

Meeting Minutes

[Kimberly Elementary School]

Date: [November 20, 2025]

Time: [5:05-pm]

Location: [Virtually/ YouTube]

I. Call to order: Meeting was called to order by Christy Green [5:00 pm]

II. Roll Call Secretary Danna Dixon-Martin:

Role	Name <i>(or Vacant)</i>	Present or Absent
Principal	Kristy Reese	Present
Parent/Guardian	Genny Goodridge	
Parent/Guardian	Jason Allen	Absent
Parent/Guardian	Toni Baker-Whitlock	Absent
Instructional Staff	Lockett Amey	Present
Instructional Staff	Danna Dixon-Martin	Present
Instructional Staff	Courtney Manning	Present
Community Member	Harold Hardnett	Absent
Community Member	Jillian Dixon	Present
Swing Seat (chair)	Kristy Green	Present
Student <i>(High Schools)</i>	N/A	

Swing Seat (chair) Kristy Green : Asked was a Quorum Established: [Yes] Mrs. Dixon-Martin established a Quorum is present with 6 members being present at the time of roll call.

Action Items *(add items as needed)*

a. **Approval of Agenda:** Motion made by: [Courtney Manning]; Seconded by: [Amey Lockett]

Members Approving: Jillian Dixon, Danna Dixon-Martin, Kristy Green,

Members Opposing: None

Members Abstaining: None

Motion [Passes]

b. **Approval of Previous Minutes (last meeting of October 30, 2025):** *List amendments to the minutes*

Motion made by: [Jillian Dixon]; Seconded by: [Courtney Manning]

Members Approving: Danna Dixon-Martin, Amey Lockett, Kristy Green

Members Opposing: None

Members Abstaining: None

Page 1 of 6

Last revised on 9/15/2025



Meeting Minutes Motion [Passes]

Highlights of the meeting:

- The GO Team reviewed and approved the 2025-2030 Strategic Plan objectives, aligning them with the district's new focus areas.
- The team decided to keep most of their current strategic priorities as objectives for the new plan.
- CCRPI results showed strong performance in 3 out of 4 areas, with content mastery at 47.2%, closing gaps at 100%, and readiness metrics showing improvement.
- The team discussed and refined objectives for each focus area, ensuring alignment with the school's mission, vision, and goals.
- The next GO Team meeting will be held on January 22, 2026, where they will vote on the Strategic Plan and rank objectives for budget prioritization.

- The team decided to keep most of their current strategic priorities as objectives for the new plan.
- CCRPI results showed strong performance in 3 out of 4 areas, with content mastery at 47.2%, closing gaps at 100%, and readiness metrics showing improvement.

Discussion Items

A) Discussion Item 1: [2025-2030 Strategic Plan Development]

i. **2025-2030 Strategic Plan Development Overview: Principal Reese:** As we continue with the process of developing our plan we will first begin with confirming the mission and vision,

Purpose:

Our purpose is to cascade the district strategic plan to the school level while grounding focus in the school's Continuous Improvement Plan.

Timeline: Our schools 2030 Strategic plan should be updated approved and ranked by January 2026. Schools will focus on the strategies as part of the FY27 budget and continuous Improvement Plan processes.

First we must review the APS 2025-2030 Strategic Plan

The plan is broken up into two parts:

A community of believers and Getting back to basics

A community of believers

Our strength is our team

Our responsibility is shared

Our system is efficient and effective

Getting back to basics

We are strengthening our instructional core

We are caring for every child

We are sparking student curiosity

Go Teams Focus is on Governance:

1. Mission
2. Vision
3. Strategic Goals

Mission, Vision, and Strategic Goals were taken care of on the last Go Team meeting. This current meeting we will discuss Focus Areas and Objectives

4. Focus Areas

5. Objectives

Review Data Identify 2025-2030 Strategic Objectives

School Strategic Planning Process Overview

Review Data

Align Mission/Vision/ Purpose

Confirm 2030 Goals

Identify 2025-2030 Strategic Objectives

Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

In our last meeting

1. Reviewed Our School Data
2. Aligned Our Mission and Vision
3. Confirmed Our 2030 Goals

Last meeting our Proposed Updates to School Mission and Vision: were No Changes(The Go Team felt the mission and vision embodies the schools goals)

Mission: Our mission is to provide high-quality instruction in literacy and numeracy, foster a supportive and inclusive environment, and engage families and the community in every child's success.

Vision: At Kimberly Elementary School, we envision a thriving community where every child becomes a confident reader, a capable problem solver, and a lifelong learner.

Proposed Goals for the 2025-2030 Strategic Plan:

1. By 2030, the percentage of FAY 3rd-5th grade students performing at the Beginning Level on the ELA GMAS will decrease from 46% (2025) to 31% (2030), while the percentage of students performing at the Proficient and Distinguished Levels will increase from 29% (2025) to 49% (2030).
2. By 2030, the percentage of FAY 3rd-5th grade students performing at the Beginning Level on the Math GMAS will decrease from 36% (2025) to 21% (2030), while the percentage of students performing at the Proficient and Distinguished Levels will increase from 25% (2025) to 45% (2030).
3. By 2030, the percentage of students with less than 10% of their enrolled days absent will increase from 67% (2025) to 82% (2030) as measured by APSgraphs (CCRPI calculation).
 - **Amy Lockett:** Noted that based on CCRPI data showing growth, the current strategic plan is moving the school in the right direction. Principal Reese agrees
 - **Kristy Reese:** Presented draft objectives aligned to the district's focus areas.

Step 4 is our focus today

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

- 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

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?

Kristy Reese proposed what items to stop let's openly discuss in keeping in mind what's been working. If it's not working we can stop it. The Go Team reviewed the previous strategic goals and agreed that they continue to align and we will keep them and they will proceed as becoming objectives.

School Strategic Priorities

Fostering Academic Excellence for All

1. Develop knowledgeable scholars through the use of an academics system framework
2. Build student mathematical and critical thinking skills
3. Create a literate community in which students read and write with clarity and fluency

Building a Culture of Student Support

1. Create a safe, nurturing, and caring environment for all students
2. Utilize flexible learning tools, technology integration, and targeted Instruction to personalize learning for all students

Equipping and Empowering Leaders & Staff

1. Build the capacity of teacher leaders to support instructional programs and Implementation.

Creating a System of School Support

1. Build capacity of school to support parent/community partnerships
2. Improve student attendance

Kristy Green and the go team all agree to continue all previous school priorities

- **Courtney Manning:** Suggested consolidating similar objectives, particularly in the "Responsibility is Shared" section
- **Kristy Green:** Emphasized the importance of consistency across classrooms and real-time data.

Principal Reese suggests since we are all in agreement that we will move all of our strategic priorities to the current plan since the team agrees that the priorities are aligned with the CCRPI data in showing continued growth.

Previous priorities will become objectives...

Principal Reese led the discussion of the current school's priorities using the start stop model.

1 By 2030, the percentage of FAY 3rd-5th grade students performing at the Beginning Level on the ELA GMAS will decrease from 48% (2025) to 31% (2030), while the percentage of students performing at the Proficient and Distinguished Levels will increase from 29% (2025) to 49% (2030).

We Are Strengthening Our Instructional Core

- Strengthen students' mathematical reasoning and critical thinking through problem-based learning, explicit strategy instruction, and real-world application.
- Develop a schoolwide culture of literacy where all students read, write, speak, and listen with proficiency, clarity, and confidence across content areas.

We Are Caring For Every Child

- Foster a supportive school climate where all students feel safe, valued, and connected through positive relationships, restorative practices, and consistent expectations.
- Implement comprehensive attendance systems that identify barriers, provide timely interventions, and promote the importance of daily, on-time attendance.

We Are Sparking Student Curiosity

- Leverage technology, adaptive tools, and differentiated instruction to personalize learning pathways that meet the academic needs of every student.
- Students get more control over how they learn, use technology to support them, and engage in activities that let them think, explore, and be creative.

2 By 2030, the percentage of FAY 3rd-5th grade students performing at the Beginning Level on the Math GMAS will decrease from 36% (2025) to 21% (2030), while the percentage of students performing at the Proficient and Distinguished Levels will increase from 25% (2025) to 45% (2030).

Our Strength Is Our Team

- Empower teacher leaders to model best practices, facilitate professional learning communities, and support schoolwide instructional initiatives.
- Develop teacher leadership capacity by providing ongoing professional learning, coaching, and collaboration structures that strengthen instructional excellence.

Our Responsibility Is Shared

- Increase parent engagement through meaningful outreach, accessible resources, and opportunities for participation in school decision-making.
- Strengthen family and community partnerships by implementing systems that promote communication, collaboration, and shared responsibility for student success.

Our School Is Efficient & Effective

- Enhance the effectiveness of school systems through the use of real-time data dashboards, progress monitoring tools, and routine performance reviews.
- Improve schoolwide communication and logistical coordination to promote clarity, consistency, and organization across classrooms and departments.

3 By 2030, the percentage of students with less than 10% of their enrolled days absent will increase from 87% (2025) to 82% (2030) as measured by APSographs (CCRPI calculation)

(Principal Reese) informs the team: For start portion of this discussion we used KPI's we will then discuss "Our school is Efficient & Effective due to the fact that it was not on our previous priorities

Highlights of this discussion

Summary of Data Points from KPI

Getting Back to Basics

1. We Are Strengthening Our Instructional Core

This area is about literacy, math, closing achievement gaps, and student growth.

Your data shows low proficiency, especially for subgroups, but strong growth.

(Mrs. Dixon-Martin says we should keep- Noting that the GaDoe lessons that we implement encompasses all, also small group)

Recommended Objectives

Improve ELA & math proficiency, especially 3 grade literacy.

Current ELA proficiency: 19.5% 2030 goal: 40%

Increase kindergarten ELA mastery (GKIDS "Demonstrating/Exceeding").

Current: 18%, goal 39%

Accelerate achievement for Black students & Economically Disadvantaged students.

Black proficiency: 23.1% (goal 49.1%)

ED proficiency: 19.6% (goal 45.6%)

Continue strengthening growth, especially in math & ELA (already high).

Black student growth: 76% → goal 85%

ED student growth: 75.8% → goal 85%

Focus on getting more students on grade level in reading and math, while continuing strong student growth.

2. We Are Caring for Every Child

This is about attendance, discipline, relationships, safety, and climate.

Your data shows:

Chronic absence is high (only 66.9% not chronically absent).

School climate is low (2 stars).

Relationships need improvement (56% feel comfortable going to adults).

Recommended Objectives

Increase student attendance / reduce chronic absenteeism.

(Goal: move from 66.9% → 81.9%)

Improve student

staff relationships so more students feel supported.

(Current: 56.1% → goal 77.1%)

Raise school climate rating from 2 stars → 4 stars.

Help kids come to school more often, feel more supported by adults, and improve the overall school environment.

[\(Kristy Green\) agrees we should keep this in place we definitely want kids to feel safe at school and we need to focus on a comprehensive attendance tool.](#)

3. We Are Sparking Student Curiosity

Kimberly is already at 100% in Beyond the Core, meaning kids are fully participating in enrichment.

Recommended Objective

Sustain 100% participation in enrichment experiences (art, PE, STEM, music).

Keep offering strong and engaging enrichment experiences for all students.

[\(Principal Reese\)- states we definitely need to keep so students can have differentiated learning, personalized learning, and can stay engaged in thinking, exploring activities](#)

[\(Kristy Green\)- agrees also to have student buy in](#)

[\(Dixon-Martin\)-agrees that we are working towards this goal in students having choices](#)

[\(Courney Manning\)-feels it's a push for student agency in their learning](#)

“Community of Believers”

1. Our Strength Is Our Team

This is about staff engagement, experience, and support.

Your data shows:

Staff engagement: 68.6% → goal 80.8%

Teacher experience: 84.6% → goal 90%

Recommended Objectives

Increase staff engagement and satisfaction.

Retain experienced teachers & build capacity for new staff.

Support and retain teachers so they feel valued and stay at the school.

(Amey Lockett) agrees that we need to keep because we are already doing this in professional learning bi-weekly, regular PD's for teachers to strengthen their instruction and academic rigor, also having teachers sign up to watch teacher models showing best practices

Courtney Manning) agrees with everything, It's great that teachers can learn from their peers

2. Our Responsibility Is Shared

This is about family engagement.

Data shows:

Parent Portal use is low (49% → goal 67.9%)

Family survey results are strong at 94% (already at goal)

Recommended Objectives

Increase Parent Portal activation & parent communication.

Maintain strong family partnership practices already in place.

Help more families stay connected, informed, and involved.

(Amey Lockett) Speaks of a successful Fall Academic Night Which helps to strengthen family and community engagement.

States later that questions the wording increase or strengthen

(Courtney Manning)- Think we should Keep the second one because the second one says family and community and family includes parents. The verbs increase and strengthen can mean the same thing

(Danna Dixon-Martin)- Agrees we need to keep both and noted that we are already doing a great job through our parent liaison

(Kristy Green) Agrees the second goal speaks to community partnerships and family involvement (we need to keep the second one)

(Principle Reese) leads our discussion and says that the team can decide to use the second one or merge the two if the team feels that it is redundant. The team decides to use the second one.

3. Our School Is Efficient & Effective- Discuss at the start **section** in this protocol

This is about safety and enrollment.

Data shows:

Student safety perception: 62.2% → goal 72.2%

Enrollment needs to grow: currently 251 → goal 450

Recommended Objectives

Improve students' sense of safety at school.

Strengthen enrollment & student recruitment effort

Make students feel safer and grow the school community

(Kristy Reese) What objective that we would like to have under this section. She rereads what we have on the draft. Asks what would the team like to start under efficient and effective?

(Kristy Green)-Likes both but the second one the most because she pushes in and would like to see consistency across classrooms

(Courtney Manning) asks are these recommended objectives we are looking at?

(Kristy Reese) says they are just possibilities

Outcome-
Keep the second one....change the wording to -Improve schoolwide communication to promote clarity, and consistency and organization across classrooms and departments

Keep the first one because we all agree we need real time data

Diane Jacoby- Pops in to commend the Go Team and Principal Reese about the rich discussions that was had during her time in our meeting, and let Principal Reese know that if she needs her support she is available.

Action items

Next Steps Meeting we will vote on our 2025-2030 Strategic Plan

Next meeting we will rank in the order of importance-very important for the budget 2026-2027

Principal's Report

Principal Reese provided 2025 CCRPI results we did very well in ¾

Content Mastery ELA- 43.40
 Mathematics- 52.85
 Science-41.43
 Overall 47.2 is up

Progress ELA- 91.80
 Mathematics-97.01
 Progress towards english language proficiency-too few

Overall- 94.4 it went down but we were at a hundred and that is hard to maintain

Closing Gaps-100.0 100.00 we had no sub groups

Readiness-71.3 At or above grade-level Reading 46.23

Attendance-67.53

Beyond the Core-(extras specials)100

Principal Reese is proud of our CCRPI scores

Fall into learning was successful on 11/18

National Parent Involvement 11/20

Bookfair in here, open until Friday 11/21

Cluster advisory meeting 11/18

Topics were: Charter system Model renewal

FY27 Budget Preparation

Attendance -down 6,000 students due to low birth rates, an increase in housing cost, and inflation

- **School Staff/Kristy Reese-lowest student to teacher ratio and the highest paid teacher salary and in benefits**
- **Announcement!! January: There will be some changes:Cluster Superintendents will now be associate Superintendents Ms. Hill-Williams will be leaving us and new placement will be Tabatha Lawrence.**
- **Comprehensive Long Range Facilities Plan-We won't go in-depth it is minimal impact to our school. Decision has been made to dismantle Continental Colony at students will be spread across three schools and is scheduled to happen 2027-2028 school year.**

- **GO Team Members have no additional Announcement**

Kristy Green: Announces that the next Go team January board meeting will be held January 22, 2026 at 5:00 with public comment

Public Comment: (Kristy Green) request to check for public comment

Courney Manning -checked for **public comment** and stated that there were no public comments for the the Go Team at this time

Adjournment

Courtney Manning 1st Motion to adjourn

Danna Dixon-Martin 2nds the motion to adjourn

Members Approving: Jillian Dixon, Kristy Green, Amey Lockett

Members Opposing: NA

Members Abstaining: NA

Motion [Passes]

ADJOURNED AT [6:10 pm]

Minutes Taken By: [Danna Dixon-Martin]

Position: [Secretary]

Date Approved: []