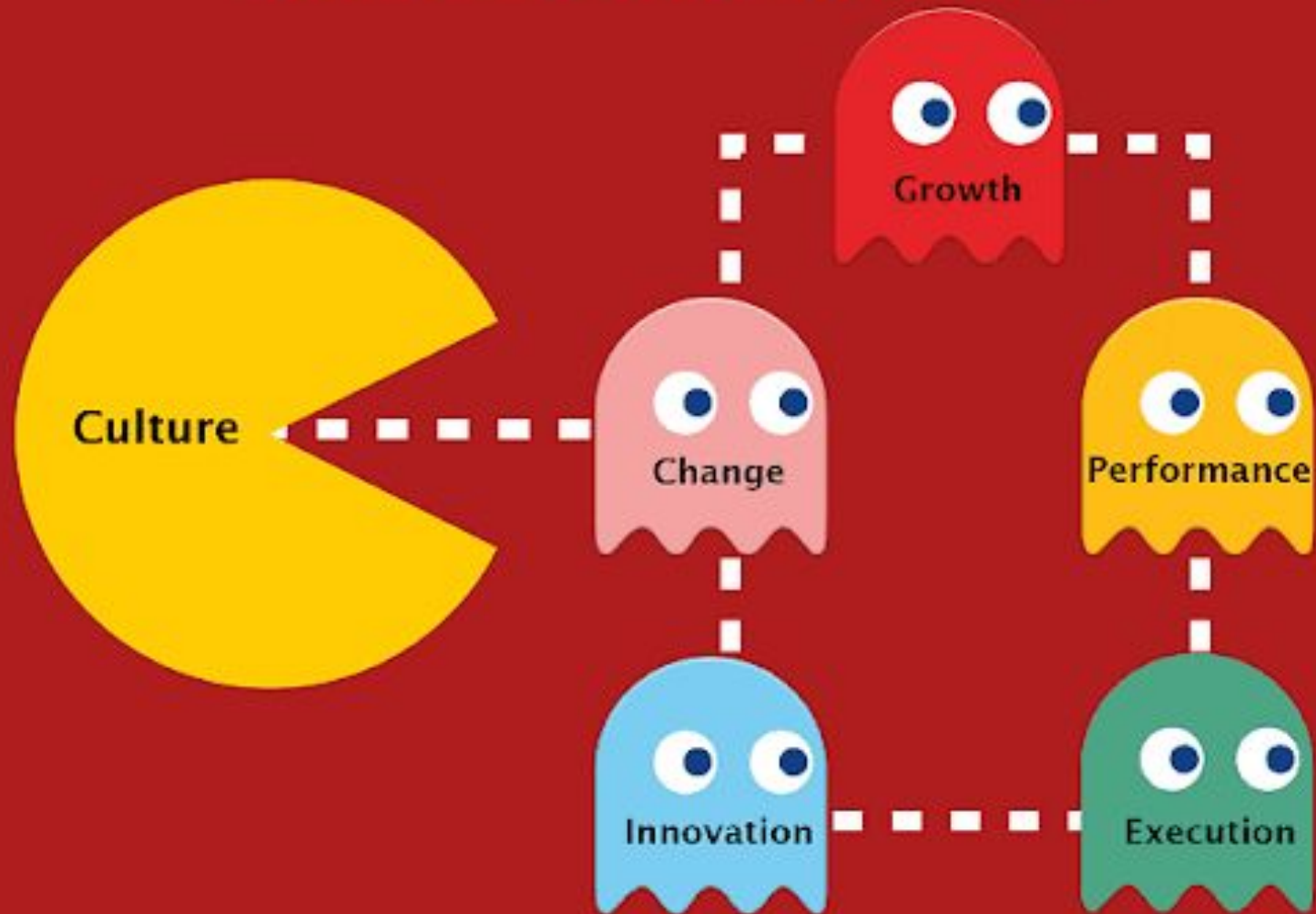




Atlanta Public Schools Strategic Plan Retreat *May 2025*

Organizational culture eats strategy for breakfast, lunch and dinner



Our Engagement



**ASSESS & UNDERSTAND
NEEDS ASSESSMENT**



**STRATEGIC DIRECTION
VALUES & GOALS**



**STRATEGY DEVELOPMENT
FOCUS & PRIORITIES**



**STRATEGY REFINEMENT
STRATEGIES & INITIATIVES**



**Every Cluster
Virtual & In-Person
Summaries for Every Engagement
Surveys & Focus Groups
Advisory Groups**



**WE ARE EDUCATING AND
EMPOWERING ATLANTA'S
STUDENTS TO SHAPE THE
FUTURE. WE ARE ATLANTA'S
PUBLIC SCHOOL SYSTEM.**

We Are A **Community of Believers** Getting **Back to Basics**



ONE DISTRICT. ONE GOAL. EVERY CHILD.

By 2030 “BIG BETS”...



Offer universal PK3 and PK4



Have a \$100,000 average teacher salary



Implement Individual Success Plans for every student



Establish community hubs in every cluster



Universal PK3 and PK4

Larger than expected growth was observed during Georgia's Pre-K year in literacy, math, and social skills. A key strength is building foundational literacy skills for reading. (2021 Study)

Additional Impact (Child care is an essential support for families, early education support social growth, etc)



Individual Student Success Plans

Individualizing student learning and support based on their needs will ensure that both in-school and out-of-school strategies are coordinated to contribute to their success. Further, research shows that quality Individual Student Success Plans address student achievement goals by strengthening adult-student relationships and student goal-setting.



\$100,000 Average Teacher Salary

Metro Atlanta school districts compete for high-quality, experienced staff, and providing robust compensation has allowed APS to maintain nearly zero vacancies and increased retention.

A competitive compensation package assists districts with quality teacher recruitment and retention (2018 Study)



Community Hubs

A thriving community provides the foundation for educational success. In Atlanta, 17.9% of residents are below poverty and 50% of APS students are economically-disadvantaged. Understanding the unique needs of each community will allow us the opportunity to address them in an intentional and aligned way.

Focus Areas and Strategies

A **Community of Believers** Getting **Back to Basics**

Our Strength is Our Team

Atlanta's students will have effective and engaged teachers, leaders, and staff.

- Increase concentration of highly-effective teachers and leaders
- Prioritize engagement and retention for staff
- Grow and promote strong teachers, leaders, and staff

Our Responsibility Is Shared

Atlanta's students will have supportive families, communities, and partners.

- Build meaningful partnerships
- Expand Atlanta Partners for Education (APFE) impact
- Increase access and engagement for families and communities

Our System Is Efficient & Effective

Atlanta's students will have the schools and resources they need to succeed.

- Maximize facility usage for the student and community good
- Leverage data to drive strategic financial investments
- Implement sustainability initiatives

We Are Strengthening Our Instructional Core

Atlanta's students will have high-quality instruction, materials, and targeted support.

- Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas
- Target resources towards subgroups (eg. exceptional educational, economically-disadvantaged)
- Accelerate early learning

We Are Caring For Every Child

Atlanta's students will have trusted, supportive adults meeting their unique needs.

- Expand strategies that reduce chronic absenteeism and disproportionate discipline
- Implement systematic culture and climate strategies
- Increase student access to trusted and reliable adults (eg. mentors)

We Are Sparking Student Curiosity

Atlanta's students will have access to explore and expand their passions and interests.

- Promote robust arts, athletics, world language, and enrichment offerings
- Expand access to high-interest offerings (eg. CTAE, advanced coursework)
- Explore specialized and innovative school models (eg. School of the Arts)

Student Outcomes

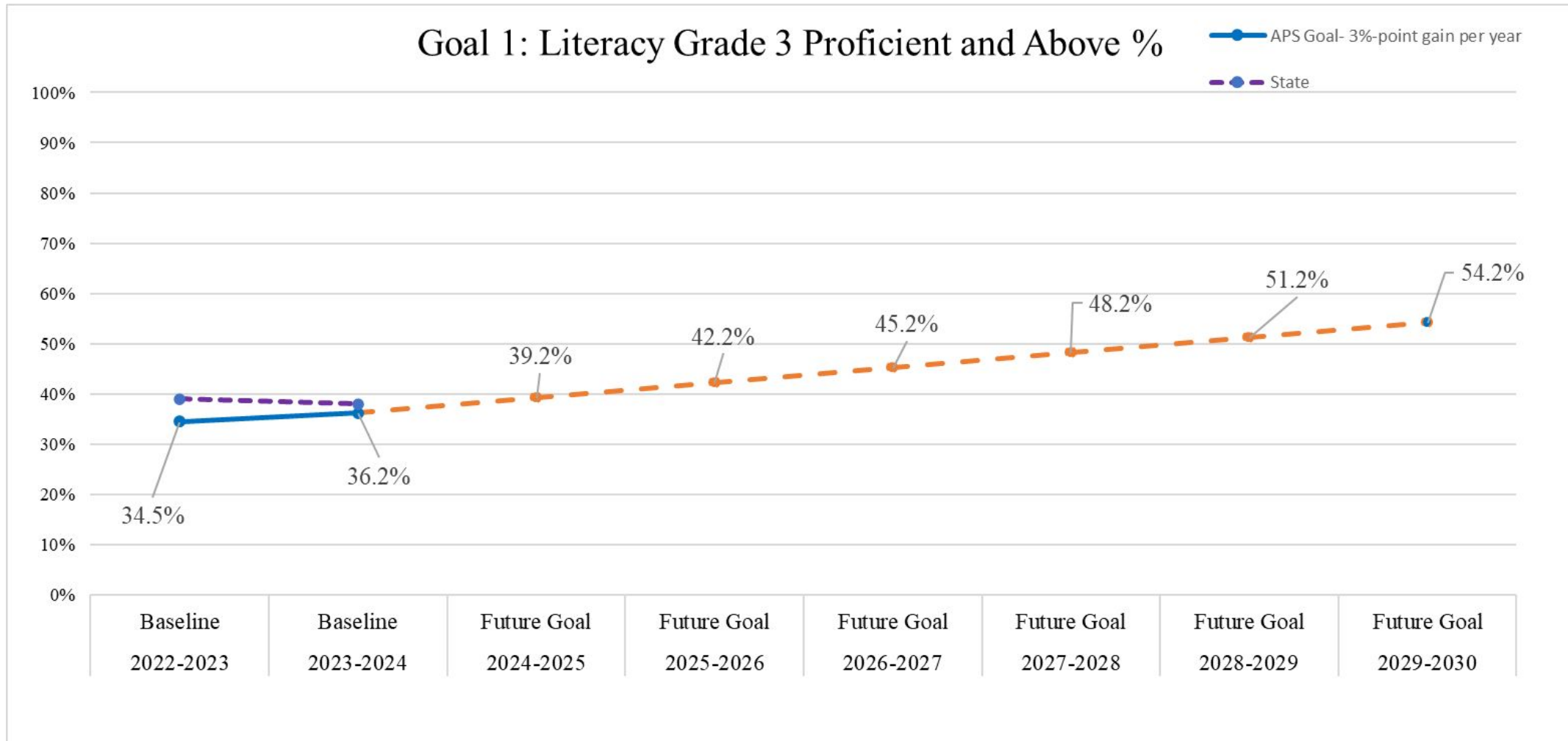


The tragedy of life doesn't lie in not reaching your goal. The tragedy lies in having no goal to reach. It isn't a calamity to die with dreams unfulfilled, but it is a calamity not to dream...It is not a disgrace not to reach the stars, but it is a disgrace to have no stars to reach for. Not failure, but low aim is sin.

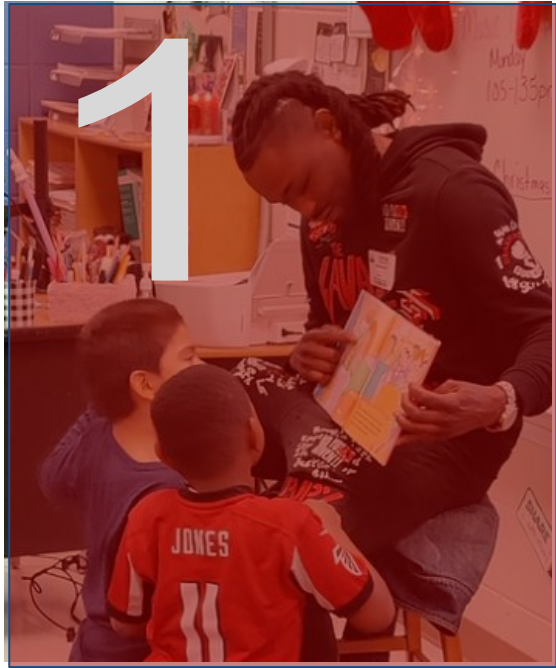
— *Benjamin E. Mays* —

AZ QUOTES

Goal 1: Literacy (High Target*)

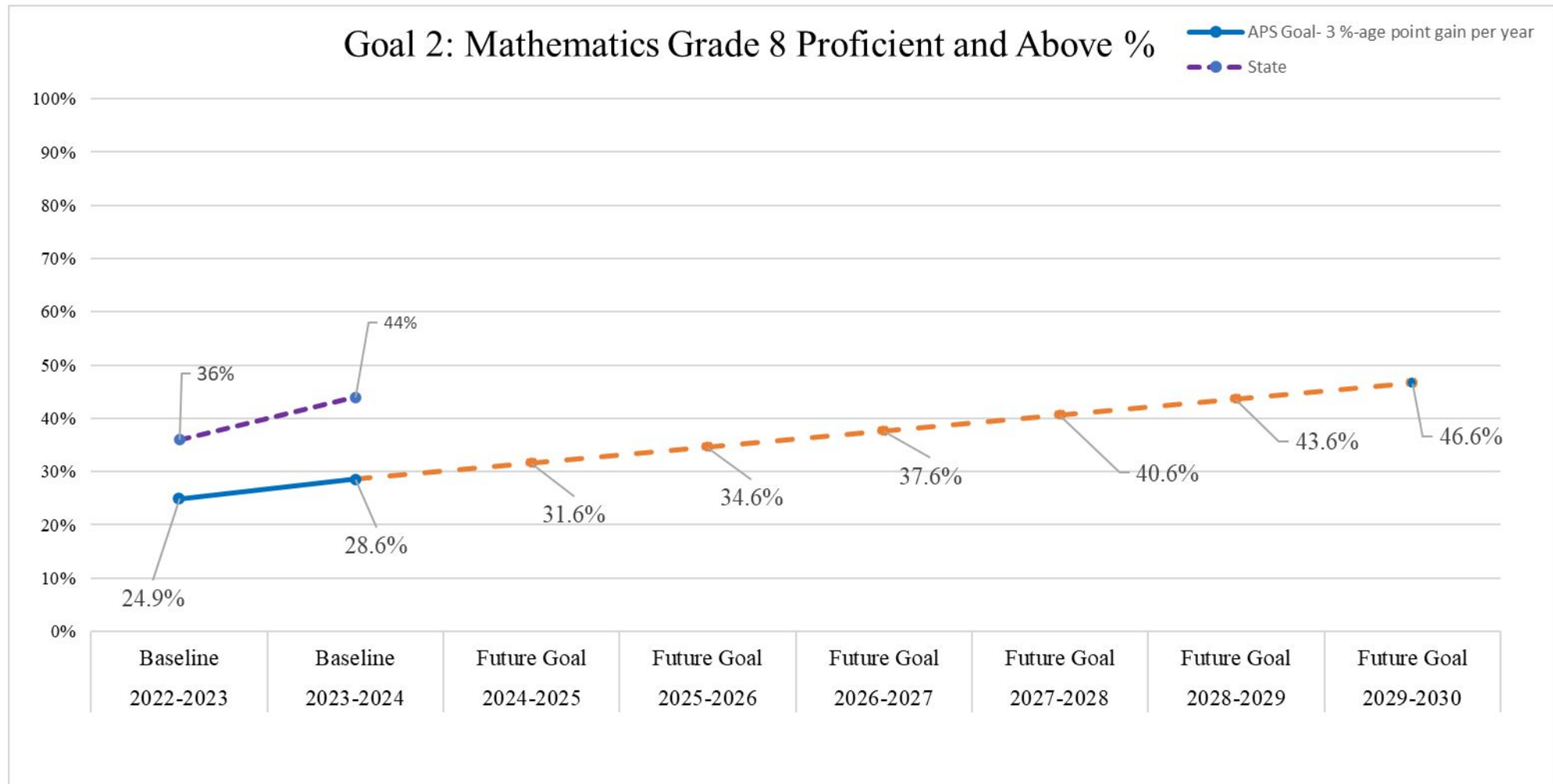


*High Target = 3 percentage point annual target per year

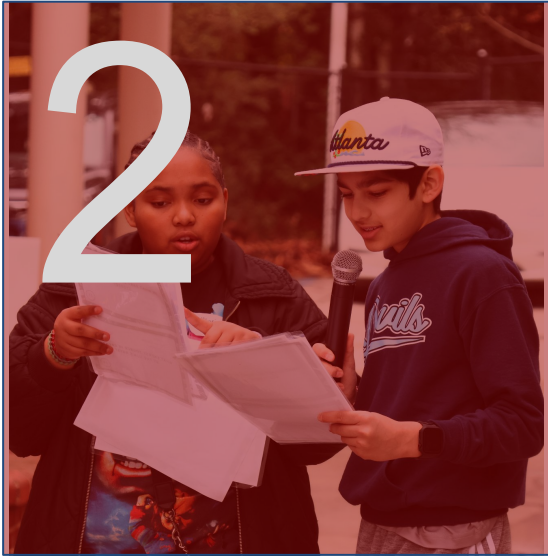


Literacy is a fundamental right that opens the door to lifelong learning. By 2030, we will increase the percentage of 3rd grade students scoring proficient or above in ELA by **20 percentage points (Currently 36.2%).**

Goal 2: Mathematics (High Target*)

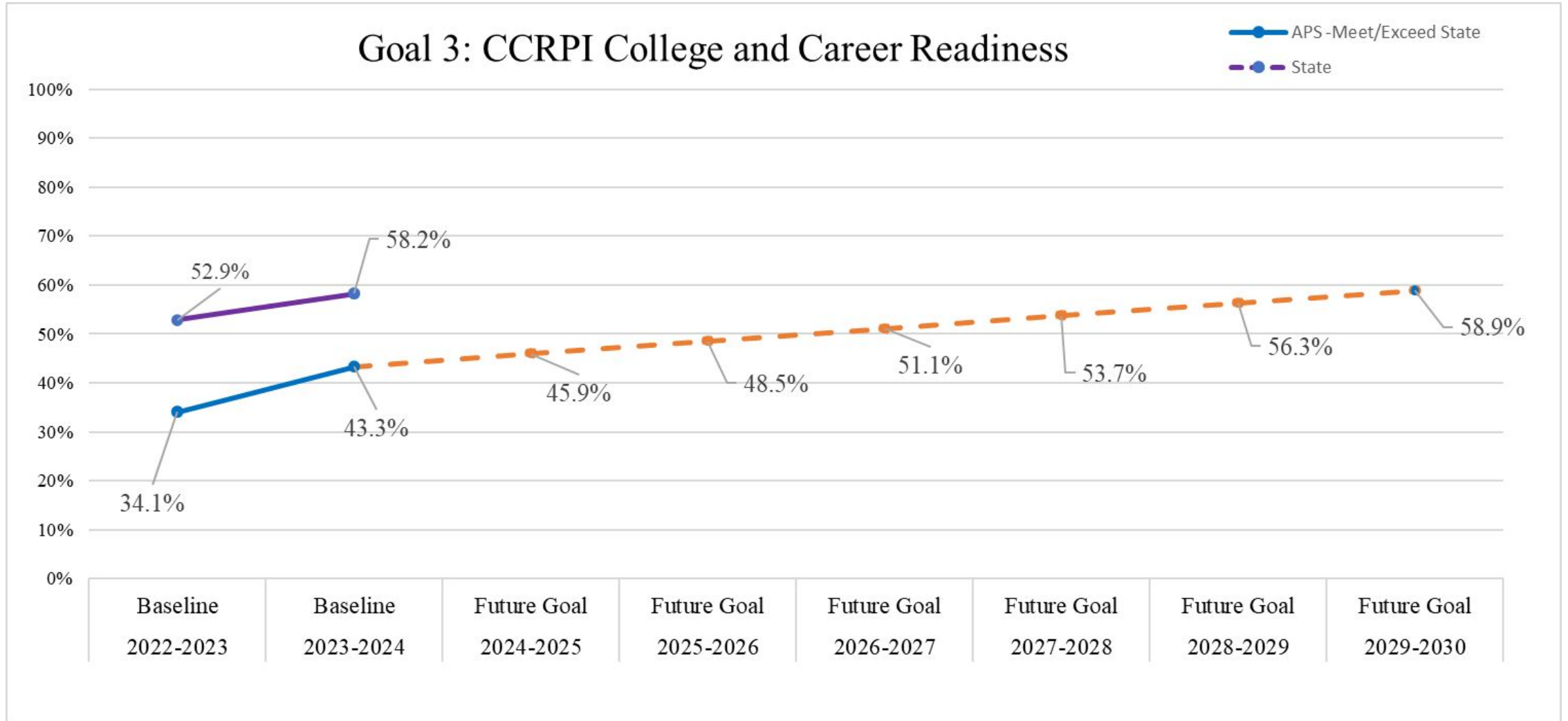


**High Target : 3 percentage point gain per year*



Our students will thrive as critical-thinkers and problem-solvers. By 2030, we will increase the percentage of 8th grade students scoring proficient or above in Math by **20 percentage points (currently 28.6%).**

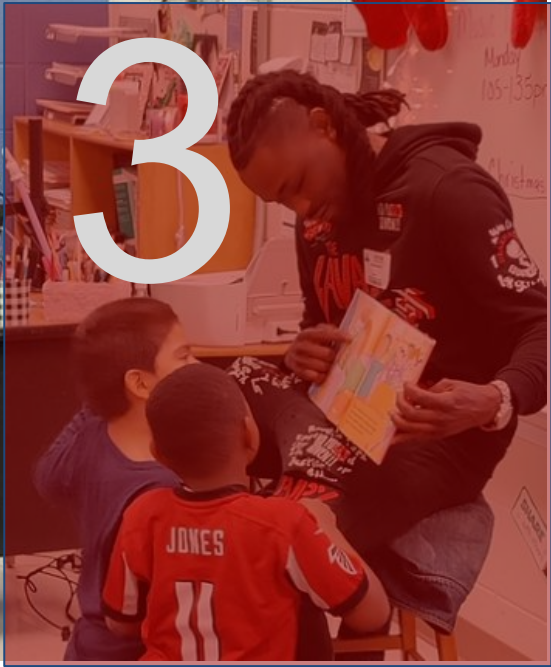
Goal 3: CCRPI College and Career Readiness



Option B - Incremental Progress to Align with State 2024 CCRPI Readiness Indicator (58) by 2030

3

Every APS students will graduate enrolled, enlisted, employed, or as an entrepreneur. By 2030, we will increase the percentage of students meeting at least one CCRPI College and Career Readiness Indicator by **20 percentage points (currently 43.3%).**



Progress Monitoring

A **Community of Believers** Getting **Back to Basics**

We Are Strengthening Our Instructional Core

- % of Kindergartners scoring Demonstrating or Exceeding on GKIDS domain
- % of (Exceptional Education, Black/Hispanic, English Learners, Economically-Disadvantaged) scoring proficient on Milestones
- % of (Exceptional Education, Black/Hispanic, English Learners, Economically-Disadvantaged) Individual Growth Percentile over 50
- # of schools identified on the state lists (CSI, TSI, ATSI)
- % of students with access to PK3 and PK4 seats

Current (2025)	Target (2030)
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We Are Caring For Every Child

- % student who are not chronically absent
- % students who feel a sense of belonging
- % of students within a subgroup who receive disciplinary action relative to total enrollment of that subgroup
- % of students with access to mentors
- % of students with individual success plans

Current (2025)	Target (2030)
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We Are Sparking Student Curiosity

- % of graduates enrolling in post-secondary institutions
- % of students completing CTAE pathway
- % of students earning HS credit in AP, IB, or Dual Enrollment
- % of students participating in at least one school-based extracurricular activity

Current (2025)	Target (2030)
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A **Community of Believers** Getting **Back to Basics**

Our Strength is Our Team

- % of engaged staff
- % of teachers with 3 or more years of experience
- Average teacher salary
- Principal performance

Current (2025)	Target (2030)
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Our Responsibility Is Shared

- % of favorable responses to “Supporting Student Success” (Family Engagement Survey)
- Partnership/Fundraising Revenue
- % of clusters with access to community hubs

Current (2025)	Target (2030)
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Our System Is Efficient & Effective

- % of students who feel safe
- % Fund Balance
- % of zoned students enrolled in APS schools
- % of on-time morning/afternoon bus arrivals
- % Average daily participation in breakfast and lunch
- Usage per square foot (utility usage)
- % of work orders addressed within 3 days (facilities, technology)
- # of excess facilities repurposed for community good

Current (2025)	Target (2030)
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Next Steps

Implementation Planning & Dashboards

We Are Sparking Student Curiosity

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- Promote robust arts, athletics, world language, and enrichment offerings
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Key Performance Indicators

- % of graduates enrolling in post-secondary institutions
- % of students completing CTAE pathway
- % of students earning HS credit in AP, IB, or Dual Enrollment
- % of students participating in at least one school-based extracurricular activity

Focus Area: We Are Sparking Student Curiosity

Our Charge: Atlanta's students will have access to explore and expand their passions and interests.

Objective: Expand access to high-interest offerings (eg. CTAE, advanced coursework)

Strategy: Identify high-interest careers, and expand offerings through CTAE and Atlanta College & Career Academy

Owner
Action Plan
Timeline
Progress Monitoring

Change Management & Communication Planning

Awareness

Desire

Knowledge

Ability

Reinforcement

EDUCATING & EMPOWERING ATLANTA'S STUDENTS TO SHAPE THE FUTURE

ATLANTA PUBLIC SCHOOLS
WE ARE ATLANTA'S PUBLIC SCHOOL SYSTEM

- 1 Literacy is a fundamental right that opens the door to lifelong learning. By 2030, XX% of 3rd Grade students will score Proficient or Above in ELA.
- 2 Our students will thrive as critical-thinkers and problem-solvers. By 2030, XX% of 8th grade students will score Proficient or Above in Math.
- 3 Every APS student will graduate enrolled, enlisted, employed, or as an entrepreneur. By 2030, XX% of students will meet at least one CCRFI College and Career Readiness Indicator.

BY 2030

- 📖 Offer universal PK3 and PK4
- 💰 Have a \$100,000 average teacher salary
- 👤 Implement Individual Success Plans for every student
- 🏡 Establish community hubs in every cluster

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# of excess facilities repurposed for community good		

[VIEW THE COMPLETE STRATEGIC PLAN \[URL\]](#)

Board Reporting Calendar (DRAFT Example)

August

Grow and promote strong teachers, leaders, and staff
Expand strategies that reduce chronic absenteeism and disproportionate discipline

September

Increase access and engagement for families and communities
Promote robust arts, athletics, world language, and enrichment offerings

October

Implement sustainability initiatives
Implement systematic culture and climate strategies

November

Expand Atlanta Partners for Education (APFE) impact
Implement high-quality, relevant, and engaging instructional materials and professional learning in all core content areas

December

Maximize facility usage for the student and community good
Explore specialized and innovative school models (eg. School of the Arts)

January

Mid-Year Check In

February

Increase concentration of highly-effective teachers and leaders
Accelerate early learning

March

Build meaningful partnerships
Increase student access to trusted and reliable adults (eg. mentors)

April

Prioritize engagement and retention for staff
Promote robust arts, athletics, world language, and enrichment offerings

May

Leverage data to drive strategic financial investments
Target resources towards subgroups (eg. exceptional educational, economically-disadvantaged)

June

End of Year Report

Goals and KPI's will be embedded and shared throughout the Board reporting calendar.

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