Benjamin E. Mays HS GO Team Business Meeting #3

Tuesday, November 11, 2025

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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
- Cluster Advisory Team Report

Announcements

Adjournment

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Discussion Items

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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.

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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 (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)

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GO Team's Focus (Governance)

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?

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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

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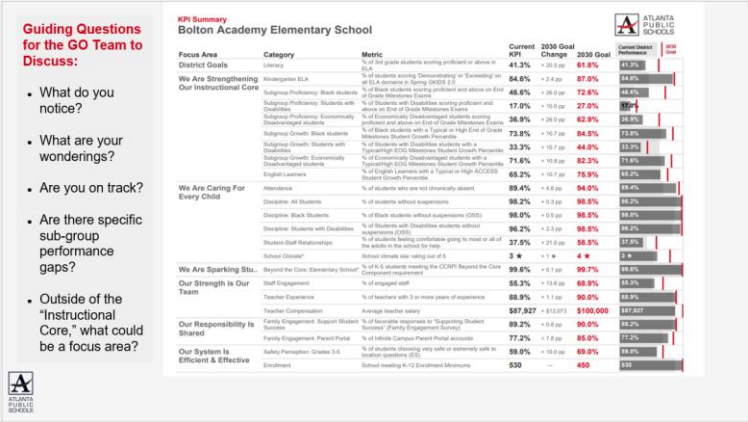
In Our Last Meeting We…

1 Reviewed Our School Data



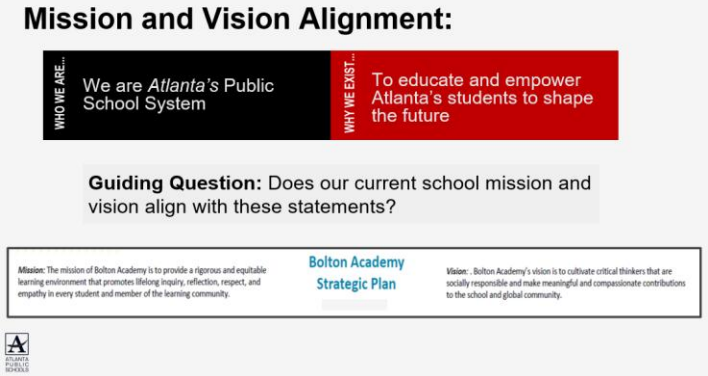
Guiding Questions for the GO Team to Discuss:

- 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
Bolton Academy Elementary School

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	41.3%	+ 20.5 pp	61.8%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	84.6%	+ 2.4 pp	87.0%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	46.6%	+ 26.0 pp	72.6%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	17.0%	+ 10.0 pp	27.0%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	36.9%	+ 26.0 pp	62.9%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	73.8%	+ 10.7 pp	84.5%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High ECG Milestones Student Growth Percentile	33.3%	+ 10.7 pp	44.0%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High ECG Milestones Student Growth Percentile	71.6%	+ 10.8 pp	82.3%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+ 10.7 pp	75.9%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	89.4%	+ 4.6 pp	94.0%
	Discipline: All Students	% of students without suspensions	98.2%	+ 0.3 pp	98.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	98.0%	+ 0.5 pp	98.5%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	96.2%	+ 2.3 pp	98.5%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	37.5%	+ 21.0 pp	58.5%
	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 CCRR Beyond the Core Component requirement	99.6%	+ 0.1 pp	99.7%
Our Strength is Our Team	Staff Engagement	% of engaged staff	55.3%	+ 13.6 pp	68.9%
	Teacher Experience	% of teachers with 3 or more years of experience	88.9%	+ 1.1 pp	90.0%
	Teacher Compensation	Average teacher salary	$87,927	+ $12,073	$100,000
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	89.2%	+ 0.8 pp	90.0%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	77.2%	+ 7.8 pp	85.0%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	59.0%	+ 10.0 pp	69.0%
	Enrollment	School meeting K-12 Enrollment Minimums	530	—	450

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

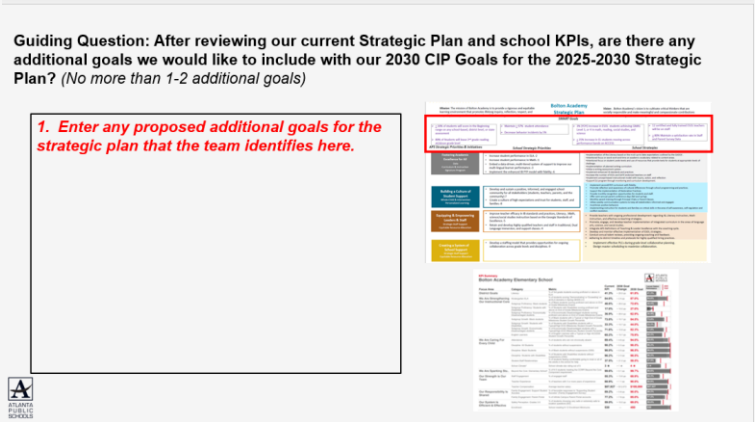
Guiding Question: Does our current school mission and vision align with these statements?

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.

Benjamin E. Mays HS Proposed Updates to School Mission and Vision:

Mission Statement (No Changes):

The mission of Benjamin E. Mays High School is to inspire learners in a secure, nurturing and collaborative environment to promote social and global awareness through academic ownership.

Vision Statement (with changes):

The vision of Benjamin E. Mays High School is to be a high performing school where open-minded graduates are college and career ready, responsible well-rounded citizens, and critical thinkers within a globally competitive society.

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Benjamin E. Mays HS Proposed Goals for the 2025-2030 Strategic Plan:

1. ***By 2030, the CCRPI attendance will increase by 3% per year to improve from 50% in 2026 to 62% by 2030.***
2. ***By 2030, EOC results for students scoring Developing + and Proficient + in Biology, Algebra 1, US History, and 10th Grade Literature will increase by 3% annually beginning in FY27.***
3. ***By 2030, B.E. Mays HS will be maintaining a steady 92%+ graduation rate for each graduating cohort.***
4. ***By 2030, the College and Career Readiness index will increase by 3% per year to improve from 49% in 2026 to 61% by 2030.***
5. ***Revisit whole child goal?***

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Confirm that these 2025-2030 Goals reflect the GO Team's previous discussion. Make additional updates, if needed.

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

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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

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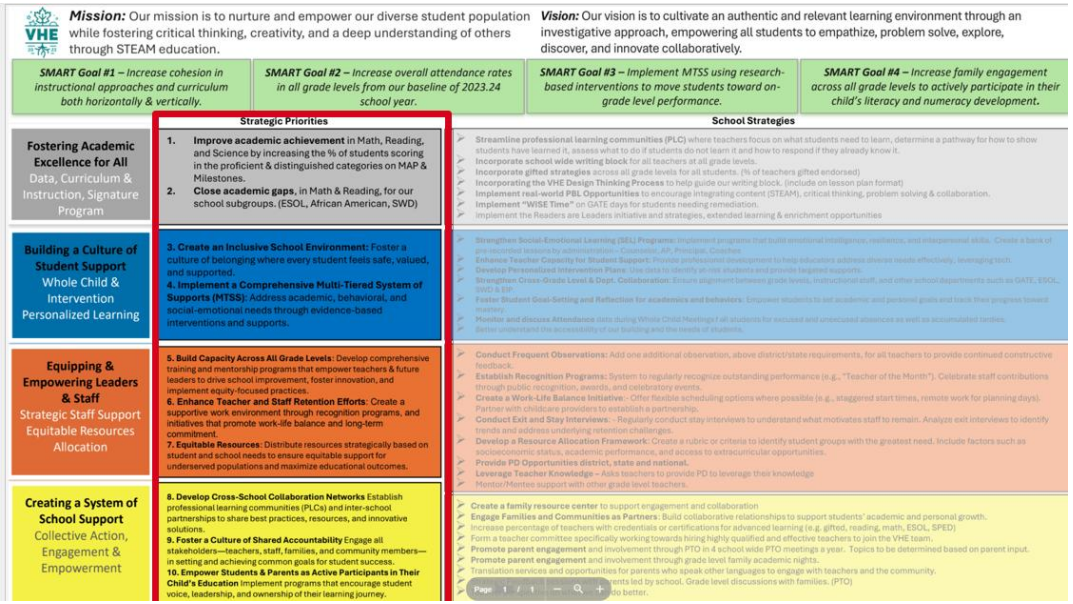
4. Identify 2025-2030 Strategic Objectives

- 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

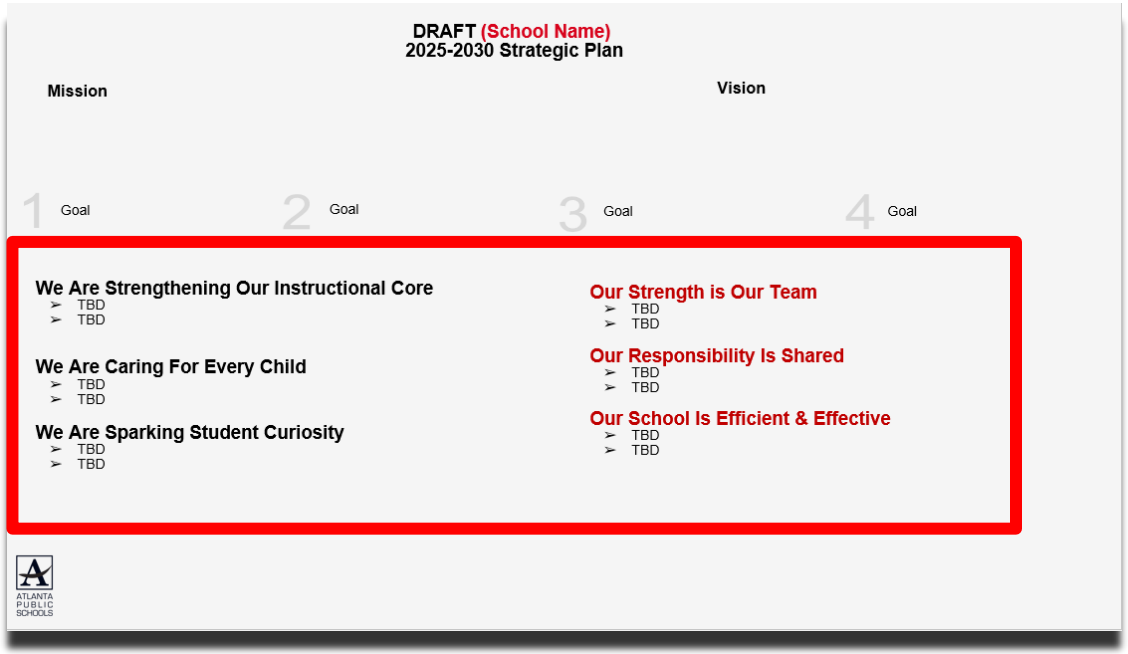


Mission: Our mission is to nurture and empower our diverse student population while fostering critical thinking, creativity, and a deep understanding of others through STEAM education.

Vision: Our vision is to cultivate an authentic and relevant learning environment through an investigative approach, empowering all students to empathize, problem solve, explore, discover, and innovate collaboratively.

SMART Goal #1 – Increase cohesion in instructional approaches and curriculum both horizontally & vertically.	*SMART Goal #2 – Increase overall attendance rates in all grade levels from our baseline of 2023.24 school year.*	*SMART Goal #3 – Implement MTSS using research-based interventions to move students toward on-grade level performance.*	*SMART Goal #4 – Increase family engagement across all grade levels to actively participate in their child’s literacy and numeracy development.*

	Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data, Curriculum & Instruction, Signature Program	1. **Improve academic achievement** in Math, Reading, and Science by increasing the % of students scoring in the proficient & distinguished categories on MAP & Milestones. 2. **Close academic gaps**, in Math & Reading, for our school subgroups. (ESOL, African American, SWD)	➢ **Streamline professional learning communities (PLC)** where teachers focus on what students need to learn, determine a pathway for how to show students have learned it, assess what to do if students do not learn it and how to respond if they already know it. ➢ **Incorporate school wide writing block** for all teachers at all grade levels. ➢ **Incorporate gifted strategies** across all grade levels for all students. (% of teachers gifted endorsed) ➢ **Incorporating the VHE Design Thinking Process** to help guide our writing block. (include on lesson plan format) ➢ **Implement real-world PBL Opportunities** to encourage integrating content (STEAM), critical thinking, problem solving & collaboration. ➢ **Implement “WISE Time”** on GATE days for students needing remediation. ➢ Implement the Readers are Leaders initiative and strategies, extended learning & enrichment opportunities
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	3. **Create an Inclusive School Environment:** Foster a culture of belonging where every student feels safe, valued, and supported. 4. **Implement a Comprehensive Multi-Tiered System of Supports (MTSS)**: Address academic, behavioral, and social-emotional needs through evidence-based interventions and supports.	➢ **Strengthen Social-Emotional Learning (SEL) Programs:** Implement programs that build emotional intelligence, resilience, and interpersonal skills. Create a bank of pre-recorded lessons by administration - Counselor, AP, Principal, Coaches ➢ **Enhance Teacher Capacity for Student Support:** Provide professional development to help educators address diverse needs effectively, leveraging tech. ➢ **Develop Personalized Intervention Plans**: Use data to identify at-risk students and provide targeted supports. ➢ **Strengthen Cross-Grade Level & Dept. Collaboration:** Ensure alignment between grade levels, instructional staff, and other school departments such as GATE, ESOL, SWD & BIP. ➢ **Foster Student Goal-Setting and Reflection for academics and behaviors**: Empower students to set academic and personal goals and track their progress toward mastery. ➢ **Monitor and discuss Attendance** data during Whole Child Meetings f all students for excused and unexcused absences as well as accumulated tardies. ➢ Better understand the accessibility of our building and the needs of students.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resources Allocation	5. **Build Capacity Across All Grade Levels**: Develop comprehensive training and mentorship programs that empower teachers & future leaders to drive school improvement, foster innovation, and implement equity-focused practices. 6. **Enhance Teacher and Staff Retention Efforts**: Create a supportive work environment through recognition programs, and initiatives that promote work-life balance and long-term commitment. 7. **Equitable Resources**: Distribute resources strategically based on student and school needs to ensure equitable support for underserved populations and maximize educational outcomes.	➢ **Conduct Frequent Observations:** Add one additional observation, above district/state requirements, for all teachers to provide continued constructive feedback. ➢ **Establish Recognition Programs:** System to regularly recognize outstanding performance (e.g., “Teacher of the Month”). Celebrate staff contributions through public recognition, awards, and celebratory events. ➢ **Create a Work-Life Balance Initiative**:- Offer flexible scheduling options where possible (e.g., staggered start times, remote work for planning days). Partner with childcare providers to establish a partnership. ➢ **Conduct Exit and Stay Interviews**: - Regularly conduct stay interviews to understand what motivates staff to remain. Analyze exit interviews to identify trends and address underlying retention challenges. ➢ **Develop a Resource Allocation Framework**: Create a rubric or criteria to identify student groups with the greatest need. Include factors such as socioeconomic status, academic performance, and access to extracurricular opportunities. ➢ **Provide PD Opportunities district, state and national.** ➢ **Leverage Teacher Knowledge** - Asks teachers to provide PD to leverage their knowledge ➢ Mentor/Mentee support with other grade level teachers.
Creating a System of School Support Collective Action, Engagement & Empowerment	8. **Develop Cross-School Collaboration Networks** Establish professional learning communities (PLCs) and inter-school partnerships to share best practices, resources, and innovative solutions. 9. **Foster a Culture of Shared Accountability** Engage all stakeholders—teachers, staff, families, and community members—in setting and achieving common goals for student success. 10. **Empower Students & Parents as Active Participants in Their Child’s Education** Implement programs that encourage student voice, leadership, and ownership of their learning journey.	➢ **Create a family resource center** to support engagement and collaboration ➢ **Engage Families and Communities as Partners**: Build collaborative relationships to support students’ academic and personal growth. ➢ Increase percentage of teachers with credentials or certifications for advanced learning (e.g. gifted, reading, math, ESOL, SPED) ➢ Form a teacher committee specifically working towards hiring highly qualified and effective teachers to join the VHE team. ➢ **Promote parent engagement** and involvement through PTO in 4 school wide PTO meetings a year. Topics to be determined based on parent input. ➢ **Promote parent engagement** and involvement through grade level family academic nights. ➢ Translation services and opportunities for parents who speak other languages to engage with teachers and the community. ➢ Parent meetings led by school. Grade level discussions with families. (PTO) ➢ Page 1 / 1 do better.



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

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Benjamin E. Mays HS

SMART Goals

Mission: *The mission of Benjamin E. Mays High School is to inspire learners in a secure, nurturing and collaborative environment to promote social and global awareness through academic ownership.*

Vision: *A high performing school where open-minded graduates are college and career ready, responsible digital citizens and critical thinkers within a globally competitive society.*

The percentage of students who graduate in four years will increase to 92% by June 2025

Literacy: Increase % of students scoring Developing + on EOC assessment by 5% by May 2025

Numeracy: Increase % of students scoring Developing + on EOC assessment by 5% by May 2025

Attendance: Increase CCRPI attendance percentage rate by 3% from 41.6% to 44.6% by May 2025

APS Strategic Priorities & Initiatives	***School Strategic Priorities***	***School Strategies***
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase Graduation Rate 2. Increase percentage of students showing proficiency in Milestone Courses. 3. Strengthen the Implementation of International Baccalaureate (Signature Program).	1a. Utilizing APS graphs (Missing Credit Report) to ensure student schedules are aligned to graduation requirements. Graduation Rate. 1b. Implemented Raider Minimester Night School to help students recover courses needed for graduation. Graduation Rate: Increase in # of students on track 2a. Facilitate observations and feedback from focus walks to identify strengths and opportunities for growth to identify needed professional development. 2b. Utilizing PLC data (formative, MAP, and benchmark) to design interventions and differentiate instruction to meet the needs of all students. 3a. Monthly IB Professional Development training for teachers to increase teacher capacity as it pertains to knowledge and instructional practices of IB that are aligned to the implementation o IB MVP & CP/DP Programmers. 3b. Additional support provided by a second coordinator dedicated to IB MVP.
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	4. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans. 5. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students.	4a. Identify most at-promise students through attendance, discipline, and academic data and assign student caseloads to support staff for weekly mental, emotional, & behavioral monitoring/support. 4b. Utilize the Care Team to identify at risk students and provide wrap-around services. Train all members of the Care Team on Restorative Practices. Implement school-wide training of PBIS for all staff members. 5. Implement classroom strategies aligned to the Personalized Learning core elements of Targeted Instruction and Student Reflection & Ownership.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	6. Retain and continue to develop a high-performing faculty. 7. Build Teacher capacity to support an increase in mastery for students.	6a. Appropriate training and professional learning for all Mays Faculty. 6b. Mentor-Mentee Induction program that support new teachers through New Teacher Learning Communities to provide necessary tools to be successful. 6c. Minimized number of taught courses for EOC teachers to increase focus on instructional planning and academic delivery. 7a. Consistent Observation and Feedback cycle to provide teachers with instructional support to build upon current practices. 7b. Coaching cycles with Instructional Coaches to engage in the observation, feedback, and modeling process. 7c. Weekly learning walks (Including Instructional Coaches, Master Teacher, Leaders, SELTS, and IB Coordinator to build instructional leader capacity.
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	8. Provide wrap services availability to address the academic, emotion, and behavioral needs of the students.	8a. Utilization of the Clinical Therapist to address the emotional needs of students. 8b. Leverage the budget to include and additional School Social Worker and Graduation Coach to address the needs of students. 8c. Leverage the behavior team to implement alternatives-to-suspension in order to decrease the amount of instructional loss and promote social emotional learning strategies. (Decrease OSS by 5%)

Identifying 2025-2030 Strategic Objectives: Stop Discussion

2020-2025 School Strategic Plan

APS Strategic Priorities & Initiatives	*School Strategic Priorities*
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase Graduation Rate 2. Increase percentage of students showing proficiency in Milestone Courses. 3. Strengthen the Implementation of International Baccalaureate (Signature Program).
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	4. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans. 5. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	6. Retain and continue to develop a high-performing faculty. 7. Build Teacher capacity to support an increase in mastery for students.
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	8. Provide wrap services availability to address the academic, emotion, and behavioral needs of the students.

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 our goals for 2030 are bigger than what we have achieved so far, then what must we do differently going forward?

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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 Graduation Rate 2. Increase percentage of students showing proficiency in Milestone Courses. 3. Strengthen the Implementation of International Baccalaureate (Signature Program).
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	4. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans. 5. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	6. Retain and continue to develop a high-performing faculty. 7. Build Teacher capacity to support an increase in mastery for students.
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	8. Provide wrap services availability to address the academic, emotion, and behavioral needs of the students.

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 our goals for 2030 are bigger than what we have achieved so far, then what must we do differently going forward?

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Identifying 2025-2030 Strategic Objectives: Continue Discussion

For the record, restate the "Strategic Priorities" from our 2020-2025 Strategic Plan that we think should continue as "Strategic Objectives" on our 2025-2030 Strategic Plan based on today's discussion.

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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

We will now move the Objectives (*previously Priorities*) we 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"

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Identifying 2025-2030 Strategic Objectives: "Start" Discussion

The mission of Bemjamin E. Mays High School is to inspire learners in a secure, nurturing and collaborative environment to promote social and global awareness through academic ownership.

Benjamin E. Mays High School
2025-2030 Strategic Plan Template

The vision of Benjamin E. Mays High School is to be a high performing school where open-minded graduates are college and career ready, responsible well-rounded citizens, and critical thinkers within a globally competitive society.

1 By 2030, the CCRPI attendance will increase by 3% per year to improve from 50% in 2026 to 62% by 2030.

2 By 2030, EOC results for students scoring Developing + and Proficient + in Biology, Algebra 1, US History, and 10th Grade Literature will increase by 3% annually beginning in FY27.

3 By 2030, B.E. Mays HS will be maintaining a steady 92%+ graduation rate for each graduating cohort.

4 By 2030, the College and Career Readiness index will increase by 3% per year to improve from 49% in 2026 to 61% by 2030.

We Are Strengthening Our Instructional Core
- TBD
- TBD

We Are Caring For Every Child
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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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- After we have aligned our Objectives to the appropriate Focus Area, identify any new Objectives the school must start to address the goals in our plan ✚
- **We should have 1-2 Objectives for each Focus Area.**
- Use the APS 2025-2030 Strategic Plan (slide 7) and our 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 we have something in the "**Community of Believers**" Focus Areas that support our core work (***Strength is Our Team, Responsibility is Shared, System is Effective & Efficient***)

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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
- 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.

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Questions?

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Information Items

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Principal’s Report

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Cluster Advisory Team Report
- Mr. Franchez Conner

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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 Peeples 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

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UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

Announcements

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Thank you

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