



Strategic Plan Goal Area	Stakeholder Engagement
Strategic Plan Performance Objective	Provide a safe, orderly, and positive school environment

PLAN

Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?

The following successes have been achieved:

- All five target goals were met for performance measures related to discipline under Goal Area 2 of the Strategic Plan for the 2016-2017 SY.
- The number of due process hearings decreased from 708 to 604 during the 16-17 SY.
- The number of K-12 discipline incidents decreased from 47,770 to 32,169 during the 16-17 SY.
- The number of K-12 out-of-school suspensions decreased from 20,791 to 17,511 during the 16-17 SY.
- The number of K-12 in-school suspensions decreased from 15,903 to 10,445 during the 16-17 SY.
- The number of bullying incidents decreased from 737 to 688 during the 16-17 SY.
- The percentage of schools receiving 4 stars or higher on the College and Career Ready Performance Index (CCRPI) School Climate Star Rating increased from 31% to 32% during the 16-17 SY.
- During the 2016-2017 school year, strategies implemented have improved the total instances of students being suspended. There was a 16% decrease in the number of out-of-school suspensions, a 34% decrease in the number of in-school suspensions, a 33% decrease in the number of discipline incidents, and a 7% decrease in the number of bullying incidents for the District.
- Twenty-three (23) PBIS 2 schools will fully implement PBIS during the 2017-2018 school year including Eagle Woods Academy, Ronald E. McNair Discovery Learning Academy, Toney ES, Allgood ES, Avondale ES, Columbia MS, Druid Hills MS, Dunaire ES, Flat Shoals ES, Freedom MS, McNair MS, Murphey Candler ES, Salem MS, Ashford Park ES, Cedar Grove ES, Cedar Grove MS, Chapel Hill MS, Eldridge Miller ES, Fairington ES, Henderson Mill ES, Stone Mill ES, Stone Mountain MS, and Woodward ES.
- Eleven (11) PBIS Cohort 4 schools will receive training during the second semester of the 2017-2018 school year and will begin fully implementing PBIS during the 2018-2019 school year. The schools include Briar Vista ES, Chamblee MS, Chapel Hill MS, DeKalb Elementary School of the Arts, Evansdale Elementary Magnet School, Huntley Hills ES, Oakcliff Traditional Theme School, Rockbridge ES, Sequoyah MS, Stone Mountain ES, and Tucker MS.

DO

Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.

- The District Leadership Team (DLT), consisting of the Superintendent, regular and exceptional education teachers, Curriculum and Instruction, MIS, Transportation, Support Staff (psychologist, social worker, counselor), will meet twice a year to address behavior and to analyze district/school-wide data to use in providing resolutions to school academic, discipline,

attendance, safety, culture and climate challenges. Also, the District Leadership Team (DLT) has reviewed academic, discipline, attendance and safety data and selected elementary and middle schools to participate in PBIS training.

- All Cohort 1, 2, and 3 schools received “Installing” status from the Georgia Department of Education for implementing PBIS. Eagle Woods Academy received “Operational” status which is the highest status that may be achieved for fully implementing PBIS.
- A letter had been provided by the DLT to PBIS Cohort 4 school principals regarding selection to implement PBIS, training dates, requirements of attendance, items needed for training, etc.
- CCRPI School Climate Star Rating data from the Georgia DOE for PBIS Cohort 1, 2, and 3 schools were reviewed and analyzed for decision-making.
- An inaugural newsletter has been established to provide updates on the progress of PBIS throughout the District to DeKalb County School District stakeholders.
- PBIS Cohort schools will attend the Georgia PBIS Conference in Gwinnett County in November 2017 and representation will attend the National PBIS Conference held in Chicago, IL in September 2017 and the APBS International Conference held in San Diego, CA in March 2018.
- School-Wide Information System (SWIS) training booster will be provided for Cohort 3 by the Director for Student Relations to assist in evaluation of school data and decision-making during the second semester of the 2017-2018 school year.
- The 2017-2018 Code of Student Conduct~Student Rights and Responsibilities and Character Development Handbook has been revised to include additional supports and interventions such as Response to Intervention (RtI), Positive Behavioral Interventions and Supports (PBIS), and Restorative Practice and Discipline Team Meetings.
- Student Discipline, Due Process Training, Bullying, Harassment, Hazing, and PBIS training to principals, assistant principals, staff, and administrative assistants will be provided using a new “Training Request Form”.
- Mediations and Level 1/2 Grievance Hearings will be conducted for the Office of Legal Affairs by the hearings officers who are certified mediators.

CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

- To ensure that the targets regarding discipline are being met, monthly reports are generated to determine the status of the SMART Goals.
- Daily on-site walkthroughs, monthly meetings, and PBIS assessments are conducted by the PBIS Specialist to monitor the progress of Positive Behavioral Interventions and Supports.
- PBIS trainings are conducted to meet state and program requirements.
- Newly state mandated due process training for District Hearing Officers will be conducted yearly by a selected law firm specializing in school law. The Department of Student Relations Hearing Officers and Director will attend the GAEL Conference in Athens, GA to meet the statutory requirements for hearing officer training.
- Trainings on student discipline and student due process are conducted to update administrators on federal, state, and local laws, policies, rules, and regulations and to ensure compliance.

ACT

What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

The department is faced with the following challenges:

- The number of males of color in DeKalb County School District have been disproportionately suspended. Administrators will utilize alternatives to suspension to address behavior issues and disproportionality by monitoring the classroom strategies used to improve behavior, decreasing the number of office discipline referrals, reducing the number of students placed in in-school and

out-of-school suspension, establishing My Brother's Keeper local school groups and providing quarterly conferences with relevant topics, MTSS Response to Intervention (RtI), Positive Behavioral Interventions and Supports (PBIS), and Restorative Practices.

- During the 2016-2017 school year, these strategies have improved the total instances of students being suspended. There was a 16% decrease in the number of out-of-school suspensions, a 34% decrease in the number of in-school suspensions, a 33% decrease in the number of discipline incidents, and a 7% decrease in the number of bullying incidents for the District.
- Limited alternative educational facilities for students with behavior, academic, attendance, legal, and mental health challenges are available. Additional alternative educational facilities are needed to provide the proper educational setting and services for students' identified challenges. The District is planning to open a new alternative school to address the needs of the DeKalb County student body that will provide additional wrap-around services to address the above-mentioned needs of DeKalb students.