



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

November 21, 2024

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

Revised AoA Strategic Plan Goals with AUSD Charter Revision Recommendations Included

- **Three Topic Areas**
 - Students (Instruction & Pedagogy)
 - Staff
 - School Culture (Students, Staff, Families & Engagement)

Year 2, 24-25: Students

GOAL

- Create a comprehensive program to support student growth in Math and Reading from TK-8 with robust data monitoring that includes features like adaptive learning pathways, personalized instruction, differentiated activities, regular assessments, detailed progress reports, and teacher dashboards to track individual and class-wide progress,

Year 2, 24-25: Instruction & Pedagogy

TASK (AoA)

- OpenTK and establish curriculum and programming. 85% of students will demonstrate growth in STAR Reading & Math based on personal growth goals/measures.

TASK/COMMENT (AUSD)

- The school should disaggregate all Star Growth data in the LCAP by student groups so they can make their short term goals more actionable and ensure certain student groups are making progress.

Year 2, 24-25: Staff

GOAL:

- Establish a well-balanced organizational staffing structure that provides competitive compensation to attract and retain high-quality employees.

TASK (AoA)

- Revise and implement a competitive staffing structure after determining what type of salary scale we want to have

Year 2, 24-25: Culture

GOAL:

- Establish multiple opportunities for families to participate on campus through new committees and continued/additional events

TASK (AoA)

- Start the ELPAC, PTSA, (Parent Teacher Student Association) CAAT (Community Academic Advisory Team) committees

TASK/COMMENT (AUSD)

- Parents want to re-engage in ways prior to Covid, how can AoA tap into that and build upon it

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

Year 3, 25-26: Students

GOAL:

- To effectively close achievement gaps for specific student subgroups, we will leverage research-based, data-driven instructional strategies by utilizing targeted interventions tailored to individual needs, while actively engaging students through personalized learning approaches.

Year 3, 25-26: Students

Task (AoA):

- Review and align all curriculum for TK-8 with instructional staff and deans to ensure consistency and rigor in support of reducing the achievement gap by 5% each year. Continue to develop ways to bring intervention strategies to WIN/Tutorial utilizing online programming to reduce the achievement gap for ELL students and for Reading/Math support. (Summit K12, Zearn, Freckle)

Year 3, 25-26: Students

Task/Comment (AUSD):

- AOA should consider how they are explicitly monitoring and therefore supporting emerging multilingual students. While it is essential that English Learning students are included in their MTSS data identification for additional support, it would also be paramount to the success of this underserved group of students to spend time looking at their outcomes separately.

Year 3, 25-26: Staff

Goal:

- Conduct annual evaluations for all staff to foster ongoing support and continuous improvement.

Task (AoA):

- Identify and implement an evaluation system that can be used in each department

Task/Comment (AUSD):

- Ensure that all staff receive all the required annual trainings mandated by the State and Ed Code

Year 3, 25-26: Culture

Goal:

- Ensure the entire AoA and Alameda community understands and supports the school's mission, values, and programs while fostering ongoing partnerships to strengthen the school's impact and continue to increase enrollment

Task (AoA):

- Continue to develop relationships with community partners

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

Year 4, 26-27: Students

Goal:

- Accelerate learning supports for all students, including specific subgroups, while refining and developing curriculum that addresses all learners, and support teachers in data-driven, research based professional development that supports students and teachers.

Year 4, 26-27: Students

Task (AoA):

- In an effort to reduce the achievement gap by an additional 5% each year, implement teacher led professional development and PLCs. Develop teacher mentorships to support differentiated instruction and accommodations for students within gen-ed classrooms. To support MTSS programming, continue IA literacy instructional aides to support in ES/MS.

Task/Comment (AUSD):

- Track the response to differentiated academic supports provided to students with disabilities.

Year 4, 26-27: Staff

Goal:

- Provide continuous leadership opportunities and professional development to support the growth and advancement of teachers and staff.

Task (AoA):

- Based on staff evaluation information, student data, staff interests, and school needs, identify and provide professional growth opportunities and skill-building initiatives

Year 4, 26-27: Culture

Goal:

- Ensure alignment in schoolwide policies and practices for families, students, and staff to promote safety, satisfaction, and clear, predictable accountability expectations.

Year 4, 26-27: Culture

Task (AoA):

- Review our policies, practices, and procedures in elementary and middle school for cohesiveness

Task/Comment (AUSD):

- Review of discipline process as there was a disproportion of BIPOC students suspended based on data BIPOC students suspended based on data

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

Year 5, 27-28: Students

Goal:

- Build a school community environment that promotes strong attendance, rigor, and joy where students feel safe and supported. Students and families can name student growth, needs, and specific supports needed from our school community.

Year 5, 27-28: Students

Task (AoA):

- 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.

Task/Comment (AUSD):

- Full implementation of Peer Teach ES through MS students within school day and after school programming.

Year 5, 27-28: Staff

Goal:

- Cultivate a strong, positive staff culture that attracts and retains talented, properly credentialed/skilled employees, minimizing turnover and fostering long-term commitment.

Task (AoA)

- Implement a robust staffing onboarding process with additional coaching for new teachers & providing regular staff community events to build collaboration amongst departments and grade levels

Task/Comment (AUSD)

- Making sure credential type is compliant with the class content

Year 5, 27-28: Culture

Goal:

- Cultivate and promote a safe environment that encourages active student and family participation, ensures clarity and adherence to expectations for students and families, builds pride in and promotion of the school, and supports and sustains full enrollment.

Task (AoA):

- Continue implementing, adjusting marketing plans to ensure growing and sustainable enrollment

Some First Year Goal Accomplishments: 2023-24

Students

- Increase STAR test scores 2-5% across the spectrums along with other test scores as well
- Strong data-informed intervention teams and practices in reading & math (2 literacy IA's and 1 math IA)
- Math intervention-developing data based small group practices. Utilizing Zearn

Some First Year Goal Accomplishments: 2023-24

Staff

- Establish community partnerships based on student, family, & school needs

Culture

- Increased parent participation on campus. Increased volunteer opportunities.
- Clarify what we mean by social justice

Next Steps & Questions

- Determine additional tasks to accomplish each goals
- Determine timeline to accomplish each goals
- How are any budget decisions impacting accomplishing these goals?

Thank You