GO Team

Business Meeting #3
, December 2, mm 2025 ~ 4:30pm

Where we are – Where we're going

One District. One Goal. Every Child.

Georgia Department of Education RECOGNIZES:

3RD GRADE TEAM



LITERACY LEADERS

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. 2025-2030 Strategic Plan Development
    b. 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**



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Action Items

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

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Discussion Items

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2025-2030 School Strategic Plan Development

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Atlanta Public Schools
2025-2030 Strategic Plan

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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)

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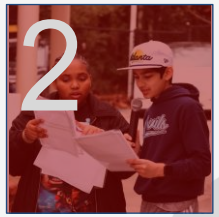
Goals and Key Performance Indicators



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

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GO Team School Strategic Plan Development

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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 initiatives and efforts are needed to get results?

How will we evaluate performance to know if we are achieving the results we want?

What high-leverage actions will lead to the desired results?

Who will do what by when?

We are educating and empowering Atlanta's students to shape the future.

1. Literacy
2. Numeracy
3. College & Career Readiness

We are Caring for Every Child *(example)*

Expand strategies that reduce chronic absenteeism *(example)*

% of students who are not chronically absent *(example)*

Implement Multi-Tiered Systems of Support (MTSS) *(example)*

Monthly, provide consistent communication with all families on the importance of attendance and supports available *(example)*

GO Team 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 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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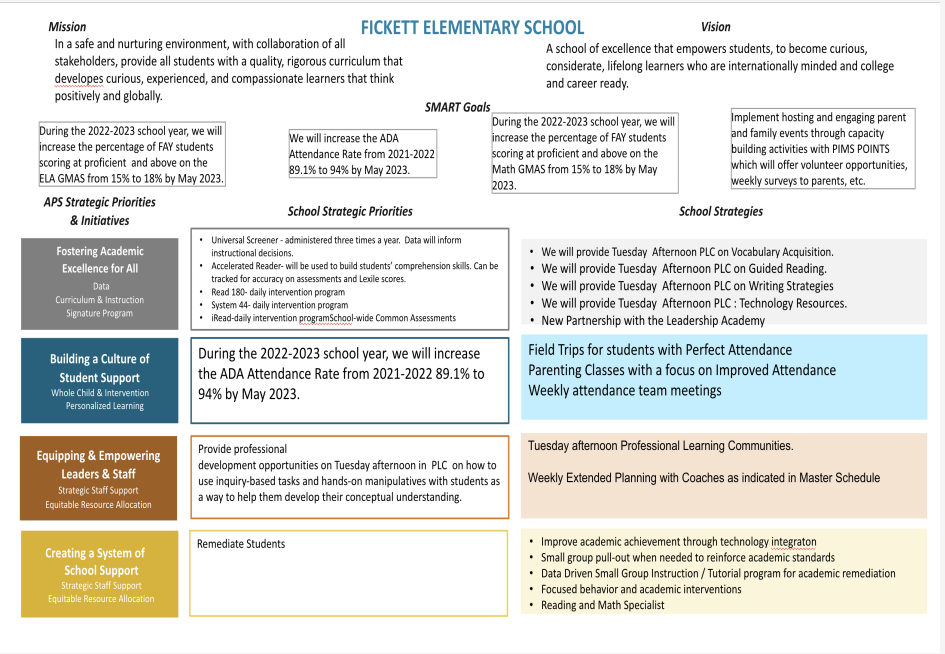
Three Key Resources to Review

1 2020-2025 School Strategic Plan



FICKETT ELEMENTARY SCHOOL

Mission
In a safe and nurturing environment, with collaboration of all stakeholders, provide all students with a quality, rigorous curriculum that developes curious, experienced, and compassionate learners that think positively and globally.

Vision
A school of excellence that empowers students, to become curious, considerate, lifelong learners who are internationally minded and college and career ready.

SMART Goals

During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the ELA GMAS from 15% to 18% by May 2023.

We will increase the ADA Attendance Rate from 2021-2022 89.1% to 94% by May 2023.

During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the Math GMAS from 15% to 18% by May 2023.

Implement hosting and engaging parent and family events through capacity building activities with PIMS POINTS which will offer volunteer opportunities, weekly surveys to parents, etc.

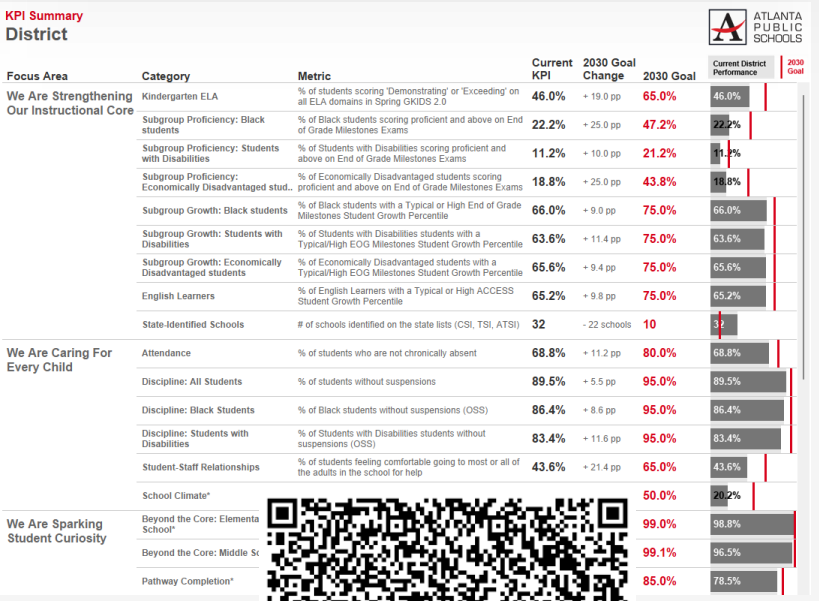
APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	• Universal Screener - administered three times a year. Data will inform instructional decisions. • Accelerated Reader- will be used to build students' comprehension skills. Can be tracked for accuracy on assessments and Lexile scores. • Read 180- daily intervention program • System 44- daily intervention program • iRead-daily intervention programSchool-wide Common Assessments	• We will provide Tuesday Afternoon PLC on Vocabulary Acquisition. • We will provide Tuesday Afternoon PLC on Guided Reading. • We will provide Tuesday Afternoon PLC on Writing Strategies • We will provide Tuesday Afternoon PLC : Technology Resources. • New Partnership with the Leadership Academy
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	During the 2022-2023 school year, we will increase the ADA Attendance Rate from 2021-2022 89.1% to 94% by May 2023.	Field Trips for students with Perfect Attendance Parenting Classes with a focus on Improved Attendance Weekly attendance team meetings
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	Provide professional development opportunities on Tuesday afternoon in PLC on how to use inquiry-based tasks and hands-on manipulatives with students as a way to help them develop their conceptual understanding.	Tuesday afternoon Professional Learning Communities. Weekly Extended Planning with Coaches as indicated in Master Schedule
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	Remediate Students	• Improve academic achievement through technology integraton • Small group pull-out when needed to reinforce academic standards • Data Driven Small Group Instruction / Tutorial program for academic remediation • Focused behavior and academic interventions • Reading and Math Specialist

2 2025-2026 Continuous Improvement Plan Goals

1. By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in ELA from 17% to 22% proficient and from 5% to 10% distinguished.
2. By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in MATH from 22% to 30% proficient and from 6% to 11% distinguished.
3. By the end of the 2025-2026 school year, the attendance rate will improve, increasing the average daily attendance (ADA) by 3% from the current baseline. This will support the whole child approach by ensuring students are consistently engaged and present, which is essential for academic growth and well-being.
4. By the end of the 2025-2026 school year, 3rd–5th grade students will decrease the percentage of students at the beginning level in science from 68% to 45%, increase students scoring proficient or above from 7% to 20%, and increase those scoring at the distinguished level from 5% to 7%.

3 School Data Sheet

https://tinyurl.com/SchoolDataSheets



KPI Summary
District

ATLANTA PUBLIC SCHOOLS

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance / 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%	46.0%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	22.2%	+ 25.0 pp	47.2%	22.2%
	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%	11.2%
	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%	18.8%
	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%	66.0%
	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%	63.6%
	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%	65.6%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+ 9.8 pp	75.0%	65.2%
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	32	- 22 schools	10	32
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	68.8%	+ 11.2 pp	80.0%	68.8%
	Discipline: All Students	% of students without suspensions	89.5%	+ 5.5 pp	95.0%	89.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	86.4%	+ 8.6 pp	95.0%	86.4%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	83.4%	+ 11.6 pp	95.0%	83.4%
	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%	43.6%
	School Climate*				50.0%	20.2%
We Are Sparking Student Curiosity	Beyond the Core: Elementa School*				99.0%	98.8%
	Beyond the Core: Middle Sc				99.1%	96.5%
	Pathway Completion*				85.0%	78.5%

Use the QR code to access all school data sheets

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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

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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**
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Business Meeting 4 (Budget Allocation):
- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

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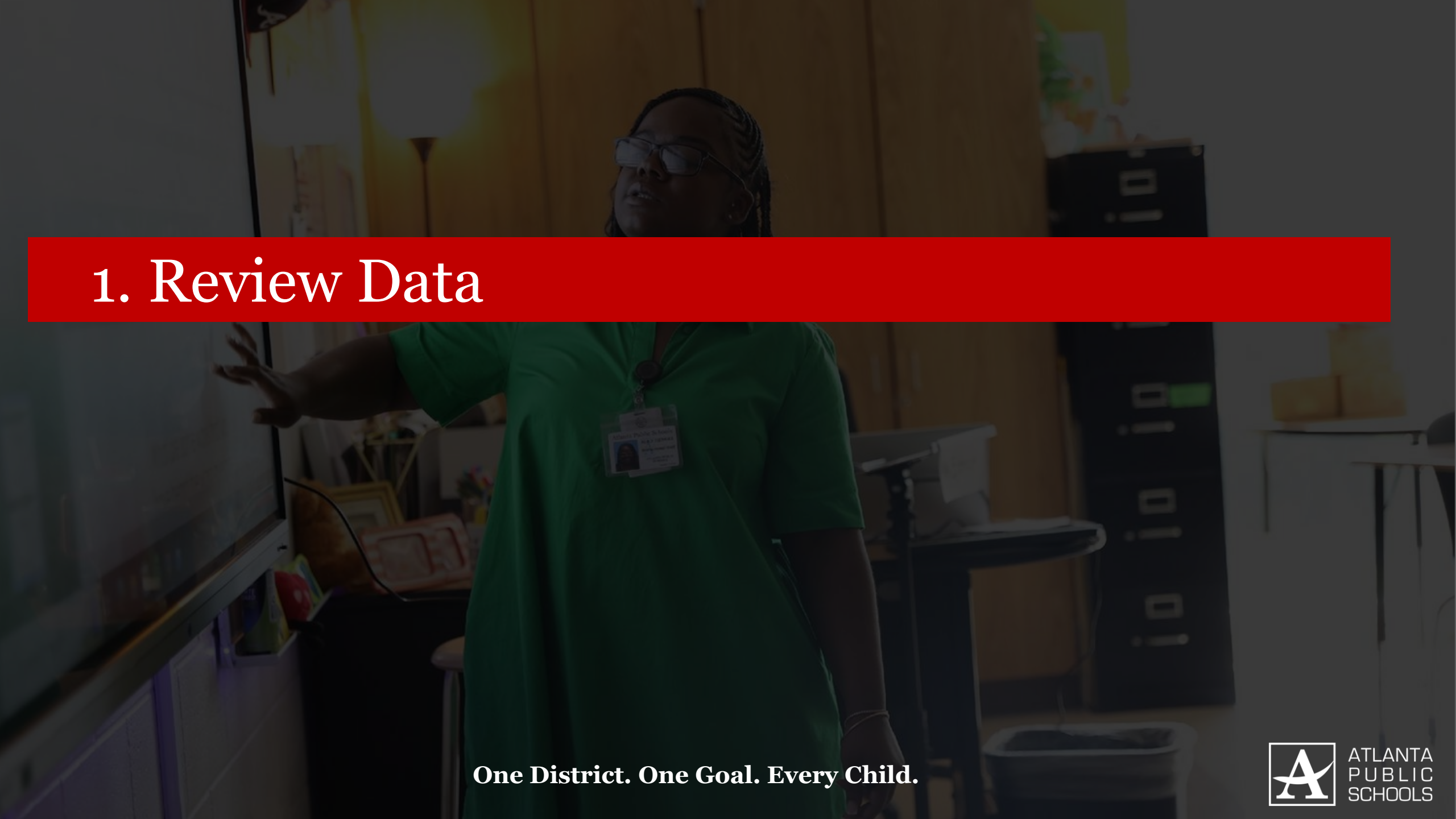

1. Review Data

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

R. N. Fickett Elementary School

ATLANTA PUBLIC SCHOOLS

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	26.9%	+ 20.5 pp	47.4%	26.9%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	52.5%	+ 21.0 pp	73.5%	52.5%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	21.9%	+ 26.0 pp	47.9%	21.9%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	2.1%	+ 10.0 pp	12.1%	2.1%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	19.6%	+ 26.0 pp	45.6%	19.6%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	65.3%	+ 10.7 pp	76.0%	65.3%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	72.2%	+ 10.7 pp	82.9%	72.2%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.1%	+ 10.7 pp	75.8%	65.1%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	57.3%	+ 15.0 pp	72.3%	57.3%
	Discipline: All Students	% of students without suspensions	95.0%	+ 3.5 pp	98.5%	95.0%
	Discipline: Black Students	% of Black students without suspensions (OSS)	95.0%	+ 3.5 pp	98.5%	95.0%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	91.8%	+ 6.7 pp	98.5%	91.8%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	57.2%	+ 21.0 pp	78.2%	57.2%
	School Climate*	School climate star rating out of 5	2 ★	+ 2 ★	4 ★	2 ★
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	98.2%	+ 0.2 pp	98.4%	98.2%
Our Strength is Our Team	Staff Engagement	% of engaged staff	58.1%	+ 13.3 pp	71.4%	58.1%
	Teacher Experience	% of teachers with 3 or more years of experience	78.4%	+ 6.6 pp	85.0%	78.4%
	Teacher Compensation	Average teacher salary	$87,101	+ $12,899	$100,000	$87,101
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	76.7%	+ 7.3 pp	83.9%	76.7%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	58.0%	+ 18.0 pp	76.0%	58.0%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	56.4%	+ 10.0 pp	66.4%	56.4%
	Enrollment	School meeting K-12 Enrollment Minimums	402	+ 48 students	450	402

* Data for 2025 has not been released, so 2024 data is being used

School > Fickett

Updated 9/26/2025

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2. Align Mission/Vision/Purpose

WHO WE ARE...

We are *Atlanta's* Public School System

WHY WE EXIST...

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.

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FICKETT ELEMENTARY SCHOOL

2021-2025

Mission

In a safe and nurturing environment, with collaboration of all stakeholders, provide all students with a quality, rigorous curriculum that developes curious, experienced, and compassionate learners that think positively and globally.

Vision

A school of excellence that empowers students, to become curious, considerate, lifelong learners who are internationally minded and college and career ready.

SMART Goals

During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the ELA GMAS from 15% to 18% by May 2023.

We will increase the ADA Attendance Rate from 2021-2022 89.1% to 94% by May 2023.

During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the Math GMAS from 15% to 18% by May 2023.

Implement hosting and engaging parent and family events through capacity building activities with PIMS POINTS which will offer volunteer opportunities, weekly surveys to parents, etc.

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	• Universal Screener - administered three times a year. Data will inform instructional decisions. • Accelerated Reader- will be used to build students' comprehension skills. Can be tracked for accuracy on assessments and Lexile scores. • Read 180- daily intervention program • System 44- daily intervention program • iRead-daily intervention programSchool-wide Common Assessments	• We will provide Tuesday Afternoon PLC on Vocabulary Acquisition. • We will provide Tuesday Afternoon PLC on Guided Reading. • We will provide Tuesday Afternoon PLC on Writing Strategies • We will provide Tuesday Afternoon PLC : Technology Resources. • New Partnership with the Leadership Academy
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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

APS MISSION

Through a caring culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life.

APS VISION

A high-performing school district where students love to learn, educators inspire, families engage and the community trust the system.



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

FICKETT ELEMENTARY SCHOOL

Mission

In a safe and nurturing environment, with collaboration of all stakeholders, provide all students with a quality, rigorous curriculum that develops curious, experienced, and compassionate learners that think positively and globally.

Vision

A school of excellence that empowers students, to become curious, considerate, lifelong learners who are internationally minded and college and career ready.

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Mission and Vision Alignment:

Component	Fickett's School Mission	APS Mission	Alignment Status
Culture/Environment	"safe and nurturing environment with **collaboration of all stakeholders**"	"Through a **caring culture** of equity, trust, and **collaboration**"	**Strong Alignment:** Both emphasize a caring culture and the essential role of collaboration.
Core Instruction	"provide all students with a quality **rigorous curriculum**"	"every student will graduate ready for **college, career, and life**"	**Strong Alignment:** APS focuses on the outcome (readiness), and yours focuses on the means (rigorous curriculum). They support each other.
Student Outcome	"develops curious, experience[d], and **compassionate Learners** that think positively and globally"	"**every student will graduate ready for college, career, and life**"	**Good Alignment:** Your focus is on the *type* of learner (compassionate, global thinker), while APS focuses on the *required standard* (graduation/readiness).

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Mission and Vision Alignment:

Component	Fickett's School Vision	APS Vision	Alignment Status
School/System Performance	**"a school of excellence"**	**"A high-performing school district"**	**Strong Alignment:** Both emphasize high quality/excellence.
Student Experience	"Empower students to become **curious... lifelong Learners"**	"where **students love to learn"**	**Strong Alignment:** Both prioritize student engagement and intrinsic motivation (curiosity leads to a love of learning).
Educator Role	*Implied through excellence*	"educators inspire"	**Weak Alignment:** The educator's active role as an "inspirer" is implied in yours but not explicitly named, which is a key component of the APS system vision.
Stakeholder Engagement	*Implied*	"**families engage** and the **community trust the system"**	**Weak Alignment:** Your vision is internally focused on student outcomes; the APS vision is externally focused on stakeholder engagement and trust.
Outcome	"internationally minded and **College and Career ready"**	*Not explicitly named in the APS Vision*	**Good Alignment:** Your vision provides the specific outcome that justifies the high-performing system.

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Mission and Vision Alignment:

Component	Fickett's School Vision	APS Vision	Alignment Status
School/System Performance	**"a school of excellence"**	**"A high-performing school district"**	**Strong Alignment:** Both emphasize high quality/excellence.
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Stakeholder Engagement	*Implied*	"**families engage** and the **community trust the system"**	**Weak Alignment:** Your vision is internally focused on student outcomes; the APS vision is externally focused on stakeholder engagement and trust.
Outcome	"internationally minded and **College and Career ready"**	*Not explicitly named in the APS Vision*	**Good Alignment:** Your vision provides the specific outcome that justifies the high-performing system.

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Mission and Vision

Fickett's Mission Proposed Alignment

We envision a high-performing school of excellence where inspired educators build curiosity, students become compassionate lifelong learners,and engaged families and community members trust our system to ensure every child is College and Career ready.

APS Vision Component	Alignment in New School Vision	Rationale for Alignment
A high-performing school district	"a **high-performing school of excellence**"	Directly mirrors the desired high standard of quality.
Students love to learn	"students become **curious** lifelong learners"	Curiosity is the engine that drives a love of learning.
Educators inspire	"**inspired** educators build curiosity"	The **Educator Role** is now explicit: they are *inspired* and *active* in their role as knowledge builders.
Families engage and the community trust the system	"**engaged families and community members trust our system**"	**Stakeholder Engagement** is explicitly named and connected to the essential outcome of **trust**, directly aligning with the APS system goals.
Ultimate Outcome	"fully **College and Career ready**"	Although not explicitly in the APS Vision statement itself, adding the core mission outcome strengthens the school's purpose and justification for being a "high-performing" system.

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Proposed Updates to School Mission and Vision:

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



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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)

Continuous Improvement Goals

1 By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in ELA from 17% to 22% proficient and from 5% to 10% distinguished.

2 By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in MATH from 22% to 30% proficient and from 6% to 11% distinguished.

3 By the end of the 2025-2026 school year, the attendance rate will improve, increasing the average daily attendance (ADA) by 3% from the current baseline. This will support the whole child approach by ensuring students are consistently engaged and present, which is essential for academic growth and well-being.

4 By the end of the 2025-2026 school year, 3rd–5th grade students will decrease the percentage of students at the beginning level in science from 68% to 45%, increase students scoring proficient or above from 7% to 20%, and increase those scoring at the distinguished level from 5% to 7%.

2030 Strategic Plan Goals (Example)

1 **By 2030**, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by TBD (# students) overall from TBD (2025) to TBD Sub Goal: Subgroups Black will increase by TBD from TBD 2025) to TBD and SWD will increase by TBD from TBD 2025) to TBD

2 **By 2030**, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by TBD overall from TBD (2025) to TBD . Sub Goal: Subgroups Black will increase by TBD from 30%(2025) to TBD , and SWD will increase by TBD from 26%(2025) to TBD .

3 **By 2030**, the CCRPI attendance rate will remain at or above 90%, by ensuring chronic absenteeism as determined by GADOE does not exceed 10% days absent for the student's enrollment period greater than 30 days, with an emphasis on the following subgroups: Blacks from 74%(2025) to TBD and Hispanic from 88%(2025) toTBD .

4 **By 2030,** 3rd–5th grade students will reduce beginning-level science performance to 25%, increase proficiency to 40%, and raise distinguished performance to 15%.

ATLANTA PUBLIC SCHOOLS

Continuous Improvement Goals

1

By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in ELA from 17% to 22% proficient and from 5% to 10% distinguished.

2

By the end of the 2025-2026 school year, the 3rd–5th grade students will increase scoring proficient or above in MATH from 22% to 30% proficient and from 6% to

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203

Goal Component	ATTENDANCE Description
Specific & Measurable	The percentage of students who are **not chronically absent** (attending 90% or more of school days) will increase from 57.3% to 72.3%.
Achievable & Relevant	This represents a required average annual increase of 3 percentage points, focusing on tiered intervention systems to improve student engagement and eliminate barriers to attendance.
Time-bound	The final target of 72.3% will be achieved by the **end of the 2030 school year.**

School Year	Target Attendance Rate (%)	Annual Gain Needed (Percentage Pointa)
Current Baseline (End of 2025)	**57.3%**	N/A
End of 2026	**60.3%**	+3.0 pp
End of 2027	**63.3%**	+3.0 pp
End of 2028	**66.3%**	+3.0 pp
End of 2029	**69.3%**	+3.0 pp
Final Goal (End of 2030)	**72.3%**	+3.0 pp

1

Goal Component	Description
Specific & Measurable	The percentage of all 3rd-grade students scoring Proficient or above in ELA will increase from \$26.9\%\$ to \$47.4\%\$. **AND** The percentage of Students with Disabilities (SWD) scoring Proficient or above will increase from \$2.1\%\$ to \$12.1\%\$.
Achievable & Relevant	This represents a required annual growth of \$\mathbf{4.1}\$ pp for the overall population and \$\mathbf{2.0}\$ pp for the SWD subgroup, prioritizing deep structural changes in inclusive practices and specialized instruction.
Time-bound	Both final targets will be achieved by the **End-of-Grade Milestones Assessment in Spring 2030.**

4

By 2030, 3rd–5th grade students will reduce beginning-level science performance to 25%, increase proficiency to 40%, and raise distinguished performance to 15%.

ATLANTA PUBLIC SCHOOLS

FICKETT ELEMENTARY SCHOOL

2021-2025

Mission

In a safe and nurturing environment, with collaboration of all stakeholders, provide all students with a quality, rigorous curriculum that developes curious, experienced, and compassionate learners that think positively and globally.

Vision

A school of excellence that empowers students, to become curious, considerate, lifelong learners who are internationally minded and college and career ready.

SMART Goals

During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the ELA GMAS from 15% to 18% by May 2023.

We will increase the ADA Attendance Rate from 2021-2022 89.1% to 94% by May 2023.

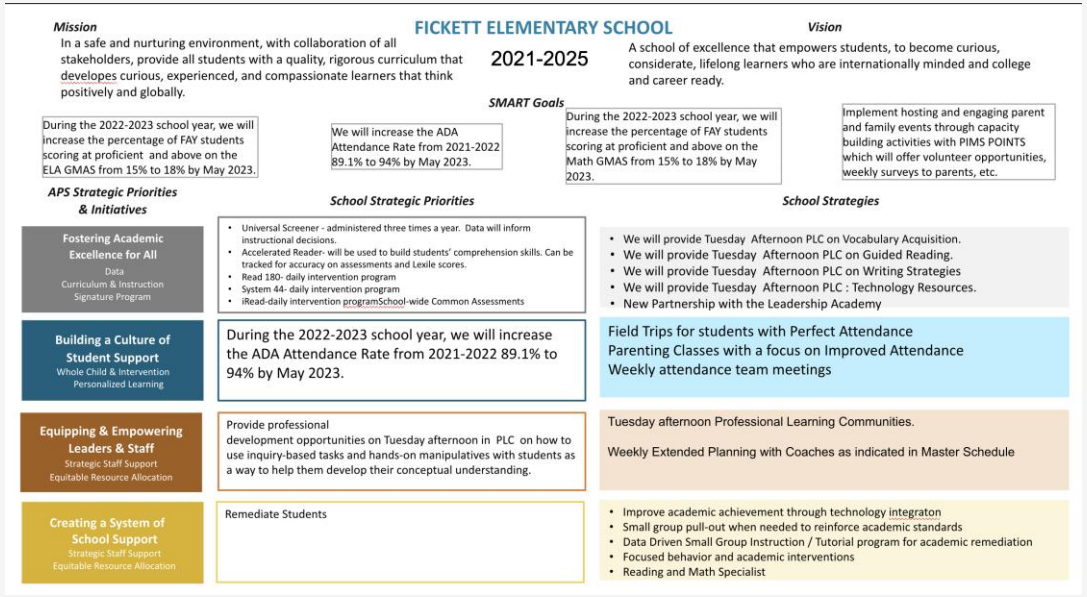
During the 2022-2023 school year, we will increase the percentage of FAY students scoring at proficient and above on the Math GMAS from 15% to 18% by May 2023.

Implement hosting and engaging parent and family events through capacity building activities with PIMS POINTS which will offer volunteer opportunities, weekly surveys to parents, etc.

APS Strategic Priorities & Initiatives	***School Strategic Priorities***	***School Strategies***
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	• Universal Screener - administered three times a year. Data will inform instructional decisions. • Accelerated Reader- will be used to build students' comprehension skills. Can be tracked for accuracy on assessments and Lexile scores. • Read 180- daily intervention program • System 44- daily intervention program • iRead-daily intervention programSchool-wide Common Assessments	• We will provide Tuesday Afternoon PLC on Vocabulary Acquisition. • We will provide Tuesday Afternoon PLC on Guided Reading. • We will provide Tuesday Afternoon PLC on Writing Strategies • We will provide Tuesday Afternoon PLC : Technology Resources. • New Partnership with the Leadership Academy
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	During the 2022-2023 school year, we will increase the ADA Attendance Rate from 2021-2022 89.1% to 94% by May 2023.	Field Trips for students with Perfect Attendance Parenting Classes with a focus on Improved Attendance Weekly attendance team meetings
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	Provide professional development opportunities on Tuesday afternoon in PLC on how to use inquiry-based tasks and hands-on manipulatives with students as a way to help them develop their conceptual understanding.	Tuesday afternoon Professional Learning Communities. Weekly Extended Planning with Coaches as indicated in Master Schedule
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	Remediate Students	• Improve academic achievement through technology integraton • Small group pull-out when needed to reinforce academic standards • Data Driven Small Group Instruction / Tutorial program for academic remediation • Focused behavior and academic interventions • Reading and Math Specialist

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.



FICKETT ELEMENTARY SCHOOL 2021-2025

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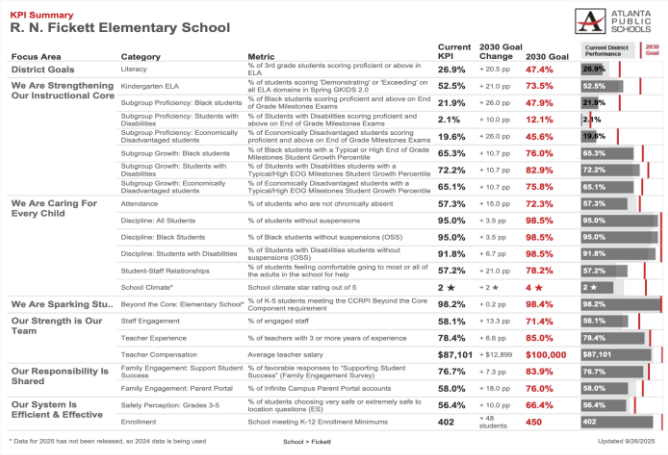
Guiding Questions for the GO Team to Discuss:

- 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
R. N. Fickett Elementary School

ATLANTA PUBLIC SCHOOLS

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	26.9%	+ 20.5 pp	47.4%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	52.5%	+ 21.0 pp	73.5%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	21.9%	+ 26.0 pp	47.9%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	2.1%	+ 10.0 pp	12.1%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	19.6%	+ 26.0 pp	45.6%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	65.3%	+ 10.7 pp	76.0%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	72.2%	+ 10.7 pp	82.9%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.1%	+ 10.7 pp	75.8%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	57.3%	+ 15.0 pp	72.3%
	Discipline: All Students	% of students without suspensions	95.0%	+ 3.5 pp	98.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	95.0%	+ 3.5 pp	98.5%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	91.8%	+ 6.7 pp	98.5%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	57.2%	+ 21.0 pp	78.2%
	School Climate*	School climate star rating out of 5	2 ★	+ 2 ★	4 ★
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	98.2%	+ 0.2 pp	98.4%
Our Strength is Our Team	Staff Engagement	% of engaged staff	58.1%	+ 13.3 pp	71.4%
	Teacher Experience	% of teachers with 3 or more years of experience	78.4%	+ 6.6 pp	85.0%
	Teacher Compensation	Average teacher salary	$87,101	+ $12,899	$100,000
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	76.7%	+ 7.3 pp	83.9%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	58.0%	+ 18.0 pp	76.0%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	56.4%	+ 10.0 pp	66.4%
	Enrollment	School meeting K-12 Enrollment Minimums	402	+ 48 students	450

* Data for 2025 has not been released, so 2024 data is being used

School > Fickett

Updated 9/26/2025

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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?



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Principal's Report

One District. One Goal. Every Child.

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UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

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Questions?



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Thank you

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