



Usher-Collier Elementary

GO Team Business

Meeting #3

November 20, 2025

Jerry Parker, Principal



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Agenda

Action Items

- Approval of Agenda
- Approval of Previous Minutes
- Additional Action Item 1 *(if needed)*:

Discussion Items *(add items as needed)*

- 2025-2030 Strategic Plan Development
 - Confirm Mission/Vision, Goals from Previous Meeting
 - Develop 2025-2030 Strategic Plan Objectives

Information Items *(add items as needed)*

- Principal's Report
- Cluster Advisory Team Report
- APS Forward 2040 –Facilities Plan Update *(if needed)*

Announcements

Public Comment *(if needed)*

Adjournment



Action Items

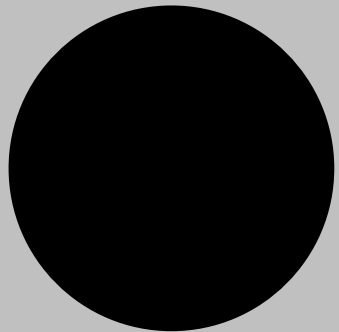
1. Approval of Agenda
2. Approval of Previous Minutes
3. Additional Action Item *(if needed)*

Discussion Items





Continuing the 2025-2030 School Strategic Plan Development Process



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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.

Revisiting the APS 2025-2030 Strategic Plan



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 (e.g. 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 (e.g. mentors, coaches, counselors)

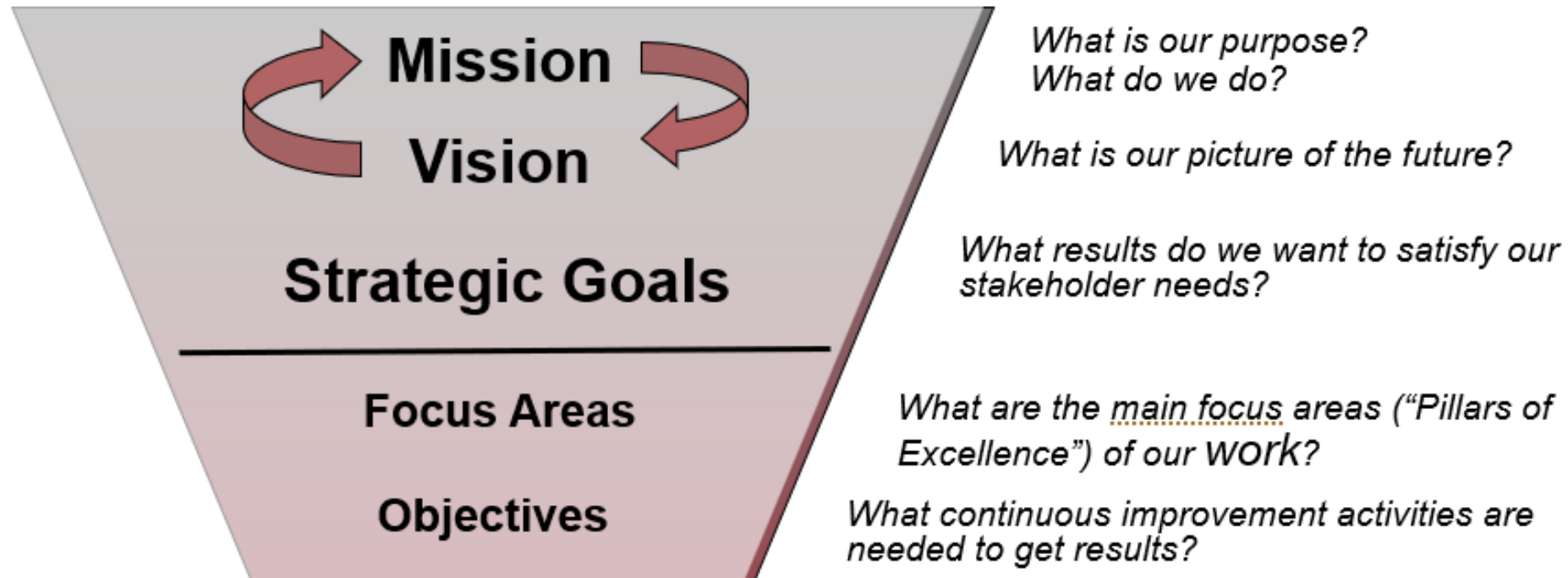
We Are Sparking Student Curiosity

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 (e.g. School of the Arts)



GO Team's Focus (Governance)



School Strategic Planning Process Overview

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

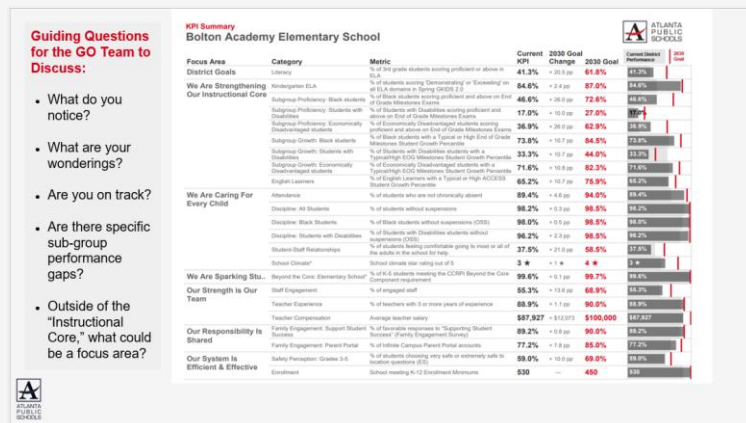
Business Meeting 4 (Budget Allocation):

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

In Our Last Meeting We...

1

Reviewed Our School Data



2

Aligned Our Mission and Vision

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: 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.

Bolton Academy Strategic Plan

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.

3

Confirmed Our 2030 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)

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



Usher-Collier Elementary School Proposed Updates to School Mission and Vision:

NO CHANGES

Our Mission:

The staff at Usher-Collier Elementary will foster a caring and innovative environment, where students are known by name *and* need, in order to prepare future leaders that will graduate college and career ready.

Our Vision:

To inspire students to dream big and do the improbable through problem-solving, critical thinking, and decision-making skills.

Our Motto:

Work Hard, Get Smart... while making no excuses!



Usher-Collier Elementary School Proposed Goals for the 2025-2030 Strategic Plan:



1. Enter proposed goals for the 2025-2030 Strategic Plan here based on the GO Team's discussion during your previous meeting.

- By Spring 2030, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by 5% overall from **29.51%** (2025) to **54.51%** (2030) **(5%)**.
- By Spring 2026, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by 5% (52 students) overall from **31.69%** (2025) to **56.69%** (2030). **(5%)**.
- By Spring 2026, the CCRPI attendance rate will increase the percentage of students attending school 90% of the days enrolled by at least 3 percentage points from **56.6%** (2025). to **81.6%** (2030). in SY 2026 indicated by our CCRPI. **(5%)**.

Today's Focus:

School Strategic Planning Process: Step 4

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

4. Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan (Stop, Continue)
- Align Objectives to the District's new Focus Areas
- Review and Discuss Additional Objectives Going Forward (Start)

Using our new, 2025-2030 Strategic Goals as a guide we will complete a **Start, Stop** and **Continue** exercise to review our current “Strategic Priorities” and identify our 2025-2030 Strategic Objectives

School Name: Usher-Collier Elementary School

Mission: The staff at Usher-Collier will foster a caring and innovative environment where students are known by name and need in order to prepare future leaders that will graduate college and career ready.

Vision: Usher-Collier Elementary is to inspire students to dream big and do the improbable through problem-solving, critical thinking, and decision-making skills.

SMART Goals

By Spring 2026, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by 5% overall from 29.51% (2025) to 34.51%.

By Spring 2026, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by 5% (52 students) overall from 31.69% (2025) to 36.69%.

By Spring 2026, the CCRPI attendance rate will increase the percentage of students attending school 90% of the days enrolled by at least 3 percentage points from 56.6% to 59.6% in SY 2026 indicated by our CCRPI.

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase the number of students scoring proficient or higher in reading and math 2. Strengthen teaching and learning experiences that support Small Group Instruction and DE	1A. Monitor the implementation of a data-driven protocol to inform the planning of Tier 1 instruction. 1B. Implement instructional strategies from Readers are Leaders (Cox Campus) modules daily with fidelity. 2A. Assess Lexile Reading Levels three times yearly using the MAP Reading Fluency (K-2) and Growth Reading (1-5) assessment and intervene as appropriate utilizing data 2B. Monitor the implementation of data-driven small group instruction using an observation tool.
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	1. Advance comprehensive wrap around support that increases parental engagement and student attendance 2. Provide enrichment opportunities that support the whole child	1A. Monitor the effectiveness of the Whole Child Intervention Team's strategies in response to identified targeted student attendance needs. 2A: Implement daily SEL instruction through community gathering and Second Step lessons and embed within daily learning throughout the day. 2B: Utilize the support from Communities in Schools partnership. 2C: Collaborate with partners to provide support to the whole-child (P.A.S.T., and L.E.A.D.)
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	1. Provide personalized professional development to support high-leverage instructional practices	1A. Strengthen the content, planning, and implementation of instructional training, support, and coaching through PLC and internal/external professional development 1B. Provide targeted professional learning for all teachers to improve early literacy and math instruction and assessment. 1C: Provide targeted professional learning for teachers as it relates to STEM 1D: Provide SdI and Co-Teaching support to DSE and General Ed Teachers.
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	1. Develop and foster partnership that support staff wellness and student incentives	1A: Partner with local stakeholders to provide resources for staff and students as it relates to wellness 1B: Strengthen relationships with John Lewis Invictus Academy through the P.A.S.T program (Peer Assisted School Transition) Program.

14

**DRAFT (School Name)
2025-2030 Strategic Plan**

Mission **Vision**

Goal 2 Goal 3 Goal 4

We Are Strengthening Our Instructional Core
 > TBD
 > TBD

We Are Caring For Every Child
 > TBD
 > TBD

We Are Sparking Student Curiosity
 > TBD
 > TBD

Our Strength is Our Team
 > TBD
 > TBD

Our Responsibility Is Shared
 > TBD
 > TBD

Our School Is Efficient & Effective
 > TBD
 > TBD

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School Name: Usher-Collier Elementary School

Mission: The staff at Usher-Collier will foster a caring and innovative environment where students are known by name and need in order to prepare future leaders that will graduate college and career ready.

Vision: Usher-Collier Elementary is to inspire students to dream big and do the improbable through problem-solving, critical thinking, and decision-making skills.

SMART Goals

By Spring 2026, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by 5% overall from **29.51%** (2025) to **34.51%**.

By Spring 2026, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by 5% (52 students) overall from **31.69%** (2025) to **36.69%**.

By Spring 2026, the CCRPI attendance rate will increase the percentage of students attending school 90% of the days enrolled by at least 3 percentage points from **56.6%** to **61.6%** in SY 2026 indicated by our CCRPI.

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All
Data
Curriculum & Instruction
Signature Program

Building a Culture of Student Support
Whole Child & Intervention
Personalized Learning

Equipping & Empowering Leaders & Staff
Strategic Staff Support
Equitable Resource Allocation

Creating a System of School Support
Strategic Staff Support
Equitable Resource Allocation

School Strategic Priorities

1. Increase the number of students scoring proficient or higher in reading and math
2. Strengthen teaching and learning experiences that support Small Group Instruction and DE

1. Advance comprehensive wrap around support that increases parental engagement and student attendance
2. Provide enrichment opportunities that support the whole child

1. Provide personalized professional development to support high-leverage instructional practices

1. Develop and foster partnership that support staff wellness and student incentives

School Strategies

- 1A. Monitor the implementation of a data-driven protocol to inform the planning of Tier 1 instruction.
- 1B. Implement instructional strategies from Readers are Leaders (Cox Campus) modules daily with fidelity.
- 2A. Assess Lexile Reading Levels three times yearly using the MAP Reading Fluency (K-2) and Growth Reading (1-5) assessment and intervene as appropriate utilizing data
- 2B. Monitor the implementation of data-driven small group instruction using an observation tool.

- 1A. Monitor the effectiveness of the Whole Child Intervention Team's strategies in response to identified targeted student attendance needs.
- 2A: Implement daily SEL instruction through community gathering and Second Step lessons and embed within daily learning throughout the day.
- 2B: Utilize the support from Communities in Schools partnership.
- 2C: Collaborate with partners to provide support to the whole-child (P.A.S.T., and L.E.A.D.)

- 1A. Strengthen the content, planning, and implementation of instructional training, support, and coaching through PLC and internal/external professional development
- 1B. Provide targeted professional learning for all teachers to improve early literacy and math instruction and assessment.
- 1C: Provide targeted professional learning for teachers as it relates to STEM
- 1D: Provide SDI and Co-Teaching support to DSE and General Ed Teachers.

- 1A: Partner with local stakeholders to provide resources for staff and students as it relates to wellness
- 1B: Strengthen relationships with John Lewis Invictus Academy through the P.A.S.T program (Peer Assisted School Transition) Program.



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Identifying 2025-2030 Strategic Objectives: **Stop** Discussion

School Strategies

1A. Monitor the implementation of a data-driven protocol to inform the planning of Tier 1 instruction.
1B. Implement instructional strategies from Readers are Leaders (Cox Campus) modules daily with fidelity.
2A. Assess Lexile Reading Levels three times yearly using the MAP Reading Fluency (K-2) and Growth Reading (1-5) assessment and intervene as appropriate utilizing data
2B. Monitor the implementation of data-driven small group instruction using an observation tool.

1A. Monitor the effectiveness of the Whole Child Intervention Team's strategies in response to identified targeted student attendance needs.
2A: Implement daily SEL instruction through community gathering and Second Step lessons and embed within daily learning throughout the day.
2B: Utilize the support from Communities in Schools partnership.
2C: Collaborate with partners to provide support to the whole-child (P.A.S.T., and L.E.A.D.)

1A. Strengthen the content, planning, and implementation of instructional training, support, and coaching through PLC and internal/external professional development
1B. Provide targeted professional learning for all teachers to improve early literacy and math instruction and assessment.
1C: Provide targeted professional learning for teachers as it relates to STEM
1D: Provide SDI and Co-Teaching support to DSE and General Ed Teachers.

1A: Partner with local stakeholders to provide resources for staff and students as it relates to wellness
1B: Strengthen relationships with John Lewis Invictus Academy through the P.A.S.T program (Peer Assisted School Transition) Program.

Guiding Questions:

Stop



- What current priorities/activities are not having the needed impact and should be stopped?
- Are there any priorities/activities that are no longer aligned with our mission, vision, goals or focus areas?

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?



Identifying 2025-2030 Strategic Objectives: Continue Discussion

APS Strategic Priorities & Initiatives	School Strategic Priorities
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase the number of students scoring proficient or higher in reading and math 2. Strengthen teaching and learning experiences that support Small Group Instruction and DE
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	1. Advance comprehensive wrap around support that increases parental engagement and student attendance 2. Provide enrichment opportunities that support the whole child
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	1. Provide personalized professional development to support high-leverage instructional practices
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	1. Develop and foster partnership that support staff wellness and student incentives

Guiding Questions:

Continue

- What current priorities/activities are  working well and should be maintained?

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?

Aligning Your Objectives to the District's New Focus Areas

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity

- TBD- Strategic Objective
- TBD- Strategic Objective

“Community of Believers”

Our Strength is Our Team

- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared

- TBD- Strategic Objective
- TBD- Strategic Objective

Our School Is Efficient & Effective

- TBD- Strategic Objective
- TBD- Strategic Objective

You will now move the Objectives (*previously Priorities*) you want to “Continue” to the appropriate Focus Area

- Use your 2020-2025 Strategic Plan, the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet to help categorize your objectives. Please note:
 - *Fostering Academic Excellence for All* is likely aligned to “We Are Strengthening Our Instructional Core” or “We Are Sparking Student Curiosity”
 - *Building a Culture of Student Support* is likely aligned to “We Are Caring For Every Child”
 - *Equipping & Empowering Leaders & Staff* is likely aligned to “Our Strength is Our Team”
 - *Creating a System of School Support* is likely aligned to “Our Responsibility is Shared” or “Our School is Efficient & Effective”



Identifying 2025-2030 Strategic Objectives: Continue Discussion

We Are Strengthening Our Instructional Core

- 1 Fostering Academic Excellence for all
- 2: Fostering Academic Excellence for all

We Are Caring For Every Child

- 1: Provide whole child....

We Are Sparking Student Curiosity

- 2: Provide enrichment opportunities

Our Strength is Our Team

- 1: Equipping & Empowering

Our Responsibility Is Shared

- 1: Creating a System of School Support.

Our School Is Efficient & Effective

- Use of data to develop and/ inform strategies to increase enrollment (academic data, social media, and community stakeholders)

<i>APS Strategic Priorities & Initiatives</i>	<i>School Strategic Priorities</i>
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase the number of students scoring proficient or higher in reading and math 2. Strengthen teaching and learning experiences that support Small Group Instruction and DE
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	1. Advance comprehensive wrap around support that increases parental engagement and student attendance 2. Provide enrichment opportunities that support the whole child
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	1. Provide personalized professional development to support high-leverage instructional practices
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	1. Develop and foster partnership that support staff wellness and student incentives



Identifying 2025-2030 Strategic Objectives: “Start” Discussion

DRAFT (School Name)
2025-2030 Strategic Plan

Mission	Vision
1 Goal We Are Strengthening Our Instructional Core ➤ TBD ➤ TBD We Are Caring For Every Child ➤ TBD ➤ TBD We Are Sparking Student Curiosity ➤ TBD ➤ TBD	3 Goal Our Strength is Our Team ➤ TBD ➤ TBD Our Responsibility Is Shared ➤ TBD ➤ TBD Our School Is Efficient & Effective ➤ TBD ➤ TBD
2 Goal	4 Goal

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- After you have aligned your Objectives to the appropriate Focus Area, identify any new Objectives the school must start to address the goals in your plan 
- You should have 1-2 Objectives for each Focus Area.
- Use the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet for ideas if you need to identify new Objectives.
- Focus on the “**Getting Back to Basics**” Focus Areas first (***Strengthening Our Instructional Core, Caring For Every Child, and Sparking Student Curiosity***)
- Make sure you have something in the “**Community of Believers**” Focus Areas that support your core work (***Strength is Our Team, Responsibility is Shared, System is Effective & Efficient***)

Guiding Questions: Are there any new “objectives” we must **START** to completely address our 2025-2030 Strategic Goals? Do we have 1-2 Objectives to support each Focus Area?

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity

- TBD- Strategic Objective
- TBD- Strategic Objective

“Community of Believers”

Our Strength is Our Team

- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared

- TBD- Strategic Objective
- TBD- Strategic Objective

Our School Is Efficient & Effective

- TBD- Strategic Objective
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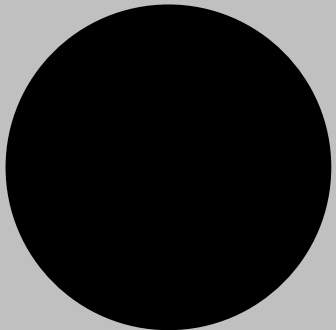


Where we're going

At our next meeting we will:

- Vote on the 2025-2030 Strategic Plan
- Rank our 2025-2030 Strategic Objectives
- Begin the discussion of the 2026-2027 budget

Let me or the Chair know of any additional information you need for our future discussion.



Questions?



Information Items



Principal's Report



SCHOOL UPDATES

- 4H
- STEM Challenge
- Buzzer Reader
- Teacher of the Year & Support Person of the Year Ceremony
- Donations from Radcliff Pres. Church
- Ms. Bailey's Church
- Hispanic Heritage Month
- APTT
- Candy Lane
- Attendance/Behavior Class Dojo Celebrations
- Communities in School (Partnership with Carter Company- Birth to Bus)
- World Kindness Day
- Mr. Musa, School Psychologist Runner Up



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APS FORWARD 2040

Students, Staff, Parents, and Community Members, we want to hear from you! Join us to build a vision around four key topics: Technology, Arts, Early College, and Biomedical.

Public Hearings

November 5, 2025

5:30pm
Center for Leadership and Learning
130 Trinity Ave. SW
Atlanta, GA 30303

December 3, 2025

5:30pm
Center for Leadership and Learning
130 Trinity Ave. SW
Atlanta, GA 30303

Note: The originally scheduled November 10th meeting has been replaced with these engagements.

APS Forward 2040: Visioning



November 13, 2025

6pm - 7:30pm

Ralph J. Bunche Middle School

1925 Niskey Lake Rd SW
Atlanta, GA 30331



November 18, 2025

6pm - 7:30pm

Crawford W Long Middle School

3200 Latona Dr SW
Atlanta, GA 30354



November 19, 2025

6pm - 7:30pm

John Lewis Invictus Academy

1890 Donald Lee Hollowell Pkwy NW,
Atlanta, GA 30318



December 2, 2025

6pm - 7:30pm

Herman J. Russell West End Academy

765 Peoples St SW,
Atlanta, GA 30310

Topics



Early College

How can we accelerate **post-secondary readiness** by expanding access to advanced placement, dual enrollment and college credit?

Technology

How can we expand access to specialized technical instruction and STEAM pathways?

Vocational & Trades

How can we ensure that interested students have access to **career and technical trades**?

Arts

How can we create more **robust arts** instruction and offerings?

Biomedical

How can we strengthen **health science pathways** through more specialized and rigorous instruction aligned to the evolving needs of the biomedical and healthcare industries?

Learn More



www.atlantapublicschools.us/APS2040

UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

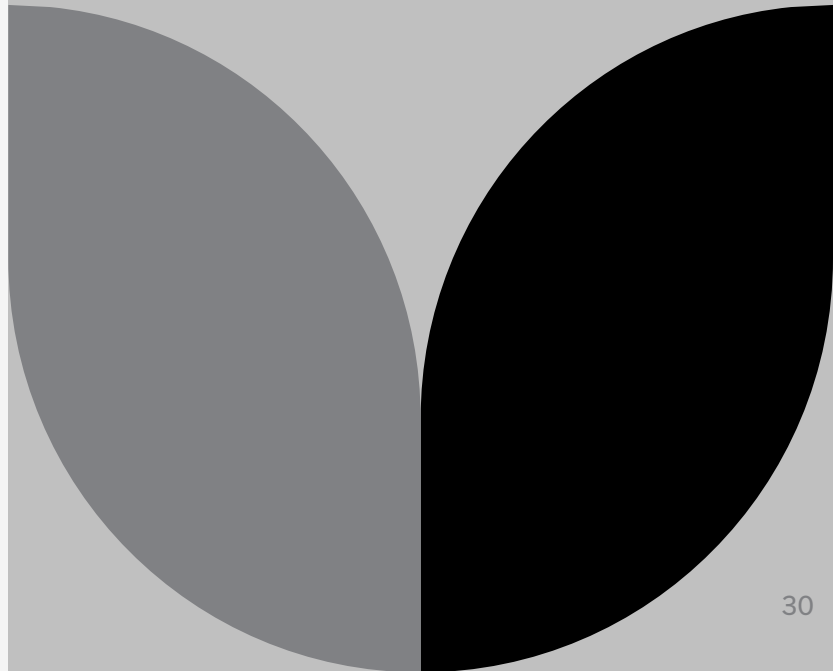


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Announcements



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Thank you