Continental Colony GO Team Business Meeting #3

DATE January 15, 2025

ATLANTA PUBLIC SCHOOLS

Agenda

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GO TEAMS
STRONG SCHOOLS START WITH ME!

Meeting Agenda

Continental Colony Elementary School

Date: January 15, 2026

Time: 4:30pm

Public Viewing Link: http://www.youtube.com/@kristenhorton435

I. **Call to Order**
II. **Roll Call; Establish Quorum**
III. **Action Items**
  a. Approval of Agenda
  b. Approval of Previous Minutes (Business Meeting #1 and #2)
IV. **Discussion Items**
  a. 2025-2030 Strategic Plan Development
    i. Confirm Mission/Vision, Goals from Previous Meeting
    ii. Develop 2025-2030 Strategic Plan Objectives
V. **Information Items**
  a. Principal's Report
    i. CCRPI Results
  b. Cluster Advisory Team Report
    i. Charter System Renewal
    ii. FY27 Budget Preparation
  c. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update
VI. **Announcements**
VII. **Public Comment**
VIII. **Adjournment**



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- Secretary will take roll and announce if the GO Team has a **quorum.**

Mariyam Drammeh
BigGirl Carr
Marquisha Sanders
Tauheedah Uthman
Ceclia Battle
Carolyn Strozier
Joycelyn Gore
Tracie Astin

The meeting can only proceed if a majority of current members are present.

Secretary

Call Roll

Establish Quorum

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Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

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Agenda

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VI. **Announcements**
VII. **Public Comment**
VIII. **Adjournment**



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Continental Colony (CCES)
Date: October 23, 2025
Time: 4:30 pm
Recording: Yes

OCTOBER 23RD

I. Call to order: 4:37 pm

II. Roll Call

Role	Name *(or Vacant)*	Present or Absent
Principal	Kristen Horton	P
Parent/Guardian	Mariyam Drammeh	P
Parent/Guardian	BigGurl Carr	A
Parent/Guardian	Vacant	
Instructional Staff	Marquisha Sanders	A
Instructional Staff	Cecilia Battle	P
Instructional Staff	Tauheedah Uthman	P
Community Member	Carolyn Strozier	P
Community Member	Vacant	
Swing Seat	Vacant	
Guest	Tracie Astin	P
Guest	Joycelyn Gore	P

Quorum Established: Yes

III. Action Items

A. **Approval of Agenda:**
Motion made by: T. Astin
Seconded by: Berkshire Place
Members Approving: 7
Members Opposing: 0
Members Abstaining: 0

B. **Open Community Member Seat**
i. Nominee: Bajah Whitehead, PTSA President
Motion made by: C. Strozier
Seconded by: C. Battle
Members Approving: 7
Members Opposing: 0
Members Abstaining: 0

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Meeting Minutes

C. **Approval of Previous Minutes (9/4/25)**
Motion made by: M. Drammeh
Seconded by: C. Strozier
Members Approving: 5
Members Opposing: 0
Members Abstaining: 0

IV. Discussion Items

A. **2025-2030 School Strategic Plan Development**

i. Inform, Input, Invite

1. Dr. Horton presented Continental Colony's Key Performance Indicator (KPI) Summary that aligns with APS's strategic plan. The KPIs are organized into six components: Strengthening our instructional core, Caring for every child, Sparking student passion, Our strength is in our team, Our responsibility is share, and Our system is efficient and effective.
2. The meeting was focused on reviewing these indicators to help shape the school's 2025-2030 Strategic Plan. Dr. Horton specifically mentioned they were concentrating on the mission, vision, and strategic goals during this meeting.
3. The team is reviewing current performance and goals for 2030 across various metrics including reading and math proficiency, student attendance, and school climate.
4. The school is using current data to inform their planning process, though the specific performance metrics weren't detailed in the transcript beyond mentioning they were reviewing "individual school data" that participants could access via QR code.
5. The overall goal is aligning the school's strategic plan with the district's plan while grounding it in the school improvement plan, with a timeline to have goals and objectives approved by January 2026.
6. The team reviewed the current goals: Increasing reading proficiency from 19% to 24% as measured by Georgia Milestone Assessment, Ensuring 80% of K-5 students meet MAP reading growth targets, Increasing math proficiency from 22% to 27%, Improving special education subgroup performance from 9% to 15% in both math and reading, Reducing student incidents and out-of-school suspensions for Tier 2 and Tier 3 behavior challenges by 50%.
7. The team is now considering extending these goals to 2030, but members requested more time to review the data before making final decisions.
8. Dr. Horton will send everyone the KPI indicators for further review before the next meeting.

ii. **Public Comment Discussion**

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1. There was a brief discussion about public comment protocol.
2. Comment posed if public comments should be placed at the beginning or end of meetings.
3. Feedback preferred to keep public comments at the end to ensure completion of required business items, especially to finalize the strategic plan by January before budget planning.
4. Recommendation to shift public comments to the beginning to respect community members' time.
5. Feedback expressed concern that if comments were at the beginning, community members would not have heard the full meeting content to provide informed feedback.
6. The team ultimately decided to keep public comments at the end.

iii. School Communications System

1. Highlighted different ways the school communicates information, including the website, Dojo, email, and Blackboard.
2. Recommended considering social media platforms, such as TikTok.
3. Referenced social medica communications and distribution of information to ensure advance information.
4. School has an Instagram page, a Facebook page, and a YouTube page.
5. School Communication Ambassador (Lee) is contact to post on platforms or forward to Principal.

iv. School Supplies

1. Discussion regarding any additional funds to supplement any expenses for teacher's school supplies.
2. Requests should be provided to Ms. Lee for supplies.
3. Discussed including the PTA and leadership team in this conversation and considering these needs in next year's budget planning.
4. Referenced a previous budget meeting where line items were shared and reiterated the process of teachers emailing Ms. Lee for needed items.
5. Information outlined in last year's budget vote regarding non-staffing allocations and can be sent.
6. Enrollment gap by 30 students and had $310,000 that was "held hold harmless" but didn't receive extra funds.

v. Community/Food Resources

1. Discussed community support and food drives, particularly in light of potential SNAP benefit disruptions due to a government shutdown.
2. Concerns about how to support Continental Colony families.
3. Indicated the district has set up weekly food distribution at the APS Hub, where families can pick up free groceries on the last Monday of each month between 10:00 AM and 12:30 PM (or until supplies run out) at 601 Thomas Junior Way.
4. Shared Mr. Phillips typically provides family food pickups around this time of year, as he did last year, and suggested connecting with him to see what might be available.
5. Discussion was focused on having resources that may be readily available.
6. Suggestions additional local solutions like: Creating a list of community food resources, setting up snack carts in hallways for breakfast, pantry drive, and providing lunch carts at the end of the day for students to take home snacks.
7. Recommendation: Community Food Bank by MLK – every 2 weeks

vi. PTSA

1. Recommended that the school and PTA be more intentional about co-planning fundraising and community events.
2. Suggested a stronger partnership would help unify outreach, increase fundraising success, and avoid overloading families with too many separate commitments.
3. Several PTSA fundraising activities that are currently in motion or under consideration: Fish fry for teachers to get them all signed up for PTA, Globe Party for the kids, Spirit Knights at Zaxby's/Chick-fil-A, Fall Festival (increase PTSA involvement).

V. Information Items.

A. **Principal's Update**

i. "Bring Your Parents to School Day" has been very successful over the past 2 weeks. K-2 families met to review student data and set goals for increasing ARM (reading mastery) scores, while grades 3-5 set math goals.

ii. APS Forward Plan, which proposes to repurpose Continental Colony's building and merge students with Fickett, Deerwood, and Kimberly. This is not finalized yet. Shared there are QR codes for a survey, questions, and a video created by Mr. Phillips showing Continental Colony's impact. Upcoming public meeting about the Comprehensive Long Range Facilities Plan on November 10th - virtual at noon and in-person at 6pm at CLL.

VI. Announcements

A. A school tour scheduled for tomorrow from district representative Toton Pace, though confirmation is still pending.

B. On November 3rd, Uthman will be holding a mock election in the kindergarten hall ahead of Election Day. The mock election will help students understand the concept of voting in a fun way. Everyone is welcome to participate.

C. District now has a 90% graduation rate.

D. FY 2026 adopted budget for all schools link provided.

E. PTSA 'Fish & Chip' membership drive on November 9th.

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Meeting Minutes

VII. Public Comment(s)

A. Encourage more participation of parents in process and discussion in speaking of vision and mission of school.
B. Discussion to have Parent Liaison to assist in food needs and support community resources.
C. PTSA can not be sole fundraiser. Fundraiser funds for PTSA is separate from school.

VIII. Adjournment

Motion made by: C. Strozier
Seconded by: C. Battle
Members Approving: 7
Members Opposing: 0
Members Abstaining: 0
Motion

ADJOURNED AT: 6:04 PM

Minutes Taken By: T. Astin
Position: GO Team Secretary
Date Approved

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Meeting Minutes

Continental Colony (CCES)
Date: December 4, 2025
Time: 4:30 pm
Recording: Yes

I. **Call to order:** 4:42 pm
II. **Roll Call**

Role	Name *(or Vacant)*	Present or Absent
Principal	Kristen Horton	P
Parent/Guardian	Mariyam Drammeh	
Parent/Guardian	BigGurl Carr	
Parent/Guardian	Vacant	
Instructional Staff	Marquisha Sanders	P
Instructional Staff	Cecilia Battle	P
Instructional Staff	Tauheedah Uthman	
Community Member	Carolyn Strozier	P
Community Member	Vacant	
Swing Seat	Vacant	
Guest	Tracie Astin	P
Guest	Joycelyn Gore	

Quorum Established:

III. **Action Items**

A. **Approval of Agenda:**
Tabled (No quorum)

B. **Approval of Previous Minutes (10/23/25)**
Tabled (No quorum)

IV. **Discussion Items**

A. **2025–2030 School Strategic Plan Development**

1. Dr. Horton reviewed alignment to the Atlanta Public Schools Strategic Plan and discussed the six district strategic priorities. The

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Meeting Minutes

DECEMBER 3RD

team reviewed proposed 2030 targets using a 3% annual growth model and discussed alignment to mission, vision, and KPI data.

2. Proposed 2030 Goals discussed:
   a. Reading proficiency increase from 19% to 39%
      i. Black subgroup 18.6 to 44.5%
      ii. Students with disabilities: 9 to 19%
   b. Math proficiency increase from 22% to 37%
      i. Black subgroup: 20-35%
      ii. Students with disabilities: 9-19%
   c. Students with Disabilities: increase proficiency from 9% to 19% in reading and math
   d. Attendance: Maintain 90% CCRPI rate and reduce chronic absenteeism
      i. Black students: improve from 70.73% to 82.6% not chronically absent
3. **Mission Statement Update:**
   Revised to: "Continental Colony Elementary aims to develop compassionate and knowledgeable lifelong learners through the progressive implementation of internationally-minded and rigorous instruction aligned with standardized assessment."
4. **Additional Goal Being Developed:** Parental involvement and whole child support
   a. Focus on parent expectations and connections
   b. Plan to survey similar demographic schools for best practices
   c. Goal to be fully developed for next meeting
5. **Next Steps**
   a. Finalize parental involvement goal with specific metrics
   b. Research strategies from other schools with strong parent engagement
   c. Timeline: Goals should be approved by January 2026 for FY27 budget planning

B. **Attendance Strategies**

The principal shared recent attendance data and strategies, including weekly perfect attendance celebrations. Nine classes achieved perfect attendance recently, with noted positive mid-week attendance improvements.

C. **CCRPI Update**

1. The school demonstrated significant improvements in CCRPI, including:
   a. Content Mastery: Jumped 11.2 points from 32.5 to 43.7, with especially strong gains in science
2. Progress: Increased 8.5 points from 77.1 to 85.6

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Meeting Minutes

3. Closing Gaps: Remained at 100, meaning all subgroup targets are on target
4. Readiness: Modest increase of 1.8 points (covers students reading at or above grade level)
5. Student Attendance: Improved from 66 to 70
6. Beyond the Core: Maintained at 100

D. Facilities Repurposing Update

The specific recommendation for Continental Colony includes:
The school will be repurposed and closed in spring of 2027 (end of next school year)

1. There will be improvements made to Deerwood, Fickett and Kimberly schools
2. Elementary boundary realignment will occur within the feeder pattern
3. This is expected to generate operational savings of $1.5 to $2 million annually
4. Potential deferred maintenance cost savings of $7.1 million
5. A reduction of 500 seats overall

Public Comment Discussion

V. Information Items.

VI. Announcements

A. **Debate Team**: The school's debate team had their first debate the week before Thanksgiving.

B. **Photography Club**: The photography club is currently underway. Students in the "Cubs to Panthers" photography course have been taking images based on what they learned, and their work was showcased during the IB morning tea and science/social studies fair.

C. **IB Morning Tea & Science/Social Studies Fair**: This event took place yesterday and featured significant student agency, including:

i. Students presenting their projects independently
ii. Two young ladies (second and third graders) directing the choir
iii. Two second graders doing the direction
iv. Two fifth graders running the entire program
v. Student photography club members taking pictures during the event
vi. Projects focused on solving common problems at Continental Colony, showing students taking action to better their school community
vii. The principal noted that there was a lot of student agency demonstrated at these events, which aligns with what the school has been working toward.

VII. Public Comment(s)

VIII. Adjournment

Meeting Adjourned @ 5:11pm

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Meeting Minutes

Minutes Taken By: Tracie Astin
Position: GO Team Secretary

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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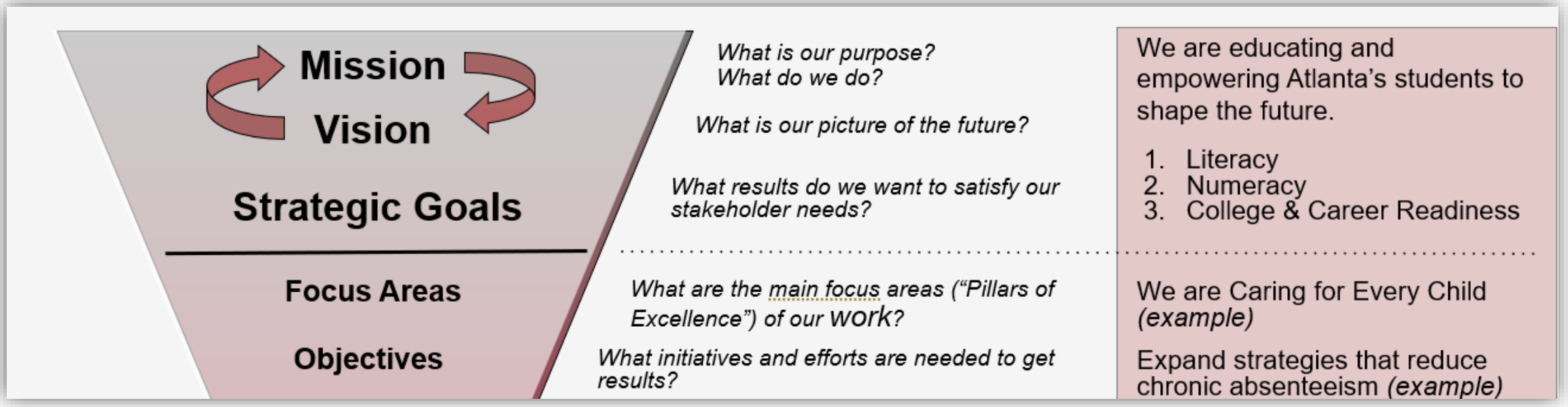
GO Team's Focus (Governance)



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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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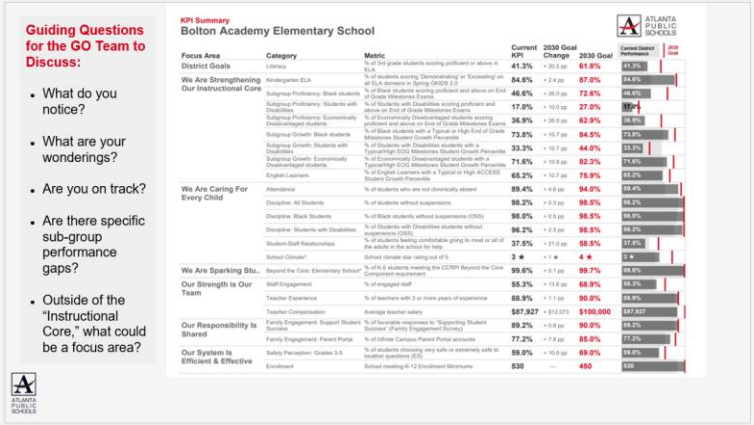
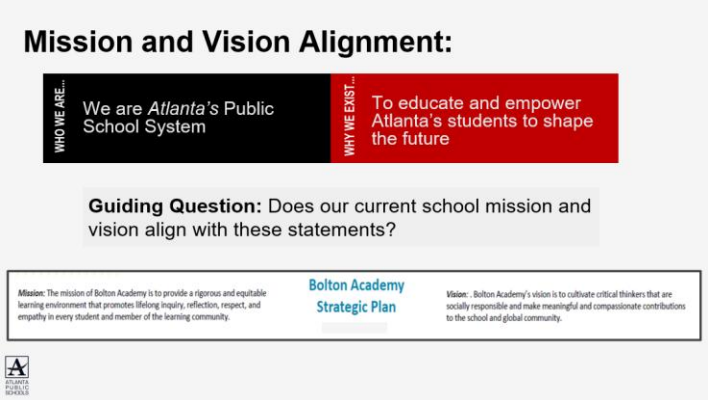
In Our Last Meeting We…

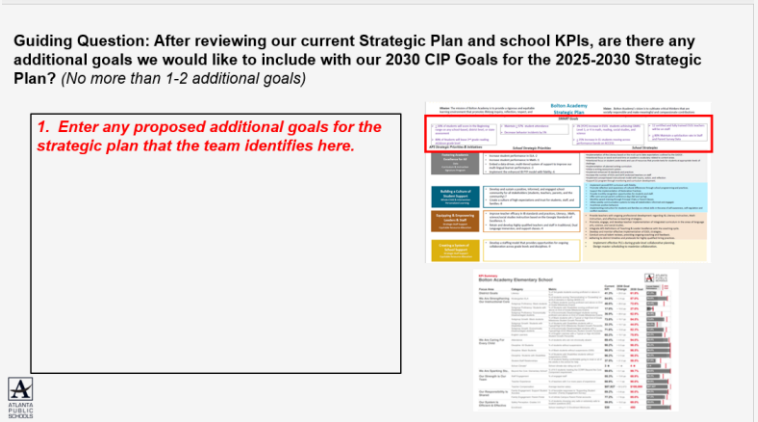
1 Reviewed Our School Data



2 Aligned Our Mission and Vision



3 Confirmed Our 2030 Goals



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Continental Colony

Proposed Updates to School Mission and Vision:

Mission: Continental Colony Elementary School aims to develop compassionate and knowledgeable life-long learners through the progressive implementation of internationally minded instruction and rigorous assessment.

Vision: The vision of Continental Colony Elementary School is to become a school of excellence that prepares students for equitable access to college and career options to ensure they are equipped to persevere and successfully function in a technologically advancing global society.

Vision: ***The vision of Continental Colony Elementary School is to become a school of excellence that prepares students for equitable access to college and career options to ensure they are equipped to persevere and successfully function in a technologically advancing global society.***

Mission: ***CCES aims to develop compassionate and knowledgeable life-long learning through the progressive implementation of internationally minded and rigorous instruction aligned with standardized assessments.***



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Continental Colony Elementary School

Proposed Goals for the 2025-2030 Strategic Plan:

1. By 2030, the percentage of proficient and above learners as assessed by the **GMAS EOG ELA** will increase by 15% overall from 19% (2025) to 39% Sub Goal: Subgroups Black will increase by 25.9% from 18.6% (2025) to 44.5% and SWD will increase by 10% from 9.1% (2025) to 19.1%
2. By 2030, the percentage of proficient and above learners as assessed by the **GMAS EOG Math** will increase by 15% overall from 22% (2025) to 37% . Sub Goal: Subgroups Black will increase by 15% from 20% (2025) to 35% , and SWD will increase by 10% from 9.1% (2025) to 19.1% .
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 70.73 (2025) to 82.6%.
4. By 2030, the percentage of favorable responses to **"Supporting Student Success"** on the family engagement survey will increase from 77.8% to 84.9%.

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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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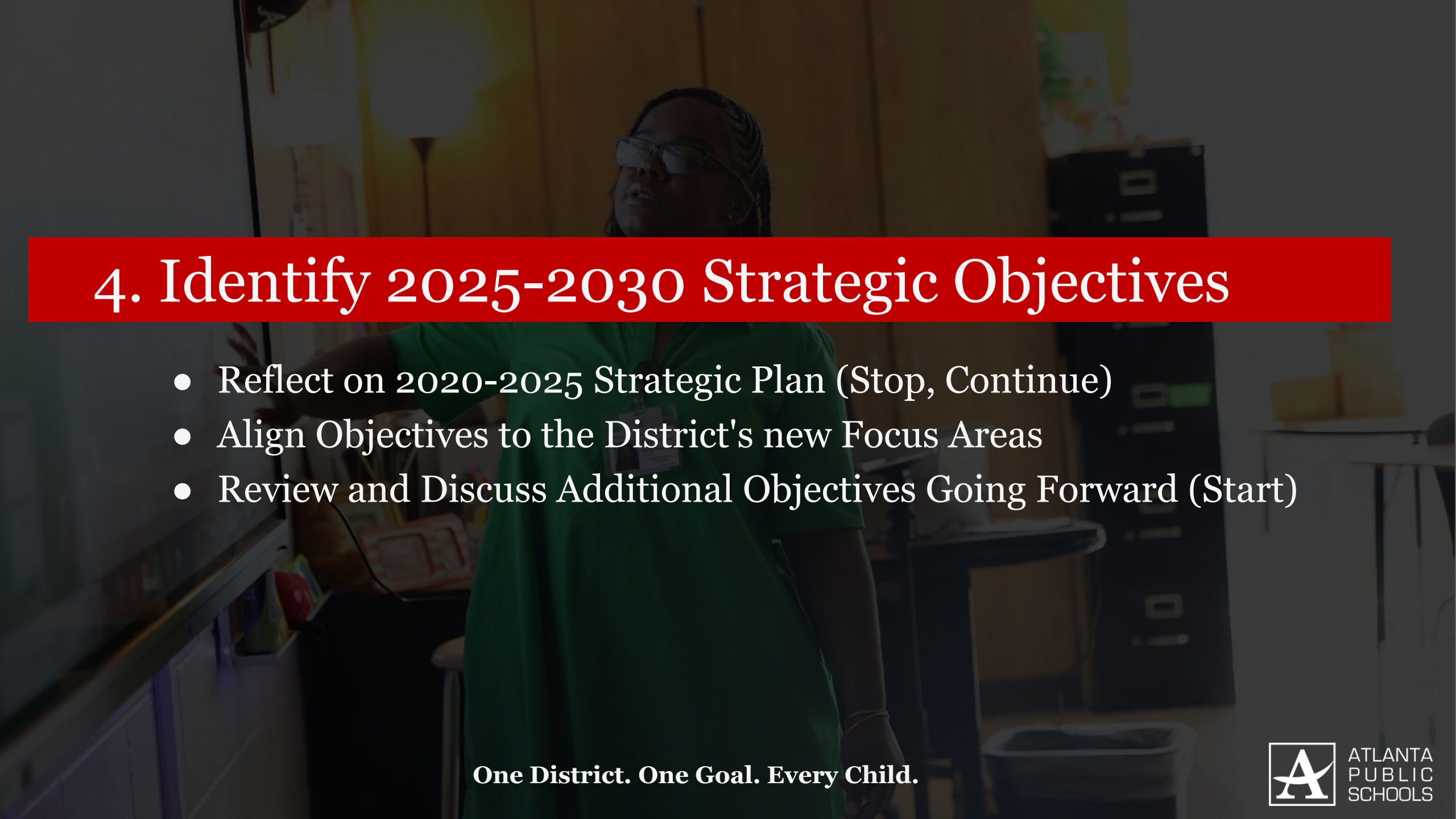

4. Identify 2025-2030 Strategic Objectives

- 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

CONTINENTAL COLONY ELEMENTARY SCHOOL

Mission: Continental Colony Elementary School aims to develop compassionate and knowledgeable life-long learners through the progressive implementation of internationally minded instruction and rigorous assessment.

Vision: The vision of Continental Colony Elementary School is to become a school of excellence that prepares students for equitable access to college and career options to ensure they are equipped to persevere and successfully function in a technologically advancing global society.

SMART Goals

- Increase the % of grades 3-5 students scoring proficient or above in reading from 10% to 25% as measured by the Georgia Milestone Assessment by Spring 2026.
- Increase the % of grades 3-5 students scoring proficient or above in math from 11% to 25% as measured by the Georgia Milestone Assessment by Spring 2026.
- 85% of students reach their growth target in reading and math as measured by the MAP Growth Reading and Math Assessment by Spring 2026.
- Increase the weekly attendance rate for K-5 students to an average of 95% by Spring 2026.

APS Strategic Priorities & Initiatives	*School Strategic Priorities*	*School Strategies*
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	**1. Strengthen the implementation of signature programming.**	**1a.** Staff participate in at least 90+ minute of signature program- specific professional learning per month **2a.** Teachers, paraprofessional, and staff members will receive regular, and bi-weekly cycles of coaching based on framework implementation, management, and rigor observed on a weekly basis. **3a.** Build systems to review and stay data informed on a daily, weekly, and bi-weekly basis.
	2. Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas.	
	3. Make data informed decisions for curriculum, instruction, and assessment.	
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	**4. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning.**	**4a:** Implement Tiered Interventions and support for students at tier 1-3 for reading and math. **4b.** Implement monthly personalized learning training to all PreK-5 staff. **4c.** Implement a cycle to monitor the implementation of personalized learning for students in grades PreK-5. **5a:** Implement goal setting 4 times a year (2 per semester) based on individual student academic intervention plans.
	5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.	
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource	**6. Improve Teacher Efficacy in literacy development and other core content areas.**	**6a.** Implement tiered interventions and support for teachers in literacy development and core content areas based on efficacy surveys, observations, and student assessment data. **7a.** Provide targeted professional learning for induction teachers and induction leaders on a monthly basis based on observations, teacher request, leader request and student achievement data.
	7. Implement and sustain a teacher induction and leader induction program.	
Creating a System of School Support Collective Action, Engagement &	**8. Create opportunities for families to shape the experiences students have in school, receive accurate and accessible information about students' progress, and have a legitimate role in decision-making.**	**8a.** Provide monthly content workshops for the community in order to keep them abreast of the content changes and the focus of the 6 week units along with community goal setting events and student-led conferences to keep families informed and engaged in the opportunity to discuss and plan students' progress. **8b.** Implement APTT in grades K-5 and class parent liaison to foster parent involvement and increase decision-making impact for parents. **8c.** Implement a PTA campaign to develop a PTA at CCES.

2

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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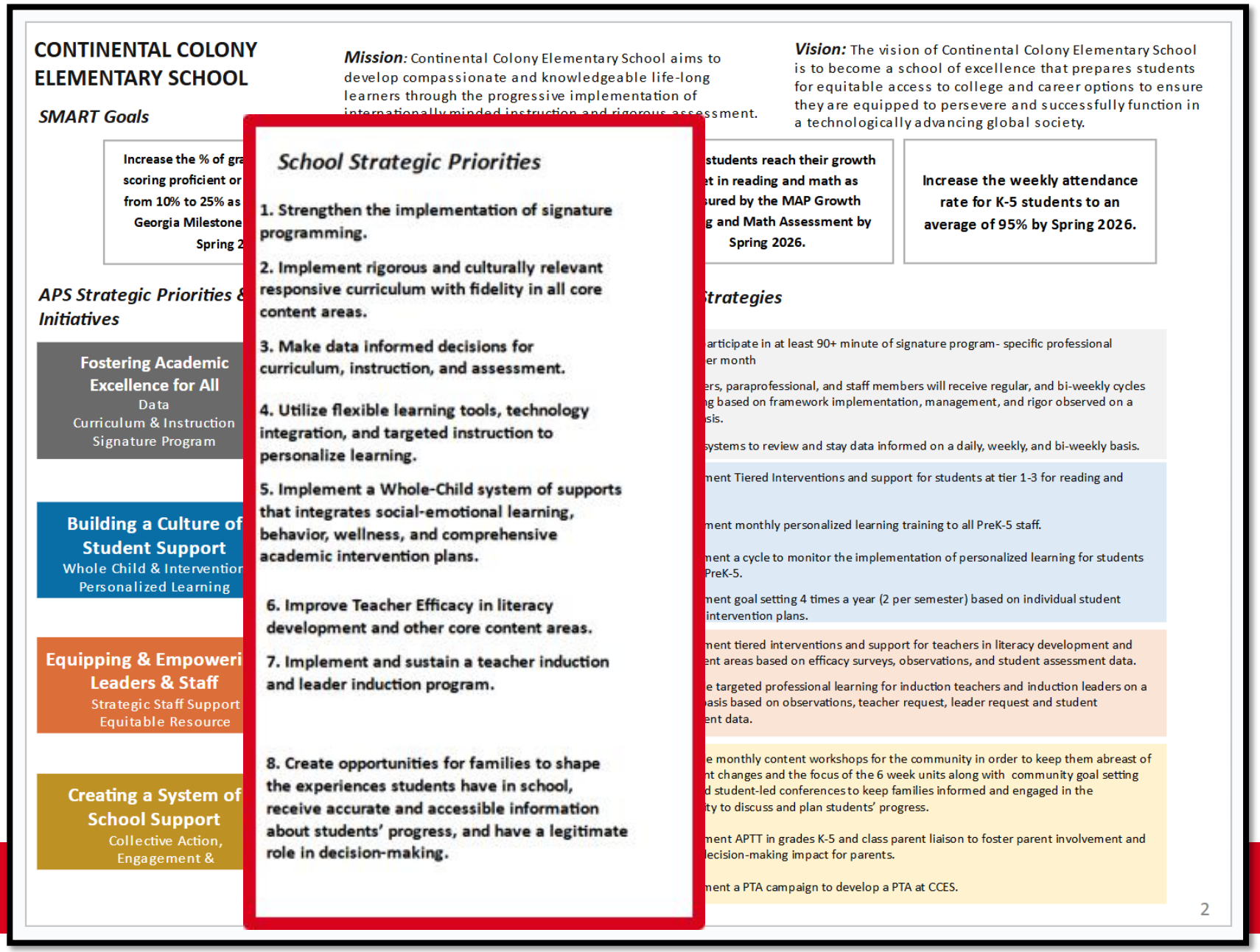
Identifying 2025-2030 Strategic Objectives: Stop Discussion



CONTINENTAL COLONY ELEMENTARY SCHOOL

Mission: Continental Colony Elementary School aims to develop compassionate and knowledgeable life-long learners through the progressive implementation of internationally-minded instruction and rigorous assessment.

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SMART Goals

Increase the % of gra… scoring proficient or… from 10% to 25% as… Georgia Milestone… Spring 2…

…students reach their growth …et in reading and math as …sured by the MAP Growth …g and Math Assessment by Spring 2026.

Increase the weekly attendance rate for K-5 students to an average of 95% by Spring 2026.

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 & Empoweri… Leaders & Staff
Strategic Staff Support
Equitable Resource

Creating a System of School Support
Collective Action, Engagement &

School Strategic Priorities

1. Strengthen the implementation of signature programming.
2. Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas.
3. Make data informed decisions for curriculum, instruction, and assessment.
4. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning.
5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.
6. Improve Teacher Efficacy in literacy development and other core content areas.
7. Implement and sustain a teacher induction and leader induction program.
8. Create opportunities for families to shape the experiences students have in school, receive accurate and accessible information about students' progress, and have a legitimate role in decision-making.

…trategies

…articipate in at least 90+ minute of signature program- specific professional …er month

…ers, paraprofessional, and staff members will receive regular, and bi-weekly cycles …g based on framework implementation, management, and rigor observed on a …sis.

…ystems to review and stay data informed on a daily, weekly, and bi-weekly basis.

…ment Tiered Interventions and support for students at tier 1-3 for reading and …

…ment monthly personalized learning training to all PreK-5 staff.

…ment a cycle to monitor the implementation of personalized learning for students …PreK-5.

…ment goal setting 4 times a year (2 per semester) based on individual student …intervention plans.

…ment tiered interventions and support for teachers in literacy development and …ent areas based on efficacy surveys, observations, and student assessment data.

…e targeted professional learning for induction teachers and induction leaders on a …asis based on observations, teacher request, leader request and student …ent data.

…e monthly content workshops for the community in order to keep them abreast of …t changes and the focus of the 6 week units along with community goal setting …d student-led conferences to keep families informed and engaged in the …ty to discuss and plan students' progress.

…ment APTT in grades K-5 and class parent liaison to foster parent involvement and …decision-making impact for parents.

…ment a PTA campaign to develop a PTA at CCES.

2

Guiding Questions:

Stop

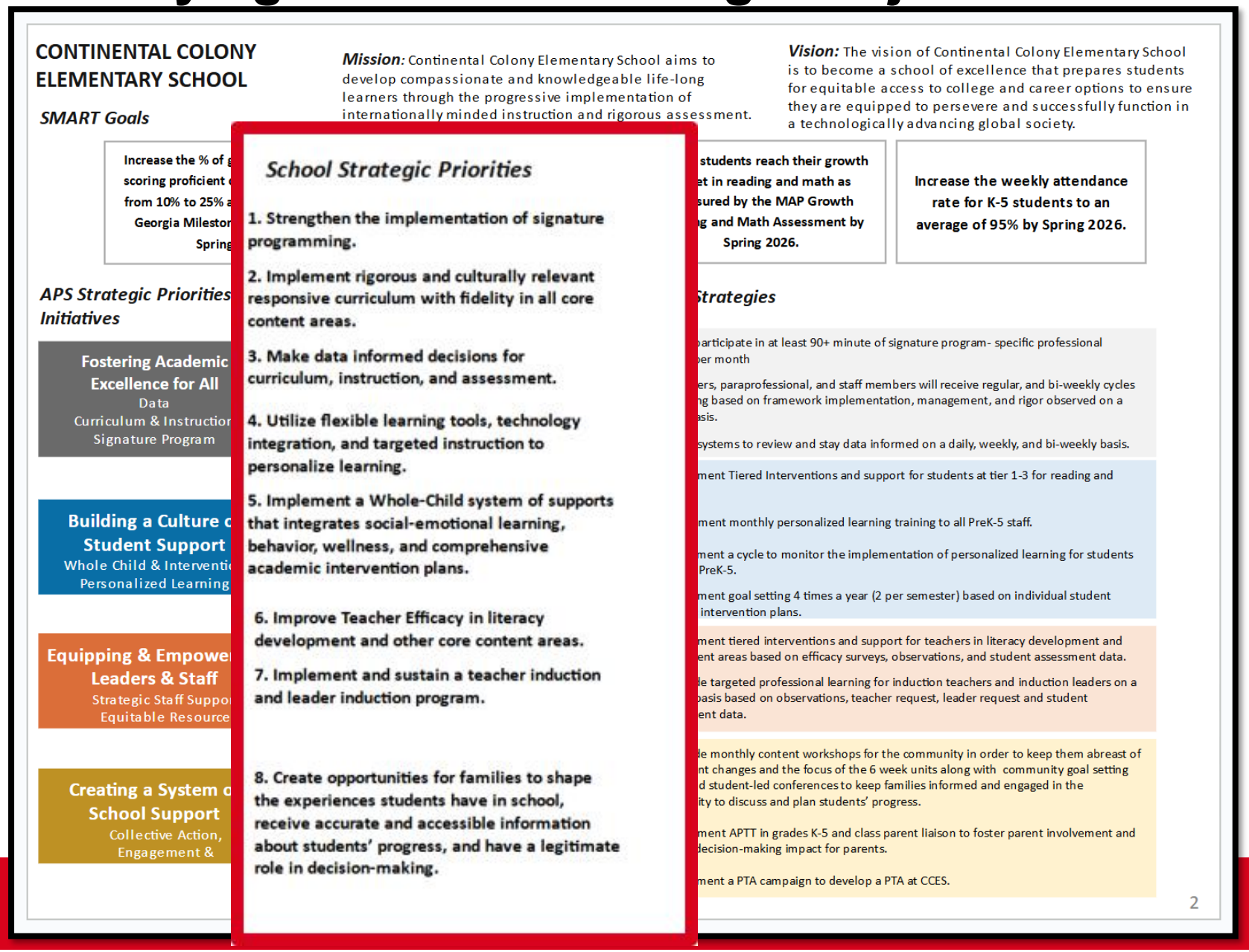
- What current priorities/activities are not having the needed impact and should be stopped?
- Are there any priorities/activities that are no longer aligned with our mission, vision, goals or focus areas?

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?

ATLANTA PUBLIC SCHOOLS

Identifying 2025-2030 Strategic Objectives: Continue Discussion



CONTINENTAL COLONY ELEMENTARY SCHOOL

Mission: Continental Colony Elementary School aims to develop compassionate and knowledgeable life-long learners through the progressive implementation of internationally minded instruction and rigorous assessment.

Vision: The vision of Continental Colony Elementary School is to become a school of excellence that prepares students for equitable access to college and career options to ensure they are equipped to persevere and successfully function in a technologically advancing global society.

SMART Goals

Increase the % of g… scoring proficient … from 10% to 25% a… Georgia Milestor… Spring…

…students reach their growth …et in reading and math as …sured by the MAP Growth …g and Math Assessment by Spring 2026.

Increase the weekly attendance rate for K-5 students to an average of 95% by Spring 2026.

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Data
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Building a Culture o… Student Support
Whole Child & Interventi…
Personalized Learning

Equipping & Empowe… Leaders & Staff
Strategic Staff Suppo…
Equitable Resource…

Creating a System o… School Support
Collective Action, Engagement &…

School Strategic Priorities

1. Strengthen the implementation of signature programming.
2. Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas.
3. Make data informed decisions for curriculum, instruction, and assessment.
4. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning.
5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.
6. Improve Teacher Efficacy in literacy development and other core content areas.
7. Implement and sustain a teacher induction and leader induction program.
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…ment a PTA campaign to develop a PTA at CCES.

2

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?

ATLANTA PUBLIC SCHOOLS

Identifying 2025-2030 Strategic Objectives: Continue Discussion

Enter the "Strategic Priorities" from your 2020-2025 Strategic Plan that you and your GO Team think should continue as "Strategic Objectives" on your 2025-2030 Strategic Plan based on today's discussion.



ATLANTA PUBLIC SCHOOLS

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"

ATLANTA PUBLIC SCHOOLS

Aligning Your Objectives to the District's New Focus Areas

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- Strengthen the implementation of the instructional core.
- Make data informed decisions for curriculum, instruction, and assessment.

We Are Caring For Every Child

- Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.
- Build positive healthy relationships with all students.

We Are Sparking Student Curiosity

- Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas by utilizing flexible learning tools, technology integration, and targeted instruction to personalize learning.
- Implement opportunities for students apply critical thinking and problem-solving skills (innovation).

“Community of Believers”

Our Strength is Our Team

- Improve teacher efficacy in literacy development and other core content areas.
- Implement and sustain a teacher induction and leader induction program.

Our Responsibility Is Shared

- Create opportunities for families to shape the experience students have in school, receive accurate and accessible information about students’ progress.
- Families have a legitimate role in decision-making.

Our School Is Efficient & Effective

- Create systems to ensure students feel safe in all areas of the building and transportation.
- Implement sustainability initiatives.

ATLANTA PUBLIC SCHOOLS

Aligning Your Objectives to the District's New Focus Areas

"Getting Back to Basics"

We Are Strengthening Our Instructional Core

- Strengthen the implementation of signature programming.
- Make data informed decisions for curriculum, instruction, and assessment.

We Are Caring For Every Child

- Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning.
- Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.

We Are Sparking Student Curiosity

- Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas.
- TBD- Strategic Objective

"Community of Believers"

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- Improve teacher efficacy in literacy development and other core content areas.
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- Create opportunities for families to shape the ex
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- Families have a legitimate role in decision-makin

Our School Is Efficient & Effective

- TBD- Strategic Objective
- TBD- Strategic Objective

KPI Summary

Continental Colony Elementary School

ATLANTA PUBLIC SCHOOLS

Focus Area	Category	Metric	KPI	Change	Goal	Performance
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	19.2%	+ 20.2 pp	39.4%	19.2%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	45.3%	+ 21.0 pp	66.3%	45.3%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	18.6%	+ 25.9 pp	44.5%	18.6%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	6.9%	+ 10.0 pp	16.9%	6.9%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring	20.8%	+ 26.0 pp	46.8%	20.8%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	65.1%	+ 10.7 pp	75.8%	65.1%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	64.7%	+ 10.7 pp	75.4%	64.7%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	64.0%	+ 10.7 pp	74.7%	64.0%
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	On List	-	Not On ..	On List
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	67.6%	+ 15.0 pp	82.6%	67.6%
	Discipline: All Students	% of students without suspensions	96.2%	+ 2.3 pp	98.5%	96.2%
	Discipline: Black Students	% of Black students without suspensions (OSS)	96.2%	+ 2.3 pp	98.5%	96.2%
	Discipline: Students with Disabilities	% of Students with Disabilities students without	92.6%	+ 5.9 pp	98.5%	92.6%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	60.3%	+ 21.1 pp	81.3%	60.3%
	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	99.7%	+ 0.1 pp	99.8%	99.7%
Our Strength is Our Team	Teacher Experience	% of teachers with 3 or more years of experience	75.8%	+ 6.9 pp	82.6%	75.8%
	Teacher Compensation	Average teacher salary	$82,785	+ $17,215	$100,000	$82,785
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	77.8%	+ 7.2 pp	84.9%	77.8%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	47.8%	+ 19.0 pp	66.9%	47.8%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	55.4%	+ 10.0 pp	65.4%	55.4%
	Enrollment	School meeting K-12 Enrollment Minimums	336	+ 114 students	450	336

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

Updated 9/26/20205

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

Continental Colony Elementary School

ATLANTA PUBLIC SCHOOLS

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance / 2030 Goal
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Updated 9/26/20205

ATLANTA PUBLIC SCHOOLS

Aligning Your Objectives to the District's New Focus Areas

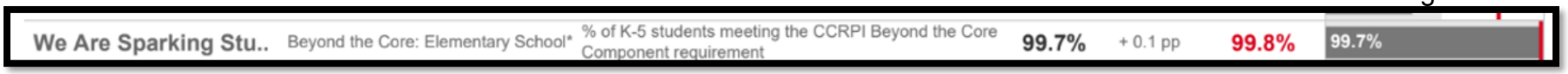
"Getting Back to Basics"

We Are Strengthening Our Instructional Core

- Strengthen the implementation of signature programming.
- Make data informed decisions for curriculum, instruction, and assessment.

We Are Caring For Every Child

- Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning.
- Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans.



We Are Sparking Student Curiosity

- Implement rigorous and culturally relevant responsive curriculum with fidelity in all core content areas.
- Implement opportunities for students apply critical thinking and problem-solving skills (innovation).

"Community of Believers"

Our Strength is Our Team

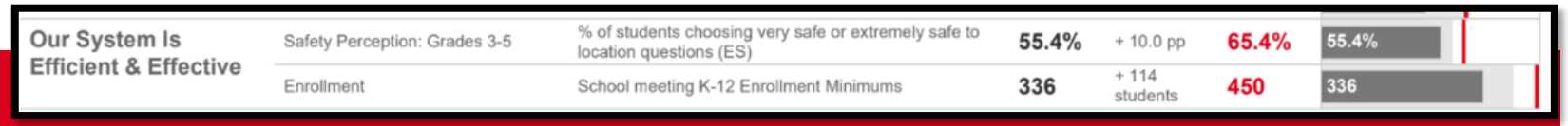
- Improve teacher efficacy in literacy development and other core content areas.
- Implement and sustain a teacher induction and leader induction program.

Our Responsibility Is Shared

- Create opportunities for families to shape the experience students have in school, receive accurate and accessible information about students' progress.
- Families have a legitimate role in decision-making.

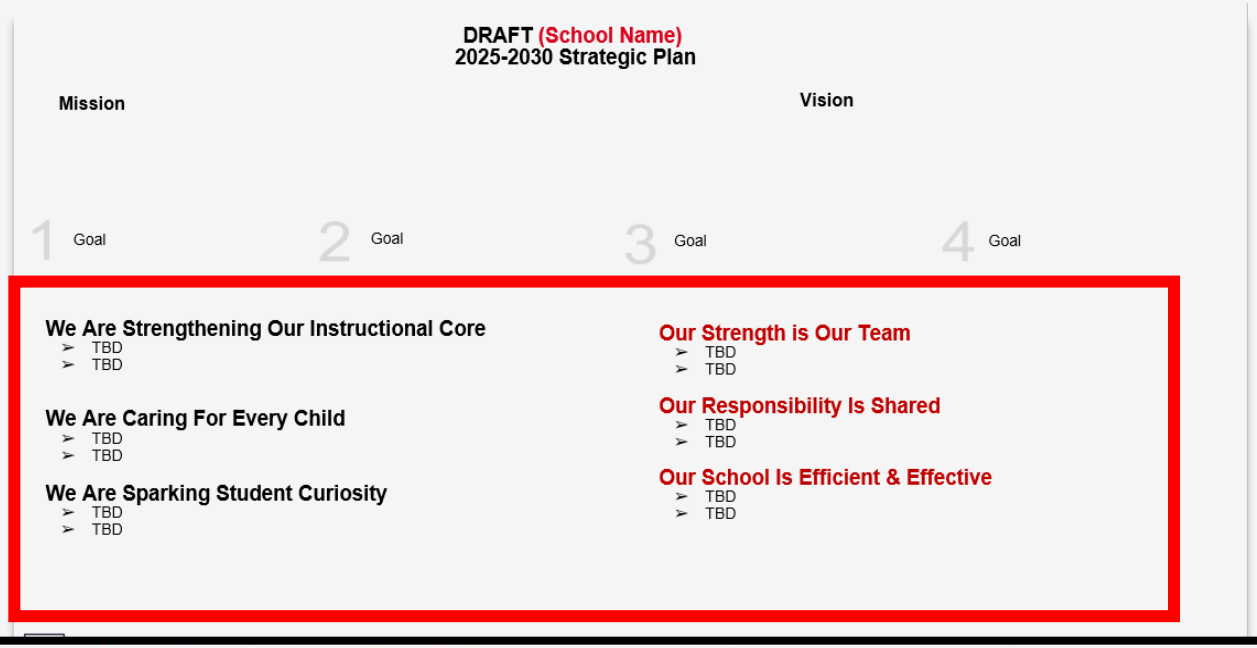
Our School Is Efficient & Effective

- Create systems to ensure students feel safe in all areas of the building and transportation.
- Implement sustainability initiatives.



ATLANTA PUBLIC SCHOOLS

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
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Our School Is Efficient & Effective
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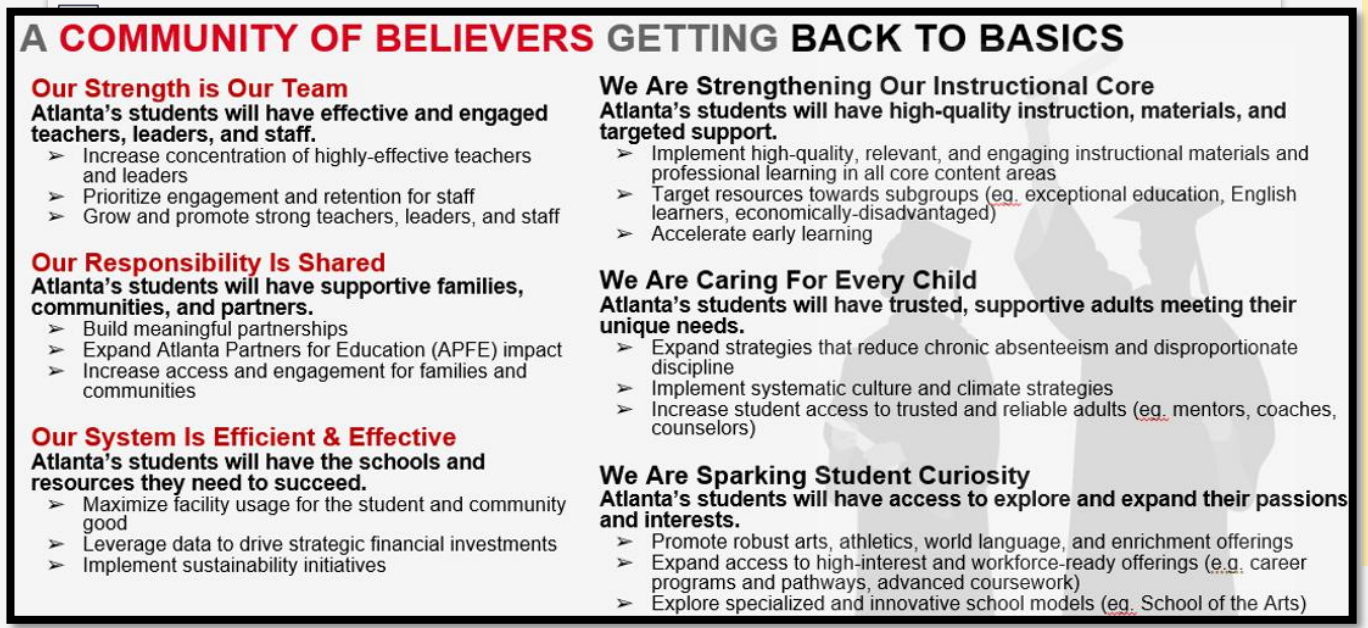

A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

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)

- 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***)

ATLANTA PUBLIC SCHOOLS

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

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- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
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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)
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- Explore specialized and innovative school models (eg. School of the Arts)

ATLANTA PUBLIC SCHOOLS

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.

ATLANTA PUBLIC SCHOOLS

Questions?



ATLANTA PUBLIC SCHOOLS

Information Items



ATLANTA PUBLIC SCHOOLS

Principal's Report

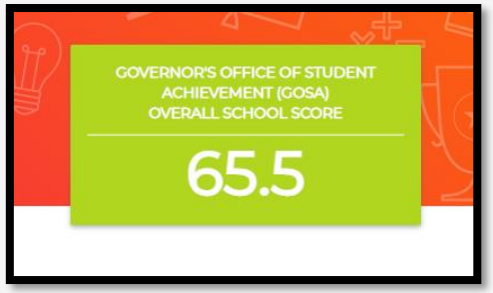
ATLANTA PUBLIC SCHOOLS

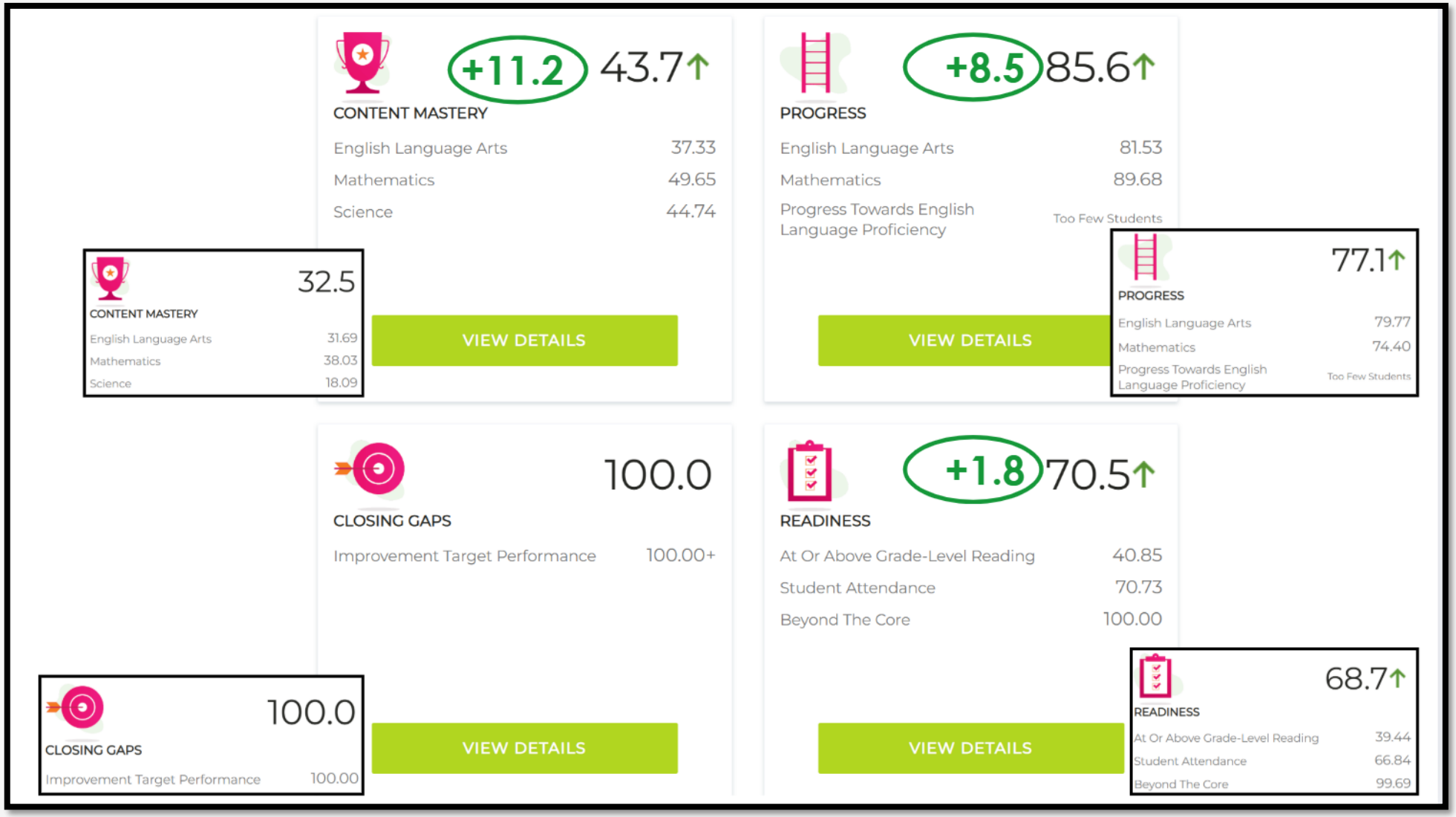
2025 CCRPI Results

2025



2024





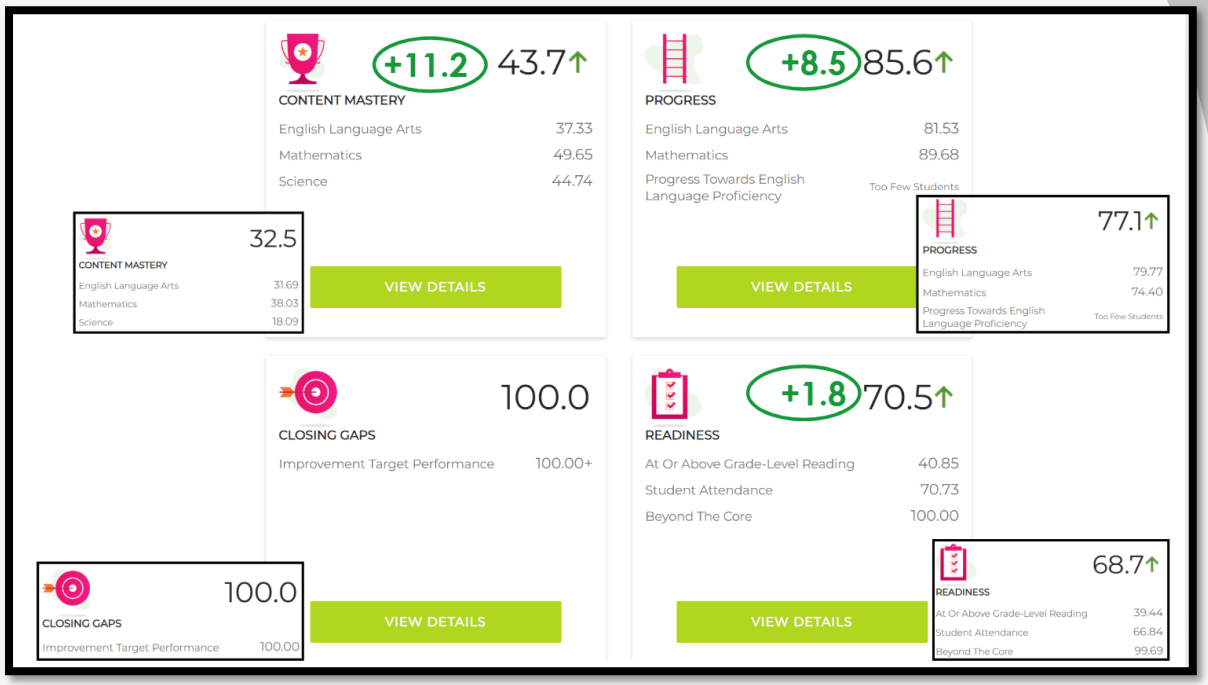
ATLANTA PUBLIC SCHOOLS

2025 CCRPI Results

To recognize and celebrate CSI schools making progress on their improvement plans and performance, GaDOE recognizes CSI Progress Schools each year.

This year, 43 CSI schools were identified as making progress. To be recognized, CSI schools had to show a 5% increase in the CCRPI Content Mastery component score from 2024 to 2025 *and* have a score of 80 or higher on one of the other components (Progress, Closing Gaps, or Readiness).

"First and foremost, I want to celebrate the students, teachers, and staff who made these results possible," **Superintendent Woods said.** "School improvement takes persistence, hard work, and a great deal of heart. The schools exiting CSI and TSI status – and those making progress – have put in tremendous effort to move forward for their students, working closely with our School & District Improvement team. These results remind us that when we work together and stay focused on students, real progress is possible in every corner of our state."



ATLANTA PUBLIC SCHOOLS

Cluster Advisory Team Report

- Charter System Renewal
- FY27 Budget Preparation



ATLANTA PUBLIC SCHOOLS

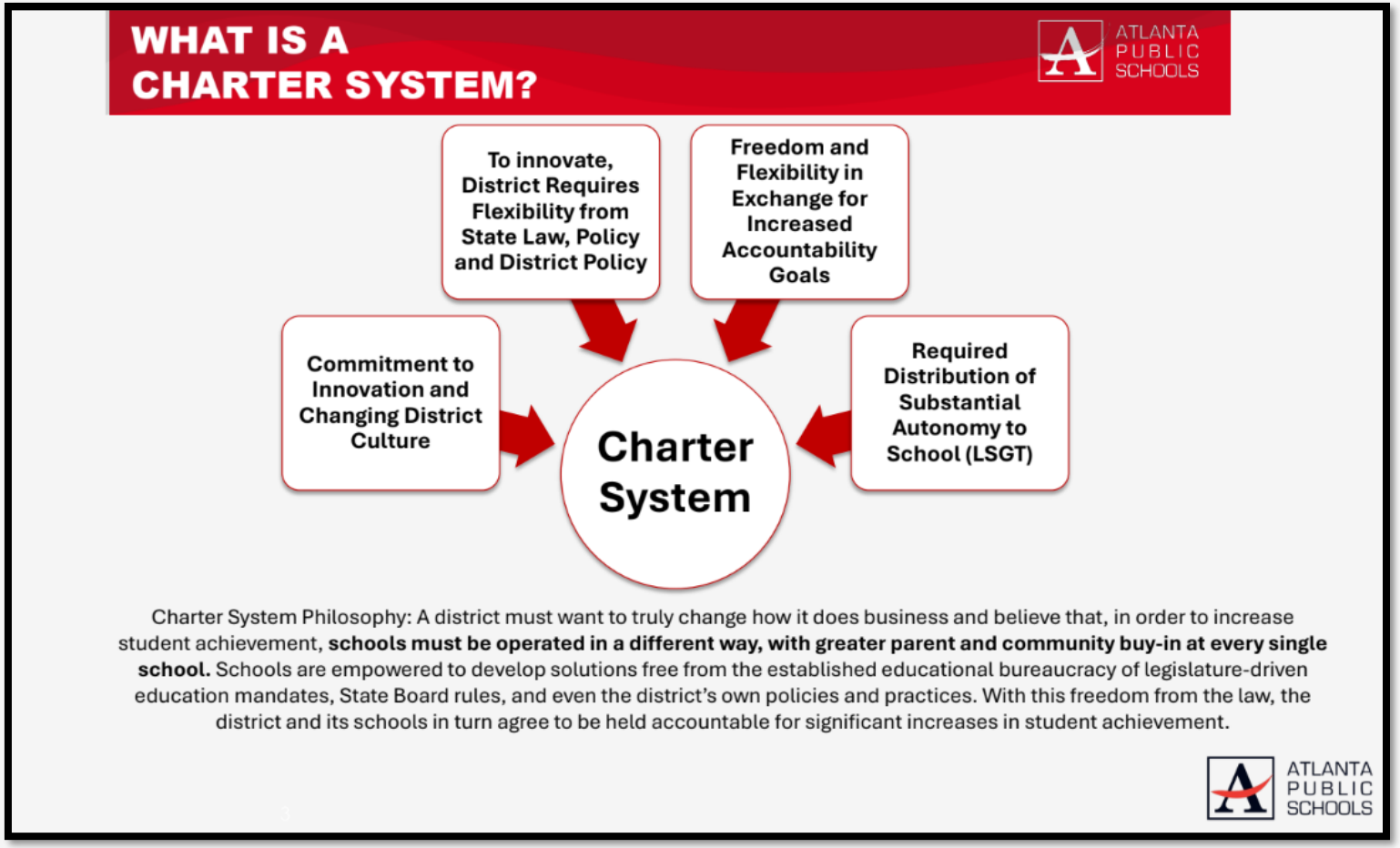
Core Philosophy and Overview

The charter system model is based on the belief that to improve student achievement, schools must operate differently, involving greater parent and community buy-in.

Flexibility: The district receives freedom from certain state laws and policies to innovate.

Empowerment: Schools are empowered to develop solutions outside of traditional educational bureaucracy.

Accountability: In return for this flexibility, the district and its schools must meet significant student achievement goals.



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Our Charter System Road Map

2014–2016: Select & Plan

- ✓ *Identify key blockers: Culture, Academics, Talent, Systems*
- ✓ *Select charter operating system*
- ✓ *Identify key blockers:*
- ✓ *Autonomy & flexibility as solutions*

2016–2017: Structures for Autonomy

- ✓ *GO Teams*
- ✓ *More fiscal and personnel decision-making at school level*
- ✓ *Design talent strategy*
- ✓ *Create theory & model for change*
- ✓ *Shift in roles at CLL to support schools differently*

2017–2018: Further Down the Road

- ✓ *Increase autonomy: Assessment, Instructional Resources, Professional Learning*
- ✓ *Central Office to Central Service Center*
- ✓ *Increasing Capacity of ILTs*
- ✓ *Student Success Funding Formula*

2017–2021: Continuing the Work

- ✓ *Increasing scope of school autonomy*
- ✓ *Continue to build capacity*
- ✓ *APS' 5-year Charter System contract will end June 30, 2021*

2021–2025

- ✓ *Charter System Renewal*
- ✓ *Expand stakeholder access to GO Teams and local school governance*
- ✓ *Leveraging flexibility to mitigate pandemic learning loss*
- ✓ *Expansion of ACCA enrollment and career tracks*

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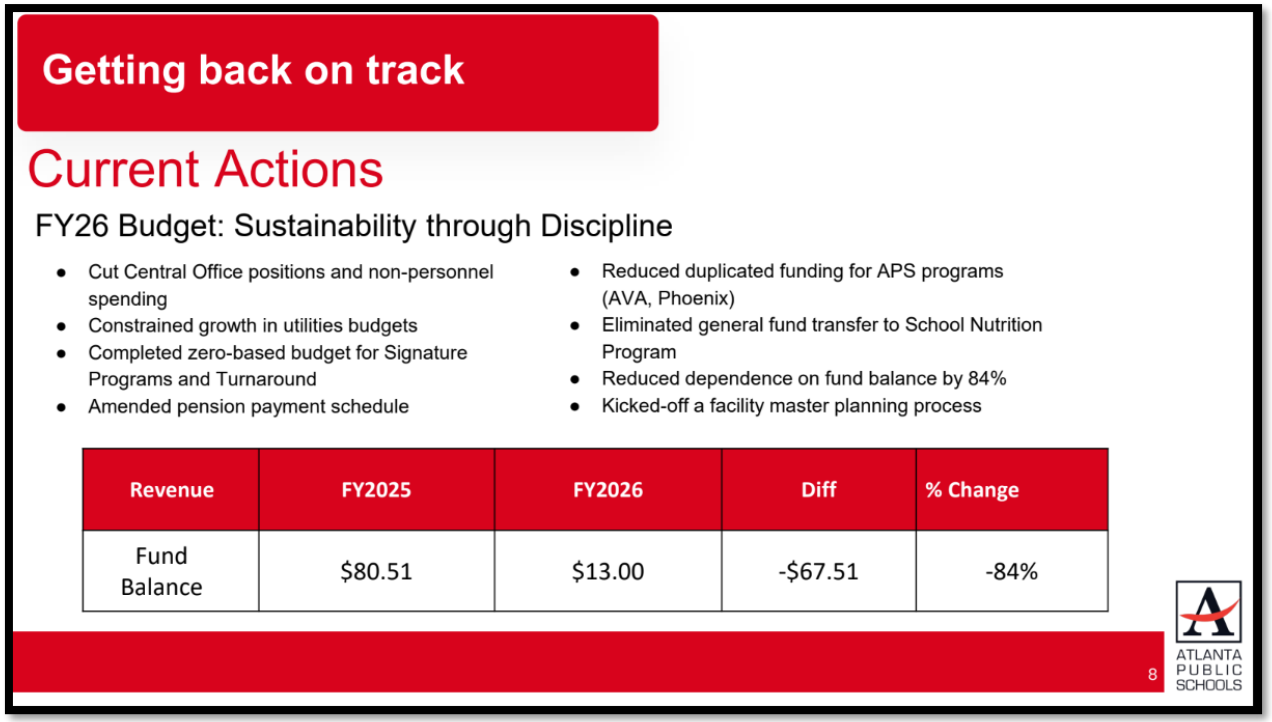
While revenues are projected to grow by 5%, expenditures have surged by 11%, leading to a projected $54.99 million gap for FY2027 that could widen to over $147 million by FY2031 if not addressed.

Future Strategy and Roadmap:
To close the long-term gap, the district has outlined several focus areas for FY2027 and beyond:

- **Facility Master Planning:** Seeking efficiency in administrative overhead and exploring revenue from the sale or lease of buildings.
- **School Allotments:** Reviewing the "baseline of services" and planning to sunset the small-school supplement.
- **Programmatic Review:** Conducting Return on Investment (ROI) reviews for various district programs. The tentative budget adoption for FY2027 is scheduled for June 1, 2026, following a series of deep-dive sessions on compensation and central office spending.



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BUDGET TRAINING

Second Semester

#4 Jan. 29th **Vote on Strategic Plan**

#5 Feb. 12th **Budget Feedback Meeting**

#6 March 12th **Vote on the Budget**

Sessions will take place as outlined below:

- Tuesday, 1/20 @ 5pm for MS/HS GO Team members
- Tuesday, 1/27 @ 5pm for ES GO Team members
- Wednesday, 1/28 @ 5:30pm for ES GO Team members
- Note: We encourage GO Team members to sign up for the training that aligns with their school's grade band (registration coming soon). The same information will be covered in all 3 trainings, so if the session aligned to your school doesn't fit your schedule you may also sign up for the session that works best for you.

Key Details

- **Requirement:** Every GO Team member is required to attend **one** of the three scheduled trainings.
- **Format:** Trainings will be held **virtually** to ensure maximum accessibility.
- **Purpose:** The trainings will provide a unified overview of how budgets are allocated, ensuring all teams receive the same foundational information and guidance from the Finance department. Additionally, we will discuss the GO Team budget development process and governance roles and responsibilities in finance and resource allocation.
- **Materials:** All GO Team members will receive their school's allocations ahead of the trainings, so they can follow along.
- **Communication:** We will share this will all GO Team members as well.

Next Steps in the Budget Process

Once all GO Team members have attended one of the district's budget trainings, your GO Team will continue with the remaining steps of the budget development process at your specific school site:

1. **Budget Feedback Meeting:** GO Teams give feedback on your FY27 budget recommendation.
2. **Budget Finalization Meeting:** Officially approve the school's budget recommendation.

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APS Forward 2040: Reshaping the Future of Education

UPDATE

Comprehensive Long-Range Facilities Plan

atlantapublicschools.us/APS2040

Strategic Plan Alignment – System is Efficient & Effective

School Repurposing (in alphabetical order)

- Cleveland ES
- Continental Colony ES
- Douglass HS 9th
- Dunbar ES
- F L Stanton ES
- Finch ES
- Jackson Primary ES
- KIPP Soul Primary (charter)
- KIPP Soul Academy (charter)
- Perkerson ES
- Peyton Forest ES
- Scott ES
- Smith Intermediate ES
- Sylvan MS (convert to ES)
- Toomer ES Annex
- Usher Collier ES

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Strategic Plan Alignment – System is Efficient & Effective

School Repurposing

Continental Colony ES – Recommendation

- Maintenance improvements to Deerwood Academy ES, Fickett ES, and Kimberly ES
- Repurpose Continental Colony ES (closes as PK-5 spring 2027)
- Elementary boundary realignment within the feeder pattern
- Operational savings of $1.5m - $2m+ annually
- Potential deferred maintenance cost avoidance of $7.1m
- Capacity reduction of 500 seats



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Announcements



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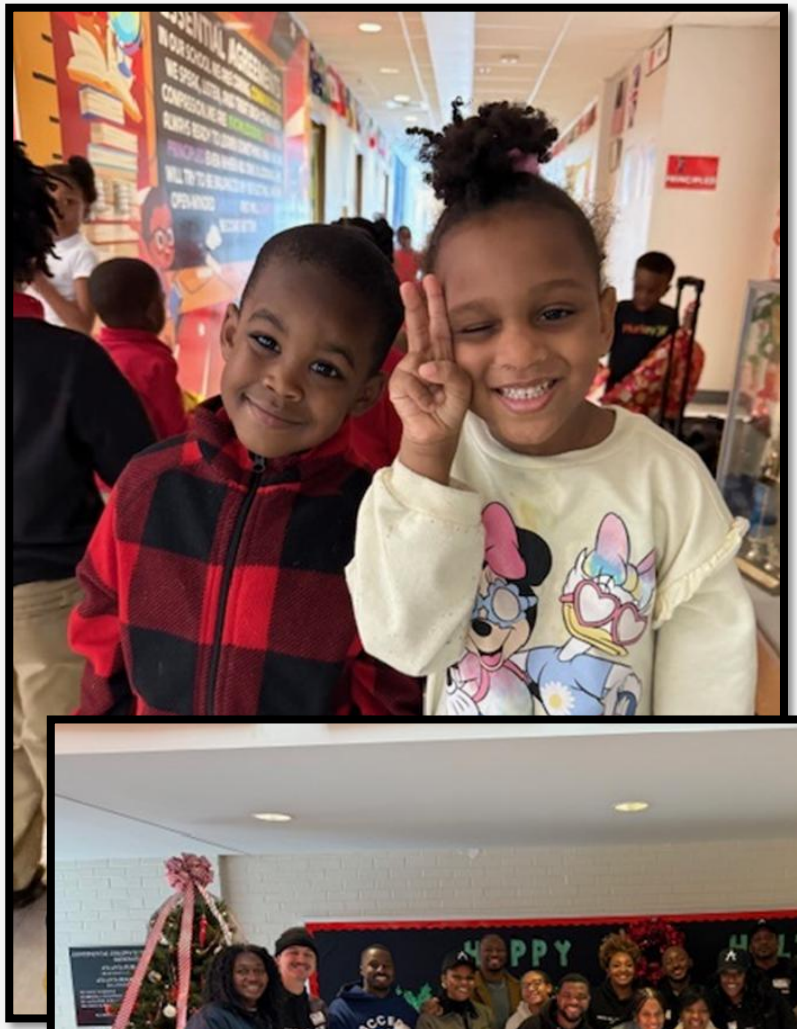
2819 Church Holiday Adoption









Multiplication Bee

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Thank you

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