North Atlanta High School GO Team Business Meeting #3

12/10/25

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Agenda

Action Items
- Approval of Agenda
- Approval of Previous Minutes
- Additional Action Item 1 *(if needed)*:

Discussion Items *(add items as needed)*
- 2025-2030 Strategic Plan Development
  - Confirm Mission/Vision, Goals from Previous Meeting
  - Develop 2025-2030 Strategic Plan Objectives

Information Items *(add items as needed)*
- Principal's Report
- Cluster Advisory Team Report
- APS Forward 2040 –Facilities Plan Update *(if needed)*

Announcements

Public Comment *(if needed)*

Adjournment



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Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

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Discussion Items



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Continuing the 2025-2030 School Strategic Plan Development Process

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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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Revisiting the APS 2025-2030 Strategic Plan

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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GO Team's 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 Process Overview

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

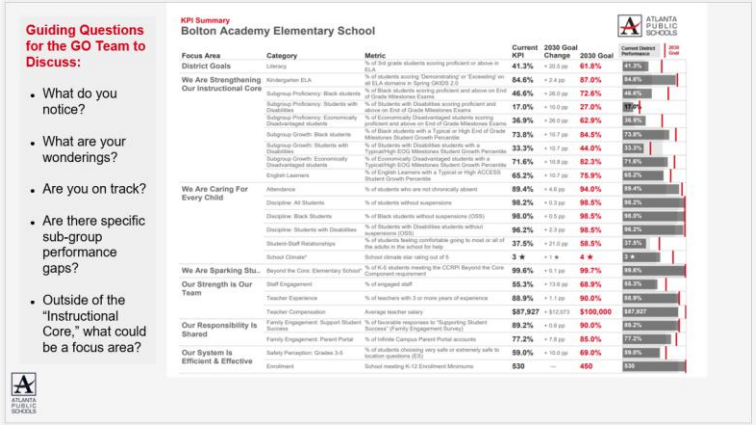
Business Meeting 4 (Budget Allocation):
- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

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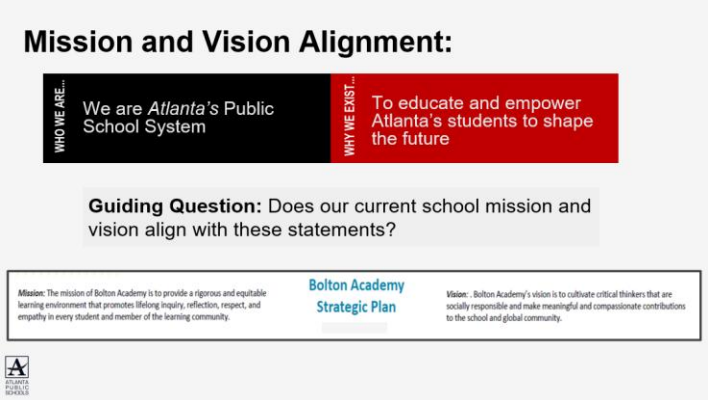
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In Our Last Meeting We…

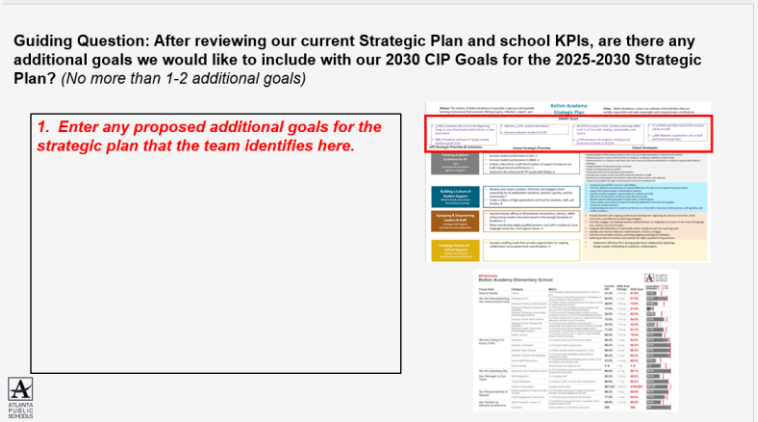
1 Reviewed Our School Data



2 Aligned Our Mission and Vision



3 Confirmed Our 2030 Goals



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North Atlanta High School's Proposed Updates to School Mission and Vision:

There were no proposed changes to our school's mission and vision.

MISSION STATEMENT

Through a nurturing culture that embraces diversity, promotes academic rigor, and fosters integrity, North Atlanta High School will develop inquiring, responsible, and caring young adults who will graduate ready for college and career.



VISION STATEMENT

North Atlanta High School, through holistic learning and collaboration among students, educators, families, and community, will foster an environment of critical thinkers who are globally and culturally aware.

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North Atlanta High School's Proposed Goals for the 2025-2030 Strategic Plan:



1. By 2030, the percentage of proficient and above learners as assessed by the GMAS EOC Algebra I (from 31% to 50%), Biology (from 51% to 60%), and Lit II will increase (to 60%).
2. By 2030, the percentage of students NOT chronically absent will improve from 71% to 86%.
3. By 2030, the percentage of English Learners with a Typical or High ACCESS Student Growth Percentile from 61.9% to 72.6%.
4. By 2030, the percentage of students earning HS credit in AP, IB, or Dual Enrollment will increase from 58% to 65%.

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Today's Focus:

School Strategic Planning Process: Step 4

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.)*

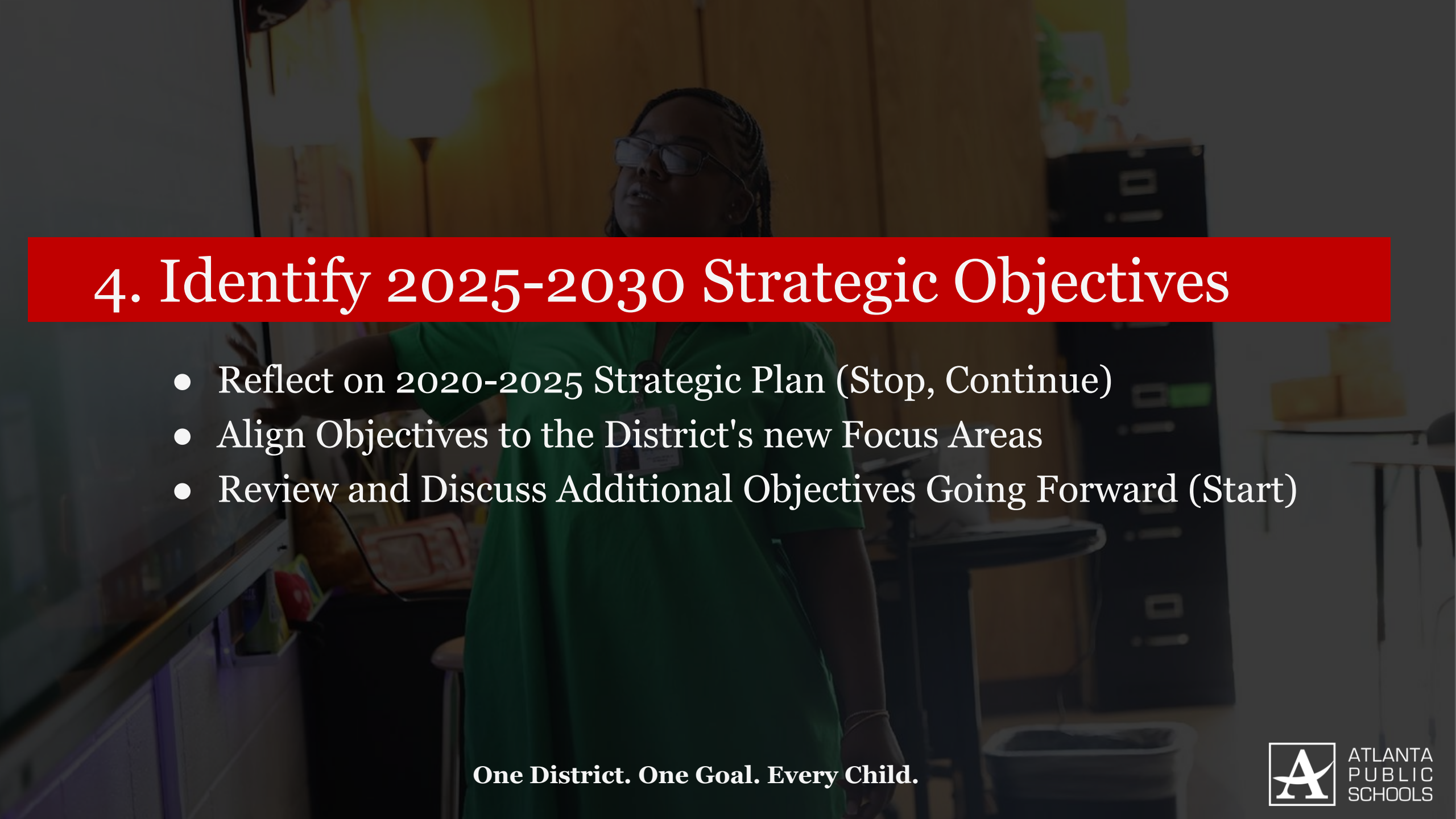
Business Meeting 2:
- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:
- Identify 2025-2030 Strategic Objectives

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

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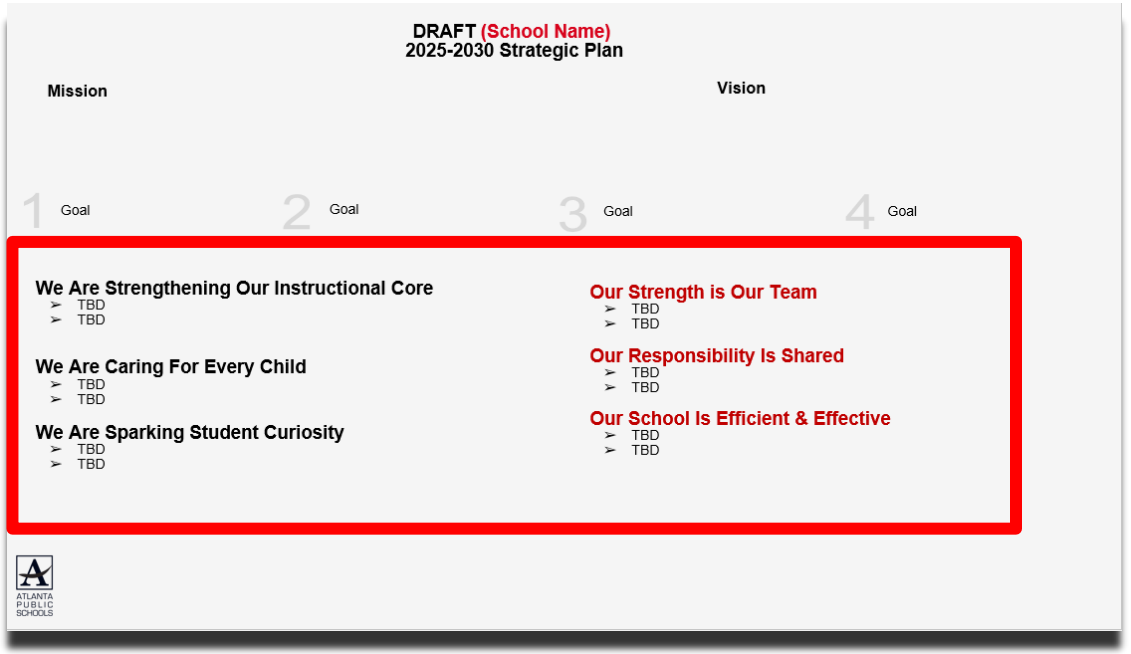
4. Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan (Stop, Continue)
- Align Objectives to the District's new Focus Areas
- Review and Discuss Additional Objectives Going Forward (Start)

4

Using our new, 2025-2030 Strategic Goals as a guide we will complete a Start, Stop and Continue exercise to review our current “Strategic Priorities” and identify our 2025-2030 Strategic Objectives





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promotes academic rigor, and fosters integrity, North Atlanta High School will develop inquiring, responsible, and caring young adults who will graduate ready for college, career and life.

School

among engaged students, educators, families, and community, will foster an environment of critical thinkers who are globally and culturally aware.

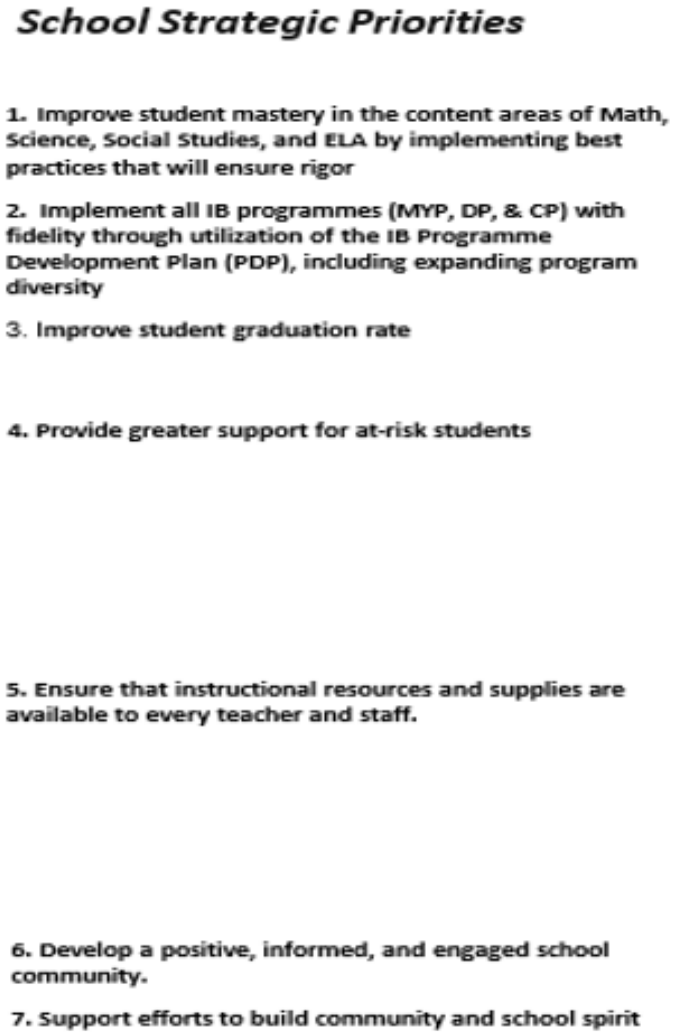
SMART Goals

By the end of the 2021 - 2022 school year, and each subsequent year, the percentage of students earning a score of proficient and above on the Algebra I EOC and American Lit EOC will increase 3% or higher.	The percentage of ELL, Hispanic and Students with Disabilities who graduate in four years will increase 3% or higher for each subgroup from June 2021 to July 2022 and each subsequent year of this plan.	The percentage of high school students who score 4 or higher on two or more IB exams will increase by 5% or higher from 79% in June 2019 to 84% or higher in June 2024 and maintain growth each year.	Decrease the disproportionality by 10% in discipline incidents between our subgroups through the use of restorative practices, social emotional learning and conflict resolution by the end of each school year.

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Improve student mastery in the content areas of Math, Science, Social Studies, and ELA by implementing best practices that will ensure rigor 2. Implement all IB programmes (MYP, DP, & CP) with fidelity through utilization of the IB Programme Development Plan (PDP), including expanding program diversity 3. Improve student graduation rate	1A. Continue emphasis on Professional Learning Communities (PLCs) with focus on all subject groups where teachers will work together to plan units and lessons, create assessments, implement common instructional frameworks, and utilize data. 2A. Implement and strengthen all IB programmes by utilizing IB Programme Development Plans. 2B. Increase minority, ELL, SWD participation in the DP/CP program through early identification of rising 9th grade students 3A. Utilize all student performance data to inform enrichment and remediation opportunities. 3B. Utilize APSGraphs to analyze cohort data. Counselor review credits and schedule students with courses needed and classes for pathway completion. Counselors perform quarterly cohort updates
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	4. Provide greater support for at-risk students	4A. Care Team and CIS will work with students who have consistent attendance and discipline issues to assist with identifying resources, pathways, and organizations to increase students' social, emotional and academic achievement. 4B. Implement Social Emotional Learning (SEL) curriculum. 4C. Parent Miniversity, Grade Level Meetings and Parent Townhalls - Parent sessions designed to inform and engage parents in their students' school life. 4D. Utilizing and increasing student support structures to address universal screener data.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	5. Ensure that instructional resources and supplies are available to every teacher and staff.	5A. Provide training, support, and professional development for teachers in the following areas: IB programmes; APS 5; and research based instructional strategies that promote inquiry and differentiation. 5B. Allocate time and provide resources for professional development during district Professional Learning days, release days, and PLC's.
Creating a System of School Support Collective Action, Engagement & Empowerment	6. Develop a positive, informed, and engaged school community. 7. Support efforts to build community and school spirit	6A. Strengthen the engagement of the school community by celebrating diversity and building intercultural understanding 7A. Strengthen the PTSA Family Engagement & Communications Committees in an effort to recruit more families and increase support. 7B. Build community awareness for IB by broadening the avenues of communication with parents; IB Parent Coalition reflects the diversity of the school. 7C. Provide leadership and support for messaging and capital campaign

voice, leadership, and ownership of their learning journey.

Identifying 2025-2030 Strategic Objectives: Stop Discussion



School Strategic Priorities

1. Improve student mastery in the content areas of Math, Science, Social Studies, and ELA by implementing best practices that will ensure rigor
2. Implement all IB programmes (MYP, DP, & CP) with fidelity through utilization of the IB Programme Development Plan (PDP), including expanding program diversity
3. Improve student graduation rate
4. Provide greater support for at-risk students
5. Ensure that instructional resources and supplies are available to every teacher and staff.
6. Develop a positive, informed, and engaged school community.
7. Support efforts to build community and school spirit

Guiding Questions:

Stop

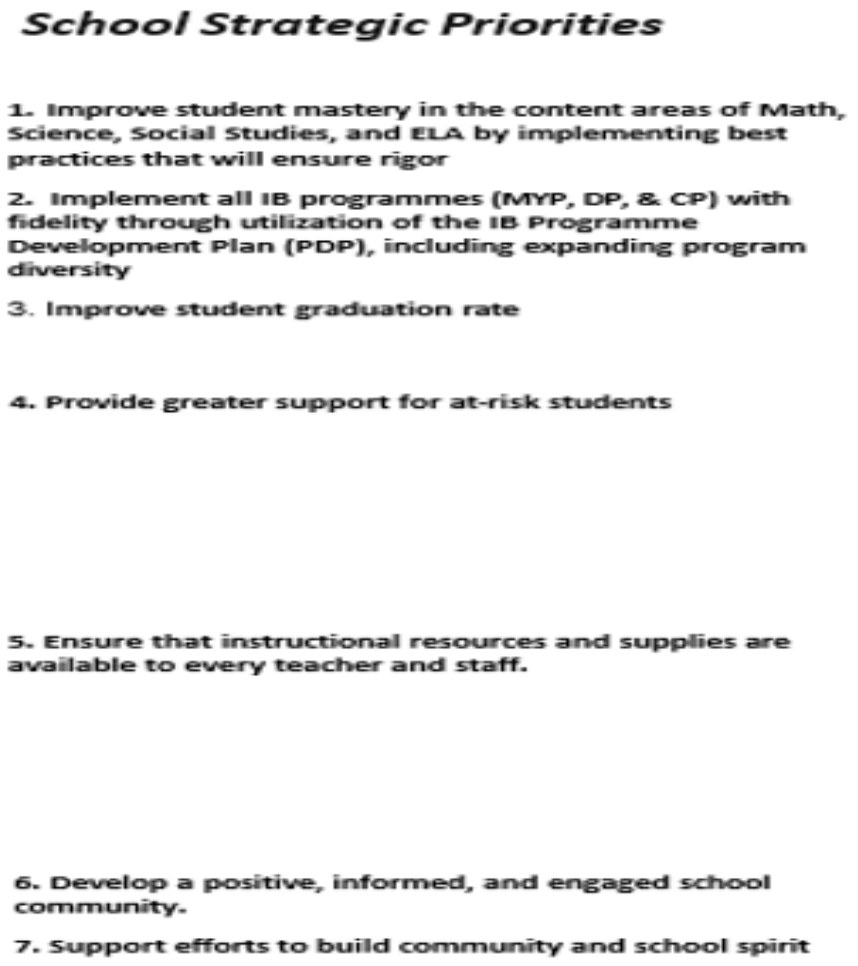
- What current priorities/activities are not having the needed impact and should be stopped?
- Are there any priorities/activities that are no longer aligned with our mission, vision, goals or focus areas?

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?

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Identifying 2025-2030 Strategic Objectives: Continue Discussion



School Strategic Priorities

1. Improve student mastery in the content areas of Math, Science, Social Studies, and ELA by implementing best practices that will ensure rigor
2. Implement all IB programmes (MYP, DP, & CP) with fidelity through utilization of the IB Programme Development Plan (PDP), including expanding program diversity
3. Improve student graduation rate
4. Provide greater support for at-risk students
5. Ensure that instructional resources and supplies are available to every teacher and staff.
6. Develop a positive, informed, and engaged school community.
7. Support efforts to build community and school spirit

Guiding Questions:

Continue

- What current priorities/activities are working well and should be maintained? ✓

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?

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Identifying 2025-2030 Strategic Objectives: Continue Discussion

- ***Continue implementing EDI, solid tier one instruction, and best practices that will ensure rigor.***
- ***Provide greater support for as-risk students.***
- ***Ensure that instructional resources and supplies are available to every teacher and staff member.***
- ***Support efforts to build community and school spirit.***



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Aligning Your Objectives to the District's New Focus Areas

"Getting Back to Basics"

We Are Strengthening Our Instructional Core
- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child
- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity
- TBD- Strategic Objective
- TBD- Strategic Objective

"Community of Believers"

Our Strength is Our Team
- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared
- TBD- Strategic Objective
- TBD- Strategic Objective

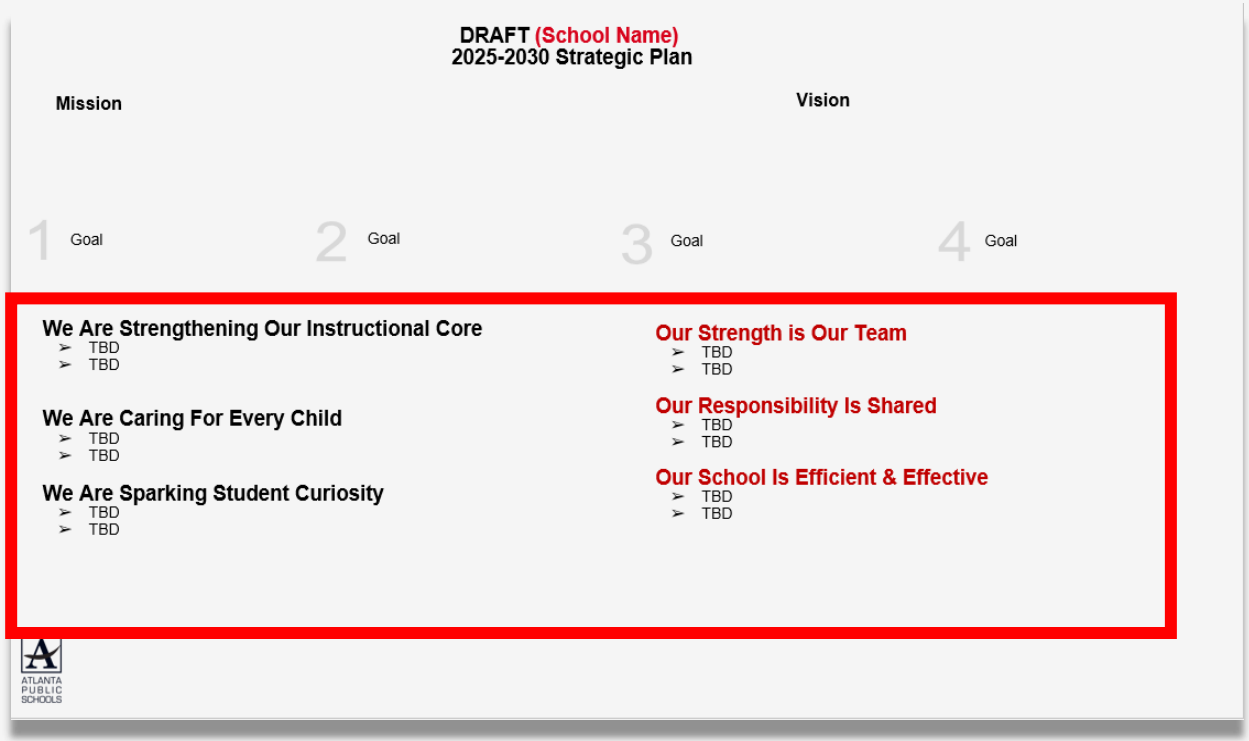
Our School Is Efficient & Effective
- TBD- Strategic Objective
- TBD- Strategic Objective

You will now move the Objectives (*previously Priorities*) you want to "Continue" to the appropriate Focus Area

- Use your 2020-2025 Strategic Plan, the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet to help categorize your objectives. Please note:
  - *Fostering Academic Excellence for All* is likely aligned to "We Are Strengthening Our Instructional Core" or "We Are Sparking Student Curiosity"
  - *Building a Culture of Student Support* is likely aligned to "We Are Caring For Every Child"
  - *Equipping & Empowering Leaders & Staff* is likely aligned to "Our Strength is Our Team"
  - *Creating a System of School Support* is likely aligned to "Our Responsibility is Shared" or "Our School is Efficient & Effective"

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Identifying 2025-2030 Strategic Objectives: "Start" Discussion



DRAFT (School Name)
2025-2030 Strategic Plan

Mission

Vision

1 Goal | 2 Goal | 3 Goal | 4 Goal

We Are Strengthening Our Instructional Core
- TBD
- TBD

We Are Caring For Every Child
- TBD
- TBD

We Are Sparking Student Curiosity
- TBD
- TBD

Our Strength is Our Team
- TBD
- TBD

Our Responsibility Is Shared
- TBD
- TBD

Our School Is Efficient & Effective
- TBD
- TBD

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- After you have aligned your Objectives to the appropriate Focus Area, identify any new Objectives the school must start to address the goals in your plan ➕
- **You should have 1-2 Objectives for each Focus Area.**
- Use the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet for ideas if you need to identify new Objectives.
- Focus on the "**Getting Back to Basics**" Focus Areas first (***Strengthening Our Instructional Core, Caring For Every Child, and Sparking Student Curiosity***)
- Make sure you have something in the "**Community of Believers**" Focus Areas that support your core work (***Strength is Our Team, Responsibility is Shared, System is Effective & Efficient***)

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Guiding Questions: Are there any new "objectives" we must **START** to completely address our 2025-2030 Strategic Goals? Do we have 1-2 Objectives to support each Focus Area?

"Getting Back to Basics"

We Are Strengthening Our Instructional Core

- Improve content mastery by implementing EDI, Tier 1 instructional practices that will ensure rigor.
- Align PD to schoolwide instructional priorities with clear follow-up and accountability.

We Are Caring For Every Child

- ➢ Increase student attendance by implementing personalized attendance plans and conducting regular check-ins with students and families.
- ➢ Conduct biweekly attendance meetings and monthly Whole Child meetings to review progress, adjust interventions, and ensure consistent support for identified students.

We Are Sparking Student Curiosity

- ➢ Increase the number of all students—particularly minority students—participating and succeeding in the IB program by conducting targeted recruitment based on data, hosting more IB information sessions with parents and students and providing more tutorial sessions to support students in advanced courses.
- ➢ Provide professional development focused on inquiry-based instruction, student engagement strategies, and culturally responsive practices to strengthen teacher capacity.

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Guiding Questions: Are there any new “objectives” we must **START** to completely address our 2025-2030 Strategic Goals? Do we have 1-2 Objectives to support each Focus Area?

“Community of Believers”

Our Strength is Our Team

- Leverage the collective expertise of teachers, support staff and instructional leaders to deliver high-quality, data driven instruction through effective PLC planning, shared best practices, and targeted interventions.
- Strengthening our schoolwide systems of support so that all staff are working collaboratively to reduce chronic absenteeism and promote student engagement.

Our Responsibility Is Shared

- All staff members will work collectively to improve student achievement in Algebra I, Biology, Lit II and ACCESS growth through planning, data, and shared ownership of instructional outcomes.

Our School Is Efficient & Effective

- Implement consistent, schoolwide systems for collecting, analyzing, and responding to student data to ensure timely instructional adjustments, targeted supports, and monitoring of progress toward proficiency, ACCESS growth, and advanced coursework participation.

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Where we're going

At our next meeting we will:

- Vote on the 2025-2030 Strategic Plan
- Rank our 2025-2030 Strategic Objectives
- Begin the discussion of the 2026-2027 budget

Let me or the Chair know of any additional information you need for our future discussion.

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Questions?



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Information Items



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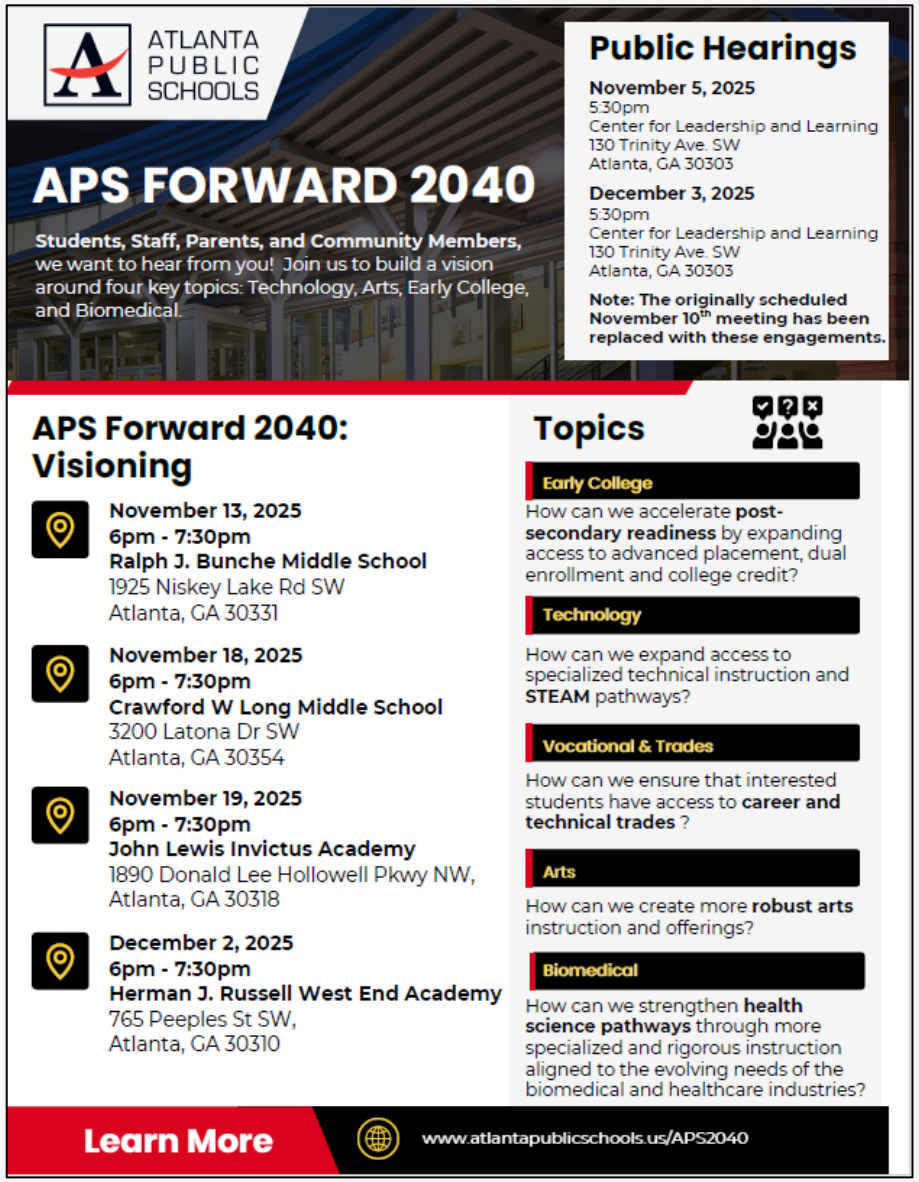
Principal's Report

Our school continues to move forward with exciting momentum. We will launch Recovery in January through both Power Up and Project Hope to ensure students start the new semester strong. Last night, we hosted our first-ever athletics banquet, and it was truly an amazing celebration of our student-athletes and coaches. I am also thrilled to share that one of our own students, Claire Collins, has written a book titled *The Allergy Adventurer*, and I look forward to reading it and celebrating her accomplishment.

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Cluster Advisory Team Report

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UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

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Announcements

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Thank you

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