

Public Hearing for Consolidating the Small Schools Model for Improved Quality and Efficiency

The New Schools at Carver

March 12, 2015 (1st meeting)

March 19, 2015 (2nd meeting)

(Updated on March 27, 2015 to reflect community feedback)



Public Hearing Agenda

Welcome

- Ms. Leslie Grant, Atlanta Board of Education (District #1)
- Ms. Eshé Collins, Atlanta Board of Education (District #6)

Introduction

- Mr. David Jernigan, Deputy Superintendent
- Dr. Carlton Jenkins, Chief Academic Officer
 - Meeting Norms
 - Context for change at Carver High school
 - Rationale for improved quality and efficiency

The Future of Carver High School

Proposal to close and consolidate Carver School of the Arts, School of Health Science & Research and School of Technology

- Dr. Timothy Gadson, Associate Superintendent
 - Proposed model for improved quality and efficiency
 - School transition process
 - Staffing plan and process
 - Implementation timeline and school support

Questions & Answers/Next Steps

- Dr. Carlton Jenkins, Chief Academic Officer
- Dr. Timothy Gadson, Associate Superintendent
- Mr. David Jernigan, Deputy Superintendent

Closing

What are our meeting norms?

- This meeting is scheduled for 6:00-7:30 p.m. We will remain behind for individual questions but will dismiss on time.
- Speakers will have 1 minute to comment or ask a question.
- Please share airspace. If you have already spoken, hold your question or comment until others have had a chance to speak.
- Raise your hand, wait to be recognized and we will come to you with a microphone.
- Model the behavior you want to see. No personal attacks and be mindful of the presence of children in the room.

Why consider change at Carver High School?

- In 2014, APS began the work of consolidating Booker T. Washington and D. M. Therrell High Schools.
- Currently, Carver and South Atlanta are the only remaining campuses with small schools.
- Results of small schools have been mixed.
- Significant school culture challenges have been prominent. (*e.g., discipline, safety, etc.*)
- We need to address the comprehensive needs of all students for career and college readiness.



What is the rationale for streamlining programs at Carver High School?



Strengthens school culture: common vision and purpose for students and staff



Increases coherence and collaboration across common administration for the entire campus



Aligns staffing, resources and professional development to support student needs

What is the rationale for streamlining programs at Carver High School? *(Continued)*



Enhances academic focus for strategic high school cluster planning

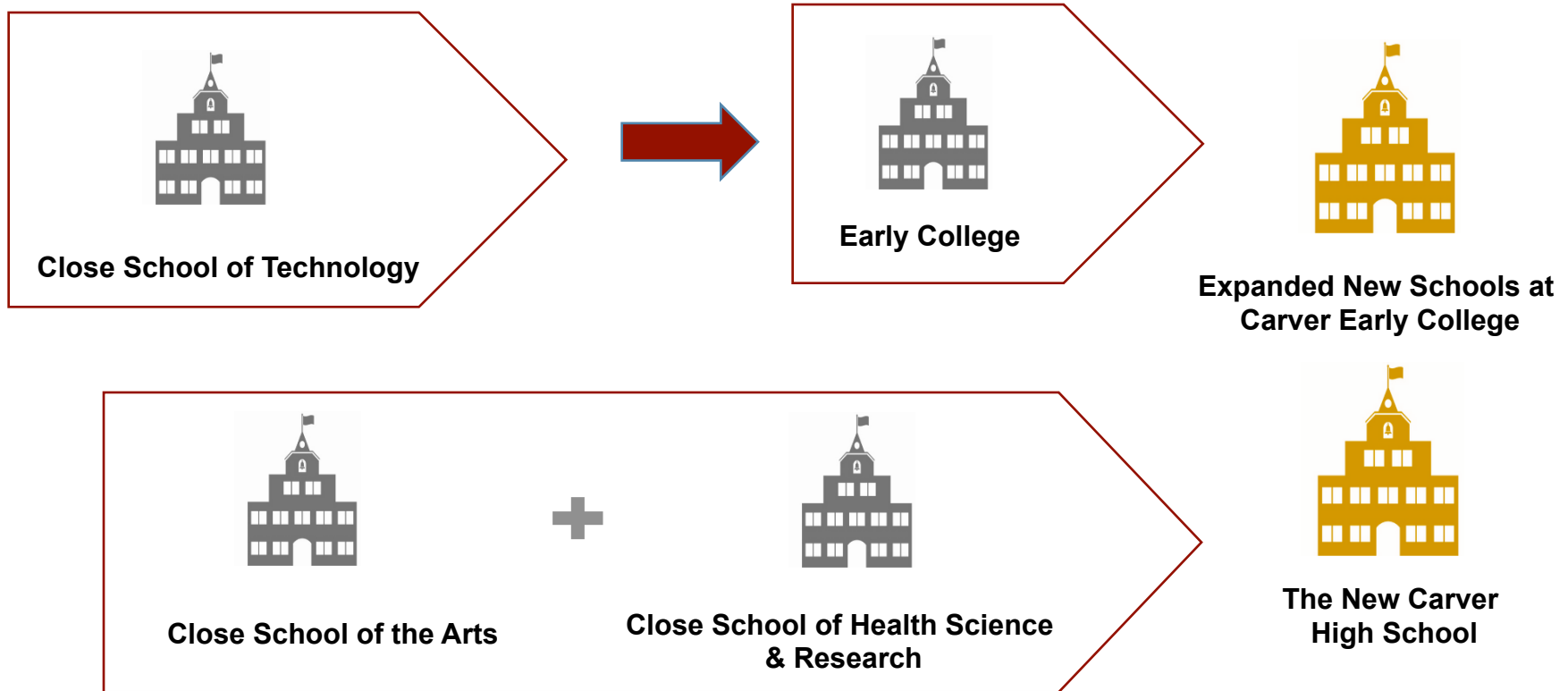


Increases access to rigorous curriculum, flexible scheduling and enrichment offerings



Boosts sense of community by aligning efforts of PTA and Local School Council

What will the proposed Carver High Schools look like?



- Expand **Carver Early College** and incorporate the technology pathway.
- Incorporate School of the Arts and Health Science & Research pathways into new Carver high school.

How will students get in the new Carver Early College?

- Students who enter the new Carver Early College high school will have the opportunity to choose from one of two programs:
 - 1) Early College
 - 2) Technology
- While there are no entrance requirements for students to enter the new Carver Early College high school, in order to successfully complete the Early College program, students must meet entrance requirements for the partner college or university.
 - The entrance criteria for Carver Early College is based upon agreement with each partner college or university (Georgia State University, Atlanta Metro and Atlanta Tech.)
 - We cannot waive the entrance requirements of the partner college or university.
 - Students enter the Early College program with an understanding that they are enrolled to prepare for college courses by the start of their 11th grade year. (NOTE: Twilight School and Saturday School are often required to meet this expectation.)
- We are identifying other Early College partnerships for students who do not qualify for the Early College program at a partner school.

What will happen to our school culture?

- Greater opportunities will emerge for students to learn about the different academic offerings they can have as a result of the merger.
- Use of programs such as Positive Student Behavioral Support System and *No Place for Hate* will help bring the student body together to strengthen school culture.
- Teacher culture-building activities will be conducted and include the use of the Professional Learning Communities. Training will be provided to focus on what students are learning, their deficits and next steps.
- The school will benefit from a strengthened sense of community through establishing an aligned PTA and LSC structure.



What is the transition plan?



- Informed staff, parents, students, and community stakeholders of proposal by March 6.



- Conducted two community meetings during weeks of March 9 and March 16.
- Collect feedback from community via online forum and board town hall meetings.



- Curriculum & Instruction leadership team makes recommendation to Superintendent by March 23.
- Atlanta Board of Education votes on April 13.



- Implementation of plan begins in April to ensure all personnel are in place.
- Transition year implemented for 2015-2016 school year with one principal assigned to Early College & Technology and one principal for Schools of Arts & Health Sciences

What is the proposed staffing plan for Carver Early College and Carver School of Technology during transition year?

#	Position
1	Principal
2	Assistant Principals
1	Graduation Coach
1	Registrar
1	School Secretary
2	School Clerks
1.9	Non-Instructional Paraprofessional
.5	RTI/SST Intervention Specialist
19.5	Core Teachers
7	Elective Teachers
2	School Counselors
1	Media Specialist

#	Position
1	Media Specialist
.4	Social Worker
1	Instructional Paraprofessional
2	CTAE Teachers
2.5	Gifted Teachers
3	Interrelated Special Education Teachers
2	Remedial Program Teachers
2	JROTC Instructors
1	Special Education Career & Technical Teacher
1	Special Education Lead Teacher
1	MOID Special Education Teacher
1	Special Education Paraprofessional

*These allocations reflect only general funded positions and do not include special revenue funded positions.

What is the proposed staffing plan for School of the Arts & School of Health Sciences during transition year?

#	Position
1	Principal
2	Assistant Principals
1	Graduation Coach
1	School Secretary
3	School Clerks
2	Non-Instructional Paraprofessional
.5	School Nurse
1	RTI/SST Intervention Specialist
20.5	Core Teachers
9	Elective Teachers

#	Position
2	School Counselors
1	Media Specialist
.4	Social Worker
3	CTAE Teachers
2	Gifted Teachers
7	Interrelated Special Education Teachers
4	Remedial Program Teachers
2	JROTC Instructors
1	Special Education Paraprofessionals

*These allocations reflect only general funded positions and do not include special revenue funded positions.

Who will be our principal?

- The existing principal will continue to serve as the principal of Carver Early College.
- The district will conduct an open search for highly qualified candidates, which includes looking at internal candidates to serve as principal.
- For vacant positions, the district or associate superintendent designee will fill those positions using the district hiring guidelines.
- If the current principal is not selected, he or she will have the opportunity to apply for other positions within the district.
- Community Interview Panel conducts interviews and provides feedback to superintendent by April 17.
- It is our goal to have the principal identified by the first week of May, or no later than the start of the new school year.

What is the principal selection process?

Step #1

- Source candidates and review resumes.
- Internal team (*including Chief Academic Officer & Associate Superintendent*) will select top candidates by **April 6**.

Step #2

- Top candidates will participate in district interviews including panel presentation, interview, teacher simulation evaluation, and situational leadership activities.

Step #3

- Community interview panel conducts interviews and provides feedback to Superintendent by **April 17**.

Step #4

- Candidate assessment data compiled from first three steps and presented to Superintendent for final interviews.
- Superintendent (*or designee*) interviews and makes recommendation to Board on **May 4**.

What is the implementation timeline?

Due Dates	Milestones
March 12 & 19, 2015	First Community Meeting and Second Community Meeting – Carver School of Arts, Carver School of Health Sciences, Carver School of Technology, Carver Early College
March 23, 2015	Recommendation on school consolidations based upon stakeholder feedback and online survey results
March 23, 2015	Principal survey to provide input into principal selection process posted online for Carver School of Health Sciences and Research, Carver School of Technology and Carver School of Arts
March 27, 2015	Employees impacted by abolishments are notified
March 30, 2015	Meeting with students, staff and parents to build principal profile for Carver School of Health Sciences and Research, Carver School of Technology and Carver School of Arts (Tier 1 of principal selection process)
March 30–April 3	Teacher and other staff contracts offered and signed
April 03, 2015	Screen principal candidates for Carver School of Health Sciences and Research, Carver School of Technology and Carver School of Arts (Tier 2 of principal selection process)
April 13, 2015	Board of Education votes on proposed consolidation plans and associated abolishment plan
April 14-17, 2015	Complete stakeholder interview panels for top principal candidates for Carver School of Health Sciences and Research, Carver School of Technology and Carver School of Arts (Local School Council, PTA, staff) (Tier 3 of principal selection process)
April 20-28, 2015	Principal candidate interviews with superintendent, chief academic officer and associate superintendents for Carver School of Health Sciences and Research, Carver School of Technology and Carver School of Arts (Tier 4 of principal selection process)
May 4, 2015	Board of Education approves principal appointments

What is the implementation timeline?

Due Dates	Milestones
Week of May 4, 2015	Principal/Staff meet and greet and Principal/Community meet and greet
May 6/7, 2015	State Board votes on waiver for transition year at Carver School of Arts, Carver School of Health Sciences, Carver School of Technology, Carver Early College
Week of May 11, 2015	Community follow up meeting on school consolidation plan
By May 22, 2015	Interviews conducted for open administrative and teacher positions; recommendations complete
June 01, 2015	Board of Education recognizes principals of the consolidated schools during monthly meeting
June 01, 2015	Board of Education approves administrative and teacher appointments to fill vacancies
July 24, 2015	Ensure all classrooms and instructional spaces are ready for occupancy
	<p>2015.– 2016 Transition Year</p> <ul style="list-style-type: none"> • During the 2015-2016 school year, one principal will be assigned to lead the schools of Early College and Technology, and one principal will be assigned to lead the schools of Arts and Health Sciences and Research.
June 30, 2016	Carver School of Arts and Carver School of Health Sciences close, Carver School of Technology closes
July 1, 2016	Carver High School opens, Carver School of Technology merges into Carver Early College

How will APS support our school's implementation plan?

- Each school will establish a student leadership committee to develop a robust plan for supporting the execution of the transition. Activities may include:
 - Social events
 - Team-building opportunities
 - Open house events to meet with teachers and staff from other schools
- The parent liaisons will provide support to families to reduce anxiety in the transition. Activities may include:
 - Family night to meet families from across the campus
 - Open house events to meet teachers
- Teachers and staff will be provided intentional planning time to develop transition plans including visioning exercises that invest them in the launch of a new school.
- Communication updates on the restructuring status will be provided to faculty, students and parents regularly.

Questions & Answers/Next Steps

Facilitated by:

- Dr. Carlton Jenkins, Chief Academic Officer
- Dr. Timothy Gadson, Associate Superintendent



For more information in the coming weeks please visit the APS website for updates and other materials at www.atlantapublicschools.us/smallschools

e-mail: smallschools@atlantapublicschools.us

Note: We are compiling a list of answers to questions asked during all school consolidation public hearings and we will post answers in a FAQ document that will be posted online by next Friday March 27.