

Williamsburg - School Action Plan - 2023-24 to 2025-26
Principal: Bryan Boykin

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			
MATH SOL			
By 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal:			
Black - Increase pass rate from (Spr. 2023 pass rate) 71% to at least 79%, reducing the gap from 25% to 17%			
SWD - Increase pass rate from (Spr. 2023 pass rate) 75% to at least 81%, reducing the gap from 21% to 16%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 71% to at least 74%, reducing the gap from 25% to 23% SWD - Increase pass rate from 75% to at least 77%, reducing the gap from 21% to 19%		
Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 74 % to at least 77 %, reducing the gap from 22% to 20% SWD - Increase pass rate from 77% to at least 79%, reducing the gap from 19% to 17%		
Annual Performance Goal Year 3 (2025-26)	By June 2026, opportunity gaps on the Math SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 77% to at least a 79%, reducing the gap from 19% to 17% SWD - Increase pass rate from 79% to at least a 81%, reducing the gap from 17% to 16%		
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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Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1 * Implement Mathematics curriculum utilizing county provided curriculum and curricular resources. * Provide opportunities for EL and SpEd teachers to collaborate with Math Coach or grade-level CLT wherever they are supporting students. * Teacher will begin to use math workshop structures within each unit. * Every student will be meeting regularly with the teacher in targeted small group. * Targeted groups are differentiated to meet each student's needs. Provide just-in-time support to help students access grade level curriculum.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers	Principal & AP will support with ATSS, Math, SPED & EL Office - will monitor by conducting walkthroughs and observations and attending CLTs.
Tier 2 * Collaborative planning including EL and SpEd teachers to target identified needs. * Identify target areas (power standards), to address students still scoring in Below Basic and Basic quantile ranges. * Ensure that students have access to environmental and visual scaffolds (such as manipulatives, anchor charts for key vocabulary and processes, manipulatives, etc.) to aid comprehensible input and recall. * Additional targeted small group weekly using best instructional strategies, progress monitoring, and document progress.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Tier 3 * Progress monitoring every 6-8 weeks and adjustment in time or group made as needed. Communication between classroom teacher and staff providing interventions to support station activities and guided-group activities. * Use very straight-forward, explicit instruction by breaking down mathematical concepts into smaller, more manageable steps. Clearly explain each step, provide guided practice, and offer opportunities for students to practice independently.	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	
Professional Learning: -Math teachers participate in ongoing Math workshop training and Math discourse, thinking routines	Sept - June, ongoing	Classroom teachers, EL, SpEd teachers, Math Coach	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	Results of Progress (End of Year)		
M-SS-3- Math SOLs	Math 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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School level- NWEA - MAP Growth Teacher/CLT/Grade -VGA -District Benchmarks [Mastery Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions	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 -VGA -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 Connect] -SOL Quick Checks (Just in time Quick Checks) -Progress Monitoring Data from Interventions"
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Goal #2	Reading - 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			
READING SOL By 2026, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from (Spr. 2023 pass rate) 77% to at least 83%, reducing the gap from 18% to 14% EL - Increase pass rate from (Spr. 2023 pass rate) 67% to at least 76%, reducing the gap from 28% to 21% SWD - Increase pass rate from (Spr. 2023 pass rate) 74% to at least 81%, reducing the gap from 21% to 15%			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 77% to at least 79%, reducing the gap from 18% to 17% EL - Increase pass rate from 67% to at least 70%, reducing the gap from 28% to 26% SWD - Increase pass rate from 74% to at least 77%, reducing the gap from 21% to 19%		

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Annual Performance Goal Year 2 (2024-25)	By June 2025, opportunity gaps on the Reading SOL (aggregated for all grade levels) will be reduced by the following tiered goal: Black - Increase pass rate from 79% to at least 81%, reducing the gap from 17% to 15% EL - Increase pass rate from 70% to at least 73%, reducing the gap from 26% to 23% SWD - Increase pass rate from 77% to at least 79%, reducing the gap from 19% to 17%
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: Black - Increase pass rate from 81% to at least 83%, reducing the gap from 15% to 14% EL - Increase pass rate from 73% to at least 76%, reducing the gap from 23% to 21% SWD - Increase pass rate from 79% to at least 81%, reducing the gap from 17% to 15%

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-SS-1-Embed the 5Cs (critical thinking, creative thinking, collaboration, communication, and citizenship skills) into curriculum and instruction.
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.

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Tier 1: * Explicit vocabulary Instruction-all content areas * Utilize strategies from Aspire Training and Staff Development in adolescent reading * Lexia powerup	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: * Core phonics in Reading Strategies Class * Lexia powerup / (Lexia English for EL 1 & 2)	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Tier 3: * Teach students routine they can use to decode multisyllabic words * Immersive Reader, ed tech access for read aloud/translations	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	
Professional Learning -ELA staff participating in training from ELA Office including ASPIRE training and benchmark assessments including NWEA, VGA	Sept-June, ongoing	Admin, All Teachers, Reading Specialist,	

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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School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY)	Teacher/CLT/Grade- -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum	School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY)	School Level -NWEA MAP Growth for ELA (BOY, MOY, EOY for 6th & 7th----BOY in 8th, only MOY & EOY if below proficient on BOY)
Teacher/CLT/Grade- -End of Unit Assessments [Mastery Connect] -VGA -Writing performance task embedded in curriculum		CLT/Teacher -End of Unit Assessments [Mastery Connect] -VGA -Writing performance task embedded in curriculum	CLT/Teacher -End of Unit Assessments [Mastery Connect] -Writing performance task embedded in curriculum

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		Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By June 2026, at least 73% of Williamsburg students will respond favorably on the YVM survey category Student Well-Being: Social, Emotional, and Mental Health			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 65% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, and Mental Health		
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 70% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, and Mental Health		
Annual Performance Goal Year 3 (2025-26)	By June 2026, at least 73% of Williamsburg students will respond favorably on the survey category Student Well-Being: Social, Emotional, and Mental Health		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-SWB-2-Establish and promote a culture of physical, social, emotional, and mental health wellness.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			
Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation

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<p>Tier 1</p> <ul style="list-style-type: none"> * Implement SEL curricular resource (Second Step, Ruler, or RC) * Deliver 30 minutes twice a week of explicit SEL instruction * Establish a team to review data and determine student needs and interventions * Identify SEL Lead who will act as a liason between your school and central office * Facilitate ongoing Adult SEL for staff; implement 3 signature practices at all staff meetings and CLTs * Administer SEL survey in the fall and spring to all students grades 3-12 	Sept-June, Ongoing	Admin, All Staff	Principal & APs will support with Student Services Office - will monitor by conducting walkthroughs and observations and attending CLTs.
<p>Tier 2</p> <ul style="list-style-type: none"> * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness. 	Sept-June, Ongoing	Admin, All Staff	
<p>Tier 3</p> <ul style="list-style-type: none"> * Establish a school-based mental and behavioral health team that meets at least twice monthly, reviews students of concern, and assigns interventions for which data is collected to determine effectiveness. 	Sept-June, Ongoing	Admin, All Staff	
<p>Professional Learning</p> <ul style="list-style-type: none"> -All staff participated in pre-service DEI/SEL training in Summer 2023 -Co-teaching teams participated in co-teaching PL (Fall 2023) -SEL committee provides training and guidance to staff on delivery SEL lessons during TA 	Sept-June, Ongoing	Admin, School leadership team	

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.		
Baseline Data	30% favorable on 2022 YVM	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			

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By June 2026, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work?" will increase from 50% to 55%.

Annual Performance Goals

Annual Performance Goal Year 1 (2023-24)	By June 2024, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work?" will increase from 30% to 40%.
Annual Performance Goal Year 2 (2024-25)	By June 2025, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work?" will increase from 40% to 50%.
Annual Performance Goal Year 3 (2025-26)	By June 2026, % of staff who respond "Almost Always" or "Frequently" on the 2024 YVM survey question, "How often during the current school year have received recognition for doing good work?" will increase from 50% to 55%.

Strategic Plan Strategies

Strategic Plan Strategies- PRIMARY	S-EW-1-Recruit, retain, and advance high-quality employees.
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -	

Action Steps

Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
1. Leaders of The Pack Awards	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings
2. Staff Shout Outs via Staff Newsletter	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings
3. Staff Wolf Paw Incentive	Sept-June	Admin & Students	Principal & AP will monitor through planning during weekly admin meetings
4. Staff Announcements that highlight outstanding work	Sept-June	Admin & Staff	Principal & AP will monitor through planning during weekly admin meetings

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-EW-4- YVM Staff: Climate Results	Results of Progress (End of Year)	YVM
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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)
	Staff Survey		YVM

Goal #5		Partnerships	
Strategic Plan Goal Area	Partnerships		
Strategic Plan Performance Objectives	PO-P-1-By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Baseline Data	81% favorable responses	Identify if goal is required based on state or federal requirements, or other guidelines	
3 Year Performance Goal			
By 2026, By June 2026, maintain at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.			
Annual Performance Goals			
Annual Performance Goal Year 1 (2023-24)	By June 2024, at least 85% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.		
Annual Performance Goal Year 2 (2024-25)	By June 2025, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results		
Annual Performance Goal Year 3 (2025-26)	By June 2026, maintain at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results		
Strategic Plan Strategies			
Strategic Plan Strategies- PRIMARY	S-P-1-Provide training and resources for staff and families to create meaningful partnerships that support student success and well-being.		
Strategic Plan Strategies- ADDITIONAL (OPTIONAL) -			
Action Steps			

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Action Steps	Timeline	Responsible & Accountable	Monitoring for Implementation
Action 1 (Welcoming All Families) *List the component & 2-3 practices from the FACE checklist that you will focus on --Strengthening the process for welcoming new families (Quarterly meetings, targeted outreach) --sharing academic progress data with all families	Sept- June, ongoing	Leadership team	Principal & AP will monitor through check-in meetings with new family liasion [counselor]
Action 2 (Communicating Effectively): * Utilize ParentSquare as a tool to support staff to engage in proactive, timely, and meaningful two-way communication so that all families can contribute to their child's education. * Co-develop communication expectations to address student learning, social emotional development, and communication in times of crisis. * Provide time and training for best practice for staff and families to exchange information in culturally and linguistically sustaining ways.	Sept- June, ongoing	All Staff	Principal & AP will monitor by periodically reviewing staff use of ParentSquare
Action 3 (Student Success): * Host at least four parent workshops/information/training sessions that directly support student success, specifically: -Open to all but focus on new families [Academic planning & supports, SEL supports, Parent Resources)	Sept- June, ongoing	Leadership team	Principal, AP, DOC will monitor through planning during weekly admin meetings

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)
Exit tickets during PTA meetings, workshops, Parent Coffee Hours	School Survey	Exit tickets during PTA meetings, workshops, Parent Coffee Hours	YVM