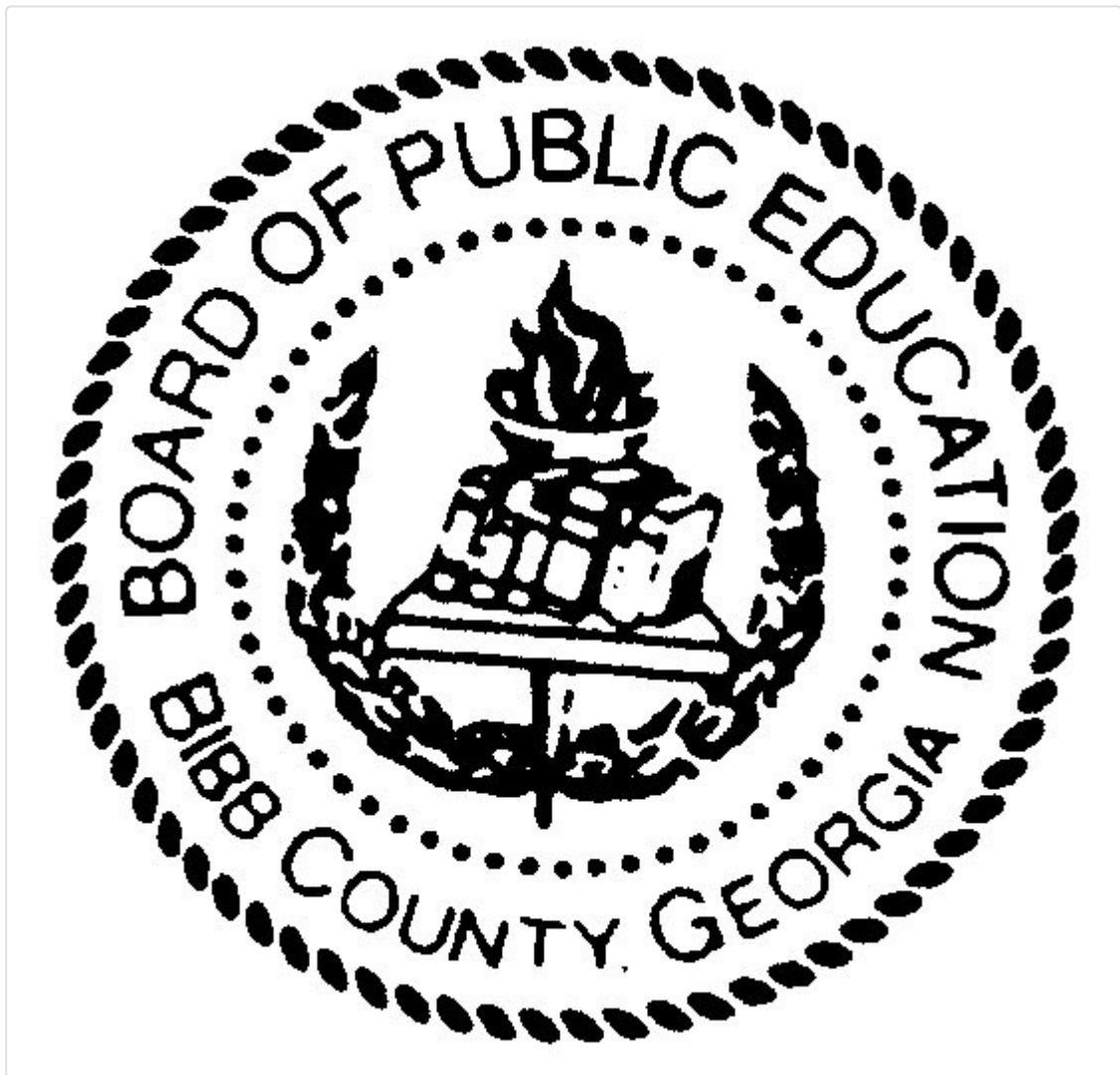


The Board Brief

June 16, 2022



This edition of The Board Brief is a summary of the information presented and actions taken at the Board of Education's meetings on June 16, 2022.

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Actions

[Board Approves Leadership Positions, Additional Personnel Items](#)

On Thursday, June 16, Board members approved various personnel items, including the following leadership appointments by incoming Superintendent Dr. Dan A. Sims. To view personnel items, [click here](#).



Dr. Katika D. Lovett, Chief of Staff

Embracing the passionate belief that every child deserves a champion, Dr. Katika Lovett believes in the inner strength, power, and resiliency of all children. Since completing her Bachelor's degree in Sociology with a minor in Family and Community Service at Georgia State University, Dr. Lovett has dedicated her life's work to educational and community advocacy.

She established her professional career by serving as a special education teacher in Atlanta Public Schools. While serving in APS, she was recognized by the Council for Exceptional Children (CEC) for her work to advance the field and the quality of special education services. After serving as a special education teacher for several years in APS, Dr. Lovett transitioned to DeKalb County Schools. During her tenure there, she began her career in the field of educational leadership by serving as a District Lead Teacher for Special Education programs.

Answering the call to return "*home*", Dr. Lovett was afforded the opportunity to join the Department of Special Education for Atlanta Public Schools as a Special Education Coordinator in 2012. While serving in this capacity, she led efforts to increase compliance with a renewed focus on implementing high quality, academically driven Individualized Educational Programs (IEPs) for students with disabilities. With a passion for innovation, advocacy and technology, Dr. Lovett also redeveloped the district's assistive technology program, an initiative that changed the way in which students were able to access instruction, communicate, and increase their functional capabilities.

In 2016, Dr. Lovett was promoted to Executive Director of Special Education for APS. Challenging her team to reach new goals under the mantra *"DSE Mission Possible,"* graduation rates for students with disabilities soared from 14% (2012) to 60.5% (2020), the district exited discipline disproportionality findings for the first time in 9 years, and compliance timelines reached the highest levels ever reported for APS. Dr. Lovett's work in special education has been recognized by Georgia State University and Georgia Council for Administrators of Special Education.

Most recently serving as the Assistant Superintendent of Student Services for APS, Dr. Lovett led the charge as chief architect of the APS *"Whole Child"* Framework, a component of the Academic Systems Framework, which includes the provision of wrap-around services and school-based supports intended to improve students' academic, social-emotional, behavior, mental and physical health in collaboration with parents, community partners and external stakeholders. Dr. Lovett often refers to this as "heart" work as she firmly believes collaboration is a key component of improving educational and life outcomes for students.

Dr. Lovett has served as Assistant Superintendent of Student Services for the past 3 years in Atlanta Public Schools. In this role, she has provided strategic leadership and guidance for several key departments including Special Education, Student Intervention and Wrap-Around Supports, Comprehensive Health Services, Afterschool & Summer Programs, Student Discipline, Student Registration and Records.

Dr. Lovett attributes her journey, passion, and commitment to education to her late grandmother Annie Grace Lovett. While she was not afforded a formal education, she was self-taught and acquired the knowledge and skills to read, write and calculate on her own. Her grandmother's determination, grit and JOY for learning instilled in her a burning desire to champion the needs of others and advocate for all students to thrive, grow and achieve their personal best.

A Griffin native, Dr. Lovett received her Master's degree in Educational Administration from Argosy University, as well as an Educational Specialist degree and Doctor of Education from Georgia State University. In her free time, she enjoys spending time with family, cycling, visiting her beloved St. Thomas, V.I., and cheering on the Atlanta Falcons.



Kevin Adams, Chief Information Officer

Mr. Kevin Adams hold a Specialist in Educational Leadership from Lincoln Memorial University; a Master's in Mathematics Education from the University of Georgia; and a Bachelor of Science from Furman University in Mathematics and Computer Science.

Mr. Adams currently serves as the Bibb County School District's Director of Research, Evaluation, Assessment and Accountability. He has served as the Interim Chief Information Officer for the past two months.

Prior to his work in Central Office, Mr. Adams served as Principal and Assistant Principal at Howard Middle School. Mr. Adams also has 13 years of teacher experience at Clarke Central

High School (Athens), Walton High School (Marietta), and Howard High School. Mr. Adams has a total of 21 years in education.



Nelson Render, Executive Officer

Mr. Nelson L. Render has successfully served over 25 years of educational leadership toward purposeful instructional outcomes for students. Mr. Render's philosophy is that every student deserves the opportunity to have an extraordinary learning experience through educational access and equity in order to become a productive citizen. Mr. Render has held several leadership positions in public education beginning as Director of Bands and Assistant Principal at DeKalb County Schools, Assistant Principal and Implementation Specialist for 9-12 College and Career Readiness at Atlanta Public Schools, Principal at Clayton County Schools, and Chief of Secondary Schools and Associate Superintendent of High Schools at

Madison Metropolitan School District in Wisconsin. Mr. Render is known to be a professional and well-respected leader among his colleagues and the communities he has served.

Mr. Render holds a Bachelor of Science degree in Instrumental Music Education from Delaware State University and a Master of Science degree in Educational Leadership from Jacksonville State University. Mr. Render completed The School Superintendents Association Howard University Urban Superintendents Academy Certification Program. Mr. Render received various awards and commendations during his career, which include Teacher of the Year Finalist, Who's Who Among American Teachers, the Citation of Excellence award from the National Band Association, and the State of Georgia Governor's Commendation for outstanding musical leadership. Under his instructional leadership as a principal, the school was twice named AP STEM School by the Georgia Department of Education, received the AP Computer Science Female Diversity Award from College Board, and was awarded the top Regional Award for the largest increase in Lexile scores from Achieve 3000.

In addition to serving as an educator, consultant, and mentor to teachers and rising leaders, Mr. Render enjoys recreational time with his wife and two children. His hobbies include composing music, playing the trumpet, golfing, reading, cooking, creating media art, producing voice-over commercials, and volunteering during the holidays.

Dara Foy, Director of Research, Evaluation, Assessment and Accountability

Board Approves FY 23 Superintendent's Recommended Budget

On Thursday, June 16, Board members approved the Fiscal Year (FY) 2023 Superintendent's recommended budget.

Some key highlights include:

- Salary increases for certified staff of \$3,000 or 4 percent, whichever is greater
- Salary increases for classified staff of a minimum of 4 percent, or a maximum of 6 percent for bus drivers, bus monitors, school nutrition non-supervisory staff, crossing guards and hall monitors
- Majority of positions funded in CARES for continuity of services returned to the General Fund
- Reduction in staffing as result of continued decline in enrollment
- \$3.5 million included in General Fund for textbook adoption, which was previously a part of CARES funding in FY 2022
- Increased operational costs due to back to pre-pandemic levels of travel, utilities, transportation, supplies, etc., as well as higher costs of fuel and goods
- No increase in the millage rate
- State of Georgia removes all austerity reductions from the QBE funding
- State of Georgia equalization funding reduced by \$3.1 million
- TRS rate increases from 19.81 percent to 19.98 percent
- Worker's Compensation rate reduced from 1.4 percent to 0.7 percent
- Addition of 5.5 positions: 1 school psychologist; 0.5 intern for psychological services; 2 network technicians II; 1 crossing guard supervisor; 1 Campus Police communications

officer

- Increase eight zone coordinator contract days from 215 to 225 days
- Increase media specialist contract days from 190 to 195 days

For more information, [click here](#).

Board Authorizes GNETS Staff Bonus

On Thursday, June 16, Board members authorized a one-time bonus through the Georgia Network for Educational and Therapeutic Support (GNETS) for Elam Alexander employees. A GNETS state grant was awarded with an additional \$300,000 to be used before June 30, 2022. The Georgia Department of Education has granted permission for the additional funds to be used to pay a bonus for GNETS staff in the amount of \$2,500 each. Funds are provided by the state for GNETS. For more information, [click here](#).

Board Approves Request to Renew Heartbeat Incentive Program

On Thursday, June 16, Board members voted to approve a request to authorize the Superintendent to renew the Macon-Bibb County Urban Development Authority's Heartbeat Incentive Program with a new 20-year schedule for investment projects over \$14 million. For more information about this program, [click here](#).

Board Approves Communities in Schools Model Renewal

On Thursday, June 16, Board members approved the renewal of the Communities In Schools (CIS) of Central Georgia model. CIS is a nationwide network of non-profit organizations focused on improving student and school (in-person or virtual) success by providing needed support and services. Since November 2020, CIS of Central Georgia has provided the Model of Integrated Student Services (case management and wrap-around) to identified Bibb County schools and programs. The CIS model pairs the provision of widely accessible prevention services and resources that are available to entire school populations with coordinated, targeted and sustained intervention services and resources for the subset of students who are most at risk of dropping out of school. For more information, [click here](#).

Board OKs Renewal of National SAM Innovation Project

On Thursday, June 16, Board members approved the renewal of the National School Administration Manager (SAM) Innovation Project. The National SAM Innovation Project is a professional development process using a unique set of tools to change a principal's focus from school management tasks to instructional leadership – activities directly connected to improving teaching and learning. The SAM Project helps principals use data to reflect on their practice and develop a plan to reframe their roles. As a result, principals become more effective leaders and improve student achievement. For more information, [click here](#).

Board Authorizes Occupational, Physical Therapists and Interpreters for PEC

On Thursday, June 16, Board members voted to approve contract services for the Program for Exceptional Children (PEC) to meet the needs of the District's special education student population, as dictated by applicable Individualized Education Programs (IEPs). Occupational Therapy (OT), Physical Therapy (PT), Interpreters, and other therapists may be needed to serve student IEPs. Several companies may be used to provide these supports for special education students in Bibb County during the 2022-2023 school year. For more information, [click here](#).

Board Approves Grant Collaboration with Mercer University

On Thursday, June 16, Board members authorized the District to partner with Mercer University on the GENERATE Program Grant, which seeks to strengthen the ability of high-needs rural and urban school systems to recruit and retain highly qualified educators from diverse backgrounds. This will afford BCSD the opportunity to host residents and have access to a Minority Serving Institution Recruiter who will recruit diverse candidates to work in BCSD during the three years of the grant. For more information, [click here](#).

Board Approves Intalage Contract Renewal

On Thursday, June 16, Board members approved the renewal of a contract with Intalage, an educational consulting company that partners with schools to provide international teachers in critical needs areas. Intalage teacher candidates enter the country under a temporary J1 Visa. Renewal of this contract will allow the District to continue hiring teachers through Intalage for hard-to-fill teaching positions. There are currently 16 international teachers working in the District and 18 additional teacher recommendations for the upcoming school year. For more information, [click here](#).

Board OKs Soliant Inc. Contract

On Thursday, June 16, Board members approved a contract with Soliant Inc. to provide the District with access to highly qualified teacher candidates. The number of available teachers has continued to decline throughout the country. As such, the District's Human Resources Department is continuing to explore all available avenues to source teachers. Soliant, Inc. is a Georgia-based corporation that assists school districts with filling vacancies. For more information, [click here](#).

Board OKs Contract Renewal with TPG Cultural Exchange

On Thursday, June 16, Board members approved the renewal of the contract with TPG Cultural Exchange for the 2022-2023 school year to provide the District with access to highly qualified teacher candidates. TPG sources certified international teachers using their J1 Visa Program. There are currently eight TPG international teachers working in the District and 12 additional recommendations for new teachers for the upcoming school year. For more information, [click here](#).

Board Approves Dell Lease Contract for CTAE Department

On Thursday, June 16, Board members authorized for the Career, Technical and Agricultural Education (CTAE) Department to replace and enhance the technology equipment within all computer labs. CTAE currently has multiple computer labs within six high schools, five middle schools, and Hutchings College and Career Academy. The Bibb County School District CTAE Department has contracted with Dell Leasing Co. to provide computers under the Georgia statewide contract for these services.

The Carl D. Perkins Grant funds this particular program; one requirement for the grant is to maintain proper equipment aligned with the industry standards for technology. The State of Georgia has a leasing program that will allow the District to refresh the equipment placed within the selected labs utilizing the services with the agreement for equipment, maintenance, support, and installation. Due to the District's 1:1 computer initiative, the District has elected

to focus on the 19 high-demand labs (Gaming, Engineering, Audio Video, etc.). This opportunity allows the District to comply with the technology requirement provided by the CTAE Perkins Grants. The contract is a one year lease with a two-year renewal option. For more information, [click here](#).

Board Authorizes Renewal of Renaissance Star 360

On Thursday, June 16, Board members authorized the District to issue a purchase order for the renewal of Renaissance Star 360 for the 2022-2023 school year. Renaissance Star 360 is a comprehensive Pre-K through grade 12 assessment solution used to measure students' achievement and growth, as well as to identify students' instructional needs. This system of assessments informs data-based decisions and supports instructional frameworks such as Response to Intervention (RtI). For more information, [click here](#).

Board Approves Various Operational Expenditures

On Thursday, June 16, Board members approved the following operational expenditures:

- Legal services to be provided by Jones Cork, LLC.
- An agreement with Atrium Health Navicent to continue providing nursing services in the student health clinics in our schools.
- A purchase order to Tyler Technologies for the final year of contracted services of the Munis financial and time keeping applications for fiscal year (FY) 2023.
- Renewal of the banking services contract with Truist Bank for the FY 2023 school year.
- A contract with Carter Engineering Group to provide Engineering Services for Thompson Stadium Renovations phase 2.
- Memorandums of Understanding with the Macon Water Authority provide districtwide stormwater credits to the Bibb County Board of Education.
- Purchase orders on an as-needed basis for the purchase of food products for the FY 2023.
- Purchase orders on an as-needed basis for the School Nutrition Department for the purchase of chemical and paper products for FY 2023.
- A purchase order to Qualified Staffing for temporary employment of staff on an as needed basis for FY 2023.

For more information about the aforementioned items, [click here](#).

Board Reviews Policies

Board members reviewed various policies for first or second reading on June 16. Policies must be read twice before they may be voted on for final action. To review the policies, [click here](#).

- PR-1 Policy JCDAF, Use of Electronic Devices by Students Second Reading (ACTION)
- PR-2 Policy IEC - Class Size Second Reading (ACTION)
- PR-3 Policy IEDA - Unstructured Break Time Second Reading (ACTION)
- PR-4 Policy GBB - Professional Personnel Positions Second Reading (ACTION)
- PR-5 Policy GBBB & GBBB-R(1) - Professional Personnel Certification Second Reading (ACTION)
- PR-6 Policy GBM - Professional Personnel Transfer Second Reading (ACTION)
- PR-7 Policy GBRC - Professional Personnel Work Loads Second Reading (ACTION)

- PR-8 Policy KI - Free Materials Distribution in Schools (INFORMATION)
- PR-9 Policy LDAF - Public Health Authorities – Rescinding (INFORMATION)
- PR-10 Policy LEB - Parents Organizations (INFORMATION)

Stakeholders are encouraged to review policies posted after first reading and make public comment via Simbli before the proposed policies are brought back before the Board for action the following month. Simbli may be accessed through the District's website, www.bcsdk12.net, under "About Us" and "Simbli." On [Simbli](#), "Pending Policies" will appear on the right side of the screen.

Information

Summer Graduation Date Set for July 19

On Thursday, June 16, Board members were informed of the District's plans for a summer graduation. Historically, a summer graduation is held to allow eligible high school seniors attending summer school an opportunity to participate in summer school graduation. Summer school graduation will take place at 6 p.m. Tuesday, July 19, at Howard High School in the auditorium.

Board Reviews Monthly Financial Report

On Thursday, June 16, Board members reviewed the District's monthly financial report. For more information, [click here](#).

Board Receives Presentation from Capital Improvement Program

On Thursday, June 16, Board members received a presentation in regards to the 2016 and 2021 Capital Improvement Program, including information on expenditures and encumbrances. For more information, [click here](#).

Board Reviews Investments, Investment Income and Bonds Report

On Thursday, June 16, Board members reviewed a presentation about the Investments and Investment Income report as well as the monthly Bond report associated with 2020 project accounts. For more information, [click here](#).

Meet and Greet Dr. Dan A. Sims, Superintendent

June 21, 2022
4:30 p.m.

Rutland High School
6250 Skipper Road
Macon, GA



Meet and Greet with the New Superintendent

The Bibb County School District and the Bibb County Board of Education invite the community to meet new Superintendent Dr. Dan A. Sims during a Meet and Greet on Tuesday, June 21, at 4:30 p.m. at Rutland High School's new Performing Arts Center, 6250 Skipper Road, Macon.

The event will begin with a special message and presentation by Dr. Sims as he shares more about himself and his 90-Day Entry Plan. The presentation will be followed by a light reception to allow community members an opportunity to meet Dr. Sims. The special message and presentation will be livestreamed at www.youtube.com/bibbschools.

Swearing In of the New Superintendent

A swearing in ceremony for Dr. Dan A. Sims will be held Wednesday, June 22, at 10 a.m. at the Professional Learning Center at the Martin-Whitley Educational Complex, 2003 Riverside Drive, Macon. Judge Sarah Harris will preside over the swearing in. The swearing in ceremony will be livestreamed at www.youtube.com/bibbschools.