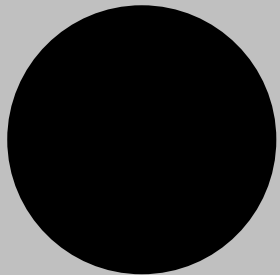




Cascade Elementary GO Team Business Meeting #3

DATE: November 19, 2025



Agenda

Action Items

- Approval of Agenda
- Approval of Previous Minutes
- Additional Action Item 1 (*if needed*):

Discussion Items (*add items as needed*)

- 2025-2030 Strategic Plan Development
 - Confirm Mission/Vision, Goals from Previous Meeting
 - Develop 2025-2030 Strategic Plan Objectives

Information Items (*add items as needed*)

- Principal's Report
- Cluster Advisory Team Report
- APS Forward 2040 –Facilities Plan Update (*if needed*)

Announcements

Public Comment (*if needed*)

Adjournment

Action Items

- 1.Approval of Agenda
- 2.Approval of Previous Minutes
- 3.Additional Action Item *(if needed)*

Discussion Items





Continuing the 2025-2030 School Strategic Plan Development Process

School Strategic Planning Overview

Purpose

To cascade the district strategic plan to the school level, while grounding our focus in the school's Continuous Improvement Plan. This will **create alignment, reduce confusion, and simplify our efforts.**

Timeline

Our school's 2030 Strategic Goals and Objectives should be **updated, approved and ranked by January 2026**. Schools will focus on the strategies as part of FY27 Budget and Continuous Improvement Plan processes.

Revisiting the APS 2025-2030 Strategic Plan



A COMMUNITY OF BELIEVERS GETTING BACK TO BASICS

Our Strength is Our Team

Atlanta's students will have effective and engaged teachers, leaders, and staff.

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff
- Grow and promote strong teachers, leaders, and staff

Our Responsibility Is Shared

Atlanta's students will have supportive families, communities, and partners.

- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
- Increase access and engagement for families and communities

Our System Is Efficient & Effective

Atlanta's students will have the schools and resources they need to succeed.

- Maximize facility usage for the student and community good
- Leverage data to drive strategic financial investments
- Implement sustainability initiatives

We Are Strengthening Our Instructional Core

Atlanta's students will have high-quality instruction, materials, and targeted support.

- Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas
- Target resources towards subgroups (eg. exceptional education, English learners, economically-disadvantaged)
- Accelerate early learning

We Are Caring For Every Child

Atlanta's students will have trusted, supportive adults meeting their unique needs.

- Expand strategies that reduce chronic absenteeism and disproportionate discipline
- Implement systematic culture and climate strategies
- Increase student access to trusted and reliable adults (eg. mentors, coaches, counselors)

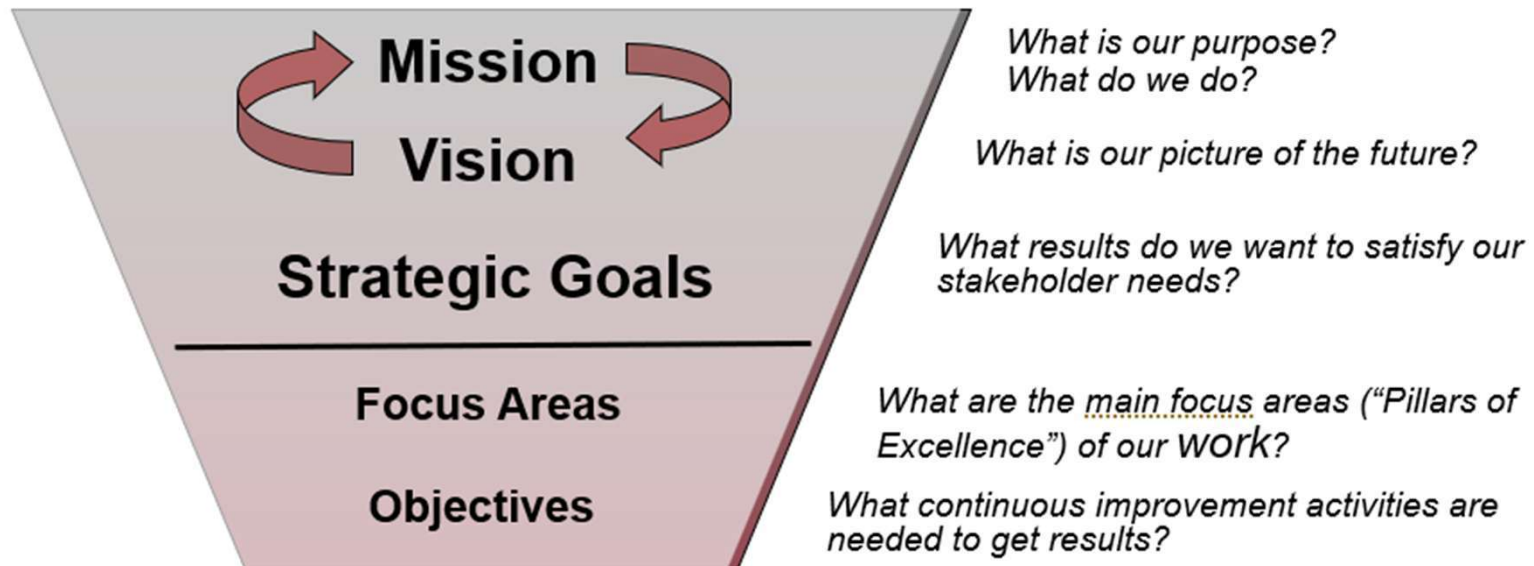
We Are Sparking Student Curiosity

Atlanta's students will have access to explore and expand their passions and interests.

- Promote robust arts, athletics, world language, and enrichment offerings
- Expand access to high-interest and workforce-ready offerings (e.g. career programs and pathways, advanced coursework)
- Explore specialized and innovative school models (eg. School of the Arts)



GO Team's Focus (Governance)



School Strategic Planning Process Overview

1 Review Data

2 Align Mission/Vision/Purpose

3 Confirm 2030 Goals

- Create CIP Goals to 2030
- Identify Additional Goals

4 Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan
- Review and Discuss Additional Objectives Going Forward

5 Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

Sample GO Team Business Meeting Cadence

Business Meeting 1:

- Review Data (*MAP, GMAS, Graduation Rate, CCRPI, etc.*)

Business Meeting 2:

- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:

- Identify 2025-2030 Strategic Objectives

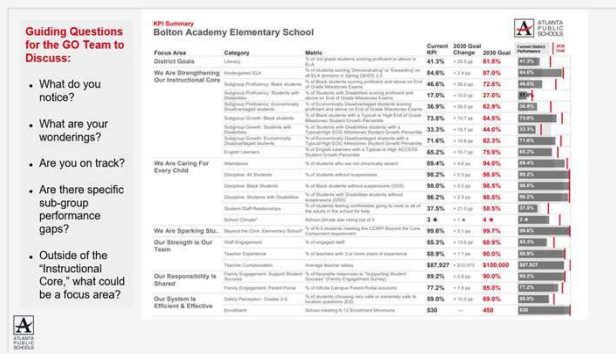
Business Meeting 4 (Budget Allocation):

- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

In Our Last Meeting We...

1

Reviewed Our School Data



2

Aligned Our Mission and Vision

Mission and Vision Alignment:

WHO WE ARE...
We are Atlanta's Public School System

WHY WE EXIST...
To educate and empower Atlanta's students to shape the future

Guiding Question: Does our current school mission and vision align with these statements?

Mission: The mission of Bolton Academy is to provide a rigorous and equitable learning environment that promotes lifelong inquiry, reflection, respect, and empathy in every student and member of the learning community.

Bolton Academy Strategic Plan

Vision: Bolton Academy's vision is to cultivate critical thinkers that are socially responsible and make meaningful and compassionate contributions to the school and global community.

3

Confirmed Our 2030 Goals

Guiding Question: After reviewing our current Strategic Plan and school KPIs, are there any additional goals we would like to include with our 2030 CIP Goals for the 2025-2030 Strategic Plan? (No more than 1-2 additional goals)

1. Enter any proposed additional goals for the strategic plan that the team identifies here.



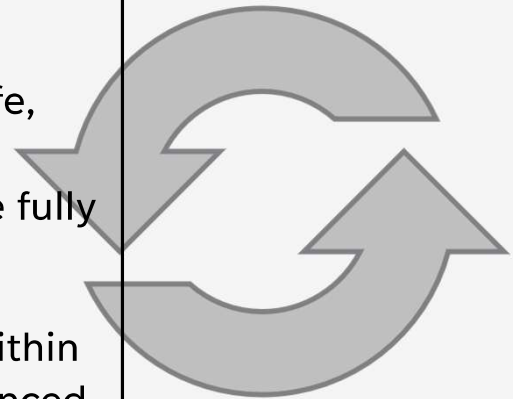
Cascade ES Proposed Updates to School Mission and Vision:

Enter proposed changes to the school mission and vision here based on the GO Team's discussion during your previous meeting. Note: There are no proposed changes to the mission and vision for Cascade Elementary School

Mission: Cascade Elementary School will prepare students for Life, College and Careers by providing rigorous, equitable, culturally relevant, and real-world learning experiences in order to become fully engaged and realized citizens of the global community.

Vision: Our Vision is to become the premier elementary school within Southwest Atlanta that provides students with a broad and balanced education.

Note: Confirmation of the mission and vision is required by team during this meeting.



Cascade Elementary School Proposed Goals for the 2025-2030 Strategic Plan:



1. **By 2030**, the percentage of proficient and above learners as assessed by the GMAS EOG ELA will increase by 20% (# students) overall from 22% (2025) to 42%. Sub Goal: Subgroups Black will increase by 26% from 18% (2025) to 44% and SWD will increase by 10% from 2% (2025) to 12%.
2. **By 2030**, the percentage of proficient and above learners as assessed by the GMAS EOG Math will increase by 20% overall from 22% (2025) to 42%. Sub Goal: Subgroups Black will increase by 20% from 22% (2025) to 42%, and SWD will increase by 10% from 6% (2025) to 16%.
3. **By 2030**, the CCRPI attendance rate will remain at or above 90%, by ensuring chronic absenteeism as determined by GADOE does not exceed 10% days absent for the student's enrollment period greater than 30 days, with an emphasis on the following subgroups: Blacks from 49% (2025) to 69%.

Confirmation of goal is required by team members

Today's Focus:

School Strategic Planning Process: Step 4

1 Review Data

2 Align Mission/Vision/Purpose

3 Confirm 2030 Goals

- Create CIP Goals to 2030
- Identify Additional Goals

4 Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan
- Review and Discuss Additional Objectives Going Forward

5 Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

Sample GO Team Business Meeting Cadence

Business Meeting 1:

- Review Data (MAP, GMAS, Graduation Rate, CCRPI, etc.)

Business Meeting 2:

- Review Data (School KPIs)
- Align Mission/Vision/ Purpose
- Confirm 2030 Goals

Business Meeting 3:

- Identify 2025-2030 Strategic Objectives

Business Meeting 4 (Budget Allocation):

- Approve Your Strategic Plan & Rank Your Strategic Objectives for FY27

A woman with glasses and braided hair, wearing a green shirt, is pointing at a whiteboard in a classroom. The background shows a typical classroom environment with a whiteboard, a desk, and a trash can.

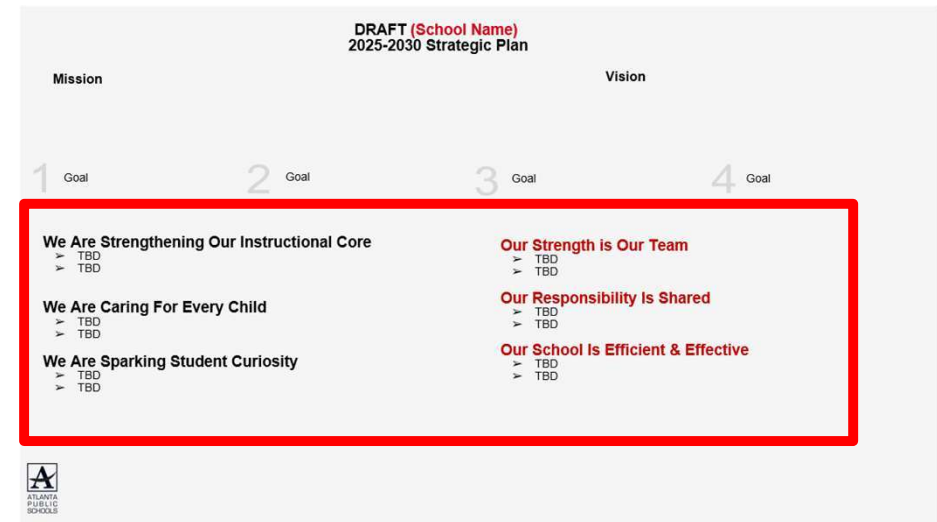
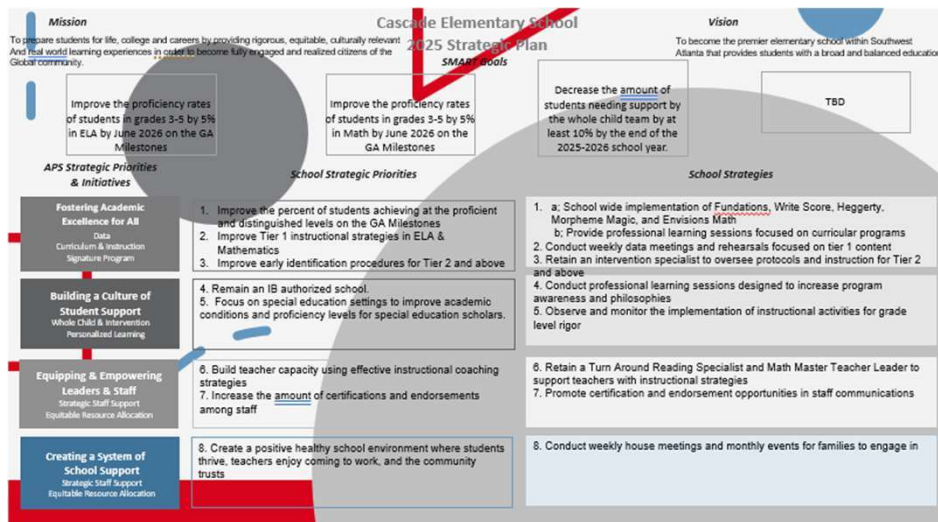
4. Identify 2025-2030 Strategic Objectives

- Reflect on 2020-2025 Strategic Plan (Stop, Continue)
- Align Objectives to the District's new Focus Areas
- Review and Discuss Additional Objectives Going Forward (Start)

One District. One Goal. Every Child.

4

Using our new, 2025-2030 Strategic Goals as a guide we will complete a **Start, Stop and Continue** exercise to review our current “Strategic Priorities” and identify our 2025-2030 Strategic Objectives





Mission: Our mission is to nurture and empower our diverse student population while fostering critical thinking, creativity, and a deep understanding of others through STEAM education.

Vision: Our vision is to cultivate an authentic and relevant learning environment through an investigative approach, empowering all students to empathize, problem solve, explore, discover, and innovate collaboratively.

SMART Goal #1
instructional app
both horizon

Before Presenting to your GO Team:

- 1. Insert Your School's Current Strategic Plan and with emphasis on your Strategic Priorities.**
- 2. During your meeting give a high-level overview of your current Strategic Priorities.**
- 3. Complete the Start, Stop and Continue exercises on the next slides with your team using your current strategic priorities to guide the discussion.**

Fostering Academic Excellence for All
Data, Curriculum
Instruction, Signa
Program

Building a Culture of Student Support
Whole Child &
Intervention
Personalized Learning

Equipping & Empowering Leaders & Staff
Strategic Staff Support
Equitable Resource Allocation

Creating a System of School Support
Collective Action
Engagement & Empowerment

on Foster a Culture of Shared Responsibility engage all stakeholders—teachers, staff, families, and community members—in setting and achieving common goals for student success.
10. Empower Students & Parents as Active Participants in Their Child's Education Implement programs that encourage student voice, leadership, and ownership of their learning journey.

Promote parent engagement and involvement through PTO in 4 school wide PTO meetings a year. Topics to be determined based on parent input.
Promote parent engagement and involvement through grade level family academic nights.
Translation services and opportunities for parents who speak other languages to engage with teachers and the community.
Strategic Feedback sessions with parents led by school. Grade level discussions with families. (PTO)
Page 1 / 1

Mission

To prepare students for life, college and careers by providing rigorous, equitable, culturally relevant And real world learning experiences in order to become fully engaged and realized citizens of the Global community.

Improve the proficiency rates of students in grades 3-5 by 5% in ELA by June 2026 on the GA Milestones

APS Strategic Priorities & Initiatives

Fostering Academic Excellence for All

Data
Curriculum & Instruction
Signature Program

Building a Culture of Student Support

Whole Child & Intervention
Personalized Learning

Equipping & Empowering Leaders & Staff

Strategic Staff Support
Equitable Resource Allocation

Creating a System of School Support

Strategic Staff Support
Equitable Resource Allocation

Cascade Elementary School

2025 Strategic Plan

SMART Goals

Improve the proficiency rates of students in grades 3-5 by 5% in Math by June 2026 on the GA Milestones

School Strategic Priorities

1. Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones
2. Improve Tier 1 instructional strategies in ELA & Mathematics
3. Improve early identification procedures for Tier 2 and above

4. Remain an IB authorized school.
5. Focus on special education settings to improve academic conditions and proficiency levels for special education scholars.

6. Build teacher capacity using effective instructional coaching strategies
7. Increase the amount of certifications and endorsements among staff

8. Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts

Vision

To become the premier elementary school within Southwest Atlanta that provides students with a broad and balanced education.

TBD

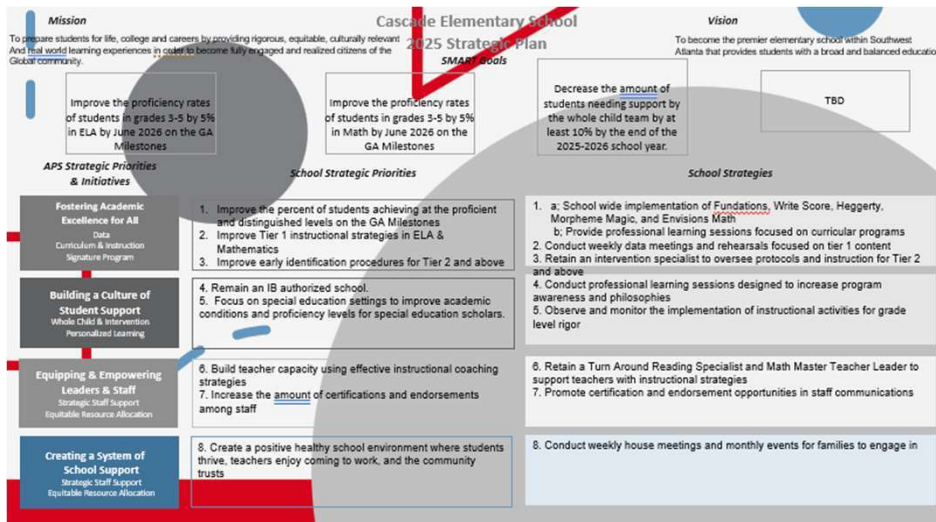
School Strategies

1. a; School wide implementation of Foundations, Write Score, Heggerty, Morpheme Magic, and Envisions Math
b; Provide professional learning sessions focused on curricular programs
2. Conduct weekly data meetings and rehearsals focused on tier 1 content
3. Retain an intervention specialist to oversee protocols and instruction for Tier 2 and above
4. Conduct professional learning sessions designed to increase program awareness and philosophies
5. Observe and monitor the implementation of instructional activities for grade level rigor

6. Retain a Turn Around Reading Specialist and Math Master Teacher Leader to support teachers with instructional strategies
7. Promote certification and endorsement opportunities in staff communications

8. Conduct weekly house meetings and monthly events for families to engage in

Identifying 2025-2030 Strategic Objectives: **Stop** Discussion



Guiding Questions:

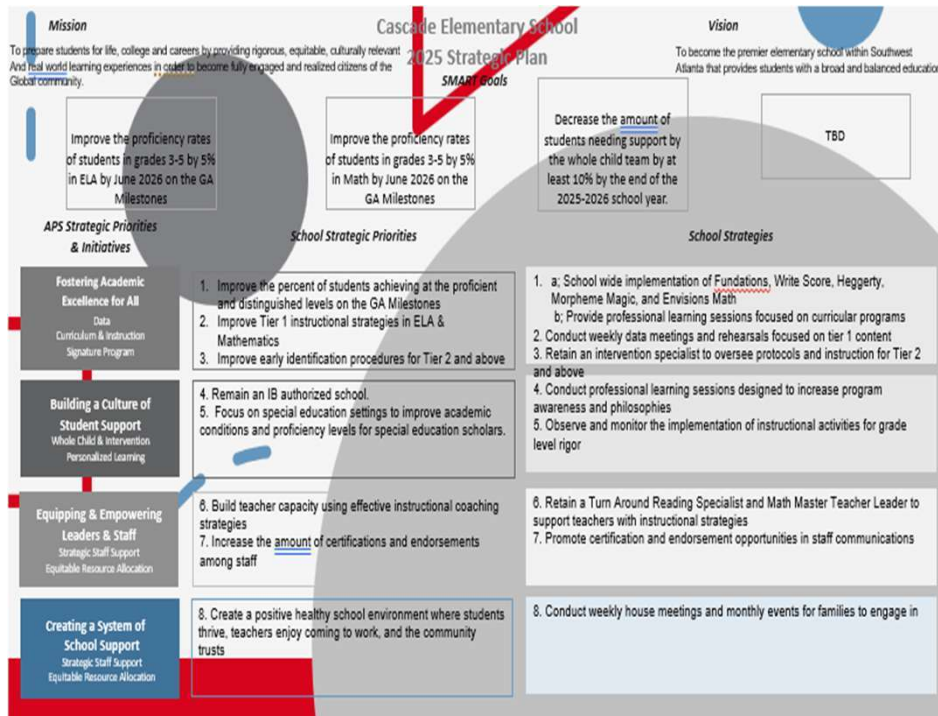
Stop

- What current priorities/activities are not having the needed impact and should be stopped?
- Are there any priorities/activities that are no longer aligned with our mission, vision, goals or focus areas?

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?

Identifying 2025-2030 Strategic Objectives: Continue Discussion



Guiding Questions:

Continue

- What current priorities/activities are working well and should be maintained?

Notes:

- Think about what has been working; has been completed; or never started.
- If your goals for 2030 are bigger than what you have achieved so far, then what must you do differently going forward?

Identifying 2025-2030 Strategic Objectives: Continue Discussion

1. Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones.
2. Improve Tier 1 instructional strategies in ELA & Mathematics.
3. Improve early identification procedures for Tier 2 and above.
4. Remain an IB authorized school.
5. Focus on special education settings to improve academic conditions and proficiency levels for special education scholars.
6. Build teacher capacity using effective instructional coaching strategies.
7. Increase the amount of certifications and endorsements among staff.
8. Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts.



Aligning Your Objectives to the District's New Focus Areas

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity

- TBD- Strategic Objective
- TBD- Strategic Objective

“Community of Believers”

Our Strength is Our Team

- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared

- TBD- Strategic Objective
- TBD- Strategic Objective

Our School Is Efficient & Effective

- TBD- Strategic Objective
- TBD- Strategic Objective

You will now move the Objectives (previously Priorities) you want to “Continue” to the appropriate Focus Area

- Use your 2020-2025 Strategic Plan, the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet to help categorize your objectives. Please note:
 - *Fostering Academic Excellence for All* is likely aligned to “We Are Strengthening Our Instructional Core” or “We Are Sparking Student Curiosity”
 - *Building a Culture of Student Support* is likely aligned to “We Are Caring For Every Child”
 - *Equipping & Empowering Leaders & Staff* is likely aligned to “Our Strength is Our Team”
 - *Creating a System of School Support* is likely aligned to “Our Responsibility is Shared” or “Our School is Efficient & Effective”

Identifying 2025-2030 Strategic Objectives: “Start” Discussion

DRAFT (School Name)
2025-2030 Strategic Plan

Mission

Vision

1 Goal

2 Goal

3 Goal

4 Goal

We Are Strengthening Our Instructional Core

> TBD

> TBD

We Are Caring For Every Child

> TBD

> TBD

We Are Sparking Student Curiosity

> TBD

> TBD

Our Strength is Our Team

> TBD

> TBD

Our Responsibility Is Shared

> TBD


> TBD

Our School Is Efficient & Effective

> TBD

> TBD



- After you have aligned your Objectives to the appropriate Focus Area, identify any new Objectives the school must start to address the goals in your plan 
- You should have 1-2 Objectives for each Focus Area.
- Use the APS 2025-2030 Strategic Plan (slide 7) and your school KPI sheet for ideas if you need to identify new Objectives.
- Focus on the “Getting Back to Basics” Focus Areas first (*Strengthening Our Instructional Core, Caring For Every Child, and Sparking Student Curiosity*)
- Make sure you have something in the “Community of Believers” Focus Areas that support your core work (*Strength is Our Team, Responsibility is Shared, System is Effective & Efficient*)



Guiding Questions: Are there any new “objectives” we must **START** to completely address our 2025-2030 Strategic Goals? Do we have 1-2 Objectives to support each Focus Area?

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring For Every Child

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking Student Curiosity

- TBD- Strategic Objective
- TBD- Strategic Objective

“Community of Believers”

Our Strength is Our Team

- TBD- Strategic Objective
- TBD- Strategic Objective

Our Responsibility Is Shared

- TBD- Strategic Objective
- TBD- Strategic Objective

Our School Is Efficient & Effective

- TBD- Strategic Objective
- TBD- Strategic Objective

Please Note:

1. Complete the discussion about what you should “Start” after you have moved the “Continue” Objectives (previously Priorities) to the appropriate “Focus Areas.”

Where we're going

At our next meeting we will:

- Vote on the 2025-2030 Strategic Plan
- Rank our 2025-2030 Strategic Objectives
- Begin the discussion of the 2026-2027 budget

Let me or the Chair know of any additional information you need for our future discussion.

Questions?



Information Items



Principal's Report



Principals Updates

2025 CCRPI Results are In

Cascade Elementary School

HOW DID THE
SCHOOL PERFORM
ON EACH
COMPONENT?



CONTENT MASTERY

44.8↑

English Language Arts	40.80
Mathematics	48.00
Science	46.60

[VIEW DETAILS](#)



PROGRESS

92.4↑

English Language Arts	99.41
Mathematics	85.30
Progress Towards English Language Proficiency	Too Few Students

[VIEW DETAILS](#)



CLOSING GAPS

100.0

Improvement Target	100.00+
--------------------	---------



READINESS

67.8↑

At Or Above Grade-Level	52.00
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Additional Updates

- The Teacher and Support Person of the Year were celebrated at the school on Thursday, November 13, 2025
- Thanks to the Cascade Heights Community, spearheaded by Mrs. Toni Ingram all students were able to take home a variety of snacks to help them over the weekend on Friday November 14, 2025
- The Winter MAP Administration will begin when we return from the Thanksgiving Break (December 1-December 12)
- The Winter Program is Tuesday December 16th; the time TBD

Cluster Advisory Team Report





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APS FORWARD 2040

Students, Staff, Parents, and Community Members, we want to hear from you! Join us to build a vision around four key topics: Technology, Arts, Early College, and Biomedical.

Public Hearings

November 5, 2025

5:30pm
Center for Leadership and Learning
130 Trinity Ave. SW
Atlanta, GA 30303

December 3, 2025

5:30pm
Center for Leadership and Learning
130 Trinity Ave. SW
Atlanta, GA 30303

Note: The originally scheduled November 10th meeting has been replaced with these engagements.

APS Forward 2040: Visioning



November 13, 2025
6pm - 7:30pm
Ralph J. Bunche Middle School
1925 Niskey Lake Rd SW
Atlanta, GA 30331



November 18, 2025
6pm - 7:30pm
Crawford W Long Middle School
3200 Latona Dr SW
Atlanta, GA 30354



November 19, 2025
6pm - 7:30pm
John Lewis Invictus Academy
1890 Donald Lee Hollowell Pkwy NW,
Atlanta, GA 30318



December 2, 2025
6pm - 7:30pm
Herman J. Russell West End Academy
765 Peebles St SW,
Atlanta, GA 30310

Topics



Early College

How can we accelerate **post-secondary readiness** by expanding access to advanced placement, dual enrollment and college credit?

Technology

How can we expand access to specialized technical instruction and **STEAM** pathways?

Vocational & Trades

How can we ensure that interested students have access to **career and technical trades**?

Arts

How can we create more **robust arts** instruction and offerings?

Biomedical

How can we strengthen **health science pathways** through more specialized and rigorous instruction aligned to the evolving needs of the biomedical and healthcare industries?

Learn More



www.atlantapublicschools.us/APS2040

UPDATE

Comprehensive Long-Range Facilities Plan

www.atlantapublicschools.us/APS2040



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SCHOOLS

Announcements





Thank you

DRAFT Cascade Elementary School 2025-2030 Strategic Plan Template

Mission

Cascade Elementary School will prepare students for Life, College and Careers by providing rigorous, equitable, culturally relevant, and real-world learning experiences in order to become fully engaged and realized citizens of the global community

Vision

Our Vision is to become the premier elementary school within Southwest Atlanta that provides students with a broad and balanced education.

1 Improve the proficiency rates of students in grades 3-5 by 5% in ELA by June 2026 on the GA Milestones

2 Improve the proficiency rates of students in grades 3-5 by 5% in Math by June 2026 on the GA Milestones

3 Decrease the amount of students needing support by the whole child team by at least 10% by the end of the 2025-2026 school year.

4 TBA

We Are Strengthening Our Instructional Core

- Improve Tier 1 instructional strategies in ELA & Mathematics.
- Increase the amount of certifications and endorsements among staff.

We Are Caring For Every Child

- Improve early identification procedures for Tier 2 and above.
- Focus on special education settings to improve academic conditions and proficiency levels for special education scholars.

We Are Sparking Student Curiosity

- Remain an IB authorized school.
- Increase exposure of extracurricular activities to cultivate the whole child.

Our Strength is Our Team

- Build teacher capacity using effective instructional coaching strategies.
- Implement a mentorship program for teachers who are in need of additional support in multiple categories of instructional content.

Our Responsibility Is Shared

- Create a positive healthy school environment where students thrive, teachers enjoy coming to work, and the community trusts.
- To develop a community framework to create a system of supports that is consistent, proactive, and clearly teaches and reinforces expected behaviors in all school settings.

Our School Is Efficient & Effective

- Improve the percent of students achieving at the proficient and distinguished levels on the GA Milestones.
- To develop a thriving and active PTA program for our school.