	Goal #1	Math - Achievement Gaps		
Strategic Plan Performance Objectives and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward clarification proficiency gaps. Spring 2025 - Math SOL (81% overall pass rate)* Black - Pass. 70% (opp. gap 11%) Hispanic - Pass 62% (opp. gap 19%) EL - Pass 67% (opp. gap 14%) SWD - Pass 38% (opp. gap 43%) Identify if goal is required based on state or federal requirements, or other quidelines	Strategic Plan Goal Area	Student Academic Growth & Success		
Black - Pass. 70% (opp. gap 11%) Hispanic - Pass 62% (opp. gap 19%) EL - Pass 67% (opp. gap 14%) SWD - Pass 38% (opp. gap 43%) Hidentify if goal is required based on state or federal requirements, or other guidelines	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	Black - Pass. 70% (opp. gap 11%) Hispanic - Pass 62% (opp. gap 19%) EL - Pass 67% (opp. gap 14%) SWD - Pass 38% (opp. gap 43%)	based on state or federal requirements, or other	
Based on APS data, not VDOE data Yes		Based on APS data, not VDOE data		Yes
3 Year Performance Goal				

SWD - Increase pass rate from 38% to at least a 65%, reducing the gap from 43% to 21% Econ Disadv. - Increase pass rate from 67% to at least a 73%, reducing the gap from 14% to 11%

	By June 2026, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:
Annual Performance Goal Year 1 (2025-26)	Black - Increase pass rate from 70% to at least a 73%, reducing the gap from 11% to 10% Hispanic - Increase pass rate from 62% to at least a 66%, reducing the gap from 19% to 17% EL - Increase pass rate from 67% to at least a 70%, reducing the gap from 14% to 13% SWD - Increase pass rate from 38% to at least a 51%, reducing the gap from 43% to 32% Econ Disadv Increase pass rate from 67% to at least a 70%, reducing the gap from 14% to 13%
Annual Performance Goal Year 2 (2026-27)	By June 2027, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 73% to at least a 76%, reducing the gap from 10% to 9% Hispanic - Increase pass rate from 66% to at least a 69%, reducing the gap from 17% to 15% EL - Increase pass rate from 70% to at least a 73%, reducing the gap from 13% to 11% SWD - Increase pass rate from 51% to at least a 59%, reducing the gap from 32% to 25% Econ Disadv Increase pass rate from 70% to at least a 73%, reducing the gap from 13% to 11%

Innovation Elementary School - School Action Plan - 2025-2026 to 2027-28 Principal: Claire Peters By June 2028, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 76% to at least a 78%, reducing the gap from 9% to 8% Hispanic - Increase pass rate from 69% to at least a 76%, reducing the gap from 11% to 10% SWD - Increase pass rate from 73% to at least a 65%, reducing the gap from 25% to 21% Econ Disadv. - Increase pass rate from 73% to at least a 75%, reducing the gap from 11% to 10% Strategic Plan Strategies- PRIMARY Strategic Plan Strategies- ADDITIONAL

Action Steps

(OPTIONAL) -

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will use all components of the 3 recommeded math workshop structures within each unit. Every student will regularly meet with the teacher in targeted small group. * Targeted groups are differentiated to meet each students' needs. Provide just-in-time support to help students access grade level curriculum. *Co-teaching model used for the SPED co-taught class with built in co-planning time (New)	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with MTSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 *Additional targeted small group 2-5x weekly using research based programs/strategies, progress monitored and documented. (Including Kathy Richardson, Math in Practice, Bridges, AVMR, 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. *Implementation of a progress monitoring document for each teacher to keep data on small groups (NEW) *Data discussion on small group progress at math CLT every other third week (NEW)	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	Principal & AP will support with MTSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.

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Tier 3 * In addition to the regular math-block, intensive programs/strategies, progress monitored and certained Math Recovery teacher), Kathy Richard * Progress monitoring every 4-6 weeks and additeacher and staff providing interventions to supplies the staff providing interventions.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	Principal & AP will support with MTSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.		
Professional Learning: -Math coaches focus coaching cycles on intentional small group activities (adjusted from math workshop model) -Math coaches provide PL on specific interventions during math CLT -Math coaches provide PL to classroom assistants (kinder) on specific strategies for number sense and computation during designated professional learning time -Kindergarten and 1st grade receive AVMR intervention training (completed 2024-25, need to add new teachers) -All math coaches will receive training in AVMR intervention (completed 2024-25)			Sept - June, ongoing	Administrators, Math Coach	Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles
•					
Strategic Plan - Measures (To determine if goal was achieved)	LGI-SAGS-1.3-Math SOLs	Strategic Plan - Key Per Indicators	SOL SOL		of students passing the Math
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	eal Evidence of Progress toward Annual Goal Evidence of Progress tow (MP3) Evidence of Progress tow		ogress 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 & small groups	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions & small groups	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery -SOL Quick Checks (Just in tir Checks) -Progress Monitoring Data from & small groups	ne Quick	-SOL Quick Chec Checks)	

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Goal #2	Reading - Achievement Gaps			
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 - Reading SOL (76% overall pass rate)* Black - Pass 67% (opp. gap 9%) Hispanic - Pass 66% (opp. gap 10%) EL - Pass 43% (opp. gap 33%) SWD - Pass 28% (opp. gap 48%) Econ. Disadv - Pass 59% (opp. gap 17%) Identify if goal is required based on state or federal requirements, or other guidelines Yes			
3 Year Performance Goal				
By June 2028, proficiency gaps on the Rea	ding SOL (aggregated for all grade levels) will be reduced by the following ti	ered goal:		
Black - Increase pass rate from 67% to at least Hispanic - Increase pass rate from 66% to at I EL - Increase pass rate from 43% to at least 6 SWD - Increase pass rate from 28% to at least Econ. Disadv Increase pass rate from 59% to	east 75%, reducing the gap from 10% to 7% 5%, reducing the gap from 33% to 17%			
	By June 2026, proficiency gaps on the Reading SOL (aggregated for all gra	ide levels) will be reduced by the	e following tiered goal:	

Annual Performance Goal Year 1 (2025-26) Black - Increase pass rate from 67% to at least 70%, reducing the gap from 9% to 8% Hispanic - Increase pass rate from 66% to at least 69%, reducing the gap from 10% to 9% EL - Increase pass rate from 43% to at least 54%, reducing the gap from 33% to 24% SWD - Increase pass rate from 28% to at least 65%, reducing the gap from 17% to 13% By June 2027, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 28% to at least 65%, reducing the gap from 17% to 13% By June 2027, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 70% to at least 73%, reducing the gap from 8% to 7% Hispanic - Increase pass rate from 65% to at least 72%, reducing the gap from 9% to 8% EL - Increase pass rate from 54% to at least 62%, reducing the gap from 24% to 19% SWD - Increase pass rate from 45% to at least 65%, reducing the gap from 34% to 26% Econ. Disadv. - Increase pass rate from 65% to at least 69%, reducing the gap from 13% to 12%

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	By June 2028, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal:			
Annual Performance Goal Year 3 (2027-28)	Black - Increase pass rate from 73% to at least 76%, reducing the gap from 7% to 6%			
	Hispanic - Increase pass rate from 72% to at least 75%, reducing the gap from 8% to 7% EL - Increase pass rate from 62% to at least 65%, reducing the gap from 19% to 17%			
	SWD - Increase pass rate from 55% to at least 62%, reducing the gap from 26% to 20%			
	Econ. Disadv Increase pass rate from 69% to at least 72%, reducing the gap from 12% to 11%			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				

Action Steps				
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation	
Tier 1: * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics) * Add additional UFLI resource implementation at grade K-1 (NEW) * Implement consistent phonics instruction at grades 4-5 (95% Phonics) (NEW) * Implement CKLA in K-5 for language comprehension *Co-teaching model used for the SPED & EL co-taught classes with built in co-planning time (New)	Sept-June, ongoing	Admin, All teacher, EL teachers, SPED teachers	Principal & APs will support with MTSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.	
Tier 2: * Lexia recommended usage for structured literacy at student's level * Lexia English for EL 1 and EL 2 * Students identified for intervention in grades 3 through 5 will receive Phonics Lesson Library * Progress monitoring every 2-3 weeks and adjustment in time or group instructional strategies made as needed. * Implementation of a schoolwide progress monitoring system for small group instruction (NEW) * Analyze progress monitoring data for small groups every third week at ELA CLT (NEW)	Sept-June, ongoing	Admin, All teachers, EL teachers, Reading Specialists, SPED teachers	Principal & APs will support with MTSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.	
Tier 3: * Structured literacy lessons in addition to core ELA block * Multisensory decoding/encoding lessons; repeated opportunities for practice * Progress monitoring every 2-3 weeks and adjustment in time or group instructional strategies made as needed. * Use of All-In Tutoring to provide additional intervention supports to students in small groups and after school.	Sept-June, ongoing	Admin, EL teachers, Reading Specialists, SPED teachers	Principal & APs will support with MTSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.	
Professional Learning: -All EL teachers trained in PLL and participate in a coaching cycle with the reading coach -All SPED teachers trained in PLL and participate in coaching cycle with the reading coach -All new teachers participate in mandatory literacy training provided by the state of Virginia -New teachers intentionally engaged in coaching cycles with reading coach related to effective small group intervention in reading -On-going coaching cycles/training for all staff on structured literacy strategies for tier 1 and tier 2	Sept-June, ongoing	Admin, EL teachers, Reading Specialists, SPED lead teacher	Principal & APs will support with MTSS, ELA, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.	

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Progress Monitoring				
Strategic Plan - Measures (To determine if goal was achieved)	LGI-SAGS-1.1-Reading SOLs	Strategic Plan - Key Performance Indicators	KPI-SAGS-1.2-% of students passing the Reading SOL	
(10 determine il goal was acmeved)		indicators		
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
School level-VALLSS NWEA reading Teacher/CLT/GradeEnd of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -Progress Monitoring Data from Interventions & small groups	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -Progress Monitoring Data from Interventions & small groups	School level- VALLSS NWEA reading Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -Progress Monitoring Data from Interventions & small groups	School level- VALLSS Reading SOL Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect] -Progress Monitoring Data from Interventions & small groups	

Goal #3	Science - Achievement			
Strategic Plan Goal Area	tudent 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	Baseline Data Spring 2025 Science SOL Results Overall pass rate - 65% Identify if goal is required based on state or federal requirements, or other guidelines Yes			
3 Year Performance Goal				

By June 2028, the pass rate on the 5th grade Science SOL will increase to 81%.

Annual Performance Goal Year 1 (2025-26)	By June 2026, the pass rate on the 5th grade Science SOL will increase to 69%.
Annual Performance Goal Year 2 (2026-27)	By June 2027, the pass rate on the 5th grade Science SOL will increase to 72%.
Annual Performance Goal Year 3 (2027-28)	By June 2028, the pass rate on the 5th grade Science SOL will increase to 81%.

Innovation Elementary School - School Action Plan - 2025-2026 to 2027-28 Principal: Claire Peters Strategic Plan Strategies					
					Strategic Plan Strategies- PRIMARY
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -					
	Action	Steps			
Action Steps			Timeline	Responsible & Accountable	Monitoring for Implementation
* Utilize Mastery Connect as an assessment * Utilize on-going spiral assessments to ensu * Follow the 5 Es model of lesson construction content using high level thinking skills * Create a visual word wall to display in each * Imbed 4th grade science standard review the * Utilize hands on and experiential learning in	re mastery of both 4th and 5th grade content standar in to ensure that students are having opportunities to 5th grade classroom to support vocabulary develops broughout the year	rds. engage with and explore ment	Sept- June, ongoing	Administration, classroom teachers, SPED teachers, EL teachers, AAC	Walkthrough and observation data. Pacing calendar.
Tier 2 * Provide targeted EL support during 5th grade science instruction block * Collaborate with the science office to create and utlize modified resources to meet individualized student need * Provide targeted SPED support during 5th grade science instruction block		I student need	Sept- June, ongoing	Administration, classroom teachers, SPED teachers, EL teachers	
Tier 3 *Anaylze Unit assessment data to determine need for reteach groups on 5th grade science topics, reassess after reteach group		Sept- June, ongoing	Administration, classroom teachers, SPED teachers, EL teachers		
Professional Learning 1) Administration will attend science instruction 2) Staff, who have not already, will attend ST 3) Countywide science specialist to support in			August;	Administration, classroom teachers, SPED teachers, EL teachers	
	Progress M	onitoring			
Strategic Plan - Measures (To determine if goal was achieved)	LGI-SAGS-1.4-Science SOLs	Strategic Plan - Key Per Indicators	rformance	KPI-SAGS-1.5-% Science SOL	of students passing the

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Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)		
Mastery Connect Assessments Progress Monitoring data	Mastery Connect Assessments Progress Monitoring data	Mastery Connect Assessments Progress Monitoring data	Science SOL		

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	On the 2025 YVM survey, 77% of teachers responded favorably to the question "I have the resources I need to offer personalized learning to best support all students." Identify if goal is required based on state or federal requirements, or other guidelines			No	
	3 Year Performance Goal				
Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 80% teachers will respond favorably that they have the resources they need to offer personalized learning to best support all students. By June 2026, at least 80% teachers will respond favorably that they have the resources they need to offer personalized learning to best support all students.				
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 82% teachers will respond favorably that they have the resources they need to offer personalized learning to best support all students.				
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 84% teachers will respond favorably that they have the resources they need to offer personalized learning to best support all students.				
	Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-SCW-1.4-Develop a communications plan to inform teachers and staff about the including self-selected options.	he variety of pro	ofessional learning	opportunities available,	
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -					
	Action Steps				
Action Steps		Timeline	Responsible & Accountable	Monitoring for Implementation	

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			Sept - June ongoing	Admin, SST, EL lead	Admin will work collaboratively with the school leadership team and the Office of Special Education to plan and design leaning related to coteaching and collect feedback from teachers to assess understanding and ability to apply different models.
Action 2 (Collaborative Learning Teams) *Ensure that co-teachers are able to attend and contribute to grade level CLT meetings			Sept - June ongoing	Admin	Admin will monitor attendance and participation at CLT meetings.
Action 3 (Targeted Support) * Working with individual teachers on their specific areas of growth related to content knowledge, specially designed instruction, and progress monitoring			Sept - June ongoing	Admin	Notes and feedback from meetings
	Progress	Monitoring			
Strategic Plan - Measures (To determine if goal was achieved)	LGI-SCW-1.1-YVM Staff: Engaged Workforce: Professional Learning	Strategic Plan - Key Performance Indicators		KPI-SCW-1.1-% of school-based staff responding favorably to the YVM question that school-based professional learning improved their professional practice	
	LGI-SCW-1.2-Frontline Professional Learning post-survey				
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)		Evidence of Progress toward Annual Goal (MP4)	
Exit tickets	Staff survey (Jan 2024)	Exit tickets Your Voice Matters Surve		s Survey - 2026 and 2028	

Goal #5	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) 69% of students responded favorably to the category: Student Well-Being: School Safety -83% of students reported feeling safe at school	Identify if goal is required based on state or federal requirements, or other guidelines	

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	3 Year Performance Goal					
By June 2028, at least 80% of students of	students will respond favorably to the YVM c	ategory: Student Well-Being:S	School Safety			
Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 73% of students will respond favorably to the YVM category: Student Well-Being: School Safety					
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 76% of students will respond favorably to the YVM category: Student Well-Being: School Safety					
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 80% of students will respond favorably to the YVM category: Student Well-Being: School Safety					
	Strategic PI	an Strategies				
Strategic Plan Strategies- PRIMARY	S-SAGS-3.3-Develop and implement co-planning and co-teaching strategies that scaffold rigorous instruction using evidence-based co-teaching models.					
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS-3.6-Adhere to structured literacy practices to support foundational reading in all settings.					
	Action	n Steps				
				Responsible & Accountable	Monitoring for Implementation	
Tier 1: * Schedule school counselor to provide classroom lessons on a monthly basis with a focus on peer relationships and antibullying in grades 3-5. * Incorporate skills related to peer relationships and problem-solving strategies in SEL Skill of the Week scope and sequence * Creation and sharing of school wide definition of bullying and responses to bullying			Sept - June ongoing	School counselors, administration, classroom teachers	Exit tickets from lessons	
Tier 2: * Lunch bunch groups for students identified as needing additional support with peer relationships * Discuss progress monitoring data for lunch bunch groups at weekly Student Support CLT			Sept - June ongoing	School counselors, administration, classroom teachers	Progress monitoring data	
■* Degular discussions at Student Support CLL related to apostic incidents			Sept - June ongoing	Administration, student support team	Risk assessment data; social worker notes; discipline data	
Progress Monitoring						
Strategic Plan - Measures (To determine if goal was achieved)	LGI-SWB-1.2-YVM Student: School Climate	favorably to		favorably to YVM School Safety by	-% of students responding VM category Student Well-Being: v by student reporting group, 4-5th	

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Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
Classroom lesson exit tickets	School-based survey	Classroom lesson exit tickets	YVM Survey	