



# PRIORITY UPDATES

## FIRST 100 DAYS

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Superintendent, Atlanta Public Schools



A blue-tinted photograph of a large group of graduates in caps and gowns, cheering and throwing their caps into the air.

## MISSION

Through a caring culture of **equity**, **trust**, and **collaboration**, every student will graduate ready for college, career, and life.

An orange-tinted photograph of a smiling female teacher with a backpack, holding a young student who is also smiling.

## VISION

A high-performing school district where students love to learn, educators inspire, families engage, and the community trusts the system.



# FIRST 100 DAYS FOUR PRIORITIES



**ACADEMIC ACCELERATION**



**EQUITY**



**STUDENT & STAKEHOLDER  
ENGAGEMENT**



**ACCOUNTABILITY &  
OPERATIONAL EXCELLENCE**



**ATLANTA  
PUBLIC  
SCHOOLS**

## 1. ACADEMIC ACCELERATION

GOAL	#	ACTIVITY	STATUS	NOTES
30	1	Review academic organizational structure to identify areas of success and opportunity.	Not started	
30	2	Review student academic data to identify academic deficits and areas of opportunity.	Not started	
30	3	Begin implementation of recommended improvements in special education based on recent audit.	Not started	
30	4	Accelerate Phase 1 of Literacy plan and begin curriculum review of core content areas.	Not started	
30	5	Work with the school board on annual targets for strategic focus areas leveraging exemplars, national benchmarking, or comparable/aspirational districts to determine the measurement for success for the strategic plan.	Not started	
30	6	Support implementation of strategic plan through development of a formal monitoring/review process which ends in 2025 and begin establishing plan for development of strategic plan.	Not started	
30	7	Assess academic programs and instructional quality of programs to ensure coherence to district and state expectations, as well as alignment to the district's profile of an APS graduate.	Not started	
30	8	Review or identify leadership framework for all school level leaders to accelerate student achievement.	Not started	

## 2. EQUITY

GOAL	#	ACTIVITY	STATUS	NOTES
30	1	Conduct meetings with the district Superintendent's Community Equity Advisory Committee to understand the recent progress and determine current barriers to equity within APS and areas of need.	Not started	
30	2	Engage parent and community groups to determine what the perceived barriers to instructional quality and student achievement are in APS.	Not started	
30	3	Establish the process and timeline for development of the district's equity plan as required by the Board's Equity Policy and to ensure organizational focus on equity.	Not started	
30	4	Review relevant equity audit(s) to determine progress and outstanding needs.	Not started	
30	5	Work with the school board, schools and community to begin development of an annual report card with new strategic plan that will articulate progress on Equity Commitments within strategic plan.	Not started	
30	6	Identify strategies to improve student achievement in subgroups priority schools in the district.	Not started	
30	7	Identify areas that might be addressed to improve specific outcomes in the areas of ELA, Math, SAT/ACT and graduation rate.	Not started	
30	8	Review course offerings at schools and distribution of career technical, International Baccalaureate, Advance Placement and dual enrollment offerings.	Not started	

### 3. STUDENT & STAKEHOLDER ENGAGEMENT

GOAL	#	ACTIVITY	STATUS	NOTES
30	1	Work with student, employee, alumni and community stakeholder groups to identify key barriers to excellence within the school system and community.	Not started	
30	2	Develop a cadence to meet with each board member to continue to gain understanding on key priorities for the system.	Not started	
30	3	Visit schools to gain a better understanding of the work taking place within schools to support student achievement.	Not started	
30	4	Host Cluster Advisory meetings to understand local school governance work.	Not started	
30	5	Host community meetings in each school board district to solicit input on areas of success and areas of opportunity.	Not started	
30	6	Attend at least one community event within every school board district (i.e. athletic events, faith-based organizations, civic organizations, etc.).	Not started	
30	7	Leverage current community input structures to learn more about the school district (i.e. advisory boards, etc.) and ensure all stakeholder groups are represented by an advisory structure.	Not started	
30	8	Meet with local partners from business, faith, non-profit, etc.	Not started	
30	9	Engage students and employees in small group conversations to learn more about the system and areas of success, touching at least 300 student and staff members (both school-based and district-wide).	Not started	
30	10	Develop and publish communication protocols with the school board, employees, students and the community.	Not started	

#### 4. ACCOUNTABILITY & OPERATIONAL EXCELLENCE

GOAL	#	ACTIVITY	STATUS	NOTES
30	1	Begin development of an Open APS portal on the web that houses key information that the public desires access to and has been perceived as a barrier to transparency.	Not started	
30	2	Launch a live weblink where the public can track progress on first 100 day activities: <a href="http://www.atlantapublicschools.us/first100days">www.atlantapublicschools.us/first100days</a>	Not started	
30	3	Identify and develop additional systems and structures to promote transparency and accountability that will continue to build trust with the community.	Not started	
30	4	Ensure the public is clear on strategic direction, the commitments to equity, and related work streams that will be implemented.	Not started	
30	5	Clarify and connect current performance to strategic plan goals for the community and work with the school board to develop desired state for strategic focus areas.	Not started	
30	6	Incorporate areas of opportunity related to ethics into strategic plan focus areas and work streams as appropriate.	Not started	
30	7	Enhance and/or develop student and employee recognition programs that support our focus on excellence.	Not started	
30	8	Analyze enrollment projections across the district and review historical decisions and opportunities to balance building capacity and student enrollment.	Not started	
30	9	Assess areas of organization to determine operational efficiency opportunities.	Not started	
30	10	Conduct a deep-dive into the budgeting process to ensure and support maximization of resources to improve student achievement.	Not started	
30	11	Review department head briefing documents to assess how I can support the work taking place within the system.	Not started	
30	12	Monitor and receive feedback on the implementation of in-house nutrition and transportation programs and make necessary adjustments as needs arise.	Not started	



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