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DeKalb Academy of
Technology and
Environment
Charter School, Inc.
State of the School
Address 2018-2019



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History



- Charter was founded in 2005 to increase quality education in areas of technology and environmental integration for students primarily in the Lithonia, Georgia area.
- Started as Lithonia Academy of Technology and Environment Charter School, Inc. on Klondike Rd. in Lithonia, Georgia.
- (2006) Reorganized as DeKalb Academy of Technology and Environment Charter School, Inc. on Stone Mountain – Lithonia Rd, In Stone Mountain, GA.
- (2009) Relocated to Kelton Dr. in Stone Mountain, Georgia.



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Who Are We?



- Only K-8 Technology and Environmental Focus Model in State of Georgia
- Accredited by Southern Association of Colleges and Schools/Georgia Accrediting Commission, Inc. (13 years)
- Accredited by AdvancEd as A STEM School (4 Years)
- Parent Driven-Student Centered
- 13 Years of Operation with Renewed Charter, 4 Times Over
- STEAM Bus Mobil Lab Providing Exposure to Metro Atlanta



AdvancedED®

STEM CERTIFICATION

- Only charter school to receive bond with 7 million (B+) Rating by Standard and Poor's'
- Featured on Nightly News with Brian Williams, "Lottery"
- Featured in *Atlanta Business Chronicle*, *Know Magazine*, *On Common Ground*, *Crossroads News Neighborhood Newspapers.com* as being one of best charter schools in metro Atlanta
- Project Based Learning School
- Only school with largest Aquaponics Greenhouse Configuration



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Vision: To Become One of the Top Ten Charter Schools in Georgia and the Nation!





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State-Wide Assessments

The scores provided are official D.A.T.E. Milestone's Testing, recorded from Georgia Department of Education. Georgia Milestones replaced the Criterion-Referenced Competency Tests (CRCTs) that Georgia students took in previous years. This comprehensive assessment system measures how well students have learned the knowledge and skills outlined in the state-adopted content standards for English Language Arts, Mathematics, Science(5th and 8th grade only), and Social Studies (5th and 8th grade only). Students in grades 3 through 8 took an End-of-Grade (EOG) assessment, while high school students took an End-of-Course (EOC) assessment for courses designated by the state board of Education.



Summary of Performances Georgia Milestones

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D.A.T.E comparisons with State and District on: Developing and Above (Proficient and Distinguished) Levels

In comparison to the local district averages in English, Math, Social Studies, and Science in grades 3-8; D.A.T.E. outperformed the district in English by 18.4 points, Math by 21 points, Social Studies by 21 points, and Science by 23 points. In comparison to state level averages for grades 3rd -8th, D.A.T.E. surpassed the state in English by 7 points, Math by 6 points, Social Studies by 10 points, and Science by 8 points.

For students scoring at Proficient Levels and above in ELA, D.A.T.E. had 46% of students scoring at proficient and above, while the state had 40%, and the district had 30.2 %.

For students scoring at Proficient Levels and above in Math, D.A.T.E. had 41% of students scoring at proficient and above, while the state had 42% and the district had 26 %.

For students scoring at Proficient Levels and above in grades 5/8 Social Studies, D.A.T.E. had 28.5% of students scoring at proficient and above, while the state had 36% and the district had 24%.

For students scoring at Proficient Levels and above in grades 5/8 Science, D.A.T.E. had 45% of students scoring at proficient and above, while the state had 39% and the district had 26%.



Milestones Comparisons 2018 Summary

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Although D.A.T.E outperformed the state and the local district in all four averaged content areas: Math, ELA, Social Studies, Science; there was a 5 point decrease in ELA and a 1 point decrease in Math averages for 2018 as compared to 2017. In comparison to 2017, there was a 17 point increase in Science and a 14 point increase in Social Studies.

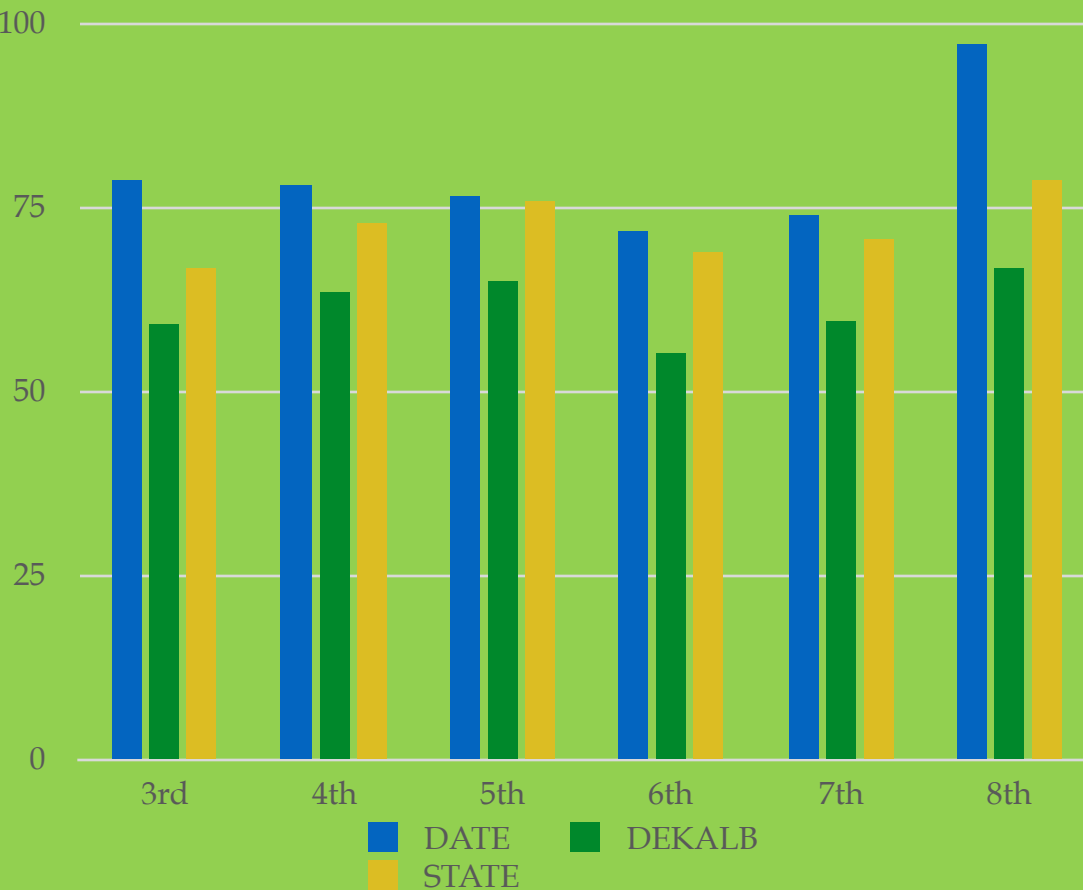
The number of students who were identified as Proficient and Distinguished Level Learners also increased for 2018. There was a 3% increase in Math, 19% increase in Science, and a 17% increase in Social Studies for Proficient and Distinguished Learners.



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English Average Milestones

ENGLISH



ENGLISH

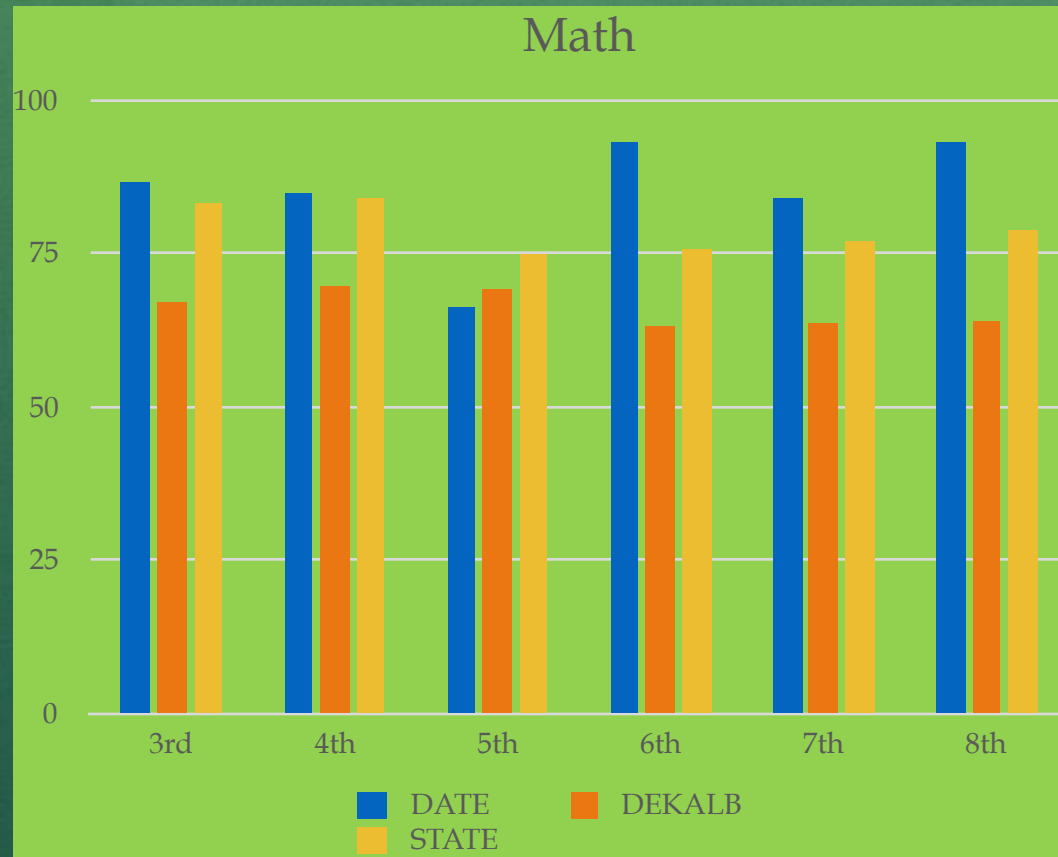
	DATE	DeKalb	State
1st	n/a	n/a	n/a
2nd	n/a	n/a	n/a
3rd	78.7	59.3	67
4th	78.2	63.5	73
5th	76.7	65	76
6th	72.1	55.3	69
7th	74.1	59.5	71
8th	97.4	67	79



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Math Average Milestones

Math



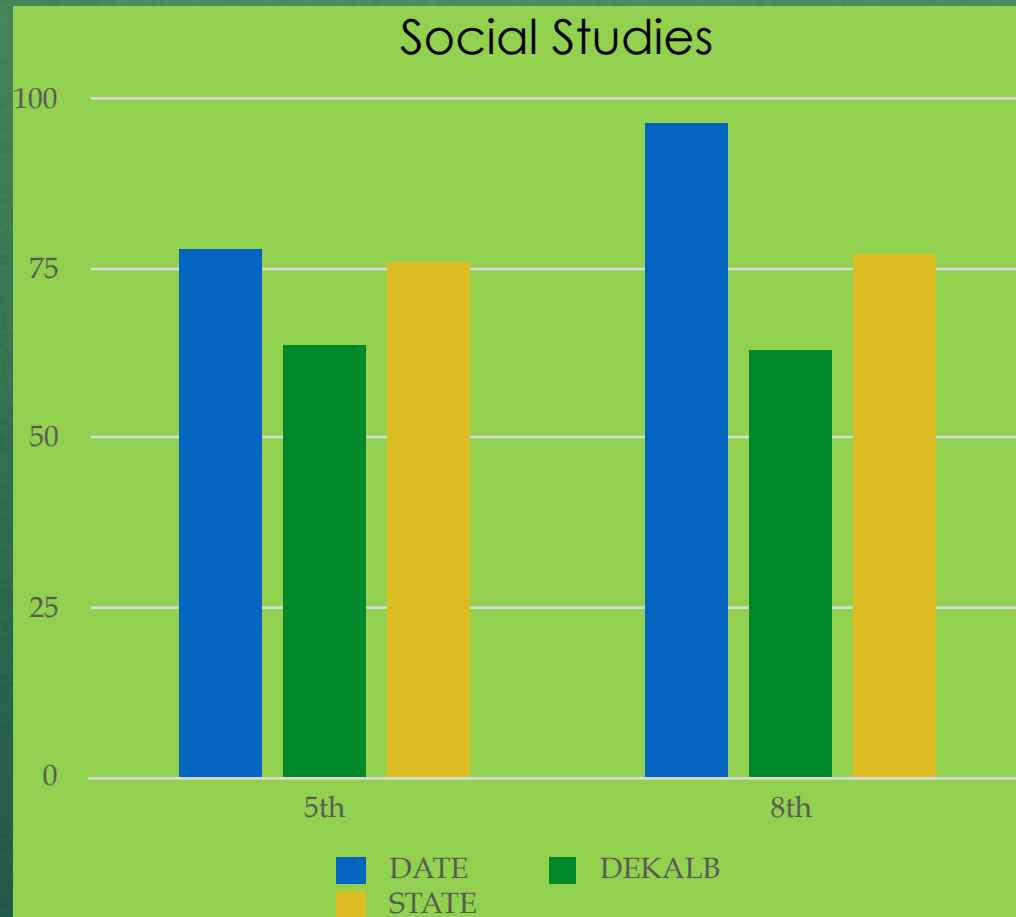
Math

	DATE	DeKalb	State
1st	n/a	n/a	n/a
2nd	n/a	n/a	n/a
3rd	86.7	67	83
4th	85.1	69.6	84
5th	66.3	69.1	75
6th	93	63	76
7th	84	63.5	77
8th	93.3	64.1	79



Social Studies Average Milestones

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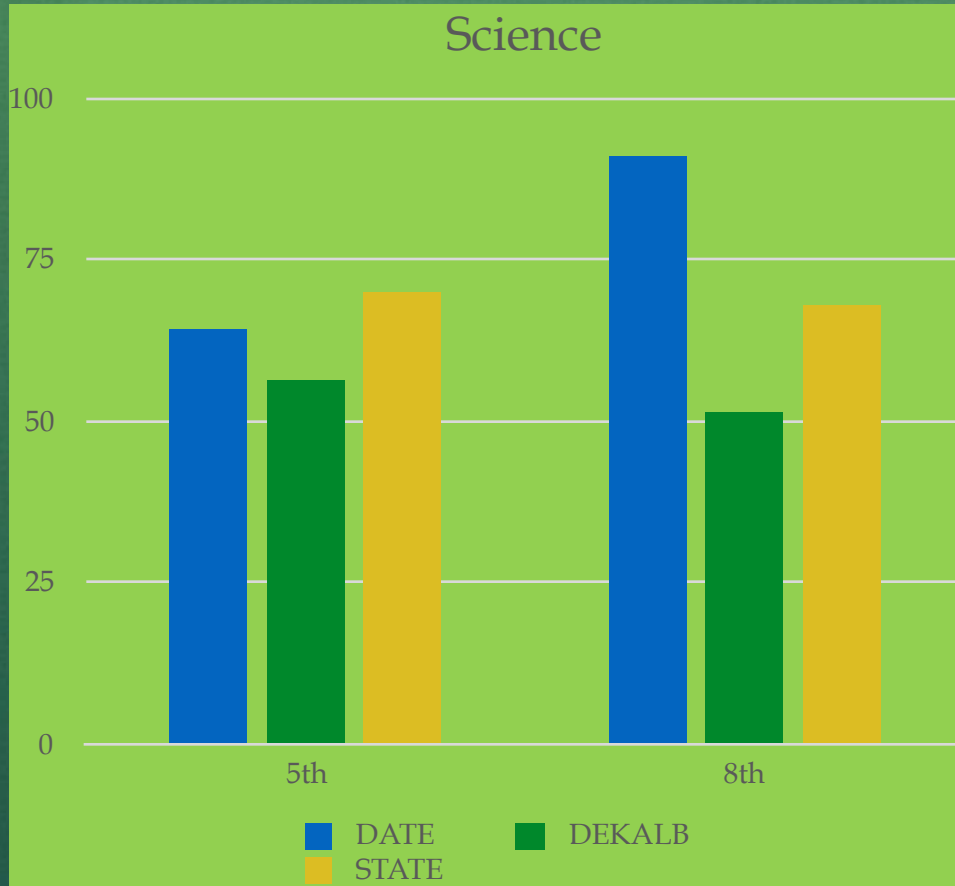


Social Studies			
	DATE	DeKalb	State
1st	n/a	n/a	n/a
2nd	n/a	n/a	n/a
3rd	n/a	n/a	n/a
4th	n/a	n/a	n/a
5th	77.9	63.6	76
6th	n/a	n/a	n/a
7th	n/a	n/a	n/a
8th	96.1	62.9	77



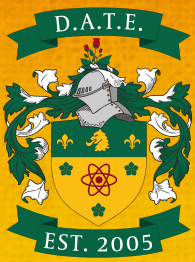
Science Average Milestones

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Science

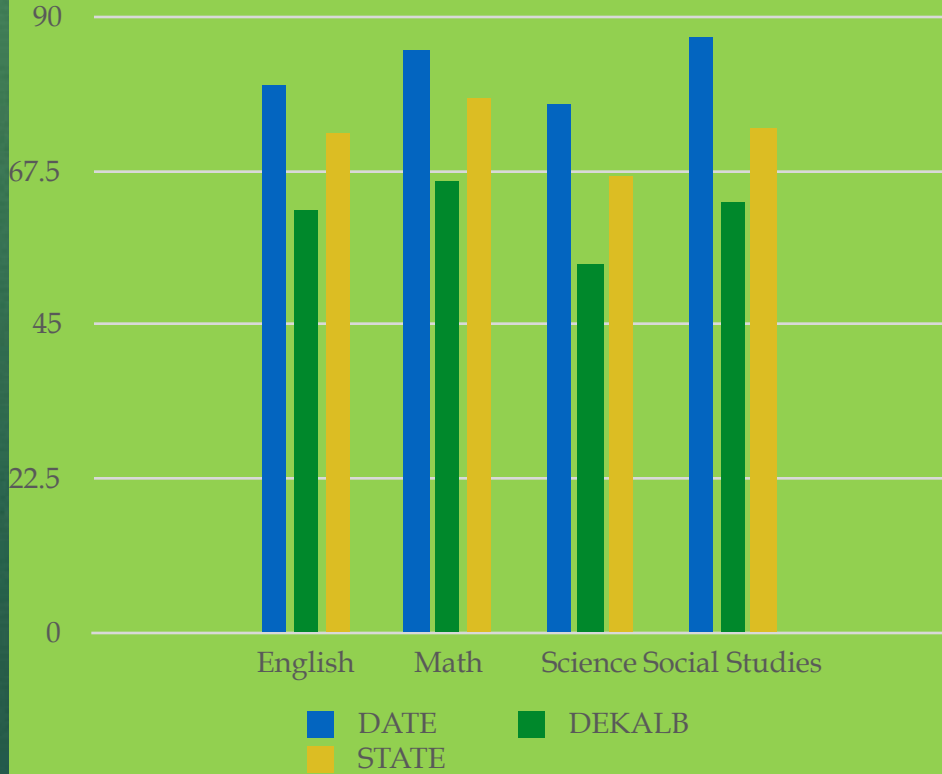
	DATE	DeKalb	State
1st	n/a	n/a	n/a
2nd	n/a	n/a	n/a
3rd	n/a	n/a	n/a
4th	n/a	n/a	n/a
5th	64	56.2	70
6th	n/a	n/a	n/a
7th	n/a	n/a	n/a
8th	90.8	51.2	68



Overall Average Milestones

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Average 2018



Average

Subject	DATE	DeKalb	State
English	80	61.6	73
Math	85	66	79
Science	77.4	54	69
Social Studies	87	63	77



Three Year Review Average Milestones

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Comparison				
Years	2016	2017	2018	Diff.
Subject	DATE	DATE	DATE	+/-
English	80	85	80	-5
Math	76	86	85	-1
Science	70	60	77.4	+17.4
Social Studies	70	73	87	+14

Numbers indicate percentages of students at Developmental Learner Level and above averages compared from 2016 to 2018



Three Year Review Average Milestones

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Comparison

Years	2016	2017	2018	Diff.
Subject	DATE	DATE	DATE	+/-
English	38	46	46	0
Math	31	38	41	+3
Science: Grade 5 & 8	23.8	26.2	45	+18.8
Social Studies: Grade 5 & 8	20.1	12	29	+17

Numbers indicate percentages of students at Proficient Learner Level and Distinguished Learner Level as averages compared from 2016 to 2018.



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FIVE YEAR STRATEGIC PLAN 2016-2021



Areas of Focus

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I. Academic Performance and Curriculum

II. Faculty Development and Retention

III. Operational and Financial Stability

IV. Technology

V. Environment



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Academic Performance and Curriculum Goals



DeKalb Academy will be the school of choice for families based on rigorous academics and the innovation of technology and environmental integrated education experiences.

Action:

The school structure and organization will fully support the integrity and implementation of the Triangulation of an integrated curriculum: *Technology Standards, Environmental Standards, Georgia's Common Core Standards*, and the execution and incorporating of primary source material whenever possible.

2018 Reflections: Incorporated project based learning (PBLs) to triangulate the curriculum and create meaningful, rigorous learning experiences.

2019 Goal: Executing with fidelity the 9 weeks' PBL unit expectations to incorporate all environmental science components (chicken coop, greenhouse, garden, etc.)

Action:

The school will continue to evaluate the academic progress of students who enter DeKalb Academy above third grade and monitor curriculum delivery for continuing students. Based on these reviews and school benchmarks, the school may alter coursework to differentiate, accelerate, and or, remediate the quality of education provided to students.

2018 Reflections: All teachers participated in data talks with the academic coach and school administrator to review the learning continuum of students using formative assessments aligned to the GA Milestones. Based on students' progress, an instructional plan is created and executed to address the students' individual learning needs.

2019 Goal: Continuing program evaluation to determine the overall instructional effectiveness for improved student achievement.



Goals

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Academic Performance and Curriculum

DeKalb Academy will retain the vast majority of students through their K-8 experience.

Action:

There will be a concerted effort to promote the continuity of an environment/ technology theme from kindergarten through eighth grade, including on-going family oriented education programs that deepen comprehension of the goals and components of technological and environmental education for the school community, e.g. (Technology /Environmental Fair, Lunch and Learn, Career Week, STEM Expeditions and Night Events, Thematic Webinars and Parent Learning Sessions).

2018 Reflections: There are 9 week project based learning units that are centered on one of the four environmental science themes for the school year. All core teachers are expected to create meaningful learning opportunities to further deepen students understanding and application of the science themes and the incorporation of the STEAM disciplines. The school has two scheduled STEAM Days that keep students and families engaged. The addition of the STEAM Teams at DATE offer unique content application of skills and experiences for students with STEAM field experts (digital/broadcast media, animation and solar energy, etc.). The pathways program has been refined to create a more seamless transition into the STEAM disciplines through focused inquiry based instruction.

2019 Goal: Increase the rigor and make the course offerings more relevant to the students levels of interest. This will include the flight simulation, derby car construction, etc.

Action:

The school will engage students across the K-8 community to build a school-wide sense of belonging, trust and pride, such as through the House Systems of Rigor, Relevance, and Relationships and interactions of elementary and middle school students

2018 Reflections -Established mentoring programs for boys /girls both academic and social

2019 Goals: Identifying and Executing a culture strengthening experience with the House of Rigor, House of Relationships, and House of Relevance



GOALS

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Action:

Faculty and staff will be hired and trained to address the influx of diverse learners, creating capacity within the organization to accommodate a variety of learners; this includes special education teachers, gifted and ESOL endorsed teachers. - The school will measure student achievement and success for DATE graduates.

2018 Reflections: Hired a Director of Special Education to manage all special education cases at DATE; reduced the class sizes to augment the EIP classes and core classes that support students with disabilities.

2019 Goal: Maintain the fidelity of the instructional programs by quarterly monitoring; maximize instructional effectiveness for improved student achievement via monthly data focus groups, TKES Evaluations, classrooms and focus walks

Action:

There will be a concerted effort to promote the continuity of an environment/technology theme from kindergarten through eighth grade.

2018 Reflections: Implementing on-going family oriented education programs that deepen the comprehension of the goals and components of technological and environmental education for the school community, e.g. (technology/environmental fair, lunch and learn, career week, STEM expeditions and night events, thematic webinars and parent learning sessions/Parent University

2019 Goal: Continue with parenting and curriculum/program training for families technology, environmental, Aquaponics, instructional core strategies.



GOALS

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DeKalb Academy will further develop the collegial working environment of the school.

Action:

The faculty and administration will collectively and individually contribute to a positive working Environment.

Action:

Administration will routinely acknowledge staff efforts and achievements within and outside of the classroom.

Action:

Faculty and administration will strive to work collaboratively when it comes to making decisions that may impact their classrooms and/or working environment.

Action:

Faculty will be provided time on a regular basis to collaborate with each other in regard to curriculum and instruction.

Action:

Faculty will have the opportunity to learn from each other by observing lessons given by their colleagues during the school year.

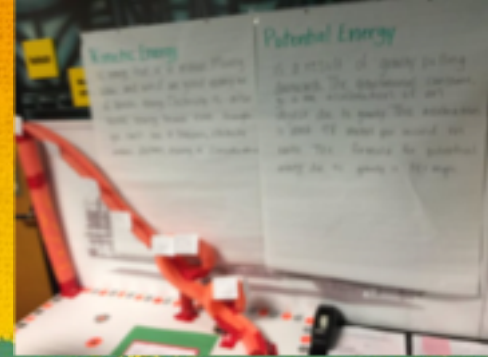
Action:

Established faculty will support new faculty with a mentor/faculty relationship.



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Goals



DeKalb Academy will provide – all faculty with professional development opportunities.

Action:

All faculty members will be given comprehensive and ongoing training in classical education.

Action:

Comprehensive training will be provided to all staff prior to the implementation of any new initiatives that impact curriculum or instruction.

Action:

Regular (monthly) professional development opportunities will be provided to all faculty members to specifically enhance curriculum and instruction at DeKalb Academy and also to meet the common needs of faculty.

Action:

DeKalb Academy Human Resources will provide an online database for tracking each teacher's progress towards completing re-licensure/renewal requirements.



Metric and Outcomes

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Academic Testing: On standardized tests DeKalb Academy students will *meet or exceed* all CCRPI requirements set forth in the school petition with the school's local and state authorizers during tenure of charter, with progress being measured and monitored annually by BOD.

2018: D.A.T.E. met school CCRPI requirements as measured by the District.

DeKalb Academy will show success in BTO analysis of student based and school based factors during the tenure of the charter, Beating the Odds: with progress being measured and monitored annually by BOD.

2018; Currently, awaiting the BTO analysis for 2018 term

Student/Family Satisfaction: The school will complete a satisfaction/climate survey of current families at least once annually. The satisfaction/climate score will be *at least 95% or 4 Star ratings*, with annual review by BOD.

2018: School Climate Score was rated with 4 out of Five stars, at least 95%.

Student Growth: Students will show growth at levels of 2 to 5% schoolwide over a period of five years, indicating typical and high growth as measured by progress on College and Career Readiness Performance Index (CCRPI) and reviewed annually by BOD.

2018 Student Growth increased for Proficient and Distinguished Learners in Math by 3, English at 0, Science at 18.8 and Social Studies by 17 points

Post Graduates: 8th grade students who successfully complete the D.A.T.E. educational program will be tracked according to high school admittance and graduation rate of high school. There will not be a measurable outcome yearly for this goal, but it will be reviewed annually by BOD.

2018 Students are currently 10th graders and will be identified by school number and name for first three years

Diverse Learners: CPI and Child Find will be monitored by BOD to ensure representation and licensure of faculty to service Diverse Learners as well as Child Time to provide student population.



Metrics and Outcomes

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Renewal: 90% of faculty who receive a recommendation for contract will return to teach at DeKalb Academy the following school year.

2018-95% of Faculty and Staff were recommended for contract at D.A.T.E.

Assessment: 80% of faculty will receive satisfactory assessments from student surveys of instructional practices at the end of the school year as determined by Techer KEYS Evaluation System.

2018 > 85% of students were satisfied with D.A.T.E. Instructional Practices as according to Student Climate Surveys and AdvancEd Survey.

Work Environment: On job satisfaction surveys at least 90% of the faculty will agree that DeKalb Academy workplace atmosphere is positive overall.

2018- 92% of faculty and staff were satisfied with the contents of AdvancEd Indicators: Using Data for Continuous Improvements, Leadership and Governance, Purpose and Direction, Teaching and Learning, Resources and Support as well as Student Climate Surveys .

Administration: On job satisfaction surveys Leadership Keys Evaluation Tools, at least 90% of the faculty will agree that the board and administration appreciate and value their input when making decisions that impact the school.

2018-According to AdvancEd Surveys, job satisfaction was at 90%.LKES is no longer utilizing Satisfaction Surveys

Colleagues: On job satisfaction surveys at least 90% of the faculty will agree that their colleagues support them in their teacher responsibilities.

2018-According to AdvancEd Surveys, job satisfaction was at 90%.

Technology/Environment: 100% of all faculty employed each year, both new and returning, will be given comprehensive and ongoing training in T/E education.

2018- All teaches are enrolled in google training and software /hardware training monthly



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Metrics and Outcomes



Student Retention: *90% of k-4, elementary grade, DeKalb Academy students will return to DeKalb Academy for successive school years as measured by the BOD annually*
2018: *96% of students of k-4 returned to D.A.T.E. for the 2018-2019 school year.*
Student Retention: *90% of students who begin middle school, 5th grade, at DeKalb Academy will matriculate and will be promoted to 9th grade high school as measured by the BOD annually.*

2018-100% of all 8th grades of D.A.T.E. have matriculated to 9th grade



Faculty Development and Retention Goals

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DeKalb Academy will hire and retain high quality teachers who are committed to the (STEM/TE) Triangulation of Technology/ Environment/Common Core Curriculum and Standards

Action:

DeKalb Academy shall prioritize knowledge and support of the T/E curriculum in all initial faculty hiring decisions.

Action:

Faculty training and commitment to T/E education will be factored into the decision to rehire teachers, such that the faculty as a whole becomes well-trained and committed to the T/E education curriculum.

Action:

Teachers will be evaluated annually on teaching to the T/E education curriculum and practices, based on input from Administration and students.

2018 Reflections- The Special Education department hired three additional teachers to support our special needs students. Each teacher is a highly professional teacher.

2019-Goals-The committee is exploring and creating new avenues to find and hire qualified certified teachers that are committed to STEM and rigor.



Goals

RELATIONSHIPS • RELEVANCE • RIGOR

DeKalb Academy will further develop the collegial working environment of the school.

Action:

The faculty and administration will collectively and individually contribute to a positive working Environment.

Action:

Administration will routinely acknowledge staff efforts and achievements within and outside of the classroom.

Action:

Faculty and administration will strive to work collaboratively when it comes to making decisions that may impact their classrooms and/or working environment. This includes but is not limited to: scheduling, curriculum, staff development, staffing needs, instructional supplies.



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Goals

Action:

Faculty will be provided time on a regular basis to collaborate with each other in regard to curriculum and instruction.

Action:

Faculty will have the opportunity to learn from each other by observing lessons given by their colleagues during the school year.

Action:

Established faculty will support new faculty with a mentor/faculty relationship

2018-Reflections:The working environment at D.A.T.E. focus includes building relationships within the school. To foster these relationships, we have held faculty outings, friendly competitions, empowerment sessions, and offered Pay for Performance. incentives.

2019 Goal-The committee is working with the Human Resource department to ensure that teachers are aware of “self-care” habits. Promoting “self-care” will foster positive relationships with the stakeholders of the school.



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Goals

DeKalb Academy will provide—and all faculty will take advantage of professional development opportunities.

Action:

All faculty members will be given comprehensive and ongoing training in classical education.

Action:

Comprehensive training will be provided to all staff prior to the implementation of any new initiatives that impact curriculum or instruction.

Action:

Regular (monthly) professional development opportunities will be provided to all faculty members to specifically enhance curriculum and instruction at DeKalb Academy and also to meet the common needs of faculty.

Action:

DeKalb Academy Human Resources will provide an online database for tracking each teacher's progress towards completing re-licensure/renewal requirements.

2018-Reflections-Professional development opportunities have increased drastically for this school year. This includes teachers attending math and reading sessions with Metro Resa, workshops with Dekalb County Schools, and learning experiences with educational consultants throughout the state.

Current School Year Goal

2019- Teachers were given a professional development profile and allowed the opportunity to choose their own learning experiences for professional growth.



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Goals

DeKalb Academy will offer competitive salaries and various opportunities for compensation for work outside of the classroom

Action:

The school will develop a comprehensive faculty pay scale which recognizes professional experience, degrees obtained, and continuing semester credits earned. This pay scale will be competitive with comparable charter schools and benchmarked at least bi-annually.

Action:

The school will explore additive performance-based pay opportunities for faculty. Criteria will include in class observations, students' academic performance, and parent/student satisfaction, all rated from the Teacher Keys Evaluative System

Action:

To adequately support classroom instruction and collaborative teaching, the school will staff appropriately to minimize faculty time spent on non-instructional duties.

2018 Reflections-The 2018-2019 school year teacher salaries increased by 6% to 10% making D.A.T.E. teachers are the second highest paid in the state.

Current School Year Goal

2019 Goal -The committee has found that the work for teachers done outside the classroom is just as important as the work done inside. Therefore, the creation of an alternative salary schedule for auxiliary positions is the focus for this school year.



Metrics and Outcomes

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Technology/Environment: 100% of all faculty employed each year, both new and returning, will be given comprehensive and ongoing training in T/E education.

2018- All teachers provided with onsite Google training and Google classroom initial training

Professional Development: 100% of all faculty will be provided regular (e.g. monthly) professional development opportunities to enhance curriculum and instruction at DeKalb Academy and also to meet the common needs of faculty with documentation for Professional Learning Unit (PLU) credit, if needed.

2018-All Teachers are provided with weekly instructional trainings, as well as environmental/technology in suctional strategies for enhanced teaching and learning

Mentorship and Support

Diamond Mentor and Support Group will be implemented and scheduled monthly to address team building and faculty development and growth. Presentation will be made at governing board meetings monthly.

Staff Development and Best Practices and Survival tools are all discussed and shared with mentoring teacher's group, who met monthly



Metrics and Outcomes

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Pay Scale: Periodic benchmarks (annual or biannual) will demonstrate that the school's faculty pay scale is on par with contracts for teachers from surrounding school districts.

-D.A.T.E. pays second to highest district, Atlanta School District, dependent upon credited years and steps.

Extracurricular: Faculty support of extracurricular activities will be compensated appropriately.

Committee and admin are currently analyzing options and sources.

Time Management: Job satisfaction surveys should reflect that at least 90% of the faculty agree that the school schedule and staffing allows them to spend sufficient time focused on curriculum and instruction.

2018 AdvancEd Survey reveals sufficient and Adequate time for planning and teaching.





Operational and Financial Stability

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For the future, DeKalb Academy will establish a long-term, facility plan that implements and maintains a sustainability facility for the academic program requirements of the school. This plan may call for one of the following actions, as long as it permits the school to fulfill its mission in the areas of sustainability

Actions:

Maintaining current K-12 facility with modifications to improve facilities that will lower operating costs, maximize energy conservation through incentives and technology, implement integrated holistic sustainability management and green practices.

Actions:

Initiate facilities Management Company to specialize in Green Building Practices, and to assist in implementing sustainability policies.

- 2018 Reflections-We have built a greenhouse to teach students about long-term energy conservation and the ability to provide long-term food consumption through natural energy sources.
- We restructured the pond near the gym to show students how animals and plants develop a symbiotic relationship and help to provide clean air solutions for the long-term cleanliness of our environment.
 - We are currently installing low flow toilets in the restrooms to conserve water usage and reduce our water bill for the 18-19 school year.



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Goals

Goal

Maintain teacher's retention and attract quality teachers through the provision of optimal competitive teacher's contractual salary agreements within the Metro Atlanta job market.

Action:

To increase teacher's salaries to equal to highest Metro Atlanta teachers' salaries scales and level for Atlanta Public School, Gwinnett County School System, Fulton County School System, and DeKalb County School System in the next two years.

2018 Reflections- We have retained over 90% of our teachers over the last two years and increase the salary of all teachers to second (teacher pay) in the metro area behind Atlanta Public Schools.

2019 Goals

- To retain these teachers, we will continue providing high quality professional development opportunities within each individual field.
- We will continue providing classroom support through METRO RESA.
- Quarterly data talks are continuing through our administrative team and our Academic Coach to provide teachers with a positive outlook on their DATA and how they can increase learning for all students through M.A.P.
- D.A.T.E. diamonds, our new teacher orientation, will continue to be held to help new teachers understand the inner workings of D.A.T.E.

Goal

To increase additional revenue through capital campaign by 20% in the next five years.

Action:

Establish capital campaign committee that will develop and implement innovative private sources including individuals and businesses to reduce dependency on government source of funding.

2018 Reflections: Led by the Board of Directors, we have begun an aggressive campaign to ensure that all families are contributing to the capital campaign. Committee made suggestions and turned all of our findings over to the board for further action.

2019 Goals: The board is working with a PR firm to increase exposure, media resources, and advertising through billboards to increase community exposure and bring in more donations. The committee plans to seek out in kind donations, and cooperate sponsorships and increase parent financial support



Goals

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Goal

Improve financial efficiency by increasing revenue, decreasing expenses, debts and maintaining solvency.

Action:

Maintain increase revenue growth, reducing level of debt leverages and maintaining adequate cash to days on hand.

2018 Goals: Recommendations have been made and turned over to the Board of Directors. An Sustainable and efficiency holder agency has been contracted to follow the school's energy usage and make recommendations to

Help decrease the amount of electricity/money we use/pay monthly for utilities.

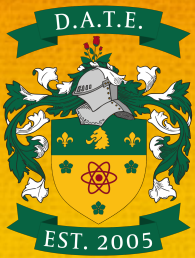
The schools has developed a relationship with Honeywell to focus on our LEED partnership. Recommendations were made to decrease energy usage, and we are continuing to follow those suggestions to achieve full LEED certification.

Meet restrictive bond covenants.

Action:

Maintain sufficient unrestricted cash for its operating expenses and liabilities.

2018 Reflections: The organization met bond covenants regulations and maintained its BBB-Standard and Poors' Rating maintaining financial solvency and Organization capacity.



Metrics and Outcomes

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International Facilities Management Association IFMA Sustainability Facility Professional application will be submitted and have final score of at least a 75%.

2018-Ongoing management of process

Faculty and Staff will be and exposed to sustainability literature and training to promote facility management.

2018-Ongoing exposure to recycle, reuse, and conserve (group explorations, discussions)

See 3% to 15 % reduction in Energy, Water, materials and Resource, Indoor Environment Quality, Waste, and Site Impact.

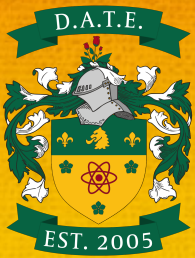
2018-Savings of 4% in energy reduction

Metrics: Annual review of audited financial report of sources of revenue.

2018-audited completed with no findings

Metrics: Annual review of Teachers Salary Market rate in the Metro Atlanta school systems and DATE teacher's annual salaries.

2018-second highest teacher salary in metro area, contingent upon grade and credible years.



Metrics and Outcomes

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Metrics: Monthly review of financial reports and to implement process of mitigating consecutive impending loss from operations. Evaluate monthly revenues and expenses to recommend changes to mitigate impending loss before its occurrence.

2018- All Monthly financials approved and adopted by board with excess of \$3,600,000.00 in endowment and bond restrictive cash

Metrics: Annual review of the bond covenant results for liquidity and liabilities at the end of each fiscal year.

2018- Met Bond requirement for Standard and Poor's



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Technology

Goals

Infrastructure- Build capacity for Roadmap Planning with hardware, software, network, automating process, recover planning, and D.A.T.E. website

Security- Increase security in the areas of Network, risk management, facility guidelines and initiatives



RELATIONSHIPS • RELEVANCE • RIGOR

Technology

Goal #1 Technology Strategic Plan

- Technology Policies
- Procedures for purchasing software and online entities
- Website management (Should be standardized between grades)
- Security (The challenge with access is integrating security that meets standards but doesn't impede instruction)
- Training (Professional Development)
- Standardization
- Maintain CIPA compliance
- Develop and implement Disaster Recovery Plan
- Mandate cyber safety and digital citizenship training for all teachers, staff and students

2018 Reflections: Professional Development with all teachers being trained in Nearpod and preparing to become Level 1 Google Certified

Obtained a hybrid 1:1 computer environment with 30 devices in every classroom K-8

Provided devices for usage for Aftercare only (120 devices)

Assisted local NSBE at D.A.T.E. with technology

Implemented technology in the NEW Greenhouse

Installed Carbonite as our schoolwide disaster recovery software for all admin and teacher devices

Developed an online student enrollment application and online registration

Updated school website and in the process of integrating website with PR efforts to rebrand the school

Implemented a second domain controller

Standardized testing with no issue and no support from DCSD

Upgraded sound system in the gym



Technology

RELATIONSHIPS • RELEVANCE • RIGOR

Goal #2 Upgrade Infrastructure

Expand on existing infrastructure to increase bandwidth

Work towards one to one computing for grades 4-8

Hire additional personnel (Primary function would be helpdesk)

2018-Reflections

Upgraded school network and infrastructure to a Checkpoint solution which allows greater security and flexibility

Upgraded all access points to Aruba access points

Increased a bandwidth to a T1 from Xfinity

Created a comprehensive Technology Disaster Recovery Plan

Increased staff by hiring 2 full time personnel

Increased our CIPA Compliance with newer tools and systems (includes scanning email and internet activity)

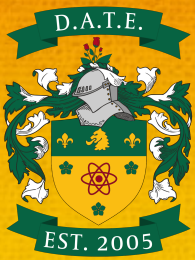


Evolution of Technology at DATE Technology

RELATIONSHIPS • RELEVANCE • RIGOR

PRESENT

- Upgraded our school network and infrastructure to a Checkpoint solution, which allows greater security and flexibility
- Increased a bandwidth to a T1 from Xfinity
- Upgraded all access points to Aruba access points (20
- Increased staff by hiring 2 full time personnel Increased our CIPA Compliance with newer tools and systems (includes scanning email and internet activity)
- Have a 1:1 computing in every classroom k-12
- Over 1000 devices on site not including servers; made 100+ devices available for aftercare)
- Teachers completing Google Level 1 Certification
- Nearpod training (Augmented and Virtual reality capable)
- Upgrading website Networked and made video conferencing available in the NEW Greenhouse
- Installed Carbonite as our Disaster Recovery Software



Metrics and Outcomes

RELATIONSHIPS • RELEVANCE • RIGOR

FUTURE

- Upgrade HVAC to integrate both wings of the building and install CO2 sensors so that we can apply for Energy Star Rating
- Update Burglar and Fire Alarm system
- Update ADP to use web time clocks
- Investigate and install more 21st Century technology
- Professional Development for teachers to become Level 2 Google Certified
- Increase technology integration education to improve academic achievement



Environment

GOALS

Increase sustainability and recycling endeavors at school

Provide additional resources in teaching environmental education

Support partnerships with prospective sponsors



RELATIONSHIPS · RELEVANCE · RIGOR

Environment



Environmental Committee

McCladdie, Barrino, Carreker



ACTION

Edible Garden, Recycling, and Conservation Efforts

Environmental Projects and Presentations, School Wide Initiatives, Clean-up days, Gardening day, etc.
Partnerships in Education, Field Trips

2018 Reflection D.A.T.E. participated in recycling used toner and inkjet cartridges. D.A.T.E. also recycled paper in trash bins located throughout the school in hallways, classrooms, and high-traffic areas.

*2019 Goal: **The committee is looking for school wide initiatives, establishing a recycling club and increasing and conservation efforts with cleaning supplies.***

2018 Reflection D.A.T.E. Academy's Boy Scout Troup 638 has adopted a road as part of the litter prevention initiative. This initiative allows citizens of Dekalb to show pride and safely reduce the unsightly trash on roadways.

2019 Goal

The committee is scheduling a Clean up day in 2019, which will help to engage students in making a difference in the school and community



Environment

D.A.T.E. will increase all STEM resources by 20%

RELATIONSHIPS • RELEVANCE • RIGOR

Categories	Green School
Environmental Education	-Increase environmental literacy and provide P.D for faculty to integrate environmental education
Environmental Resources	-Increase the number Green Partnerships i.e. (DeKalb Sanitation)/ Green Ribbon Schools

2018- D.A.T.E increases aquaponics and CTAE pathways for environmental sustainability, Increased partnerships Dekalb Watershed, Hatponics, and Implemented STEAM Educational Days and Seminars, and STEM Bus Community Outreach

2019 Goal: D.A.T.E. has partner with Greenpower USA, to introduce students to elements of sustainable engineering and advance technology with electric powered racecars. In helping support STEM subjects, Greenpower USA will provide students technology literacy and provide access to the new industry of leading technology.



Environment

D.A.T.E. will increase sustainability and recycling endeavors by 15% throughout the school

RELATIONSHIPS • RELEVANCE • RIGOR

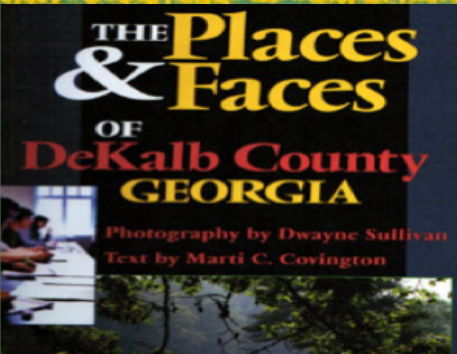
Categories	Waste Reduction	School Wide Initiatives
Recycling Collection Bins: Plastic bottles, jugs, cups, food containers (clean), packaging, etc.	-Recycling Bins= 28 -Trash Cans= 52 -Daily recycling areas= 4	-Cartridges for Kids- -Recycling competition amongst grades -Reuse unclaimed supplies for year
Sustainability	-Compost Areas= 1 -Outdoor Classrooms=2	-Green All afterschool Events - Have Reduced Waste Cafeteria

2018 Reflections: Implemented Clean up Beautification Days, and continued with addition of recycling bins

2019 Goal: Increase recycling endeavors, and promote reuse, recycle, and reduce initiatives



D.A.T.E. Academy & Partners



RELATIONSHIPS · RELEVANCE · RIGOR
Vision:



It is the vision of DeKalb Academy of Technology and Environment Charter School to become of the top ten charter schools in Georgia and the Nation.

