

Agenda

- I. Review mission, work from last time
- II. Update from Karen about her team drafting targets
- III. Quick look at Panorama data
- IV. Strawman to push against

Prioritize attendance; re-enrollment is within the floor-target range already
Add staff attendance and retention to targets

Defining sisterhood is important—respect each other, but also need to bond both with “their people” and with fellow students who aren’t “their people,” over bigger advocacy opportunities and ways to get to know each other

-Don’t necessarily come from programs; come for promise of having friends and sisterhood—group of people who share the beliefs they have, do activities with people who like to do the same thing; where people care about them, know them by name, and offer help when they need it; lifelong friends—people know them

Maria—also how you view others—being your **full, authentic self and still valued by others**

-culture of promoting knowledge, academics, in a safe-to-grow environment

Maureen—sense of belonging can come from adults; sense of sisterhood needs to come from peers

-Maria—build at Spelman by upperclassfolk who run orientation without other adults—clear about expectations

Next steps: review sense of belonging criteria to see if they get at sisterhood

Goal: Students engage in powerful learning in part because they experience and contribute to a powerful, positive sense of sisterhood with their peers and belonging to GGA.

Target	SY24	SY25	SY26
Student attendance	86%	Karen’s team sets by Sept	92% or PMF target
Engagement (Panorama)			
Teacher attendance	Establish monitoring/ set target	Reviewing target and possibly revising	Reviewing target and possibly revising
Student re-enrollment	85% Consider higher target for 10→11, 11→12 retention	Karen’s team sets by Sept	[93% PMF] Karen’s team sets by Sept

Faculty retention	Monitor	Monitor	Set target
Sense of belonging	Karen's team sets target this summer		

September—review dashboard for metrics to continue monitoring

What Else?

Goal	Targets	Strategies & Tactics
Every student will graduate from Girls Global Academy College, Career and skills ready	SY 23-24: 80% students graduate in 4 years	<p>S1: School implements effective routines for monitoring transcripts at every grade level and developing a plan to ensure each student on track with the coursework they need to graduate on time; monitors those plans to ensure students remain on track to graduate</p> <p>T1-College and Career Counselor monitors CCR</p> <ul style="list-style-type: none"> • Survey for post secondary transition interests • Quarterly review of junior and senior learning plans • 9th and 10th grade students attend 3 of 4 CCR workshops <p>T2: Access Accurate Data</p> <ul style="list-style-type: none"> • Admissions coordinator conduct transcript checks at the enrollment stage • Each student meets the the prerequisite for promotion to the next grade • Monitor academic progress using a quarterly survey and grade audit

		<ul style="list-style-type: none"> • Conduct a grade and credit audit for each student <p>S2: Interventions for off track status</p> <ul style="list-style-type: none"> • Conduct 2 student led conferences • Student Support Team sends notifications for on track status • Signed intervention plans for credit recovery, tutoring, assignment recovery, etc • Completion of intervention plan
	SY 24-25: 90% of students graduate in 4 years	25
	SY 25-26: 90% of students graduate in 4 years and 100% of 5th year cohort graduate	26

Goal	Targets	Strategies & Tactics
Maintain satisfactory accumulated rates of absenteeism	SY 23-24: 86% in seat attendance	<p>S1: Weekly attendance committee meetings</p> <ul style="list-style-type: none"> • Maintain an attendance and truancy tracker for every student • Weekly information communication to student and family using a variety of methods • Personalized intervention plans for moderate and severe absenteeism • Improved attendance in each of the OSSE defined absenteeism groups Satisfactory Attendance At-Risk Attendance Moderate Chronic Absence Severe Chronic

		<p>Absence Profound Chronic Absence</p> <p>S2: Recognition of students that maintain satisfactory attendance</p> <ul style="list-style-type: none"> • Admissions coordinator Host 4 attendance celebration assemblies • Monthly Social Media spotlights • Monthly school wide attendance challenges • Monthly Principal and Executive Director You Go Girl Group • Weekly Wednesday morning celebrations <p>S3: Conduct targeted support attendance groups</p> <ul style="list-style-type: none"> • 100% students in at-risk and moderate participate in Reconnecting Youth Curriculum • Weekly monitored progress goals • Weekly mentor groups • Phased external motivation from the Trailblazer incentives basket <p>S4: Attendance clerk monitoring multi-tiered supports for student attendance</p> <ul style="list-style-type: none"> • Daily robo morning notifications for tardy • Daily monitoring student attendance submissions by teachers • Monthly Visual representations and presentations of data • Weekly monitoring student interventions • Lead home visits and CFSA reporting
	SY 24-25: 90% in seat attendance	25

	SY 25-26: 92% in seat attendance	26
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Goal	Targets	Strategies & Tactics
Build and Sustained retention of mission aligned staff	SY 23-24: 65% -70% retention	<p>S1: Utilize growth focused observations and feedback</p> <ul style="list-style-type: none"> Standards-based teaching in every content Job embedded training and professional development on IB teaching and learning Offer individual and collaborative planning periods Analysis of on grade level assignments Improved student growth on MAP and PARCC Achieve at least proficiency rating using the Danielson Framework for Teaching on mid year observation Increase scores by 4 points on the instructional culture feedback survey from 22-23 on three domains: observation <p>S2: Employee value proposition</p> <ul style="list-style-type: none"> Competitive compensation plan Small class sizes 80% paid employee benefits Increased applications and recommendations for hiring Staff hired early in the recruiting season Intentional team building activities <p>S3: Team Building</p> <ul style="list-style-type: none"> Transparent reflections

		<p>on GGA processes, procedures and practices</p> <ul style="list-style-type: none"> • Monthly staff activities to build relationships and rapport • Partner building reflections and activities • Staff feedback survey of sense of belonging and inclusion
	SY 24-25: 70%-75% retention	25
	SY 25-26: 85%-90% retentions	26

Goal	Targets	Strategies & Tactics
Build and Sustained retention of mission aligned students	SY 24-25: Retain 85% of all students by August 1, 2023 and 90% of rising 11th and 12th grade students	<p>S1: Sisterhood Experience</p> <ul style="list-style-type: none"> • Monthly Sister to Sister Mentoring Program participation • Annual Sisterhood Summit • Monthly celebrations and traditions • Quarterly student experiences designed to build rapport and sisterhood <p>S2: Intellectual and Personal Engagement</p> <ul style="list-style-type: none"> • Participation in experiential learning activities • 100% of students participate in enrichment activity • 50% of students participate in an athletic program • Report of positive and meaningful experience on student engagement survey • Percent of classes incorporating an experiential learning

		<p>experience each</p> <ul style="list-style-type: none"> • Cross curricular collaboration on experiential learning activities <p>S3: Family Engagement</p> <ul style="list-style-type: none"> • 20% of families attend parent organization meetings • Send parent celebration communication of academic growth on assessments and attendance • Student and family attend at least 4 of 8 family engagement events • 60% response rate on Quarterly Family Engagement Survey • Monthly workshops related to student success and development strategies • Host 4 in person and video conferencing town hall meetings with Executive Leadership team <p>S4: High Quality Workforce</p> <ul style="list-style-type: none"> • 70% response rate on the instructional culture insight survey • Gradual increase rating on the observation and feedback, evaluation and learning environment domains • Provide standards-based teaching in every content and classroom • Increase the number of distinguished teachers on the framework for teaching rubric
	SY 25-26: Retain 88% of all students by August 1, 2026 and 95% of rising 11th and 12th	25

	grade students	
	SY 26-27: Retain 93% of all students by August 1, 2027	26

Goal	Targets	Strategies & Tactics
Invested and attentive students in class	SY 24-25: Meet the 40-50th national percentile of responding favorable in Engagement for high school students in an urban setting	<p>S1: Provide opportunities for authentic inclusion</p> <ul style="list-style-type: none"> • Meaningful opportunities the connect class assignments to future plans • Quarterly external experiences (field trips, guest speakers) • Embed workforce development skill building • Improved rating on the Panorama survey in the Engagment area <p>S2: Use adaptive learning techniques</p> <ul style="list-style-type: none"> • Observation of engaging students in learning • Observation of varied assessment in assessing understanding • Embedding students interests in learning <p>S3: Student purpose in the classroom</p> <ul style="list-style-type: none"> • Each students has a leadership opportunities in the classroom • Each student has a leadership experience in planning monthly events • Selected students participation in school and board committees for students
	SY 25-26: Meet the 50 - 70th national percentile of responding favorable in Engagement for high school students in an urban setting	25

	SY 26-27: Meet 70- 90th national percentile of responding favorable in Engagement for high school students in an urban setting	26
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Goal	Targets	Strategies & Tactics
Create a culture focused on fostering belonging and building relationships that value all learners and members of community	SY 24-25: Meet the 40th national percentile of responding favorable in Sense of Belonging for high school students in an urban setting	<p>S1: Actively engage all students in conversation</p> <ul style="list-style-type: none"> • The CARE Team will host rotating Sisterhood Connect activities with focuses on wellness, SEL, topics of interest to students • Advisory teachers spend 10 minutes with each student in their advisory each week • improved rating on the Panorama survey in the area of Sense of Belonging • Staff will facilitate a community circle with students weekly because it builds understanding, connection and trust. <p>S2: All staff and students will participate in one activity outside of the classroom</p> <ul style="list-style-type: none"> • Participation in any event outside of the classroom • Quarterly celebrations for academics (Honor Roll, College Fairs), the arts(Open Mic, talent shows, spirit week) and Pillars
	SY 25-26: Meet the 50th national percentile of responding favorable in Sense of Belonging for high school students in an urban setting	25
	SY 26-27: Meet 50- 60th	26

	national percentile of responding favorable in Sense of Belonging for high school students in an urban setting	
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Alternate form

<p>Goal 1: Every student will graduate from Girls Global Academy College, Career and skills ready</p> <p>Essential Question:</p> <p>Area of Focus: Graduation - Performance Management Framework</p>
<p>Target: 80% of students graduate in 4 years</p> <p>Strategy #1: College and Career Counselor monitors college and career readiness</p> <p>Description:</p> <p>Indicators of Success:</p> <ul style="list-style-type: none">• Survey for post secondary transition interests• Quarterly review of junior and senior leaning plans• 9th and 10th grade students attend 3 of 4 readiness workshops
<p>Target: 100% of identified seniors have a graduation plan</p> <p>Strategy #2: Access to accurate data</p> <p>Description:</p> <p>Indicators of Success:</p> <ul style="list-style-type: none">• Admissions coordinator conduct transcript checks at the enrollment stage• Each student meets the the prerequisite for promotion to the next grade• Monitor academic progress using a quarterly survey• Conduct a grade and credit audit for each student
<p>Target: 100% of identified students in tier 2 have an intervention plan</p> <p>Strategy #3: Intervention and communication of ontrack status</p> <p>Description:</p> <p>Indicators of Success:</p> <ul style="list-style-type: none">• Conduct 2 student led conferences• Student Support Team sends notifications for on track status• Signed intervention plans for credit recovery, tutoring, assignment recovery, etc• Progress monitoring of intervention plan goals

Goal 1: Girls Global Academy will maintain satisfactory accumulated rates of absenteeism

Essential Question:

Area of Focus: Attendance - Performance Management Framework

Target: 86% of in seat attendance by June 15, 2023

Strategy #1: Weekly attendance committee meetings

Description:

Indicators of Success:

- Maintain an attendance and truancy tracker for every student
- Weekly information communication to student and family using a variety of methods
- Personalized intervention plans for moderate and severe absenteeism
- Improved attendance in each of the OSSE defined absenteeism groups Satisfactory Attendance At-Risk Attendance Moderate Chronic Absence Severe Chronic Absence Profound Chronic Absence

Strategy #2: Recognition of students that maintain satisfactory attendance

Description:

Indicators of Success:

- Host 4 attendance celebration assemblies
- Monthly Social Media spotlights
- Monthly school wide attendance challenges
- Monthly Principal and Executive Director You Go Girl Group
- Weekly Wednesday morning celebrations

Strategy #3: Conduct targeted support attendance groups

Description:

Indicators of Success:

- 100% students in at-risk and moderate absenteeism group participate in Reconnecting Youth Curriculum
- Weekly monitored progress goals
- Weekly mentor groups
- Phased external motivation from the Trailblazer incentives basket

Strategy #4: Attendance clerk monitoring multi-tiered supports for student attendance

Description:

Indicators of Success:

- Daily robo morning notifications for tardy
- Daily monitoring student attendance submissions by teachers
- Monthly Visual representations and presentations of data
- Weekly monitoring student interventions
- Lead home visits and CFSA reporting

Goal 1: Build and Sustained retention of mission aligned staff

Essential Question:

Area of Focus: Retention - Culture

Target: 65-70% staff retention

Strategy #1: Utilize growth focused observations and feedback

Description:

Indicators of Success:

- Standards-based teaching in every content
- Job embedded training and professional development on IB teaching and learning
- Offer individual and collaborative planning periods
- Analysis of on grade level assignments
- Improved student growth on MAP and PARCC
- Achieve at least proficiency rating using the Danielson Framework for Teaching on mid year observation
- Increase scores by 4 points on the instructional culture feedback survey from 22-23 on three domains: observation

Target: Maintain the 25-75 percentile in compensation

Strategy #2: Employee value proposition

Description:

Indicators of Success:

- Competitive compensation plan
- Small class sizes
- 80% paid employee benefits
- Increased applications and recommendations for hiring
- Staff hired early in the recruiting season
- Intentional team building activities

Strategy #3: Team Building

Description

Indicators of Success:

- Transparent reflections on GGA processes, procedures and practices
- Monthly staff activities to build relationships and rapport
- Partner building reflections and activities
- Staff feedback survey of sense of belonging and inclusion

Goal 1: Build and Sustained retention of mission aligned students

Essential Question:

Area of Focus: Re-enrollment - Performance Management Framework

Target: Retain 85% of all students by August 1, 2023 and 90% of rising 11th and 12th grade students

Strategy #1: Sisterhood Experience

Description:

Indicators of Success:

- Monthly Sister to Sister Mentoring Program participation
- Annual Sisterhood Summit
- Monthly celebrations and traditions
- Positive rating on internal student Pillars survey
- Quarterly student experiences designed to build rapport and sisterhood

Strategy #2: Intellectual and Personal Engagement**Description:****Indicators of Success:**

- Participation in experiential learning activities
- 100% of students participate in enrichment activity
- 50% of students participate in an athletic program
- Report of positive and meaningful experience on student engagement survey
- Percent of classes incorporating an experiential learning experience each
- Cross curricular collaboration on experiential learning activities
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Strategy #3: Family Engagement**Description:****Indicators of Success:**

- 20% of families attend parent organization meetings
- Send parent celebration communication of academic growth on assessments and attendance
- Student and family attend at least 4 of 8 family engagement events
- 60% response rate on Quarterly Family Engagement Survey
- Monthly workshops related to student success and development strategies
- Host 4 in person and video conferencing town hall meetings with Executive Leadership team

Strategy #4: High Quality Workforce**Description:****Indicators of Success:**

- 70% response rate on the instructional culture insight survey
- Gradual increase rating on the observation and feedback, evaluation and learning environment domains
- Provide standards-based teaching in every content and classroom
- Increase the number of distinguished teachers on the framework for teaching rubric

Goal 1: Invested and attentive students in class

Essential Question:

Area of Focus: Engagement - Teaching and Learning

Target: Meet the 40-50th national percentile of responding favorable for high school students in an urban setting

Strategy #1: Provide opportunities for authentic inclusion

Description:

Indicators of Success:

- Meaningful opportunities the connect class assignments to future plans
- Quarterly external experiences (field trips, guest speakers)
- Embed workforce development skill building
- Improved rating on the Panorama survey in the Engagement area

Strategy #2: Use adaptive learning techniques

Description:

Indicators of Success:

- Observation of engaging students in learning
- Observation of varied assessment in assessing understanding
- Embedding students interests in learning

Strategy #3: Student purpose in the classroom

Description:

Indicators of Success:

- Each students has a leadership opportunities in the classroom
- Each student has a leadership experience in planning monthly events
- Selected students participation in school and board committees for students

Goal 1: Create a culture focused on fostering belonging and building relationships that value all learners and members of community

Essential Question:

Area of Focus: Sense of Belonging - Sisterhood Culture

Target: Meet the 40th national percentile of responding favorable in Sense of Belonging for high school students in an urban setting

Strategy #1: Actively engage all students in conversation

Description:

Indicators of Success:

- The CARE Team will host rotating Sisterhood Connect activities with focuses on wellness, SEL, topics of interest to students
- Advisory teachers spend 10 minutes with each student in their advisory each week
- improved rating on the Panorama survey in the area of Sense of Belonging
- Staff will facilitate a community circle with students weekly because it builds understanding, connection and trust.

Strategy #2: All staff and students will participate in one activity outside of the classroom

Description:

Indicators of Success:

- Participation in any event outside of the classroom
- Quarterly celebrations for academics (Honor Roll, College Fairs), the arts(Open Mic, talent shows, spirit week) and Pillars

Feedback:

-How will prioritization happen?

-Lots of strategies and tactics—a lot to keep up with

-Priorities:

-All of the graduation-focused strategies are a priority

-Board can help with team's prioritization—but need to collaborate with management team to identify quarterly focuses

-Board is monitoring what? Progress toward targets and strategies—not tactics

-Need strategy and progress metrics around on track to graduate

-Progress metric—quarterly grades

-Strategies

—**operations**—school implements effective routines for monitoring transcripts and developing a plan to ensure each student on track with the coursework they need to graduate on time; monitors those plans to ensure students remain on track to graduate

—**instruction**—The school will define what it means to be college, career, and lifeskill ready,

-instructional coaching

Add—post-secondary plans, definition of grad ready