



Georgia Department of Education – Joint Education Committee Meeting 2019

Richard Woods
State School Superintendent

4 Challenges Facing Education in Georgia

- Need for a well-rounded education (every child will not follow the same path or go to a four-year university)
- Shrinking tax base & resource gaps in rural Georgia
- Teacher respect, retention, & recruitment
- Lifting up all our schools

Protecting & Promoting a Balanced Education

Thank you! Support of fine arts, CTAE, computer science, dual enrollment

Truths

- Georgians expect outcomes *and* opportunities
- ELA and math are foundational, but we must also promote options that make kids want to come to school, stay in school, and get passionate about their future

Needs

- Continue to support/expand initiatives and programs that increase opportunity and support a well-rounded education
- Hold to an “and/also” approach, not an “either/or” mentality that limits opportunity

Strengthening Rural Georgia

Truths

- Rural poverty is different from urban poverty
- Rural problems can't be addressed by Atlanta solutions
- Enrollment has essentially flatlined due to a drop in births – combine that with contracting tax base in rural areas
- Approximately a third of Georgia's school districts have not yet recovered from the Great Recession

Needs

- Transportation: cost of buses, insurance, fuel
- Teaching workforce: state salary scale, grow your own
- Leadership pipeline, teacher leadership
- Dedicated funding stream to support opportunities (CTAE, computer science, dual enrollment, fine arts, AP/IB, world language, etc.)

Thank you! Fully funding QBE

Supporting Our Teachers

Top Causes for Public School Teacher Attrition in Georgia

Number and emphasis of mandated tests

Teacher evaluation method

Level of teacher participation in decisions related to profession

Non-teaching school responsibilities/duties

Based on a Georgia Department of Education survey of more than 53,000 Georgia public school teachers

44%

of new Georgia teachers are dropping out of the profession by year five

2.7%

of Georgia teachers said they would encourage their students to go into teaching

Supporting Our Teachers

Needs

- High-stakes testing needs to be addressed: number – federal minimum, weight – still 70-80% of CCRPI scores
- Value teachers' opinions & insights
- Let teachers teach – we're asking them to be **parents, counselors, mental health experts, college/career advisors, school psychologists, and social workers**
 - Wraparound services and support staff
 - Whole child supports
 - Federal funds flexibility

Thank you! Teacher pay, school safety & mental health

20.7% Percentage of Georgia children living below the poverty line

5 Children living in foster care for every 1,000 children under age 18

13% of Georgia households are food-insecure

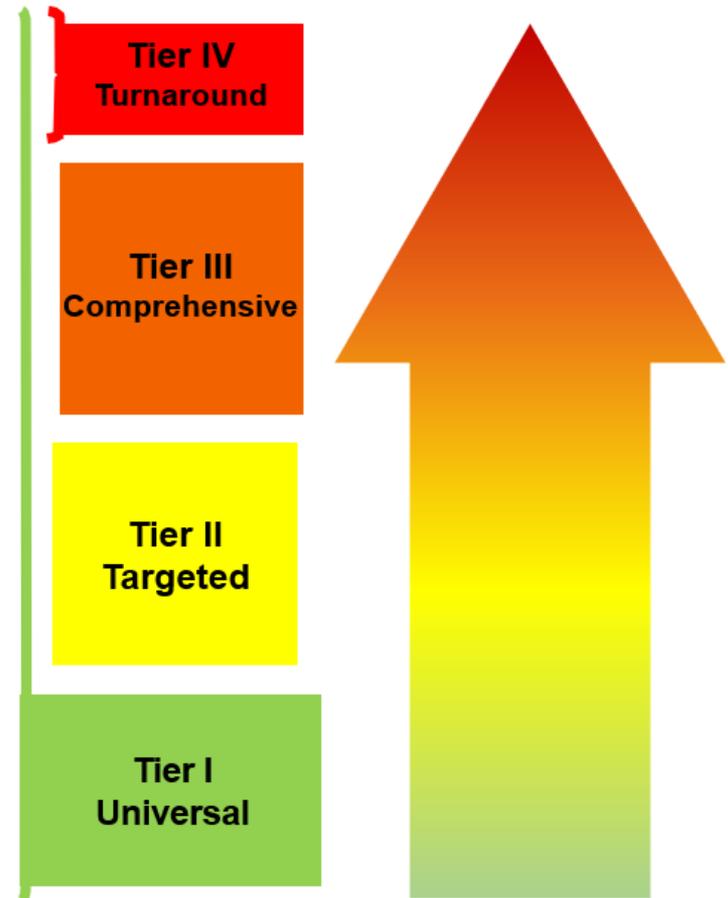
Source: Talk Poverty yearly report

Shifting Our Approach to Improving Schools

Needs

- All Districts, All Schools, All Students – All Hands on Deck!
- Promoting continuous improvement, not punishing failure
- Proactive, not reactive
- Tiered and tailored support around locally identified needs

Thank you: support for ESSA, tiered system of supports





Assessment & Accountability

Dr. Allison Timberlake
Deputy Superintendent,
Assessment & Accountability

Highlights

Assessment

- High-stakes testing has been reduced in Georgia but we still test above the federal minimum
- Public concerns surrounding testing is centered on the number of tests but also the weight and use of tests
- GaDOE is building formative assessment tools that can truly inform teaching and learning and supporting innovation

Accountability

- Georgians want a balanced system: opportunities & outcomes
- Just like for our students, we know our schools are more than test scores
- High-stakes testing make up 70-80% of the CCRPI calculation
- GaDOE is making strides so Georgians understand the performance of schools beyond summative scores

Current Statewide Assessments

| Grade | Type | Test/Content Area |
|--------------|-----------|---|
| K | Formative | GKIDS |
| 1 | Formative | Keenville |
| 2 | Formative | Keenville |
| 3 | Summative | Georgia Milestones EOG: ELA, Math |
| 4 | Summative | Georgia Milestones EOG: ELA, Math |
| 5 | Summative | Georgia Milestones EOG: ELA, Math, Science, Social Studies |
| 6 | Summative | Georgia Milestones EOG: ELA, Math |
| 7 | Summative | Georgia Milestones EOG: ELA, Math |
| 8 | Summative | Georgia Milestones EOG: ELA, Math, Science, Social Studies |
| HS (9-12) | Summative | Georgia Milestones EOC: 9th Grade Lit ; American Lit; Coordinate Algebra or Algebra I ; Analytic Geometry or Geometry; Physical Science ; Biology; US History ; Economics |

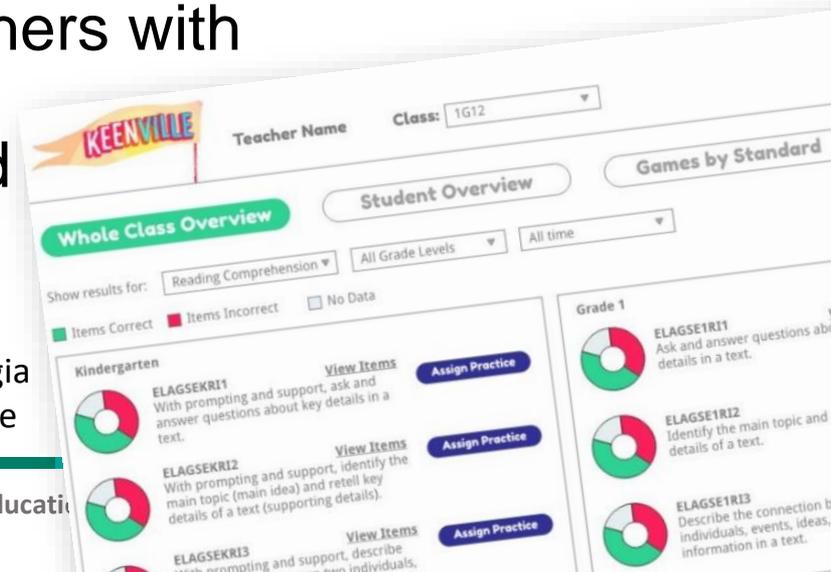
GKIDS (mandated) & Keenville (optional) are formative assessments used to inform instruction and are not used for accountability.

Social studies at all grade levels and one set of high school EOCs are state-mandated but beyond the federal minimum.

Dually enrolled students are not required to take certain EOCs.
 Middle school students taking high school ELA, math, or science courses take only the EOC and not the EOG.
 Students with significant cognitive disabilities participate in the Georgia Alternate Assessment (GAA) in lieu of Georgia Milestones.

Assessing Early Literacy and Numeracy Skills

- Keenville is a series of interactive challenges that actively engage students and formatively assesses key literacy and numeracy skills in real-time for 1st and 2nd grade students
 - Keenville offers the opportunity to:
 - integrate assessment alongside instruction;
 - support and empower teachers with real-time information to differentiate instruction; and
 - hook students into the fun of learning.
- Dashboards provide information to Georgia educators in real-time



Keenville



- Engaging and **age-, developmentally-appropriate** challenges
- Formatively assesses **key literacy and numeracy skills**



- Provides ongoing **support and feedback**
- Based on **Georgia standards**
- Games include **multiple academic levels**





“The feedback from students and the feedback from teachers **has been phenomenal.**

It’s like, ‘**Wow, where has this been?’**”

-- **Bibb County School District’s Director of Testing**

Georgia Milestones

Spring 2018 Testing Volume

EOG: 801,000+ students

EOC: 433,000+ students (tests)

Combined: 1,234,000+ students

Online Testing

This past spring, districts assessed approximately 88% of students online (82% EOG and 99% EOC)

Peak concurrency saw approximately 141,000 students testing simultaneously.

No Major Statewide Issues

There were some small, localized issues in some areas, primarily due to connectivity/bandwidth issues.

Assessment Innovation

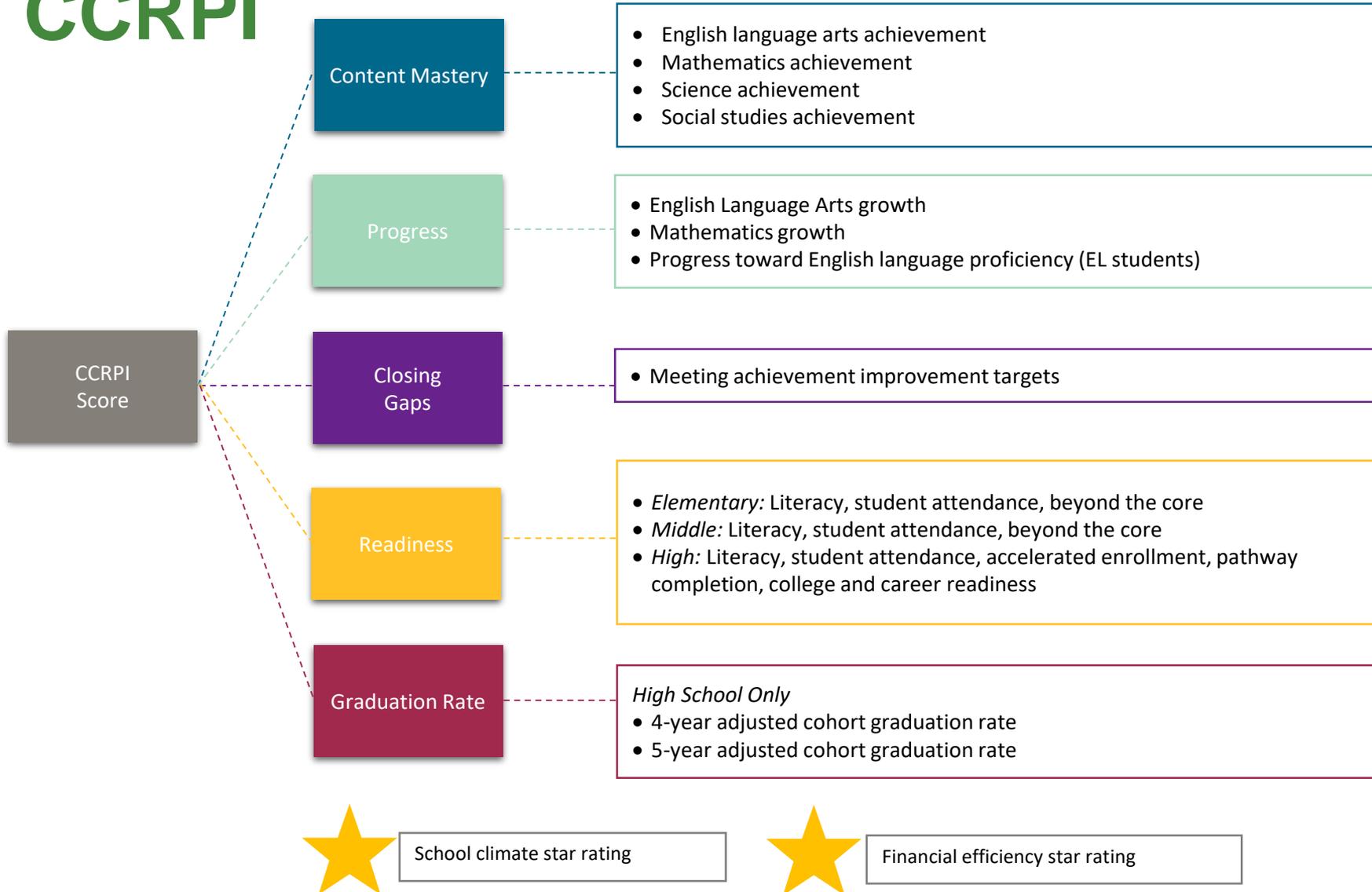
Innovative Assessment Demonstration Authority

- Federal assessment pilot (USED)
- 5-7 year pilot window to vet/refine new assessment systems and (possibly) scale up
- Georgia's application included 3 different assessment systems: Cobb Metrics, Navy, and Georgia MAP
- Application submitted & currently under review
- GaDOE will need additional funding to oversee and provide technical support for the pilot

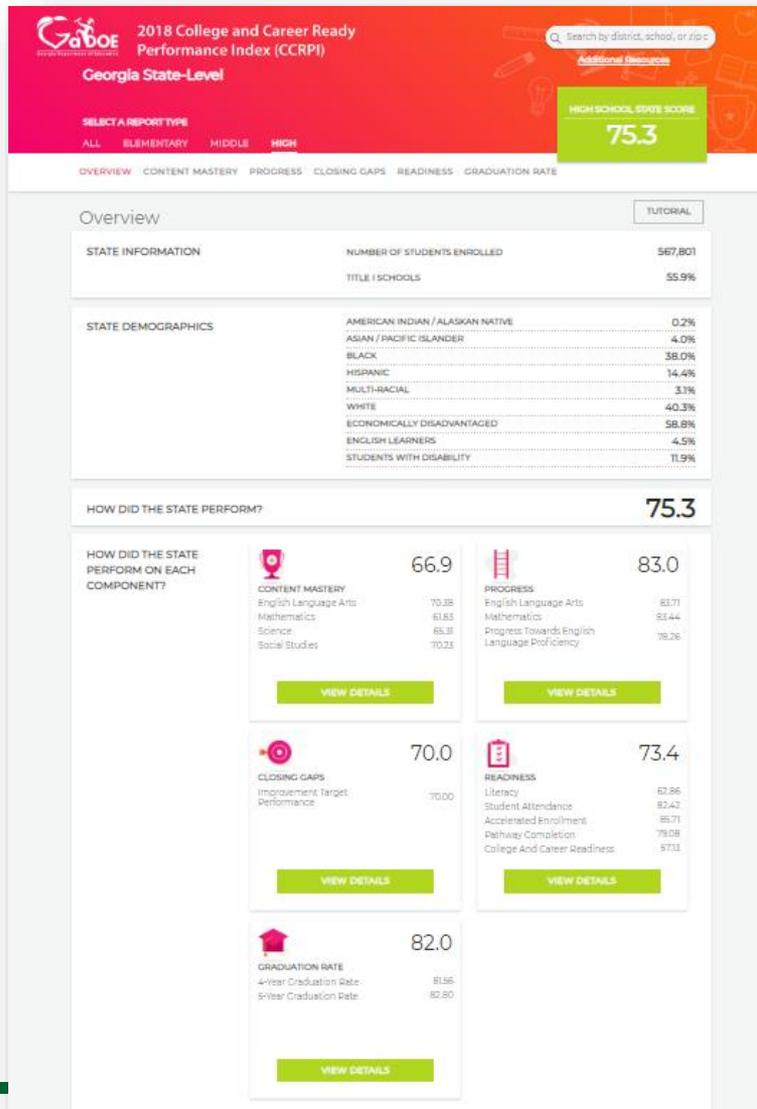
CCRPI

- The College and Career Ready Performance Index (CCRPI) was redesigned under the Every Student Succeeds Act (ESSA) based on statewide stakeholder feedback.
 - Focuses on the opportunities and outcomes expected of all students.
 - Includes multiple measures and values educating the whole child.
 - Provides individualized targets and rewards progress
 - Provides scores on a 0-100 point scale for all indicators, components, and overall scores.
 - Features new online reports that are easier to navigate.
- The 2018 CCRPI reports were released in October 2018.

CCRPI



New CCRPI Reports



- Simple and streamlined
- Easy to navigate
- Includes guiding questions and explanations to understand the calculations and help interpret the data
- Will include comparison to previous year's performance
- Can disaggregate all indicators by subgroup
- Engages users with the data – encouraging them to drill past the overall score

School Safety

Dr. Garry McGiboney

Deputy Superintendent, Policy and
External Affairs



Offering a holistic education to **each and every child** in our state.

Highlights

- GaDOE's adopted framework for improvement is focused on supporting the **Whole Child**
- Must have **comprehensive approach** to school safety: hardening schools but also addressing school climate
- GaDOE is **collaboration** across the Department and **across state agencies** to increase support and training for districts, coordinate efforts, and address safety issues head on

“Workplace safety begins and ends with attention to all aspects of the climate.
Workplace climate is safety.”

RAND CORPORATION STUDY

What is School Climate?

School climate IS
workplace climate.

School climate, like
workplace climate, is
linked to safety and
performance.



Key Components of School Climate

Safety: The physical and emotional safety of students and the rules and procedures in place to ensure student safety

Relationships: Social support in the school from school staff and between and among students

Teaching and Learning: A positive and professional student-teacher-school relationship

Institutional Environment: The physical environment of the school is welcoming, clean, well-kept, safe, and secure

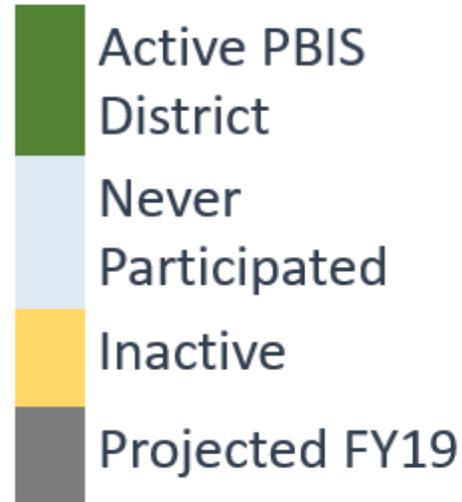
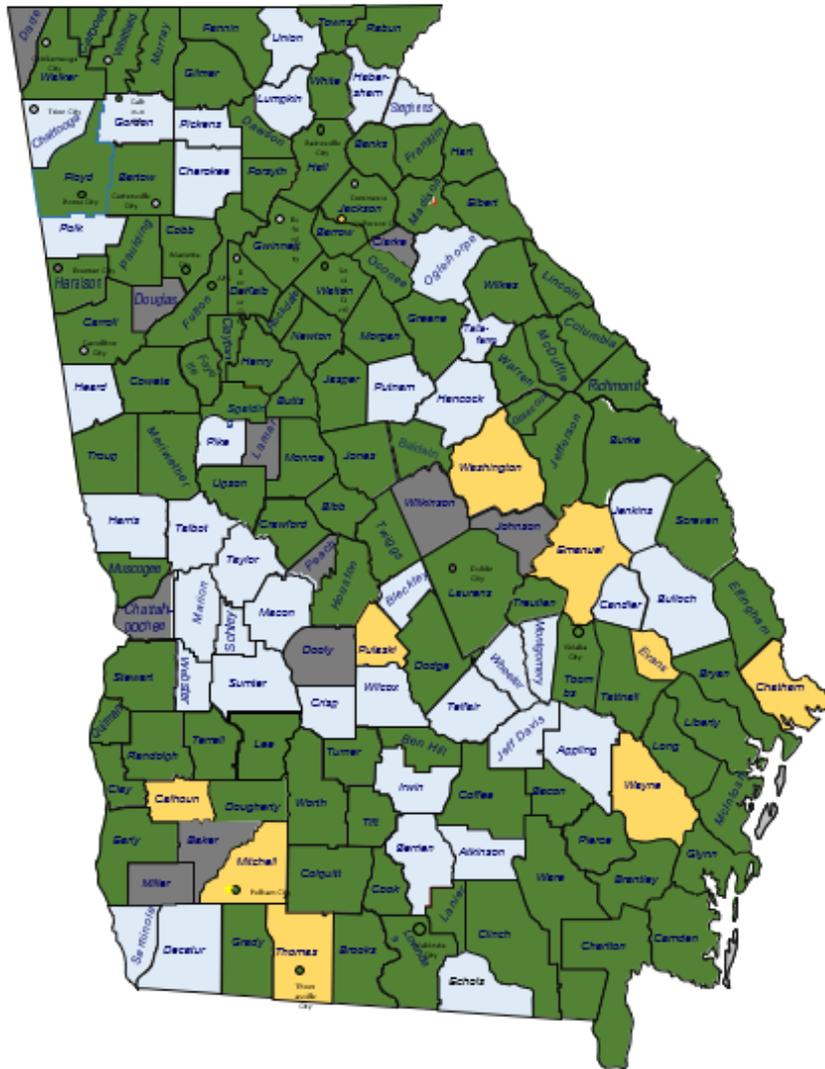
Research indicates that a positive school climate is critical to overall school safety.

A positive school climate has been shown to...

- Improve a wide range of emotional and mental health outcomes for students
- Lower levels of drug use among students
- Reduce psychological problems among students
- Increase psychological well-being of students
- **Create conditions at school conducive to safety** (students share information with school staff members)

Positive Behavioral Interventions and Supports (PBIS)

- The majority of schools that recognize the need to improve school climate and safety are using school-wide behavioral-management strategies, such as **Positive Behavioral Interventions and Supports (PBIS)**.
- The ***Substance Abuse and Mental Health Service Agency*** reviewed research on PBIS and endorsed the use of ***PBIS as a model to improve school climate and safety.***



PBIS-Trained Schools

- 2008 = **80** PBIS-Trained Schools
- 2018 = **1,361** PBIS-Trained Schools
- School climate specialist position at 16 RESAs

School Climate Dashboard



School Name

Enrollment
1,768,...



2018 Star Rating



School District
Georgia

Positive Behavioral Interventions and Supports PBIS Designation



Attendance
For students: the percentage of students absent less than 10% of enrolled days. For teachers, staff, and admin: total leave days divided by total attendance days.



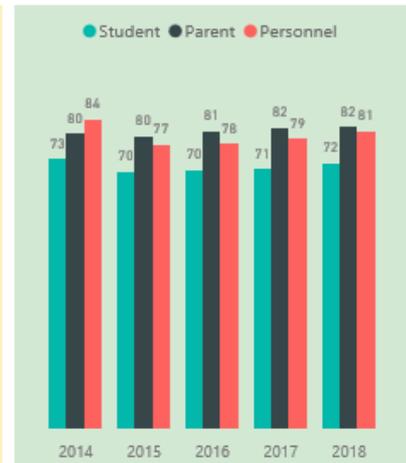
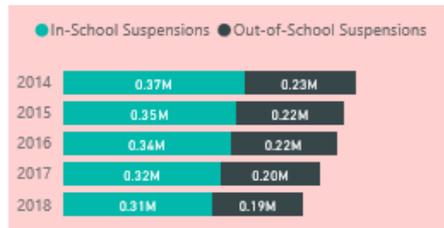
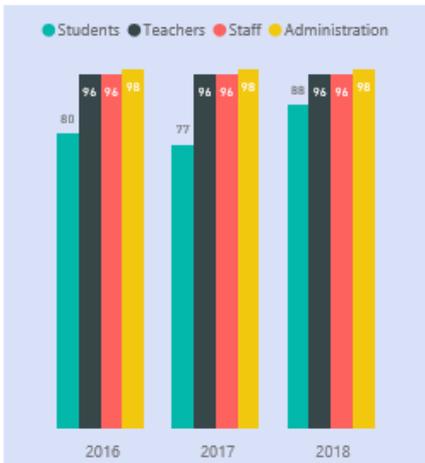
Discipline
Disciplinary actions are weighted and given a point value. The final score is an inverse of weighted suspension rate and total enrollment: higher scores = fewer disciplinary actions.



Safe & Substance Free
Recorded incidents are divided into groups, and calculated with responses to student surveys (only Middle and High schools use survey responses).



Climate Perception
Survey responses are coded and averaged by group (students, parents, and personnel). A 75% participation rate is required for students and personnel responses to be included.



Georgialnsights.com



Georgia Legislature's Comprehensive Safety Package

- **School Climate** added to Student Attendance Protocol Committee
- **Safe School Plans** with input from local law enforcement
- Evaluate and Refine **Security Measures**
- Update and Exercise **Emergency Plans**
- Enhance Crisis **Communication Plans**
- **Training** on School Violence Prevention, School Security, School Threat Assessment, School Emergency Planning, and Mental Health
- Safety Equipment/Safety Enhancement **Funding**
- Mental Health Awareness Training **Funding**

GaDOE is partnering with NAMI and RESAs to provide mental health awareness training for teachers and other educators.



Trusting relationships and a positive school climate are the most effective means of ensuring school safety, much more so than metal detectors.

-National Association of Secondary School Principals

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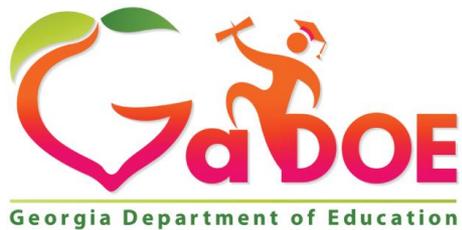
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GEORGIA'S FUTURE**

