

GO Team

Business Meeting #2

Where we are – Where we're going

One District. One Goal. Every Child.

Agenda

- I. Call to Order**
- II. Roll Call; Establish Quorum**
- III. Action Items** *(add items as needed)*
 - a. Approval of Agenda
 - b. Approval of Previous Minutes
 - c. Additional Action Item 1 *(if needed)*:
- IV. Discussion Items** *(add items as needed)*
 - a. Graduation Rate *(For High School GO Teams if not previously discussed)*
 - b. 2025-2030 Strategic Plan Development
 - c. Additional Discussion Item *(if needed)*:
- V. Information Items** *(add items as needed)*
 - a. Principal's Report
 - b. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update
 - c. Additional Information Item *(if needed)*:
- VI. Announcements** *(add items as needed)*
- VII. Public Comment** *(if applicable)*
- VIII. Adjournment**

Action Items

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

Discussion Items

One District. One Goal. Every Child.

2025-2030 School Strategic Plan Development

A woman with glasses and braided hair, wearing a green shirt, is looking upwards in a classroom. She has an Atlanta Public Schools ID badge. The background shows a classroom with a whiteboard and various items on a desk.

Atlanta Public Schools 2025-2030 Strategic Plan

One District. One Goal. Every Child.

WHO WE ARE...

We are *Atlanta's* Public School System

WHY WE EXIST...

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

A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

Our Strength is Our Team

Atlanta's students will have effective and engaged teachers, leaders, and staff.

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff
- Grow and promote strong teachers, leaders, and staff

Our Responsibility Is Shared

Atlanta's students will have supportive families, communities, and partners.

- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
- Increase access and engagement for families and communities

Our System Is Efficient & Effective

Atlanta's students will have the schools and resources they need to succeed.

- Maximize facility usage for the student and community good
- Leverage data to drive strategic financial investments
- Implement sustainability initiatives

We Are Strengthening Our Instructional Core

Atlanta's students will have high-quality instruction, materials, and targeted support.

- Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas
- Target resources towards subgroups (eg. exceptional education, English learners, economically-disadvantaged)
- Accelerate early learning

We Are Caring For Every Child

Atlanta's students will have trusted, supportive adults meeting their unique needs.

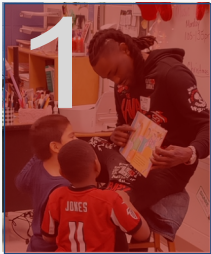
- Expand strategies that reduce chronic absenteeism and disproportionate discipline
- Implement systematic culture and climate strategies
- Increase student access to trusted and reliable adults (eg. mentors, coaches, counselors)

We Are Sparking Student Curiosity

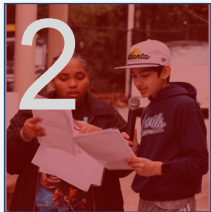
Atlanta's students will have access to explore and expand their passions and interests.

- Promote robust arts, athletics, world language, and enrichment offerings
- Expand access to high-interest and workforce-ready offerings (e.g. career programs and pathways, advanced coursework)
- Explore specialized and innovative school models (eg. School of the Arts)

Goals and Key Performance Indicators



By 2030, we will increase the percentage of 3rd grade students scoring proficient or above in ELA (GA Milestones) by **20 percentage points**.



By 2030, we will increase the percentage of 8th grade students scoring proficient or above in Math (GA Milestones) by **20 percentage points**.



By 2030, we will increase the percentage of students meeting at least one CCRPI College and Career Readiness Indicator by **20 percentage points**.

Focus Area: We Are Caring For Every Child

Actual (2025)

Light pink: 2024

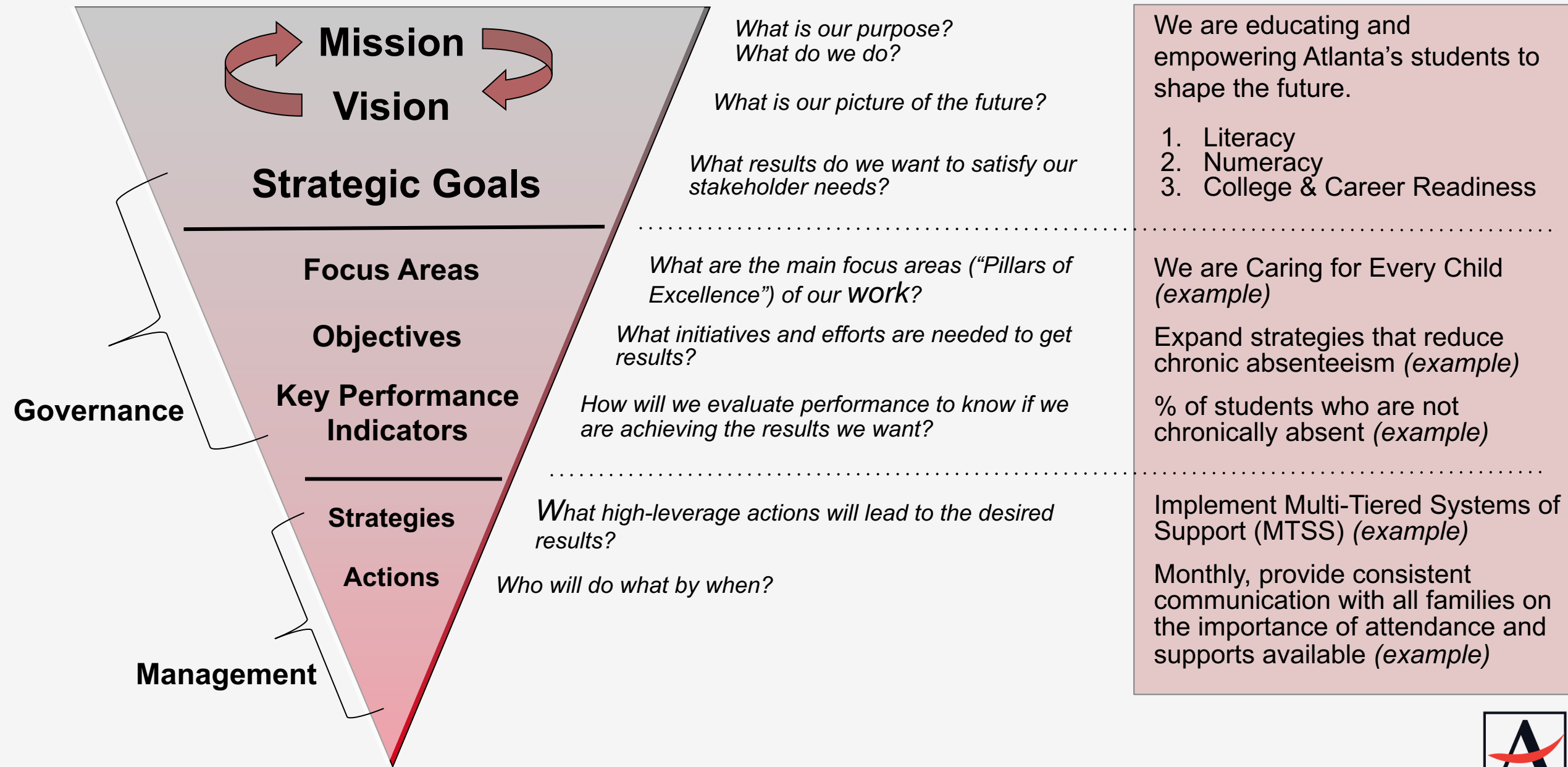
Target (2030)

68.8%	Absenteeism % of students who are not chronically absent*	80%
60%	Sense of Belonging % students who feel a sense of belonging*	75%
89.6%	Discipline: All Students % of all students without suspensions (OSS) *	95%
83.5%	Discipline: Students with Disabilities % of Students with Disabilities students without suspensions (OSS)*	95%
86.4%	Discipline: Black Students % of Black students without suspensions (OSS)*	95%
56%	Student-Staff Relationships % of students feeling comfortable going to most or all of the adults in the school for help*	75%
0%	Student Success Plans % of students with individual success plans	90%
19%	School Climate % of schools with 4 or 5 star climate rating*	50%

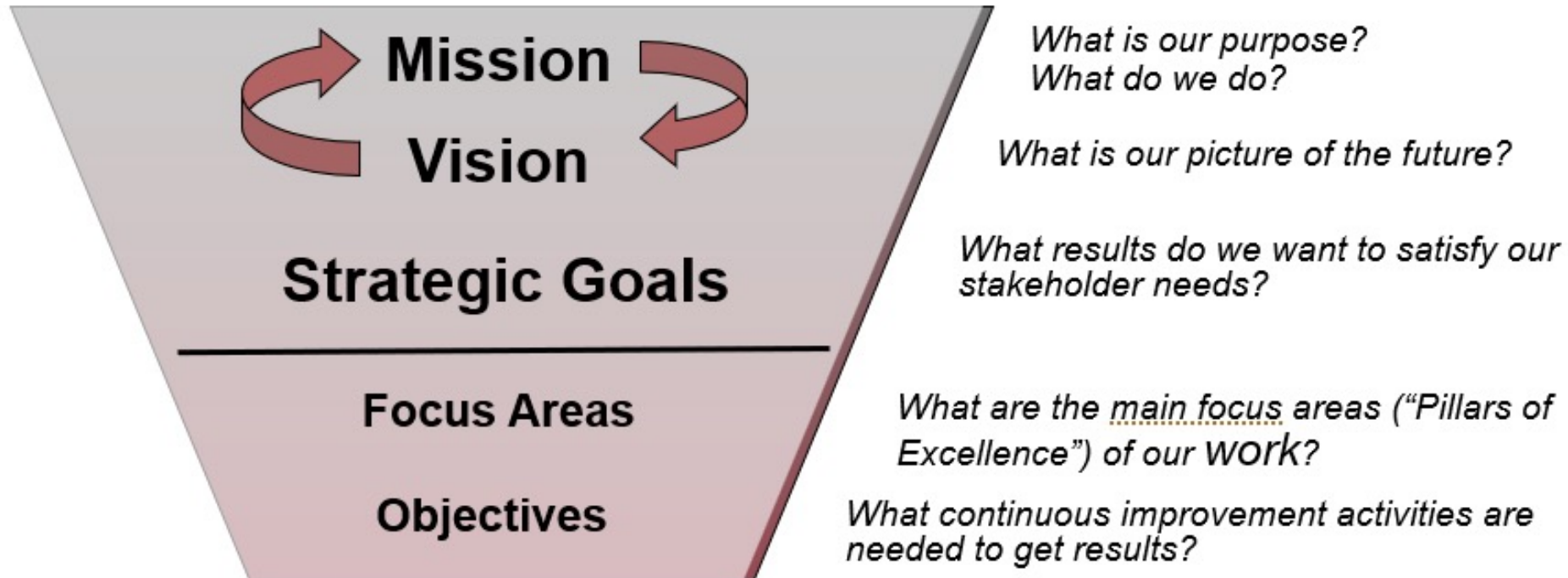
* Includes Charter and Partner Schools

GO Team School Strategic Plan Development

One District. One Goal. Every Child.



GO Team Focus (Governance)



School Strategic Planning Overview

Purpose

To cascade the district strategic plan to the school level, while grounding our focus in the school's Continuous Improvement Plan. This will **create alignment, reduce confusion, and simplify our efforts.**

Timeline

Our school's 2030 Strategic Goals and Objectives should be **updated, approved and ranked by January 2026.** Schools will focus on the strategies as part of FY27 Budget and Continuous Improvement Plan processes.



Three Key Resources to Review

1

2020-2025 School Strategic Plan

Mission: Our mission is to provide a comprehensive and rigorous curriculum that will prepare all students to be life-long learners and globally minded citizens, who are growing in academics, character, and leadership.

SMART Goals

- Students in grades 3-5 will increase the level of Proficient and above students by at least 3 percent on the EOG ELA GMAS
- Students in grades 3-5 will increase the level of Proficient and above students by at least 3 percent on the EOG Math GMAS
- To further support whole child development, the school will increase the integration of SEL strategies throughout the school day amongst and between school stakeholders inclusive of students, staff, parents, and community.

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. Increase staff knowledge of math and ELA/reading best practices to impact student learning.
- 2. 3. Increase implementation and intersection of IB and DU
- 1. Develop a culture with an emphasis on Social Emotional Learning
- 2. Professionally develop the teaching staff by providing tailored, specific PD based on their collective and individual strengths and weaknesses
- 1. Build capacity of staff around ELL learners and strategies and tenets of IB.
- 1. Build a school structure to provide support and opportunities for staff feedback

School Strategies

- 1A. Create instructional frameworks to guide math and ELA/Reading instruction
- 1B. Strengthen language development with a literary focus on interactive Read Alouds in ELA classes.
- 1C. Reflect & Revise IB unit planners after implementation in grade PreK – 5th grade.
- 1: Increase the amount of time allocated in the master schedule for SEL instruction
- 2: Develop master schedule where teachers have collaborative planning opportunities to improve teacher efficiency in inquiry based instruction in all content areas.
- 1: Dual Language Immersion Program as the approved instructional model for ESOL students in grades K- 5 and provide opportunities and partnership with the EOSL/World Language Department for staff to become ESOL endorsed
- 2: Create a matrix and schedule to ensure all staff are trained on IB annually.
- 1: Consolidate the lead team & pedagogical lead team into one governing body to streamline operation and structure for support

Vision Frederick W. Benteen Elementary School is a school that provides a world class education that prepares students of today to be leaders of tomorrow.

2

2025-2026 Continuous Improvement Plan Goals

- By the end of the 2025 - 2026 school year, Benteen will increase the CCRPI Attendance by at least 6.6% points from 83.4% to 90%.
- By the end of the 2025 - 2026 school years, Benteen will increase the percent of students scoring proficient and above on the GMAS assessments in math by 5%, from 35% to 40%. Benteen will decrease the percent of students scoring beginning on the GMAS assessment in math by 3%, from 38 to 35%.
- By the end of the 2025 - 2026 school year, Benteen will increase the CCRPI Attendance by at least 6.6% points from 83.4% to 90%.

3

School Data Sheet

<https://tinyurl.com/SchoolDataSheets>

KPI Summary District				Current District Performance	2030 Goal
Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	46.0%	+ 19.0 pp	65.0%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	22.2%	+ 25.0 pp	47.2%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	11.2%	+ 10.0 pp	21.2%
	Subgroup Proficiency: Economically Disadvantaged stud.	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	18.8%	+ 25.0 pp	43.8%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	66.0%	+ 9.0 pp	75.0%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	63.6%	+ 11.4 pp	75.0%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.6%	+ 9.4 pp	75.0%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+ 9.8 pp	75.0%
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	32	- 22 schools	10
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	68.8%	+ 11.2 pp	80.0%
	Discipline: All Students	% of students without suspensions	89.5%	+ 5.5 pp	95.0%
	Discipline: Black Students	% of Black students without suspensions (OSS)	86.4%	+ 8.6 pp	95.0%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	83.4%	+ 11.6 pp	95.0%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	43.6%	+ 21.4 pp	65.0%
We Are Sparking Student Curiosity	School Climate*		60.0%	+ 20.2%	80.2%
	Beyond the Core: Elements School*		99.0%		98.8%
	Beyond the Core: Middle School*		99.1%		96.5%
Pathway Completion*			85.0%		78.5%

Use the QR code to access all school data sheets

School Strategic Planning Process

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):

- Confirm & Prioritize Your Strategic Plan

Today's Focus:

School Strategic Planning Process: Steps 1, 2, and 3

1 Review Data

2 Align Mission/Vision/Purpose

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

1. Review Data

One District. One Goal. Every Child.

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?

Paul L. Dunbar Elementary School

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	8.2%	+ 26.8 pp	35.0%	8.2%	
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	34.0%	+ 21.0 pp	55.0%	34.0%	
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	20.6%	+ 26.0 pp	46.6%	20.6%	
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	12.1%	+ 10.0 pp	22.1%	12.1%	
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	21.0%	+ 26.0 pp	47.0%	21.0%	
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	70.4%	+ 10.7 pp	81.1%	70.4%	
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	69.4%	+ 10.7 pp	80.1%	69.4%	
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	On List	-	Not On List	On List	
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	65.5%	+ 15.0 pp	80.5%	65.5%	
	Discipline: All Students	% of students without suspensions	97.3%	+ 1.3 pp	98.5%	97.3%	
	Discipline: Black Students	% of Black students without suspensions (OSS)	97.5%	+ 1.0 pp	98.5%	97.5%	
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	95.9%	+ 2.6 pp	98.5%	95.9%	
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	66.2%	+ 17.8 pp	84.0%	66.2%	
	School Climate*	School climate star rating out of 5	3 ★	+ 1 ★	4 ★	3 ★	
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	99.6%	+ 0.1 pp	99.7%	99.6%	
Our Strength is Our Team	Staff Engagement	% of engaged staff	59.5%	+ 13.1 pp	72.7%	59.5%	
	Teacher Experience	% of teachers with 3 or more years of experience	85.2%	+ 4.8 pp	90.0%	85.2%	
	Teacher Compensation	Average teacher salary	\$87,768	+ \$12,232	\$100,000	\$87,768	
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to “Supporting Student Success” (Family Engagement Survey)	88.2%	+ 1.8 pp	90.0%	88.2%	
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.1%	+ 19.0 pp	67.1%	48.1%	
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	51.1%	+ 10.0 pp	61.1%	51.1%	
	Enrollment	School meeting K-12 Enrollment Minimums	262	+ 188 students	450	262	

2. Align Mission/Vision/Purpose

One District. One Goal. Every Child.



ATLANTA
PUBLIC
SCHOOLS

We are *Atlanta's* Public School System

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

Note:

- Your GO Team will decide if they would like to update the school mission, vision, or purpose statements. Use this slide and a combination of the next 2 slides to display your school's current mission and vision, and lead your team in the discussion.
- **Potential Activity:** Share the current school mission/vision. Ask GO Team members to hold up fingers to indicate their level of satisfaction with the current mission and vision (**5=Love it, 0=Strongly Dislike**). Proceed with the discussion based on the team's feedback.



Mission Paul L. Dunbar is a school where excellence is expected, and all students are developed academically, socially, and emotionally in order to become globally competitive.

School Name: Dunbar Elementary School

Vision: Paul L. Dunbar Elementary is a school that nurtures and develops life-long learners who are problem solvers and internationally minded citizens.

SMART Goals

By May 2025, we will increase the % of students in grades 3-5 scoring proficient or above in reading by 5% from 22% to 27% and decrease students scoring beginning by 5% from 53% to 48% on MAP.

By May 2025, we will increase the % students in grades 3-5, scoring proficient or above in math by 5% from 10% to 15% and decrease students scoring beginning by 5% from 58% to 53%.

By May 2025, we will increase the % of CCRPI Attendance from 60% to 65%. (5% Growth)

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. Offer an academically challenging curriculum that prepares students for college and career readiness
2. Effectively implement literacy curriculum to include explicit instruction
3. Effectively implement math curriculum
4. Effectively use existing and appropriate tools to measure, analyze, and communicate student progress
5. Effectively monitor attendance protocols and systems
6. Create a collaborative, inclusive, and responsive school culture
7. Build teacher capacity to meet the academic needs of the students
8. Create a Supportive Work Environment that motivates and retains staff.
9. Provide necessary resources to enhance teaching and learning in all spaces
10. Attract and build capacity of talented and knowledgeable staff to meet school needs
11. Build and sustain parent engagement, community partnerships, and student voice

School Strategies

- 1A. Align the school schedule to create collaborative planning session for each teacher
- 1B. Aligned the instructional framework to maximize instructional time in the classroom.
- 1c. Integrate reading strategies and fluency facts into all exploratory courses
- 2a. Ensure all classroom are print –rich with Literacy Centers that focus on various reading skills
- 2b.. Ensure all classroom are using visual supports and engaging texts to increase literacy
- 3a 1Emphasize problem-solving strategies and encourage students to explain their reasoning
- 3b. Ensure Math Centers allows students to practice a variety of difference skills at their own pace.
- 4a.. Complete ongoing data protocol with teachers during collaborative planning
- 4B. Use if frequent common assessments , analyze date, use to guide instruction
- 6a .Integrate SWD professional learning to structure special education instructional framework
- 4c/5b. Implement a school wide behavior plan (PBIS focused) / Implement attendance Incentives
- 6a.. Implement and Monitor professional learning collaborative planning to review instructional framework
- 6b. Continue to build instructional teams to support the teachers and students
- 7a .Integrate SEL Awareness and moment to build positive work environment
- 8a.. Implement Wellness Days and celebrate teachers and staff for attendance, data, personal accomplishments
- 9a. Increase math manipulatives, literacy manipulatives, and reading centers
- 10a Encourage Endorsements in Reading, math, technology to increase professional knowledge.
- 11a. Build and sustain parent engagement, community partnerships, and student voice

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?



ATLANTA
PUBLIC
SCHOOLS

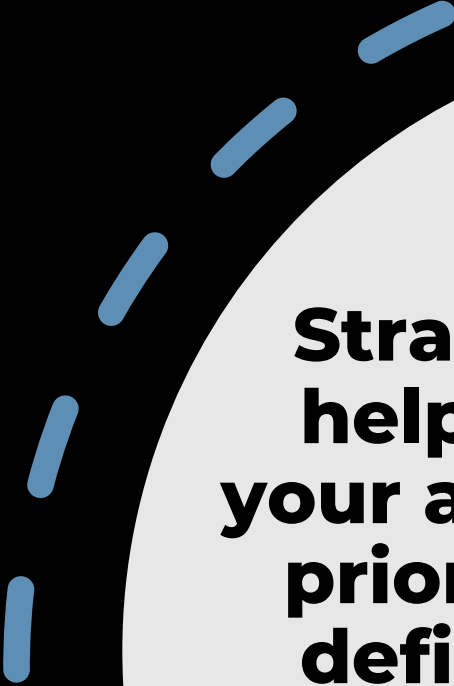
Proposed Updates to School Mission and Vision:

Enter proposed changes to the school mission and vision here based on the GO Team's discussion.



3. Confirm 2030 Goals

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



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

Robert J. Mckain



Questions?



Principal's Report

One District. One Goal. Every Child.



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

UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

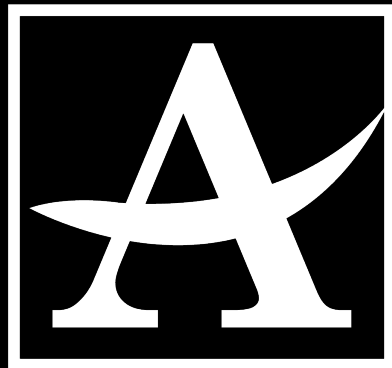


ATLANTA
PUBLIC
SCHOOLS

Questions?



Thank you



ATLANTA
PUBLIC
SCHOOLS

