

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

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 - Math SOL Overall: 87% Black - 50 % EL - 69% SWD - 40% Econ. Disadv. - 61%	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: Black - Increase pass rate from 65% to at least 69%, reducing the gap from 24% to 22% EL - Increase pass rate from 75% to at least 77%, reducing the gap from 14% to 13% SWD - Increase pass rate from 60% to at least 64%, reducing the gap from 29% to 26% Econ. Disadv. - Increase pass rate from 68% to at least 64%, reducing the gap from 21% to 19%			
Annual Performance Goals			
Annual Performance Goal 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: Black - Increase pass rate from 50% to at least 59%, reducing the gap from 37% to 30% EL - Increase pass rate from 69% to at least 72%, reducing the gap from 18% to 16% SWD - Increase pass rate from 40% to at least 52%, reducing the gap from 47% to 36% Econ. Disadv. - Increase pass rate from 61% to at least 65%, reducing the gap from 26% to 23%		
Annual Performance Goal 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: Black - Increase pass rate from 59% to at least 65%, reducing the gap from 29% to 24% EL - Increase pass rate from 72% to at least 75%, reducing the gap from 16% to 15% SWD - Increase pass rate from 52% to at least 60%, reducing the gap from 36% to 29% Econ. Disadv. - Increase pass rate from 65% to at least 68%, reducing the gap from 23% to 21%		
Annual Performance Goal 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: Black - Increase pass rate from 65% to at least 69%, reducing the gap from 24% to 22% EL - Increase pass rate from 75% to at least 77%, reducing the gap from 14% to 13% SWD - Increase pass rate from 60% to at least 64%, reducing the gap from 29% to 26% Econ. Disadv. - Increase pass rate from 68% to at least 64%, reducing the gap from 21% to 19%		
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.		

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SAGS 1.2-Provide professional learning and coaching support to teachers and instructional assistants to improve the performance of all students based on needs to include a deliberate focus on historically marginalized student groups.		
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Unpack new standards using curriculum documents * 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 recommended 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.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach, RTG	Principal & AP will support with ATSS, 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 AVMR, Kathy Richardson, Math in Practice, Bridges, Dreambox (assigned lessons 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, RTG	
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, AVMR) * 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. *Ensure that students have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach, RTG	
Professional Learning: *Build common language around instructional planning using learning targets, tasks, scaffolds and evidence of student learning. *Use professional learning days to renorm around our math instruction and the componenets of math workshop to support teams in planning collaboratively in their CLTs.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach,	
Progress Monitoring			

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

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

Goal #2	Reading - 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 - English Overall: 88% Pass Black - 58% Pass EL - 62% Pass SWD - Pass 51% Econ. Disadv - 62% Pass 2024-25 - ACCESS 2.0 results EL - 57.9% of English Learners demonstrated expected progress toward English Language proficiency on the WIDA ACCESS assessment	Identify if goal is required based on state or federal requirements, or other guidelines	

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

3 Year Performance Goal

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

Black - Increase pass rate from 68% to at least 71%, reducing the gap from 22% to 20%

EL - Increase pass rate from 69% to 72%, reducing the gap from 21% to 19% AND at least 68% of English Learners will demonstrate expected progress toward English Language proficiency on the WIDA ACCESS assessment

SWD - Increase pass rate from 66% to at least 69%, reducing the gap from 24% to 22%

Econ. Disadv. - Increase pass rate from 69% to at least 72%, reducing the gap from 21% to 19%

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:

Black - Increase pass rate from 58% to at least 65%, reducing the gap from 30% to 25%

EL - Increase pass rate from 62% to 66%, reducing the gap from 26% to 23% AND at least 60% of English Learners will demonstrate expected progress toward English Language proficiency on the WIDA ACCESS assessment

SWD - Increase pass rate from 51% to at least 59%, reducing the gap from 23% to 20%

Econ. Disadv. - Increase pass rate from 62% to at least 66%, reducing the gap from 26% to 23%

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:

Black - Increase pass rate from 65% to at least 68%, reducing the gap from 24% to 22%

EL - Increase pass rate from 66% to 69%, reducing the gap from 23% to 21% AND at least 64% of English Learners will demonstrate expected progress toward English Language proficiency on the WIDA ACCESS assessment

SWD - Increase pass rate from 59% to at least 66%, reducing the gap from 30% to 25%

Econ. Disadv. - Increase pass rate from 66% to at least 69%, reducing the gap from 23% to 21%

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:

Black - Increase pass rate from 68% to at least 71%, reducing the gap from 22% to 20%

EL - Increase pass rate from 69% to 72%, reducing the gap from 21% to 19% AND at least 68% of English Learners will demonstrate expected progress toward English Language proficiency on the WIDA ACCESS assessment

SWD - Increase pass rate from 66% to at least 69%, reducing the gap from 24% to 22%

Econ. Disadv. - Increase pass rate from 69% to at least 72%, reducing the gap from 21% to 19%

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 1.2-Provide professional learning and coaching support to teachers and instructional assistants to improve the performance of all students based on needs to include a deliberate focus on historically marginalized student groups.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
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Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

Tier 1: * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations) * Implement CKLA in K-5 for language comprehension *Language Studio *Implement and unpack new standards * Incorporate writing tasks weekly with feedback	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 *PLL use for intervention *Monitor DIEBELS data for Tier 2 students *Record intervention data into DDS and spreadsheet	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 *Monitor DIEBELS data for Tier 3 students *Record intervention data into DDS and spreadsheet	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning Continue to provide professional learning in grade level teams based on the needs of the team Implement common planning documents and practices to support teams in working collaboratively	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 Key Performance Indicators	KPI-SAGS-1.2-% of students passing the Reading SOL
			KPI-SAGS-1.1-% of students passing the Gr. 3 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- VALLSS NWEA MAP Growth Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	School level- VALLSS NWEA MAP Growth Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]	School level VALLSS NWEA MAP Growth Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Quarterly Assessments [Mastery Connect]

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

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	2025 YVM - 84% of students responded favorably to YVM category - Student Well-Being: Social, Emotional, and Mental Health	Identify if goal is required based on state or federal requirements, or other guidelines		
3 Year Performance Goal				
By June 2028, at least 90% of students will respond favorably to the YVM category: Student Well-Being: Social, Emotional, and Mental				
Annual Performance Goals				
Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 86% of students will respond favorably to the YVM category: Student Well-Being: Social, Emotional, and Mental			
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 88% of students will respond favorably to the YVM category: Student Well-Being: Social, Emotional, and Mental			
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 90% of students will respond favorably to the YVM category: Student Well-Being: Social, Emotional, and Mental			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	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			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -				
Action Steps				
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation	
Tier 1 * Implement SEL curricular resource (RC) * Foster strong student-teacher relationships * Deliver 20-30 minutes daily of explicit SEL instruction * Increase bullying prevention lessons * Identify a baseline for LGBTQ students' sense of belonging * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Administer SEL survey in the fall and spring to all students grades 3-12	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office	

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

Tier 2 * Continue 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.
Tier 3 * Continue school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness.	Sept-June, Ongoing	Admin, All Staff	
Professional Learning 1) School leadership team will model Morning Meeting structure and facilitation and provide coaching throughout SY including staff meetings 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

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 Question)	SEL Survey	YVM

Goal #4	Student Centered Workforce: Staff Safety		
Strategic Plan Goal Area	Operational Excellence		
Strategic Plan Performance Objectives	PO-SCW-4-By 2030, at least 90% of staff will report feeling safe at their workplace		
Baseline Data	Spring 2025 YVM -79% responded favorably to "I feel safe and secure in my work environment?" -38% responded favorably to the prompt "My school is well maintained" -28% responded favorably to "My work is negatively impacted by poor building conditions such as heating, cooling, and/or lighting"	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

By June 2028, at least 88% of staff will respond favorably to the YVM prompt: "I feel safe and secure in my work environment", with 57% responding favorably to the prompt "My school is well maintained".

Annual Performance Goals

Annual Performance Goal Year 1 (2025-26)	By June 2026, at least 82% of staff will respond favorably to the YVM prompt: "I feel safe and secure in my work environment"
Annual Performance Goal Year 2 (2026-27)	By June 2027, at least 85% of staff will respond favorably to the YVM prompt: "I feel safe and secure in my work environment"
Annual Performance Goal Year 3 (2027-28)	By June 2028, at least 88% of staff will respond favorably to the YVM prompt: "I feel safe and secure in my work environment"

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SCW-3.3-Implement systematic processes to engage staff in decision making that contributes to the improvement of learning, operations and climate in APS schools and the division.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-SCW-4.3-Utilize a systems based approach (Physical, technical, operational [e.g. security vestibules, cameras, security staff, card readers, public address systems in buildings] and policies and procedures to ensure a safe physical environment

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Seek information from custodial team and facilities and operations to better understand the needs of the building, strengths of existing practices and what needs to be improved upon	July, August, September	Principal & AP	Principal & AP will meet with custodial team and members from facilities to assess the state of Taylor
Develop a plan with stakeholders to implement practices that will help mitigate concerns and help all staff members work efficiently and effectively	August-January	Principal & AP	Principal & AP will seek input from staff and put practices in place to help improvements
Continuously gather data to inform our practices and help make improvements where we needs to grow	Sept- June, ongoing	Principal & AP	Principal & AP will monitor the quality indicators shared with Facilities each month to understand the areas of need
Meet with representative from SSEM to review building safety plan. Relay safety plan to staff to ensure understanding.	August, September	Principal & AP	Principal & AP will adjust safety plan as needed and relay information to staff

Progress Monitoring

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

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

Quality Control Inspection Scores	Quality Control Inspection Scores	Quality Control Inspection Scores	Quality Control Inspection Scores, YVM 2026
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Goal #5	Partnerships			
Strategic Plan Goal Area	Partnerships			
Strategic Plan Performance Objectives	PO-P-3-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.			
Baseline Data	2025 YVM - 91% responded favorable to the YVM category, Partnerships:Family Engagement	Identify if goal is required based on state or federal requirements, or other guidelines		
3 Year Performance Goal				
By June 2028, maintain a favorable response on Partnerships:Family Engagement on the Your Voice Matters survey of at least 90%.				
Annual Performance Goals				
Annual Performance Goal Year 1 (2025-26)	By June 2026, maintain the favorable response on Partnerships:Family Engagement on the Your Voice Matters survey of 90%.			
Annual Performance Goal Year 2 (2026-27)	By June 2027, maintain the favorable response on Partnerships:Family Engagement on the Your Voice Matters survey of 90%.			
Annual Performance Goal Year 3 (2027-28)	By June 2028, maintain the favorable response on Partnerships:Family Engagement on the Your Voice Matters survey of 90%.			
Strategic Plan Strategies				
Strategic Plan Strategies- PRIMARY	S-P-2.1-Collaborate with and consistently gather feedback from families on family and community engagement and opportunities for improvement.			
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-P-2.3-Build trust through consistent, open and transparent two-way communication.			
Action Steps				
Action Steps		Timeline	Responsible & Accountable	Monitoring for Implementation

Taylor - School Action Plan - 2025-26 to 2027-28

Principal: Megan Lynch

Action 1 (Welcoming All Families) *Continued work on embedding culturally responsive teaching and implicit bias practices in staff meetings		Sept- June, ongoing	Admin, All Staff, DEI leads training	Principal & APs will monitor by working collaboratively with DEI on training
Action 2 (Communicating Effectively): * 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. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways. * Explore what effective communication looks like for your staff and family partnerships.		Sept- June, ongoing	Admin, All Staff, DEI leads training	Principal & AP will monitor by reviewing staff use of Parent Square. The principal will consistently send messaging the families via parentsquare
Action 3 (Student Success): *Support students in K - 5 achieve academic success by collaborating with families so that they are informed about what their students are learning in K-5 using the new standards based report card to provide parents with tips and resources to help understand their student's progress, understanding areas of support and mastery. * Provide opportunities for parents to learn about and engage in what students are learning and how they are being assessed		Sept- June, ongoing	Admin, All Staff, DEI leads training	Principal & APs will monitor by reviewing schedule of planned activities and check-in meetings with staff involved in the planning and delivery
Progress Monitoring				
Strategic Plan Measures - To determine if goal was achieved	LGI-P-2.1-YVM Family - Partnerships: Family Engagement	Strategic Plan Key Performance Indicators		KPI-P-2.2-% families responding favorably to YVM category Partnerships: Family Engagement
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 Created Survey		YVM	