





**Nottingham - School Action Plan - 2024-25 to 2026-27**  
**Principal: Eileen Gardner**

<b>Professional Learning:</b> Math Coach will attend and complete the course MRSp1 to become a math recovery specialist.	Sept - June, ongoing	Math Coach	Principal & AP will support math coaches during CLTs and in identifying teachers for coaching cycles
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**Progress Monitoring**

<b>Strategic Plan Measures (Dropdown) - To determine if goal was achieved</b>	LGI-SAGS-1.3-Math SOLs	<b>Strategic Plan Key Performance Indicator</b>	KPI-SAGS-1.4-% of students passing the Math SOL
<b>Evidence of Progress toward Annual Goal (MP1)</b>	<b>Evidence of Progress toward Annual Goal (MP2)</b>	<b>Evidence of Progress toward Annual Goal (MP3)</b>	<b>Evidence of Progress toward Annual Goal (MP4)</b>
<b>School level-</b> NWEA - MAP Growth  <b>Teacher/CLT/Grade</b> -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	<b>Teacher/CLT/Grade</b> -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	<b>School level</b> NWEA - MAP Growth  <b>Teacher/CLT/Grade</b> -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	<b>School level-</b> NWEA - MAP Growth  <b>Teacher/CLT/Grade</b> -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions"

<b>Goal #2</b>	<b>Reading - Opportunity Gaps - SOL</b>
<b>Strategic Plan Goal Area</b>	Student Academic Growth & Success
<b>Strategic Plan Performance Objectives</b>	PO-SAGS-1-By 2030, at least 90% of APS students will meet or exceed proficiency on the Virginia Standards of Learning (SOL's) assessments and all reporting groups will meet or exceed APS annual targets to demonstrate increased levels of proficiency and progress toward closing proficiency gaps.

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<b>Strategic Plan Strategies- PRIMARY</b>	S-SAGS-1.1-Deliver APS curriculum through rigorous, differentiated, evidence-based, and culturally responsive instruction aligned to the Virginia standards of learning with opportunities to infuse depth and complexity to promote deeper understanding of the content.
<b>Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -</b>	

### Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Implement Systematic Core Phonics in K-3 with fidelity (95% Core Phonics or Foundations) * Implement CKLA in K-5 for language comprehension	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: * Lexia recommended usage for structured literacy at students level * Lexia English for EL 1 and EL 2	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 3: * Structured literacy lessons in addition to core ELA block * Multisensory decoding/encoding lessons; repeated opportunities for practice	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.
<b>Professional Learning:</b> Continued learning around CKLA, Core Phonics, and Lexia	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	Principal & AP will discuss professional growth opportunities during Beginning, Middle and End of Year meetings and reference frontline.

### Progress Monitoring

<b>Strategic Plan Measures (Dropdown) - To determine if goal was achieved</b>	LGI-SAGS-1.1-Reading SOLs	<b>Strategic Plan Key Performance Indicator</b>	KPI-SAGS-1.2-% of students passing the Reading SOL

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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)
School level-			



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<b>Strategic Plan Strategies- PRIMARY</b>	S-SWB-1.1-Implement evidence-based, culturally responsive curriculum materials and strategies that help build resilience and support students maintain and/or improve their physical, social, emotional, and mental health, with a deliberate focus on Black, Hispanic, Students with		

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determine if goal was achieved	LGI-SWB-1.4-SEL Survey: Self-Management	Strategic Plan Key Performance Indicator	KPI-SWB-1.5-% students responding favorably to SEL survey category Self-Management: 3rd-5th & 6th-12th
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)
	School Survey (based on YVM Question)	SEL Survey	YVM

<b>Goal #4</b>	<b>Engaged Workforce</b>		
<b>Strategic Plan Goal Area</b>	Student Centered Workforce		
<b>Strategic Plan Performance Objectives</b>	PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace climate and staff engagement		
<b>Baseline Data</b>	<p>On the 2024 Your Voice Matters Survey, 85% of staff and 68% of teachers responded favorably to questions related to social, emotional and mental health (eg: workplace climate) compared to the county-wide percentages of 61% and 56%.</p> <p>On the 2024 Your Voice Matters Survey, staff engagement was at 86% and teacher engagement was at 60% percentage points</p>	<b>Identify if goal is required based on state or federal requirements, or other guidelines</b>	
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By June 2027, responses on the Your Voice Matters Survey (2022) will increase by at least 11% in reporting categories of staff engagement and workplace climate questions to 64% and 68% respectively.

<b>Annual Performance Goals</b>	
<b>Annual Performance Goal Year 1 (2024-25)</b>	By June 2025, responses on the Your Voice Matters Survey will increase by at least 8% in reporting categories of staff engagement and workplace climate questions to 61% and 65% respectively.
<b>Annual Performance Goal Year 2 (2025-26)</b>	By June 2026, responses on the Your Voice Matters Survey will increase by at least 10% in reporting categories of staff engagement and workplace climate questions to 63% and 67% respectively.
<b>Annual Performance Goal Year 3 (2026-27)</b>	By June 2027, responses on the Your Voice Matters Survey will increase by at least 11% in reporting categories of staff engagement and workplace climate questions to 64% and 68% respectively.
<b>Strategic Plan Strategies</b>	
<b>Strategic Plan Strategies- PRIMARY</b>	S-SCW-1.2-Develop and implement a competency-based professional learning and evaluation framework with all staff members aligned to achieve the division's strategic priorities and objectives.

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