John Lewis FY27 Budget Feedback Meeting

February 24, 2026



Purpose, Agenda, & Norms

During this meeting the GO Team will **discuss the proposed school budget**, how it **supports the school's programmatic needs** and **aligns to the School's Strategic Plan**. The GO Team will also **review and provide feedback on proposed use of school-level flexibility** in the FY27 Budget.

Meeting Agenda

I. **Action Items**
   - A. **Approval of Agenda**
   - B. **Approval of Previous Minutes**

II. **Discussion Items**
   - A. **Finalize Strategic Plan**
   - B. **Budget Development Presentation**
   - C. **Budget Feedback**
     - i. **ACTION ITEM: GO Team vote on Draft Budget**

III. **Information Items**
   - A. **Principal's Report**

IV. **Announcements**

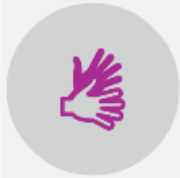
V. **Public Comment**

VI. **Adjournment**

Meeting Norms



This is a meeting of the GO Team. Only members of the team may participate in the discussion. Any members of the public present are here to quietly observe.



We invite and welcome contributions of every member and listen to each other.



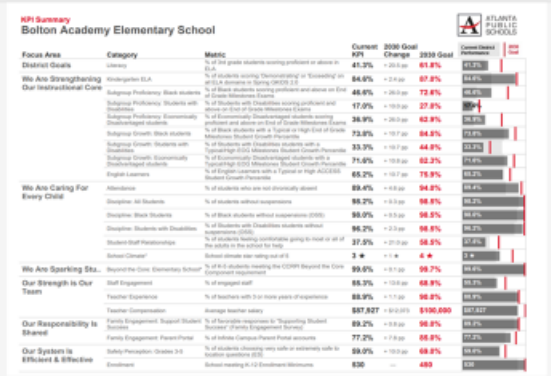
We will follow the agenda as noticed to the public and stay on task.

In Our Last Meeting We…

1 Reviewed Our School Data

Guiding Questions for the GO Team to Discuss:

- What do you notice?
- What are your wonderings?
- Are you on track?
- Are there specific sub-group performance gaps?
- Outside of the "Instructional Core," what could be a focus area?


KPI Summary
Bolton Academy Elementary School

Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	41.3%	+20.6 pp	61.8%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GROSS 2.0	84.6%	+2.4 pp	87.0%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	48.6%	+24.0 pp	72.6%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	17.0%	+10.0 pp	27.0%
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	36.9%	+26.0 pp	62.9%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	73.8%	+19.7 pp	84.5%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	33.3%	+10.7 pp	44.0%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	71.9%	+10.8 pp	82.3%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+10.7 pp	75.9%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	89.4%	+4.6 pp	94.0%
	Discipline: All Students	% of students without suspensions	98.2%	+0.3 pp	98.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	98.0%	+0.5 pp	98.5%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	96.2%	+2.3 pp	98.5%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	37.5%	+21.0 pp	58.5%
	School Climate*	School climate star rating out of 5	3 ★	+1 ★	4 ★
We Are Sparking Stu…	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	99.0%	+0.7 pp	99.7%
Our Strength is Our Team	Staff Engagement	% of engaged staff	85.3%	+13.6 pp	98.9%
	Teacher Experience	% of teachers with 3 or more years of experience	88.9%	+7.1 pp	96.0%
	Teacher Compensation	Average teacher salary	$57,927	+$12,073	$100,000
Our Responsibility is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	89.2%	+9.8 pp	99.0%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	77.2%	+7.8 pp	85.0%
Our System is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	59.0%	+10.0 pp	69.0%
	Enrollment	School meeting K-12 Enrollment Minimums	530	—	480

2 Aligned Our Mission and Vision

Mission and Vision Alignment:

WHO WE ARE…	WHY WE EXIST…
We are *Atlanta's* Public School System	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: The mission of Bolton Academy is to provide a rigorous and equitable learning environment that promotes lifelong inquiry, reflection, respect, and empathy in every student and member of the learning community.

Bolton Academy Strategic Plan

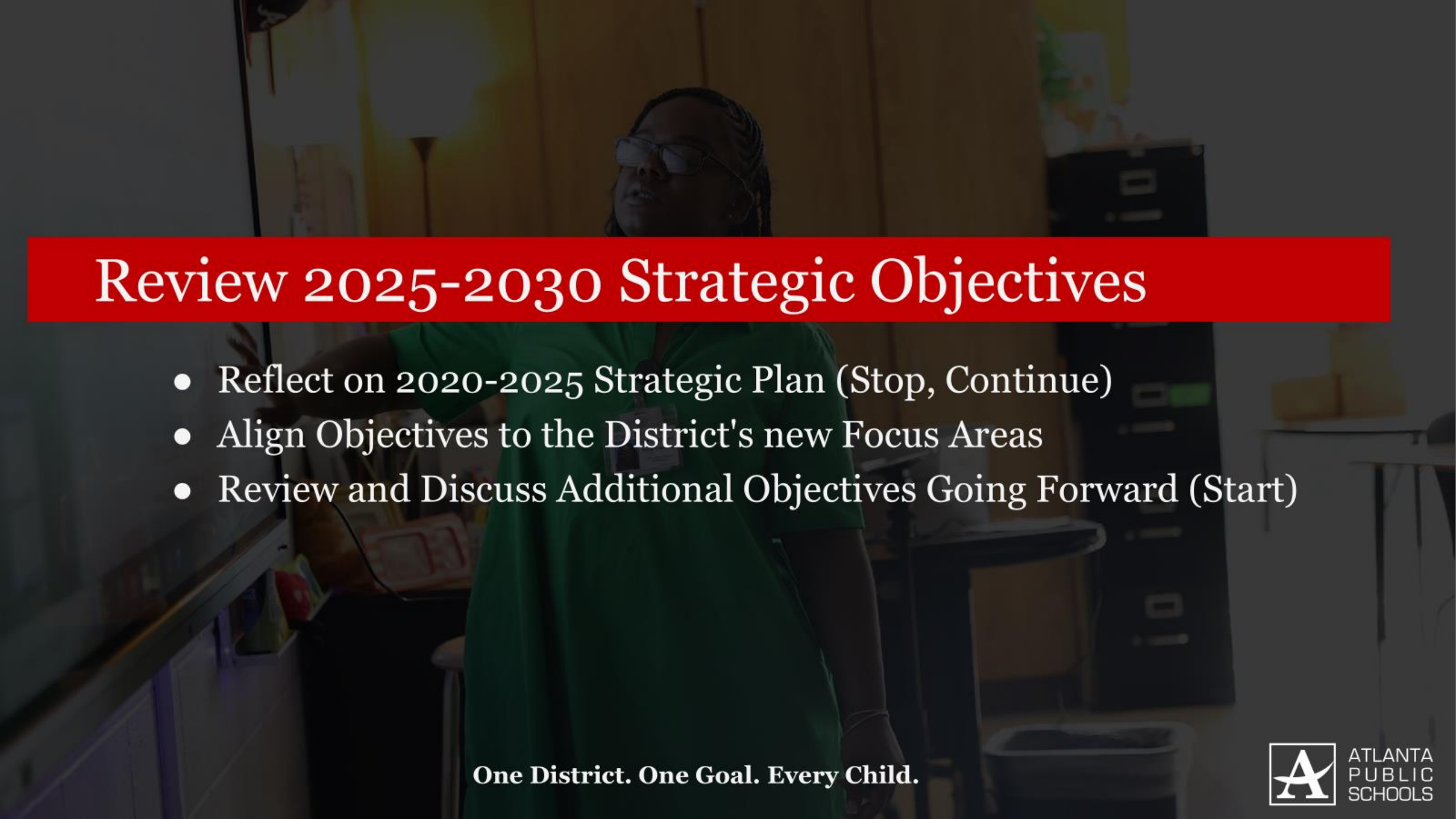
Vision: . Bolton Academy's vision is to cultivate critical thinkers that are socially responsible and make meaningful and compassionate contributions to the school and global community.

3 Confirmed Our 2030 Goals and Ranked our Strategic Priorities

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.





Review 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)

One District. One Goal. Every Child.

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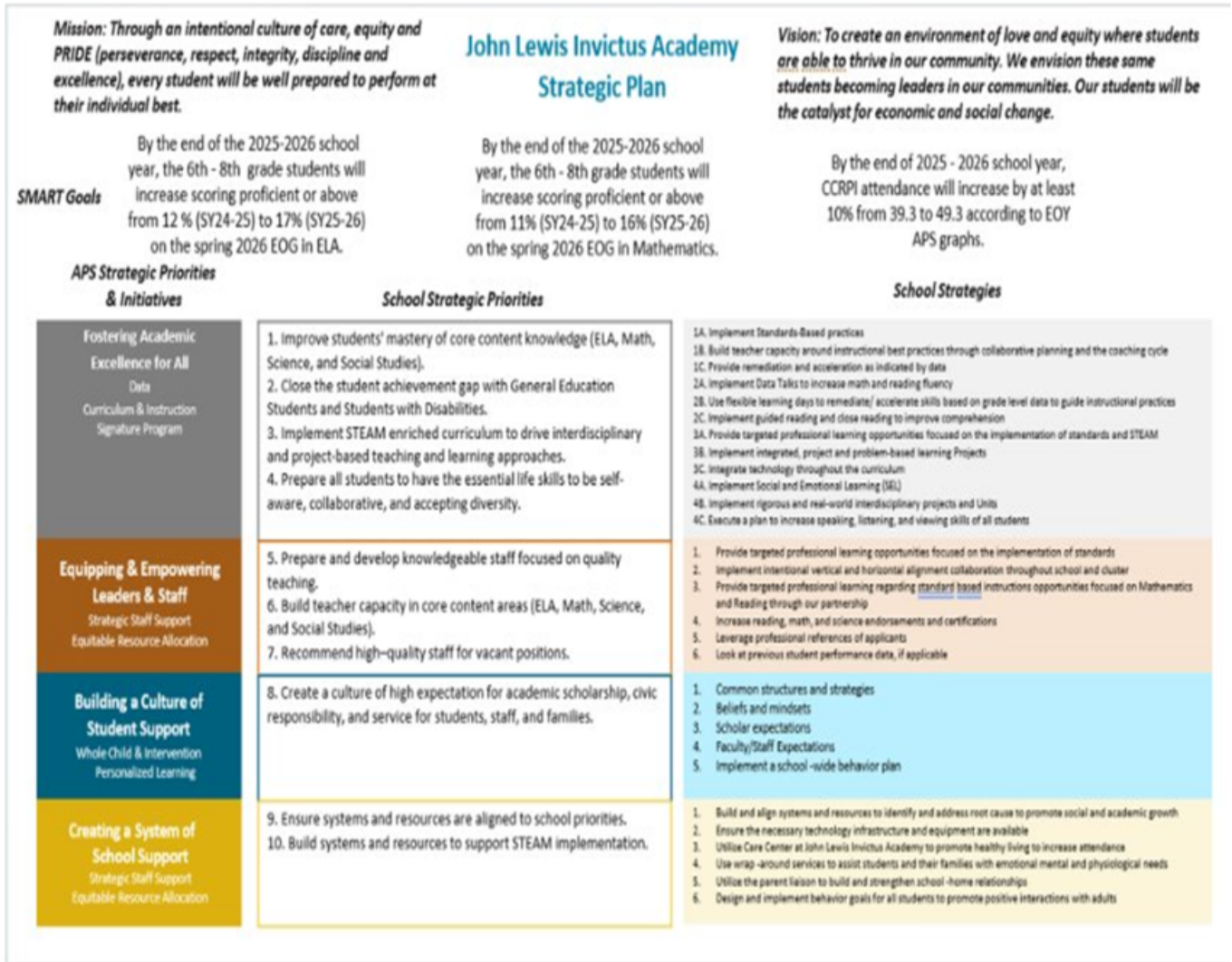
Review 2025-2030 Strategic Objectives: Stop Discussion



Mission: Through an intentional culture of care, equity and PRIDE (perseverance, respect, integrity, discipline and excellence), every student will be well prepared to perform at their individual best.

John Lewis Invictus Academy Strategic Plan

Vision: To create an environment of love and equity where students are able to thrive in our community. We envision these same students becoming leaders in our communities. Our students will be the catalyst for economic and social change.

SMART Goals

By the end of the 2025-2026 school year, the 6th - 8th grade students will increase scoring proficient or above from 12 % (SY24-25) to 17% (SY25-26) on the spring 2026 EOG in ELA.

By the end of the 2025-2026 school year, the 6th - 8th grade students will increase scoring proficient or above from 11% (SY24-25) to 16% (SY25-26) on the spring 2026 EOG in Mathematics.

By the end of 2025 - 2026 school year, CCRPI attendance will increase by at least 10% from 39.3 to 49.3 according to EOY APS graphs.

APS Strategic Priorities & Initiatives	*School Strategic Priorities*	*School Strategies*
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Improve students' mastery of core content knowledge (ELA, Math, Science, and Social Studies). 2. Close the student achievement gap with General Education Students and Students with Disabilities. 3. Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches. 4. Prepare all students to have the essential life skills to be self-aware, collaborative, and accepting diversity.	1A. Implement Standards-Based practices 1B. Build teacher capacity around instructional best practices through collaborative planning and the coaching cycle 1C. Provide remediation and acceleration as indicated by data 2A. Implement Data Talks to increase math and reading fluency 2B. Use flexible learning days to remediate/ accelerate skills based on grade level data to guide instructional practices 2C. Implement guided reading and close reading to improve comprehension 3A. Provide targeted professional learning opportunities focused on the implementation of standards and STEAM 3B. Implement integrated, project and problem-based learning Projects 3C. Integrate technology throughout the curriculum 4A. Implement Social and Emotional Learning (SEL) 4B. Implement rigorous and real-world interdisciplinary projects and Units 4C. Execute a plan to increase speaking, listening, and viewing skills of all students
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	5. Prepare and develop knowledgeable staff focused on quality teaching. 6. Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies). 7. Recommend high-quality staff for vacant positions.	1. Provide targeted professional learning opportunities focused on the implementation of standards 2. Implement intentional vertical and horizontal alignment collaboration throughout school and cluster 3. Provide targeted professional learning regarding standard based instructions opportunities focused on Mathematics and Reading through our partnership 4. Increase reading, math, and science endorsements and certifications 5. Leverage professional references of applicants 6. Look at previous student performance data, if applicable
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	8. Create a culture of high expectation for academic scholarship, civic responsibility, and service for students, staff, and families.	1. Common structures and strategies 2. Beliefs and mindsets 3. Scholar expectations 4. Faculty/Staff Expectations 5. Implement a school -wide behavior plan
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	9. Ensure systems and resources are aligned to school priorities. 10. Build systems and resources to support STEAM implementation.	1. Build and align systems and resources to identify and address root cause to promote social and academic growth 2. Ensure the necessary technology infrastructure and equipment are available 3. Utilize Care Center at John Lewis Invictus Academy to promote healthy living to increase attendance 4. Use wrap -around services to assist students and their families with emotional mental and physiological needs 5. Utilize the parent liaison to build and strengthen school -home relationships 6. Design and implement behavior goals for all students to promote positive interactions with adults

Guiding Questions:

Stop

4. Prepare all students to have the essential life skills to be self aware, collaborative, and accepting diversity.

10. Building systems and resources to support S. T. E. A. M. implementation.

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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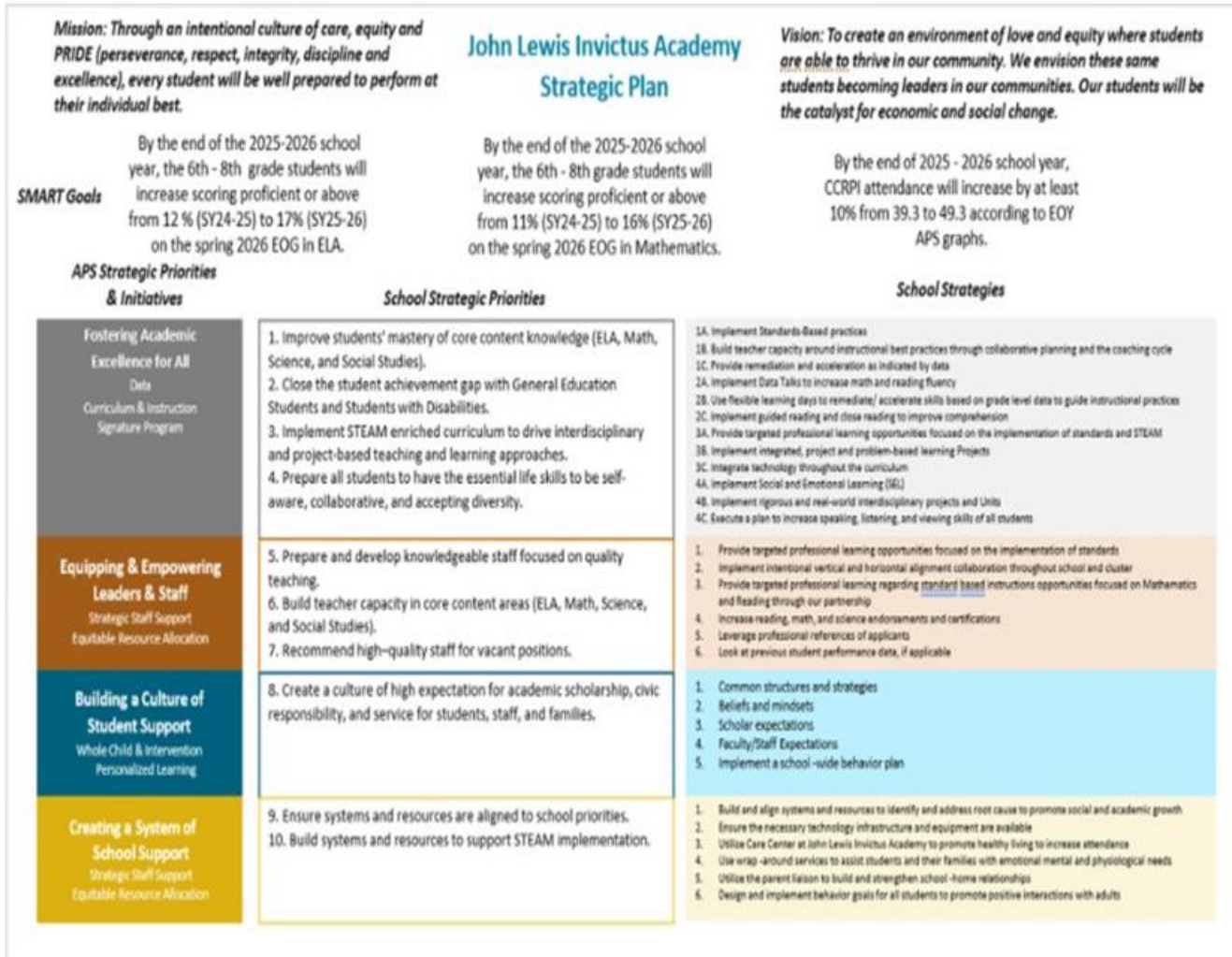
Review 2025-2030 Strategic Objectives: Continue Discussion



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Guiding Questions:

Continue

- 1, 2, 3, 5, 6, 7, 8, and 10

Start

- Reduce the number of students who are chronically absent.
- Family and Community Engagement

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

1. Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).

2. Close the student achievement gap between general education and special education students.

3. Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.

5. Prepare and develop knowledgeable staff focused on quality teaching.

6. Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies).

7. Recommend high-quality staff for vacant positions.

8. Create a culture of high expectation for academic scholarship, civic responsibility, and service for students, staff, and families.

9. Ensure systems and resources are aligned to school priorities.



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John Lewis Invictus Academy
2025-2030 Strategic Plan

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1 ***By 2030,*** 6th - 8th grade students will increase scoring proficient or above from 17% (SY25-26) to overall 37% on the spring 2030 EOG in ELA.

2 **By 2030**, 6th - 8th grade students will increase scoring proficient or above from 16% (SY25-26) to 36% overall on the spring 2030 EOG in Mathematics.

3 **By 2030,** CCRPI attendance will increase by at least 30% from 49.3 (SY 2026) to 49.3 according to EOY APS graphs.

We Are Strengthening Our Instructional Core

- Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).
- Close the student achievement gap between general education and special education students.
- *Ensure systems and resources are aligned to school priorities.*

We Are Caring For Every Child

- Prepare and develop knowledgeable staff focused on quality teaching.
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- *Recommend high-quality staff for vacant positions.*
- Reduce the number of students who are chronically absent.
- Enhance student experience through student and family support.

We Are Sparking Student Curiosity

- Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches

Our Strength is Our Team

- Prepare and develop knowledgeable staff focused on quality teaching.
- Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies).

Our Responsibility Is Shared

- Enhance the student experience through Community and Family support.

Our School Is Efficient & Effective

- *Ensure systems and resources are aligned to school priorities.*
- *Create a culture of high expectation for academic scholarship, civic responsibility, and service for students, staff, and families.*

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Where we're going

- Discussion of the 2026-2027 budget
- Get Feedback for the 2026-2027 budget

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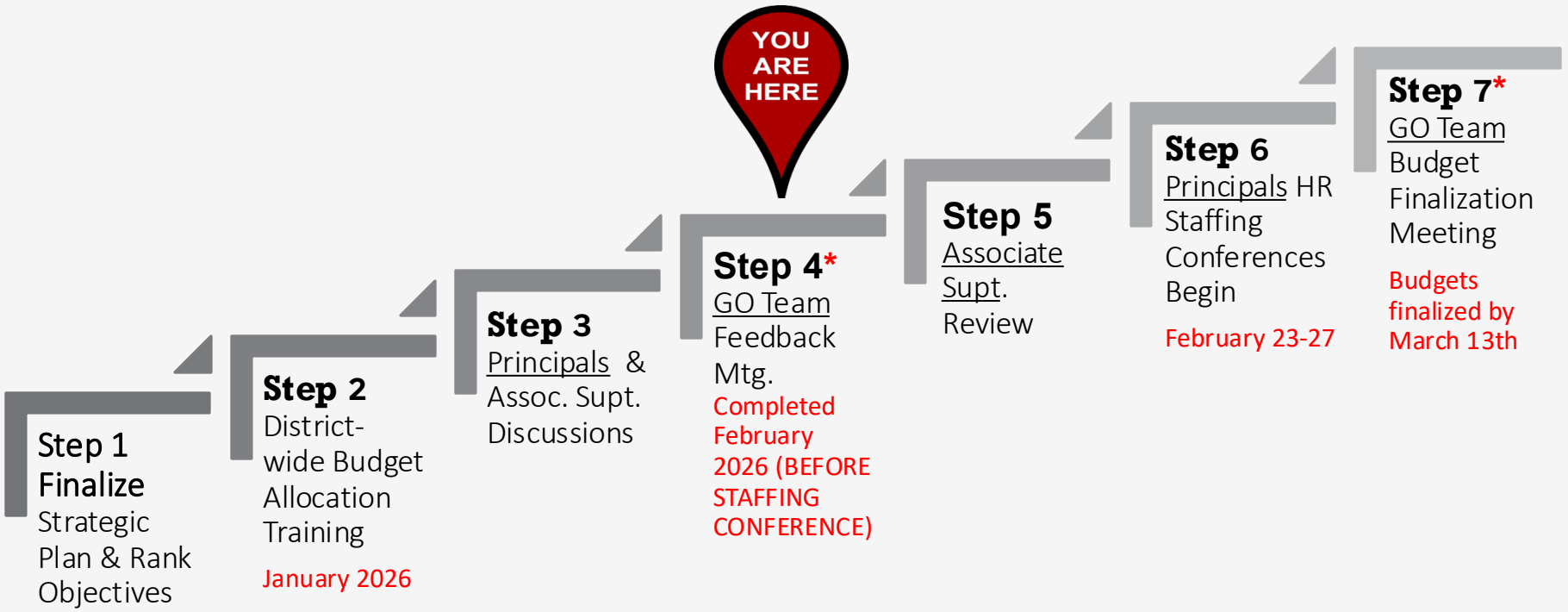
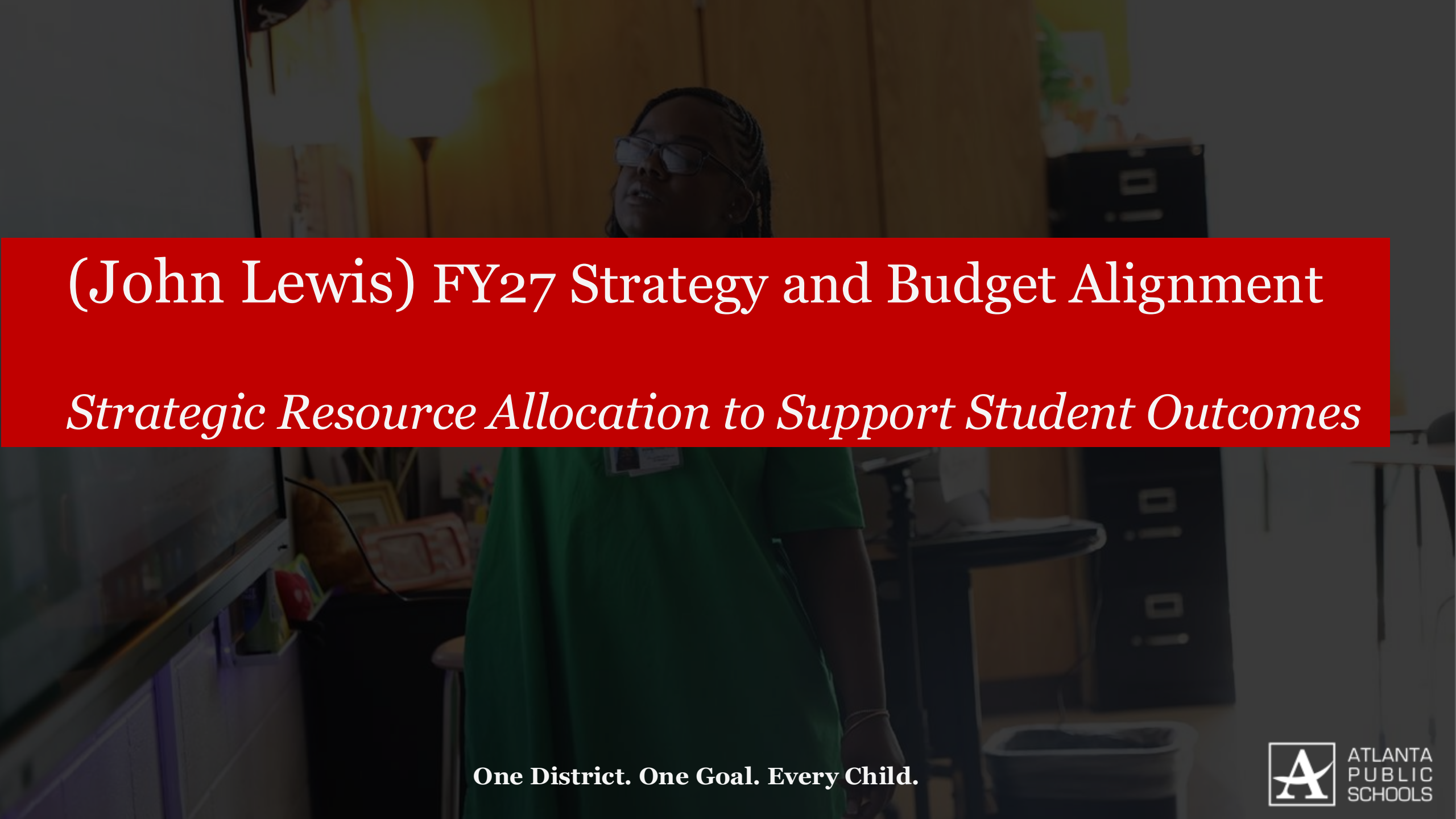
FY 27 GO Team Budget Development Process Timeline



GO Teams are encouraged to have ongoing conversations

* GO Teams will need to take **ACTION** on the budget at these meetings.



(John Lewis) FY27 Strategy and Budget Alignment

Strategic Resource Allocation to Support Student Outcomes

One District. One Goal. Every Child.

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John Lewis Invictus Academy
2025-2030 Strategic Plan

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- Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).
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We Are Caring For Every Child

- Prepare and develop knowledgeable staff focused on quality teaching.
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- *Recommend high-quality staff for vacant positions.*
- Reduce the number of students who are chronically absent.
- Enhance student experience through student and family support.

We Are Sparking Student Curiosity

- Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches

Our Strength is Our Team

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Our School Is Efficient & Effective

- *Ensure systems and resources are aligned to school priorities.*
- *Create a culture of high expectation for academic scholarship, civic responsibility, and service for students, staff, and families.*

ATLANTA PUBLIC SCHOOLS

Strategic Plan Objective Rankings

FY27 Ranked Objectives *Insert the Strategic Objectives as ranked by the GO Team from Highest to Lowest*
Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).
Close the student achievement gap between general education and special education students.
Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches.
Prepare and develop knowledgeable staff focused on quality teaching.
Reduce the number of students who are chronically absent.
Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies).
Recommend high-quality staff for vacant positions.
Create a culture of high expectations for academic scholarship, civic responsibility, and service for students and families.
Enhance student experience through student and family support.
Ensure systems and resources are aligned to school priorities.

Strategic Use of Resources: Category Descriptions

WHAT?		HOW MUCH?	WHY?
Focus Area	**Strategic Objective**	**FY27 Resource Recommendation**	**Additional Information (OPTIONAL)**
We Are Sparking Student Curiosity	Increase STEAM Integration	K-5 Science Lab Materials ($10,000)	To ensure we have the appropriate supplies for students to complete project-based learning opportunities

WHAT?

What are we doing to achieve our goals?

Focus Area: Which focus area is the objective aligned with?

Objectives: FY27 Objectives from the school's strategic plan, ranked by the order of importance.

HOW MUCH?

What resources (financial, staffing) are recommended to support this work in your school?

FY27 Resource Recommendation: Shares what resources you have allocated to support the objective in your FY27 Budget Proposal. Can be staffing and/or non-staffing resources.

WHY?

Why is this important?

Additional Information: Share why this recommendation is important to achieving your goals. Is it new for FY27?

Strategic Use of Resources *(Required)*

Focus Area	Strategic Objective	FY27 Resource Recommendation	Additional Information (OPTIONAL)
We Are Strengthening Our Instructional Core	Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).	**3 master teacher leader positions**	
We Are Strengthening Our Instructional Core	Close the student achievement gap between general education and special education students.	**2 Special Education lead teachers**	
We Are Strengthening Our Instructional Core	Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches	**Utilization of CTE/ signature funding for Stem Lab teacher and supplies**	**Opened new Verizon innovation Lab in Feb 26, established a new STEAM Team with first PBL's underway now**
We Are Caring For Every Child	Enhance student experience through student and family support.	1 Full time Social worker and 3 fulltime counselors	Also secured external support school partners therapy and counseling
We Are Caring For Every Child	Build teacher capacity in core content areas (ELA, Math, Science, and Social Studies)	**3 master teacher leader positions**	
We Are Caring For Every Child	Reduce the number of students who are chronically absent	1 Full time Social worker and 3 fulltime counselors	Secured a grant to include Communities In schools for next year



(John Lewis)
FY27 Proposed Use of Staffing & Non-Staffing Allocation and School-Level Flexibility

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Summary Tab Overview

Position Title	Baseline	Staffed	Dif	Earnings	Comments
All General Fund Positions	53.00	51.10	(1.90)		
ELEMENTARY TEACHER	13.00	11.50	(1.50)		
Teacher Kindergarten	2.00	2.00	-		
Teacher 1st Grade	2.00	2.00	-		
Teacher 2nd Grade	3.00	2.00	(1.00)		
Teacher 3rd Grade	2.00	2.00	-		
Teacher 4th Grade	2.00	2.00	-		
Teacher 5th Grade	2.00	1.50	(0.50)		
Teacher Math K-5		-	-		
Teacher Reading K-5		-	-		
Teacher Science K-5		-	-		

The Summary Tab provides a summary of the staff in our school. The columns show how many positions are:

- **Baseline** – District's recommended staffing for positions where there is some school-level flexibility with staffing the position.
- **Staffed** – This shows how the principal is proposing to staff the position for the FY27 school year.
- **Difference**—This shows the difference between the recommendation from the District and the Principal's proposed FY27 staffing plan.
- **Comments:** The principal must provide comments if there is a difference in what is Baseline and Staffed. Principals and GO Teams will discuss the rationale for the use of school-level flexibility.

FY27 Staffing Proposal and Use of School-Level Flexibility
(Required)

School	Lewis Invictus Academy
Location	1418
Level	MS
Principal	Langston Longley
Projected Enrollment	692
Total Budget	11,870,931
Unallocated Balance	0

Enrollment by Grade Level			
KK	0	6th	204
1st	0	7th	255
2nd	0	8th	233
3rd	0	9th	0
4th	0	10th	0
5th	0	11th	0
		12th	0

Total Baseline	$11,870,931
% Above Baseline	0%

Left to Allocate: -

Position Title	ount	Functio	Object	Average Cost	Baseline	Staffed	Dif	Earnings	Budget Adjustment	Comments
All General Fund Positions					**88.75**	**93.25**	**4.50**			
MIDDLE SCHOOL CORE				**$ 131,119**	**23.00**	**28.00**	**5.00**			
Teacher Math 6-8	14181081	1000	1100	$ 131,119		6.00	6.00		$ (786,713)	
Teacher Science 6-8	14181081	1000	1100	$ 131,119		8.00	8.00		$ (1,048,950)	
Teacher Social Studies 6-8	14181081	1000	1100	$ 131,119		7.00	7.00		$ (917,831)	
Teacher ELA 6-8	14181081	1000	1100	$ 131,119		7.00	7.00		$ (917,831)	
EIP/REP TEACHERS				$ 131,119	**4.00**	**-**	**(4.00)**			
Teacher REP ELA 6-8	14182211	1000	1100	$ 131,119		-	-		$ -	
Teacher REP Math 6-8	14182211	1000	1100	$ 131,119		-	-		$ -	
ELECTIVES/ENRICHMENTS					**10.50**	**6.00**	**(4.50)**		**$ -**	
Teacher Art 6-8	14181081	1000	1180	$ 131,119		1.00	1.00		$ (131,119)	
Teacher Band 6-8	14181081	1000	1180	$ 131,119	9.50	-	(9.50)		$ -	
Teacher Music 6-8	14181081	1000	1180	$ 131,119		-	-		$ -	
Teacher Orchestra 6-8	14181081	1000	1180	$ 131,119		-	-		$ -	
Teacher Physical Ed 6-8	14181081	1000	1180	$ 131,119		3.00	3.00		$ (393,356)	
Teacher Performing Arts 6-8	14181081	1000	1180	$ 131,119		1.00	1.00		$ (131,119)	
Teacher World Language 6-8	14181081	1000	1180	$ 131,119		-	-		$ -	
Teacher Gifted	14182111	1000	1100	$ 131,119	1.00	1.00	-		$ (131,119)	
Teacher Social Emotional Learning	14181081	1000	1100	$ 131,119		-	-		$ -	

FY27 Staffing Proposal and Use of School-Level Flexibility

(Required)

CTE/JROTC/SPED						21.40	20.40	(1.00)		
Teacher CTE 6-8	4183011	1000	1100	$	131,119	2.00	1.00	(1.00)	$ 262,238	$ (262,238)
JROTC Instructor	4181081	1000	1100	$	128,149	1.00	1.00	-	$ 128,149	$ (128,149)
School Military Instructor JLC	4181081	1000	1100	$	128,149	-	-	-	$ -	$ -
Teacher ESOL	4181351	1000	1100	$	131,119	2.00	2.00	-	$ 262,238	$ (262,238)
Teacher Interrelated	4182041	1000	1100	$	131,119	11.00	11.00	-	$ 1,442,306	$ (1,442,306)
Lead Teacher Special Ed	4182041	1000	1100	$	153,210	2.00	2.00	-	$ 306,419	$ (306,419)
Teacher Special Ed Preschool	4182031	1000	1120	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed MOID	4182041	1000	1100	$	131,119	1.00	1.00	-	$ 131,119	$ (131,119)
Teacher Special Ed SID PID	4182041	1000	1100	$	131,119	1.00	1.00	-	$ 131,119	$ (131,119)
Teacher Special Ed EBD	4182041	1000	1100	$	131,119	-	-	-	$ -	$ -
Special Ed Ebd Teacher - GNETS	4182041	1000	1100	$	131,119		-	-	$ -	$ -
Teacher Special Ed Orthopedic Impairment	4182051	1000	1100	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed Deaf Hard Hearing	4182051	1000	1100	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed Autism	4182041	1000	1100	$	131,119	1.00	1.00	-	$ 131,119	$ (131,119)
Speech Language Pathologist	4182041	1000	1100	$	131,119	0.40	0.40	-	$ 52,448	$ (52,448)
Teacher Adaptive Physical Ed	4182041	1000	1180	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed Preschool Autism	4182031	1000	1120	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed Visual Impairment	4182051	1000	1100	$	131,119	-	-	-	$ -	$ -
Teacher Special Ed CTI	4182041	1000	1100	$	131,119	-	-	-	$ -	$ -
Special Ed Lead Teacher- School Funded	4181081	1000	1100	$	153,210		-	-		$ -
Teacher Interrelated - School Funded	4181081	1000	1100	$	131,119		-	-		$ -

FY27 Staffing Proposal and Use of School-Level Flexibility

(Required)

PARAPROFESSIONALS						**9.00**	**11.00**	**2.00**			
Paraprofessional Special Ed	32041	1000	1400	$	60,770	8.00	8.00	-	$ 486,158	$	(486,158)
Paraprofessional Kindergarten	31011	1000	1400	$	60,770	-	-	-		$	-
ESOL Para	31351	1000	1400	$	60,770		-	-		$	-
Paraprofessional	31081	1000	1400	$	60,770		-	-		$	-
ISS Monitor	39990	2100	1990	$	60,770	1.00	-	(1.00)		$	-
Paraprofessional Physical Ed	31081	1000	1400	$	60,770		-	-		$	-
Paraprofessional Media	31310	2220	1400	$	60,770		-	-		$	-
Non Instructional Aide	39990	2100	1400	$	60,770		3.00	3.00		$	(182,309)
Special Ed Paraprofessional - School Funded	31081	1000	1400	$	60,770		-	-		$	-
SCHOOL ADMINISTRATION						**6.00**	**7.00**	**1.00**			
Principal Middle	39990	2400	1300	$	228,664	1.00	1.00	-		$	(228,664)
Assistant Principal Middle	39990	2400	1310	$	169,720	2.00	3.00	1.00		$	(509,161)
Program Administrator	39990	2400	1310	$	191,945		-	-		$	-
School Business Manager 231 day	39990	2400	1310	$	149,097		-	-		$	-
School Business Manager Annual	39990	2400	1310	$	167,929		1.00	1.00		$	(167,929)
School Secretary	39990	2400	1410	$	85,961	1.00	1.00	-		$	(85,961)
Bookkeeper	39990	2400	1410	$	83,060	1.00	-	(1.00)		$	-
School Clerk 231 day	39990	2400	1420	$	69,212		-	-		$	-
School Clerk 211 day	39990	2400	1420	$	62,771	1.00	1.00	-		$	(62,771)
School Clerk 202 day	39990	2400	1420	$	58,492		-	-		$	-
Registrar	39990	2400	1010	$	113,994					$	

FY27 Staffing Proposal and Use of School-Level Flexibility

(Required)

118	**STUDENT AND SCHOOL SUPPORT**						**14.85**	**20.85**	**6.00**				
119	Specialist Attendance 202 day	39990	2100	1910	$	142,839		-	-			$	-
120	Specialist Attendance 211 day	39990	2100	1910	$	149,022		-	-			$	-
121	AUTR Resident Teacher Relay	31081	1000	1990	$	131,119		-	-			$	-
122	Board Certified Behavior Analyst	39990	2100	1910	$	131,119	-	-	-			$	-
123	Specialist Behavior 202 Day	39990	2100	1910	$	142,839		-	-			$	-
124	Specialist Behavior 211 Day	39990	2100	1910	$	149,022		-	-			$	-
125	Therapist Clinical	39990	2100	1740	$	141,639		-	-			$	-
128	Counselor Middle	31081	2100	1730	$	155,102	2.00	3.00	1.00			$	(465,305)
132	Graduation Coach	39990	2100	1780	$	92,706	-	-	-			$	-
133	Instructional Coach 202 Day	31210	2210	1910	$	152,300		-	-			$	-
134	Instructional Coach 211 Day	31210	2210	1910	$	156,778	2.00	-	(2.00)			$	-
135	Instructional Coach ELA 211 Day	31210	2210	1910	$	156,778		-	-			$	-
136	Instructional Coach Math 211 Day	31210	2210	1910	$	156,778		-	-			$	-
137	Instructional Coach Social Studies 211 Day	31210	2210	1910	$	156,778		-	-			$	-
138	Instructional Coach Science 211 Day	31210	2210	1910	$	156,778		-	-			$	-
139	Instructional Coach Readers are Leaders 211 Day	31210	2210	1910	$	156,778		-	-	$	-	$	-
140	Master Teacher Leader	31081	1000	1100	$	142,994		-	-			$	-
141	Media Specialist	31310	2220	1650	$	149,632	1.00	1.00	-	$	149,632	$	(149,632)
142	Parent Liaison	39990	2100	1990	$	66,091		-	-	$	-	$	-
143	Project Manager I	39990	2100	1990	$	101,605		-	-			$	-
144	Project Manager School Based	39990	2100	1990	$	101,605		-	-			$	-
145	Restorative Practices Coach 202 Day	39990	2100	1910	$	152,300		-	-			$	-
146	Restorative Practices Coach 211 Day	39990	2100	1910	$	156,778		-	-			$	-
147	Community Liaison Bilingual	31351	2100	1990	$	66,091		-	-			$	-

FY27 Staffing Proposal and Use of School-Level Flexibility

(Required)

148	School Communication Liaison	39990	2100	1990	$	66,091		-	-		$	-
149	School Nurse LPN	31500	2100	1630	$	85,752	1.00	1.00	-	$	85,752	$ (85,752)
150	School Nurse RN	31500	2100	1630	$	125,824	-	-	-	$	-	$ -
151	School Nurse RN School Funded	31081	2100	1630	$	125,824		-	-			$ -
153	Signature Teacher Band 6-8	31051	1000	1180	$	131,119		1.00	1.00			$ (131,119)
156	Signature Teacher Math 6-8	31081	1000	1100	$	131,119		-	-			$ -
158	Signature Master Teacher Leader	31081	1000	1100	$	131,119		-	-			$ -
160	Signature Teacher Science	31081	1000	1100	$	131,119		-	-			$ -
162	Signature Teacher IB	31081	1000	1100	$	131,119		-	-			$ -
163	Signature IB Specialist	39990	2210	1910	$	149,022		-	-			$ -
164	Signature Prgm Coach 202 day	31210	2210	1910	$	152,300		-	-			$ -
165	Signature Prgm Coach 211 day	31210	2210	1910	$	156,778		-	-			$ -
166	Signature Orchestra Teacher	31051	1000	1180	$	131,119		-	-			$ -
167	Signature Paraprofessional	31081	1000	1400	$	60,770		-	-			$ -
168	Signature Program Support Specialist	39990	2210	1910	$	149,022		-	-			$ -
170	Signature Teacher World Language 6-8	31081	1000	1180	$	131,119		1.00	1.00			$ (131,119)
172	Social Emotional Learning Coach 211 Day	39990	2100	1910	$	156,778		-	-			$ -
173	Social Worker 211 Day	39990	2100	1760	$	146,043	1.00	1.00	-	$	146,043	$ (146,043)
174	Social Worker ETS	39990	2100	1760	$	146,043		-	-	$	-	$ -
175	Specialist SST Intervention	39990	2100	1910	$	149,022		-	-			$ -
176	Teacher Credit Recovery	31081	1000	1100	$	131,119		-	-			$ -
177	Turnaround Specialist Attendance 202 day	39990	2100	1910	$	142,839		-	-			$ -
178	Turnaround Specialist Attendance 211 day	39990	2100	1910	$	149,022		-	-			$ -
179	Turnaround Specialist Behavior 202 day	39990	2100	1910	$	142,839		1.00	1.00			$ (142,839)
180	Turnaround Specialist Behavior 211 day	39990	2100	1910	$	149,022		-	-			$ -

FY27 Staffing Proposal and Use of School-Level Flexibility

(Required)

0	Turnaround Specialist Behavior 211 day	39990	2100	1910	$	149,022		-	-		$	-
1	Turnaround Board Certified Behavior Analyst	39990	2100	1910	$	131,119		-	-		$	-
2	Turnaround Clinical Therapist	39990	2100	1740	$	141,639		-	-		$	-
3	Turnaround Counselor	31081	2100	1720	$	155,102		-	-		$	-
4	Turnaround Master Teacher Leader	31081	1000	1100	$	142,994		3.00	3.00		$	(428,983)
5	Turnaround Social Worker	39990	2100	1760	$	146,043		-	-		$	-
6	Turnaround Specialist Math	31210	2210	1910	$	149,022		-	-		$	-
7	Turnaround Specialist Reading	31210	2210	1910	$	149,022		-	-		$	-
1	Turnaround Special Ed Interrelated Teacher	31081	1000	1100	$	131,119		-	-		$	-
2	Turnaround Special Ed Lead Teacher	31081	1000	1100	$	153,210		-	-		$	-
3	Turnaround Special Ed Paraprofessional	31081	1000	1400	$	60,770		-	-		$	-
4	Turnaround Paraprofessional	31081	1000	1400	$	60,770		-	-		$	-
5	Turnaround Instructional Coach (202 days)	31210	2210	1910	$	152,300		-	-		$	-
6	Turnaround Instructional Coach (211 days)	31210	2210	1910	$	156,778		-	-		$	-
7	Instructional Technology Specialist 211 Day School Funde	31081	1000	1610	$	37,321	-	-	-	$ -	$	-
8	Psychologist	39990	2100	1740	$	153,035	0.85	0.85	-	$ 130,080	$	(130,080)
9	Lead Psychologist	39990	2100	1740	$	180,638	-	-	-	$ -	$	-
0	Custodian	39990	2600	1860	$	69,418	4.00	4.00	-	$ 277,674	$	(277,674)
1	Operations Manager	39990	2600	1860	$	98,818	1.00	1.00	-	$ 98,818	$	(98,818)
2	Site Manager	39990	2600	1900	$	81,206	-	-	-	$ -	$	-
3	School Resource Officer 261 Day	39990	2660	1820	$	112,209	2.00	2.00	-	$ 224,418	$	(224,418)
4	School Resource Officer 202 Day	39990	2660	1820	$	86,654	-	-	-	$ -	$	-
5	Non Instructional Aide Security	31670	2660	1830	$	60,770		-	-		$	-
6	Non Instructional Aide Security School Funded	39990	2660	1830	$	60,770		-	-		$	-
7	Residency Officer	39990	2100	1910	$	98,988		-	-		$	-

FY27 Non-Staffing Tab Overview

Description	Rec.	Allocation	Diff	Notes
Reserve	$ 95,045	$ 95,045	$ -	
Custodian Overtime	$ 1,650			
School Resource Officer Overtime	$ 4,000			
Teaching/Other Supplies	$ 18,650		(18,650)	
Media Supplies	$		$ (2,984)	
Academic Stipends		$ 20,500	$ -	
Fine Arts Sti	0	$ -	$ -	
Teacher Subs	$ 49,984	$ 49,984	$ -	
Substitute FICA	$ 725	$ 725	$ -	

Example

The **Non-Staffing Tab** shows how funds are allocated for non-staff items in the school. There is school-level flexibility for most of these items. The tab has columns for:

- Recommended—District's recommended amount to spend on the line item.
- Allocation – This shows how much the principal is proposing to allocate towards the line item in FY27.
- Difference—This shows the difference between the recommended amount and the allocation.
- Notes: The principal must provide comments if there is a difference in what is Recommended and what is Allocated. Principals and GO Teams will discuss the rationale for the use of school-level flexibility.

FY27 Non-Staffing Proposal and Use of School-Level Flexibility

(Required)

School	John Lewis Invictus Academy	
Location	1418	
Level	MS	
Principal	Langston Longley	
Enrollment	692	
Total Budget	$	11,870,931
Unallocated Balance	$	0

Accounting Unit	Acct	SubAc	Description	Rec.	Allocation	Diff	Notes
150120014181081	1000	9990	Reserve	$ 130,523	$ 130,523	$ -	
150120014181081	1000	1104	Teacher Stipends			$ -	
150110114189990	2400	1412	Secretary Overtime			$ -	
150670114189990	2600	1862	Custodian Overtime	$ 3,300			
150652114189990	2660	1822	School Resource Officer Overtime	$ 7,000			
150120014181081	1000	3000	Contracted Services for Instruction			$ -	
150110114181210	2210	3000	Contracted Services for Professional Development			$ -	
150120014181320	2700	5190	Student Transportation-Charter Buses, Breeze Cards			$ -	
150110114189990	2100	5300	Postage			$ -	
150120014181081	1000	5320	Web-based Subsc and Licenses/ Computer Software			$ -	
150169714181081	1000	5300	Signature Program Communication/Shipping Fee			$ -	

FY27 Non-Staffing Proposal and Use of School-Level Flexibility

(Required)

24	150120014181210	2213	5800	Instructional Employee Travel			$ -	
25	150110114181211	2400	5800	Administrative Employee Travel			$ -	
26	150169714181210	2210	5800	Signature Programming Travel			$ -	
27	150110114189990	2400	5800	Mileage			$ -	
28	150120014181320	2700	5950	Student Transportation-APS Buses			$ -	
29	150662014181320	2700	5950	District Funded Field Trips	$ -		$ -	
30	150120014181081	1000	6100	Teaching/Other Supplies	$ 34,600	$ 33,064	$ (1,536)	
31	150169714181081	1000	6100	Signature Program Supplies			$ -	
32	150120014181081	1000	6150	Instructional Equipment/Furniture			$ -	
33	150120014181081	1000	6160	Computer Equipment			$ -	
34	150150514181310	2220	6100	Media Supplies	$ 5,536		$ (5,536)	
35	150120014181081	1000	6420	Book Other Than Textbooks for Instruction			$ -	
36	150110114181210	2213	6420	Book Other Than Textbooks for PD			$ -	
37	150122014181081	1000	6410	Textbooks			$ -	
38	150122014181081	1000	6400	Digital/Electronic Textbooks			$ -	
39	150120014181210	2213	8100	Dues & Fees (Instructional Staff)			$ -	
40	150110114189990	2400	8100	Dues & Fees (Administrative Staff)			$ -	
41	150169714181081	1000	8100	Dues & Fees (Signature Programs)			$ -	
45	150120014181081	1000	8100	Student Admissions			$ -	
46	150120014181081	1000	1104	Other Stipends (Please specify)		$ -	$ -	
47	**Stipends**							
48	150120014181081	1000	1104	Academic Stipends	34,700	$ 34,700	$ -	
49	150126814181081	1000	1184	Fine Arts Stipends	0	$ -	$ -	
36	**Turnaround**							
37	150161814181081	1000	3000	Contracted Services for Instruction		$ -	$ -	
38	150161814181210	2210	3000	Contracted Services for Professional Development		$ -	$ -	
39	150161814189990	2210	1164	Stipends for Professional Learning		$ -	$ -	
90	150161814181081	1000	5320	Web-Based Subscriptions		$ -	$ -	
91	150161814181320	2700	5950	Turnaround Transportation		$ -	$ -	

FY27 Non-Staffing Proposal and Use of School-Level Flexibility

(Required)

91	150161814181320	2700	5950	Turnaround Transportation		$ -	$ -	
92	150161814181081	1000	1101	Hourly Turnaround Tutor		$ -	$ -	
93	**Substitutes**							
94	150120414181081	1000	1131	Teacher Subs	$ 83,424	$ 100,144	$ 16,720	
95	150120414189990	2400	1141	Principal/AP/Clerical Subs		$ -	$ -	
96	150120414181081	2220	1131	Media Specialist Subs		$ -	$ -	
97	150120414181081	1000	1131	In Person Permanent Sub		$ -	$ -	
98	150120414181081	1000	1141	Paraprofessional Subs		$ -	$ -	
99	150120414181081	1000	2200	Substitute FICA	$ 1,210	$ 1,452	$ 242	
100	**Hourly Staff**							
101	150126414181081	1000	1181	Hourly Art Teacher		$ -	$ -	
102	150126914181081	1000	1181	Hourly Band Teacher		$ -	$ -	
103	150110114189990	2400	1411	Hourly Bookkeeper		$ -	$ -	
104	150661914181320	2700	1811	Hourly Bus Monitor		$ -	$ -	
105	150110114189990	2400	1991	Hourly Cafeteria Monitor		$ -	$ -	
106	150151014181081	1000	1731	Hourly Counselor		$ -	$ -	
107	150127114181081	1000	1181	Hourly Dance Teacher		$ -	$ -	
108	150123014181081	1000	1101	Hourly ELA Teacher		$ -	$ -	
109	150151114189990	2100	1911	Hourly Coordinator		$ -	$ -	
110	150130314182111	1000	1101	Hourly Gifted Teacher		$ -	$ -	
111	150151114189990	2100	1781	Hourly Graduation Coach		$ -	$ -	
112	150110114189990	2400	1991	Hourly Hall Monitor		$ -	$ -	
113	150151114189990	2210	1911	Hourly Instructional Coach		$ -	$ -	
114	150151114189990	2100	1991	Hourly ISS Monitor		$ -	$ -	
115	150124314181081	1000	1101	Hourly Math Teacher		$ -	$ -	
116	150150514181310	2220	1401	Hourly Media Paraprofessional		$ -	$ -	
117	150126714181081	1000	1181	Hourly Music Teacher		$ -	$ -	
118	150151114189990	2100	1401	Hourly Non-Instructional Para		$ -	$ -	
119	150120014181081	1000	1401	Hourly Paraprofessional		$ -	$ -	
120	150120014181081	1000	1401	Hourly Paraprofessional Tutor		$ -	$ -	

FY27 Non-Staffing Proposal and Use of School-Level Flexibility

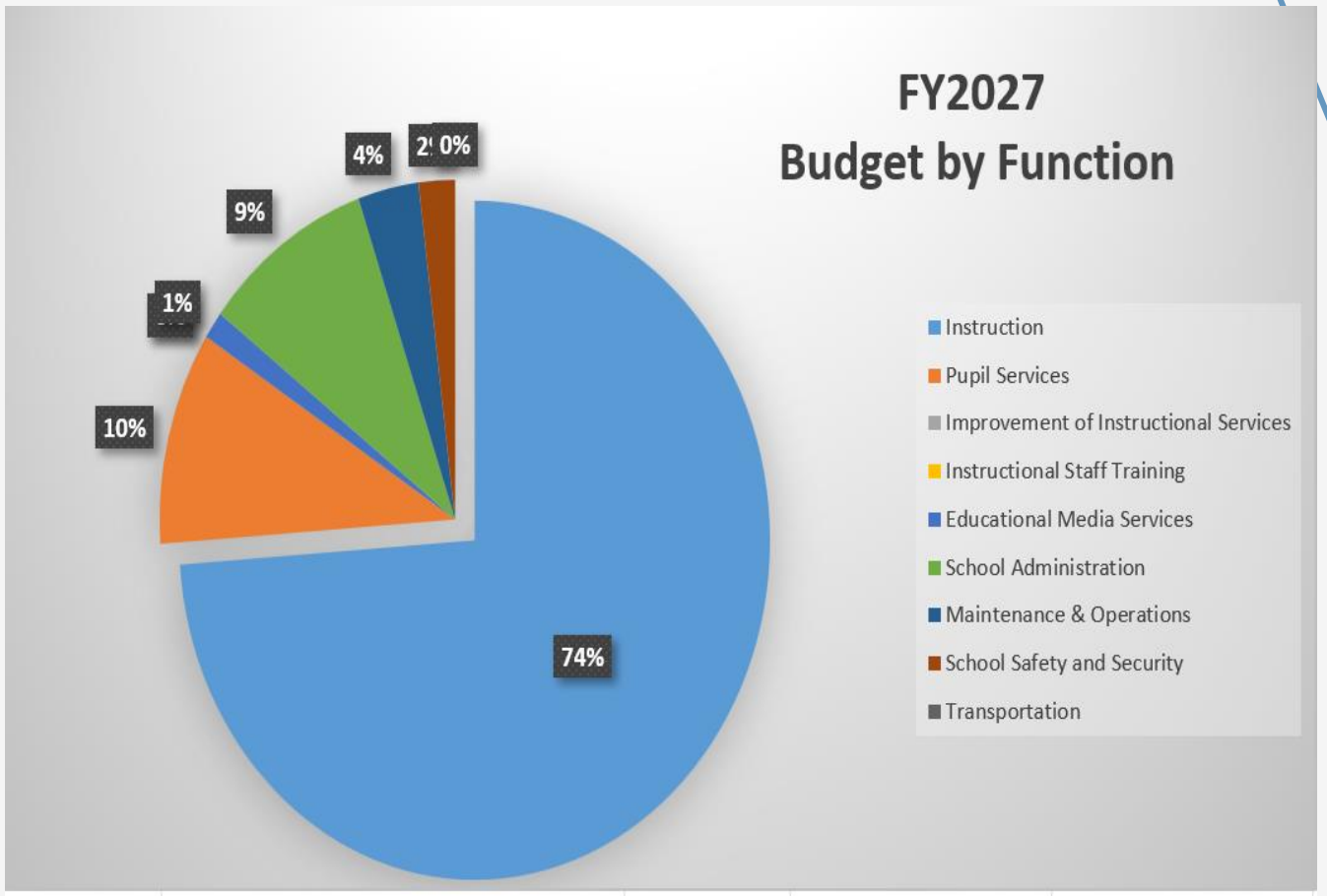
(Required)

121	150151114189990	2100	1991	Hourly Parent Liaison		$ -	$ -	
122	150127114181081	1000	1181	Hourly Performing Arts Teacher		$ -	$ -	
123	150126614181081	1000	1181	Hourly PE Teacher		$ -	$ -	
124	150126614189990	1000	1401	Hourly PE Paraprofessional		$ -	$ -	
125	150123014181081	1000	1101	Hourly Reading Teacher		$ -	$ -	
126	150110114189990	2400	1991	Hourly Registrar		$ -	$ -	
127	150169314189990	2100	1911	Hourly Residency Officer		$ -	$ -	
128	150110114189990	2400	1421	Hourly School Clerk		$ -	$ -	
129	150131014189990	2100	1631	Hourly School Nurse - LPN		$ -	$ -	
130	150131014189990	2100	1631	Hourly School Nurse - RN		$ -	$ -	
131	100652114189990	2600	1811	Hourly School Resource Officer		$ -	$ -	
132	150110114189990	2400	1411	Hourly School Secretary		$ -	$ -	
133	150130914189990	2100	1761	Hourly Social Worker		$ -	$ -	
134	150159814189990	2100	1911	Hourly SST RTI Intervention Specialist		$ -	$ -	
135	150120014181081	1000	1101	Hourly Teacher		$ -	$ -	
136	150120014181081	1000	1101	Hourly Teacher Tutor		$ -	$ -	
137	150123514181081	1000	1181	Hourly World Language Teacher		$ -	$ -	
138	150120014181081	1000	1401	Hourly Paraprofessional Tutor		$ -	$ -	
139	150123014181081	1000	1101	Hourly Ela Teacher		$ -	$ -	
140	150151114189990	2100	1991	Hourly Esol Community Liaison		$ -	$ -	
141	150151114189990	2100	1991	Hourly Communication Liaison		$ -	$ -	
142	150120014181081	1000	1101	Hourly Enrichment Teacher - Afterschool		$ -	$ -	
143	150120014181081	1000	1401	Hourly Parapro - Afterschool		$ -	$ -	
144	150110114189990	2400	1311	Hourly Assistant Principal		$ -	$ -	
145	150110114189990	2400	1311	Hourly School Business Manager		$ -	$ -	
146	150110114189990	2400	1301	Hourly Principal		$ -	$ -	
147	150120014181081	1000	1101	Hourly Teacher Tutor - Afterschool		$ -	$ -	
148	150130114181081	1000	1401	Hourly Paraprofessional - Special Ed		$ -	$ -	
149	150130114181081	1000	1101	Hourly Teacher Special Ed		$ -	$ -	
150	100237314181670	2660	1831	Hourly Non Instructional Aide Security		$ -	$ -	
180				**TOTAL**	**$ 265,593**	**$ 299,883**	**$ 9,890**	

FY27 BUDGET BY FUNCTION
(Required)

School	John Lewis Invictus Academy
Location	1418
Level	MS
Principal	Langston Longley
Projected Enrollment	692

Account	Account Description	FTE	Budget	Per Pupil
1000	Instruction	68.40	$ 8,353,470	$ 12,071
2100	Pupil Services	9.85	$ 1,152,330	$ 1,665
2210	Improvement of Instructional Services	-	$ -	$ -
2213	Instructional Staff Training	-	$ -	$ -
2220	Educational Media Services	1.00	$ 149,632	$ 216
2400	School Administration	7.00	$ 1,054,487	$ 1,524
2600	Maintenance & Operations	5.00	$ 376,492	$ 544
2660	School Safety and Security	2.00	$ 224,418	$ 324
2700	Transportation	-	$ -	$ -
	Total	**93.25**	**$ 11,310,828**	**$ 16,345**





Discussion of Reserve Funds

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ATLANTA PUBLIC SCHOOLS

Plan for FY27 Leveling Reserve

$ 130,523

FOCUS AREA	STRATEGIC PLAN OBJECTIVE	FY27 Resource Recommendation	Additional Information(OPTIONAL)
We Are Sparking Student Curiosity	Implement STEAM enriched curriculum to drive interdisciplinary and project-based teaching and learning approaches	**Materials and supplies, Transportation**	
We Are Strengthening Our Instructional Core	Improve students' mastery of core content knowledge (ELA, Math, Science, Social Studies).	**Hourly funded teacher tutor**	Investment will yield academic and financial gain

Questions for the GO Team To Discuss



Does the budget proposal support our school's strategic objectives and lead to achieving our goals?



If new positions, resources, or programs are being added, what data or feedback supports these changes?



What trade-offs being made in this budget? Are any current programs or resources being adjusted or reduced, and how will that impact our students?



If we are sharing staff positions (e.g., nurse, counselor, teacher), how will this affect student support and service delivery at our school?

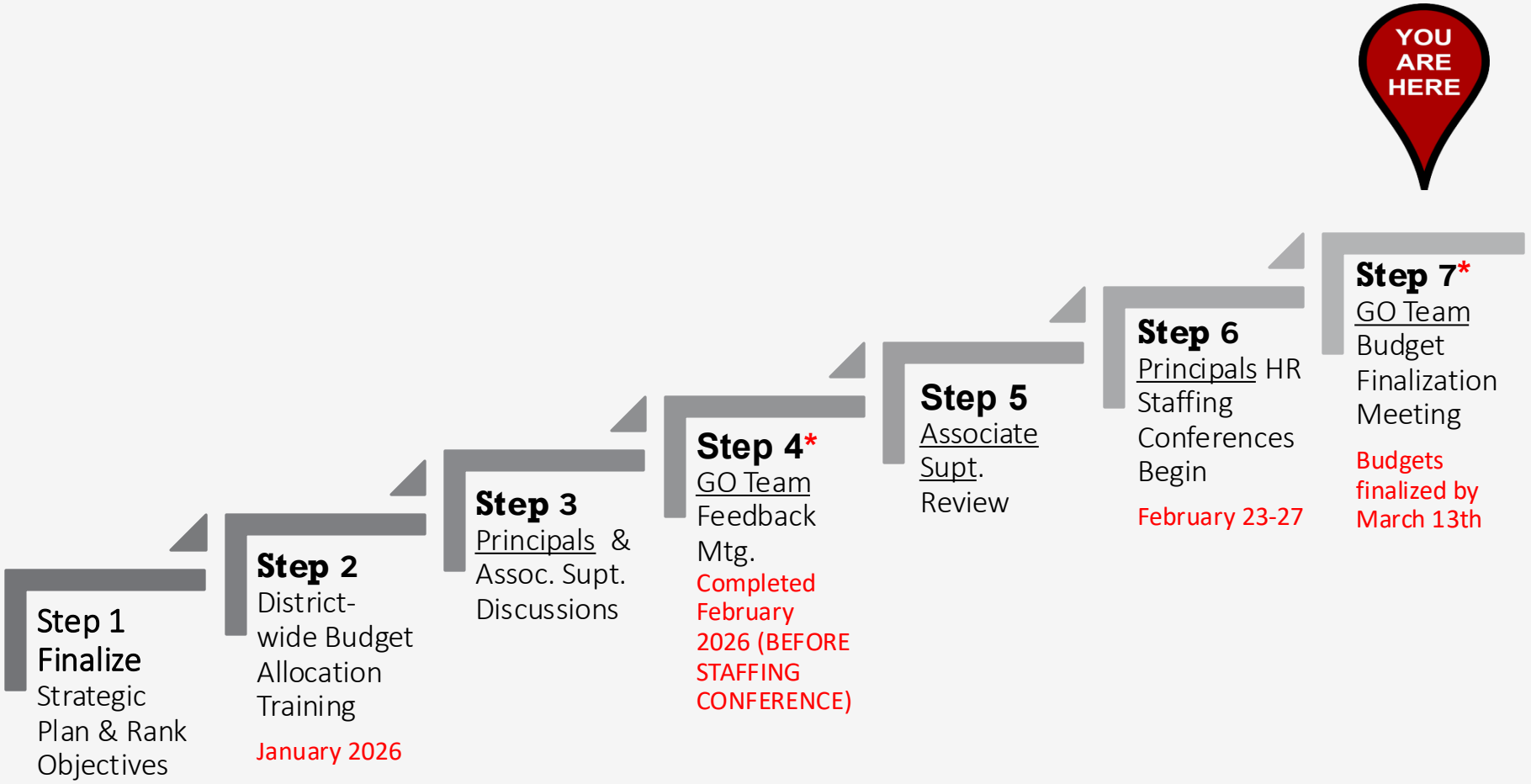
Action on the FY27 Draft Budget

The GO Team needs to **TAKE ACTION** (vote) on the proposed FY27 budget.

After the motion and a second, the GO Team may have additional discussion.

Once discussion is concluded, the GO Team will vote.

Next Meeting: Budget Finalization Meeting (Insert Date, Time)



GO Teams are encouraged to have ongoing conversations

* GO Teams will need to take **ACTION** on the budget at these meetings.



Information Items, Announcements and Public Comment

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ATLANTA PUBLIC SCHOOLS

Principal's Report and Announcements

- **GMAS Mock Testing** - First week of March

- **John Lewis Invictus Academy students** will take part in a three-day pilgrimage to Montgomery, Alabama on March 12th – 14th.

- **S. T. E. A. M./Entrepreneurship Night** will be held on March 25, 2026

- **Sports In Season:**
  Boys' and Girls' Track
  Boys' and Girls' Soccer

- **Upcoming Sports:**
  Girls' Flag Football
  Boys' Baseball

GO Team Declarations: Open NOW – Feb. 28

<u>During the GO Team election, each school will fill:</u>

- 2 parent/guardian seats
- 2 instructional staff seats

Scan the QR Code to Declare Your Candidacy!



http://tinyAPS.com/?2026GOTeamDeclaration

Thank you