

## Deputy Superintendent's Corner

### School and District Improvement in Georgia

The Office of School and District Improvement (SDI) provides a statewide system of supports and processes for school and district improvement. Our work is to engage with and support school and district improvement efforts by providing tools, resources, and professional learning. SDI collaborates with other divisions within the Georgia Department of Education and external agencies such as Regional Education Service Agencies (RESAs), Georgia Learning Resources System (GLRS), colleges, and universities to provide school and district support. While SDI works with all Georgia schools and districts, the primary focus is on schools identified as needing comprehensive or targeted support and improvement.



We believe that working to reduce variability in student learning among schools is a win for our students, families, and communities. Reducing variability is challenging, but you can do it. We are committed to helping you every step of the way.

Thank you all for your work in supporting schools by providing opportunities for optimal learning experiences to ensure positive outcomes for all students.

#### SDI's Vision, Mission, Goal

**Vision**

What we envision for Georgia's future: **Quality leadership** resulting in **effective instruction** and **learning for all students** in every Georgia region, district, school, and classroom.

**Mission**

Our Strategy: To provide a superior system of statewide **support** to districts and schools in Georgia to **advance school improvement efforts** that **positively influence student learning**.

**Goal**

To provide **value-add service and support** to every school and district leader to **remove the variability of learning** among schools and students in Georgia.

Please enjoy this quarter's newsletter, highlighting how we serve Georgia's schools and districts.

**Dr. Stephanie Johnson**  
*Deputy Superintendent/Chief Turnaround Officer*

#### SDI Leadership Team

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## SDI Teams A-Z

**Academic Recovery Specialist Team**

Academic Recovery Specialist (ARS) team members provide proactive Tier I support for non-Comprehensive Support and Improvement (CSI) or Targeted Support Improvement (TSI) schools at the request of district representatives, principals, or the Office of School and District Improvement. ARS members partner with districts and schools to analyze data, set instructional goals, provide individualized coaching, and model professional development. ARS members utilize high-leverage evidence-based instructional strategies to strengthen or improve Tier I instruction. This team offers support in all content areas, Professional Learning Communities (PLCs), and student engagement. Once our team receives a request form, we tailor a support plan based on each school's needs. District approval is a required component of the ARS team's support. For general help and questions, contact [ars@doe.k12.ga.us](mailto:ars@doe.k12.ga.us).

**Dr. Taijuan Clayton-Brookes**

*Lead Academic Recovery Specialist*

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Follow us on social media: [Twitter](#) and [Facebook](#).

Click [here](#) to subscribe to our newsletter.

Visit the ARS Team's [webpage](#).



L to R: Simone Danielson (Region 2 Academic Recovery Specialist), Taniya Wilder (Region 4 Academic Recovery Specialist), Molly Nigro (Region 1 Academic Recovery Specialist), Taijuan Clayton-Brookes (Lead Academic Recovery Specialist), Kourtney White (Region 3 Academic Recovery Specialist), Jody Pate (Region 5 Academic Recovery Specialist), Katherine Flower (Region 6 Academic Recovery Specialist)

**Administrative Assistant**

**Nancy Walker**—[nawalker@doe.k12.ga.us](mailto:nawalker@doe.k12.ga.us)

**Alternative Education Program Team**

Alternative Education Program (AEP) team members provide district-level support for CSI alternative and non-traditional schools. Their work focuses on supporting the effective implementation of the Georgia Alternative Education Program (GAEP) standards. Visit the AEP [webpage](#).

**Dr. Debra White**

*District Effectiveness Specialist*

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**Area Program Assessment Specialist Team**

SDI's Area Program Assessment Specialists (APAS) team conducts review processes such as the Georgia School Assessment of Performance on Systems (GSAPS). The purpose of the GSAPS review is to provide detailed information for a school on its progress toward fully implementing all five of the Georgia Systems of Continuous Improvement (GSCI). Visit the Review Processes [webpage](#).

**Dr. Sharqinta Tuggle**

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**Processes**

- GSAPS
- School Improvement Plan
- Short-Term Action Plan
- Leadership Team Review
- Collaborative Planning Review
- Instructional Awareness Walks
- Georgia District Review Process (GDRP)
- District Plan of Support

**Budget Analyst**

**Kelly Coffey**—[kelly.coffey@doe.k12.ga.us](mailto:kelly.coffey@doe.k12.ga.us)

## SDI Teams A-Z

**District Effectiveness Specialist Team**

A District Effectiveness Specialist (DES) is assigned to support, guide, and coach improvement work at the district level. They collaborate with the district on a plan of support for the identified school and meet with district personnel on an ongoing basis. In addition, the DES attends Continuous Improvement Team (CIT) meetings to provide resources and support for the identified schools. DESs assume responsibility for the increased performance of districts in their assigned area of the state. They coordinate supports and resources for districts and provide technical assistance and support to districts implementing GSCI. DESs also assist with developing capabilities and increasing the capacities of the area team.

**North Area**

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**Alternative Education Programs**

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**Graduates Ready to Attain Success in Post-Secondary (GRASP) Specialist**

The GRASP Specialist facilitates effectively implementing the GRASP grant, which funds the placement of an at-risk counselor at recipient schools. The grant, pending annual funding from the Georgia legislature, is offered to schools with low graduation rates to support implementing counseling programs to help students at risk of not graduating. Visit the GRASP [webpage](#) for more.

**Ruby Butler**

GRASP Program Specialist

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**Operations Specialist**

The Operations Specialist processes all division contracts and requisitions for events and conferences and assists professional learning with events and conferences. The Operations Specialist also provides comprehensive 1003 (a) guidance to the area teams that directly support districts and schools and remains abreast of changes, trends, and legislation related to Title 1003(a).

**Anita Smith**

*Operations Specialist*

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**Professional Learning Specialist Team**

Professional Learning Specialists provide comprehensive professional learning guidance to the area teams that directly support districts and schools. This team remains abreast of changes, trends, and legislation related to professional learning. PL Specialists plan and implement professional learning for district and school leaders to facilitate their support of improvement processes. They secure venues and presenters for professional learning events and conferences and ensure that all presentations and trainings align with adult learning principles and agency expectations.

**Shekina Beckham**

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Shekina Beckham and Marcie Singletary



## SDI Teams A-Z

**School Effectiveness Specialist Team**

School Effectiveness Specialists (SES) are assigned to CSI schools to support, guide, and coach the work of improvement, focusing on school leadership. They collaborate with school leaders by serving on Continuous Improvement Teams (CITs) to assist with developing Short-Term Action Plans (STAPs) and conduct weekly school visits. In addition, these specialists coordinate the supports and resources for assigned schools and provide technical assistance and support focused on building the leadership, faculty, and staff capacity using the Georgia Systems of Continuous Improvement (GSCI) framework.

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**School Turnaround Team**

L to R: Dr. Tanzy Kilcrease, Dr. Angela Smith, Tia Samuel, Je-Nita Stafford, Bonnie Almand, Rhonda Lee, Buffy Holbrook, Tonya Bradburn, Lynn Stephens

The Tier IV School Turnaround Team is comprised of eight School Effectiveness Specialists and a Program Manager (PM). This group works with ten lowest performing schools that have consistently performed in the bottom 5% of Title I schools as measured by federal identification of CSI for the last three identification cycles (2018, 2019, and 2022). Their focus of work takes place over a three year cycle where this team coaches school leaders to ensure that core processes, systems, and conditions are in place for school improvement, rigorous Tier I instruction, and that there is capacity for sustainable reform. The SESs will visit schools multiple times per week, and the PM will visit schools monthly to provide professional learning for school and district leaders. Visit the Tier IV [webpage](#) for more information.

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## SDI News

## Georgia Systems of Continuous Improvement

The Georgia Systems of Continuous Improvement (GSCI) framework focuses on the systems and structures (the “what”) that must be in place for sustained improvement in student outcomes. It also utilizes a problem-solving model (the “how”) to provide a straightforward process for identifying needs, planning for improvement, and implementing, monitoring, and evaluating improvement efforts. We use the GSCI to guide our work as we support effective leadership using [process guides](#) that support the work of school improvement (data-driven decision making, leadership teams, collaborative planning, and high school graduation toolkit).



## Title I-A

Federally identified schools receive funding through the Office of School and District Improvement to support the implementation of evidence-based practices focused on improving student academic outcomes. Visit the Title I [webpage](#) for more information about School Improvement Grants.

## School and District Improvement Listserv

We are excited to share news through our Office of School and District Improvement listserv. Join today! We provide timely information to subscribers, including professional learning opportunities, resources, quarterly newsletters, conference information, grant opportunities, and other statewide school improvement information.

To join, send a blank email to [join-schoolimprovement@list.doe.k12.ga.us](mailto:join-schoolimprovement@list.doe.k12.ga.us).

## GaDOE Community



We invite all district and school leaders to join the Office of School and District Improvement Community!

### Step 1: Register

Visit [community.gadoe.org](https://community.gadoe.org), and create an account using your professional, work-provided email.

### Step 2: Complete Your Profile

After your initial login, complete your user profile so others can connect with you.

## ILC 2023

The 2023 Instructional Leadership Conference will occur on February 28—March 1, 2023, at the Macon Centreplex. All CSI principals and their direct supervisors, TSI, Promise, and CSI Alternative district points of contact are required to attend. Additionally, TSI, Promise, and CSI-Alternative principals are welcome. The cost is \$550 per person, and participants can [register at this link](#) until January 31, 2023.

We look forward to seeing you there!



### Professional Learning Events

Upcoming virtual webinars, in-person events, on-demand content, and by-request workshop opportunities are available at

<https://community.gadoe.org/events>.

Visit the [SDI website](#) for more information and helpful resources.

Follow us on Twitter!



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