

GO Team

Business Meeting #2

Where we are – Where we're going

One District. One Goal. Every Child.

ATLANTA PUBLIC SCHOOLS

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Agenda

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



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Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

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Discussion Items

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2025-2030 School Strategic Plan Development

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Atlanta Public Schools
2025-2030 Strategic Plan

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WHO WE ARE...

We are *Atlanta's* Public School System

WHY WE EXIST...

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

A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

Our Strength is Our Team

Atlanta's students will have effective and engaged teachers, leaders, and staff.

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff
- Grow and promote strong teachers, leaders, and staff

Our Responsibility Is Shared

Atlanta's students will have supportive families, communities, and partners.

- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
- Increase access and engagement for families and communities

Our System Is Efficient & Effective

Atlanta's students will have the schools and resources they need to succeed.

- Maximize facility usage for the student and community good
- Leverage data to drive strategic financial investments
- Implement sustainability initiatives

We Are Strengthening Our Instructional Core

Atlanta's students will have high-quality instruction, materials, and targeted support.

- Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas
- Target resources towards subgroups (eg. exceptional education, English learners, economically-disadvantaged)
- Accelerate early learning

We Are Caring For Every Child

Atlanta's students will have trusted, supportive adults meeting their unique needs.

- Expand strategies that reduce chronic absenteeism and disproportionate discipline
- Implement systematic culture and climate strategies
- Increase student access to trusted and reliable adults (eg. mentors, coaches, counselors)

We Are Sparking Student Curiosity

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

- Promote robust arts, athletics, world language, and enrichment offerings
- Expand access to high-interest and workforce-ready offerings (e.g. career programs and pathways, advanced coursework)
- Explore specialized and innovative school models (eg. School of the Arts)

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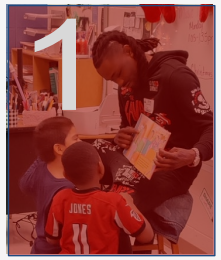
Goals and Key Performance Indicators



By 2030, we will increase the percentage of 3rd grade students scoring proficient or above in ELA (GA Milestones) by **20 percentage points.**



By 2030, we will increase the percentage of 8th grade students scoring proficient or above in Math (GA Milestones) by **20 percentage points.**



By 2030, we will increase the percentage of students meeting at least one CCRPI College and Career Readiness Indicator by **20 percentage points.**

Focus Area: **We Are Caring For Every Child**

Actual (2025)	Light pink: 2024	Target (2030)
68.8%	**Absenteeism** % of students who are not chronically absent*	80%
60%	**Sense of Belonging** % students who feel a sense of belonging*	75%
89.6%	**Discipline: All Students** % of all students without suspensions (OSS) *	95%
83.5%	**Discipline: Students with Disabilities** % of Students with Disabilities students without suspensions (OSS)*	95%
86.4%	**Discipline: Black Students** % of Black students without suspensions (OSS)*	95%
56%	**Student-Staff Relationships** % of students feeling comfortable going to most or all of the adults in the school for help*	75%
0%	**Student Success Plans** % of students with individual success plans	90%
19%	**School Climate** % of schools with 4 or 5 star climate rating*	50%

* Includes Charter and Partner Schools

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GO Team School Strategic Plan Development

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What is our purpose? What do we do?

What is our picture of the future?

What results do we want to satisfy our stakeholder needs?

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

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

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

We are Caring for Every Child *(example)*

What continuous improvement activities are needed to get results?

Expand strategies that reduce chronic absenteeism *(example)*

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

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

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

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

Who will do what by when?

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

GO Team Focus (Governance)



What is our purpose?
What do we do?

What is our picture of the future?

What results do we want to satisfy our stakeholder needs?

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School Strategic Planning Overview

Purpose

To cascade the district strategic plan to the school level, while grounding our focus in the school's Continuous Improvement Plan. This will **create alignment, reduce confusion, and simplify our efforts**.

Timeline

Our school's 2030 Strategic Goals and Objectives should be **updated, approved and ranked by January 2026**. Schools will focus on the strategies as part of FY27 Budget and Continuous Improvement Plan processes.

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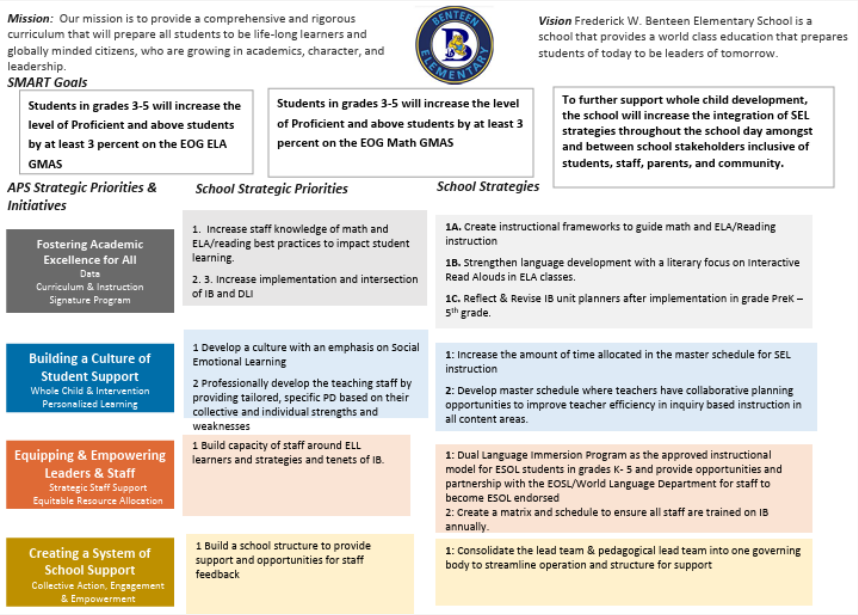
Three Key Resources to Review

1 2020-2025 School Strategic Plan



Mission: Our mission is to provide a comprehensive and rigorous curriculum that will prepare all students to be life-long learners and globally minded citizens, who are growing in academics, character, and leadership.

Vision Frederick W. Benteen Elementary School is a school that provides a world class education that prepares students of today to be leaders of tomorrow.

SMART Goals

- Students in grades 3-5 will increase the level of Proficient and above students by at least 3 percent on the EOG ELA GMAS
- Students in grades 3-5 will increase the level of Proficient and above students by at least 3 percent on the EOG Math GMAS
- To further support whole child development, the school will increase the integration of SEL strategies throughout the school day amongst and between school stakeholders inclusive of students, staff, parents, and community.

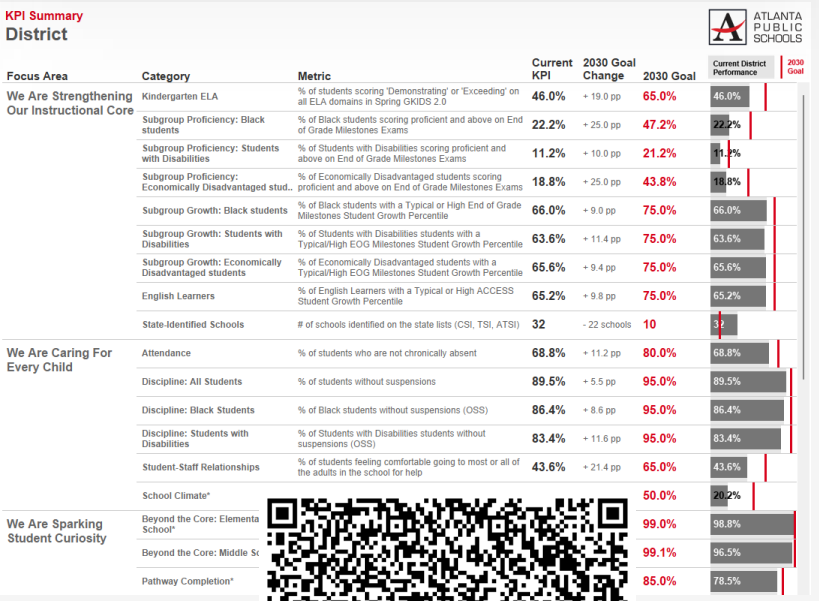
APS Strategic Priorities & Initiatives	*School Strategic Priorities*	*School Strategies*
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Increase staff knowledge of math and ELA/reading best practices to impact student learning. 2. 3. Increase implementation and intersection of IB and DLI	1A. Create instructional frameworks to guide math and ELA/Reading instruction 1B. Strengthen language development with a literary focus on Interactive Read Alouds in ELA classes. 1C. Reflect & Revise IB unit planners after implementation in grade PreK – 5th grade.
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	1 Develop a culture with an emphasis on Social Emotional Learning 2 Professionally develop the teaching staff by providing tailored, specific PD based on their collective and individual strengths and weaknesses	1: Increase the amount of time allocated in the master schedule for SEL instruction 2: Develop master schedule where teachers have collaborative planning opportunities to improve teacher efficiency in inquiry based instruction in all content areas.
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	1 Build capacity of staff around ELL learners and strategies and tenets of IB.	1: Dual Language Immersion Program as the approved instructional model for ESOL students in grades K- 5 and provide opportunities and partnership with the EOSL/World Language Department for staff to become ESOL endorsed 2: Create a matrix and schedule to ensure all staff are trained on IB annually.
Creating a System of School Support Collective Action, Engagement & Empowerment	1 Build a school structure to provide support and opportunities for staff feedback	1: Consolidate the lead team & pedagogical lead team into one governing body to streamline operation and structure for support

2 2025-2026 Continuous Improvement Plan Goals

1. By the end of the 2025 - 2026 school year, Benteen will increase the CCRPI Attendance by at least 6.6% points from 83.4% to 90%.
2. By the end of the 2025 - 2026 school years, Benteen will increase the percent of students scoring proficient and above on the GMAS assessments in math by 5%, from 35% to 40%. Benteen will decrease the percent of students scoring beginning on the GMAS assessment in math by 3%, from 38 to 35%.
3. By the end of the 2025 - 2026 school year, Benteen will increase the CCRPI Attendance by at least 6.6% points from 83.4% to 90%.

3 School Data Sheet

https://tinyurl.com/SchoolDataSheets



KPI Summary
District

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Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance / 2030 Goal
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	46.0%	+ 19.0 pp	65.0%	46.0%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	22.2%	+ 25.0 pp	47.2%	22.2%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	11.2%	+ 10.0 pp	21.2%	11.2%
	Subgroup Proficiency: Economically Disadvantaged stud..	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	18.8%	+ 25.0 pp	43.8%	18.8%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	66.0%	+ 9.0 pp	75.0%	66.0%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	63.6%	+ 11.4 pp	75.0%	63.6%
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.6%	+ 9.4 pp	75.0%	65.6%
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	65.2%	+ 9.8 pp	75.0%	65.2%
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	32	- 22 schools	10	32
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	68.8%	+ 11.2 pp	80.0%	68.8%
	Discipline: All Students	% of students without suspensions	89.5%	+ 5.5 pp	95.0%	89.5%
	Discipline: Black Students	% of Black students without suspensions (OSS)	86.4%	+ 8.6 pp	95.0%	86.4%
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	83.4%	+ 11.6 pp	95.0%	83.4%
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	43.6%	+ 21.4 pp	65.0%	43.6%
	School Climate*				50.0%	20.2%
We Are Sparking Student Curiosity	Beyond the Core: Elementa School*				99.0%	98.8%
	Beyond the Core: Middle Sc				99.1%	96.5%
	Pathway Completion*				85.0%	78.5%

Use the QR code to access all school data sheets

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School Strategic Planning Process

1. **Review Data**

2. **Align Mission/Vision/Purpose**

3. **Confirm 2030 Goals**
   - Create CIP Goals to 2030
   - Identify Additional Goals

4. **Identify 2025-2030 Strategic Objectives**
   - Reflect on 2020-2025 Strategic Plan
   - Review and Discuss Additional Objectives Going Forward

5. **Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27**

Sample GO Team Business Meeting Cadence

Business Meeting 1:
- Review Data *(MAP, GMAS, Graduation Rate, CCRPI, etc.)*

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

Business Meeting 3:
- Identify 2025-2030 Strategic Objectives

Business Meeting 4 (Budget Allocation):
- Confirm & Prioritize Your Strategic Plan

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Today's Focus:

School Strategic Planning Process: Steps 1, 2, and 3

1. **Review Data**
2. **Align Mission/Vision/Purpose**
3. **Confirm 2030 Goals**
   - Create CIP Goals to 2030
   - Identify Additional Goals
4. **Identify 2025-2030 Strategic Objectives**
   - Reflect on 2020-2025 Strategic Plan
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Business Meeting 4 (Budget Allocation):
- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

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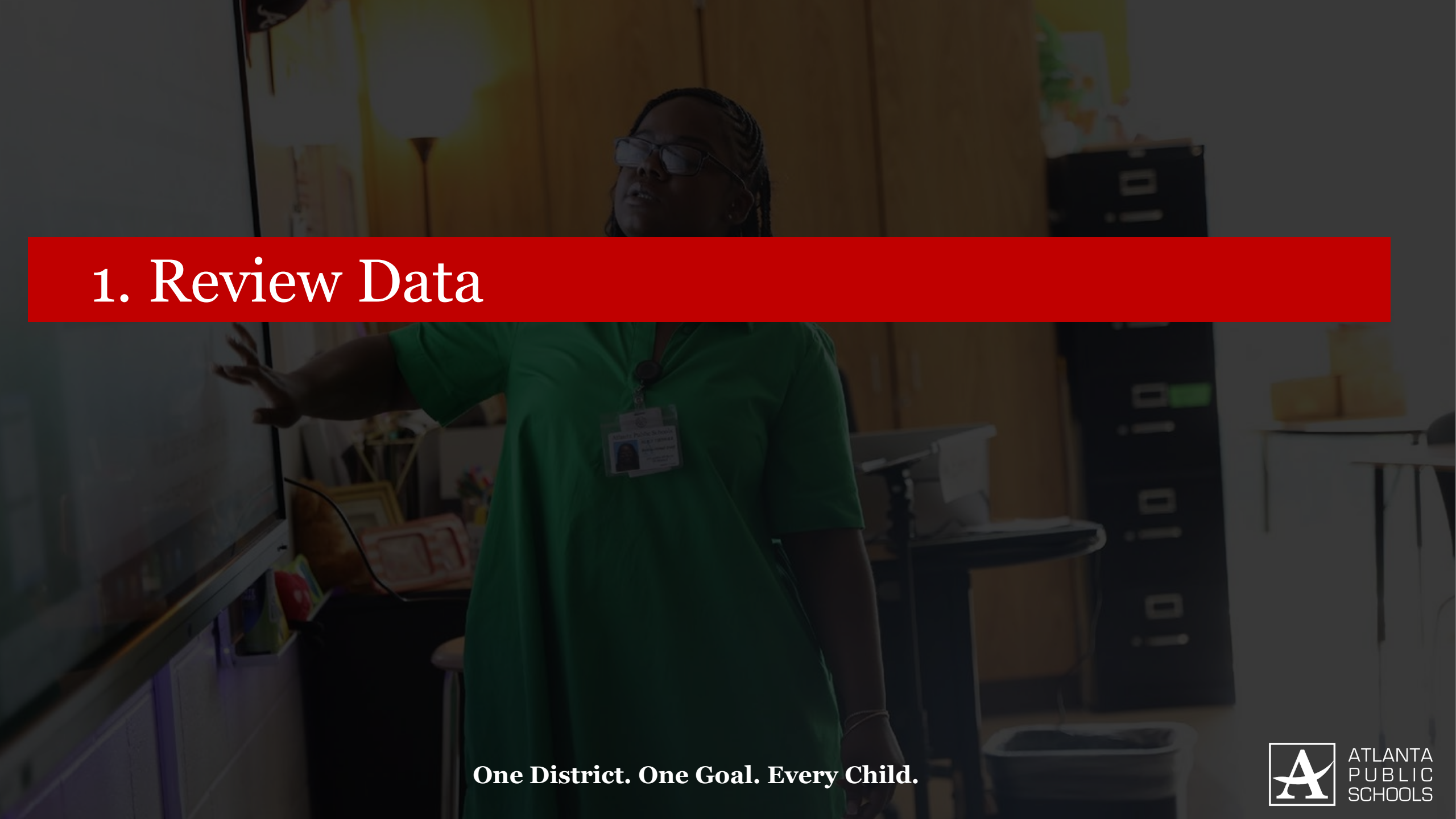

1. Review Data

Guiding Questions for the GO Team to Discuss:

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

KPI Summary

Mary Lin Elementary School

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Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance / 2030 Goal
District Goal	Literacy	% of 3rd grade students scoring proficient or above in ELA	69.8%	+ 17.2 pp	87.0%	69.8%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	69.1%	+ 17.9 pp	87.0%	69.1%
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	69.4%	+ 17.7 pp	87.0%	69.4%
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	45.5%	+ 10.0 pp	55.5%	45.5%
	Subgroup Proficiency: Economically Disadvantaged stud..	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	45.2%	+ 26.0 pp	71.2%	45.2%
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	70.0%	+ 10.7 pp	80.7%	70.0%
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	65.0%	+ 10.7 pp	75.7%	65.0%
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	98.8%	—	98.8%	98.8%
	Discipline: All Students	% of students without suspensions	99.6%	—	99.6%	99.6%
	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 suspensions (OSS)	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	61.2%	+ 21.0 pp	82.2%	61.2%
	School Climate*	School climate star rating out of 5	4 ★	—	4 ★	4 ★
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	100.0%	—	100.0%	100.0%
Our Strength is Our Team	Staff Engagement	% of engaged staff	79.6%	+ 10.4 pp	90.0%	79.6%
	Teacher Experience	% of teachers with 3 or more years of experience	94.4%	—	94.4%	94.4%
	Teacher Compensation	Average teacher salary	$94,993	+ $5,007	$100,000	$94,993
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	86.2%	+ 3.8 pp	90.0%	86.2%
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	98.5%	—	98.5%	98.5%
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	76.2%	+ 10.0 pp	86.2%	76.2%
	Enrollment	School meeting K-12 Enrollment Minimums	506	—	450	506

* Where data from the most recent school year has not been released, data from the prior year is used.

School > Midtown > Lin

Updated 9/26/2025

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2. Align Mission/Vision/Purpose

WHO WE ARE...

We are *Atlanta's* Public School System

WHY WE EXIST...

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

Note:

- Your GO Team will decide if they would like to update the school mission, vision, or purpose statements. Use this slide and a combination of the next 2 slides to display your school's current mission and vision, and lead your team in the discussion.
- **Potential Activity:** Share the current school mission/vision. Ask GO Team members to hold up fingers to indicate their level of satisfaction with the current mission and vision (**5=Love it, 0=Strongly Dislike**). Proceed with the discussion based on the team's feedback.

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Mary Lin Elementary School

Mission: Our vision is to foster students who are lifelong, proactive learners. Our students will be clear communicators who use innovative problem-solving to address the complex issues facing our community and world.

Vision: The mission of Mary Lin Elementary is to educate our students through meaningful, interdisciplinary experiences. Partnerships among students, teachers, and the community will prepare our students to be caring and creative risk-takers ready for the world.

SMART Goals

Percentage of students in grades 3-5 scoring proficient in ELA on GMAS will increase by 1% each year through 2025. Currently, MLE has 89% proficient in ELA.	Percentage of students in grades 3-5 scoring proficient in Math on GMAS will increase by 2% each year through 2025. Currently, MLE has 76% proficient in Math	Show overall growth, as determined by the State of Georgia, for at least 75% of the population in both ELA and Math on GMAS and MAP.	Increase the percentage of students in subgroups who score proficient on GMAS.

APS Strategic Priorities & Initiatives	*School Strategic Priorities*	*School Strategies*
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	**1. Use data to inform instruction with a focus on both achievement and growth.** **2. Adhere to the scope and sequence of the Georgia Standard of Excellence and supplement with STEAM-centered resources.**	**1. Hold monthly data digs led by administration.** **2. Weekly lesson planning and internalization led by instructional coaches.** **3. PBL units are STEAM focused.**
Building a Culture of Student Support Whole Child & Intervention Personalized Learning	**1. Create collaborative school culture that embraces diverse families that comprise MLE community.** **2. Build teacher capability to meet the diverse social, emotional and academic needs of students.** **3. Provide unique learning opportunities to cultivate students' curiosity of learning.** **4. Prioritize students' social and emotional growth as a means of ensuring future success.**	**1. Created a new Equity, Diversity, and Inclusion Committee on MLE PTA.** **2. Provide equity and anti-bias training for all staff members.** **3. Engage students in more interdisciplinary and multi-cultural activities both during the school day and after school with a focus on STEAM integration.** **4. Implement small group and individual counseling sessions. Dedicate 15 protected minutes for Morning Meeting and Second Step lessons that focus on social and emotional growth.**
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	**1. Equitably align school resources with MLE mission and vision to become a STEAM certified school.** **2. Implement a plan to improve instructional practices in STEAM.** **3. Choosing STEAM-based and multi-disciplinary curriculum where possible.**	**1. Mary Lin Foundation grant approval based on school's priorities.** **2. Provide resources to teachers to both engage students in STEAM centered opportunities and serve diverse populations.** **3. Provide opportunities for STEM Endorsement training.** **4. Create a committee to review curricular resources amongst staff.**
Creating a System of School Support Strategic Staff Support Equitable Resource Allocation	**1. Provide an environment that retains, empowers, motivates and inspires teachers to utilize their individual strengths.** **2. Design a learning environment that fosters STEAM-centered education.**	**1. System of accountability for school-based leaders.** **2. Leadership and professional learning opportunities for all staff members to meet their needs and interests.** **3. Investing in infrastructure to create flexible learning environments to augment STEAM-centered learning.**

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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?

Vision: *Our vision is to foster students who are lifelong, proactive learners. Our students will be clear communicators who use innovative problem-solving to address the complex issues facing our community and world.*

Mission: *The mission of Mary Lin Elementary is to educate our students through meaningful, interdisciplinary experiences. Partnerships among students, teachers, and the community will prepare our students to be caring and creative risk-takers ready for the world.*

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Proposed Updates to School Mission and Vision:

Update 2nd sentence of mission:
Partnerships among all stakeholders will prepare our students to be caring and creative risk-takers, enacting positive change within their communities.



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3. Confirm 2030 Goals

- Extend your Continuous Improvement Plan Goals to 2030
- Identify if there are any additional goals for the strategic plan beyond those identified. If so, capture them (no more than 1-2 additional goals)

Continuous Improvement Goals

1 By the end of the 2025-2026 school year, the 3rd-5th grade students will increase scoring proficient or above in mathematics from 85% (SY24-25) to 90% (SY25-26) on the Spring 2026 EOG.

2 By the end of the 2025-2026 school year, the 3rd-5th grade students will increase scoring proficient or above in ELA from 78% (SY24-25) to 83% (SY25-26) on the Spring 2026 EOG.

3 By the end of the 2025–26 school year, we will increase family engagement at Mary Lin ES by intentionally focusing on the utilization of the Infinite Campus Parent Portal to leverage the home-school connection (increase from 96.8% to 100% - 17 families) as well as for longitudinal data tracking via the Contact Log (parent-teacher conferences input increase from 4.8% to 75%).

2030 Strategic Plan Goals

1 **By 2030**, the percentage of 3rd-5th graders scoring proficient and above on the GMAS EOG Math will increase by 8% overall from 85% (2025) to 93%.

Subgroup goal (3rd-5th): **Black** will increase by 15.9% from 74.1% (2025) to 90% and **SWD** will increase by 15% from 50% (2024) to 65%.

2 **By 2030**, the percentage of 3rd graders scoring proficient and above on the GMAS EOG ELA will increase by 17.2% from 69.8% (2025) to 87%.

Subgroup goal (3rd-5th): **Black** will increase by 14.6% from 70.4% (2025) to 85% and **SWD** will increase by 15% from 50% (2024) to 65%.

3 **By 2030**, the percentage of favorable responses to "Supporting Student Success" from the Family Engagement Survey will increase by 3.8 percentage points from 86.2% to 90.0%.

Feedback: Consider how/why Family Engagement is being measured. Exactly what type of involvement needs to quantified?

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Mary Lin Elementary School

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Building a Culture of Student Support Whole Child & Intervention Personalized Learning	**1. Create collaborative school culture that embraces diverse families that comprise MLE community.** **2. Build teacher capability to meet the diverse social, emotional and academic needs of students.** **3. Provide unique learning opportunities to cultivate students' curiosity of learning.** **4. Prioritize students' social and emotional growth as a means of ensuring future success.**	**1. Created a new Equity, Diversity, and Inclusion Committee on MLE PTA.** **2. Provide equity and anti-bias training for all staff members.** **3. Engage students in more interdisciplinary and multi-cultural activities both during the school day and after school with a focus on STEAM integration.** **4. Implement small group and individual counseling sessions. Dedicate 15 protected minutes for Morning Meeting and Second Step lessons that focus on social and emotional growth.**
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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)*

Suggestions

1. ***Subgroup Growth Goal?***
2. ***Student-Staff Relationships?***
3. ***Staff Engagement?***
4. ***Family Engagement?***

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Strategic planning will help you fully uncover your available options, set priorities for them, and define the methods to achieve them.

Robert J. Mckain

Questions?



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Principal's Report

One District. One Goal. Every Child.

ATLANTA PUBLIC SCHOOLS

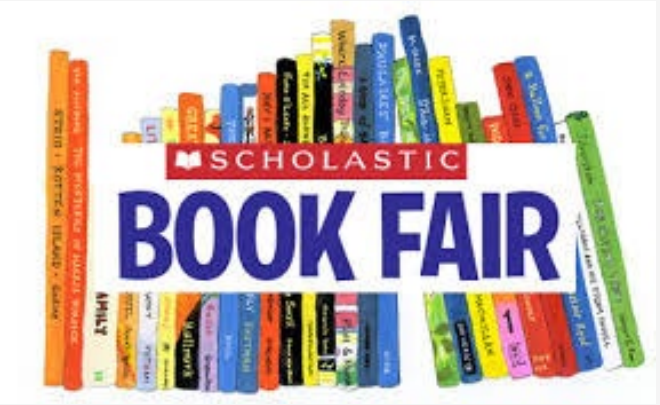
SCHOOL UPDATES





SCHOOL UPDATES





Nov. 17-21





Nov. 20

ATLANTA PUBLIC SCHOOLS

APS Forward 2040: Reshaping the Future of Education

Taskforce Meetings

May 8, 2025 - Presentation
August 5, 2025- Presentation

Upcoming Public Meetings

- October 20
- November 10

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

ATLANTA PUBLIC SCHOOLS
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UPDATE

Comprehensive Long-Range Facilities Plan

atlantapublicschools.us/APS2040

Questions?



ATLANTA PUBLIC SCHOOLS

Thank you

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