

GO TEAM MEETING #1

E. Rivers Elementary School
September 23, 2024

TOPICS

School Strategic Plan

Strategic Plan & Priorities Review

SMART Goals

Data Discussion

Spring MAP

GMAS

School Uniform Discussion

Principal's Report

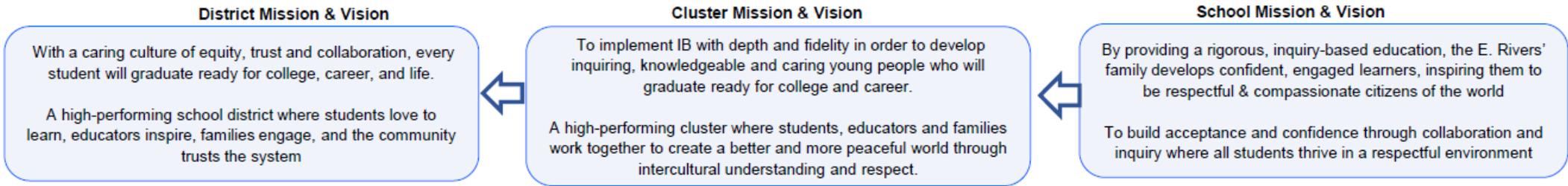
Current Enrollment & Leveling

Information about our school

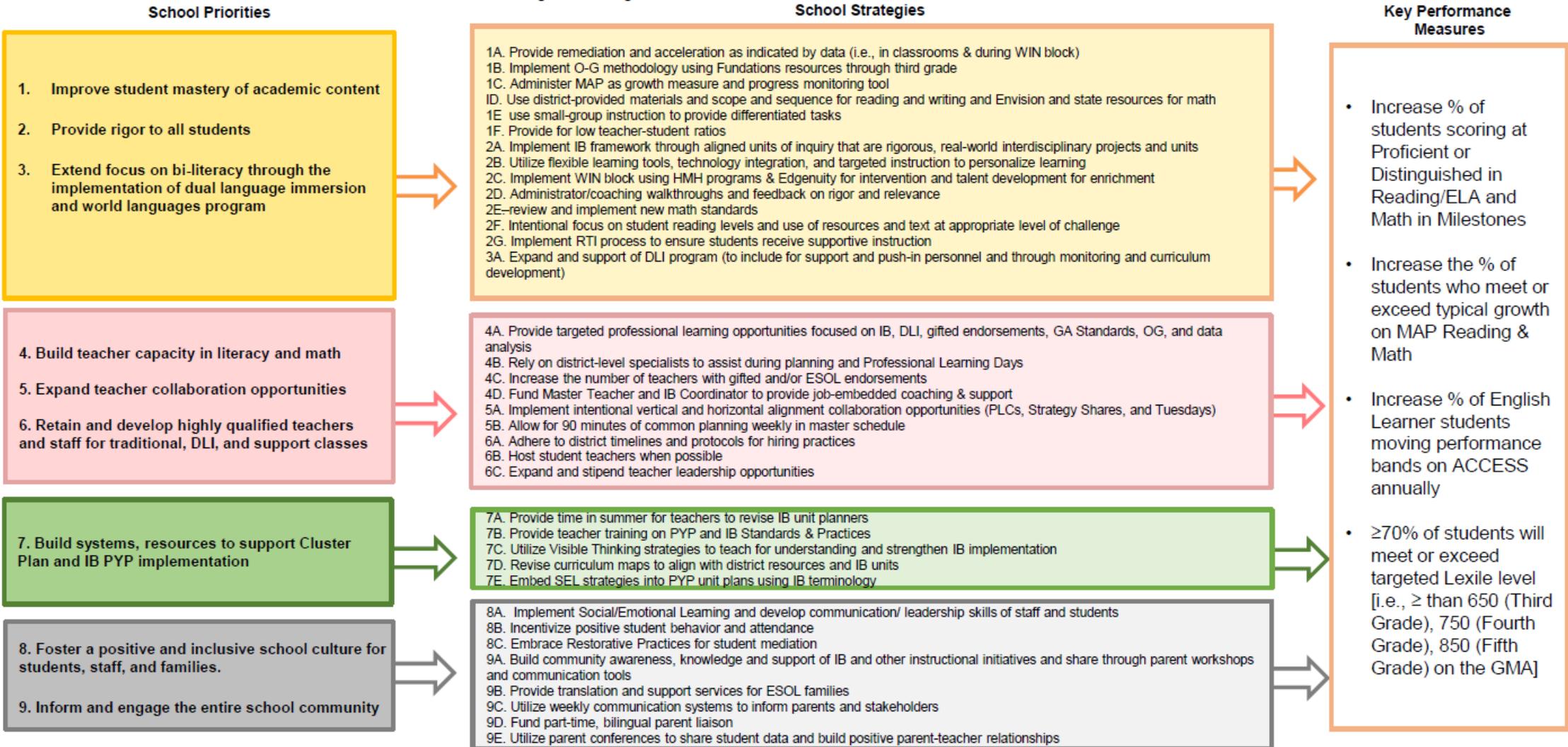


**2021-2025
STRATEGIC PLAN**

E. Rivers Elementary School (North Atlanta Cluster) 2023-24 Strategic Plan

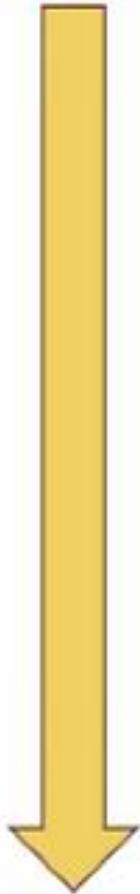


Signature Program: International Baccalaureate School Strategies



Rivers' Strategic Plan Priority Ranking

Higher



Lower

1. Provide rigor to all students
2. Improve student mastery of academic content
3. Retain and develop highly qualified teachers and staff for traditional, DLI, and support classes
4. Build teacher capacity in literacy and math
5. Expand teacher collaboration opportunities
6. Foster a positive and inclusive school culture for students, staff, and families
7. Build systems, resources to support Cluster Plan to include IB implementation
8. Extend focus on bi-literacy through the implementation of dual immersion language and world language program
9. Inform and engage the entire school community

Our Overarching Needs: Elementary & Middle Schools

<p>Literacy: Inconsistent practices and philosophies for teaching reading within and across grade levels.</p>	<p>Numeracy: Lack of intentional focus during PLC meetings to internalize standards and to identify and correct student misconceptions.</p>	<p>Whole Child & Intervention: Teachers have had inconsistent training and monitoring.</p>
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SMART Goals (Elementary and Middle Schools)

<p>The percentage of students who score proficient and above on GMAS will increase by three percent from 55% in '24 to 58% in '25.</p>	<p>The percentage of students who score proficient and above on Spring MAP will increase by three percent from 46% in '24 to 49% in '25.</p>	<p>The percentage of students who <u>report to liking school</u> will increase by 5%, from 65% in '24 to 70% in '25 and the percentage of students who report that students treat each other well will increase by 5% from 55% in '24 to 60% in '25.</p>
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Progress Monitoring Measures

<p>- Aimsweb Data MAP Growth Common Assessments bi-weekly Learning Walks to focus on small groups, Foundations, and</p>	<p>-AIMSweb data -MAP Growth -Common Assessment in Envision -biweekly Learning Walks to focus on small groups and differentiation</p>	<p>-number of student participation in student clubs</p>
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Elementary & Middle Schools Literacy CIP Goal:

The percentage of students who score at proficient and above will increase by three percent from 55% in Spring '24 to 58% in spring '25.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Revise pacing guides during PLC meetings to include strategies for re-teaching	PLC Chairs Instructional Coach IB Coordinator Greeson & Harrell	August 2024-April 2025	-50% of PLC time will involve strategy study and share -90% of lessons will follow pacing guides - % of small group instruction will reflect re-teaching	-60% of students will meet projected MAP RIT growth for MAP Reading - PLC meeting minutes	NA	C & I Data
implement science of reading strategies to include Flyleaf, Heggerty, Morpheme Magic	PLC Chairs RAL Coach Greeson & Harrell	August 2024-April 2025	-100% of students will be placed into appropriate FlyLeaf groups based on assessment data	-60% of students will meet projected MAP RIT growth for MAP Reading	NA	C & I Data
Implement differentiated small groups to include guided reading and re-teaching	Classroom teachers Admin	August 2024-April 2025	->60% of learning walks will include small group instruction	-60% of students will meet projected MAP RIT growth for MAP Reading	NA	Personalized Learning
Build-in time for remediation in the master schedule and in teacher lesson plans	RAL Coach PLC Chairs Greeson & Harrell	August 2024-April 2025	-At least 60 minutes/month will be reserved for remediation	->75% of students will score >70% on unit common assessments 	Action Plans	C & I Personalized Learning
Integrate subject-specific content and vocabulary (e.g., SS & Science) into reading instruction	Instructional Coach IB Coordinator PLC Chairs	August 2024-April 2025	-at least 75% of nonfiction texts relate to current IB units -pacing guides and lesson plans	->75% of students will score >70% on unit common assessments		NA
Identify and utilize "Lab Classrooms" for science of reading modeling	RAL Coach PLC Chairs Admin	August 2024-April 2025	-at least 85% of teachers will visit a lab class each quarter	--60% of students will meet projected MAP RIT growth for MAP Reading	NA	C & I

Additional Action Steps required for subgroup populations.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
SWD teachers and SWD co-teachers will have dedicated time for common planning and on-going training	SELT cluster Inclusion specialist	quarterly	-75% of classroom observations will include differentiated tasks for SpEd students in co-taught setting	-60% of SWD will meet projected RIT growth in MAP Reading	NA	Personalized Learning
Schedule targeted EIP push-in supports in under-performing groups (i.e., Hispanic and black) using ESOL teachers	EIP & ESOL Teachers classroom teachers	August 2024-April 2025	-75% of classroom observations will include EIP students working in small group with teacher	-60% of EIP students will meet projected RIT growth in MAP Reading	NA	Personalized Learning
SELT reviews plans and data with SpEd and co-teachers	Giles	August 2024-April 2025	-100% of SpEd students will have data toward progress monitoring goals	-60% of SWD will meet projected RIT growth in MAP Reading	NA	Whole Child & Intervention
Implement bridging to increase vocabulary mastery in DLI classrooms	DLI Teachers Instructional Coach Greeson & Harrell	August 2024-April 2025	-daily lesson plans include <u>specified</u> vocabulary for bridging	-60% of DLI students will meet projected RIT growth in MAP Reading ->75% of students will score >70% on unit common assessments	NA	C & I

Elementary & Middle Schools Numeracy CIP Goal:

The percentage of students who score at proficient and above on Spring MAP will increase by three percent from 46% in Spring '24 to 49% in Spring '25.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Conduct standard, unit, lesson internalization	PLC Chairs Instructional Coach Greeson & Harrell	August 2024-April 2025	-at least 80% of math units will utilize the internalization process -100% of teachers will administer math common assessments	->75% of students will score >70% on unit common assessment-	NA	C & I
Facilitate bi-weekly data meetings	PLC Chairs Instructional Coach Greeson & Harrell	August 2024-April 2025	->95% of teachers will collect and analyze data from math common assessments ->30% of all PLC meetings will include data analysis	-60% of students will meet projected MAP RIT growth for MAP Math	NA	Data & Personalized Learning
Utilize small groups to focus on differentiation	classroom teachers administration	August 2024-April 2025	->60% of learning walks will include small group instruction	-60% of students will meet projected MAP RIT growth for MAP Math	NA	Personalized Learning
Include learning targets and success criteria with daily lesson plans.	classroom teachers administration	August 2024-April 2025	90% of weekly lesson plans will include the action step.	-60% of students will meet projected MAP RIT growth for MAP Math	NA	C & I


Action Plans

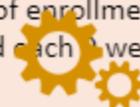
Additional Action Steps required for subgroup populations.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Schedule targeted EIP push-in supports in under-performing groups (i.e., Hispanic and black) using ESOL teachers	EIP & ESOL Teachers classroom teachers	August 2024-April 2025	-75% of classroom observations will include EIP students working in small group with <u>teache</u>	-60% of EIP students will meet projected RIT growth in MAP Math	NA	Personalized Learning
SELT reviews plans and data with SpEd and co-teachers	SELT - Giles	August 2024-April 2025	-100% of SpEd students will have data toward progress monitoring goal	-60% of SWD will meet projected RIT growth in MAP Math	NA	Personalized Learning
Implement bridging to increase vocabulary mastery in DLI classrooms	DLI Teachers Instructional Coach Greeson & Harrell	August 2024-April 2025	-daily lesson plans include <u>specified</u> vocabulary for bridging	-60% of DLI students will meet projected RIT growth in MAP Reading ->75% of students will score >70% on unit common assessments	NA	C & I

Whole Child & Intervention CIP Goal:

The percentage of students who report liking school will increase by 5%, from 65% in '24 to 70% in '25 and the percentage of students who report that students treat each other well will increase by 5% from 55% in '24 to 60% in '25.

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Teach Second Step and SEL strategies for staff	SEL Coordinator & Admin SEL CLL support		100% of teachers will maintain active Second Step accounts in digital platform	The number of discipline incidents/referrals will decrease by 15%, down from 32 complete incidents/referrals in 23-24	NA	C & I
Utilize PBIS incentives using Roars Bucks and the Roars Store & Lion's Den	Admin MTSS Specialist	August 2024 - May 2025	Behavior referrals to admin Number of students participating in the Lion's Den and Roar's Store	The number of discipline incidents/referrals will decrease by 15%, down from 32 complete incidents/referrals in 23-24	PTA & Behavior Incentives	Whole Child
Positive phone calls from admin and/or staff to students who are modeling desired behavior	Admin Staff	August 2024 - May 2025	Excel spreadsheet of student with demographic info	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child
Incentivize lunchroom and bus behavior with rewards	Admin MTSS Specialist Lunch monitors Bus Drivers	August 2024 - May 2025	at least 80% of all classes will receive lunchroom rewards	The number of discipline referrals from lunchtime will decrease by 25% from last year	PTA & Behavior Incentive	Whole Child
Monthly and quarterly student recognitions - AR, IB Students of the Month, MAP growth	Admin Media Specialist Instructional Coach	August 2024 - May 2025	At least two celebrations per month	At least 25% of enrollment will be recognized each 9 weeks.	PTA & Behavior Incentive	Whole Child
Increase participation in student clubs and extracurricular activities	Club sponsors	August 2024 - May 2025	Student list and meeting schedules	a 25% increase of club offerings	NA	Whole Child
Implement Lion's Pride Walls to recognize positive dispositions and personal achievements	Admin MTSS Specialist	August 2024 - May 2025	100% of classroom doorways will display students being recognized	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child
Implement a formal structure for lunch bunch/breakfast club	Admin MTSS Specialist Counselor Social Worker	August 2024 - May 2025	5 - 10 students per quarter per adult	At least 25% of enrollment will be recognized each 9 weeks.	NA	Whole Child



Action Plans



**DATA
DISCUSSION**

SPRING MAP MATH RESULTS

MAP Growth Achievement Level Predictions by School

Georgia Milestones Achievement Level Predictions are only made for Grades 2-8

(*Reading tests taken in Spanish are not given a GAMAS Achievement Level)

click in a school or district row to see grade level performance if there are above 10 students per grade

Data updates
nightly
during test
window.



School	Window	Exams				
DISTRICT	Fall 2023-2024	17,910	35%	37%	20%	9%
	Spring 2023-2024	18,238	39%	33%	18%	10%

School	Window	Exams				
E Rivers	Fall 2023-2024	437	19%	34%	32%	15%
	Spring 2023-2024	451	21%	37%	29%	12%

SPRING MAP MATH GROWTH %

School	☰	Growth Timeframe	Grade	Exams	49%	47%
E Rivers		Fall to Spring (same school year)		603		
E Rivers		Fall to Spring (same school year)	KK	91	33%	63%
			01	100	45%	50%
			02	94	48%	50%
			03	99	41%	53%
			04	116	59%	39%
			05	103	66%	29%

SPRING MAP READING

MAP Growth Achievement Level Predictions by School

Georgia Milestones Achievement Level Predictions are only made for Grades 2-8

(*Reading tests taken in Spanish are not given a GAMAS Achievement Level)

click in a school or district row to see grade level performance if there are above 10 students per grade

Data updates
nightly
during test
window.



School	Window	Exams				
DISTRICT	Fall 2023-2024	17,969	37%	28%	23%	12%
	Spring 2023-2024	18,326	39%	26%	23%	12%

School	Window	Exams				
E Rivers	Fall 2023-2024	435	24%	23%	32%	22%
	Spring 2023-2024	450	24%	26%	28%	22%

SPRING MAP READING GROWTH %

School	☰	Growth Timeframe	Grade	Exams	46%	6%	48%
E Rivers		Fall to Spring (same school year)		603			
E Rivers		Fall to Spring (same school year)	KK	91			
			01	100			
			02	93			
			03	100			
			04	116			
			05	103			

49 schools saw percentage point gains in students performing **at proficient or above**

- Hillside Conant School, +17.1 (charter)
- Barack and Michelle Obama Academy, +13.3
- Atlanta Neighborhood Charter Elementary, +10.8 (charter)
- Fred A. Toomer Elementary School, +10.2
- Usher-Collier Elementary School, +10
- Tuskegee Airmen Global Academy, +9
- KIPP Vision Primary Charter School, +8 (charter)
- Continental Colony Elementary School, +7.2
- Cascade Elementary School, +6.3
- Wesley International Academy, +6.1 (charter)
- Hope-Hill Elementary School, +6
- Paul L. Dunbar Elementary School, +5.9
- Centennial Academy, +5.7 (charter)
- David T. Howard Middle School, +5.6 (middle school)
- **E. Rivers Elementary School, +5.5**
- Bolton Academy Elementary School, +5.4
- F. L. Stanton Elementary School, +5.4
- William Finch Elementary School, +4.8
- Westside Atlanta Charter School, +4.7
- Morris Brandon Elementary School, +4.5

Success in ELA:

- #9 in district in gains
- #9 in district in achievement

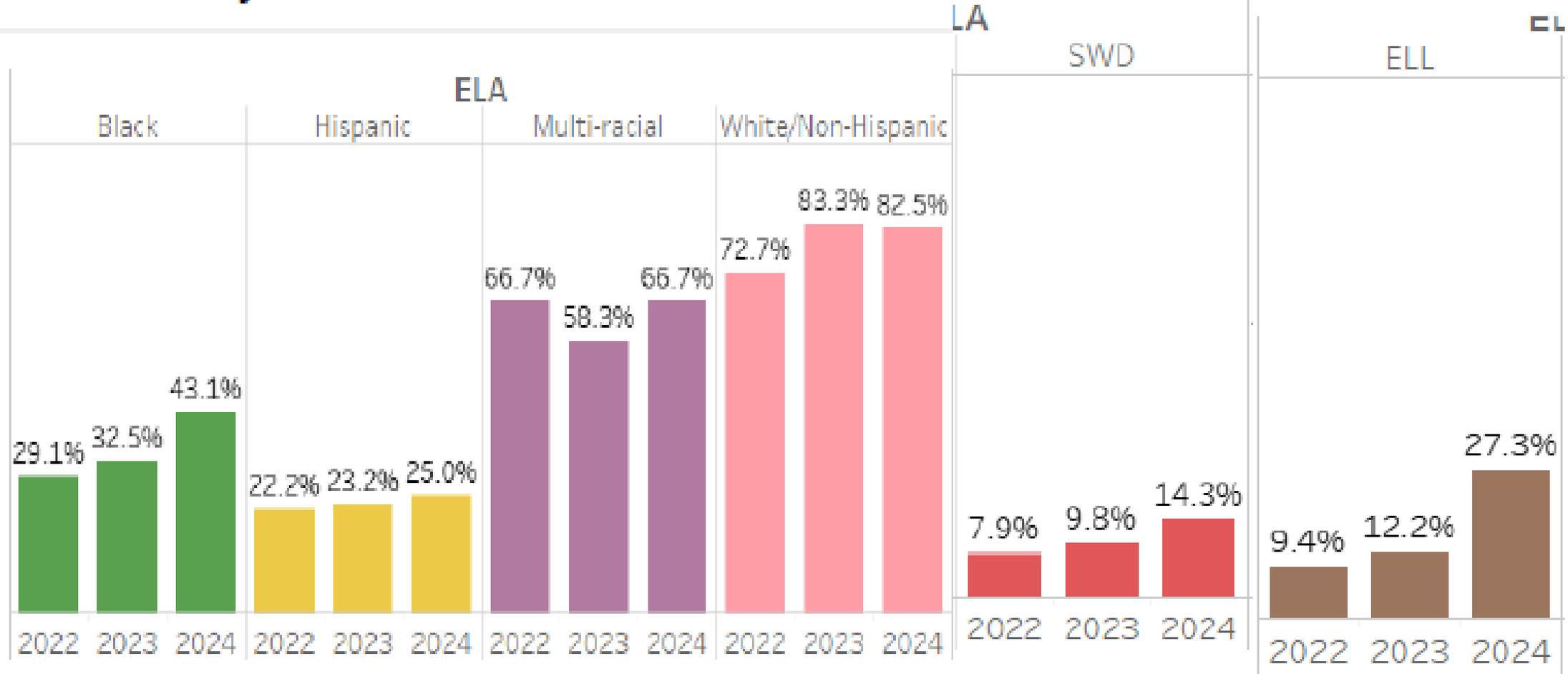
MILESTONES RESULTS READING

Subject	Grade	Year	Tested				
ELA	All	2022	330	27%	26%	30%	16%
		2023	337	24%	27%	28%	21%
		2024	347	25%	20%	35%	20%

Subject	Grade	Year	Tested				
ELA	3	2022	113	29%	21%	31%	19%
		2023	119	26%	21%	22%	31%
		2024	111	22%	19%	36%	23%
	4	2022	114	28%	23%	32%	18%
		2023	113	25%	30%	24%	21%
		2024	124	27%	23%	31%	19%
	5	2022	103	23%	36%	28%	13%
		2023	105	20%	30%	40%	10%
		2024	112	25%	18%	39%	18%

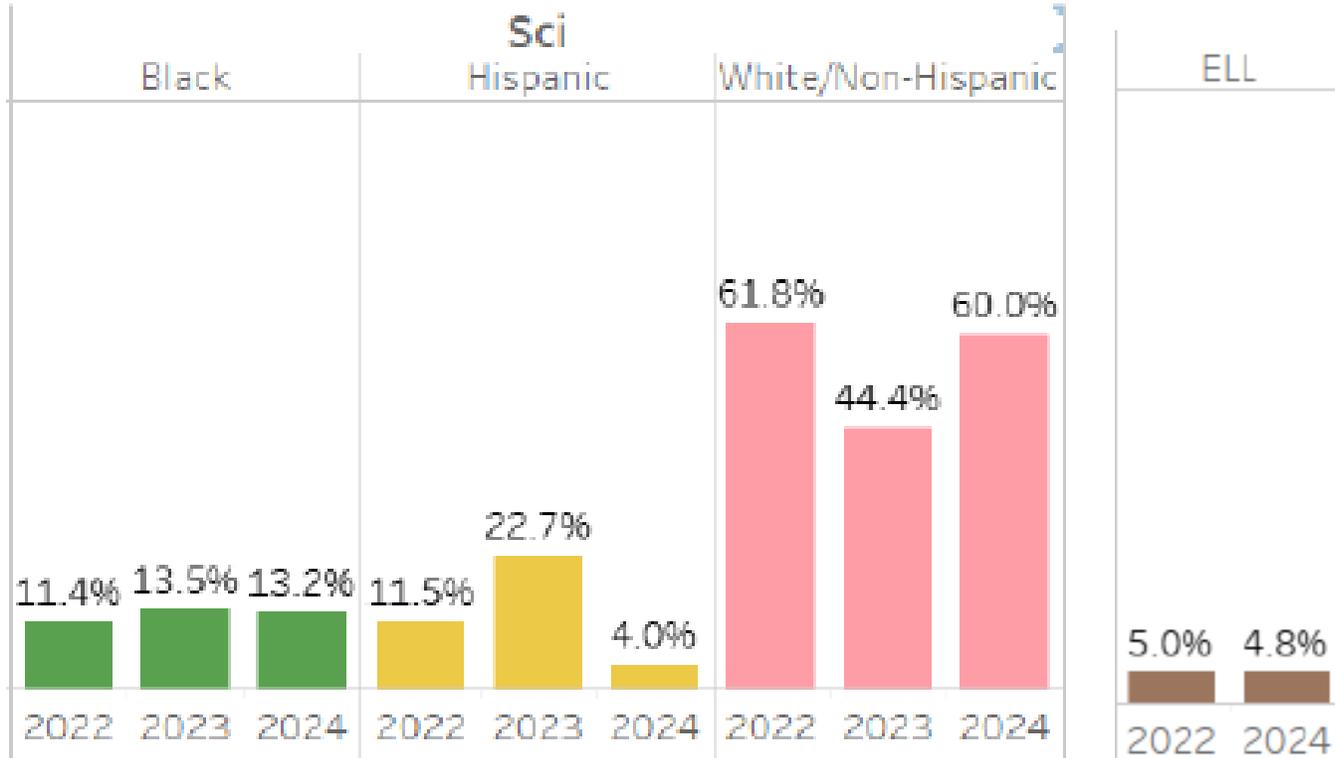
Proficient and Above

Race/Ethnicity and SWD



MILESTONES RESULTS SCIENCE

Sci	All	2022	103	40%	28%	21%	11%
		2023	105	43%	28%	19%	10%
		2024	112	49%	22%	17%	12%



GLOWS & GROWS

GLOWS

GROWS



IMPACT

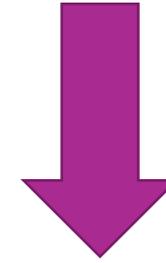
ARE WE ON TARGET TO
SUCCESSFULLY ACCOMPLISH
OUR PRIORITIES?

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

Summer

School Leadership completed Needs Assessment and defined overarching needs

3

August

School Leadership completed Continuous Improvement Plan

4

Sept. - Dec.

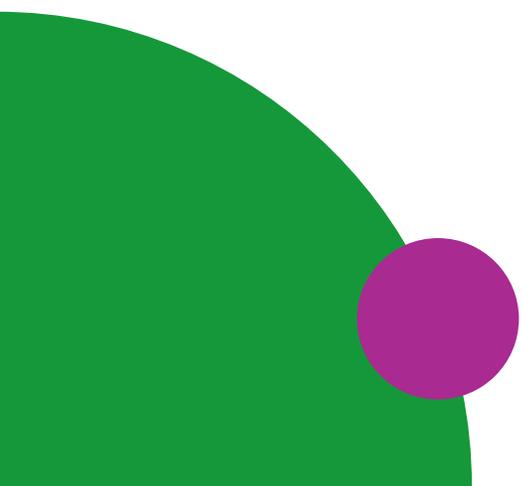
Utilizing current data, the **GO Team** will review & possibly update the school strategic priorities and plan

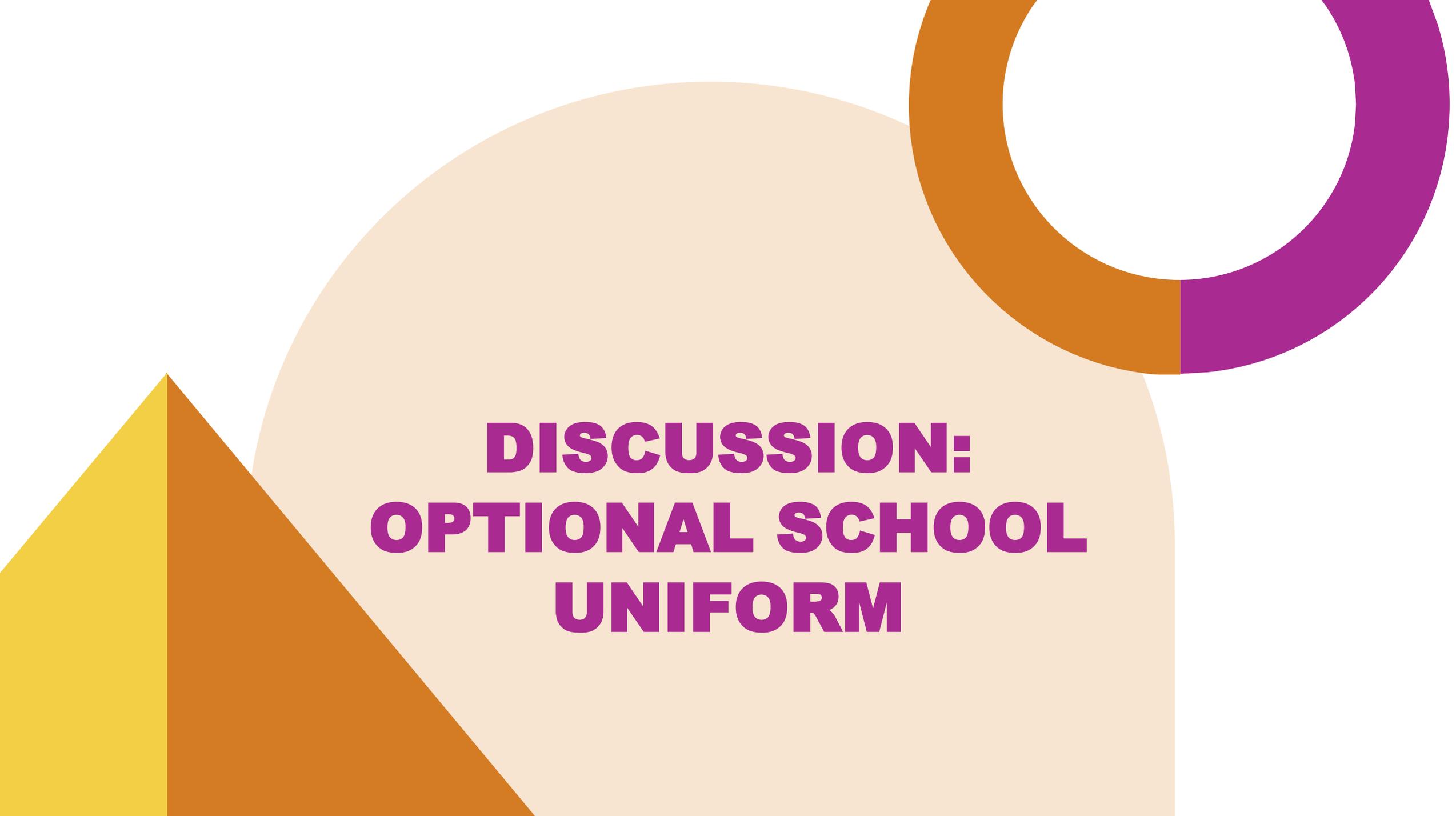
5

Before Winter Break

GO Team will take action (vote) on the 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 district's dress code policy. As part of the update, starting with the 2025-2026 school year if a school wishes to **maintain or explore implementing** an optional school uniform, it **must** 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.

If your school currently has a school uniform and wishes to continue it, you must go through this process!

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

“dress in good taste”

“no baggy pants”

“no sweatpants”

“no activewear”

“no short shorts or skirts”

“no spaghetti straps”

“no tube tops”

“no dresses”

“no tight/revealing clothing”

“no leggings”

“no joggers”

“no ‘extreme’ hairstyles or colors”

“no Crocs”

“all shirts must be tucked in”

“no hoodies/hooded jackets”

“hair should be clean and neatly groomed”

“no shirts which expose cleavage”

“students dressed in uniform are better perceived by teachers 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

If your school currently has a school uniform and wishes to continue it, you must go through this process!

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

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 to move forward, then the team should proceed to discuss the School Uniform Advisory Committee.

**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



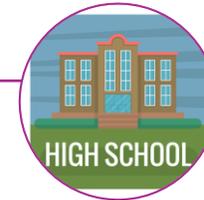
MIDDLE

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, Advisory Committee, consisting of the principal or his/her designee, designated chair, and additional members appointed by the GO Team (*see back for list of members*).

The committee chair shall attend all meetings of the committee. The Advisory Committee shall serve in an advisory capacity, offering assistance and making recommendations to the GO Team for action. The Advisory Committee shall not have the authority to act on behalf of the GO Team.

Meetings of the Advisory Committee shall be scheduled and publicly noticed by the committee chair. A written report of committee discussions shall be presented by the committee chair to the GO Team at the next scheduled GO Team meeting.

The proposed Advisory Committee has the following goals/objectives (*add objectives, if necessary*):

- 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) Determine the length of time the uniform will be in use before reconsideration
- e) Create a communication plan to inform the school community about the optional school uniform, if the uniform is adopted

The proposed Advisory Committee will operate as an **AD HOC COMMITTEE**.

Expected Committee Time Frame: _____
(*must be completed by last GO Team meeting of SY 24-25*)

_____	_____	_____	_____
Principal	Date	GO Team Chair	Date
_____	_____	Date Submitted to GO Team Office: _____	
Advisory Committee Chair	Date		



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)





PRINCIPAL'S REPORT

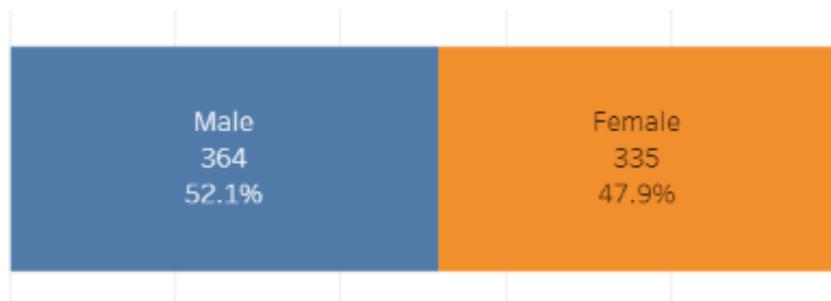
Enrollment Demographics

Enrollment totals are accurate up to the previous day

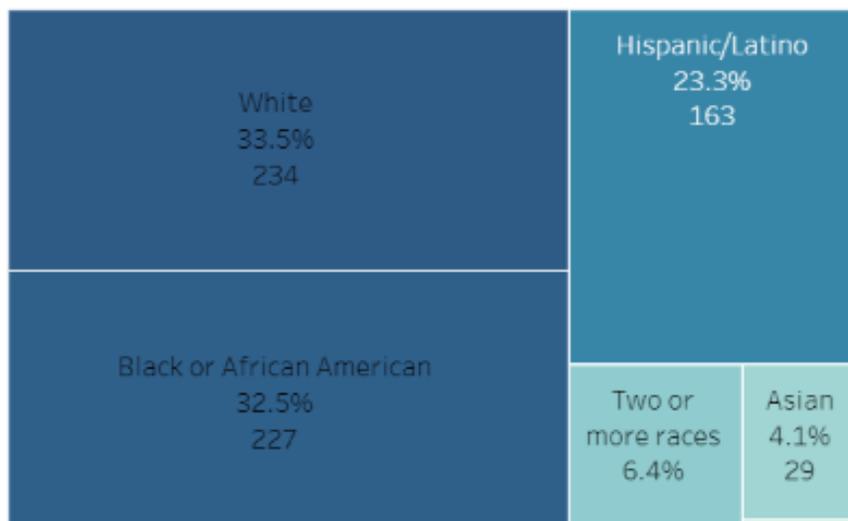
*Gifted numbers include the total number of students served the current school year but does not include all of the students who are eligible.

699
TOTAL ENROLLMENT

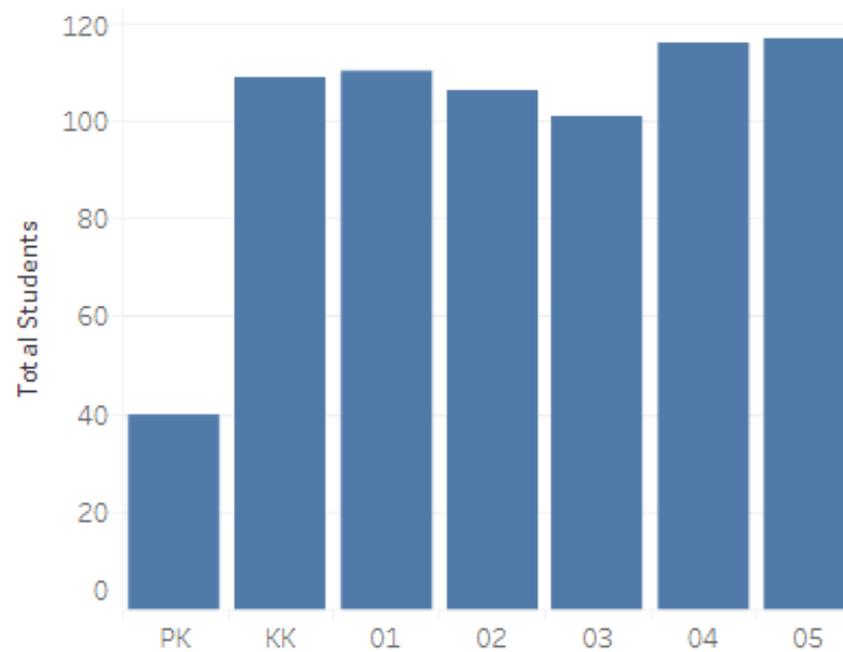
Gender



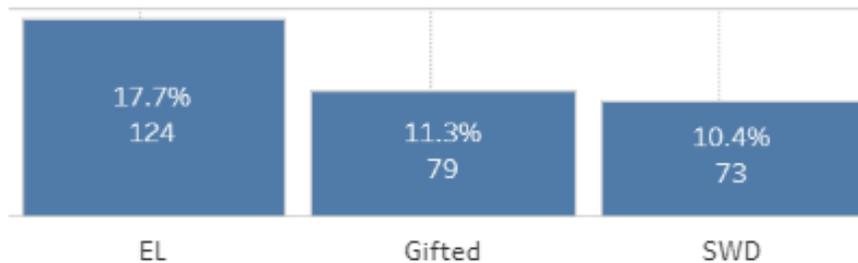
Race/Ethnicity



Total Number of Students by Grade



Special Programs



ENROLLMENTS & PROJECTIONS

Grade Level	FY23 Projection	Current Enrollment	Avg. Class Size
K	116	109	20 25 (DLI)
1	104	110	19 25(DLI)
2	110	106	15 23 (DLI)
3	109	101	19 21(DLI)
4	110	116	18 20.5(DLI)
5	116	117	21 16 (DLI)
Total	666	659	18.6 22(DLI)



JOIN US ON SATURDAY, SEPTEMBER 28

All GO team members are invited,
but plan to have at **least 3 members** of your
GO Team attend!



6th Annual G3 Summit

LEADING WITH PURPOSE: LET'S GET TO WORK

TUSKEGEE ARMEN GLOBAL ACADEMY

Saturday, September 28, 2024

8:30 AM - 2:30 PM

Go.Grow.Govern.