John Lewis Invictus Academy
Douglass
Ramon Garner
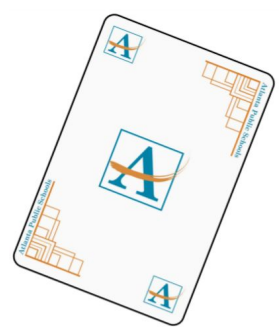
Signature Programming

Accountability
Collaboration
Equity
Support

Principal Information

Years at School: 3 years
Years as a Principal: 3 years

Signature Program: STEAM

Current Status: Phase 2 (In Progress)

Targeted Date of Authorization/Certification or Evaluation/ Recertification: 2025

Two areas of focus: T&L: Teacher Collaboration & T&L: Curriculum Implementation

Enrollment Information

SY2023 Enrollment: 830
SY2022 Enrollment: 876
Change in Enrollment: -46

Staffing Information

Number of First Year Teachers: 4
Number of Vacancies: 1

Personalized Learning Cohort

Wave 1 (SY22 Implementation) ✔
Wave 2 (SY23 Implementation) ❏
Wave 3 (SY24 Implementation) ❏

Student Population

English Learners: 40 students
Students with disabilities: 169 students
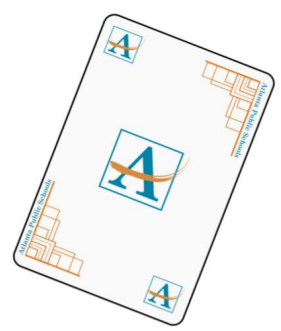**Gifted:** 16 students

Ensuring Equitable Funding

Increasing Access to Effective Leaders and Teachers

Supporting Special Populations

Increasing Access to Advanced Coursework

ATLANTA PUBLIC SCHOOLS

Whole Child and Intervention

Accountability
Collaboration
Equity
Support

SY23 Attendance*

Indicator	Time Frame	
	September 2021	September 2022
Attendance Take Rate	96.3	99.6
ADA Attendance Rate	80.7	84.4
Students not chronically absent	43.6	54.1

*As of 10/3/2022

SY23 Behavior*

OSS Suspension Rate = 2.58

Suspension Rate by Subgroup

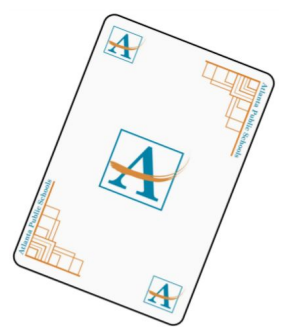| Subgroup	Total number of students	OSS Suspension Rate
Female	382	2.3
Male	450	2.79
SWD	170	2.12
Black	766	2.75
Hispanic	56	0.22
Multi-race	<10	
White		
Asian	<10	

Addressing disproportionate discipline practices

Integrating social, emotional and academic practices

*As of 10/18/2022

ATLANTA PUBLIC SCHOOLS

NWEA MAP Assessment Results

Math Performance

Fall 2021 to Fall 2022 Comparison

Invictus				
Fall 2021-2022	594	64%	31%	4%
Spring 2021-2022	758	68%	28%	
Fall 2022-2023	728	53%	41%	5%

ELA Performance

Fall 2021 to Fall 2022 Comparison

Invictus				
Fall 2021-2022	643	62%	29%	9%
Spring 2021-2022	764	62%	26%	11%
Fall 2022-2023	735	54%	32%	12%
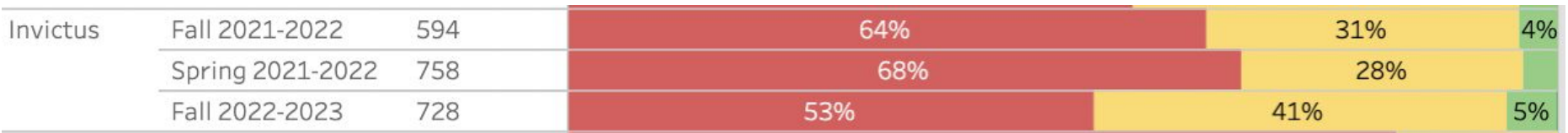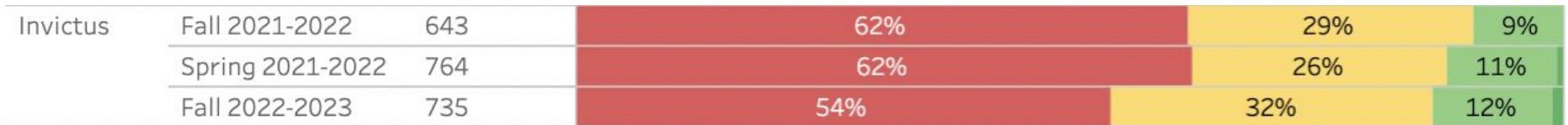
Ensuring Equitable Learning Environments

Leveraging School Improvement to Advance Equity

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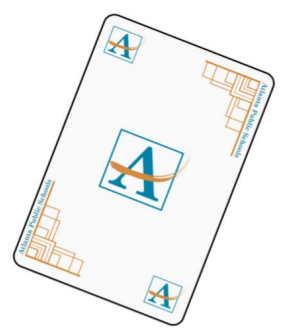
HMH Dosage

Program	Avg. Daily Use (Mins)		Avg. Weekly Use (Days)	
	Spring 2022	Fall 2022	Spring 2022	Fall 2022
Math 180	22 minutes	17 minutes	2 days	2 days
Read 180	16.3 minutes	14.4 minutes	1.5 days	2.1 days
System 44	9 minutes	7 minutes	1 day	2 days

*Spring 2022: From the Spring ACES presentation
**Fall 2022: As of October 13, 2022
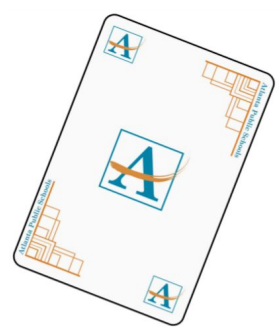
ATLANTA PUBLIC SCHOOLS

	CIP Strategy	Action Step Progress Update
ELA	Launch Humanities course in 6th and 7th grade to provide daily ELA/SS interdisciplinary learning opportunities.	Students are learning Social Studies content through ELA skills daily in their 6th-7th grade Humanities classes. Our ELA Coach and STEAM Specialist provide hands-on support with planning for the courses and are intentionally building teachers' capacity to gradually release planning responsibilities to them.
Math	Launch weekly Interdisc PBL PLCs to build teachers' PBL skills in preparation for 1st school-wide launch. (All Subjects). Launched 6th Accelerated Math class to increase student access to HS Algebra I in 8th grade.	Our 1st school-wide PBL Units launch this week! Driving Q's for each grade: 6th: How can we spread awareness to promote a sustainable environment in Invictus City? 7th: How can we develop a sustainable and inviting green space for JLIA? 8th: How can we learn from the past to sustain the future of the Grove Park Community? The PBL Showcase is in December!
Whole Child & Student Support	Launch weekly SAC and CARE Team meetings to monitor and support implementation of school-wide attendance protocol and whole child support through caseloads with Game Changers case managers. Ensure 85% BASC-3 take rate	Identify most at-promise students through attendance, discipline, and academic data and assign student caseloads to support staff (Game Changers) for weekly mental, emotional, & behavioral monitoring/support. System for contacting parents daily for students who are absent. Social Worker making home visits, incentives for monthly perfect attendance and improved attendance. Remove barriers for families by conducting monthly food drives for the community.
Family	Build Capacity for Parents and Families. Create opportunities for parents to understand how to communicate effectively with teachers, understand how to read a report card, progress reports, and	Launch PTA, create systems to communicate with parents through frequent calling posts, mandated weekly teacher phone calls (at least 5 parents per week), create traditions (annual community fun day, annual Fall Festival)
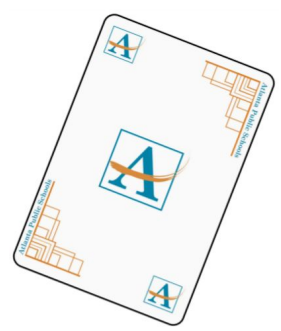
APPENDIX

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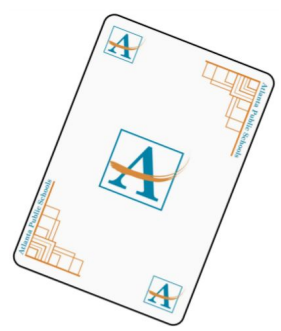
Accountability
Collaboration
Equity
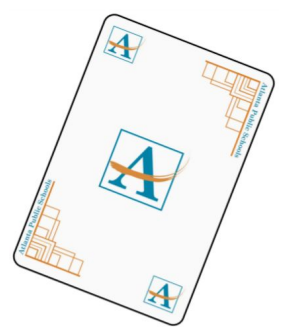**Support**

Needs

Highest Priority Need:

More time for school-specific Professional Learning–to train teachers on new strategies aligned to Personalized Learning and PBL and then provide them with time to collaboratively plan with their PLCs for effective implementation. (Additional school-wide/cluster professional learning days)

Increased support to assist with student attendance

Support with monthly staff incentives

Leveraging School Improvement to Advance Equity

ATLANTA PUBLIC SCHOOLS

Milestones EOG SY22

Math Performance

| Invictus | 2022 | 66% | 28% | 5% |

ELA Performance

| Invictus | 2022 | 60% | 29% | 10% |

🟥 Beginning Learner 🟨 Developing Learner 🟩 Proficient Learner 🟩 Distinguished Learner

ATLANTA PUBLIC SCHOOLS

Accountability
Collaboration
Equity
Support

MAP Data

MAP Subgroup Comparison Projected Proficient and Above

Math						Reading					
Not SWD			SWD			Not SWD			SWD		
Fall 2021-2022	Spring 2021-2022	Fall 2022-2023	Fall 2021-2022	Spring 2021-2022	Fall 2022-2023	Fall 2021-2022	Spring 2021-2022	Fall 2022-2023	Fall 2021-2022	Spring 2021-2022	Fall 2022-2023
5%	4%	6%	1%	1%	2%	11%	14%	16%	2%	2%	2%

Invictus

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MAP Subgroup Comparison Projected Proficient and Above

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