



Alexandria City Public Schools

Draft ACPS Priority Areas 2024-2025

June 6, 2024
School Board Meeting





Essential Questions

What does research tell us about the current status of the national educational landscape?

What are key formative ACPS data sources telling us for SY 2023-2024?

Based on these data, what priority areas will ACPS focus on in SY 2024-2025 within the Division Support Plan to drive continuous improvements?



Grounding: Equity for All 2025

Vision

Empowering all students to thrive in a diverse and ever-changing world

Mission

ACPS ensures success by inspiring students and addressing barriers to learning

Core Values



WELCOMING



EQUITY-FOCUSED



EMPOWERING



INNOVATIVE



RESULTS-DRIVEN

Anti-Racist Behaviors



Comfortable







2022-2023 National Educational Landscape

- Across the nation students and staff continued to struggle with **mental health** challenges, increases in student **externalizing behaviors**, lost instructional time to **increased absences**, and **difficulty finding substitute teachers**.¹
- **Staffing challenges persist** as attrition is on the rise within the education sector, available human capital is at a level lower than current demand, and thus hiring has lagged well behind the current need.²
- After showing initial signs of rebounding in SY 21-22³, **in SY 22-23 student academic growth stalled falling short of pre-pandemic trends in most grades**. The youngest grades bucked this trend and made above average achievement gains compared to their pre-pandemic peers.⁴
- **High poverty schools have more ground to gain and a longer recovery period** expected because of disproportionate impact of pandemic and pre-existing disparities.³ It is estimated that most students would need on average, an additional 4.5 months of mathematics instruction and 4.1 months of reading instruction to reach pre-pandemic norms.⁴

¹ National Center for Education Statistics. (2022, July 6) *More than 80% of U.S. public schools report pandemic has negatively impacted student behavior and socio-emotional development* [Press release].

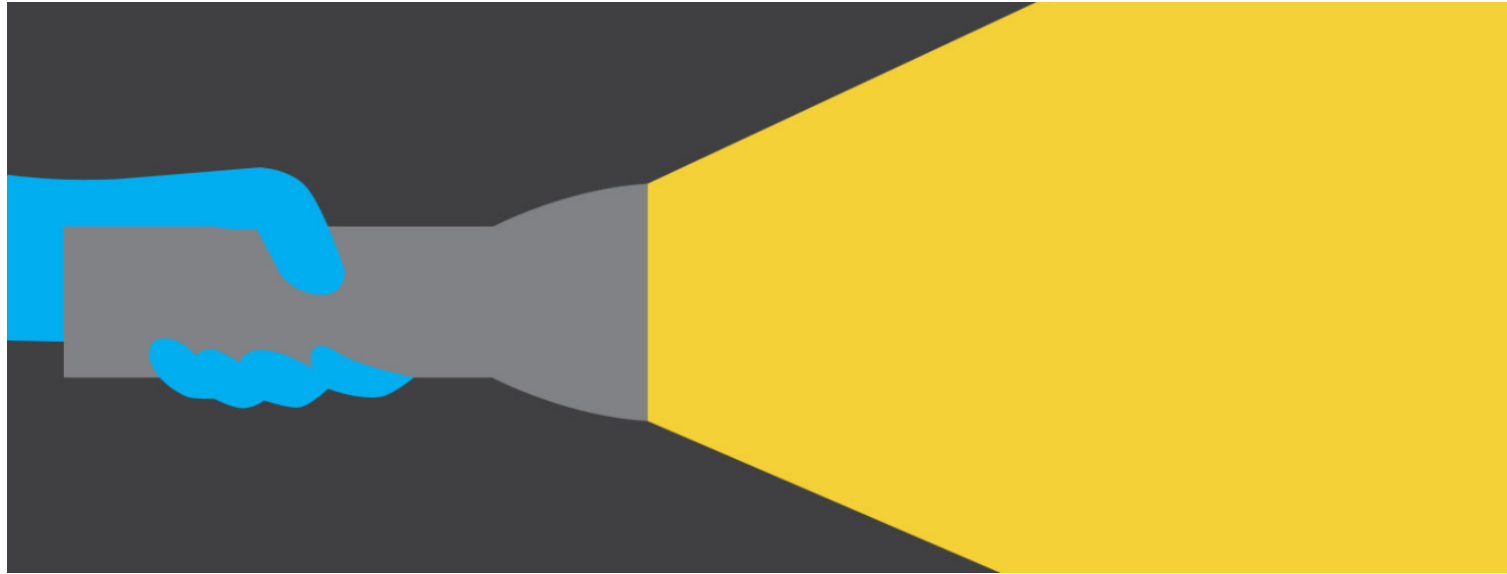
² Bryant, J., Ram, S., Scott, D., & Williams, C. (2023). K-12 teachers are quitting. What would make them stay? McKinsey & Company.

³ Kuhfeld, M., & Lewis, K. (2022). Student achievement in 2021-22: Cause for hope and continued urgency. NWEA.

⁴ Lewis, K. & Kuhfeld, M. (2023). Education's long COVID: 2022-23 achievement data reveal stalled progress toward pandemic recovery. NWEA.



Where We Are





Examining Instructional Alignment

Emerging Themes

- *Including academic language and content features in lesson objectives*
- *Improving the relationship between lesson activities and mastery of learning targets*
- *Ensuring alignment between specific learning behaviors and Standards of Learning*

Form	Number of form submissions	Number of participants
V1	991	108
V2	317	53
Total	1308	120

Curricular Alignment

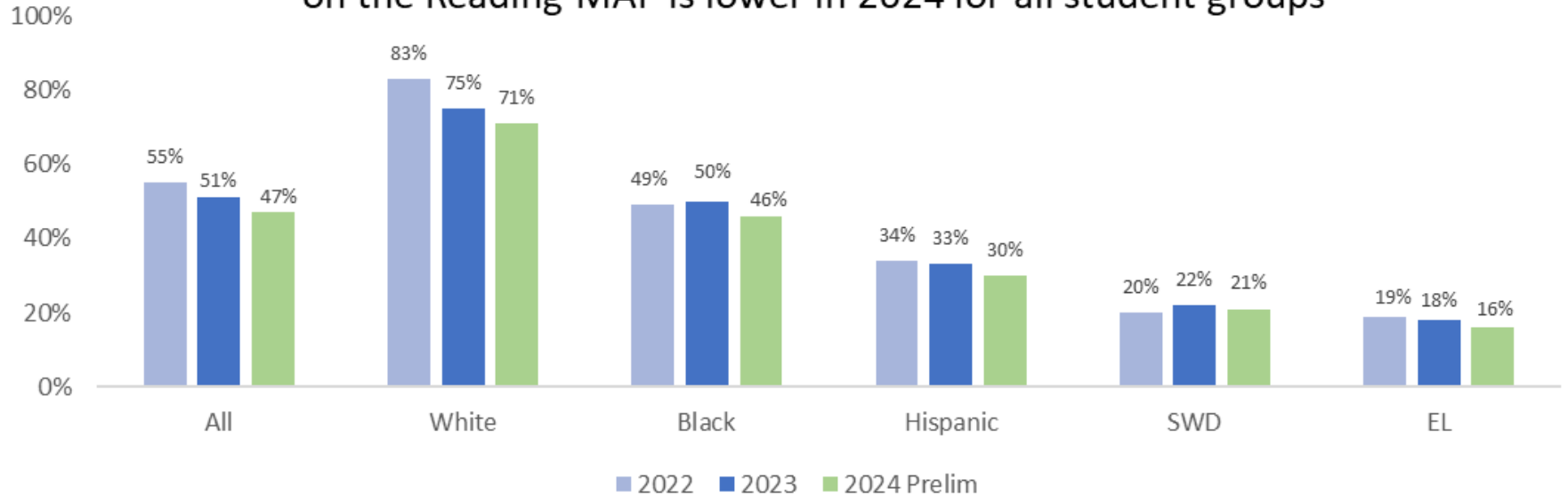
Add group by +

Questions	All
The learning target is visible or presented to students.	2.6 (288)
The lesson activities relate closely to the mastery of the objective/learning target.	2.4 (288)
The learning target identifies specific learning behaviors that are aligned with the Standards of Learning.	2.4 (285)
The lesson includes a language objective that addresses academic language features of the content and/or genre being taught.	1.8 (271)
Students seem to understand what they are learning/doing for that day and can describe the purpose of their learning.	2.4 (273)
Instruction is aligned with ACPS Tier 1 Instructional Frameworks.	2.5 (294)



MAP Reading: Percentage of Students Performing at Grade Level

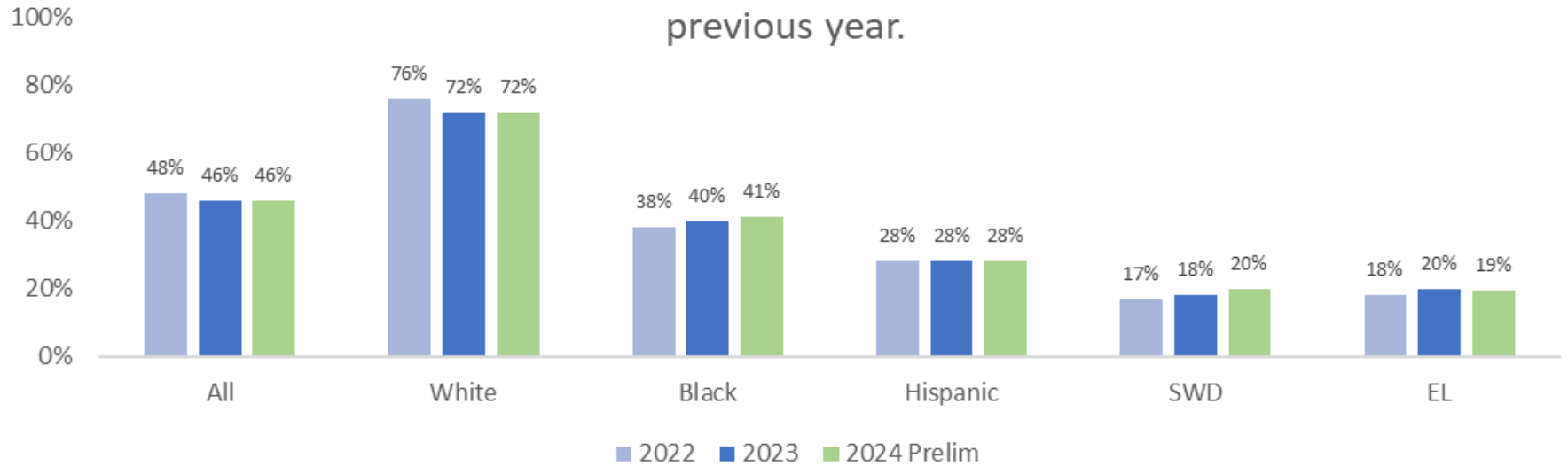
The percentage of students performing at or above the 40th percentile on the Reading MAP is lower in 2024 for all student groups





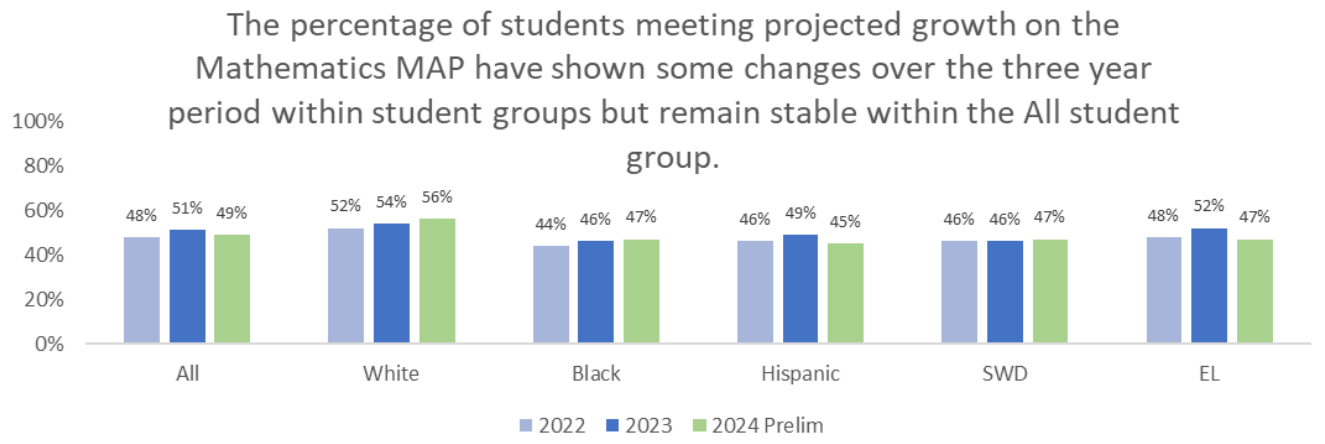
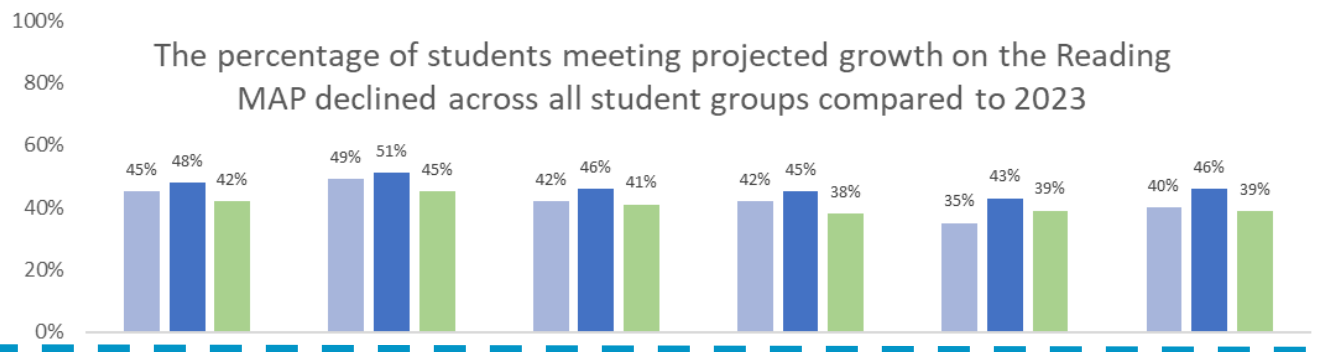
MAP Mathematics: Percentage of Students Performing at Grade Level

The percentage of students performing at or above the 40th percentile on the Mathematics MAP remained consistent in 2024 compared to the previous year.





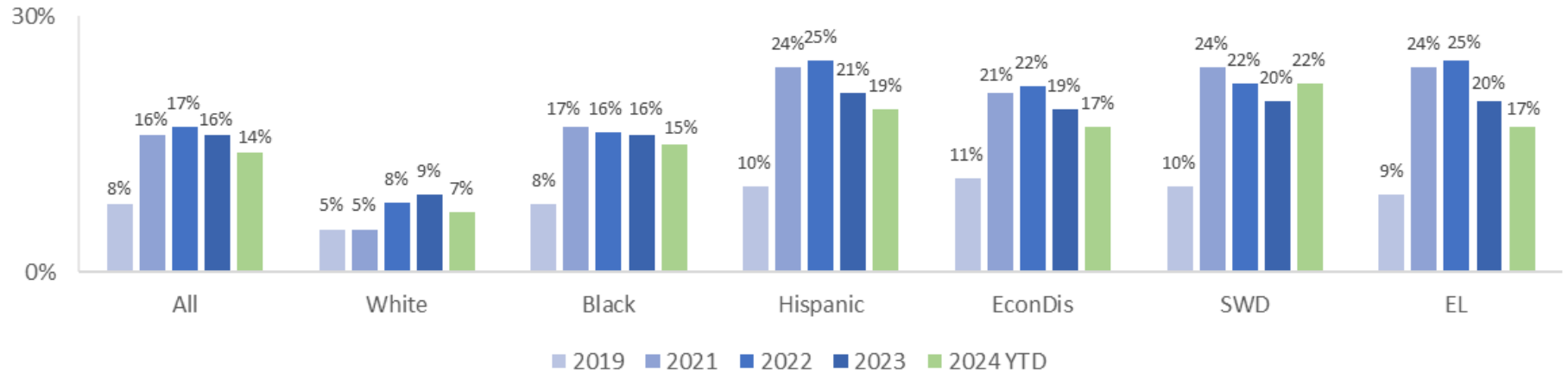
MAP Students Meeting Projected Growth





Chronic Absenteeism

2024 YTD chronic absenteeism rates are lower for all subgroups except SPED when compared to 2023 EOY rates. Existing disparities across student groups exasperated by the pandemic remained higher than pre-pandemic.

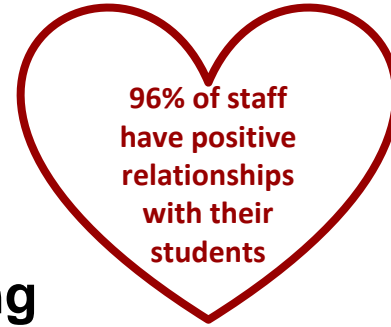




Equity Climate Survey

Areas of Strength

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



96% of staff have positive relationships with their students



78% of students report teachers provide extra help to students when needed

- Respondents also report positive impressions of the **social-emotional environment and supports**.
 - Staff report positive perceptions of their **relationships with other staff members, students, and supervisors**.



83% of families feel their students are welcome



Equity Climate Survey

Areas of Continued Focus

- **Feeling of safety at school remained relatively low**, though responses improved as compared to last year.
- There is still potential for **stronger engagement, professional learning, and growth opportunities**.
- There are also **large gaps** in how respondents perceived **inclusion** across the division.

I feel safe during school.



My school/building provides enough professional learning opportunities.



Students respect other students from different backgrounds.



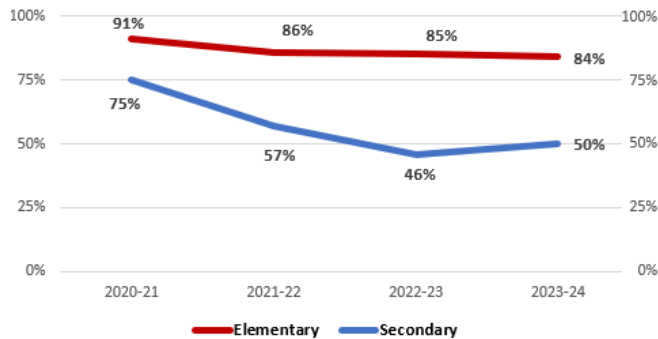


Equity Climate Survey

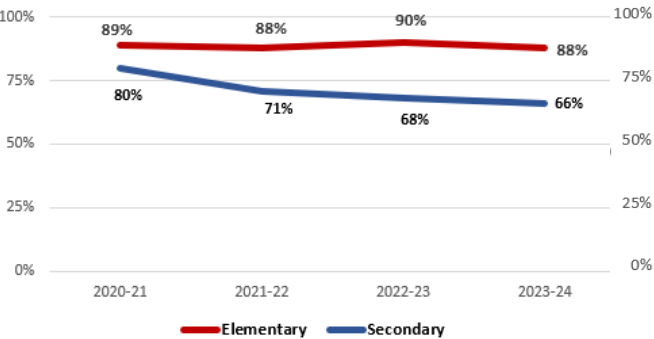
Additional Trend

- Further analysis of the climate survey results revealed that overall perceptions at the **elementary level have remained steady** while **secondary level results trended downward** since 2020-21.

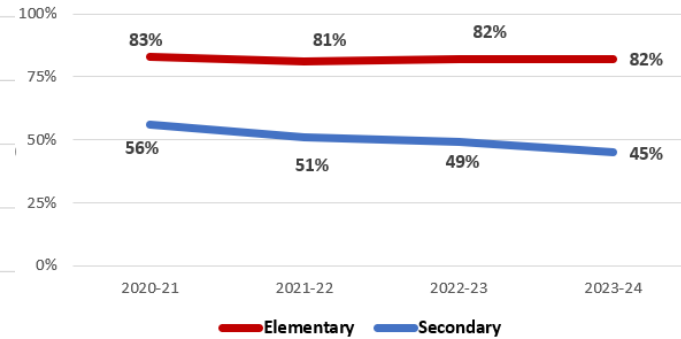
Students Feel Safe



Students Feel Welcome



High Academic Expectations for All Students





Professional Learning Data Analysis

Emphasis on Ongoing Learning: creating a culture of continuous learning, supported by leadership and available resources.

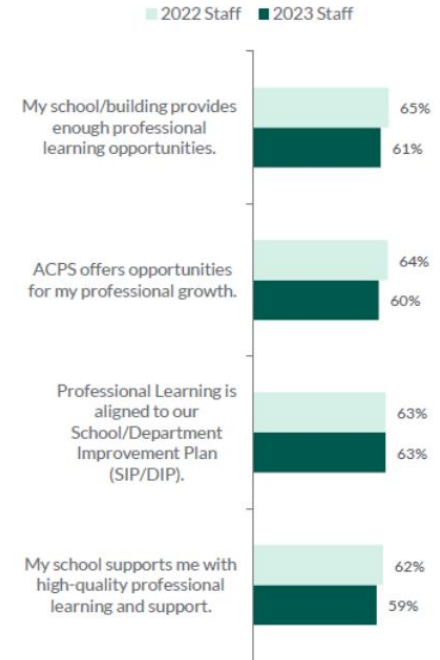
Flexible Learning Opportunities: providing diverse and accessible PL options, including virtual and in-school learning, to meet the needs of educators.

Community Collaboration: leveraging the small size of the division to foster stronger community ties and collaboration.

Effective Leadership: recognizing and nurturing strong leadership within the division. This trend is likely to continue as ACPS prioritizes investing in leadership development to drive positive change.

Successful Collaboration: effective collaboration and professional development initiatives. As ACPS places greater emphasis on data-driven instruction and teacher collaboration, this trend is expected to continue, possibly expanding across disciplines.

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

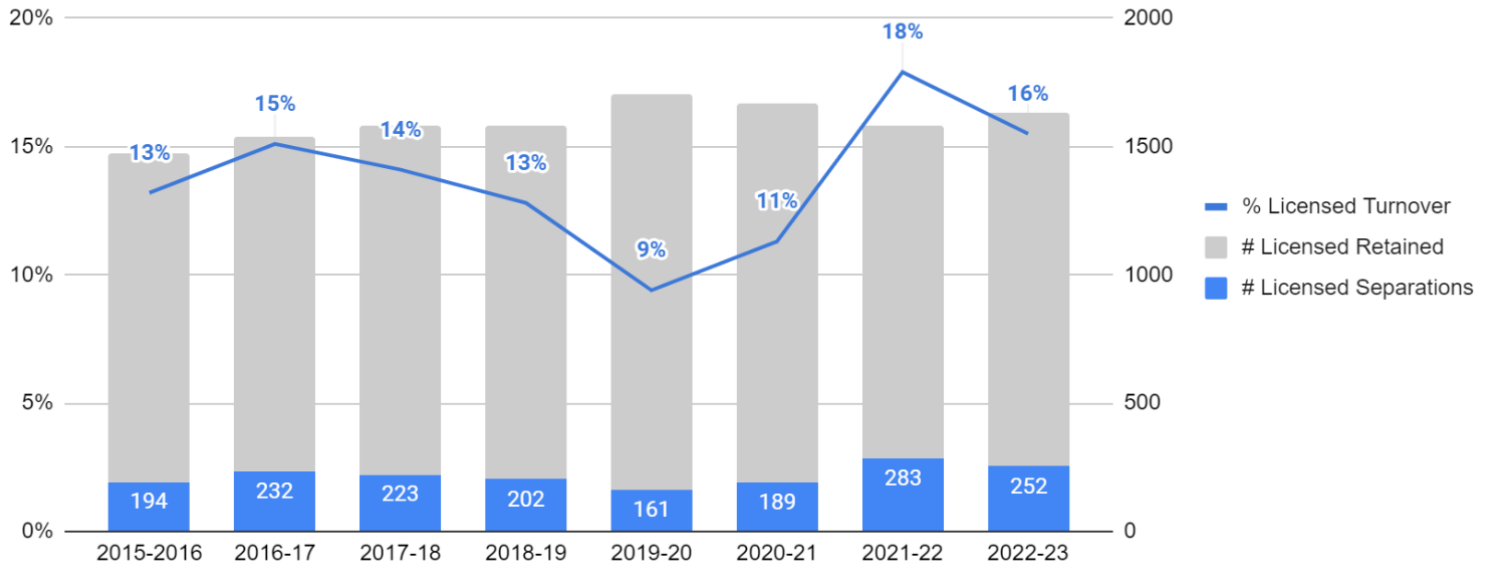




Trends in ACPS Licensed Staff Turnover

Licensed staff turnover rates improved by two percentage points in the most recent year but remained elevated compared to eight year trend.

Division's Licensed FTEs Turnover





Key Takeaways

- **Overall MAP academic proficiency and growth** data showed declines in Reading and stable results in Math compared with the previous school year.
- **MAP performance disparities persisted** across student groups and content areas.
- **School climate** measures overall at the elementary and secondary level remained stable from the previous year, with the disparity between the elementary and secondary levels continuing across a majority of indicators
- **Chronic absenteeism** rates continued to improve across a majority of student groups, while disparities that increased during the pandemic remained elevated.
- **Professional learning** remains an area of focus in supporting staff growth with focus on on-going and flexible learning opportunities.
- **Licensed staff turnover rates** improved by two percentage points in the most recent year but remained elevated compared to eight year trend data.



Where We Are Going



ACPS Priority Areas SY 23-24

Instructional Core



- **Academic Achievement**
 - Tier 1 Instruction: Alignment, Rigor, Engagement
 - The High School Academy Model
- **Student Supports**
 - CASEL Social Emotional Learning Competencies
 - Student Connection and Attendance
- **Staff Supports**
 - Continue Culture Building
 - Recruitment and Retention

Governance



- Policies Equity Audit
- Redistricting
- Collective Bargaining
- K-8 School Analysis
- Class Sizes & Capacity Transfers
- Board Composition and Election Cycles



Virginia Support Framework

- High-quality instructional materials
- High-quality instructional routines
- Prioritized placement of teachers, leaders, and resources

- Recruitment practices to hire, place, and retain high-quality teachers and principals
- Placement of critical expertise in schools and classrooms with the greatest need of support



- Logistical and instructional practices that are necessary for creating an optimal learning environment
- Instructional Support Cycles
- Career Development

- Building bridges between school and home
- Family instructional supports
- Assuring greater school attendance
- Establishing school disciplinary supports



ACPS Draft Priority Areas SY 24-25

Virginia Support Framework Domains

- **Academic Supports: High-Quality Instructional Routines**
 - Tier 1 Instruction: Alignment, Rigor, Specially Designed Instruction (SDI) Strategies
 - The High School Academy Model
- **Staffing Supports: Retention**
 - Onboarding for New Licensed Staff
 - Division-wide Pay Philosophy
- **Professional Learning Support: Instructional Support Cycles**
 - Comprehensive Division Professional Learning Plan
 - Identify Measures to Determine Impact of Professional Learning
- **School Climate Support: Attendance**
 - School-to-Home and School-to-Student Engagement
 - Social Emotional Learning (SEL) Evaluation Action Plan



ACPS Draft Priority Areas SY 24-25

Board Governance Areas

- Policies Equity Audit
- K-8 School Analysis
- Redistricting
- Class Sizes & Capacity Transfers
- Collective Bargaining
- Board Composition and Election Cycles
- Revision and Adoption of Next Strategic Plan
- School Board Member Election Year and Onboarding
- Creation and Adoption of FY 2026 Operating Budget
- Creation and Adoption of FY 2026-2035 Capital Improvement Program Budget



Alexandria City Public Schools

Questions?

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