

Harper Archer Elementary School

Date: **October 28, 2025**

Time: **5:00 PM**

Location: Virtual Zoom Meeting

- I.** Call to order: 5:04 p.m.
- II.** Roll Call

Role	Name <i>(or Vacant)</i>	Present or Absent
Principal	Crystal January	Present
Parent/Guardian	Janenin Collins	Absent
Parent/Guardian	April Waits	Absent
Parent/Guardian	Bernikka Elder	Present
Instructional Staff	Tabetha Barker	Present
Instructional Staff	Medalana Smith	Absent
Instructional Staff	Satin Booker	Present
Community Member	Cynthia Culbreath	Present
Community Member	Cynthia Jewell	Absent
Swing Seat	Cheryl Jackson	Present
Non-Voting Member	Matthew Graves	-----
Student <i>(High Schools)</i>		

Quorum Established: Yes

III. Action Items

A. Approval of Agenda

Motion made by: Bernikka Elder ; Seconded by: Cheryl Jackson

Members Approving: 5

Members Opposing: 0

Members Abstaining: 0

Motion Pass

B. Approval of Previous Minutes:

Motion made by: Cynthia Culbreath ; Seconded by: Bernikka Elder

Members Approving: 5

Members Opposing: 0

Members Abstaining: 0

Motion Pass

IV. Discussion Items

A. 2025-2030 Strategic Plan Development

Dr. January mentioned that APS made revisions to its strategic plan. The team reviewed the APS strategic plan and noted that APS added the word *educate* to its mission because the goal is to educate Atlanta's students. Dr. January, Ms. Barker, and Dr. Pope read and spoke in the objectives outlined in the APS Our Community of Believers Getting Back to the Basics form. Dr. January made the connection to how HAES has scholars in the identified areas/subgroups and how we are working to strengthen our instructional core. Ms. Barker added how we are in alignment with caring for every child by placing focus on culture, climate, and attendance.

Dr. January shared that the district landed on 3 major goals (literacy and math 20% increase in proficiency and equitable access to specialized education programs). The team reviewed the questions lifted in the strategic plan, and Dr. January shared how these questions are important when considering revisions to our mission and vision. Dr. January stated that the mission and vision of the district and the school must be aligned, and that the team is able to allot to meetings to get the work approved and ranked by January 2026.

Dr. January reviewed the KPI form and discussed how it shows the same focus areas as the back to the basics form and HAES ratings in each area. Ms. Culbreath noticed and brought attention to the climate star rating of 1. Ms. Culbreath asked, "how could the family engagement rating be high when the climate rating is so low?" Dr. January shared that the climate star rating was on the list of priorities and that this rating stems from staff feedback, whereas the engagement rating has a correlation to Infinite Campus and parent feedback.

Dr. January spoke on the current data, and shared that in addition to GMAS we now have MAP data. She discussed where scholars were fall to fall and how there is a lot of turnaround and transformational work, a mindset shift needed around the data and what it tells us. Dr. January also discussed the difference in 5th grade data in relation to where they have performed historically on MAP in the fall.

Mission/Vision

Dr. January stated how all of the information presented thus far should be considered as we work towards revising the HAES mission and vision. She stated that the current mission and vision have been in existence since the school merger in 2019.

The team rated the mission on a scale of 0-5, 0 being strongly *dislike* and 5 being *love it*. There was 1 rating of 4, 1 rating of 3.5, and 3 ratings of 3. Ms. Culbreath shared that her rating was rooted in the mission missing an inspiring or empowerment piece. She shared that the HAES mission needs words that are inspiring and indicate how the mission will be measured.

The team rated the vision on a scale of 0-5, 0 being strongly *dislike* and 5 being *love it*. There were 3 ratings of 4 and 2 ratings of 3. Ms. Barker noted that the words *high-achieving* and *STEAM focused* tie to the KPIs. Ms Elder shared that she really likes the vision and spoke to how it should reflect the power of speaking as if the outcomes we want to see already exist. Ms. Jackson agreed with Ms. Elder and she suggested adding the word *cultivate* to say that we are on our way vs already there or becoming. Dr. January stated that with these ratings we will move forward with slight revisions to both the mission and vision, focusing on word choice and making sure they reflect measurable outcomes.

Dr. January shared that our strategic plan includes a 5% increase in literacy and math proficiency and overall attendance, and that the priorities on the left of the form will change to reflect the wording in the KPIs. She stated that data must be provided around all areas identified in the strategic plan, so in addition to the instructional core items, the team should consider focus items that can be done well.

Dr. January asked for additional comments on the mission and vision alignment. Ms. Culbreath stated how STEM and STEAM isn't listed in HAES focus and questioned if we could include wording around those areas to align with the KPIs and the districts getting back to the basics initiative. Dr. January said that we could make the adjustments because there is a focus on giving more opportunities to engage in the specialized programs.

2030 Goals

Dr. January shared that it is important that we do not overcompensate as we work towards the 20230 goals, and that literacy and math proficiency will be increased in every grade; however, the KPI matrix is focused on 3rd grade, kindergarten (GKIDS), and subgroup performance on GMAS.

The team reviewed and discussed the objectives that should be included in the strategic plan. Ms. Culbreath asked if any of the objectives related to improving the one star climate rating. Ms. Barker stated that engaging and retaining staff ties directly to that. Dr. January reviewed the latest star rating and stated that the heaviest hit on the rating comes from student and teacher incidents. She shared that we would look at how this related to the objective focused on how we care for every child.

Ms. Elder shared that she likes the idea of teacher retention but questioned what is the key to being effective. She stated that the turnover rate does not seem high but wondered how effective are the people being retained, and suggested that we find a collaborative piece between retention and effectiveness.

Ms. Barker lifted focusing on the increase in access and engagement for families and communities to provide wrap-around services and make sure our families have what they need.

Dr. January thanked the team and shared that the process of aligning the mission, vision, and strategic plan will be worked on in the school and the next meeting. She also said that she would dig deeper into the climate and culture star rating.

V. Information Items

A. Principal's Report

Dr. January reported that:

- Scholars will participate in Book-or-Treat on Friday
 - Thanksgiving meal will take place on 11/12 and this is a cashless event
 - Principal chats are ongoing. The next opportunity to chat with Principal January will be on 11/12 and the Monday following
 - December showcase will take place 12/18
 - MAP testing will be 12/11 -12/19
 - We are hosting our first ever book club
 - Volunteers are needed to update flower beds before spring
 - Afterschool tutorial will kick off soon
 - Monthly newsletter will be sent home via multiple communication streams
 - Red Ribbon Week is this week
 - Investments have been made in maker spaces for students and staff
- The team reviewed the parent portal directions

B. APS Forward 2040 –Comprehensive Long-Range Facilities Plan Update

Dr. January shared that there are additional meetings being held on the comprehensive long-range facilities plan. Ms.Barker shared out:

- The goal of the plan is to increase the number of resources available for our students
- Cluster advisory meeting included a review of cluster data, CCRPI matrix, small cluster officers selection, and additional meeting date confirmation (11/18, 2/24, and 4/21)
- There will be more discussion on improving attendance, technology engagement, progress toward KPIs, branding, and facilities progress

VI. Announcements

Ms. Barker announced that the culture and climate committee has started Top 5 celebrations. The first celebration will be held tomorrow for scholars with positive behavior inside and outside of the classroom.

VII. Public Comment

Ms. Barker asked if there were any public comments. Mr. Graves replied that there was one but she was not present.

VIII. Adjournment

Motion made by: Bernikka Elder Seconded by: Cynthia Culbreath

Members Approving: 5

Members Opposing: 0

Members Abstaining: 0

Motion Pass

ADJOURNED AT 6:17 p.m.

Minutes Taken By: Satin Booker

Position: Go Team Secretary

Date Approved: 11.18.25