GO Team

Business Meeting #2

Where we are – Where we're going



GO TEAM MEMBERS 2025-2026

Roll Call



NAME	ROLE					
Dr. Tara Spencer	Principal					
Kashon Caldwell	Parent					
Edwina Lawrence	Parent					
Jasmina King	Parent					
Erin Gore	Staff					
Tesia Germain	Staff					
Tatyana McKnight	Staff					
Eric Thomas	Community Member					
Dr. Terence Lester	Community Member					
Rekina LeCount	Swing Seat					

Agenda

- Call to Order
- II. Roll Call; Establish Quorum
- III. Action Items
 - Approval of Agenda
 - b. Approval of Previous Minutes 9/18/2025
- 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
- VI. Announcements
 - a. Title 1 Informational Virtual Meeting- Oct. 28th at 10am and 5pm
 - b. Picture Day-October 29th
 - c. Helen Ruffin Picture Book Reading Bowl- October 30th
 - d. Red Ribbon Week- October 27th- 31st
 - e. Thanksgiving Luncheon- November 11th
 - f. Scholastic Book Fair- November 10th November 14th
- VII. Public Comment
- VIII. Adjournment





Action Items

- Approval of Agenda
- Approval of Previous Minutes-9/18/2025





2025-2030 School Strategic Plan Development







We are *Atlanta's* Public School System

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%
600/	Sense of Belonging	750/
60%	% 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







What is our purpose? What do we do?

What is our picture of the future?

What results do we want to satisfy our stakeholder needs?

> We are Caring for Every Child (example)

empowering Atlanta's students to

College & Career Readiness

We are educating and

shape the future.

Literacy 2. Numeracy

Expand strategies that reduce chronic absenteeism (example)

% of students who are not chronically absent (example)

What high-leverage strategies will lead to the desired results?

Who will do what by when?

Implement Multi-Tiered Systems of Support (MTSS) (example)

Monthly, provide consistent communication with all families on the importance of attendance and supports available (example)

What are the main focus areas ("Pillars of Excellence") of our WOrk?

What continuous improvement activities are needed to get results?

How will we evaluate performance to know if we are achieving the results we want?

Strategies

Actions

Management



GO Team Focus (Governance)



Mission

Vision

Strategic Goals

Focus Areas

Objectives

What is our purpose? What do we do?

What is our picture of the future?

What results do we want to satisfy our stakeholder needs?

What are the main focus areas ("Pillars of Excellence") of our WOrk?

What continuous improvement activities are needed to get results?



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



William M. Finch Elementary

Increase the % of grades 3-5

students scoring proficient or

above in Math to 35% by May

Mission: A community school where teachers plan intentionally, students embrace academic struggle, and the community's values align with the school's.

SMART Goals

Increase the % of grades 3-5 students scoring proficient or above in Reading to 35% by May

APS Strategic Priorities &

Fostering Academic Excellence for All Data Curriculum Instruction

skill
2. Ensur

truction r gram

Building a Culture of Student Support Whole Child & Intervention

uipping & Empowering
Leaders & Staff
Strategic Staff Support

Creating a System of School Support Collective Action, Engagement & Empowerment School Strategic Priorities

1. Focus on Reading & Math as a foundational skill

 Integrate field experiences (in-person & virtual) for students with a focus on college and career awareness and STEAM.

3. Ensure students are College & Career Ready

4. Create a safe, nurturing, and caring

5. Improve teacher efficacy and growth

6. Improve leadership capacity and

7. Build systems and resources to support

8. Inform and engage the school's families

culture for all students

Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students

 Implement a Whole-Child system of supports that integrates socialemotional learning, behavior, wellness, and comprehensive academic intervention plans

1. Implement rigorous, culturally relevant, and linguistically responsive

Reading and Math curriculum with fidelity in all core content areas and

Vision: Together, we will provide meaningful, rigorous learning

experiences and opportunities that enrich learning for students.

Attendance Rate to 76.86% by May

staff, and the community in order to make college and career

5. Direct training and support for building leadership

6. Identify and increase teacher leader roles and differentiate development opportunities

7. Develop a budget that supports the school's prioritie

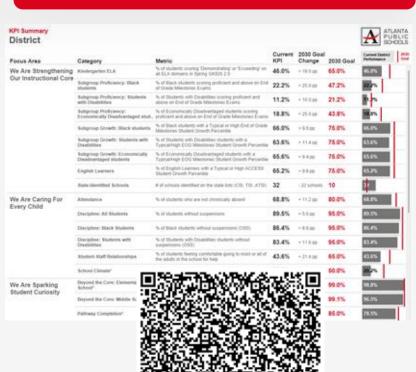
8. Establish core business partnerships

 Increase parent engagement, awareness, and knowledge-base as valued stakeholders through fluid communication and active participation of the school's Parent Liaison

 Implementation of a school-wide Positive Behavior Interventio Support system developed around SEL principles 2 2025-2026 Continuous Improvement Plan Goals

- By the end of the 2025-2026 school year, Finch 3rd-5th grade students will increase scoring proficient or above from 17% (SY24-25) to 22% (SY25-26) on the ELA GMAS.
- By the end of the 2025-2026 school year, Finch 3rd-5th grade students will increase scoring proficient or above from 19% (SY24-25) to 24% (SY25-26) on the spring 2026 EOG in MATH.
- By May of 2026, Finch Elementary School will increase the overall CCRPI attendance rate from 67% to 70%

School Data Sheet
https://tinyurl.com/SchoolDataSheets



Use the QR code to access all school data sheets



School Strategic Planning Process

- 1 Review Data
- 2 Align Mission/Vision/Purpose
- **2** Confirm 2030 Goals
 - Create CIP Goals to 2030
 - Identify Additional Goals
- **1** 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
- **2** Confirm 2030 Goals
 - Create CIP Goals to 2030
 - Identify Additional Goals
- **4** Identify 2025-2030 Strategic Objectives
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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

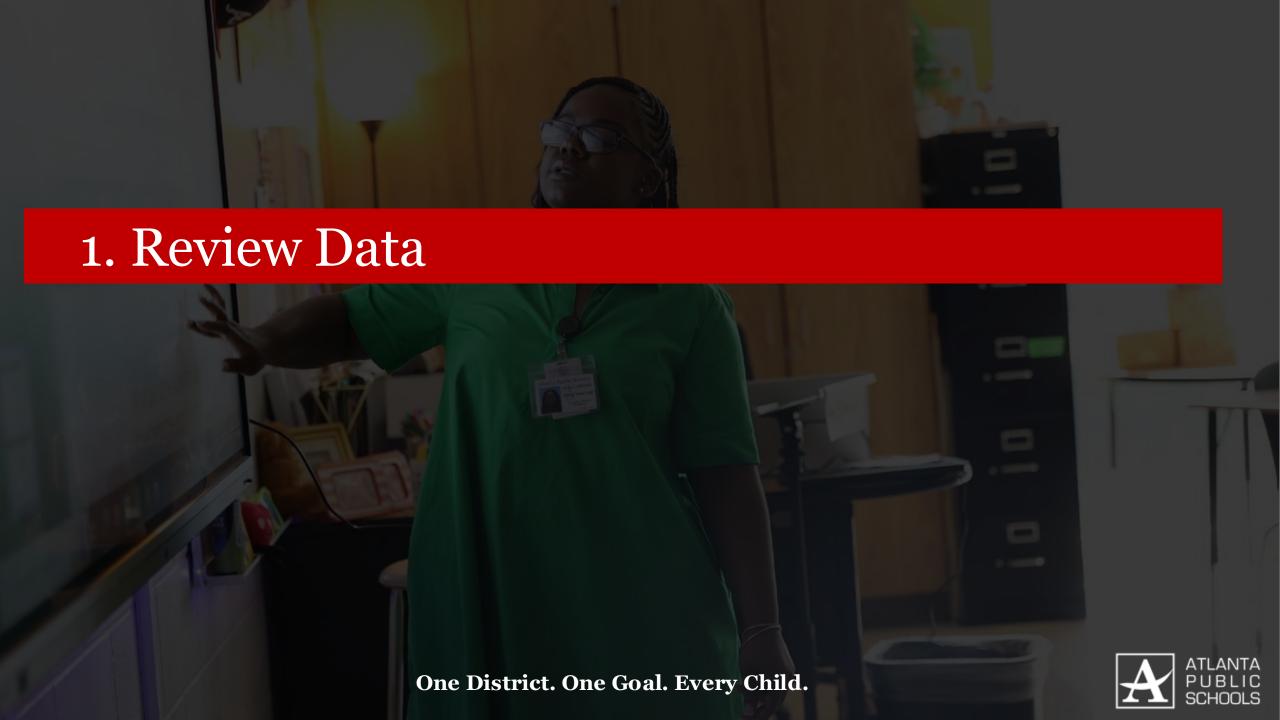
Business Meeting 3:

Identify 2025-2030 Strategic Objectives

Business Meeting 4 (Budget Allocation):

 Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27





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 William Finch Elementary School



SCHOOLS

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Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District 2030 Performance Goal
District Goal	Literacy	% of 3rd grade students scoring proficient or above in ELA	9.6%	+ 25.4 pp	35.0%	9.6%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	24.2%	+ 21.0 pp	45.2%	24.2%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	19.8%	+ 26.0 pp	45.8%	19.8%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	2.0%	+ 10.0 pp	12.0%	2.0%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Ex	20.2%	+ 26.0 pp	46.2%	20.2%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	58.5%	+ 10.7 pp	69.2%	58.5%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Perce	50.0%	+ 10.7 pp	60.7%	50.0%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Perce	57.1%	+ 10.7 pp	67.8%	57.1%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	65.9%	+ 15.0 pp	80.9%	65.9%
	Discipline: All Students	% of students with no Out-of-School suspensions	94.0%	+ 4.5 pp	98.5%	94.0%
	Discipline: Black Students	% of Black students with no Out-of-School suspensions	93.8%	+ 4.7 pp	98.5%	93.8%
	Discipline: Students with Disabilities	% of Students with Disabilities with no Out-of-School suspensions	96.6%	+ 1.9 pp	98.5%	96.6%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	69.7%	+ 14.3 pp	84.0%	69.7%
	School Climate*	School climate star rating out of 5	3★	+1★	4★	3★

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?

We Are Sparking Student Curiosity	Beyond the Core: Elementary School*	Percentage of K-5 students meeting the CCRPI Beyond the Core Component	99.4%	+ 0.1 pp	99.5%	99.4%
Our Strength is Our Team	Staff Engagement	% of engaged staff	64.8%	+ 12.6 pp	77.4%	64.8%
	Teacher Experience	% of teachers with 3 or more years of experience	88.6%	+ 1.4 pp	90.0%	88.6%
	Teacher Retention	% of teachers returning the following year	83.8%	+ 5.3 pp	89.0%	83.8%
	Teacher Compensation	Average teacher salary	\$90,828	+ \$9,172	\$100,00	0 \$90,828
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	97.4%	_	97.4%	97.4%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.0%	+ 19.1 pp	67.1%	48.0%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	63.6%	+ 10.0 pp	73.6%	63.6%
	Enrollment	School meeting K-12 Enrollment Minimums	262	+ 188 students	450	262
	Facility Utilization	% of facilities between 85% and 95% utilization	37.6%	+ 62.5 pp	100.0%	37.6%





We are *Atlanta's* Public School System

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



William M. Finch Elementary

Mission: A community school where teachers plan intentionally, students embrace academic struggle, and the community's values align with the <u>school's</u>.

Vision: Together, we will provide meaningful, rigorous learning experiences and opportunities that enrich learning for students, staff, and the community in order to make college and career readiness a reality.

SMART Goals

Increase the % of grades 3-5 students scoring proficient or above in Reading to 35% by May 2030.

Increase the % of grades 3-5 students scoring proficient or above in Math to 35% by May 2030.

Increase the CCRPI Student Attendance Rate to 76.86% by May 2030

APS Strategic Priorities & Initiatives

School Strategic Priorities

School Strategies

Fostering Academic Excellence for All Data Curriculum & Instruction

Signature Program

- 1. Focus on Reading & Math as a foundational skill
- 2. Ensure every student demonstrates content mastery
- 3. Ensure students are College & Career Ready
- **1.** Implement rigorous, culturally relevant, and linguistically responsive Reading and Math curriculum with fidelity in all core content areas and instructional best practices in Tier 1 instruction
- **2.** Integrate field experiences (in-person & virtual) for students with a focus on college and career awareness and STEAM.

Building a Culture of Student Support

Whole Child & Intervention Personalized Learning

- 4. Create a safe, nurturing, and caring culture for all students
- 5. Improve teacher efficacy and growth-mindedness
- **3.** Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students
- **4.** Implement a Whole-Child system of supports that integrates socialemotional learning, behavior, wellness, and comprehensive academic intervention plans

Equipping & Empowering Leaders & Staff

Strategic Staff Support Equitable Resource Allocation

- 6. Improve leadership capacity and opportunities
- 7. Build systems and resources to support the school's priorities
- 5. Direct training and support for building leadership
- **6.** Identify and increase teacher leader roles and differentiate development opportunities
- 7. Develop a budget that supports the school's priorities

Creating a System of School Support

Collective Action, Engagement & Empowerment

- 8. Inform and engage the school's families and community
- 8. Establish core business partnerships
- **9.** Increase parent engagement, awareness, and knowledge-base as valued stakeholders through fluid communication and active participation of the school's Parent Liaison
- **10.** Implementation of a school-wide Positive Behavior Intervention Support system developed around SEL principles



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

Together, Finch Elementary School will provide meaningful, rigorous experiences and opportunities that enrich learning for all students, staff, and the community in order to make college and career readiness a reality.

Vision

A community school where teachers plan intentionally, students embrace academic struggle, and the community's values align with the school's.



Any Proposed Updates to School Mission and Vision:

Mission

Together, Finch Elementary School will provide meaningful, rigorous experiences and opportunities that enrich learning for all students, staff, and the community in order to make college and career readiness a reality.



#2

Our mission is to create a culture that intentionally embraces and develops compassionate and resilient learners who are kind, accept responsibility, and become productive citizens.

We are committed to intentionally nurturing accountable, proactive, and compassionate citizens through student focused learning, collaboration, and equity-empowering every child to reach their greatest potential with integrity and commitment.





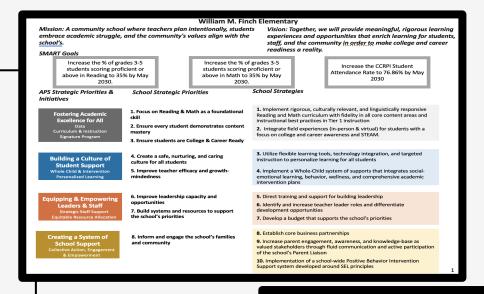
- Extend your Continuous Improvement Plan Goals to 2030
- Identify if there are any additional goals for the strategic plan beyond those identified. If so, capture them (no more than 1-2 additional goals)



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)

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



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- By May of 2026, Finch Elementary School will increase the overall CCRPI attendance rate from 67% to 70%

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

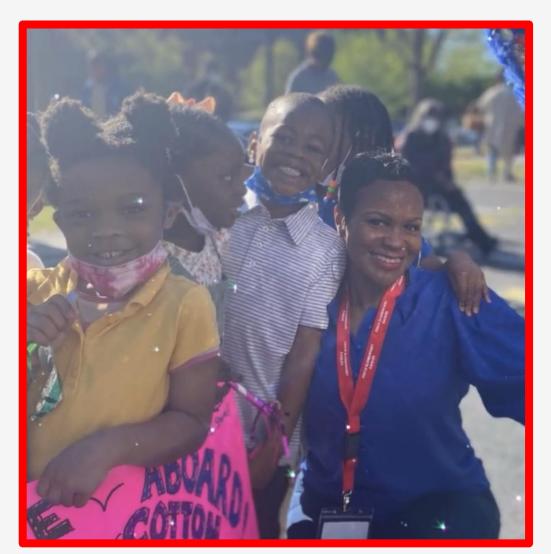
Robert J. Mckain

Questions?













SCHOOL UPDATES













APS Forward 2040: Reshaping the Future of Education

Taskforce Meetings

May 8, 2025 - <u>Presentation</u> August 5, 2025 - <u>Presentation</u>

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





APS Forward 2040: Reshaping the Future of Education

What's New in This Round of Refinements

Families and staff will see the following changes in the newly refined scenarios:

- KIPP Soul Primary (charter) proposed to repurpose
- Finch Elementary and Perkerson Elementary proposed to combine at a converted Sylvan Hills Middle School facility
- **Perkerson, Finch, and Gideons Elementary Schools** proposed to join the Washington Cluster; Slater Elementary & Price MS proposed to join the South Atlanta Cluster; Hollis Innovation Academy proposed to remain a K–8 school instead of converting to K–5
- KIPP Soul Academy (charter) proposed to repurpose
- School of the Arts at Carver campus proposed to expand to become a 6–12 district-wide school with preference given to students in current Carver Cluster; Carver Early College proposed to become 9-12 district-wide school with preference given to students in current Carver Cluster.

UPDATE

Comprehensive Long-Range Facilities Plan

atlantapublicschools.us/APS2040



Announcements







f. Scholastic Book Fair- November 10th - November 14th

PUBLIC COMMENT

Opportunities for public comment are available for Finch Elementary School GO TEAM to hear from members of the community.

- 1.If the meeting is held virtually, stakeholders wishing to provide comments during GO TEAM meetings should join the link at least 10 minutes before the meeting begins and sign in.
- 2.If the meeting is held face to face, stakeholders wishing to provide comments during GO TEAM meetings should arrive at the Finch Elementary Media Center at least ten (10) minutes before the meeting begins and sign in. Stakeholders' comments will be heard in the order in which individuals signed in.
 - 3.Twenty (20) minutes of time during the GO TEAM meeting will be offered to the public to make comments. Everyone is asked to please plan to speak no more than two (2) minutes.

GO TEAM members will not provide a response or engage in direct conversation during meetings.

Questions?







Adjournment



Thankyou



