

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

South Atlanta Educational Complex

March 11, 2015 (1st meeting)
March 18, 2015 (2nd meeting)

Updated on March 27, 2015 based upon Community Feedback



Public Hearing Agenda

Welcome

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

Introduction

- Dr. Carlton Jenkins, Chief Academic Officer
 - Context for change at South Atlanta High School
 - Rationale for improved quality and efficiency

The Future of South Atlanta High School

Proposal to close and consolidate: South Atlanta School of Computer Animation & Design, School of Law and Social Justice, School of Health & Medical Sciences

- Dr. Danielle Battle, 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. Danielle Battle, Associate Superintendent

Closing

Why consider change at South Atlanta High School?

- In 2014, APS began the work of consolidating Washington High School and Therrell High School.
- 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 South Atlanta 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 South Atlanta 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 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 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 9.



- Conducted two community meetings during weeks of March 9 and March 16.
- Collected feedback from community that a transition year is needed.



- Decided to have a transition year under one principal during 2015-2016.
- 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 for all three schools.
- 2016-2017 closure effective for the small schools.

What is the proposed staffing plan for South Atlanta?

#	Position
1	Principal
3	Assistant Principals
2	Graduation Coaches
1	Registrar
2	School Secretaries
4	School Clerks
1	Non-Instructional Paraprofessional
1	School Nurse
1	RTI/SST Intervention Specialist
30	Core Teachers
10	Elective Teachers
2	School Counselors
2	Special Education SID/PID Teachers

#	Position
1	Media Specialist
.8	Social Worker
6	CTAE Teachers
.6	ESOL Teachers
1.0	Gifted Teachers
7	Interrelated Special Education Teachers
6	Remedial Program Teachers
3	JROTC Instructors
1	Special Education Career & Technical Teacher
1	Special Education Lead Teacher
1	MOID Special Education Teacher
4	Special Education Paraprofessionals
1	Behavior Intervention Specialist

What will the proposed South Atlanta High School look like?

SOUTH ATLANTA
LAW AND SOCIAL JUSTICE



**South Atlanta
School of Law & Social Justice**



**South Atlanta
School of Health & Medical
Science**



**South Atlanta
Magnet School of Computer
Animation & Design**

- Merge the three schools that are within the South Atlanta Educational Complex:
 - (1) School of Law & Social Justice
 - (2) School of Health & Medical Science
 - (3) School of Computer Animation & Designto establish **the new South Atlanta High School**

South Atlanta High School



Who will be our principal?

- 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 – South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences
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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences
March 27, 2015	Employees impacted by abolishments are notified
March 30, 2015	Meeting with students, staff and parents to build principal profile for South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences (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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences (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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences (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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences (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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences
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 South Atlanta High School of Computer Animation and Design, South Atlanta Law and Social Justice and South Atlanta Health and Medical Sciences
June 30, 2016	South Atlanta High School of Computer Animation and Design, South Atlanta School of Law and Social Justice and South Atlanta School of Health and Medical Sciences close
July 1, 2016	South Atlanta High School opens

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 receive 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. Danielle Battle, Associate Superintendent



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