



Fulton County Schools

Strategic Action Plan

Current Status: *Approved*

Summary Document



TriCitiesHS2025-2026.pdf

Strategic Action Plan Purpose

The Strategic Action Plan serves as a comprehensive roadmap that outlines a school's key metrics and high-level actions designed to drive continuous improvement efforts throughout the academic year. It ensures clarity of purpose and focus for all stakeholders and fosters a shared understanding of how school high-level actions will be implemented, monitored, and evaluated.

Alignment with District Targets

Each school's SAP should reflect intentional alignment with Fulton County Schools' following **district targets**.

Schools are asked to enter their current performance for the 2024–2025 school year in each of the fields below. This information will help ensure that school-level goals are directly aligned with district-wide improvement targets.

Graduation Rate: 95%

Elementary and middle schools should enter the graduation rate for their zone.

SY24-25 Performance *

86.50

Reading at/above Grade Level: 80%

SY24-25 Performance *

52.90

Overall Milestones Proficiency: 80%

SY24-25 Performance *

25.45

Accountability, Approval, and Submission

While individual schools may already meet or exceed these benchmarks and may choose to pursue additional or different metrics, all Strategic Action Plans must clearly demonstrate how school-level work contributes to and supports progress toward these district-wide targets. The alignment of school-based initiatives with these district targets is essential for ensuring alignment and continuous improvement in Fulton County Schools.

This plan should be:

- Presented to and approved by the **School Governance Council (SGC)**
- Submitted to the **Zone Superintendent** for final approval
- **Posted on the school's website** upon approval

By clicking “Yes” below, the school acknowledges that the steps outlined above will be followed and confirms that its Strategic Action Plan is aligned with Fulton County Schools’ district targets.

Yes

STEP ONE: Determine School-Specific Strategic Plan Metrics

1. Review your current school performance data with your School Governance Council and leadership team.
2. **(Required)** Use the same metric your school selected last year (SY24–25) for each goal. For each required metric, enter your school’s actual performance result from SY24–25. Then, select a performance target for SY25–26 from the dropdown menu. The target should reflect positive progress in the desired direction for that metric. The options are:
 - **Typical:** up to 3% improvement
 - **High:** 4–5% improvement
 - **Accelerated:** 6% or more improvement
3. **(Optional)** You may choose one additional metric for each goal. If you do, enter the current performance level and your target for that metric as well.

Strategic Plan Goals	Strategic Plan Metrics	Current Performance	Performance Target
Enhance performance for all students.	Required * Graduation Rate	Required * 86.50	Required * High
	Overall Milestones Proficie...	51.24	High
Ensure impactful programming.	Required * Special Education Proficien...	Required * 8.82	Required * High
Prioritize safety and operational efficiency.	Required * Office Referrals	Required * 360.00	Required * Typical

Strengthen work force engagement.	Required * Employee Retention	Required * 82.50	Required * Typical
Utilize fiscal resources effectively.	Required * Charter Dollar Expenditures	Required * 30,000.00	Required * Typical
Deepen community connections.	Required * Student Attendance	Required * 76.61	Required * High

STEP TWO: Develop High-Level Actions

1. Conduct a root cause analysis on your selected Strategic Plan Metric to identify the underlying reasons for your data trends.
2. Select at least one High-Level Action(s) for each Strategic Goal based on the root causes you identified. Consider school-wide solutions, Value-Added Flexibility requests, and evidenced based strategies when determining potential actions.

Enhance performance for all students.

Graduation Rate & Overall Milestones Proficiency

High Level Action(s) *

Established:
 *Procedures for student withdrawals & no-show protocol
 *Systematic grade monitoring every 4.5 weeks
 *Monthly senior at-risk meetings
 *Structured advisement lessons
 *PLC data analysis protocol for unit assessments
 *Extended Learning opportunities for students failing two or more classes
 *Increased extra & co-curricular

Justification *

These actions create consistent academic monitoring, early identification of at-risk students, and targeted interventions through advisement, tutoring, and MTSS. By aligning instruction through PLCs, data-driven analysis, and Backwards Design, we ensure rigorous preparation for Milestones and provide expanded learning supports. Together, these initiatives enhance student performance and increase graduation rates.

opportunities

Revised MTSS framework with reduced caseloads for more targeted support

Partnered with community organizations to expand postsecondary opportunities

500 character limit

500 character limit

Ensure impactful programming.

Special Education Proficiency Math

High Level Action(s) *

Designed intentional scheduling to support collaborative PLCs

Provided professional development focused on effective instructional strategies

Redesigned lesson plan template to highlight accommodations for diverse learners

Hired a highly qualified math teacher with expertise in math and special education

Justification *

These actions strengthen instructional practices and ensure intentional support for students with disabilities. Collaborative PLCs and targeted PD build teacher capacity, while the redesigned lesson plan template ensures accommodations are systematically addressed. Hiring a skilled math teacher enhances instructional quality, leading to increased proficiency in special education math.

500 character limit

500 character limit

Prioritize safety and operational efficiency.

Office Referrals

High Level Action(s) *

Increased administrative presence and visibility in all hallways

Conducted daily morning administration huddles to align on priorities

Hired a Restorative Justice Coordinator to lead implementation

Implemented Restorative Practices

Provided de-escalation training for CSAs, Deans, and Assistant Principals

Justification *

These actions proactively address student behavior and reduce office referrals by combining visibility, alignment, and restorative practices. The addition of a Restorative Justice Coordinator and training for all leaders ensures consistent strategies for conflict resolution and de-escalation. Increased supervision and communication foster a safer, more supportive learning environment that prioritizes safety and student success.

500 character limit

500 character limit

Strengthen work force engagement.

Employee Retention

High Level Action(s) *

Implemented monthly teacher recognition and celebrations

Established monthly attendance awards for staff

Launched staff wellness initiatives, including Wellness Wednesdays, First Fridays, and monthly after-hours events, through our community school to support staff well-being.

Introduced GoTip New Teacher Training for onboarding and support

Provided open office hours for "Chats with the Principal"

Administered the "My Voice" surveys & needs assessment for staff feedback and engagement

500 character limit

Justification *

These initiatives strengthen staff morale, well-being, and professional growth, creating a supportive culture that promotes retention. Celebrations and recognition build community, while wellness programs reduce burnout. New teacher training and open office hours ensure strong onboarding and open communication. Feedback through surveys allows leadership to respond to staff needs, increasing engagement and long-term commitment.

500 character limit

Utilize fiscal resources effectively.

Charter Dollar Expenditures

High Level Action(s) *

Established a tracking system for all charter dollar expenditures

Developed backup expenditure plans to ensure funds are used effectively and do not lapse

Monitored alignment of spending with school improvement priorities and student needs

Maintained transparency and accountability in fiscal decision-making

500 character limit

Justification *

By closely tracking charter expenditures and preparing backup plans, we maximize resource utilization and ensure funds directly support student achievement. This proactive approach prevents unspent dollars, aligns spending with school priorities, and maintains transparency. Effective fiscal stewardship ensures every charter dollar strengthens programs, staffing, and student outcomes.

500 character limit

Deepen community connections.

Student Attendance

High Level Action(s) *

Partner strategies with FCS student services for additional monitoring, strategies and support

Monthly attendance team meetings

Monthly attendance celebrations

Justification *

Focusing on attendance and targeting support to chronically absent students will improve attendance.

Incentivizing students and families for 95% attendance will influence students with lower attendance rates to attend.

Chronically absent attendance monitoring and reporting

Implement MTSS with fidelity

500 character limit

MTSS implemented with fidelity lends to opportunities to address external factors that impact academic achievement, attendance, and behavior

500 character limit

STEP THREE: Plan for Progress Monitoring

1. Decide which short-term metrics will be used to monitor progress for your identified Strategic Plan Metrics.
2. List the short-term metrics and frequency for which they will be monitored throughout the school year.

Strategic Plan Goals	Progress Monitoring Metric(s)	Frequency
Enhance performance for all students. Graduation Rate & Overall Milestones Proficiency	Required * We will hold monthly “at-risk” meetings to review seniors’ status, focusing on credits, attendance, and EOC progress. Unit assessment data will be analyzed against the district pacing calendar to ensure timely identification of gaps. PLCs will use this data to adjust instruction and interventions, ensuring students remain on track for graduation and Milestones proficiency. 500 character limit	Required * Monthly and aligned
Ensure impactful programming. Special Education Proficiency Math	Required * We will conduct regular unit assessment data analysis with co-teachers and special education teachers to monitor progress toward IEP goals and grade-level standards. Data will be used to adjust instructional strategies, ensure accommodations are implemented with fidelity, and provide targeted small-group or one-to-one supports for students not yet meeting proficiency. 500 character limit	Required * Aligned to the district
Prioritize safety and operational efficiency. Office Referrals	Required * Office referral data will be tracked monthly, disaggregated by grade level, incident type, and location. Trends will be reviewed in SILT meetings to identify hotspots, ensure consistency in discipline practices, and measure the effectiveness of restorative and de-escalation strategies. Adjustments to supervision and supports will be made based on findings. 500 character limit	Required * Monthly, reviewed a

Strengthen work force engagement.

Employee Retention

Required *

Teacher retention and engagement will be monitored using the My Voice survey administered three times per year (beginning of year, January, and May). Results will be analyzed for trends in morale, support, and professional growth opportunities. Feedback will inform adjustments to recognition, wellness, and professional development initiatives to strengthen retention.

500 character limit

Required *

Three times per year

Utilize fiscal resources effectively.

Charter Dollar Expenditures

Required *

Charter dollar expenditures will be tracked through a monthly budget-to-actual report. Encumbrances will be reviewed to ensure funds are aligned with SIP priorities and backup plans are in place for unspent funds. Updates will be shared with SILT and SGC to maintain accountability and transparency.

500 character limit

Required *

Monthly

Deepen community connections.

Student Attendance

Required *

Attendance will be monitored via FCS attendance dashboard and reviewed and supported via MTSS meetings

500 character limit

Required *

Monthly, bi-weekly

Select the following programs that will be implemented at your school during the SY25/26: *

Enter the date that your SGC voted to approve this plan *

Sep 30, 2025

3DE Magnet

AVID

JROTC

In-School Academies

Safe Centers

Visual and Performing Arts Magnet



Principal Submits
Plan for
Approval



Zone
Superintendent
Approved

Zone Superintendent Feedback

Zone Superintendent

Stamper, Jason J



Approve



Decline

Zone Superintendent Comments

Action Date/Time

Oct 9, 2025 9:41 PM