



District Operations Report – May 2025

Chief of Staff Elijah Palmer

Division of Operations

MIRACLES in May Celebration

We hosted *MIRACLES in May*, a culminating event that brought together all division leaders and their teams to highlight, reflect on, and celebrate the successful completion of their strategic priorities for school year (SY) 2024–2025. This signature event was more than a celebration; it served as a public affirmation of our shared commitment to the MIRACLES continuous improvement framework, which ensures that the strategic goals outlined in the district’s 2024–2029 Strategic Plan are translated into measurable outcomes and accountability across every department.

The atmosphere was filled with excitement and pride as leaders showcased the progress their teams had made throughout the year. From operations to academics, each division presented tangible evidence of how they had met or exceeded the goals set earlier in the school year. Notably, this event also served as a platform to introduce the upcoming strategic priorities that will be further refined and formally presented at the June MIRACLES Workshop for the SY25–26. This seamless transition from reflection to forward planning illustrates the district’s intentional cycle of improvement, celebrating what has been accomplished while laying the groundwork for what’s next.

We were especially honored to have Board of Education (BOE) Members Mrs. Allyson Gevertz, Mrs. Deirdre Pierce, and Mrs. Whitney McGinniss in attendance. Their presence signaled not only their support but also the alignment between governance and district leadership in advancing student outcomes. Their engagement was a reminder that their work at the division level has districtwide implications and contributes to the greater vision for excellence in DeKalb County schools.

One of the most exciting moments of the day was the announcement of the top three divisions with the most completed strategic priorities. In third place was the Division of Information and Instructional Technology (DIIT), which made significant advancements in tech integration and infrastructure. The Division of Access and Opportunities earned second place, highlighting its exceptional work in equity, student services, and program expansion. And leading the district with the highest number of completed priorities was the Division of Curriculum and Instruction, whose initiatives directly impacted teaching and learning across all grade levels.

MIRACLES in May was a celebration of purpose, progress, and pride. It affirmed that when we align our work, stay focused on our commitments, and hold ourselves accountable, excellence is not only possible but inevitable.

Saving Our Students Movement

May marked a pivotal moment for the *Saving Our Students* (SOS) initiative, as the team came together to reflect on the impact of this year's programming and to plan for the future. Throughout the school year, SOS has been instrumental in addressing some of the most pressing issues affecting the well-being and safety of our students. The team debriefed on a wide range of topics highlighted during the year, each chosen to meet students where they are and raise awareness about critical challenges. These included Gun Violence Awareness, Human Trafficking Awareness, Safe Driving Awareness, Teen Dating Violence, Vaping and Smoking Awareness, and Bullying and Cyberbullying Prevention.

This debrief was not just about looking back, but it was a thoughtful and honest discussion on how to improve and expand the initiative's reach. One of the main takeaways was the importance of representation. While the work done this year had a significant impact, the team recognized the need for broader inclusion. Plans were discussed to ensure that *all schools* in the district are represented and involved in next year's efforts. This expansion would strengthen the initiative's influence and ensure that no student or school community is left without access to these vital conversations and support.

A major highlight of the meeting was the planning of a powerful culminating event; the *Saving Our Students Districtwide March*, scheduled for July 26. This date is intentionally aligned with the district's Back-to-School Rally, creating a unified and high-energy experience for families and community members. Hosting the march and rally on the same day and at the same location serves a dual purpose, amplifying the visibility of student safety and well-being initiatives and providing families with easy access to resources as they prepare for the new school year.

This moment is more than just symbolic; it is an authentic demonstration of the DeKalb County School District's (DCSD) commitment to supporting the holistic needs of students and their families. By combining meaningful programming with accessible resources and public engagement, the district is building a culture that goes beyond academics; it is one of care, prevention, and proactive solutions. The SOS initiative continues to evolve into a cornerstone of this effort, and May's debrief sets a strong foundation for even more intentional and impactful work in the coming year.

Director of Organizational Effectiveness/Strategic Management Pamela McCloud

Goal area sponsors have demonstrated commendable diligence in ensuring that their respective goal areas, key performance indicators, and progress updates are consistently monitored and refined. This ongoing effort is vital as we approach the completion of the Strategic Plan, which is set to be presented at the board meeting in June. The importance of

this initiative is significant, as it will strategically shape the district's direction over the next one to five years. I will provide a comprehensive update on the Strategic Plan during the board meeting scheduled for June 9. Furthermore, the Superintendent's Report will include highlights and data updates for Goal Area 6: Organizational Excellence, presented by Chief Financial Officer Byron Schueneman and Chief of Operations Erick Hofstetter. Additionally, all other goal area sponsors will deliver a 45-day update on their performance objectives and strategies through the Implementation Hub in preparation for the board meeting on July 14.

Director Joel Thibodeaux

Internal Audits and Compliance

Departmental Management

Joel Thibodeaux was elevated to Executive Director of Internal Audits at the May 12 BOE meeting. Internal Audits and Compliance is also interviewing to fill two vacant internal auditor positions before the end of the fiscal year (FY). Additionally, Internal Audits and Compliance is developing a compliance function for parent and community-based support groups, namely, PTOs, booster clubs, and local school foundations. One additional full-time employee (FTE) will be added to the department for managing this function.

Athletics Audit

Observations and preliminary recommendations on the athletics audit engagement were shared at the May 27 Audit Committee meeting. Substantial discussion revolved around expense reclassification, revenue recognition and reconciliation, and concession revenue sharing. Executive Director of Athletics Myss Johnson-Jelks, and Athletics Director Brandon Lane, were also present to provide updates on current process development. This audit engagement is projected to be completed during July 2025.

Bookkeeper Survey

Internal Audits and Compliance continues its collaboration with the Office of Accountability to conduct the upcoming focus groups. An unplanned opportunity to observe bookkeeper training arose with the "Boots on the Ground" bookkeeper conference held during the first week of June. Internal Auditors were assigned to attend all training being offered over the two-day conference. The draft report on the survey results is underway, while additional information is being gathered from the focus groups. The focus group information and training observations will be used to develop our management recommendations. We have revised the timeline on this project to be completed by the end of June 2025.

Update on Third-Party Engagements

Operations and DIIT Assessments – Center for Effective School Operations (CESO) – The final draft report was delivered to Internal Audits, the Chief of Staff, and the Superintendent on May 21, 2025. A follow-up meeting is being set with CESO to review the findings and finalize the report. The final report will be presented at an Audit Committee meeting or as a Committee of the Whole presentation at a future board meeting to be determined.

Purchasing Card Audit (Forvis Mazars) – The P-Card audit, conducted by Forvis Mazars, continues with ongoing analytics work. The Vendor Services Team is working on additional responses concerning Bank of America (BOA) records to inform the Audit Team. The Forvis Mazars engagement manager projects the report to be final in mid-July, and a presentation at the August Audit Committee meeting is tentatively planned.

Executive Director Tracey Whaley

Public Safety Recruitment and Retention

Recruitment and Retention

Public Safety continues to work towards recruiting and retaining highly qualified staff:

- Since July 2024, 29 SROs have been hired and most have been assigned to their permanent schools.
- Four of the 29 School Resource Officers (SRO) are currently in training.
- Two SROs have been recommended to HR and are currently being processed.
- Campus supervisors for the following locations are currently being processed by Human Resources (HR) and Finance:
 - Two – Administrative and Instructional Complex (AIC)
 - One – William Bradley Bryant Center for Technology (WBBC)
 - Two – Silver Hill Building

Technology Integration

- Facial Recognition – This initiative will move forward to the next school year as information technology (IT) is currently conducting infrastructure updates.
- Evolv Conveyor BOE agenda item is being prepared for June BOE meeting.

Visitor Management System

- BOE agenda item is being prepared for the purchase of 131 laptops for the Visitor Management System.

District Employee Training

Public Safety personnel conducted the following safety-centric training:

- Civilian Response to Active Shooter Events training for the following district personnel:
 - Browns Mill ES on March 19.
 - Student Services Employees – Psychologists on March 19.

Centegix Updates

Installations have been scheduled for:

- Silver Hill Building
- Fernbank Science Center (FSC)
- The Globe Academy (two locations)
- The Museum School

The following locations have been approved for installation by BOE and cleared legal review:

- The Tapestry School
- Dekalb Preparatory Academy
- Dekalb PATH
- New Central Office
- International Community School

The following charter schools have either declined or failed to reply to district communication about the availability of Centegix for charter partners:

- Dekalb Academy of Technology and the Environment (declined)
- Leadership Preparator (no word back)

Executive Director Carolyn Lloyd

Board of Operations

On May 15, the Board Office successfully hosted a joint meeting with the DeKalb County Board of Commissioners, marking the first in-person gathering of this nature since the virtual meeting held in 2022 during the pandemic. The event saw strong attendance and has paved the way for ongoing collaboration and partnership.

Additionally, the board's next retreat is scheduled for June 25, marking the third retreat of the year, providing essential opportunities for in-depth discussions as mandated by the board. Furthermore, the Board Office staff and BOE members will participate in the annual Georgia School Board Association Conference from June 5-7.

As always, the Board Office remains committed to supporting the BOE, the superintendent, and the district.

Chief H. Eric Hilton Esq.,**Office of Legal Affairs****Overview and Summary of Activity for the OLA**

The Legal Department's high-level priorities for the month continued to align with the MIRACLES Goals for the OLA and progress toward completion by July 2025. The OLA presented its completed goals to district leadership and division personnel. The OLA also participated in DCSD Steering Committees for the Operations, HR, and Finance Divisions, as well as weekly check-in meetings with the superintendent. The OLA completed a legal review of all board agenda items for the June 2025 Board Meeting and is on track to complete review of the July 2025 board agenda items in accordance with established deadlines. The OLA has continued its review and analysis of newly issued Executive Orders and related implications for the district. OLA attorneys also continued work on the Board and Administrative Policy Committees. Additionally, the OLA coordinated with outside counsel on litigation matters, legislative affairs, and annexation issues. OLA personnel participated in a joint meeting between DCSD and DeKalb County, which explored shared initiatives. The OLA continues to review and implement strategic initiatives to achieve budgetary and cost-saving goals for the district's legal affairs. Finally, the OLA Legal Team collaborated on numerous matters and timely completed districtwide legal requests.

Executive Legal Director and Title IX Coordinator Marissa Key, Esq.**State Legislation**

All new education legislation from the 2025 Legislative Session has been identified. Impacted divisions and departments will be contacted regarding necessary policy or practice changes. Training opportunities will be provided over the summer. Leaders may contact the OLA for guidance on implementation of newly enacted policies and procedures pursuant to Georgia legislation.

Policies

OLA identified initial HR policies for revision and started the revision process. The Administrative Policy Committee met and created a policy review process to be distributed to divisions by June 30. Priority policies are continually reviewed and revised as needed.

Title IX

Access to a Title IX Toolbox will be provided to Title IX staff in preparation for the SY25-26. One-on-one training is still being provided to staff to close out cases from this school year. Additional training will be offered throughout the summer months to support effective implementation of the restructured Title IX process during the SY25-26.

Open Records

As of May 30, the Open Records Team has received approximately 1,155 production requests for SY2024-2025. This dedicated team has a 97 percent closure rate with 3 percent of the requests currently pending.

Legal Director Ginton R. Darien, Jr., Esq.

Risk Management and Workers' Compensation

Document Retention Management

The OLA continues its work with IT on document retention management. This involves formulating a plan for transferring documents to electronic storage and coordinating document destruction. On May 9, a representative of the OLA attended the Records Digitization Data Committee meeting. OLA also participated in the May 27 Retention Steering Committee meeting. During these meetings, as well as other meetings, discussions were held regarding box document pick up status, proof of concept, milestones achieved thus far, upcoming Scribbles demonstration, invoicing protocol, additional paper records, transition to digital records, training schedule, data retention policies, HR document retention, and investigative files. Additional discussions were held regarding the information provided by the Docufree Team in preparation for the May 30 training.

Insurance Matters

The OLA has continued to respond to additional requests for information needed related to the renewal of the district's Excess Workers' Compensation Insurance coverage. Additionally, OLA has responded to further questions related to the updated Statement of Values, Cyber Insurance Applications, the Above Ground Storage Tank form, and the Library Book form, which are needed for renewal of the district's Property Insurance coverage. OLA has also replied to requests for additional information related to the updated School Bus Inventory form and Vehicle Inventory form, which cover the insurance renewal for off-road physical damage to vehicles. In addition, detailed completed applications have been submitted for the renewal of the Student Accident Insurance Program. This program is voluntary, and the premium is paid by those parents who elect to buy coverage for their child. Lastly, the district has submitted its renewal application for Student Professional Liability coverage. This provides coverage for approximately 700 high school (HS) students engaged in professional occupations such as nursing assistants, patient care technicians, bookkeeping, and other occupations. At no additional cost to the district, General Liability coverage will also be provided.

Risk Management

The OLA continues its work with Gartner representatives. Gartner provides strategic partnerships supporting every assurance function within the district. The main areas of support are provided in legal, risk, compliance, privacy, and audit. For **legal**, the focus is on board management and governance, selecting legal service providers, strategy and performance

management, contract management, planning and strategy for emerging technologies, legal operations, and talent management. For **risk**, the main areas include risk management, operational risk assessment, business continuity management, cyber risk management, enterprise process, program management, and risk response strategies. For **compliance**, the focus is on compliance function strategy, structure and metrics, as well as third-party risk management, compliance risk mitigation strategies, code and policy management, training and communications, technology roadmaps, and planning.

Workers' Compensation

The OLA continues to handle workers' compensation matters for employees. The team investigates and resolves claims related to injuries that occur during the course of employment. Employees may contact OLA for assistance after a work-related injury. To assist with this process, template reports for completion are provided. These include the Employee Accident Report and Authorization to Physician Form. Additionally, the team has implemented current best practices to prevent work-related injuries.

Liability Matters

The OLA continues to handle the school bus accident claims for the district. The team investigates, negotiates, and resolves school bus accident claims. In addition, this team reviews and handles claims involving the use of any district vehicle or truck. To assist with this process, templates for Fleet Vehicle Accident and Transportation Vehicle Accident are provided. Student accident claims are also forwarded to OLA for review. A template Incident Report form is provided to assist with this process.

Senior Legal Counsel Chasity Middlebrooks-Cody, Esq.

Employee and Student Relations

Training and Legal Compliance

The OLA continues to work with all DCSD departments, locations, and entities to review documents and provide various forms of support ensuring compliance with federal, state, and local laws and policies. Various areas have been identified for training opportunities that will occur throughout the summer and during pre-planning for SY25-26. Currently, the following sessions are under development for summer and pre-planning implementation: Enrollment Procedures and Federal Compliance, Legal Updates, Documentation of Student Discipline, CPI, What is Discrimination?, Document Retention, and Title IX.

Employee Relations

The OLA continues to collaborate with the HR to address employment matters. The district's Equal Employment Opportunity Commission (EEOC) charges and employment lawsuits remain below 1 percent. Currently, the OLA has a 90 percent closure rate for EEOC charges for SY24-25. All open cases are anticipated to be closed by the end of the FY. The OLA strives to provide prompt and efficient resolutions to legal matters impacting personnel.

Student Relations

The OLA continues to work with the Department of Student Relations to provide support regarding student discipline matters. The department has identified areas for student support in collaboration with the Divisions of Wrap Around Services, Student Services, Schools and Leadership, and the Department of Public Safety. In collaboration with these divisions, the OLA has developed targeted training areas. Additionally, we provide timely guidance on various matters that impact all students, while interfacing with student legal representatives and parents.

Parent and Student Matters

The OLA continues to provide support to local schools as they respond to legal matters impacting student enrollment and parent concerns. Parents may contact the local school, area offices, or the OLA directly to submit court orders for review of matters regarding student enrollment and access. The current processing time is 48 hours from receipt of the request.

Legal Counsel Imani Redd, Esq.

Contract Administration

Contracts Management

Since the last Operations Report, the Contracts Administration Team has reviewed over 100 contracts and prepared 45 agreements and amendments for various departments. The team conducts weekly meetings to review contract activity, address time-sensitive matters, and continuously improve contract administration processes.

To support this work, the team has established three active tracking charts that monitor agreements from initial preparation through final execution and readiness for use—including contracts that require board approval. The team is in the process of establishing a fourth tracking chart to support this effort.

Additionally, the team is in the process of updating standard agreement templates and has completed the first round of drafts for smaller-format agreements.

Training Management

The Contract Administration Team will continue providing training to bookkeepers and department staff on submitting agreements and renewals, as well as on the DJE Board Policy related to purchasing. Representatives from each division have been identified to serve as potential contract liaisons to help streamline the contract process within their respective departments. We will be working with each department to confirm or update these designated team members as soon as possible.

Once updates to our standard agreement templates are finalized, we plan to conduct targeted training sessions with the designated liaisons, followed by broader training sessions for school-based staff.

Chief Operating Officer Erick Hofstetter

Division of Operations

As we wrap up another successful school year in [April and May](#) in the DCSD, we celebrate the tremendous efforts of the Operations Team. From coordinating seamless graduation ceremonies to providing dependable daily services, your commitment shines through every achievement. Special recognition goes to our Transportation Team for their year-round dedication to safe and reliable student travel. We also proudly celebrate reaching four of our 14 departmental priority goals, with four more well on their way. It is an impressive foundation for future accomplishments.

The end of the school year has also brought exciting developments across the district. Our collaboration with the Student Assignment Project (SAP) continues to drive equitable solutions for school overcrowding, ensuring every student has access to an optimal learning environment. A heartfelt thank you to Monica Law for orchestrating a successful groundbreaking ceremony at Sequoyah MS and HS. The community turnout was inspiring, and we commend Mr. Sedrick Anthony and his team for their leadership and perseverance throughout this journey.

As we transition into summer, we honor our retirees for their years of service and extend a warm welcome to our newest team members. Let us not forget the importance of rest and self-care because your well-being is vital to our mission.

Thank you, Operations, for your relentless drive and collaborative spirit. Together, we are building stronger communities, supporting student success, and making a lasting impact in DeKalb.

Deputy Chief Operations Officer Antwyn Brown

Division of Operations

May was a month of significant transition within the Division of Operations. It began with our ongoing Special Purpose Local Option Sales Tax (SPLOST), Capital Improvement Plan (CIP) and alternate funding resources engagement efforts with the BOE during its board retreat. We also partnered with OLA to facilitate the Legal Symposium Training for operations and leadership to provide an educational refresher for our managers to ensure legal and policy compliance within our internal functions and workflows. Our strategic coordination efforts continue with the HR-Operations staff. Together we have initiated a goal to collect and frame recruitment data in a manner that demonstrates the impact of the targeted work within the division specifically within Facilities Management and Transportation. The May steering committee presentation focused on the forthcoming agenda items and served as a continuation of our engagement efforts regarding SPLOST and CIP projects and alternate funding sources. It also provided an opportunity to provide a moment of acknowledgment and gratitude to ACERM for the support they have offered to the DCSD. In preparation for the final transition of program management

responsibilities, Operations divisional staff held a final high-level meeting with Hoar Program Management (HPM) staff to confirm the current condition and status of our SPLOST and CIP portfolio.

The Division of Operations also facilitated the ribbon-cutting ceremony in Doraville, GA, for the new Sequoyah school site. This event was well attended by community leaders, stakeholders, and staff. The Division of Operations was also engaged in the multifaceted policy and prospective partnership meeting held between the DeKalb County Board of Commissioners and DeKalb County BOE. Divisional leadership provided words of encouragement during the two end of year (EOY) Department of Transportation Bus Driver meetings held at McNair HS and Chamblee HS.

Operations also partnered with the Department of Public Safety to facilitate and educate Department of Business Services staff on workplace safety and decorum. We also took advantage of several opportunities to reinforce the DCSD's H-PRIDE values during conflict resolution and investigation conferences with our staff in May.

Finally, and most importantly, a strong cross-section of divisional staff attended and supported the DCSD's commencement exercises. Commencement is a benchmark of EVERY student's life, and our staff were able to participate and observe the vision of the DCSD in motion!

Executive Director Keith Ball

Capital Improvements and Facilities

June kicks off our "Super Bowl Season!" Once our schools are vacated for the summer by staff and students, our team of dedicated professionals will step in and step up to tackle cleaning, maintenance and capital projects. We have 58 calendar days and 38 workdays to make great things happen for DCSD.

The Operations Division has two significant transitions occurring this summer. On June 2, our new CIP Team, HPM, will replace the longtime incumbent, ACERM. HPM is tasked with supporting all construction in DCSD, including but not limited to ESPLOST projects. They will be responsible for construction program management, facility condition assessments, and project management. This inclusive partnership will provide DCSD with recommendations and support that will help prioritize work and ensure our resources are used in the most impactful and sustainable manner.

On July 1, all DCSD custodians and plant engineers will transition from being school-based employees to members of the Operations Division. This strategic move is designed to provide comprehensive training, align consistent work schedules to provide better service, and ensure our equipment is maintained to specification and serviced regularly. Our new Custodial Leadership Team will collaborate with building leaders to set goals and ensure all our buildings are safe, clean, and efficient, aligning with the DCSD Strategic Plan. On behalf of our entire division, I welcome all 700+ custodians and plant engineers.

Here is a safe and productive summer for all our Operations Division employees!

Non-SPLOST DCSD Work Order Status: 30 Day Report as of May 20, 2025



	5.20.2025 < 30 Days	5.20.2025 > 30 Days
Carpentry	114	597
Electrical	69	529
Generator	4	11
Glazing	9	11
Grounds	56	335
HVAC	198	67
Kitchen	65	552
Locksmith	62	292
Masonary	11	44
Paint	36	59
Pest Control	25	21
Plumbing	84	218
Roof	25	28
Total	758	2765

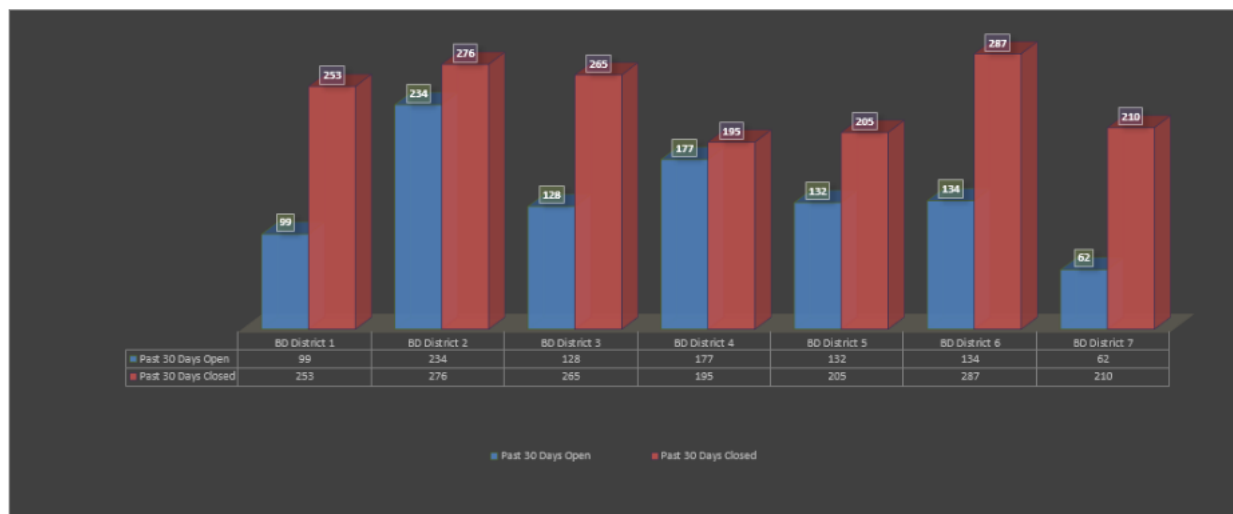
Safe

Clean

Efficient

- Data is currently pulled from MUNIS.
 - Incident IQ will replace MUNIS.
- Data is organized by trade.
- 30 day close out of all work orders is the standard.
 - Strategic and purposeful utilization of P-Cards
 - Grainger contract
 - Vendor services
- Limited exceptions to 30-day close out could include a back ordered part.
- Principal/Site Leader must be communicated with if there are any delays past 30-days.
 - Two internet outages occurred during this reporting period.

Work Order Data by Board Member District Previous 30 days ending on 5.20.2025



Executive Director Raymond Stanley

Transportation and Fleet Operations

Inventory Update

Fleet Services has continued its strategic approach to managing the school bus inventory by phasing out the repair of older buses in the 1700-series. These vehicles, due to their age and high maintenance requirements, have been retired from the active fleet. This move is expected to result in significant cost savings, enhance overall maintenance efficiency by allowing staff to concentrate on a smaller number of vehicles, and improve bus availability for daily operations.

Training and Professional Development

Fleet Services staff have several training opportunities scheduled to support professional development and operational excellence. Sessions include “Foundations of Effective Communication” facilitated by Jeremy Fuller from the PL Department, and “Tire Truck Training” led by Samuel Butler and Stephon Evans. In addition, staff will participate in external events such as The Women’s Leadership Conference (Skill Path), the 2025 Georgia Association for Pupil Transportation (GAPT) Summer Conference and Tradeshow, and the 2025 GAPT Technicians Workshop. The full training plan is posted and updated weekly on the Fleet Services Bulletin Board.

Fleet Availability and Maintenance Performance

The current status of fleet availability is as follows:

- **Regular Education Buses:** Out of 685 total buses, 568 are available, resulting in an 83 percent availability rate. The average maintenance turnaround time is 17 days.
- **Special Education Buses:** 215 of 304 buses are operational, with a 71 percent availability rate and an average turnaround time of 29 days.
- **Support Fleet:** The availability rate stands at 98 percent, with 476 of 488 vehicles in service and an average turnaround time of 33.5 days.

Ongoing Projects

Several key projects are in progress:

- A review of support vehicle needs is underway with other departments to enhance utilization, improve productivity, and reduce costs by developing a shared vehicle pool rather than purchasing new vehicles.
- The Fleet Services Truck Shop Manual is being developed to standardize procedures and enhance operational consistency.
- A meeting was held on May 5 with Executive Director Keith Ball to address outstanding work orders and discuss facility upgrades.

Milestones and Infrastructure Updates

The Garage Doors Project commenced on April 7, with King Overhead Doors conducting an inspection of all electrical outlets. A certified electrician has completed the outlet survey and will coordinate with King Overhead Doors on the installation scheduled for May 20.

Additionally, the fuel pump upgrades at the AIC facility have been completed, now featuring additional diesel and gasoline pumps to support fleet fueling needs more effectively.

This report reflects the continued efforts of Fleet Services to improve operational efficiency, safety, and professional development while advancing strategic initiatives and infrastructure enhancements.

Executive Director Connie Walker

School Nutrition Services

School Nutrition Catering and Culinary Services SY24-25

The SNS Catering Team has made a profound impact across DCSD, redefining what it means to serve with excellence. This year, SNS expanded our culinary reach to support teaching and learning and to build a sense of community.

Events Hosted Across the District SY24-25

Our team has been honored to support a diverse range of events, each uniquely crafted to reflect the vision and purpose of the occasion.

Public Safety Appreciation Events: SNS proudly served the public safety professionals who safeguard our district's schools.

Graduation Celebrations: From fifth-grade promotion dances to graduation breakfasts, our Culinary Team created memorable dining experiences for students and their families.

Staff Recognition and Wellness Events: SNS contributed to celebrations honoring the dedication of educators and staff for their hard work and commitment.

Unique Culinary Expertise

The SNS Catering Team is more than a food service provider. We are strategic partners in creating experiences that leave a lasting impression. Our capabilities include:

- Each event receives a menu tailored to its purpose and audience, ensuring every detail exceeds expectations.
- Our experienced Culinary Team brings expertise, creativity, and commitment to excellence.
- SNS offers a full spectrum of service options, including plated dining, buffet-style service, and convenient grab-and-go setups, designed to meet the unique needs of each event.
- Every event is executed with the highest standards of food safety, sanitation, and professionalism.

Our Commitment

The SNS Catering Team remains dedicated to advancing the mission of DCSD. We take pride in creating moments that matter, ensuring that every event we touch is a reflection of the excellence our district embodies.

Our work is more than catering; it is about teaching and learning, building community, honoring achievement, and supporting the district's vision for educational excellence. We look forward to expanding our services and hosting more events in the future.



Director Bernando Brown

Student Transportation

2024-2025 End of Year and Retirement Ceremony

The 2024–2025 EOY and Retirement Ceremony is hosted by the Department of Student Transportation. The event celebrated staff contributions, highlighted key operational improvements, and reflected our commitment to student safety and driver support.

First, we successfully completed the A/C retrofit project for 299 school buses. This 100 percent implementation milestone represents a significant step in enhancing driver comfort and improving student ride conditions, particularly during our warm Georgia months.

Additionally, we rolled out advanced camera systems across 47 vehicles, including McKinney-Vento, special needs, and transit buses. The integration of the ARMOR software suite enables real-time monitoring, better incident response, and supports improved training and accountability across the fleet.

Parent engagement also saw gains with our continued rollout of onboard tablets, which help ensure that families receive up-to-date and accurate route information via the Parent Portal.

Our Road-e-o event was a highlight again this year, showcasing strong performance from our new and returning drivers. We also promoted Samuel Butler III to fleet operations supervisor and recognized Lyndon Liverpool with the Difference Maker Award.

We honored eight retirees whose service ranged from 10 to 22 years and remembered five team members we lost this year. These moments reminded us that transportation is a people-first mission.

This ceremony was more than just a recap of our year; it was a reminder of how far we've come and who made it possible. Thank you for your continued support.

Together, We Are Driving Forward.

Director Bobby Moncrief

Facilities Services

We are preparing to welcome all districtwide custodians to the Operations Division and look forward to new collaborations with the principals. During this final stage, we aim to promote and deliver excellent customer service at every step. We are finalizing the filling of all vacant positions to ensure top-notch customer assistance throughout the district. We welcome Facility Manager III Mr. Louis Montanez for Operational Zone 3.

The Facilities Department is thriving this summer across the DCSD. We completed 1,769 work orders and are working to compete for 1,124 new orders. The crew swiftly created additional parking spaces at the SAM Moss Center within two weeks. We are diligently working on installing a new carpet in the auditorium at Miller Grove HS. Additionally, we are leading the way with innovative machines to ensure our buildings are clean, safe, and sustainable. The Facilities Team successfully tested a new window-washing machine at the Kroger Building.

Moreover, the team participated in a demonstration featuring a lift machine designed to pass through a single door. This would be a game changer in supporting our technicians to enhance efficiency and productivity. Faster access to elevated work areas with construction hoists quickly transports workers and materials to different building levels, eliminating the need for ladders or other slower methods, which reduces downtime.



Director Keith Singleton

Business Services

June Operational Updates: Enhancing Support and Sustainability Across the District

As we kick off June, we are pleased to announce several key initiatives designed to improve efficiency and service delivery across the DCSD.

Grainger Storefront Transition

We are moving forward with the transition of the Grainger Support Team to a fully operational storefront at the Operations Center. This upgrade enables our technicians to access critical parts within two days or less and conduct on-site research directly with Grainger staff. This collaborative approach has already proven successful—last year alone, it reduced daily travel by 288 miles for our Facilities and Operations Teams, increasing productivity and reducing fuel costs. This storefront will be in place by **August 2025**.

Zenventory Warehouse Management System Rollout

We are also excited to launch our new partnership with **Zenventory**, a web-based Warehouse Management System (WMS). This platform will provide the Supply Chain Team with comprehensive control over inventory management throughout the district. Implementation will begin at the central warehouse and expand to additional sites over the coming year, improving our inventory operations' tracking, efficiency, and accuracy.

Sustainability Training Initiative

Beginning in July, the Sustainability Team will lead a three-day training on waste handling and recycling for all incoming custodial staff. This initiative, led by **Boyd Leake**, will strengthen our recycling efforts and support our partnership with **DeKalb County Sanitation**. The training reinforces our commitment to environmental stewardship and sustainable operations across all school sites.

We thank all teams involved for their continued commitment to innovation and service excellence.

Director Hans Williams

Planning and E-SPLOST/CIP Programming

Facility Educational Adequacy Site Visits

Planning staff are coordinating school site visits for the Facility Educational Adequacy (FEA) Assessment being done by HPM as part of the long-range facility planning process. These visits began in late May and will continue through June. The FEA Assessment will help the district understand how individual school facilities impact its instructional mission and will be an invaluable tool for developing a long-range plan for the use and improvement of DCSD school facilities.

Unlike FEA assessments conducted in the past, the HPM methodology for FEA is designed to be paired with a Facility Condition Assessment, making it an effective tool for capital improvement project planning. Site visits for Facility Condition Assessments will also be taking place later this summer as part of the long-range facility planning process.

Student Assignment Process Coordination

As part of ongoing coordination with the Student Assignment Process, planning staff have introduced the HPM Planning Team leaders to the SAP Team leaders and begun a series of meetings leading up to fall 2025 for public engagement. Both the SAP Committee and the long-range facility planning process will need to be coordinated to ensure that SAP recommendations and facility use and improvement recommendations are in harmony with the future of DCSD schools and facilities. It is expected that both processes will actively engage stakeholders next fall, and coordination leading up to that engagement will be key to the successful efforts of both processes.

Chief Financial Officer Byron Schueneman

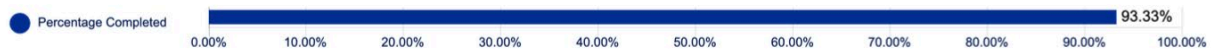
Division of Finance

Monthly Tasks

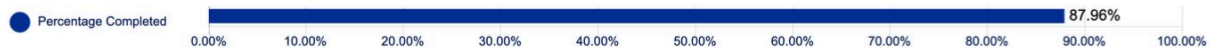
The Division of Finance utilizes Smartsheet to track routine and monthly tasks. These tasks are mostly accounting and payroll in nature. It is important to monitor these tasks and ensure they are done timely and with fidelity; this in turn will lead to efficient payroll processing with less errors and reliable financial reporting. While aggressive, we aim to have all tasks completed by the end of the following month.

FY25 Financial Month End Dashboard

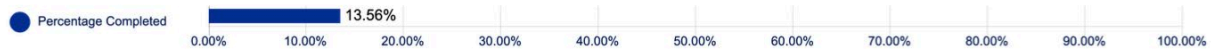
FY25 Period 9 - March



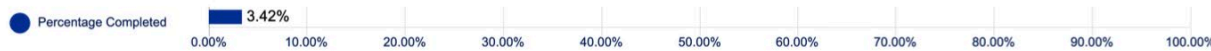
FY25 Period 10 - April



FY25 Period 11 - May



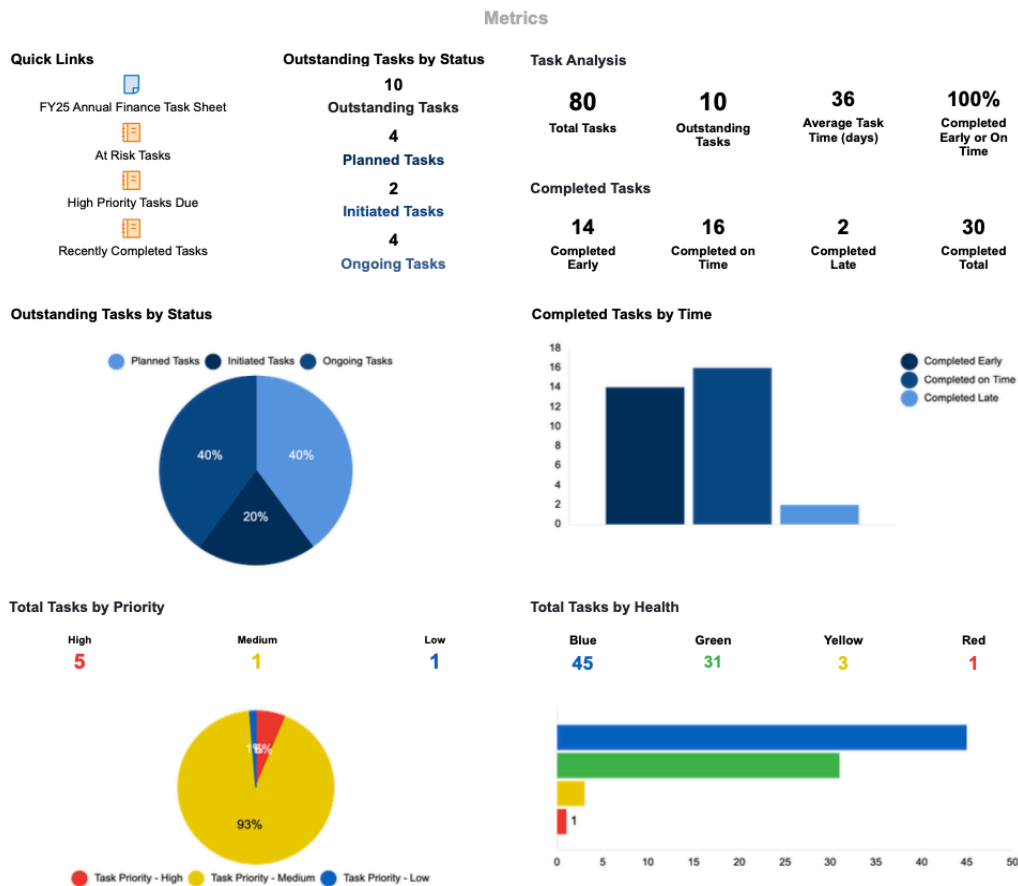
FY25 Period 12 - June



Annual Tasks

The Division of Finance utilizes Smartsheet to track annual tasks, reports, and activities related to finance. This dashboard incorporates all areas within the Division of Finance and helps us backwards plan for and remember upcoming deadlines that occur quarterly or annually.

FY25 Annual Finance Tasks



Reports

High Priority Tasks Due

Task Name	Description	Estimated Completion Date
FY26 Budget Passed by 6/30/2025		06/30/25
FY2024 SPLOST Audit Engagement (DOAA)		06/30/25
FY2023 SPLOST Audit Engagement (DOAA)		06/30/25
Chart of Accounts Update - Safety & Security Function Transition		06/30/25
FY25 Safety & Security Grant - Fully Expend		06/30/25

At Risk Tasks

Task Name	Description	Task Priority	Estimated Completion Date

Completed Tasks

Task Name	Description	Task Priority	Contact(s)	Start Date	Estimated Completion Date	Actual Completion Date	Latest Comment
Task Health							
DE-046A - FY24 Actuals		—	Dan Copeland	07/01/24	09/30/24	09/30/24	
DE-046B - FY24 Final Budget		—	Dan Copeland	07/01/24	08/30/24	08/24/24	
DE-046B - FY25 Initial Budget		—	Dan Copeland	07/01/24	10/31/24	10/17/24	
CS-1 (Salary & Travel Detail)		—	Dan Copeland	07/01/24	08/15/24	08/15/24	
TIGA (Transparency in Government)		—	Dan Copeland	07/01/24	10/01/24	10/01/24	
P-Card DOAS Detail		—	Dan Copeland	07/01/24	10/01/24	10/01/24	
941 Federal Tax Reconciliation 2025 Q1		—	Thomas Lowery	03/31/25	04/30/25	04/29/25	
941 Federal Tax Reconciliation 2024 Q3		—	Thomas Lowery	09/30/24	10/31/24	10/31/24	
941 Federal Tax Reconciliation 2024 Q4		—	Thomas Lowery	12/31/24	01/31/25	01/31/25	
G7 State Tax Reconciliation 2025 Q1		—	Thomas Lowery	03/31/25	04/30/25	04/29/25	
G7 State Tax Reconciliation 2024 Q3		—	Thomas Lowery	09/30/24	10/31/24	10/31/24	
G7 State Tax Reconciliation 2024 Q4		—	Thomas Lowery	12/31/24	01/31/25	01/31/25	
W-2's		—	Asheia Hines	01/01/25	01/31/25	01/28/25	Byron Schueneman - Reprinting of 330 W-correct for info only was distributed last week along with a memo explaining the correct FICA Refunds went into S19 payroll this 4/15/2025
Immigration and Security (e-Verify)		—	Carla Smith	12/01/24	12/31/24	12/27/24	
1099's		—	Carla Smith	01/01/25	01/31/25	01/28/25	
FY25 Budget Uploaded to CVOIG		—	Regina Bagley	07/01/24	08/30/24	08/15/24	
Excess Cost - Special Education		—	Katharyn Rees, Lance	01/01/25	01/31/25	01/31/25	
Annual Indirect Cost Report GADOE		—	Lance McConkey, Th	08/01/24	08/30/24	08/30/24	
FY2024 SPLOST Schedule Transmission		—	Lance McConkey	10/01/24	12/31/24	12/27/24	
FY2024 SPLOST Schedule Advertisement		—	Lance McConkey	10/01/24	12/31/24	12/27/24	
Book Indirect Costs for July 1st - September 30th		—	Thomas Lowery	09/01/24	09/30/24	04/25/25	
Update Positions / Job Salary Charge Codes for Grants		—	Regina Bagley	10/01/24	10/15/24	01/31/25	
Charter School - Mid Year Adjustment #1		—	Byron Schueneman	03/01/25	04/30/25	04/30/25	Byron Schueneman - Due to over-anticipat student growth, LPA has been overpaid an the district \$505,791.07 which will be invoic May.
Charter School - Final True Up of Prior Year		—	Byron Schueneman	10/01/24	11/29/24	11/29/24	
Reverse Ghost / Dummy Budgets for Funds 580 & 582		—	Regina Bagley	10/01/24	10/15/24	10/15/24	
Reverse Ghost / Dummy Budgets for Funds 3XX		—	Regina Bagley	10/01/24	10/15/24	10/15/24	
Vendor Seminar - Non-Capital		—	Carla Smith	10/01/24	10/31/24	10/11/24	

MIRACLES and Other Finance Projects

The third Smartsheet dashboard we use monitors significant projects spearheaded by the Division of Finance. Within this dashboard, we can plan out milestones of projects, assign responsibilities, monitor the overall health, and keep track of planned and actual completion dates.

Done	Task Name	Health	Assigned To	Actual Start Date	Projected / Actual End Date	Deliverable / Comments
☐	☐ Medicaid Reimbursement	●	Byron Schueneman	01/01/25	12/31/25	Reimbursement for eligible services provided.
☒	☐ Allowance Manage	●	Regina Bagley	01/01/24	01/31/25	Platform to view position info & budget reports.
☐	☐ Treasury Management - Debtbooks	●	Lance McConkey	11/15/25	05/31/25	Formal treasury management strategy.
☒	☐ ACFR Builder	●	Lance McConkey	08/01/24	01/31/25	Now used to prepare monthly & annual financials.
☒	☐ Grant Manager	●	Lance McConkey	11/15/24	02/28/25	Used to manage grants & donations funds 580 & 582.
☐	☐ My Retirement Manager	●	Lance McConkey	04/01/24	10/31/25	Streamline 403b & 457 sign up and processing.
☐	☐ Capital Asset Scanner Integration	●	Lance McConkey	07/01/23	06/30/25	Improve inventory process of capital assets.
☒	☐ Munis State Reporting - DE-105, TIGA, DE-146	●	Dan Copeland	07/01/24	06/30/25	Implement Munis / Tyler state reporting tools.
☐	☐ Payroll - Electronic Processing of Child Support BGA	●	Asheia Hines	10/01/24	06/30/25	Speeds up the remittance and delivery of child support.
☐	☐ Payroll - Time & Attendance	●	Asheia Hines	07/01/23	10/31/25	District wide time & attendance solution.
☐	☐ MySchoolBooks	●	Byron Schueneman	10/01/24	08/31/25	Platform to provide teacher allotments to buy supplies.
☐	☐ Invoice Entry & Management in Munis	●	Carla Smith	04/15/25	09/30/25	Reengineering of invoice processing for greater efficiency.
☒	☐ ELSA - E Procurement	●	Carla Smith	07/01/24	02/28/25	E-Procurement marketplace for added competition & pricing.
☒	☐ Employee Expense Reimbursement - Processed Electronically	●	Byron Schueneman	11/01/24	01/31/25	Shifting employee reimbursements from a check to ACH.
☒	☐ Roll Out Employee Access (Replace ESS)	●	Lauren Scott	11/01/24	01/31/25	Enhanced employee portal with greater security.
☒	☐ Vendor Positive Pay - BGA	●	Lance McConkey	11/01/24	06/30/25	Security enhancements to protect against fraud.
☐	☐ Munis Cash Reconciliation Module	●	Lance McConkey	11/01/24	06/30/25	Accurately track bank balances by bank & fund.
☒	☐ Resource Allocation Method Plan (RAMP) Revisions	●	Milton Hall	11/01/24	06/30/25	Amend RAMP to distribute resources to special programs.
☐	☐ BGT BGA Role Analysis & Budget Workflow Update	●	Regina Bagley	05/02/25	08/31/25	Update roles and workflow for Budget efficiency.

Deputy Chief Financial Officer Lauren Scott**Division of Finance**

As of June,, the DCSD is planning to transition SNS back under the Division of Finance, consolidating all fiscal operations under the Chief Financial Officer's oversight. This has also been added as a MIRACLE for FY26.

This restructuring aligns with the district's broader efforts to enhance operational efficiency and financial accountability. Previously, SNS operated as a separate entity within the Division of Operations, but recent organizational changes have integrated SNS into the Finance Division, which encompasses budgeting, payroll, accounts payable, and purchasing. This move is part of a strategic initiative to streamline administrative functions and improve coordination across departments.

The integration aims to strengthen internal controls, optimize resource allocation, and ensure compliance with federal and state regulations governing nutrition programs. By centralizing financial management, DCSD anticipates improved oversight of nutrition-related expenditures and more effective use of funds allocated for student meals.

Director Regina Bagley**Budget****FY26 Budget Development**

The Budget Team has completed the tentative FY26 budget book to accompany the FY26 tentative budget adoption. The budget book, along with other budget-related information, is posted on the [district website](#):

ClassWallet

ClassWallet is a digital platform designed to provide funding directly to classroom teachers for making purchases and tracking spending on education-related expenses. Each teacher will receive \$200 for classroom supply purchases. This platform is on schedule to open up ordering to teachers within the first couple of weeks of SY25-26.

Director Milton Hall**Allotments****Resource Allocation/Methodology Plan and Local School Support**

Over the last few weeks, minor adjustments have been made to the RAMP in an effort to ensure transparency. These minor adjustments included improving the verbiage for easier understanding as well as updating core beliefs as recommended by one of the board members. We have also worked with the Budget Director Regina Bagley to ensure that all final adjustments made to the RAMP are also reflected in the published DCSD's FY26 budget book.

On May 20, the Office of Allotments presented the potential RAMP adjustments for FY27. As a result of this presentation, the Office of Allotments will be presenting to the Finance Steering Committee on June 4, due to the investment identified by the RAMP Committee. The committee's recommendation will require RAMP adjustments that will impact the budget for FY27, if approved.

The Office of Allotments continues to support local schools with scheduling assistance, as requested by principals and area team members, via Teams and in-person meetings. The goal is to help schools maximize FTE funding through effective scheduling.

Director Asheia Hines

Payroll

Vacation Accruals

Over the past couple of months, members of the Payroll and HR Team have been working to correct errors in the maintenance of vacation time. The issue was caused by an error in the Munis setup. Though the system error has been identified and corrected, the team continues to work with impacted employees to verify individual vacation balances are accurate.

To further support employees and promote understanding, the district will host a Vacation Accrual Workshop. This session is designed to walk employees through the reconciliation process, address individual concerns in one-on-one consultations, and reaffirm the district's dedication to accurate and fair leave tracking. As of today, approximately 100 employees have been flagged for personalized follow-up to ensure all outstanding issues are fully addressed. Additional communication and training initiatives are underway to prevent future discrepancies and reinforce a culture of accountability and clarity in payroll practices.

Garnishments

The Payroll Department is aiming to improve the wage garnishment process for child support and tax levies. The existing process, while entirely legal and upholding DCSD's obligations, led to delays, tracking difficulties, and an increased potential for errors or lost payments. To expedite processing and delivery times, and improve tracking and accountability, the department initiated a transition to ACH disbursements, consolidating all garnishment and child support payments into a single ACH file submitted directly to the State Disbursement Unit (SDU). The targeted production-ready date for this improved process is July 30.

To support this modernization effort, the Payroll Department engaged internal and external stakeholders to define the ACH implementation framework. Confirmation was received from BOA that only one file is required for garnishment submissions. The team established that two ACH batches will be created moving forward—one for payroll and one dedicated solely to garnishments. Payroll staff also worked closely with SDUs and relevant agencies to collect necessary direct deposit information ensuring a seamless transition. A pilot program will be

launched with a limited set of garnishments to test the new ACH disbursement process, with the goal of reducing administrative burden, improving payment accuracy, ensuring compliance, and enhancing the timeliness of garnishment payments across the board.

Comptroller Lance McConkey

Accounting and Financial Reporting, Capital Assets, Deferred Compensation, and Local School Accounting

FY22 SPLOST Audit and Upcoming FY23/FY24 SPLOST Audits

Mauldin & Jenkins CPA Firm (M&J) has completed the FY22 SPLOST audit. The district received a clean performance audit report. The audit report stated, *“Based on the results of our audit, we conclude that the DeKalb County School District’s E-SPLOST Program is operating in compliance with all applicable laws and regulations, the referendum approved by the county’s citizens, and industry best practices.”*

The district will transition to the Georgia Department of Audits and Accounts (DOAA) to conduct the FY23 and FY24 SPLOST audits. DOAA reached out May 28, to begin planning the FY23 and FY24 fieldwork. DOAA has committed to completing these audits during the summer of 2025, which will bring them up to alignment with the annual audits.

MyRetirement Manager Platform Expansion

The Implementation Team including representatives from Finance, HR, Technology, and the vendor continues to meet weekly. A project timeline including the required deliverables that each division will be responsible for providing is being followed. Currently, all deliverables have either been completed by set deadlines or are noted as on track. Completion is scheduled for the end of July/early August, and go-live is scheduled for September.

DebtBook Treasury and Cash Management Platform

Accounting has contracted with Debtbook to implement a treasury and cash management platform. Several meetings have been held to work on the setup of the platform and the upload of historical data. The implementation work is 90 percent complete. Currently, the vendor is working through interface connections and setup with BOA, which has delayed the completion. Once implemented, the platform will provide improved data to assist in cash management, investing strategies, forecasting, and analysis of banking fees.

Medicaid Reimbursement

The Finance Division established a new MIRACLES project in March in collaboration with the Student Services Division and the Special Education Department. This project will initiate and sustain the Medicaid billing and reimbursement for services provided to district students. Several meetings have been held with Go Solutions since the April 29 decision by the committee to move forward with this vendor. Go Solutions has provided pricing that the Finance Vendor Services Team is evaluating. Additionally, Finance Accounting and Financial

Reporting will be attending training in June. The goal is to have this project completed by the end of the calendar year.

Executive Director Carla Smith

Vendor Services

Invoice Processing Testing Complete

The Accounts Payable Team has finished testing the three-way match notifications in a non-production environment within Munis. I am happy to report that we encountered **no** issues and can move forward to the next phase of the project. Data entry for outstanding invoices will begin in June, even if some data is missing. This approach will ensure complete transparency for all departments and hold them accountable for providing any missing information necessary to process payments to vendors.

Finance Wednesday Refresher Sessions

The Accounting Department and Operations Warehouse conducted refresher sessions in May. Both presentations provided essential information for bookkeepers and administrative assistants. The Accounting Team covered allocation codes and the state chart of accounts, while the Warehouse Team discussed their role in supporting schools and departments, along with the process for acquiring goods.

Solicitation Kick-off Meetings

Solicitation Kick-off Meetings were held for custodial equipment repair and cell phone lockers. We look forward to collaborating with the divisions on these crucial projects.

Chief Dr. Yolanda Williamson

Chief Dr. Yolanda Williamson and Strategic Partners Manager Tanya Arrington

Division of Community Engagement and Innovative Partnerships

DCEIP has spent time making arrangements for the Superintendent's Convocation, which will be held at seven different schools, based on school board member's district map, and at AIC. Convocation this year will be held on July 28 from 9 a.m. to noon.

Members of the TOTY Advisory Council have been invited to participate in the Curriculum and Instruction Steering Committee meeting on June 3. They will also attend the MIRACLES presentations on June 23 and July 21. Dr. Horton extended these invitations to provide members with a behind-the-scenes look at how decisions are made at the district level. Due to the overwhelming response, the first 10 advisory members to reply to each of the three emails were selected to participate in these district-level meetings.

Preparations are being made for an invitation to staff, parents and stakeholders to participate in one of the Superintendent's Advisory Councils. These councils include the Bilingual Parent/Guardian Advisory, Parent Advisory and Staff Advisory. Applications for each of the three councils will be disseminated on July 28 (the first day of pre-planning).

Deputy Chief Jennifer Caracciolo

Communications

This month, we focused on taking the results and recommendations from the National School Public Relations Association Communications Audit and evolving them into a comprehensive 2025-2029 Strategic Communication Plan for DCSD. Members of the team met weekly, and the final plan will be completed in the first week of June for implementation starting July 1. To support this work, the department also spent the month of May developing Standard Operating Procedures (SOP) to complement the new plan. Previously, there were no written SOPs for the department.

DSTV had an extremely busy month with 24 graduations (with one more to go – GED in June). We also produced Valedictorian and Salutatorian videos for each school and provided photo and social media coverage during graduations.

Work continues on our new district website, and we will begin migrating and posting new content in June.

Press Secretary Dr. Donald Porter**Media, Messaging, and Impacts**

In April, the Office of the Press Secretary focused on improving the district's image and reputation through strategic communications. Additionally, I worked to keep DCSD administrators and board members informed about reported stories involving the district's schools and other neighboring and statewide school systems through daily media monitoring reports.

This effort included coordinating **27** school-level letters drafted or rewritten to ensure families received clear, timely, and appropriate information on issues such as weapons on campus, physical altercations, staff allegations, school lockdowns, safety threats, school leadership changes, and power outages.

Furthermore, the office conducted five media interviews, issued five formal media releases, prepared five district statements, wrote one script for a district leadership, ghostwrote two district leadership letters, and addressed 40 other general media inquiries. In May 2025, the press secretary concentrated on enhancing the district's image and reputation through strategic communications. I also provided daily media monitoring reports to keep DCSD administrators and board members updated on news stories related to the district's schools and those from neighboring and statewide school systems.

These efforts involved coordinating the drafting or revision of 16 school-level letters to ensure families received clear, timely, and appropriate information on various issues, including weapons on campus, physical altercations, staff allegations, school lockdowns, evacuations, safety threats, changes in school leadership, and power outages.

Additionally, I coordinated and oversaw seven media interviews via Microsoft Teams and on-site. I issued four formal media releases, prepared 11 statements for the district, wrote two scripts for district/board leadership, and responded to 37 other general media inquiries. Our media monitoring service, *Critical Mention*, reports the following publicity metrics:

- Television views: 3.93 million, with a publicity value of \$666,000.
- Print views: 4.68 million, resulting in a publicity value of \$227,000.
- Social media audience: 6.39 million, contributing a publicity value of \$62,300.

These numbers highlight the considerable impact and importance of our publicity efforts.

Overall, these efforts resulted in more positive and neutral media coverage, improved public perception, and fostered a greater sense of pride within the district.

	3.93M Total TV Audience 3.76M Local Audience	\$666k Total TV Publicity \$643k Local Publicity	
	4.68M Total Online Audience	\$227k Total Online Publicity	
	6.39M Total Social Audience	\$62.3k Total Social Publicity	

Director Marcia Oglesby

Grants and Partnerships

Partnerships and Resources

The team secured school supplies and monetary donations from new and existing partners for the Back-to-School Rally. Three new partners (Stratix, Comcast, and Grady Health System) committed to providing volunteers, school supplies, and/or monetary support for the Back-to-School Rally. Our existing partners, Georgia Power, Africa's Children's Fund, and State Farm, also committed to providing school supplies and volunteers to support the district on the day of the event. Publix donated a gift card to provide snacks and other items for the hospitality room.

In preparation for the Mix and Mingle event, the Grants and Partnerships Team is focused on securing donated items and monetary donations to provide giveaways for the participants. Additionally, we will recognize the following organizations: State Farm, Georgia Power/Atlanta Gas Light, Africa's Children's Fund of Metro Atlanta, Stratix, and the Atlanta Falcons for their unwavering support in providing grants, tutoring, resources for the SAFE Centers, and school supplies for students and support for staff.

Finally, we are preparing to support the Convocation by requesting funds to provide giveaways for each school.

Program Administrator Dr. Damienne Denham Shabazz

Adult Education

Celebrating our Milestones

May was a month of phenomenal achievements in the Adult Education and English as a Second Language (ESL) Program. We had four students complete their certification in the Custodial Tech Workforce Development program and were successfully onboarded into Operations for employment at area schools. The OAE certified our Competitive Grant Award for FY26-29, which includes a new component, the Integrated English Language and Civics Education Program, which will support our many immigrant and refugee populations. Our GED and ESL-6+ graduates and

honorees are preparing to celebrate the penultimate goal of the Adult Education Program – earning their High School Equivalency/GED Diploma and exiting the ESL Program at the highest level. We will recognize their accomplishments during our ceremony on June 18.

Executive Director Thurman Green III

Foundation Oversight

For the Foundation, we are at \$135,950 in regular donations, which includes brick sales for the Pathway to Excellence at the FSC and 25 sponsors. We added our first in-kind partner, who donated over \$13,000 in snacks to all elementary and middle schools. This month, we also created the applications and scoring rubric for our first grants: \$30,000 in school grants and \$50,000 for environmental education field trips. These will be sent to schools and centers in the first week of June.

Manager Marcia Coward

Family Engagement

The Family and Community Empowerment Department focused on deepening family-school partnerships, increasing early literacy support, and advancing districtwide engagement efforts during May. The department aligned its initiatives with district Goal Area Two, which strengthened key stakeholder relationships and continued to mobilize community-based resources.

Key Highlights

Institute for Educational Leadership Conference and Statewide Engagement

- Represented DeKalb at the **IEL National Conference**, connecting with national leaders to share strategies and strengthen our family engagement work.
- Led a **Georgia breakout session**, with plans underway to deepen statewide collaboration following the event.

Back-to-School Rally Planning

Continued cross-departmental planning for the July 26 *Back-to-School Rally* at The district office. Confirmed over 30 vendors and partners to offer health screenings, dental services, immunizations, barbering, and free school supplies. Finalized logistics for backpack distribution, with a target of 8,000 backpacks.

- Secured **\$10,000 in new funding**.
- Collaborated with **Division of Operations and Public Safety** to finalize transportation and event layout.
- Updated registration forms and **school supply kit tickets** are ready for launch.

Family Engagement in Action

- Distributed **Summer Resource Kits** to MVP families, including books, tutoring materials, and library resources.
- Strong turnout for **CPR classes (60 families)** prompted planning of a third session due to high demand.
- Hosted a well-attended **Pasta with the Police** event, fostering meaningful dialogue between families and law enforcement in the Doraville/Chamblee area.

Chief Human Resources Officer Tasha Mills-Davis

Human Resources

The HR Team has begun reviewing exit interview data by conducting one-on-one follow-up calls with employees who have recently separated from the organization. These conversations aim to gather deeper insights into their reasons for leaving and identify recurring themes or concerns. The feedback collected will be used to inform the development of targeted programs and training initiatives designed to strengthen employee retention and overall organizational health.

Deputy Chief Jason E. Kennedy

HR Core Team Update: HR IQ Ticketing System Notification

The HR Core Team is preparing to send out the first districtwide communication regarding the launch of the new **HR IQ Ticketing System**. This initial notification will inform employees of the official “Go Live” date of July 1, and introduce the system as the new platform for submitting all HR-related inquiries.

This marks an important step toward streamlining communication and improving response times across HR divisions. More detailed guidance and support materials will be available in June to ensure a smooth transition for all users.

Director Tracy Harris

Talent Acquisition

The Talent Acquisition Team has been actively engaged in staffing efforts for FY26, working closely with school leaders to ensure buildings are fully staffed for the upcoming academic year. The team has conducted ongoing interviews and provided hands-on support to principals throughout the selection and placement process. All eligible candidates from the March 29 and April 19 job fairs have successfully been placed in positions across the district. In addition to daily staffing operations, the team is also preparing for the next major hiring event—the June 20 job fair—further demonstrating our commitment to attracting top talent and supporting schools in meeting their hiring needs in a timely and efficient manner.

Director Carina Harrigan

IGNITE

May Milestones and Celebrations!

The Cohort 2 Graduation Celebration took place on May 28, where 46 residents marked the culmination of their residency year. It was a truly special event, filled with excitement and pride, as they took the next step toward becoming teachers of record for SY25-26. We extend our heartfelt thanks to Superintendent Dr. Horton, board members, cabinet members, HR leadership, and our dedicated IGNITE Team for making this celebration such a success. Special appreciation

goes to our university partners, Kennesaw State University and Clayton State University, and to the many family members and friends who attended to support the graduates. We are thrilled that these new educators will be joining DeKalb County schools in the upcoming school year.

This month, we are also excited to announce new partnerships with Peachcrest, Allgood, and Doraville United Elementary Schools and Cross Keys High School. These schools will serve as additional IGNITE Training Academies for SY25-26, expanding placement opportunities for our next cohort of residents and furthering our mission to strengthen the teacher pipeline within DeKalb County schools.

Be sure to follow us on Instagram at **@ignitedekalb** for more updates and highlights!
#IGNITETeachers #TeacherResidency #DeKalbCountySchools

Interim Director Rhonda Mapp

Total Rewards

Salary.com Update and Compensation Philosophy

Salary.com has successfully completed 60 percent of the benchmarking process for the positions submitted in Phase One of our project. Upon reaching 75 percent completion, we will initiate Phase Two, which involves training our Compensation Team in effective benchmarking techniques. This training will align our practices with the newly established minimum, midpoint, and maximum salary structures, ensuring consistency and competitiveness in our compensation framework.

We have finalized our new compensation philosophy, reflecting our commitment to fair and equitable pay practices. The accompanying Compensation Plan has been submitted for review to incorporate any necessary updates. We anticipate that the finalized documents will be ready for publication by July 1.

Director Janitrea Sebree-Kelly

Human Resources Information Systems

In collaboration with DIIT, the HRIS Team participated in an in-person demonstration of the UKG Human Resource Management System (HRMS), gaining valuable insights into the platform's capabilities and its integration with the Munis system. As UKG remains a viable option for enhancing human resources' operations, the team will continue to attend additional demonstrations during this evaluation phase. In parallel, HRIS has begun importing summer school data into the Munis platform. This serves as a critical step in ensuring accurate and timely payroll processing for employees supporting the district's students during the summer term. Looking ahead, the team is also preparing for the district's upcoming budget roll-out process. As this detailed work begins in June, it is essential that all key data sources are properly aligned to ensure the Munis platform is accurately updated for FY26.

Performance Evaluation Coordinator Kismet Sims

Evaluations Team

As we approach the close-out season of evaluations, the Evaluations Team has been working diligently in the following areas:

Evaluation Portal Completion: Collaborating with district leaders to ensure all employees receive their annual evaluations. Assisting in finalizing evaluation portals for timely completion. **Support for Leaders:** Partnering with the Employee Experience Manager to reinforce the importance of evaluations. Developing a process to support leaders in understanding and executing evaluations effectively. **SuperEval Platform Updates:** Cleaning up SuperEval to ensure chiefs have completed evaluations and provided timely support to their teams. **Evaluation Findings Sharing:** Compiling a list of evaluation occurrences. Planning a creative approach to share these findings with all leaders. **TKES/LKES Platform Deadline:** Reminding all leaders that the platform closes on June 17. Displaying this information prominently in the Statewide Longitudinal Data System as a constant reminder. **Addressing Concerns:** Engaging with area superintendents and executive administrators to resolve concerns regarding the validity of the evaluation process.

Senior Manager Jamel Crawford

Employee Relations Team

The Employee Relations Team is handling a yearly total of 538 employee misconduct investigations and 159 employee grievances. The Employee Relations Team is working with the Legal Department to rewrite the Progressive Discipline Model and prepare for DCSD's Summer Leadership. Employee Relations is working on new MIRCLES Goals for SY25/26, which include the administrative leave with pay process, and the employee grievance intake process. Lastly, the Employee Relations Team will be presenting at the districtwide New Teacher Orientation in July.