



AoA Strategic Plan
Goals Review
Years 2-5: 2024-28

April 25, 2024

**AoA Strategic Plan
Year Two Goals
SY 2024-25**

Year 2, 24-25: Culture

- Boost school online ratings by 10% at:
 - Great Schools
 - Google
Yelp
 - Niche
- Clarify AoA SES (Social-Emotional Support) options and processes/
procedures for families to access them
- Implement student led conferences at the MS level, 6-8

Year 2, 24-25: Culture

- Implement more family events (ES, MS, school-wide throughout the year)
- Increase family engagement at the MS level
- Establish the AoA Brand
- Build parent leaders within the parent volunteer groups to start pre-planning efforts and calendaring events, and engage in focused fundraising. Clarify processes for fundraising, event planning, and accessing volunteer applications, fingerprinting services, and onboarding procedures
- Counseling/RJ team and Academic team will develop a Scope & Sequence of Advisory Lessons aligned to core competencies

Year 2, 24-25: Instruction & Pedagogy

- Create department leads **(MS)**
- Provide more students access to accelerated math programming **(MS)**

Year 2, 24-25: Staff

- Retain strong Academic Support staff such as deans to provide strong academic support to teachers and instructional staff
- Ensure staff and teacher benefits are competitive to increase retention rates. Benefits should be on par with surrounding districts and CMOs
- Identify and implement an employee evaluation system
- Identify and implement ongoing PDs to support and enhance teacher needs and skill sets
- Identify and implement leadership opportunities for teachers and staff

Year 2, 24-25: Other

(Carry Over from Year 1 Goals)

- Step 1: Conduct comprehensive comp benchmarking exercise - Salary, Benefits, Perks, Culture
- Step 2: Make comp changes based on step 1 and approvals from Boards
- Step 3: Implement these changes along with positive communication plans to boost employee morale

**AoA Strategic Plan
Year Three Goals
SY 2025-26**

Year 3, 25-26: Culture

- All of Alameda knows what AoA stands for and what AoA does
- Continue to develop relationships with outside resources within and around the community to support ongoing AoA family needs

Year 3, 25-26: Instruction & Pedagogy

- Continue to find new intervention supports for current and incoming students
- Reduce the achievement gap by 50%
- Implement teacher-led professional development. **(MS)**
- Create mentoring programs led by department leads **(MS)**

Year 3, 25-26: Staff

- No Staff Goals This Year

**AoA Strategic Plan
Year Four Goals
SY 2026-27**

Year 4, 26-27: Culture

- Parents actively engage in their child's education in terms of fundraising, volunteering, communication, and attendance in school meetings, and show participation growth across these areas each year.
- To create a student government group (MS)
- To create a student/teacher group for students to have input on the creation of advisory lessons

Year 4, 26-27: Instruction & Pedagogy

- No Instruction & Pedagogy Goals This Year

Year 4, 26-27: Staff

- No Staff Goals This Year

**AoA Strategic Plan
Year Five Goals
SY 2027-28**

Year 5, 27-28: Culture

- 99% of students feel safe at AoA
- Parents actively engage at various levels in parents education classes, PTA, SSC
- Have processes in place that provide clear paths forward for students in need of Mental Health services with easy-to-access alternatives for families
- Have a dedicated parent room that is staffed full-time
- 90-100% parent participation in surveys
- By year 5 (27-28 SY), ADA improved by 2.5% from the 24-25 SY ADA #

Year 5, 27-28: Culture

- All students have clear and predictable common behavioral expectations. Teachers and staff members have a clear and predictable accountability ladder, and referral process. All students participate in lessons that teach them the common behavioral expectations
- Have the ability to track student growth in staff-created student wellness goals
- AoA has a fully-functioning PTA that engages in fundraising efforts, supports events, and is embedded in the daily activities of the school

Year 5, 27-28: Instruction & Pedagogy

- Reduce the achievement gap by 90%
- Quantitative and Qualitative decisions made in tandem are used to close the achievement gap
- Clearly agreed upon and implemented pedagogy that align across our TK-8 grade levels and include/support our values of social justice and restorative practices
- Implement culturally relevant pedagogy to meet the needs of our diverse student population, led by Humanities teachers
- Both research-based, Instructional Leadership Team-chosen quality & qualified online, AI platforms, and classroom instructions are implemented to support student learning

Year 5, 27-28: Instruction & Pedagogy

- 8th grade students attending AoA since at least 6th grade, including Newcomer English Language Learner students, can demonstrate grade-level proficiency or growth towards grade level proficiency in reading showing growth each year
- Implement Cross-age (grade-level) tutoring
- Students who graduate 8th grade (attending AoA since TK/K) are all grade-level proficient with access to advanced coursework
- Ensure at least 85% of students are proficient in math & ELA with minimal (10%) difference amongst demographic groups

Year 5, 27-28: Staff

- Ensure there are teacher leaders in each curriculum area (MS)
- Have highly effective staff in place who meet the criteria of our professional evaluation system criteria
- Staff across all areas are paid equally or higher than surrounding schools/districts. From Paras/IAs to Teachers
- Professional Development is collaboratively planned and presented from a variety of staff members and is aligned with the mission and vision of AoA

Questions & Next Steps

- Get clarification on some goals from board and current OLT
- Review goals with new principals, make adjustments if necessary. Define measurements for certain goals.
- Once goals are clarified, share on website with AoA community

- Determine implementation strategies and metrics with OLT starting with Year 2 (work on other years later)
- Determine what Year 2 goals need to be pre-planned now and over summer
- Review Year 1 goals for progress, completion, and support

Thank You