

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

Principal: Kevin Clark

Goal #1	Math - SOL		
Strategic Plan Goal Area	Student Academic Growth & Success		
Strategic Plan Performance Objectives	PO-SAGS-1-By 2030, at least 90% of APS students will meet or exceed proficiency on the Virginia Standards of Learning (SOL's) assessments and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward closing proficiency gaps.		
Baseline Data	Spring 2025 - SOL- Math All students attending Yorktown*: 90%; EL 1-4 78%; Black Students 72%; Hispanic 83%; SWD 80% ED 78% *VDOE School Quality Data includes all students in Yorktown attendance zone	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
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 72% to at least a 84%, reducing the gap from 18% to 7% Hispanic - Increase pass rate from 83% to at least a 89%, reducing the gap from 7% to 2% EL - Increase pass rate from 78% to at least a 85%, reducing the gap from 12% to 6% SWD - Increase pass rate from 80% to at least a 86%, reducing the gap from 10% to 4% Econ Disadv. - Increase pass rate from 78% to at least a 85%, reducing the gap from 12% to 6%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By June 2026, proficiency gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 72% to at least 77%, reducing the gap from 18% to 13% Hispanic - Increase pass rate from 83% to at least 86%, reducing the gap from 7% to 4% EL - Increase pass rate from 78% to at least 81%, reducing the gap from 12% to 9% SWD - Increase pass rate from 80% to at least 83%, reducing the gap from 10% to 7% Econ. Disadv. - Increase pass rate from 78% to at least 81%, reducing the gap from 12% to 9%		
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 77% to at least a 80%, reducing the gap from 13% to 10% Hispanic - Increase pass rate from 86% to at least a 87%, reducing the gap from 4% to 3% EL - Increase pass rate from 81% to at least a 83%, reducing the gap from 9% to 7% SWD - Increase pass rate from 83% to at least a 85%, reducing the gap from 7% to 5% Econ Disadv. - Increase pass rate from 81% to at least a 83%, reducing the gap from 9% to 7%		
Annual Performance Goal Year 3 (2027-28)	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 80% to at least a 84%, reducing the gap from 10% to 6% Hispanic - Increase pass rate from 87% to at least a 89%, reducing the gap from 3% to 1% EL - Increase pass rate from 81% to at least a 85%, reducing the gap from 9% to 5% SWD - Increase pass rate from 85% to at least a 86%, reducing the gap from 5% to 4% Econ Disadv. - Increase pass rate from 83% to at least a 85%, reducing the gap from 7% to 5%		

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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 1.3-Provide structures (professional learning communities planning days, prioritize time in the schedule for planning, common language) that strengthen collaboration, shared belief in ability to achieve intended results, and scaling of best practices across all schools and the division.

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 wherever they are supporting students. * Teacher will use math workshop structures within each unit. * Every student will be required to meet regularly 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	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * 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 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. * Additional targeted small group weekly using best instructional strategies, progress monitoring, and document progress.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * 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. * Use very straight-forward, explicit instruction by breaking down mathematical concepts into smaller, more manageable steps. Clearly explain each step, provide guided practice, and offer opportunities for students to practice independently.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning: * Pre-service week Prof learning * Ongoing PD - through CLTs, Department Chair Meetings, * Excellence in Teaching and Learning work with Dr. Willingham	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	

Progress Monitoring

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

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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)
School level- NWEA - MAP Growth (Alg 1 only) Teacher/CLT/Grade -SOL Quick Checks	Teacher/CLT/Grade -SOL Quick Checks	School level NWEA - MAP Growth (Alg 1 Only) Teacher/CLT/Grade -SOL Quick Checks	School level- NWEA - MAP Growth (Alg 1 Only) Teacher/CLT/Grade -SOL Quick Checks

Goal #2	Reading - 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 (Yorktown enrolled only) All students attending Yorktown*: 92%; EL 1-4 42%; Black Students 88%; Hispanic 78%; SWD 72% ED 62% *VDOE School Quality Data includes all students in Yorktown attendance zone	Identify if goal is required based on state or federal requirements, or other guidelines	
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: Black - Increase pass rate from 88% to at least 91%, reducing the gap from 4% to 1% Hispanic - Increase pass rate from 78% to at least 84%, reducing the gap from 14% to 38% EL - Increase pass rate from 42% to at least 65%, reducing the gap from 50% to 27% SWD - Increase pass rate from 72% to at least 85%, reducing the gap from 20% to 7% Econ. Disadv. - Increase pass rate from 62% to at least 76%, reducing the gap from 30% to 16%			
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: Black - Increase pass rate from 88 % to at least 89%, reducing the gap from 4% to 3% Hispanic - Increase pass rate from 78% to at least 80%, reducing the gap from 14% to 12% EL - Increase pass rate from 42% to at least 53%, reducing the gap from 50% to 39% SWD - Increase pass rate from 72% to at least 81%, reducing the gap from 20% to 11% Econ. Disadv. - Increase pass rate from 62% to at least 70%, reducing the gap from 30% to 22%		

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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: Black - Increase pass rate from 89% to at least 90%, reducing the gap from 3% to 2% Hispanic - Increase pass rate from 80% to at least 82%, reducing the gap from 12% to 10% EL - Increase pass rate from 53% to at least 61%, reducing the gap from 39% to 31% SWD - Increase pass rate from 81% to at least 83%, reducing the gap from 11% to 9% Econ. Disadv. - Increase pass rate from 70% to at least 73%, reducing the gap from 22% to 19%		
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: Black - Increase pass rate from 90% to at least 91%, reducing the gap from 2% to 1% Hispanic - Increase pass rate from 82% to at least 84%, reducing the gap from 10% to 8% EL - Increase pass rate from 61% to at least 65%, reducing the gap from 31% to 27% SWD - Increase pass rate from 83% to at least 85%, reducing the gap from 9% to 7% Econ. Disadv. - Increase pass rate from 73% to at least 76%, reducing the gap from 19% to 16%		
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 an explicit vocabulary routine to teach new words essential to the shared text-PACT strategy * Utilize strategies from Aspire Training and Staff Development in adolescent reading	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: * Teach a routine to determine the gist of the texts-PACT * Utilize Lexia-Build students decoding skills to read complex multisyllabic words, grammar, comp.	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * multisyllabic word decoding routines * Immersive Reader, ed tech access for read aloud/translators	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning - Lexia aspire training for ELA cohort - PACT training for all staff - DEI Coordinator & DEI office will provide professional learning -CLT and Department meetings with DEI Coordinator -Equity Team will integrate Patriot Period lessons - Grading for Equity Sessions for new staff	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Progress Monitoring			

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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		78% Favorable response on Student Well-Being: Social, Emotional, and Mental Health Measure 2025 YVM	Identify if goal is required based on state or federal requirements, or other guidelines
3 Year Performance Goal			
By June 2028, Students perceptions on the Student Well-Being: Social, Emotional, and Mental Health measure of the 2026 YVM will increase from 78% to 84% Favorable on 2027 YVM			
Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)		By June 2026, Students perceptions on the Student Well-Being: Social, Emotional, and Mental Health measure of the 2026 YVM will increase from 78% to 80% Favorable on 2026 YVM	
Annual Performance Goal Year 2 (2026-27)		By June 2027, Students perceptions on the Student Well-Being: Social, Emotional, and Mental Health measure of the 2026 YVM will increase from 80% to 82% Favorable on 2027 YVM	

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Annual Performance Goal Year 3 (2027-28)	By June 2028, Students perceptions on the Student Well-Being: Social, Emotional, and Mental Health measure of the 2026 YVM will increase from 82% to 84% Favorable on 2027 YVM			
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, Ruler, or RC) * Deliver 30 minutes twice a week of explicit SEL instruction * 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 * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * 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 - will monitor by conducting walkthroughs and observations and attending CLTs.
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	
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	
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 participating in training on the Tier 2 & 3 interventions (i.e. Coping Cat, Zones of Regulation, etc.)		1-2) August for initial traning, 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	

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Goal #4		Workplace climate			
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		75% Staff & 69% Teachers favorable on Workplace Climate measure YVM 2025	Identify if goal is required based on state or federal requirements, or other guidelines		
3 Year Performance Goal					
By June 2028, YVM 2028 Workplace Climate Measure will increase to 82% for staff and 78% for teachers					
Annual Performance Goals					
Annual Performance Goal Year 1 (2025-26)		By June 2026, YVM 2026 Workplace Climate Measure will increase to 78% staff and 72% for teachers			
Annual Performance Goal Year 2 (2026-27)		By June 2027, YVM 2027 Workplace Climate Measure will increase to 80% for staff and 75% for teachers			
Annual Performance Goal Year 3 (2027-28)		By June 2028, YVM 2028 Workplace Climate Measure will increase to 82% for staff and 78% for teachers			
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) -		S-SCW-2.3-Develop and implement reward and recognition processes for all employees aligned to APS strategic priorities and performance objectives.			
Action Steps					
Action Steps			Timeline	Responsible & Accountable	Monitoring for Implementation
Staff Advisory Council - monthly meetings with representatives from each department/scale.			Monthly	Admin, SAC reps	Principal and AP will attend Staff Advisory meeting, adress staff concerns
Monthly department check-ins with principal and AP of dept, New Teacher and Department meetings.			Monthly	Admin, Leadership Team	Principal & AP will monitor by sharing Meeting agendas with staff to show completion of identified tasks
Walkthroughs - quarterly for each teacher AP & Principal			Quarterly	Admin Team	Principal & AP's will monitor by completing walkthrough forms quarterly for all staff
Hospitality Committee Events			Beginning of year, middle of year	Leadership Team	Principal & AP will monitor through check-ins with Hospitality Committee Chairs and attending quarterly staff connection events.
Progress Monitoring					
Strategic Plan - Measures		LGI-SCW-2.1-YVM Staff: Workplace Climate	Strategic Plan - Key Performance		KPI-SCW-2.2-% staff responding favorably to YVM category Engaged Workforce: Workplace Climate

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(To determine if goal was achieved)		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 Advisory Council Reports	Mid-year survey	School Advisory Council Reports	YVM

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	76% favorable on YVM 2025 Family engagement	Identify if goal is required based on state or federal requirements, or other guidelines	N/A
3 Year Performance Goal			
By 2028 At least 84% of Yorktown Families will respond favorably on Family Engagement in 2028 YVM Survey			
Annual Performance Goals			
Annual Performance Goal Year 1 (2025-26)	By June 2026, At least 80% of Yorktown Families will respond favorably on Family Engagement in 2026 YVM		
Annual Performance Goal Year 2 (2026-27)	By June 2027, At least 82% of Yorktown Families will respond favorably on Family Engagement in 2027 YVM Survey		

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Annual Performance Goal Year 3 (2027-28)	By June 2028, At least 84% of Yorktown Familes will respond favorably on Family Engagement in 2028 YVM Survey		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-P-2.2-Develop and implement family engagement structures and resources systemically to schools ensure family engagement is effective and accessible to all families.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) COMMUNICATING EFFECTIVELY ● Our school communicates with families in a wide variety of ways. ● Our school address barriers to communication WELCOMING ALL FAMILIES ● The school environment feels welcoming and inclusive to all families. ● Staff develops respectful, trusting relationships with families.	Sept- June, ongoing	Admin Team, BFS, Counseling stff	Meeting Agendas Professional Learning agendas & ParentSquare Training Accountability for quarterly teacher communicaiton
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff to 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.	Sept- June, ongoing	Admin Team, BFS, Counseling stff	Training on ParentSquare Quarterly communication from teachers
Action 3 (Student Success): * Host at least four parent workshops/information/training sessions that directly support student success, specifically (List the focus area that connects to key focus area in your Action Plan)	Sept- June, ongoing	Admin Team, BFS, Counseling stff	Agendas from workshops Workshops for Spanish Families
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)

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ParentSquare Engagement	Mid-Year Survey	ParentSquare Engagement	YVM