

Tuckahoe - School Action Plan - 2024-25 to 2026-27
Principal: Dustin Barnes

Goal #1	Math - Proficiency Gaps - SOL		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SAGS-1-By 2030, at least 90% of APS students will meet or exceed proficiency on the Virginia Standards of Learning (SOL's) assessments and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward closing proficiency gaps.		
Baseline Data	Spring 2024 - SOL - Math 96%	Identify if goal is required based on state or federal requirements, or other guidelines	
	SWD - Pass 76% (gap 20%)		

3 Year Performance Goal

By June 2027, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following goal:

SWD - Increase pass rate from 76% to at least 83%, reducing the gap from 20% to 15%

Annual Performance Goals

Annual Performance Goal Year 1 (2024-25)	By June 2025, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following goal: SWD - Increase pass rate from 76% to at least 78%, reducing the gap from 20% to 18%
Annual Performance Goal Year 2 (2025-26)	By June 2026, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following goal: SWD - Increase pass rate from 78% to at least 81%, reducing the gap from 18% to 16%
Annual Performance Goal Year 3 (2026-27)	By June 2027, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following goal: SWD - Increase pass rate from 81% to at least 83%, reducing the gap from 16% to 15%

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS 1.2-Provide professional learning and coaching support to teachers and instructional assistants to improve the performance of all students based on needs to include a deliberate focus on historically marginalized student groups.

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Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will use all components of the 3 recommended math workshop structures within each unit. Every student will regularly meet with the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. Provide just-in-time support to help students access grade level curriculum.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 *Additional targeted small group 2-5x weekly using research based programs/strategies, progress monitored and documented. (Including Kathy Richardson, Math in Practice, Bridges, Dreambox (assigned lessons only). *Collaborative planning including EL and SpEd teachers to target identified needs. Identify target areas (power standards), to address students still scoring in Below Basic and Basic quantile ranges. Ensure that ELs have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * In addition to the regular math-block, intensive one-on-one or very small group meeting 4-5x weekly using research based programs/strategies, progress monitored and documented. (Bridges, Do the Math, Math Recovery®(by trained Math Recovery teacher), Kathy Richardson) * Progress monitoring every 4-6 weeks and adjustment in time or group made as needed. Communication between classroom teacher and staff providing interventions to support station activities and guided-group activities.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning: Math Workshop and MAP Growth Assessments	Sept - June, ongoing	Administrators, Math Coach	Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles

Progress Monitoring

Strategic Plan - Measures To determine if goal was achieved	LGI-SAGS-1.3-Math SOLs	Strategic Plan - Key Performance Indicators	KPI-SAGS-1.4-% of students passing the Math SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

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School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) Progress Monitoring Data from Interventions"
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Goal #2	Reading - Proficiency Gaps - SOL		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	Spring 2024 - SOL - English 95% EL - Pass 88% (gap 7%) SWD - Pass 80% (gap 15%)	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2027, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from 90% to at least 91%, reducing the gap from 5% to 4% SWD - Increase pass rate from 84% to at least 86%, reducing the gap from 11% to 9%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from 88% to at least 89%, reducing the gap from 7% to 6% SWD - Increase pass rate from 80% to at least 82%, reducing the gap from 15% to 13%		
Annual Performance Goal Year 2 (2025-26)	By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from 89% to at least 90%, reducing the gap from 6% to 5% SWD - Increase pass rate from 82% to at least 84%, reducing the gap from 13% to 11%		

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Annual Performance Goal Year 3 (2026-27)	<p>By June 2027, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>EL - Increase pass rate from 90% to at least 91%, reducing the gap from 5% to 4%</p> <p>SWD - Increase pass rate from 84% to at least 86%, reducing the gap from 11% to 9%</p>
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Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS 1.2-Provide professional learning and coaching support to teachers and instructional assistants to improve the performance of all students based on needs to include a deliberate focus on historically marginalized student groups.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
<p>Tier 1:</p> <ul style="list-style-type: none"> * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations) * Implement CKLA in K-5 for language comprehension 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
<p>Tier 2:</p> <ul style="list-style-type: none"> * Lexia recommended usage for structured literacy at students level * Lexia English for EL 1 and EL 2 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
<p>Tier 3:</p> <ul style="list-style-type: none"> * Structured literacy lessons in addition to core ELA block * Multisensory decoding/encoding lessons; repeated opportunities for practice 	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
<p>Professional Learning</p> <p>Our ELA PD is planned based on staff feedback, observations, classroom walkthroughs and assessments. At each staff meeting where professional learning is offered, staff complete a form to provide on-the-spot feedback. The staff will participate in the following Professional Development Sessions. - CKLA - Lexia Training - 95% Phonics Training - ELA Decodable Text - Small Groups</p>	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	

Progress Monitoring

Strategic Plan - Measures - To determine if goal was achieved	LGI-SAGS-1.1-Reading SOLs	Strategic Plan - Key Performance Indicators	KPI-SAGS-1.2-% of students passing the Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

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School level- NWEA MAP Growth VALLSS Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards"	School level- NWEA MAP Growth VALLSS Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	School level NWEA MAP Growth VALLSS Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]
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Goal #3		Student Well-Being	
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	Your Voice Matters Survey (2024): 61% of students respond favorably to the question. How connected do you feel to at least one adult at your school?	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2027, Tuckahoe will increase the percentage of students to answer favorably from 80% to 90% on the YVM question, How much do you feel like you belong at your school?			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2025, Tuckahoe will increase the percentage of students to answer favorably from 70% to 75% on the YVM question, How much do you feel like you belong at your school?		
Annual Performance Goal Year 2 (2025-26)	By June 2026, Tuckahoe will increase the percentage of students to answer favorably from 75% to 80% on the YVM question, How connected do you feel to at least one adult at your school?		
Annual Performance Goal Year 3 (2026-27)	By June 2027, Tuckahoe will increase the percentage of students to answer favorably from 80% to 85% on the YVM question, How connected do you feel to at least one adult at your school?		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			

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Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Continue to implement Responsive Classroom strategies (Daily Morning Meetings and Closing Circles) Monthly School Wide Morning Meetings * Counselor delivers 20-30 minutes weekly lessons SEL strategies * Establish a team to review SEL data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * Administer SEL survey in the fall and spring to all students in grades 2-6.	*	Sept-June, Ongoing	Principal & AP will support implementation with support from Student Services Office. Team will monitor through check ins, feedback surveys re. PL, observations, and walk throughs.
Tier 2 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Tier 3 * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Professional Learning 1) The school leadership team will continue the professional learning (staff meetings, resource sharing and collaboration, coaching and feedback) around Responsive Classroom Morning Meeting implementation throughout the school year. 2) All staff will engage in professional learning around RC Teacher Language and learn how to incorporate a calming corner/Take a Break spot in every learning space and office in the building. 3) Student Services staff will present trainings to staff and families on the Tier 1, 2 & 3 interventions (RC, Zones of Regulation, etc.).	1-2) August for initial traning, Sept-June, Ongoing	Admin, School leadership team	

Progress Monitoring

Strategic Plan - Measures - To determine if goal was achieved	LGI-SWB-1.2-YVM Student: School Climate	Strategic Plan - Key Performance Indicators	KPI-SWB-1.3-% of students responding favorably to the YVM question, "Is there at least one adult in your school who you can talk to when you need help?" 4th-5th & 6-12th
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	School SEL Survey		YVM

Goal #4

Engaged Workforce

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Strategic Plan Goal Area	Operational Excellence		
Strategic Plan Performance Objectives	PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace climate and staff engagement		
Baseline Data	Your Voice Matters Survey (2024): 65% of the staff responded favorably to the category "Engaged Workplace/Workplace Climate".	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, Tuckahoe will improve the workplace climate by improving (YVM) results on Trust from 80% to 85%. Tuckahoe will improve the workplace climate by improving (YVM) results on performance feedback from 78% to 83%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2025, Tuckahoe will improve the workplace climate by improving (YVM) result on Trust from 71% to 75%. Tuckahoe will improve the workplace climate by improving (YVM) result on performance feedback from 68% to 73%.		
Annual Performance Goal Year 2 (2025-26)	By 2026, Tuckahoe will improve the workplace climate by improving (YVM) result on Trust from 75% to 80%. Tuckahoe will improve the workplace climate by improving (YVM) result on performance feedback from 73% to 78%		
Annual Performance Goal Year 3 (2026-27)	By 2026, Tuckahoe will improve the workplace climate by improving (YVM) results on Trust from 80% to 85%. Tuckahoe will improve the workplace climate by improving (YVM) results on performance feedback from 78% to 83%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SCW-2.5-Develop systems to gather feedback from teachers and staff to inform continuous improvement efforts.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SCW-4.2-Create and maintain a culture of trust and relationships (staff, families, and administration) where concerns are reported (students, staff, families, and administration) and addressed.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Administration staff being visible in classrooms and hallways.	August through June	Admin, Leadership Team	Principal & AP will monitor by conducting a quarterly survey at the end of each quarter to monitor our progress on this action step. We will use staff feedback to make adjustments
Team Rep meetings throughout the year. Grade Level reps provide feedback on initiatives and school climate needs and strengths.	August through June	Admin, Leadership Team	

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Provide Staff with feedback in a timely manner after observations.	August through June	Admin, Leadership Team	as needed to our practice.

Progress Monitoring

Strategic Plan - Measures - To determine if goal was achieved	LGI-SCW-2.1-YVM Staff: Workplace Climate	Strategic Plan - Key Performance Indicators	KPI-SCW-2.2-% staff responding favorably to YVM category Engaged Workforce: Workplace Climate
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
Quarterly Survey	Quarterly Survey	Quarterly Survey	YVM/Quarterly Survey

Goal #5	Partnerships		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-P-3-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Baseline Data	YVM (2024) Partnerships: Family Engagement- 83% favorable response	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, Tuckahoe Elementary School will maintain at least 95% of APS respond favorably, focusing on the Family Engagement Category on the Your Voice Matter Survey.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2025, Tuckahoe Elementary School will maintain at least 83% of APS respond favorably on the focusing on the Family Engagement Category on the Your Voice Matter Survey.		
Annual Performance Goal Year 2 (2025-26)	By June 2026, Tuckahoe Elementary School will maintain at least 90% of APS respond favorably focusing on the Family Engagement Category on the Your Voice Matter Survey.		

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Annual Performance Goal Year 3 (2026-27)	By June 2026, Tuckahoe Elementary School will maintain at least 95% of APS respond favorably focusing on the Family Engagement Category on the Your Voice Matter Survey.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-P-2.2-Develop and implement family engagement structures and resources systemically to schools ensure family engagement is effective and accessible to all families.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-2.1-Collaborate with and consistently gather feedback from families on family and community engagement and opportunities for improvement.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) Parent Coffees Special Education, Gifted Services, and Academic Night . Opportunities for parents to get involved (Cardboard Night, Harvest Fest) Section for Family Resources in weekly Family Updates email	Sept- June, ongoing	Administration Team	The administration team, staff, and parents will collaborate to plan family engagement opportunities. The administration team will conduct a survey to monitor our progress.
Action 2 (Communicating Effectively): * Utilize ParentSquare (school-wide) as a tool to support staff engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Communication expectations to address student learning, social emotional development, and communication in times of crisis - ensuring shared understanding of communication * Provide time and training for best practices for staff and families to exchange information in culturally and linguistically sustaining ways - all families will receive communication in the way that works for them	Sept- June, ongoing	Administration Team	
Monthly Coffee Meetings, Review of Action Plan Meeting, BTSN, PTA meetings	Sept- June, ongoing	Administration Team	
Progress Monitoring			
Strategic Plan - Measures - To determine if goal was achieved	LGI-P-2.1-YVM Family - Partnerships: Family Engagement	Strategic Plan - Key Performance Indicators	KPI-P-2.2-% families responding favorably to YVM category Partnerships: Family Engagement
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
Quarterly Survey	Quarterly Survey	Quarterly Survey	YVM