

REBRANDING ONESELF TO INFLUENCE THE PERSPECTIVES OF DISTRICT LEADERS

DR. ANGELIA MAJOR

DEKALB COUNTY SCHOOL DISTRICT

ELIZABETH ANDREWS HIGH SCHOOL

APRIL 16, 2025

UPDATE SEPTEMBER 15, 2025

WHAT IS THE
PERSPECTIVE OF
YOUR DISTRICT
REGARDING
YOUR SCHOOL?



MY CORE BELIEF...

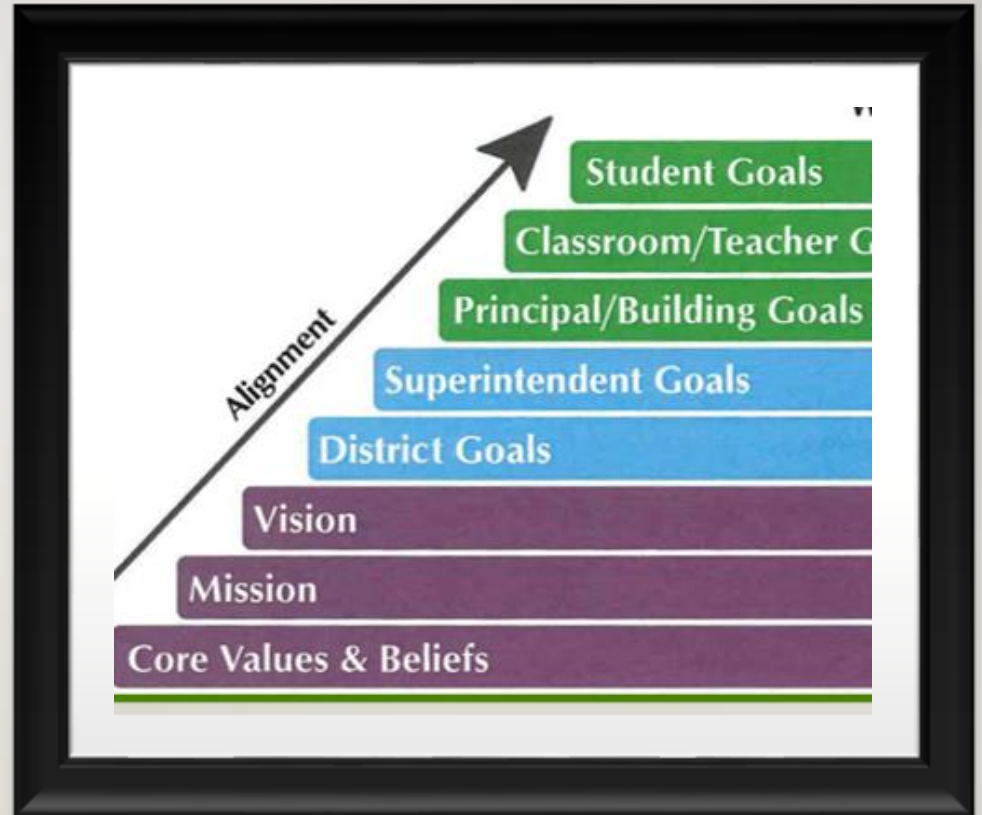
I believe that all children deserves a well-rounded, quality education that prepares them for a successful future regardless of the path they choose, and we as educators must use data-driven instruction to support student learning and address their weaknesses in order for them to be successful.

UNDERSTAND THE DIFFERENCE!

- Core Values
 - What do we stand for?
- Vision
 - Where are we going?
- Mission
 - Why do we exist and what do we do every day?

ALIGNMENT

Is your core belief and vision aligned with the district's vision?



UNKNOWN
AUTHOR

PEOPLE OFTEN SAY,
"THEY'LL BELIEVE IT
WHEN THEY SEE IT." AND
TO THAT I ALWAYS SAY,
"KEEP BELIEVING UNTIL
YOU SEE IT!"
YOUR CONSISTENT
AND INTENTIONAL BELIEF
IS WHAT BRINGS YOUR
DREAMS TO LIFE!

@Trudy_101

WHEN DO YOU NEED
TO COMMUNICATE
YOUR VISION?



SHARE YOUR VISION

WHY DO YOU NEED TO
COMMUNICATE YOUR VISION
TO OTHERS?



INTRODUCTION ELIZABETH ANDREWS HIGH SCHOOL

Elizabeth Andrews High School (EAHS) is situated at 1701 Mountain Industrial Boulevard, Stone Mountain, Georgia. It operates as a non-traditional high school within the DeKalb County School District. Serve students 16-21

- EAHS is one of the twenty-two high schools within the DeKalb County School District and serves all high schools.
- Total Faculty = 70

Demographics: 450 students

- 2.6% White
- 72.9% African American
- 18.7% Hispanic
- 1.3% Two or More Races
- 100% Free and Reduced Lunch
- 12.9% English Language Learners
- 11% Special Education



DEKALB COUNTY SCHOOLS' GRADUATION RATES SOAR TO AN ALL-TIME HIGH

The Dekalb County School District's (DCSD) graduation rate reached an all-time high in 2024. The four-year graduation rate is now 79.1%, up 3.3 percent from 2023 and a whopping 20.5 percent from 2011.

The district goal 2025-2026 was to increase graduation rate from 79.1% to 83%



COLLABORATIVE CALIBRATED VISIT

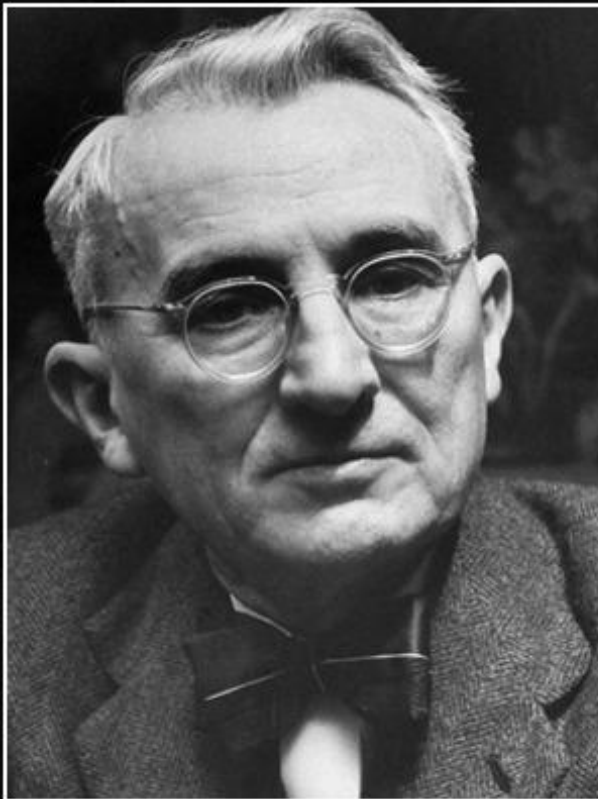
Purpose:

- The primary goal of a collaborative calibrated visit is to foster a shared understanding of teaching practices and assessment standards among educators.
 - involves educators observing each other's classrooms, providing feedback, and engaging in discussions to ensure consistent understanding and application of teaching practices and assessment criteria

REALITY CHECK

Reality Check:
involves understanding the complex realities of their roles, including budget constraints, diverse student needs, and the pressure to meet high expectations, while also advocating for resources and support to effectively lead their schools

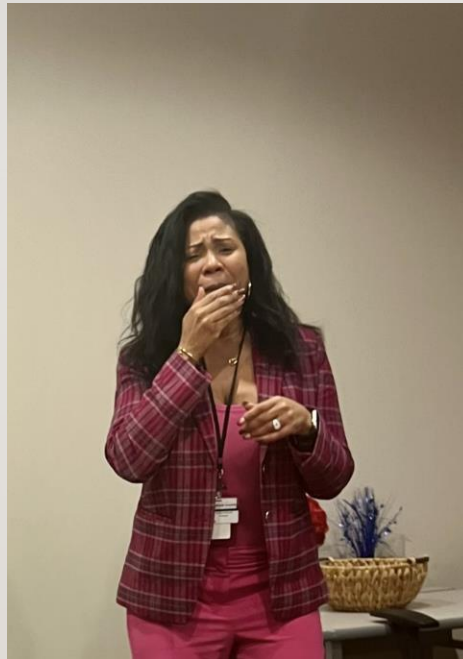
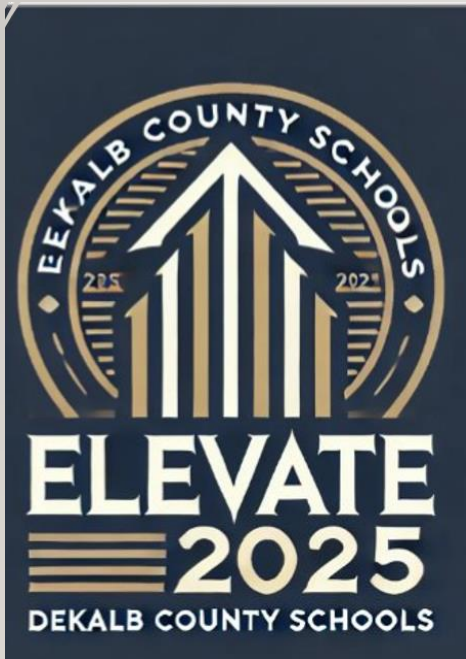




If you believe in what you are doing,
then let nothing hold you up in your
work. Much of the best work of the
world has been done against
seeming impossibilities. The thing is
to get the work done.

— *Dale Carnegie* —

AZ QUOTES



-
- I shared my CORE BELIEFS
 - I shared my VISION
 - My vision was in ALIGNMENT
 - My VISION became My REALITY

OPERATION GRADUATION

Operation Graduation is when we get together monthly to discuss all barriers and successes around the projected 4 and 5-year cohort.

- Hybrid Setting through Imagine Edgenuity Learning
- Offer two summer sessions in June
 - Session 1 Mon-Thurs students were able to earn 2 full credits and 2 credit recovery
 - Session 2 Fri-Sat students are able to earn 2 full credits and 2 credit recover
 - Total of 8 credits for summer sessions



JANUARY 7, 2025



- For the first time in the history of EAHS we offered DCSD transportation to and from school.

DCSD LAUNCHES PROJECT ELEVATE

- [News Link: EAHS
Project Elevate](#)



ELIZABETH ANDREWS HIGH SCHOOL
GRADUATION COHORT DATA 2022-
2024 (3-YEARS)

- Georgia Department of
Education CCRPI (2025, March 15).
https://ccrpi.gadoe.org/Reports/Views/Shared/_Layout.html

| School Year | 4-Year Cohort | 5- Year Cohort |
|-------------|---------------|----------------|
| 2024 | 16.36 | 33.72 |
| 2023 | 12.68 | 38.57 |
| 2022 | 8.33 | 37.28 |

| Cohort Withdrawal Code | Unverified Student Count (Status) | Verified Student Count (VerEndStatus) | Final Count |
|---|-----------------------------------|---------------------------------------|---------------|
| 1- SB10 Transfer to Public School | 0 | 0 | 0 |
| 4- Transferred under jurisdiction of DJJ | 0 | 0 | 0 |
| 7- Transfer Dual Achieve Program | 0 | 4 | 4 |
| #- Active (Number of Students On-Track to Graduate in May) | 126 | 0 | 126 |
| #- Active (Number of Students Not On-Track to Graduate in May) | 100 | 0 | 100 |
| B- Marriage | 0 | 0 | 0 |
| C- Court or Legal | 0 | 0 | 0 |
| D- Death | 0 | 0 | 0 |
| E- Expelled | 0 | 0 | 0 |
| F- Financial Hardship / Job | 0 | 0 | 0 |
| G- Graduated (CP, CT, H1, S) | 9 | 0 | 9 |
| H- Home School Study | 0 | 0 | 0 |
| I- Incarcerated | 0 | 0 | 0 |
| J- Transferred Out of Country | 0 | 0 | 0 |
| K- Transferred to Private School | 0 | 3 | 3 |
| L- Low Grades | 0 | 0 | 0 |
| M- Military | 0 | 0 | 0 |
| N- Transferred to a Department of Defense School | 0 | 0 | 0 |
| O- Other Adult Education | 0 | 0 | 0 |
| P- Pregnant / Parent | 0 | 0 | 0 |
| R- Removed- Lack of Attendance | 0 | 0 | 0 |
| S- Serious Illness / Accident | 0 | 0 | 0 |
| T- Transfer to Other System | 0 | 6 | 6 |
| U- Unknown | 0 | 28 | 28 |
| V- Advanced to Other School in the System | 0 | 0 | 0 |
| W- Transferred to Another School in the System (Transfers Out) | 0 | 9 | 9 |
| X- Transfer to Other State | 0 | 3 | 3 |
| Y- SB10 Transfer to State Schools | 0 | 0 | 0 |
| Z- SB10 Transfer to Private School | 0 | 0 | 0 |
| Cohort Total | 235 | 53 | 288 |
| Removed from Cohort- Acceptable Code | 0 | 25 | 25 |
| Could not be removed from Cohort | 100 | 28 | 128 |
| Number of Anticipated May Graduates | 135 | 0 | 135 |
| Adjusted Cohort Number (Denominator) | 235 | 28 | 263 |
| Projected March Graduation Rate | | | 51.33% |

March 4-year cohort
projection 51.33%

| Cohort Withdrawal Code | Unverified Student Count (Status) | Verified Student Count (VerEndStatus) | Final Count |
|---|-----------------------------------|---------------------------------------|---------------|
| 1- SB10 Transfer to Public School | 0 | 0 | 0 |
| 4- Transferred under jurisdiction of DJJ | 0 | 0 | 0 |
| 7- Transfer Dual Achieve Program | 0 | 0 | 0 |
| #- Active (Number of Students On-Track to Graduate in May) | 27 | 0 | 27 |
| #- Active (Number of Students Not On-Track to Graduate in May) | 31 | 0 | 31 |
| B- Marriage | 0 | 0 | 0 |
| C- Court or Legal | 0 | 0 | 0 |
| D- Death | 0 | 0 | 0 |
| E- Expelled | 0 | 0 | 0 |
| F- Financial Hardship / Job | 0 | 0 | 0 |
| G- Graduated (CP, CT, H1, S) | 0 | 4 | 4 |
| H- Home School Study | 0 | 0 | 0 |
| I- Incarcerated | 0 | 0 | 0 |
| J- Transferred Out of Country | 0 | 0 | 0 |
| K- Transferred to Private School | 0 | 1 | 1 |
| L- Low Grades | 0 | 0 | 0 |
| M- Military | 0 | 0 | 0 |
| N- Transferred to a Department of Defense School | 0 | 0 | 0 |
| O- Other Adult Education | 0 | 0 | 0 |
| P- Pregnant / Parent | 0 | 0 | 0 |
| R- Removed- Lack of Attendance | 0 | 0 | 0 |
| S- Serious Illness / Accident | 0 | 0 | 0 |
| T- Transfer to Other System | 0 | 5 | 5 |
| U- Unknown | 0 | 8 | 8 |
| V- Advanced to Other School in the System | 0 | 0 | 0 |
| W- Transferred to Another School in the System (Transfers Out) | 0 | 6 | 6 |
| X- Transfer to Other State | 0 | 2 | 2 |
| Y- SB10 Transfer to State Schools | 0 | 0 | 0 |
| Z- SB10 Transfer to Private School | 0 | 0 | 0 |
| Cohort Total | 58 | 26 | 84 |
| Removed from Cohort- Acceptable Code | 0 | 14 | 14 |
| Could not be removed from Cohort | 31 | 8 | 39 |
| Number of Anticipated May Graduates | 27 | 4 | 31 |
| Adjusted Cohort Number (Denominator) | 58 | 12 | 70 |
| Projected September Graduation Rate | | | 44.29% |

September 4-year cohort
projection 44.29%

GRADUATION CALCULATOR 4-YEAR

Highest was 16.36% in 2024

May, we graduated 187
students and during
our summer graduation we
graduated 67 students
4-year projection 55.43%

Please **note projection is based on all
students served at EAHS regardless
of returning to their zoned school.**

| Cohort Withdrawal Code | Unverified Student Count (Status) | Verified Student Count (VerEndStatus) | Final Count |
|--|-----------------------------------|---------------------------------------|---------------|
| 1. SB10 Transfer to Public School | 0 | 0 | 0 |
| 2. Transferred under jurisdiction of DJJ | 0 | 0 | 0 |
| 7. Transfer Dual Achieve Program | 0 | 0 | 0 |
| 8. Active (Number of Students On Track to Graduate in May) | 42 | 0 | 42 |
| 8. Active (Number of Students Not On-Track to Graduate in May) | 21 | 0 | 21 |
| 3. Marriage | 0 | 0 | 0 |
| 4. Court or Legal | 0 | 0 | 0 |
| 5. Death | 0 | 0 | 0 |
| 6. Expelled | 0 | 0 | 0 |
| 9. Financial Hardship / Job | 0 | 0 | 0 |
| 3. Graduated (CP, CT, H1, S) | 7 | 0 | 7 |
| 4. Home School Study | 0 | 0 | 0 |
| 6. Incarcerated | 0 | 0 | 0 |
| 1. Transferred Out of Country | 0 | 0 | 0 |
| 6. Transferred to Private School | 0 | 0 | 0 |
| 7. Low Grades | 0 | 0 | 0 |
| 6. Military | 0 | 0 | 0 |
| 4. Transferred to a Department of Defense School | 0 | 0 | 0 |
| 3. Other Adult Education | 0 | 0 | 0 |
| 9. Pregnant / Parent | 0 | 0 | 0 |
| 8. Removed - Lack of Attendance | 0 | 0 | 0 |
| 6. Serious Illness / Accident | 0 | 0 | 0 |
| 7. Transfer to Other System | 0 | 0 | 0 |
| 1. Unknown | 0 | 0 | 0 |
| 7. Advanced to Other School in the System | 0 | 0 | 0 |
| 4. Transferred to Another School in the System (Transfers Out) | 0 | 5 | 5 |
| 6. Transfer to Other State | 0 | 0 | 0 |
| 7. SB10 Transfer to State Schools | 0 | 0 | 0 |
| 7. SB10 Transfer to Private School | 0 | 0 | 0 |
| Cohort Total | 70 | 5 | 75 |
| Removed from Cohort- Acceptable Code | 0 | 5 | 5 |
| Could not be removed from Cohort | 21 | 0 | 21 |
| Number of Anticipated May Graduates | 49 | 0 | 49 |
| Adjusted Cohort Number (Denominator) | 70 | 0 | 70 |
| Projected March Graduation Rate | | | 70.00% |
| Note: The final number of graduates will be adjusted by the state when students receive a diploma type S. To determine your final graduation rate, use the calculator below if you have any of these graduates in your cohort. | | | |
| Final Number of Graduates (Diploma Type- G) | | | 49 |
| Enter Number of Graduates (Diploma Type- S) | | | 0 |
| Adjusted Number of Graduates (Numerator) | | | 49 |
| Adjusted Cohort Number (Denominator) | | | 70 |
| Projected March Graduation Rate | | | 70.00% |

GRADUATION CALCULATOR 5-YEAR

- March 5-year cohort projection 70.04%
- Highest 2023-38.57%

Please note projection is based on all students served at EAHS regardless of returning to their zoned school.

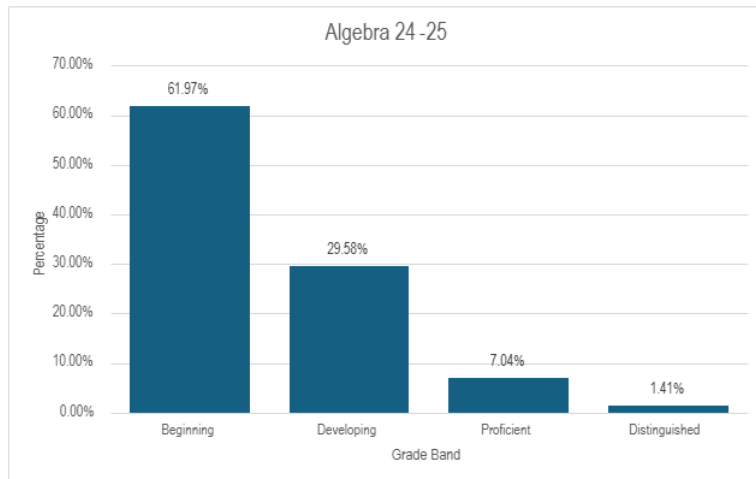
CURRENT CALCULATOR FIRST 9-WEEKS

4-year projection 58.3%
5-year projection 83.21%

| Cohort Withdrawal Code | Unverified Student Count (Status) | Verified Student Count (Verified Status) | Final Count |
|--|-----------------------------------|--|---------------|
| 1- SB10 Transfer to Public School | 0 | 0 | 0 |
| 4- Transferred under jurisdiction of DJJ | 0 | 2 | 2 |
| 7- Transfer Dual Achieve Program | 0 | 0 | 0 |
| B- Active (Number of Students On-Track to Graduate in May) | 142 | 0 | 142 |
| B- Active (Number of Students Not On-Track to Graduate in May) | 82 | 0 | 82 |
| B- Marriage | 0 | 0 | 0 |
| C- Court or Legal | 0 | 0 | 0 |
| D- Death | 0 | 0 | 0 |
| E- Expelled | 0 | 0 | 0 |
| F- Financial Hardship / Job | 0 | 0 | 0 |
| G- Graduated (CP, CT, H1, S) | 5 | 0 | 5 |
| H- Home School Study | 0 | 0 | 0 |
| I- Incarcerated | 3 | 0 | 3 |
| J- Transferred Out of Country | 0 | 0 | 0 |
| K- Transferred to Private School | 0 | 0 | 0 |
| L- Low Grades | 0 | 0 | 0 |
| M- Military | 0 | 0 | 0 |
| N- Transferred to a Department of Defense School | 0 | 0 | 0 |
| O- Other Adult Education | 1 | 0 | 1 |
| P- Pregnant / Parent | 0 | 0 | 0 |
| R- Removed- Lack of Attendance | 0 | 0 | 0 |
| S- Serious Illness / Accident | 0 | 0 | 0 |
| T- Transfer to Other System | 2 | 0 | 2 |
| U- Unknown | 19 | 0 | 19 |
| V- Advanced to Other School in the System | 0 | 0 | 0 |
| W- Transferred to Another School in the System (Transfers Out) | 5 | 0 | 5 |
| X- Transfer to Other State | 0 | 0 | 0 |
| Y- SB10 Transfer to State Schools | 0 | 0 | 0 |
| Z- SB10 Transfer to Private School | 0 | 0 | 0 |
| Cohort Total | 259 | 2 | 261 |
| Removed from Cohort- Acceptable Code | 7 | 2 | 9 |
| Could not be removed from Cohort | 105 | 0 | 105 |
| Number of Anticipated May Graduates | 147 | 0 | 147 |
| Adjusted Cohort Number (Denominator) | 252 | 0 | 252 |
| Projected September Graduation Rate | | | 58.33% |
| Note: The final number of graduates will be adjusted by the state when students receive a diploma type S. To determine your final graduation rate, use the calculator below if you have any of these graduates in your cohort. | | | |
| Final Number of Graduates (Diploma Type- G) | | | 147 |
| Enter Number of Graduates (Diploma Type- S) | | | 0 |
| Adjusted Number of Graduates (Numerator) | | | 147 |
| Adjusted Cohort Number (Denominator) | | | 252 |
| Projected September Graduation Rate | | | 58.33% |

| Cohort Withdrawal Code | Unverified Student Count (Status) | Verified Student Count (Verified Status) | Final Count |
|--|-----------------------------------|--|---------------|
| 1- SB10 Transfer to Public School | 0 | 0 | 0 |
| 4- Transferred under jurisdiction of DJJ | 0 | 2 | 2 |
| 7- Transfer Dual Achieve Program | 0 | 0 | 0 |
| B- Active (Number of Students On-Track to Graduate in May) | 109 | 0 | 109 |
| B- Active (Number of Students Not On-Track to Graduate in May) | 19 | 0 | 19 |
| B- Marriage | 0 | 0 | 0 |
| C- Court or Legal | 0 | 0 | 0 |
| D- Death | 0 | 0 | 0 |
| E- Expelled | 0 | 0 | 0 |
| F- Financial Hardship / Job | 0 | 0 | 0 |
| G- Graduated (CP, CT, H1, S) | 6 | 0 | 6 |
| H- Home School Study | 0 | 0 | 0 |
| I- Incarcerated | 3 | 0 | 3 |
| J- Transferred Out of Country | 0 | 0 | 0 |
| K- Transferred to Private School | 0 | 0 | 0 |
| L- Low Grades | 0 | 0 | 0 |
| M- Military | 0 | 0 | 0 |
| N- Transferred to a Department of Defense School | 0 | 0 | 0 |
| O- Other Adult Education | 0 | 0 | 0 |
| P- Pregnant / Parent | 0 | 0 | 0 |
| R- Removed- Lack of Attendance | 0 | 0 | 0 |
| S- Serious Illness / Accident | 0 | 0 | 0 |
| T- Transfer to Other System | 0 | 0 | 0 |
| U- Unknown | 0 | 0 | 0 |
| V- Advanced to Other School in the System | 0 | 0 | 0 |
| W- Transferred to Another School in the System (Transfers Out) | 6 | 0 | 6 |
| X- Transfer to Other State | 0 | 0 | 0 |
| Y- SB10 Transfer to State Schools | 0 | 0 | 0 |
| Z- SB10 Transfer to Private School | 0 | 0 | 0 |
| Cohort Total | 137 | 2 | 139 |
| Removed from Cohort- Acceptable Code | 6 | 2 | 8 |
| Could not be removed from Cohort | 22 | 0 | 22 |
| Number of Anticipated May Graduates | 109 | 0 | 109 |
| Adjusted Cohort Number (Denominator) | 131 | 0 | 131 |
| Projected September Graduation Rate | | | 83.21% |
| Note: The final number of graduates will be adjusted by the state when students receive a diploma type S. To determine your final graduation rate, use the calculator below if you have any of these graduates in your cohort. | | | |
| Final Number of Graduates (Diploma Type- G) | | | 109 |
| Enter Number of Graduates (Diploma Type- S) | | | 0 |
| Adjusted Number of Graduates (Numerator) | | | 109 |
| Adjusted Cohort Number (Denominator) | | | 131 |
| Projected September Graduation Rate | | | 83.21% |

ACHIEVEMENT DATA (EOC)

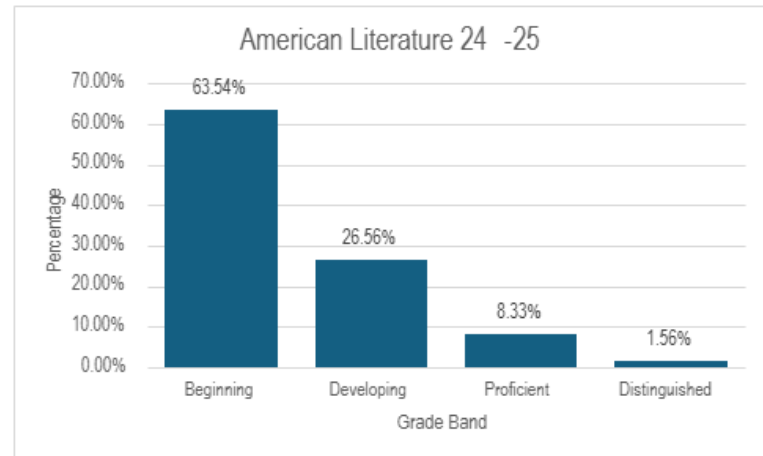


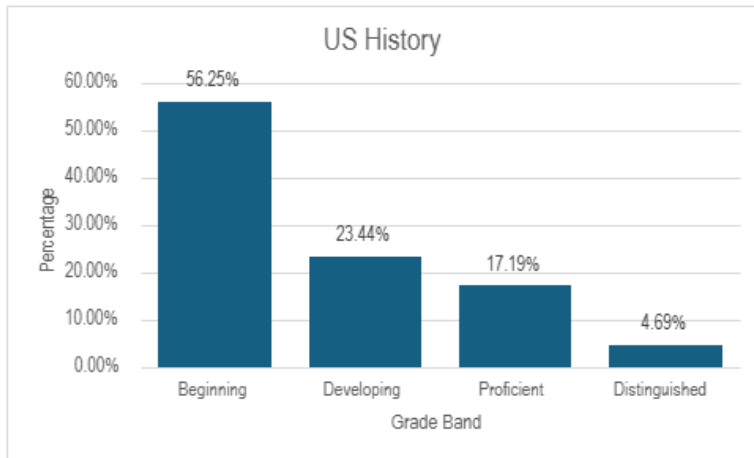
2023-2024 Comparison

- Beginning 83.87%
- Developing 16.13%

2023-2024 Comparison

- Beginning 73.68%
- Developing 19.74%
- Proficient 6.58%





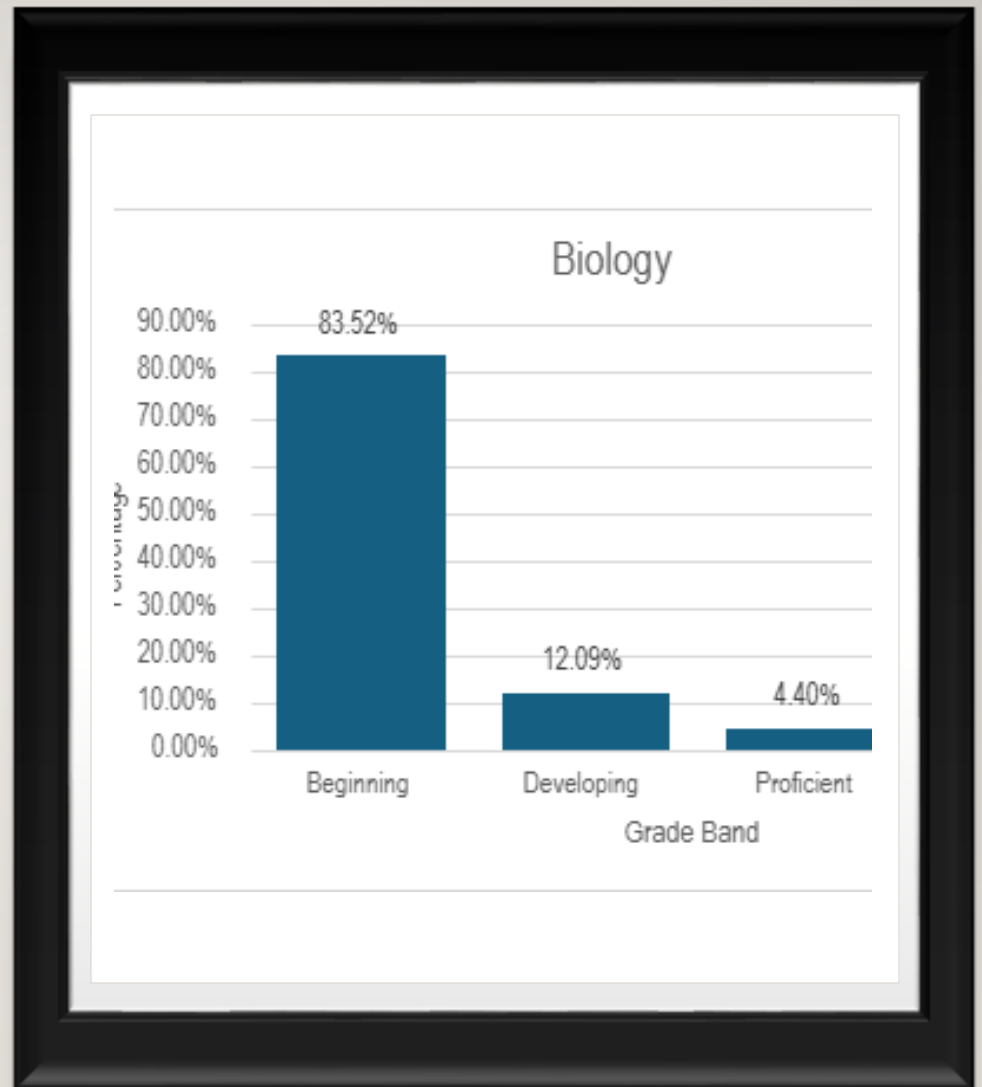
2023-2024 Comparison

- Beginning 46.51%
- Developing 37.21%
- Proficient 16.28%

2023-2024

Comparison

- Beginning 71.43%
- Developing 17.14%
- Proficient 11.43%



DISCIPLINE DATA



EAHS DISCIPLINARY DATA 3-YEARS

2024

| Student Metrics | | | Discipline Incident Metrics | |
|-------------------------|--------------------------------------|----------------|---------------------------------------|---|
| Enrollment | In-School Suspensions (ISS) Rate | Expulsion Rate | Total Incidents | Percent of Incidents Resulting in OSS |
| 310 | 0% | 0% | 47 | 100% |
| Students with Incidents | Out-of-School Suspensions (OSS) Rate | | Percent of Incidents Resulting in ISS | Percent of Incidents Resulting in Expulsion |
| 32 | 10.3% | | 0% | 0% |

2023

| Student Metrics | | | Discipline Incident Metrics | |
|-------------------------|--------------------------------------|----------------|---------------------------------------|---|
| Enrollment | In-School Suspensions (ISS) Rate | Expulsion Rate | Total Incidents | Percent of Incidents Resulting in OSS |
| 422 | 1.2% | 0% | 65 | 92.3% |
| Students with Incidents | Out-of-School Suspensions (OSS) Rate | | Percent of Incidents Resulting in ISS | Percent of Incidents Resulting in Expulsion |
| 50 | 10.9% | | 7.7% | 0% |

2022

| Student Metrics | | | Discipline Incident Metrics | |
|-------------------------|--------------------------------------|----------------|---------------------------------------|---|
| Enrollment | In-School Suspensions (ISS) Rate | Expulsion Rate | Total Incidents | Percent of Incidents Resulting in OSS |
| 510 | 0.2% | 0% | 59 | 98.3% |
| Students with Incidents | Out-of-School Suspensions (OSS) Rate | | Percent of Incidents Resulting in ISS | Percent of Incidents Resulting in Expulsion |
| 38 | 7.5% | | 1.7% | 0% |

Governor's Office of Student Achievement (2025, March 15).

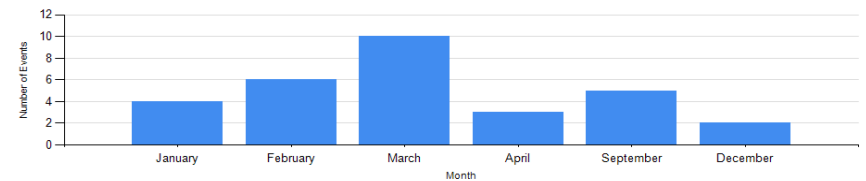
<https://public.gosa.ga.gov/noauth/extensions/DisciplineDashVI/DisciplineDashVI.html>

EAHS 2024-2025 DISCIPLINE DATA

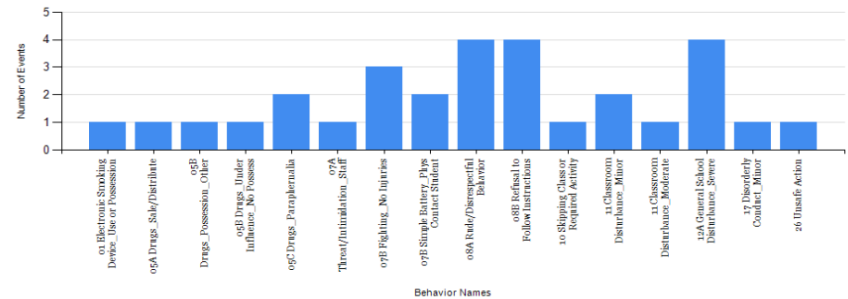
ISS/OSS TOTAL TO DATE = 29

| | 0 | 0 | 0 | 0 | 3 | 1 |
|-------|--------|----------------|------|-------|------------|---|
| Grade | Gender | Race/Ethnicity | ISS | OSS | Total Days | |
| 11 | Male | Black | 0.00 | 10.00 | 10.00 | |
| 10 | Male | Black | 0.00 | 8.00 | 8.00 | |
| 12 | Male | Black | 0.00 | 4.00 | 4.00 | |
| 11 | Female | Black | 2.00 | 5.00 | 7.00 | |

Referrals By Month

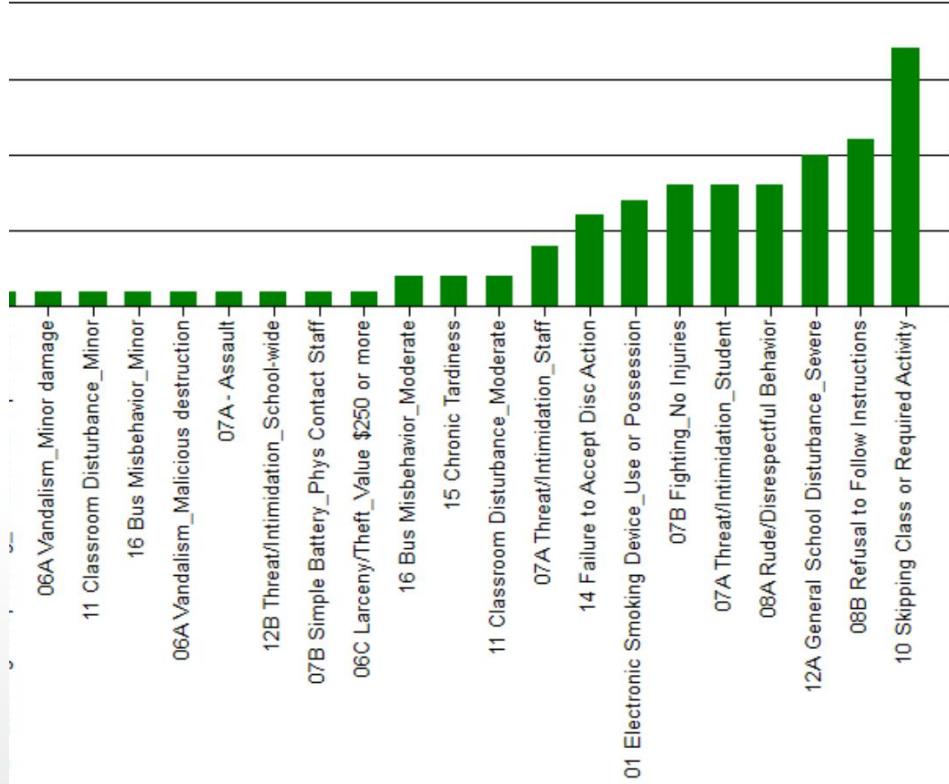


Referrals By Behavior



CURRENT BEHAVIOR DATA

96 INCIDENTS BETWEEN
AUGUST-SEPTEMBER





Influencing up, in a professional context, refers to the ability to persuade and align with leaders at higher levels in the organization, effectively influencing their decisions and actions.

NEXT STEPS

- Create success in YOUR realm first
- Influence laterally before vertically
- Show them what it looks like
- You can't argue with the research or data
- Be patient

REFERENCES

Georgia Department of Education. (n.d.). College and Career Readiness Performance Index (CCRPI).

<https://www.gadoe.org/CCRPI/Pages/default.aspx>.

Governor's Office of Student Achievement. (n.d.). K-12 public schools report card.

<https://gaawards.gosa.ga.gov/analytics/saw.dll?dashboard>.

DCSD Infinite Campus

DR.ANGELIA MAJOR

ELIZABETH ANDREWS HS

404-229-1351

ANGELIA_MAJOR@DEKALBSCH
OOLSGA.ORG

