

ACPS Equity Climate Survey 2022-23 Results

May 18, 2023

2025 STRATEGIC PLAN: EQUITY FOR ALL



Essential Questions

- 1. What is the background of the **annual ACPS Equity Climate Survey** and participation?
- 1. In what areas is ACPS demonstrating strength with respect to equity and climate? In what areas must ACPS continue to focus?
- 1. How are these data used within the organization to advance continuous improvement efforts and creating alignment?



Administration

- ACPS partnered with Hanover Research to administer the 3rd annual ACPS Equity Climate Survey
- Brief shared with the School Board on Friday, January 20
- Survey Window: Friday, February 3 to Sunday, February 26
- Respondents: Families, Staff, and Students in grades 6-12
- Languages: English, Spanish, Arabic, Amharic, and Dari
- Participation awards program for schools

Survey Participation

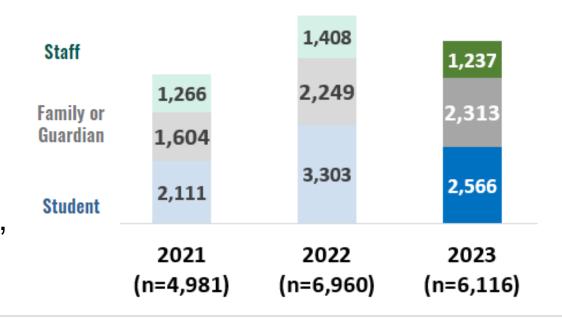
- A total of 6,116 ACPS respondents to the survey.
- Saw a small increase in family respondents (+64), and the largest decline within the student group (-737) when compared to the previous year.
- Among family respondents, 43% of whose children identify as White, 21% Hispanic/Latinx, 19% Black/African American, and 12% preferred not to respond.

Survey Respondents

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by Stakeholder Role and Year





Results Summary/3-Year Trend Analysis

- Results are organized around six main themes:
 - academic environment, equity, restorative practices, social-emotional supports, and environment, stakeholder inclusiveness, and staff social environment.
- On the whole, results were consistent with the prior year for most survey items with 89% of responses across respondent groups falling within four percentage points of 2022.
- Student perceptions remained less favorable than those of families and staff.



Areas of Strength

 A majority of staff and students have positive perceptions of the learning environment, teachers, and school climate overall.

Most Students at My/My Child's School...

(% Agree + Strongly Agree)

2022 Staff

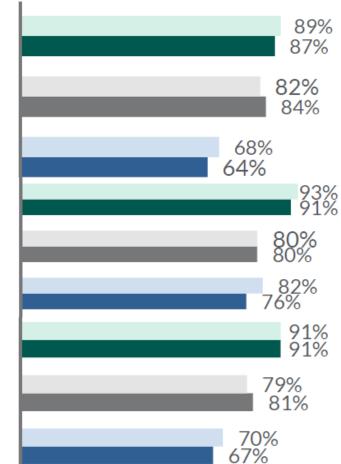
- 2023 Staff
- 2022 Family/Guardian 2023 Family/Guardian
- 2022 Student

2023 Student

...feel(s) welcome at school.

...provide extra help to students when they need it.

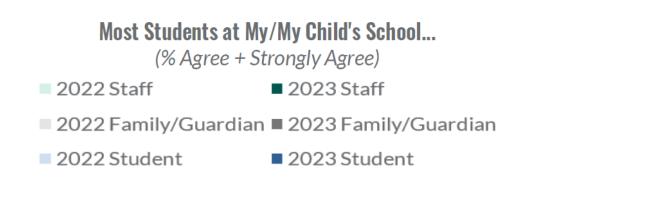
...are encouraged to be active participants in learning.



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Areas of Strength

 Respondents also report positive impressions of the social-emotional environment and support at their school.



пПП 86% 86% ... support students socially, 76% 77% emotionally, and academically. 66% 63% 87% 88% 79% ...care about all students. 81% 66% 61% 88% 87% ...help students with problems 69% other than schoolwork. 69% 65% 62% 76% 76% ...know how to connect 67% students with supports for 68% mental health and well-being. 62% 59%

Areas of Strength

 Staff report positive perceptions of their relationships with other staff members, students, and supervisors.

> **Staff Relationships** (% Agree + Strongly Agree)

■ 2022 Staff ■ 2023 Staff

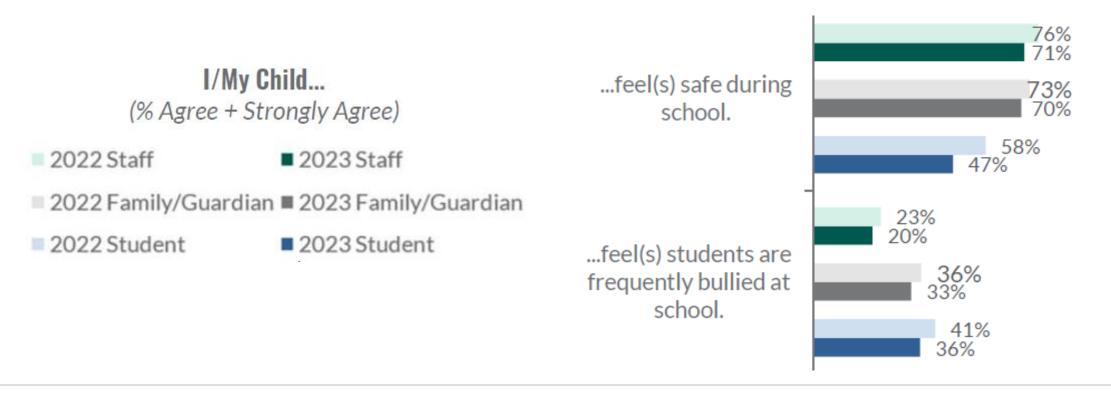
I have positive relationships with students at my school.	96% 95%
I have positive relationships with the majority of staff members at my school/building.	90% 90%
I have a positive relationship with my direct supervisor.	86% 87%
My colleagues care about me.	82% 82%
My supervisor cares about me.	80% 80%

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Areas of Continued Focus

• Feeling of safety at school declined between 2021 and 2023 with the largest decline of 28 percentage points within student respondents.



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Areas of Continued Focus

 There is still potential for stronger engagement, professional learning, and growth opportunities.

2022 Staff

Staff Resources and Professional Learning (% Agree + Strongly Agree)

Staff Relationships

(% Agree + Strongly Agree)

Division leaders value my 64% input regarding the 43% division's strategic areas of 60% 43% focus. The Central Office provides My school/building provides 65% 41% opportunities for support enough professional 37% and collaboration. 61%

2023 Staff

ACPS offers opportunities for my professional growth.

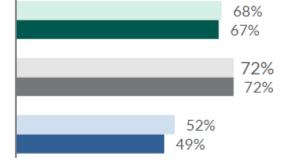
learning opportunities.

Areas of Continued Focus

- There are opportunities to address and identify inequities across the division as well as to improve the use of restorative practices.
- About half (49%) of students agree that students respect those from different backgrounds, a 14-percentage point decline from 2021.
- One-third of students (32%) report participating in community circles at least once a week. Almost half of staff (47%) reported facilitating community circles at least once a week.



...students respect other students from different backgrounds (e.g., race/ethnicity, culture, gender).



Continuous Improvement

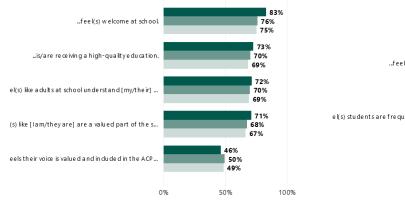
- Data from the survey will be leveraged to inform school and department improvement plans as well as other data driven discussions such as the Board's annual Budget Priority Setting discussion.
- Work is underway to incorporate results, where appropriate, in return-to-school messaging and plans to address areas of continued focus to reinforce the use and impact of stakeholder voice.



Interactive Dashboard

- School and division leaders have access to an interactive dashboard, which provides all three years of survey data for all items.
- Through the dashboard, the data can be further disaggregated by respondent demographics (ex. role, school, grade, race/ethnicity, special populations) or a combination.

Grade Ban 2020 - 2023 AII Climate Survey Staff Role Special Population AII School/Building Environment AII \sim ΔII Students at my [child's] school... (% Agree + % Strongly agree) Group @ 2020_2021 @ 2021_2022 @ 2022_2023



Sample of Interactive Dashboard





Questions?

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