



GOALS & GUARDRAILS

Community Conversation

GUARDRAIL 2: STAKEHOLDER ENGAGEMENT
GUARDRAIL 3: CULTURE & CLIMATE

PURPOSE

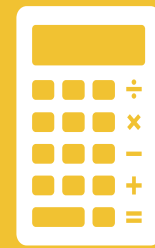
- Build awareness of the district's progress toward Goals & Guardrails
- Build clarity on the work at hand
- Share ideas on how we can work together to improve





Goal 1: Literacy Proficiency

The percentage of students in grades 3–8 scoring proficient or above in reading, as measured by the Georgia Milestones



Goal 2: Numeracy Proficiency

The percentage of students in grades 3–8 scoring proficient or above in math, as measured by the Georgia Milestones.



Goal 3: Post-Graduation Preparedness

Increase the percentage of high school students who graduate prepared for their next step as demonstrated on a multi-dimensional assessment based on the Profile of a Graduate.



Goal 4: College and Career Readiness

The percentage of high school students who score at the college and career readiness level on career pathway assessments, IB, AP, Dual Credit, ACT or SAT, work-based learning, or entering TCSG/USG without needing remediation.

Guardrail 1: Equity

The Superintendent will not allow inequitable treatment of students as measured by student academic outcomes, discipline occurrences, and/or resource allocation.

Guardrail 2: Stakeholder Engagement

The Superintendent will not make major decisions or bring major recommendations to the Board without first implementing a stakeholder engagement strategy, including students, parents, teachers, staff, governance teams, and community members.

Guardrail 3: Culture & Climate

The Superintendent will not foster or allow a culture of fear, intimidation, or retaliation, or an unwelcoming environment.

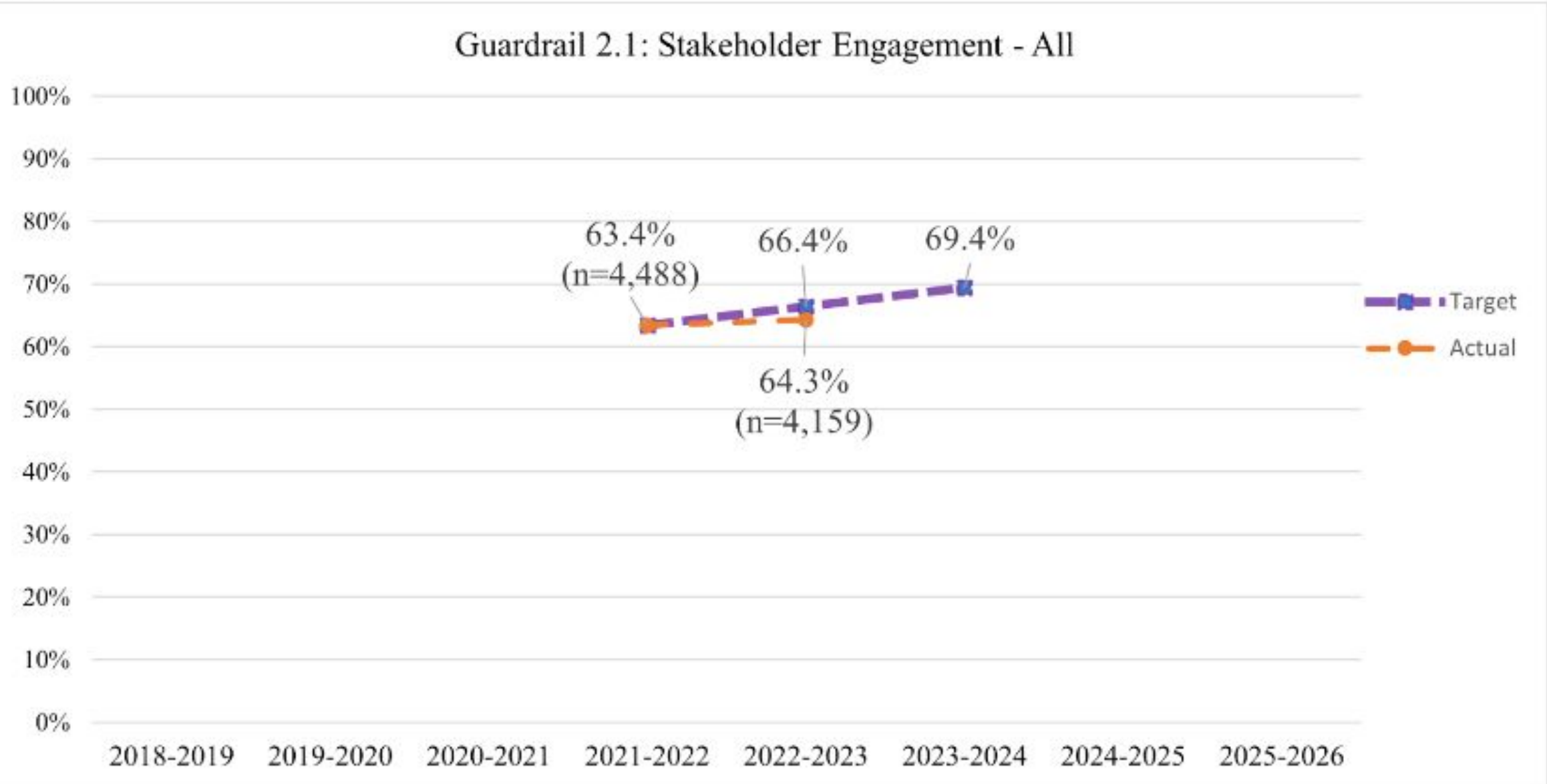
Guardrail 4: Innovation & Accountability

The Superintendent will not allow struggling schools to be without: a comprehensive needs assessment; supports aligned to that assessment; and, if the struggle persists for up to three years, a high impact intervention.

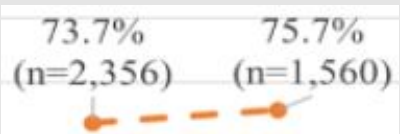
GUARDRAIL 2 STAKEHOLDER ENGAGEMENT

The Superintendent will not make major decisions or bring major recommendations to the Board without first implementing a stakeholder engagement strategy, including students, parents, teachers, staff, governance teams, and community members.

Interim Guardrail 2.1 - The percentage of stakeholders who agree that they are involved in the decision-making process will increase from 63.4% in May 2022 to 69.4% in May 2024.

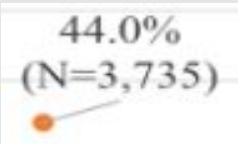


In 2022-2023, the percentage of parents agreeing that they are involved in the decision making process at their school increased by 2 percentage-points, to 75.7%.



PARENTS

In 2022-2023, the percent of students who answered favorable that school leaders and staff consider student suggestions and ideas when making decisions to improve learning and the overall school experience was 44% (baseline)



STUDENTS

The percentage remained the same from 2021-2022 to 2022-2023 at 53% of employees agreeing or strongly agreeing that they are asked for input regarding changes that affect their work.



STAFF

STRATEGIES

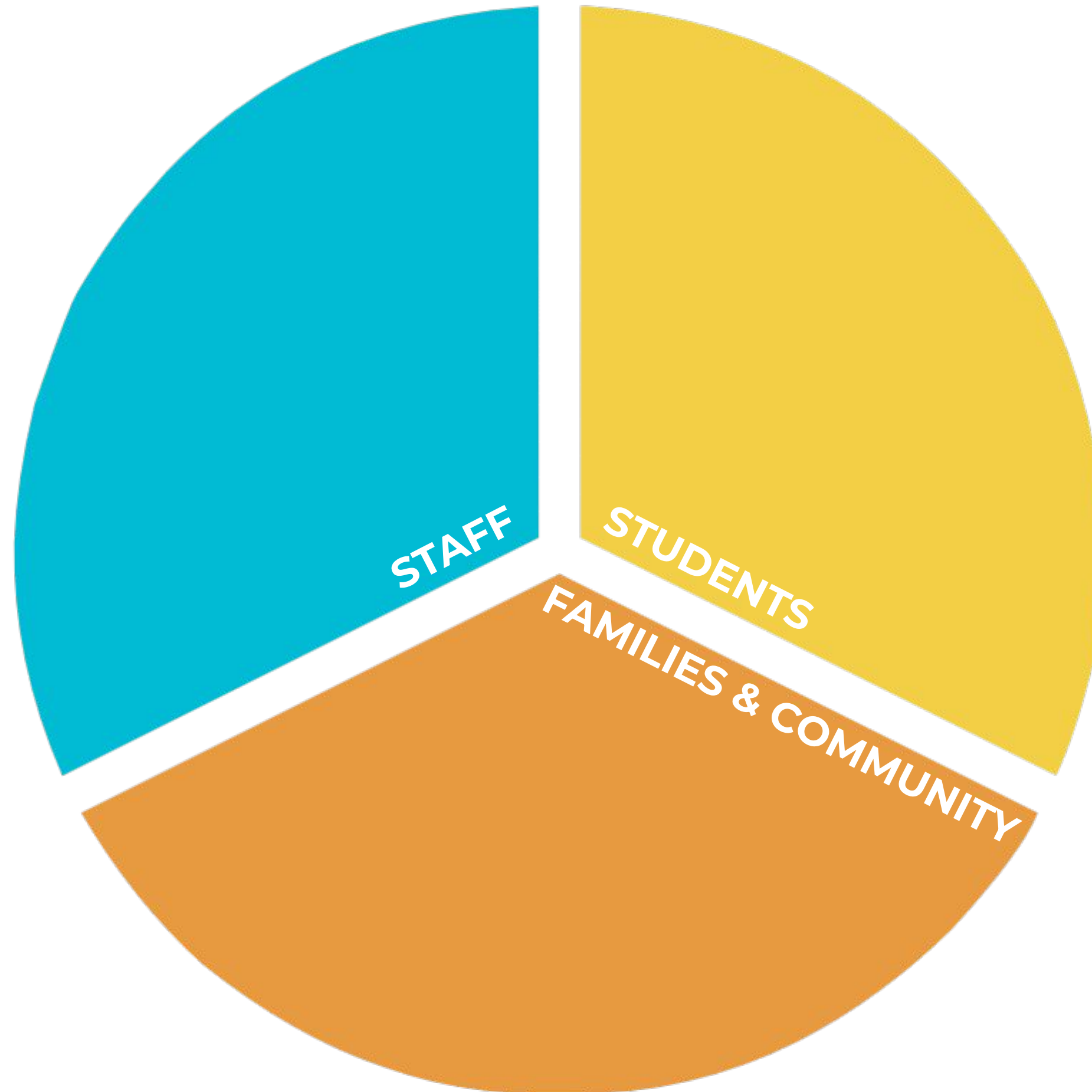
What did we do?

What did we learn?

Families & Community	<ul style="list-style-type: none">• Feedback Loop• Access & Availability• GO Teams <p>Bright Spot: Facilities Review Feedback Loop</p>	<ul style="list-style-type: none">• Expand Use and Awareness of Feedback Loop• Create Landing Page• Leverage Existing Groups
Staff	<ul style="list-style-type: none">• Advisory Committees & Groups• Staff-specific Cluster Chats <p>Bright Spot: CLL Acts of Service Initiative</p>	<ul style="list-style-type: none">• Create more staff opportunities• Share impact of engagement on decision-making
Students	<ul style="list-style-type: none">• Student Voice Expansion• Professional Learning• Student Engagement Role <p>Bright Spot: Draft Student Bill of Rights</p>	<ul style="list-style-type: none">• Continue to expand leadership opportunities for more students• Expand student input and share impact of engagement on decision-making



HOW CAN WE SUPPORT THIS GUARDRAIL?

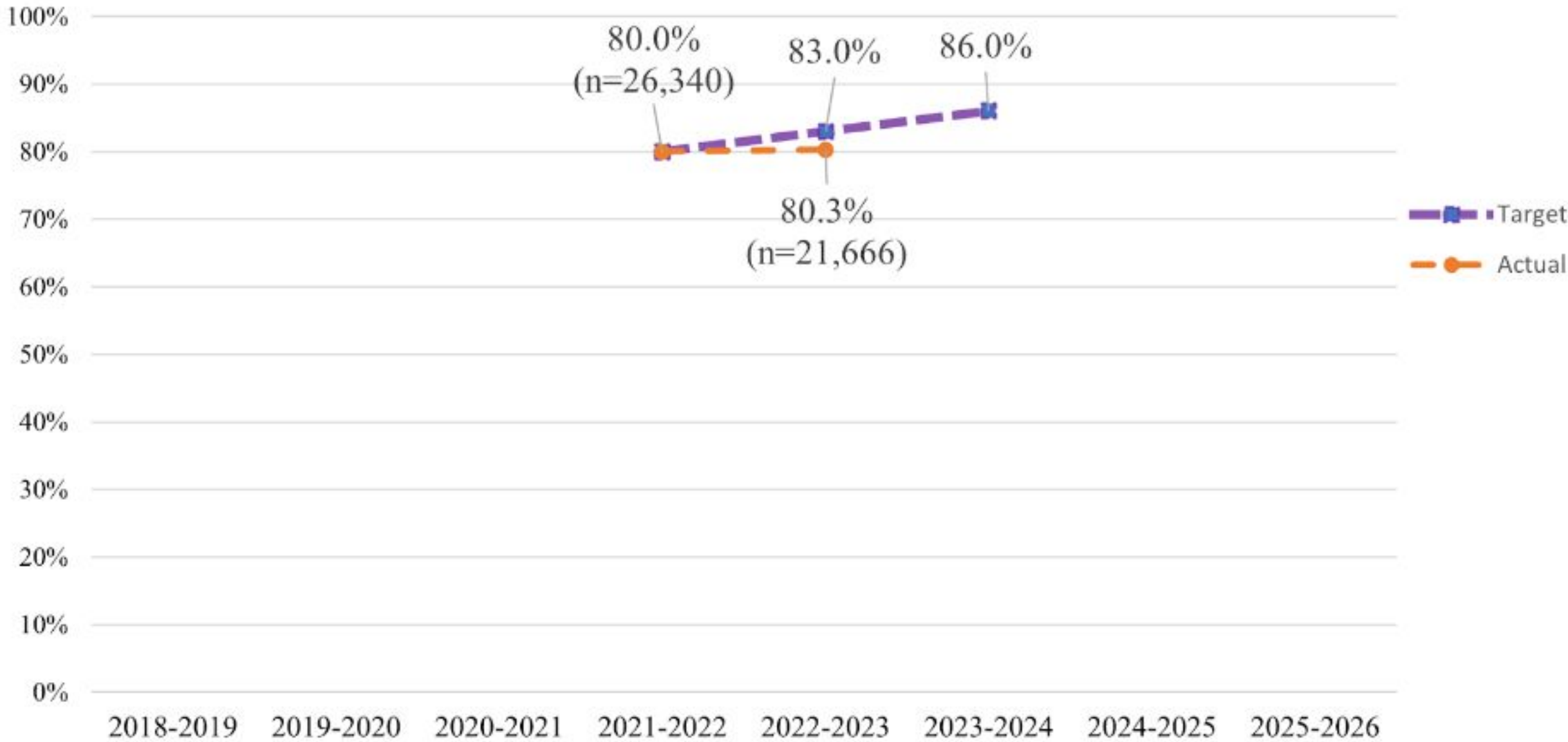


GUARDRAIL 3 CULTURE & CLIMATE

The Superintendent will not foster or allow a culture of fear, intimidation, or retaliation, or an unwelcoming environment.

Interim Guardrail 3.1- The percentage of staff, students, and parents who indicate that the district has a welcoming environment free of fear, intimidation, and retaliation will increase from 80.0% in May 2022 to 86.0% in May 2024.

Guardrail 3.1: Culture and Climate - All



In 2022-2023, the percentage of parents agreeing they feel welcome at their student's school increased by 1 percentage-point, to 90%..



PARENTS

In 2022-2023, we see a small decrease in the percentage of students agreeing that their teacher's treat them with respect by 1 percentage-point, to 85%



STUDENTS

The percentage remained the same from 2021-2022 to 2022-2023 at 65% of employees agreeing or strongly agreeing that "I feel free to express my thoughts, feelings, and disagreements to my supervisor"



STAFF

STRATEGIES

What did we do?

What did we learn?

Families & Community	<ul style="list-style-type: none">• School-based Strategies• Family Engagement Leadership Teams• Targeted Communication <p>Bright Spot: Parent Liaison Professional Learning</p>	<ul style="list-style-type: none">• Expand Parent Liaison Support and Capacity• Strengthen FELT's
Staff	<ul style="list-style-type: none">• HR-related Services• Employee Engagement Efforts• Culture-focused Leadership Development <p>Bright Spot: Well-being Initiatives</p>	<ul style="list-style-type: none">• Bring Core Values to Life• Continue Employee Group Feedback• Leverage Strengths
Students	<ul style="list-style-type: none">• Student Focus Groups• Culturally and Linguistically Responsive Practices• Breakfast with the Board/SAC <p>Bright Spot: Student-led Professional Learning</p>	<ul style="list-style-type: none">• Continue Building Staff Capacity• Highlight Student Engagement



HOW CAN WE SUPPORT THIS GUARDRAIL?

