Mary Lin Elementary GO Team Business Meeting #3

DATE: December 10, 2025

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Agenda

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

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

Information Items *(add items as needed)*
- Principal's Report
  - 2025 CCRPI Results
- Cluster Advisory Team Report
  - Charter System Renewal
  - FY27 Budget Preparation
  - Attendance
- APS Forward 2040 –Facilities Plan Update *(if needed)*

Announcements

Public Comment *(if needed)*

Adjournment



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Action Items

1. Approval of Agenda
2. Approval of Previous Minutes
3. Additional Action Item *(if needed)*

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Discussion Items

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Continuing the 2025 -2030 School Strategic Plan Development Process

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School Strategic Planning Overview

Purpose

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

Timeline

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

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Revisiting the APS 2025-2030 Strategic Plan

A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

Our Strength is Our Team

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

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

Our Responsibility Is Shared

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

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

Our System Is Efficient & Effective

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

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

We Are Strengthening Our Instructional Core

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

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

We Are Caring For Every Child

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

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

We Are Sparking Student Curiosity

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

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

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GO Team's Focus (Governance)



What is our purpose?
What do we do?

What is our picture of the future?

What results do we want to satisfy our stakeholder needs?

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

What continuous improvement activities are needed to get results?

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School Strategic Planning Process Overview

1. **Review Data**

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

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

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

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

Sample GO Team Business Meeting Cadence

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

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

Business Meeting 3:
- Identify 2025-2030 Strategic Objectives

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

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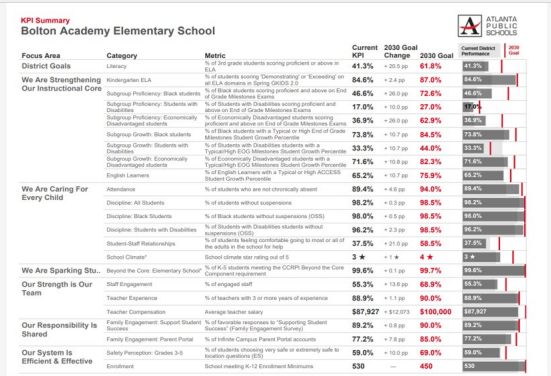
In Our Last Meeting We…

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%	+ 20.5 pp	61.8%
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 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	46.6%	+ 26.0 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%	+ 10.7 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	71.6%	+ 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	99.6%	+ 0.1 pp	99.7%
Our Strength is Our Team	Staff Engagement	% of engaged staff	55.3%	+ 13.6 pp	68.9%
	Teacher Experience	% of teachers with 3 or more years of experience	88.9%	+ 1.1 pp	90.0%
	Teacher Compensation	Average teacher salary	$87,927	+ $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%	+ 0.8 pp	90.0%
	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	—	450

2 Aligned Our Mission and Vision

Mission and Vision Alignment:



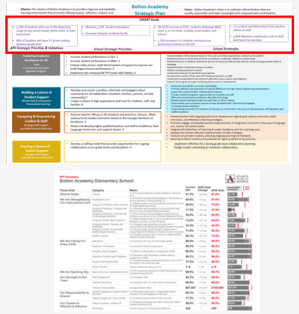
Guiding Question: Does our current school mission and vision align with these statements?



3 Confirmed Our 2030 Goals

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.



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Mary Lin Elementary Proposed Updates to School Mission and Vision:

Mission: The mission of Mary Lin Elementary is to educate our students through intentional, interdisciplinary experiences. Meaningful partnerships support our students' development into caring and creative risk-takers who drive positive change within local and global communities.

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 local and global communities.



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Mary Lin Elementary Proposed Goals for the 2025-2030 Strategic Plan:



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%. The subgroup of Black students who score proficient+ on the EOG will increase by 15.9% from 74.1% (2025) to 90% and the subgroup of SWD who score proficient+ 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%. The subgroup of Black students who score proficient+ on the EOG will increase by 14.6% from 70.4% (2025) to 85% and the subgroup of SWD who score proficient+ 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%.

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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

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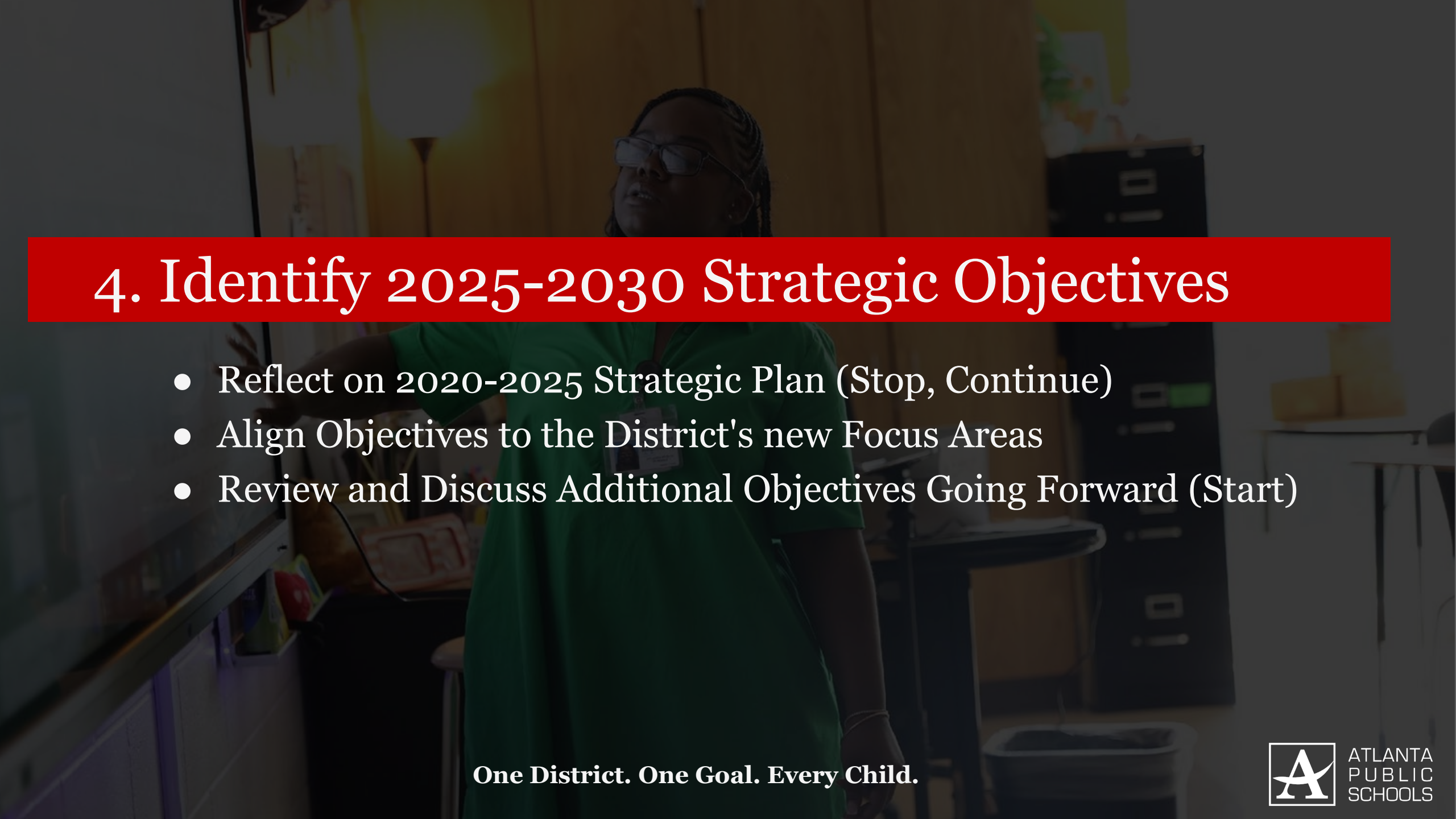

4. Identify 2025-2030 Strategic Objectives

- 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

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.

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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Mary Lin Elementary School

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APS Strateaic Priorities & Initiatives	*School Strategic Priorities*	*School Strategies*
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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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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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Identifying 2025-2030 Strategic Objectives: Stop Discussion

APS Strateaic Priorities & Initiatives	*School Strategic Priorities*
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.**
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.**
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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.**

Guiding Questions:

Stop

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

Notes:

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

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Identifying 2025-2030 Strategic Objectives: Continue Discussion

School Strategies

1. Hold monthly data digs led by administration.
2. Weekly lesson planning and internalization led by instructional coaches.
3. PBL units are STEAM focused.

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.

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.

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.

Guiding Questions:

Continue

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

Notes:

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

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Identifying 2025-2030 Strategic Objectives: Continue Discussion

1. Design a learning environment that fosters STEAM-centered education.



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Aligning Your Objectives to the District's New Focus Areas

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- Use data to inform instruction with a focus on both achievement and growth.
- Choose interdisciplinary instructional resources that incorporate best-practices in teaching and learning which incorporate the principles of STEAM education.

We Are Caring For Every Child

- Create an inclusive school culture that teaches the positive impact of diversity, equity, and justice.

We Are Sparking Student Curiosity

- Adhere to the scope and sequence of the Georgia Standards of Excellence and supplement with STEAM-centered resources.
- Provide unique learning opportunities to cultivate students’ curiosity of learning.

“Community of Believers”

Our Strength is Our Team

- Prioritize students’ social and emotional growth as a means of ensuring future success by building teacher capacity.

Our Responsibility Is Shared

- Cultivate an environment that retains, empowers, motivates and inspires teachers to utilize their individual strengths.

Our School Is Efficient & Effective

- Equitably align school resources with MLE mission and vision to become a STEAM certified school.

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

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

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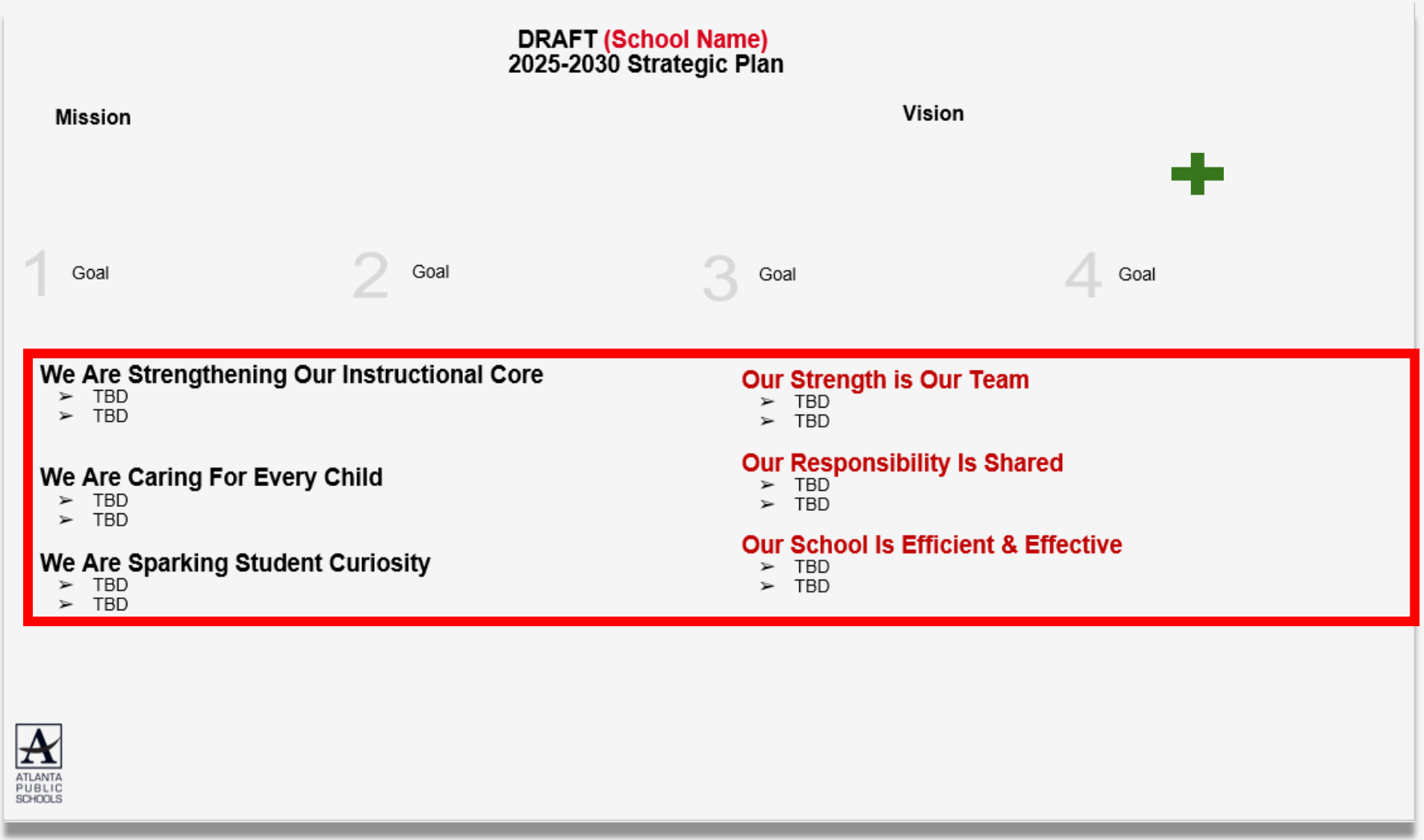
Identifying 2025-2030 Strategic Objectives: "Start" Discussion



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

"Getting Back to Basics"

We Are Strengthening Our Instructional Core
- 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

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Where we're going

At our next meeting we will:

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

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

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Questions?



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Information Items

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Principal’s Report

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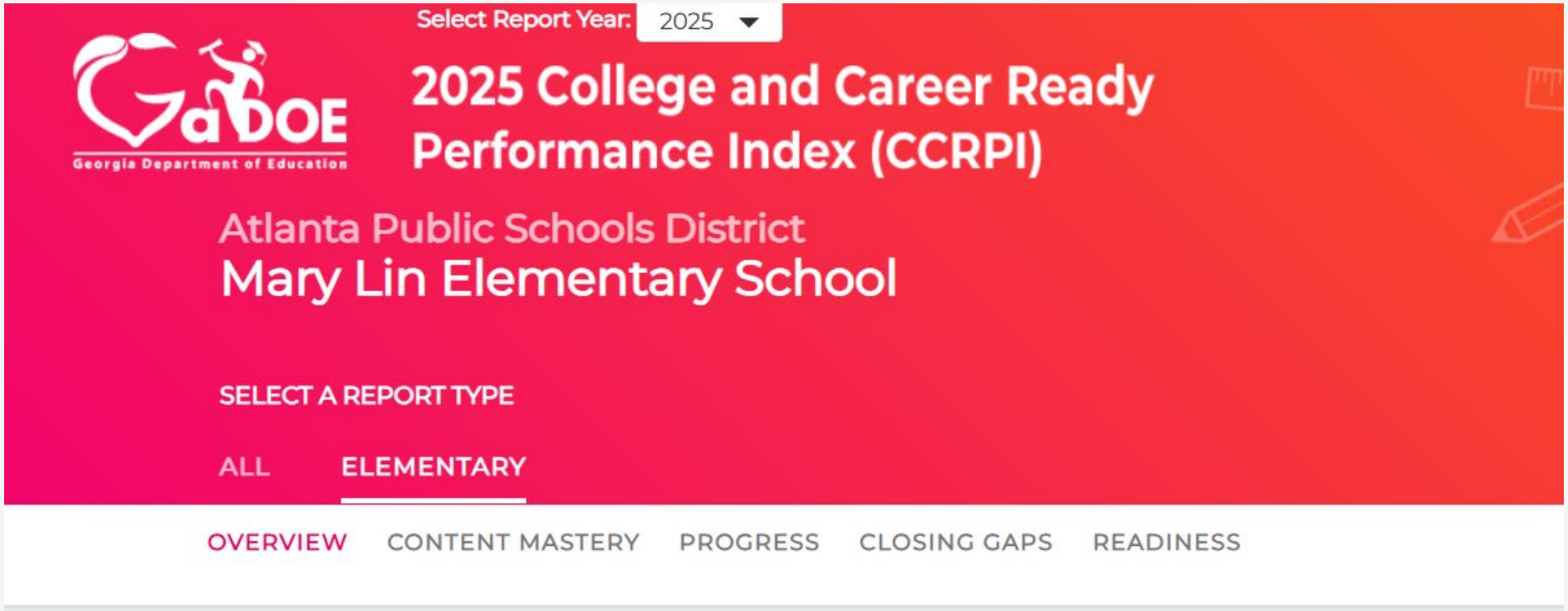
2025 CCRPI Results



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Cluster Advisory Team Report

- Charter System Renewal
- FY27 Budget Preparation
- Attendance



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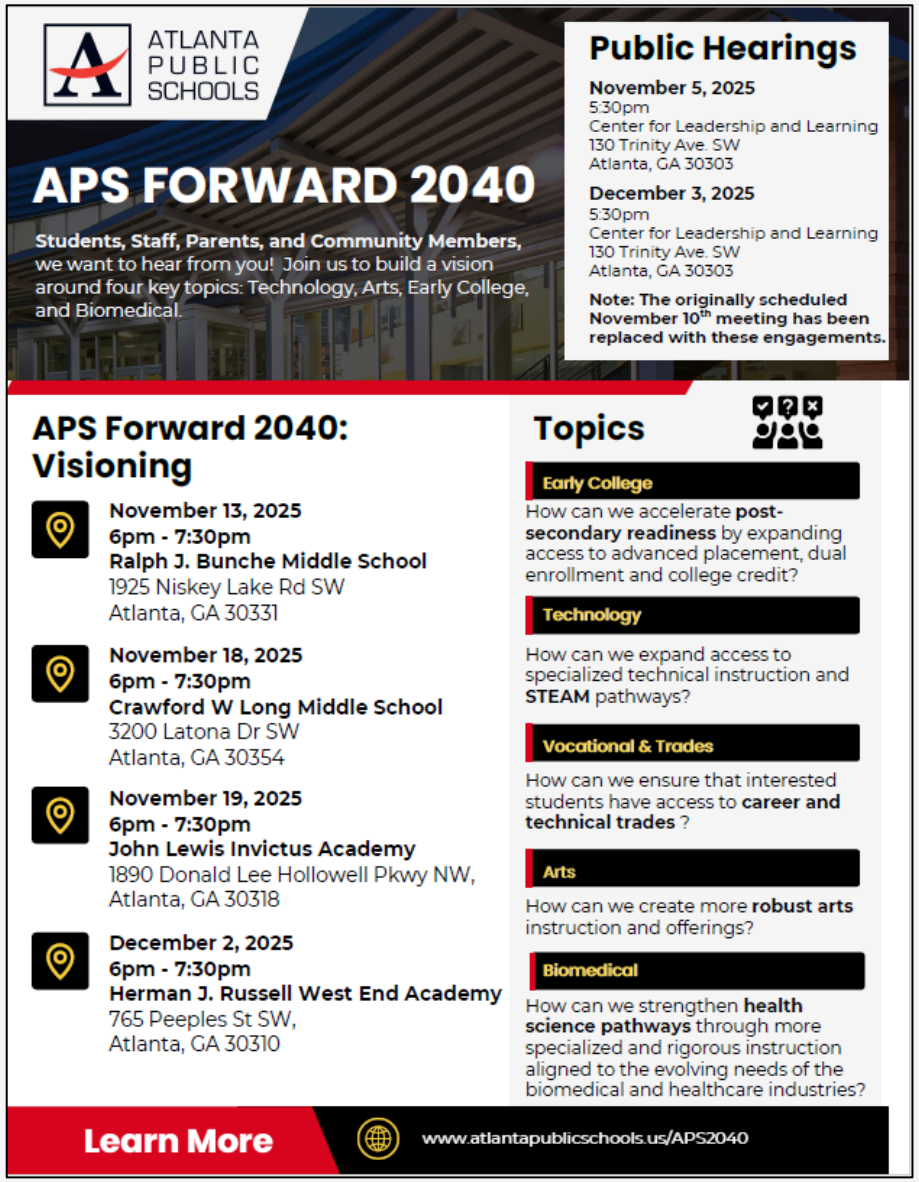

Comprehensive Long - Range Facilities Plan

www.atlantapublicschools.us/APS2040

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Announcements



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Thank you

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