

GO Team

Business Meeting #2

Where we are – Where we're going



One District. One Goal. Every Child.

Deerwood Academy

2025-2026 GO Team Information

GO Team Members

Name	Officer or Representative Position	Role	Email Address
Joy Antone		Principal	joy.antone@atlanta.k12.ga.us
Tamera Glass		Parent/Guardian	tglass2374@gmail.com
Sherica Davis		Parent/Guardian	davis100508@gmail.com
Sarah Jones		Parent/Guardian	
James Myles		Instructional Staff	James.Myles@atlanta.k12.ga.us
Charlotte Scott		Instructional Staff	Charlotte.Scott@atlanta.k12.ga.us
Jolita King		Instructional Staff	Jolita.king@atlanta.k12.ga.us
Jonathan Gayles		Community Member	drjgayles@gmail.com
Ronald Cochran		Community Member	ronald.cochran@gmail.com
Shirah Smith-Frazier		Swing Seat	Shirah.Smithfrazi@atlanta.k12.ga.us

Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

Agenda

- I. Call to Order**
- II. Roll Call; Establish Quorum**
- III. Action Items**
 - a. Approval of Agenda
 - b. Approval of Previous Minutes
- IV. Discussion Items**
 - a. 2025-2030 Strategic Plan Development
- V. Information Items**
 - a. Principal's Report
 - b. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update
 - c. Cluster Advisory Team Meeting Update
- VI. Announcements**
- VII. Public Comment**
- VIII. Adjournment**

Meeting Minutes

Deerwood Academy

Date: September 25, 2025

Time: 6:04pm

Location: <https://www.youtube.com/watch?v=sjXEdKUIEAo>

- I. Call to order: 6:04pm
- II. Roll Call

Role	Name (or Vacant)	Present or Absent
Principal	Joy Antone	Present
Parent/Guardian	Tamara Glass	Present
Parent/Guardian	Sherica Davis	Present
Parent/Guardian		
Instructional Staff	C. Scott	Present
Instructional Staff	J. King	Present
Instructional Staff	J. Myles	Present
Community Member	Ronald Cochran	Present
Community Member	Jonathan Gayles	Absent
Swing Seat	S. Smith-Fraizer	Present
Student (High Schools)		

Quorum Established: [Yes or No]

III. Action Items

- a. **Approval of Agenda:** Motion made by: Mr. Myles; Seconded by: Ms. Smith-Fraizer
Members Approving: Ms. King, Ms. Glass, and Ms. Davis
Members Opposing:
Members Abstaining:
Motion [Passes/Fails]
- b. **Approval of Previous Minutes:** List amendments to the minutes:
Motion made by: Mr. Myles; Seconded by: Ms. Smith-Fraizer
Members Approving: Ms. King, Ms. Glass, and Ms. Davis
Members Opposing:
Members Abstaining:
Motion [Passes/Fails]

Meeting Minutes

Action Item 1: Community Member Vote

Open Position:	Community Member
Nominee's Name:	Ronald Cochran
GO Team Members In favor	Ms. Scott, Mr. Myles, Ms. King, Ms. Glass, Ms. Smith-Fraizer, and Ms. Davis
GO Team Members Opposed	
GO Team Members Abstaining	

IV. Discussion Items (add items as needed)

- a. Discussion Item 1: School Strategic Plan
- b. Discussion Item 2: Data Discussion

Strategic Plan (2021–2025)

- Plan reviewed; next meeting will update and prioritize items.
- SMART Goals (to May 2025):
 - ELA (Gr 3–5) Proficient: 25% → 29%
 - Math (Gr 3–5) Proficient: 20% → 23%
 - K–3 Oral Reading Fluency: 15% → 18%
 - Attendance (CCRPI metric): 66% → 69% of students present ≥90% of enrolled days
 - Discipline: Decrease out-of-school suspensions

Strategic Priorities

- Strengthen foundational skills (reading, math, critical thinking) and long-term growth
- IB, PreK–5 transdisciplinary inquiry
- Personalized learning driven by individual data
- Expand SEL/behavior supports; maintain PBIS
- Build staff capacity; sustain a system of school support
- Family engagement for IB, literacy, numeracy, SEL

Key Strategies

- Student goal-setting in literacy/numeracy; regular data talks

Meeting Minutes

- Align instruction to research-based literacy & numeracy practices
- Use MAP data to remediate/extend/accelerate
- Ongoing PL for IB and personalized learning
- Wraparound team for whole-child supports; ensure access to intervention/enrichment & software
- Teacher leadership teams; targeted PL for staff needs
- Maintain PBIS (Gym Jam, Dojo points) and tiered behavior supports

SIP Alignment (Current Year Targets)

- **ELA Proficient:** 24% → 29%
- **Math Proficient:** 31% → 36%
- **Attendance:** 69% → 72% (CCRPI ≥90% days)

Assessment & Data Cycle

- MAP: Aug (baseline), Nov/Dec (mid), Mar (spring); informs Milestones readiness
- Weekly/unit assessments reviewed in grade-level data meetings (alternating ELA/Math)

Next Steps / Action Items

- Update strategic plan and re-rank priorities at next meeting (guides January budget work)
- Continue MAP-driven interventions, goal setting, and attendance incentives
- Prepare communications on CCRPI attendance expectations to families

V. Information Items

a. Principal's Report

Georgia Tech Partnership

- Students partnering to build a greenhouse in the back field; 1-year timeline.
- Connects to Garden Club (6 raised beds; recent watermelon harvest).
- Goal: launch Farm-to-School—use/sell produce, integrate with cafeteria.
- Community partner: Ms. Kendall / Kendall Foundation (across the street).
- STEM Labs (5th Grade) Georgia Tech students visit monthly for hands-on labs (e.g., dam-building to protect communities).

Student & Staff Highlights

- Special Olympics held last week.
- Honored Teacher of the Year: Ms. Jones-Harris and Support Person of the Year: Ms. Stamper.

PBIS Recognition

- State Distinguished status (highest tier; levels start at *Emerging*). Trophy received.

Meeting Minutes

Family & Community Engagement

- **All Pro Dads:** first meeting completed.
- **Partnership Appreciation Breakfast:** first annual event held.

Operations

- **Annual Bus Driver Meeting** conducted; alignment on communication, issues, and smooth transportation.

b. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update

Big Picture

- APS buildings were constructed for 75,000 students; projections suggest 50,000 students over the next decade → under-enrollment pressure.
- Small Schools Grant funding is ending; district is “rightsizing” to:
 - Reduce underutilization of buildings
 - Strengthen program viability (e.g., sustain/expand IB investments in the cluster)
- Round 2 draft scenarios now include more specifics on potential closings/mergers and programmatic shifts (e.g., a School of the Arts at Carver, changes related to purpose-built partnerships).

Southwest/Cluster Focus (Draft)

- Boundary realignment under consideration.
- **Continental Colony ES:** likely repurposing (building is older; high cost to upgrade).
- **Kimberly ES:** likely receiving school for Continental Colony students (newer building; recent ESPLOST investments).
- **Deerwood:** references to improvements in the draft.
- **Bunche MS:** likely capital investments.
- **High school:** no current action in the draft impacting the cluster HS.
- All items above are drafts and subject to change pending feedback.

What “Repurposing” Means

- Not “abandonment”, community helps decide future use (e.g., senior center, teacher training site, wraparound services hub).
- **Example:** Old Capitol View ES → proposed 30-year lease with the Tiger Woods Foundation, \$25M renovations, community programming hub.
- Need to hold APS accountable to timelines and commitments so buildings don’t sit vacant.

Community Voice & Survey

Meeting Minutes

- Our cluster has been underrepresented in survey responses (80% from North Atlanta in earlier rounds).
- **Priority ask:** complete and promote the district survey broadly (families, community partners, NPUs).

Q&A Highlights

- **Deerwood + Continental merger?** Not reflected as a merger in the draft.
More likely: boundary adjustments; students from areas like Kings Forest could be bused to Kimberly. Deerwood is closer to enrollment targets than Kimberly.
- **Repurpose clarification:** Keep assets in APS portfolio when possible; seek partners/investors to upgrade and use buildings now; some properties may still be sold (affordable/teacher workforce housing).
- **NPU engagement:** covering Deerwood's area to build partnerships and boost participation. NPUP is active; Mr. Leon will share NPU dates/resources; staff interest in attending NPUs

Action Items

- Share "State of the Schools" deck/resource, survey link, contact info, and NPU dates with the team.
- **School/GO Team**
 - Distribute the survey link to families/staff; encourage high response from our cluster.
 - Track LRFP draft updates affecting Continental Colony, Kimberly, Deerwood, and Bunche.
 - Plan for stakeholder input on repurposing (collect community priorities/uses).
- **Staff/Community**
 - Attend relevant NPU meetings to advocate and stay informed.
 - Send Mr. Leon any questions/feedback for the next facilities round.

VI. Announcements

- Tomorrow: "Breakfast & Grandparents"
 - Breakfast served; grandparents then visit classrooms to read with students.
- This Friday
 - Attendance Celebration (August 100% attendance): Popsicles outside.
 - Cupcake Parties: Classes with 100% ClassDojo parent sign-ups (primary comms tool).
- Next Friday
 - Gym Jam celebration for positive behavior.
- Principal's Coffee (Monthly)

Meeting Minutes

- Will begin streaming / posting to school website; feedback last year was very positive.
- G3 Summit (GO Teams)
 - Sat, 8:30 AM–2:30 PM — topics: strategic plan, stakeholder engagement, charter system.
 - Staff/GO Team: Email interest to attend.
- Dates to Note
 - Fall Break: Oct 13–17
 - Writing Assessment: October (date TBA)
 - Fall Festival: Nov 8 (seeking volunteers/ideas)
 - Thanksgiving Luncheon: Nov 13 — \$7 payment window closes Oct 31
 - Nothing Bundt Cakes pop-up Nov 13 + fundraiser all November (pre-Thanksgiving cakes)
- 1:1 Devices (New)
 - Every student has a take-home device daily.
 - Insurance strongly encouraged: \$26 (assistance available).
 - Without insurance: replacement cost \$500.
- Operations
 - School day starts 7:45 AM; arrivals after are tardy.
- Closing
 - No public comment this meeting.
 - Send topics you want presented at the next meeting to the principal.
 - Meeting adjourned.

VII. Adjournment

Motion made by: [Ms. Davis](#) ; Seconded by: [Ms. Smith-Fraizer](#)

Members Approving: [Ms. King](#)

Members Opposing:

Members Abstaining:

Motion [[Passes](#)/[Fails](#)]

ADJOURNED AT 7:08pm

Minutes Taken By: [Ms. King](#)

Position: [Secretary](#)

Date Approved: [\[Insert Date When Approved\]](#)

Discussion Items

One District. One Goal. Every Child.

2025-2030 School Strategic Plan Development

A woman with glasses and braided hair, wearing a green shirt, is looking upwards in a classroom. She has an Atlanta Public Schools ID badge. The background shows a classroom with a whiteboard and various items on a desk.

Atlanta Public Schools 2025-2030 Strategic Plan

One District. One Goal. Every Child.

WHO WE ARE...

**We are *Atlanta's* Public
School System**

WHY WE EXIST...

**To educate and
empower Atlanta's
students to shape the
future**

A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

Our Strength is Our Team

Atlanta's students will have effective and engaged teachers, leaders, and staff.

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff
- Grow and promote strong teachers, leaders, and staff

Our Responsibility Is Shared

Atlanta's students will have supportive families, communities, and partners.

- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
- Increase access and engagement for families and communities

Our System Is Efficient & Effective

Atlanta's students will have the schools and resources they need to succeed.

- Maximize facility usage for the student and community good
- Leverage data to drive strategic financial investments
- Implement sustainability initiatives

We Are Strengthening Our Instructional Core

Atlanta's students will have high-quality instruction, materials, and targeted support.

- Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas
- Target resources towards subgroups (eg. exceptional education, English learners, economically-disadvantaged)
- Accelerate early learning

We Are Caring For Every Child

Atlanta's students will have trusted, supportive adults meeting their unique needs.

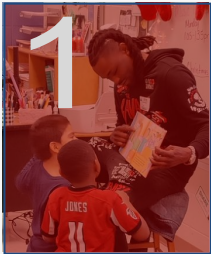
- Expand strategies that reduce chronic absenteeism and disproportionate discipline
- Implement systematic culture and climate strategies
- Increase student access to trusted and reliable adults (eg. mentors, coaches, counselors)

We Are Sparking Student Curiosity

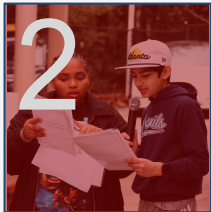
Atlanta's students will have access to explore and expand their passions and interests.

- Promote robust arts, athletics, world language, and enrichment offerings
- Expand access to high-interest and workforce-ready offerings (e.g. career programs and pathways, advanced coursework)
- Explore specialized and innovative school models (eg. School of the Arts)

Goals and Key Performance Indicators



By 2030, we will increase the percentage of 3rd grade students scoring proficient or above in ELA (GA Milestones) by **20 percentage points.**



By 2030, we will increase the percentage of 8th grade students scoring proficient or above in Math (GA Milestones) by **20 percentage points.**



By 2030, we will increase the percentage of students meeting at least one CCRPI College and Career Readiness Indicator by **20 percentage points.**

Focus Area: We Are Caring For Every Child

Actual (2025)

Light pink: 2024

Target (2030)

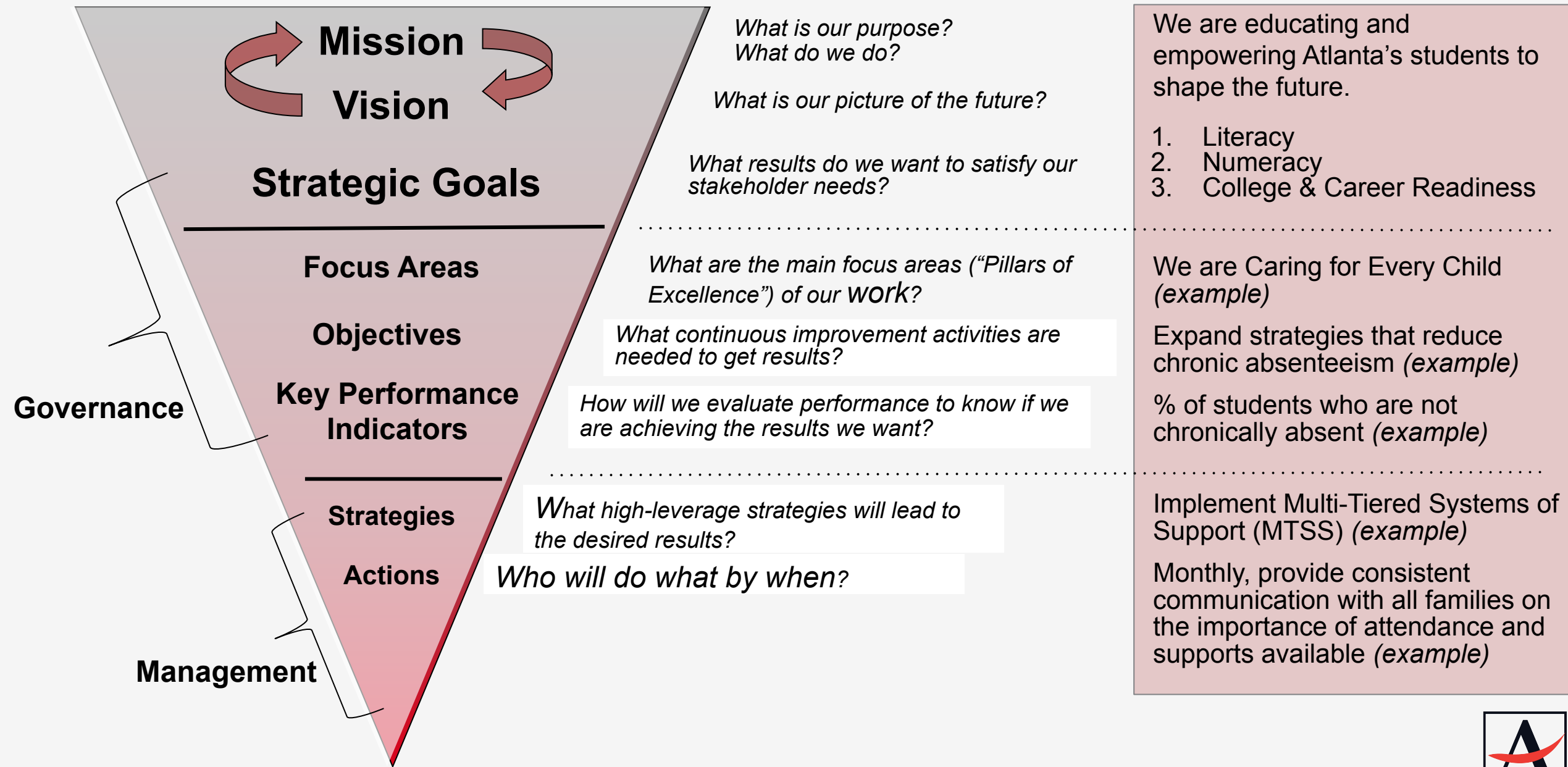
68.8%	Absenteeism % of students who are not chronically absent*	80%
60%	Sense of Belonging % students who feel a sense of belonging*	75%
89.6%	Discipline: All Students % of all students without suspensions (OSS) *	95%
83.5%	Discipline: Students with Disabilities % of Students with Disabilities students without suspensions (OSS)*	95%
86.4%	Discipline: Black Students % of Black students without suspensions (OSS)*	95%
56%	Student-Staff Relationships % of students feeling comfortable going to most or all of the adults in the school for help*	75%
0%	Student Success Plans % of students with individual success plans	90%
19%	School Climate % of schools with 4 or 5 star climate rating*	50%

* Includes Charter and Partner Schools

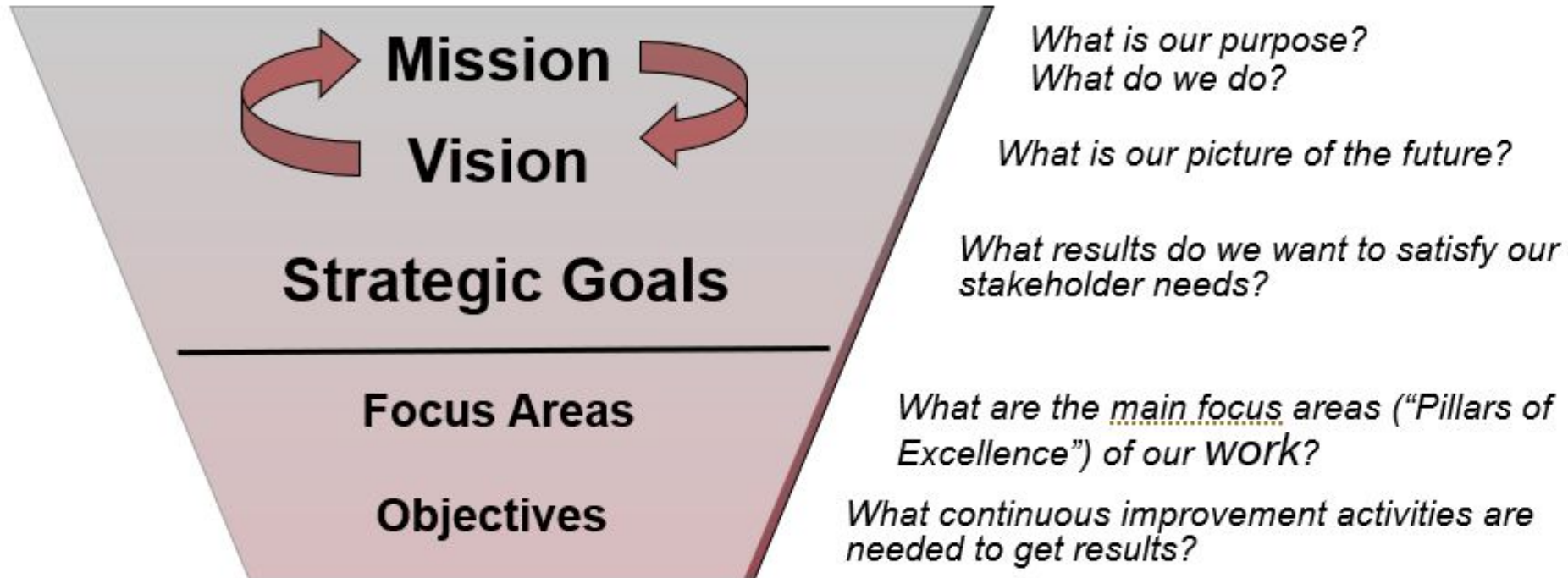
A woman with glasses and braids, wearing a green short-sleeved shirt and a school ID, is pointing at a whiteboard in a classroom. The background shows a typical classroom setting with a desk, a trash can, and a filing cabinet.

GO Team School Strategic Plan Development

One District. One Goal. Every Child.



GO Team Focus (Governance)



School Strategic Planning Overview

Purpose

To cascade the district strategic plan to the school level, while grounding our focus in the school's Continuous Improvement Plan. This will **create alignment, reduce confusion, and simplify our efforts.**

Timeline

Our school's 2030 Strategic Goals and Objectives should be **updated, approved and ranked by January 2026.** Schools will focus on the strategies as part of FY27 Budget and Continuous Improvement Plan processes.



Three Key Resources to Review

1

2020-2025 School Strategic Plan

2

2025-2026 Continuous Improvement Plan Goals

3

School Data Sheet

<https://tinyurl.com/SchoolDataSheets>

Mission: All stakeholders collaborate to develop tolerant internationally minded problem solvers.

Deerwood Academy

Vision: All stakeholders work together collaboratively to provide authentic learning experiences that nurture and empower college and career ready global thinkers and problem solvers.

SMART Goals

The percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy assessment will increase from 25% to 29% in May 2025.

The percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Mathematics will increase from 20% to 23% in May 2025.

We will increase the percentage of students in grades K-3 in the area of Oral Reading Fluency by 3% from 15% - 18% by May 2025.

By May 2025, the Out of School Suspension Rate will decrease from .24% to .21% as measured by the Behavior Dashboard. By May 2025, the CCRPI Attendance Rate will increase from 66% to 69% as measured by the CCRPI Attendance in APS Graphs.

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All
Data
Curriculum & Instruction

Building a Culture of Student Support
Whole Child & Intervention

Equipping & Empowering Leaders & Staff
Strategic Staff Support

Creating a System of School Support
Collective Action, Engagement
OF STAFF AND
Students One Step Ahead

School Strategic Priorities

- Strengthen the cultivation of critical foundational math, reading and critical thinking skill instruction for continual & long-term academic growth.
- Strengthen PK-5 transdisciplinary teaching & learning through inquiry.
- Increase use of individual data to promote student participation in various personalized learning models and choice.
- Provide consistent access to social, emotional, and behavioral growth opportunities.
- Build in systems and resources to support academic excellence for all scholars.
- Increase leader and staff efficacy in strengthening the whole-school program.
- Provide various engagement and collaboration opportunities for family awareness for instructional resources.

School Strategies

- *Enhance student reflection and ownership by setting and discussing individual student goals in Literacy and Numeracy.
- *Align instructional framework with research based Literacy and Numeracy Instructional Strategies.
- *Utilize MAP and IXL data to regularly remediate , extend and accelerate student learning.
- *Provide professional learning to develop and implement the ENHANCED IB PYP framework of instruction.
- *Provide professional learning to implement the Core 4 Elements of Personalized Learning.
- *Establish a Student Support Wrap-Around Team to provide all scholars with various opportunities for SEL growth and whole child development.
- *Ensure all students have access to academic enrichment & intervention instruction and software.
- *Expand professional learning and growth opportunities to include the development of effective 21st century classroom instruction.
- *Continue teacher school improvement leadership teams to ensure all faculty have an opportunity to provide input in resource allocation.
- *Extend professional learning opportunities to specific teacher needs for growth and development in chosen areas.
- *Provide engagement opportunities for community awareness and knowledge of support in IB PYP, Literacy, Numeracy, Social and Emotional Learning and other systems of support.
- *Maintain a culture of PBIS and Social Emotional Learning (SEL).
- *Continue to build various Parental Engagement Opportunities beyond monthly Parent Academy and weekly Parent Connect session.

1. By May 2026, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy Assessment will increase from 24% to 29%. By December 2025, the percentage of students in grades K-5 that meet their Fall to Spring growth goal on MAP Reading will increase from 55% to 58%.
2. The percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Math Assessment will increase from 31% to 36%. The percentage of students in grades K-5 that meet their fall-to-winter growth goal on Math MAP will increase from 51% to 54% in December 2025.
3. By May 2026 the CCRPI Attendance Rate will increase from 69% to 72% as measured by the CCRPI Attendance in APS Graphs. By May 2026, the Out of School Suspension Rate will decrease from .16% to .13% as measured by the Behavior Dashboard.

KPI Summary					ATLANTA PUBLIC SCHOOLS	
Deerwood Academy					Current District Performance	2026 Goal
Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	12.2%	+ 22.8 pp	35.0%	12.2%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring "Demonstrating" or "Exceeding" on all ELA domains in Spring GKIDS 2.0	33.9%	+ 21.0 pp	54.9%	33.9%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	29.0%	+ 26.0 pp	55.0%	29.0%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	13.0%	+ 10.0 pp	23.0%	13.0%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	26.2%	+ 26.0 pp	52.2%	26.2%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	73.2%	+ 10.7 pp	83.9%	73.2%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	65.4%	+ 10.7 pp	76.1%	65.4%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	73.5%	+ 10.7 pp	84.2%	73.5%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	67.4%	+ 15.0 pp	82.4%	67.4%
	Discipline: All Students	% of students without suspensions	95.6%	+ 2.9 pp	98.5%	95.6%
	Discipline: Black Students	% of Black students without suspensions (OSS)	95.5%	+ 3.0 pp	98.5%	95.5%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	90.0%	+ 8.5 pp	98.5%	90.0%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	61.8%	+ 21.0 pp	82.8%	61.8%
School Climate*		School climate star rating out of 5	3 ★	+ 1 ★	4 ★	3 ★
We Are Sparking Stu..	Beyond the Core: Elementary School	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	98.9%	+ 0.2 pp	99.1%	98.9%
Our Strength is Our Team	Staff Engagement	% of engaged staff	43.1%	+ 14.8 pp	57.9%	43.1%
	Teacher Experience	% of teachers with 3 or more years of experience	86.5%	+ 3.5 pp	90.0%	86.5%
	Teacher Compensation	Average teacher salary	\$86,805	+ \$13,195	\$100,000	\$86,805
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.1%	---	90.1%	90.1%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	66.1%	+ 17.2 pp	83.3%	66.1%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	63.5%	+ 10.0 pp	73.5%	63.5%
	Enrollment	School meeting K-12 Enrollment Minimums	427	+ 23 students	450	427
* Data for 2025 has not been released, so 2024 data is being used					School > Deerwood	
					Updated 9/26/2025	

School Strategic Planning Process

- 1** Review Data
- 2** Align Mission/Vision/Purpose
- 3** Confirm 2030 Goals
 - Create CIP Goals to 2030
 - Identify Additional Goals
- 4** Identify 2025-2030 Strategic Objectives
 - Reflect on 2020-2025 Strategic Plan
 - Review and Discuss Additional Objectives Going Forward
- 5** Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

Sample GO Team Business Meeting Cadence

Business Meeting 1:

- Review Data (*MAP, GMAS, Graduation Rate, CCRPI, etc.*)

Business Meeting 2:

- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:

- Identify 2025-2030 Strategic Objectives

Business Meeting 4 (Budget Allocation):

- Confirm & Prioritize Your Strategic Plan

Today's Focus:

School Strategic Planning Process: Steps 1, 2, and 3

1

Review Data

2

Align Mission/Vision/Purpose

3

Confirm 2030 Goals

- Create CIP Goals to 2030
- Identify Additional Goals

4

Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan
- Review and Discuss Additional Objectives Going Forward

5

Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

Sample GO Team Business Meeting Cadence

Business Meeting 1:

-  Review Data (MAP, GMAS, Graduation Rate, CCRPI, etc.)

Business Meeting 2:

- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:

- Identify 2025-2030 Strategic Objectives

Business Meeting 4 (Budget Allocation):

- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

1. Review Data

One District. One Goal. Every Child.

Guiding Questions for the GO Team to Discuss:

- What do you notice?
- What are your wonderings?
- Are you on track?
- Are there specific sub-group performance gaps?
- Outside of the “Instructional Core,” what could be a focus area?

KPI Summary

Deerwood Academy

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	12.2%	+ 22.8 pp	35.0%	12.2%	
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	33.9%	+ 21.0 pp	54.9%	33.9%	
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	29.0%	+ 26.0 pp	55.0%	29.0%	
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We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	98.9%	+ 0.2 pp	99.1%	98.9%	
Our Strength is Our Team	Staff Engagement	% of engaged staff	43.1%	+ 14.8 pp	57.9%	43.1%	
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Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.1%	—	90.1%	90.1%	
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	66.1%	+ 17.2 pp	83.3%	66.1%	
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	63.5%	+ 10.0 pp	73.5%	63.5%	
	Enrollment	School meeting K-12 Enrollment Minimums	427	+ 23 students	450	427	

* Data for 2025 has not been released, so 2024 data is being used

School > Deerwood

Updated 9/26/2025

2. Align Mission/Vision/Purpose

One District. One Goal. Every Child.



ATLANTA
PUBLIC
SCHOOLS

We are *Atlanta's* Public School System

To educate and empower Atlanta's students to shape the future

Note:

- Your GO Team will decide if they would like to update the school mission, vision, or purpose statements. Use this slide and a combination of the next 2 slides to display your school's current mission and vision, and lead your team in the discussion.
- **Potential Activity:** Share the current school mission/vision. Ask GO Team members to hold up fingers to indicate their level of satisfaction with the current mission and vision (**5=Love it, 0=Strongly Dislike**). Proceed with the discussion based on the team's feedback.



Mission: All stakeholders collaborate to develop tolerant internationally minded problem solvers.

Deerwood Academy

Vision: All stakeholders work together collaboratively to provide authentic learning experiences that nurture and empower college and career ready global thinkers and problem solvers.

SMART Goals

The percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy assessment will increase from 25% to 29% in May 2025.

The percentage of students in grades 3-5 scoring proficient or above on Georgia Milestones Mathematics will increase from 20% to 23% in May 2025.

We will increase the percentage of students in grades K-3 in the area of Oral Reading Fluency by 3% from 15% - 18% by May 2025.

By May 2025, the Out of School Suspension Rate will decrease from .24% to .21% as measured by the Behavior Dashboard.
By May 2025, the CCRPI Attendance Rate will increase from 66% to 69% as measured by the CCRPI Attendance in APS Graphs.

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All

Data
Curriculum & Instruction

Building a Culture of Student Support

Whole Child & Intervention

Equipping & Empowering Leaders & Staff

Strategic Staff Support

Creating a System of School Support

Collective Action, Engagement
& Empowerment

School Strategic Priorities

1. Strengthen the cultivation of critical foundational math, reading and critical thinking skill instruction for continual & long-term academic growth.
2. Strengthen PK-5 transdisciplinary teaching & learning through inquiry.
3. Increase use of individual data to promote student participation in various personalized learning models and choice.
4. Provide consistent access to social, emotional, and behavioral growth opportunities.
5. Build in systems and resources to support academic excellence for all scholars.
6. Increase leader and staff efficacy in strengthening the whole-school program.
7. Provide various engagement and collaboration opportunities for family awareness for instructional resources.

School Strategies

- *Enhance student reflection and ownership by setting and discussing individual student goals in Literacy and Numeracy.
- *Align Instructional framework with research based Literacy and Numeracy Instructional Strategies.
- *Utilize MAP and IXL data to regularly remediate , extend and accelerate student learning.
- *Provide professional learning to develop and implement the ENHANCED IB PYP framework of instruction.
- *Provide professional learning to implement the Core 4 Elements of Personalized Learning.
- *Establish a Student Support Wrap-Around Team to provide all scholars with various opportunities for SEL growth and whole child development.
- *Ensure all students have access to academic enrichment & intervention instruction and software.
- *Expand professional learning and growth opportunities to include the development of effective 21st century classroom instruction.
- *Continue teacher school improvement leadership teams to ensure all faculty have an opportunity to provide input in resource allocation.
- *Extend professional learning opportunities to specific teacher needs for growth and development in chosen areas.
- *Provide engagement opportunities for community awareness and knowledge of support in IB PYP, Literacy, Numeracy, Social and Emotional Learning and other systems of support.
- *Maintain a culture of PBIS and Social Emotional Learning (SEL).
- *Continue to build various Parental Engagement Opportunities beyond monthly Parent Academy and weekly Parent Connect session.

Mission and Vision Alignment:

WHO WE ARE...

We are *Atlanta's* Public School System

WHY WE EXIST...

To educate and empower *Atlanta's* students to shape the future

Guiding Question: Does our current school mission and vision align with these statements?

Mission: All stakeholders collaborate to develop tolerant internationally minded problem solvers.

Deerwood Academy

Vision: All stakeholders work together collaboratively to provide authentic learning experiences that nurture and empower college and career ready global thinkers and problem solvers.



ATLANTA
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SCHOOLS

Proposed Updates to School Mission and Vision:

Enter proposed changes to the school mission and vision here based on the GO Team's discussion.



3. Confirm 2030 Goals

- Extend your Continuous Improvement Plan Goals to 2030
- Identify if there are any additional goals for the strategic plan beyond those identified. If so, capture them (no more than 1-2 additional goals)

Continuous Improvement Goals (Example)

1 By May 2026, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy Assessment will increase from 24% to 29%. By December 2025, the percentage of students in grades K-5 that meet their Fall to Spring growth goal on MAP Reading will increase from 55% to 58%.

2 The percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Math Assessment will increase from 31% to 36%. The percentage of students in grades K-5 that meet their fall-to-winter growth goal on Math MAP will increase from 51% to 54% in December 2025.

3 We will increase the percentage of students in grades K-3 in the area of Oral Reading Fluency by 3% from 57% to 60% by March 2026.

4 By May 2026 the CCRPI Attendance Rate will increase from 69% to 72% as measured by the CCRPI Attendance in APS Graphs. By May 2026, the Out of School Suspension Rate will decrease from .16% to .13% as measured by the Behavior Dashboard.

2030 Strategic Plan Goals

1 **By 2030**, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy Assessment will increase from 24% to 44%. The percentage of students in grades K-5 that meet their Fall to Spring growth goal on MAP Reading will increase from 55% to 75%.

2 **By 2030**, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Math Assessment will increase from 31% to 51%. The percentage of students in grades K-5 that meet their fall-to-winter growth goal on Math MAP will increase from 51% to 71%.

3 **By 2030**, we will increase the percentage of students in grades K-3 in the area of Oral Reading Fluency by 20% from 57% to 77%.

4 **By 2030**, the CCRPI Attendance Rate will increase from 69% to 89% as measured by the CCRPI Attendance in APS Graphs. The Out of School Suspension Rate will decrease from .16% to .4% as measured by the Behavior Dashboard.



Mission: All stakeholders collaborate to develop tolerant internationally minded problem solvers.
SMART Goals

By May 2030, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy Assessment will increase from 24% to 49%. The percentage of students in grades K-5 that meet their Fall to Spring growth goal on MAP Reading will increase from 55% to 80%.

By May 2030, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Math Assessment will increase from 31% to 51%. The percentage of students in grades K-5 that meet their fall-to-winter growth goal on Math MAP will increase from 51% to 71%.

Vision: All stakeholders work together collaboratively to provide authentic learning experiences that nurture and empower college and career ready global thinkers and problem solvers.

By May 2030, we will increase the percentage of students in grades K-3 in the area of Oral Reading Fluency by 20% from 57% to 77%.

By May 2030, the CCRPI Attendance Rate will increase from 69% to 89% as measured by the CCRPI Attendance in APS Graphs. **By May 2030**, the Out of School Suspension Rate will decrease from .16% to .4% as measured by the Behavior Dashboard.

Deerwood Academy

APS Strategic Priorities & Initiatives

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Strategic Staff Support

Creating a System of School Support

Collective Action, Engagement
& Empowerment

School Strategic Priorities

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2. Strengthen PK-5 transdisciplinary teaching & learning through inquiry.
3. Increase use of individual data to promote student participation in various personalized learning models and choice.
4. Provide consistent access to social, emotional, and behavioral growth opportunities.
5. Build in systems and resources to support academic excellence for all scholars.
6. Increase leader and staff efficacy in strengthening the whole-school program.
7. Provide various engagement and collaboration opportunities for family awareness for instructional resources.

School Strategies

- *Enhance student reflection and ownership by setting and discussing individual student goals in Literacy and Numeracy.
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- *Provide professional learning to develop and implement the ENHANCED IB PYP framework of instruction.
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- *Maintain a culture of PBIS and Social Emotional Learning (SEL).
- *Continue to build various Parental Engagement Opportunities beyond monthly Parent Academy and weekly Parent Connect session.

Guiding Question: After reviewing our current Strategic Plan and school KPIs, are there any additional goals we would like to include with our 2030 CIP Goals for the 2025-2030 Strategic Plan? (No more than 1-2 additional goals)

1. Enter any proposed additional goals for the strategic plan that the team identifies here.

Mission: All stakeholders collaborate to develop tolerant internationally minded problem solvers.

Deerwood Academy

SMART Goals

By May 2030, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Literacy Assessment will increase from 24% to 45%. The percentage of students in grades K-5 that meet their Fall to Spring growth goal on MAP Reading will increase from 55% to 80%.

By May 2030, the percentage of students in grades 3-5 scoring proficient or above on the Georgia Milestones Math Assessment will increase from 31% to 51%. The percentage of students in grades K-5 that meet their fall-to-winter growth goal on Math MAP will increase from 51% to 71%.

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- *Continue to build various Parental Engagement Opportunities beyond monthly Parent

KPI Summary
Deerwood Academy

Focus Area	Category	Metric	Current KPI	2030 Goal	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	12.2%	+ 22.8 pp	35.0%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring "Demonstrating" or "Exceeding" on all ELA domains in Spring GEDOS 2.0	33.9%	+ 21.0 pp	54.9%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	29.0%	+ 26.0 pp	55.0%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	13.0%	+ 10.0 pp	23.0%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	26.2%	+ 26.0 pp	52.2%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	73.2%	+ 10.7 pp	83.9%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	65.4%	+ 10.7 pp	76.1%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	73.5%	+ 10.7 pp	84.2%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	67.4%	+ 15.0 pp	82.4%
	Discipline: All Students	% of students without suspensions	95.6%	+ 2.9 pp	98.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	95.5%	+ 3.0 pp	98.5%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	90.0%	+ 8.5 pp	98.5%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	61.8%	+ 21.0 pp	82.8%
	School Climate*	School climate star rating out of 5	3 ★	+ 1 ★	4 ★
We Are Sparking Stu...	Beyond the Core: Elementary School	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	98.9%	+ 0.2 pp	99.1%
Our Strength is Our Team	Staff Engagement	% of engaged staff	43.1%	+ 14.8 pp	57.9%
	Teacher Experience	% of teachers with 3 or more years of experience	86.5%	+ 3.5 pp	90.0%
	Teacher Compensation	Average teacher salary	\$86,805	+ \$13,195	\$100,000
Our Responsibility is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.1%	---	90.1%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	66.1%	+ 17.2 pp	83.3%
Our System is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	63.5%	+ 10.0 pp	73.5%
	Enrollment	School meeting K-12 Enrollment Minimums	427	+ 23 students	450

* Data for 2025 has not been released, so 2024 data is being used. School = Deerwood. Updated 9/26/2025



**Strategic planning will
help you fully uncover
your available options,
set priorities for them,
and define the methods
to achieve them.**

Robert J. Mckain



Questions?



Principal's Report

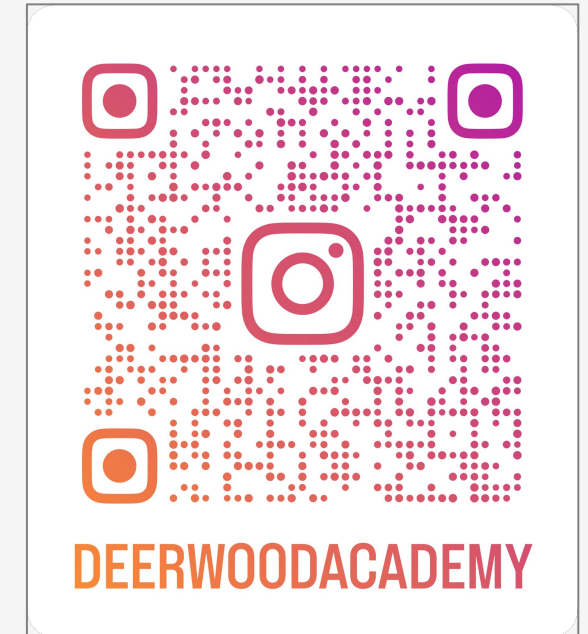
One District. One Goal. Every Child.

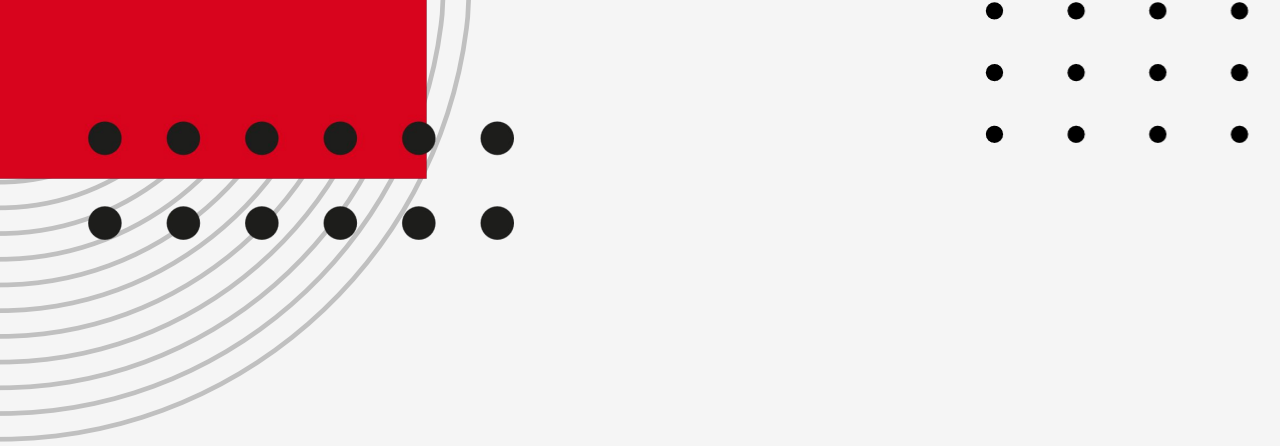
SCHOOL UPDATES

- The Lions Club conducted 280 free vision screenings today and more to come on Tuesday & Wednesday. Kids in need will receive free prescription glasses.
- Students participated in Team Smiles for free dental cleanings, X-Rays and fun activities.
- All Pro Dads met last week.
- We are accepting individually wrapped candy donations until Thursday!
- Please tell everyone you know to visit Nothing Bundt Cake on November 1st!
- Bring your parent to PE is scheduled for next week.
- November 4th is Election Day and extended learning day for students.
- Fall Festival is November 8th from 10:00 AM - 1:00 PM.

SCHOOL UPDATES

- Thanksgiving Luncheon is November 13th. (Deadline to pay is October 31.)
- We have been approved for fencing to go all around the back of the building for safety.
- Check out our weekly [family newsletter](#) for up to date information!
- Follow us on Instagram and Twitter!





Cluster Advisory Team Meeting

APS Forward 2040: Reshaping the Future of Education

Taskforce Meetings

May 8, 2025 - Presentation

August 5, 2025- Presentation

Upcoming Public Meetings

- October 20
- November 10

Virtual – at Noon

In-person at 6PM at CLL (130 Trinity Ave)

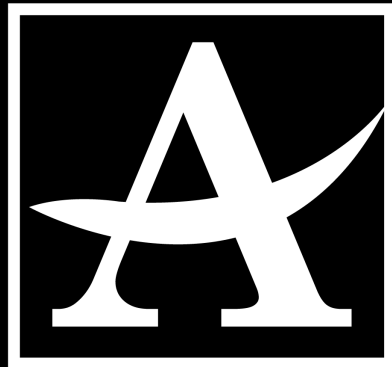
Comprehensive Long-Range Facilities Plan

atlantapublicschools.us/APS2040

Questions?



Thank you



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