

AoA Strategic Plan Year One Goals SY 2023-24

November 15, 2023

Reminder of AoA Strategic Plan Steps For A 5 Year Plan: 23-28

■ In 2022-23, AoA went through Strategic Plan process involving all AoA constituents via interviews, focus groups, and surveys, concluding with a retreat in March 2023.

A report was delivered in May 2023 with three main themes to focus on.

■ At the August 2023 Board retreat, AoA Board members created five year goals based on those three themes.

In September, AoA leadership team created their goals based on these three themes.

■ ED Chilcott compiled all the goals, noted which ones have costs associated with them and is presenting year one goals tonight, 11/16/23.

Will present year 2-5 goals in spring 2024.

Year 1, 23-24: Culture

- Clarify what we mean by social justice and restorative practices
- We (the AoA staff) know what we do and what we stand for (can speak in a unified voice)
- Increased parent participation on campus
- Create a PTA for parent engagement
- Create a School Site Council for parent engagement in decision making
- More parent volunteer opportunities

Year 1, 23-24: Culture

- Have onsite SEL supports continue (school counselors, A Better Way)
- Continue funding Attendance & Family Liaison position
- RTI approach to school culture, year 1. Led by Dean of Students
- Ruler Implementation for Elementary. Led by Elementary Counselor (Tier 1 approach)
- Review Project Wayfinder Lessons for future programming (MS SEL program)
- RTI approach to supporting students and families created by intervention and Rj team

RTI = Reponse to Intervention

Year 1, 23-24: Instruction & Pedagogy

- Increase STAR test scores 2-5% across the spectrums along with other test scores as well
- Disaggregate data to understand AoA ES matriculating and MS entering from other schools
 - Elementary School
- SIPPS Phonics - Currently using, fully implemented
- Using effective, research-based curricula (Eureka-Squared for Math. Wit & Wisdom, ELA) -Currently using, fully implemented
- Strong data-informed intervention teams and practices in reading & math (2 literacy IA's and 1 math IA) - Currently using, fully implemented

Year 1, 23-24: Instruction & Pedagogy

- Middle School (All Intervention Tools)- All purchases completed
- (New Curriculum) Consistent and data driven reading curriculum- SIPP's Phonics (Reading Decoding) & Language Live (Reading Fluency) - In action
- (New Curriculum) Effective, research-based curricula (Open Up Math, NGSS - aligned Science, Common Core-Aligned ELA) - In action
- Develop data based newcomer/ELL support path (6-8th grade). Supports: Handheld translators, Kindle Fires for reading w/ translation, and Summit K-12 online Language Development platform. In action
- Math intervention-developing data based small group practices. Utilizing Zearn and Open Up supplemental materials & peer teach (6th), and Math Interventionist Role is engaging math team in delivery vertically aligned curriculum with fidelity. In action

Year 1, 23-24: Staff

- Develop a plan to retain staff
- Develop a plan to retain good teachers
- Conduct a competitive analysis of salaries across districts and counties for teachers and staff
- Right size of the staff to support students, school goals, and the budget
- Capitalize on these state's focus on SEL & mental health to get money to support these programs and use general fund to support staff
- Establish community partnerships based on student, family, & school needs

Next Steps

- Are there questions about any items listed in these goals?
- Will take this back to OLT and get clarification (or if none needed), moved completed goals to completed list, revise active goals if necessary, and share with AoA community.

Early 2024

- Will work on strategic plan goals for years 2-4 in early 2024.
- Will present them at board meetings for feedback and clarification before sharing with full AoA community by the end of SY 23-24.

Thank you and
questions.