

Ralph J. Bunche Middle School

GO Team Business Meeting #3

November 19, 2025



Agenda

Action Items

- A. Approval of Agenda
- B. Approval of Previous Minutes

Discussion Items

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

Information Items

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

Announcements

Public Comment

Adjournment



Action Items

1. Approval of Agenda
2. Approval of Previous Minutes

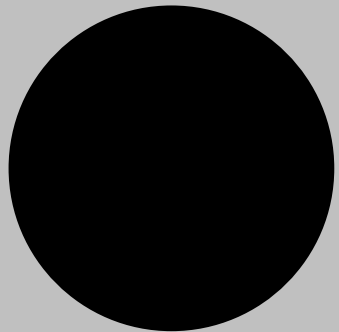


Discussion Items





Continuing the 2025-2030 School Strategic Plan Development Process



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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)

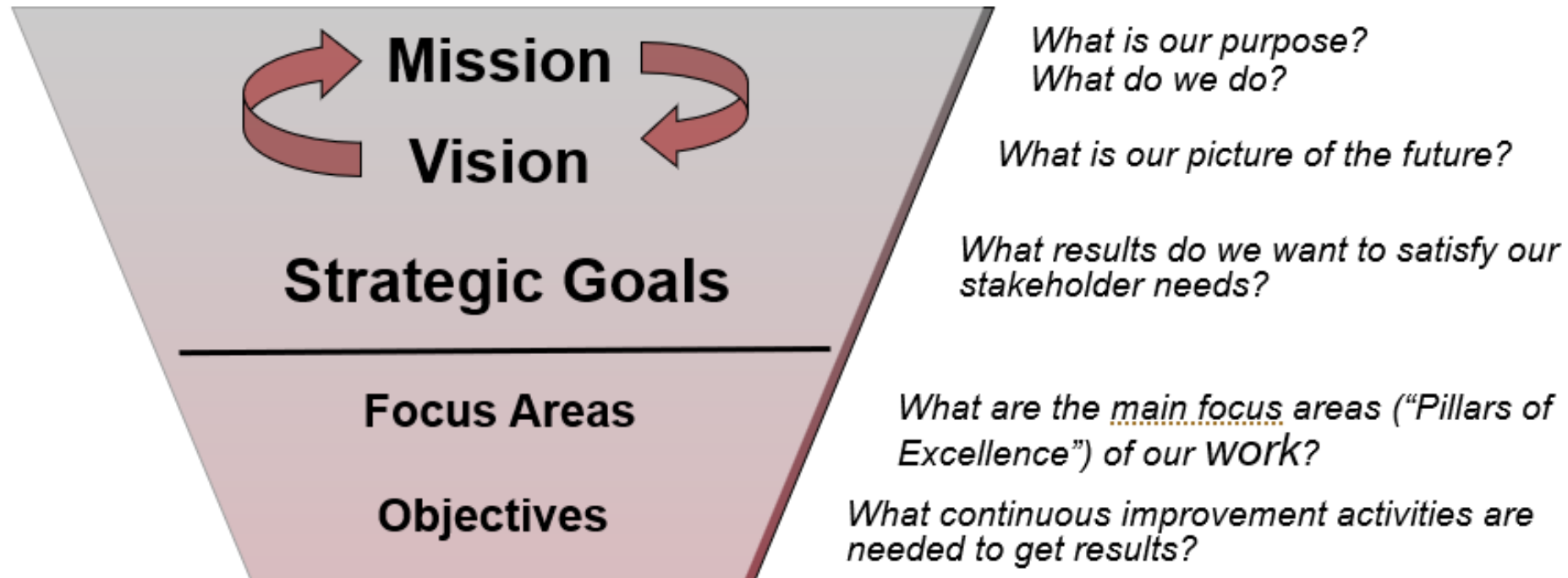
We Are Sparking Student Curiosity

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

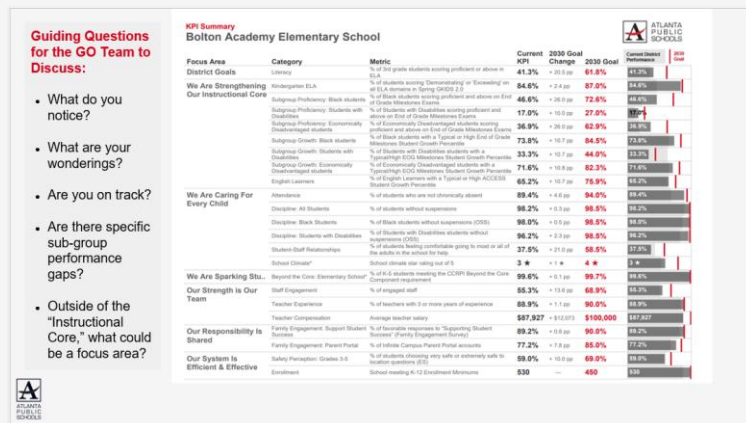
Business Meeting 4 (Budget Allocation):

- 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.



Ralph J. Bunche Middle School

Proposed Updates to School Mission and Vision:

Previous School Mission and Vision

Ralph J. Bunche Middle School

Mission: Through rigorous learning experiences, and a challenging international educational program, RJBMS will develop 21st century lifelong learners who are competent, caring and contributing members of a global society prepared for high school and beyond.



Vision: Our vision at RJBMS is to enhance and support the development of all stakeholders and provide an educational and professional experience that will increase their love of learning and professional

Current School Mission and Vision

MISSION:

Ralph Johnson Bunche Middle School will cultivate lifelong 21st-century learners through rigorous instruction, empowering students to be competent, caring, and contributing citizens, ready for high school and beyond.

VISION:

At Ralph Johnson Bunche Middle School, we envision a community of lifelong learners who are socially responsible, innovative problem-solvers, and equipped with the skills and inspiration to thrive as leaders in the 21st-century.



Ralph J. Bunche Middle School

Proposed Goals for the 2025–2030 Strategic Plan:



1. **By 2030**, the percentage of 6th–8th grade students achieving proficient or above on the GMAS in ELA will increase by at least 20%, from 30.5% (2026) to 50.5%, through the implementation of targeted literacy interventions, data-driven instruction, and ongoing professional development for ELA educators.
2. **By 2030**, the percentage of 6th–8th grade students achieving proficient or above on the GMAS in math will increase by at least 20.5%, from 23.1% to 43.6%, through the implementation of targeted literacy interventions, data-driven instruction, and ongoing professional development for math educators.
3. **By 2030**, increase student attendance by 13.1% from 69.6% to 72.7%

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

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)

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

Ralph J. Bunche Middle School

Mission: Through rigorous learning experiences, and a challenging international educational program, RJBMS will develop 21st century lifelong learners who are competent, caring and contributing members of a global society prepared for high school and beyond.

Vision: Our vision at RJBMS is to enhance and support the development of all stakeholders and provide an educational and professional experience that will increase their love of learning and professional

SMART Goals

By Spring 2026, the percentage of 6th-8th grade students achieving proficient or above on the GMAS in **ELA** will increase by at least 10%, from 20.5% to 30.5%, through the implementation of targeted literacy interventions, data-driven instruction, and ongoing professional development for ELA educators.

By Spring 2026, the percentage of 6th-8th grade students achieving proficient or above on the GMAS in **math** will increase by at least 10%, from 13.1% to 23.1%, through the implementation of targeted numeracy interventions, data-driven instruction, and ongoing professional development for math educators.

By spring 2026, increase **student attendance** by 10% from 59.6% to 69.6%.

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

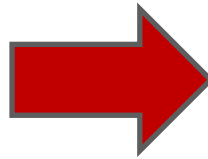
School Strategic Priorities

1. Recruit, train and retain effective teaching staff and recruit high quality staff.
2. Increase student growth in reading and math
3. Implement social and emotional learning programs to develop strong school stakeholders
4. Implement professional learning and resources for staff
5. Implement incentives, wellness strategies and resources for staff
6. Implementation of the IB curriculum

School Strategies

1. Use a balanced system of assessments to include diagnostic, formative and summative to monitor learning and guide instruction
2. Identify teachers with the highest growth to pair with students with the greatest need
3. Build teacher instructional capacity through ongoing professional learning that provides time and resources for teachers to grow in the content knowledge, pedagogy, increasing rigor, inquiry-based instruction, fully implement the IB MYP Framework, and implement weekly PLCs led by instructional coaches, PLC leads and administrators
4. Implement an advisory program and daily advisement courses to incorporate SEL, student surveys, restorative practices, trauma informed strategies and check and connect
5. Increase student support with small groups led by counselors, social worker, behavior specialist, SSDS and school psychologist
6. Provide professional learning and support for all teachers, and mentors for new teachers
7. Provide the structure, support and opportunities to build the instructional capacity of staff
8. Incorporate programs to include emotional, financial, physical support, fitness challenges and incentives

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One District. One Goal. Every Child.



**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

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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?

Think about:

- what has been working
- has been completed
- never started

If our goals for 2030 are bigger than what we have achieved so far, then what must we do differently moving forward?

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

School Strategic Priorities

1. Recruit, train and retain effective teaching staff and recruit high quality staff.
2. Increase student growth in reading and math
3. Implement social and emotional learning programs to develop strong school stakeholders
4. Implement professional learning and resources for staff
5. Implement incentives, wellness strategies and resources for staff
6. { Implementation of the IB curriculum }





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

Guiding Questions:

Continue

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

Think about:

- what has been working
- has been completed
- never started

If our goals for 2030 are bigger than what we have achieved so far, then what must we do differently moving forward?

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

School Strategic Priorities

1. Recruit, train and retain effective teaching staff and recruit high quality staff.
2. Increase student growth in reading and math
3. Implement social and emotional learning programs to develop strong school stakeholders
4. Implement professional learning and resources for staff
5. Implement incentives, wellness strategies and resources for staff
6. Implementation of the IB curriculum



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

Enter the “Strategic Priorities” from your 2020-2025 Strategic Plan that you and your GO Team think should continue as “Strategic Objectives” on your 2025-2030 Strategic Plan based on today’s discussion.



Guiding Questions for the GO Team to Discuss:

- What do you notice?
- What are your wonderings?
- Are you on track?
- Are there specific sub-group performance gaps?
- Outside of the “Instructional Core,” what could be a focus area?

KPI Summary Ralph Bunche Middle School



Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	2030 Goal
District Goals	★ Math	% of 8th grade students scoring proficient or above in Math	16.9%	+ 20.5 pp	37.4%	16.9%	
We Are Strengthening Our Instructional Core	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	14.9%	+ 26.0 pp	40.9%	14.9%	
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	0.6%	+ 10.0 pp	10.6%	0.6%	
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	13.7%	+ 26.0 pp	39.7%	13.7%	
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	59.7%	+ 10.7 pp	70.4%	59.7%	
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	61.7%	+ 10.7 pp	72.4%	61.7%	
	★ Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	59.7%	+ 10.8 pp	70.4%	59.7%	
We Are Caring For Every Child	★ English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	75.0%	+ 10.0 pp	85.0%	75.0%	
	★ Attendance	% of students who are not chronically absent	57.7%	+ 15.0 pp	72.7%	57.7%	
	★ Discipline: All Students	% of students without suspensions	82.0%	+ 10.0 pp	92.0%	82.0%	
	Discipline: Black Students	% of Black students without suspensions (OSS)	81.4%	+ 10.6 pp	92.0%	81.4%	
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	75.0%	+ 17.0 pp	92.0%	75.0%	
	★ Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	32.2%	+ 23.9 pp	56.0%	32.2%	
We Are Sparking Stu...	★ School Climate*	School climate star rating out of 5	2 ★	+ 2 ★	4 ★	2 ★	
	Beyond the Core: Middle School*	% of 6-8 students meeting the CCRPI Beyond the Core Component requirement	92.5%	+ 3.0 pp	95.4%	92.5%	
Our Strength is Our Team	★ Staff Engagement	% of engaged staff	48.9%	+ 14.2 pp	63.1%	48.9%	
	Teacher Experience	% of teachers with 3 or more years of experience	78.3%	+ 6.6 pp	84.9%	78.3%	
	Teacher Compensation	Average teacher salary	\$85,334	+ \$14,666	\$100,000	\$85,334	
Our Responsibility Shared	★ Family Engagement: Support Student Success	% of favorable responses to “Supporting Student Success” (Family Engagement Survey)	77.8%	+ 7.2 pp	84.9%	77.8%	
	★ Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	71.6%	+ 13.4 pp	85.0%	71.6%	
Our System Is Efficient & Effective	Safety Perception: Grades 6-12	% of students choosing very safe or extremely safe to location questions (MS/HS)	40.3%	+ 14.7 pp	55.0%	40.3%	
	Enrollment	School meeting K-12 Enrollment Minimums	651	+ 249 students	900	651	

* Data for 2025 has not been released, so 2024 data is being used

School > Bunche

Updated 9/26/2025

Aligning Your Objectives to the District's New Focus Areas

“Getting Back to Basics”

We Are Strengthening Our Instructional Core

- Increase student proficiency and growth in literacy and numeracy
- Target resources towards subgroups (e.g. exceptional education and English learners, economically disadvantaged)

We Are Caring For Every Child

- Implement SEL programs to improve conflict-resolution skills, resulting in an increase in student attendance and decrease in out-of-school suspensions
- Increase the percentage of students who feel comfortable seeking support from a trusted adult by strengthening schoolwide relationship-building practices and promoting a culture of belonging.

We Are Sparking Student Curiosity

- Promote robust computer science, arts, world language and enrichment offerings
- Implement programs that encourage real-world skills, critical thinking, collaboration and student ownership

“Community of Believers”

Our Strength is Our Team

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff

Our Responsibility Is Shared

- Strengthen family engagement by increasing meaningful communication, participation, and partnership opportunities
- Strengthen family engagement that empowers families to support student learning and academic success

Our School Is Efficient & Effective

- Increase the number of students choosing “very safe” or “extremely safe” on Safety Perception survey
- 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
<div>1 Goal</div> <div>We Are Strengthening Our Instructional Core ➤ TBD ➤ TBD</div> <div>We Are Caring For Every Child ➤ TBD ➤ TBD</div> <div>We Are Sparking Student Curiosity ➤ TBD ➤ TBD</div>	<div>3 Goal</div> <div>Our Strength is Our Team ➤ TBD ➤ TBD</div> <div>Our Responsibility Is Shared ➤ TBD ➤ TBD</div> <div>Our School Is Efficient & Effective ➤ TBD ➤ TBD</div>
<div>2 Goal</div>	<div>4 Goal</div>

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- 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

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.”

We Are Strengthening

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Caring

- TBD- Strategic Objective
- TBD- Strategic Objective

We Are Sparking

- TBD- Strategic Objective
- TBD- Strategic Objective

TBD- Strategic Objective



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

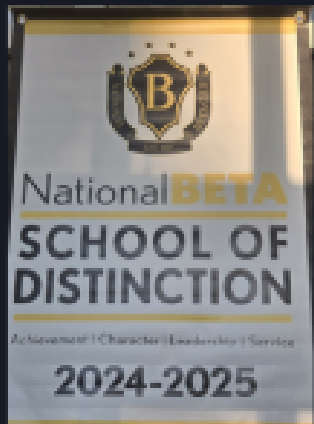


Family Engagement

November 18, 2025



Ralph J. Bunche Middle School- *Continuing the Legacy of Excellence*



Student Achievement

- **2 Carson Scholarship Recipients**
- **HS certified teachers: Earth Science (6th), Biology (7th), Physical Science (8th)**
- **Advanced Math (students have completed Algebra 1 and 2, Geometry)**
- **Beyond the Day**
- **National Beta Club School of Distinction 2024-2025**
- **District Winners: Science Fair, Technology Fair, Spanish Spelling Bee**
- **Consistent yearly growth in all content areas**
- **Competitive athletics-Competition Cheer, Basketball, Baseball, Football/Flag, Track, Cross Country, Soccer**

Ralph J. Bunche Middle School- *Continuing the Legacy of Excellence*



Programs

- Be the Voice; Student Government
- VILS Lab, PLTW, Computer Science, Music Tech, Audio Visual, Visual/Performing Arts

Student Support

- Behavior Specialist; Restorative Conferences
- Big Brother Big Sister, Community in Schools, Family Ties, ASAS

Staff Achievements

- APS Equity Champion
- Counselors earned 2024-2025 Platinum Level Award, for equitable access and comprehensive counseling program
- APOTV Finalist 2025; MS TOTV Finalist 2023



Cluster Advisory Team Report

Ms. Deidre Whitfield





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 Peoples 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

Announcements



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Thank you