

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 per row) - 3-4 actions per goal	Timeline for Actions	Responsible & Accountable Parties (Be Specific)	Strategic Plan Measures (Dropdown)	Baseline Data (tied to Goal)
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 1 percentage gap reduction for Hispanic students -at least a 10 percentage gap reduction for Black, SWD, EL	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		Data CLT's will be conducted monthly to monitor student progress for those students who need intervention and or enrichment. APS Pre and Post Assessments will be used for each unit of study for each quarter. This data will be entered into the master data file. Pre-Assessment Data will allow teachers to make instructional Groups. Post-Assessment will help monitor growth.	Monthly (September-May)	Amreen Alvi (Math Coach), Classroom Teachers, Support Staff (ELL Teachers, SPED Teachers, RTG)	M-SS-6-Universal Math Screener	Math(VDOE) Pass Rate for All students: 78% Black - 52 % (26% gap) Hispanic- 73 % (5% gap) SWD- 54% (24% gap) EL- 52 % (26%) Economically Disadv. - 48% (30% 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 Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:  -at least a 1% point gap reduction for Hispanic & Black -at least a 8% point gap reduction for SWD & EL	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		Data CLT's will be conducted monthly to monitor student progress for those student who need intervention and or enrichment. DIBELS progress monitoring tools will be used for each quarter. This data will be entered into the master data file. Pre-Assessment Data will allow teachers to make instructional groups. Post-Assessment will help monitor growth.	Sept - May	Dryw Freed and Sharon Stutzman (Reading Coaches), Classroom Teachers, Support Staff (ELL Teachers, SPED Teachers)	M-SS-1-Reading SOLs	Reading(VDOE) Pass Rate for All students: 88% Black - 81% (7% gap) Hispanic- 82% (6% gap) SWD- 70% (18% gap) EL- 70% (18%) Economically Disadv. - 66% (22% 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 MPSA students will respond favorably on the survey category student social, emotional, and mental health	S-SWB-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.		School wide adoption of Jacob's Ladder Affective Curricular Resources. The Jacob's Ladder Affective skills curriculum targets student's growth mindset skills, an area in which MPSA received comparatively low scores on the YVM survey. Specifically, the favorable response rate to the question "How often do you feel so stressed or overwhelmed that you are not able to participate in regular activities" was 32% which the APS elementary school average was 38%.	PD will start in January and all classes will implement curriculum starting in March.	RTG will deliver schoolwide PD for classroom teachers , classroom teachers will deliver curriculum with RTG support.		54% favorable response on 2022 YVM
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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 MPSA staff will respond favorably on staff engagement and climate	S-EW-4-Develop integrated approaches that promote employee health and wellness.		Institute a Staff-wide Recognition Program - Staff Will Be Recognized Twice Monthly at Staff Meetings, in The Weekly Monday Memo, and at the end of the Day on School Announcements -Chocolate Will Be included.	November through June	Leadership Team		72% favorable response on Staff Engagement 2022 YVM and 71% favorable response on Workplace Climate 2022 YVM
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 MPSA staff will respond favorably on staff engagement and climate	S-EW-4-Develop integrated approaches that promote employee health and wellness.		Restorative Justice Practice Representative - Develop Capacity Among Staff to Participate In and Lead Restorative Justice Circles	September -June	Yolanda Nashid		72% favorable response on Staff Engagement 2022 YVM and 71% favorable response on Workplace Climate 2022 YVM
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 MPSA staff will respond favorably on staff engagement and climate	S-EW-4-Develop integrated approaches that promote employee health and wellness.		Hospitality Crew, Hospitality Club Field Trip, Secret Snowflake - Monthly Soup Lunches	September -June	Hospitality Committee		72% favorable response on Staff Engagement 2022 YVM and 71% favorable response on Workplace Climate 2022 YVM
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 MPSA families will respond favorably on family engagement	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.		Weekly School Talk and and Monthly Coffee Chats to Promote Engagement with SEL Curriculum	September -June	Administrative Team PTA Leadership		84% favorable response rate on 2022 YVM
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