

WELCOME! THE HARPER-ARCHER GO TEAM MEETING WILL START SOON.

THE MEETING WILL BE A LIVE BROADCAST THAT IS ALSO RECORDED.

TUESDAY, OCTOBER 28, 2025 AT 5:00 PM

DR. CRYSTAL JANUARY, PRINCIPAL

GO Team

HAES Business Meeting #2

Where we are – Where we're going

Agenda

- I. Call to Order**
- II. Roll Call; Establish Quorum**
- III. Action Items**
 - a. Approval of Agenda
 - b. Approval of Previous Minutes
- IV. Discussion Items**
 - a. 2025-2030 Strategic Plan Development
- V. Information Items**
 - a. Principal's Report
 - b. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update
- VI. Announcements**
- VII. Public Comment**
- VIII. Adjournment**

One District. One Goal. Every Child.



One District. One Goal. Every Child.

Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

Discussion Items

One District. One Goal. Every Child.

2025-2030
School Strategic Plan
Development



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

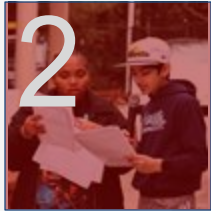
Atlanta's students will have access to explore and expand their passions and interests.

- 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)

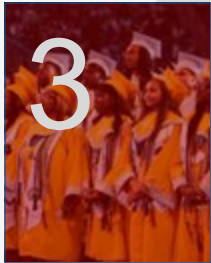
Goals and Key Performance Indicators



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.



*What is our purpose?
What do we do?*

What is our picture of the future?

Strategic Goals

What results do we want to satisfy our stakeholder needs?

Focus Areas

What are the main focus areas (“Pillars of Excellence”) of our work?

Objectives

What continuous improvement activities are needed to get results?

Key Performance Indicators

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

Strategies

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

Actions

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)

Governance

Management



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?



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

2 2025-2026 Continuous Improvement Plan Goals

3 School Data Sheet
<https://tinyurl.com/SchoolDataSheets>

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

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	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	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 - 5 th grade.
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	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: 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.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	1. Build capacity of staff around ELL learners and strategies and tenets of IB.	1: Dual Language Immersion Program as the approved instructional model for ESOL students in grades K- 5 and provide opportunities and partnership with the ESOL/World Language Department for staff to become ESOL endorsed 2. Create a matrix and schedule to ensure all staff are trained on IB annually.
Creating a System of School Support Collective Action, Engagement & Empowerment	1. Build a school structure to provide support and opportunities for staff feedback	1: Consolidate the lead team & pedagogical lead team into one governing body to streamline operation and structure for support

- 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%.

KPI Summary District

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	APR Goal
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring Grade 2 E	46.0%	+ 19.0 pp	65.0%	46.0%	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%	22.2%	47.2%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	11.2%	+ 19.0 pp	21.2%	11.2%	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%	18.8%	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%	66.0%	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%	63.6%	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%	65.6%	75.0%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+ 9.8 pp	75.0%	65.2%	75.0%
	State-Identified Schools	# of schools identified on the state list (CS; TB; ATSI)	32	-22 schools	10	32	10
	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%	95.0%
Discipline: Black Students		% of Black students without suspensions (OS)	86.4%	+ 9.6 pp	95.0%	86.4%	95.0%
Discipline: Students with Disabilities		% of Students with Disabilities students without suspensions (OS)	83.4%	+ 11.6 pp	95.0%	83.4%	95.0%
Student-Staff Relationships		% of students feeling comfortable going to meet or all of the adults in the school for help	43.6%	+ 21.4 pp	65.0%	43.6%	65.0%
We Are Sparking Student Curiosity	School Climate		90.0%		90.0%	90.0%	90.0%
	Beyond the Core: Elementary School		99.0%		99.0%	99.0%	99.0%
	Beyond the Core: Middle School		99.1%		99.1%	99.1%	99.1%
Pathway Completion			85.0%		85.0%	85.0%	85.0%

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?

KPI Summary Harper-Archer 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	14.0%	+ 21.1 pp	35.0%	14.0%	
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	37.0%	+ 21.0 pp	58.0%	37.0%	
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	11.1%	+ 26.0 pp	37.1%	11.1%	
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	3.9%	+ 10.0 pp	13.9%	3.9%	
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	11.2%	+ 26.1 pp	37.2%	11.2%	
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	64.2%	+ 10.7 pp	74.9%	64.2%	
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	58.8%	+ 10.7 pp	69.5%	58.8%	
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.8%	+ 10.8 pp	76.5%	65.8%	
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	57.1%	+ 10.7 pp	67.8%	57.1%	
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	64.9%	+ 15.0 pp	79.9%	64.9%	
	Discipline: All Students	% of students without suspensions	96.9%	+ 1.6 pp	98.5%	96.9%	
	Discipline: Black Students	% of Black students without suspensions (OSS)	96.7%	+ 1.8 pp	98.5%	96.7%	
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	98.5%	+ 0.0 pp	98.5%	98.5%	
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	57.5%	+ 21.0 pp	78.5%	57.5%	
	School Climate*	School climate star rating out of 5	1 ★	+ 3 ★	4 ★	1 ★	
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	99.0%	+ 0.2 pp	99.1%	99.0%	
Our Strength is Our Team	Staff Engagement	% of engaged staff	63.5%	+ 12.8 pp	76.2%	63.5%	
	Teacher Experience	% of teachers with 3 or more years of experience	83.7%	+ 6.1 pp	89.8%	83.7%	
	Teacher Compensation	Average teacher salary	\$84,958	+ \$15,042	\$100,000	\$84,958	
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.5%	—	90.5%	90.5%	
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.8%	+ 18.9 pp	67.7%	48.8%	
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	58.7%	+ 10.0 pp	68.7%	58.7%	
	Enrollment	School meeting K-12 Enrollment Minimums	496	—	450	496	

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

Data Workbook

Grade Level (Fall To Fall and Cohort)

Enter # Students Scoring at Each Performance Level							
Fall 2024	BEG (0 pts)	DEV (.5 pts)	PRO (1 pt)	DIST (1.5 pts)	Total Testers	CCRPI CM Weighted Achievement Rate	Weight for Test
ELA GMAS Projection 3-5	135	75	20	1	231	25.54%	0.43 (3/7)
3rd Grade	54	24	7	0	85	22.35%	
4th Grade	37	20	7	0	64	26.56%	
5th Grade	44	31	6	1	82	28.05%	
Math GMAS Projection 3-5	132	90	9	0	231	23.38%	0.43 (3/7)
3rd Grade	43	36	3	0	82	25.61%	
4th Grade	42	25	3	0	70	22.14%	
5th Grade	47	29	3	0	79	22.15%	
Science GMAS							
5th Grade	64	7	3	4	78	16.03%	.14 (1/7)
Predicted Content Mastery Score					23.28%		

Enter # Students Scoring at Each Performance Level							
Fall 2025	BEG (0 pts)	DEV (.5 pts)	PRO (1 pt)	DIST (1.5 pts)	Total Testers	CCRPI CM Weighted Achievement Rate	Weight for Test
ELA GMAS Projection 3-5	129	75	38	4	246	33.13%	0.43 (3/7)
3rd Grade	41	26	12	2	81	34.57%	
4th Grade	44	24	12	2	82	32.93%	
5th Grade	44	25	14	0	83	31.93%	
Math GMAS Projection 3-5	127	90	26	2	245	30.20%	0.43 (3/7)
3rd Grade	32	34	12	2	80	40.00%	
4th Grade	48	27	6	0	81	24.07%	
5th Grade	47	29	8	0	84	26.79%	
Science GMAS							
5th Grade	36	36	4	4	80	35.00%	.14 (1/7)
Predicted Content Mastery Score					32.13%		



Fall Map

APS Graphs

Reading MAP

School	Window	Exams	Reading MAP			
Harper-Archer ES	Fall 2021-2022	399	60%	31%	8%	
	Fall 2022-2023	372	52%	33%	13%	
	Fall 2023-2024	322	61%	28%	9%	
	Fall 2024-2025	316	57%	34%	8%	
	Fall 2025-2026	323	52%	31%	15%	

Reading MAP Fall 2025

Grade	Window	Exams	Reading MAP			
02	Fall 2025-2026	78	50%	33%	13%	
03	Fall 2025-2026	80	50%	33%	15%	
04	Fall 2025-2026	82	54%	29%	15%	
05	Fall 2025-2026	83	53%	30%	17%	

Fall Map

APS Graphs

Math MAP

School	Window	Exams	Math MAP		
Harper-Archer ES	Fall 2021-2022	396	67%	32%	
	Fall 2022-2023	365	51%	38%	10%
	Fall 2023-2024	322	54%	40%	6%
	Fall 2024-2025	313	53%	42%	4%
	Fall 2025-2026	320	47%	40%	12%

School	Grade	Window	Exams	Math MAP		
Harper-Archer ES	02	Fall 2025-2026	76	33%	51%	16%
	03	Fall 2025-2026	79	39%	43%	15%
	04	Fall 2025-2026	81	59%	33%	7%
	05	Fall 2025-2026	84	56%	35%	10%

2. Align Mission/Vision/Purpose

One District. One Goal. Every Child.

We are *Atlanta's* Public School System

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

Note:

Mission: Lovingly preparing all scholars to blaze a path towards their college and career choice.

Vision: To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

- **Activity:** Read the current school mission/vision. GO Team members will place the appropriate number in the chat 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:

Lovingly preparing all scholars to blaze a path towards their college and career choice.

SMART Goals

Increase the % of grades 3-5 students scoring proficient or above in reading

Increase the % of grades 3-5 students scoring proficient or above in math

Increase the % of grades 3-5 students being present at least 90% of days enrolled



Vision:

To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

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. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum
2. Strengthen teaching and learning experiences

1. Advance comprehensive wrap around services

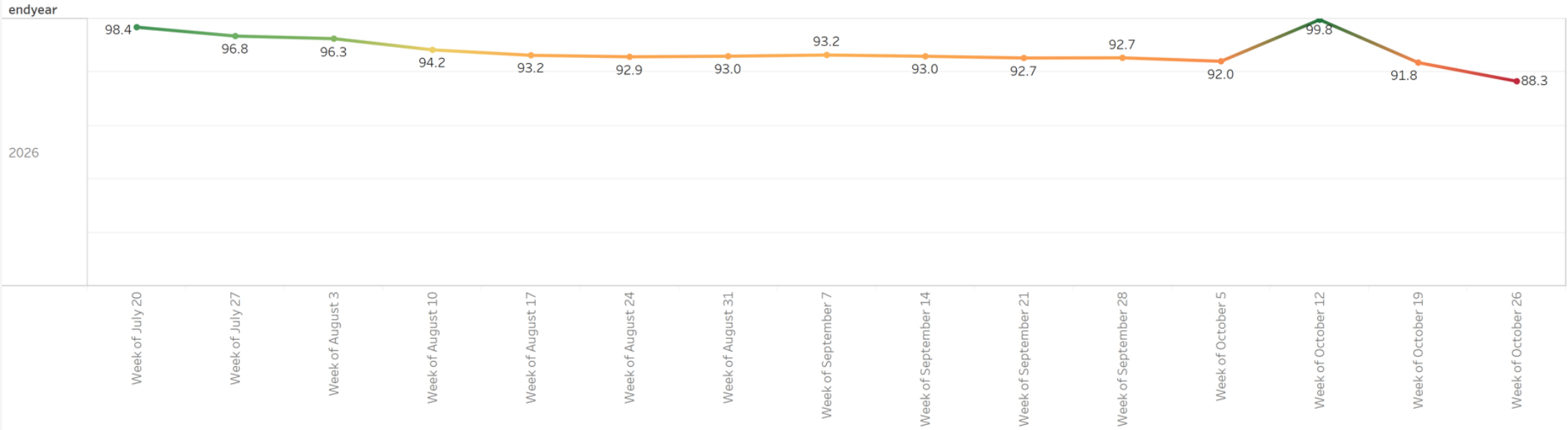
1. Provide equitable access to high quality teacher and leader development
2. Enable strategic staffing support.
3. Invest deeply in and foster adult wellness

School Strategies

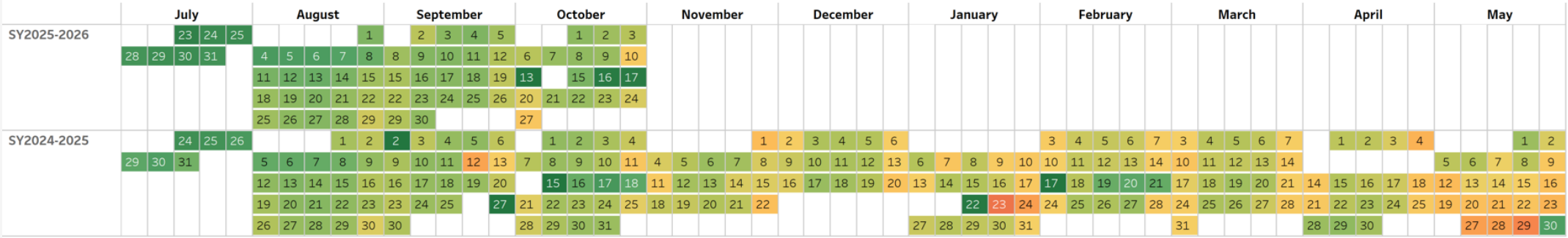
1. Implement high quality, rigorous, and culturally relevant and linguistically responsive curriculum with fidelity in all core content areas and instructional best practices in Tier 1 Instruction
2. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students
3. Utilize data to drive all instructional decisions and ensure equitable outcomes for all students.
4. Strengthen the implementation of signature programming across all schools
5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans
6. Build additional time and support for struggling learners
7. Strengthen the content, planning, and implementation of instructional training, support and coaching
8. Provide equitable opportunities for differentiated professional learning
9. Create and ensure staff has adequate time to utilize a staff wellness room
10. Provide additional planning and preparation time for instructional staff
11. Partner with families and the community to address the needs of all students

Weekly Attendance: All

Month All Year 2026 School All Cluster All Include Secondary Enrollments? No



ADA by Day: All





Action Plans

Intent and Purpose Action Steps

SMART Goal 1/Priority 1:		By the end of the 2025-2026 school year, the 3rd-5th grade students will increase the percentage of scholars scoring developing or above from 38% (SY24-25) to 45% (SY25-26) on the spring 2025 EOG in ELA.					
Strategy (click for resource):							
Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	District Support	Federal Programs	
Implement lesson internalization protocols, with fidelity, to ensure teacher development with clarity and standards-based practices.	Alyse Barry, Rachel Gilmore, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	Lesson Plans, Classroom observations, PLC Planning internalization observations	Scholar formative assessment data, TKES ratings in instructional planning		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
Monitor the leader's implementation of data protocols to ensure teacher development in effectively creating small group lesson plans that respond to student academic needs.	Alyse Barry, Rachel Gilmore, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	PLC Planning Meetings protocol and observations, Lesson Planning information connected to small group and subgroup preparation, Classroom observations, Data meeting observations	Scholar formative assessment data, TKES ratings in assessment usage and differentiated instruction		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
Monitor the implementation of practice clinics to ensure teacher development of targeted of High-Leverage Teaching Moves to improve tier 1 instructional Practices	Alyse Barry, Rachel Gilmore, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	PLC Practice Clinic Observations, Observation Feedback protocol, weekly data meeting protocols, Classroom Observations	High Impact Practices Implementation rubric; Student growth CFAs		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>





Action Plans

Intent and Purpose Action Steps

SMART Goal 2/Priority 2: By the end of the 2025-2026 school year, the 3rd-5th grade students will increase the percentage of scholars scoring developing or above from 49% (SY24-25) to 56% (SY25-26) on the spring 2025 EOC

Strategy (click for resource):

Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	District Support	Federal Programs	
Implement lesson internalization protocols, with fidelity, to ensure teacher development with clarity and standards-based practices.	Mario Pickens, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	Lesson Plans, Classroom observations, PLC Planning internalization observations	Scholar formative assessment data, TKES ratings in instructional planning		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
Monitor the leader's implementation of data protocols to ensure teacher development in effectively creating small group lesson plans that respond to student academic needs.	Mario Pickens, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	PLC Planning Meetings protocol and observations, Lesson Planning information connected to small group and subgroup preparation, Classroom observations, Data meeting observations	Scholar formative assessment data, TKES ratings in assessment usage and differentiated instruction		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
Monitor the implementation of practice clinics to ensure teacher development of targeted of High-Leverage Teaching Moves to improve tier 1 instructional Practices	Mario Pickens, Ashley Weems, Matthew Graves, Crystal January	August 2025 - May 2026	PLC Practice Clinic Observations, Observation Feedback protocol, weekly data meeting protocols, Classroom Observations	High Impact Practices Implementation rubric; Student growth CFAs		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>





Action Plans

Intent and Purpose Action Steps

SMART Goal 3/Priority 3:		Increase the percentage of scholars absent less than 10% of their enrolled days by 5% from 66% to 71%					
Strategy (click for resource):							
Action Steps	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	District Support	Federal Programs	
Communicate and engage with families and stakeholders regarding whole child support	Stephanie Griffin and Jurinski Andrews, Tabetha Barker, Christina Miller, Matthew Graves, Crystal January	August 2025 - April 2026	Recordings, Surveys, Trailblazer News, VIP Parents of the Month, GoTeam Meeting	Chronic Attendance Data, MTSS Data, Suspension Data, Celebration Artifacts aligned to Attendance, Behavior, and Academics		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
Communicate and engage with scholars and staff members regarding whole child support	Stephanie Griffin and Jurinski Andrews, Tabetha Barker, Matthew Graves, Crystal January	August 2025 - April 2026	Recordings, Surveys, Chronic Attendance, Daily Attendance Tracker, Trailblazer of the Month, Monthly Chronic Attendance Updates (Presentations for sessions with Principal, WCI team, and IIT/ELT team members)	Chronic Attendance Data, MTSS Data, Suspension Data, Celebration Artifacts aligned to Attendance, Behavior, and Academics		Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>
						Title I, A	<input checked="" type="checkbox"/>
						Parent & Family Engagement	<input type="checkbox"/>
						SIG, A	<input type="checkbox"/>
						Title IV, B	<input type="checkbox"/>



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?

Mission: Lovingly preparing all scholars to blaze a path towards their college and career choice.

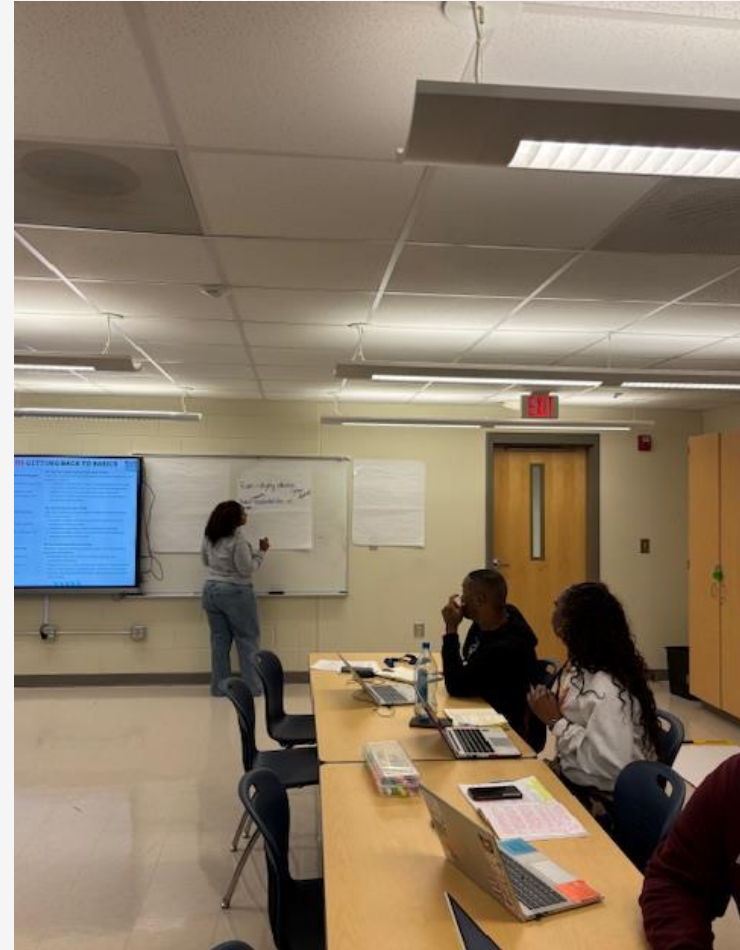
Vision: To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.



ATLANTA
PUBLIC
SCHOOLS

Proposed Updates to School Mission and Vision:

Proposed changes to the school mission and vision



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 the percentage of scholars scoring developing or above from 38% (SY24-25) to 45% (SY25-26) on the spring 2025 EOG in ELA

2 By the end of the 2025-2026 school year, the 3rd-5th grade students will increase the percentage of scholars scoring developing or above from 49% (SY24-25) to 56% (SY25-26) on the spring 2025 EOG in Math.

3 Increase the percentage of scholars absent less than 10% of their enrolled days by 5% from 66% to 71%

4



2030 Strategic Plan Goals (Example)

1 **By 2030**, increase the percentage of 3rd grade students scoring proficient or above in ELA to 35%.

2 **By 2030**, increase the percentage of 3rd grade students scoring proficient or above in Math to 35%.

3 **By 2030**, increase the percentage of scholars absent less 10% of their enrolled to 79.9%

4 **Additional Goal** (Staff Engagement, Discipline, Teacher Retention, AP Course Enrollment, etc.)



Mission:

Lovingly preparing all scholars to blaze a path towards their college and career choice.

SMART Goals

Increase the % of grades 3-5 students scoring proficient or above in reading

Increase the % of grades 3-5 students scoring proficient or above in math

Increase the % of grades 3-5 students being present at least 90% of days enrolled



Vision:

To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

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. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum
2. Strengthen teaching and learning experiences

1. Advance comprehensive wrap around services

1. Provide equitable access to high quality teacher and leader development
2. Enable strategic staffing support.

3. Invest deeply in and foster adult wellness

School Strategies

1. Implement high quality, rigorous, and culturally relevant and linguistically responsive curriculum with fidelity in all core content areas and instructional best practices in Tier 1 Instruction
2. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students
3. Utilize data to drive all instructional decisions and ensure equitable outcomes for all students.
4. Strengthen the implementation of signature programming across all schools
5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans
6. Build additional time and support for struggling learners
7. Strengthen the content, planning, and implementation of instructional training, support and coaching
8. Provide equitable opportunities for differentiated professional learning
9. Create and ensure staff has adequate time to utilize a staff wellness room
10. Provide additional planning and preparation time for instructional staff
11. Partner with families and the community to address the needs of all students



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.

Mission: Lovingly preparing all scholars to blaze a path towards their college and career choice.

SMART Goals

Vision: To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

- Increase the % of grades 3-5 students scoring proficient or above in reading
- Increase the % of grades 3-5 students scoring proficient or above in math
- Increase the % of grades 3-5 students being present at least 90% of days enrolled


APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
<p>Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program</p>	<p>1. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum</p> <p>2. Strengthen teaching and learning experiences</p>	<p>1. Implement high quality, rigorous, and culturally relevant and linguistically responsive curriculum with fidelity in all core content areas and instructional best practices in Tier 1 Instruction</p>
<p>Building a Culture of Student Support Whole Child & Intervention Personalized Learning</p>	<p>1. Advance comprehensive wrap around services</p>	<p>2. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students</p> <p>3. Utilize data to drive all instructional decisions and ensure equitable outcomes for all students.</p> <p>4. Strengthen the implementation of signature programming across all schools</p>
<p>Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation</p>	<p>1. Provide equitable access to high quality teacher and leader development</p> <p>2. Enable strategic staffing support.</p> <p>3. Invest deeply in and foster adult wellness</p>	<p>5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans</p> <p>6. Build additional time and support for struggling learners</p> <p>7. Strengthen the content, planning, and implementation of instructional training, support and coaching</p> <p>8. Provide equitable opportunities for differentiated professional learning</p> <p>9. Create and ensure staff has adequate time to utilize a staff wellness room</p>
<p>Creating a System of School Support Collective Action, Engagement & Empowerment</p>		<p>10. Provide additional planning and preparation time for instructional staff</p> <p>11. Partner with families and the community to address the needs of all students</p>

KPI Summary
Harper-Archer Elementary School

Focus Area	Category	Metric	Current KPI	2030 Goal	2023 Change	2030 Goal	Current District Performance	2023 Goal
District Goals	Learning	% of 3rd grade students scoring proficient or above in ELA	14.0%	+ 21.1 pp	35.0%	36.0%		
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring "Demonstrating" or "Exceeding" on all ELA domains in Spring GOROS 2.0	37.0%	+ 21.0 pp	58.0%	57.0%		
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestone Exams	11.1%	+ 26.0 pp	37.1%	39.1%		
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestone Exams	3.9%	+ 10.0 pp	13.9%	3.1%		
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestone Exams	11.2%	+ 26.1 pp	37.2%	39.2%		
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestone Student Growth Percentile	64.2%	+ 10.7 pp	74.9%	64.2%		
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High End of Grade Milestone Student Growth Percentile	58.8%	+ 10.7 pp	69.5%	58.8%		
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High End of Grade Milestone Student Growth Percentile	65.8%	+ 10.8 pp	76.5%	65.8%		
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	57.1%	+ 10.7 pp	67.8%	57.1%		
	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	64.9%	+ 15.0 pp	79.9%	64.9%	
Discipline: All Students		% of students without suspensions	96.9%	+ 1.6 pp	98.5%	96.9%		
Discipline: Black Students		% of Black students without suspensions (OSS)	96.7%	+ 1.8 pp	98.5%	96.7%		
Discipline: Students with Disabilities		% of Students with Disabilities students without suspensions (OSS)	98.5%	+ 0.0 pp	98.5%	98.5%		
Student-Staff Relationships		% of students feeling comfortable going to most or all of the adults in the school for help	57.5%	+ 21.0 pp	78.5%	57.5%		
School Climate*		School climate star rating out of 5	1 ★	+ 3 ★	4 ★	1 ★		
We Are Sparking Stu... Our Strength is Our Team	Beyond the Core: Elementary School	% of K-5 students meeting the CCRF's Beyond the Core Component requirement	99.0%	+ 0.2 pp	99.1%	99.0%		
	Staff Engagement	% of engaged staff	63.5%	+ 12.8 pp	76.2%	63.5%		
Our Responsibility is Shared	Teacher Experience	% of teachers with 3 or more years of experience	83.7%	+ 6.1 pp	89.8%	83.7%		
	Teacher Compensation	Average teacher salary	\$84,958	+ \$15,042	\$100,000	\$84,958		
	Family Engagement: Support Student Success	% of families responsive to "Supporting Student Success" (Family Engagement Survey)	90.5%	—	90.5%	90.5%		
Our System is Efficient & Effective	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.8%	+ 16.0 pp	67.7%	48.8%		
	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe in location questions (ES)	58.7%	+ 10.0 pp	68.7%	58.7%		
	Enrollment	School meeting K-12 Enrollment Minimums	496	—	450	496		

* Data for 2023 has not been released, so 2024 data is being used. School = Harper-Archer ES. Updated 9/26/2025.





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?

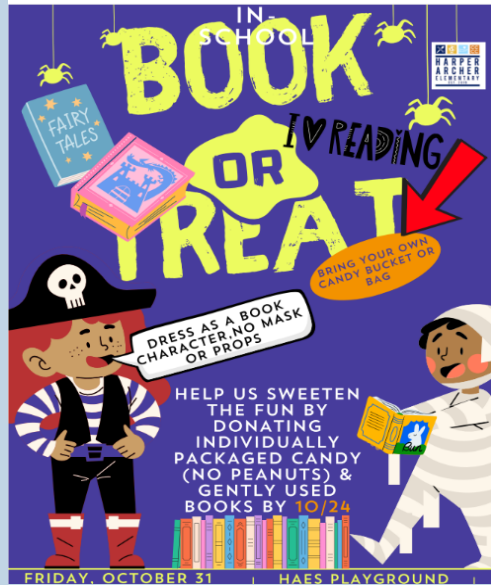


Principal's Report

One District. One Goal. Every Child.

SCHOOL UPDATES

OCTOBER



NOVEMBER



DECEMBER




ONGOING



SCHOOL UPDATES

ARE YOU READY?



AFTER SCHOOL TUTORIAL!


BOOST YOUR SUCCESS

- STARTING: NOVEMBER 4TH, 2025
- SESSIONS: EVERY MONDAY AND THURSDAY 2:45 PM - 4:45 PM
- 3RD - 5TH GRADE SCHOLARS
- LOCATION: HARPER-ARCHER ELEMENTARY SCHOOL

Why Join?

- Transportation Provided
- Small Prizes for Participation
- GMAS Prep & Extra Support
- Fun, Engaging Learning!

For more info, contact your scholar's teacher.



HARPER ARCHER

THE OLYMPIAN OUTLOOK

ISSUE 1

October 2025

The Champion's Chat

A message from Principal, Dr. January

As the leaves change and the season shifts, Fall Break offers us all a moment to rest, reflect, and recharge. Our scholars have been learning, growing, and shining in so many ways, and this pause is well deserved. I encourage families to use this time to enjoy one another, explore, read, or simply relax. When we return, we'll continue our shared mission of lovingly preparing every scholar to blaze their path toward college, career, and lifelong success.

Wishing you a safe and joy-filled Fall Break!



Gold Medal Moments

- Media Center News
- Spotlight Moments!



Join Parent Portal

You will need your scholar's Student ID Number. See Mr. Andrews for support.



Stay Connected!

- Text @harperarch to the number 81010
- @haestrailblazers
- @APSHAES

Training for Success

Tips for at home support





- Math:**
 - Practice addition/ subtraction/ multiplication and division facts daily
- Reading:**
 - Read with your scholar for 30 minutes daily
- Testing:**
 - get a good night sleep
 - eat a healthy breakfast
 - give positive words of encouragement

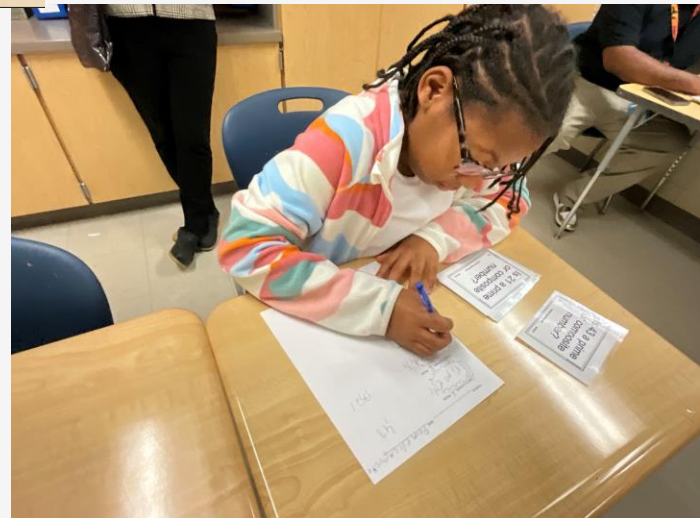


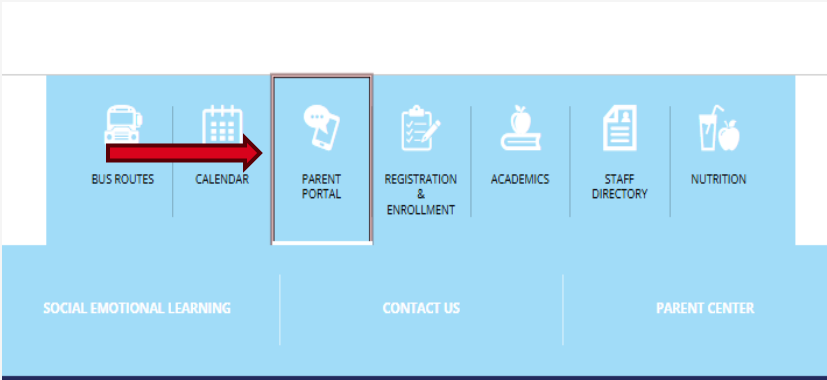
HARPER-ARCHER ELEMENTARY PRESENTS

Red Ribbon Week 2025

LIFE IS A PUZZLE, SOLVE IT DRUG FREE

Monday 10.21	Tuesday 10.22	Wednesday 10.23	Thursday 10.24	Friday 10.25
<p>"RED-Y" To Fit into the Drug Free Life</p>  <p>Wear red showing that we're all a piece of the puzzle, living drug-free and striving to be the best we can be!</p>	<p>All the wrong pieces? Don't let drugs make your life a mess.</p> <p>Wacky Tacky</p> <p>Wear your most outrageous, clashing outfits to show that your drug-free life is perfectly put together, unlike the puzzle a life with drugs would be.</p>	<p>Press it Together For a Cure</p>  <p>Wear all the pink you can to help us put together the puzzle for a cure! Each splash of pink is a step toward finding the answers and finishing the fight against breast cancer.</p>	<p>We Fit Together, Drug Free!</p>  <p>Whether matching shirts with pieces, or matching outfits, find a team to show that life's better when all the right pieces are in place!</p>	<p>From Page to Puzzle</p>  <p>Dress up as your favorite book character and show us that you're smart enough to solve life's puzzles without drugs.</p>





Campus Parent Atlanta Public Schools

Single Sign-On (SSO)


_____ or _____

Parent Username: **(Required)**

Password: **(Required)**

Log In

[Forgot Password?](#)
[Forgot Username?](#)
[Help](#)
[Log in to Campus Student](#)



New User?

Activate your Campus Portal account by entering the activation key sent to you by your district. If you do not have an activation key, please visit the [Parent Portal Activation Key Lookup](#) page. You will need:

- Your child's Student Number (It can be found on your student's report card or transcript.)
- The last four digits of your child's Social Security Number (SSN) or the SSN-like number* assigned to your child.

*If you did not provide your child's SSN at enrollment/registration, they were assigned an SSN-like number. To receive the last four digits of that number, you will need to **contact your child's school**. If you receive the error message that your Activation Key has already been used, that means you already have an account and should proceed to the [Login page](#).

For help obtaining you activation key please reach out to your local school or submit a [Let's Talk ticket](#).

Activation Key *

Submit

Student First Name

Student Last Name

Grade Level (in 2026)

Student Number

Last 4 Digits of Student SSN

Student Birthdate

Submit

Parent Conferences may be requested by parents and scheduled by teachers. Most conferences will be held on Monday's and Friday's during a teacher's planning.

Parent's wishing to check students out early during the week should plan to check out by 1:30 PM.

Families wishing to celebrate birthdays should drop off cupcakes prior to their child's lunch. No balloons are allowed on campus, and parents will not be able to remain for any celebrations.



APS Forward 2040: Reshaping the Future of Education

Taskforce Meetings

May 8, 2025 - [Presentation](#)

August 5, 2025- [Presentation](#)

Upcoming Public Meetings

- November 10

Virtual – at Noon

In-person at 6PM at CLL (130 Trinity Ave)



One District. One Goal. Every Child.

UPDATE

Comprehensive Long-Range Facilities Plan

atlantapublicschools.us/APS2040



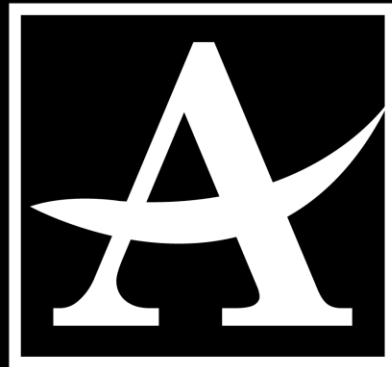
Questions?



Public Comment



Thank you



ATLANTA
PUBLIC
SCHOOLS

