



Mays High School GO Team

Governance Oversight Report 2018-19

First and foremost I would like to thank the entire 2018-19 GO Team. I believe we've gotten off to a solid start this school year. I am pleased with our dedication to making Mays High School one of the best and most competitive schools, not only in APS, but in the Atlanta Metropolitan area. With so many changes on the horizon, showing strength and unity is extremely important. We kicked-off this year with a laser-focus on the data, and after performing a SWOT Analysis of Mays Data (using APSInsights.org) we successfully identified where our school's focus should be.

This Governance Oversight Report reflects that focus, and informs some specific items that can be addressed as we move into the 2019-2020 School year. In addition, this report takes into consideration feedback from the stakeholders reflected on this board: Parents, Community, & Staff. Again, the GO Team focuses on Governance, we do not operate within the function or capacity of operations. I am, however, hoping that this report serves as a referendum on how the 2019-20 Budget, Operations, and School Strategies are approached. Please take into consideration that some of the things listed in this report are already in place at Mays, but Governance stresses aspirational language in which we should continue striving for all systems to be functioning with the highest level of efficiency and fidelity.

Academic Program:

- Designated Administrator that is responsible for, and executes tasks associated with, After-School, Saturday, and Athletic Tutoring
- PLC paid subject leads who are responsible for working directly with instructional coaches to execute the following: Group Lesson Plans, Common Formative Assessments, and Common Summative Assessments.
- Instruction Coaches will be responsible for identifying a teacher lead and connecting them with the proper faculty at Young Middle School to begin vertical teaming before the end of the 2019 spring semester.
- Identify target students who should be taking AP Tests
- Provide 100% online option to students with chronic absence issues and hire a teacher or support who is responsible for 100% online cohorts.

Talent Management:

- Encourage top performing teachers to remain at Mays
- Reassess the numbers of administrators needed to serve our student body
- Maximize teacher autonomy by making the most use of all meetings and coaching opportunities
- Fill vacant teacher positions, and prepare an extensive teacher onboarding process to support newly hired teachers (especially those hired after the beginning of the year)
- Set a goal to minimize, or eliminate, the use of long term substitutes wherever possible

System & Resources:

- Incentivize teachers who have been IB/AP trained to remain at Mays to reduce turnover and maximize in-house budget spent on continued staff training.

Culture:

- Provide a more clear and consistent method of discipline
- Utilize one administrator who is solely responsible for discipline to streamline to disciplinary process from student, to teacher, to administrator
- Increase the opportunities to exhibit school pride (hallway décor, class pride, pep rallies, etc.)
- Bridge gaps between community partners and school
- Connect professional services to SEL implementation
- Create an intense school attendance school tardies campaign between all stakeholders using all forms of media
- Utilize more social work referrals and in house social services
- Create parent engagement committee to work with PTA
- Encourage staff members to attend PTA, Alumni, and GO Team Meetings

GO TEAM:

- Create an interest inventory where you can bridge your career, skills, experiences, resources to the execution of any of the bulleted points mentioned above
- Designate a Parent member to attend PTA Meetings. Be the liaison between the two organizations, and provide monthly reports that will contribute to our Governance process
- Designate a Community member to attend Alumni and/or NPU meetings. Be the liaison between the two organizations, and provide monthly reports that will contribute to our Governance process
- Designate a Staff member to attend staff/admin meetings. Be the liaison between the two groups, and provide monthly reports that will contribute to our Governance process

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