

HERMAN J. RUSSELL WEST END ACADEMY

# GO TEAM MEETING

## March 13, 2025

*Budget Finalization Meeting*





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- **ROLL CALL**
- **ESTABLISHMENT OF QUORUM**



**CHELSEA IRVING**

*Chair*

**VICTORIA ROBINSON**

*Vice Chair*

**BRACHELL KEMP**

*Secretary*

**DERRICK HEARN**

*Cluster Rep*

**TONETTA GREEN**

*Principal*

**ROBBIE HARRIS**

*Parent Seat*

**EBONIQUE BOWDRE**

*Parent Seat*

**NIKKI BIVINS**

*Staff Seat*

**BLANCHE PAYNE**

*Community Seat*

**KIA FORTSON**

*Swing Seat*





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# ACTION ITEMS

## ○ APPROVAL OF AGENDA

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## Budget Finalization Meeting Agenda

Herman J. Russell West End Academy

Date: **March 13<sup>th</sup>, 2025**

Time: **5:00pm**

Location: <https://www.facebook.com/apshjrussell>

- I. Call to Order
- II. Roll Call; Establish Quorum
- III. Action Items
  - A. Approval of Agenda
  - B. Approval of Previous Minutes
  - C. Final Budget Recommendation (after final presentation/review and discussion)
- IV. Discussion Items
  - A. Discussion Item 1: Final budget recommendation
  - B. Discussion Item 2: School Uniforms
- V. Information Items
  - A. Principal's Report
  - B. February 24, 2025 CAT Meeting Report Out
- VI. Announcements
- VII. Public Comment
- VIII. Adjournment



- **ACTION ITEMS**
  - **APPROVAL OF LAST MEETING'S MINUTES**



# NORMS



This is a meeting of the GO Team. Only members of the team may participate in the discussion. Any members of the public present are here to quietly observe.



We will follow the agenda as noticed to the public and stay on task.



We invite and welcome contributions of every member and listen to each other.



We will respect all ideas and assume good intentions.



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# BUDGET

## Updates

# Overview of FY 26 GO Team Budget Process



**Step 1**  
Update  
Strategic  
Plan & Rank  
Priorities

**Step 2**  
Principals  
Workshop  
FY 26 Budget  
January 15

**Step 3**  
GO Team  
Initial  
Budget  
Session  
January 15-31

**Step 4**  
Principals  
Cluster Supt.  
Discussions

**Step 5\***  
GO Team  
Feedback  
Mtg.  
February 10-14

**Step 6**  
Cluster Supt.  
Review  
February 17-21

**Step 7**  
Principals HR  
Staffing  
Conferences  
Begin  
Feb. 24-27

**Step 8\***  
GO Team  
Budget  
Finalization  
Meeting  
Budgets  
Approved by  
March 14

YOU  
ARE  
HERE

GO Teams are encouraged to have ongoing conversations

\* GO Teams will need to take **ACTION** on the budget at these meetings.



# Budget Finalization Meeting

## What

- ▶ During this meeting GO Teams will review all components of the budget, which should be updated based on feedback from the Cluster Superintendent and key leaders. After review, GO Teams will **take action** (i.e., vote) on the FY26 Budget.

## Why

- ▶ Principals will present the final budget recommendations for GO Team approval.

## When

- ▶ All approval meetings **must** be held **after** staffing conferences. Budgets must be approved by **March 14<sup>th</sup>**.

# Changes since Feedback Meeting

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There **were not** any changes made to the draft budget we discussed at our last meeting.

These changes reflect an allocation change of \$0







# SIGNATURE PROGRAM FUNDS REQUESTED VS. APPROVED

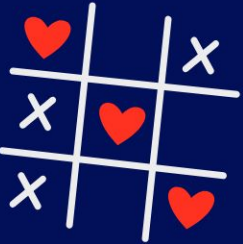


## Requested Signature Program Funds: \$296,988

- Signature Program Coach
- Signature Program Master Teacher Leader
- Signature Program Club Sponsor Stipends
- Signature Programming Supplies/Resources

## APPROVED Signature Program Funds: \$193,432

- Signature Program Coach
- Signature Programming Supplies/Resources



# TURNAROUND FUNDS REQUESTED VS. APPROVED

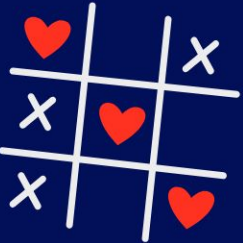


## **Requested** Turnaround Funds: \$296,937

- Turnaround Behavior Specialist
- Turnaround Special Education Lead Teacher
- Stipends for Professional Development

## **APPROVED** Turnaround Funds: \$294,861

- Turnaround Behavior Specialist
- Turnaround Reading Specialist
- Stipends for Professional Development



# SUMMARY OF POSITION CHANGES TO SUPPORT THE FY26 BUDGET

CREATED	REMOVED
Turnaround Reading Specialist	REP Class
Instructional Coach for DEE	Turnaround Special Education Lead Teacher
	Registrar
	Parent Liaison
	SST Specialist
	School Business Manager

## Summary of Changes

Replacing the regular education teacher position with a turnaround reading specialist is aimed at enhancing literacy outcomes, leveraging specialized skills in literacy instruction to rapidly improve reading skills for students most in need. The DEE Instructional Coach role will provide targeted support and professional development for special education teachers, enhancing instructional strategies and improving educational outcomes for students with diverse learning needs. The other positions were eliminated due to their exclusion from the budget and lack of direct impact on instruction, ensuring that classroom teachers' roles were preserved.



# EXTENDED - DECLARE BY March 7!



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[tinyAPS.com/?2025GOTeamDeclaration](https://tinyAPS.com/?2025GOTeamDeclaration)



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# DISCUSSION

*Terms*



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# SCHOOL

*Uniform Discussion*  
*(Optional)*





# OPTIONAL SCHOOL UNIFORM

In the 2023-2024 school year, the APS Board of Education updated the district's dress code policy. As part of the update, starting with the 2025-2026 school year if a school wishes to **maintain or explore implementing** an optional school uniform, it **must** go through an engagement process and have a vote as outlined below:



## ELEMENTARY

A school uniform is adopted upon the agreement of the principal and a majority vote of the School Governance Team (GO Team).



## MIDDLE

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.



## HIGH

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.

**If your school currently has a school uniform and wishes to continue it, you must go through this process!**

# ABOE POLICY JCDB STUDENT DRESS CODE

(Last Revised, 06/03/2024)

<http://tinyaps.com/?APSDressCodePolicy>



## REQUIREMENTS

1. A top of non-see through fabric
2. A bottom of non-see through fabric
3. Shoes
4. Undergarments that are not visible

## RESTRICTIONS

1. No words or symbols that are gang-related, sexually suggestive, obscene or promote illegal behavior
2. Nothing associated with alcohol, illegal drugs or tobacco
3. No flip-flops, athletic slides or footwear that doesn't support the front and back of the foot





# SCHOOL-SPECIFIC DRESS CODES

We have one districtwide student dress code adopted  
by the Atlanta Board of Education.

School-specific dress codes may not contradict Board policy.

## Examples of problematic school specific dress-code provisions

“dress in good  
taste”

“no baggy pants”

“no sweatpants”

“no activewear”

“no short shorts  
or skirts”

“no spaghetti  
straps”

“no tube tops”

“no dresses”

“no  
tight/revealing  
clothing”

“no leggings”

“no joggers”

“no ‘extreme’  
hairstyles or  
colors”

“no Crocs”

“all shirts must be  
tucked in”

“no  
hoodies/hooded  
jackets”

“hair should be  
clean and neatly  
groomed”

“no shirts which  
expose cleavage”

“students dressed in  
uniform are better  
perceived by teachers  
and peers”



# SCHOOL UNIFORMS

Schools may choose to adopt an optional school uniform.

Effective immediately, at no time will students have their instructional time interrupted or be barred from school or class for declining to wear the optional school uniform.



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# SCHOOL UNIFORM EXAMPLES



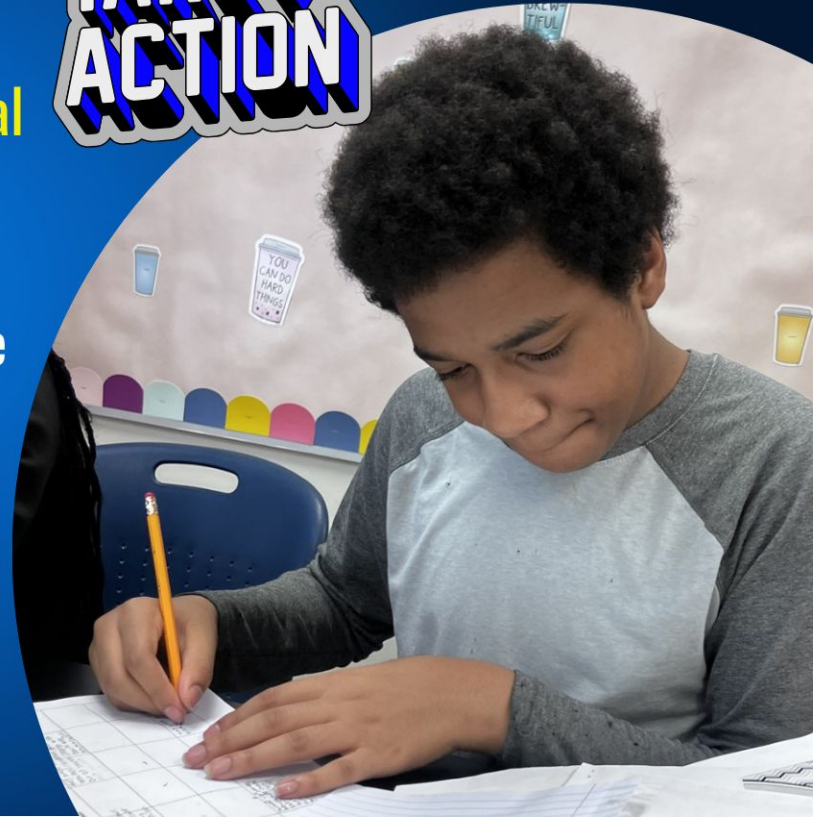
# ESTABLISH AN OPTIONAL SCHOOL UNIFORM

The GO Team needs to TAKE ACTION (vote) on **maintaining or exploring implementing an optional school uniform.**

After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote. If the GO Team votes to move forward, then the team should proceed to discuss the School Uniform Advisory Committee.



**TAKE ACTION**







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# DISCUSSION

*Only needed if the GO Team voted YES to exploring  
establishing an optional school uniform.*



The GO Team will now discuss If they wish to move forward with establishing a School Uniform Advisory Committee.

**The School Uniform Advisory Committee will be responsible for:**

1. Develop a stakeholder engagement plan to receive feedback on implementing a uniform and its components, if adopted. Must include a minimum 20-day public comment period on any proposed uniform
2. Recommending the optional school uniform components.
3. Establishing the student voting timeline and process (if necessary).
4. Determine the length of time the uniform will be in use before reconsideration
5. Developing a communication plan to inform the school community about the optional school uniform, if the uniform is adopted
6. Other objectives as defined by the GO Team.

# DISCUSSION

*Only needed if the GO Team voted YES to exploring establishing an optional school uniform.*



The GO Team will also need to determine who will be on the committee:

1. The GO Team Chair will name the Committee Chair.
2. No more than 2 additional GO Team members may be on the committee (a maximum of 3 GO Team Members).
3. Committee must have at least 3 students as outlined below:
4. Other committee members may be added, as determined by the GO Team.

**TAKE ACTION**



## MIDDLE

Middle School with Student Ambassadors

At least 3 student ambassadors

Middle School without Student Ambassadors

At least 3 students selected by the principal with GO Team input





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# ESTABLISH THE COMMITTEE

*Only needed if the GO Team voted YES to exploring  
establishing an optional school uniform.*



The GO Team will now discuss if they wish to move forward with establishing a School Uniform Advisory Committee.

**The School Uniform Advisory Committee will be responsible for:**

The GO Team needs to **TAKE ACTION (vote)** on establishing its **School Uniform Advisory Committee** based on the previous discussion.

After the motion and a second, the GO Team may have additional discussion.

Once discussion is concluded, the GO Team will vote.

If the GO Team votes in the affirmative (yes) for moving forward, then the Chair will need to fill out a committee resolution form (see example on next slide) and send to the GO Team Office.

# BLANK COMMITTEE RESOLUTION



## Committee Establishment Resolution

The \_\_\_\_\_ GO Team shall have a School Uniform Committee Advisory Committee, consisting of the principal or his/her designee, designated chair, and additional members appointed by the GO Team (see back for list of members).

The committee chair shall attend all meetings of the committee. The Advisory Committee shall serve in an advisory capacity, offering assistance and making recommendations to the GO Team for action. The Advisory Committee shall not have the authority to act on behalf of the GO Team.

Meetings of the Advisory Committee shall be scheduled and publicly noticed by the committee chair. A written report of committee discussions shall be presented by the committee chair to the GO Team at the next scheduled GO Team meeting.

The proposed Advisory Committee has the following goals/objectives (add objectives if necessary):

- Develop a stakeholder engagement plan to receive feedback on implementing a uniform and its components if adopted. Must include a minimum 20-day public comment period on any proposed uniform.
- Recommend the optional school uniform components
- Establish the student voting timeline and process (if necessary)
- Determine the length of time the uniform will be in use before reconsideration
- Create a communication plan to inform the school community about the optional school uniform, if the uniform is adopted

The proposed Advisory Committee will operate as an AD HOC COMMITTEE.

Expected Committee Time Frame:  
(must be completed by last GO Team meeting of SY 24-25)

Principal _____	Date _____	GO Team Chair _____	Date _____
Advisory Committee Chair _____	Date _____	Date Submitted to GO Team Office: _____	



## School Uniform Committee Membership

You may have no more than 3 GO Team members (committee chair and 2 others) on the committee. For middle and high schools, there must be at least 3 student representatives.

For all other members, list the members of the committee below as voted on by the GO Team. Other than GO Team members, names can be provided as individuals are identified. For example, if the GO Team voted for the Committee to have 2 individuals with medical background, and a faith leader, list under Role: Medical, Medical, and Faith Leader.

Role	Name	Email Address
Chair		

(add additional rows, if needed)





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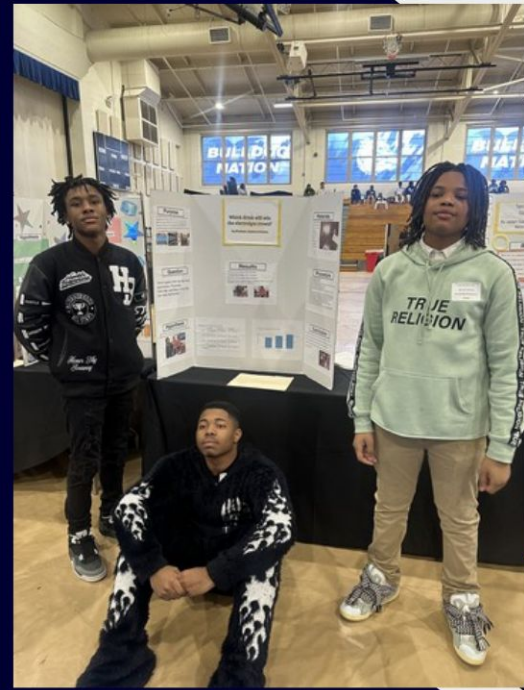


# PRINCIPAL'S *Report*



# APS DISTRICT SCIENCE FAIR

HJ Russell students traveled to Washington High School to compete in the APS District Science Fair. These students presented their projects to several judges and answered questions about the experiments they conducted. Congratulations to three of our teams who placed in the APS District Science Fair!

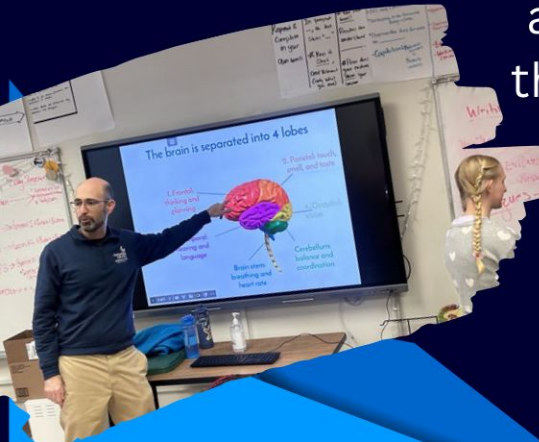
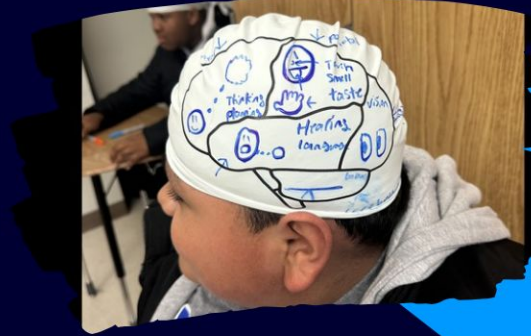




# GSU BRAIN LAB VISITS MS. RAMSEY'S ELA CLASSES



Ms. Ramsey and Ms. Ransom's 7th grade ELA students learned about the human brain with researchers from Georgia State University. This activity helped our students make connections between their ELA anchor text about Phineas Gage and the functions of different parts of the human brain. At the end of the presentation, our students had an opportunity to touch real brain samples!





FEBRUARY 24TH

# CLUSTER

## *Advisory Meeting*

<https://www.atlantapublicschools.us/Page/62838>

# Washington Cluster 2024-2025 Priorities High-Level Status Update

Status Date  
February 24, 2025

Cluster Officers: Jonathan Montes de Oca-Chair, Raquel Hudson-Vice-Chair, Dr. Shenee-Swabey-Bell-Secretary

**Priority 1: Utilizing STEM/STEAM education with a community-centered approach.**

**Action Steps:**

1. Implement monthly hands-on STEM activities or PBLs for all grade levels, integrating at least two STEAM subjects in each activity.
2. Increase exposure for student to connect learning and solving community challenges.
3. Increase exposure, opportunities, and experiences for various forms of the arts.
4. Track students' participation and engagement through project submissions.

**Priority 2: Ensuring all students reach their full potential in literacy and math.**

**Action Steps:**

1. Strengthen literacy and math through targeted instruction.
2. Differentiate instruction and personal learning.
3. Focus on attendance
4. Focus on student-centered learning.
5. Dedicate at least 30 minutes to 1 hour to go over the material and allow students to understand.
6. Implement student-led conferences to allow students to reflect on their learning goals and progress.

## Status + Highlights

### PRIORITY 1 STATUS

NOT STARTED	IN PROGRESS	COMPLETED
	X	

### PRIORITY 1 HIGHLIGHTS

Washington High School-

1. Implement instructional activities with a community-centered STEM/STEAM focus that engages students in real-world problem-solving through partnerships with local businesses, organizations, and community leaders.
2. Strategize create ways to use existing school resources, secure more grants, and collaborate with local stakeholders to provide students with mentorship, internships, and service-learning opportunities.

### PRIORITY 2 STATUS

NOT STARTED	IN PROGRESS	COMPLETED
	X	

### PRIORITY 2 HIGHLIGHTS

Washington High School-

1. Use data-driven strategies to identify learning gaps and tailor targeted instruction to provide small-group interventions for struggling students.
2. Weekly data talks, along with ongoing PLCs and PL that build teacher clarity and capacity in Tier 1 Instruction with a literacy integration.
3. Utilize formative assessments to adjust teaching methods based on student needs and provide scaffolding and enrichment activities to meet diverse learning levels.





# PUBLIC COMMENT





DISMISS  
THANK

YOU

*for your attention and attendance.*

