

Langston/New Directions - School Action Plan - 2025-26 to 2027-28

Principal: Kim Jackson-Davis

Goal #1	Science - 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 - Science SOL (Aggregate-All Grades) –Proficiency Gaps Avg Pass Rate at School (ALL)- 4 of 11 - 36%	Identify if goal is required based on state or federal requirements, or other guidelines		
3 Year Performance Goal				
By June 2028, maintain pass rate of at least 70% on the Science SOL (aggregated for all grade levels)				
Annual Performance Goals				
Annual Performance Goal Year 1 (2025-26)	By June 2026, maintain pass rate of at least 70% on the Science SOL (aggregated for all grade levels)			
Annual Performance Goal Year 2 (2026-27)	By June 2027, maintain pass rate of at least 70% on the Science SOL (aggregated for all grade levels)			
Annual Performance Goal Year 3 (2027-28)	By June 2028, maintain pass rate of at least 70% on the Science SOL (aggregated for all grade levels)			
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

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Tier 1 *Implement science curriculum using district-wide adopted resources. *Provide laboratory investigation in each unit.	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.
Tier 2 * Complete unit benchmark assessments. * Provide targeted intervention based on benchmark assessment data for class, small group, and/or individual students. * Participate in Science CLT	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations,.
Tier 3 * Complete unit benchmark assessments. * Provide targeted intervention based on benchmark assessment data for class, small group, and/or individual students. * Participate in weekly Science CLT.	Sept-June, ongoing	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.
Professional Learning * Offerings through Science Office and outside sources:Discovery Education, Mastery Connect, Curriculum/Pacing Guide, supplemental resources.	Oct-May	Science Teachers	Principal & AP with support from Science Office - will monitor by conducting walkthroughs and observations.

Progress Monitoring

Strategic Plan - Measures To determine if goal was achieved	LGI-SAGS-1.4-Science SOLs	Strategic Plan - Key Performance Indicators	KPI-SAGS-1.5-% of students passing the Science 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 *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr Teacher Level -SOL Biology Quarterly Assessment	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr Teacher Level -SOL Biology Quarterly Assessment	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr Teacher Level -SOL Biology Quarterly Assessment	School Level *Unit Assessments for Biology (Mastery Connect) - at least 1x/Qtr

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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 2025 - Reading SOL (Aggregate-All Grades) –Opportunity Gaps Average Pass Rate at School *59% Black: 33% *(11 of 12) Hispanic: 77% *(23 of 24) EL (1-4): 13% *(11 of 12) SWD: 56% *(10 of 10) Economically Disadv: 43%	*Data includes substitute tests	
3 Year Performance Goal			
By June 2028, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - Maintain pass rate of 75% or higher Black - Maintain pass rate of 75% or higher Hispanic - Maintain pass rate of 75% or higher EL - Increase pass rate from 60% to at least a 75% Econ. Disadv. - Maintain pass rate of 75% or higher			
Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By June 2026, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - Maintain pass rate of 75% or higher Black - Maintain pass rate of 75% or higher Hispanic - Maintain pass rate of 75% or higher EL - Increase pass rate from 13% to at least a 50% Econ. Disadv. - Increase pass rate from 43% to at least a 70%		

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Annual Performance Goal Year 2 (2026-27)	By June 2027, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - Maintain pass rate of 75% or higher Black - Maintain pass rate of 75% or higher Hispanic - Maintain pass rate of 75% or higher EL - Increase pass rate from 50% to at least a 60% Econ. Disadv. - Increase pass rate from 70% to at least a 75%		
Annual Performance Goal Year 3 (2027-28)	By June 2028, proficiency gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: All Students - Maintain pass rate of 75% or higher Black - Maintain pass rate of 75% or higher Hispanic - Maintain pass rate of 75% or higher EL - Increase pass rate from 60% to at least a 75% Econ. Disadv. - Maintain pass rate of 75% or higher		
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 - -Utilize strategies from Aspire Training and Staff Development in adolescent reading -Access strategies- partner reading, choral reading, turn and talk, get the gist routine, culminating questions	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.
Tier 2 -Utilize Lexia-Build students decoding skills to read complex multisyllabic words, grammar, comp. -Immersive Reader, ed tech access for read aloud/translations -Teach a routine to determine the gist of the texts-PACT	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.
Tier 3 -Immersive Reader, ed tech access for read aloud/translations -multisyllabic word decoding routines	Sept-June, ongoing	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.

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Professional Learning *Offerings through ELA Office and outside sources: Aspire cohort, NWEA reports, reading interventions, DBQ training, text comprehension through the PACT strategy, and HMH curriculum exploration.	Oct-May	Literacy Team, All Staff	Principal & English Admin with support from ELA, EL, SPED Office - will monitor by conducting walkthroughs and observations.
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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
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
School level- NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum	School level- -NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) -Gr. 11 Benchmark Assessment Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum	School level NWEA MAP Growth for ELA (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient) Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum

Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-1-By 2030, at least 80% of students will respond favorably about their school climate, mental health and self-management skills		
Baseline Data	Spring 2025 YVM Mental Health - 69%	Identify if goal is required based on state or federal requirements, or other guidelines	

3 Year Performance Goal

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By June 2028, at least 82% of Langston/New Directions students will respond favorably about their school, emotional, and mental health on YVM survey.

Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 75% of Langston/ND students will respond favorably about their school, emotional, and mental health on YVM survey.		
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 80% of Langston/ND students will respond favorably about their school, emotional, and mental health on YVM survey.		
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 82% of Langston/ND students will respond favorably about their school, emotional, and mental health on YVM survey.		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SWB-1.1-Implement evidence-based, culturally responsive curriculum materials and strategies that help build resilience and support students maintain and/or improve their physical, social, emotional, and mental health, with a deliberate focus on Black, Hispanic, Students with Disabilities, English Learners and other historically marginalized student groups, (c) Explicit SEL strategies that can be incorporated into core instruction		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 Implement SEL curricular resource (Second Step) Deliver 30 minutes 2x/week of explicit SEL instruction Facilitate ongoing Adult SEL for staff Administer SEL survey in the fall and spring to all students	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.
Tier 2 Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.

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Tier 3 Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.
Professional Development *Offerings through Student Services Office and outside sources: VTSS and ATSS presentations, SEL curriculum training (Second Step).	August for initial training, Sept-June, Ongoing	Admin, School leadership team	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations.

Progress Monitoring

Strategic Plan - Measures To determine if goal was achieved	LGI-SWB-1.1-YVM Student: Social, Emotional, and Mental Health	Strategic Plan - Key Performance Indicators	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 Questions)	SEL Survey	School Survey (based on YVM Questions)

Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Student Centered Workforce		
Strategic Plan Performance Objectives	PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace climate and staff engagement		
Baseline Data	2025 YVM - 82% favorability on both staff engagement and workplace climate	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2028, at least 86% of Langston/ND staff responding favorably on staff engagement and climate on the Your Voice Matters survey.			
Annual Performance Goals			

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Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 83% of Langston/ND staff responding favorably on staff engagement and climate on the Your Voice Matters survey.			
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 85% of Langston/ND staff responding favorably on staff engagement and climate on the Your Voice Matters survey.			
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 86% of Langston/ND staff responding favorably on staff engagement and climate on the Your Voice Matters survey.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-SCW-2.4-Develop a division-wide system of two-way communication to build understanding, collaborate, raise and resolve concerns aligned to division strategic plan priorities.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SCW-2.5-Develop systems to gather feedback from teachers and staff to inform continuous improvement efforts.			
Action Steps				
Action Steps		Timeline	Responsible & Accountable	Monitoring for Implementation
Develop and build Instructional Leadership Team, Student Intervention Team and Climate and Culture Committee.		Sept - June	Principal, teachers snd counselors	Principal & AP with support from Office of School Climate & Culture will monitor through check-in meetings to ensure progress in this area
Encourage and expect staff voice and choice and participation for school-based PL offerings.		Sept - June	All staff	Principal & AP will monitor by ensuring staff voice and choice is included in PL plans
Continue Grading for Equity, Restorative Practice and No Place for Hate research and efforts.		Sept - June	All staff	Principal & AP will monitor by reviewing staff grading policies and conducting walkthroughs to observe implementation of restorative practices
Progress Monitoring				
Strategic Plan - Measures To determine if goal was achieved	LGI-SCW-2.1-YVM Staff: Workplace Climate	Strategic Plan - Key Performance Indicators	KPI-SCW-2.1-% staff responding favorably to YVM category Engaged Workforce: Staff Engagement	
	LGI-SCW-2.2-YVM Staff: Staff Engagement		KPI-SCW-2.2-% staff responding favorably to YVM category Engaged Workforce: Workplace Climate	
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)	
School Survey in Fall 2024		School Survey	YVM in Spring 2025	

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Goal #5	Reduce Chronic Absenteeism		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-2-By 2030, APS will reduce the chronic absenteeism rate to no more than 8% of students and reduce over-representation of student groups based on race/ethnicity, students with a disability and English learners to no more than 5% based on the group's enrollment.		
Baseline Data	2024-25 - 68.7% of Langston/ND students were chronically absent	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

By 2028, no more than 58% of Langston/ND students will be chronically absent

Annual Performance Goals					
Annual Performance Goal Year 1 (2025-26)	By 2026, no more than 65% of Langston/ND students will be chronically absent				
Annual Performance Goal Year 2 (2026-27)	By 2027, no more than 60% of Langston/ND students will be chronically absent				
Annual Performance Goal Year 3 (2027-28)	By 2028, no more than 58% of Langston/ND students will be chronically absent				
Strategic Plan Strategies					
Strategic Plan Strategies- PRIMARY	S-SWB-2.1-Develop and implement a tiered system of support and evidence-based strategies to improve student attendance that include: (a) Identifying and training school and division staff on evidence-based strategies to improve student attendance, with emphasis on chronic absenteeism, (b) Identifying challenges and barriers specific to student reporting group needs, (c) Implementing evidence-based interventions to address the needs of specific student reporting groups that are disproportionately represented in chronic absenteeism data.				
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -					
Action Steps					
Action Steps			Timeline	Responsible & Accountable	Monitoring for Implementation

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Family-friendly, respectful, and helpful school climate. Staff make regular personal contact with families. Utilze Language Line, interpreters, etc. for families that speak other languages. Staff makes home visits. Flex scheduling.	Sept-June	Admin, Counselors, Teachers	Admin, Counselors, Social Worker
Referral to counseling services.	Sept-June	Admin, Counselors, Teachers	Admin, Counselors, Social Worker
Weekly intervention meetings for students w/attendance concerns.	Sept-June	Admin, Counselors, Teachers	Admin, Counselors, Social Worker

Progress Monitoring

Strategic Plan - Measures To determine if goal was achieved	LGI-SWB-2.1-Attendance Data	Strategic Plan - Key Performance Indicators	KPI-SWB-2.2-% of students who are chronically absent by school
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)
Attendance dashboard	Attendance dashboard	Attendance dashboard	Attendance dashboard