Benteen Elementary

GO Team Business Meeting #3

11/12/25

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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
- Cluster Advisory Team Report
- 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

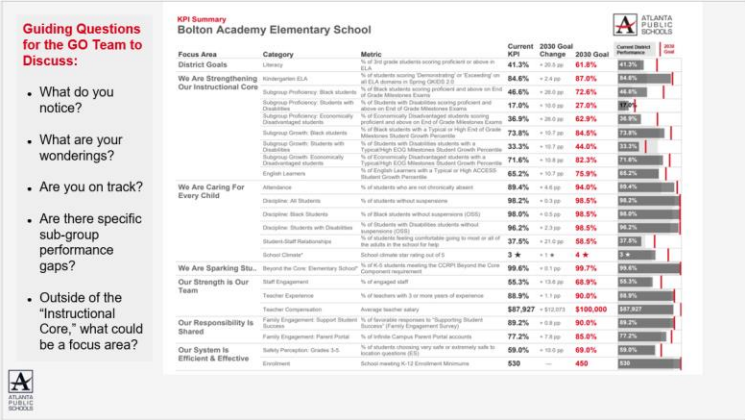
Business Meeting 4 (Budget Allocation):
- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

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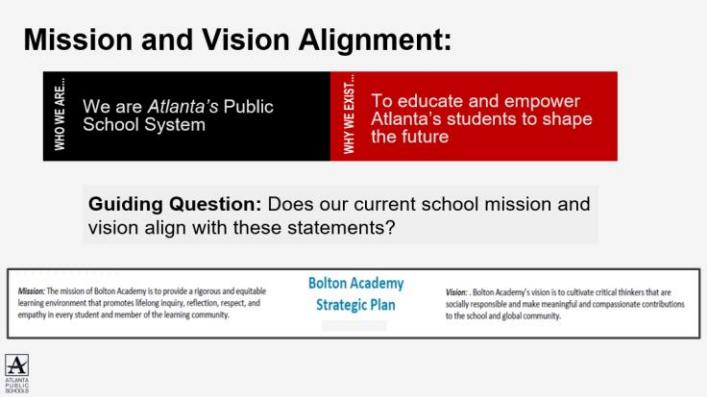
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In Our Last Meeting We…

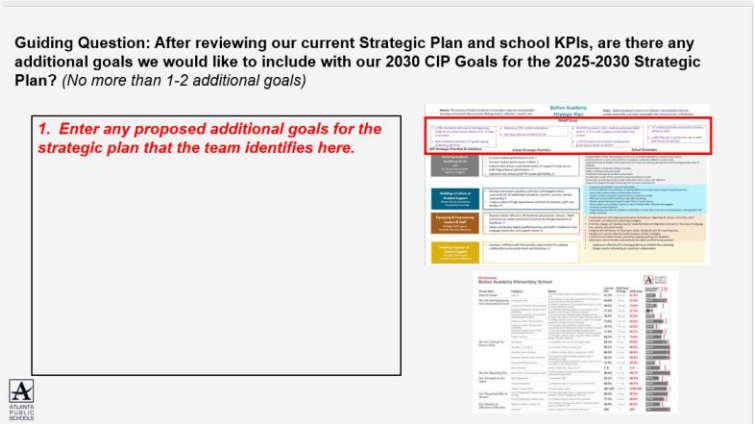
1 Reviewed Our School Data



2 Aligned Our Mission and Vision



3 Confirmed Our 2030 Goals



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Benteen Proposed Updates to School Mission and Vision:

No change:

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.

Vision: 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.



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Benteen Proposed Goals for the 2025-2030 Strategic Plan:



By 2030, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by 20% overall from 35% (2025) to 55% Sub Goal: Subgroups Black will increase by 26.0 from 22.5% 2025) to 48.5 and SWD will increase by 10.7% from 62.% 2025) to 73%.

By 2030, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by 20% overall from 35% (2025) to 55%. Sub Goal: Subgroups Black will increase by 26.0 from 22.5% 2025) to 48.5 and SWD will increase by 10.7% from 62.% 2025) to 73%.

By 2030, the CCRPI attendance rate will remain at or above 90%, by ensuring chronic absenteeism as determined by GADOE does not exceed 10% days absent for the student's enrollment period greater than 30 days, with an emphasis on the following subgroups:

Blacks from 74%(2025) to 90%

Hispanic from 88% (2025) to 90%.

By 2030, The school will increase the number of staff holding additional endorsements and degrees by 15% by 2030.

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Today's Focus:

School Strategic Planning Process: Step 4

1. **Review Data**
2. **Align Mission/Vision/Purpose**
3. **Confirm 2030 Goals**
   - Create CIP Goals to 2030
   - Identify Additional Goals
4. **Identify 2025-2030 Strategic Objectives**
   - Reflect on 2020-2025 Strategic Plan
   - Review and Discuss Additional Objectives Going Forward
5. **Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27**

Sample GO Team Business Meeting Cadence

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

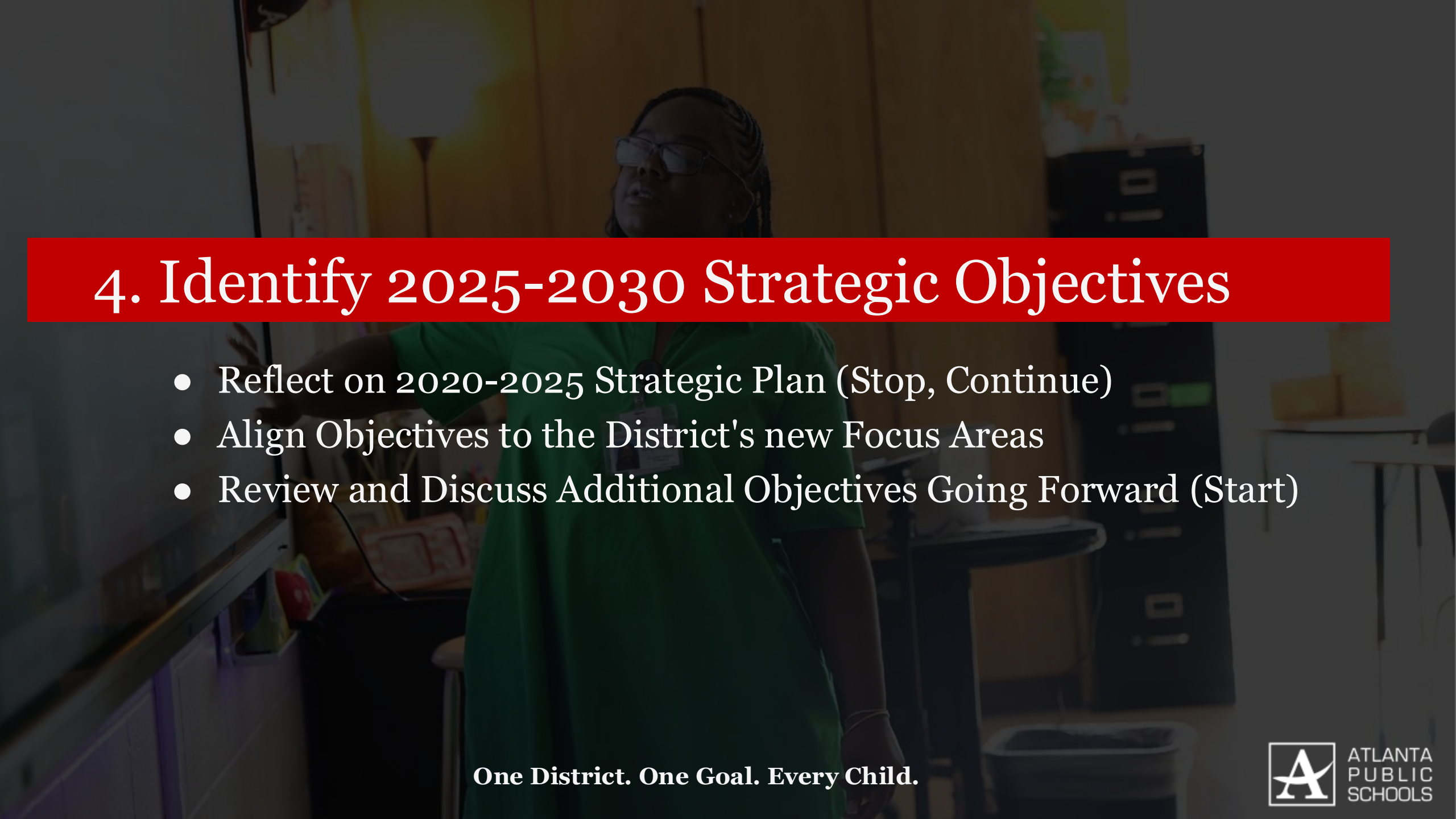
Business Meeting 2:
- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:
- Identify 2025-2030 Strategic Objectives

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

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4. Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan (Stop, Continue)
- Align Objectives to the District's new Focus Areas
- Review and Discuss Additional Objectives Going Forward (Start)

4

Using our new, 2025-2030 Strategic Goals as a guide we will complete a Start, Stop and Continue exercise to review our current "Strategic Priorities" and identify our 2025-2030 Strategic Objectives

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

DRAFT (School Name)
2025-2030 Strategic Plan

Mission

Vision

1 Goal 2 Goal 3 Goal 4 Goal

We Are Strengthening Our Instructional Core
- TBD
- TBD

We Are Caring For Every Child
- TBD
- TBD

We Are Sparking Student Curiosity
- TBD
- TBD

Our Strength is Our Team
- TBD
- TBD

Our Responsibility Is Shared
- TBD
- TBD

Our School Is Efficient & Effective
- TBD
- TBD

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Identifying 2025-2030 Strategic Objectives: Stop Discussion

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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

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.

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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

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

- Build capacity of staff around ELL learners and strategies and tenets of IB
- Professionally develop the teaching staff by providing tailored, specific PD based on their collective and individual strengths and weakness
- Build a school structure to provide support and opportunities for staff feedback
- Develop a culture with an emphasis on social Emotional Learning
- Increase staff knowledge of math and ELA/reading best practices to impact student learning
- Increase implementation and intersection of IB and DLI



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Aligning Your Objectives to the District's New Focus Areas

"Getting Back to Basics"

We Are Strengthening Our Instructional Core
- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child
- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity
- TBD- Strategic Objective
- TBD- Strategic Objective

"Community of Believers"

Our Strength is Our Team
- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared
- TBD- Strategic Objective
- TBD- Strategic Objective

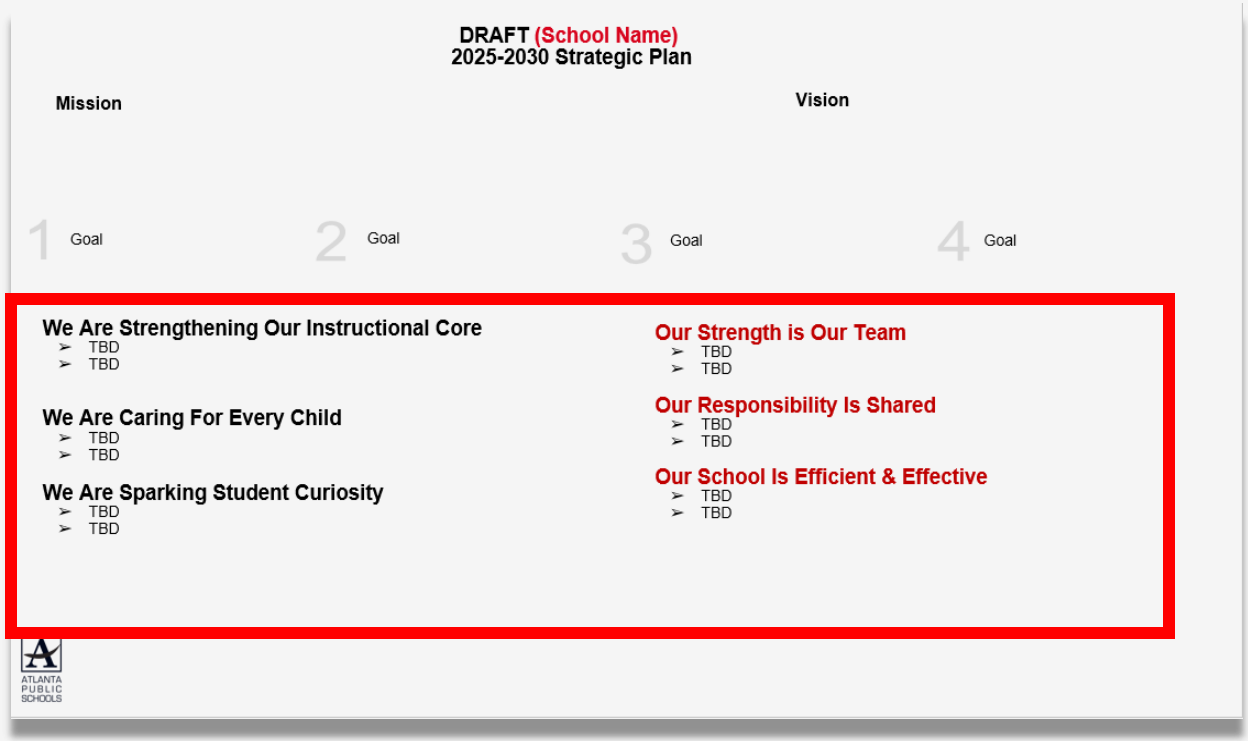
Our School Is Efficient & Effective
- TBD- Strategic Objective
- TBD- Strategic Objective

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

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

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Identifying 2025-2030 Strategic Objectives: "Start" Discussion



DRAFT (School Name)
2025-2030 Strategic Plan

Mission

Vision

1 Goal | 2 Goal | 3 Goal | 4 Goal

We Are Strengthening Our Instructional Core
- TBD
- TBD

We Are Caring For Every Child
- TBD
- TBD

We Are Sparking Student Curiosity
- TBD
- TBD

Our Strength is Our Team
- TBD
- TBD

Our Responsibility Is Shared
- TBD
- TBD

Our School Is Efficient & Effective
- TBD
- TBD

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- After you have aligned your Objectives to the appropriate Focus Area, identify any new Objectives the school must start to address the goals in your plan ✚
- **You should have 1-2 Objectives for each Focus Area.**
- Use the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet for ideas if you need to identify new Objectives.
- Focus on the "**Getting Back to Basics**" Focus Areas first (***Strengthening Our Instructional Core, Caring For Every Child, and Sparking Student Curiosity***)
- Make sure you have something in the "**Community of Believers**" Focus Areas that support your core work (***Strength is Our Team, Responsibility is Shared, System is Effective & Efficient***)

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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

- Increase staff knowledge of math and ELA/reading best practices to impact student learning
- Increase implementation and intersection of IB and DLI

We Are Caring For Every Child

- Develop a culture with an emphasis on social Emotional Learning

We Are Sparking Student Curiosity

- Continue the % percentage of students meeting or exceeding the CCRPI beyond the core component

"Community of Believers"

Our Strength is Our Team

- Build capacity of staff around ELL learners and strategies and tenets of IB
- Professionally develop the teaching staff by providing tailored, specific PD based on their collective and individual strengths and weakness

Our Responsibility Is Shared

- Build a school structure to provide support and opportunities for staff feedback

Our School Is Efficient & Effective

- Increase the % students choosing very safe or extremely safe to location questions to 70%

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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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Cluster Advisory Team Report

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UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040

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Announcements



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Thank you

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