SUPERINTENDENT'S REPORT

DEKALB'S COMPREHENSIVE PLAN TO IMPROVE ALL SCHOOLS

DEEPER, STRONGER, BETTER

DR. R. STEPHEN GREEN

SUPERINTENDENT

OCTOBER 5, 2015

OVERVIEW of PRESENTATION

❑ Summary of Key Performance Data

❑ The Essential Components of the Comprehensive Plan

❑ SMART Goals of the Comprehensive Plan

❑ Financial Investment

❑ Return on Educational Investment

SUMMARY of KEY PERFORMANCE DATA

Table 1

2014 CCRPI	Achievement (60)	Progress (25)	Gap (15)	Total
Elementary	41.4	14.8	6.0	62.2
Middle	42.1	15.4	8.0	65.5
High	38.6	15.9	5.0	60.0

Table 2

2014 CCRPI	Students with Typical and High Growth SGPs
Elementary	59.34%
Middle	61.64%
High	63.69%
District Total	61.38%

Table 3

2015 TEM-LEM Data	TEM	LEM
Exemplary	9.16%	1.1%
Proficient	33.47%	23.7%
Needs Development	56.91%	74.1%
Ineffective	0.46%	1.1%

Table 4

Graduation Rate	
2014 4-year Cohort	62.8%

DeKalb Has 38 Schools on at Least One List and 13 Schools Are on at Least Two Lists

Region	OSD Eligible	Priority Schools	Focus Schools
1	0	1	1
2	2	1	2
3	2	1	3
4	6	1	4
5	14	5	8
Total	24	9	18

DeKalb Has Identified an Additional 16 Schools with a 3-Year Average CCRPI Below 60.

This Plan Impacts a Total of 54 Schools.

ESSENTIAL COMPONENTS of DEKALB'S COMPREHENSIVE PLAN to IMPROVE SCHOOLS

1. Curriculum, Instruction, Assessment, and Accountability (CIA^2) Task Force
2. Professional Learning
3. Family and Community Engagement
4. Wrap-Around Support
5. Operational Flexibility
6. Organizational Design Enhancements and Support
7. District Effectiveness Team

CIA^2 TASK FORCE

Superintendent's CIA^2 Task Force Leads and Frames the Work of Improving Instructional Outcomes for All Schools and All Students.

- Leads the District's Efforts to Improve Curriculum, Instruction, Assessment, and Accountability

- Led by Regional Superintendent Co-Chairs

- Develops Monthly Instructional Focus to Improve the Quality of Instruction and Growth and Achievement for All Students

- Meets Weekly with Superintendent and Shares Cabinet Updates Weekly

- Leads Instructional Conversations Monthly at Leadership Academy

CIA^2 TASK FORCE

- September Focused on Supporting Schools in Accessing and Using the Curriculum to Drive Student Learning

- 755 Classrooms Visited with 90% of Classrooms Evidencing the Use of the Curriculum

- Principals are Addressing the 10% in Need of Support by Ensuring 100% of Staff Knows How to Access the Curriculum Resources and Are Using the Curriculum Resources

- Dr. Green Introduced the Rigor Meter During September's Leadership Academy

- Focus for September-October Will Be to Establish Baseline Data on Rigor in DeKalb's Classrooms with the On-going Work to Improve the Rigor of Instruction, Student Engagement, and Student Work

- The On-going Work for the 2015-2016 Will Be to Implement Actions of the Curriculum Management Audit to Ensure DeKalb Gets Better, Goes Deeper, and Gets Stronger.

PROFESSIONAL LEARNING

1. ## The Division of Curriculum and Instruction Provides Professional Learning in the District's Initiatives:
   - Math Initiative (Year 2)
   - Literacy Initiative (Year 1)
   - STEM Initiative (Year 3)

   ➢ All Schools Participate in Professional Learning for Math and Literacy

   ➢ Schools Receive Tiered Support and Monitoring

   ➢ School Participants Redeliver to Faculty

   ➢ Principals Support and Monitor Implementation

   ➢ Academic Coaches Provide Job-Embedded Professional Learning (Title I Schools)

2. ## Needs- or Preference-Based Professional Learning through Regional Superintendents:

   ➢ College & Career Ready Performance Index (CCRPI) Training

   ➢ Culture and Climate Training (Schools with STAR Rating 3 or Less)

   ➢ ESOL Endorsement (Region 3)

FAMILY and COMMUNITY ENGAGEMENT

- Parent Liaisons in Many Title I Schools
- Family Engagement Centers and PASSport
- Courageous Conversations
- FAM-FLIX Pilot for Title I Schools (Nov – Dec): FAM-FLIX Registration Link
- Annual Conferences for Parents and Community
  - Parent Empowerment (October 24)
  - Title I & Title III Conferences
  - Special Needs, International Parents, MALES Empowerment
- Academic Parent Teacher Teams (APTT) Model

WRAP-AROUND SUPPORT

Academic Support

- Additional Support for Students
  - *Student Success Tutors (All Schools)*
  - *Georgia Milestones Mentors (Title I Schools)*
  - *After-School Extended Day Programs*
- Student Engagement Coaches
- Student Success Coaches
- RtI Specialists
- Post-Secondary Transition Specialists

Social-Emotional Support

- Positive Behavioral Intervention and Support
- School-Based Mental Health Pilots
- Student Support Specialists

OPERATIONAL FLEXIBILITY

- Challenged Schools Obtain Preferential Hiring of Highly Qualified and Highly Effective Teachers
- Additional Support for Hiring Highly Effective Teachers for Students with Disabilities
- Use of Title II Funds for General Education Teachers to Secure Additional Endorsements in Special Education, ESOL or Gifted
- Use of Title II Funds for Signing, Retention, Transfer and Academic Achievement Improvement Incentive Bonuses
- Placement of and Support for Transformational Principals

ORGANIZATIONAL DESIGN ENHANCEMENTS and SUPPORT

- Identify Regional Team Support with School-Based Positions for Rapid Response Team Mobilization to Address Critical Issues or Needs

- Establish University Partnerships to Support Schools Grouped Based Upon Needs

- Maximize Full-Time Equivalents (FTEs) Allocated to Schools

- Identify and Secure External Service Providers to Support Schools in the following areas:

  - Teacher Content, Assessment, and Pedagogy Support

  - Student Intervention Support

  - School Leadership Support

DISTRICT EFFECTIVENESS TEAM

- Composed of Critical District and School Leaders
- Meets Twice a Month with Superintendent
- Conducts Needs Assessment on Georgia District Performance Standards
- Identifies Monthly Action Steps towards Improving and Supporting Schools
- Aligns Work to Strategic Plan
- Supports Actions to Improve All CCRPI Formative Indicators
- Collaborates with GaDOE and MRESA to Improve Schools
- Identifies and Shares Critical Areas for Rapid Mobilization of Support Teams and Resources to Schools

SMART GOALS

The following SMART goals will be achieved by the end of the 2015-2016 school year and will be reflected on the 2016 CCRPI report:

- The 54 schools will have a minimum single score of 61 or above as measured by the 2016 CCRPI.

- The 54 schools will earn a higher score on the achievement gap score or the achievement gap reduction score as measured by the 2015-2016 Georgia Milestones and reflected on the 2016 CCRPI.

- The 54 schools will meet state content or subgroup targets as measured by the 2015-2016 Georgia Milestones and reflected on the 2016 CCRPI.

SMART GOALS

The following SMART goals will be achieved by the end of the 2015-2016 school year and will be reflected on the 2016 CCRPI report:

- The 54 schools will demonstrate a minimum of 75% of students scoring in the typical or high growth range on the 2016 CCRPI progress component.

- The targeted high schools will have a graduation rate at or above the state's graduation rate as measured by the 2016 CCRPI.

- The 54 schools will increase by 25% the number of students meeting CCRPI grade-level lexile targets as measured by the 2015-2016 Georgia Milestones and reflected on the 2016 CCRPI.

SMART GOALS

The following SMART goals will be achieved by the end of the 2015-2016 school year and will be reflected on the 2016 CCRPI report:

- The 54 schools will have a Climate Star Rating of 4 or 5 on the 2016 CCRPI.

- All identified schools in Region 5 will reduce out-of-school suspensions by 35% as measured by districtwide suspension rate data.

- All schools in Region 3 will collectively increase the number of certified staff members with EL endorsement by 30% as reflected by HR data on the number of EL endorsed teachers.

DEKALB'S FY16 FINANCIAL INVESTMENT in the 54 SCHOOLS

Funding Source or Type of Support	Amount
Local Allocation	$270,790,549
Title I Allocations & The Flexible Learning Program	$18,529,862
School Improvement Funds	$2,108,115
Tutorial Support	$601,545
Wrap-Around Support	$5,912,309
Professional Learning	$5,564,057
Family & Community Engagement	$476,187
Capital Outlay (SPLOST IV)	$166,269,406
Total Funding (All Sources Estimated)	$470,252,031

RETURN ON EDUCATIONAL INVESTMENT (ROEI)

DeKalb's Investment Will Result in the Following District-wide Results:
The Number of Schools Identified as OSD Eligible, Priority, and Focus Will Decrease from 38 to 0 in 2016.
The District's Elementary School CCRPI Score (Without Challenge Points) Will Increase Annually by a Minimum of 3% of the Gap of the 2014 CCRPI Score of 62.2 and 100.
The District's Middle School CCRPI Score (Without Challenge Points) Will Increase Annually by a Minimum of 3% of the Gap of the 2014 CCRPI Score of 65.5 and 100.
The District's High School CCRPI Score (Without Challenge Points) Will Increase Annually by a Minimum of 3% of the Gap of the 2014 CCRPI Score of 60.0 and 100.

RETURN ON EDUCATIONAL INVESTMENT (ROEI)

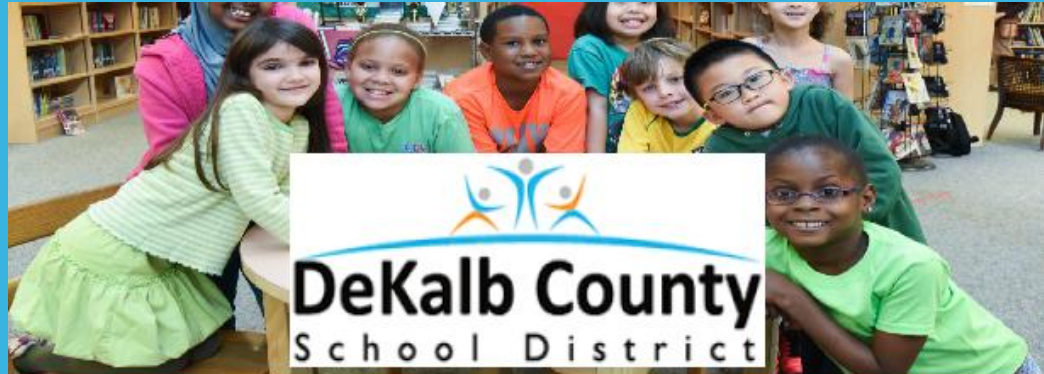| DeKalb's Investment will Result in the Following District-wide Results: |
|---|
| The Percent of Students Meeting Typical or High Growth on the CCRPI Report Will Increase Annually by a Minimum of 3% from 61.38% Meeting Typical and High Growth in 2014. |
| The District's Overall 4-Year Cohort Graduation Rate Will Increase Annually by a Minimum of 3% from 62.8% in 2014. |
| The Percent of Teachers and Principals with a Proficient or Exemplary TEM or LEM Score Will Increase Annually by a Minimum of 10%. |

SUPERINTENDENT'S EXPECTATION

To Improve Teaching and Learning Outcomes that Remove DeKalb from the Conversation About OSD Eligible, Priority, or Focus Schools!!!

An Event to Learn More About DeKalb's Plan!!!

DeKalb County School District

Parent Educational Awareness & Empowerment Conference !

Focusing on DeKalb's plan to remove schools from "The List"

Conference will cover:

Educate
- Superintendent's CIA^2 Taskforce
- Professional Learning

Inspire
- Principal's Q&A
- Additional Resources

Support
- Family Engagement
- Wrap Around Services

Advocate
- Community Collaboration

Saturday October 24, 2015
9:00am - 1:00pm

Columbia High School
2106 Columbia Drive
Decatur GA 30032

Bring the kids!
Game & Activities
Door Prizes
Breakfast & Lunch served

Register online @ www.dekalb.k12.ga.us
For more information call: (678) 676-0381 or email: familyengagement@dekalbschoolsga.org

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Questions
and
Answers