

Strategic Plan Goal Area (Dropdown)	Strategic Plan Performance Objectives (Dropdown)	School Performance Goals	Strategic Plan Strategies- PRIMARY (Dropdown)	Strategic Plan Strategies- ADDITIONAL (OPTIONAL) - (Dropdown)	School Actions	Timeline for Actions	Responsible & Accountable Parties (Be Specific)	Strategic Plan Measures (Dropdown)	Baseline Data
Engaged Workforce	PO-EW-1-By 2024, at least 70% of APS staff will respond favorably that opportunities for professional learning meet their needs, as indicated on the Your Voice Matters survey.	On the 2024 YVM survey, 70% of staff will respond favorably to having opportunities for professional learning that meets their needs.	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		1) Survey and selection to focus strands for professional development. 2) Use of 3 staff meetings throughout the year to meet in small groups and focus professional development around a relevant and requested need. 3) Exit Ticket responses and reflections.	August 2022- May 2023	Administration and leadership team, special area curriculum teachers	M-EW-9- Staff feedback on PL activities	The FY22 YVM results show 35% of the staff responded favorably "How relevant are the school-based professional learning opportunities to your work." This was down 10% from the previous year. The FY22 YVM result show 10% of the staff responded favorably to "How much input do you have to the professional learning opportunities available to you." This was down 11% from the year before.
Student Success	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.	By the end of the 2022-23 school year, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: at least a 3% gap reduction for any reporting group with a gap between 5-20% on the baseline measure (SWD) at least a 10% gap reduction for any reporting group with a gap between 20-40% on the baseline measure (Black, EL's)	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		1) Weekly CTMs for curriculum, pacing, and student discussion; 2) small group targeted instruction; 3) Intervention groups with data analysis; 4) Lexia program implementation and monitoring; 5) Tutoring programs (before/after school), 6) Reading Volunteers for partner reading	August 2022- May 2023	Teachers, Support Staff, Administration, Volunteers	M-SS-9- DIBELS	Reading SOL (Gr. 3-5 aggregated)- Spring 2022 ALL- 93% Black -57% (36% gap) (13 students) Hispanic - 89% (4% gap) (19 students) EL - 67% (26% gap) (40 student) SWD - 80% (13% gap) (27 students) Economically Disadv. 87%- (6% gap) Dibels BOY data: K= 22% Intensive, 1st = 8% Intensive, 2nd = 10% Intensive, 3rd = 4% Intensive, 4th = 10% Intensive, 5th = 14% Intensive, OVERALL 12% Intensive

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Student Success	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.	By the end of the 2022-23 school year, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: -at least a 4% gap reduction for SWD -at least a 5% gap reduction for EL's -at least a 9% gap reduction for Black	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		1) Weekly CTMs for curriculum, pacing, and student discussion; 2) small group targeted instruction; 3) Intervention groups with data analysis; 4) Reflex and Dreambox program implementation and monitoring; 5) Tutoring programs (before/after school)	August 2022- May 2023	Teachers, Support Staff, Administration	M-SS-3- Math SOLs	BOY Math Inventory Pass Rate: 2nd: 46% (29 students = 28% Below Basic) 3rd: 44% (22 students = 27% Below Basic) 4th: 57% (13 students = 16% Below Basic) 5th: 69% (14 students = 17% Below Basic) OVERALL 78 students grades 2-5 Below Basic Math SOL (Gr. 3-5 aggregated)- Spring 2022 ALL- 91% Black -57% (34% gap) (13 students) Hispanic - 85% (6% gap) (20 students) EL - 67% (25% gap) (47 students) SWD - 72% (19% gap) (28 students) Economically Disadv. 81%- (10% gap)
Student Well-Being	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.	On the 2024 YVM survey, at least 70% of ASFS students will respond favorably on the Student Social, Emotional, Mental Health category of questions	S-SWB-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.	1) SEL lessons in classrooms and small group with counselors/ support staff; 2) Responsive Classroom Morning Meetings; 3) Mentoring	August 2022- May 2023	Counselors, Administrations	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Your Voice Matters (2020 & 2022) Student Well-Being: Social, Emotional, and Mental Health - 63% favorable
Engaged Workforce	PO-EW-2-By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.	On the 2024 YVM survey, at least 70% of ASFS staff will respond favorably on staff engagement and workplace climate	S-EW-1-Recruit, retain, and advance high-quality employees.		1) Committee for code of conduct will continue to develop activities/guidelines to support respect communication 2) Increase frequency of individual staff recognition 3) Engage the DEI to present at monthly Principal meeting re: Implicit Bias Training	August 2022- May 2023	Administration, PTA Board, Committee, DEI staff, Instructional Lead Team	M-EW-6- YVM Staff: Engagement Results	Your Voice Matters (2022) Engaged Workforce: Staff Engagement - 46% favorable Engagement Workforce: Workplace Climate- 56%

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Partnerships	By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.	On the 2024 YVM survey, at least 90% of the families at our school will respond favorably on the YVM category Partnerships: Family Engagement	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.		1) Have grade level teams or staff share best practices/what is working well around engagement/communication with families 2) Grade level parent coffee hours, in-person and virtual opportunities at varying times 3) Monthly guest speakers at PTA meetings around curriculum and instruction related topics. 4) gather feedback from families around topics of need/interest and tailor presentations to those needs	August 2022- May 2023	Administration, PTA Board, Instructional Lead Teachers	M-P-3- YVM Family: Engagement	Your Voice Matters (2022) Partnerships: Family Engagement - 83%