



2024-2029

STRATEGIC PLAN



# Strategic Plan Update

Goal Area 4: Culture and Climate  
April 21, 2025

# Implementation Chart - Goal Area 4

Goal Area 4: Culture and Climate Performance Objectives	Implementation Years				
	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
4.1: Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.	I	R	R	R	R
4.2: Implement restorative practice structures in all schools and increase the number of schools using Positive Behavioral Interventions and Supports (PBIS) programs each year.	R	R	R	R	R
4.3: Improve student attendance by creating a positive and engaging school experience.	R	R	R	R	R
4.4: Ensure all schools have staff trained in de-escalation techniques and Crisis Prevention Intervention (CPI) strategies.	I	I	R	R	R

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
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## **4.1: Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.**

- In January 2025, 84 school level staff (Assistant Principals and District Support Staff) representing 61 schools received training on verbal de-escalation techniques.
- All Assistant Principals received training on student discipline related to District Due Process Hearings (DDPH), Discipline Team Meetings (DTM), Students with Disabilities and Title IX.
  - Initial training - August 2024; Refresher training – January 2025
- The ten new Cohort 9 PBIS schools (70 participants) successfully completed the Georgia Department of Education’s new MTSS-PBIS Integration Model Training.
- Bullying Prevention and Awareness training has been provided for over 1,000 staff members including bus drivers, bus monitors, nurses, psychologists, and social workers.
- All school-based staff and students receive training on an annual basis.

## **4.2: Implement restorative practice structures in all schools and increase the number of schools using Positive Behavioral Interventions and Supports (PBIS) programs each year.**

- In November 2024, 48 PBIS schools and two (2) Georgia Network for Educational and Therapeutic for Support (GNETS) centers completed the Tiered Fidelity Inventory (TFI) which assesses PBIS implementation fidelity.
- Since August 2024, Over 300 district staff have been trained in Restorative Practices Foundation Circles.
- During March 2025, 12 District Support Staff (Culture & Climate Coordinators, Social Workers, Student Engagement Coach) were trained as trainers in Restorative Practices Foundation Circles.
- During March 2025, 30 District Support Staff (Culture & Climate Coordinators, Social Workers, Student Engagement Coach) have been trained in Restorative Practices Facilitating Conferences.

### **4.3: Improve student attendance by creating a positive and engaging school experience.**

- Since September 2024, there have been 37 Parent Attendance Cafes and 485 parent contacts made across the various schools.
- A second-semester Attendance Campaign has been launched. Trophies will be awarded to winners from the participating schools.
- Since August 2024, a total of 89 EveryDay Lab trainings have been conducted for school staff, school leadership, and Multi-Tiered System of Supports staff. Currently, there are 750 sign-ups and 604 active users.
- Attendance Specialists have conducted 1,788 attendance interventions, including parent phone calls, trainings, targeted student and parent meetings, and school attendance team meetings.

## **4.4: Ensure all schools have staff trained in de-escalation techniques and Crisis Prevention Intervention (CPI) strategies.**

- Since August 2024, the Exceptional Education Department has held 12 Crisis Prevention Intervention (CPI) Trainings and have trained 124 school-level employees & 4 verbal de-escalation techniques trainings and have trained 62 school-level employees.
- In January 2025, 29 District Support Staff (including Culture & Climate Coordinators, Social Workers, & PBIS District Coaches) were trained as district trainers in verbal de-escalation techniques.
- As of March 2025, 50 Elementary School Campus Security Associates were trained in verbal de-escalation techniques.
- As of March 2025, 314 total District Staff (school-level & district support staff) have been trained in verbal de-escalation techniques.
- By June 30, 2025, an additional 70 (school-level & district support staff) will be trained as trainers in verbal de-escalation techniques.



**April 2025!**

**Goal Area 4: Culture and Climate**  
**Mrs. Michelle Dillard and Dr. Kishia K. Towns**