



## SUPERINTENDENT'S REPORT

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**February 14, 2022**

# STRATEGIC PLAN

## **Vision**

To inspire our community of learners to achieve educational excellence

## **Mission**

To ensure student success, leading to higher education, work, and life-long learning

## **Core Beliefs**

- Making sure every decision supports quality teaching and learning
- Ensuring we meet every student's academic, social and emotional needs
- Embracing the cultural diversity of our community as a strength
- Holding everyone accountable for educational excellence

## **Goals**

- Student Success with Equity and Access
- Stakeholder Engagement and Communication
- Staff Effectiveness
- Culture and Climate
- Organizational Excellence
- Facilities



## ***About the Program***

***FLEX Academy is a supplemental program that provides virtual courses for DCSD students.***

***FLEX Academy has been operating for 16 semesters – Spring 2017 through Spring 2022.***

***FLEX Academy facilitates flexible scheduling and learning options to support students***

- *as part of the student's state-funded schedule (FLEX During the Day)*
- *as an "additional" course requested by the parent (FLEX Beyond the Day)*
- *as an option for credit recovery (FLEX Restore)*
- *as a response to pandemic concern for full-day access (FLEX HS) – added July 2021*

***FLEX Academy offers high school Carnegie unit courses – core content and electives for high and middle school students.***



## ***About the Program***

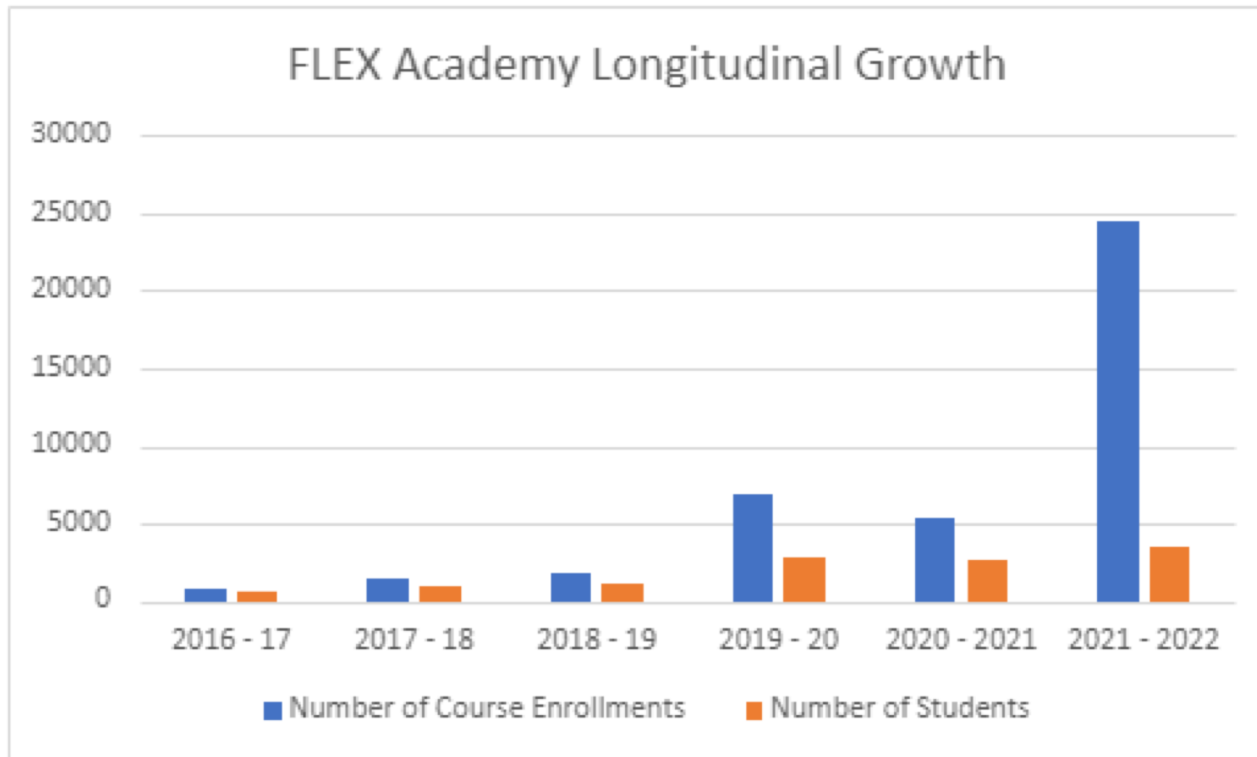
***Teachers hold valid Georgia teaching certification and are highly qualified in their subject areas (full-time virtual teachers and adjunct virtual teachers).***

***Courses are aligned to district's curriculum and correspond with the same grading progress reporting periods as brick-and-mortar schools.***

***All assignments have scheduled due dates to be completed by students at school and/or at home.***

***Registration to take a virtual course is initiated by the local school counselor. In addition to providing ongoing student support, FLEX Academy also sends weekly student progress reports to parents and the local school.***

## ***Growth & Impact***



***Although FLEX Academy measures the number of students served, the most prominent metric for progress is the number of course enrollments.***

***FLEX Academy continues to be an option utilized to support the graduation rate. In the past two years,***

- 2019-2020: 756 seniors taking FLEX courses graduated
- 2020-2021: 882 seniors taking FLEX courses graduated



## ***Fall 2021 Challenges***

**Pre-planning for FLEX Academy involves forecasted enrollment, course registration, staffing, and course content access.**

- Fall 2021 Forecasted Enrollment was determined using previous enrollment and parent survey.
- Staffing and resources considered twice the forecasted enrollment numbers (FLEX Teacher vs. Adjunct Teacher) for unanticipated growth.
- Course registrations from the local school counselor are received through the deadline.
- Course registrations were processed in Infinite Campus to ensure automated access to course content in VERGE was set up.

### ***Challenges that occurred due to Delta Variant***

- Forecasted enrollment increased by 300% in 10 days, with ongoing requests throughout semester.
- Staffing needs also increased (onboarded an additional 100 adjunct teachers to support 12 full-time teachers and 49 adjunct teachers).
- Technical issues with VERGE forced an unexpected migration to another platform (course and user provisioning, learning curve for students and teachers).

## ***Fall 2021 Challenges***

### ***Response to Challenges***

- Extension of Enrollment Deadline
- Enhanced Monitoring & Communication Processes
- Extension of Student Work Deadline

***Post-Fall 2021 action is to audit the transcript of each student that failed and identify FLEX and Local School-sponsored remediation options focused on preserving graduation cohort.***





## ***Onward and Upward with FLEX Academy***

***A cross-divisional committee is currently working to ensure the following goals are achieved:***

**Expand the programmatic option to also offer a full-time virtual school choice option (*Grades 3 – 12*)**

**Shift of primary responsibility in the district's organizational chart**

**Shift of programmatic offerings and supporting staffing, facilities, and resources**

***Student and Community Feedback will also be key to ensuring the virtual school meets the needs of our digital dreaming scholars.***



# LESSONS LEARNED=COURSE CORRECTION=COMPARABILITY

- ❑ Due to the District's lessons learned from SY20-21, the District accelerated the comparability review to coincide with the balancing of school staff in September and October. As a result, subsequent comparability tests required minimal changes to staff. Finally, the RAMP was effective in determining comparability for charter schools.
- ❑ End result—WE ARE COMPARABLE!!!

# FY22 COMPARABILITY TIMELINE

- ❑ September 2021 – The Comparability process started.
- ❑ October 2021 - Combined the Comparability Process with the District Balancing Initiative to prevent additional teacher moves.
- ❑ January 2022 - Only seven DCSD Schools and four Charter Schools remained out of compliance, primarily due to staff shortages. With team collaboration, we were able to add staff to the seven schools and bring them into comparability.
- ❑ February 2022 - Two of the four Charter Schools were able to add staff and become comparable. Our January 2022 RAMP was used to bring the final two Charter Schools into compliance.

# PRESENTATIONS

- FINANCE
- HUMAN RESOURCES
- CURRICULUM & INSTRUCTION
- EQUITY & STUDENT EMPOWERMENT
- OFFICE OF CONTINUOUS IMPROVEMENT
- INFORMATION & INSTRUCTIONAL TECHNOLOGY
- OPERATIONS
- PERSONNEL RECOMMENDATIONS