



**DeKalb County**  
School District

# Disrupting

for Excellence

MIRACLES Updates  
Board Retreat – May 29th

# Division of Operations

- **School Nutrition Services – Tenet M**

- Increase Free & Reduced Lunch Application submission to further increase the eligibility rate of Community Eligible Provision Status (75 schools to 79 schools) [COMPLETE]
  - DCSD Submission contemplates 101 schools achieving CEP status
- Cultivate a "Culinary Culture" at each DCSD school [in progress]
  - Improved student and adult meal participation.
  - Increased customer feedback and menu satisfaction.
  - Utilization of standardized culinary recipes across the District.
  - Enhanced culinary skills for SNS staff.

# Division of Operations

- **Student Transportation**

- Optimize Student Transportation Routing

- Goal 1 – Develop an optimized routing plan in accordance with Priority of Service Guide in consideration of available resources [Complete]:
      - Priority 1: Identified students with IEP or 504 that requires Special Transportation Services, ESOL, and McKinney-Vento students
      - Priority 2: Residential Elementary School & K-8 Students
      - Priority 3: Residential Middle School & High School Students
      - Priority 4: Choice Elementary School & K-8 Students
      - Priority 5: Choice Middle School & High School Students and Alternative Education Students
    - Goal 2 – Develop and Implement a student "register to ride" process to assist in forecasting transportation requests [Complete]

# Division of Operations

Presented by: Mr. Erick Hofstetter, Chief Operating Officer

## Facility Services

- Custodial Services Performance Excellence
  - the district custodial services team will enhance quality assurance by implementing a monthly assessment process leading to an increase in overall facility cleanliness as measured by standardized assessments [Complete]
    - Train and certify Training & Assessment Supervisors on APPA Level II Standards
    - Collect individual site assessment data and provide support actions for resource allocations and training needs
    - Publish a "Custodial Services Cleaning Standards" Handbook and train site administrators on expectations and roles for quality assurance

# Division of Operations

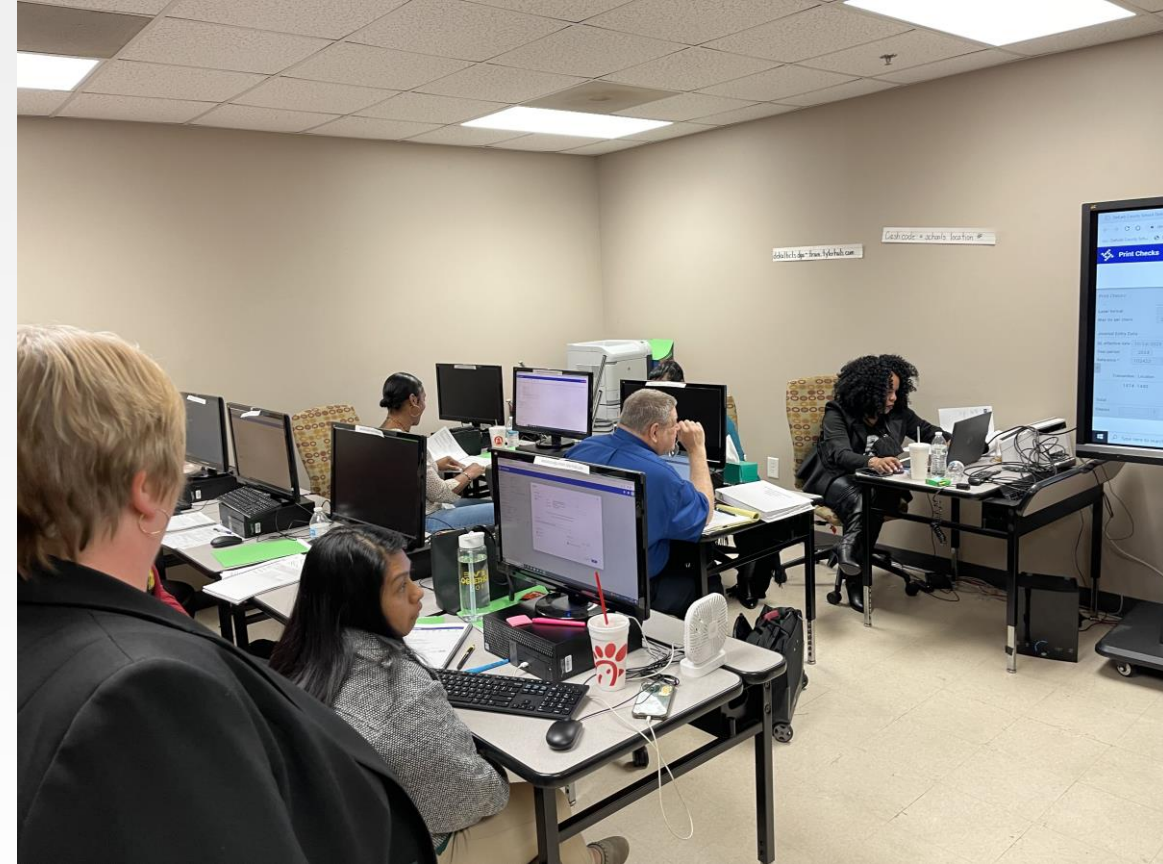
## Operations

- Community Use of School Facilities
  - Develop a Joint Use Intergovernmental Agreement with county government and municipalities to streamline the process of resource allocation that will benefit the community and citizens.
  - Update Procedure KG-R Community Use of School Facilities in support of providing equal access, ensuring risk and asset management, and promoting community use.

# Division of Finance

Presented by: Mr. Byron Schueneman, Chief Financial Officer

- Student Activity Module
  - Setup of 140+ integrated school accounting systems
  - All schools are uniform:
    - Chart of Accounts
    - Activities (ex: grade level accounts etc...)
    - Vendor activity all rolls up for accurate 1099 reporting
    - Enhances internal audit oversight
  - Collaborated with
    - DIIT / School Leadership



# Division of Finance

- Smart Safe Installation
  - Instant access to deposits for schools
  - Uniform reconciliation procedures
  - More consistent pickup
  - Collaboration with
    - Operations



# Division of Finance

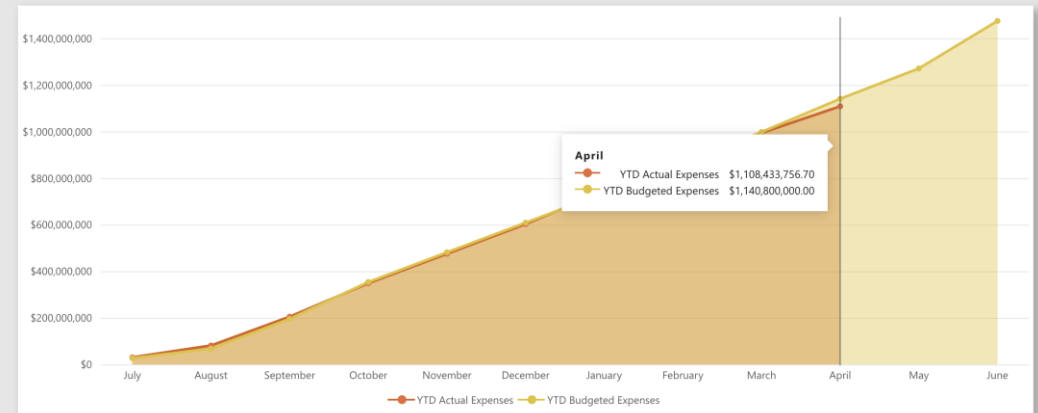
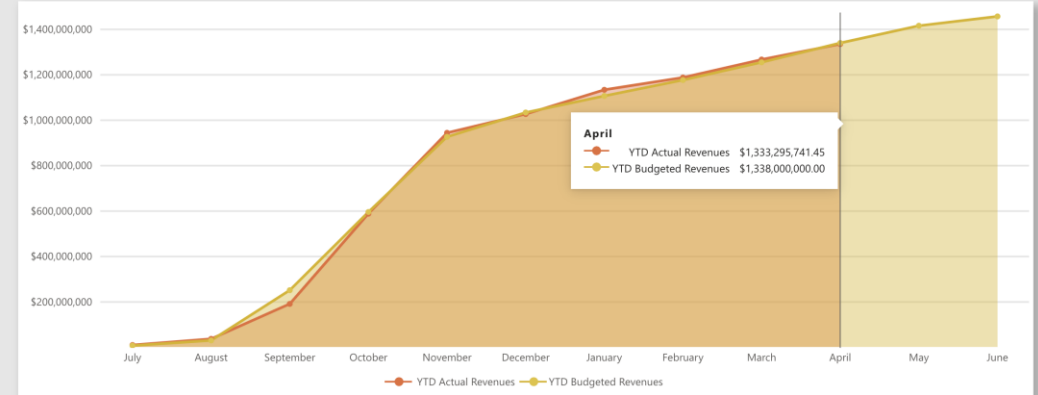
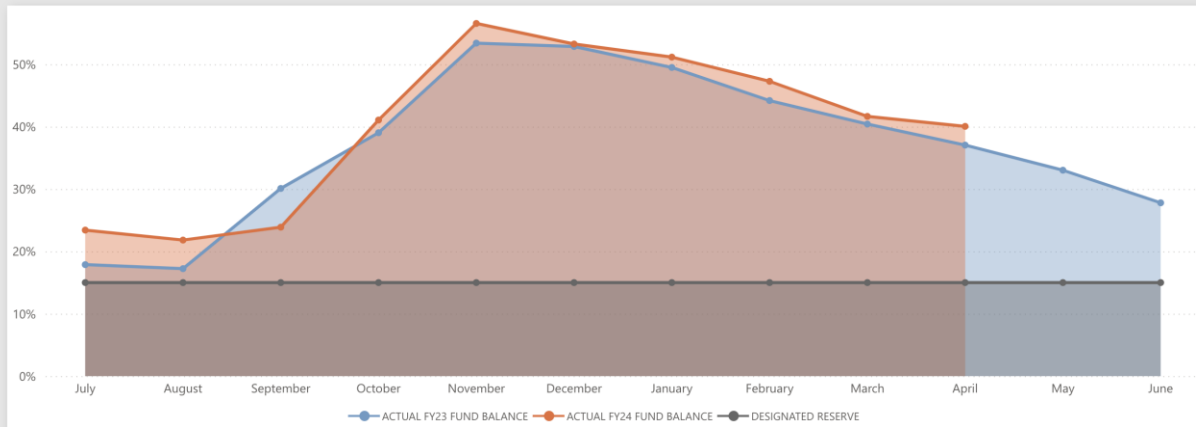
- ERP – Human Resources / Payroll Module
  - 12 Month Employees – Oct 15th
  - 10/11 Month Employees – June 28th
- Collaborated with
  - HR, DIIT, Operations



# Division of Finance

- KPI development and dashboard

Fund Balance as a % Budgeted Expenditures





By implementing the Six Systems, schools can expect improved learning environments and student outcomes. Schools collect artifacts annually and provide evidence of impact.

# Schools and Leadership

Presented by: Champion Michelle Dillard, Chief of Schools and Leadership

## System 3 - Instructional Planning and Practices for Deeper learning

- Supporting weekly functioning [PLCs via collaborative planning](#) using DuFours model
- Working on [FY25 CSIPs to incorporate PLCs](#)
- Feedback provided to improve instruction.

## System 4 – Progress Monitoring

- 100% CCVs complete
- Six Systems used in all schools
- [Learning Walk Dates All Areas - SY24.xlsx](#)
- PL provided at all PLOs
- Support CSIP's Culture and Climate Priority [CSIP Planning Folder](#)
- Field renovation are complete for Towers and Clarkston HS

## System 5 – MTSS and Behavioral Support

- Reinforce importance of [MTSS Fidelity Implementation Slides - February 2024](#)
- Identify and support teachers to reach our MTSS goal of 85% [second interval data report](#)
- Principals support [Restorative Practice Roll-Out Principal Feedback Form \(1-109\).xlsx](#)

## System 6 - Instructional Feedback and PL

- Admin visit classrooms 1-hr day
- Conduct 1 schoolwide [Learning Walk Dates All Areas - SY24.xlsx](#) per semester
- 100% of school-based and District PLLs trained in Frontline LMS
- 433 leaders attended [Legal Symposium](#) and received training

# Schools and Leadership

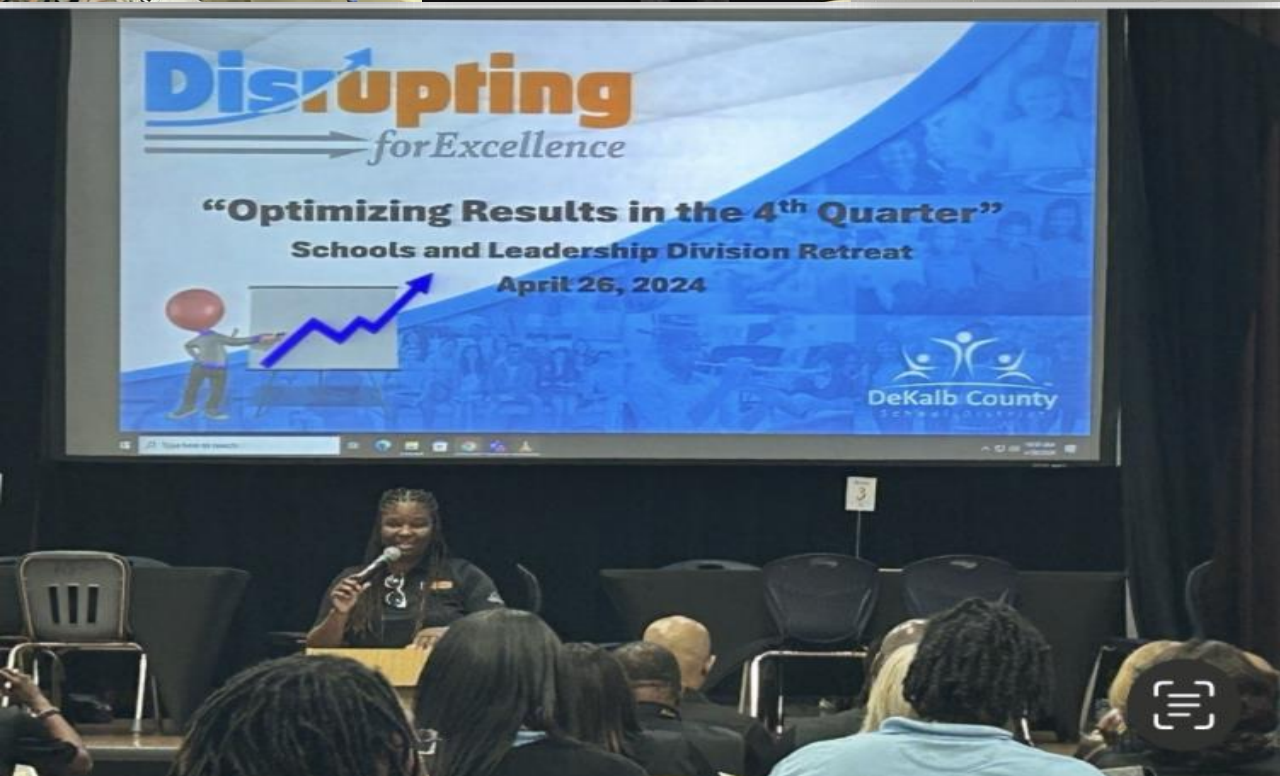


**PROGRAM:** Education Leadership Symposium -  
Instructional Feedback & Professional Learning -  
**System 6**

**GOAL:** By June 2024, plan and host a Legal Symposium  
in collaboration with employee relations

## Celebrations

- **109 district leaders across multiple divisions** giving us a total of **433 leaders** who have received legal training <https://www.sogolytics.com/zRMx/responseTable.aspx?share=F9N7T5FXD>
- Serving over 500 leaders in our buildings and central office



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# Schools and Leadership

**PROGRAM: PROGRSS MONITORING – Elementary Athletics System 6**

**GOAL: Offer 10 ES Athletic Camps to include track, basketball, flag football, and soccer with a target of serving 4th and 5th grade scholars**

## Celebrations (Athletics)

- Distributed soccer camp registration details to 4th and 5th-grade participants.
- Defined expectations for the Athletic Parent Committee to improve year-round athletic programs.
- Conducted training sessions for staff on using RSchool
- Held discussions on facilities improvement for the 2024-2025 school year.
- Arranged meetings with potential partners to support soccer camps and engaged in training for implementing a new software program.
- Coordinated with middle and high school principals to align athletic schedules and expectations for the 2024-2025 school year.
- Sent registration information regarding fall sports to all 3rd and 4th-grade parents (<https://www.dcsdea.org/>)

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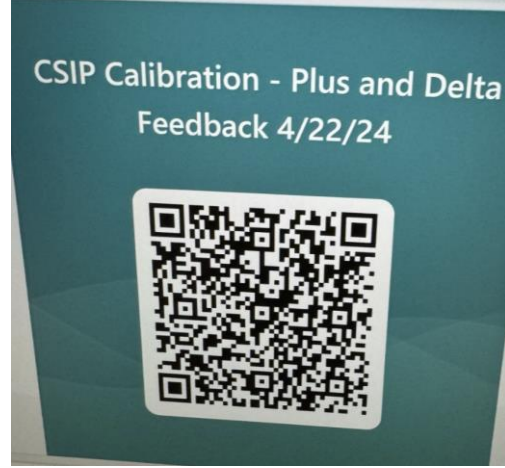
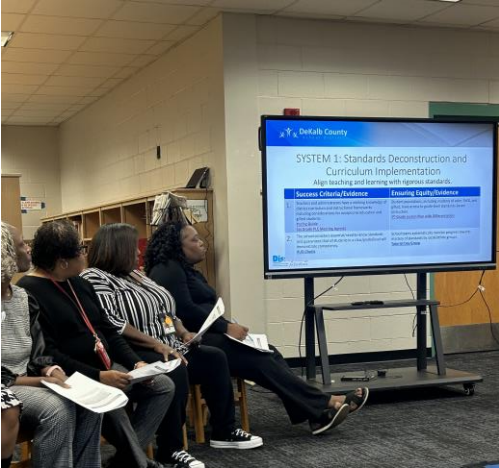


DCSD coaches, including Sam Marion (Lithonia HS boys), Shana Herman (girls), and James Hartry (Tucker HS boys), amongst others, were joined by President Dr. Devon Horton as the inaugural Elementary Basketball Camps



The inaugural Elementary Basketball Camps drew over 1,000 students

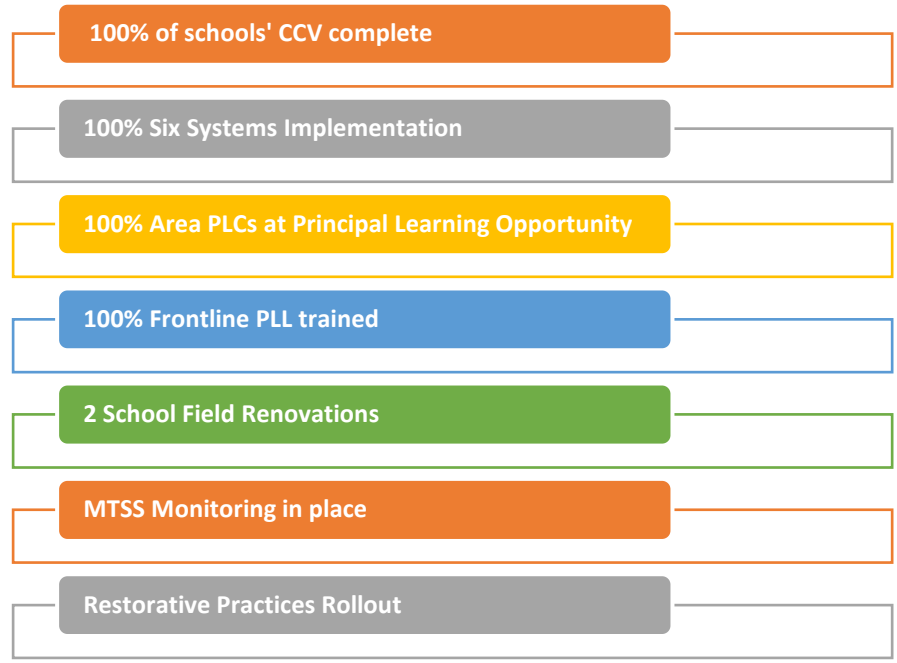




# Chief of Schools and Leadership



## 6 ESSENTIAL SYSTEMS



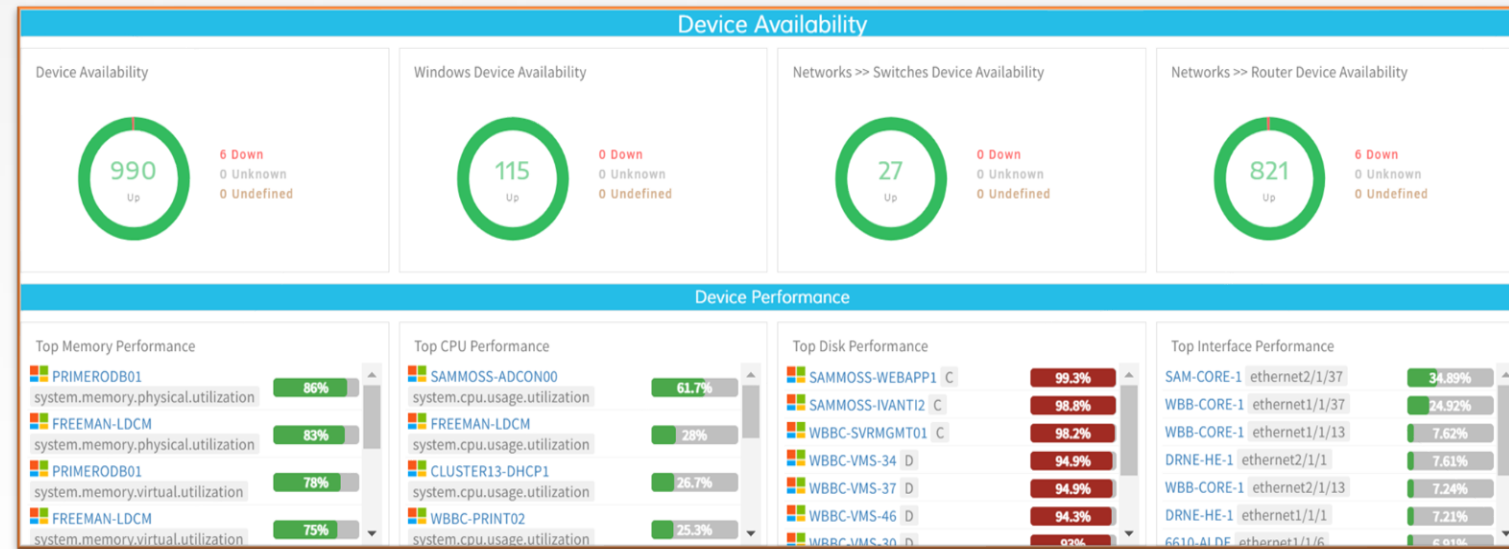
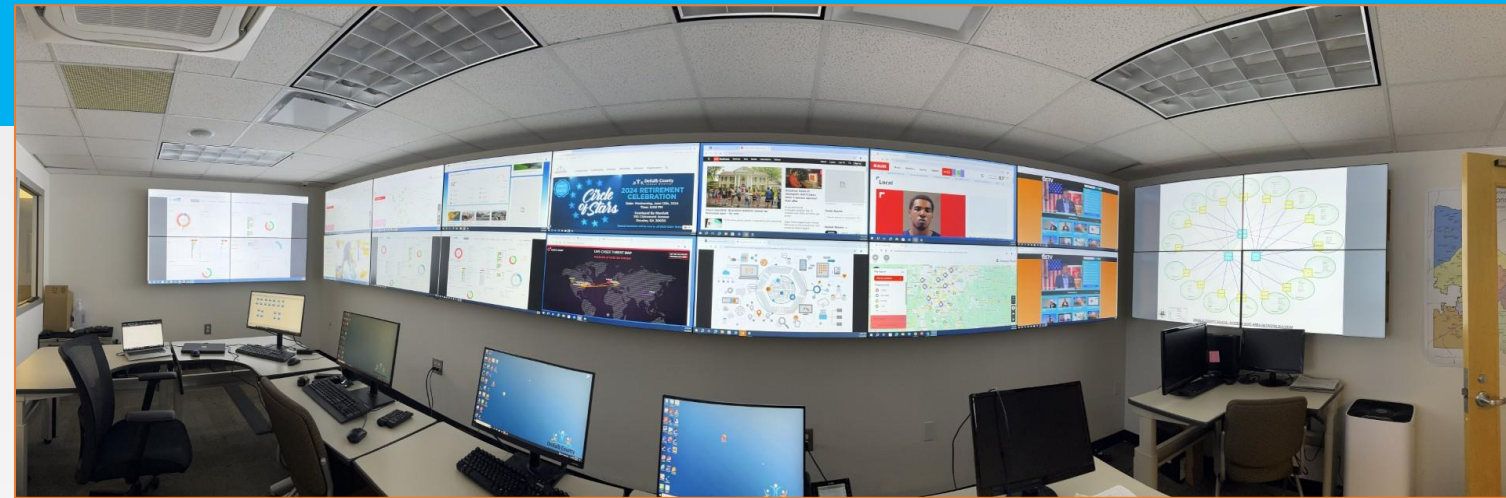
# Division of IIT

Presented by: Ms. Monika Davis, CIO

## REMEDiate AND REFRESH NETWORK AND DATA CENTER INFRASTRUCTURE

## NETWORK OPERATIONS CENTER (NOC)

- CUSTOMIZED DASHBOARDS THAT PROVIDE A GLANCE OF REAL TIME CONDITIONS OF THE DISTRICT'S NETWORK
- INCLUDES NETWORK AND SERVER DEVICES
- DEDICATED NOC ENGINEERS MONITOR INFRASTRUCTURE AND ALERT DIIT STAFF OUTAGES AND POSSIBLE ISSUES DURING NORMAL BUSINESS HOURS
- EXTENDED MONITORING OF CRITICAL NETWORK DEVICES AFTER BUSINESS HOURS



MIRACLES TENET: ESTABLISH EXPECTED TARGETS DRIVEN BY RESULTS

## ENHANCE AND INNOVATE THE DIGITAL LEARNING ENVIRONMENT

## INFINITE CAMPUS TRANSLATION SERVICES

- TRANSLATED KEY COMMUNICATIONS IN STUDENT INFORMATION SYSTEM INFORMING PARENTS OF STUDENT PROGRESS
- SUPPORT FOR – ONLINE REGISTRATION, PARENT PORTAL, REPORT CARDS & PROGRESS REPORTS, AND ATTENDANCE LETTERS
- EQUITABLE ACCESS TO INFORMATION EMPOWERING PARENTS TO SUPPORT STUDENT SUCCESS



MIRACLES TENET: LEARNING ENVIRONMENTS THAT SUPPORT STUDENT SUCCESS

**Druid Hills High School**  
1798 Haygood Drive NE  
Atlanta, GA 30307  
(678)874-6302

Report Card in Arabic

گزارش کارنامه (GPA):  
میانگین نمرات  
2.63043

نام درس / Course	نیم اول / 1-1			نیم دوم / 1-2		
	نمره / Grade	رتبه / Rank	ساعت / Credits	نمره / Grade	رتبه / Rank	ساعت / Credits
150.0434000 APPLIED DESIGN IV	6	3	5	11	4	
126.9170000C BIOLOGY I	3	2	9	3	12	5
07.4413000 INTRO TO BUSINESS AND TECH	6	0	5	5	11	5
45.9810000C US HISTORY	3	5	6	4	9	9

تاریخ صدور / Date Issued: 11/11/2024

نام دانش آموز / Student Name: [REDACTED]

Attendance letter in Spanish

To the parent or guardian of: [REDACTED]

Fecha 1/9/2024

Estimado padre/madre/tutor

Esta carta es para informarle que [REDACTED] ausencias injustificadas durante el año escolar actual. Se adjunta una copia del registro de asistencia actual de su hijo/a.

Tenga en cuenta que el Código Oficial de Georgia Anotado, 20-2-690.1 establece lo siguiente:

- Se requerirá la asistencia obligatoria a una escuela pública, escuela privada o programa de educación en el hogar para los niños entre seis y dieciséis años de edad.
- Todo padre, madre, tutor u otra persona que resida dentro de este estado que tenga control o cargo de cualquier niño o niños durante las edades de asistencia obligatoria según lo requerido en la subsección (a) de esta sección del Código deberá inscribir y enviar a dicho niño o niños a una escuela pública, escuela privada o un programa de estudio en el hogar.
- Todo padre, madre, tutor u otra persona que resida dentro de este estado que tenga el control o esté a cargo de cualquier niño o niños y que viole esta sección del Código será culpable de un delito menor y, al ser condenado por ello, estará sujeto a una multa de no menos de \$ 25 y no más de \$ 100 encarcelamiento que no exceda los 30 días, servicio comunitario o cualquier combinación de dichas sanciones a discreción del tribunal que tenga jurisdicción/competencia. Cada día de ausencia de la escuela en violación de esta parte después de que el sistema escolar del niño notifique al padre, madre, tutor u otra persona que tenga el control o cargo de un niño de cinco días injustificados de ausencia para un niño constituirá una ofensa separada.

Si su hijo/a continúa acumulando ausencias injustificadas, se puede presentar una petición de ausentismo escolar ante la Oficina del Tribunal de Menores del Condado de DeKalb y/o la Oficina del Procurador General del Condado de DeKalb por incumplimiento de la ley estatal de asistencia obligatoria.

Es importante que se comunique conmigo por teléfono lo antes posible para discutir el estado de su hijo/a. Puede llamar al (678)874-6102 para tratar este asunto.

Atentamente

Director o persona designada: [REDACTED]

Detalle de la asistencia

Absent Unexcused / Ausencias injustificadas

Date	Status	Date	Status	Date	Status
09/22/23	Absent Unexcused	01/22/24	Absent Unexcused	04/24/24	Absent Unexcused
10/11/23	Absent Unexcused	02/12/24	Absent Unexcused		
10/30/23	Absent Unexcused	02/26/24	Absent Unexcused		
11/01/23	Absent Unexcused	03/05/24	Absent Unexcused		
01/09/24	Absent Unexcused	03/29/24	Absent Unexcused		

Infinite Campus

Parent Portal in Burmese

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စက်တင်ဘာလ 23-24

Report Card

- Custom Report Card  
23-24 Druid Hills High School
- Custom Report Card 2nd sem-Translated  
23-24 Druid Hills High School

Schedule

- Student Schedule  
23-24 Druid Hills High School

Transcript

## EMPOWER "DIGITAL VILLAGE"

### IGNITE U Professional Learning Series

- EDTECH PATHWAYS THAT SUPPORT THE 4C'S IN EDUCATIONAL TECHNOLOGY (COMMUNICATION, COLLABORATION, CRITICAL THINKING, CREATIVITY)
- ENSURES AWARENESS, INTEGRATION, AND EXPANSION OF TECHNOLOGY USE IN THE CLASSROOM
- 5746 TEACHERS TRAINED IN SY2023 - 2024



### CONGRATULATIONS DCSD AI EDUCATORS 2023-2024



#### 17 ES PARTICIPANTS

AVONDALE ES  
BARACK OBAMA MAGNET  
BOB MATHIS ES  
BROWNS MILL ES  
CEDAR GROVE ES  
CHAPEL HILL ES  
COLUMBIA ES  
ELDRIDGE MILLER ES  
FLAT SHOALS ES  
HAWTHORNE ES  
HENDERSON MILL ES  
JOHN ROBERT LEWIS ES - PRINCIPAL  
PINE RIDGE ES  
SAGAMORE HILLS ES  
VANDERLYN ES  
WADSWORTH MAGNET  
WOODRIDGE ES  
WYNNBROOK ES

#### 7 MS PARTICIPANTS

CEDAR GROVE MS  
DRUID HILLS MS  
MCNAIR MS  
REDAN MS  
SEQUOYAH MS

#### 24 HS PARTICIPANTS

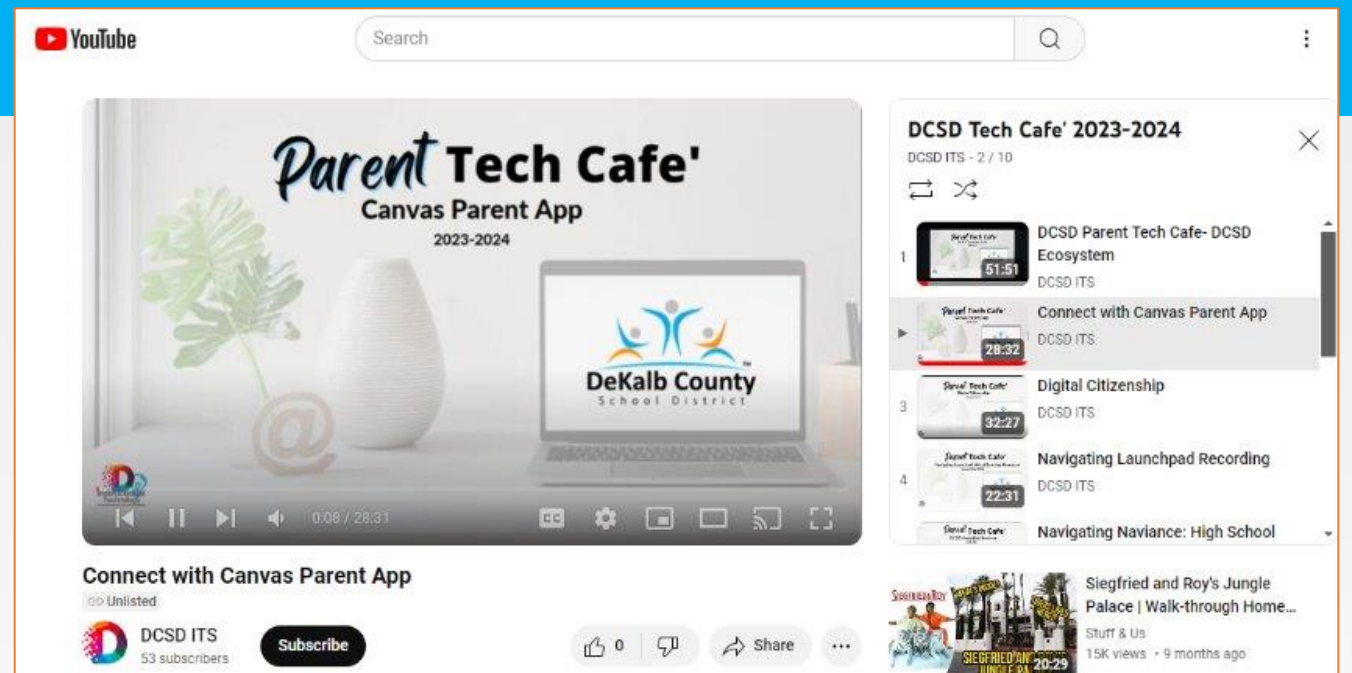
ARABIA MOUNTAIN HS  
CLARKSTON HS  
CROSS KEYS HS  
DRUID HILLS HS  
ELIZABETH ANDREWS  
FLEX ACADEMY  
SOUTHWEST DEKALB HS  
STEPHENSON HS  
STONE MOUNTAIN HS  
TOWERS HS  
TUCKER HS

MIRACLES TENET: ATTRACT AND RETAIN HIGH QUALITY STAFF

**EMPOWER "DIGITAL VILLAGE" NECESSARY TO NURTURE AND DEVELOP DIGITAL DREAMERS**

## PARENT TECH CAFÉ EVENTS

- VIRTUAL MONTHLY EVENTS THAT COVERS KEY TECHNOLOGY TOOLS THAT SUPPORT STUDENTS AND LEARNING
- FOCUS IS ON PARENTAL ENGAGEMENT WITH ONLINE TOOLS AVAILABLE TO SUPPORT THEIR CHILD.
- PROMOTES AWARENESS AND FACILITATES INTEGRATION OF DIGITAL TOOLS OF THE DISTRICT'S DIGITAL LEARNING ENVIRONMENT ECOSYSTEM



### Tech Café Monthly Topics

- The DCSD Digital Ecosystem
- Connect with the Canvas Parent App
- Digital Citizenship Month
- Navigating Launchpad: Virtual Learning Resources
- Navigating Naviance: High School Graduation/Post-Secondary Enrollment
- DCSD Device Check-Up and Preparing Parents for School Choice
- Edulog Parent Portal (Bus Location App)
- Test-taking tips for online assessments (Georgia Milestones Experience )
- Annual Verification in Infinite Campus for the Upcoming School Year
- Tech Kindergarten Readiness

MIRACLES TENET: LEARNING ENVIRONMENTS THAT SUPPORT STUDENT SUCCESS

# Community Engagement and Innovative Partnerships



## The DeKalb Schools Educational Foundation, Inc.

### FOUNDATION, Inc. BUSINESS

- Bylaws approved during May 6th BOE meeting
- Website launch June 2024
- Registered with State of Georgia on May 20, 2024

### MIX, MATCH & MINGLE

- September 26, 2024
- 11:30am-1:30pm
- Board Room (AIC)

## The Foundation will focus on the following areas:



### Literacy

- Academic Skill Centers
- Vision
- Multilingual Support
- Scholarships



### Mental Health & Wellness

- Peer Support
- De-escalation
- Scholarships
- Safe Spaces
- Enrichment Programs



### Teaching Excellence

- Teacher & Paraprofessional Residencies
- Professional Development
- Scholarships and Grants
- Teacher Retention
- In Class Grants
- Welcome Programs

# Chief of Community Engagement and Innovative Partnerships

## Family Engagement



35  
Graduates

GED  
Program



9 Custodians Trained  
4 Hired  
20 completed Serve Safe  
Manager Training

IET  
Program



61 Fambassadors  
Speaking Spanish, Burmese,  
Nepali, Tigrinya, Amharic,  
Arabic, Chen & Swahili

Fambassadors  
Program



### GED Program

The GED test is a series of four subject tests a person can take to demonstrate their high school academic knowledge. Earning a GED diploma from your state is the equivalent to a U.S. high school diploma. Graduation will be June 3rd at 6:00p.m. in the AIC Auditorium.

### Integrated Education and Training (IET)

This program helps adults who lack basic skills, relevant occupational skills, and essential workplace skills to attain the competencies and credentials needed for in demand careers. We collaborate with Goodwill to provide additional supports to our students. Goodwill provides GED and ESL classes as well as providing career exploration and job placement for participating students.

### Fambassadors

This program empowers parents and caregivers as true leaders and mentors in the school community in their own languages and from the perspectives of their own cultural identities. The Fambassadors speak Spanish, Burmese, Nepali, Tigrinya, Amharic, Arabic, Chen and Swahili.

# Community Engagement and Innovative Partnerships Grants and Partnerships

Name of Grant/Donation/Donor	Recipient	Use of Funds	Amount of Donation/Grant
Publix	Family Engagement	Purchase of school supplies for back-to-school rally	\$93,312.01
Pilot Co/The Impact Grant	School Innovation/Governance	Measure the impact of Innovative Solution Laboratory Initiative.	\$20,000
State Farm/Good Neighbor Grant	Wrap Around Services	Safe Centers Support	\$75,000
Hightower Elementary School	STEM Teachers	Funds used to purchase STEM instructional resources	\$15,000
City of Stonecrest	11 Schools in the city will receive \$100,000 each	Mental health and wellness supports for students.	\$1.1 Million
Kaiser Permanente/ Alliance for a Healthier Generation	Total Rewards	Increase staff well-being by providing a space where all staff can relax	\$25,000
Arthur M Blank Family Foundation	Human Resources	IGNITE: Teacher Academy	\$2,873,000
Arthur M Blank Family Foundation	School Governance	School governance "Spotlight Schools Program" MIRACLES priority alignment. Donors Choose	\$170,000
Chick-Fil-A True Inspiration Award	Salem Middle School	Programs that foster character and leadership development. Caring for People (Four Winners)	\$350,000
Apprenticeship Building America (DOL)	Human Resources	Creation of Education System-Aligned. Pre-Apprenticeship & Registered Apprenticeship Program	\$2,800,000
State Farm Foundation	Wrap Around Services	Resources for My Brother's Keeper's Program, Student Success Centers and the SAFE Centers	\$75,000

# COMMUNITY ENGAGEMENT AND INNOVATIVE PARTNERSHIPS

Advisory Council	Number of Members	Number of meetings
Staff Advisory	41	4
Parent Advisory	23	4
Exceptional Education Advisory	34	1
Bilingual Advisory	24	4

## ThoughtExchanges

DCEIP has collected data during the 2023-2024 school year by: Sending out **38** ThoughtExchanges  
**6,909** participants  
**4,386** Original Thoughts  
**71,365** Ratings

[ThoughtExchange](#)

## Mix & Mingle

Invitees-180

Actual Attendees- 98

### MIRACLE Partnerships

- Georgia Power
- National Wildlife Federation
- Big Brothers Big Sisters
- Savage Motivation, LLC
- Paint Love
- Soccer in the Streets
- Lidl Grocery Store
- McDonald's Golden Grant
- Shadow Box Studios
- State Farm- Safe Centers
- Wellroot
- Marriott Evergreen Hotel
- Stars and Strikes
- Hampton Inn
- Emory- (Parking & AI PD)
- Georgia Aquarium
- Stewart Foundation
- School Yards
- DeKalb Pastor Alliance

Exploratory Partnerships: [Exploratory partnerships](#)

## HPRIDE Roundtables

Elementary Schools Visited- 55  
 Middle Schools Visited-16  
 High Schools Visited- 25  
 Total: 96 schools and centers visited during the 2023-2024 school year

[Roundtables](#)

## Communications Completed Priorities:

- 90 Day Plan
- MIRACLES Website
- DSTV Programming -
  - Magical Library (Hootdini) 8 episodes)
  - Math-Matic 5 Episodes
- Communications Toolkit
- The Good News Ambassador

## DSTV Awards

- **Telly Award-**  
 Hootdini - General Children's Category& Music Matters - Best Documentary Short Form  
 General-Documentary: Short Form (Under 40 minutes) (Gold)  
 Craft-Videography & Cinematography (Silver) HootDini -  
 The Magical Library General-Children (Bronze)
- **Communicator Award-**  
 Music Matters General-Documentary (Excellence)  
 Music Matters- Features Videography & Cinematography (Distinction)  
 Music Matters Features-Sound & Sound Design (Distinction)  
 Communications Toolkit-Design Features-Cover Design (Excellence)  
 Family social Media Guidelines Print Advertising Brochure or Pamphlet (Excellence)

# Division of Curriculum and Instruction

Presented by: Ms. Stacy Stepney, Chief Academic Officer

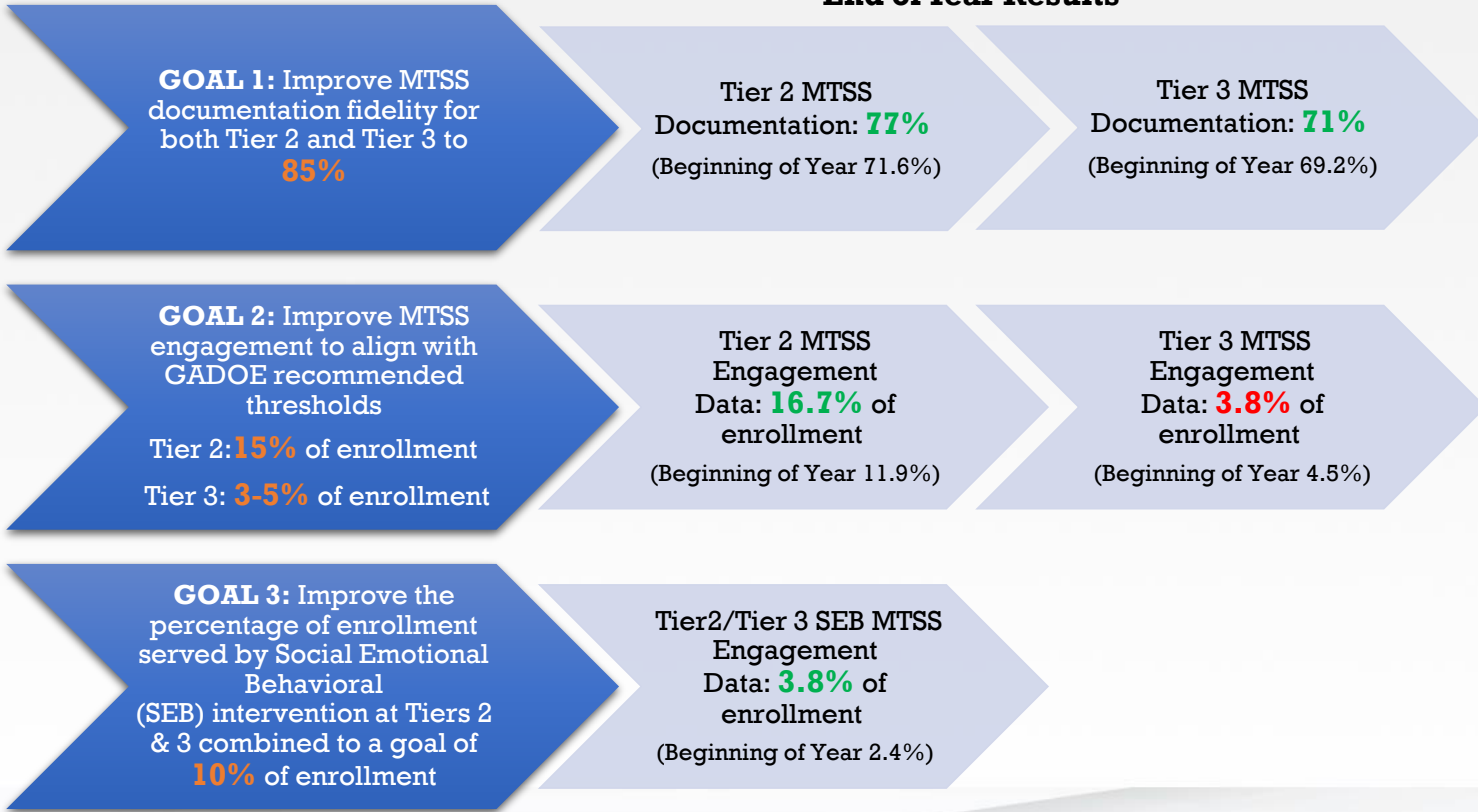
**PROGRAM:** Multi-tiered System of Supports (MTSS)

**TENET:** Monitoring the fidelity of MTSS

**MIRACLES:** (L) Learning Environments that Support Student Success

**IMPACT:** Implementation of the MTSS framework with fidelity provides earlier identification and intervention for students who require tiered instructional and social and emotional behavior supports.

## End of Year Results



### Next Steps

**Professional Learning**

- Q4: Standards-based instruction in Tier 1 with fidelity
- Q6: Monthly data review meetings
- Q8: Tier 3 Support

**Monitoring**

- Using "Data Dig Reports" to identify plans **with and without** data every 12 weeks
- Assessing MTSS fidelity through the completion of self-assessment every 8 weeks

MTSS Fidelity Implementation Self-Assessment				
Question	Rubric Score			
	Level 4	Level 3	Level 2	Level 1
Q1	21	69	25	5
Q2	28	69	21	2
Q3	41	61	17	1
Q4	16	47	42	15
A5	37	50	23	10
Q6	23	42	44	11
Q7	35	53	29	3
Q8	28	45	45	2
Q9	31	59	27	3
Q10	38	57	22	3
Q11	42	38	30	10
Q12	22	65	27	6
Q13	35	60	22	2
Q14	25	63	29	3
Q15	35	46	30	9
Q16	64	39	10	7
Q17	33	63	21	3
Q18	39	66	13	2
Q19	34	66	17	2
Q20	49	56	14	1

Level 1	Emerging: The goal of this stage is to build consensus and buy-in for MTSS implementation
Level 2	Developing: This stage involves designing the infrastructure to implement MTSS
Level 3	Operationalizing: During this stage, the school implements the structures that were designed during the Developing stage and works to build consistency and fidelity
Level 4	Optimizing: Within this stage, the model is embedded and done with fidelity. Schools focus on how effective the model is and make changes based on data to ensure it is effective

# Division of Curriculum and Instruction

**PROGRAM:** College and Career Readiness

**TENET:** Partner with colleges and universities, metro businesses, and industry partners to build and enhance our middle and high school CTAE programs

**MIRACLES:** (R) Relevant and Rigorous Course of Study & (I) Improved Instructional Core

**IMPACT:** Students will be provided exposure to post-secondary and career guidance that will prepare them for high skill, high demand, and high wage careers through partnerships with post-secondary institutions and metro industry partners.

**GOAL:** By August 2024, 100% of middle and high school CTAE programs will have access to college and career readiness instructional resources.

**RESULTS:** 5 new instructional resources

16 new and expanded partnerships



## New and Expanded Partnerships



**Note:** In addition to expanding our instructional resources and partnerships, DCSD is adding new pathways (Computer Science, Engineering, and Family & Consumer Science) at six middle schools in 2024-2025.

# Division of Curriculum and Instruction

**PROGRAM:** Georgia Aquarium Partnership

**TENET:** To increase equity in science education to hands-on, student-centered, real world, and inquiry-based learning experiences

**MIRACLES:** (M) Motion Towards Equity and (R) Relevant and Rigorous Course of Study

**IMPACT:** More students will have access to experiential and relevant learning opportunities that expand their background knowledge in science and other core content areas to support their capacity in accessing grade level content during the academic year. More students will have the opportunity to explore careers and develop skills required to be successful in STEM.

**GOAL:** By December 2024, all schools will have access to experiential, relevant learning opportunities in science through the implementation of the Georgia Aquarium Partnership.

**RESULTS:** Offering Ocean Guardian Program, STEM summer learning, and professional development

## Summer 2024 Implementation



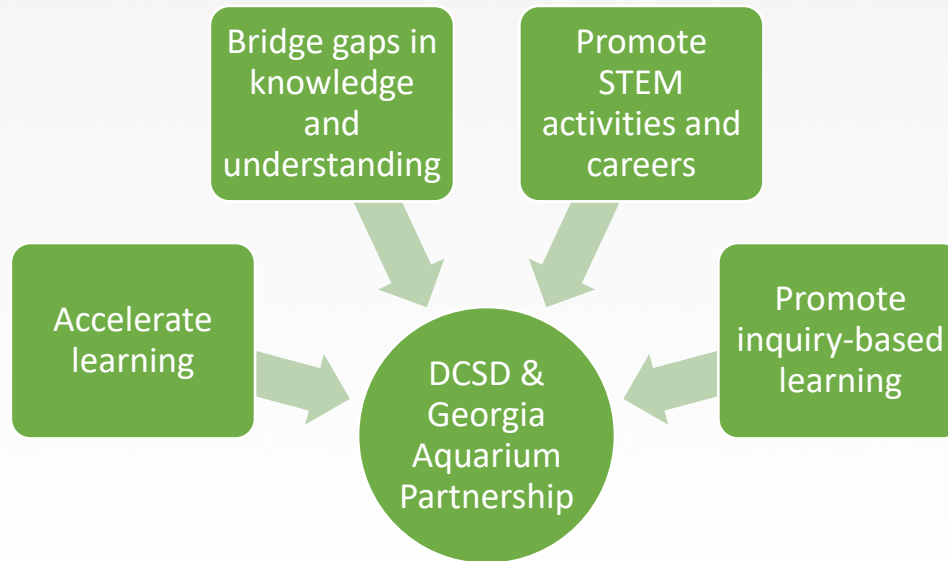
**SUMMER 2024 STEM CAMPS AT FERNBANK SCIENCE CENTER**

TRANSPORTATION AND LUNCH PROVIDED!

**AVIATION CAMP**  
 Dates: June 24 - 28, 2024  
 Time: 9:00am - 3:00pm  
 Grades: 4th - 6th  
 Location: Fernbank Science Center  
 Aviation camp is a week-long activity-based camp that provides hands-on aviation experiences for rising 4th to 6th grade students. The camp is packed with activities that help future aviators understand science, technology, engineering, mathematics, and technology (STEM) and cultivate students' sense of wonder, imagination, and creativity.

**AQUATIC ENGINEERING CAMP**  
 Dates: July 8 - 12, 2024  
 Time: 9:00am - 3:00pm  
 Grades: 6th - 8th  
 Location: Fernbank Science Center  
 Aquatic Engineering Camp is a week-long engineering camp in collaboration with Fernbank Science Center and Georgia Aquarium, Inc. where students will explore how remote-operated vehicles (ROVs) are used by scientists, how engineers build and fly ROVs in the ocean, and what challenges are faced while building and navigating ROVs. Over the course of five days, students will learn various engineering skills that allow them to design, assemble, and operate an ROV.

REGISTRATION LINK: <https://forms.office.com/t/jixCpEIWPP>



## 2024-2025 Tentative Implementation Timeline (Pending BOE approval)

Fall/Winter 2024	Winter/Spring 2025	Summer 2025	Fall 2025
Official Launch of Georgia Aquarium Partnership Kickoff Event	Review current related Career Pathways and Curricula	Georgia Aquarium Dive Program Development	Implementation of new and/or expanded programming related to Marine/Ocean Science
Georgia Aquarium Single Visits	Teacher Professional Development	Beginner Environmental Leadership Program./Teen Volunteer Program	
Georgia Aquarium School Outreach	Community Engagement/Parent Ocean Literacy Special Events	Identify/Select Career Pathways and Curricula	Community Engagement/Parent Ocean Literacy Special Events
RV Outreach Programs		Teacher Professional Development	
Teacher Professional Development		Community Engagement/Parent Ocean Literacy Special Events	
Community Engagement/Parent Ocean Literacy Academy			

# Division of Curriculum and Instruction

**PROGRAM:** AVID

**TENET:** To implement AVID in elementary, middle, and high schools

**MIRACLES:** (R) Relevant and Rigorous Course of Study & (I) Improved Instructional Core

**IMPACT:** Students will receive additional academic, social, and emotional support that will help students experience higher levels of success with rigorous courses.

**GOALS:** By July 2024, AVID will be introduced to elementary, middle, and high schools.

By July 2024, AVID principals will engage in initial professional development.

By August 2024, Horizon middle schools will be identified and embed AVID into their 2024-2025 schedules.

**RESULTS:**

- Attended two AVID Showcases at Palmer Middle School (October '23) and Haynes Bridge Middle School (March '24)
- Registered district and school level staff for the AVID Summer Institute in June 2024
- (In progress) Identifying students for the AVID elective course
- (In progress) Launching/relaunching eight AVID sites in August 2024 with district support

## 3 AVID Middle Schools

Bethune  
Middle  
School

Salem  
Middle  
School

McNair  
Middle  
School

## 5 AVID High Schools

Cross Keys  
High  
School

Lithonia  
High  
School

Stone  
Mountain  
High  
School

Redan  
High  
School

Cedar  
Grove  
High  
School



# Division of Human Resources

Presented by: Dr. Tekshia Ward-Smith/Tasha Davis-Mills

**Goal MET:** Teacher Residency Program

**Tenet:** Attract and Retain Staff

**Purpose:** Enhance the quality of teaching and learning across Horizon Schools.

- **January 2024- Cohort 1:** Implemented First Teacher Residency Program
  - Cohort 1: 50 Residents-Middle GA University (January 4)
- **June 2024- Cohort 2:**
  - Cohort 2A- 30 Residents- Clayton State University (June 3)
  - Cohort 2B- 20 Kennesaw State University (June 3)

**End Results:** Robust teacher pipeline (**By DeKalb, For DeKalb**) (5 years)



**I**nspiring  
**G**reatness and  
**N**ormalizing  
**I**nnovation in  
**T**eacher  
**E**ducation

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# Division of Human Resources

**Goal MET:** Para Academy Program & Higher-to-Hire Program

**Tenet:** Attract and Retain Staff

**Purpose:** Strengthen our Grow Your Own Pipeline to address a shortage of certified teachers and classified positions.

- **March 2024: Para Academy:** Implemented our First Para Academy Program
- **August 2022- Higher-to-Hire:** Enhanced our Higher-to-Hire Program
- **Robust Recruitment Efforts to Address ALL vacancies**

**End Results:** Robust classified and certified pipeline (By DeKalb, For DeKalb)

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# Division of Human Resources

## Other Accomplished Goals: Proud Points for Human Resources

**Purpose:** To enhance communication and consistency across the district

- **SOP's:** 100% of HR's SOP's have been updated (Sending to Principals and District Leaders)
- **Training:** 100% of District Leaders received a comprehensive training and a progressive discipline guide
- **Implemented Retention Toolkit for all Principals (All Schools)**
- **Provided Gallup Results to District Leaders (Central Office)**

# Division of Human Resources

**Goal Met:** Implement a Competitive Compensation and Classification Structure

**Purpose:** Recruit and retain quality staff and ensure equity and transparency in our salary placement procedures for all jobs and classifications.

- **Study Recommendations:** Study recommends
  - 7000 employees on the non-unified schedule- (letters) No change
  - 4,021 employees on the unified schedule (101-134) - 282 EEs to be upgraded – reflects 53 job titles
- **Implementation Plan- Next Steps:**
  - Develop Communication Plan that aligns with established timeline
  - Develop standard experience and placement guidelines/requirements
  - Job Descriptions updated
  - Collaborate with Finance to finalize financial/budgetary impact/cost to implement
  - Grade Adjustments: **July 1, 2024**

# Division of Wrap Around Services

Presented by: Dr. Kishia Towns

## Student Advancement



[Social Emotional Learning \(SEL\)](#) The Second Step SEL Curriculum was adopted and implemented during SY24. During this inaugural year, school-based staff members were trained on implementation, resulting in **11,619** lessons being taught. There was an **87%** engagement rate for both elementary and middle schools

### Post-Secondary PUSH Plan

- **Freshman On Track Program Early Warning Dashboard**
- **Half-Cap Program** recognition of rising juniors on-track for graduation implemented with protocol
- **SAT/ACT/ASVAB School Day with Test Prep Plan**
- **Post-Secondary Apply to College Initiatives** to increase college enrollment %. (GA Match Program, Instant Decision College Acceptance Day, District College and Scholarship Fair, District Career Fair and Job Expo)
- **Financial Literacy & FAFSA Completion Support Campaign** w/ workshops to increase FAFSA completion rates and support students/parents with new 24-25 FAFSA
- **Super Partners Meeting** - Group Chartered with resource asset mapping to meet both interest and student need.
- **9 Student Success Centers** established in High Schools to increase post-secondary awareness and career exploration options inside schools
- **Post-secondary PUSH Plan Steering Committee** Established committee for divisional cross collaboration of total school district
- **PUSH Plan Comprehensive Manual/SOPs/Best Practices**
- **Naviance College Career and Life Skills Readiness Platform** enhanced implementation plan
- **Military & Armed Forces Career Expo Day** – full day career demonstration and job simulation event planning for 24-25 school year
- **Created a Portrait of a DeKalb Graduate profile 21<sup>st</sup> Century Skills** Learning Skills [Critical thinking, communication, collaboration, and creativity. Grade level artifacts with Community led defense presentation grades 5th,8th, & 12th 24-25 rollout
- **Senior Advisor Position Approved** - Focus Areas (College Application Completion, Job Application Completion, FAFSA Application Completion, and Naviance Curriculum Completion) **Cohort Management** GPA, SAT/ACT scores, Post-secondary funding (scholarships & grants) Post-secondary access and awareness
- **Georgia Career Workforce Pipeline Plan** w/ Apprenticeship Programs
- **Dashboard – Naviance Task Completion** drill down by Grade, Task, Student, Teacher, Class period
- **Senior Tracking Plan** per mandatory outcomes (4 E's)
- **Naviance District Level Reports** (Customized for Area Superintendents) w/ training and support indicators for operational integration
- **Naviance School Level Reports** (Customized for Principals) w/ training and support indicators for operational integration

# Division of Wrap Around Services



## Student Support

### Attendance

Attendance Specialists have moved the district from having **55** school-based attendance teams to **134** school-based attendance teams. Teams are responsible for hosting attendance meetings, tracking trends, developing plans and responding to concerns.

Everyday Labs launched in March 2024. Since that time, they have sent out **22,376** text nudges, **7,560** mail nudges, and **21,030** students received communications.

### Health and Wellness

The department increased partnerships from **14** partners to a total of **73** partners. This expansion represents increased services for students/families to obtain resources, medical and mental health services. Three (**3**) additional SAFE Centers opened at MLK, Redan, and Stone Mountain High Schools.

### School Based Clinics

The McNair DLA School Clinic will be open in August 2024. Modular units will be purchased for the clinics at Pine Ridge and Oakview Elementary Schools. Southside Health Center will serve as the medical partners for the **2** new clinics.

# Division of Wrap Around Services



## Student Relations

### Positive Behavioral Interventions and Supports (PBIS)

#### PBIS Implementation Support

- **Quarterly** PBIS School-Level Coaches Meetings
- **4** School-wide Information Systems (SWIS) Training Sessions
- **1** PBIS Principal Overview
- **5** New schools added, 50 total PBIS schools SY2024-2025
- **43** PBIS school Walkthrough Observations and Feedback Coaching Sessions
- PBIS School Coaches' Appreciation Mixer
- **5** PBIS District Coaches hired, **2** remaining PBIS District Coach vacancies
- **1** PBIS District Coordinator II hired

#### PBIS Trainings and Collaborative Meetings

- **5** PBIS District Coaches began PBIS Tier 1 Certification Process
- **5** PBIS Team Members became School-wide Information Systems (SWIS) Facilitators
- **3** PBIS Coaches were trained in Restorative Practices
- **4** MTSS, PBIS, Culture & Climate Coordinators, and Mental Health Coordinators Collaboration Meetings
- **1** PBIS-MTSS Integration Meeting with the GaDOE and Metro RESA
- **2** PBIS Overview Sessions for FACE Advocates
- **1** PBIS Overview Session for Culture & Climate Coordinators

### In School Suspension

To enhance our In-School Suspension (ISS) program, surveys were conducted with **23** principals to understand each school's existing program design better. The Culture & Climate Coordinators performed **23** observation walkthroughs to collect implementation data. Educational agencies were consulted to gain insights on other district ISS programs. Social emotional learning, academics, and restorative practices will be integrated into the newly revised school suspension program for the 2024-25 school year.

# Division of Wrap Around Services



## Summary of Accomplishments

- Achieved priorities:
  - Implement the social emotional learning (SEL) curriculum in at least 50% of all elementary and middle schools
  - Increase the number of schools implementing PBIS by 5%
  - Develop a targeted district-wide health and wellness program by increasing partnerships
  - Develop a Post-Secondary PUSH Plan
  - Develop a Post-Secondary Comprehensive PUSH Plan Manual
- Future priorities:
  - Enhance the Comprehensive Naviance Implementation Plan
  - Expand after school programming to additional elementary schools and determine interest among middle schools
  - Adopt cell phone pouches to increase student engagement and reduce disruptive behavior

# Division of Accountability and Continuous Improvement

Presented by: Dr. Markisha Mitchell

**Program:** ASSESSMENT CALENDAR REVAMP

**Tenet:** C (Commitment to Accountability)

**Goal:** By June 2024, a new assessment calendar will be developed to reduce or eliminate assessment overlaps, assessment frequency, and duplicative assessments

## Where we started:

- 6-week MAP windows
- Winter MAP after Holiday Break
- No universal senior college exam day
- Limited Instructional days between assessments

## What We Have Done:

- Assessment Calendar Advisory Committee has been established and includes district and school-based leaders.
- The team participated in the TregoED workshops on April 23, 24 and May 15, 17.
- The team reviewed assessment calendars from various districts in and outside of Georgia.

## Current Assessment Calendar Highlights:

- 2 Week MAP windows
- 2 Week Dyslexia Screener windows (ES only)
- Winter MAP prior to Thanksgiving Break
- Spring MAP prior to Spring Break
- Senior College Exam Day (no cost to students, includes Princeton Review Prep)
- Approximately 7-9 weeks of instruction between assessments

# ESSER FUNDS



**MONITOR & EXPAND ALL ESSER FUNDS III | COMMITMENT TO ACCOUNTABILITY**

**Goal: Expend 100% of ESSER III Funds by September 30, 2024**

## WHERE WE ARE

## NEXT STEPS

✓ Execution & Implementation of approved budget

▶ Finalize divisional ESSER requests

✓ Collaborate with finance

▶ Update state Consolidated Application

✓ Conducted divisional carryover funds meetings

▶ Finalize Summer PLs & Expenditures

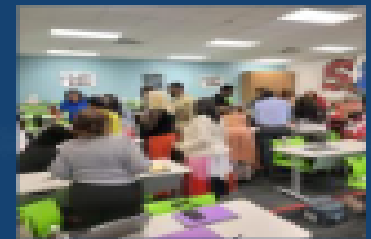
✓ FY24 Cross-Functional Monitoring with GaDOE

▶ Collaboration meeting with Finance

✓ ESSER Stakeholder Engagement Survey



Parents Employees



# Division of Accountability and Continuous Improvement

**Program:** CREATE AND MONITOR FRESHMAN ON TRACK (FOT) DATA COLLECTION, ANALYSIS, AND DEVELOP ACTION PLANS

**Tenent:** E (Establish Expected Targets Driven By Results)

**Goal:** By spring, a FOT Dashboard will be created using MAP, attendance, discipline, grades, and credits to support cohort graduation rates, analysis of the dashboard will produce action plans.

**Where we started:**

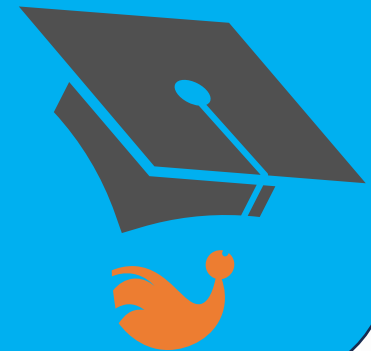
- Generate adhoc reports in IC (individual student)
- Cohort data was unavailable (grades, attendance, discipline)

## What We Have Done:

- Enrollment dashboard #1 is complete (District Level access), and end-user feedback has been collected from coordinator, director, area, and division-level staff
- Enrollment dashboard #2 is near completion (School Level access)
- Attendance and Discipline data and visualizations have been separated from the origination dashboard. Incident visualization and student lists are being added

## Next Steps:

- Enrollment **District** and **School** access dashboards will transition to IT for publishing
- Attendance and Discipline will be complete this month



# Accountability & Continuous Improvement INSTRUCTIONAL SOFTWARE PROGRAM EVALUATION

## SOUND FISCAL STEWARDSHIP

Goal: Vet & truncate instructional software/resources by Summer 2024



## WHERE WE ARE



RFP COMPLETE



 **LEVEL DATA**  
information made easy



RFP BOE APPROVAL

1000 INSTRUCTIONAL SOFTWARE  
PROGRAMS DISTRICTWIDE

ABSENCE OF MONITORING &  
MEASUREMENT OF EFFICACY

INSTRUCTIONAL SOFTWARE IS NOT  
VETTED FOR ALIGNMENT TO GOALS,  
REPORTING AND IMPACT ON  
ACHIEVEMENT



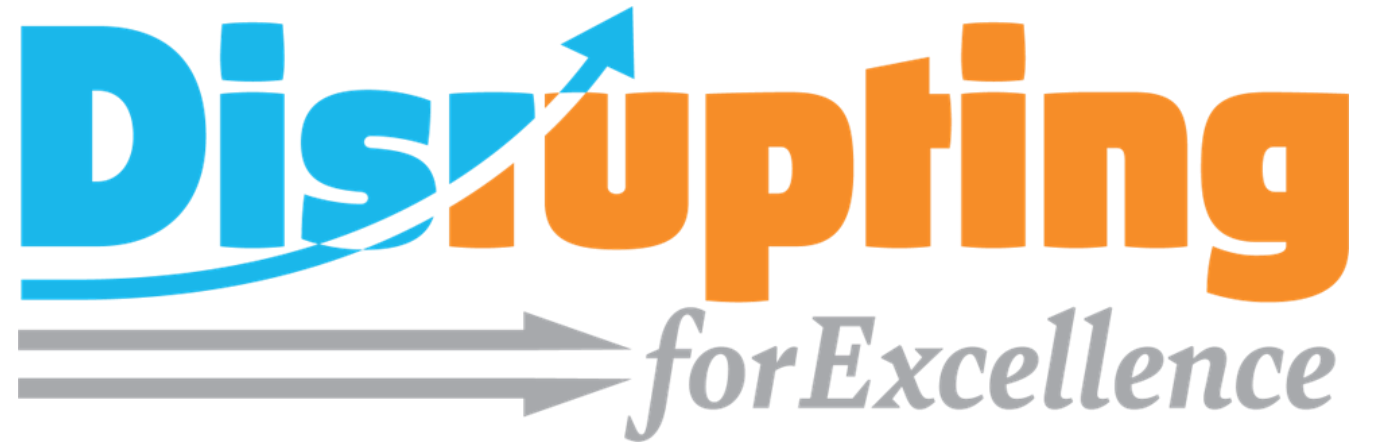
## NEXT STEPS

Schedule vendor  
scope of work meeting

# Division of Student Services

Presented by: **Dr. Norman C. Sauce III, Chief of Student Services**

- **English Language Learners**
- **Exceptional Education**
- **Gifted Education**
- **Pre-K and Early Learning**



# Division of Student Services

## English Language Learners

**TENETS:** Improve instruction of English learners through SIOP training; Monitor English Language proficiency growth  
**MIRACLES:** (I) Improved instructional core; (R) Relevant and rigorous course of study

### Sheltered Instructional Observation Protocol (SIOP) Training **COMPLETED**

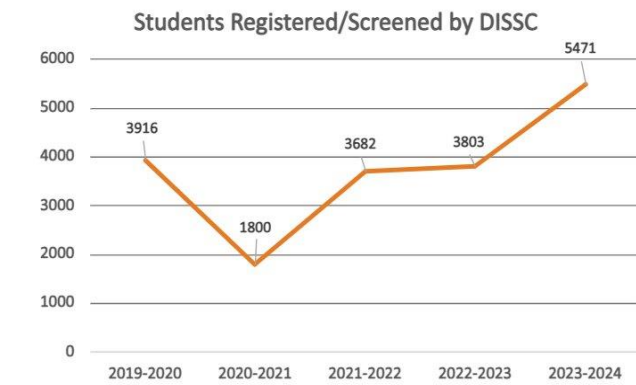
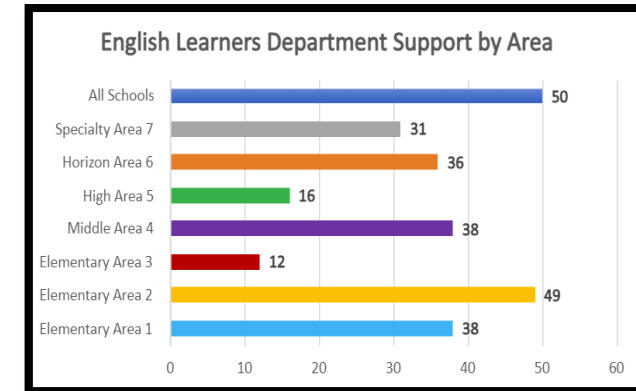
- Research-based instructional model that has proven effective in addressing the academic needs of English learners in the U.S.- Focus on 8 essential lesson components for optimum instruction and learning conditions for EL students
- EL Dept. Provided blends of in-person, virtual, and school-based training experiences during SY24: 7 two-day sessions; 8 virtual sessions; 2 whole school-staff sessions (Cross Keys HS, Pleasantdale ES)
- Total participants in SY24= **598 educators**

### Instructional Language Plans (ILPs) for English Learners **IN-PROGRESS**

- Targeted for EL students who did not make positive band-to-band movement (SY23) on ACCESS (language development) in highly EL populated schools
- ESOL Teachers use *ELlevation* platform to create ILPs to set language development goals (listening, speaking, reading, writing) for EL students that did not make positive band movement in SY23- interventions/strategies in the ILPs used to monitor EL students' language development progress and growth
- **Completed ILPs in SY24:**
  - ES= 2,211
  - MS = 1,933
  - HS = 560
  - **Total completed in SY24: 4,704 Instructional Learning Plans**

### Snapshot of Direct School Supports Since February 26, 2024

Area	Request Category	Count
Elementary Area 1	Professional Learning	41
Elementary Area 2	Technical Support/Digital Programs	59
Elementary Area 3	Instructional Support	25
Middle Area 4	Parent Concern/Conference	9
High Area 5	Screening/Registration	77
Horizon Area 6	Compliance	43
Specialty Area 7	Instructional Resources	16
All Schools		53



# Division of Student Services

## Exceptional Education

### Snapshot of Direct School Supports Since January 2024

**TENETS:** With the proper instruction and support, DCSD can retain special education teachers with 0-3 years of experience; To identify funding sources for the GNETS program for FY 25; **MIRACLES:** (M) Motion towards equity; (A) Attract and retain high quality staff

#### Georgia Learning Resources System: **COMPLETED**

- Participants shared experiences with reality simulations in monthly AVATAR lab
- Celebrated 12 Teacher Retention Project Completers
- All completers are returning for the next school year.

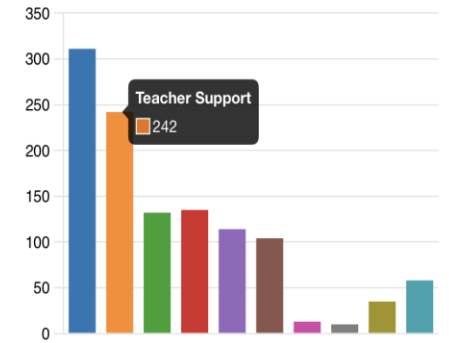
#### Special Education Teacher Academy: **COMPLETED**

- Provided nearly 400 Sp-Ed teachers with 0-3 years of experience with intentional professional development in Spring 2024
- Monthly sessions focused on specifically designed classroom instruction, co-teaching models, high leverage practices for special educators, instructional software programs, in accordance with Individuals with Disabilities Education Act

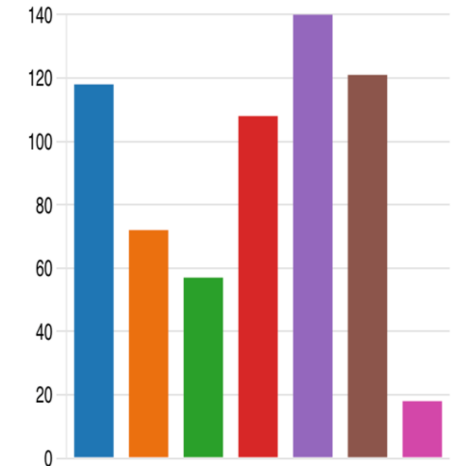
#### Georgia Network for Educational and Therapeutic Supports: **IN-PROGRESS**

- District's GNETS Director attended monthly collaborative meetings with GADOE and GNETS stakeholders to give input and document progress on state-wide funding for GNETS. (GNETS Funding has been received for SY25)

LTSE Support	311
Teacher Support	242
Student Observation	132
Meeting with administrator/Ar...	135
IDEA related meeting (IEP, MDR,...	114
Training/Professional Developm...	104
Dispute Resolution/Due Process...	13
Department Chair Meeting	10
Learning Walk/CCV	35
Other	58



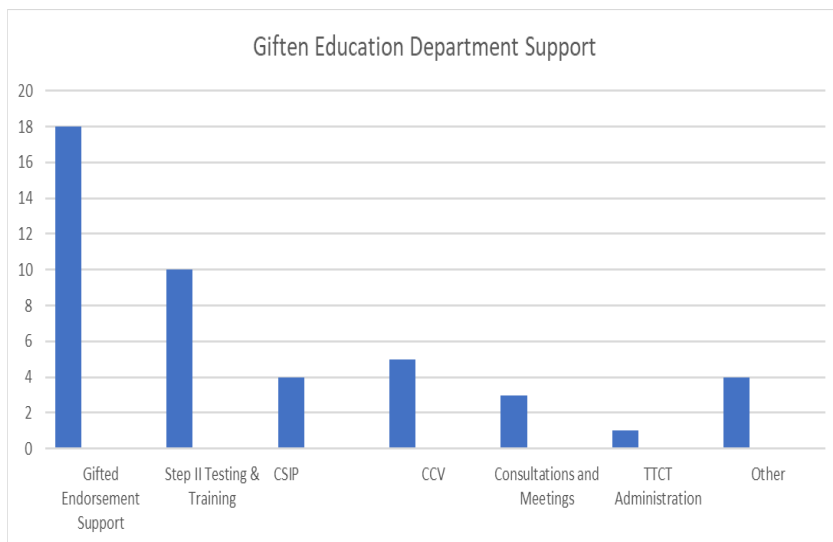
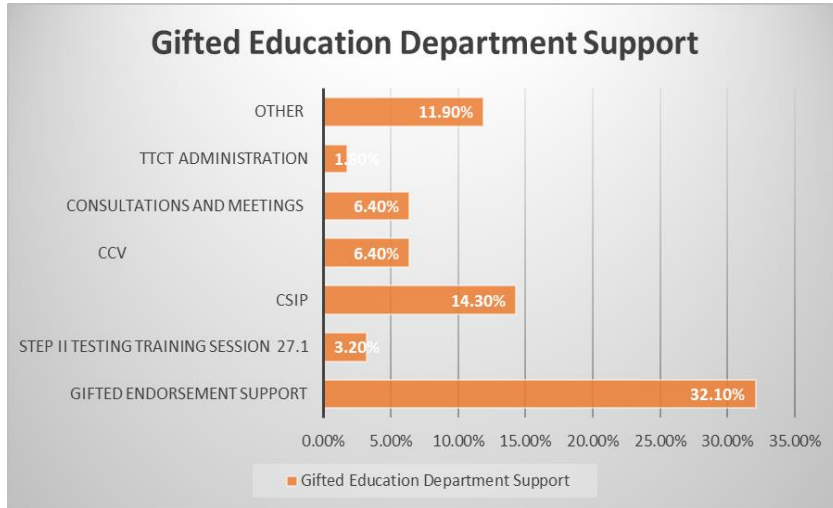
Area 1	118
Area 2	72
Area 3	57
Middle School	108
High School	140
Horizon Schools	121
Specialty Schools	18



# Division of Student Services

## Gifted Education

### Snapshot of Direct School Supports Since February 26, 2024

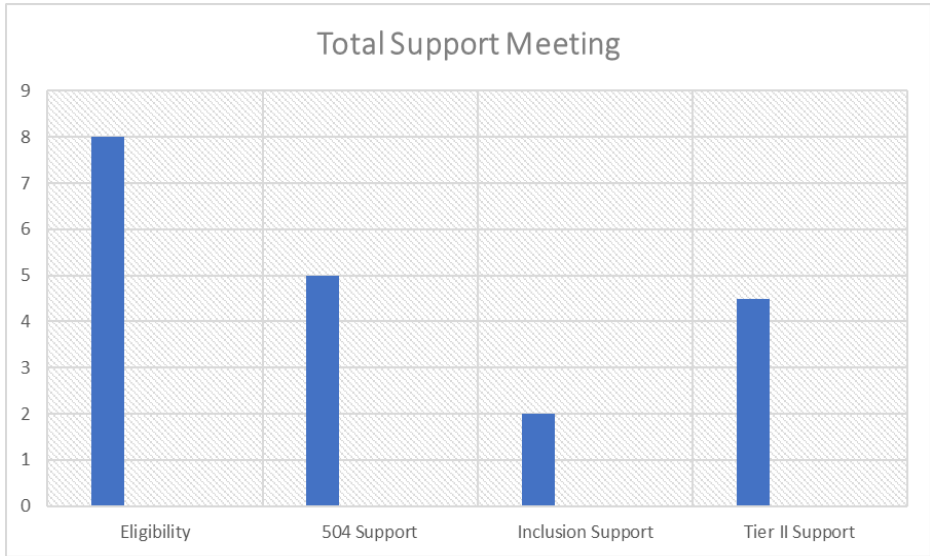
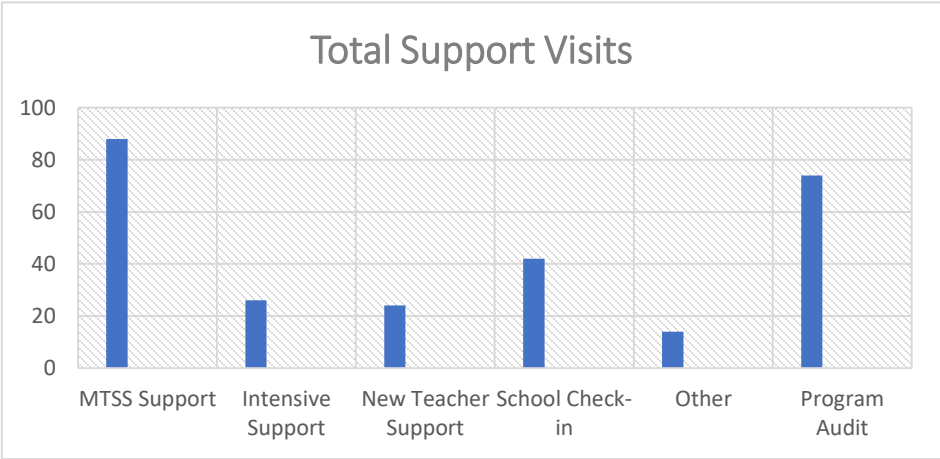


- Created specific plans to increase access and address disproportionality of gifted-identified students for SY25 and beyond – through deep analysis of current gifted enrollment, identification practices, research of best practices, and stakeholder awareness
- Collaboration with The Museum School staff around refinements to gifted identification practices
- Assessed **4,776 students** in the mental ability, creativity, and motivation domains for gifted identification.
- Provided professional learning to **177 teachers** during district-wide professional development days.
- Certified **57 teachers** through the 2023-24 GaPSC-approved gifted endorsement program.
- Impacted **194 teachers** through school-based professional learning sessions

# Division of Student Services Pre-K and Early Learning

- **DCSD is the largest provider of Pre-K in Georgia: 120 Pre-K4 classes and 17 Pre-K3 classes in SY24**
- We launched 6 Pre-K3 expansion classes in SY24 – Austin ES, Briar Vista ES, Indian Creek ES, John Lewis ES, Rockbridge ES, Smoke Rise ES.
- ELC Director (Dr. Phillips) assisted with Pre-K3 expansion sites during the launch by providing technical, instructional, and observational support pre and post launch.
- Summer instructional resources were purchased and delivered to each Pre-K3 expansion site to support their academic readiness.
- In SY25: DCSD will provide a total of 126 Pre-K4 classes (adding a class each: Briar Vista ES, ELC, Indian Creek ES, Fernbank ES, Chestnut ES, Avondale ES)
- IN SY25: DCSD will provide a total 21 Pre-K3 classes (11 at the ELC); with 4 new Pre-K3 expansion classes at: Marbut Theme ES, Peachcrest ES, Princeton ES, Rainbow ES.
- ELC – Serves as a model center and offers tours and counsel for other districts recently and in SY24 (i.e. Atlanta Public Schools, Clayton Co. Schools, Griffin-Spalding Co. Schools, Athens-Clarke County Schools and districts in Portland, Oregon and Providence, Rhode Island).
- Pre-K4 Summer Transition Program in Summer 2024 for rising K students who did not start Pre-K4 in August and/or who need additional supports for kindergarten readiness - Summer 2024 sites: Barack Obama ES and Panola Way ES
- Pre-K Coordinators are in schools 3-4 days a week to support Pre-K teachers, students, families in various ways, including observations, MTSS meetings, teacher support, parent meetings, records reviews
- Going into SY25: DCSD had 2,608 applicants apply for the Pre-K4 program- awarded 1,832 seats.
- Collaboration underway with Divisions of Curriculum and Instruction and Schools and Leadership to offer Science of Reading in early learning trainings for Pre-K4 and Pre-K3 teachers/paras in SY25

Snapshot of Direct School Supports  
2023-2024 School Year



# Chief of Staff Division

## Presented by: Mr. Elijah Palmer, Chief of Staff

### SCHOOL SAFETY MEASURES:

Centegix: All staff members have this device to use to alert authorities when there is an emergency or potential crisis that requires law enforcement.

**Data: Alert Breakdown 768 Behavior, 286 Testing, 184 Medical, 137 Drill, 8 Campus Threat, 401 Inadvertent Press, 351 Physical Altercation, 46 Elopement, 40 Suspicious-Behavior**

EVOLV: Weapons detector was put in all middle and high schools to help detect weapons that were brought into school buildings.

**Total weapons recovered in 2023-24 (E.S- 35, M.S- 12, H.S-19)**

**Findings: Hand-guns recovered were reduced from 24 to 4 from 2023-24**

- All 5 stadiums will have EVOLV systems by start of SY24-25
- Substitute teachers have Centegix devices when they are to their daily school sites

# Chief of Staff Division

## Highlight 2: Legacy Academy

Public Safety is hosting the Legacy Academy in June where officers will come together for one week and host at risk students across the district to offer mentorship and summer learning activities including field trips, motivational speakers, and teaching life skills to bridge the gap between officer and students.

- Transportation and breakfast and lunch is included as Operations played a part in that
- Field trips will include visit to Truist Park Field and Delta Museum
- Targeting the McNair cluster since at risk youth resides in the community
- Plan is to serve about 40 scholars

# Audit Updates

ESSER/CARES Audit- FORVIS is close to completing this audit for spending from 2020-2024. The audit is set to have final report of the audit although FORVIS will audit all spending through September 30, 2024.

SPLOST IV and V Audit- Plante Moran is on track to be done with this audit by June of 2024. Spending from 2012-2022 where a lot of documents that have been requested were hard copies only without copies or electronic documentation.

## **Impact on DCSD:**

- Community and taxpayers will gain insight to how dollars were spent with CARE/ESSER funds.
- Internal Controls and SOP's are clear and communicated to all
- Records are in process of being digitized
- Transition to MUNIS and addition of Kahua platform will simplify process moving forward

# Strategic Plan 2024-2029

**New Strategic Plan is set to be approved by the board in June of 2024. This will guide the trajectory of where the district is headed. This includes a new: Mission, Vision, Core Beliefs, Goal Areas 1-6, Performance Objectives, Strategies, and Key Performance Indicators.**

## *Key Highlights:*

- *10,402 surveys completed by stakeholders this go round*
- *Top Areas of Focus: Mental Health, School Safety,*
- *Will align with MIRACLES Continuous Improvement Framework  
BOE, Cabinet, Steering Committee, Focus Groups, Students, Educators all had an input in this new Strategic Plan*