



CLAYTON PROUD

CLAYTON COUNTY PUBLIC SCHOOLS

"GREAT THINGS ARE HAPPENING..."

FALL/WINTER 2016-2017

CLAYTON READS IN EVERY SEASON LEARN MORE...

SUPERINTENDENT
LUVENIA W. JACKSON

WELCOME
BACK to
SCHOOL!

**CCPS TAKING ACTION
AGAINST DROPOUTS**

PARTNERS WITH
NATIONAL DROPOUT
PREVENTION CENTER

PAGE 9

**CCPS POLICE ARE
G.R.E.A.T!**

CCSPD HOSTS GANG
RESISTANCE EDUCATION
TRAINING

PAGE 14

**30 MILLION DOLLAR
INCREASE TO BUDGET**

INCLUDES PAY RAISE
FOR ALL EMPLOYEES

PAGE 15



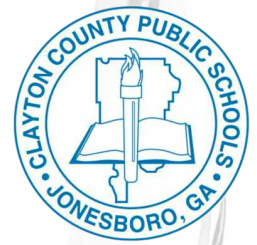
+MORE
STAY CONNECTED... PAGE 4

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CLAYTON COUNTY

Board of Education



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Board Chair



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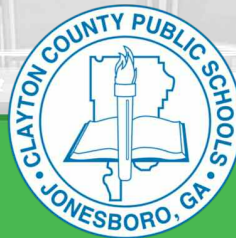
District 5
Ms. Ophelia Burroughs



District 9
Mr. Benjamin Straker Sr.

"I join with our Superintendent in thanking you for taking the time to explore our system through this publication. We are Clayton **PROUD** of our school district, its employees and its students. We hope you will be too."

Dr. Pam Adamson
BOE Board Chair



"Clayton County Public Schools is setting a precedence with a magazine that will not only showcase the greatness of our students and our school district, but will also bring our community together. Thank you for reading this magazine because you and the students of Clayton County deserve it. We are all Clayton **PROUD!**"

Dr. Alieka Anderson
BOE Vice Board Chair

Vision Statement

The vision of Clayton County Public Schools is to be a district of excellence preparing ALL students to live and compete successfully in a global society.

Mission Statement

The mission of Clayton County Public Schools is to be accountable to all stakeholders for providing a globally competitive education that empowers students to achieve academic and personal goals and to become college and career ready, productive, responsible citizens.

Core Belief Statements

- We believe children have first priority on all of our resources.
- We believe education is the shared responsibility of the student, the parent/guardian, the school, and the community.
- We believe communication and understanding among all stakeholders of our diverse community are essential to achieving the goals of education.
- We believe that learning is a continuous process and most productive when the needs of each child are met through instruction provided by competent and caring teachers.
- We believe a learning environment where everyone experiences security, care, dignity, and respect is essential.

Strategic Goals

1. To increase academic achievement for all students in Clayton County Public Schools as evidenced by state, national and international assessment results
2. To provide and maintain a safe, orderly and secure learning environment
3. To create an environment that promotes active engagement, accountability, and collaboration of all stakeholders to maximize student achievement
4. To effectively communicate the system's vision and purpose and allow stakeholder involvement in an effort to build understanding and support
5. To provide high quality support services delivered on time and within budget to promote student academic success in the Clayton County Public Schools
6. To recruit and retain highly qualified and effective staff

FACTS-AT-A-GLANCE

EMPLOYEES:

More than 6614 full-time personnel

More than 4391 certified personnel (those who hold teaching and administrative certifications)

NUMBER OF SCHOOLS:

37 – Elementary Schools

14 – Middle Schools

11 – High Schools



2016-2017 Racial Composition as of September 14, 2016

Grade Gender	Black	Hispanic	Asian	Multi-Racial	White	American Indian	Pacific Islander	Total
All Grades	38,014	11,440	2,133	1,379	1,341	94	44	54,445
Female	18,692	5,659	1,000	711	645	43	21	26,771
Male	19,322	5,781	1,133	668	696	51	23	27,674

2016-2017 SYSTEM FREE/REDUCED MEALS

100% - Clayton County Public Schools participates in the Community Eligibility Provision (CEP). CEP is a meal service option for schools and school districts in low income areas to provide children meals at no cost.

2016 ACT

	English	Math	Reading	Science	Composite
Clayton	17.1	17.4	18.7	18.1	17.9
State	20.7	20.6	21.8	21.0	21.1
Nation	20.1	20.6	21.3	20.8	20.8

2016 End of Course Georgia Milestones

	% Proficient (Passed)	% Developing, Proficient, and Distinguished
9th Grade Literature	28	69
American Literature	29	67
Algebra I	17	51
Coordinate Algebra	4	30
Analytic Geometry	17	54
Biology	28	55
Physical Science	18	50
US History	30	67
Economics	40	68

FY17 General Fund Budget
\$441,037,523

FY15 Cost Per Student
\$7,661 (latest available)

FY17 Millage Rate
Maintenance & Operations 19.095



Luvenia Jackson,
Superintendent

Dr. Pam Adamson,
Chairman
Dr. Alika Anderson,
Vice-Chairman

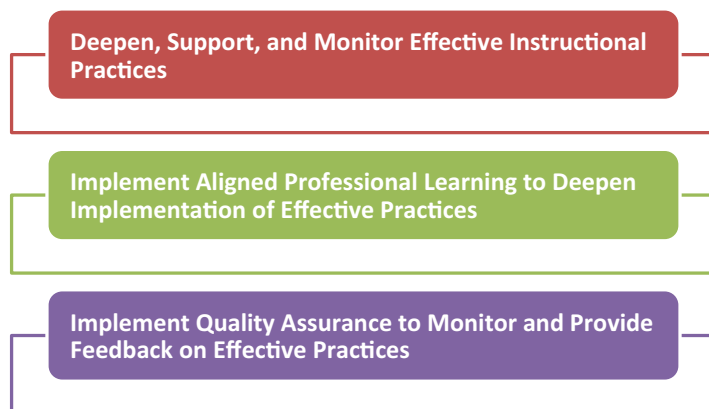
Mary Baker
Ophelia Burroughs
Mark Christmas
Jessie Goree

Judy Johnson
Michael King
Benjamin Straker

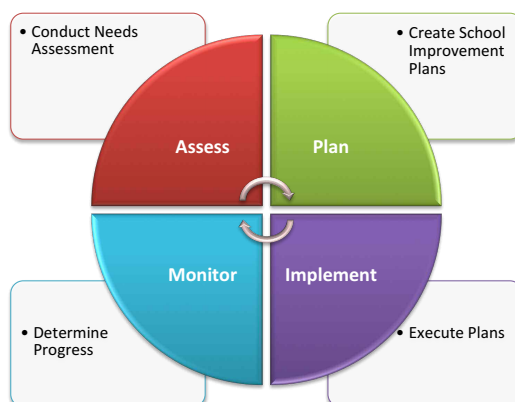
BOARD OF EDUCATION

OUR STRATEGIC ACTIONS FOR SCHOOL IMPROVEMENT

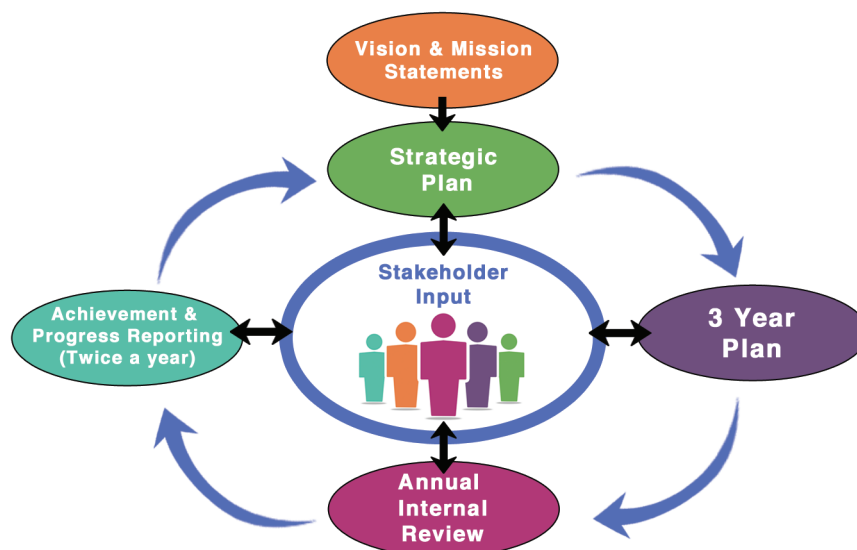
In an effort to accelerate systemic improvement in student achievement, as aligned to the Strategic Plan and the Academic Achievement Plan, the district instructional strategic approaches utilized to achieve the desired increases in student achievement are as follows:



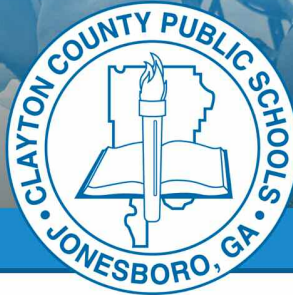
OUR QUALITY ASSURANCE MODEL FOR SCHOOL IMPROVEMENT



STRATEGIC IMPROVEMENT PROCESS (SACS-ADVANC-ED)



ORGANIZATIONAL CHART



CLAYTON COUNTY BOARD OF EDUCATION

SUPERINTENDENT OF SCHOOLS MS. LUVENIA W. JACKSON*

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DR. FOLASADE OLADELE



**CHIEF SCHOOL
IMPROVEMENT OFFICER**
DR. MORCEASE BEASLEY



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MR. KEN THOMPSON



**CHIEF HUMAN
RESOURCE OFFICER**
DR. DOUGLAS HENDRIX



- Assessment & Accountability
- Divisions of Teaching & Learning
- ESOL
- Federal Programs
- Performing Arts
- Professional Learning
- Special Education
- Student Services

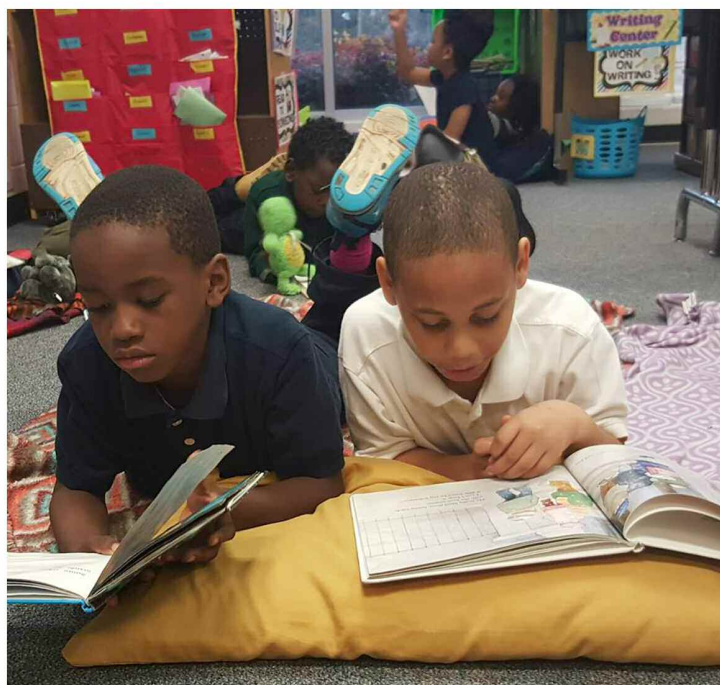
- Budget
- Business Services
- Payroll
- Position Control
- Purchasing

- Benefits
- Certification
- Personnel Review
- Recruitment
- Risk Management
- Staffing & Contracts
- Substitute Teaching

- Athletics
- Cluster Superintendents
- Nutrition
- Operations
- Technology
- Transportation

* The Departments of Communications and Safety and Security report directly to the Office of the Superintendent.

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IN EVERY SEASON** **12**

**Stay connected with
The Great Things Happening
In Clayton County Public Schools**



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YOUTUBE.COM/CCPSNEWS**

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**LIVE STREAM
CHANNEL 24**
-<<SCAN QR CODE

**DID YOU
KNOW?**

Clayton County Public Schools has 37 Elementary, 14 Middle and 11 High Schools that make up the district.

Clayton County Public Schools Partners with Georgia Commute

Clayton County Public Schools has become the first school district in the United States to commit its entire school system to participate in the Georgia Commute Options Program. Georgia Commute Options is a Georgia Department of Transportation program that promotes commute alternatives to driving alone such as carpooling, van-pooling, transit, walking and biking in efforts to reduce pollution and congestion on roads.

For the school system, the program offers clean commute incentives to school faculty and staff as well as promotes ridesharing on the student level. "As a school district, we aim to provide a safe, orderly and secure learning environment for both our employees and our students," said Tamera Foley, Executive Director of Teaching and Learning. "This partnership will provide our administrators the opportunity to spend less resources on transportation cost, reduce the amount of cars in our school zones resulting in better safety for our students and providing improved air quality for the students, teachers and staff members."



As part of the district-wide partnership, representatives from Georgia Commute Options will attend Parent Teacher Associations (PTA) Meetings and visit schools to share the types of benefits associated with the ridesharing programs.

Teachers who try a clean commute (walking, biking, riding transit or carpooling) to school are eligible: to receive \$5 for each day they use a clean commute (up to \$150, over an assigned 90-day period), and monthly \$40 or \$60 gas cards. Also every month 1 in 10 CCPS employees will win a \$25 gift card.

"Clayton County is one of the best school districts in the Metro Atlanta area and we have some of the best employees," said Dr. Foley. "As we continue to grow our district we actively seek opportunities to

reward our employees for their hard work and dedication to our students. We are extremely excited to bring this program to our faculty and staff and I believe it will become one of the many reasons, along with our excellent facilities, outstanding professional development programs, that CCPS will continue to be the best place to teach," she added.





Now Available for iOS and Android

CCPS Mobile App



Search "Clayton County Public Schools" in the App Store and Google Play.







powered by Blackboard

DID YOU KNOW?

Clayton County Public Schools employs over 3,300 certified teachers.



CCPS Partners with National Dropout Prevention Center

By: Charles White

Clayton County Public Schools (CCPS) is aggressively addressing the issue of preparing children to be college and career ready when they exit the school district. A big part of this preparation involves keeping Clayton County's youth in schools.

CCPS along with the National Dropout Prevention Center/Network (NDPC) have partnered to offer the Diploma Planning Institute, a two-day working event that guides school teams through a process that yields a practical graduation rate improvement plan with specific action steps that can be implemented in the coming school year.

The National Dropout Prevention Center/Network is a membership organization created in response to the national need to share information about the issue of youth at risk and dropout prevention.

"Clayton County Public Schools began collaborating with the National Dropout Prevention Center/Network toward the end of the 2014-2015 school year," said Dr. Alicia Dunn, Coordinator of Guidance and Counseling. "As part of that collaboration, principals and graduation teams from each of the district's high schools learned about dropout prevention and brainstormed site-based strategies that could be used to deter students from dropping out of school."

Each graduation team—high school and middle school teams of three to five staff members developed a Graduation Improvement Plan closely aligned to the school's School Improvement Plan. The developed strategies are being shared with the National Dropout Prevention Center/Network for review.

"We aim to graduate every student

that comes to Clayton County Public Schools and provide them with the education necessary for all post graduation options," said Superintendent Luvenia Jackson. "Keeping our students in school until graduation day is very important to our district's mission and understanding how to prevent as many dropouts as we can will not only increase our graduation success but provide the opportunity for a better quality of life once the student leaves the district."

In the 2015-2016 School year, Clayton County graduated over 2600 students, a number the district hope to surpass this year.

For more information about the National Dropout Prevention Network, visit this website: NDPC-web.clemson.edu.



DID YOU KNOW?

Clayton County Public Schools is the 5th largest school district in the state of Georgia and the 89th largest in the United States with over 54,000 students.

Working together: Psychological Services and School Social Workers

By: Ronald Shields

The Clayton County Public Schools Department of Psychological Services is comprised of School Psychologists who team with educators, parents, and other mental health professionals to ensure that every child learns in a safe, healthy, and supportive environment.

During the 2015-2016 school year, Clayton County Public School's 24 school psychologist were called upon over thirty thousand times to provide psychological consultations or evaluations to the district stakeholders (see chart below).

2015-2016 Consultations

Consultations with Parents only	2868
Consultations with Student Support Teams	13566
Student Consultations	5172
Other School Consultations	7889
All Other Consultations	3013
Total Evaluations	1162

**Figures provided by psychological services*

However, to successfully meet student needs, the Department of Psychological services must work closely with school social workers to ensure the success of those students. The school social worker serves as the link between school, home and the community by coordinating services and developing strategies and interventions to improve school academic, social and behavioral performance.

The mission of the Clayton County Public Schools social worker is to provide services



to students and their families to promote student performance, school completion as well as success in the workplace. This is done by providing support services for students, parents/families and schools as well as hosting community outreach programs throughout the year.

"School Psychologist and Social Workers support academic achievement by working together to identify barriers to learning and determine the best instructional practices to improve educational outcomes," said Lead School Psychologist Cheri Taylor. "We also work with schools to successfully implement the Response to Intervention Process (RTI).

RTI is defined as "the practice of providing high-quality instruction and interventions matched to student needs, monitoring progress frequently to make decisions about changes in instruction or behavior goals, and applying child response data to important educational decisions" (Batsche et AL., 2005).

In education, RTI is a method of academic intervention used in the United States which is designed to provide early, effective assistance to children who are having difficulty in the learning environment..

"The Psychologist of the Clayton County Public School system do an impeccable job identifying and analyzing problems and developing a plan to help those students with learning difficulties" said Tamara Foley, Executive Director of Teaching and Learning. "The students are our greatest resource and one of the goals of the school district is to provide each of those students with a quality education that they can understand."

Programs and Assessment: Student Testing

By: Charles White

The Division of Teaching and Learning is responsible for the testing programs that affects all students enrolled in Clayton County Public Schools (CCPS) each year. Management of this extensive program is one of the jobs assigned to the Office of Accountability, Assessment, and Evaluation.

The district's Assessment Program features both formative and summative testing that is used to monitor the progress of our students throughout the school year. These assessments are also used to measure student achievement of the state-adopted content standards.

"The primary purpose of all assessments administered to our students is to improve teaching and learning while positively impacting student achievement," said Coordinator of Student Assessment, Dr. Natasha Jefferson.

Results from administered assessments are used in a number of ways:

1. Identify students who are failing to achieve mastery of content,
2. Provide teachers with feedback about instructional practice, and
3. Assist our district in identifying student strengths and weakness in order to establish priorities in planning educational programs.

The district's primary assessments are:

- Georgia Milestones Assessment System (GMAS)
- ACCESS for ELLS
- Georgia Alternative Assessments
- Student Learning Objectives (SLOs)

Each year, the Office of Accountability, Assessment, and Evaluation places the testing calendar on the CCPS website to provide stakeholders with a detailed list of assessments for each level of students. www.clayton.k12.ga.us/administration/calendars/studenttesting.asp

**DID YOU
KNOW?**

Clayton County Public Schools has a full-time music and art specialist at every school.



Asthma Friendly SCHOOLS

DID YOU KNOW?

Clayton County Public Schools is the only school district in Georgia to include SB126: School Stocking and Emergency Administration of Asthma Medication Regulation in its asthma policy.

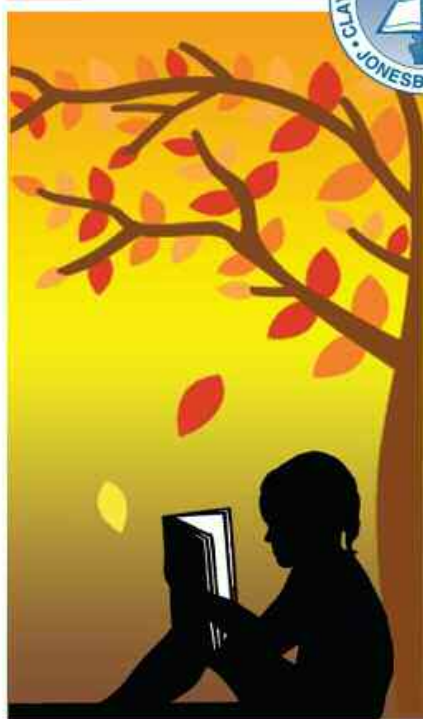
- 
- 100% Tobacco Free School Policy
 - School Asthma Policy
 - No Idling (School Bus) Policy

- Medication Policy
- Integrated Pest Management Policy



As of July 11, 2016, Clayton County Public Schools has adopted Georgia's Comprehensive Asthma-Friendly School Policy.

CLAYTON READS



**CONTINUE
READING
THIS SEASON!**

**READ BOOKS OF INTEREST WHILE
PRACTICING READING SKILLS.**

Reading Lists for all grades available at
www.clayton.k12.ga.us

CLAYTON READING GOALS:

- Read every day for at least 30 minutes.
- Students should read at least 1 book each week including both fiction and nonfiction.
- Complete the Clayton County Reading Log. Return it to school in August for a reward. Visit www.clayton.k12.ga.us to print a reading log.

HOW TO ACCESS SEASON READINGS

Clayton County Public Library
Visit any Clayton County Public Library
Branch to check out books.

MyOn

Go to **myon.com** and login using:
School Name: Get Georgia Reading
Username: read **Password:** read

Open eBooks

Download the **Open eBooks App** on a
tablet or smartphone and login using the
code provided by your school.

**Parents are encouraged to be involved
in their children's reading by both
helping them make appropriate
selections they will enjoy and making
reading a daily activity in the home.**

IN EVERY SEASON

**"A book a day —
the Clayton way!"**



Clayton Reads in Every Season A Book A Day – The Clayton Way!

By: Charles White

During the summer of 2016, Clayton County Public Schools launched an exciting initiative designed to promote reading across the curriculum throughout the district. Initially established as a summer reading program, Clayton Reads blossomed into Clayton Reads in Every Season with a focus of promoting literacy not only during the school year but year round as well.

“According to the National Reading Panel, students who spend time reading for at least 30 minutes a day, read 1.8 million more words than their peers who do not dedicate this time,” said Dr. Ebony Lee, Coordinator of English Language Arts and Media Services. “Students who read regularly tend to read more fluently and have better speaking and writing skills as well as have the capacity to be better learners in the classrooms,” she added.

By using targeted district wide reading campaigns, the specific purposes of the Clayton Reads in Every Season initiative include: promoting student interest in reading in an effort to encourage life long reading and learning, increase vocabulary, fluency and comprehension levels, and increase the percentage of students reading on or above grade level proficiency levels.

“Recent state performance data on the Georgia Milestone Assessments shows at least 1 out of 2 of our students is reading below grade level, which means they do not possess the necessary skills for success in the academic program,” said Superintendent Luvenia Jackson. “We know literacy combats a host of social and economic issues such as poverty and crime. As part of our mission to be accountable to all our stakeholders, it is our goal to increase the amount of time our students dedicate to reading in efforts to assist them in achieving academically, socially and professionally,” she stated.

Anticipated schedule of reading events throughout each season of the 2016-17 school year include:

FALL

- September – Public Library Card Sign-Up Month
- Sept. 8 – International Literacy Day
- Sept. 27 – Banned Books Week
- Oct. 18 – Teen Read Week
- November – Picture Book Month

WINTER

- January – Georgia Book Award Voting
- January – Helen Ruffin Reading Bowl
- Feb. 24 – World Read Aloud Day

SPRING

- March 2 – Read Across America
- April – D.E.A.R. (Drop Everything And Read) Month
- April 20 – El dia de los libros (Book Day)
- May 2 – Children’s Book Week

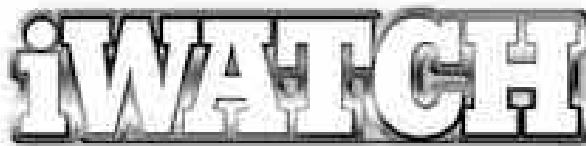


**DID YOU
KNOW?**

The School Nutrition Department served 7,827,995 lunch meals in the 2015-2016 school year. That is nearly 44,450 lunch meals served daily through the district.

Clayton County School Police are G.R.E.A.T!

By: Ronald Shields



In 2013, Clayton County Public Schools approved the development of the Clayton County School Police Department, which operates through the Safety & Security Department. Since the department's creation, the school districts police department has upheld its goal to provide and maintain a safe, orderly and secure learning environment for students, staff and visitors, however, now they aim to be G.R.E.A.T.

Prior to the start of the 2016-2017 school year the Clayton County Public Schools Police Department hosted and participated in the Gang Resistance Education and Training (G.R.E.A.T.) Program in which all district School Resource Officers (SROs) became certified as G.R.E.A.T Officers.

Built around school-based, law enforcement officer-instructed classroom a curriculum, the program is an evidence-based and effective gang and violence prevention platform that provides a continuum of

components for children and their families. These components include a 13-lesson middle school curriculum, a 6-lesson elementary school curriculum, a summer component, and a family component.

"This program is expected to serve as an intervention for such behaviors as delinquency, youth violence, and gang membership," said Chief Thomas Trawick, Director of Safety and Security. "It is targeted for students at the elementary and middle schools, the years immediately before what are considered prime ages for introduction into gangs and delinquent behavior."

Since the G.R.E.A.T. Program went nationwide in 1992, many law enforcement agencies and schools from all 50 states, the District of Columbia, U.S. territories of Guam and Puerto Rico, Bermuda, Canada, Central America, England, and military bases in Japan and Germany have implemented the Program. Currently, the

G.R.E.A.T. Program is delivered in over 500 communities across the United States.

"The school police department does an outstanding job providing high quality public safety that promotes and fosters a safe and secure learning and working environment," said Superintendent of Schools, Luvenia Jackson. "In order to maintain a safe environment we have to ensure that all personnel is receiving the training needed to best serve our students and this program assists with those efforts," said Superintendent of Schools, Luvenia Jackson.

The school police also intend to continue promoting effective communication, collaboration and cooperation between district and school administrators, as well as teachers, staff, parents, students, and other law enforcement partners.



☰
iWATCH CLAYTON COUNTY
⬆

**If You See Something.
Say Something.**

Free on the Google Play Store and Apple App Store, iWatch Clayton County Public Schools puts crime tipping and crime reporting into the palm of your hand, allowing individuals to get crime information and submit crime tips to law enforcement on their cellphones.

FREE DOWNLOAD!!!

**DID YOU
KNOW?**

The oldest school in Clayton County Public School is Forest Park Middle School which was constructed in 1940 and last renovated in 2013.



Pay Raises & Incentives for CCPS

By: Ronald Shields

In early 2016, the Clayton County Board of Education approved \$53,405,027 in comprehensive recruitment and retention incentives recommended by Clayton County Public Schools (CCPS) Superintendent Luvenia Jackson for the FY2016 and FY2017 school years.

The recommendation offers incentive options to enhance recruitment efforts and encourage the retention of certified and highly qualified teachers. Although some of the recommended incentives are for all employees, the intent of the incentives is to address the school district's need to recruit

and retain certified and highly qualified educators.

Some of the incentives include lucrative signing bonuses for returning and new teachers, as well as additional incentives will be offered throughout FY2016 and FY2017 which include, perfect attendance bonuses, discounted childcare services, relocation allowances, longevity recognition mementos and gifts for all employees with specific years of service, community discounts from local vendors, school supply cards for new teachers to the school district, and a four percent (4%) raise and one step increase for all employees as part of the annual budget process in FY2017.

"It is our goal to recognize the performance of all employees and continually recruit reputable staff. We are not only invested in the academic success of all children, but also the quality of life for our dedicated employees. This is an amazing accomplishment and we are excited about the great things that are happening in the Clayton County Public School District," said Dr. Douglas Hendrix, Chief Human Resource Officer.

As news of the pay raise and newly adopted incentives spread, teachers expressed their excitement for the apparent vote of confidence from the Clayton County Board

of Education.

"Increasing teacher pay will energize our efforts to retain and recruit superior teachers as well as ensuring that students have access to 21st century resources needed to propel them towards distinguished academic achievement," said Yolanda Phillips, STEM Science Teacher at Rex Mill Middle School. "Keeping highly qualified teachers in Clayton County helps us to prepare our learners to compete globally. We are educating students for jobs that are not yet in existence; therefore retaining teachers who can expand STEM curriculum and other rigorous learning experiences will ensure that our students will be equipped to fill these jobs," she added.

With the incentives in place for the 2016-2017 school year Superintendent Jackson hopes this has far reaching effects on the current and future employees as the district continues to make strides with the students in mind.

"It is our hope that the right combination of incentives and a positive work environment will continue to encourage all employees to remain focused on our number one priority—the academic success of all students attending Clayton County Public Schools," added Ken Thompson, Chief Financial Officer.

Attendance Matters: Every Child, Every Seat, Every Day

By: Ronald Shields

Clayton County Public Schools (CCPS) is committed to working cooperatively with parents and students to improve daily and on time attendance. In efforts to stress the importance of daily attendance, CCPS created its Attendance Matters Initiative.

Research documents show that frequent absences interrupt student learning, which can affect their interest in learning and attitude toward school. For a student to

be marked present for a full school day, a student must be present for one half or more of the school day.

"Attendance is very important to academic success," said Superintendent of Schools, Luvenia Jackson. "Being at school not only promotes the student's academic progress, but also establishes a pattern for good work attendance as an adult."

Clayton County Public Schools recognizes that significant improvement in attendance can only occur when stakeholders work collaboratively to promote student achievement. A part of that collaboration requires an understanding of responsibilities that the school, student, and parent should be accountable for promoting daily and on-

time attendance.

"It takes a village," said Jackson. "The education process is the shared responsibility of the parent/guardian, the school system, community and the student. We all have to work together to ensure that we are putting our students in the best situation for successes, and it starts with being present from day one to day one hundred eighty."



DID YOU KNOW?

The largest facility in Clayton County Public School is Charles Drew High School, which sits on over 63 acres and has 296,499 square feet.



Building from Within: CCPS Focused on Promoting & Retaining Quality Teachers

By: Ronald Shields

With the support of the Clayton County School Board, CCPS worked diligently to fill as many of the vacancies as possible prior to the start of the 2016-17 school year.

In an effort to address the shortage of certified classroom teachers, prior to the conclusion of the 2015-16 school year, the Clayton County Public Schools (CCPS) Human Resources and Professional Development Departments invited over three hundred district support staff personnel to attend a meeting—as part of the districts Support Staff to Teacher Initiative—about the Teacher Academy of Preparation and Pedagogy (TAPP) program.

The TAPP program targets highly qualified college graduates who wish to begin a teaching career while earning a renewable Georgia certification. By using field-based

learning and the same rigorous standards of a traditional teacher-training program, TAPP is designed to develop proficient teachers in a timely and economically feasible manner.

“The purpose of the meeting was to inform and hopefully inspire them to take the next step in their professional careers, which is becoming one of our fantastic teachers,” said Dr. Douglas Hendrix, Chief Human Resources Officer for CCPS. “Our goal is to support the district by recruiting highly qualified teachers and we can make them from support personnel who are already on our team.”

As part of the initiative the district paid for the new teachers first test registration and for their TAPP program matriculation, and since the provisional teacher salary

schedule was eliminated as a part of the Be Great incentives package, the new teachers will receive a full teacher salary which starts at approximately \$43,500 (see page 15).

“I truly believe we have world class employees here in CCPS that are deserving of this opportunity,” said Luvenia Jackson, Superintendent of Schools. “The only way we can provide students with the education they deserve as future leaders is to have high quality teachers and at times that means building from within our own district.”

The Support Staff to Teacher Initiative began as part of the “Be Great” campaign and is used to provide employees that are certified in instructional classroom support with the opportunity to become teachers.



DID YOU KNOW?

The newest completed school in Clayton County Public School is the Martha Ellen Stilwell School of the Arts, which was constructed in 2015.

CCPS INCENTIVES

STARTING SALARY

\$ 43,517 - 65,471
(T- 4 BACHELOR'S DEGREE)
\$ 48,673 - 73,547
(T- 5 MASTER'S DEGREE)

BENEFITS

- Coverage available through State Health Benefit Plan of Georgia
- Life Insurance - one times the employee's annual salary
- Disability- LTD coverage is provided
- Dental - Employees pay a portion of the Dental Insurance
- Flexible Spending Accounts for medical and dependent care

SUPPRT PROGRAMS

FOR NEW TEACHERS:

- Laptop Computer For All Teachers
- School and District-level New Teacher Mentors
- Comprehensive Professional Development
- New Teacher Orientation Programming
- Alternative Teacher Certification Programs (TAAP,TFA)

A Performing Arts Center and Fine Arts Magnet Programming for K-12 students

5th largest school district in Georgia

International Center providing translation and interpretive services

District with 2nd middle school in GA with certification for a STEM program

First 'high school' school-based health center in Georgia

State-of-the-Art Technology for instruction use

36 Elementary Schools,
15 Middle Schools,
10 High Schools

More than 54,000 students and more than 3,300 certified teachers

SIGNING BONUSES

(The following information is applicable to the 2016 - 2017 School Year.)

\$2,000 SIGNING BONUS

New hire and rehire, non-hard-to-staff teacher and school based 'teacher-like' positions

\$10,000 SIGNING BONUS

New hire, rehire, and returning hard-to-staff teacher and school based 'teacher-like' positions

\$12,000 SIGNING BONUS

External Candidates Only- Teaching core content in predetermined Priority Schools

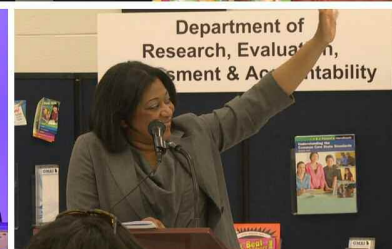
INCENTIVES

- Relocation Reimbursement \$1500
- 4% Pay Raise from FY'16 Salary Schedule
- School Supply Card \$100
- Discounted Childcare \$20/week
- Perfect Attendance Bonus \$200/semester
- Various Community Discounts for Employees

**LEARN
MORE!**

A comprehensive list of all signing bonuses, incentives, and the complete terms of eligibility can be found on our district website at www.clayton.k12.ga.us under 'Incentive Parameters.'

DISTRICT HIGHLIGHTS IN 1,000 WORDS...



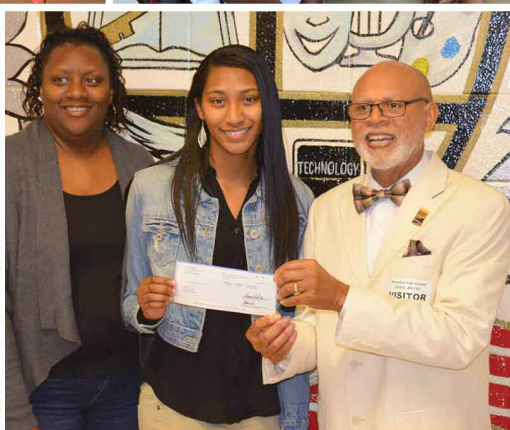
GREAT THINGS ARE HAPPENING!

DID YOU KNOW?

Clayton County Public Schools offers Fine Arts Magnet Programs at the Elementary, Middle and High School levels.



SEE MORE
ONLINE  

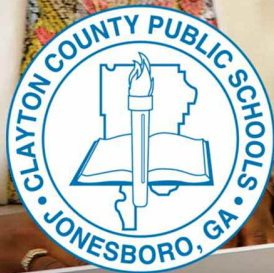


**DID YOU
KNOW?**

Clayton County Public Schools is constructing a new school for Elite Scholars Academy and is scheduled to open in January of the 2017-2018 school year.

"We are very proud of the partnership and collaborative learning efforts between Clayton State University (CSU) and Clayton County Public Schools (CCPS). Our interactions with colleagues and students in CCPS is an essential element of our Carnegie Commission Status as an Engaged University. Collaborations between CSU's College of Information and Mathematical Science and Rex Mill Middle (RMMS) helped us feature a RMMS student at the General Assembly during the Clayton State Day at the Capital."

**-Dr. Thomas Hynes, President
Clayton State University**



ALWAYS COLLEGE & CAREER READY

CAREER, TECHNICAL & AGRICULTURAL EDUCATION (CTAE)

Clayton County Public Schools (CCPS) aims to provide all students with a globally competitive education that empowers students to achieve academic and personal goals while becoming college and career ready, productive and responsible citizens. In efforts to hold true to that mission, the CCPS Board of Education voted to implement two Magnet school - Lovejoy High School and Morrow High School, as pilot projects in the areas of mathematics and technology during the 2016-17 school year. This focused learning approach is expected to help Clayton County students become ready for future college and career opportunities.

CCPS also values its robust partnerships with community organizations such as Coca-Cola, Georgia Power, Clayton County Water Authority, Kaiser Permanente, Georgia State University, Clayton State University, Atlanta Technical College, and many others that play an essential role in the collaborative preparation of students transitioning into college/career environments.

Through a variety of Career, Technical and Agricultural Education (CTAE) programs, CCPS students are encouraged early in the education process to focus on opportunities later in life. These Programs ensure career awareness in elementary school, career visualization in middle schools and career preparedness in high school. Students who graduated from high school after successfully completing an industry certified CTAE "Career Pathways" are equipped with interdisciplinary and technical skills needed for immediate employment in high-demand, high-skilled, high-wage occupations.

CTAE PATHWAYS

Agriculture, Food, and Natural Resources
Architecture and Construction
Arts, A/V technology, & Communications
Business Management & Administration
Education and Training
Energy
Finance
Government and Public Administration
Health Science
Hospitality and Tourism
Human Services
Information Technology
Law, Public Safety, Corrections, & Security
Manufacturing
Marketing
Science, Technology, Engineering, Mathematics (STEM)

Clayton County Public Schools earned a position on the College Board's 2015 Gaston Caperton Opportunity Honor Roll. This honor roll recognizes school districts for creating opportunities for traditionally underrepresented students; expanding access to higher education by providing students with rigorous academic offerings and innovative college-preparation programs. Also by demonstrating significant and constant growth in the number of traditional underrepresented and low income students taking college level courses as well as applying for four or more colleges.

DID YOU KNOW?

Clayton County Public Schools received over \$400,000 in donated school supplies to start the 2016-17 school year. Each teacher received enough supplies for every student in his or her class to begin the new year.

ATHLETIC SPOTLIGHT



Jonesboro High School Senior M.J. Walker was a member of the 2016 USA Men's U18 (under 18) National Championship team during the summer. The team earned the gold medal with a win over the Canadian Team in the 2016 FIBA Americas U18 Championship held in Valdivia, Chile.

6'5, Walker is one of the most touted basketball recruits in the country, ranked as high as No. 8 in the class of 2017 by ESPN and considered a five-star prospect by many other services, according to SB Nation.



Bria Matthews, Forest Park High School Alum, had a girl's track and field jersey retired in her honor.

While attending FPHS Bria broke the Georgia 5A state record in the triple jump with a jump of 43 feet and 5 inches in 2015 as well as was named All USA-Girls' Track & Field Team by the USA Today.

Bria is currently enrolled in Georgia Tech where she is an All American in the long jump.

Other Notable Athletes

Cameron Sutton: a Jonesboro High School alum who currently plays for the University of Tennessee and has been named to watch list for the Jim Thorpe Award. The award is given annually to the nation's most outstanding collegiate defensive back. Cam is one of 40 players nationwide to be considered for the award.

Antonio Garcia: An alum of Charles Drew High School is an interior offensive lineman at Troy University. Garcia has been named to the watch list for the Outland Award which is presented annually to the most outstanding collegiate interior lineman in the country.

Tyeisha Juhan: Won first place in the 4A triple jump at the 2016 Georgia High School Association Girls Track & Field State Championship. Juhan set the state 4A record with a jump of 40 feet and 4.25 inches while attending Mount Zion High School.

STAY CONNECTED



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WWW.CLAYTON.K12.GA.US

WATCH US ON COMCAST CHANNEL 24
ALSO STREAMING ONLINE >>



DID YOU KNOW?

Superintendent Luvenia Jackson began her career in CCPS as a special education teacher in 1976 at Hendrix Drive Elementary School and later served as the inaugural principal of Kendrick Middle School in 1996-1998.

DISTRICT DATES

SEPT 01 Library Card Sign-Up Month

Libraries across the nation join together to remind parents, caregivers and students that signing up for library cards is the first step toward academic and life success.

Date: 9/1/2016
Location: CCPS
Time: All Month

SEPT 21 Professional Learning Day

Students will be dismissed early using the following schedule.

Elementary (White/ Unidos ES)
1:15 p.m.
Middle (Elite Scholars/ Unidos MS)
2:10 p.m.
High (Flint River HS)
2:50 p.m.

Date: 9/21/2016
Location: District-wide

SEPT 27 Banned Books Week

An annual celebration of the freedom to read. Launched in response to a surge in challenges to books in schools, bookstores and libraries, banned books week focuses on drawing nation wide attention to censorship.

Date: 9/27- 10/1/16
Location: CCPS
Time: All Week

SEPT 28 CBS 46 Books to Kids

CBS 46 is teaming up with The Georgia Department of Education, Page Turners Make Great Learners and Clayton County Public Schools to accept donations of new or slightly used books for grades K-5. A book drop off barrel will be located at Arnold Elementary School.

Date: 9/28/2016
Location: Arnold Elementary
Time: 9:00 AM - 6:00 PM

OCT 03 Flu Clinic

Clayton County Public Schools has partnered with Open Hearts Health Services 4 Kids LLC and Family Health Centers of Georgia to provide convenient in school vaccination clinics. Contact schools for details.

Date: 10/3/2016 - 11/1/16
Location: CCPS

OCT 07 Professional Learning Day

Students will be dismissed early using the following schedule.

Elementary (White/ Unidos ES)
1:15 p.m.
Middle (Elite Scholars/ Unidos MS)
2:10 p.m.
High (Flint River HS)
2:50 p.m.

Date: 10/7/2016
Location: District-wide

OCT 10 Fall Break

Clayton County Public Schools and district offices will close for one day in observance of Fall Break on Monday, October 10, 2016 and will return to its regular hours on Tuesday, October 11, 2016.

Date: 10/10/2016
Location: CCPS
Time: All Day

OCT 31 Professional Learning Day

Students will be dismissed early using the following schedule.

Elementary (White/ Unidos ES)
1:15 p.m.
Middle (Elite Scholars/ Unidos MS)
2:10 p.m.
High (Flint River HS)
2:50 p.m.

Date: 10/31/2016
Location: District-wide

Nov 05 Community Input for Mission/Vision Meeting

Clayton County Public Schools will host a community update meeting on Saturday, November 5, 2016 at the S. Truett Cathy Professional Learning Center (PLC) to gain stakeholder insight as the district reviews and revises the Clayton County Public Schools Mission and Vision Statements.

Date: 11/5/2016
Location: PLC
Time: 9:00am- 12:00pm

Nov 08 Election Day/ Staff Development Day

Students will not report to school. All 188 day employees will report to participate in the first staff development day of the 2016-17 school year.

Date: 11/8/2016
Location: CCPS

Nov 21 Thanksgiving Observance

Clayton County Public Schools will be closed in observance of Thanksgiving. The district will resume its regular operating hours on Monday, November 28, 2016.

Date: 11/21 - 11/25/16
Location: District-wide
Time: All Week

DEC 19 Semester Break

Clayton County Public Schools will be closed in observance of the Semester Break. The district will resume its regular operating hours on Monday, January 2, 2017.

Date: 12/19 - 12/30/16
Location: District-wide

DID YOU KNOW?

The School Nutrition Department served 4,346,530 breakfast meals in the 2015-2016 school year. That is nearly 24,700 breakfast meals served daily through the district.



**HELP US MAKE
CLAYTON PROUD —
EVEN GREATER!**
GIVE US YOUR FEEDBACK
ccpscommunications.clayton.k12.ga.us

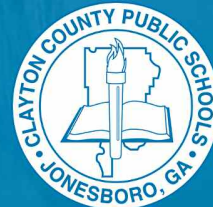
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