

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
Student Success	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.	Students in different reporting categories will show growth on their Virginia Standards of Learning assessments over the course of the year. Growth will be measured by the vertical scaled score on math and on MI data throughout the year.	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.	S-SWB-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.	Ensure training and support to know and be able to use new Math resources; Create and utilize remediation programs to support students in need.	Ongoing	Coaches, Instructional Staff, Administrators	M-SS-3-Math SOLs	See Needs Assessment Math SOL (Aggregate-All Grades) – Opportunity Gaps - 2021-22 SOL Data-VDOE Avg Pass Rate at School (ALL)- 89% Black: not reported on VDOE due to group size Hispanic: 63% (26% gap) EL's: 45% (44% gap) SWD: 64% (25% gap) Economically Disadv. 54% (35% gap)
Student Success	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.	Students in different reporting categories will show growth on their Virginia Standards of Learning assessments over the course of the year. Growth will be measured by the vertical scaled score on reading and on PALS and DIBELS data throughout the year.	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.	S-SWB-3-Implement an evidence-based curriculum that focuses on students' physical, social, emotional, and mental health needs.	Ensure training and support to implement CKLA; Ensure training and support to know and use new ELA resources; Create and utilize remediation programs	Ongoing	Coaches, Instructional Staff, Administrators	M-SS-1-Reading SOLs	See Needs Assessment Reading SOL (Aggregate-All Grades) –Opportunity Gaps - 2021-22 SOL Data-VDOE Avg Pass Rate at School (ALL)- 93% Black: not reported on VDOE due to group size Hispanic: 82% (11% gap) EL's: not reported on VDOE due to group size SWD: 76% (17% gap) Economically Disadv. 67% (26% 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.	Students will respond favorably (>54%) to the prompt “ when you feel like giving up on a teacher assignment, the teacher will encourage me to keep trying“ on a pre and post assessment.	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		Smart goals to address mindset, student talks and CLTs: Small groups and or individual counseling for identified students; Bi-weekly SEL counseling lessons	Ongoing	Student support staff, instructional staff	M-SWB-1-YVM Student: Students feel supported	Your Voice Matters Survey Data - see Needs Assessment
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.	Staff will take professional development opportunities that directly meet their needs and are relevant in their work therefore increasing the effectiveness of instruction as measured by participation in school-wide professional development and county-wide professional development.	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		Staff meetings; Tps through staff newsletter;CLTs, personalized recommendations for countywide PD: Student support teams coming to team meetings.	ongoing	Administrators, Lead Teachers, Coaches, Support Staff	M-EW-9-Staff feedback on PL activities	In the 2021-2022 Your Voice Matters survey, staff responded 26% favorably to how well school-based professional learning met their needs, and staff responded favorably 29% to how relevant school-based professional learning opportunities are to their work.

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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.	In the 2021-2022 Your Voice Matters Survey, 53% of staff surveyed answered favorably to staff engagement questions and 58% of staff responded favorably to Workplace Climate questions. By the end of the 2023-2024 School Year, responses on the 2024 Your Voice Matter Survey will increase by at least 10%	S-EW-4-Develop integrated approaches that promote employee health and wellness.		Administrators will conduct BOY/MOY/EOY meetings with teachers; Administrators will attend CLTs; Specials teachers provided time to meet and work together: Administrators will conduct walk-throughs and supervise lunch/recess	ongoing	Administrators	M-EW-6- YVM Staff: Engagement Results	In 2022, 44% responded favorably to "How much trust exists between administrators and teachers/staff" in the Your Voice Matters survey.
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.	Nottingham will increase the percentage of families who responded favorably to student and family engagement questions on the your voice matters survey by at least 3% points, reaching a minimum target of at least 90% favorable	S-P-4-Build a comprehensive structure for defining strategic partnerships, setting expectations, monitoring performance, and measuring quality.		Reinstate pre-pandemic community events; Continue our all-school events and invite visitors and staff to participate and support instructional program; Continue to communicate school-wide expectations with families	Ongoing	Administrators, Teachers, Families	M-P-3- YVM Family: Engagement	In the 2021-2022 Your Voice Matters survey, families responded 87% favorably on student and family engagement.