



# Schools and Leadership Return on Investment

Champion Dillard  
Chief of Schools and Leadership



# Chief of Schools and Leadership

## Return on Investment Update

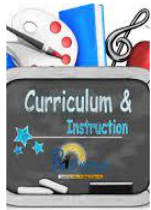
**SCHOOLS AND LEADERSHIP**  
AREA SUPERINTENDENTS  
LEADERSHIP DEVELOPMENT  
PROFESSIONAL LEARNING  
ATHLETICS

**AREA SUPERINTENDENTS SUPPORT STRUCTURE**  
EXECUTIVE ADMINISTRATORS  
CONTENT COORDINATORS: ELA, MATH, ELL, SPECIAL EDUCATION  
CULTURE & CLIMATE COORDINATORS  
MENTAL HEALTH COORDINATORS  
POST SECONDARY TRANSITION SPECIALIST





# Six Systems for an Effective School Environment



**SYSTEM 1**  
Standards and Curriculum



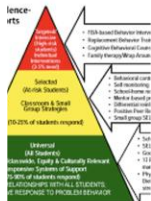
**SYSTEM 2**  
Effective Use of Data



**SYSTEM 3**  
Collaborative Planning  
and Instructional Practices for  
Deeper Learning



**SYSTEM 4**  
Progress Monitoring and  
Analysis of Student Work



**SYSTEM 5**  
Academic and Behavioral Support



**SYSTEM 6**  
Instructional Feedback  
and Professional Learning



## **SYSTEM 2: EFFECTIVE USE OF DATA - IMPROVE PERFORMANCE BY ANALYZING AND ACTING ON THE EVIDENCE**

- Balanced Assessment System - Academic and Non-Academic data
- Consistent Assessment practices
- Data used in classroom, PLC, and school level to support **all** scholars and address academic and non-academic needs

### **Training for building and district leaders on:**

- Data platforms and the information they provide
- Understanding the available data
- Effective data analysis
- Development of a plan to respond



## SYSTEM 4 - PROGRESS MONITORING AND ANALYSIS OF STUDENT WORK

### LEARNING WALKS

- provide school-based leadership with Area feedback related to instruction,
- allow opportunities to observe strategies and best practices throughout the Area based on data,
- build the instructional capacity of school-based leaders,
- and provide insight to the Area Superintendent
  - ACTIVE LINK
  - <https://survey.sogolytics.com/r/NmJHLQ>



# SYSTEM 4 PROGRESS MONITORING AND ANALYSIS OF STUDENT WORK

[LEARNING WALK DATES ALL  
AREAS - SY24.XLSX](#)

Area 1 Elementary School	Principal	CCV	Second Semester: Learning Walks
Ashford Park ES	Tonya Freeman	March 14 @ 9am	Feb. 28
Austin ES	Avis Mooneyham	Feb. 13 @ 10 am	12-Mar
Cary Reynolds ES	Jennifer Leupold	March 1 @ 9am	13-Mar
Chesnut ES	LLoyd McFarlane	March 22 @ 11am	30-Jan
Doraville United ES	Michelle Perez	March 26 @ 11am	13-Mar
Dunwoody ES	Latonya Jones	March 22 @ 1pm	1-Feb
Hawthorne ES	Lisa Limoncelli	March 19 @ 1pm	25-Jan
Henderson Mill ES	Cassandra Moore	March 22 @ 9 am	31-Jan
Hightower ES	Sheila Price	March 19 @ 9am	25-Jan
Huntley Hills ES	Mia Bradshaw	March 26 @ 9am	Feb. 21
John R. Lewis ES	Lashawn McMillan	March 15 @ 12pm	24-Jan
Kingsley ES	Tyra Harris-Thompson	March 15 @ 9am	5-Feb
Montgomery ES	Lori Bolds	March 19 @ 11am	12-Mar
Oak Grove ES	Valerie Kennedy	March 28 @ 11am	Feb. 12
Pleasantdale ES	Amy Heutel	March 8 @ 9 am	Jan. 31
Sagamore Hills ES	Karen Williams	March 28 @ 9am	20-Feb
Vanderlyn ES	TBD	March 29 @ 9 am	Jan. 25
Woodward ES	Demetria Haddock	March 5 @ 9am	11-Jan



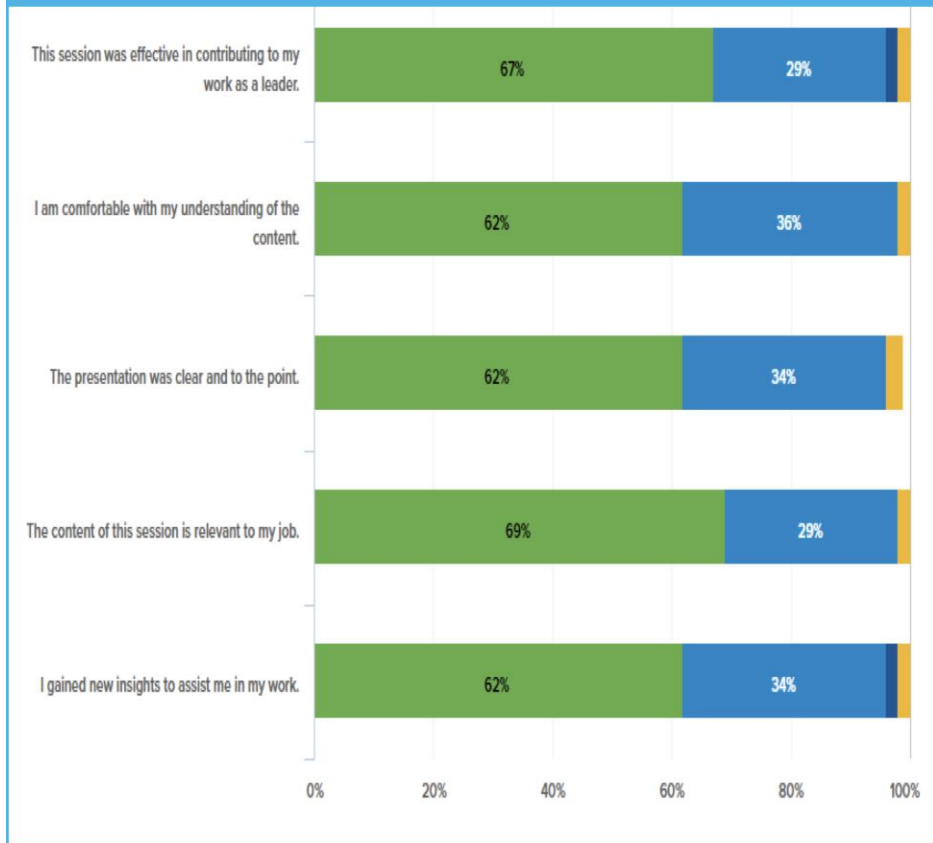
# Learning Walk Feedback

1. Learning targets and success criteria should not only be posted but also communicated effectively.
2. Consistency in the use of technology should be maintained.
3. Data and student work should be posted regularly.
4. Improve questioning techniques to include higher order thinking.
5. Use other methods for real-time formative assessment in addition to questioning.
6. Enhance lesson closings to effectively summarize lessons and check for understanding.
7. Shift towards student-focused lessons.
8. Ensure that differentiation is consistently evident, with students engaging in different activities in the classrooms.
9. Provide more evidence of using the district-approved instructional resources.
10. Shift to new math standards and ensure full implementation with the GADOE learning plans. Confirm that the Reveal resource is aligned with the learning plans.



# Retreat Feedback

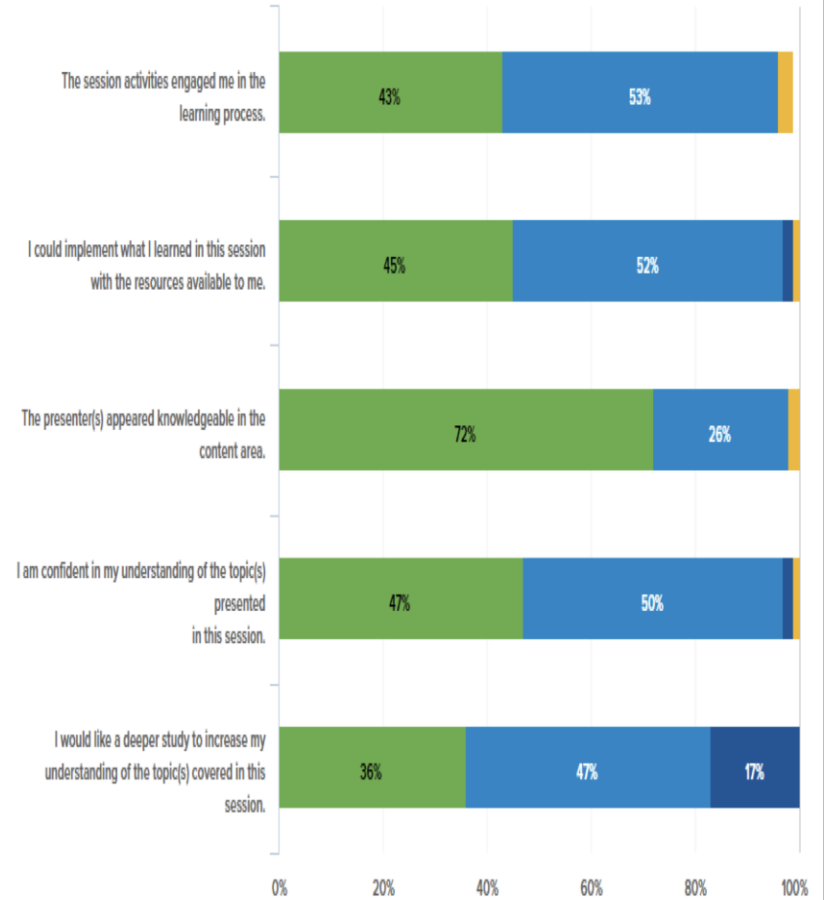
- **96%** of leaders **Agreed (29%)** | **Strongly Agreed (67%)** : The session was effective in contributing to my work.
- **98%** of leaders **Agreed (36%)** | **Strongly Agreed (62%)** : I am comfortable with my understanding of the content.
- **96%** of leaders **Agreed (34%)** | **Strongly Agreed (62%)** : The presentation was clear and to the point.
- **98%** of leaders **Agreed (29%)** | **Strongly Agreed (69%)** : The content of this session is relevant to my job.
- **96%** of leaders **Agreed (34%)** | **Strongly Agreed (62%)** : I gained new insights to assist me in my work.

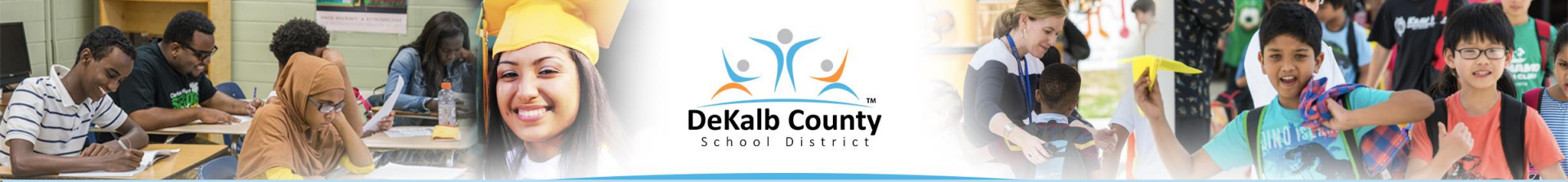




# Retreat Feedback

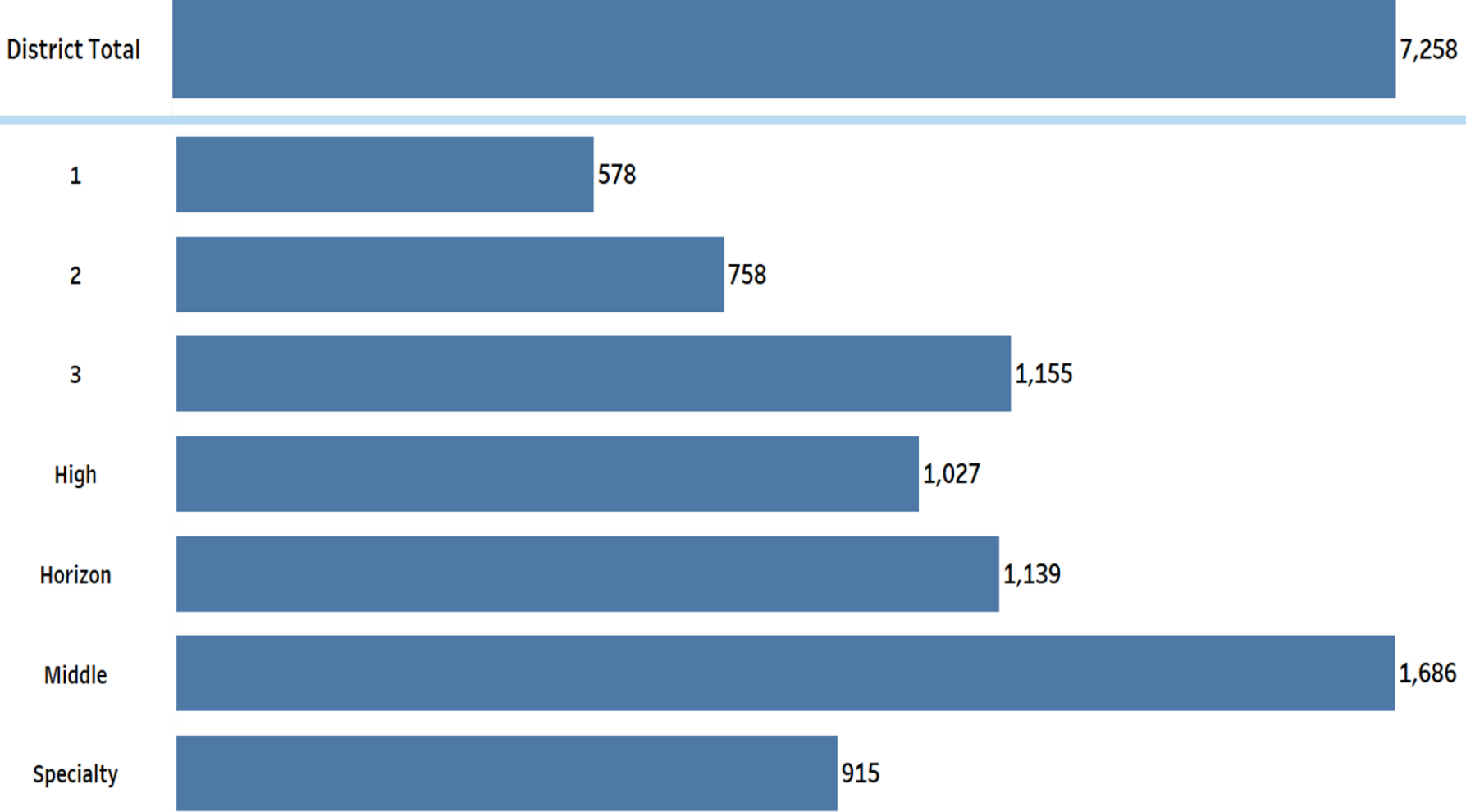
- 96% of leaders Agreed (53%) | Strongly Agreed (43%) : The session activities engaged me in the learning process.
- 94% of leaders Agreed (52%) | Strongly Agreed (45%) : I could implement what I learned in this session with the resources available to me.
- 98% of leaders Agreed (26%) | Strongly Agreed (72%) : The presenter(s) appeared knowledgeable in the content area.
- 97% of leaders Agreed (50%) | Strongly Agreed (47%) : I am confident in my understanding of the topic(s) presented in this session.
- 83% of leaders Agreed (47%) | Strongly Agreed (36%) : I would like a deeper study to increase my understanding of the topic(s) covered in this session.





# Support Monitoring Summary 2023-2024

# District Total





## Monthly Support Summary

## District Total

	AP Support	Behavior Support	Climate Support	Instructional Support	Office Day	Parent Support	Principal Support	Student Support	Teacher and Counselor Support	Technical and School Support	Total by Month	
July										1	July	1
August				18	5		26		4	29	August	82
September	2			25	16		59	1	7	15	September	125
October	13	2	2	73	12		53		12	23	October	190
November	5	1	11	234	24		78		21	67	November	441
December	9	2	14	146	78		136	1	32	113	December	531
January	20	2	10	525	129		274	8	121	154	January	1,243
February	8		13	670	154		243	4	115	158	February	1,365
March	13	2	10	978	173		263	8	119	222	March	1,788
April	15	3	22	471	180	1	303	8	120	369	April	1,492
Support Category Total	85	12	82	3,140	771	1	1,435	30	551	1,151	Grand Total	7,258

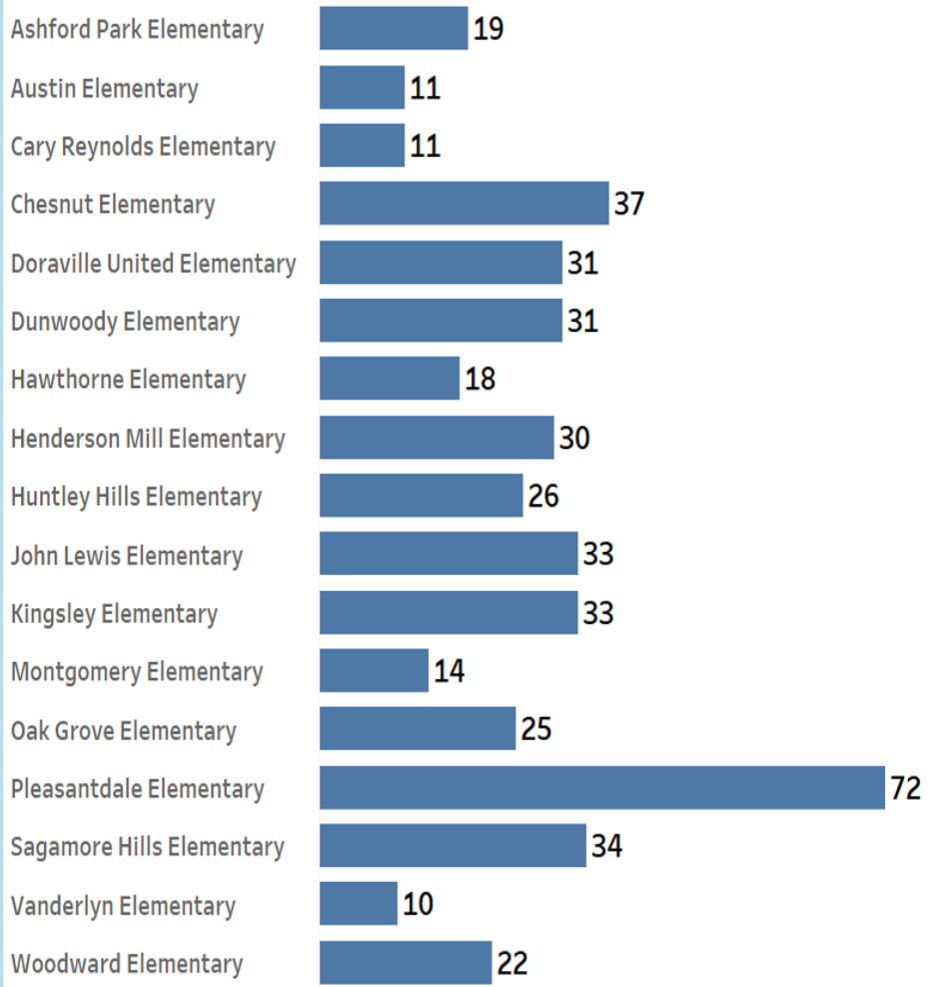
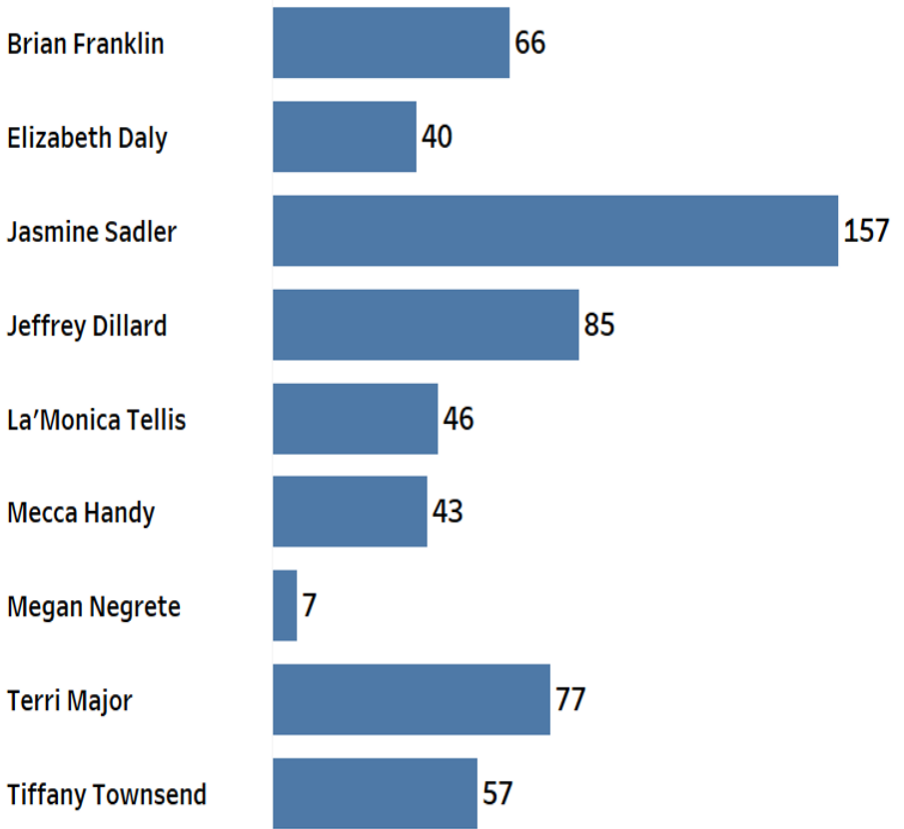


# Support Monitoring Summary 2023-2024

# Area 1 Elementary



Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area 1 Elementary

	ap support	Instructional Support	Office Day	Principal Support	Teacher and Counselor Support	Technical and School Support	Total by Month
October		2	1	1			October   4
November		7		1			November   8
January	2	36	7	6	35		January   86
February	2	61	9	7	13	3	February   95
March	2	138	12	39	28		March   219
April		86	16	39	24	1	April   166
Support Category Total	6	330	45	93	100	4	Grand Total   578



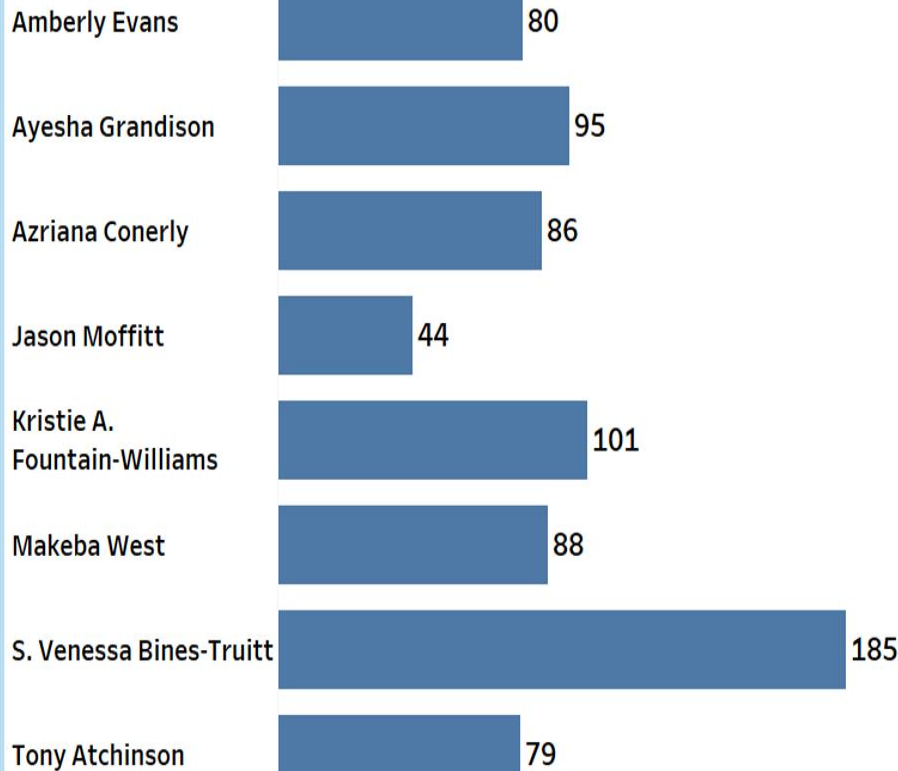
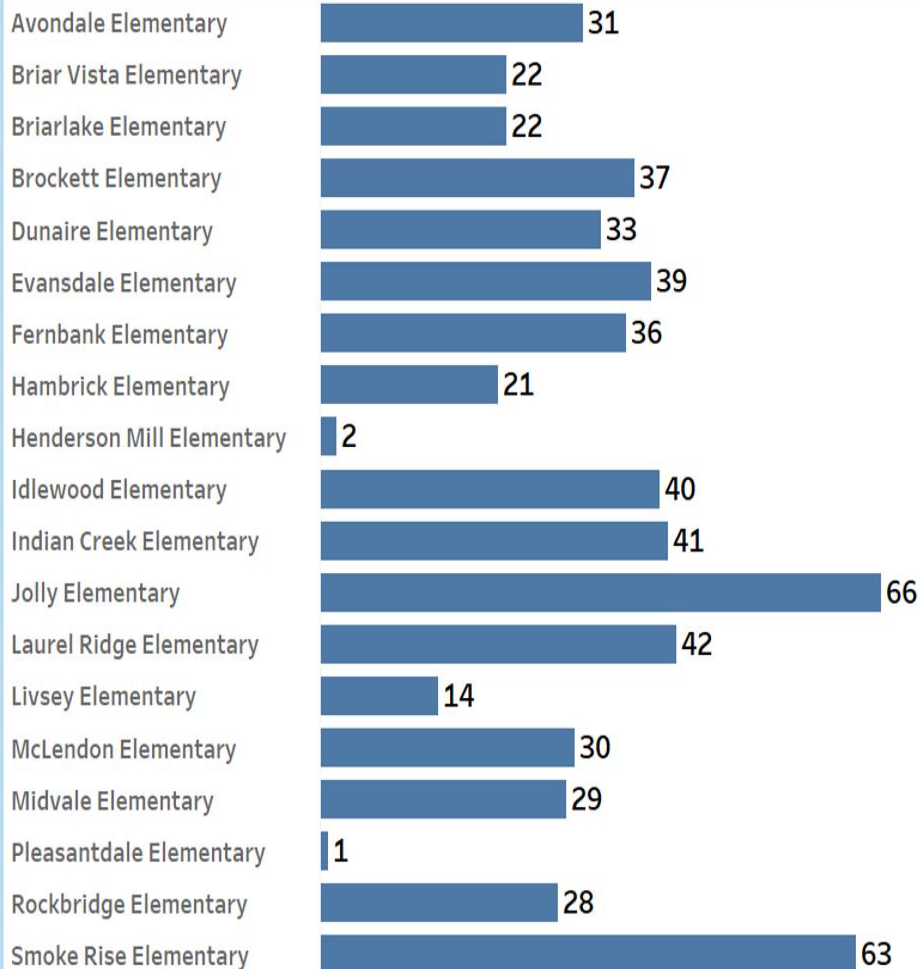
# Support Monitoring Summary 2023-2024

# Area 2 Elementary

Area Total  758

Area 2 Elementary  161

Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area 2 Elementary

	AP Support	Climate Support	Climate Support/ Principal Support	Instructional Support	Office Day	Parent Support	Principal Support	Student Support	Teacher and Counselor Support	Technical or School Support	Total by Month
January		6	1	37	22		51		1	16	January 134
February	3	3		81	28		59		1	33	February 208
March	6	5		179	6		51	2	5	26	March 280
April	2	2		20	31	1	46	2	12	20	April 136
Support Category Total	11	16	1	317	87	1	207	4	19	95	Grand Total 758

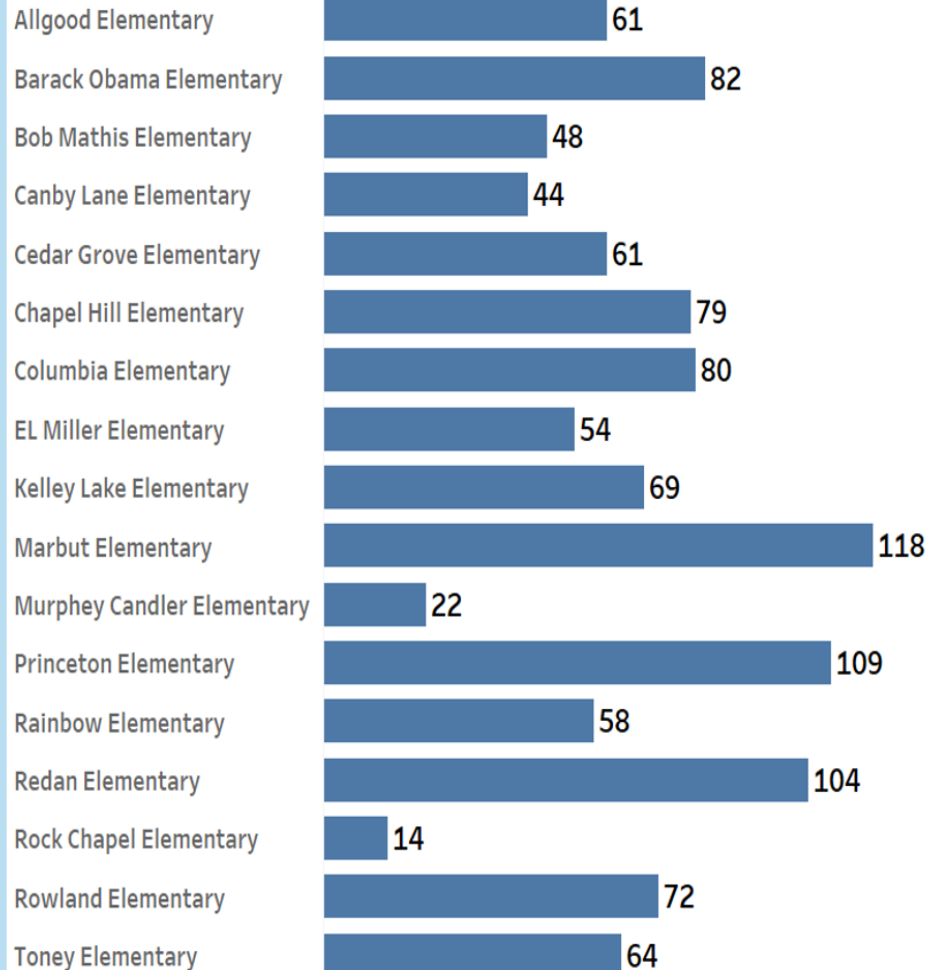
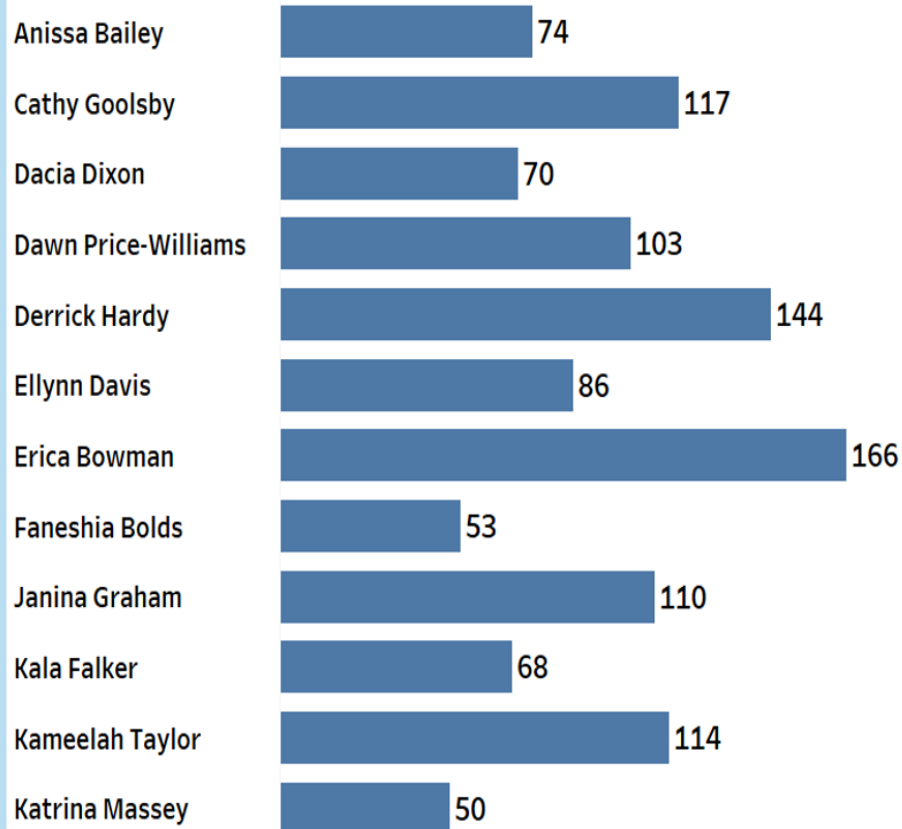


# Support Monitoring Summary 2023-2024

# Area 3 Elementary



Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area 3 Elementary

	AP Support	Climate Support	Instructional Support	Office Day	Principal Support	Student Support	Teacher and Counselor Support	Technical and School Support	Total by Month	
August			5		4				August	9
September			3		2				September	5
October			3		1				October	4
November	1		33	3	37		4	8	November	86
December	6	1	36	4	59		3	40	December	149
January		1	90	16	85		16	33	January	241
February			100	4	52		16	15	February	187
March			115	8	71	1	19	38	March	252
April			39	8	100	1	13	61	April	222
<b>Support Category Total</b>	<b>7</b>	<b>2</b>	<b>424</b>	<b>43</b>	<b>411</b>	<b>2</b>	<b>71</b>	<b>195</b>	<b>Grand Total</b>	<b>1,155</b>



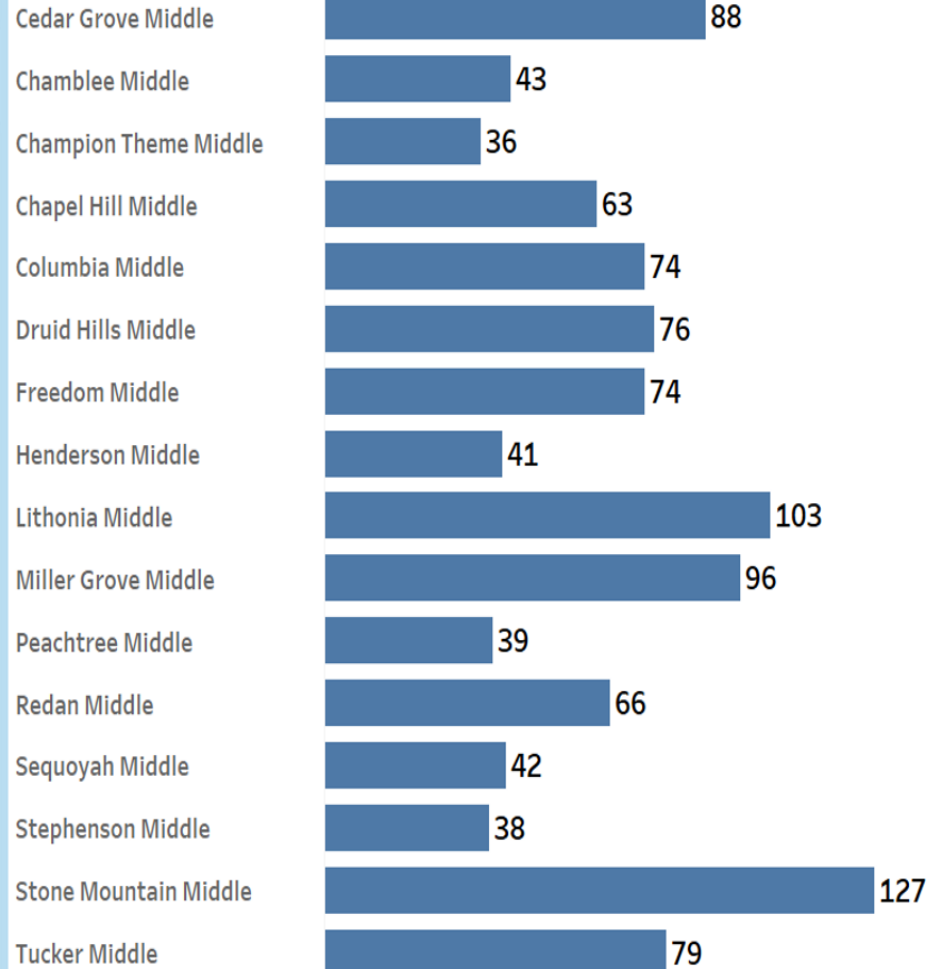
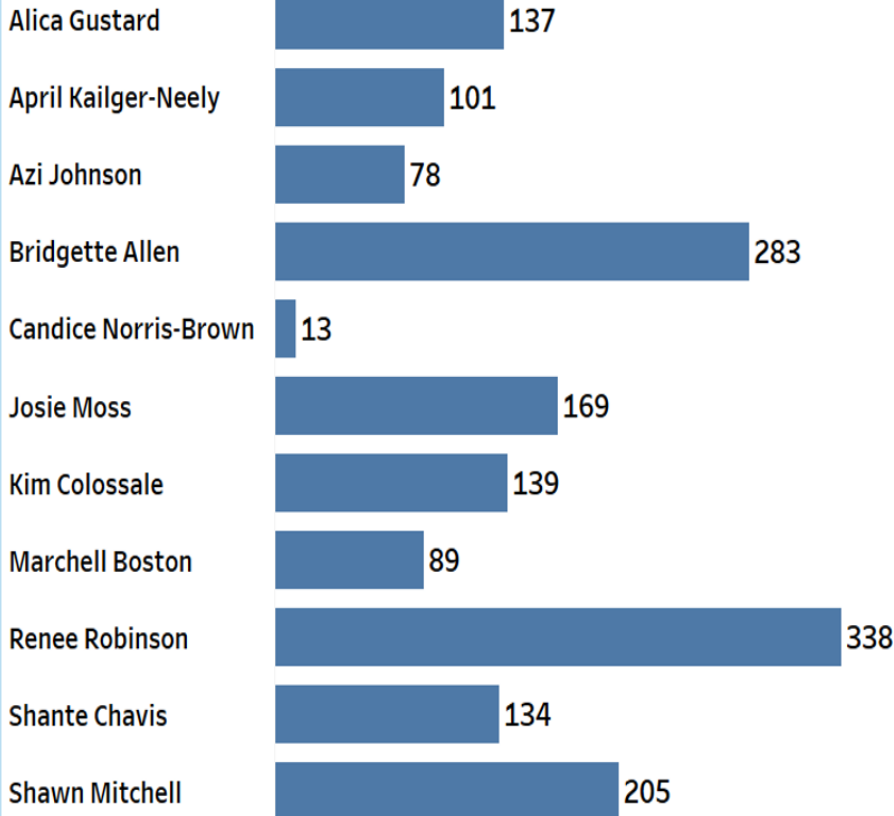
# Support Monitoring Summary 2023-2024

# Area Middle

Area Total  1,686

Area Middle  601

Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





## Monthly Support Summary

## Area Middle

	AP Support	Behavior Support	Instructional Support	Office Day	Principal Support	Student Support	Teacher and Counselor Support	Technical or School Support	Total by Month	
July								1	July	1
August			12	5	8			14	August	39
September	2		7	14	48		3	11	September	85
October	12	2	21	9	18		11	16	October	89
November	1	1	38	7	20		13	40	November	120
December		2	20	28	21		23	29	December	123
January	12	2	105	19	60	6	63	54	January	321
February	3		124	30	48	4	71	34	February	314
March	4	2	151	55	25	5	45	41	March	328
April	10	3	55	25	57	3	40	73	April	266
Support Category Total	44	12	533	192	305	18	269	313	Grand Total	1,686

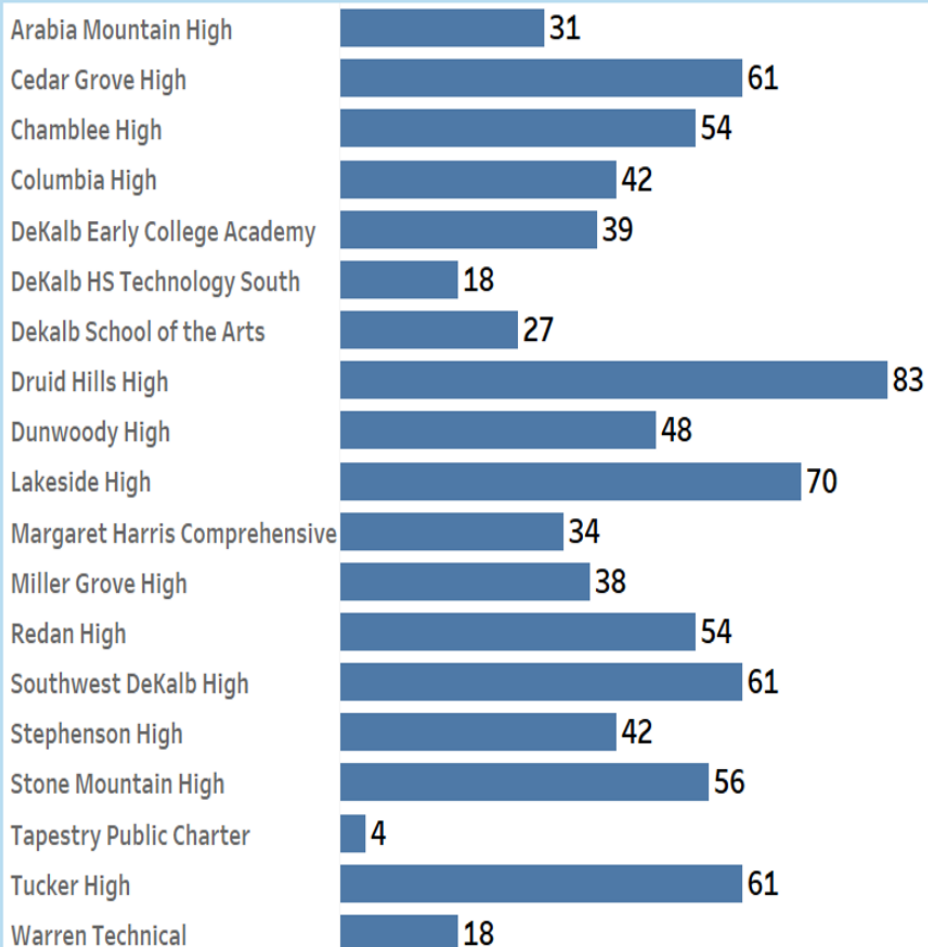
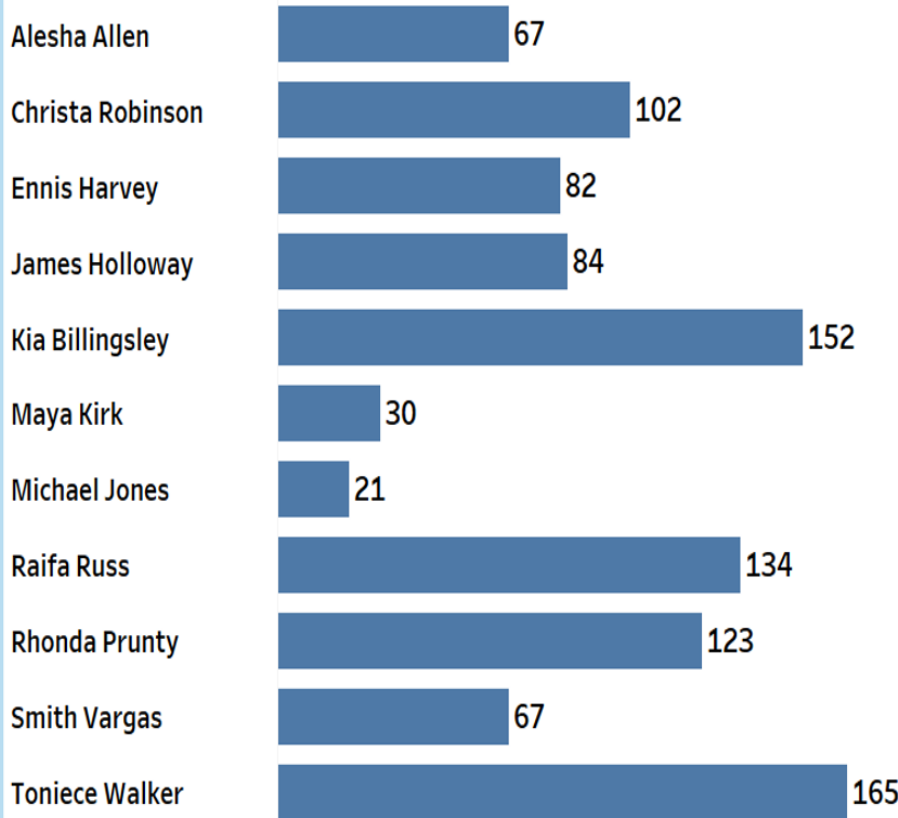


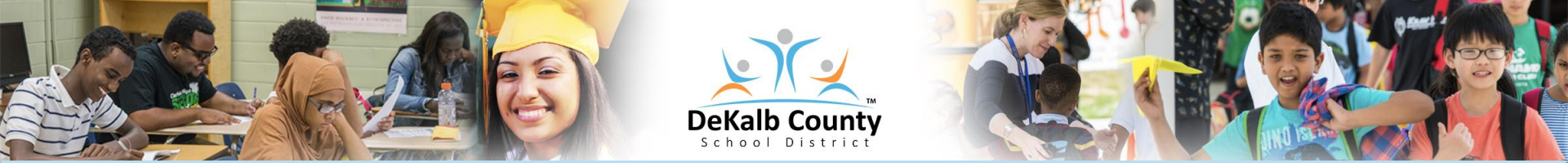
# Support Monitoring Summary 2023-2024

# Area High



Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area High

	AP Support	Climate Support	Instructional Support	Office Day	Principal Support	Student Support	Teacher and Counselor Support	Technical and School Support	Total by Month	
August					4				August	4
September					7	1	2	3	September	13
October			21		9			1	October	31
November			17	4	4		1	8	November	34
December	1		10	18	17			10	December	56
January	1	1	95	38	60	1		34	January	230
February			90	51	45		2	47	February	235
March		2	82	41	35		3	68	March	231
April		10	29	38	25			91	April	193
Support Category Total	2	13	344	190	206	2	8	262	Grand Total	1,027

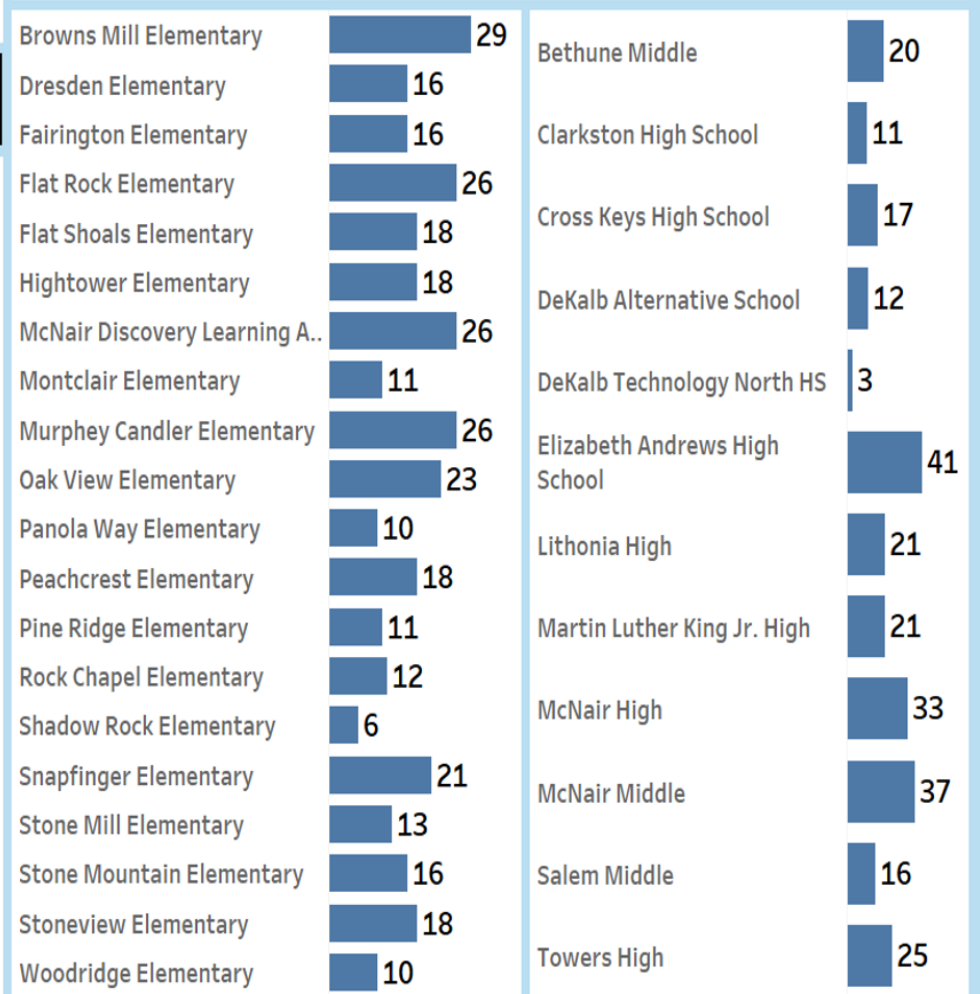
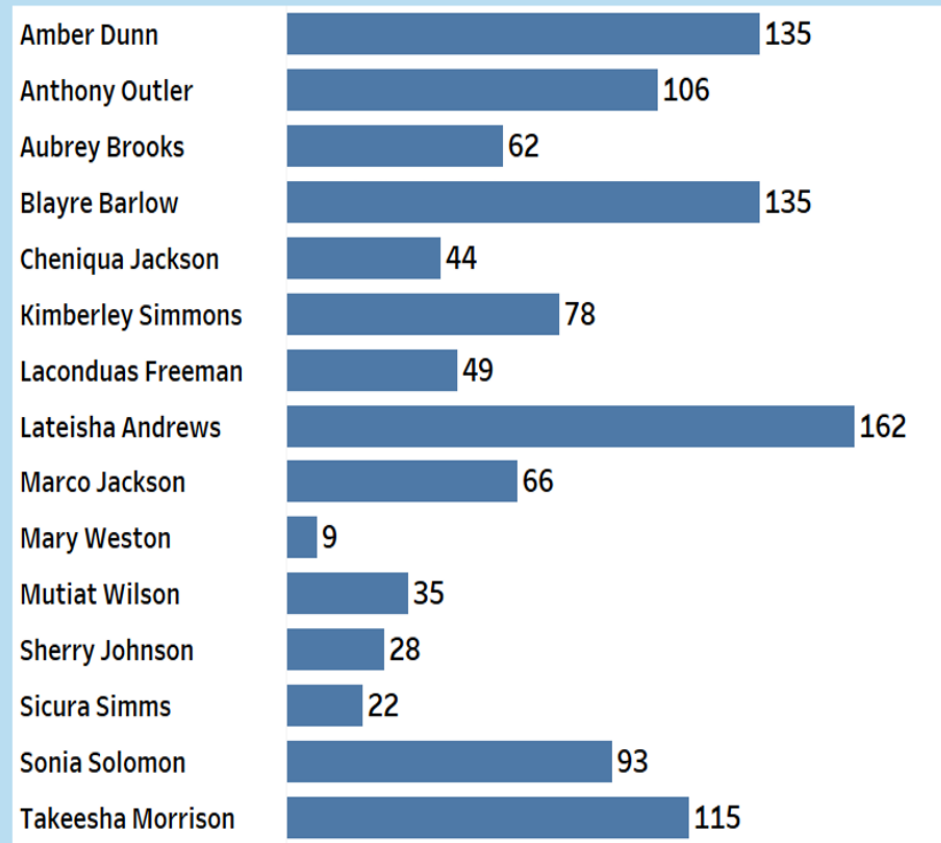


## Support Monitoring Summary 2023-2024

# Area Horizon



Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area Horizon

	AP Support	Climate Support	Instructional Support	Office Day	Principal Support	Teacher and Counselor Support	Technical and School Support	Total by Month
November		8	93	1	7		10	November 119
December		13	54	20	36	2	30	December 155
January	1		90		4	2	6	January 103
February		5	138	5	9	4	21	February 182
March		2	194	9	6	13	34	March 258
April		5	220	17	12	21	47	April 322
Support Category Total	1	33	789	52	74	42	148	Grand Total 1,139

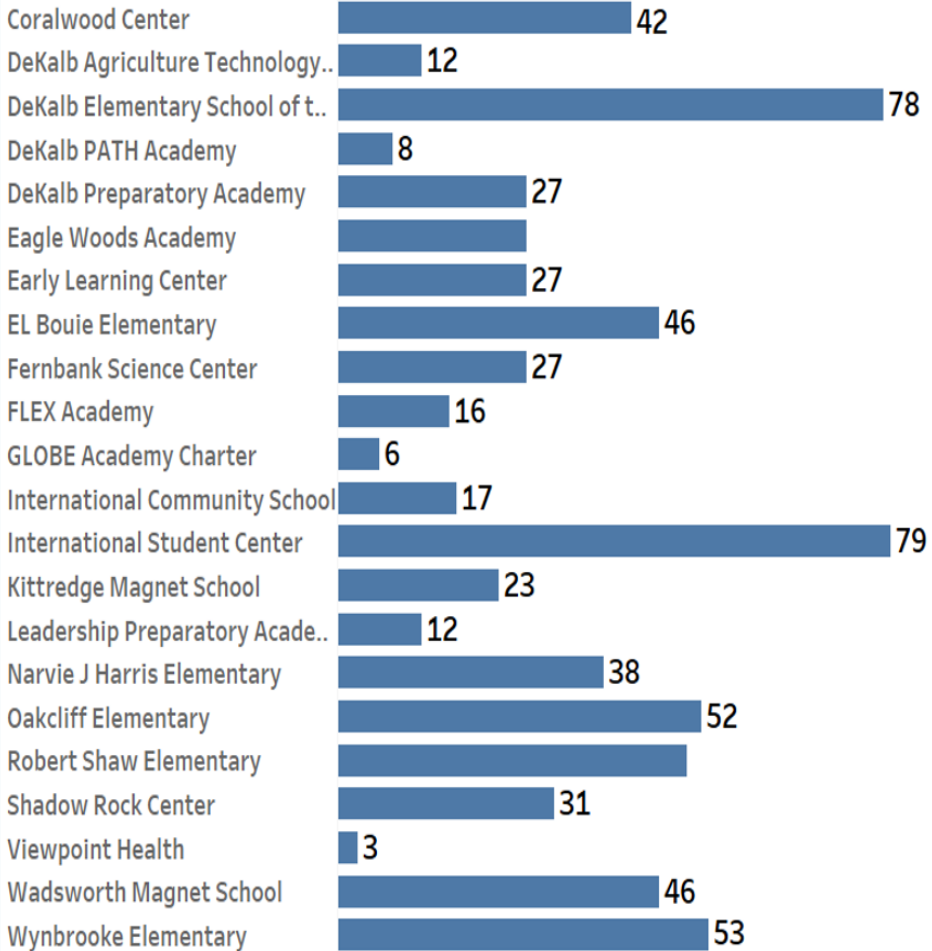
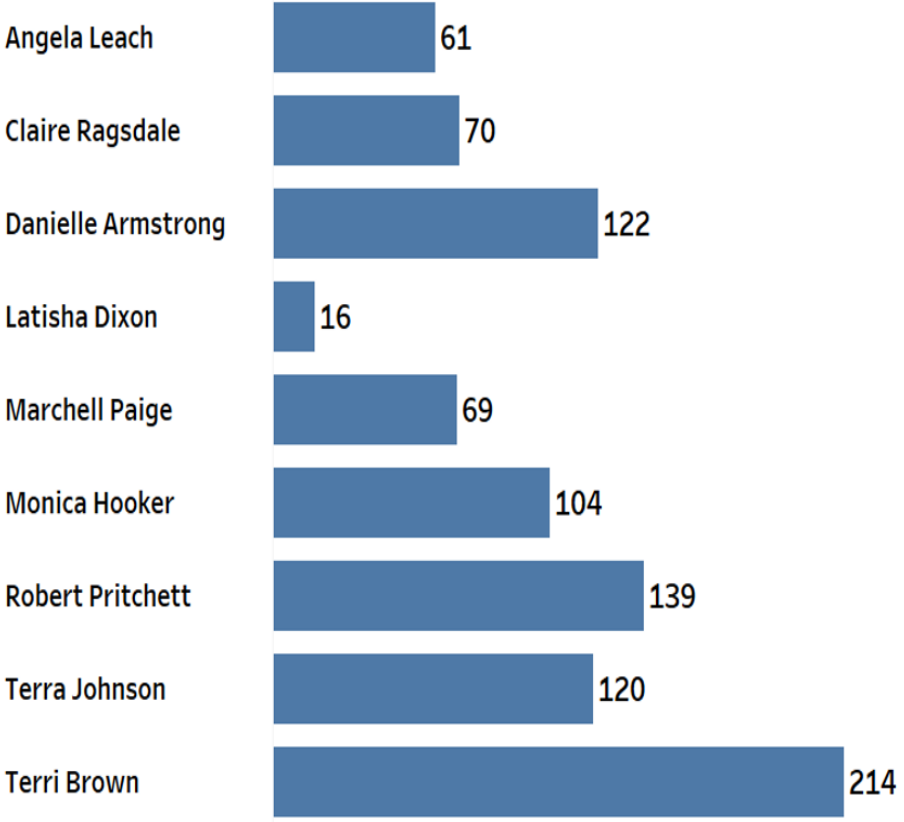


## Support Monitoring Summary 2023-2024

# Area Specialty



Click on the Team Member name or the bar graph to filter the location data.  
Click again to unselect the filter.





# Monthly Support Summary

# Area Specialty

	AP Support	Climate Support	Instructional Support	Office Day	Principal Support	Student Support	Teacher and Counselor Support	Technical and School Support	Total by Month
August			1		10		4	15	August 30
September			15	2	2		2	1	September 22
October	1	2	26	2	24		1	6	October 62
November	3	3	46	9	9		3	1	November 74
December	2		26	8	3	1	4	4	December 48
January	4	1	72	27	8	1	4	11	January 128
February		5	76	27	23		8	5	February 144
March	1	1	119	42	36		6	15	March 220
April	3	5	22	45	24	2	10	76	April 187
Support Category Total	14	17	403	162	139	4	42	134	Grand Total 915



# Professional Learning - School Support Data



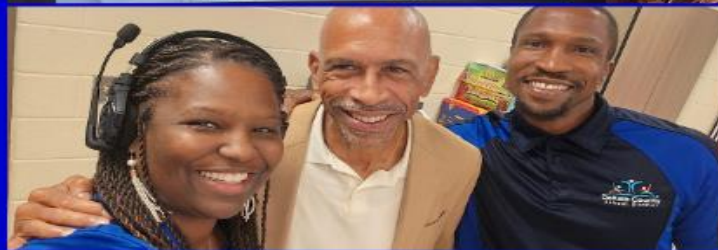
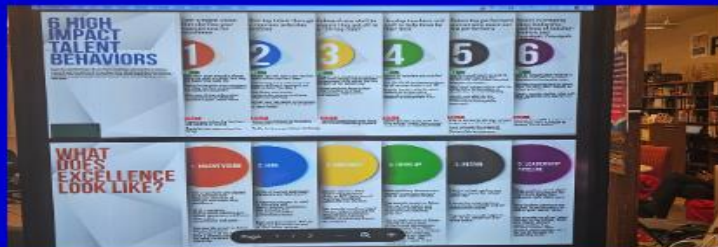


# Leadership Development - School Support Data





# Leadership Development - School Support Data



Leadership Development





# Schools & Leadership

[Schools & Leadership Retreat 2 Snippet.mp4](#)

