



# Preparing for Budget Development

GO Team Meeting #4



# **As We Prepare for Budget Discussions:**

Initial Fall to Winter MAP Data

Strategic Plan Updates and Priority Ranking for 24-25

GOAL: Approval of Strategic Plan Priorities 24-25 & Rank Strategic Priorities



# Timeline for GO Teams

You are **HERE**



1

Fall 2021

GO Team Developed  
2021-2025 Strategic Plan

2

Summer 2023

School Leadership  
completed Needs  
Assessment and defined  
overarching needs for  
SY23-24

3

August 2023

School Leadership  
completed 2023-2024  
Continuous Improvement  
Plan

4

Sept. – Dec. 2023

Utilizing current data, the  
GO Team will review &  
possibly update the  
school strategic priorities  
and plan

5

Before Winter Break

GO Team will take action  
(vote) on the school's  
strategic plan and vote  
on the ranked strategic  
plan priorities for  
SY24-25 budget  
discussions.



# Additional Action Item for Tonight:

The GO Team needs to **TAKE ACTION (vote)** on its updated Strategic Plan. After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.

# Data Review Initial Fall >> Winter MAP\*

*\*Pending End of Testing 12/15/23*



<b>Data Tracking MAP Scores, Grades 2 - 5</b>	% Proficient & Above Reading Fall 2023	#	% Proficient & Above Reading Winter 2023	#
All Students	<b>72</b>		<b>73</b>	
Distinguished	<b>36</b>		<b>38</b>	
Black or African-American	<b>44</b>	50	<b>49</b>	47
Hispanic	<b>49</b>	43	<b>44</b>	41
SWD	<b>26</b>	19	<b>26</b>	19
EL	<b>21</b>	23	<b>26</b>	23
<b>Math</b>				
<b>Data Tracking MAP Scores, Grades 2 - 5</b>	% Proficient & Above Math Fall 2023	#	% Proficient & Above Math Winter 2023	#
All Students	<b>69</b>		<b>70</b>	
Distinguished	<b>25</b>		<b>22</b>	
Black or African-American	<b>36</b>	50	<b>33</b>	45
Hispanic	<b>41</b>	42	<b>42</b>	41
SWD	<b>16</b>	19	<b>16</b>	19
EL	<b>28</b>	22	<b>35</b>	23

## MAP '23 Fall>>Winter

### *Sub-Group Goals from Current Strategic Plan*

*\*Winter Data is Still Pending  
Window Close 12/15/23*



# GO Team Discussion: Data Protocol

- What do you notice?
- What are your wonderings?
- What additional questions do you have?



# Strategic Plan Priorities & Ranking





# Discussion

## Strategic Plan Priority Ranking

In preparation for the 2024-2025 Budget Development (January–March 2024), the GO Team needs to rank its Strategic Plan Priorities.



**Mission:** With a culture of collaboration and high standards, all students will be nurtured and well-prepared for their future.

## Morningside Elementary School Strategic Plan (2022 - 2025, Update 1/31/23)

**Vision:** A high-performing community school where teachers inspire, families engage, and students excel.

### SMART Goals

Increase the % of 2nd – 5th students scoring proficient or above in READING from 79 to 81% on MAP Data from Fall 2022 to Spring 2023

1. Black or African American Students: 55 - 58%
2. Hispanic Students: 53 - 56%
3. Students with Disabilities: 32 - 35%
4. EL Students: 39 - 42%

Increase the % of 2nd – 5th students scoring proficient or above in MATH from 82% to 84% on MAP Data from Fall 2022 to Spring 2023

1. Black or African American Students: 56 - 59%
2. Hispanic Students: 66 - 69%
3. Students with Disabilities: 36 - 39%
4. EL Students: 52 - 55%

Increase the number of students in the Distinguished performance area on MAP Data from Fall 2022 to Spring 2023

- READING from 44% to 47%  
and  
MATH from 37% to 40%

### 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  
Collective Action, Engagement & Empowerment

### School Strategic Priorities (Ranking 2, 8, 3, 4, 7)

1. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.
2. Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups.
3. Offer a rigorous and relevant curriculum for all students, supported by the focus of our STEAM (Science, Technology, Engineering, Arts, Math) Signature Program.

4. Focus on individual student needs.
5. Strengthen our intervention and enrichment program.

6. Build capacity of talented and knowledgeable staff to meet student needs.
7. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.

8. Ensure successful transition of the MES community to the redesigned campus.
9. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.
10. Ensure that parents engaging in school-family activities reflect the diversity of our school.

### School Strategies

- 1A:** Use data (MAP, common assessments, Milestones) to strategically group students based on academic need.  
**1B:** Implement Teacher Created Common Assessments across all grades in Reading/ELA and Math, 2 for the first semester and 3 for the second semester.  
**2A:** Identify students at the threshold from Level 1-2, Level 2-3, and Level 3-4 and set specific goals for student MAP Growth.  
**2B:** Expand root cause analysis of achievement gaps using data protocol to include student, identifying strengths to build upon as well as opportunities to increase achievements.  
**3A:** Align curriculum within and across grades, identifying focus standards and learning targets.  
**3B:** Integrate STEAM activities across all content and grades.  
**3C:** Increase the amount of differentiated instruction, along with small groups to target struggling students and challenge average, above average, and distinguished learners.  
**3D:** Focus on sustainability initiatives...
- 4A:** Ensure our existing school schedule supports students with increased student needs, to show outsized gains in MAP (Reading & Math) for these students.  
**4B:** Provide customized learning strategies not only for students below standard, but students on or above grade level.  
**4C:** Provide support based on individual student needs - could be time restructure/addition or personnel related.  
**5A:** Enhance in-school enrichment opportunities and increase accessibility for all students.  
**5B:** Track enrichment opportunities for all students and determine which students are not participating and why.
- 6A:** STEAM Training  
**6B:** DEI /Build staff proficiency with cultural competency Anti-bias/equity training...  
**6C:** Monitor and expand professional learning opportunities to empower and equip teachers to work with our diverse population (ESL, IEP, 504).  
**7A:** Monitor and expand ways of increasing employee engagement, empowerment, and staff leadership opportunities.  
**7B:** Maintain our Staff Development Committee, made of teacher leaders, for planning available professional development days and attendance at conferences and workshops.  
**7C:** Foster an atmosphere that promotes work life balance?
- 8A:** Needs assessment?  
**9A:** Implement activities both at class level and school-wide that reflect all students' backgrounds and experiences.  
**9B:** Launch initial mentoring pilot program  
**9C:** Create a New Parent Program to introduce families to the school and the district.  
**10A:** Build a yearly Family Engagement Leadership Team, made up of parents, teachers and staff that coordinates, informs, and analyzes our family engagement and customizes to core groups in order to drive more diverse representation.  
**10B:** student, family and staff focus groups



**Mission:** With a culture of collaboration and high standards, all students will be nurtured and well-prepared for their future.

**Morningside Elementary School Strategic Plan  
(2022 - 2025, DRAFT Update in Process Dec. 23 - Jan. 24)**

**Vision:** A high-performing community school where teachers inspire, families engage, and students excel.

**SMART Goals**

The percentage of students in grades 3-5 scoring proficient or above in Reading, as measured by the Georgia Milestones, will increase from 75% in August 2023 to 80% in May 2024.

The percentage of students in grades 3-5 scoring proficient or above in Math, as measured by the Georgia Milestones, will increase from 75% in August 2023 to 80% in May 2024.

Distinguished?  
Attendance?

**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  
Collective Action, Engagement & Empowerment

**School Strategic Priorities**

1. Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.
2. Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups.
3. Offer a rigorous and relevant curriculum for all students
4. Focus on individual student strengths and needs in terms of whole child, including social and emotional learning.
5. Strengthen intervention and enrichment program.
6. Build capacity of talented and knowledgeable staff to meet student needs.
7. Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness. (keep)
8. Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.
9. Ensure that parents engaging in school-family activities reflect the diversity of our school.

**School Strategies**

- 1A. Use data (MAP, common assessments, universal screening, GMAS) to strategically group students based on academic need. Analyze class level student groups and differentiate based on this data.
- 1B. Refine Teacher Created Common Assessments across all grades in Reading/ELA and Math. With the data, create a plan for remediation and acceleration.
- 1C. Reduce class size K - 5.
- 2A. Increase the % of 2nd – 5th students scoring proficient or above in READING from 72 to % on MAP Data from Fall 2023 to Spring 2024: Black or African American Students: 44 - %; Hispanic Students: 49 - %; Students with Disabilities: 26 - %; EL Students: 21 - %
- 2B. Increase the % of 2nd – 5th students scoring proficient or above in MATH from 69% to % on MAP Data from Fall 2023 to Spring 2024: Black or African American Students: 36 - %; Hispanic Students: 41 - %; Students with Disabilities: 16 - %; EL Students: 28 - %
- 3A. Align curriculum across grades, identifying focus standards and learning targets.
- 3B. Increase rigor into the curriculum with STEAM Signature Program.
- 4A. Focus on sustainability of initiatives.
- 4B. Provide customized learning strategies not only for students below standard, but students on or above grade level.
- 4C. Seek out partnerships with community and nonprofit organizations to add to our expertise. Involve teachers on the Whole Child Team in some way. Strengthen mentoring program.
- 5A. Increase and strengthen our innovative EIP model.
- 5B. Prioritize support personnel such as coaches and master teacher leaders.
- 5C. Increase student strengths programming (STEAM Ambassadors, PE Helpers, Safety Patrol, WDAN) and explore programming for younger students that broadens opportunities.
- 6A. School-wide STEAM Training
- 6B. Build school-wide staff proficiency with cultural competency anti-bias/equity training.
- 6C. Monitor and expand professional learning opportunities to empower and equip teachers to work with all students.
- 7A. Monitor and expand ways of increasing employee engagement, empowerment, and staff leadership opportunities.
- 7B. Encourage teachers to increase and then apply their professional knowledge to the classroom to improve student performance.
- 7C. Create a schedule that increases teacher planning while supporting student learning.
- 8A: Implement activities both at class level and school-wide that reflect all students' backgrounds and experiences.
- 8B: Create a New Parent Program to introduce families to the school and the district.
- 9A. Increase parent voice by creating a partnership between the MES Family Engagement Leadership Team and the GO Team Family Engagement Committee.
- 9B. Increase parent voice by strengthening the GO Team Family Engagement Committee, i.e. multiple parent input opportunities.

# Strategic Plan Priorities:

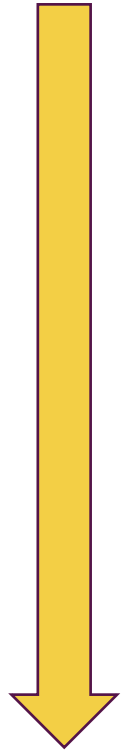
Do we have the right priorities?  
Once we do, can we rank them?

1. **Imbed a data-driven multi-tier system of support to improve individual as well as student group performance, focusing on both academic and social emotional learning outcomes.**
2. **Focus on eliminating academic achievement gaps among student groups, including African-American, Hispanic, and Special Education student groups.**
3. **Offer a rigorous and relevant curriculum for all students.**
4. **Focus on individual student strengths and needs in terms of whole child, including social and emotional learning.**
5. **Strengthen intervention and enrichment program.**
6. **Build capacity of talented and knowledgeable staff to meet student needs.**
7. **Create an environment that motivates and retains staff members, builds teacher leadership, and focuses on teacher wellness.**
8. **Create a welcoming, inclusive, and responsive culture that embraces all of our Morningside students and families.**
9. **Ensure that parents engaging in school-family activities reflect the diversity of our school.**

# Strategic Plan Priority Ranking

Insert the school's priorities from Higher to Lower

Higher



1.

Lower



# Work Session Suggested Goal Updates to the Strategic Plan

The percentage of students in grades 3-5 scoring proficient or above in Reading, as measured by the Georgia Milestones, will increase from 75% in August 2023 to 80% in May 2024.

The percentage of students in grades 3-5 scoring proficient or above in Math, as measured by the Georgia Milestones, will increase from 75% in August 2023 to 80% in May 2024.

## Third Goal: Distinguished or Attendance?

### **GMAS Goal Related to Distinguished:**

*Distinguished ELA scores increased from 30 - 37%*

*Distinguished Math scores increased from 36 - 44%*

### **Attendance Goal:**

*The percentage of students in kindergarten scoring as flagged on Spring MAP Fluency - Foundational Skills will increase from 93.5% to 95% (School Average CCRPI = 96.1)*

# Action on the Updated Strategic Plan

The GO Team needs to **TAKE ACTION (vote)** on its updated Strategic Plan. After the motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.

# Get Ready for 1st Look at Budget: January, 22nd 2024!

*(Principal Budget Training 1/17/24)*

- *Reminder to complete all APS Go Team Required Trainings!*







# Where we're going

At the January 22, 2024 meeting we will begin the discussion of the 2024-2025 budget. Meeting will be a hybrid meeting, in-person and live streamed.

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

**Thank you**