



Strategic Plan Update

Goal Area 4: Culture and Climate
December 8, 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	R	R	R	R

Key:

Not Started	NS	Planning	P	Initial Implementation	I	Continuous Refinement	R
-------------	----	----------	---	------------------------	---	-----------------------	---

4.1: Ensure all schools provide a safe, orderly, and supportive learning environment for all students and staff.

- All Assistant Principals receive training twice a year on student discipline related to District Due Process Hearings (DDPH), Discipline Team Meetings (DTM), Students with Disabilities and Title IX.
 - August 2025 & January 2026
- The Division of Wrap Around Support hosts the Due Process Lounge every Friday. This one-hour virtual session provides administrators with guidance on discipline procedures and offers training on effective strategies to support students.
- Bullying Prevention and Awareness training has been provided for over 8,000 staff members including bus drivers, bus monitors, nurses, 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.

- As of November 2025, 60 sites have been trained in the PBIS framework.
 - 57 Schools: 38 elementary schools, 15 middle schools, and 4 high schools
 - 2 Georgia Network for Educational and Therapeutic for Support (GNETS) centers
 - 1 Alternative Program
- As of November 2025, over 500 district staff have been trained in Restorative Practices Foundation Circles.
 - 30 Certified District Restorative Practices Trainers

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

- Since August 2024, there have been 78 Parent Attendance Cafes and 980 parent contacts made across the various schools.
- The following schools: Cross Keys HS, Cary Reynolds ES, Hawthorne ES, Champion Theme, Miller Grove MS, Chapel Hill ES, and Southwest DeKalb HS, have been recognized for their attendance team participation and strengthening attendance initiatives.
- Since August 2024, a total of 166 EveryDay Lab trainings have been conducted for school staff, and school leadership. The EDL platform has 1,167 registered users and 810 active users. For FY 2025–2026, there have been a total of 6,544 sessions.
- Attendance Specialists have conducted 5,714 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.

- As of November 2025, over 2,500 district staff have been trained in de-escalation techniques. In addition, we have trained over 3,500 district staff in various school-emotional based trainings to support effectively managing school discipline.
 - Over 200 Certified District Mindset Verbal De-escalation Trainers
 - Assistant Principals (Majority)

Goal Area 4: Culture and Climate Outcomes

- As of November 20, 2025, there have been **1,812 fewer** out-of-school suspension resolutions compared to the same time last year (**FY25 5,474 to FY26 3,662**).
- As of November 20, 2025, there have been **640 fewer** in-school suspension resolutions compared to the same time last year (**FY25 2,866 to FY 2,226**).
- Total: As of November 20, 2025, there have been **7 fewer** bullying incidents compared to the same time last year (**FY25 154 to FY26 147**).
 - Elementary: As of November 20, 2025, there have been **1 less** bullying incident compared to the same time last year (**FY25 40 to FY26 39**).
 - Middle: As of November 20, 2025, there have been **11 fewer** bullying incidents compared to the same time last year (**FY25 89 to FY26 78**).
 - High: As of November 20, 2025, there have been **5 more** bullying incidents compared to the same time last year (**FY25 25 to FY26 30**).
- Moreover, there has been a **47%** decrease in bullying incidents over a ten-year period.
- As of November 2025, there have been **55 less** District Due Process Hearings (**173 to 118**) compared to the same time last year.



Goal Area 4: Culture and Climate Outcomes

- During the 2023-2024 school year **52% (25/48)** of the schools that received a School Climate Star Rating of 4 or higher were PBIS schools. **DATA NOT AVAILABLE YET**
- The number of schools implementing Positive Behavioral Interventions and Supports has had positive gains in State Level Recognition including the increase from 50 schools and centers to 60 schools and centers.
- From the 23-24 school year to the 24-25 school year, schools receiving “Emerging” recognition increased from **22 to 38**. **Please note that the Installing Level has been removed and schools achieving this level have been moved to Emerging Level.**
- From the 23-24 school year to the 24-25 school year, schools receiving “Operational” recognition increased from **15 to 16**.
- From the 23-24 school year to the 24-25 school year, schools receiving “Distinguished” recognition increased from **1 to 6**.

Goal Area 4: Culture and Climate Outcomes

- As a result of the district’s “Bullying Stops Here”! Awareness Campaign” and participation of all schools in Unity Day which occurred on October 22, 2025, there has been a **4.6%** decrease in the number of state-reportable bullying incidents from November 20, 2024, school year to the November 20, 2025. Moreover, there has been a **77.4%** decrease since the 2011-2012 school year.
- As of November 2025, of the Horizon schools fully implementing EveryDay Labs,
 - **22%** of chronically absent students improved to nonchronically absent
 - **51%** of students improved attendance rate after receiving EveryDay Labs Chronic Absence Nudges*
*This data includes the 3,601 students whose families received at least one text and a mail nudge.
 - **90%** of at-risk students did not become chronically absent.
- As of November 2025, **65** student groups have convened through the Student and Family Engagement (SAFE) Centers to work on conflict resolution, self-esteem, dysregulation, and communication skills, thus avoiding a more serious consequence at school.
- As of November 2025, **80** referrals were made for individual mental health services for students through the SAFE Center program, which decreased acting out behaviors at school.
- As of November 2025, **453** student conferences were held by SAFE Center Social Work Liaisons.





December 2025!

**Goal Area 4: Culture and Climate
Mrs. Michelle Dillard and Dr. Candace Alexander**