



GO Team Business Meeting #2

Where we are – Where we're going

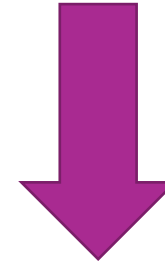
Where We Are

Our strategic plan is the guide for the work we're doing in the school. By monitoring the plan and ranking priorities, we can all work towards the common goals. Using the priorities in the strategic plan, the school leadership team developed a Continuous Improvement Plan (CIP) for the current school year.



Timeline for GO Teams

You are **HERE**



1

Fall 2021

GO Team Developed 2021-2025 Strategic Plan

2

Summer 2023

School Leadership completed Needs Assessment and defined overarching needs for SY22-23

3

August 2023

School Leadership completed 2023-2024 Continuous Improvement Plan

4

Sept. – Dec. 2023

Utilizing current data, the **GO Team** will review & possibly update the school strategic priorities and plan

5

Before Winter Break

GO Team will take action (vote) on the rank of the strategic plan priorities for SY24-25 in preparation for budget discussions.



Discussion Items

Current Strategic Plan

Continuous Improvement Plan

Needs Assessment

SMART GOALS

Action Plan

Strategic Plan Alignment & Update

MAP Data

Data Protocol



Current Strategic Plan

2021-2025



MISSION: Through a continuing culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life with a dedication to community involvement and service.

VISION: A high-performing school where educators inspire, families engage, and students love to learn.

SMART Goal: The percentage of students who graduate in 4 years will increase from 89.8% to 93% in June 2025.



APS Strategic Priorities & Initiatives

Fostering Academic
Excellence for All

Data Curriculum

Instruction Signature
Program



School Strategic Priorities

1. Offer rigorous and culturally sustaining curriculum that prepares students for college, career, and civic engagement.
2. Ensure a safe and effective learning environment that encourages student engagement and quality work.
3. Use existing and appropriate tools to measure, analyze, and communicate student progress



School Strategies

Link to full plan with strategies will be on the website.



MISSION: Through a continuing culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life with a dedication to community involvement and service.

VISION: A high-performing school where educators inspire, families engage, and students love to learn.

SMART Goal: The percentage of students in grades 9-12th attending school will increase from 86% to 91% according to the district's ADA Attendance rate by June 2025.



APS Strategic Priorities & Initiatives

Building a Culture of Student Support

Whole Child
Intervention

Personalized Learning



School Strategic Priorities

4. Create a collaborative, inclusive, and responsive school culture, embracing the diverse communities that comprise the Midtown family.
5. Build teacher and counselor knowledge, understanding, and skills to meet the diverse social and academic needs of students.



School Strategies

Link to full plan will be on the website.



MISSION: Through a continuing culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life with a dedication to community involvement and service.

VISION: A high-performing school where educators inspire, families engage, and students love to learn.

SMART Goal: By June 2025 establish a culture of celebration and support for staff by providing a minimum of two quarterly staff Wellness/ SEL opportunities



APS Strategic Priorities & Initiatives

Equipping and
Empowering Leaders
and Staff

Strategic Staff
Support

Equitable Resource
Allocation



School Strategic Priorities

6. Value teacher time by ensuring sustainable work load and offsetting new responsibilities with reduced tasks or increased compensation when possible.
7. Directly solicit and act on teacher input regarding course selection, professional development, instructional resources, communication and collegiality.
8. Provide a mechanism for teachers to increase leadership and mitigate burnout.



School Strategies

Link to full plan with strategies will be on the website.



MISSION: Through a continuing culture of equity, trust, and collaboration, every student will graduate ready for college, career, and life with a dedication to community involvement and service.

VISION: A high-performing school where educators inspire, families engage, and students love to learn.

SMART Goal: By June 2025, Midtown HS will offer at least 6 active parent engagement/volunteering opportunities per semester.



APS Strategic Priorities & Initiatives

Creating a System of School Support

Strategic Staff
Support

Equitable Resource
Allocation



School Strategic Priorities

9. Provide necessary and salient resources to enhance teaching and learning.
10. Ensure parents and guardians of all Midtown Students feel welcomed and have opportunities up engage with the school and strengthen their ability to support their students.
11. Increase the diversity of parents involved in school functions.



School Strategies

Link to full plan with strategies will be on website.



Continuous Improvement Plan

SY 2022-2023





Needs Assessment

UTILIZE DATA ANALYSIS PROTOCOL SYNTHESIS RESPONSES	
Strengths	Challenges
Offered advanced math course offerings (AP)	DSE student achievement in Algebra I
Offered a variety of course offerings based on student performance and interest	School attendance- excessive tardies to school and skipping. Average daily attendance decreased from 92.2 to 91%.
There was a 1% increase of students achieving <u>distinguished</u> in American Literature.	Consistent PLC processes and expectations
There was a 16.1% increase in SWDs scoring proficient and above in US History.	Students scoring proficient and above in American Literature decreased by 2%.
There was an 11% increase in Hispanic students scoring proficient and above in Algebra 1.	Students scoring proficient and above in Algebra decreased by 1%.
There was a 24.2% increase in Hispanic <u>student</u> scoring proficient and above in Biology.	Students scoring proficient and above in Biology decreased by 6%.

Our Overarching Needs		
Literacy: Enhance support and instruction for special education students in English/Language Arts classes 9-12.	Numeracy: The overarching need is to increase support for the DSE math department for small group classes and co-taught classes.	Whole Child & Intervention: Our average daily attendance rate decreased by 1.2%.



Literacy Problem Statement	Numeracy Problem Statement	Whole Child & Intervention Problem Statement
Special education students performing proficient and above on the American Literature Milestone decreased from 50% in 2022 to 44% in 2023.	Students performing proficient and above on the Algebra I Milestones assessment decreased from 44% to 43%.	The average daily attendance decreased by 1.2%.

Literacy Problem Statement	Numeracy Problem Statement	Whole Child & Intervention Problem Statement
Special education students performing proficient and above on the American Literature Milestone decreased from 51.4% in 2022 to 35.1% in 2023.	Students performing proficient and above on the Algebra I Milestones assessment decreased from 44% to 43%.	The average daily attendance decreased by 1.2%.

Root Cause		
English/Language Arts teachers need further guidance (from the administration and in PD sessions) regarding assessment practices, data analysis, and long- and short-term planning to effectively differentiate instruction and meet the needs of their students.	Algebra I teachers need further guidance (from the administration and in PD sessions) regarding assessment practices, data analysis, and long- and short-term planning to effectively differentiate instruction and meet the needs of their students.	The lack of consistent daily attendance monitoring and follow-up.

Our Overarching Needs: High Schools

CCRPI Content Mastery:

CCRPI Graduation Rate:

CCRPI Content Mastery Score will increase from 86.9 in 2022 to 91.25 in 2024. *(Projected 2023 CCRPI Content Mastery Score is 89.4.)*

[Graduation rate finalized in October] Midtown's four-year graduation rate will increase from 86.4 in 2022 to 90% in 2024.

CCRPI Content Mastery score is based on student performance on the Georgia Milestones and Georgia Alternate Assessment and subgroup analysis.

Content Area	2019 CCRPI Content Mastery %	2022 CCRPI Content Mastery %	Projected 2023 CCRPI Content Mastery %	Goal 2024 CCRPI Content Mastery %
American Literature & Composition	9 th Lit & American Lit.: 96.12	82.23	86.21	88%
Algebra I	Algebra 1 & Geometry: 88.04	84.16	88.61	89%
Biology	Physical Sci. & Biology: 97.18	91.85	82.87	88%
United States History	US History & Economics: 83.01	100.00	100.00	100%
Overall	91.1	86.9	89.4	91.25

Attendance has a huge impact on graduation rate. Midtown attendance specialist will ensure processes to boost student attendance including:

- Daily conferences with students who are late or skipping class.
- Imposing consequences for persistent tardiness or skipping, including progressive discipline that includes detention and suspension from after school activities including athletics, clubs/activities, dances, etc.

Milestone subject PLCs will closely monitor student assessment data and track students' progress towards mastery of the standards. This will happen in the cycle of data analysis in the weekly PLC meetings. Assessments will include formative tasks and summative assessments such as unit tests.

Our Overarching Needs: High Schools	
Whole Child & Intervention:	College & Career Readiness:

SMART Goals (High Schools)	
By May 2024, increase students' average daily attendance by 2% from the 2022-2023 attendance rate of 91%.	By May 2024, increase the number of students passing AP Course exams from 71% in 2023 to 73% in 2024.
Progress Monitoring Measures	
<p>Weekly Whole Child Intervention team meetings with attendance interventions</p> <p>Devoted attendance specialist that monitors skipping, tardiness, and absences</p> <p>Monitoring teacher attendance take rate to ensure 95% or above.</p> <p>Using instructional framework to increase student engagement</p> <p>Parental communication</p> <p>Student attendance meetings</p>	<p>Participation by assistant principals in AP PLCs to ensure ideal pacing and monitoring of student mastery of AP standards as evident in formative and summative assessment.</p>



Action Plans

Whole Child & Intervention CIP Goal: By May 2024, increase students' average daily attendance by 2% from the 2022-2023 attendance rate of 91%.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Facilitate weekly student Attendance Intervention Meetings (AIM)	Attendance Specialist	August 2023- May 2024	Attendance tracking- APS Graphs Infinite Campus Attendance Spreadsheet	Bi-Monthly attendance data presentation to Admin team (tracking attendance data)	General Funds CARES	Whole Child
Monitor daily teacher attendance take rate (send reminder emails to teachers)	Attendance Specialist and attendance clerks	August 2023- May 2024	Use Infinite Campus to capture	Weekly report sent to administrators to ensure teacher accountability	General Funds CARES	Whole Child
Weekly attendance meetings (parents, students)	Attendance Team: Attendance Specialist Social Worker Parent Liaison Graduation Coach Administrator	August 2023-May 2024	Attendance Team meeting minutes with intervention with follow-up actions	Bi-Monthly attendance data presentation to Admin team (tracking attendance data)	General Funds CARES	Whole Child

Additional Action Steps required for subgroup populations.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
DSE case manager, SELT will assist with monitoring student attendance and create interventions through the IEP.	DSE case manager SELT	August 2023- May 2024	SELT and attendance specialist will monitor students attendance (Infinite Campus)	SELT will share a weekly report.	General Funds CARES	Whole Child



Action Plans

CCRPI Content Mastery CIP Goal:

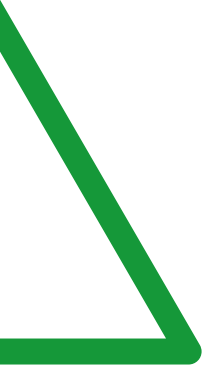

Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
School-wide literacy initiative: annotating across the content areas	ELA Department co-chairs Susan Barber and MaryElizabeth Villalpando	August 2023-May 2024	PD sessions Faculty meetings PLC Minutes	Teachers incorporating effective annotation strategies into classroom instruction. Student performance on formative and summative assessments.	General budget	Curriculum and instruction
Interdisciplinary STEAM project with Ninth Grade Literature and Biology, the novel SeedFolks and the community garden	Ninth Grade Literature PLC Biology PLC Ms. Tanner, STEAM Specialist	September 2023- December 2023	PD Sessions PLC Minutes	Culminating STEAM task Student performance on formative and summative assessments.	General budget	Signature Program
Assistant Principals support content areas by supporting and monitoring weekly PLCs to ensure student data analysis within the domains	Assistant Principals	August 2023- May 2024	PLC Agendas Unit Internalization document Lesson Internalization document Data Meetings	Classroom observations Lesson plan review Assessment data Student performance	General	Data Curriculum and Instruction

Enroll the lowest quartile of freshmen in the reading support program Read 180.	Counselors Read 180 Teacher	August 2023- May 2024	Student enrollment in Read 180 program Instructional Frameworks for Read 180.	Progress monitoring through MAP Scores, interim assessments, and Reading Inventory.	District	Curriculum and instruction Personalized Learning
Enroll the lowest quartile of freshmen in the Algebra I support program Math 180.	Counselors Math 180 Teachers	August 2023- May 2024	Student enrollment in Algebra I Instructional Frameworks for Algebra 1 Support.	Progress monitoring through MAP Scores, interim assessments, and Reading Inventory.	District	Curriculum and instruction Personalized Learning



Action Plans

CCRPI Graduation Rate CIP Goal:						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Daily conferences with students who are late or skipping class.	Attendance Specialist	August 2023-May 2024	Review Infinite Campus Contact Log	Monitor Attendance Data in Infinite Campus	General Funds	Whole Child
Imposing consequences for persistent tardiness or skipping, including progressive discipline that includes detention and suspension from after school activities including athletics, clubs/activities, dances, etc.	Attendance Specialist	August 2023-May 2024	Review Infinite Campus Discipline Reports	Monitor Attendance Data in Infinite Campus	General Funds	Whole Child



Review each Senior's graduation plan and use a variety of strategies to ensure credits for graduation (i.e. Phoenix academy, AVA, GAVS, etc.)	School Counselors Graduation coach	August 2023-May 2024	Review graduation plans and transcript audits Monitor student enrollment at Phoenix, GAVS, AVA, etc.	Monitor number of students on-track to graduate	General Funds	Whole Child

Additional Action Steps required for subgroup populations.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Bridge gap between school and families; ensure students are receiving additional support needed (tutorials, parent conferences, etc.)	Bilingual Support Specialist and ESOL teachers	August 2023-May 2024	IC Contact Logs Sign-in sheets for parent/teacher conferences	Student attendance Assessment data Grades		
Bridge gap between school and families; ensure students are receiving additional support needed (tutorials, parent conferences, etc.)	DSE case managers	August 2023-May 2024				



Action Plans

College & Career Readiness CIP Goal:						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
College and Career Advisors meet with every Senior to assist with college admission applications and financial aid.	College Advisors Counselors	August 2023- May 2024	Review contact logs for 1:1 meetings Monitor percentage of students applying to 1+ and 3+ colleges Monitor FAFSA completion rate	Review college/university acceptance rate Review FAFSA completion rate	Georgia College Advising Corps	Whole Child
Professional Development for AP teachers in text annotation and critical thinking.	Teachers Assistant Principals	August 2023- May 2024	PD session feedback Classroom observation	Student work samples shared Inter-rater reliability/calibration re: rubric assessment	General Funds	Curriculum and Instruction Data

						Signature Program
Monitor students' mastery of AP standards on assessments through AP Central/AP Classroom	Teachers Assistant Principals	August 2023- May 2024	IC grade books Lesson plans	Review student- and class-level assessment trend data in AP courses.	General Funds	Curriculum and Instruction Data

Additional Action Steps required for subgroup populations.						
Action Step	Person/Position Responsible	Timeline of Implementation	Method for Monitoring Implementation	Method for Monitoring Effectiveness	Funding Source	APS 5
Supports DSE students with college and career opportunities	CTI Teacher	August 2023-May 2024	Review CTI log	Monitor DSE college application, acceptance, and enrollment data Monitor DSE employment rate	General Funds	Whole Child and Intervention



Action Plans



Family Engagement Plan

Family Engagement Goal(s):
By March 11, 2024, increase the percentage of families responding positively to the School Climate survey question, "I attend parent/teacher conferences at my student's school" from X% to X%. (2023 School Climate Data not yet available)
By March 11, 2024, increase the percentage of families responding positively to the School Climate survey question, "I am involved in the decision-making process at my student's school" from X% to X%. (2023 School Climate Data not yet available)

Action Step	Person/Position Responsible	Timeline of Implementation	Evidence & Artifacts	APS 5
Advertise, invite participation/registration, and facilitate parent-teacher conferences.	Counselors and media specialist	August 2023-May 2024	Website, Knightly News, Schoology, school calendar, conference sign-in sheets	Whole Child + Intervention
Advertise, invite participation, and hold monthly Principal's Coffees, PTSO meetings, parent information sessions, and open attendance at GoTeam meetings	Administration, PTSO, GoTeam, media specialist	August 2023-May 2024	Website, Knightly News, school calendar, meeting sign-in sheets and minutes	Whole Child + Intervention
Respond to parents'	Principal, assistant principals, support	August 2023-May 2024	Email artifacts	Whole Child + Intervention

GO TEAM DISCUSSION: Review the priorities and goals in your strategic plan and the information and goals CIP. Reflect on if updates need to be made to the Strategic Plan.

GO Team Activity & Discussion

If not, which CIP Goal(s) are missing and should be added to the Strategic Plan?

Are all CIP Goals reflected in our Strategic Plan Priorities?

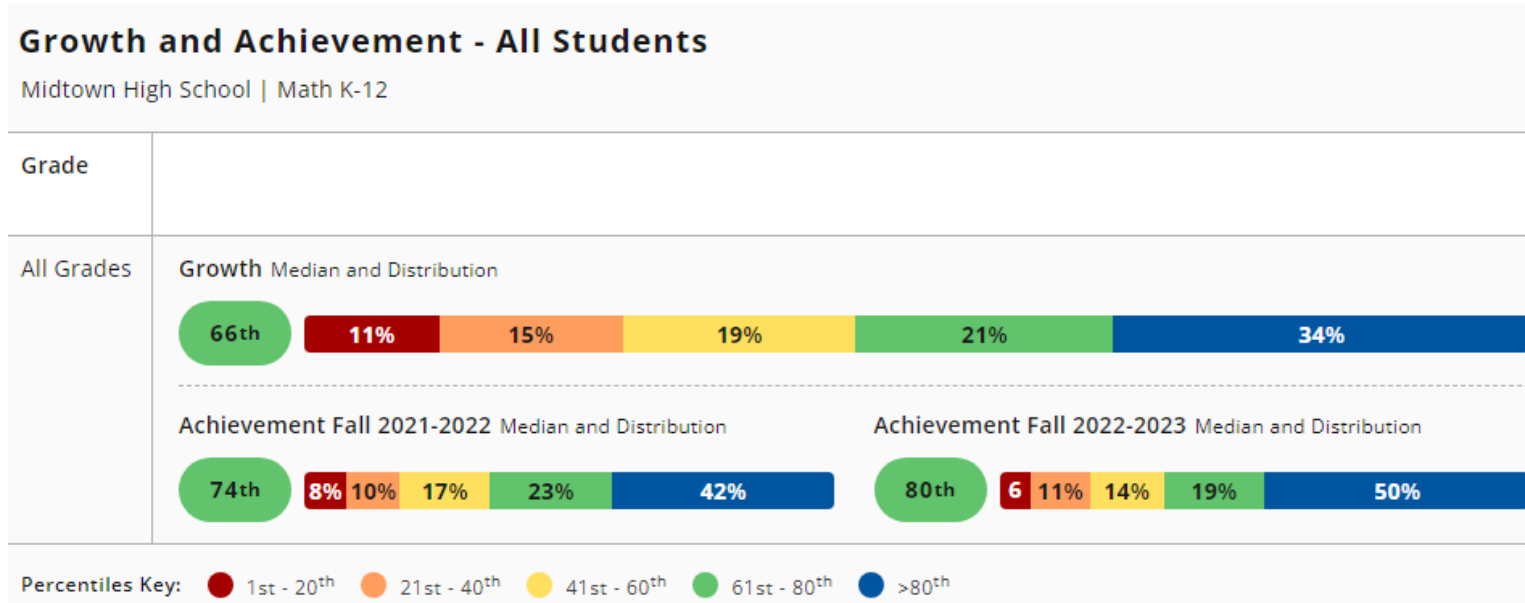
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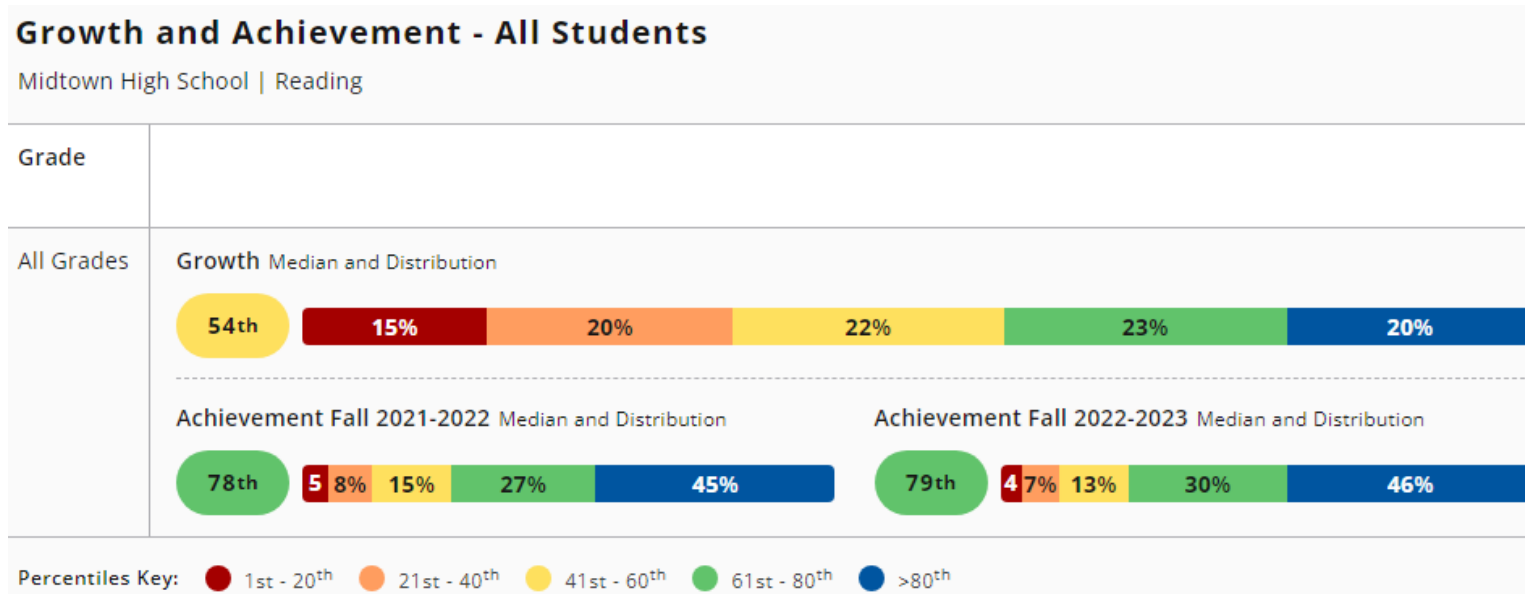
MAP Data

1st Administration

Overall for ALL
students in Math



Overall for ALL
students in Reading



Math Data

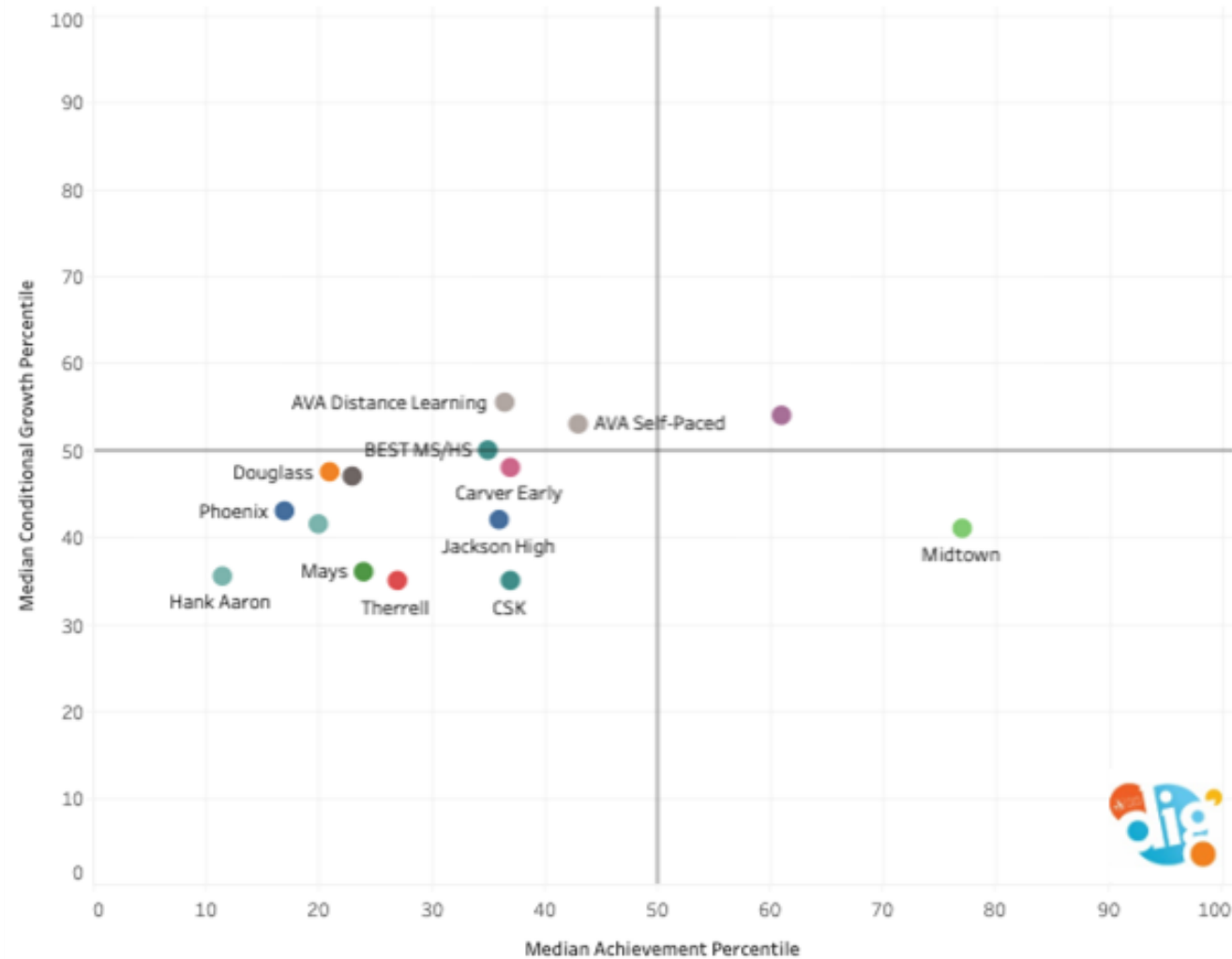
District Performance by Quadrant - Math

Use the "Growth and Achievement Quadrant" filter below to populate each viz below.

Hover over a point to reveal the student's name and performance information.

Use the "Color by:" parameter on the left to update the scatter plot for various subgroups.

Low Achievement High Growth	High Achievement High Growth
Low Achievement Low Growth	High Achievement Low Growth



Reading Data

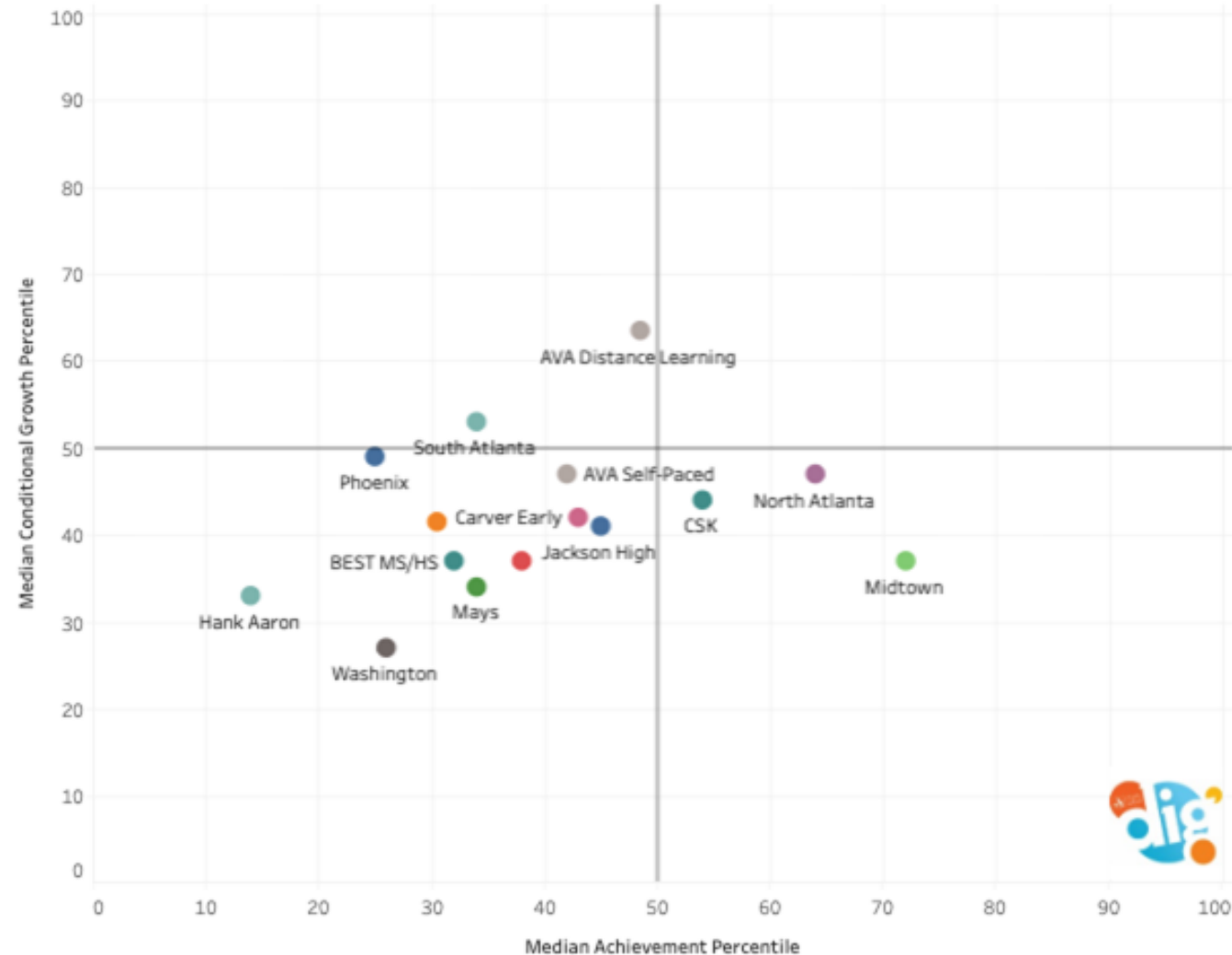
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Low Achievement High Growth	High Achievement High Growth
Low Achievement Low Growth	High Achievement Low Growth



Combo Math & Reading Data

High School Aggregate Quintiles for Achievement

The below percentages show what percent of students at each school land in each quintile based on MAP Growth percentile for Achievement.

click a school or DISTRICT row to see grade level and cohort performance if there are above 10 students per grade or cohort

Achievement Percentile Quintile



Data is updated nightly during each testing window.

School	Window	Exams					
DISTRICT	Fall 2023-2024	21,342	29%	23%	18%	16%	14%

School	Window	Exams					
Midtown	Fall 2023-2024	3,026	12%	13%	15%	23%	37%
North Atlanta	Fall 2023-2024	4,222	16%	16%	18%	23%	27%
AVA Self-Paced	Fall 2023-2024	121	26%	26%	15%	18%	15%
Jackson High	Fall 2023-2024	2,690	26%	23%	18%	18%	15%
CSK	Fall 2023-2024	373	20%	26%	27%	21%	6%
AVA Distance Learn..	Fall 2023-2024	85	34%	20%	20%	18%	8%
Carver Early	Fall 2023-2024	933	26%	27%	22%	18%	7%
BEST MS/HS	Fall 2023-2024	244	32%	26%	23%	11%	8%
Therrell	Fall 2023-2024	1,660	34%	29%	20%	13%	4%
Mays	Fall 2023-2024	2,452	40%	27%	18%	12%	4%
Washington	Fall 2023-2024	1,506	43%	27%	17%	9%	
South Atlanta	Fall 2023-2024	1,720	39%	30%	19%	10%	
Douglass	Fall 2023-2024	2,061	44%	29%	16%	8%	
Phoenix	Fall 2023-2024	140	50%	34%	11%	4%	
Hank Aaron	Fall 2023-2024	98	62%	28%	7%		

Math Data

High School Aggregate Quintiles for Achievement

The below percentages show what percent of students at each school land in each quintile based on MAP Growth percentile for Achievement.

click a school or DISTRICT row to see grade level and cohort performance if there are above 10 students per grade or cohort

Achievement Percentile Quintile



Data is updated nightly during each testing window.

School	Window	Exams					
DISTRICT	Fall 2023-2024	10,609	33%	24%	16%	12%	16%

School	Window	Exams					
Midtown	Fall 2023-2024	1,499	13%	14%	15%	18%	41%
North Atlanta	Fall 2023-2024	2,095	18%	18%	17%	19%	28%
AVA Self-Paced	Fall 2023-2024	54	26%	26%	9%	15%	24%
Jackson High	Fall 2023-2024	1,347	30%	24%	15%	13%	17%
Carver Early	Fall 2023-2024	460	30%	28%	22%	14%	6%
BEST MS/HS	Fall 2023-2024	122	29%	31%	20%	8%	11%
AVA Distance Learn..	Fall 2023-2024	43	33%	28%	23%	7%	9%
CSK	Fall 2023-2024	187	26%	32%	26%	13%	
Mays	Fall 2023-2024	1,226	46%	26%	14%	9%	4%
Therrell	Fall 2023-2024	816	41%	29%	17%	9%	4%
Washington	Fall 2023-2024	758	46%	27%	16%	7%	
Douglass	Fall 2023-2024	1,024	50%	30%	12%	6%	
South Atlanta	Fall 2023-2024	861	50%	29%	14%	6%	
Hank Aaron	Fall 2023-2024	45	62%	29%	4%	4%	
Phoenix	Fall 2023-2024	66	58%	38%	5%		

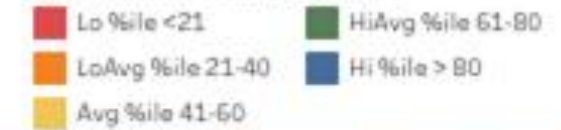
Reading Data

High School Aggregate Quintiles for Achievement

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click a school or DISTRICT row to see grade level and cohort performance if there are above 10 students per grade or cohort

Achievement Percentile Quintile



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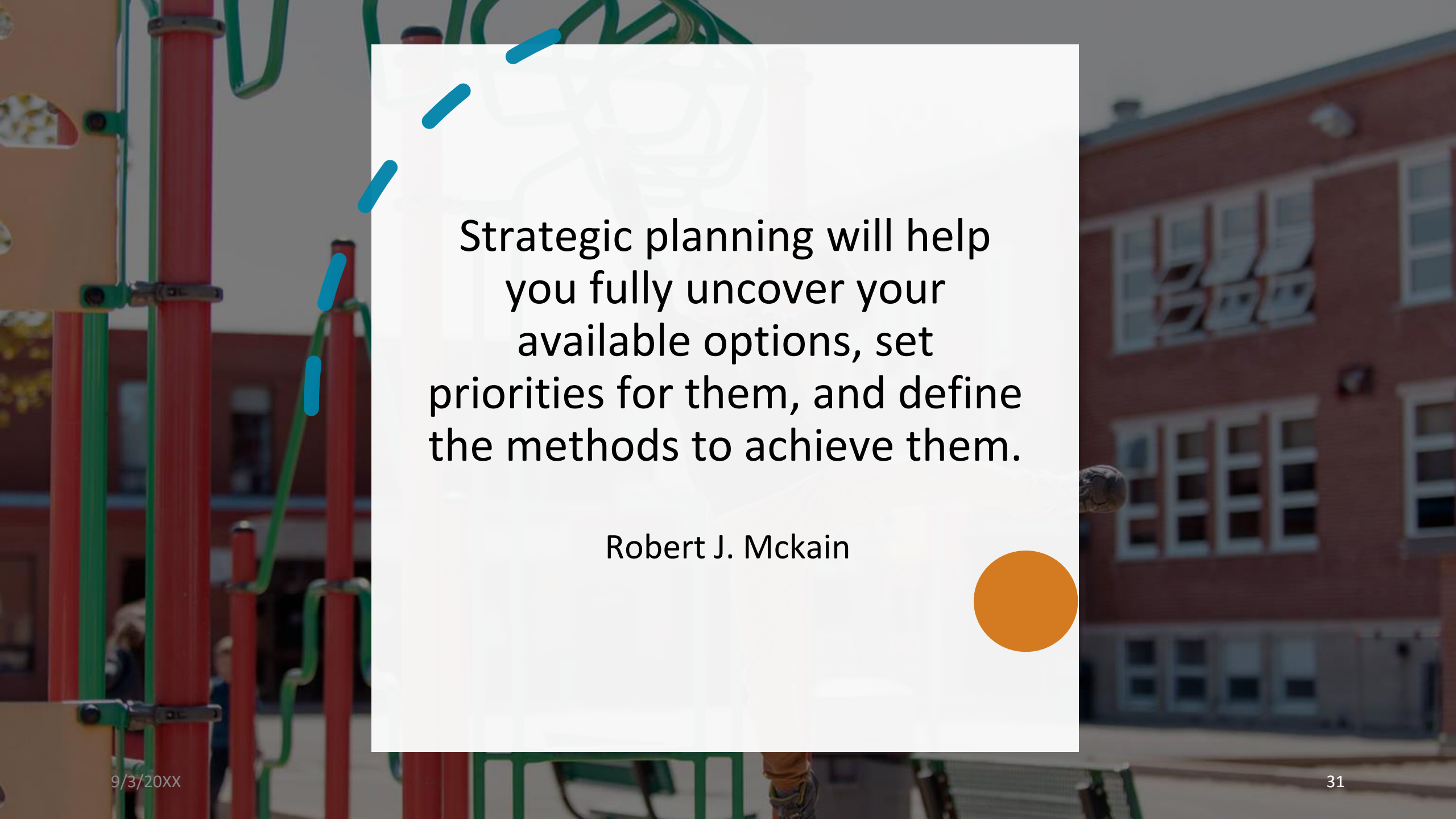
School	Window	Exams					
DISTRICT	Fall 2023-2024	10,733	24%	22%	20%	20%	13%

School	Window	Exams					
Midtown	Fall 2023-2024	1,527	12%	13%	15%	28%	33%
North Atlanta	Fall 2023-2024	2,127	14%	15%	19%	27%	25%
CSK	Fall 2023-2024	186	13%	20%	28%	28%	10%
AVA Distance Learn...	Fall 2023-2024	42	36%	12%	17%	29%	7%
Jackson High	Fall 2023-2024	1,343	22%	22%	21%	22%	13%
Carver Early	Fall 2023-2024	473	23%	25%	23%	22%	7%
AVA Self-Paced	Fall 2023-2024	67	27%	25%	19%	21%	7%
Therrell	Fall 2023-2024	844	27%	28%	24%	17%	4%
BEST MS/HS	Fall 2023-2024	122	34%	20%	26%	14%	5%
Mays	Fall 2023-2024	1,226	34%	28%	22%	14%	
South Atlanta	Fall 2023-2024	859	29%	31%	24%	14%	
Washington	Fall 2023-2024	748	41%	26%	19%	11%	
Douglass	Fall 2023-2024	1,037	38%	28%	21%	11%	
Phoenix	Fall 2023-2024	74	43%	30%	18%	8%	
Hank Aaron	Fall 2023-2024	53	62%	26%	9%		

GO Team Discussion: Data Protocol

- What do you notice?
- What are your wonderings?
- What addition questions do you have?





Strategic planning will help
you fully uncover your
available options, set
priorities for them, and define
the methods to achieve them.

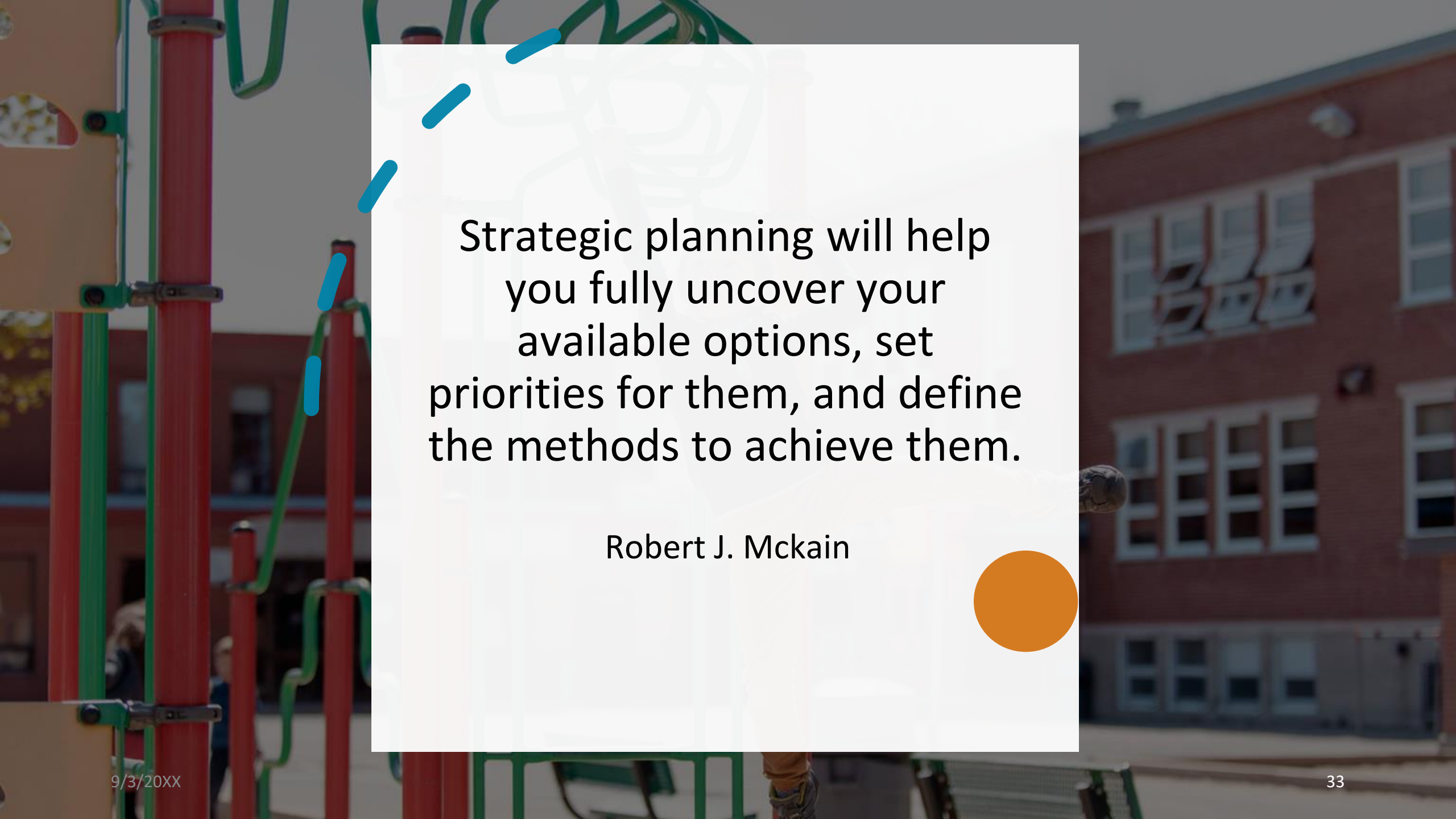
Robert J. Mckain



Updates to the Strategic Plan

1. *Enter all changes/updates to your plan – be sure to include accountability measures, as appropriate.*





Strategic planning will help
you fully uncover your
available options, set
priorities for them, and define
the methods to achieve them.

Robert J. Mckain





Principal's Report

Dr. Betsy Bockman





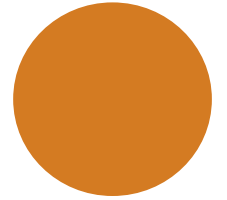
CAT Meeting Report

Where we're going

At our next meeting(s) we will discuss how our data is aligning to our strategic plan and determine if we need to make any adjustments.

Before the end of Fall Semester, we will take **Action** (vote) on ranking our strategic priorities for the 2024-2025 school year.

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



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Thank you