

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 (1 action per row) 3 -4 actions per goal	Timeline for Actions	Responsible & Accountable Parties (Be Specific)	Strategic Plan Measures (Dropdown)	Baseline Data
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 5% gap reduction for any reporting group with a gap between 5-20% on the baseline measure (SWD) -at least a 10% gap reduction or any reporting group with a gap greater than 20% on the baseline measure (Hispanic & EL)	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.	Provide Professional Learning opportunities for Math teachers to jointly develop their methodology.	Year long to include: Monthly Math Committee meetings; Bi-weekly Math CLTs; Optional Weekly Math Planning Sessions; Daily Math Intervention Small Groups; Weekly Eagle Lab for select students	Math Coach, Teachers and Admin Team	M-SS-6-Universal Math Screener	Math SOL (Aggregate-All Grades) - 2020-21 SOL Data o Avg Pass Rate at School (ALL) 89% o Black: 88% (1% gap) Hispanic: 64% (25% gap) o ELL: 63% (26% gap) VDOE ELL 43% (56% gap) o SWD: 73% (16% gap) ED 65% (24% gap)
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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 English SOL (aggregated for all grade levels) will be reduced by the following tiered goal: -at least a 5% gap reduction for any reporting group with a gap between 5-20% on the baseline measure (Black) -at least a 10% gap reduction on any reporting group with a gap greater than 20% on the baseline measure (SWD, Hispanic & EL)	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		Integrated EL services within the ELA core block to include parallel teaching, co-teaching and small group instruction.	Year long to include: Monthly ELA Committee meetings; Bi-weekly ELA CLTs; Optional Weekly Reading Planning Sessions; Daily Reading Intervention Small Groups; weekly Eagle Lab for select students	Reading Coaches, EL Teachers, Classroom Teachers, Admin	M-SS-9-DIBELS	Reading SOL - 2021-22 - (Aggregate-All Grades) – 88% 2021-22 SOL Data Avg Pass Rate at School (ALL)- 88% -Black: 75% (13% gap) Hispanic: 54% (34% gap) -ELL: 56% (32% gap) 34% VDOE (54% gap) -SWD: 63% (25% gap) -ED: 56% (32% gap)
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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 Ashlawn students will respond favorably on the survey category student well-being: social, emotional, and mental health	S-SWB-5-Establish systematic, proactive, and positive strategies, interventions, and Restorative Justice practices that support student learning and well-being in all areas involving student conduct.		Responsive Classroom Professional Learning Refresher- RC 101 (Staff Meeting Presentation) followed by at least two more RC Refresher Courses. Based on these presentations, students in 100% of Ashlawn classes will have open access to a Take a Break space and a variety of sensory toolkits.	Year- Long (First Presentation is scheduled for November 3, 2022) By the end of November every class will have a Take A Break Space. At least two more RC Refresher will be offered during the year (MOY and EOY).	SEL/Equity Ashlawn Team Members and admin.	M-SWB-1-YVM Student: Students feel supported	Your Voice Matters (2022) Student Well-Being: Social, Emotional, and Mental Health - 68% Favorable response rate
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 Ashlawn students will respond favorably on the survey category student well-being: social, emotional, and mental health	S-SWB-5-Establish systematic, proactive, and positive strategies, interventions, and Restorative Justice practices that support student learning and well-being in all areas involving student conduct.		Master Schedule: Increased counseling lessons, K-5 (weekly from every other week) and integrate student services and specialist into classroom morning meetings. Elementary Core Curriculum 2022-2023	August 2022 - June 2022	Student Services, Teachers and Administrators	M-SWB-1-YVM Student: Students feel supported	Your Voice Matters (2022) Student Well-Being: Social, Emotional, and Mental Health - 68% Favorable response rate

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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 Ashlawn students will respond favorably on the survey category student well-being: social, emotional, and mental health	S-SWB-1-Integrate culturally relevant concepts and practices into all levels of school interactions.	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.	Global Citizen Project: Book on that month's topic/theme (Pre K-2nd; 3rd-5th) Activities in GCP Class that relate to the theme School-Wide Activity or Event September: Book: What If Everybody Did That? & What Does It Mean To Be Global? Several Activities in GCP such as the Name Identity Lesson and What Do I Want My Teacher To Know Chalk For Peace	Year long integration of activities	GCP Teacher, all Teachers and Admin.	M-SWB-1-YVM Student: Students feel supported	Your Voice Matters (2022) Student Well-Being: Social, Emotional, and Mental Health - 68% Favorable response rate
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 Ashlawn students will respond favorably on the survey category student well-being: social, emotional, and mental health	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.	S-SWB-1-Integrate culturally relevant concepts and practices into all levels of school interactions.	Master Schedule: Integrate student services and specialist into Responsive Classroom morning meetings.	Year long integration of activities	SEL Committee, Teachers and Admin	M-SWB-1-YVM Student: Students feel supported	Your Voice Matters (2022) Student Well-Being: Social, Emotional, and Mental Health - 68% Favorable response rate
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 75% of Ashlawn staff will respond favorably on staff engagement and workplace climate	S-EW-1-Recruit, retain, and advance high-quality employees.		Administer staff survey to gather data on needs-based Professional Learning that is school-based. Review data and develop action plan to make school-based PL more responsive to staff needs while aligning with division wide priorities. Admin use data to inform programming and support for staff	PD activities are ongoing all year	Administrators	M-EW-9-Staff feedback on PL activities	Your Voice Matters (2022) Engaged Workforce: Staff Engagement - 62% favorable Engagement Workforce: Workplace Climate - 67% 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 75% of Ashlawn staff will respond favorably on staff engagement and workplace climate	S-EW-4-Develop integrated approaches that promote employee health and wellness.		Ongoing Ashlawn Community Building Activities: Book Club: What I Wish My Teacher Knew; Monthly Friday Breakfast; Shout-Out Board; Inclusion activities (Fran)	Activities are ongoing all year	Administrators	M-EW-4-YVM Staff: Climate Results	Your Voice Matters (2022) Engaged Workforce: Staff Engagement - 62% favorable Engagement Workforce: Workplace Climate - 67% favorable

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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 75% of Ashlawn staff will respond favorably on staff engagement and workplace climate	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		Improve the quality of actionable feedback that staff receive on lessons, evaluations. Administrators will provide specific and timely feedback on evaluations.	Activities are ongoing all year	Administrators	M-EW-4-YVM Staff: Climate Results	Your Voice Matters (2022) Engaged Workforce: Staff Engagement - 62% favorable Engagement Workforce: Workplace Climate - 67% favorable
Partnerships	PO-P-1-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.		Clearly explain and welcome families to join all processes and supports we offer: Student Support Team (SST) and IEP Process; P/T Conferences; Back to School Night; PTA Meetings; Gifted Information Night; EL Information Night; Cafecitos	Activities are ongoing all year	Admin, teachers, coaches, Student Support Team	M-P-3- YVM Family: Engagement	"Your Voice Matters (2022) Partnerships: Family Engagement - 87% -Similar trends across demographic groups
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