



Sutton Middle School GO Team Business Meeting #3

DATE: 11/11/2025



ATLANTA
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Agenda

Action Items

- Approval of Agenda
- Approval of Previous Minutes

Discussion Items

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

Information Items

- Principal's Report
 - State Superintendent Math Update**
- Cluster Advisory Team Report

Announcements

Public Comment

Adjournment

Action Items

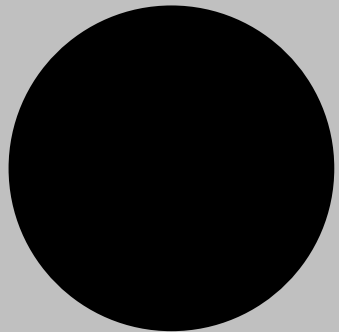
1. Approval of Agenda
2. Approval of Previous Minutes

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)

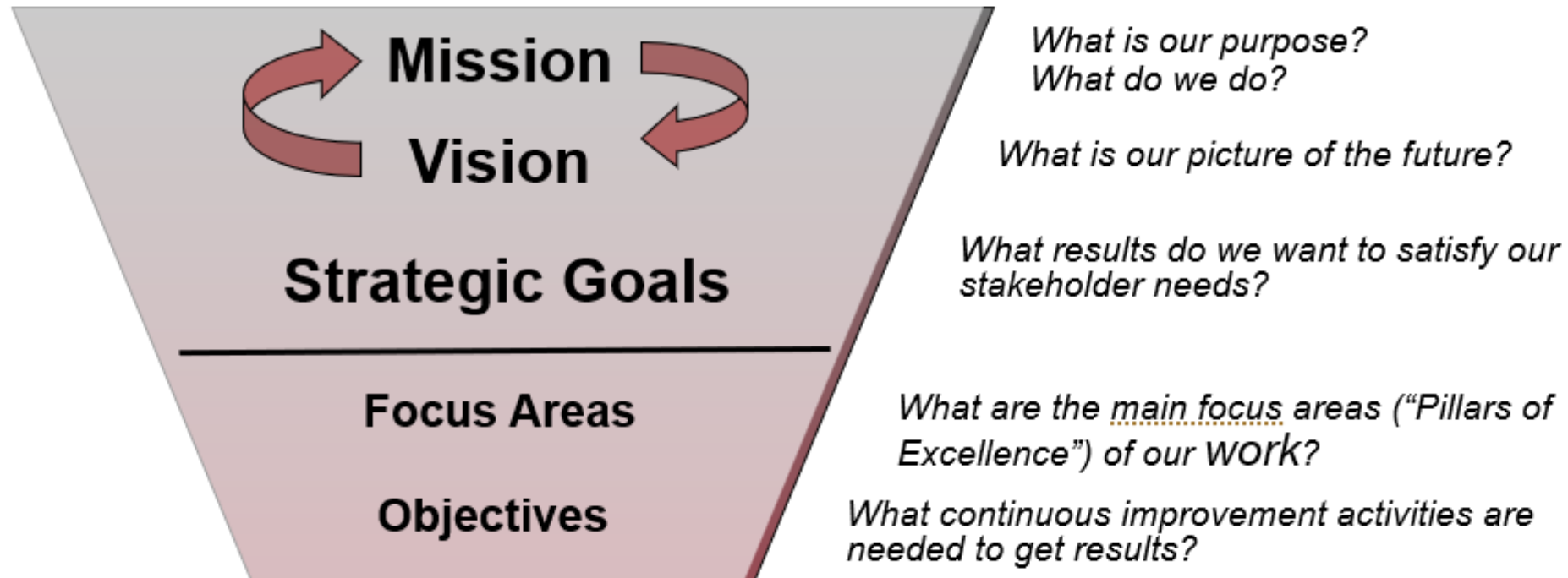
We Are Sparking Student Curiosity

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

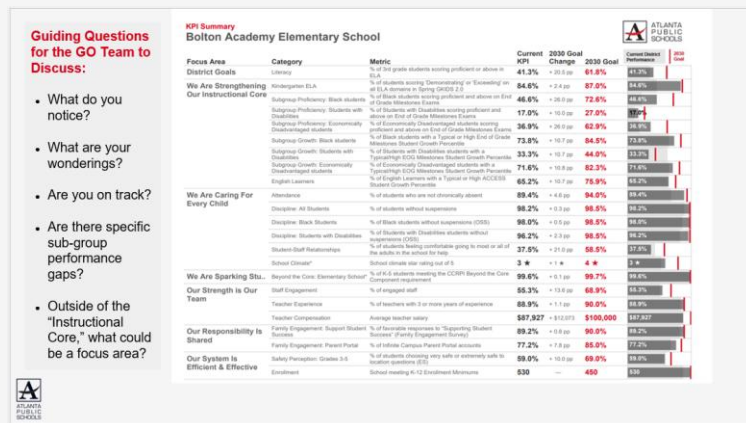
Business Meeting 4 (Budget Allocation):

- 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.



Sutton Middle School

Proposed Updates to School Mission and Vision:

No changes.



Sutton Middle School

Proposed Goals for the 2025-2030 Strategic Plan:



1. By May 2030, we will increase the percent of students in grades 6–8 scoring proficient and above on the EOG GMAS by at least 15 percentage points—from **52% in SY 2025 to 67% in SY 2030.**
2. By May 2030, we will increase the percent of students in grades 6–8 scoring proficient and above on the EOG GMAS by at least 15 percentage points—from **46% in SY 2025 to 61% in SY 2030.**
3. By May 2030, we will decrease the percentage of students suspended by 2%—from **0.37% in SY 2025 to 0.17% in SY 2030.**

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)

4

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

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Dr. Dominique Merriweather
Principal

**Sutton Middle School
School Strategic Plan
2022-2025**

Mission:
Through the utilization of the International Baccalaureate program, Sutton Middle School aims to develop self-motivated, inquiring, knowledgeable, and caring young people who are prepared to thrive academically and socially in high school, college, career, and life

Vision:
A diverse, high-performing school that supports our students, educators, and families, rooted in a strong community, working together to improve student outcomes and intercultural understanding and make our communities a better and more equitable place.

SMART Goals:

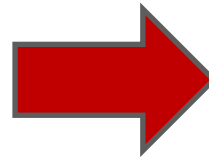
The percentage of proficient and distinguished scores on the EOG in Math by all subgroup students will increase by 5%.

The percentage of proficient and distinguished scores on the EOG in ELA by all subgroup students will increase by 5%.

Reduce the out-of-school suspension rate at Sutton Middle School to below 0.30 by the end of the academic year through the implementation of targeted behavioral interventions and support programs.

Stakeholder engagement will be supported through a minimum of one event a month that targets the needs of parents and community.

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	*Meeting the diverse needs of all learners *Targeting instruction, remediation, and interventions for all students	1A. Implementation with fidelity of the tiered blocks of instructional support (TBOIS). 1B. Implementation, support, and professional learning to assure fidelity of MATH and ELA curriculum.



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

Mission

Vision

1 Goal

2 Goal

3 Goal

4 Goal

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

Sutton Middle School School Strategic Plan 2022-2025

Mission:

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SMART Goals:

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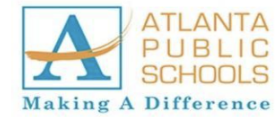
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WILLIS A. SUTTON MIDDLE SCHOOL

Dr. Dominique Merriweather

Principal



		1C. Implementation with fidelity of the International Baccalaureate Middle Years Programme to support all students in all content areas.
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	*Using Social Emotional Learning to support all students to create a sense of belonging in the school culture *Targeting supports for students who are struggling academically *Providing supports to help students who are having social and/or emotional challenges	2A. Weekly SEL lessons via the Second Step curriculum for all students. 2B. Daily Tiered Blocks of Instructional Support (TBOIS) to provide targeted and individualized intervention for students. 2C. Use of behavior data for individual and group counseling supports for students.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	*Equipping teachers with the resources needed to ensure quality instruction and appropriate technology utilization *Staffing the school to allow for student needs beyond academics to be met *All teachers receive IBMYP sanctioned training within a year of hire and complete the gifted endorsement, DLI, ESOL, or Reading endorsement within 3 years of hire	3A. Using a collaborative approach to the budgeting process that includes input from staff, parents, and stakeholders. 3B. Ensuring staffing in areas outside academics that meets the needs of students (Counselors, SELTs, Administration, Operations, IB Coordinator, DLI/ESOL Coordinator) 3C. Each year assure a set aside of funds from the budget to meet training and endorsement needs.
Creating a System of School Support Partnering with Families and Communities	*Engage parents and community through effective outreach *All families have access to school events and opportunities to support their students	4A. Host a minimum of four parent events during the school year with bilingual Spanish translation present. 4B. Provide access to school events in multiple modalities (live, zoom, recorded)



WILLIS A. SUTTON MIDDLE SCHOOL
Dr. Dominique Merriweather
Principal



		4C. Provide training and support for parents on supporting their students in all areas, SEL, technology, and academically, with targeted outreach to subgroups.
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Identifying 2025-2030 Strategic Objectives: **Stop** Discussion

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

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?



Identifying 2025-2030 Strategic Objectives: Continue Discussion

Enter the “Strategic Priorities” from your 2020-2025 Strategic Plan that you and your GO Team think should continue as “Strategic Objectives” on your 2025-2030 Strategic Plan based on today’s discussion.

- Meeting the diverse needs of all learners
- Targeting instruction, remediation, and interventions for all students
- Using Social Emotional Learning to support all students to create a sense of belonging in the school culture
- Targeting supports for students who are struggling academically
- Providing supports to help students who are having social and/or emotional challenges
- Equipping teachers with the resources needed to ensure quality instruction and appropriate technology utilization
- Staffing the school to allow for student needs beyond academics to be met
- All teachers receive IBMYP sanctioned training within a year of hire and complete the gifted endorsement, DLI, ESOL, or Reading endorsement within 3 years of hire
- Engage parents and community through effective outreach
- All families have access to school events and opportunities to support their students



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: “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***)

Strategically planning to address both academic and non-academic student needs

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

- Meeting the unique and diverse learning needs of every student
- Delivering targeted instruction, remediation, and interventions to accelerate growth

We Are Caring For Every Child

- Embedding Social Emotional Learning practices to build belonging and a positive school culture
- Providing proactive supports for students experiencing social or emotional challenges

We Are Sparking Student Curiosity

- Implementing targeted supports to help students overcome academic challenges
- Designing learning experiences that promote inquiry, exploration, and student voice (*NEW*)

“Community of Believers”

Our Strength is Our Team

- Equipping teachers with the tools, training, and technology needed to deliver high-quality instruction
- Ensuring all teachers receive IBMYP-sanctioned training within one year of hire and complete a gifted, DLI, ESOL, or Reading endorsement within three years

Our Responsibility Is Shared

- Engage parents and community through effective outreach
- Ensuring all families have equitable access to school events and opportunities to support their students

Our School Is Efficient & Effective

- Staffing the school to allow for student needs beyond academics to be met
- Aligning school operations and resources to maximize academic and social-emotional outcomes (*NEW*)

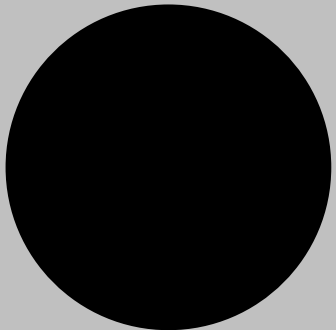


Where we're going

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



**State Superintendent Recognition
(2024-2025 Georgia Milestones)**

Sutton Math Department

- High Overall School Growth**
- High Overall School Achievement**

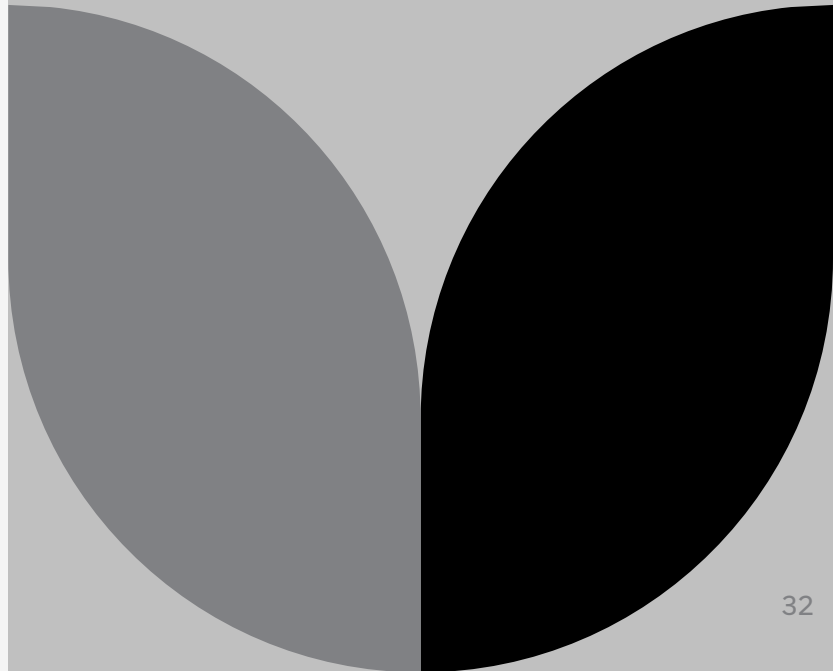
Cluster Advisory Team Report



Announcements



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Thank you

