



# PAULDING COUNTY SCHOOL DISTRICT SCHOOL LEADERSHIP QUARTERLY REPORT

## Engage. Inspire. Prepare.

The School Leadership Department fulfills the District's mission to *Engage, Inspire and Prepare* by providing leadership and support to our administrators, staff, students, parents, and community to maximize student achievement, to keep schools safe and secure, and to enhance services, processes, and communication. Our team stands ready to exceed your expectations with a quality customer service focus.



*The Class of 2024 - From left: Emily Weist (SPHS), Kaiden Applewaite (HHS), Casey Butler (EPHS), Nicholas Alexander (PCHS), Alliston Young (NPHS)*

**Nov 24 – Jan 25**

3236 Atlanta Highway  
Dallas, Georgia 30132  
[www.paulding.k12.ga.us](http://www.paulding.k12.ga.us)



**modeling our mission**  
EVERY DAY

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## Introduction

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Dear Paulding County School Board and Community Stakeholders,

We are pleased to present the School Leadership Quarterly Report, which provides an update on the progress and key performance indicators of the School Leadership Division. This division oversees **School Operations, Safety/Security, Student Support Services, School Support Services, and Transportation**, ensuring the seamless functioning of our schools.

The five departments highlighted in this report address critical areas such as student discipline, parental concerns, building management, Board Policy interpretation, school choice, and principal support. They work collaboratively to remove barriers to student success by offering wrap-around services such as counseling, social work, therapy, and intervention coordination.

In addition to these supports, our non-instructional services include:

- **Health and wellness** services through school nurses.
- **Student enrollment** and management through Central Registration.
- **Nutrition services** providing high-quality, affordable meals.
- **Facility maintenance** and custodial care to ensure clean and safe schools.
- **Attendance monitoring** to improve student engagement.
- **Safety and security measures** managed by Safety Officers, Coordinators, Advisors, Security Guards, and School Resource Officers through a partnership with the Paulding County Sheriff's Office.

Furthermore, our Transportation Department operates 290 buses daily, covering approximately 23,000 miles to ensure safe and reliable travel for our students.

We remain dedicated to aligning daily school operations with our mission to engage, inspire, and prepare all students for success through thoughtful planning, strategic implementation, and collaborative leadership.

Sincerely,



Steve Barnette  
Superintendent



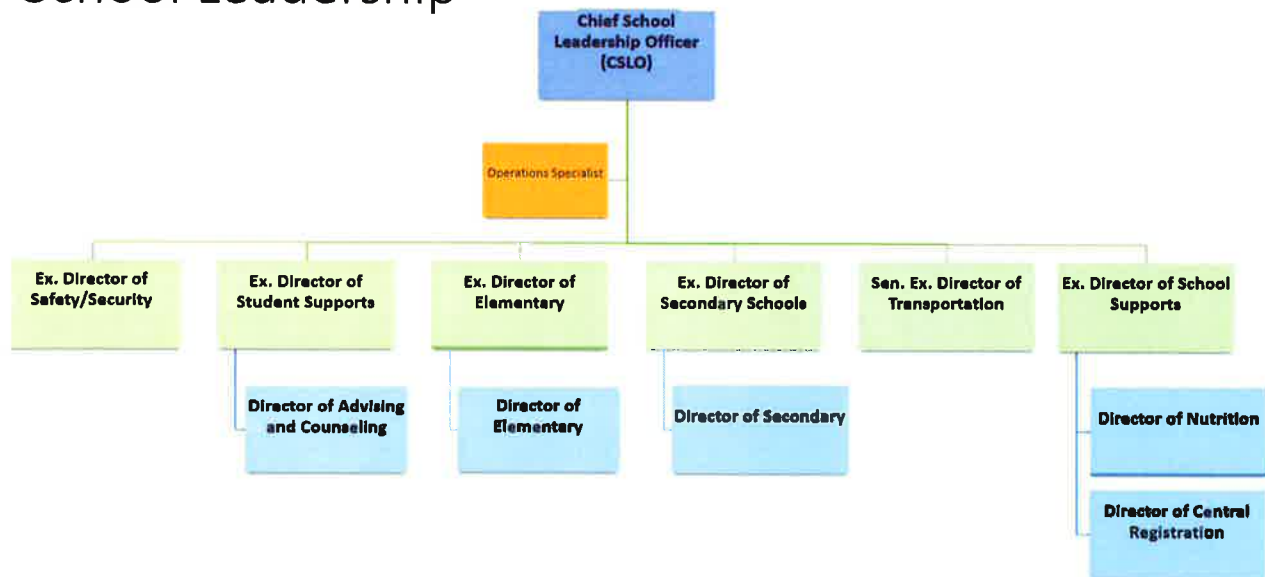
Jason Freeman  
Chief School Leadership Officer

## School Leadership Division

The School Leadership Department upholds the district's mission to **Engage, Inspire, and Prepare** by providing leadership and support to administrators, staff, students, parents, and the community. Our goal is to maximize student achievement, ensure school safety, and enhance services, processes, and communication. With a strong focus on quality customer service, our team is dedicated to exceeding expectations.

The School Leadership Division comprises five key departments: **Safety and Security, School Supports, Student Supports, Transportation, and School Operations**. Together, these departments support the daily operations of all schools and the leaders on our 34 campuses.

## School Leadership



## School Operations

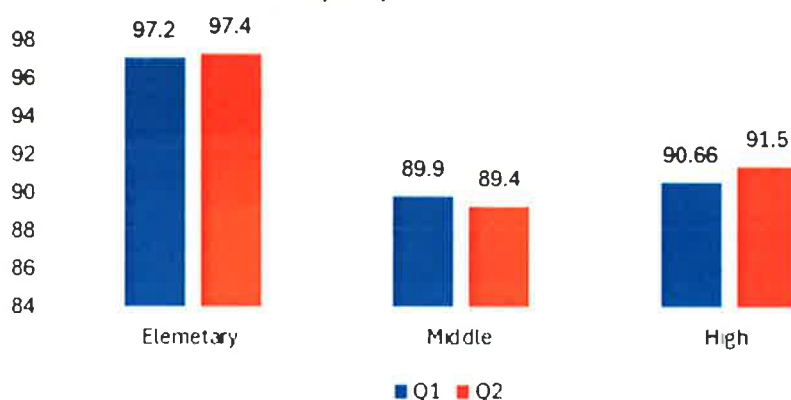
The School Operations Department supports principals in managing day-to-day operations across the district, with a key focus on monitoring and addressing student discipline. This includes tracking discipline events by school, level, district, student involvement percentages, and incident types. Executive directors and directors use this data to collaborate with school leaders, addressing concerns to maximize instructional time and ensure smooth school operations. In partnership with other district divisions, School Operations leaders also assist in evaluating and supporting principals in all areas of school leadership.

### Discipline Data by Level

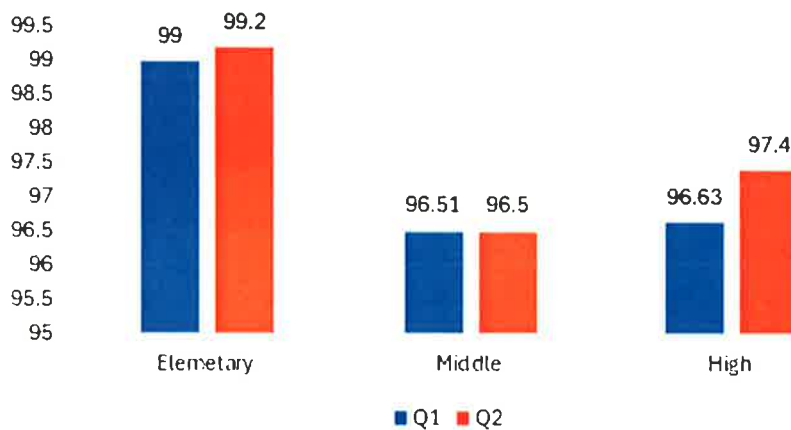
Discipline data is collected monthly, analyzed for trends, and compared to previous periods. By integrating this analysis with Positive Behavior Intervention Supports (PBIS) and wrap-around services, school leaders are empowered to proactively improve student behavior and safety.

While managing student discipline requires significant effort, we are pleased to report that the vast majority of PCSD students continue to exhibit positive behavior, fostering a productive learning environment for all.

Quarterly Comparison % of Students w/ no  
ISI,ISS, or OSS Events



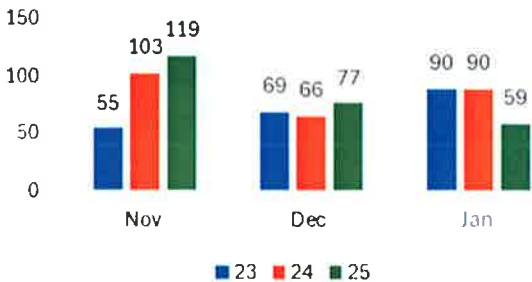
Quarterly Comparison % of Students who have  
zero to one events of ISI, ISS or OSS



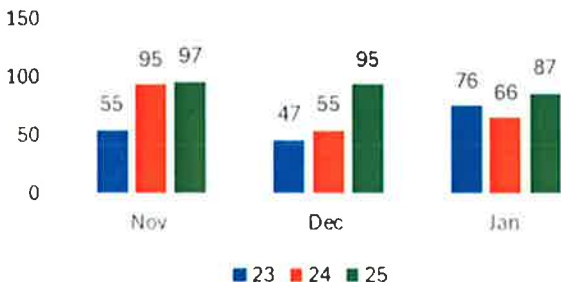
Discipline Incidents

The charts below provide the number of discipline events resulting in In-School Suspension (ISS), Out of School Suspension (OSS), and In School Isolation (ISI – Elementary only) for Q2 of the 2024-25 school year compared to Q2 of the previous two school years (22/23 and 23/24).

Elementary # of ISI Events



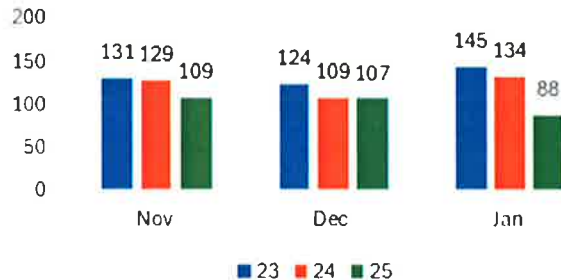
Elementary # of OSS Events



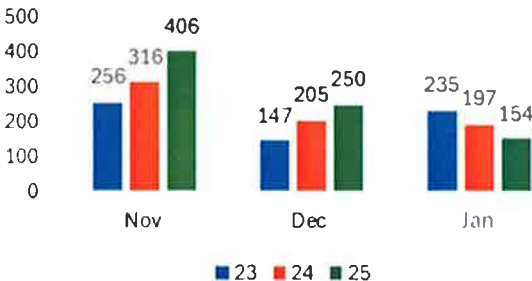
Middle # of ISS Events



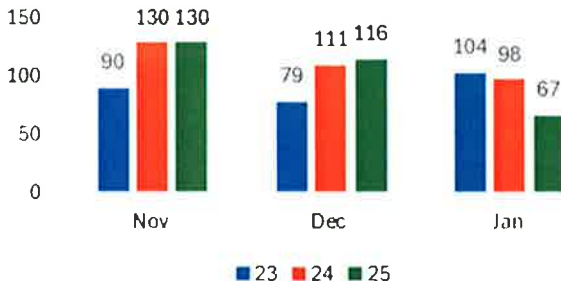
Middle # of OSS Events



High # of ISS Events



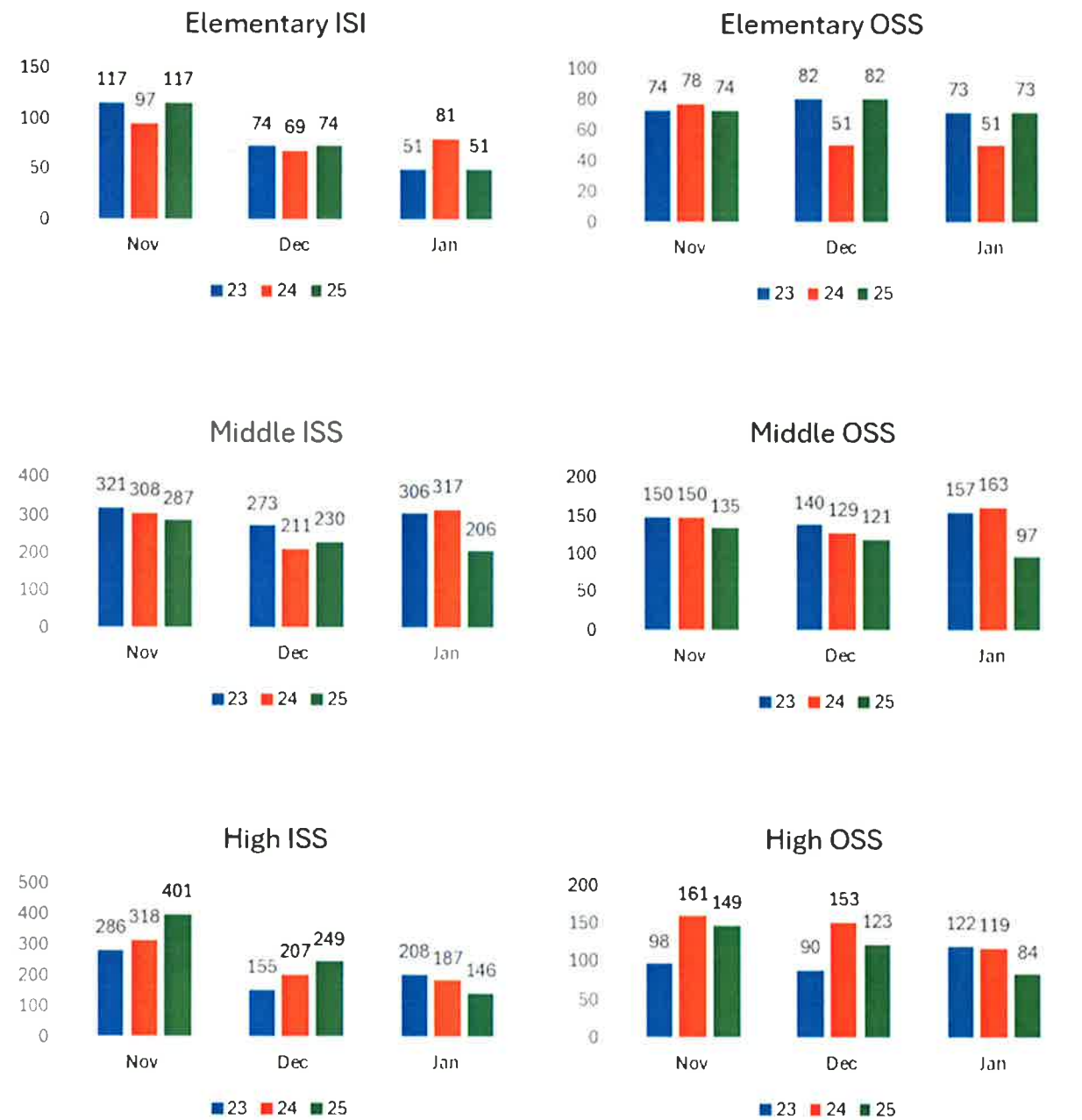
High # of OSS Events





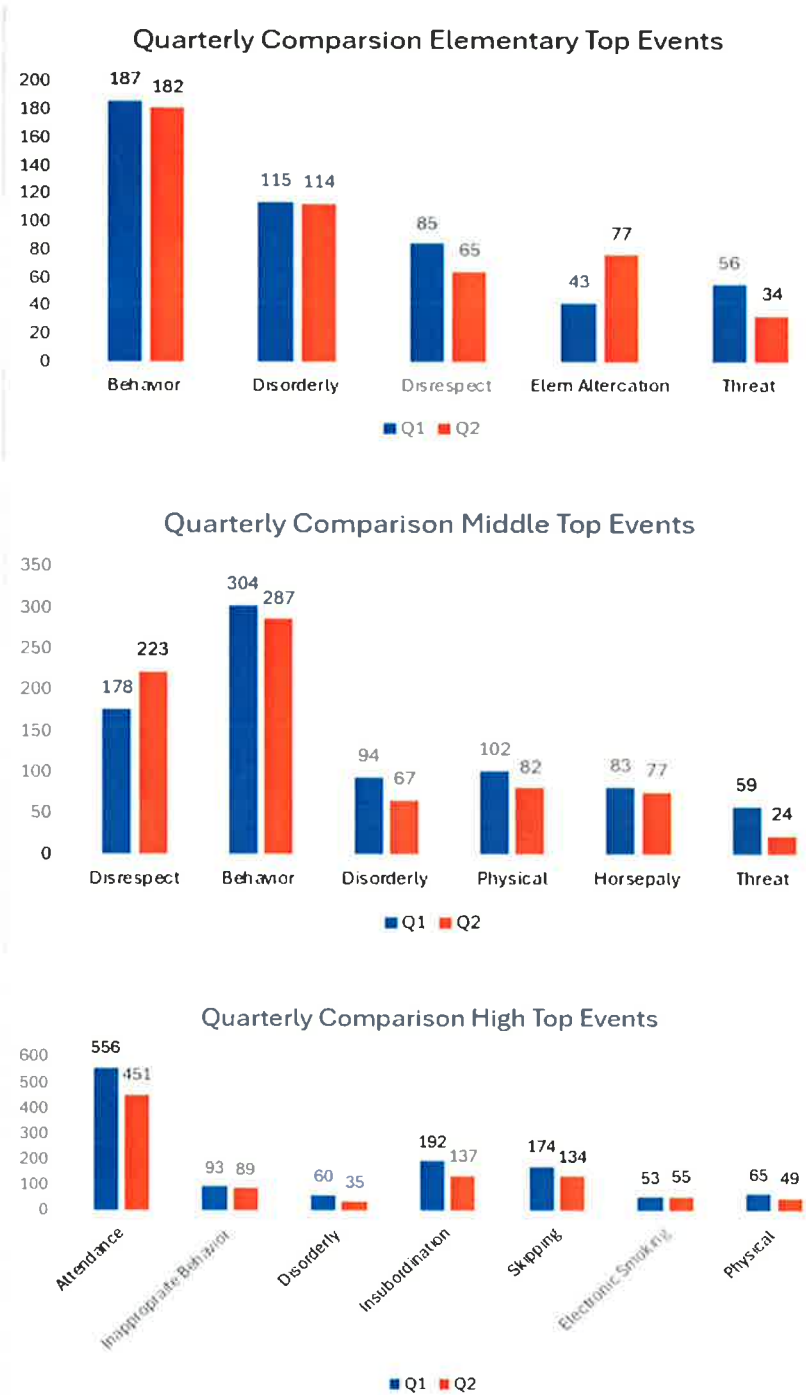
Discipline – Number of students

The charts below provide the number of students who served In-School Suspension (ISS), Out of School Suspension (OSS), and In School Isolation (ISI – Elementary only) as a discipline consequence for Q2 of the 2024-25 school year compared to Q2 of the previous two school years (22/23 and 23/24).



Discipline – Event Types

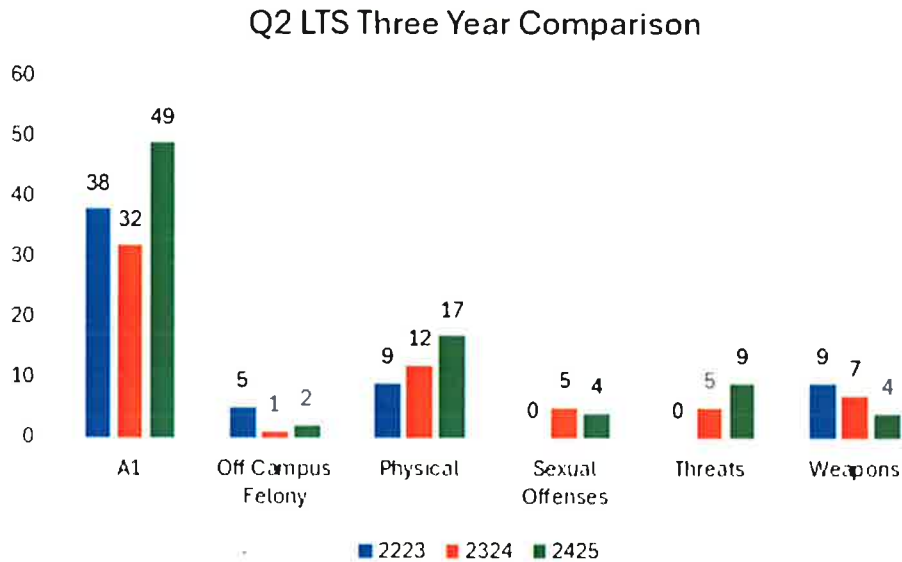
The charts below illustrate the most frequent student discipline events resulting in disciplinary consequences at each level (elementary, middle, and high).





### Discipline – Long-Term Suspensions

The chart below shows the most frequent discipline event types that resulted in a recommendation for long-term suspension. The chart compares these event types for Q2 of the 2024-25 school year compared to Q2 of the previous two school years (22/23 and 23/24).



## Safety and Security

Ensuring the safety and well-being of our students is fundamental to a successful educational experience. A safe and healthy learning environment not only supports students' physical and mental well-being but also enhances their ability to focus, learn, and succeed academically. The Paulding County School District is committed to making students our top priority by providing secure and supportive schools.

While specific safety and security measures are not openly discussed, the Safety and Security Department employs a comprehensive and adaptive strategy to protect students, staff, and visitors. This layered approach integrates personnel, procedures, and physical measures to create a robust safety ecosystem supported by the whole community.

#### Personnel:

Security Guards

POST-Certified Safety and Security Coordinators

School Safety Officers

K9 Officer

## Emergency Management and Safety Advisors

### Procedures:

Locked classroom doors

Access control systems

Drills and exercises exceeding state mandates

Ongoing training

### Physical Measures:

Surveillance systems

CrisisAlert systems

Advanced access control

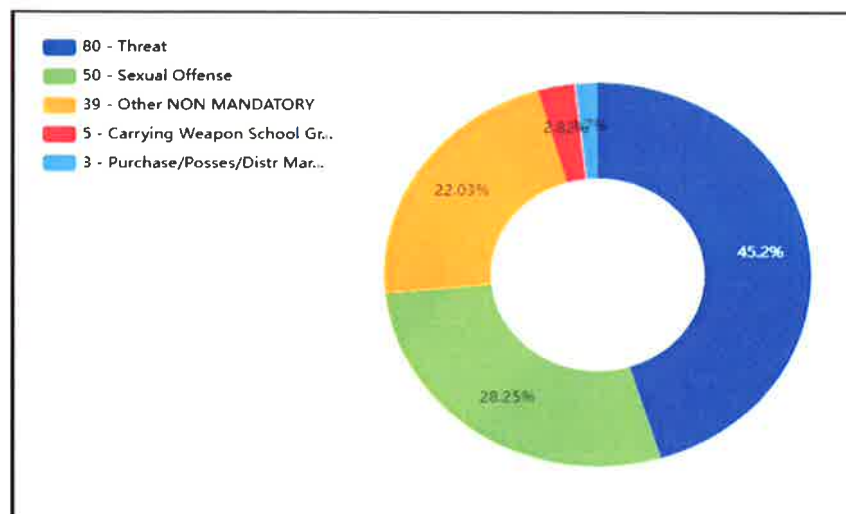
Strategically hardened windows

Anonymous tip line

Through these efforts, we continually evolve to meet the challenges of a rapidly changing operational environment, ensuring the safety and well-being of every student and staff member.

## Mandatory Reports

Mandatory Reports are all reports required under OCGA 19-7-5. In addition to the reports required by law, threats are also submitted through this system to streamline the process with our law enforcement and judicial partners. All reports are submitted daily so they can be assigned and investigated in a timely manner. A summary of these reports from the 2024-2025 school year to date is shown below.



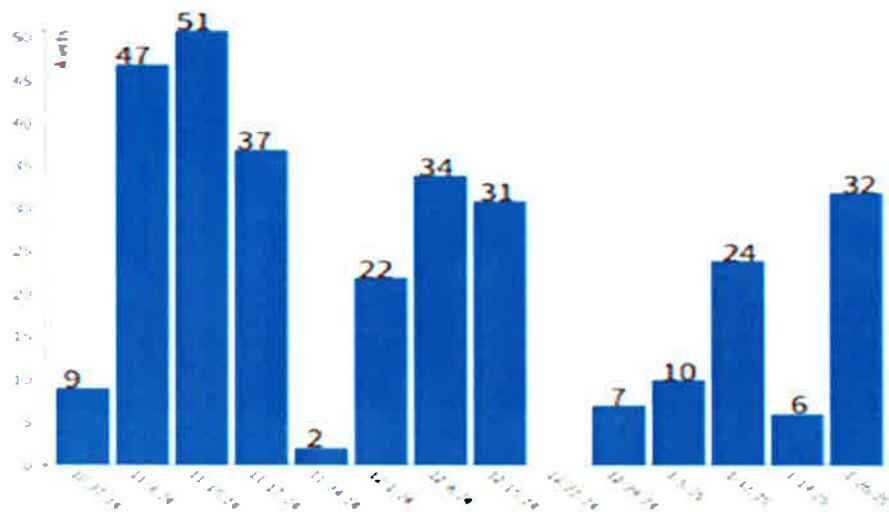
## Crisis Intervention Alerts

The implementation of the Centegix CrisisAlert system has empowered every staff member in the Paulding County School District with immediate access to assistance during critical events across all district properties. This versatile tool is utilized daily for a variety of situations, including medical emergencies, physical altercations, suspicious activity, and more.

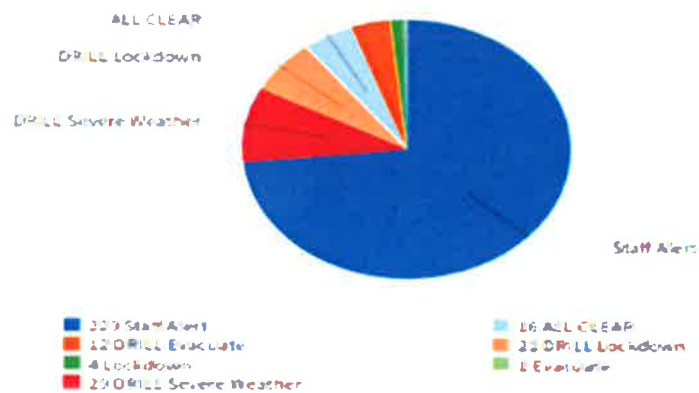
In critical incidents such as lockdowns, severe weather, hazardous materials, or other campus-wide emergencies, the system's auditory and visual components enable rapid campus-wide and emergency response notifications.

The charts below illustrate the system's usage during the 2023-2024 school year and the current 2024-2025 school year to date, showcasing its essential role in maintaining safe and secure school environments.

Alerts by Week



Alert Types



Closed Reasons



## Student Supports

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The Student Supports Department is dedicated to removing barriers to academic, career, and social-emotional growth for all students in the Paulding County School District. Our goal is to efficiently and effectively support schools, staff, students, and the community through comprehensive wraparound services, including:

- Providing guidance and advisement throughout students' PCSD school careers.
- Offering resources through school counselors, social workers, and the homeless liaison to support students and the community.
- Using data-driven decision-making to proactively address behavior and school climate.
- Establishing safe learning environments by implementing social-emotional learning (SEL) best practices to develop strong interpersonal and intrapersonal skills.
- Delivering resources and training to support prevention and intervention services that promote students' mental health growth.

Through these efforts, we strive to ensure every student has the support needed to succeed academically, socially, and emotionally.

### School Social Workers

As part of the student support system, students may be referred to School Social Workers, who play a vital role in bridging schools, families, and communities to ensure student success. Their primary focus is addressing social, emotional, and behavioral challenges that impact learning.

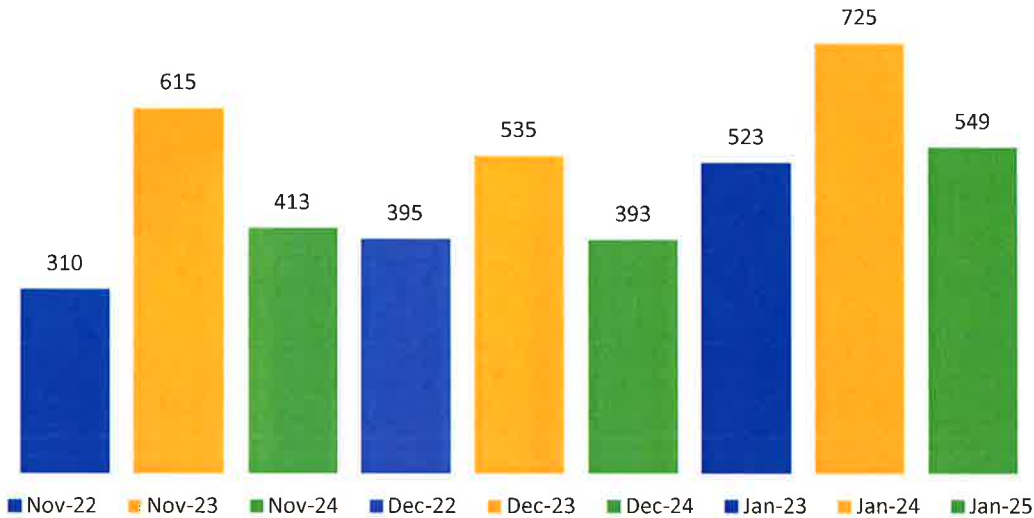
Key responsibilities of School Social Workers include:

- Providing direct support to students.
- Collaborating with school staff.
- Connecting families to community resources.
- Advocating for students.
- Implementing attendance interventions.

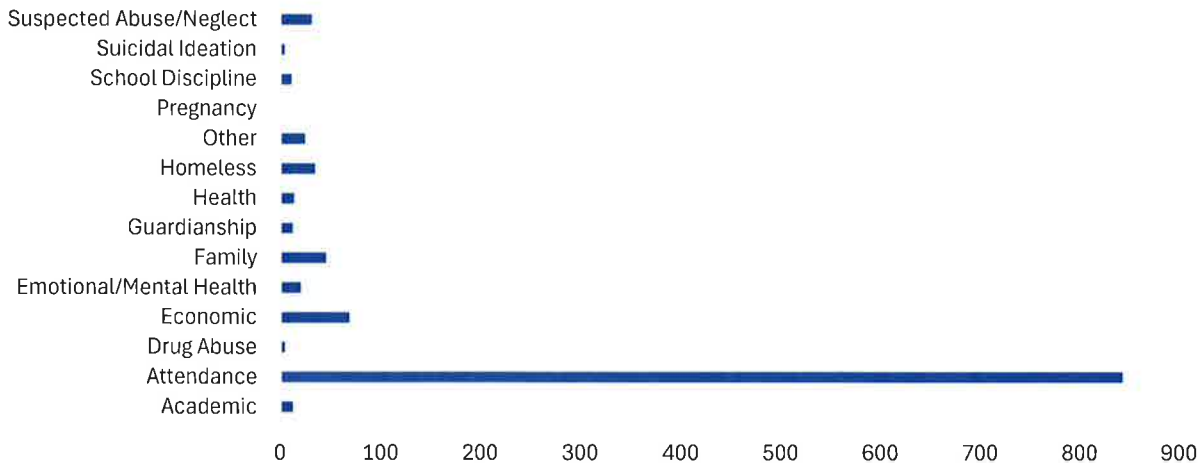
Their efforts ensure students receive comprehensive wraparound support to thrive academically, socially, and emotionally. Referrals are submitted through the **SWARM (Social Worker Activity and Referral Module)** within the Infinite Campus Student Information System.

The charts below highlight the number of SWARM referrals in the second quarter of this year compared to the same period in 2022-2023 and 2023-2024. The second chart provides a breakdown of referral reasons.

SWARM Referrals by Month Q2



Reason Count



Mental Health Supports

The district develops systems to support mental health, identify concerns, and provide proactive prevention strategies to reduce potential acts of violence. Key initiatives include:

- **Mental Health Resources:** Consultation and professional learning opportunities for school counselors, social workers, and safety advisors.
- **School-Based Therapy:** Partnerships with three local agencies serving 29 schools and approximately 290 students.

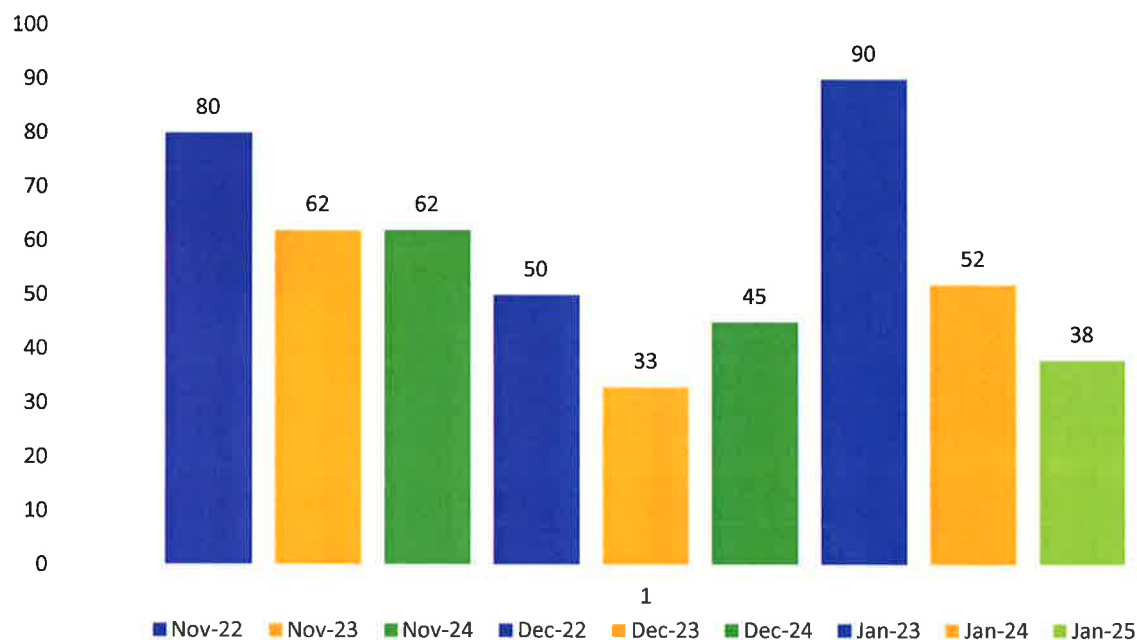


- **Suicide Prevention:**
  - **QPR Suicide Prevention and Awareness Trainings:** Conducted at 9 schools in the second quarter, training 838 staff members.
  - **Sources of Strength:** A peer-led program teaching students healthy coping mechanisms for life's stressors.
- **Crisis Response:** Providing support for school communities affected by student and staff deaths or trauma from significant events such as lockdowns.

#### Columbia Suicide Scale Data

- **Columbia Suicide Severity Rating Scales** - Assessments on students who are expressing suicidal ideations. This is followed up by parent/guardian contact, shared resources, and safety plans. 226 were completed in the first quarter district wide.

Columbia Scales Administered by Month Q2



#### Homeless Students

The **McKinney-Vento Homeless Assistance Act**, part of *No Child Left Behind*, ensures educational rights and protections for children and youth experiencing homelessness, with the primary goal of fostering educational stability and academic success.

Under McKinney-Vento, homeless students are identified as those lacking a fixed, regular, and adequate nighttime residence. The number of students served by the program within the Paulding County School District fluctuates throughout the academic year. Currently, the program is supporting 149 students.

## School Supports

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The **School Supports Department** is dedicated to providing exceptional operational support to our schools, prioritizing efficiency, effectiveness, and outstanding customer service. Key services include:

- **Health and wellness** support provided by School Nurses.
- **Student enrollment and information management** through the Central Registration Office and Student Information System.
- **Nutritious, affordable meals** delivered by School Nutrition services.
- **Facility cleaning and maintenance** handled by Custodial Services.
- **Truancy support and interventions** managed by School Attendance Officers.

Our team is committed to ensuring these essential services help create a supportive and effective learning environment for all.

## Attendance

The **School Supports Department** includes three Attendance Officers who serve as a vital resource for schools in managing student attendance. Attendance Officers assist school administrators when a student accrues five (5) unexcused absences by collaborating with parents/guardians to ensure daily school attendance.

Key responsibilities include:

- Conducting home visits.
- Meeting with students at school.
- Filing truancy charges with the local court system if necessary.

The chart below shows the **average daily attendance percentage** for the first quarter of this school year, reflecting the commitment to keeping students engaged and present in their educational journey.

## Average Daily Attendance

		Nov.	Dec.	Jan.			Nov	Dec	Jan
Elementary	Abney	94.4%	94.1%	94.2%	Middle	Austin	92.7%	91.9%	95.0%
	Allgood	93.7%	93.5%	94.3%		Crossroads	94.1%	92.7%	95.9%
	Baggett	94.6%	91.8%	94.5%		Dobbins	92.6%	91.1%	94.6%
	Burnt Hickory	95.6%	93.7%	94.3%		EPMS	93.6%	93.3%	94.9%
	Dallas	93.7%	92.3%	93.9%		Jones	92.2%	91.8%	92.9%
	Dugan	93.9%	93.7%	93.7%		McClure	94.5%	94.0%	96.3%
	Hiram	95.2%	94.1%	94.3%		Moses	93.2%	91.2%	94.6%
	Hutchens	93.4%	93.4%	92.8%		P.B. Ritch	94.0%	93.4%	95.5%
	McGarity	94.5%	94.4%	95.4%		Scoggins	91.9%	89.3%	94.0%
	Nebo	94.1%	92.2%	94.6%		SPMS	93.1%	91.5%	92.8%
	New Georgia	93.1%	93.5%	95.6%	High	EPHS	90.7%	90.9%	93.1%
	Northside	94.2%	90.1%	95.6%		HHS	90.7%	89.0%	93.1%
	Panther	93.1%	92.6%	93.7%		New Hope-H	89.8%	91.9%	92.0%
	Poole	93.1%	88.6%	94.7%		NPHS	92.5%	89.5%	95.1%
	Ragsdale	92.9%	88.6%	93.1%		PCHS	90.4%	89.1%	92.0%
	Roberts	94.0%	93.3%	94.8%		SPHS	90.7%	91.9%	93.3%
	Russom	94.7%	93.3%	94.6%					
	Shelton	95.3%	93.5%	95.3%					
	Union	95.0%	93.9%	94.8%					

## Student Registration

All new students or those returning to the Paulding County School District from outside the county are registered through the **Central Registration Office**. Families have the option to complete the registration process online or in person at the Central Registration Office.

By consolidating the registration process into one location, Central Registration ensures a streamlined experience while effectively monitoring student enrollment for state funding purposes.

The chart below shows the **number of new students registered each month**, highlighting enrollment trends.

New Student Registrations by Month



Custodial Inspection Scores

The Paulding County School District employs a **hybrid custodial model** to ensure schools and buildings are thoroughly cleaned daily. This model includes district-employed custodial staff, such as a District Custodial Supervisor, zone managers, lead custodians, and day porters, alongside contracted services from **HES Facilities Management**, which performs targeted cleaning after school hours.

Each morning, the District Custodial Supervisor and zone managers conduct random inspections to evaluate the cleaning completed by HES Facilities Management. Schools are graded on a **0-100 scale**, with scores below 80 considered failing, requiring a joint reinspection the following morning with HES management.

The chart below shows the **average inspection scores by school level**, reflecting the district’s commitment to maintaining clean and safe learning environments.

Monthly Custodial Avg. Scores	Nov-24	Dec-24	Jan-24
ES	93	95.7	94.9
MS	95.6	96.3	97.1
HS	89.5	91	90.8
District Average	92.7	94.3	94.3

## Clinic Visits

Every school in the district has a **full-time dedicated nurse**, with larger schools receiving additional nursing support based on student enrollment. School Nurses are supported by two Lead Nurses and a Nursing Supervisor.

Students visit the school clinic for various reasons, including:

- Medication administration.
- Minor injuries such as bumps and bruises.
- Management of serious medical conditions, such as diabetes.
- Addressing student illness.

Staff members also have access to the clinics and nursing services as needed.

The chart below displays the **total number of clinic visits per month**, reflecting the vital role school nurses play in supporting student and staff well-being.

Clinic Visits

School	November	December	January
Abney ES	1254	1206	1322
Allgood ES	565	448	510
Baggett ES	465	333	386
Burnt Hickory ES	918	778	1027
Dallas ES	648	621	546
Dugan ES	549	435	486
Hiram ES	585	504	501
McGarity ES	432	344	394
Hutchens ES	418	369	414
Nebo ES	1106	1053	1028
New GA ES	436	308	383
Northside ES	490	467	484
Panther ES	448	390	493
Poole ES	503	454	509
Ragsdale ES	519	604	538
Roberts ES	461	457	472
Russom ES	716	658	671
Shelton ES	848	848	868
Union ES	381	338	291
Austin MS	253	197	201

Crossroads MS	554	457	460
Dobbins MS	371	401	370
East MS	553	523	590
Jones MS	569	499	513
McClure MS	641	555	595
Moses MS	570	483	606
Ritch MS	463	422	490
Scoggins MS	720	790	751
South MS	627	657	582
East HS	435	401	385
Hiram HS	382	373	417
North HS	659	610	690
Paulding HS	1072	945	1022
South HS	501	416	598
<b>Total</b>	<b>20112</b>	<b>18344</b>	<b>19593</b>

## Transportation

The **Paulding County School District Transportation Department** is dedicated to providing safe, professional, and reliable transportation for eligible students, supporting both daily instructional programs and extracurricular activities.

As an extension of the classroom, the Transportation Department plays a vital role in students' education. **Safety is our top priority**, and ensuring it is a team effort involving students, parents, teachers, school administrators, and drivers.

To enhance convenience, we utilize the **Here Comes the Bus** app, which allows parents to track their child's school bus in real time.

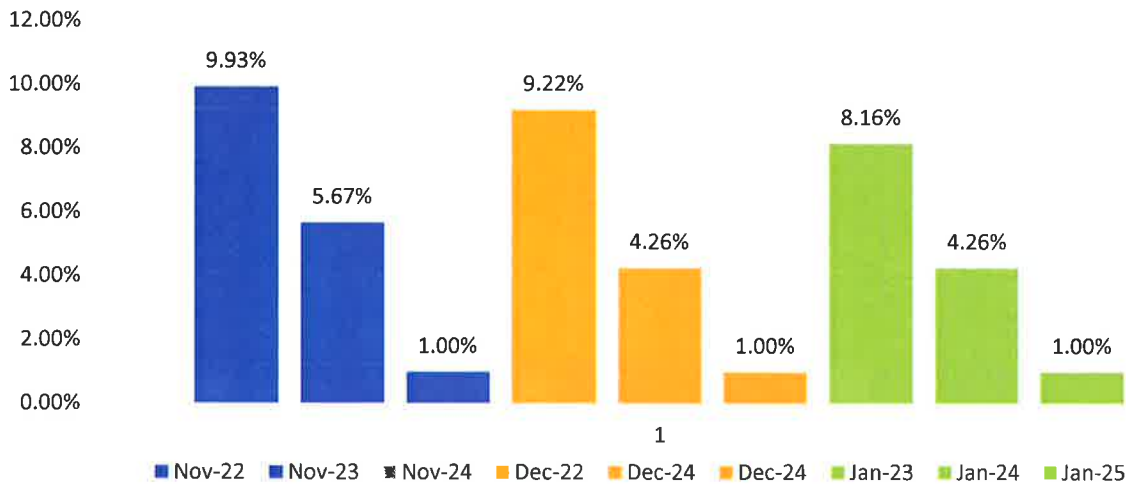
Each day, the Transportation Department safely transports over **19,000 students**, covering more than **23,000 miles**.

## Driver Vacancy and Attendance

A successful Transportation Department relies on employing enough bus drivers to meet ridership demands. This ensures shorter routes, compliance with state bus capacity limits, and minimizes student travel time. Maintaining a low driver vacancy rate also supports consistent operations during staff absences.



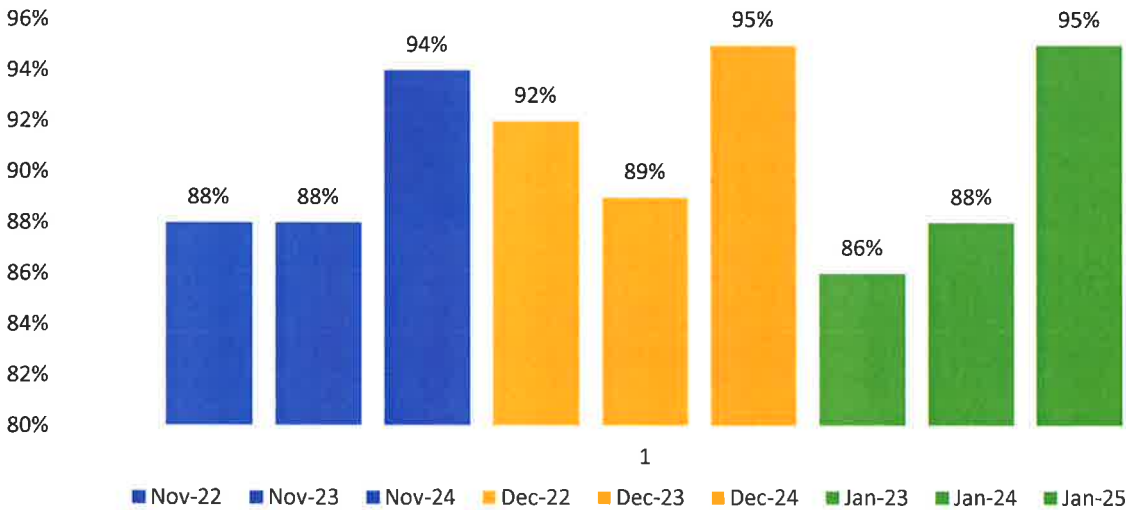
Transportation Vacancy Rate



On Time Arrivals

There are several factors that can impact school buses getting to school campuses and homes in a timely manner. Driver vacancy, attendance, and unexpected congestion and construction on our county roadways can all impact bus arrival times.

On Time Bus Arrival by Month Q2



## Athletics

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**Interscholastic activities** in the Paulding County School District play a vital role in the overall educational experience, offering students opportunities to develop teamwork, self-respect, respect for others, a desire to succeed, mental and physical discipline, and pride in their school.

The district's five high schools participate in interscholastic activities as members of the **Georgia High School Association (GHSA)**:

- **Paulding County High School (PCHS)** – Region 3-AAAAAA
- **East Paulding High School (EPHS)** – Region 5-AAAAA
- **Hiram High School (HHS)** – Region 7-AAAA
- **North Paulding High School (NPHS)** – Region 5-AAAAAA
- **South Paulding High School (SPHS)** – Region 5-AAAAA

These activities provide students with meaningful experiences that support their personal and academic growth.

### Winter Quarterly Sports Summary

The sports/activities below are recognized by the Georgia High School Association as winter sports. We have shared some highlights from the winter sports season with all five of our high schools.

#### Basketball

Four out of five varsity girls' basketball teams made it to the first round of the state tournament NPHS, SPHS, HHS, PCHS. NPHS girls made it to the second round of the state tournament and finished the season 24-1, 12-0 in the region and finished first place in the region.

SPHS boys' varsity basketball made it to the first round of the state tournament.

#### Wrestling

Five out of five schools NPHS, HHS, PCHS, EPHS, SPHS had both individual girls and boys compete in the state meet. Several individual girls and boys placed in the top 10 of the state from five out of five schools to include NPHS, SPHS, EPHS, PCHS, HHS.

#### Boys Wrestling

4<sup>th</sup> Place Bradley Gallup HHS 285

4<sup>th</sup> Place Kaleb Cooper SPHS 144

4<sup>th</sup> Ryder Gibson NPHS 132

4<sup>th</sup> Daelin McKissack NPHS

5<sup>th</sup> Wesley Rakestraw NPHS

5<sup>th</sup> Karmel Thompson PCHS 132  
6<sup>th</sup> Lucas Hayes SPSHS 175  
6<sup>th</sup> ben Southern NPHS120

**Girls Wrestling**

2<sup>nd</sup> Rosali Oshodi EPHS 235  
5<sup>th</sup> Olivia D Arienzo NPHS 115

**Swimming**

Four out of Five Schools had individual swimmers compete in the state meet to include NPHS, PCHS, EPHS, and SPSHS

**Other Sports/Activities:**

Other winter opportunities for PCSD include fishing, dance, E-Sports, and Literary.