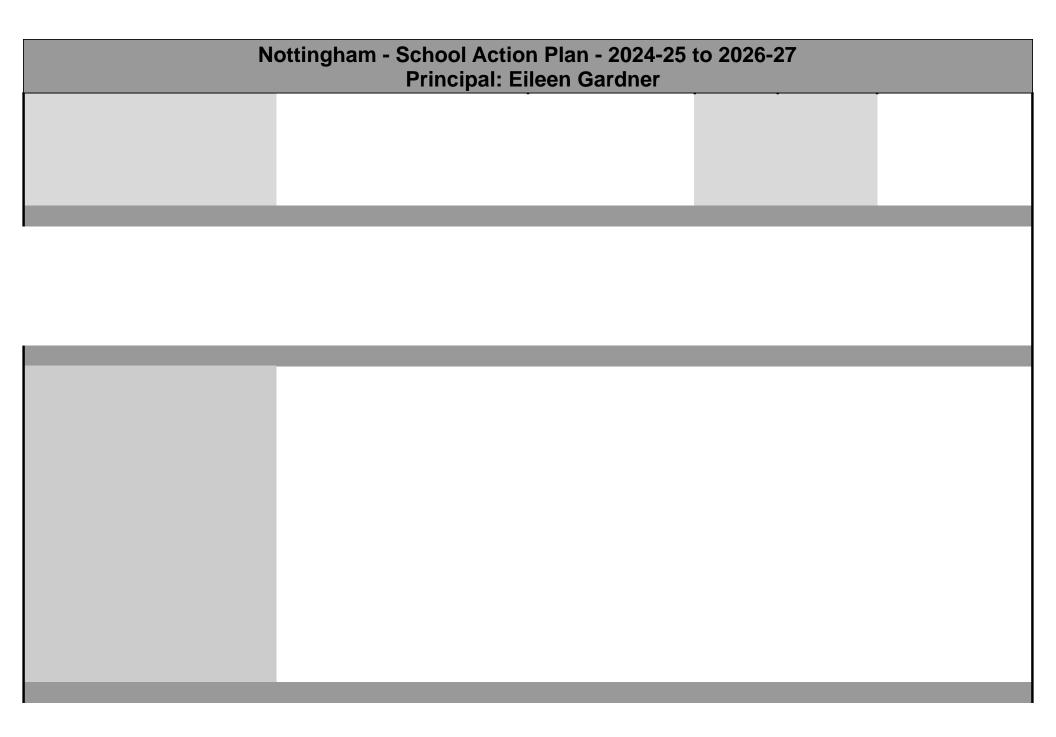
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Professional Learning: Math Coach will attend and complete the course MRSp1 to become a math recovery speciali		ery specialist.	Sept - June, ongoing	Math Coach	Principal & AP will support math coahes during CLTs and in identifying teachers for coaching cycles
	Progress	Monitoring			
Strategic Plan Measures (Dropdown) - To determine if goal was achieved SOL				of students passing the Math	
Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward (MP3)	l Annual Goal	Evidence of Pro	gress toward Annual Goal (MP4)
School level- NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Intervetions	Teacher/CLT/Grade -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	School level NWEA - MAP Growth Teacher/CLT/Grade -District Benchmarks [Mastery (-SOL Quick Checks (Just in tin Checks) -Progress Monitoring Data from	ne Quick	-SOL Quick Check	

Goal #2	Reading - Opportunity Gaps - SOL
Strategic Plan Goal Area	Student Academic Growth & Success
Strategic Plan Performance Objectives	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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Strategic Plan Strategies- PRIMARY	gic Plan Strategies- PRIMARY 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.				
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -		i			
	Action) Steps			
Action Steps			Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Implement Systematic Core Phonics in K-3 wi * Implement CKLA in K-5 for language compreh			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 * Multisensory decoding/encoding lessons; repe			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.
Professional Learning: 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			
Strategic Plan Measures (Dropdown) - To	LGI-SAGS-1.1-Reading SOLs	-Strategic Plan Key Performar	nce Indicator	KPI-SAGS-1.2-% Reading SOL	of students passing the
determine if goal was achieved					

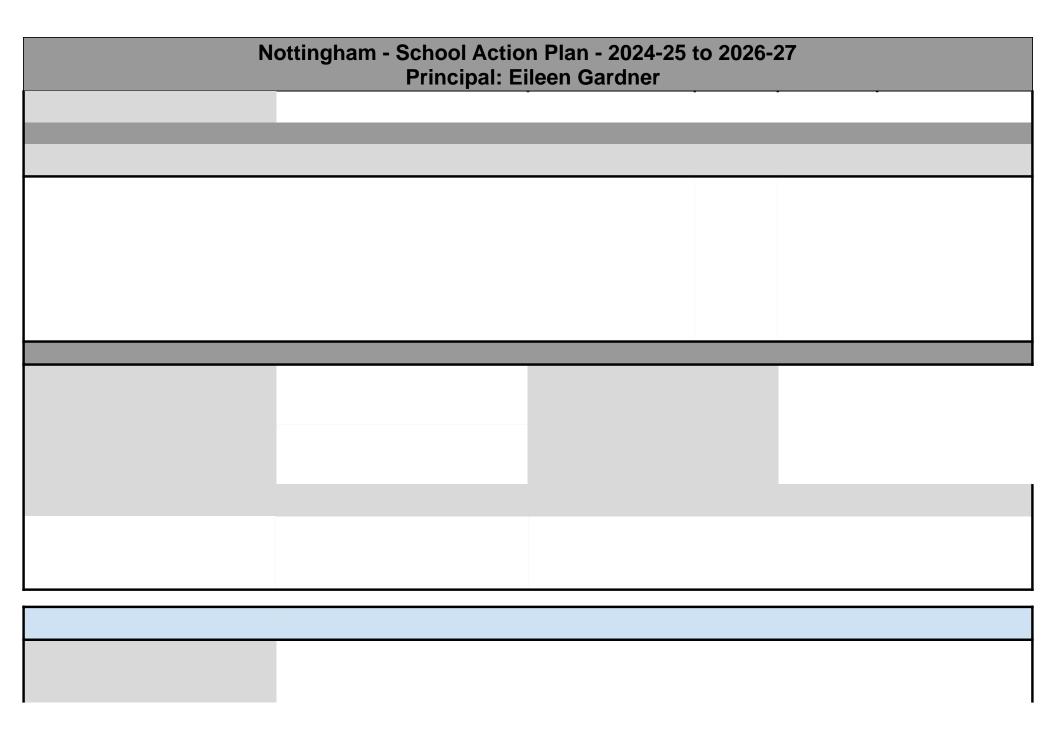
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Evidence of Progress toward Annual Goal (MP1)	Evidence of Progress toward Annual Goal (MP2)	Evidence of Progress toward Annual Goal (MP3)	Evidence of Progress toward Annual Goal (MP4)
School level-			

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Strategic Plan Strategies- PRIMARY	S-SWB-1.1-Implement evidence-based, culturall maintain and/or improve their physical, social, er	y responsive curriculum materia notional, and mental health, with	ls and strategies a deliberate fo	s that help build res cus on Black, Hispa	ilience and support students anic, Students with

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determine if goal was achieved	LGI-SWB-1.4-SEL Survey: Self-Management		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

Goal #4	Engaged Workforce		
Strategic Plan Goal Area	Student Centered Workforce		
Strategic Plan Performance Objectives	PO-SCW-2-By 2030, at least 75% of APS staff will report a positive workplace cl	imate and staff engagement	
Baseline Data	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%. On the 2024 Your Voice Matters Survey, staff engagement was at 86% and teacher engagement was at 60% percentage points	Identify if goal is required based on state or federal requirements, or other guidelines	
2			
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% respectfully.			

	Annual Performance Goals		
Annual Performance Goal Year 1 (2024-25)	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% respectfully.		
Annual Performance Goal Year 2 (2025-26)	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% respectfully.		
Annual Performance Goal Year 3 (2026-27)	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% respectfully.		
	Strategic Plan Strategies		
Strategic Plan Strategies- PRIMARY	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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