GO TEAM MEETING #1

FY25 Tuesday, October 1, 2024

TOPICS

School Strategic Plan

Strategic Plan & Priorities Review

SMART Goals

Data Discussion

Spring MAPS

GMAS

School Uniform Discussion

Principal's Report

Current Enrollment & Leveling

Information about our school



Meeting Agenda

Benjamin E. Mays High School

Date: Tuesday, October 1, 2024

Time: 5:15 pm

Location: Mays High on the Hill YouTube

- Call to Order
- II. Roll Call; Establish Quorum
- III. Action Items
 - A. Approval of Agenda
 - B. Approval of Previous Minutes: September 3, 2024
 - C. Additional Action Item 1: Appoint Student Representative
 - D. Additional Action Item 2: Appoint Community Member
- IV. Discussion Items
 - School Strategic Plan
 - i. Strategic Plan & Priorities Review
 - ii. SMART Goals
 - B. Data Discussion
 - i. Spring 2024 MAP Results
 - ii. 2024 GA Milestones Results
 - C. Optional School Uniform
 - ACTION ITEM: Move forward with maintaining or explore establishing an optional school uniform
 - ii. (if the team wishes to move forward): Discussion: School Uniform Advisory Committee
 - iii. ACTION ITEM: Resolution establishing the School Uniform Advisory Committee (If applicable)
- Information Items
 - A. Principal's Report
 - i. Enrollment and Leveling Updates
 - ii. Additional Information Items
 - B. Cluster Advisory Team Report
- VI. Announcements
- VII. Public Comment
- VIII. Adjournment

2021-2025 STRATEGIC PLAN

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.

Benjamin E. Mays HS

SMART Goals

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 from 88.8% in June 2024.

Literacy: Increase % of students scoring Developing + on EOC assessment by 5% by May 2024 Numeracy: Increase % of students scoring Developing + on EOC assessment by 5% by May 2024 Attendance: Increase the attendance percentage rate by 3% from 80% to 83%

APS Strategic Priorities & Initiatives

School Strategic Priorities

School Strategies

Fostering Academic Excellence for All

Data Curriculum & Instruction Signature Program

- 1. Increase Graduation Rate
- Increase percentage of students showing proficiency in Milestone Courses.
- 3. Strengthen the Implementation of International Baccalaureate (Signature Program).
- 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

- Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.
- 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.
- 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.
- 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.

School Support

Strategic Staff Support quitable Resource Allocation

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%)

Strategic Plan Priority Ranking

Insert the school's priorities from Higher to Lower

Higher

- 1. Retain and continue to develop a high performing faculty. (6)
- 2. Build teacher capacity to support an increase in mastery for students. (7)
- 3. Strengthenn the implementation of IB. (3)
- 4. Utilize flexible learning tools, technology, integration and target instruction to personalize learning for all students. (5)
- 5. Implement Whole-Child systems of support that integrate socialemotional learning, behavior, wellness, and comprehensive academic intervention plans. (4)
- 6. Provide wrap-around services to address the academic, emotional, and behavioral needs of the students. (8)
- 7. Increase Milestones scores (2)
- 8. Increase Graduation Rate (1)



CONNECTING THE STRATEGIC PLAN & CONTINUOUS IMPROVEMENT PLAN

Strategic Plan Priority

CIP SMART Goal

Key Indicator

Increase
Graduation Rate



By May 2025, Mays will achieve a 92% graduation rate 3% increase)



Course grades and credits each year



Increase percentage
of students
showing
proficiency in
Milestone Courses



Developing + and Proficient + increases in American Lit, Biology, US History and Algebra 1 EOCs



MAP growth data from Fall, Winter, and Spring administrations as well as District Common and Summative Assessments

Provide wrap around services availability to address the academic, emotional, and behavioral needs of the students.



By May 2025, the CCRPI Attendance will increase by 3% and students with 4+ incidents will decrease by 5%



Monthly suspension and attendance rates

DATA DISCUSSION

SPRING MAP RESULTS

School	Window	Exams							
Mays	Fall 2023-2024	2,454	40%	2	7%	18%		12%	4%
	Winter 2023-2024	54	52%		26	%	13%		9%
	Spring 2023-2024	774	40%	23	%	18%	11	%	8%

GMAS RESULTS

Milestones Math results are embargoed by GA DOE until late September 2024.

Spring EOC Data

American Lit:

- 3.7%-pt increase in Developing+ Learners +
- 4.5%-pt increase in Proficient+ Learners

U.S. History:

- 0.8%-pt increase in Developing+ Learners
- 0.4%-pt increase in Proficient+ Learners

Biology:

- 19.6%-pt increase in Developing+ Learners
- 16.8%-pt increase in Proficient+ Learners

Am Lit EOC Scores	% Developing+	% Proficient+	
Spring 2024 Results	46.3%	16.2%	
Spring 2023 Results	42.6%	11.7%	

USH EOC Scores	% Developing+	% Proficient+	
Spring 2024 Results	49.0%	12.6%	
Spring 2023 Results	48.2%	12.2%	

Biology EOC Scores	% Developing+	% Proficient+	
Spring 2024 Results	58.9%	31.0%	
Spring 2023 Results	39.3%	14.2%	



GLOWS & GROWS

GLOWS

- There was a 5%-point increase in the percentage of 9th graders scoring in the Average and Higher quartiles on MAP Math.
- Mays received IB MYP authorization and are on track for DP
- CCRPI Attendance has increased to 43.8%, compared to 39.6% in SY23-24.
- The graduation rate continued to increase. The SY23-24 Graduation Rate was 88.7%
- EOC scores increased for Dev + and Prof +

GROWS

- In SY 23-24, there was a 4% -point decrease in the percent of 9th graders scoring in the Average and Higher quartiles on MAP Reading.
 - The percentage of students with 4+ incidents is 18.4% in SY 23-24, up approximately 50% from SY 23-24 (12.7%)
 - In 2023, the CCRPI CCR rate was 22.04%, Accelerated Enrollment was 46.56%, and Pathway Completion was 69.36%
 - ATSI Special Education additional support

ARE WE ON TARGET TO IMPACT SUCCESSFULLY ACCOMPLISH **OUR PRIORITIES?**

GO TEAM DISCUSSION: DATA PROTOCOL

• What do you notice?

• What are your wonderings?

• What additional questions do you have?

Timeline for GO Teams

You are **HERE**



1

Fall 2021

GO Team Developed 2021-2025 Strategic Plan 2

<u>Summer</u>

School Leadership completed Needs Assessment and defined overarching needs 3

<u>August</u>

School Leadership completed Continuous Improvement Plan



Sept. - Dec.

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



Before Winter Break

GO Team will take action (vote) on the rank of the strategic plan priorities for SY25-26 in preparation for budget discussions.



QUESTIONS?

DISCUSSION: OPTIONAL SCHOOL UNIFORM

OPTIONAL SCHOOL UNIFORM

In the 2023-2024 school year, the APS Board of Education updated the <u>district's dress code policy</u>. As part of the update, starting with the 2025-2026 school year if a school wishes to <u>maintain or explore implementing</u> an optional school uniform, it <u>must</u> go through an engagement process and have a vote as outlined below:



ELEMENTARY

A school uniform is adopted upon the agreement of the principal and a majority vote of the School Governance Team (GO Team).



MIDDLE

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.



HIGH

School uniforms are adopted upon the agreement of the principal, GO Team and the elected student government. If the school does not have an elected student government, then a majority vote must be secured from the student body to adopt a school uniform.

ABOE POLICY JCDB STUDENT DRESS CODE

(Last Revised, 06/03/2024)

http://tinyAPS.com/?APSDressCodePolicy

REQUIREMENTS

- 1. A top of non-see through fabric
- 2. A bottom of non-see through fabric
- 3. Shoes
- 4. Undergarments that are not visible

RESTRICTIONS

- 1. No words or symbols that are gang-related, sexually suggestive, obscene or promote illegal behavior
- 2. Nothing associated with alcohol, illegal drugs or tobacco
- 3. No flip-flops, athletic slides or footwear that doesn't support the front and back of the foot

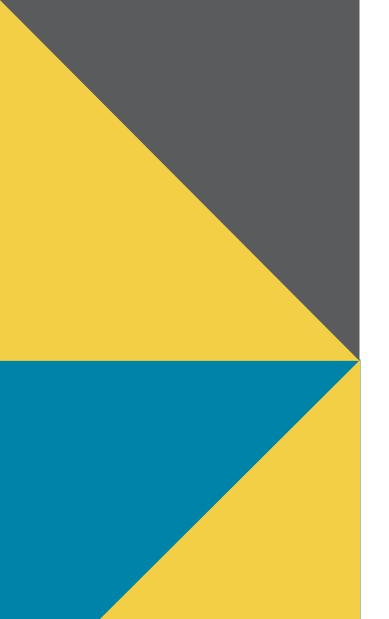
SCHOOL-SPECIFIC DRESS CODES

We have one districtwide student dress code adopted by the Atlanta Board of Education.

School-specific dress codes may not contradict Board policy.

Examples of problematic school specific dress-code provisions

"no short shorts "dress in good "no spaghetti "no activewear" "no baggy pants" "no sweatpants" or skirts" taste" straps" "no "no 'extreme' "no dresses" "no joggers" "no tube tops" tight/revealing "no leggings" hairstyles or clothing" colors" "students dressed in "no "hair should be "no shirts which "all shirts must be uniform are better hoodies/hooded "no Crocs" clean and neatly perceived by teachers tucked in expose cleavage" jackets" groomed" and peers"



SCHOOL UNIFORMS

Schools may choose to adopt an *optional* school uniform.

Effective immediately, at no time will students have their instructional time interrupted or be barred from school or class for declining to wear the optional school uniform.

ESTABLISH AN OPTIONAL SCHOOL UNIFORM

The GO Team needs to **TAKE ACTION** (vote) on exploring implementing an optional school uniform.

If there is a motion and a second, the GO Team may have additional discussion. Once discussion is concluded, the GO Team will vote.

If the GO Team votes to move forward, then the team should proceed to discuss the School Uniform Advisory Committee.

If there is no motion to move forward with exploring an optional school uniform, we will proceed with the next agenda item.

TAKE ACTION

DISCUSSION

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

The GO Team will now discuss if they wish to move forward with establishing a School Uniform Advisory Committee.

The School Uniform Advisory Committee will be responsible for:

- 1. Develop a stakeholder engagement plan to receive feedback on implementing a uniform and its components, if adopted. Must include a minimum 20-day public comment period on any proposed uniform
- 2. Recommending the optional school uniform components.
- 3. Establishing the student voting timeline and process (*if necessary*).
- 4. Determine the length of time the uniform will be in use before reconsideration
- 5. Developing a communication plan to inform the school community about the optional school uniform, if the uniform is adopted
- 6. Other objectives as defined by the GO Team.

COMMITTEE MEMBERS

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

The GO Team will also need to determine who will be on the committee:

- 1. The GO Team Chair will name the Committee Chair.
- 2. No more than 2 additional GO Team members may be on the committee (a maximum of 3 GO Team Members).
- 3. Committee must have at least 3 students as outlined below:
- 4. Other committee members may be added, as determined by the GO Team.



ELEMENTARY

Elementary School with Ambassadors
Recommend inclusion of at least 3
student ambassadors

Elementary School without Ambassadors

Recommend inclusion of at least 3 students selected by the principal with GO Team input



MIDDLE

Middle School with Student Ambassadors

At least 3 student ambassadors

Middle School without Student Ambassadors

At least 3 students selected by the principal with GO Team input



HIGH

High School with Elected Student Government

At least 3 students as selected by the SGA

High School without Elected Student Government

At least 3 students as selected by the principal with GO Team input

ESTABLISH THE COMMITTEE

Only needed if the GO Team voted YES to maintaining or exploring establishing an optional school uniform.

The GO Team needs to **TAKE ACTION** (vote) on establishing its **School Uniform Advisory Committee** based on the previous discussion.

After the motion and a second, the GO Team may have additional discussion.

Once discussion is concluded, the GO Team will vote.

If the GO Team votes in the affirmative (yes) for moving forward, then the Chair will need to fill out a committee resolution form (*see example on next slide*) and send to the GO Team Office.

TAKE ACTION

BLANK COMMITTEE RESOLUTION



	Committee Establishment Resolution			
The	GO Team shall have a School Uniform Committee.			
	mittee, consisting of the principal or his/her designee, designated chair, and mbers appointed by the GO Team (see back for list of members).			
shall serve in a	e chair shall attend all meetings of the committee. The Advisory Committee an advisory capacity, offering assistance and making recommendations to the ction. The Advisory Committee shall not have the authority to act on behalf of			
committee cha	e Advisory Committee shall be scheduled and publicly noticed by the air. A written report of committee discussions shall be presented by the air to the GO Team at the next scheduled GO Team meeting.			
The proposed necessary):	Advisory Committee has the following goals/objectives (add objectives, if			
a)	Develop a stakeholder engagement plan to receive feedback on implementing a uniform and its components. if adopted. Must include a minimum 20-day public comment period on any proposed uniform			
b)	Recommend the optional school uniform components			
c)	Establish the student voting timeline and process (if necessary)			
d)	<u>Determine the length of time the uniform will be in use before reconsideration</u>			
e) <u>Create a communication plan to inform the school community</u> about the optional school uniform, if the uniform is adopted				
The proposed	Advisory Committee will operate as an AD HOC COMMITTEE.			
Expected Com	mittee Time Frame:			
	(must be completed by last GO Team meeting of SY 24-25)			
Principal	Date GO Team Chair Date			
Advisory Com	mittee Chair Date Date Submitted to GO Team Office:			



School Uniform Committee Membership

You may have no more than 3 GO Team members (committee chair and 2 others) on the committee. For middle and high schools, there must be at least 3 student representatives.

For all other members, list the members of the committee below as voted on by the GO Team. Other than GO Team members, names can be provided as individuals are identified. For example, if the GO Team voted for the Committee to have 2 individuals with medical background, and a faith leader, list under Role: Medical, Medical, and Faith Leader.

Role	Name	Email Address
Chair		

(add additional rows, if needed)

STRONG STUDENTS | STRONG SCHOOLS | STRONG STAFF | STRONG SYSTEM



PRINCIPAL'S REPORT

MAYS HIGH SCHOOL LEVELING AND FY25 BUDGET ADJUSTMENT

October 1, 2024



ENROLLMENT

Projected Enrollment	1378
15-Day Count(08.21.24) Enrollment	1331
Difference	47

LEVELING

Leveling is the process the District uses to adjust school budget allocations to match student enrollment.

Budget Adjustment* -\$163,698

*The budget adjustment reflects the impact of the following: enrollment changes, FY25 reserve, adjustments to Title I, Family Engagement and School Improvement Allocations, Security Grants and FY24 carryover funds

SUMMARY OF CHANGES AS A RESULT OF FY25 BUDGET ADJUSTMENT

Personnel Changes	Non-Personnel Changes
Reduction of one (1) teacher	
Reduction of three (3) Special Education para-professionals	

ADDITIONAL INFORMATION ITEMS

CLUSTER ADVISORY TEAM REPORT

ANNOUNCEMENTS

PUBLIC COMMENT

QUESTIONS?

ADJOURNMENT Thank you!