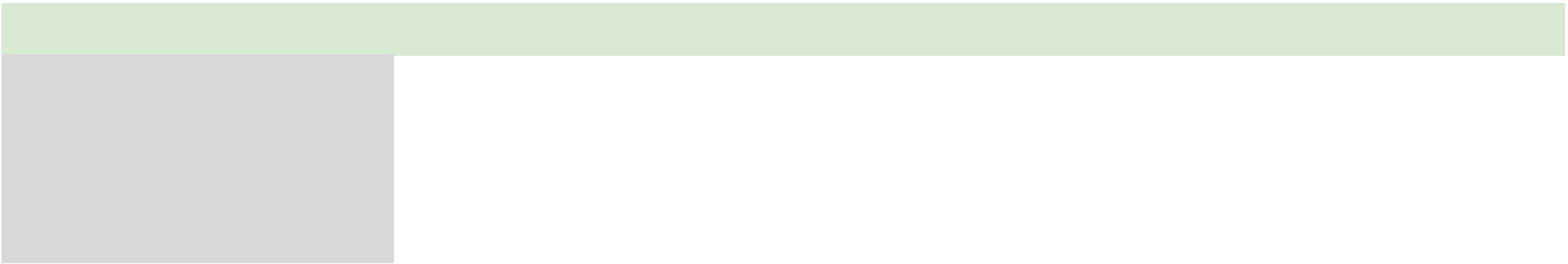


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Goal #1	Math - Opportunity Gaps - SOL		
Strategic Plan Goal Area	Student Success		
Strategic Plan Performance Objectives	PO-SS-1-By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments.		
Baseline Data		Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
<p>MATH SOL By 2026, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Hispanic - Increase pass rate from 67% to at least 79%, reducing the gap from 13% to 1% EL - Increase pass rate from 68% to at least 80%, reducing the gap from 12% to 0%</p>			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	<p>By June 2024, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Hispanic - Increase pass rate from 67 % to at least 71%, reducing the gap from 13% to 9% EL - Increase pass rate from 68% to at least 72%, reducing the gap from 12% to 8%</p>		
Annual Performance Goal Year 2 (2024-25)	<p>By June 2025, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Hispanic - Increase pass rate from 71% to at least 75%, reducing the gap from 9% to 5% EL - Increase pass rate from 72% to at least 76%, reducing the gap from 8% to 4%</p>		
Annual Performance Goal Year 3 (2025-26)	<p>By June 2026, opportunity gaps on the Alg 1 SOL (aggregated for all grade levels) will be reduced by the following tiered goal:</p> <p>Hispanic - Increase pass rate from 75% to at least 79%, reducing the gap from 5% to 1% EL - Increase pass rate from 76% to at least 80%, reducing the gap from 4% to 0%</p>		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	S-EW-2-Provide growth opportunities by implementing a competency-based professional learning and evaluation framework inclusive of all staff members.		



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Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: EL - Increase pass rate from (Spr. 2023 pass rate) 60% to at least 64%, reducing the gap from 35% to 31%		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SS-2-Deliver curriculum through innovative and relevant instruction that is differentiated to meet the diverse needs of each student.		
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/translations	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning			
Progress Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SS-1- Reading SOLs	Results of Progress (End of Year)	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)

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<p>School level- NWEA MAP Growth for Math (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -Writing performance task embedded in curriculum</p>	<p>School level- -NWEA MAP Growth for Math (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</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>	<p>School level NWEA MAP Growth for Math (BOY in 9th, only MOY & EOY if below proficient on BOY; Gr. 10-12 continue in upper grades if below proficient)</p> <p>Teacher/CLT/Grade- -End of Unit [Mastery Connect] -VGA for taught standards -Writing performance task embedded in curriculum</p>
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Goal #3	Student Well-Being		
Strategic Plan Goal Area	Student Well-Being		
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.		
Baseline Data	<p>In the 2022 YVM Category: Student Well-Being: Social, Emotional, and Mental Health, the baseline was 46% favorable response.</p>		

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<p>Tier 3 MTSS Team (Lead: Kathy Brewster) will meet twice monthly to review student data and referrals and to determine actions and interventions. 1:1 counseling support (School Counselors) 1:1 counseling support (Intervention Counselor)</p>	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs. MTSS Process being lead by Admin (Kathy Brewster) Agendas and monitoring data will be reviewed quarterly. School Counseling Fall and Spring Use of Time will be used to ensure that school counselors are spending 80% of their time in direct student support.
<p>Professional Learning 1) SEL Team will provide SEL training and ongoing support and resources for all ACC staff 2) Student Service staff provide MTSS training, resources and ongoing supports for all ACC staff.</p>	1-2) August for initial training, Sept-June, Ongoing	Admin, School leadership team	Administration will participate as members of the SEL and MTSS teams and will monitor fidelity of lesson delivery and MTSS outcomes.

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-9- YVM Student: Social, Emotional, and Mental Health	Results of Progress (End of Year)	Spring 2024 & 2026 YVM
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)
SEL Survey	School Survey (based on YVM Question)	SEL Survey	YVM

Goal #4	Engaged Workforce
Strategic Plan Goal Area	Engaged Workforce
Strategic Plan Performance Objectives	PO-EW-2-By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.

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Baseline Data	2022-23 - MOY Staff Survey A Staff Climate Survey was administered periodically throughout the year during staff meetings. Responses indicated that 72% of staff enjoy coming to work at Career (quite a bit or a tremendous amount). 58% of staff described the Career Center communication atmosphere as extremely open or quite open. And 38% of staff reported that they'd been recognized for their work almost always or frequently.	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, ACC staff will respond favorably at 80% or better on staff engagement and climate as indicated by YVM survey			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, ACC staff will respond favorably at 75% or better on staff engagement and climate as indicated by YVM survey.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, ACC staff will respond favorably at 78% or better on staff engagement and climate as indicated by YVM survey		
Annual Performance Goal Year 3 (2025-26)	By June 2026, ACC staff will respond favorably at 80% or better on staff engagement and climate as indicated by YVM survey		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-EW-4-Develop integrated approaches that promote employee health and wellness.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1: Integrate time for regular feedback via surveys, circle time, staff advisories to improve open communication.	Sept-June, Ongoing	Admin, School Leadership Team	Principal will monitor by reviewing staff meeting agenda prior to meeting to ensure targeted time for staff input with exit ticket survey, Review concerns presented in staff advisory during Admin meetings Reflect on and address responses to surveys and concerns presented in Staff Advisory



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Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-P-3- YVM Family: Engagement	Results of Progress (End of Year)	YVM
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)
	Listening Session Participation Data and Survey	Analysis of SchoolTalk and ParentSquare engagement data.	Analysis of SchoolTalk and ParentSquare engagement data.