

# **WELCOME! THE HARPER-ARCHER GO TEAM MEETING WILL START SOON.**

**THE MEETING WILL BE A LIVE BROADCAST THAT IS ALSO RECORDED.**

**TUESDAY, NOVEMBER 18, 2025 AT 5:00 PM**

**DR. CRYSTAL JANUARY, PRINCIPAL**

# Agenda

## Action Items

- Approval of Agenda
- Approval of Previous Minutes

## Discussion Items

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

## Information Items

- Principal's Report
- Cluster Advisory Team Report
- APS Forward 2040 –Facilities Plan Update

## Announcements

## Adjournment

# Action Items

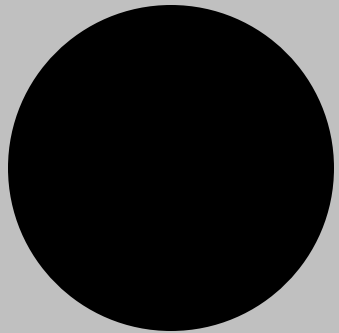
1. Approval of Agenda
2. Approval of Previous Minutes

# 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 (e.g. 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 (e.g. mentors, coaches, counselors)

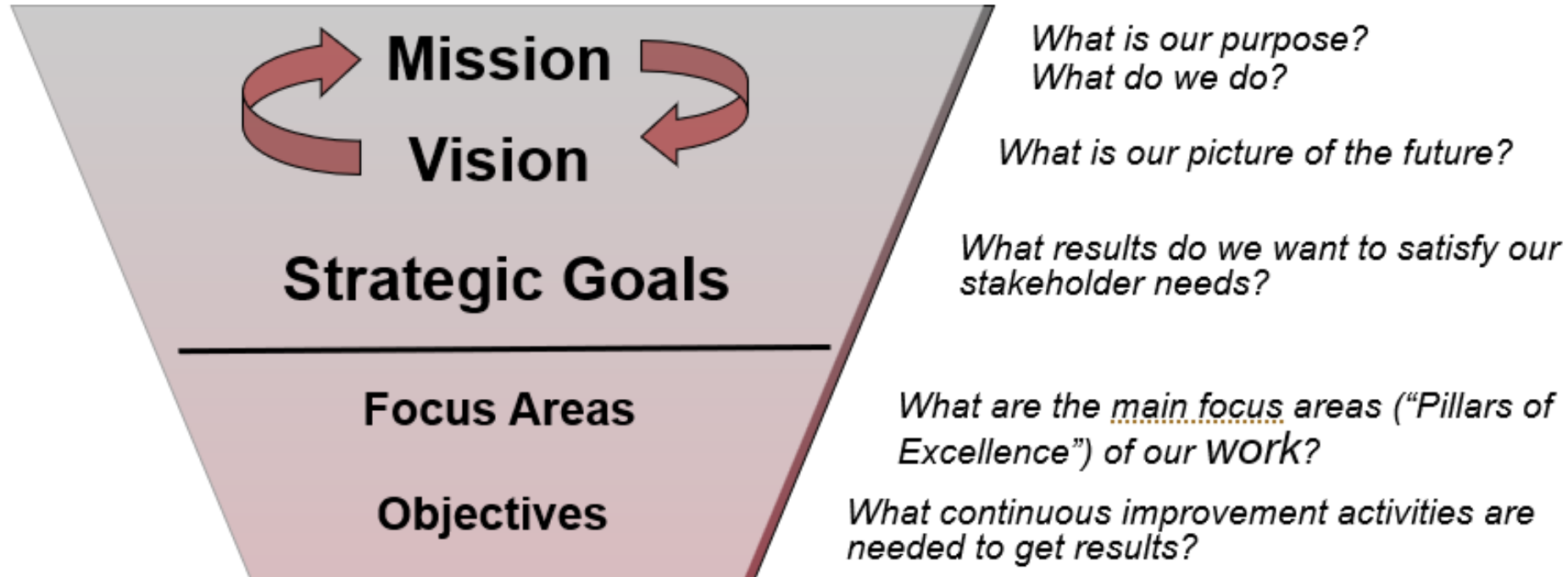
### **We Are Sparking Student Curiosity**

**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 (e.g. 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

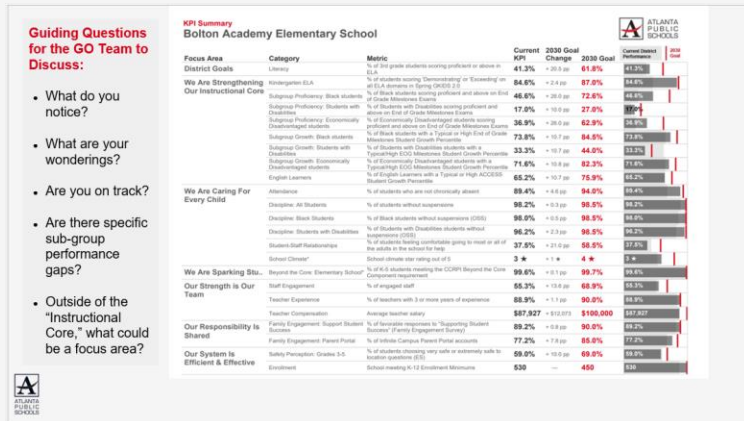
#### **Business Meeting 4 (Budget Allocation):**

- 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.



# Harper-Archer Elementary School

## Proposed Updates to School Mission and Vision:

### Mission

**Current:** Lovingly preparing all scholars to blaze a path towards their college and career choice.

**Adjusted Feedback 1:** Intentionally preparing every child to learn with purpose and dream boldly toward a bright future.

### Vision

**Current:** To become a high-achieving, STEAM-focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

**Adjusted Feedback 1:** Our vision is to cultivate a high-achieving, STEAM-driven ecosystem rooted in equity-where college and career-ready scholars thrive alongside accomplished educators, empowered families, and strategic partners committed to long-term success.

**Adjusted Feedback 2:** To become a joyful, high achieving school where every child learns, grows, and succeeds with the support of caring teachers, families, and community partners.



# Harper-Archer Elementary School

## Proposed Updates to School Mission and Vision:

### KPI Summary Harper-Archer Elementary School



Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	14.0%	+ 21.1 pp	35.0%	14.0%	
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring "Demonstrating" or "Exceeding" on all ELA domains in Spring GKIDS 2.0	37.0%	+ 21.0 pp	58.0%	37.0%	
	Subgroup Proficiency: Black students	% of Black students scoring proficient and above on End of Grade Milestones Exams	11.1%	+ 26.0 pp	37.1%	11.1%	
	Subgroup Proficiency: Students with Disabilities	% of Students with Disabilities scoring proficient and above on End of Grade Milestones Exams	3.9%	+ 10.0 pp	13.9%	3.9%	
	Subgroup Proficiency: Economically Disadvantaged students	% of Economically Disadvantaged students scoring proficient and above on End of Grade Milestones Exams	11.2%	+ 26.1 pp	37.2%	11.2%	
	Subgroup Growth: Black students	% of Black students with a Typical or High End of Grade Milestones Student Growth Percentile	64.2%	+ 10.7 pp	74.9%	64.2%	
	Subgroup Growth: Students with Disabilities	% of Students with Disabilities students with a Typical/High EOG Milestones Student Growth Percentile	58.8%	+ 10.7 pp	69.5%	58.8%	
	Subgroup Growth: Economically Disadvantaged students	% of Economically Disadvantaged students with a Typical/High EOG Milestones Student Growth Percentile	65.8%	+ 10.8 pp	76.5%	65.8%	
	English Learners	% of English Learners with a Typical or High ACCESS Student Growth Percentile	57.1%	+ 10.7 pp	67.8%	57.1%	
	State-Identified Schools	# of schools identified on the state lists (CSI, TSI, ATSI)	On List	-	Not On List	On List	
We Are Caring For Every Child	Attendance	% of students who are not chronically absent	64.9%	+ 15.0 pp	79.9%	64.9%	
	Discipline: All Students	% of students without suspensions	96.9%	+ 1.6 pp	98.5%	96.9%	
	Discipline: Black Students	% of Black students without suspensions (OSS)	96.7%	+ 1.8 pp	98.5%	96.7%	
	Discipline: Students with Disabilities	% of Students with Disabilities students without suspensions (OSS)	98.5%	+ 0.0 pp	98.5%	98.5%	
	Student-Staff Relationships	% of students feeling comfortable going to most or all of the adults in the school for help	57.5%	+ 21.0 pp	78.5%	57.5%	
	School Climate*	School climate star rating out of 5	1 ★	+ 3 ★	4 ★	1 ★	
We Are Sparking Stu..	Beyond the Core: Elementary School*	% of K-5 students meeting the CCRPI Beyond the Core Component requirement	99.0%	+ 0.2 pp	99.1%	99.0%	
Our Strength is Our Team	Staff Engagement	% of engaged staff	63.5%	+ 12.8 pp	76.2%	63.5%	
	Teacher Experience	% of teachers with 3 or more years of experience	83.7%	+ 6.1 pp	89.8%	83.7%	
	Teacher Compensation	Average teacher salary	\$84,958	+ \$15,042	\$100,000	\$84,958	
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.5%	—	90.5%	90.5%	
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.8%	+ 18.9 pp	67.7%	48.8%	
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	58.7%	+ 10.0 pp	68.7%	58.7%	
	Enrollment	School meeting K-12 Enrollment Minimums	496	—	450	496	

# Harper-Archer Elementary School

## Proposed Goals for the 2025-2030 Strategic Plan:



By 2030, increase the percentage of 3rd grade students scoring proficient or above in ELA to 35%.

By 2030, increase the percentage of 3rd grade students scoring proficient or above in Math to 35%.

By 2030, increase the percentage of scholars absent less than 10% of their enrolled days to 79.9%

## 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.)

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- 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)



**One District. One Goal. Every Child.**

# Information Items





## 2024 Climate Star ratings are comprised of four domains:

### 1) Survey

*GA Student Health Survey, Teacher/Staff/Administration GPS, and Parent GPS*

### 2) Discipline

*Student Record Discipline*

### 3) Safe and Substance -Free Learning Environment

*Student Record Discipline and GA Student Health Survey*

### 4) Attendance

*Student, Administrator, Teacher, and Staff*



## Final Score

The final score comprises the initial score and the personalized climate score reported to one decimal place. Star Ratings are assigned based on the final score as follows.

$$\text{Final Score} = \text{Initial Score} + \text{Personalized Climate}$$

## Final Star Rating

The final score, calculated in the previous step, is used to determine the final star ratings. There is a state average score and standard deviation for elementary schools (K-5) and a state average score and standard deviation for middle schools, high schools, and K-12 Schools. The table below shows how the Final Score translates into a Star Rating.

Stars	Determination
5	school final score $\geq$ one standard deviation above the state average
4	state average $\leq$ school final score < one standard deviation above the state average
3	one standard deviation below the state mean $\leq$ school final score < state average
2	two standard deviation below the state mean $\leq$ school final score < one standard deviation below the state mean
1	school final score < two standard deviation below the state average

Stars	2024 Elementary	2024 Middle, High, and K12
5	$\geq 96.4$	$\geq 89.5$
4	$\geq 91.8$	$\geq 83.4$
3	$\geq 87.2$	$\geq 77.3$
2	$\geq 82.6$	$\geq 71.2$
1	< 82.6	< 71.2



## SCHOOL CLIMATE

Survey	74.08
Discipline	85.91
Safe And Substance-Free Learning Environment	73.60
Attendance	87.32

[VIEW DETAILS](#)

## 2019

School	Grade Band	Score	☰
Harper-Archer Middle	Middle	78.3	★★★
Scott	Elementary	88.8	★★★
Invictus	Middle	76.4	★★
FL Stanton	Elementary	86.3	★★
Towns	Elementary	87	★★
Usher-Collier	Elementary	87.1	★★
Douglass	High	69.9	★
Fain	Elementary	80.1	★
Boyd	Elementary	81.9	★

## 2024

School	PBIS*	Grade Band	Score	☰
Scott	N/A	Elementary	89.4	★★★
Douglass	N/A	High	72.7	★★
Invictus	N/A	Middle	63.2	★
Boyd	N/A	Elementary	79.9	★
Harper-Archer ES	N/A	Elementary	80.2	★
Usher-Collier	N/A	Elementary	82	★
FL Stanton	N/A	Elementary	82.3	★

## SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT

73.60



Hide SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT data

Student Drug-Related Incidents (Data)	99.60
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Violent Incidents (Data)	21.60
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Bullying and Harassment Incidents (Data)	99.60
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Student Drug-Related Incidents (Survey)	N/A
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Violent Incidents (Survey)	N/A
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Bullying and Harassment Incidents (Survey)	N/A
--	-----



## Violent Incidents (Data)

School					
Scott	75				
FL Stanton	73.62				
Douglass	72.64				
Invictus	60.99				
Harper-Archer ES	21.6				
Boyd	17.95				
Usher-Collier	13.33				

## Weighted Suspension Rate

Student level discipline data are weighted according to the points displayed in the table below and are based on number of discipline events (not days).

Weighting Rates	
Actions Taken for Discipline Events	Points
No Action	0.0
Any # of ISS Actions	0.5
1-2 OSS (Out of School Suspension) Actions	1.0
3-4 OSS Actions	3.0
5-9 OSS Actions	5.0
10 or more OSS Actions	7.0
Alternative School Assignment	6.0
Expulsion	7.0

Student-level “Weighted Suspension” refers to the maximum point value corresponding to the above “Weighting Rates” table. Compute the sum of all the individual suspension weights. This sum is then divided by the total number of students enrolled at the school as stated in the Student Record student count.

Example:

Student ID	# of ISS*	# of OSS**	Alternative Schools Assignment	Expulsion	Final Student Suspension Weight
S1	0	0	No	No	0
S2	2	2	No	No	1
S3	0	4	Yes	No	6
S4	1	5	No	Yes	7
S5	4	0	No	No	0.5
TOTAL					14.5

\* In School Suspension Actions (not days)

\*\* Out of school Suspension Actions (not days)

**Location:** The school is located in a renovated building that previously housed Harper-Archer Middle School (and originally Harper High School, which opened in 1963).

**Legacy:** The name honors Charles Lincoln Harper, the first principal of Booker T. Washington High School, Atlanta's first public high school for African-American students, and Samuel Howard Archer, the fifth president of Morehouse College.

**Legacy of Underperformance:** The new school inherited students from two institutions that had a long history of low test scores and academic struggles.

**Formation:** Harper-Archer Elementary was the result of an APS initiative to address consistently failing schools in the Douglass cluster on Atlanta's west side. Both Fain and Towns elementary schools had received failing grades on Georgia's school report cards.

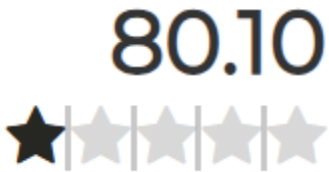
**Neighborhood Instability:** The surrounding area has faced challenges such as the demolition of unsafe apartment complexes, highlighting a degree of community instability that can impact students and families.



HOW DID THE SCHOOL PERFORM ON EACH CLIMATE INDICATOR?

LEGEND

- ID Incomplete Data – Data are not complete
- IP Insufficient Participation – Minimum participation not met
- LI Low Incidence – Count of incidents reported was significantly lower as compared to all schools
- LP Low Participation – Minimum survey participation requirement not met
- N/A Not Applicable – Sub-indicator is not applicable.
- NP No Participation – No participation for this indicator
- NS No Score – School does not receive a score



Atlanta Public Schools District  
Fain Elementary School

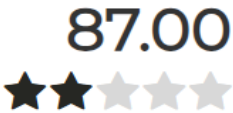
2019

<b>SURVEY</b>	<b>75.86</b>
<a href="#">Hide SURVEY data</a>	
Student	68.08
Teacher / Staff / Administrator	69.50
Parent	90.01
<b>DISCIPLINE</b>	<b>77.31</b>
<a href="#">Hide DISCIPLINE data</a>	
Weighted Suspension Rate	77.31
<b>SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT</b>	<b>78.43</b>
<a href="#">Hide SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT data</a>	
Student Drug-Related Incidents (Data)	100.00
Violent Incidents (Data)	38.24
Bullying and Harassment Incidents (Data)	97.06
Student Drug-Related Incidents (Survey)	N/A
Violent Incidents (Survey)	N/A
Bullying and Harassment Incidents (Survey)	N/A
<b>ATTENDANCE</b>	<b>88.70</b>
<a href="#">Hide ATTENDANCE data</a>	
Student Attendance	69.05
Personnel Attendance	96.11
Administrator Attendance	95.24
Staff Attendance	94.41
<b>ADDITIONAL CONSIDERATIONS</b>	
<a href="#">Hide ADDITIONAL CONSIDERATIONS data</a>	
Initial Score (average of 4 components)	80.08
Positive Behavioral Interventions and Supports (PBIS)	N/A
Maximum of 5 points added	

<b>SURVEY</b>	<b>81.34</b>
<a href="#">Hide SURVEY data</a>	
Student	72.57
Teacher / Staff / Administrator	81.83
Parent	89.64
<b>DISCIPLINE</b>	<b>99.29</b>
<a href="#">Hide DISCIPLINE data</a>	
Weighted Suspension Rate	99.29
<b>SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT</b>	<b>74.51</b>
<a href="#">Hide SAFE AND SUBSTANCE-FREE LEARNING ENVIRONMENT data</a>	
Student Drug-Related Incidents (Data)	100.00
Violent Incidents (Data)	41.18
Bullying and Harassment Incidents (Data)	82.35
Student Drug-Related Incidents (Survey)	N/A
Violent Incidents (Survey)	N/A
Bullying and Harassment Incidents (Survey)	N/A
<b>ATTENDANCE</b>	<b>93.01</b>
<a href="#">Hide ATTENDANCE data</a>	
Student Attendance	75.92
Personnel Attendance	98.29
Administrator Attendance	99.79
Staff Attendance	98.02
<b>ADDITIONAL CONSIDERATIONS</b>	
<a href="#">Hide ADDITIONAL CONSIDERATIONS data</a>	
Initial Score (average of 4 components)	87.04
Positive Behavioral Interventions and Supports (PBIS)	N/A
Maximum of 5 points added	
Unsafe School Choice Option (USCO)	N/A
USCO distinction for 2 consecutive years = 1 star removed	
USCO distinction for 3 consecutive years = 2 stars removed	

Atlanta Public Schools District  
Towns Elementary School

2019



HOW DID STUDENT GROUPS IN THE SCHOOL PERFORM?

AT OR ABOVE GRADE-LEVEL READING

STUDENT ATTENDANCE

BEYOND THE CORE

HOW DID STUDENT GROUPS IN THE SCHOOL PERFORM?

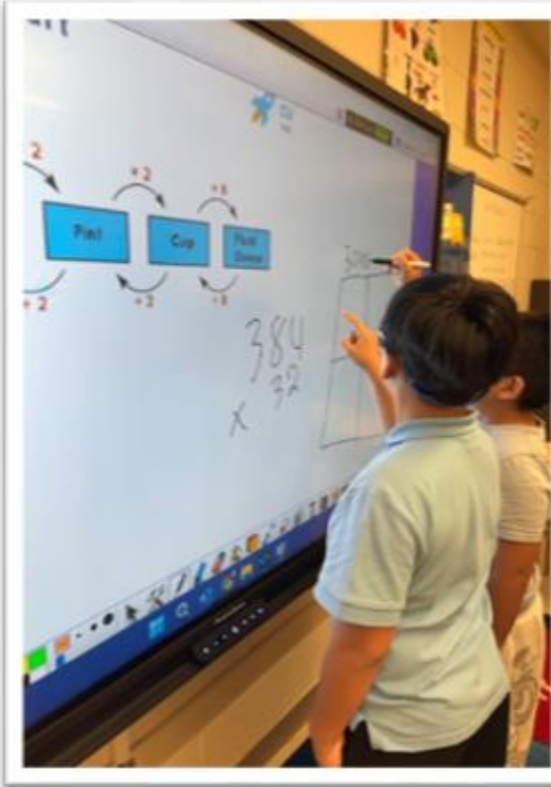
AT OR ABOVE GRADE-LEVEL READING

STUDENT ATTENDANCE

BEYOND THE CORE

	2025	RATE
ALL STUDENTS		66.33%
AMERICAN INDIAN / ALASKAN NATIVE		Too Few Students
ASIAN / PACIFIC ISLANDER		Too Few Students
BLACK		65.06%
HISPANIC		84.48%
MULTI-RACIAL		Too Few Students
WHITE		Too Few Students
ECONOMICALLY DISADVANTAGED		66.33%
ENGLISH LEARNERS		90.70%
STUDENTS WITH DISABILITY		74.07%

	2023	RATE
ALL STUDENTS		52.58%
AMERICAN INDIAN / ALASKAN NATIVE		Too Few Students
ASIAN / PACIFIC ISLANDER		Too Few Students
BLACK		51.70%
HISPANIC		62.26%
MULTI-RACIAL		Too Few Students
WHITE		N/A
ECONOMICALLY DISADVANTAGED		52.58%
ENGLISH LEARNERS		64.10%
STUDENTS WITH DISABILITY		57.41%





# 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.**

Harper-Archer Elementary School was established in August 2019 by the Atlanta Public Schools (APS) as a "turnaround" school, created from the merger of two chronically low-performing institutions: Fain Elementary and Towns Elementary. The district's goal was to consolidate these troubled schools in a newly renovated facility and implement an intensive improvement strategy.

## KPI Summary

### Harper-Archer Elementary School



Focus Area	Category	Metric	Current KPI	2030 Goal Change	2030 Goal	Current District Performance	2030 Goal
District Goals	Literacy	% of 3rd grade students scoring proficient or above in ELA	14.0%	+ 21.1 pp	35.0%	14.0%	
We Are Strengthening Our Instructional Core	Kindergarten ELA	% of students scoring 'Demonstrating' or 'Exceeding' on all ELA domains in Spring GKIDS 2.0	37.0%	+ 21.0 pp	58.0%	37.0%	
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Our Strength is Our Team	Staff Engagement	% of engaged staff	63.5%	+ 12.8 pp	76.2%	63.5%	
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	Teacher Compensation	Average teacher salary	\$84,958	+ \$15,042	\$100,000	\$84,958	
Our Responsibility Is Shared	Family Engagement: Support Student Success	% of favorable responses to "Supporting Student Success" (Family Engagement Survey)	90.5%	—	90.5%	90.5%	
	Family Engagement: Parent Portal	% of Infinite Campus Parent Portal accounts	48.8%	+ 18.9 pp	67.7%	48.8%	
Our System Is Efficient & Effective	Safety Perception: Grades 3-5	% of students choosing very safe or extremely safe to location questions (ES)	58.7%	+ 10.0 pp	68.7%	58.7%	
	Enrollment	School meeting K-12 Enrollment Minimums	496	—	450	496	



ATLANTA  
PUBLIC  
SCHOOLS

# 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

### **We Are Sparking Student Curiosity**

- TBD- Strategic Objective

## “Community of Believers”

### **Our Strength is Our Team**

- TBD- Strategic Objective

### **Our Responsibility Is Shared**

- TBD- Strategic Objective

### **Our School Is Efficient & Effective**

- 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”

# 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:**  
Lovingly preparing all scholars to blaze a path towards their college and career choice.

**SMART Goals**

**Harper Archer Elementary**  
EST. 1913

**Vision:**  
To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

Increase the % of grades 3-5 students scoring proficient or above in reading

Increase the % of grades 3-5 students scoring proficient or above in math

Increase the % of grades 3-5 students being present at least 90% of days enrolled

### APS Strategic Priorities & Initiatives

### School Strategic Priorities

### School Strategies

1. Implement high quality, rigorous, and culturally relevant and linguistically responsive curriculum with fidelity in all core content areas and instructional best practices in Tier 1 Instruction
2. Utilize flexible learning tools, technology integration, and targeted instruction to personalize learning for all students
3. Utilize data to drive all instructional decisions and ensure equitable outcomes for all students.
4. Strengthen the implementation of signature programming across all schools
5. Implement a Whole-Child system of supports that integrates social-emotional learning, behavior, wellness, and comprehensive academic intervention plans
6. Build additional time and support for struggling learners
7. Strengthen the content, planning, and implementation of instructional training, support and coaching
8. Provide equitable opportunities for differentiated professional learning
9. Create and ensure staff has adequate time to utilize a staff wellness room
10. Provide additional planning and preparation time for instructional staff
11. Partner with families and the community to address the needs of all students

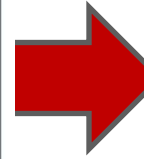
**Fostering Academic Excellence for All**  
Data  
Curriculum & Instruction  
Signature Program

**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**  
Collective Action, Engagement  
& Empowerment

1. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum
2. Strengthen teaching and learning experiences
1. Advance comprehensive wrap around services
1. Provide equitable access to high quality teacher and leader development
2. Enable strategic staffing support.
3. Invest deeply in and foster adult wellness



**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

**Atlanta Public Schools**

# 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)



**Mission:** Lovingly preparing all scholars to blaze a path towards their college and career choice.

## Harper-Archer Elementary School



**Vision:** To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

1 By the end of the 2025-2026 school year, the 3rd-5th grade students will increase the percentage of scholars scoring developing or above from 38% (SY24-25) to 45% (SY25-26) on the spring 2025 EOG in ELA.

2 By the end of the 2025-2026 school year, the 3rd-5th grade students will increase the percentage of scholars scoring developing or above from 49% (SY24-25) to 56% (SY25-26) on the spring 2025 EOG in Math.

3 By the end of the 2030 school year,

### We Are Strengthening Our Instructional Core

- Implement high quality, rigorous curriculum.
- Integrate technology and targeted, data-driven instruction.

### We Are Caring For Every Child

- Increase the percentage of scholars absent less than 10% of their enrolled days by 5% from 66% to 71%.
- Implement a whole child system of supports for SEL, behavior, wellness, and intervention planning.

### We Are Sparking Student Curiosity

- Provide access to readiness (STEAM / real world) connections offerings.

### Our Strength is Our Team

- Implement high quality professional learning.
- Provide high quality coaching.

### Our Responsibility Is Shared

- Partner with families and the community to address the needs of all scholars.

### Our School Is Efficient & Effective

- Maximize facility usage for the scholar and community good.



**Mission:**  
Lovingly preparing all scholars to blaze a path towards their college and career choice.  
**SMART Goals**



**Vision:**  
To become a high-achieving, STEAM focused, equitable community of college and career-ready scholars, expert educators, and engaged parents and partners.

Increase the % of grades 3-5 students scoring proficient or above in reading

Increase the % of grades 3-5 students scoring proficient or above in math

Increase the % of grades 3-5 students being present at least 90% of days enrolled

**APS Strategic Priorities & Initiatives**

**School Strategic Priorities**

**School Strategies**

**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**  
Collective Action, Engagement  
& Empowerment

1. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum

2. Strengthen teaching and learning experiences
1. Advance comprehensive wrap around services
1. Provide equitable access to high quality teacher and leader development

2. Enable strategic staffing support.
3. Invest deeply in and foster adult wellness

1. Implement high quality, rigorous, and culturally relevant and linguistically responsive curriculum with fidelity in all core content areas and instructional best practices in Tier 1 Instruction

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7. Strengthen the content, planning, and implementation of instructional training, support and coaching

8. Provide equitable opportunities for differentiated professional learning

9. Create and ensure staff has adequate time to utilize a staff wellness room
10. Provide additional planning and preparation time for instructional staff

11. Partner with families and the community to address the needs of all students



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

1. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum
2. Strengthen teaching and learning experiences

1. Advance comprehensive wrap around services

1. Provide equitable access to high quality teacher and leader development
2. Enable strategic staffing support.

3. Invest deeply in and foster adult wellness

## 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


1. Cultivate a school – wide literate and numerate community in which scholars read, write, speak and think with clarity, confidence, and fluency across the curriculum
2. Strengthen teaching and learning experiences

## 1. Advance comprehensive wrap around services

1. Provide equitable access to high quality teacher and leader development
2. Enable strategic staffing support.
3. Invest deeply in and foster adult wellness

## 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

*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.*



# 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

 ATLANTA PUBLIC SCHOOLS

- 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 Goal
- TBD- Strategic Goal

**We Are Caring**

- TBD- Strategic Goal
- TBD- Strategic Goal

**We Are Sparking**

- TBD- Strategic Goal
- TBD- Strategic Goal

# 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?



# Principal's Report



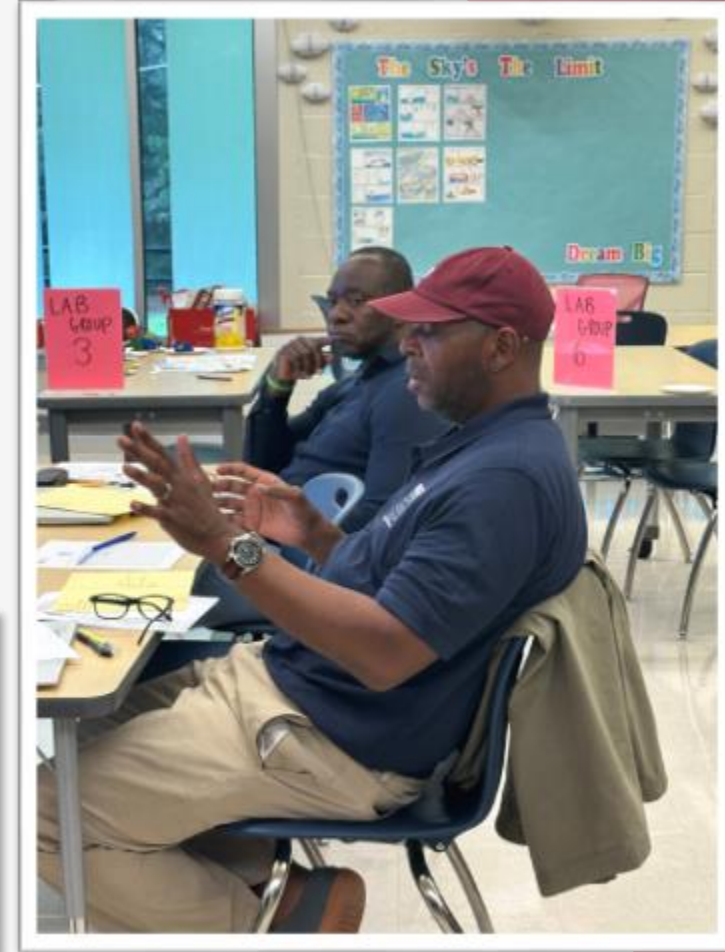


# SCHOOL UPDATES

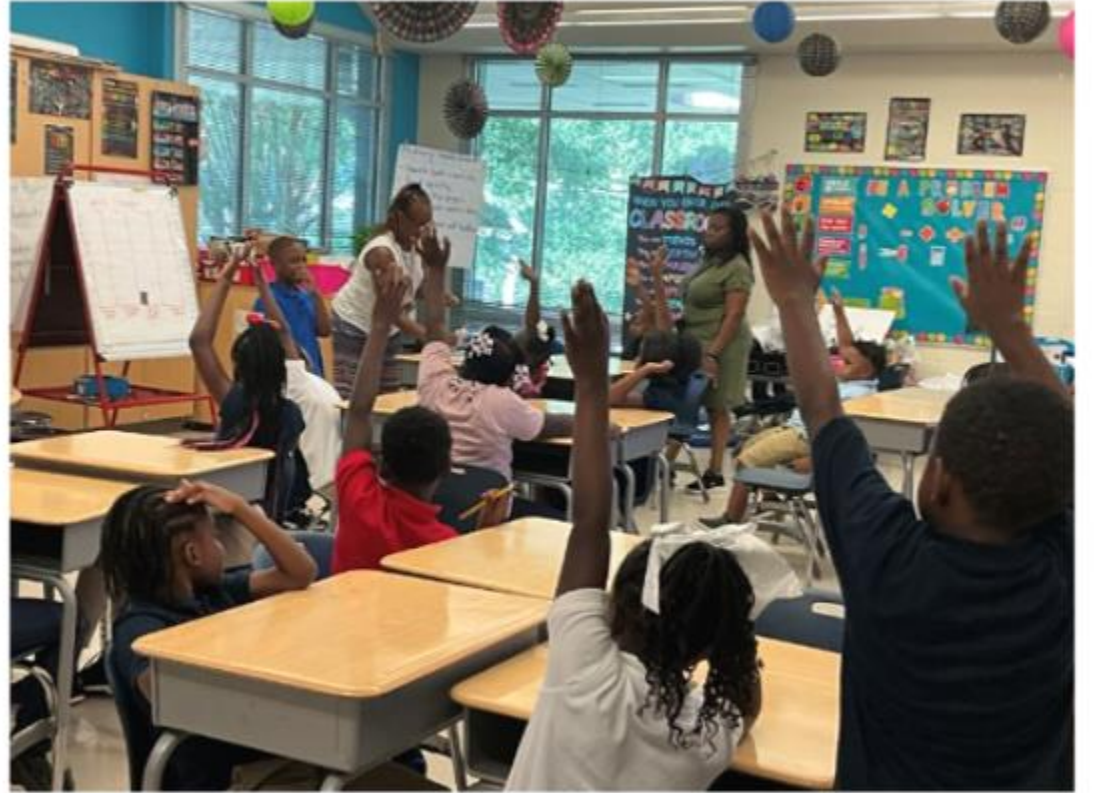


- November 18th—Picture Day
- November 18th-20th—WOW Days (3<sup>rd</sup>-5<sup>th</sup>)
- November 24th-28th—Thanksgiving Break
- December 1st-19th—MAP and AMIRA Testing
- December 19<sup>th</sup>—Holiday Showcase
- December 22nd-January 5th—Holiday Break
- January 28th—APTT #2

# Cluster Advisory Team Report



# Announcements





# Thank you

