

Discovery - School Action Plan - 2024-25 - 2026-27
Principal: Erin Healy

Goal #1	Math - Proficiency Gaps - SOL		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SAGS-1-By 2030, at least 90% of APS students will meet or exceed proficiency on the Virginia Standards of Learning (SOL's) assessments and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward closing proficiency gaps.		
Baseline Data	Spring 2025 - SOL - Math Black- 40% Hispanic- 83% EL- 50% SWD- 68% Econ. Disadv- 75% Advanced in Math - 65% pass advanced	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2028, proficiency on the Math SOL (aggregated for all grade levels) will increase by the following tiered goal: Overall - Increase the pass advanced rate from 100% to 100% Advanced in Math - Increase the pass advanced rate from 71% to at least 74% EL - Increase the pass rate from 79% to 81% Black - Increase the pass rate from 79% to 81% Hispanic - Increase the pass rate from 88% to 91% SWD - Increase pass rate from 73% to at least a 76% ED- Increase pass rate from 81% to 84%			
Annual Performance Goal Year 1 (2025-26)	By June 2026, proficiency on the Math SOL (aggregated for all grade levels) will increase by the following tiered goal: Overall - Increase the pass advanced rate from 95% to 98% Advanced in Math - increase the pass advanced rate from 65% to at least a 68% EL - Increase the pass rate from 50% to 76% Black - Increase the pass rate from 40% to 76% Hispanic - Increase the pass rate from 83 % to 85% SWD - Increase pass rate from 68% to 70% ED - Increase pass rate from 75% to at 78%		

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Annual Performance Goal Year 2 (2026-27)	By June 2027, proficiency on the Math SOL (aggregated for all grade levels) will increase by the following tiered goal: Overall - Increase the pass advanced rate from 98 % to 100% Gifted in Math - increase the pass advanced rate from 68% to at least 71% EL - Increase the pass rate from 76% to 79% Black - Increase the pass rate from 76% to 79% Hispanic - Increase the pass rate from 85% to 88% SWD - Increase pass rate from 70% to at least a 73% ED - Increase pass rate from 78% to 81%			
Annual Performance Goal Year 3 (2027-28)	By June 2028, proficiency on the Math SOL (aggregated for all grade levels) will increase by the following tiered goal: Overall - Increase the pass advanced rate from 100% to 100% Gifted in Math - increase the pass advanced rate from 71% to at least 74% EL - Increase the pass rate from 79% to 81% Black - Increase the pass rate from 79% to 81% Hispanic - Increase the pass rate from 88% to 91% SWD - Increase pass rate from 73% to at least a 76% ED- Increase pass rate from 81% to 84%			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-SAGS-2.4-Use systems to inform, encourage, and monitor enrollment in secondary intensified classes to ensure that it is proportional to the enrollment at the school.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
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 where ever they are supporting students. * Teacher will use all components of the 3 recommended math workshop structures within each until. Every student will regularly meet with the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. Provide just-in-time support to help students access grade level curriculum.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach,	Principal & APs will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.	

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Tier 2 *Additional targeted small group 2-5x weekly using research based programs/strategies, progress monitored and documented. (Including Kathy Richardson, Math in Practice, Bridges, only), and/or Do The Math (as appropriate and by need) *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,	Principal & APs will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 3 * In addition to the regular math-block, intensive one-on-one or very small group meeting 4-5x weekly using research based programs/strategies, progress monitored and documented. (Bridges, Do the Math, Math Recovery®(by trained Math Recovery teacher), Kathy Richardson) * Progress monitoring every 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.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach,	Principal & APs will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Professional Learning: Teachers participate in math workshop training. Teachers complete Bridges Intervention training.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach,	Principal & APs will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.

Progress Monitoring

Strategic Plan Measures To determine if goal was achieved	LGI-SAGS-1.3-Math SOLs	Strategic Plan Performance Objectives	KPI-SAGS-1.4-% of students passing the Math SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) Progress Monitoring Data from Interventions"

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Goal #2	Reading - Proficiency Gaps - SOL		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SAGS-1-By 2030, at least 90% of APS students will meet or exceed proficiency on the Virginia Standards of Learning (SOL's) assessments and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward closing proficiency gaps.		
Baseline Data	Spring 2024 - SOL Over all- 93% Pass Advanced Rate- 37.3% Hispanic- 83% Black - 60% EL- 50% SWD- 64% Econ. Disadv- 75%	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 Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Overall - Increase pass rate from 98% to 100% Advanced in Reading - Increase the pass advanced rate from 46% to 49% Hispanic - Increase pass rate from 87% to at least 90% Black - Increase pass rate from 76% to 79% EL - Increase the pass rate from 66% to 69% SWD - Increase pass rate from 73% to at least 76% Dis - Increase the pass rate from 81% to 84%			
Annual Performance Goals			
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: Overall - Increase pass rate from 93% to 96% Advanced in Reading - Increase the advanced pass rate from 37.3% to 43% Hispanic - Increase pass rate from 83% to at least 85% Black - Increase pass rate from 60% to 73% EL - Increase the pass rate from 50% to 64% SWD - Increase pass rate from 64% to at least 70% Dis - Increase the pass rate from 75% to 78%		
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: Overall - Increase pass rate from 96% to 98% Advanced in Reading - Increase the pass advanced rate from 43% to 46% Hispanic - Increase pass rate from 85% to at least 87% Black - Increase pass rate from 73% to 76% EL - Increase the pass rate from 64% to 66% SWD - Increase pass rate from 70% to at least 73% Dis - Increase the pass rate from 78% to 81%		

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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 tiered goal: Overall - Increase pass rate from 98% to 100% Advanced in Reading - Increase the pass advanced rate from 46% to 49% Hispanic - Increase pass rate from 87% to at least 90% Black - Increase pass rate from 76% to 79% EL - Increase the pass rate from 66% to 69% SWD - Increase pass rate from 73% to at least 76% Dis - Increase the pass rate from 81% to 84%		
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Strategic Plan Strategies- PRIMARY	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations) * Implement CKLA in K-5 for language comprehension	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & APs will support with ATSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2: * Lexia recommended usage for structured literacy at students level * Lexia English for EL 1 and EL 2	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * Structured literacy lessons in addition to core ELA block * Multisensory decoding/encoding lessons; repeated opportunities for practice	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning Build teacher capacity in differentiation and scaffolding.	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Progress Monitoring			
Strategic Plan Measures To determine if goal was achieved	LGI-SAGS-1.1-Reading SOLs	Strategic Plan Performance Objectives	KPI-SAGS-1.2-% of students passing the Reading SOL
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)

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School level- NWEA Map Growth (3-5) VALLSS (K-2) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -VGA for taught standards"	School level- NWEA Map Growth (3-5) VALLSS (K-2) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	School level NWEA Map Growth (3-5) VALLSS (K-2) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]
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Goal #3	Student Academic Growth in Math		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SAGS-2-By 2030, at least 90% of elementary, middle school, and Gr. 9 students will annually meet defined growth targets in math and reading.		
Baseline Data	Spring 2025 - % of students meeting Projected Growth is 41.9%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

By June 2028, the % of students who meet their projected growth on the NWEA MAP Growth in Math will will increase from 41.9% to at least 55%

Annual Performance Goals	
Annual Performance Goal Year 1 (2025-26)	By June 2026, the % of students who meet their projected growth on the NWEA MAP Growth in Math will will increase from 41.9% to at least 45%
Annual Performance Goal Year 2 (2026-27)	By June 2027, the % of students who meet their projected growth on the NWEA MAP Growth in Math will will increase from 45% to at least 50%
Annual Performance Goal Year 3 (2027-28)	By June 2028, the % of students who meet their projected growth on the NWEA MAP Growth in Math will will increase from 50% to at least 55%
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) -	
Action Steps	

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Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 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 where ever they are supporting students. * Teacher will use all components of the 3 recommended math workshop structures within each until. Every student will regularly meet with the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. Provide just-in-time support to help students access grade level curriculum.	Sept-June, Ongoing	Admin, All Staff	Principal & AP will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 *Additional targeted small group 2-5x weekly using research based programs/strategies, progress monitored and documented. (Including Kathy Richardson, Math in Practice, Bridges, only), and/or Do The Math (as appropriate and by need) *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	Admin, All Staff	
Tier 3 Tier 3 * In addition to the regular math-block, intensive one-on-one or very small group meeting 4-5x weekly using research based programs/strategies, progress monitored and documented. (Bridges, Do the Math, Math Recovery®(by trained Math Recovery teacher), Kathy Richardson) * Progress monitoring every 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.	Sept-June, Ongoing	Admin, All Staff	
Professional Learning Build teacher capacity in differentiation and scaffolding.	1-2) August for initial training, Sept-June, Ongoing	Admin, School leadership team	

Progress Monitoring

Strategic Plan Measures To determine if goal was achieved	LGI-SWB-1.1-YVM Student: Social, Emotional, and Mental Health	Strategic Plan Performance Objectives	KPI-SWB-1.1-% students responding favorably to YVM category Student Well-Being: Social, Emotional, Mental Health: 4th – 5th & 6th-12th
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
	School Survey (based on YVM Question)	SEL Survey	YVM

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Goal #4	Professional Learning		
Strategic Plan Goal Area	Student Centered Workforce		
Strategic Plan Performance Objectives	PO-SCW-1-By 2030, at least 70% of all staff will report that professional learning improved their professional practice		
Baseline Data	Spring 2025 Data -% of staff who respond favorably to the question "How much has the professional development you've received at your school improved your instructional practice?" 57%	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

By June 2028,

-% of staff who respond favorably will "How much has the professional development you've received at your school improved your instructional practice?" will increase from 66% to 70%

Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By June 2026, -% of staff who respond favorably will "How much has the professional development you've received at your school improved your instructional practice?" will increase from 57% to 62%		
Annual Performance Goal Year 2 (2026-27)	By June 2027, -% of staff who respond favorably will "How much has the professional development you've received at your school improved your instructional practice?" will increase from 62% to 66%		
Annual Performance Goal Year 3 (2027-28)	By June 2028, -% of staff who respond favorably will "How much has the professional development you've received at your school improved your instructional practice?"" will increase from 66% to 70%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SCW-2.5-Develop systems to gather feedback from teachers and staff to inform continuous improvement efforts.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1. Co-Create a Vision of Student Learning through Instructional Rounds	Sept-June, Ongoing	Admin Team	Admin leads school-wide Instructional Rounds

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Action 2. Offer choice in professional learning	Sept-June, Ongoing	Admin Team	Admin team creates structures for learning together at Staff Meetings
Actio 3. Restructure Staff Meeting to focus on teacher craft	Sept-June, Ongoing	Admin Team	Admin team creates structures for focus on teacher craft

Progress Monitoring

Strategic Plan Measures To determine if goal was achieved	LGI-SCW-1.1-YVM Staff: Engaged Workforce: Professional Learning	Strategic Plan Performance Objectives	KPI-SCW-1.1-% of school-based staff responding favorably to the YVM question that school-based professional learning improved their professional practice
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 Meeting Exit Tickets	Staff Meeting Exit Tickets	Staff Meeting Exit Tickets	YVM

Goal #5	Student 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	Identify if goal is required based on state or federal requirements, or other guidelines	
	Category: Student Well-Being: School Safety		
	Overall: 82% responded favorably		
3 Year Performance Goal			

By June 2028, 88% of students will respond favorably to the overall School Safety category.

Annual Performance Goals	
Annual Performance Goal Year 1 (2025-26)	By June 2026, 84% of students will respond favorably to the overall School Safety category.

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Annual Performance Goal Year 2 (2026-27)	By June 2027, 86% of students will respond favorably to the overall School Safety category.			
Annual Performance Goal Year 3 (2027-28)	By June 2028, 88% of students will respond favorably to the overall School Safety category.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-SWB-5.2-Assess and continually improve school-based processes for proactive behavioral instruction and interventions and substance use instruction and interventions (i.e., include reviewing core, intervention, and intensive supports for students and schools).			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
Action Steps				
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation	
CARES Council is added to fourth and fifth grade Choice Block. They students will meet weekly with advisors to promote and build class Cooperation, Assertion, Responsibility, Empathy and Self-Control tenets across the school.	Sept- June, ongoing	Admin Team, Librarian, DEI Advisors	CARES Council activities will be reviewed quarterly and student feedback gathered through a survey.	
Work with Office of Student Climate on grade level assemblies on School Safety with table top exercise on reporting and confidentiality.	Sept- June, ongoing	All Staff	Teachers will collect feedback during Morning Meetings and students referrals will be monitored.	
Increase messaging through Parent News, Staff News, Team Newsletters, News Team, CARES Council, and Morning Meeting/Closing Circle about the need and importance of reporting incidents.	Sept- June, ongoing	All Staff	Mental Health CLT meets weekly to discuss instances of reports and/or non-reports.	
Addition of 'Goose Gab' to Discovery Staff and Parent News (quick tips on SEL provided by Mental Health team	Sept-June, ongoing	Mental Health Team	Data collection on strategies used.	
Progress Monitoring				
Strategic Plan Measures To determine if goal was achieved	LGI-SWB-5.2-YVM: Student Well-Being: School Safety	Strategic Plan Performance Objectives	KPI-SWB-5.2-% of students responding favorably to YVM category Student Well-Being: School Safety by student reporting group, 4-5th & 6-12th	
	LGI-SWB-5.2-YVM: Student Well-Being: School Safety			
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	

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In house survey	In house survey	In house survey	YVM