00am - 11:00am
 - Session Code: 2762
- **High School**
 - 9:30am - 10:30am
 - Session Code: 2761

Register in Frontline

For more information, contact:
Mary Weston (ES),
Shaundra Boyd (MS),
Hannah Maharaj (HS)

Dr. Rebecca Braaten
Director of Research, Data and Evaluation

The processing of winter research proposal applications and communication with all internal and external stakeholders regarding their application submission status has begun.

RDE facilitated ten (10) training sessions on the November 7, 2023, district-wide Professional Development Day.

- Four (4) sessions on 2023 CCRPI changes
- One (1) session on Georgia School Climate Surveys and Star Rating Calculations
- Two (2) sessions on Accelerate Data with Pivot Tables
- One (1) session on Navigating the District Research Approval Process
- Additionally, RDE facilitated two (2) presentations of research study findings on Turnaround Leadership Teams Strategies and Principal Pipelines with two of our external research partners (TNTP and Vanderbilt University).

The department processed eleven (14) electronic online document requests during the month of November. Of those fourteen (14), six (6) were online registration/application forms, two (2) were event/training feedback surveys, and six (6) were stakeholder surveys. The electronic online documents were created for the following divisions/departments:

- Curriculum and Instruction
- Strategic Planning
- Professional Development
- Accountability and Continuous Improvement
- Athletics
- School Leadership

The department completed the following updates to online data platforms:

- Academic Coaches have been granted access to the Achievement Dashboard in the eduCLIMBER platform. They now have access to data visualizations for attendance, discipline, demographics, and Milestones EOG/EOC.
- All building administrator's user accounts have been reviewed to ensure all new administrators have platform access or account rights have been removed/updated based on position or location changes.
- Fourteen (14) additional student profiles have been merged to ensure students have only one profile in the eduCLIMBER platform.

RDE has completed creating the start-up charter school profiles. The embargoed CCRPI five-year graduation rates, CCRPI Content Mastery, and CCRPI Closing Gaps scores have been added to all school profiles. Pending updates include longitudinal demographics, attendance rates, suspension rates, and the 2023 CCRPI readiness data once released.

The department has completed eight (8) data and dashboard projects that serve the interests of internal and external stakeholders. These projects mainly involved ongoing assessment analysis,

such as the Georgia Milestones Spring 2023 End-of-Course and End-of-Grade exams, NWEA Fall 2023 MAP, and DCSD Benchmark 1. Additionally, data was supplied to support district initiatives and programs, such as charter school governance, grant application development, and upcoming Academic Skills Centers.

Two (2) new public-facing dashboards have been added to the district data dashboard webpage. The first dashboard is located on the School Designations tab: [PBIS School Recognitions](#), and the second dashboard is located on the Culture and Climate tab: [Attendance Summary](#).

During November, RDE provided thirty (30) supplemental services and support to divisions, departments, and schools. Of the thirty (30), fifteen (15) were training, three (3) were technical support, and twelve (12) were categorized as other miscellaneous support. The support was provided for five (5) divisions, seven (7) departments, and seven (7) schools.

Vacant Director of Assessment Administration

Dekalb Assessment Administration Department met all requirements for the GaDOE Assessment Administration Desk Audit on November 8, 2023.

ACT/SAT: Meeting with the ACT executive Lydia Griffin and SAT executive Penny Damianeas has been scheduled for Dec. 6, 2023 with the ACT/SAT Day committee. Both executives will further discuss benefits of a school day administration, the cost, test administration options, and training at the meeting. High school principal's input meeting is scheduled for Dec. 5 at 1:00pm. The committee determined that the Community Input meetings will be held at the seven district board regions. The recommendations from Dr. Sauce are below:

- **Board Region 1: Chamblee HS**
- **Board Region 2: Cross Keys HS**
- **Board Region 3: Towers HS**
- **Board Region 4: Tucker HS**
- **Board Region 5: Arabia Mountain HS**
- **Board Region 6: Stephenson HS**
- **Board Region 7: Redan HS**

Dr. Williamson provided a list of possible community site locations as well.

Focus Group Input meetings (Superintendent Advisory Councils) have been scheduled for February and March, 2024.

Georgia Milestones End of Course: The final 2023 Georgia Milestone EOC Mid-Month assessment was administered November 6-10, 2023. This administration was the final administration of the Algebra I EOC and the Coordinate Algebra EOC. A total of 260 students were able to complete assessment requirements for the Coordinate Algebra and Algebra I EOC assessments by the November EOC Mid-Month. The new Algebra: Concepts and Connections students will be assessed beginning with the 2023 Winter EOC Main Administration in

December 5-13, 2023. Georgia Milestone Winter EOC Main administration training was held November 15, 2023, with a focus on test irregularities and test security.

Georgia Milestone EOG – No updates

School Visitation/Observations: School visits began November 8, 2023, and will end November 30, 2023. District test coordinators reviewed the STCs school assessment plans for the upcoming EOC Winter and Spring Main Administration of the EOC and the EOG Spring Administration. A total of 24 schools were visited, including 17 elementary schools, two middle schools, and five high schools.

ACCESS/Alternate ACCESS: We are in the preparation stages of the **ACCESS/Alternate ACCESS for ELLs Administration**. All elementary, middle, and high school test coordinators (STC) ACCESS/Alternate ACCESS test materials have been entered in the WIDA AMS platform for ordering and confirmed completed by the GaDOE.

Marcus Browning (IT) and Dr. Rhone met concerning the ACCESS/Alternate ACCESS for ELLs student import file upload for all students in the district who are required to take the ACCESS/Alternate ACCESS assessment. All students participating in the ACCESS/Alternate ACCESS for ELLs have been imported to the WIDA DRC by Marcus Browning on November 16, 2023, five days before the deadline.

All ACCESS test examiners are required to participate in the district's training workshop November 29, 2023, on test administration, test security, and test accommodations. Training will be conducted by Dr. Felicia Rhone, along with Ms. Chanda Austin and Dr. Karen Golaub from the English Learners Department.

NAEP: No updates

CogAT: The **Cognitive Abilities Test (CogAT)** window opened on Wednesday, November 1, 2023, and will close on Thursday, November 30, 2023. CogAT test materials will be collected Friday, Dec. 1, 2023.

Illuminate/eduCLIMBER: Professional Development for eduCLIMBER will be held on November 28 and 29, 2023 for academic coaches and district lead academic coaches. The sessions will guide academic coaches through DnA (Illuminate). It will also highlight building assessments in DnA, mastering data analysis, using reports for classroom teachers, and understanding the student profile report. The assessment team, along with Dr. Mitchell, met with eduCLIMBER representatives to learn of the updates to the platform and to determine if requested modifications and additions by school leaders to the eduCLIMBER platform have been met. Assessment Administration and Research, Data, and Evaluation departments are now meeting with Renaissance executives biweekly. These biweekly check-in meetings are designed to touch base on District needs, review District goals, and answer questions regarding Renaissance's DnA and eduCLIMBER platforms.

NWEA MAP: The School Choice window ran from November 9 to November 14, with official testing on Saturday, November 11. The Winter MAP window will begin December 4th through February 9. The remaining visits for this semester began on November 1 and will end on November 30, 2023. The visits are scheduled as follows:

- November 1 Pine Ridge ES and Flat Shoals ES
- November 9 Flat Rock ES and Panola Way ES
- November 10 McNair Discovery and Fairington ES
- November 29 McNair HS and Dresden ES
- November 30 Browns Mill ES and Cross Keys HS

Assessment Administration Training Feedback Survey: The Assessment Department was able to work with Data and Research to develop a feedback survey for participants to complete after each assessment administration training. The first feedback survey was completed by the STCs at the Winter Georgia Milestone EOC STC training, and data were generated. The training received positive reviews (99% favorability rate) from the participants. The feedback survey will be used for all future assessment trainings to allow the assessment team to review the data and determine areas of strength, growth, and next steps.

November/December

Follow-up Tasks

- Provide feedback survey QR code for all assessment trainings.
- Set dates and times for community input meetings for ACT/SAT Day initiative.
- Conduct the following trainings with school test coordinators:
 - Nov. 29, 2023 - ACCESS/Alternate ACCESS for ELLs Workshop (All School Test Coordinators)
 - Jan. 9, 2023-Managing Your School During Testing (New School Test Coordinators)
 - Feb. 1, 2023 - Adding the Final Touches to Your School Testing Plan (New School Test Coordinators)
 - Feb. 21-22, 2023 - MAP – Applying Reports for Leaders (New School Test Coordinators)
- Meet with school test coordinators who had low participation rates for the 2022-2023 ACCESS/Alternate ACCESS for ELLs (Peachtree Middle School, Stone Mountain High School, and Tucker High School) on November 29-30, 2023.
- Ensure that all schools visited receives the Assessment Monitoring Feedback form and include a review of the GaDOE Desk Audit.

- Continue to send weekly reminder emails to STC coordinators as assessments approach to include: assessment mandates, policies, and procedures to eliminate the risk of test irregularities and test security breaches.

Ms. Stacy E. Stepney
Chief Academic Officer

MIRACLES Priorities

Multi-Tiered System of Supports

The Multi-Tiered System of Supports (MTSS) is a research-based, three-tiered school improvement framework that targets Social-Emotional-Behavioral (SEB) and academic instructional supports and interventions to accelerate learning for students. The response to instruction and response to intervention guides school teams regarding the engagement of appropriately matched supports and interventions.

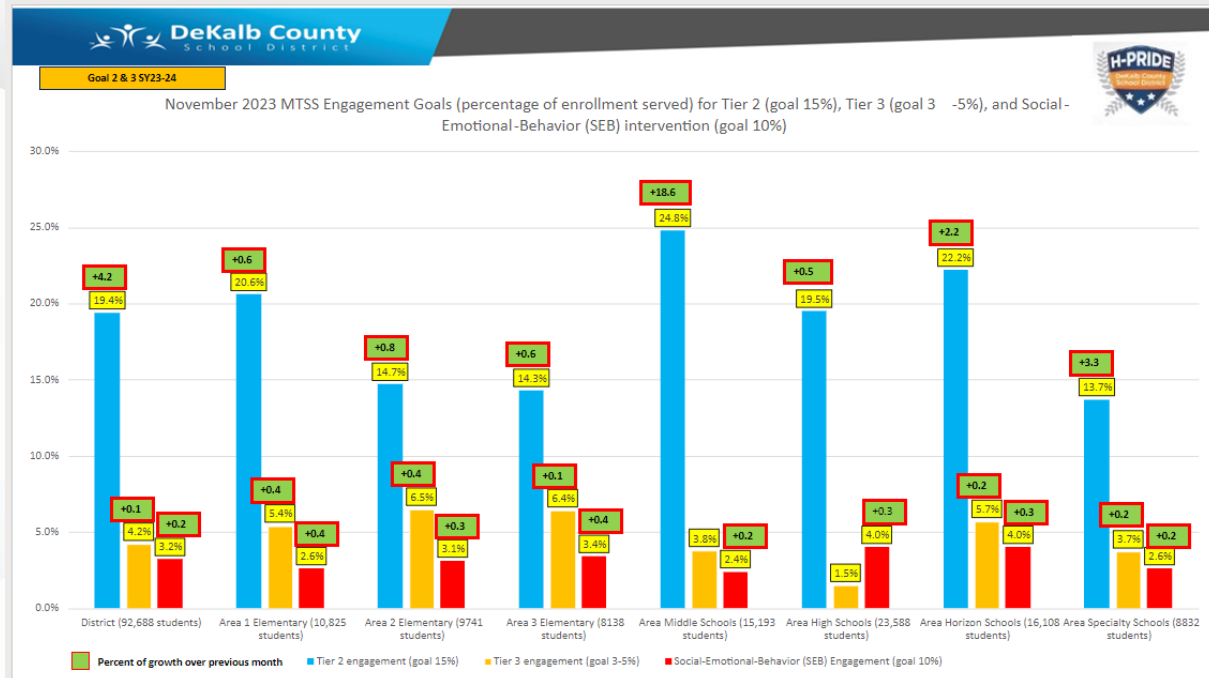
DCSD's goals for MTSS implementation are aligned to the Georgia Department of Education and national model for MTSS implementation. The goals are:

- 15% of general education students will be identified and provided with targeted instruction through Tier 2 social-emotional-behavioral and/or academic intervention support
- 3-5% of general education students will be provided targeted instruction through Tier 3 social-emotional-behavioral and/or academic intervention support

November Data

The MTSS coordinators, Dr. McManus and Ms. Fain, and MTSS specialists collaborate with school leadership teams, administrators, teachers, and school staff to support all aspects of MTSS implementation in local schools. As of the end of November 2023, district-level results meet these two goals:

- **19.4%** of district-wide enrollment is served with Tier 2 intervention supports
- **4.2%** of district-wide enrollment is served with Tier 3 intervention supports



Summer Learning Programs

On November 9, 2023, Operations/Transportation, Public Safety, Information and Instructional Technology, Student Support Services, and Exceptional Education shared procedures and processes to assist all summer program directors with planning. Presentations included information about supporting students with IEPs and 504 plans, explaining how nurses, social workers, and counselors will provide support, assigning devices to staff and students, rotating school resource officers, and selecting host schools in each cluster.

Horizon Day

On November 15, 2023, members of the Division of Curriculum and Instruction met with Dr. Weaver, Area Superintendent, and her team to share the support provided to Horizon schools. Each department completed the pre-work matrix identifying the ‘who’, ‘what’, ‘where’, ‘when’, and ‘why’ to guide the conversations so that Dr. Weaver’s team could ask clarifying questions or request additional information. The consolidated matrix from all divisions will pinpoint overlapping efforts and gaps in the support plan.

Reality Checks

Reality Checks began in November with Area 2, Area 3, and Horizon elementary schools. The schools are sharing strategies and next steps in response to attendance, discipline, gifted, and MAP (reading and math) data. A few noted areas requiring district-level support include attendance committees, gifted eligibility process, and MAP data usage awareness for students and staff.

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

Scholars Academy Focus Group

On November 3, 2023, in collaboration and support from the Office of School Leadership, a focus group of school leaders and area office administrators was held to discuss opportunities for strengthening supports to students in need of remediation in Reading, Writing, and math. During the session, we were able to utilize the TregoED PLAN protocol to delve into potential problems and develop contingent actions to address each area for optimal success with the summer program. The focus group will reconvene on December 4, 2023 to continue the work and develop a structured plan to share with school leaders.

K-12 Curriculum and Instruction Audit

The Division of Curriculum & Instruction has submitted to Finance a Request for Proposal for a K-12 Curriculum and Instruction Audit. The purpose of the audit is to provide the DeKalb County School District Superintendent and Board Members a comprehensive review and report of how the curriculum, organizational structure, and board policies are aligned to support rigorous teaching and learning for improved student achievement.

K-12 Instructional Resources

The Division of Curriculum & Instruction has submitted the Request for Central Procurement Department Solicitation (Non-Capital Projects) to Finance for instructional resources in the listed areas.

- Grades 6-12 English Language Arts
- Grades K-12 World Languages
- Grades K-12 Visual and Performing Arts
- Grades K-12 English of Speakers of Other Languages

Advanced Placement Grant

The Division of Curriculum and Instruction in collaboration with the Grants Department has submitted the Advanced Placement (AP) Teacher Training Grant to support our high schools. The grant will provide financial support to the school district allowing high school teachers to receive training during the summer of 2024.

Mrs. Lummie Baker **Director, Educational Media and Instructional Materials**

Professional Learning

A variety of professional learning opportunities are provided for both teacher-librarians (TLs) and library media assistants (LMAs) throughout the year to increase program knowledge, skills, and innovative practices to elevate student learning experiences through the library space, resources, and services.

- A mandatory refresher session was conducted for all TLs to review the state and district policies and guidance for school library media programs and instructional materials.

- During the district’s Professional Learning Day on November 7, 2023, both TLs and LMAs had the opportunity to attend four of eight sessions designed to assist with “Using curricular resources to build upon students’ strengths and address areas of growth in their learning.”
 - Participants:
 - 110 Teacher-Librarians
 - 113 Library Media Assistants
 - Sessions
 - Sharing the Inside Story: Building Social Awareness and Emotional Resilience Through Collective Storytelling
 - AI in Your Pocket
 - Newsela—The Answer to Boosting Content Mastery
 - Microsoft Learning Accelerators: Let’s Accelerate Reading Fluency and Information Literacy!
 - Elevate Reading with Sora by Overdrive
 - Practical Uses for AI
 - Strawbees: Hands-On Creativity Unleashed
 - Get Out and Learn: Exploring Professional Learning Opportunities to Support Teaching and Learning

Dr. Evelyn Hall
Director, English Learners Department

English to Speakers of Other Languages (ESOL) Endorsement Program

The English Learners Department is pleased to announce open enrollment for the ESOL Endorsement Program at no cost to DCSD’s teachers. This program prepares DCSD educators to develop the necessary skills to address the instructional, language development, and cultural needs of students who are learning English as an additional language. Registration is open to all DCSD-certified teachers.

Educators take graduate-level courses that require high participation levels in weekly readings, assignments, and live virtual meetings. The courses are not self-paced.

Selection and coursework align with the DCSD **M.I.R.A.C.L.E.S.** Framework for Continuous Improvement:

- Motion Towards Equity** - Provide academically rigorous courses and/or pathways
- Attract and Retain High-Quality Staff**- Develop a highly effective and accountable workforce
- Commitment to Accountability** - Ensure efficient use of resources

Professional Learning

The EL (English Learners) Department provides ongoing professional learning for teachers of English learners and all DCSD (DeKalb County School District) employees. Professional learning offerings include the following:

Professional Learning	Target Audience	Date
<i>Sheltered Instruction Observation Protocol (SIOP) Training</i>	Cross Keys HS teachers and administrators	<ul style="list-style-type: none"> November 1, 2023: Lesson Preparation
<i>Sheltered Instruction Observation Protocol (SIOP) Training – District</i>	K-12 teachers and administrators of English Learners	<ul style="list-style-type: none"> November 2-3, 2023
<i>Cultural Awareness</i>	K-12 teachers, administrators, and staff of culturally and linguistically diverse students	<ul style="list-style-type: none"> November 7, 2023 November 8, 2023
<i>Book Study – Unlocking ELs’ Potential</i>	K-12 Teachers of English Learners	<ul style="list-style-type: none"> November 9, 2023: Vocabulary Instruction and Background Knowledge November 16, 2023: Supporting ELs’ Reading and Formative Assessments
<i>Teaching and Supporting Intensive English Students</i>	K-12 Teachers of English Learners	<ul style="list-style-type: none"> November 7, 2023: Integrated English Language Development November 14, 2023: Input and Output Strategies

- **Sheltered Instruction Observation Protocol** – These engaging opportunities allow participants to gain valuable instructional strategies to make content comprehensible input for learners as they develop academic English in the content areas.
- **Teaching and Supporting Intensive English Students (Virtual Book Study)** – The book *Teaching and Supporting English Learners: A guide to Welcoming and Engaging Newcomers* provides guidance to teachers in welcoming and engaging newcomers in the classroom.
- **Strategies for Unlocking English Learners’ Potential (Virtual Book Study)** – The focus of this book study is to support teacher of English learners with evidence-based strategies that focus on language development, academic discourse, and advocacy.
- **Cultural Awareness** – To meet the needs of our culturally and linguistically diverse population, this session gives all staff the opportunity to explore cultural topics and discuss strategies for working with our students and families.

Mrs. Doryiane Gunter
Director, CTAE

DeKalb Chamber of Commerce Workforce Development and Education Panel

On November 8th, CTAE Team members attended the State of Education and Workforce Development in DeKalb County. This event sponsored by the DeKalb Chamber of Commerce featured a panel discussion with educational and workforce development leaders. The CTAE team gained knowledge on innovative programs that support growth in both DCSD and the City Schools of Decatur. Leaders from Worksource DeKalb, Goodwill of North Georgia, and the United Way also offered several resources and opportunities to build partnerships between our CTAE programs and workforce development programs in their companies. Mrs. Gunter was also asked to serve as a member of the Chamber's Workforce Development and Education committee.

STEAM Truck Professional Learning and Arconic DCSD Builds Partnership

McNair Middle School and Stone Mountain Middle School have been selected to participate in a partnership with STE(A)M Truck, a non-profit organization that provides hands-on building, tinkering, and engagement for students and teachers. Students and teachers will begin to apply STEAM concepts that they learn in school (with the use of low to mid-tech tools) to transfer science concepts to assist them with internalizing the learning in an authentic way. Teachers will receive onsite coaching from STE(A)M Teacher Engagement Coaches, resources to support planning and instructional delivery, consultation for the development of a personalized Makerspace in each school. This work began on November 7th during the district's Professional Learning Day and will continue through the 2023-2024 school year.

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

District-wide Professional Learning Day – Master Teacher Cadre

During the November 7, 2023 district-wide professional learning day, content coordinators offered training to teachers in a variety of areas. English language arts and mathematics content coordinators continued to work with their master teacher cadre members to provide training for teachers in their respective areas.

Over 900 mathematics teachers benefited from unit training. Four hundred thirty (430) language arts teachers attended grade band strategy training in reading and writing and offered Tier I resource training. Additional content coordinators including science, social studies, music, art, world languages, visual and performing arts, gifted, PreK, health/physical education, and International Baccalaureate teachers attended content training as well.

Governor's Honors Program

One hundred and eighty-five students will advance to state Governor's Honors Interviews. The district GHP (Governor's Honors Program) team will host a virtual informational session on Thursday,

December 8 to provide state application guidance and to answer questions from students and their families.

Fire Forensics Partnership

The science content team is partnership with DeKalb County Fire Rescue to to help students learn more about fire and forensic science concepts. With an understanding of fire science, students at Southwest DeKalb High School, Sequoyah Middle School, and Martin Luther King Jr. High School will explore a virtual burn scene investigation to hunt for clues, collect evidence, and create a report to explain where the fire began in the house. The partnership is founded on the Xplorlabs Fire Forensics module, which is a free initiative produced by Underwriter's Research Laboratory Institute that includes an online Investigators Academy and a week-long combination of virtual and hands on lab investigations facilitated by DeKalb science teachers and DeKalb County Fire Rescue personnel. This unique partnership includes the following personnel & services:

- DCSD science department, 8th grade science, HS Physical Science, and Forensics teachers collaborate to discuss the lessons and expected outcomes and organize class schedules.
- The Underwriter's Laboratory Education and Outreach team provides complimentary professional learning to DCSD educators to deepen their physical science and forensics content knowledge. Additionally, teachers are provided with free instructional resources, lab supplies, and GSE standards aligned investigations designed to cultivate a rigorous learning experience for all students.
- DeKalb Fire Rescue service professionals ranging from fire fighters, medical services, arsonist investigators, education specialist, training/recruitment specialists etc. share further real-world context and career pathway information.
- The goal will be to add two additional schools per semester, so all school/students can have access to this learning experience.

Dr. Stephanie Brown-Bryant Director, Pre-K-12 Teaching and Learning

Traditional Theme School Mathematics Training

The Division of Curriculum and Instruction is conducting a pilot implementation with the traditional theme schools utilizing the new GADOE mathematics interdisciplinary challenges. The teachers in grades K-5 will experience training on the new standards, instructional planning, instructional strategies, and interdisciplinary connections. An emphasis is the interdisciplinary cross-curricular instructional approach for learning mathematics.

- Kindergarten Training – November 2nd with 19 teachers
- Grade 1 Training – November 9th with 22 teachers
- Grade 2 Training – November 14th with 20 teachers
- Grade 3 Training – November 16th with 10 teachers

Numeracy Grant

The K-12 math coordinators and EIP math coordinator in collaboration with the Grants Department has submitted the K-5 Numeracy Development Grant to support some of our elementary schools. Participating teachers will receive support with providing aligned wrap around instructional supports for Tier I and Tier II instruction. Teacher support will also consist of data analysis of Numeracy Project assessments and Building Fact Fluency Toolkits evaluation and assessment tools.

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

In recognition of Family Engagement Month (November), the Department of Exceptional Education partnered with the Department of Family Engagement to engage families of students with disabilities in meaningful conversation during a filmed segment of the Family Room Series. The purpose of the series is to have authentic engagement and open conversations with DCSD parents, educate, inform, and promote collaboration and partnership. The taped session took place on November 7, 2023, and was hosted by exceptional education district leadership and the special education parent mentor. The segment aired on DSTV on November 16, 2023, National Family Engagement Day.

Mrs. Watina April
Coordinator III, Section 504/Hospital Homebound

We are excited to announce that we had district representation at the 27th Annual Fall Southwest Section 504 Conference in Round Rock, TX on November 13-14, 2023. This valuable learning opportunity for district 504 leaders focused on addressing attendance concerns for 504-protected students, addressing extracurricular activities under Section 504, understanding the limitations of health care plans versus Section 504 legal requirements, Manifestation Determination Reviews under Section 504, serving students with ADHD (understanding when 504 is not enough), addressing the needs of students with food allergies, and understanding disability harassment and retaliation claims. The important information will be redelivered during the monthly 504 Coordinator Academy sessions. The next scheduled 504 Coordinator Academy will be December 13, 2023.

Ms. Lila Brown
Director, GNETS

Staff Professional Learning- SEL

On November 7, 2023, during our Professional Learning Day, our social workers provided a training on Building Connections to Change Behaviors, Repair Relationships and Improve Results for all staff on Social Emotional Learning. This allowed an SEL focus for our staff. The facilitators shared the five competencies of Social Emotional Learning and the five stages of community development (forming, storming, norming performing and transforming).

The staff had an opportunity to learn about restorative practices and the types of circles. These included Proactive, Responsive, Sequential and Non-Sequential. Staff had the opportunity to role play a specific restorative circle called Fishbowl. This allows individuals within the circle to provide

support and suggestions. Staff within the outer circle were the observers. Some selected staff could join the inner circle and provide one suggestion/question.

This activity allowed the staff to practice with a real-world scenario by assisting a teacher that is having difficulty finding balance. Staff provided suggestions and affirmations to support the teacher. The facilitators then closed out the circle and allowed the participants to reflect on the restorative activity.

As a way to remind staff about self-care and balance, the facilitators provided journals, activities, and aromatherapy items for staff to create their own self-care kits.

Ms. Terri Jenkins
Director, GLRS

Metro East GLRS continues to support new teachers through the Georgia Teacher Provider Retention Program (TPRP) The initial DCSD cohort began in August of FY24. This training and coaching are supported and funded by the Georgia Department of Education through IDEA funding. The targeted schools are TSI schools and GNETS.

Eagle Woods Academy
Bethune MS
Montclair ES
Pine Ridge ES
Cross Keys HS
Shadow Rock Center
Panoloa Way ES

Thus far, three face to face trainings sessions and three interactive Avatar Lab sessions have been conducted. Sessions will continue in the Spring Semester as follows.

Facilitating an IEP Meeting	Tuesday, January 16, 2024	Tuesday, January 30, 2024
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

In addition, all cohort participants receive individual on-site coaching and support throughout the year. A total of 25 individual coaching and support visits have been conducted September through November. The goal of this program is to retain **all** cohort completers.

Mrs. Kiana King
Director, Special Education

Professional Development:

The Department of Special Education offers multiple professional learning opportunities for special education teachers to enhance their pedagogical knowledge and to support their understanding of practices and procedures. On November 7, 2023, special education teachers across the district participated in these engaging sessions both individually and in large groups within their respective schools with support from the Lead Teacher for Special Education.

- **Supporting students with Intellectual Disabilities**-Adapting the content
- **Goalbook**: Developing and Writing legally compliant Individualized Education Programs (IEPs)
- **Co-Teaching Essentials**: Specifically for general and special education coteaching teams
- **Teachtown Basics and Social Skills**: Teachers of Preschool students
- **Update on Communicable viruses**: Special education nurses
- **Student Centered Learning**: Teachers of Deaf/Hard Hearing students
- **Specially Designed Instruction (SDI)**: Special Education Teachers in Horizon schools

In addition to providing training opportunities for teachers, Special Education Coordinators have also participated in a series of professional development opportunities entitled Leadership Development 101. On November 7, 2023, the special education leadership team partnered with the Department of Leadership Development and conducted a session to discuss leadership styles and the levels of leadership. Coordinators engaged in activities to define leadership and their leadership goals and shared their reflective homework journaling about their vision of leadership. The coordinators were able to develop actionable steps to execute in their professional practice to develop others as leaders.

Special Education Teacher Academy (SETA):

Special Education Teachers continue to be involved in monthly professional learning through the Special Education Teacher Academy. This month, the session was offered in both an online and in-person format to allow teachers flexibility to attend. Teachers participated in a pre-test to assess their knowledge of Specially Designed Instruction specifically related to lesson planning at the beginning of the session. Additionally, a post test was given to ensure teacher understanding after engaging in activities as well as teachers discussed a plan for implementation once they returned to their classrooms. Of the teachers participating in the post assessment, 75% made progress from the pre-test to the post test.

Dr. Sean R. Tartt Portrait of a Graduate

Academic Skills Centers:

We have partnered with Human Resources and Federal Programs post and secure ESSER pre-approval for the Academic Skills Centers. Academic Skills Center positions have been posted by site and principals are presently working to hire staff. DeKalb County School District has partnered with Clayton State University, Emory University, and Georgia State University to provide college students an opportunity to become a paid non-certified tutor and engage in positive experiences with DCSD students. This partnership allows students an opportunity to get school-based experience and expands the educator pipeline to DeKalb.

In addition, we have collaborated with the Operations and Information and Instructional Technology to secure quotes for furniture and technology to outfit each room along with prepping each room for the new design of Academic Skills Centers in DeKalb.

Ms. Kanessa Fain and Dr. Scott McManus
MTSS Coordinator III's

MTSS Professional Learning

- November 1, 2023 - provided professional learning for Elementary School MTSS Specialists to continue their growth using I-station for Literacy and Dyslexia
- November 9, 2023 - provided a professional learning opportunity for MTSS Specialists on behavior intervention and support
- November 15, 2023 - provided targeted professional learning for Horizon School MTSS Specialists on CCRPI
- November 28 & 29, 2023 - provided professional learning for all MTSS Specialists on the EduClimber intervention functions

High School MTSS implementation

Through collaboration with Area High Schools, we have met with school leadership teams and MTSS Specialists to support MTSS efficacy and implementation at Dunwoody High School, Columbia High School, Cedar Grove High School, Redan High School, Tucker High School, Chamblee High School, Lakeside High School, Stone Mountain High School, Miller Grove High School, Lithonia High School, and DeKalb Early College Academy. Other high schools have meetings scheduled in the month of December. Follow up meetings for 2nd semester have already been scheduled.

MTSS Interval Data Reporting

Every 12 weeks (about 3 months) individual schools submit an interval data report that provides information regarding the implementation and fidelity of MTSS. The first interval data report was submitted November 3, 2023 and has been analyzed to guide goal setting and progress for implementation fidelity.

Mrs. Janetta Greenwood
Director, Fernbank

Single Visits and Outreach:

Fernbank Science Center is continuing to provide planetarium visits, single visits, and outreach in science across the district. In the month of November, the Science Center served 8,929 DCSD students in grades PreK-12. Currently, for the month of November, 1,698 DCSD students have participated in single visit programming, 3,645 DCSD students have participated in outreach programming, and 3,486 DCSD students have participated in planetarium visits.

DCSD Early Learning Center four-year-old scholars attended ScienToTs this month with learning focused on fossils and the characteristics of life. Students had the opportunity to engage in science experiential learning opportunities specifically designed for PreK students.

Professional Learning Opportunities:

On November 7, 2023, Fernbank Science Center hosted professional development opportunities. The professional development was designed to support teachers in using relevant experiential learning to increase learning outcomes in science. Teachers from across the district engaged in learning about environmental sustainability while facilitating a student-centered STEM challenge that encourages students to design feasible solutions using a human-centered design approach to authentically address environmental issues in their local community. In addition, teachers had the opportunity to explore the various program offerings provided by Fernbank for Spring 2024.

Dr. Zack Phillips
Director, Early Learning Center

Fernbank Science Center Partnership

Pre-K students at the Early Learning Center continued the successful ScienceTots program through a partnership with the Fernbank Science Center. Students were exposed to the attributes of living and non-living things and emulated being a paleontologist in one of the hands-on activities.

Professional Learning

The staff at the ELC continued facilitating the next chapter within their *Educator's Bandwidth* book study. Also, the staff continued their PLC work on the designated district's PL day with their Unit Enhancement Process for effective deployment of research-based instructional practices via assigned performance tasks and alignment of standards. Also, staff members received professional training on the Active Floor. The Active Floor will be an additional educational extension opportunity that is offered to all students beginning in January. The content areas of literacy, mathematics, STEAM, and social studies will be supported via the Active Floor platform.

Clarke County School District Visit

The administration team and staff at the ELC hosted the Executive Leadership Team from the Clarke County School District on Wednesday, November 15, 2023. The focus of the visit was to understand the ELC's instructional framework, expectations, non-negotiables, processes, procedures, wraparound supports, counseling services, and funding sources. The Clarke County School District is researching how they want to launch their Early Learning Center in the future and will be visiting the ELC for a second time in January.

Ms. Keatra Wright
Director, FLEX Academy

We have partnered with The Department of Exceptional Education to provide digital content to 29 incarcerated youth in DeKalb County. These students are enrolled at East DeKalb Campus via Infinite Campus and access content through Canvas. Additionally, we will work with Human Resources to hire a counselor to support East DeKalb Campus students enrolled in online courses.



November 8, 2023 - FLEX Academy students participated in career exploration via Teams with Dr. Mineka Bridges, a registered pharmacist who is a DCSD graduate.

Dr. Kishia Towns
Chief of Wrap Around Services



November has proven to be an extremely rewarding month of providing wrap around supports for the students, parents, staff, and community stakeholders of DeKalb County School District. Throughout the month, students have celebrated the Bullying Stops Here! Campaign and seniors received their first Georgia Match letters in which students are matched with colleges based on their HOPE grade point average. Additionally, the psychologists were recognized for the impressive work they do to support the mental, emotional, and behavioral health of students while the Social Work Department led the effort to open one of five Student and Family Engagement Centers at Dr. Martin L. King Jr. High School. Student Advancement continues to lead the way in preparing student for post-secondary options and with the support of Student Relations, our students are achieving in safe, orderly, positive school environments. These efforts address the immediate basic needs and beyond to improve the lives of students and families in DeKalb County School District.

***Let's Restore DeKalb!**

The week of November 13th was exciting as we welcomed the team from This W.O.R.K.S., Incorporated to facilitate Restorative Practices training to more than seventy staff members. Dr. Ronald Mitchell, principal of Ronald E. McNair Middle School, provided the beautiful venue for the training opportunity. Various personnel including assistant principals, counselors, social workers, directors, culture, and climate coordinators, PBIS coaches, and Family Engagement staff were trained in the components of restorative practices. Restorative Practices will equip educators to use specific protocols and/or strategies to intentionally restore relationships between individuals and strengthen or facilitate connections within the school community as a whole. The top benefits of restorative practices are to make students aware of consequences, teach students conflict resolution, build emotional skills, help students practice empathy, teach students to embrace forgiveness, show the importance of communication, and build strong relationships.



Horizon Day for the Division of Equity and Student Empowerment

The Division of Equity and Student Empowerment participated in Horizon Day to share the wrap around services available in all Horizon schools. Additionally, a comprehensive matrix of support was developed to 1) identify the specific support provided in each of our schools, 2) identify areas where there might be duplicity of support, and 3) identify areas where support is needed. There was rich conversation regarding the needs of the schools and the supports and resources currently available in the individual schools. The following are some of the supports and resources available in various Horizon schools.

- Mental Health Specialists
- School Based Mental Health Services
- School Based Health Centers
- After School Extended Day Programs (ASEDP)
- Check and Connect
- Food Bank distribution
- Positive Behavioral Interventions and Supports (PBIS)
- Human Trafficking Prevention Program
- Student Success Agency
- College AIM
- Communities in Schools
- My Brother's Keeper (MBK)
- Our Sister's Keeper (OSK)
- Kid Doc on Wheels (KDOW)
- Student and Family Engagement (SAFE) Centers
- Student Success Centers

National Psychology Week

The Department of Psychological Services was recognized during the week of November 6, 2023, for their contributions to the emotional, mental, and behavioral health of the students in DeKalb County School District. As the Coordinator of Psychological Services, Mrs. Kimberly Franklin, is responsible for forty-four school psychologists who work with students, families, and educators to improve academic achievement through collecting and interpreting student and classroom data, consulting about student and classroom behavior, and conducting psychological assessments. The psychologists will continue to evaluate students throughout the school year to support their ability to learn and the teacher's ability to teach.



Bullying Stops! at Pleasantdale Elementary School

On November 6, 2023, Pleasantdale Elementary School held an anti-bullying rally to discourage bullying, hazing, harassment, and discrimination of any kind. Students made posters to encourage classmates to be a “buddy” not a bully. With the amazing support of the staff at Pleasantdale, the students were able to express the importance of eradicating bullying in their school because “Bullying is so scary, but being a friend is sweet.” The Department of Student Relations will continue to support the wonderful efforts of our schools to ensure that a positive and safe school climate exists for the success of all students.



GEORGIA MATCH

DeKalb County School District counselors are continuing to assist the graduating class of 2024 with accessing their GAfutures Student Dashboard to identify the colleges for which students are eligible to attend based on their HOPE grade point average through Georgia Match. The first round of Georgia Match letters were sent in October and a second round of letters were sent during the first week of November. Seniors will have the opportunity to request information from the GEORGIA MATCH colleges and claim a spot for admission to the GEORGIA MATCH college of their choice.



My Brother's Keeper

In 2015, the DeKalb County School District accepted the My Brother's Keeper (MBK) Challenge from President Obama, who asked local communities to tackle the issue of

opportunity gaps faced by young men. The president challenged participating organizations to develop action plans to help young men reach six milestones:

1. Getting a Healthy Start and Entering School Ready to Learn
2. Reading at Grade Level by Third Grade
3. Graduating from High School Ready for College and Career
4. Completing Postsecondary Education or Training
5. Successfully Entering the Workforce
6. Keeping Kids on Track and Giving them Second Chance

Our MBK Champions are continuing to meet with the boys and young men at their respective schools while providing mentoring, advisement, and a trusting adult in which to confide. To assist our MBK participants with opportunities to read, learn, and grow, a monthly newsletter is produced by Mr. Jeremy Fuller, Super Champion. The newsletter contains relevant, culturally responsive, meaningful information to improve social awareness self-awareness, academic skills, decision making, and to give insight into current events. Please click on the link to view the MBK Newsletter for the month of November.

https://dcsd-my.sharepoint.com/:b:g/personal/e20062307_dekalbschoolsga_org/EQJ18URyp7JJsx_hOFmXGloBjuJrtgCdxC3yuOcV_KdGzQ?e=Vu6hiB

Dr. Deborah Moore-Sanders,
Substitute Administrator; Executive Director of Student Advancement:

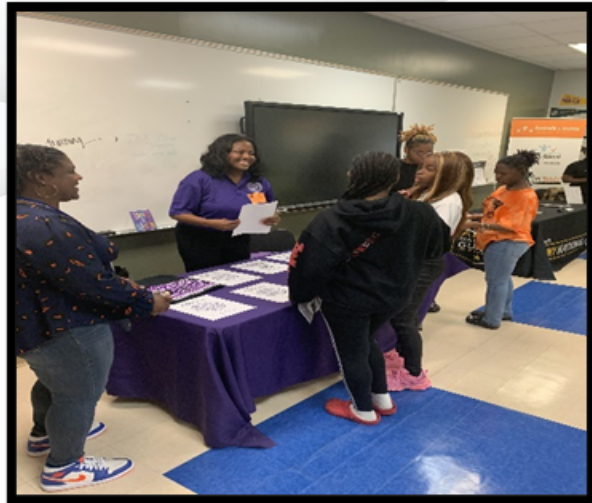
The Student Advancement Department focuses on providing awareness, access, and resources to students to assist them with graduating on time and having a post-secondary plan. The primary goal is to provide supports that will lead to increased student engagement, increased graduation rates, and enhanced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

We Reached Our Goal!

Dr. Moore-Sanders was successful in raising \$13,500.00 to support the Reach Georgia Scholars Program. Reach Georgia is the State of Georgia's first needs-based mentorship and college scholarship program. The mission of the Reach Georgia Foundation is to be the most effective champions for students in need across the state. DeKalb County will support five students with a \$2,000.00 academic scholarship.

Georgia Apply to College Month

In support of the Georgia Match Initiative and No Fee Application Fee November, the Student Advancement Team supported “Apply to College Events” throughout the District focusing on increasing post-secondary awareness options and driving college application submissions.



In addition, the Student Advancement Team hosted the National Hispanic College Fair at Georgia Piedmont College with representation from over 40 organizations that support post-secondary plan options. Fourteen high schools across the district participated in support of Georgia Apply to College Initiative.

Careers in Art, Technology and Engineering

Redan High School Student Success Center, hosted by TSA (Redan HS Technology Student led Organization), held an Art Show and eSports Halloween Fund Raiser on Tuesday, October 31, 2023, from 4pm - 7pm. There was participation from over 30 families with strong parent engagement. The event featured a computer programming demonstration as a career path along with digital designed student artwork donated to the SAFE Center. Engineering and Technology collaborated with the Art Club on submissions.



Celebrating Our Half-Cap Graduates at Cedar Grove High School

The Student Advancement Team and Post-Secondary Transition Specialist, Vickie Christopher, coordinated the Half-Cap Ceremony at Cedar Grove High School. Over 150 Junior Scholars were recognized during this event with great parent and family participation.



[Please click the link below to view the Cedar Grove Half-Cap Ceremony](#)

Mobile Student Success Center

The Student Success Mobile Center was available during the DeKalb County Government Fire and Safety Festival on November 11, 2023. The Student Advancement Team provided college and career exploration via Student Success Mobile Center programming to over 200 students and parents during the event. It gives our community

the opportunity to explore careers and college campuses without leaving their neighborhood.



Student Success Center

Renovations for Student Success Centers at Clarkston, Dr. Martin L. King Jr. High School and Stone Mountain High School are complete. We are waiting on furniture to outfit the centers.

Mrs. Denise Revels
Director of Wrap Around & Support Services



Attendance Specialists have made 141 visits to schools and are meeting with schools to develop a strategy around increasing parent awareness regarding the importance of school attendance. School visits have increased intentionality around putting measures in place to address attendance concerns early. School social workers are continuing to implement the Not a Number, human trafficking prevention curriculum at 18 identified high schools, in accordance with the grant which was awarded to the district in 2020. Although the grant period has ended, the curriculum aligns with state requirement Code: IDB to provide human trafficking awareness to students.

The Department of Psychological Services has had a productive school year in supporting elementary, middle, and high school students. The forty-four school psychologists have participated in 35,152 student-based meetings such as MTSS Tier 3, Special Education Eligibility, Section 504 Eligibility, Special Education IEP meetings, Section 504 Accommodation meetings, Manifestation Determination Review meetings for Special Education and Section 504 (separately), and Reevaluation Data Review meetings. There have been approximately 652 psychological evaluations completed to determine eligibility for special education services. There have also been approximately 5,888 direct student contacts which could involve multiple sessions with the same student. Lastly, some of the school psychologists have provided professional development presentations (total: 49) at their schools benefitting 2,132 participants.

Dr. Darnell Logan
Director of Student Relations



In the area of Positive Behavior and Intervention Support (PBIS), we have identified six prospective PBIS schools for Cohort 8. In addition, our District PBIS Coaches have provided support to school-level coaches in completion of the Self-Assessment Survey (SAS) and access to Schoolwide Information System (SWIS) and monitoring current PBIS schools for completion of the SAS and Tiered Fidelity Inventory (TFI). We have completed another round of interviews (4 applicants) for the District PBIS Coach Positions. However, we did not make any recommendations.

In the area of Student Discipline and Student Reintegration, the Hearing Officers scheduled 61 DDP (District Due Process) Hearings; fifteen canceled due to Discipline Team Meetings (DTM). Additionally, Student Relations cleared thirty-six students.

Three (3) recommendations were made for the Student Engagement Coach (Check & Connect) position, awaiting response from HR. One of the current Student Engagement Coaches resigned; reviewing resumes to schedule additional interviews.



The Bullying Awareness Campaign is continuing within all schools. School liaisons and bullying data entry persons are in place and receiving training, updates, appreciations, encouragements, and resources. The monthly review of bullying data from all schools has been completed. Observations have been coded and emailed to the appropriate bullying data entry persons and principals for review and corrections. Schools are actively conducting activities compliance with the Bullying Stops Here! Campaign.

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.

As for the month of November 2024, intense focus continues to be placed on infrastructure project oversight and implementation, ongoing ERP support, technology integration advocacy, and staffing for vacancies. However, we have some even more exciting projects in the works for our most favorite people...our Digital Dreamers!

Infrastructure Oversight

We continue to make progress with nine infrastructure refresh projects in flight. One prioritized project that is complete is the enhancement of our Network Operations Center, or the NOC as we call it. The NOC is a visualization of the health of our network and data center infrastructure. Key KPIs (key performance indicators) for an IT division inform performance on meeting SLAs (service level agreements) with technology end users. Critical steps in our ability to resolve an issue is our ability to quickly respond, which means we need to be empowered with "sight" into our infrastructure 24 hours, 7 days a week, and 365 days a year. The NOC provides us with this intel. We are looking forward to using this tool not only to intervene and resolve issues, but for analysis that support preventative measures as well.

As mentioned last week, these projects will require massive movement and coordination. The NOC assists us in ensuring we make progress, while not interrupting learning and work.

Digital Dreamers Unite!

DIIT is excited about two initiatives that will tap into the brilliance of our Digital Dreamers. If you don't know what a Digital Dreamer is, see the images below:



Preparation for the technology competition is underway! The event will be held at McNair Middle School in January 2024 and showcases the student's talent while encouraging community engagement in the world of technology. The competition is intense, but the fun is as well.

DIIT along with a ready and willing advisory board will be facilitating a Hack-A-Thon. We know you are wondering, what is that?

“A hackathon is an event that brings together experts and creates a collaborative environment for solving a certain problem.”

Five teams of high and middle school students will compete to provide the most innovative and creative solution surrounding a selected topic relevant to all DCSD students. The “Hack-UR-Dream” event will encourage our students to engage in communication, collaboration, critical thinking, and creative solution development. More to come regarding this awesome event!



Jeff Miller, Manager of Asset and End-User Computing
Herman Parker, Manager of Technology Assets

RFP Preparation

DIIT has two upcoming RFPs currently in planning phases:

- Managed Print Services.
- Student and Staff Devices

We anticipate taking recommendations to the Board of Education in June and July 2024.

Device Support and Audit Preparation

Continued support for school Device Distribution Coordinators (DDCs) with device distribution, maintenance, reconciliation, and audit preparation utilizing Frontline Asset Management is ongoing.

A major milestone is preparation for the January 2024 student and staff device audit in preparation for testing.

- The device audit ensures accountability for the inventory for school or location
- The audit ensures the correct device is assigned to the correct student
- The audit ensures the student and staff devices are in optimum functioning condition. (An incident IQ ticket is created, and the device is marked in repair in Frontline by the local DDC)
- The audit ensures all parts of the device are intact. (Chromebook/laptops, cover, and power cord)

A demonstration audit will take place at Towers High School on Monday, December 4, 2023. The goal is to test newly refined processes and documents for all schools.

Device Management Advisory Board

An internal cross-divisional advisory committee has been identified to work through governance, processes, and procedures as it pertains to device management. The committee will meet in January 2024 and establish a monthly cadence to ensure topics such as device life cycle refresh and policy and procedures for lost and damaged devices are addressed.

Building a Stronger Team

Interviews will be conducted to select a Network Liaison Specialist and a Technology Asset Technician to join our team. The positions are critical to improving services for our users. Not only are we working to expand, but we are also developing training opportunities to upskill our staff.

Natalie Terrell, Manager III of Project Management

SPLOST Technology Projects

IT PMO currently has six major SPLOST projects that it has engaged upon. Under the Physical Security Program, there are three projects, the door access and intrusion alarm systems replacement projects and surveillance camera refresh project. The remaining three projects are the cabling refresh, switch replacement, and wireless access point projects. For the Physical Security Program projects, the building assessments are well underway, with 137 of 140 (or 98% of the) sites being completed as of Tuesday, November 28, 2023. Stakeholders Review sessions have begun and 6 of 140 review sessions are complete. It is anticipated that installation will begin with the core sites in December 2023. For the remaining three SPLOST projects, they are in the latter planning stages and are in the process of scheduling assessments for each to determine needs and purchasing information. The cabling project's assessments are tentatively scheduled to begin on Monday, November 6, 2023. A full draft of the schedule is planned for Thursday, November 2, 2023.

Optimizing the Interactive Flat Panel (IFP)

Site assessments began on Monday, October 30 and are on schedule and 56% complete.

Vestibules

In collaboration with Operations Design and Construction Department, DIIT was responsive for the coordination and vendor management of the installation of surveillance cameras and card access systems for renovated or newly built vestibules in 19 schools. All 19 schools are complete with the exception of two schools, Elizabeth Andrews and DECA, that are currently under construction. We are about 90% complete with the DIIT tasks.

Portables

There are four schools which 16 surveillance cameras need to be completed. All cameras have been installed and connected to the network; however, final configuration is needed so that all views are available to staff. In moving forward, DIIT is working with Operations to stand up 56 classrooms at three schools, Salem MS, Redan MS, and Fairington ES by January 2024.

Dr. Kyia Clark, Executive Director, Information and Innovation
Mr. Troy Palmer, Manager of Student Information Systems



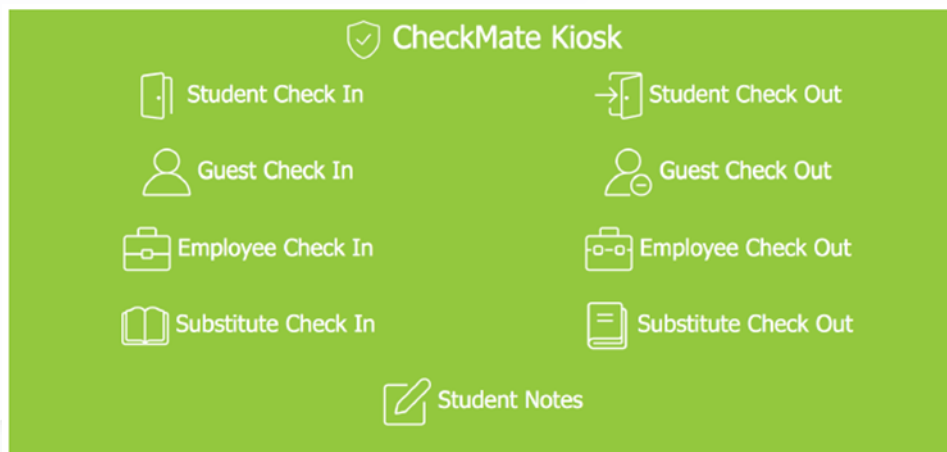
SIS Accomplishments

For the 2023-2024 school year to date, the SIS Department has overseen and facilitated the following:

- Processing of 38,372 student registration applications (including 17,663 new student registrations and 20,709 existing student annual verifications)
- Fulfillment of 10,053 requests for student records
- Processing of over 5,000 GTIDs for new to DeKalb students
- 76% of parents with Infinite Campus portal accounts, with more than 159,000 average weekly logins by parents

CheckMate

CheckMate fully integrates with Infinite Campus to provide real-time student attendance tracking, guest and substitute tracking, employee time tracking, and volunteer management and tracking. SIS is providing support to Equity & Student Empowerment to initially implement the Volunteer Management component of CheckMate with 13 DCSD schools. Setup and configuration of Volunteer Management for these 13 schools is approximately 90% complete.



SY2024-2025 Master Scheduling

SIS has successfully completed the roll-forward in Infinite Campus of students, teachers, and courses from current school year to future school year in preparation for 2024-2025 master schedule building

processes and related tasks. School scheduling staff will receive annual master schedule building training by February 15, 2024.

Infinite Campus Translation Services

In collaboration with EL Services and Parent and Family Engagement, SIS is working with Zab Translation Solutions and K-12 Solutions Group (our Infinite Campus channel partner) to provide language translation services in the district's top 15 languages for the Infinite Campus Online Registration (OLR) module, Parent Portal, report cards/progress reports, transcripts, and attendance letters. The project is well underway with an anticipated completion date of March 1, 2024, for all components being translated.

Ms. Terri Webb, Manager of Instructional Technology

IGNITE U Professional Learning Series

Instructional Technology is currently coaching teachers through the third and final phase of the IGNITE U Professional Learning series. During this phase, teachers explore ways to differentiate instruction (TIC 4) and evaluate and provide student feedback (TIC 5) within their selected PL pathway. IGNITE U is a professional learning series that focuses on effective and engaging technology integration through five technology integration connections (TICS). The goal is to ensure that our DCSD educators are proficient in integrating technology in engaging and innovative ways that support learning. IGNITE U is currently at a 73% completion rate.

The IGNITE U PL series supports MIRACLES tenets I, A, and L by providing teachers with the opportunity to expand their knowledge and technical skills to support student achievement.

Student Technology Competition

Instructional Technology is hosting the 2024 Student Technology Competition and is seeking judges and volunteers to support this event. Are you ready to support the 2024 DCSD Technology Competition? If so, [sign up](#) to judge or volunteer.



TECHNOLOGY COMPETITION

DeKalb County
SCHOOL DISTRICT

READY

PLAYER  **DEKALB**

Saturday, January 20, 2024

Sign up to judge or volunteer!

[SIGN UP](#)

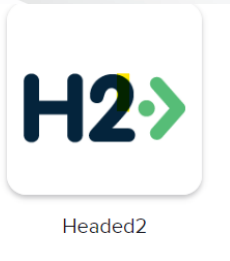
<https://bit.ly/24TCVolunteer>

The banner features a dark blue background with a glowing blue light effect behind the word 'READY'. It includes the DeKalb County School District logo in the top left corner. At the bottom, there are two photos of people: a woman in a yellow jacket on the left and a man in a dark hoodie on the right, both pointing upwards. A blue 'SIGN UP' button with a white arrow is positioned in the center, and a URL is provided at the bottom.

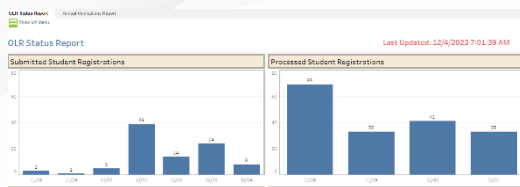


The Student Technology Competition supports MIRACLES tenet L by providing students an opportunity to showcase the vast array of technology skillsets of our Digital Dreamers.

Ms. Linda Jordan, Manager III of Applications and Development
Ms. Mallorie Robinson, Manager II of Enterprise Business Solutions







The **Learning Systems Team** provided application interface support for the Headed2 Naviance implementation for Elementary and Middle School students.



The **Learning Systems Team** successfully migrated Tableau from an on-prem server to a cloud server in the Infinite Campus data center. This move will allow DCSD to leverage the benefits of the Tableau server residing in the same data center as the Infinite Campus production and replication/ad hoc reporting databases. The benefits include hardware support, network support, and local access to the real-time replication database.





Paychecks

Last Paycheck: 11/30/2023

Previous paychecks	
11/30/2023	 DETAILS 
11/15/2023	 DETAILS 

The **Enterprise Business Systems Team** provided application and user support for both November semi-monthly payrolls for 12-month employees through the Munis application in addition to ERP Implementation Team activities.

Finance

-  [ESSER Expenditures](#)
-  [Revenue & Expenses \(Updated 11.27.23\)](#)
-  [YTD Spend \(Updated 11.27.23\)](#)
-  [Key Performance Indicators \(Updated 11.27.23\)](#)

<https://www.dekalbschoolsga.org/data-dashboards/finance/>

The **Data Analytics and Visualization and Web Teams** updated and published Finance KPI Dashboards.

Mr. Joseph Swing Manager III Telecommunications

AT&T Cell Phone Migration Project

On October 16, 2023 The DeKalb County Board of Education approved AT&T as the district's cellular provider for 2023-2024. There were several key factors that played into AT&T as being chosen to provide this service.

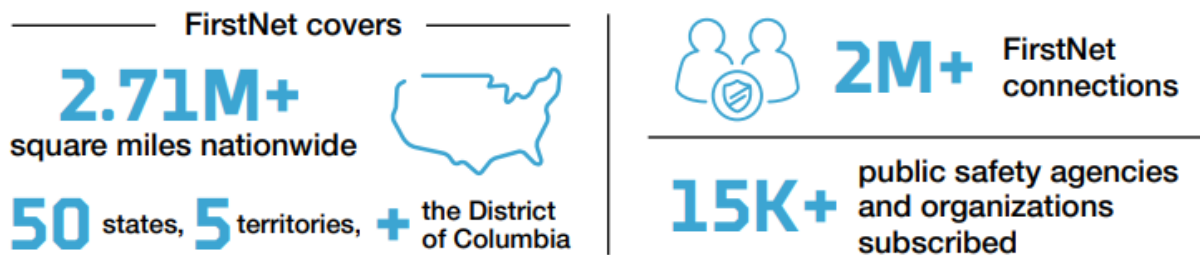
AT&T is the official private partner behind FirstNet.

FirstNet is a nationwide, high-speed wireless broadband network and set of specialized, innovative tools, technologies and features specifically built for public safety. FirstNet is designed for every first responder in the country.

FirstNet uses all AT&T LTE spectrum bands and a special lane of connectivity called Band 14 – nationwide, high-quality spectrum specifically set aside for FirstNet. During an emergency, this band – or lane – can be cleared and locked just for FirstNet subscribers.

By the Numbers

As of Feb. 2021



Price: DIIT was able to obtain iPhone 14s from AT&T for .99 cents each along with a \$200 /line port in credit which equates to over a one time \$200,000.00+ bill credit.

Project Scope: At the time of DCSD Board of Education approval, DCSD had close to 1100 cellular phone lines. DIIT Telecommunications has been working with AT&T to setup the FirstNet Account and other accounts needed for the deployment of devices to District users and First Responders. DIIT Telecommunications, also worked with AT&T and Apple to setup and import into the district's Mobile Device Management System (MDM).

Deployment Timeline: Starting in December deployment of new AT&T devices will commence and will be finished within the 90-day transition period. DIIT Telecommunications, DIIT Project Management Office (PMO), DIIT Support Services and Partner AT&T will coordinate efforts to accomplish this aggressive timeline.

Dr. Yolanda Williamson
Chief of Community Engagement & Innovative Partnerships

Dr. Yolanda Williamson
Chief of Community Engagement

High Level priorities for the month:

Staffing

Executive for Foundation- Next round of Interviews are scheduled for the week of 11/27/23.
Manager of Strategic Partnerships-In progress

Thought Exchange

The results of all ThoughtExchange surveys aligned to the MIRACLES Framework have been released. Viewers are able to see the the number of participants for each survey as well as the thoughts ranked from highest to lowest.

[Thought Exchange – MIRACLES \(dekalbschoolsga.org\)](https://dekalbschoolsga.org)

Now that the MIRACLES website has been launched, next steps for ThoughtExchange include locating a home for other ThoughtExchange surveys such as the ones list below:

Superintendent Parent Advisory Council/Superintendent B-Lingual Parent Advisory Council
With the objective of improving student outcomes in mind, what are some topics or concerns that you would like to discuss for the upcoming Superintendent's Advisory Council meetings?

Superintendent Staff Advisory Council

With the objective of improving student outcomes in mind, what are some topics or concerns that you would like to discuss for the upcoming Superintendent's Advisory Council meetings?

DCSD Principals

What are your thoughts on the systems, processes, and expectations on how well the DCSD Board of Education and Superintendent are doing when building student schedules?

McNair HS Students

What improvements can the DeKalb County School District make to enhance/improve your experience as a student at McNair High School. For example, you can share your thoughts on topics such as safety, academics, athletics, counseling, transportation, and etc.

Horizon Data Meeting

Did this session meet your expectations given the communicated outcomes? What additional information/training do you need to incorporate the use of the data analysis tool that was shared? Any suggestions for future sessions?

DCSD Principals Communications Meeting

What are your thoughts and suggestions on possible discussion topics for the Principals' Communication Monthly Meetings?

DeKalb Schools Foundation

The DeKalb County Board of Education approved one additional member for the DeKalb Schools Foundation at the November 2023 regular BOE meeting.

In November 2023, the Foundation convened to commemorate its approval, initiate the development of collaborative ties among its members and Superintendent Horton, and previewed the 90-Day Report as part of an endeavor to familiarize themselves with the progress made for the students of DCSD up to that point.

During December 2023, the trustees are scheduled to conduct an organizational meeting to appoint officers and revise bylaws. This step is pivotal, as it enables the Foundation to pursue reactivation with the Secretary of State.

A retreat is also planned for January 2024. A rough draft of the agenda may include the following information:

I. Introduction and Overview

- Brief introduction of new board members
- Development of the purpose and goals of the foundation

II. Superintendent's Report

- Update on current district initiatives and projects
- Discussion of key challenges and successes
- Opportunities for collaboration between the foundation and the school district

III. Future Planning and Goals

- Discussion of long-term goals for the foundation
- Brainstorming on potential projects and partnerships
- Strategic planning for the upcoming year

IV. Foundation Programs and Initiatives

- Identify potential signature foundation programs & timeline

- Identify/Discuss upcoming fundraising opportunities

V. Financial Business

- Community Foundation for Greater Atlanta
- Discussion of budget allocation and priorities
- Frequency of Financial Reporting

Website for Foundation

A preliminary design for the DCEIP website, incorporating the Foundation, has been forwarded to the IT Division. Emphasizing the Foundation's priority, our focus is on establishing its site initially, given that Family Engagement and Grants & Partnerships already have dedicated platforms. Consequently, the plan is to amalgamate all existing sites into one comprehensive representation for the Division of Community Engagement & Innovative Partnerships.

S-Stewardship

Gathering for Partners- Community Impact Showcase

The initial stages of organizing a gathering for all DCSD partners to acknowledge their contributions to the district and discuss ongoing needs are underway. The Showcase event has been rescheduled and is now set for January 17th in the boardroom. The Division of Community Engagement & Innovative Partnerships (DCEIP) will convene during the week of November 27th to review and discuss the progress in planning for the event.

Collaboration with another department for the specific month:

Staffing

Division of Human Resources
Staff members (panel interviews)

DeKalb Schools Foundation

- The Board of Education & Superintendent will be kept abreast of the progress of the development of the Foundation.

Community Impact Showcase

- Marcia Coward- Decorations & Setup
- Marcia Oglesby-Initiate the process for identifying District partners
- Division Chiefs- Provide names of District Partners
- Portia Kirkland- Market the Showcase

Professional Learning Opportunities:

SMART Sheets

Libritta Anderson attending SMART Sheets training.

Portia Kirkland

Director of Communications

Communications released two critical assets in November: the MIRACLES website and Superintendent Horton's 90-Day Progress Report. These items are critical to the work and brand of the DeKalb County School District (DCSD).

The MIRACLES website provides an innovative overview of the MIRACLES Framework. The website can easily be located by visiting www.dekalbschoolsga.org on the homepage next to Dr. Horton's photo or by visiting <https://www.dekalbschoolsga.org/miracles/>.

The MIRACLE's website includes the following:

- How MIRACLES aligns with District work
- MIRACLES in Action Priorities
- Videos from DCSD Cabinet, who speak to their work
- Monthly Progress Reports
- ThoughtExchange Surveys
- H-PRIDE and its six core values

Communications has also released the 90-Day Progress Report. While the Comms team led this project, this project was a team effort, including Cabinet and Information Technology.

Communications is editing draft three of the 90-Day Progress Report and will reprint the document once additional edits have been received. To ensure stakeholders can review the 90-Day Plan and the 90-Day Plan Progress Report, a superintendent's corner has been created on the District website. When you click on the 90-Day Plan or the 90-Day Plan Progress Report, visitors are taken to one landing page where they can see both documents.

To visit the 90-Day Progress Report, visit:

https://issuu.com/dekalbschoolsga/docs/sup_90_day_report_v3?fr=xKAE9_zU1NQ

This document is in editing.

High-Level priorities:

- 1) Communications continues to collaborate with Information Technology on the MIRACLES site and updating content.
- 2) Cabinet members are providing updates to the 90-Day Progress Report.

Further updates include:

1. DSTV will record Ms. Stacy Stepney, Dr. Kishia Towns, Champion Dillard, and Dr. Markisha Mitchell for a MIRACLES video about grad data.
2. Communications is in the pre-planning phase for a Stop the Violence campaign and is working with Elijah Palmer on the project.
3. Communications is collaborating with Family Engagement on the Fambassador program.

Dr. Donald Porter
Press Secretary

Media Releases, Promoted Stories, Written Stories & Speeches:

- Media Release announcing anticipated transportation delays due to Rosalynn Carter Memorial Service for four DCSD schools.
- Metro Atlanta Crossing Guard of the Year by the Georgia Department of Transportation's Safe Routes to School program:
<https://www.dekalbschoolsga.org/news/indian-creek-es-crossing-guard-honored-as-metro-atlantas-best/>
- IGNITE DeKalb Teacher Residency Program, which is a signature initiative of Superintendent Dr. Devon Q. Horton to address the critical need for qualified educators in the District: <https://www.dekalbschoolsga.org/students/ignite-launches/>
- 'Cap-tivating' Milestone: Cedar Grove High School half-cap ceremony: <https://www.dekalbschoolsga.org/students/cedar-grove-celebrates-journey-to-graduation/>
- Wrote Town Hall DRAFT Introduction for Anna Hill.
- Wrote City of Stonecrest Donation script for Public Address Announcement.
- Wrote Mr. DaCosta EOTY Gala DRAFT Speech.
- Wrote district statement to media regarding DCSD employees allegedly receiving their pay late due to MUNIS implementation.

- Wrote district statement regarding weapons detection system in MS and HS but not in ES in the wake of the student at Stoneview ES student cut as students were handling a box cutter type blade.
- Wrote district statement regarding DCSD employee at Princeton ES engaging in a physical altercation with two students.
- Rewrote Stoneview ES Letter to families regarding a weapon at school.
- Rewrote Woodward ES Lockdown Letter to families.
- Rewrote Peachtree Middle School Principal transition DRAFT.
- Rewrote Cross Keys HS lockdown Letter to families.
- Rewrote Tucker Middle School family letter RE: weapon on campus.
- Rewrote Stoneview ES family letter RE: weapon on campus.
- Rewrote FY25 Budget Priorities Superintendent Report.
- Clarkston High Math Club Adds 37 New Members:
<https://www.dekalbschoolsga.org/students/clarkston-high-math-club-adds-37-new-members-in-family-inspired-ceremony/>
- Wrote Dr. Horton's DRAFT Speech and story: DCSD Celebrates United Nations Day and Its Diverse Educational Options:
<https://www.dekalbschoolsga.org/students/dcsd-celebrates-united-nations-day-and-its-diverse-educational-options/>
- Dr. Horton District-wide Family Letter: DCSD is Focused on Building Bridges, Not Walls: <https://www.dekalbschoolsga.org/students/dcsd-is-focused-on-building-bridges-not-walls/>
- DCSD Celebrates Employees of the Year at the 10th Annual Academy of Educational Excellence Awards Gala:
<https://www.dekalbschoolsga.org/default/dcsd-celebrates-employees-of-the-year-at-the-10th-annual-academy-of-educational-excellence-awards-gala/>
- Dr. Horton Veteran's Day Message:
<https://www.dekalbschoolsga.org/default/dcsd-celebrates-veterans-day-2/>
- DCSD Department of Family and Community Empowerment Media Release:
<https://dekalbschoolsga.blob.core.windows.net/wpcontent/2023/10/Safety-Fair-2023-Flyer.pdf>

Marcia Coward

Manager, Family Engagement

High Level priorities for the month:

MIRACLES Priority update for the specific month and your role in it:**(M) Motion Towards Equity**

The Courageous Conversations with Dr. Morley for district 7 covered key areas including School Safety, Family and Community Involvement, Gun Violence, and Mental Health. Action items include improving trust in school communication, addressing funding issues, considering additional School Resource Officers in elementary schools, developing clear volunteer policies, expanding safety campaigns, reducing mental health stigma, and promoting community engagement. We are working on addressing these actions with a comprehensive approach that emphasizes collaboration, with ongoing assessment and adjustment through regular follow-up meetings. A more detailed summary is available upon request. We will be scheduling additional small group meetings to ensure the actionable items are addressed.

We celebrate a successful **Family Engagement Month** which was kicked off by a BOE Proclamation acknowledging the critical role of family engagement in student achievement. We also launched the first episode of our new show **“The Family Room”** which featured our Exceptional Education Parent Mentor, Mrs. Lisa Lake. The show’s title: Special Ability is not a Disability, featured parents as well as district content experts, engaged in authentic dialogue. You may watch the episode here <https://parentmentors.org/family-room-trainings/>

Our **Inagural Safety Fair** was a hugh success!. The Cold and rain did not keep our families away as they came 650+ strong to receive the many resources our school district and community collaborators provided. DCSD’s *Safety Fair* was designed to underscore the district’s commitment to the well-being of the community by uniting families, dedicated first responders, safety experts, local community agencies, and various resources to support a safer and more connected DeKalb County. Vendors distributed free gunlocks, safes, and bike helmets on a first-come, first-served basis. 10 youth bikes were raffled off. Children enjoyed free face painting and were excited to meet DeKalb Fire Rescue’s Theo the Safety Dog.

Collaboration with another department for the specific month:

We continue to collaborate with our student support services colleagues to offer meaningful workshops that prove to be beneficial to our families. This month we wrapped up our series of Bullying workshops and started a new collaborative effort for social emotional wellness workshops .

Volunteer Training: We continue to collaborate with our School Safety Department to provide supports for volunteers. On November 8th and 9th, 2023, Demone Gunter conducted virtual volunteer training sessions. A total of 47 participants successfully completed Level II and III training. As of November 14, 2023, the initiative has seen the active involvement of more than **2048 Level II & III Volunteers**, showcasing a significant and growing commitment to the cause.

Please see the schedule below for the upcoming DCSD Volunteer Training Sessions.

- November 15, 2023, 12:00 PM or 6:00 PM
- November 29, 2023, 12:00 PM
- December 6, 2023, 12:00 PM or 6:00 PM
- December 13, 2023, 12:00 PM

(M) Motion Towards Equity, (L) Learning Environments that Support Student Success

Professional Learning Opportunities:

Two team members participated in a week-long training on the Restorative Practices Train The Trainer model. Although the training primarily focused on Restorative Practices in schools, I found it to be thought-provoking. Currently, I am exploring ways to integrate the insights gained from this training into our family engagement programs. Restorative practices transcend a mere program or curriculum; they represent a philosophy and mindset. The effectiveness of these practices relies on introducing them to students' families in an inclusive, collaborative, and culturally sensitive manner. A pivotal element of restorative practices is the notion of "fair process," recognizing that individuals are more likely to endorse change when actively engaged in the process. As a result of this training, my call to action for our future planning is to incorporate the following:

- Conduct introductory meetings at various times to accommodate working parents, providing opportunities for families to learn about restorative practices and contribute ideas.
- Implement webinars and social media campaigns for continuous learning for families as we implement restorative practices in our schools
- invite parent leaders (FAMBASSADORS) and PAC members to participate in the planning and implementing restorative practices for our families.
- Create information packets for parents, outlining the benefits of restorative practices, and coach parents on the importance of being informed.
- Seek the services of a consultant to provide expertise, support, technical assistance, and planning.

By incorporating these strategies, the Department of Family and Community Empowerment can establish a foundation for successful restorative practices implementation, fostering a collaborative and supportive environment among administrators, educators, students, and their families.

Direct support for Schools (Reference names if applicable):

We continue to support schools with our series of workshops – **“Food Talk”** The Department of Family and Community Empowerment has established a valuable partnership with the

University of Georgia Snap-Ed to present "Food Talk" sessions in both Spanish and English, serving our diverse community. These sessions are an integral part of the 8-week Expanded Food and Nutrition Education Program (EFNEP), offering participants the opportunity to earn a certificate from the University of Georgia upon the successful completion of at least 6 out of 8 classes. The EFNEP program is structured around four essential areas: nutrition, physical activity, food safety, and food resource management.

A key highlight of this program is that participants have been able to utilize their certificates when applying for entry-level positions in the food services industry, including prominent establishments like McDonald's, Burger King, Wendy's, and others. This is made possible by the foundational knowledge on food and food safety imparted by the program. Additionally, some participants have leveraged the certificate as a steppingstone for pursuing culinary programs. These "Food Talk" sessions will be conducted in person, with each session lasting one hour and being open to all families. Parents will have the unique opportunity to witness live healthy cooking demonstrations, sample the prepared dishes, and as a token of appreciation, they will receive gifts for their active participation. These gifts include a calendar, EFNEP Pen, recipe cards, and a recipe book, which will further enrich their culinary skills and nutritional awareness.

The partnership between the Department of Family and Community Empowerment and the University of Georgia Snap-Ed is poised to bring about meaningful change in our diverse community, fostering nutrition, food safety, and empowering individuals to explore new career opportunities.

Dr. Marcia Oglesby
Director of Grants & Partnership

High Level priorities for the month:

- **(A) Attract and Retain High Quality Staff** – Complete and submit the Alliance for a Healthier Generation/Kaiser Permanente \$20,000 grant proposal to fund Zen Dens in schools by January 10, 2024. Search for additional grants so all schools will have an opportunity to create a Zen Den or mental wellness space for staff.
- **(L) Learning Environments that Support Student Success** - The district was awarded the [GaDOE's Safer Georgia Schools Grant](#), to purchase safety equipment for schools. The GADOE confirmed DCSD is a recipient of the grant in the amount of \$250,000. After the grant funds are transitioned to DCSD, I will ensure the appropriate documentation is submitted to the state in collaboration with Dr. Myisha Warren, who also completed and submitted the grant application.

- **(M) Motion Towards Equity** – ensure the partnerships and school surveys are submitted to community organizations and schools to assess which partners are supporting schools and determine the resources needed by schools.
- **(L) Learning Environments that Support Student Success and (M) Motion Towards Equity** – collaborate with the mathematics coordinators/C&I team to apply for the **\$100,000** GaDOE K-5 Numeracy grant which will provide funds for instructional support, professional learning, and mathematics resources to schools in DCSD. The application was submitted on November 15, 2023.
- **(L) Learning Environments that Support Student Success and (M) Motion Towards Equity** – Work collaboratively with Dr. Lenisera Barnes-Bodison to submit a grant application in the amount of **\$15,000** for the GaDOE’s AP Teacher Training grant intended to support local school districts’ efforts to improve the academic achievement of students and to increase access to college-level courses across the state. The application’s deadline is December 15, 2023.
- **(M) Motions Toward Equity** - Development of the Employee Wellness Center’s proposal to present to Kaiser Permanente for funding.
- **(M) Motion Towards Equity** - Continue to encourage teachers to post projects to Donors Choose; Dr. Horton signed off/approved the district to become an official Donors Choose partner; Grants and Partnerships created a special [DCSD Donors Choose landing page](#) on the platform; Teachers have received over \$4.5 million in resources through Donors Choose.
- **(S) Sound Fiscal Stewardship** – Submit revised budget for the Public Safety and Community Violence Reduction grant’s budget to the Governor’s office as requested by the Program Manager of the grant.
- **(S) Sound Fiscal Stewardship** - Transitioning of the approved City of Stonecrest donation to the schools in the district via a district-level account; received Mayor Cobble’s signature on October 31, 2023, and obtained Dr. Horton’s signature on the MOU.
- **(S) Sound Fiscal Stewardship** - Ensure the board as requested receives a summary of how the Publix donation in the amount of \$93,321 will be expended
- **(M) Motion towards Equity** - United Way AARP Experience Corps Tutoring Program for Stone Mountain Elementary School. United Way submitted data as requested by the Warp Around Services and Support Director, therefore, the partnership is conformed for United and Stone Mountain Elementary School.
- **(M) Motion Towards Equity** - Participate on the planning committee for WorkSource DeKalb’s and DeKalb County government’s summit; will serve on the leadership committee and assist with planning the upcoming WorkSource DeKalb summit
- **(A) Attract and Retain High Quality staff** – Georgia State University is interested in establishing a partnership with the district to provide special education paraprofessional

to teacher training for DCSD paraprofessionals. GSU scheduled a meeting with HR; follow up to determine next steps and support needed.

- **(M) Motion Towards Equity** – I am collaborating with community-based organizations who are interested in applying for the Georgia Department of Education’s 21st Century Community Learning Centers grant in the amount of up to \$350,000 per year, to fund after school academic tutoring and enrichment programs.
- **(A) Attract and retain High Quality Staff** - Monitor the release of the Teacher and School Leader grant and similar federal grant opportunities which provide incentives for teachers and school leaders. The U.S. Department of Education’s grant closed in June 2023.

Completed:

- National Coalition of 100 Black Women’s donation prepared as a board agenda item and presented to the board during the October board meeting.
- Submitted the Public Safety grant requirements to the Governor’s Office (W9 and Vendor Management Form)
- Publix donation (\$93,321) presented to the board.
- The State Farm grant in the amount of \$75,000 to provide funding for the SAFE Centers has been submitted.

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

- **(A) Attract and Retain High Quality Staff** – Lead the efforts to complete and submit the Alliance for a Healthier Generation/Kaiser Permanente \$20,000 grant proposal to fund Zen Dens in schools by working collaboratively with Total Rewards (Andrea Aplin-Little and Karen Beadles).
- **(M) Motions Towards Equity** – My role will be to assist the Grants and Partnerships team with reviewing 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 a fully executed MOU, and inform Stone Mountain Elementary School and Denise Revels, Wrap Around Support and Services Director and James Hearn, the after-school coordinator, with updates.
- **(S) Sound Fiscal Stewardship** – I will work directly with Public Safety to ensure the revised budget is submitted to the Governor’s Office of Planning and Budget.
- **(S) Sound Fiscal Stewardship** – I will work collaboratively with the City of Stonecrest, identified 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 utilizing their funds.

- **(M) Motions Towards Equity** – ensure the school and partnership surveys are disseminated to school leaders and community-based organizations and corporations for the Community Impact Showcase.

Collaboration with another department for the specific month:

- Collaborate with Dr. Myisha Warren, to transition the Safer Schools grant award to the district.
- Grants and Partnerships will collaborate with Total Rewards (Andrea Aplin-Little and Karen Beadles) and facilities to locate an ideal location for an additional Wellness Center in the district and create the wellness proposal to present at Kaiser Permanente.
- Collaborate with the Curriculum and Instruction team to submit the Georgia Department of Education's AP Teacher Training (due 12/15) and K-5 Numeracy grants (submitted on 11/15) in collaboration with Dr. Bodison and Michelle Bateman.
- Serve on the planning committee with WorkSource DeKalb, the CTAE department, and other community leaders to plan the WorkSource DeKalb's education summit.
- Assist with obtaining the VIN and model numbers of school buses from Operations and Facilities to complete the Clean School Bus Initiative's bus rebate program. 25 buses must be identified to be replaced with electric or clean energy buses as part of the application requirements.
- Publix Donation – Family and Community Engagement – collaborate with Marcia Coward and finance
- City of Stonecrest Donation – Denise Revels, Director of Wrap Around Support and Services and contact 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.
- Schedule meetings with partners to discuss inquiries and partnership opportunities (i.e. GSU requested paraprofessional to teacher training opportunities and community-based-organizations will apply for grants to create or continue academic tutoring and enrichment opportunities for students in DeKalb communities).
- Work with Dr. Williamson and Mrs. Dillard, Chief of Schools, to ensure the school and partnership surveys are approved to be disseminated to school leaders

Professional Learning Opportunities:

N/A

Direct support for Schools (Reference names if applicable):

- Stone Mountain Elementary School – Dr. Covington – AARP tutoring program.
- Opportunity grants – ensuring 69 schools receive the gl account codes from finance and provide next steps

Superintendent's Department

Dr. Sherry Everett Director of Strategic Planning Strategic Management

The Strategic Planning Process is underway with Insight Education Group.

Outlined below are updates.

- o Steering Committee Meetings are 5:30-7:30 PM in the AIC Board Room as follows: Dec. 6, 2023; Jan. 25, 2024; Feb. 22, 2024; March 21, 2024; April 25, 2024; and May 16, 2024.
- o Invitations have been sent to 30 steering committee participants representing a diverse group of internal and external stakeholders.
- o The presentation has been developed for the Dec. 6th steering committee meeting.
- o Meeting Objectives: Understand role, expectations, meeting commitments; Develop common understanding of what a strategic plan is and is not; Determine structural and content affinities based on intended use of plan; Share process for stakeholder surveys.
- o The first Board work session has been scheduled for Dec. 11th, 10:30-12:30 before the Board meeting.
- o January 31, 2024 has been established as the due date for district wide data that will be analyzed by Insight Education Group.
- o The strategic plan stakeholder survey will be coordinated by Dr. Rebecca Braaten, Director, Data, Research, and Evaluation and will go out to the community in early January 2024.

Cognia Accreditation

The DeKalb County School District participated in a follow-up Cognia Monitoring Review Nov. 1-2, 2023, that focused on the findings from the November 2022 Monitoring Review and the continuous improvement the district has made regarding the following Cognia Performance Standard:

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

The visit included a review of artifact/evidence and an institutional progress report in addition to interviews with all Board members, Superintendent, and internal and external stakeholders. The Superintendent will receive a final report from Cognia in the next 30 – 45 days for review and the next steps.

Mr. Joel Thibodeaux
Director of Internal Audits and Compliance

Mr. Elijah Palmer
Director of Organizational Effectiveness

This month, we had the opportunity to visit a few more schools during our H-PRIDE visits. I accompanied Dr. Horton, Dr. Williamson, Champion Dillard, and our Comms team to make sure that we were on pace to visit each school before the end of the school year. We visited 6 schools this month by the way. We left with a plan to go back to the central office with key cabinet members, to develop a plan from the findings at the H-PRIDE visits. Those visits are often a great way for the district to understand the specific needs of each school and how we can better support them.

I had the pleasure of assisting the Communications department in the creation of Dr. Horton's 90 day plan. With all the hard work from collaborating with different departments about the programs and initiatives that are happening in their district. Portia Kirkland and I played a major role in helping out with the 90 Day Plan for Dr. Horton.

I had the pleasure of leading the Cabinet meetings for the month of November as well. We used that as an opportunity to prepare for the upcoming MIRACLES Workshop #4. We also had a session where we went over the protocols for when inclement weather might occur in DCSD. Making sure that all cabinet members understand the critical role that they play if a situation arises. I invited members of Public Safety to come in to lead this discussion during our Cabinet meeting. All of the cabinet meetings are facilitated by me as I collaborate with Dr. Horton on pressing issues that are happening during that specific week or month.

- Attended 2 town hall meetings this month
- Looking forward to being a part of the Steering Committee for the new Strategic Plan
- Participated in first training for Smart Sheet with key stakeholders
- FACE Advocate debrief held with Asst. Principals for interviews. 11 were hired this month so far with 34 to go to support Horizon schools or schools experiencing excessive disruption



DeKalb County
School District