

## BOARD BRIEF

Date: April 23, 2021

BOARD INFORMATION:   X  

MEETING PREPARATION:       

**FROM:** Tina Constantine, M.Ed, Evaluation and Assessment Analyst  
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**THROUGH:** Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Meagan Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** ACPS Equity Climate Survey

### **ACPS 2025 STRATEGIC PLAN GOAL:**

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

### **SY 2020-2021 FOCUS AREA:**

- Focus Area 3: Strategic Plan Implementation
- Focus Area 5: Academic Disparities

### **FY 2021 BUDGET PRIORITY:**

- Increased Staff Retention
- Cultural Competence for All Staff
- Outreach to Underserved Communities to Increase Engagement
- Improving Customer Relationship Services and Management
- Communications and Customer Service for Internal Stakeholders

### **SUMMARY:**

In early June Alexandria City Public Schools (ACPS) will be conducting an equity climate survey with the purpose of measuring perceptions of the current climate and equity within ACPS. This innovative approach blends a traditional climate survey with an equity audit. The equity climate survey is a new initiative tied directly to the ACPS Equity for All Strategic Plan. The information gathered from the climate survey will further illuminate potential areas of inequities within our environment. These data will be a part of informing school and department improvement planning over the summer and serve as progress measures for the ACPS 2025 strategic plan.

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### **BACKGROUND:**

As a component of the new Equity for All strategic plan, ACPS will be administering an equity climate survey to staff, students, and families. The survey will combine elements of a traditional climate survey and past ACPS equity audits to create an instrument that gauges school and division climate through the specific lens of equity.

The survey will be administered to staff, students, and families in early June. The equity climate survey will be administered annually moving forward as a part of the strategic plan. This represents a far more representative and frequent approach as historically climate survey work has been limited to certain staff and administered once every two years. In the coming June administration the division and schools will work to ensure both high and representative participation across stakeholder groups. To increase participation and accessibility the survey will be designed to take no more than 5-8 minutes to complete and will be reviewed for language that is accessible and easily translated.

Data from the survey will be made available over the summer and will be leveraged in informing both school and department improvement planning processes as well as other data driven discussions such as the Board's annual Budget Priority Setting discussion.

The Board will receive a copy of the survey and additional administration details in late May.

**RECOMMENDATION:** The Superintendent recommends that the School Board review this information for an understanding of the ACPS climate survey administration.

**IMPACT:** The ACPS equity climate survey will generate understanding on how stakeholders are experiencing our organization each and every day through an equity lens.

### **CONTACT:**

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