

Williamsburg - School Action Plan - 2024-25 to 2026-27
Principal: Bryan Boykin

Goal #1	Math - Opportunity 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	During the 23-24 WMS students had an overall pass rate for math was 95%. Black students increased performance from 71% to 78% and SWD increased performance from 75% to 79% .	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 Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 78% to at least 84 %, reducing the gap from 17% to 12% SWD - Increase pass rate from 79% to at least 85%, reducing the gap from 16% to 12% Econ. Disadvantaged - Increase pass rate from 71% to at least 79%, reducing the gap from 24% to 17%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2025, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 78 % to at least 80 %, reducing the gap from 17% to 15% SWD - Increase pass rate from 79% to at least 81%, reducing the gap from 16% to 14% Econ. Disadvantaged - Increase pass rate from 71% to at least 74%, reducing the gap from 24% to 22%		
Annual Performance Goal Year 2 (2024-25)	By June 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 80 % to at least 82 %, reducing the gap from 16% to 14% SWD - Increase pass rate from 81% to at least 83%, reducing the gap from 15% to 13% Econ. Disadvantaged - Increase pass rate from 74% to at least 77%, reducing the gap from 22% to 19%		
Annual Performance Goal Year 3 (2025-26)	By June 2027, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 82 % to at least 84 %, reducing the gap from 14% to 12% SWD - Increase pass rate from 83% to at least 85%, reducing the gap from 13% to 12% Econ. Disadvantaged - Increase pass rate from 77% to at least 79%, reducing the gap from 19% to 17%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SAGS-2.2-Personalize reading and math instruction to meet the diverse needs of all learners (including time, opportunity, course choice) to annually improve skills and content knowledge. Personalize reading and math instruction to meet the diverse needs of all learners (including time, opportunity, course choice) to annually improve skills and content knowledge.		

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Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS 1.3-Provide structures (professional learning communities planning days, prioritize time in the schedule for planning, common language) that strengthen collaboration, shared belief in ability to achieve intended results, and scaling of best practices across all schools and the division.
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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 begin to use math workshop structures within each unit. * Every student will being to meet regularly meet 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 * 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 students 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. * Additional targeted small group weekly using best instructional strategies, progress monitoring, and document progress.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * Progress monitoring every 6-8 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. * Use very straight-forward, explicit Instruction by breaking down mathematical concepts into smaller, more manageable steps. Clearly explain each step, provide guided practice, and offer opportunities for students to practice independently.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning: -Math teachers participate in ongoing Math workshop training and Math discourse, thinking routines	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	

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
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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 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"

Goal #2	Reading - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data	During the 23-24 WMS students had an overall pass rate for reading was 96%. Black students increased performance from 77% to 78% and SWD increased performance from 74% to 83% . EL students decreased 67% to 60%	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:			
<p>Black - Increase pass rate from 78% to at least 84 %, reducing the gap from 18% to 13%</p> <p>EL - Increase pass rate from 60% to at least 71%, reducing the gap from 36% to 26%</p> <p>SWD - Increase pass rate from 83% to at least 88%, reducing the gap from 13% to 9%</p> <p>ED - Increase pass rate from 81% to at least 86%, reducing the gap from 15% to 11%</p>			
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:		
	<p>Black - Increase pass rate from 78% to at least 80 %, reducing the gap from 18% to 13%</p> <p>EL - Increase pass rate from 60% to at least 64%, reducing the gap from 36% to 26%</p> <p>SWD - Increase pass rate from 83% to at least 85%, reducing the gap from 13% to 9%</p> <p>ED - Increase pass rate from 81% to at least 83%, reducing the gap from 15% to 11%</p>		

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Annual Performance Goal Year 2 (2025-26)	<p>By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Black - Increase pass rate from 80% to at least 82%, reducing the gap from 16% to 15% EL - Increase pass rate from 64% to at least 68%, reducing the gap from 32% to 29% SWD - Increase pass rate from 85% to at least 86%, reducing the gap from 11% to 11% ED - Increase pass rate from 83% to at least 85%, reducing the gap from 13% to 12%</p>		
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>Black - Increase pass rate from 82% to at least 84%, reducing the gap from 15% to 13% EL - Increase pass rate from 68% to at least 71%, reducing the gap from 29% to 26% SWD - Increase pass rate from 86% to at least 88%, reducing the gap from 11% to 9% ED - Increase pass rate from 85% to at least 86%, reducing the gap from 12% to 11%</p>		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SAGS-2.2-Personalize reading and math instruction to meet the diverse needs of all learners (including time, opportunity, course choice) to annually improve skills and content knowledge. Personalize reading and math instruction to meet the diverse needs of all learners (including time, opportunity, course choice) to annually improve skills and content knowledge.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS-2.1-Implement science of reading strategies and curriculum resources to grow all readers, particularly those below proficiency.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Explicit vocabulary Instruction-all content areas * Utilize strategies from Aspire Training and Staff Development in adolescent reading * Lexia powerup	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.
Tier 2: * Core phonics in Reading Strategies Class * Lexia powerup / (Lexia English for EL 1 & 2)	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * Teach students routine they can use to decode multisyllabic words * Immersive Reader, ed tech access for read aloud/translations	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning -ELA staff participating in training from ELA Office including ASPIRE training and benchmark assessments including NWEA	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Progress Monitoring			

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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)
School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY) Teacher/CLT/Grade- -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum	Teacher/CLT/Grade- -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum	School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY) CLT/Teacher -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum	School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY) CLT/Teacher -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum

Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-1-By 2030, at least 80% of students will respond favorably about their school climate, mental health and self-management skills		
Baseline Data	Your Voice Matters Survey - Spring 2024: Student responded at 63% favorable in the category Student Well-Being: Social, Emotional, Mental Health	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2027, at least 84% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, Mental Health			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2025, at least 68% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, Mental Health		
Annual Performance Goal Year 2 (2025-26)	By June 2026, at least 73% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, Mental Health		
Annual Performance Goal Year 3 (2026-27)	By June 2027, at least 75% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, Mental Health		

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Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SWB-5.5-Communicate preventive and intervention resources available within schools and the community to students, families, and staff for both behavior and substance use needs.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SWB-5.1-Communicate and improve tiered behavioral interventions to identify and eliminate root causes of serious behavioral infractions.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement SEL curricular resource (Second Step / Responsive Advisory) * Deliver 30 minutes twice a week of explicit SEL instruction * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Administer SEL survey in the fall and spring to all students grades 3-12	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
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 -All staff participated in pre-service DEI/SEL training in Summer 2024 -Co-teaching teams participated in co-teaching PL (Fall 2024) -SEL committee provides training and guidance to staff on delivery SEL lessons during TA	Sept-June, Ongoing	Admin, School leadership team	

Progress Monitoring

Strategic Plan - Measures - To determine if goal was achieved	Strategic Plan - Key Performance Indicators	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)
LGI-SWB-1.1-YVM Student: Social, Emotional, and Mental Health	KPI-SWB-1.1-% students responding favorably to YVM category Student Well-Being: Social, Emotional, Mental Health: 4th – 5th & 6th-12th	School Survey (based on YVM Question)	School Survey (based on YVM Question)	School Survey (based on YVM Question)	YVM Survey

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Goal #4	Staff: School Safety		
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-SCW-4-By 2030, at least 90% of staff will report feeling safe at their workplace		
Baseline Data	Spring 2024 - % of staff and teachers who respond "Almost Always" or "Frequently" survey question, "How often during the current school year have received recognition for doing good work? Staff - 20% Teachers - 29%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work? will increase from 50% to 55%.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2024-25)	By June 2024, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work? will increase from Staff: 20% to 30%; Teachers: 29% 39%		
Annual Performance Goal Year 2 (2025-26)	By June 2025, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work? will increase from Staff: 30% to 40%; Teachers: 39% 49%		
Annual Performance Goal Year 3 (2026-27)	By June 2026, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work? will increase from Staff: 40% to 50%; Teachers: 49% 59%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SCW-4.1-Create a framework to support school leaders with fostering a positive school climate that promotes respect, inclusivity, conflict resolution, restorative practices, and empowers staff to implement tiered behavioral interventions		
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

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1. Leaders of The Pack Awards	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings
2. Staff Shout Outs via Staff Newsletter	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings
3. Staff Wolf Paw Incentive	Sept-June	Admin & Students	Principal & AP will monitor through planning during weekly admin meetings
4. Staff Announcements that highlight outstanding work	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings

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)
	Staff Survey		YVM

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	Spring 2024 76% favorable responses in Partnerships: Family Engagement	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

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By June 2027, maintain at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results

Annual Performance Goals

Annual Performance Goal Year 1 (2024-25)	By June 2025, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results
Annual Performance Goal Year 2 (2025-26)	By June 2026, maintain at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results
Annual Performance Goal Year 3 (2026-27)	By June 2027, maintain at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-P-2.1-Collaborate with and consistently gather feedback from families on family and community engagement and opportunities for improvement.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) *List the component & 2-3 practices from the FACE checklist that you will focus on --Strengthening the process for welcoming new families (Quarterly meetings, targeted outreach) --sharing academic progress data with all families	Sept- June, ongoing	Leadership team	Principal & AP will monitor through check-in meetings with new family liasion [counselor]
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff to engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways.	Sept- June, ongoing	All Staff	Principal & AP will monitor by periodically reviewing staff use of ParentSquare

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Action 3 (Student Success): * Host at least four parent workshops/information/training sessions that directly support student success, specifically: -Open to all but focus on new families [Academic planning & supports, SEL supports, Parent Resources)	Sept- June, ongoing	Leadership team	Principal, AP, DOC will monitor through planning during weekly admin meetings

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-1.1-% of students responding favorably to YVM category Student Partnerships: School & Community*
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)
Exit tickets during PTA meetings, workshops, Parent Coffee Hours	School Survey	Exit tickets during PTA meetings, workshops, Parent Coffee Hours	YVM