

Public Hearing for Consolidation of the Small Schools Model for Improved Quality and Efficiency



B.E.S.T. Academy



**B.E.S.T. & Coretta Scott King YWLA
Community Presentation
March 10, 2015 1st meeting
March 17, 2015 2nd meeting**

***(Updated on March 27, 2015 based upon
community feedback)***



Public Hearing Agenda



Welcome

- Dr. Greg Middleton, Associate Superintendent of Middle Schools

Introduction

- Dr. Timothy Gadson, Associate Superintendent of High Schools
 - Context for change at B.E.S.T./CSKYWLA
 - Rationale for improved quality and efficiency

The Future of B.E.S.T. & Coretta Scott King YWLA

Proposed closure and consolidation into single gender 6-12 Academies

- Dr. Greg Middleton, 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. Gadson and Dr. Middleton

Closing

- Dr. Middleton

What is the rationale for streamlining programs at CSKYWLA/B.E.S.T. into 6-12 Academies at each campus?



**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 B.E.S.T./CSKYWLA into 6-12 Academies at each campus? *(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 & Local School Council

Why consider change at B.E.S.T. & CSKYWLA?

- BEST & CSKYWLA are the smallest middle and high schools in APS, making it difficult to maximize the economies of scale.
- Separate administrative structures have proven to lead to a lack of alignment and coherence between middle and high schools despite best efforts to collaborate.
- Duplicate administrative and staffing structures are inefficient and results in significant additional overhead on both campuses.



What will happen to our school culture?

- Greater opportunities will emerge for students to learn about the different academic offerings they can take 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, thereby reducing discipline issues and improving safety and security.
- Teacher culture building activities will be conducted and include 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 will the proposed B.E.S.T. Academy look like?



**B.E.S.T. Academy
Middle School**



**B.E.S.T. Academy
High School**

- Merge B.E.S.T. Academy Middle school and B.E.S.T. Academy High school to create a single 6 – 12 grade academy
- Maximize economies of scale across two locations
- Enhanced administrative structures on a single campus
- Aligned, consistent counseling support from sixth grade through high school graduation



What will the proposed CSKYWLA look like?



CSKYWLA Middle School



CSKYWLA High School

- Merge CSKYWLA Middle school and CSKYWLA High school to create a single 6 – 12 grade academy
- Maximize economies of scale across two locations
- Enhanced administrative structures on a single campus
- Aligned, consistent counseling support from sixth grade through high school graduation.



The new

CSKYWLA 6-12 Academy

What is the transition plan?



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



- Conduct 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.

What is the proposed staffing plan for CSK?

#	Position
1	Principal
3	Assistant Principals
1	Graduation Coach
1	Registrar
1	School Secretary
3	School Clerks
1	Non-Instructional Paraprofessional
1	School Nurse
1	RTI/SST Intervention Specialist
17	Core Teachers

#	Position
8	Elective Teachers
2	School Counselors
1	Media Specialist
1	Social Worker
2	CTAE Teachers
.2	ESOL Teachers
4	Gifted Teachers
5	Interrelated Special Education Teachers
4	Remedial Program Teachers
2	JROTC Instructors
1	Special Education Teacher

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

What is the proposed staffing plan for BEST?

#	Position
1	Principal
3	Assistant Principals
1	Graduation Coach
1	Registrar
1	School Secretary
2	School Clerks
2	Non-instructional paraprofessional
1	School Nurse
1	RTI/SST Intervention Specialist
19	Core Teachers
7.5	Elective Teachers
2	School Counselors

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

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



Who will be our principal?

- Elimination of Positions/criteria for decisions:
- The district will conduct an open search for highly qualified candidates, which will include looking at internal candidates to serve as principal.
- It is our goal to recommend a final principal candidate to the ABOE by the May 4 meeting.
- 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.

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 10 & 17 2015	First Community Meeting and Second Community Meeting
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
March 27, 2015	Employees impacted by abolishments are notified
March 30–April 3	Teacher and other staff contracts offered and signed
March 30, 2015	Meeting with students, staff and parents to build principal profile (Tier 1 of principal selection process)
April 03, 2015	Screen principal candidates (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 (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 (Tier 4 of principal selection process)
May 4, 2015	Board of Education approves principal appointments
Week of May 4, 2015	Principal/Staff meet and greet and Principal/Community meet and greet
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

How will APS support our schools' implementation plan?

- We will leverage lessons learned from the successful King/Coan middle school and D.M. Therrell high school mergers.
- 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 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 campuses
 - 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. Greg Middleton, Associate Superintendent of Middle Schools
- Dr. Timothy Gadson, Associate Superintendent of High Schools



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