



# **GO TEAM MEETING #1**

Bolton Academy

# TOPICS

School Strategic Plan

Strategic Plan & Priorities Review

SMART Goals

Data Discussion

Spring MAPS

GMAS

School Uniform Discussion

Principal's Report

Current Enrollment & Leveling

Information about our school



**2021-2025  
STRATEGIC PLAN**

**District Mission & Vision**

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

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

**Cluster Mission & Vision**

The North Atlanta Cluster will implement an International Baccalaureate (IB) program with depth and fidelity for all students in order to develop inquiring, knowledgeable and caring young people who will graduate ready for college and career. Our vision is to be a high performing cluster where students, educators, and families work together to create a better and more peaceful world through intercultural understanding and respect.

**School Mission & Vision**

Bolton Academy's vision is to cultivate critical thinkers that are socially responsible and make meaningful and compassionate contributions to the school and global community.

The mission of Bolton Academy is to provide a rigorous and equitable learning environment that promotes lifelong inquiry, reflection, respect, and empathy in every student and member of the learning community.

**School Priorities**

1. Increase student performance in ELA.
2. Increase student performance in Math.
3. Embed a data-driven, multi-tiered system of support to improve our English Learner performance.
4. Implement the enhanced IB PYP model with fidelity.



Academic Program

**School Strategies**

- Extended collaborative planning during the school day.
  - Implementation of the Balanced Literacy framework in grades K-5.
  - Intentional focus on word work and time on academic vocabulary related to content areas.
  - Intentional focus on student Lexile levels and use of resources that provide texts for students at appropriate levels of challenge.
  - Implementation of planned writing curriculum.
  - Utilize a writing assessment system.
  - Implement enhanced IB standards and practices
  - Increase the number of ESOL and GATE endorsed teachers on staff
  - Implement concept-based instructional model with inquiry, action, and reflection
  - Support DLI program through monitoring and curriculum development.
- Uses of Flexibility/Innovation**
- Seek funding sources for enrichment activities to provide students hands-on learning experience and access

**Key Performance Measures**

- By 2026, Bolton Academy aims to achieve the following:
- $\leq 30\%$  of students will score in the Beginning range on any school-based, district level, or state assessment
  - $\geq 80\%$  of Students will leave 2<sup>nd</sup> grade reading at/above grade level
  - $\geq 3\%$  (YOY) increase in ESOL students achieving GMAS Level 3, or 4 in math, reading, social studies, and science
  - Maintain  $\geq 97\%$  student attendance
  - $\geq 80\%$  Maintain a satisfaction rate in Staff and Parent Survey Data
  - $\geq 65\%$  of 3<sup>rd</sup>-5<sup>th</sup> grade students will meet or exceed target Lexile levels
  - $\geq 5\%$  increase in number of students achieving Level 4 in grades 3-5 across all GMAS subject areas assessed
  - Maintain  $\leq 1\%$  suspension rate
  - $\geq 25\%$  increase in EL students moving across performance bands on ACCESS
  - $\geq 12$  certified and fully trained ESOL teachers will be on staff



Talent Management

5. Improve teacher efficacy in IB standards and practices, Balanced Literacy Framework, Eureka Math, and science/social studies integration.
6. Retain and develop highly qualified teachers and staff in traditional, Dual Language Immersion, and support classes.

- Provide teachers with ongoing professional development regarding IB, Balanced Literacy, Eureka Math, and effective co-teaching strategies.
- Promote, engage, and develop teacher implementation of integrated curriculum in the areas of language arts, science, and social studies.
- Integrate APS Definitions of Teaching & Leader Excellence with the coaching cycle.
- Develop and monitor effective implementation of ESOL strategies.
- Conduct annual talent reviews, providing ongoing coaching and feedback.
- Adhering to district timeline and protocols for highly qualified hiring practices.



Systems & Resources

7. Develop a staffing model that provides opportunities for ongoing collaboration across grade levels and disciplines.

- Implement effective PLCs during grade-level collaborative planning.
  - Design master scheduling to maximize collaboration.
- Uses of Flexibility/Innovation**
- Redesign roles of instructional leadership team members to align to our instructional needs.



Culture

8. Develop and sustain a positive, informed, and engaged school community for all stakeholders (students, teachers, parents, and the community)
9. Create a culture of high expectations and trust for students, staff, and families.

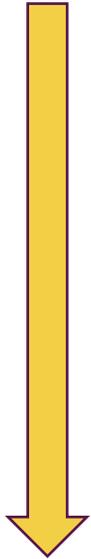
- Implement secondSTEP curriculum with fidelity.
- Promote reflection and awareness of cultural differences through school programming and practices.
- Support the implementation of Restorative Practices.
- Provide monthly recognition opportunities for students and staff.
- Offer semi-annual parent conference days (fall and spring).
- Conduct semi-annual Principal's Chats.
- Utilize weekly communication systems to keep all stakeholders informed and engaged.

# Bolton Academy

## Strategic Plan

### Priority Ranking

Higher



Lower

- Increase student performance in Math.-1
- Increase student performance in ELA.-2
- Embed a data-driven, multi-tiered system of support to improve our multi-lingual learner performance.-3
- Retain and develop highly qualified teachers and staff in traditional, Dual Language Immersion, and support classes.-4
- Improve teacher efficacy in IB standards and practices, Literacy , Math, science/social studies instruction based on the Georgia Standards of Excellence.-5
- Implement the enhanced IB PYP model with fidelity.-6
- Develop and sustain a positive, informed, and engaged school community for all stakeholders (students, teachers, parents, and the community)-7
- Create a culture of high expectations and trust for students, staff, and families.-8
- Develop a staffing model that provides opportunities for ongoing collaboration across grade levels and disciplines.-9

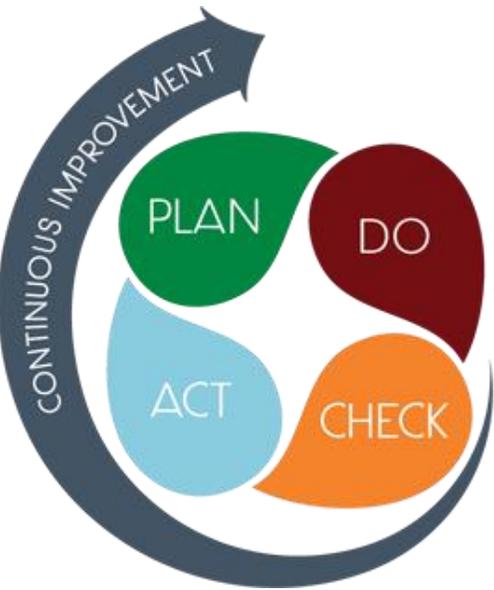
From Spring 24

# CONNECTING THE STRATEGIC PLAN & CONTINUOUS IMPROVEMENT PLAN

Strategic Plan Priority

CIP SMART Goal

Key Indicator



Increase student performance in Math



At the conclusion of the 2024-2025 school year students in grades 3-5 scoring proficient or above in math will increase by 3% on GMAS assessment (from 48% to 51%)



70% of students all students will meet their projected RIT growth on the Spring 2025 MAP assessment.

Increase student performance in ELA



At the conclusion of the 2024-2025 school year we will increase the % of students who are proficient or above in grade 3-5 by 3% on the GMAS assessment (from 60% to 63%)



70% of students all students will meet their projected RIT growth on the Spring 2025 MAP assessment.

Embed a data-driven, multi-tiered system of support to improve our multi-lingual learner performance



Gen Ed and ESOL teachers will use Lexia Core 5 Reading to accelerate the development of ML students' literacy skills daily.



70% of students all multilingual learners will meet their projected RIT growth on the Spring 2025 MAP assessment.



**DATA  
DISCUSSION**

# SPRING MAP RESULTS READING

School	Grade	Exam	Window	Exams	Performance Breakdown					
Bolton	KK	Reading	Fall 2023-2024	79	9%	13%	15%	29%	34%	
			Spring 2023-2024	81	7%	9%	9%	25%	51%	
	01	Reading	Fall 2023-2024	84	13%	8%	13%	29%	37%	
			Spring 2023-2024	82	10%	17%	16%	21%	37%	
	02	Reading	Fall 2023-2024	88	27%		14%	11%	18%	30%
			Spring 2023-2024	89	19%	11%	17%	22%	30%	
	03	Reading	Fall 2023-2024	80	19%	9%	11%	23%	39%	
			Spring 2023-2024	82	11%	12%	16%	24%	37%	
	04	Reading	Fall 2023-2024	89	15%	18%	10%	25%	33%	
			Spring 2023-2024	89	11%	12%	21%	30%	25%	
	05	Reading	Fall 2023-2024	74	19%	9%	14%	32%	26%	
			Spring 2023-2024	75	9%	15%	16%	29%	31%	

# SPRING MAP RESULTS MATH

School	Grade	Exam	Window	Exams					
Bolton	KK	Math	Fall 2023-2024	79	9%	8%	19%	20%	44%
			Spring 2023-2024	81	11%	11%	12%	20%	46%
	01	Math	Fall 2023-2024	84	11%	8%	21%	29%	31%
			Spring 2023-2024	83	6%	20%	27%	22%	25%
	02	Math	Fall 2023-2024	88	20%	17%	22%	17%	24%
			Spring 2023-2024	88	23%	16%	19%	23%	19%
	03	Math	Fall 2023-2024	80	14%	19%	25%	23%	20%
			Spring 2023-2024	82	23%	13%	18%	24%	21%
	04	Math	Fall 2023-2024	89	18%	18%	20%	28%	16%
			Spring 2023-2024	89	17%	24%	13%	29%	17%
	05	Math	Fall 2023-2024	74	19%	18%	19%	24%	20%
			Spring 2023-2024	75	19%	16%	25%	20%	20%

# GMAS RESULTS

## Milestone Grade and Subject Comparison: District

District	display subj..	Grade	Year	Comparison G..				
District	ELA	3	2017	All	40%	28%	21%	10%
			2018	All	43%	25%	21%	11%
			2019	All	38%	25%	23%	14%
			2022	All	49%	21%	18%	12%
			2023	All	45%	21%	20%	15%
			2024	All	43%	21%	22%	15%

## Milestone Grade and Subject Comparison for Bolton

Bolton	ELA	3	2017	All	34%	29%	27%	10%
			2018	All	44%	22%	21%	14%
			2019	All	35%	21%	27%	17%
			2022	All	39%	29%	21%	11%
			2023	All	25%	23%	34%	17%
			2024	All	16%	20%	28%	37%

# GMAS RESULTS

## Milestone Grade and Subject Comparison: District

District	display subj..	Grade	Year	Comparison G..				
District	ELA	4	2017	All	39%	26%	22%	13%
			2018	All	37%	27%	26%	9%
			2019	All	36%	29%	21%	15%
			2022	All	43%	25%	21%	11%
			2023	All	40%	26%	20%	14%
			2024	All	40%	26%	20%	14%

## Milestone Grade and Subject Comparison for Bolton

Bolton	ELA	4	2017	All	35%	36%	23%	6%
			2018	All	33%	28%	30%	9%
			2019	All	30%	23%	29%	19%
			2022	All	25%	20%	35%	20%
			2023	All	19%	26%	24%	31%
			2024	All	18%	30%	26%	26%

# GMAS RESULTS

## Milestone Grade and Subject Comparison: District

District	display subj..	Grade	Year	Comparison G..				
District	ELA	5	2017	All	35%	32%	26%	7%
			2018	All	33%	31%	25%	11%
			2019	All	34%	27%	28%	11%
			2022	All	39%	30%	23%	8%
			2023	All	36%	28%	26%	9%
			2024	All	33%	25%	28%	14%

## Milestone Grade and Subject Comparison for Bolton

Bolton	ELA	5	2017	All	28%	41%	27%	5%
			2018	All	23%	39%	30%	8%
			2019	All	24%	22%	40%	14%
			2022	All	32%	20%	29%	19%
			2023	All	20%	23%	35%	23%
			2024	All	13%	21%	31%	35%

# GLOWS & GROWS

GLOWS

GROWS



**IMPACT**

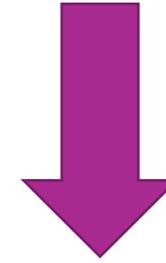
ARE WE ON TARGET TO  
SUCCESSFULLY ACCOMPLISH  
OUR PRIORITIES?

# GO TEAM DISCUSSION: DATA PROTOCOL

- What do you notice?
- What are your wonderings?
- What additional questions do you have?

# Timeline for GO Teams

You are **HERE**



1

## Fall 2021

GO Team Developed  
2021-2025 Strategic  
Plan

2

## Summer

School Leadership  
completed Needs  
Assessment and defined  
overarching needs

3

## August

School Leadership  
completed Continuous  
Improvement Plan

4

## Sept. - Dec.

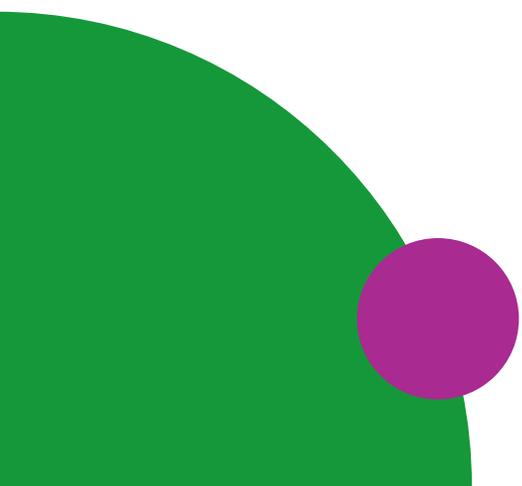
Utilizing current data,  
the **GO Team** will review  
& possibly update the  
school strategic  
priorities and plan

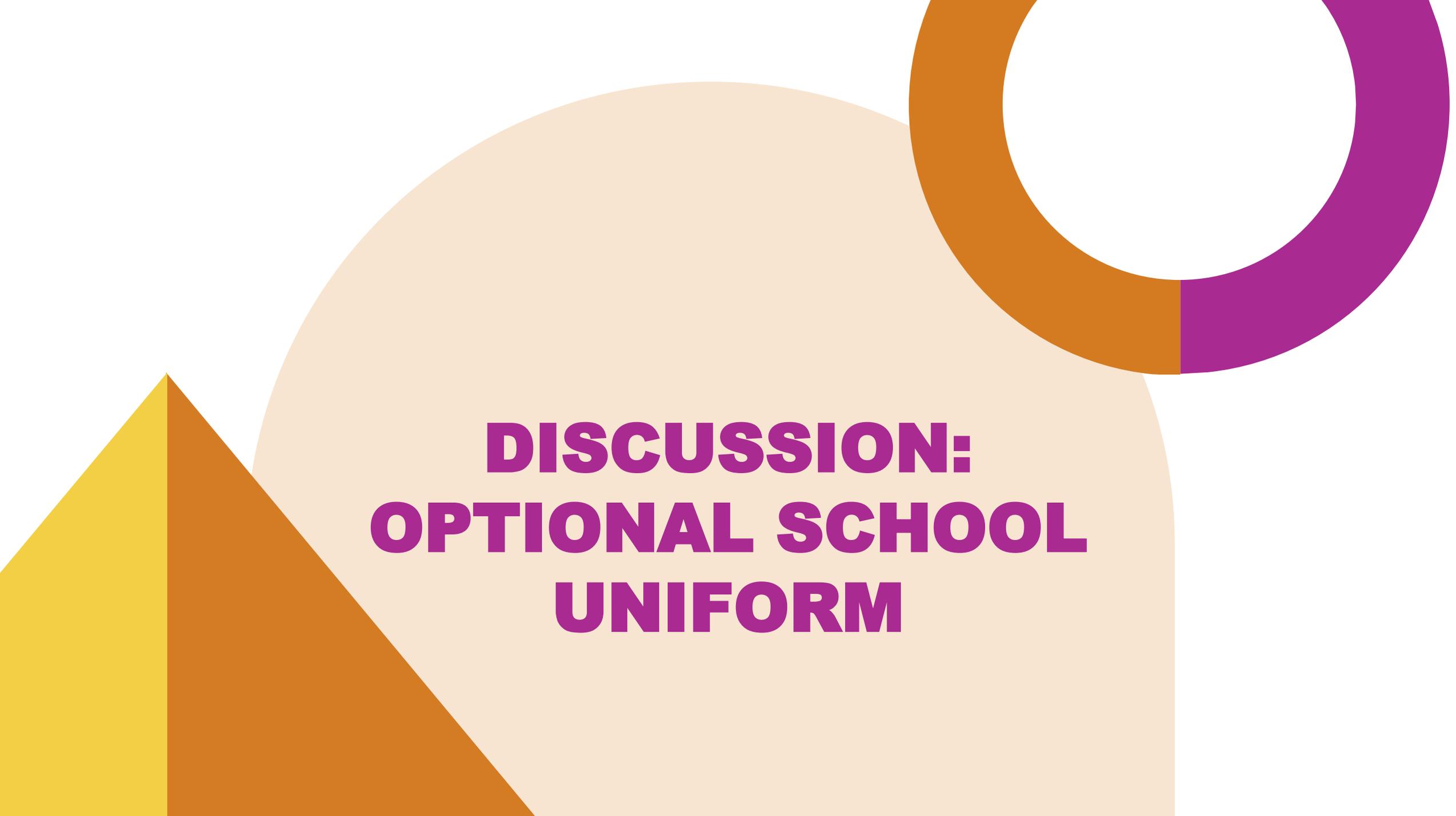
5

## Before Winter Break

**GO Team** will take  
action (vote) on the rank  
of the strategic plan  
priorities for SY25-26 in  
preparation for budget  
discussions.

**QUESTIONS?**





**DISCUSSION:  
OPTIONAL SCHOOL  
UNIFORM**

# 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.

# ESTABLISH AN OPTIONAL SCHOOL UNIFORM

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

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**

# DISCUSSION

*Only needed if the GO Team voted YES to maintaining or 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.

# COMMITTEE MEMBERS

*Only needed if the GO Team voted YES to maintaining or 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.



## ELEMENTARY

Elementary School with Ambassadors  
Recommend inclusion of at least 3 student ambassadors

Elementary School without Ambassadors

Recommend inclusion of at least 3 students selected by the principal with GO Team input



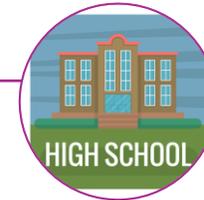
## MIDDLE

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



## HIGH

High School with Elected Student Government

At least 3 students as selected by the SGA

High School without Elected Student Government

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

# ESTABLISH THE COMMITTEE

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

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.

**TAKE  
ACTION**

# 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*):

- a) 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
- b) Recommend the optional school uniform components
- c) Establish the student voting timeline and process (if necessary)
- d) Determine the length of time the uniform will be in use before reconsideration
- e) 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
_____	_____	Date Submitted to GO Team Office: _____	
Advisory Committee Chair	Date		



## 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.

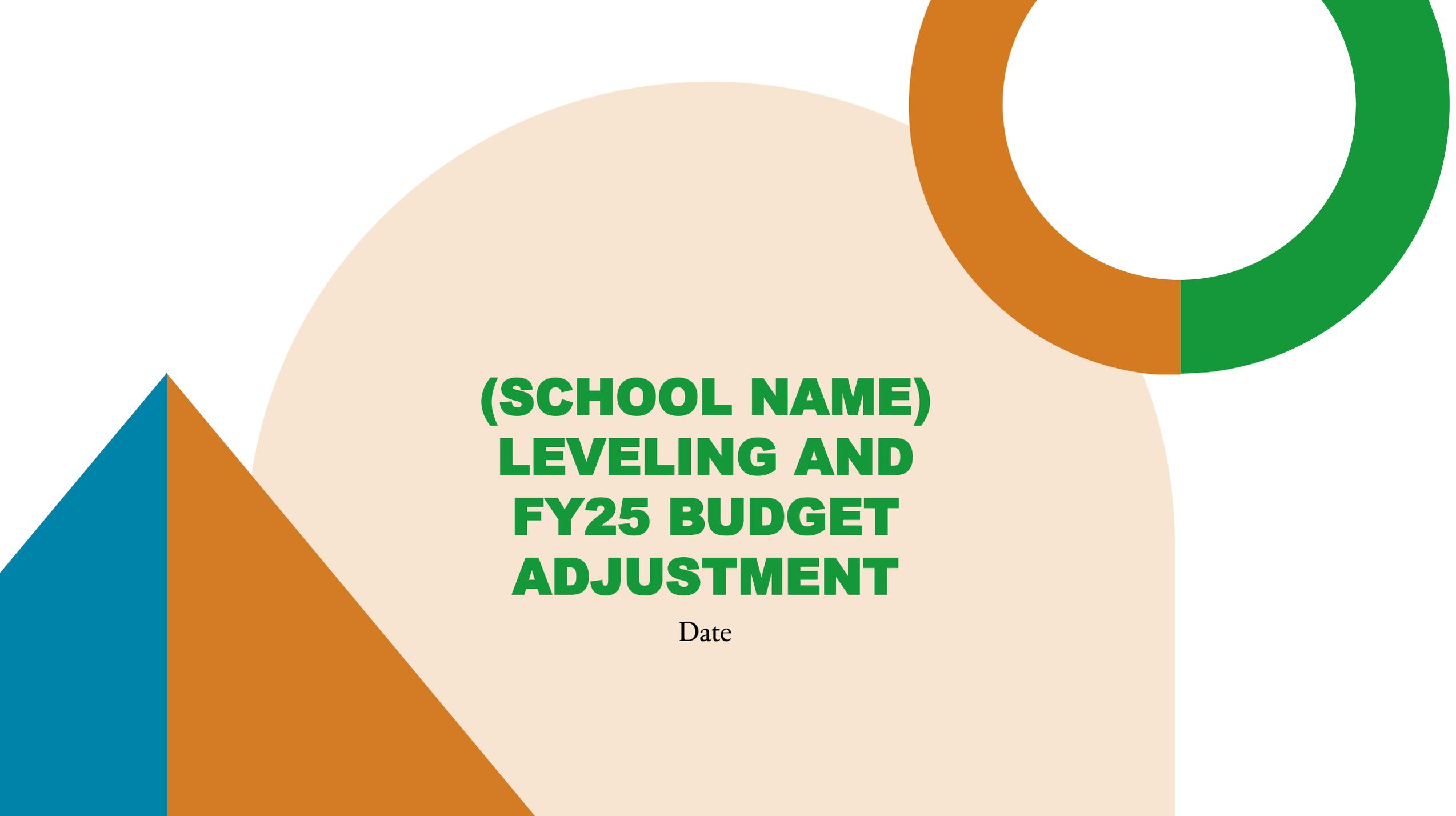
Role	Name	Email Address
Chair		

(add additional rows, if needed)





# **PRINCIPAL'S REPORT**



**(SCHOOL NAME)  
LEVELING AND  
FY25 BUDGET  
ADJUSTMENT**

Date

# ENROLLMENT

Projected Enrollment	
15-Day Count(08.21.24) Enrollment	
Difference	

# LEVELING

Leveling is the process the District uses to adjust school budget allocations to match student enrollment.

---

<b>Budget Adjustment*</b>	<b>\$XX,XXX</b> <i>(Principal: input change in allocation for your school)</i>
---------------------------	---

*\*The budget adjustment reflects the impact of the following: enrollment changes, FY25 reserve, adjustments to Title I, Family Engagement and School Improvement Allocations, Security Grants and FY24 carryover funds*

# Plan for FY25 Leveling Reserve \$ \_\_ (Insert Amount Here) \_\_

Priorities	APS FIVE Focus Area	Strategies	Requests	Amount
EXAMPLE				

**Before Presenting to your GO Team:  
Insert the Leveling Reserve Slide  
from your Feb 2024 Budget  
Presentation**


**Plan for FY25 Title I Holdback**

**\$\_\_\_(Insert Amount Here)\_\_\_**



Priorities	APS FIVE Focus Area	Strategies	Requests	Amount

**Before Presenting to your GO Team:  
Insert the Plan for FY25 Title I  
Holdback Slide from your Feb 2024  
Budget Presentation for reference  
(if applicable)**




# SUMMARY OF CHANGES AS A RESULT OF FY25 BUDGET ADJUSTMENT

Personnel Changes	Non-Personnel Changes

**Summary of Changes**  
**PRINCIPALS:** Please provide a summary of the impact these changes and how it relates to your strategic plan here.

## **INFORMATION ABOUT OUR SCHOOL**

**Before Presenting to your GO Team:  
Insert as many slides as necessary  
to highlight items pertinent to your  
school and community as part of  
the principal report; or just use this  
time to speak to items specific for  
your stakeholders**

# JOIN US ON SATURDAY, SEPTEMBER 28

All GO team members are invited,  
but plan to have at **least 3 members** of your  
GO Team attend!



6th Annual G3 Summit

## LEADING WITH PURPOSE: LET'S GET TO WORK

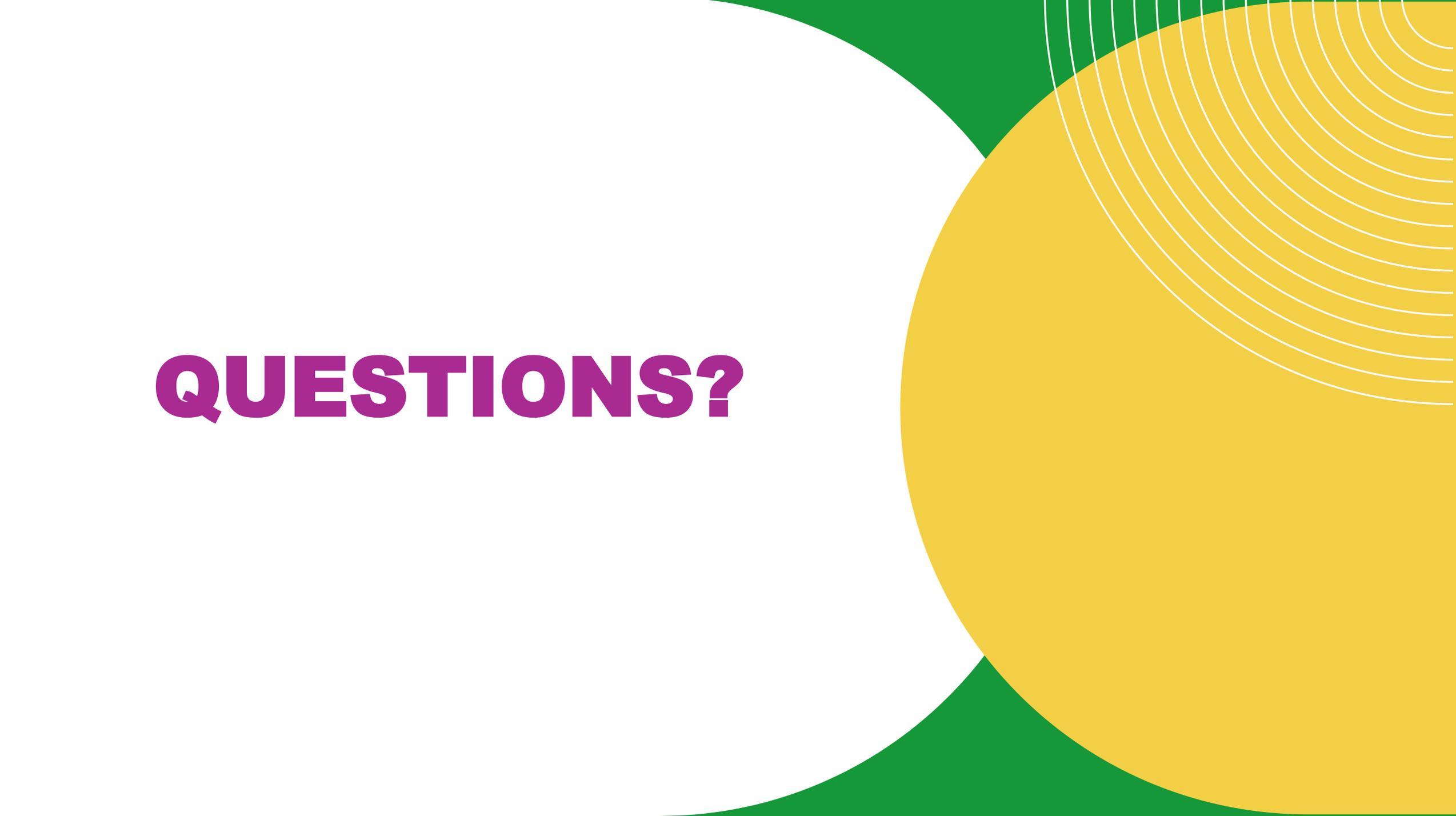
**TUSKEGEE ARMEN GLOBAL ACADEMY**

Saturday, September 28, 2024

8:30 AM - 2:30 PM

**Go.Grow.Govern.**

**QUESTIONS?**

The background features a large green circle on the left and a large yellow circle on the right. The yellow circle contains several white concentric lines that curve towards the right edge of the frame.