

# ASFS - School Action Plan - School Year 2025-26 to 2027-28

## Principal: Gina Miller

| Goal #1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Math - 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 2025 -SOL - Math<br>All Students: 89%<br>Black - Pass 68% (opp. Gap 11%)<br>Hispanic - Pass 76% (opp. gap 23%)<br>EL - Pass 62% (opp. gap 27%)<br>SWD - Pass 56% (opp. gap 31%)                                                                                                                                                                                                                                                                                                   | Identify if goal is required based on state or federal requirements, or other guidelines |  |
| 3 Year Performance Goal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                          |  |
| By June 2028, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:<br>ALL: 89% ASFS<br>Black - Increase pass rate from 68% to at least 89%, reducing the gap from 21% to 0%<br>Hispanic - Increase pass rate from 77% to at least 89%, reducing the gap from 12% to 0%<br>EL - Increase pass rate from 62% to at least 78%, reducing the gap from 27% to 11%<br>SWD - Increase pass rate from 58% to 75%, reducing the gap from 31% to 14% |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                          |  |
| Annual Performance Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                          |  |
| Annual Performance Goal<br>Year 1 (2025-26)                                                                                                                                                                                                                                                                                                                                                                                                                                                            | By June 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:<br>ALL 89%<br>Black - Increase pass rate from 68% to at least 75%, reducing the gap from 21% to 14%<br>Hispanic - Increase pass rate from 76% to 81%, reducing the gap from 12% to 8%<br>EL - Increase pass rate from 62% to at least 68%, reducing the gap from 27% to 21%<br>SWD - Increase pass rate from 56% to 64%, reducing the gap from 33% to 25% |                                                                                          |  |
| Annual Performance Goal<br>Year 2 (2026-27)                                                                                                                                                                                                                                                                                                                                                                                                                                                            | By June 2027, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:<br>ALL 89%<br>Black - Increase pass rate from 75% to at least 82%, reducing the gap from 14% to 7%<br>Hispanic - Increase pass rate from 81% to 85%, reducing the gap from 8% to 4%<br>EL - Increase pass rate from 68% to at least 74%, reducing the gap from 21% to 15%<br>SWD - Increase pass rate from 64% to 70%, reducing the gap from 25% to 19%   |                                                                                          |  |

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                   |                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Annual Performance Goal<br>Year 3 (2027-28)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | By June 2028, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:<br>ALL 89%<br>Black - Increase pass rate from 82% to at least 89%, reducing the gap from 7% to 0%<br>Hispanic - Increase pass rate from 85% to 89%, reducing the gap from 4% to 0%<br>EL - Increase pass rate from 74% to at least 78%, reducing the gap from 15% to 11%<br>SWD - Increase pass rate from 70% to 75%, reducing the gap from 19% to 14% |                                                   |                                                                                                                                              |
| 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) -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                   |                                                                                                                                              |
| Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                   |                                                                                                                                              |
| Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Timeline                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Responsible & Accountable                         | Monitoring for Implementation                                                                                                                |
| <b>Tier 1</b><br>* Implement Mathematics curriculum utilizing county provided curriculum and curricular resources.<br>* Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students.<br>* 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.<br>* 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. |
| <b>Tier 2</b><br>*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), and/or Do The Math (as appropriate and by need)<br>*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 |                                                                                                                                              |
| <b>Tier 3</b><br>* 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)<br>* 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 |                                                                                                                                              |

# ASFS - School Action Plan - School Year 2025-26 to 2027-28

**Principal: Gina Miller**

|                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                     |                                                                                                                                                                                                                             |                                                                                                                                                                                                                      |                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Professional Learning:</b> Our focus will be to embed PD on utilizing all three math workshop structures-particularly focusing on the one task structure to reach deeper understanding and learning. This way we are ensuring teachers are actually using math workshop and strengthening the main structure, while building on the one task structure. |                                                                                                                                                                     | Sept - June, ongoing                                                                                                                                                                                                        | Administrators, Math Coach                                                                                                                                                                                           | Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles |
| <b>Progress Monitoring</b>                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                     |                                                                                                                                                                                                                             |                                                                                                                                                                                                                      |                                                                                                      |
| <b>Strategic Plan Measures</b><br>To determine if goal was achieved                                                                                                                                                                                                                                                                                        | LGI-SAGS-1.3-Math SOLs                                                                                                                                              | <b>Strategic Plan Key Performance Indicators</b>                                                                                                                                                                            |                                                                                                                                                                                                                      | KPI-SAGS-1.4-% of students passing the Math SOL                                                      |
|                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                     |                                                                                                                                                                                                                             |                                                                                                                                                                                                                      |                                                                                                      |
| <b>Evidence of Progress toward Annual Goal (MP1)</b>                                                                                                                                                                                                                                                                                                       | <b>Evidence of Progress toward Annual Goal (MP2)</b>                                                                                                                | <b>Evidence of Progress toward Annual Goal (MP3)</b>                                                                                                                                                                        | <b>Evidence of Progress toward Annual Goal (MP4)</b>                                                                                                                                                                 |                                                                                                      |
| <b>School level-</b><br>NWEA - MAP Growth<br><br><b>Teacher/CLT/Grade</b><br>-District Benchmarks [Mastery Connect]<br>-SOL Quick Checks (Just in time Quick Checks)<br>-Progress Monitoring Data from Interventions                                                                                                                                       | <b>Teacher/CLT/Grade</b><br>-District Benchmarks [Mastery Connect]<br>-SOL Quick Checks (Just in time Quick Checks)<br>-Progress Monitoring Data from Interventions | <b>School level</b><br>NWEA - MAP Growth<br><br><b>Teacher/CLT/Grade</b><br>-District Benchmarks [Mastery Connect]<br>-SOL Quick Checks (Just in time Quick Checks)<br>-Progress Monitoring Data from Interventions<br>-VGA | <b>School level-</b><br>NWEA - MAP Growth<br><br><b>Teacher/CLT/Grade</b><br>-District Benchmarks [Mastery Connect]<br>-SOL Quick Checks (Just in time Quick Checks)<br>Progress Monitoring Data from Interventions" |                                                                                                      |

|                                              |                                                                                                                                                                                                                                                                                                        |                                                                                                 |  |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--|
| <b>Goal #2</b>                               | <b>English - SOL</b>                                                                                                                                                                                                                                                                                   |                                                                                                 |  |
| <b>Strategic Plan Goal Area</b>              | Student Academic Growth & Success                                                                                                                                                                                                                                                                      |                                                                                                 |  |
| <b>Strategic Plan Performance Objectives</b> | 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. |                                                                                                 |  |
| <b>Baseline Data</b>                         | <b>Spring 2025 - SOL - Reading</b><br><b>ALL:</b> Pass 86%<br><b>Hispanic</b> - Pass 68% (opp. gap 18%)<br><b>EL</b> - Pass 47% (opp. gap 39%)<br><b>SWD</b> - Pass 44% (opp. gap 40%)<br><b>Advanced Academic learners</b> - Pass Advanced 48%                                                        | <b>Identify if goal is required based on state or federal requirements, or other guidelines</b> |  |
| <b>3 Year Performance Goal</b>               |                                                                                                                                                                                                                                                                                                        |                                                                                                 |  |

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

**By June 2028, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:**

**ALL: 89%**

**Hispanic** - Increase pass rate to 75%, reducing gap 7%

**EL** - Increase pass rate to 60% reducing the gap 13%

**SWD** - Increase pass rate to 60% reducing the gap 14%

**AA** - Increase **pass advanced rate** to 60% for Advanced Academics learners

#### ALL

#### Annual Performance Goal Year 1 (2025-26)

**By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:**

**ALL: 86% ASFS**

Hispanic - Increase pass rate from 68% to 71%, reducing gap 3%

EL - Increase pass rate from 47% to 52% reducing the gap 5%

SWD - Increase pass rate from 44% to 60% reducing the gap 16%

AA - Increase **pass advanced rate** from 48% to 52%

#### Annual Performance Goal Year 2 (2026-27)

**By June 2027 opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:**

**ALL: 89%**

Hispanic - Increase pass rate from 71% to 74%, reducing gap 3%

EL - Increase pass rate from 52% to 56% reducing the gap 4%

SWD - Increase pass rate from 46% to 53% reducing the gap 7%

AA - Increase **pass advanced rate** from 48% to 52%

#### Annual Performance Goal Year 3 (2027-28)

**By June 2028 opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following:**

**ALL: 89%**

Hispanic - Increase pass rate from 74% to 75%, reducing gap 1%

EL - Increase pass rate from 56% to 60%, reducing the gap 4%

SWD - Increase pass rate from 53% to 60% reducing the gap 7%

AA - Increase **pass advanced rate** from 52% to 56%

#### 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-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 |
|--------------|----------|---------------------------|-------------------------------|
|--------------|----------|---------------------------|-------------------------------|

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

|                                                                                                                                                                                                                                                                                                                                       |                    |                                          |                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Tier 1:</b><br>* Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations)<br>* 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. |
| <b>Tier 2:</b><br>* Lexia recommended usage for structured literacy at students level<br>* Lexia English for EL 1 and EL 2                                                                                                                                                                                                            | Sept-June, ongoing | Admin, All Teachers, Reading Specialist, |                                                                                                                                              |
| <b>Tier 3:</b><br>* Structured literacy lessons in addition to core ELA block<br>* Multisensory decoding/encoding lessons; repeated opportunities for practice                                                                                                                                                                        | Sept-June, ongoing | Admin, All Teachers, Reading Specialist, |                                                                                                                                              |
| <b>Professional Learning:</b> We would provide PD embedded in the CLT framework. There needs to be 3 strands of PD. For New Teachers: Content and Curriculum work with the coaches. For K-2: Using Dibles data to support students in small groups and intervention groups. For 3-5: using progress monitoring data for comprehension | Sept-June, ongoing | Admin, All Teachers, Reading Specialist, |                                                                                                                                              |

### Progress Monitoring

| Strategic Plan Measures<br>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)                                                                                                         |
| <b>School level-</b><br>NWEA<br>VALLSS<br><br><b>Teacher/CLT/Grade-</b><br>-End of Unit [Mastery Connect]<br>-Quarterly Assessments [Mastery Connect] | <b>Teacher/CLT/Grade-</b><br>-End of Unit [Mastery Connect]<br>-Quarterly Assessments [Mastery Connect] | <b>School level-</b><br>NWEA<br>VALLSS<br><br><b>Teacher/CLT/Grade-</b><br>-End of Unit [Mastery Connect]<br>-Quarterly Assessments [Mastery Connect] | <b>School level-</b><br>NWEA<br>VALLSS<br><br><b>Teacher/CLT/Grade-</b><br>-End of Unit [Mastery Connect]<br>-Quarterly Assessments [Mastery Connect] |

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

| Goal #3                               | Student Well-Being: School Safety                                                                                                           |                                                                                          |  |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--|
| Strategic Plan Goal Area              | Student Well-Being                                                                                                                          |                                                                                          |  |
| Strategic Plan Performance Objectives | PO-SWB-5-By 2030, at least 90% of APS students will report feeling safe at school                                                           |                                                                                          |  |
| Baseline Data                         | Spring 2025 - YVM<br>-Student Well-Being: School Safety - 76% of students responded favorably<br><br>92% responded they feel safe at school | Identify if goal is required based on state or federal requirements, or other guidelines |  |
| <b>3 Year Performance Goal</b>        |                                                                                                                                             |                                                                                          |  |

By 2028, at least 84% of students will respond favorably to the YVM category: Student Well-Being: School Safety

| Annual Performance Goals                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                   |                           |                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-------------------------------|
| Annual Performance Goal Year 1 (2025-26)                                                                                                                                                                                                                                                                                                                                                                                                                                            | By 2026, at least 79% of students will respond favorably to the YVM category: Student Well-Being: School Safety                                                                                                                                                   |                           |                               |
| Annual Performance Goal Year 2 (2026-27)                                                                                                                                                                                                                                                                                                                                                                                                                                            | By 2027, at least 82% of students will respond favorably to the YVM category: Student Well-Being: School Safety                                                                                                                                                   |                           |                               |
| Annual Performance Goal Year 3 (2027-28)                                                                                                                                                                                                                                                                                                                                                                                                                                            | By 2028, at least 84% of students will respond favorably to the YVM category: Student Well-Being: School Safety                                                                                                                                                   |                           |                               |
| Strategic Plan Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                   |                           |                               |
| Strategic Plan Strategies- PRIMARY                                                                                                                                                                                                                                                                                                                                                                                                                                                  | S-SWB-1.3-Foster strong student-teacher relationships while ensuring all students have at least one school-based adult who support and encourage their academic and personal growth with whom they build trusting relationships.                                  |                           |                               |
| Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -                                                                                                                                                                                                                                                                                                                                                                                                                                  | S-SWB-1.2-Identify and train school and division staff on: (a)Evidence-based universal SEL curriculum that includes opportunities for student-student and student-staff dialogue and discussion, (b) Evidence-based social-emotional and behavioral interventions |                           |                               |
| Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                   |                           |                               |
| Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Timeline                                                                                                                                                                                                                                                          | Responsible & Accountable | Monitoring for Implementation |
| Tier 1<br>* Implement SEL curricular resource (RC)<br>* Deliver 20-30 minutes daily of explicit SEL instruction<br>* Establish a team to review data and determine student needs and interventions<br>* Identify SEL Lead who will act as a liason between your school and central office<br>* Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs<br>* Administer SEL survey in the fall and spring to all students grades 3-12 | Sept-June, Ongoing                                                                                                                                                                                                                                                | Admin, All Staff          | Principal & APs will support  |

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

|                                                                                                                                                                                                                                                                                                                   |                                                      |                               |                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Tier 2</b><br>* 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              | with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs. |
| <b>Tier 3</b><br>* 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              |                                                                                                             |
| <b>Professional Learning</b><br>1) School leadership team will model Morning Meeting structure and facilitation and provide coaching throughout SY including staff meetings<br>2) Student Service staff will participate in training on the Tier 2 & 3 interventions (i.e. Coping Cat, Zones of Regulation, etc.) | 1-2) August for initial training, Sept-June, Ongoing | Admin, School leadership team |                                                                                                             |

#### Progress Monitoring

|                                                                  |                                                      |                                                      |                                                                                                                                                                           |
|------------------------------------------------------------------|------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strategic Plan Measures To determine if goal was achieved</b> | LGI-SWB-1.3-YVM Student:Trusted Adult                | <b>Strategic Plan Key Performance Indicators</b>     | 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 |
|                                                                  |                                                      |                                                      |                                                                                                                                                                           |
| <b>Evidence of Progress toward Annual Goal (MP1)</b>             | <b>Evidence of Progress toward Annual Goal (MP2)</b> | <b>Evidence of Progress toward Annual Goal (MP3)</b> | <b>Evidence of Progress toward Annual Goal (MP4)</b>                                                                                                                      |
|                                                                  | School Survey (based on YVM Question)                | SEL Survey                                           | YVM                                                                                                                                                                       |

|                                              |                                                                                                           |                                                                                                 |    |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|----|
| <b>Goal #4</b>                               | <b>Workplace Climate</b>                                                                                  |                                                                                                 |    |
| <b>Strategic Plan Goal Area</b>              | Student Centered Workforce                                                                                |                                                                                                 |    |
| <b>Strategic Plan Performance Objectives</b> | PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace climate and staff engagement |                                                                                                 |    |
| <b>Baseline Data</b>                         | Your Voice Matters (2025)<br>Engagement Workforce: Workplace Climate - 71%                                | <b>Identify if goal is required based on state or federal requirements, or other guidelines</b> | No |
| <b>3 Year Performance Goal</b>               |                                                                                                           |                                                                                                 |    |

By 2028, 80% of staff will respond favorably to the YVM category, EngagedWorkforce: Workplace Climate

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

#### Annual Performance Goals

|                                                 |                                                                                                        |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>Annual Performance Goal Year 1 (2025-26)</b> | By 2026, 75% of staff will respond favorably to the YVM category, Engaged Workforce: Workplace Climate |
| <b>Annual Performance Goal Year 2 (2026-27)</b> | By 2027, 78% of staff will respond favorably to the YVM category, Engaged Workforce: Workplace Climate |
| <b>Annual Performance Goal Year 3 (2027-28)</b> | By 2028, 80% of staff will respond favorably to the YVM category, Engaged Workforce: Workplace Climate |

#### Strategic Plan Strategies

|                                                           |                                                                                                                                                    |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strategic Plan Strategies- PRIMARY</b>                 | S-SCW-2.5-Develop systems to gather feedback from teachers and staff to inform continuous improvement efforts.                                     |
| <b>Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -</b> | S-SCW-2.3-Develop and implement reward and recognition processes for all employees aligned to APS strategic priorities and performance objectives. |

#### Action Steps

| Action Steps                                                                                                                      | Timeline       | Responsible & Accountable                    | Monitoring for Implementation                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------------------|--------------------------------------------------------------------------------------------------|
| Staff will participate in School Action Plan process including data discussion, data collecting and end of year data summary      | 3 times a year | School Leadership team and administration    | Principal & AP will review sign-in sheets and Leadership team notes                              |
| K Staff will participate in creation of classlists                                                                                | 2 times a year | Kindergarten team and school leadership team | Principal & AP will review created class lists                                                   |
| All staff will have access to online data resources such as past assessment data relevant to instructional growth of all students | All year       | All staff                                    | Principal & AP will review Google Hub to ensure it holds all relevant information for ASFS staff |
|                                                                                                                                   |                |                                              |                                                                                                  |

#### Progress Monitoring

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

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

|  |                                       |  |     |
|--|---------------------------------------|--|-----|
|  | Staff Mid-Year and End of Year survey |  | YVM |
|--|---------------------------------------|--|-----|

| Goal #5                                                                                                                                                        |                                                                                                                                                                                                                                                                     | Partnerships                                                                             |                                                       |                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Strategic Plan Goal Area                                                                                                                                       | Partnerships                                                                                                                                                                                                                                                        |                                                                                          |                                                       |                                                                                               |
| Strategic Plan Performance Objectives                                                                                                                          | PO-P-2-By 2030, equitable family engagement will improve as measured by; % families who respond to APS countywide surveys; response demographics mirroring the demographics of the APS student population; 90% of parents responding favorably to family engagement |                                                                                          |                                                       |                                                                                               |
| Baseline Data                                                                                                                                                  | Spring 2025 YVM<br>-67% of families responded favorably to Partnerships: High Expectations - "I feel my child is appropriately challenged by what they learn in class?"                                                                                             | Identify if goal is required based on state or federal requirements, or other guidelines | No                                                    |                                                                                               |
| 3 Year Performance Goal                                                                                                                                        |                                                                                                                                                                                                                                                                     |                                                                                          |                                                       |                                                                                               |
| By the 2028 YVM survey results, parents will respond positively 90% that their children will feel challenged in school                                         |                                                                                                                                                                                                                                                                     |                                                                                          |                                                       |                                                                                               |
| Annual Performance Goals                                                                                                                                       |                                                                                                                                                                                                                                                                     |                                                                                          |                                                       |                                                                                               |
| Annual Performance Goal Year 1 (2025-26)                                                                                                                       | By the 2026 YVM survey, parents will repsond positively 71% that their children feel challenged at school                                                                                                                                                           |                                                                                          |                                                       |                                                                                               |
| Annual Performance Goal Year 2 (2026-27)                                                                                                                       | By the 2027 YVM survey, parents will repsond positively 80% that their children feel challenged at school                                                                                                                                                           |                                                                                          |                                                       |                                                                                               |
| Annual Performance Goal Year 3 (2027-28)                                                                                                                       | By the 2028 YVM survey, parents will repsond positively 90% that their children feel challenged at school                                                                                                                                                           |                                                                                          |                                                       |                                                                                               |
| Strategic Plan Strategies                                                                                                                                      |                                                                                                                                                                                                                                                                     |                                                                                          |                                                       |                                                                                               |
| Strategic Plan Strategies- PRIMARY                                                                                                                             | S-P-2.3-Build trust through consistent, open and transparent two-way communication.                                                                                                                                                                                 |                                                                                          |                                                       |                                                                                               |
| 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)<br>We will work on advocating for every student to develop a personal learning plan, and connecting families with resources. |                                                                                                                                                                                                                                                                     | Sept- June, ongoing                                                                      | All staff, administration and gifted resource teacher | Principal & AP will review Checklists of resources and mentoring with Gifted Resource Teacher |

## ASFS - School Action Plan - School Year 2025-26 to 2027-28

### Principal: Gina Miller

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                                                       |                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Action 2 (Communicating Effectively):</b><br>Utilize ParentSquare 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.<br>Have Gifted Resource teacher share detailed explanation of the referral process at the October PTA meeting<br>Have Gifted Resource teacher share resources and enrichment within the curriculum available for students at home and in school | Sept- June, ongoing | All staff, administration and gifted resource teacher | Principal & AP will meet with Gifted Resource teacher in advance of meetings to discuss agenda. PTA agendas |
| <b>Action 3 (Student Success):</b><br>Provide students enrichment opportunities as a regular part of instruction.                                                                                                                                                                                                                                                                                                                                                                 | Sept- June, ongoing | All staff, administration and gifted resource teacher | Principal & AP will monitor through classroom observations and walkthroughs                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                                                       |                                                                                                             |

### Progress Monitoring

| Strategic Plan Measures<br>To determine if goal was achieved | LGI-P-2.1-YVM Family - Partnerships: Family Engagement | Strategic Plan Key Performance Indicators     | KPI-P-2.1-# families who completed YVM        |
|--------------------------------------------------------------|--------------------------------------------------------|-----------------------------------------------|-----------------------------------------------|
|                                                              |                                                        |                                               |                                               |
| 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) |
|                                                              | Results from school created parent survey              |                                               | YVM                                           |