

**BOARD DOWNLOAD**  
**November 15, 2021 Board Meeting**

If you missed the November 15, 2021 Board Meeting, please visit DSTV on demand (VOD):  
<https://www.dekalbschoolsga.org/communications/dstv/>.

Key Takeaways from the Board Download:

**Adoption of the Agenda**

**Introduction of Student Board Representative**

Superintendent Cheryl Watson-Harris paid tribute to Champion Theme Middle School eighth-grader Taylor Triplett. She is very active in school and her community. Taylor serves on the Superintendent Student Advisory Committee, President of her school's "Girls with A Purpose" group, serves as the Marketing Manager for her school Future Business Leaders of America (FBLA), Vice President of the Hattie L. Sims youth group, and serves as the basketball manager for her school team.

In the seventh grade, Taylor had major surgery. Despite having to miss a few months of school and go through a lot of physical pain, she completed her seventh-grade year successfully and healed very well. This is one of Taylor's proudest moments; she is resilient.

Taylor aspires to become a neurosurgeon, entrepreneur, and stock trader. She would like to serve a great amount of time in neurosurgery and eventually retire and live off her cosmetic business and stock trading assets.

Taylor would like to attend an HBCU and major in biology or psychology. She believes attending an HBCU would give the experience and stronger to her heritage, and HBCU's provide students with an experience that they can't get anywhere else – a diverse and inclusive community of scholarship that celebrates the richness of the entire American experience. Also, HBCU's proudly teach Black History, a subject that is often left out at traditionally white institutions.

Some of the HBCU's I am interested in are:

- Howard University
- FAMU
- Xavier University of Louisiana
- Morehouse School of Medicine
- Spelman College
- Clark Atlanta University

## Recognitions

- The DeKalb County School District proclaims the month of November as Family Engagement Month in DCSD, and recognizes the contribution of school parent liaisons, regional parent center facilitators, district parent and family engagement liaisons, and parents and families in DeKalb County.
- The DeKalb County Board of Education gave a special recognition to Clarkston High School music teacher Dr. Carolyn King. Dr. King was an organist for the Atlanta Braves and played for the Braves during the 1995 World Series.
- The DeKalb County Board of Education recognized Education Professionals Day and recognized the Educational Support Professionals of the Year for each school.

## Superintendent's Report

- Superintendent Watson-Harris presented her strategic plan for mental health services.
- **Integrated School Mental Health Systems:** Increase community partnerships that offer school-based mental health services; provide resources to support social-emotional learning; create SAFE Centers to support student/family needs; provide support through Student Success Agency.
- **Positive Behavior Supports:** Increase the number of schools implementing Positive Behavior Intervention and Supports (PBIS) (add eight schools in January); utilize Train the Trainer Model for Restorative Practices.
- **Parent & Family Engagement:** Provide targeted support to families to improve wellbeing and family relations; parent engagement conferences, Family Impact Hub; address food insecurities through food banks; provide resources to stabilize homeless families; increase communication to parents.
- **Early Intervention:** Utilize the Multi-tiered Systems of Support MTSS process to identify students in need and provide targeted support to improve academic outcomes; focus on attendance.
- **Early Childhood Mental Health:** Provide professional development to school-based staff to assist them in recognizing the signs and symptoms of mental health conditions in students.

- **Intensive Intervention Services:** Collaborate with local community providers when students have acute crises; Serve as a mental health access point for community providers, educators, and parents; provide restorative plans of support; GRIP Program for students; Sources of Strength.
- **Coordinated School Health System:** Development of school-based health centers in each region to address health disparities in students; add nurses to regional staff to support, coordinate COVID-19 Surveillance and Vaccination Delivery.
- **Build Capacity:** Address the health and wellness of staff through wellness incentives, health benefit plan partnerships, biometric screenings, Wellness Wednesdays, mental health awareness, etc.

## Consent of Agenda Items

### Finance

- **Monthly Financial Reports:** Through September, the district has spent almost \$155.5 million of the appropriation authority leaving just over \$1.0 billion unspent. DCSD receives reports from the county each week on its tax revenue. The October local revenue will more than make up the September shortfall. Expenditures in September were almost \$2 million below expenditures last year. Spending was down in both Instruction, and Maintenance and Operations. The Finance Department will monitor this closely as monthly spending from here through the rest of the fiscal year typically does not change much.
- **Fiscal Year District Budget Development Calendar:** Mr. Burbridge requested that the Board of Education approve the fiscal year 2023 budget development calendar. As expected, the calendar begins in October with the distribution of the Board Budget engagement survey. To accomplish this, DCSD has accelerated several activities in the schedule.
- **Contract Extension:** It was requested that the Board of Education approve a contract with Allovue to provide budget development services and supporting application implementation. The contract is based on the Interlocal Purchasing System contract number 200105. The purpose of the contract is three-fold and is aligned to expectations established by the budget development calendar.
- **Dentons:** The fourth item for Finance was for a contract with Dentons in an amount not to exceed \$144,000 within the period from January 1, 2022, through December 31, 2022, at a rate of no more than \$12,000 per month for strategic support and lobbying services. The fees are unchanged from the prior year.

- Hayes Renewal: The final item was a request to approve the first of two optional renewal years with Hayes, which was recently purchased by Frontline. DCSD contracted with Hayes last year to complete an initial inventory of assets. This work addressed a finding in the State audit. This request to approve the renewal of the contract will allow Hayes to do the annual update to the inventory.

## **Human Resources**

### Staffing report

- The district fill rate for teachers is 98.5%, which represents an increase since the last Board report. Of the 649 postings on Frontline, 100 were for teachers, 549 were for non-teaching positions, and the top three needs by category are paraprofessionals, central office, and custodial.
- The average substitute fill rate is 46%, which represents an increase since the last Board report. There were 104 new hires for the month of October. There were 101 separations for the month of October.
- The Division of Human Resources has been implementing the Recruitment and Retention Incentive Plan. Supplements have been issued for New Hires to recruit employees, Retention to retain our employees, and Vaccination to those employees who are fully vaccinated. The employee referral program will reward employees who refer a candidate who becomes an employee in our district. Operation Clean Sweep, a new initiative, was launched this month for custodians who want to assist with district's needs and receive compensation.

### Upcoming events:

Classified Job Fair - December 3

Pre-Service Job Fair - December 8

## **Curriculum & Instruction**

- Students in the physical or legal custody of the Department of Juvenile Justice, Georgia Department of Human Services, or Department of Behavioral Health and Developmental Disabilities can be placed at the View Point Health Adolescent Crisis Stabilization Program. In addition, the parent or legal guardian pursuant to a physician's order may place a child if such child is not a home study private school or out-of-state student. Eligible students come from all over the State of Georgia.

- DCSD is responsible for the provision of all educational services and programs, including special education and related services. The DCSD receives a Residential Facility Grant to pay the salary and benefits for two teachers. DCSD is responsible for hiring, training, and evaluating the teachers assigned to the facility.
- All costs associated with the education of eligible children, including salary, wages, and benefits for teachers; cost for instructional materials and supplies; and other related expenses are covered by the Rule 10 Special Education State Grant in the amount of **\$180,000.00**.

## **Donations**

A) Vanderlyn Elementary School's Parent Teacher Organization requested approval to accept their one-time donation of \$25,698 for the cost of materials, for the design and construction services for a 17'x30' pergola with bench seat, table, to include landscaping around the pergola.

The DeKalb County School District Operations Division worked with the Vanderlyn Elementary School administration and Parent Teacher Organization to ensure these improvements meet all design and construction standards and guidelines. Also, the Operations Division will be providing project management support for the build.

B) KPMG Family for Literacy offered an \$18,000.00 donation to McNair Discovery Learning Academy to help offset expenses for the 2021-2022 academic school year. The funds will be used to help support the reading program by offsetting expenses that would ordinarily be covered through fundraising efforts. Also, these funds will put new books and educational resources into the hands of children in need and continue to develop the next generation of young leaders through reading.

## **Personnel Recommendation(s) from Executive Session**

- The Board approved the employment of Mr. Malik Turner as an Information Technology Technician for the Instructional and Information Technology Division.