

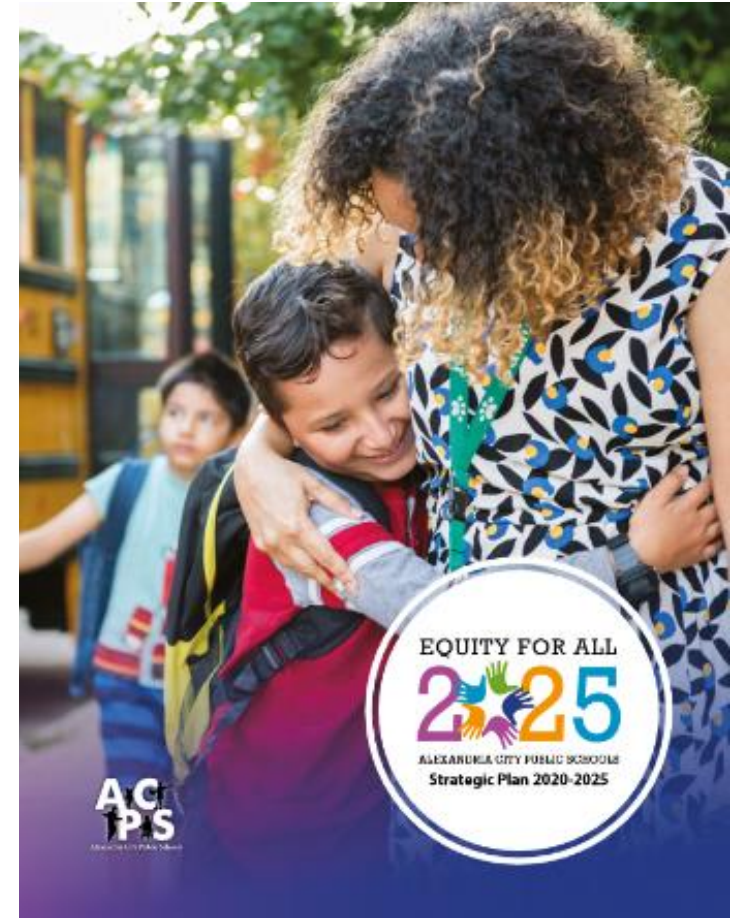
# Equity for All 2025 Strategic Plan Revisions



**School Board Meeting  
June 3, 2021**

# Essential Questions

- What is the **framework and implementation structure** for the strategic plan?
- What were the **key tenets and process** for this year's revisions?
- What **type of revisions** to the plan are being proposed?



# Systemic Alignment



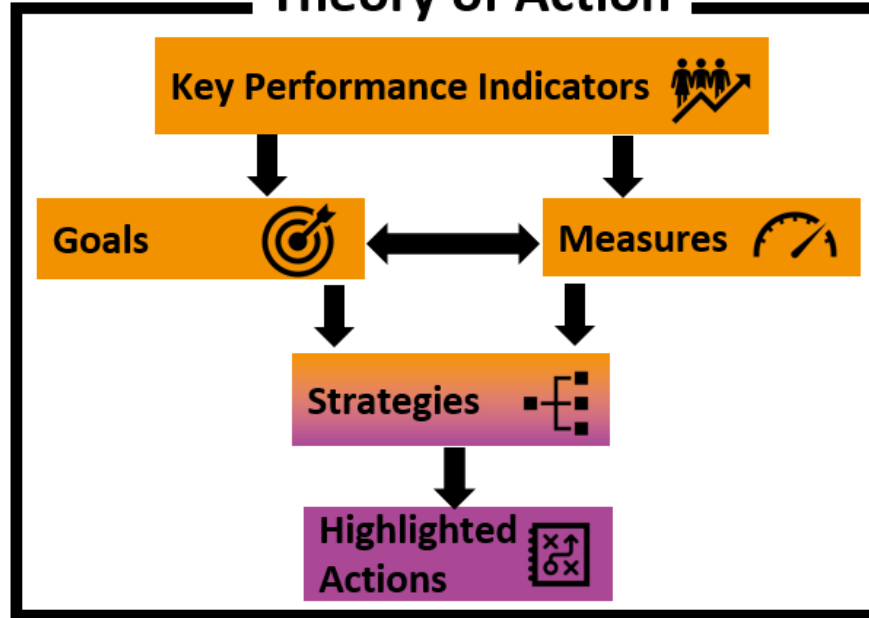
# Implementation Structure



# Framework



## Theory of Action



Monitoring for  
Continuous  
Improvement





# Revision Process

- Revision process was a collaborative effort with Goal Leaders, Strategy Managers, and the Strategic Planning Annual Review Committee (SPARC).
- Four-Phased:
  - **Preparation** - Goal Leaders, Strategy Managers, and SPARC members reviewed the plan and identified possible revisions to strategies, highlighted actions, and measures.
  - **Creation** - Through a virtual revision workshop, Goal Leaders, Strategy Managers, and SPARC brainstormed and discussed potential revisions.
  - **Refinement** - Goal Leaders, Strategy Managers, and SPARC reviewed and discussed proposed revisions with SLT for finalization.
  - **Deliverable** - ACPS presents proposed revisions to the School Board.

# Key Areas of Focus for Revisions

- The plan keeps true to the vision, mission, and core values set by the School Board. There are no major revisions to the plan in its first year of implementation.



- Revisions are focused on:
  - **equity**
  - **pandemic recovery**
- There are also revisions which serve to provide additional clarity.

# Revisions - Equity-Focused

- There are revisions to ensure that the focus on equity is clear and intentional.
- *Examples:*
  - KPI added to measure disproportionality rate of students with one or more **out-of-school suspensions** as discipline is a known area of inequity.
  - Highlighted action revised to attract and retain not only multilingual staff, but staff that is **diverse and support's the division's antiracist journey.**





# Revisions - Pandemic Recovery Focus

- There are revisions with respect to pandemic response.
- *Examples:*
  - Adding **emphasis on Tier I instruction** in response to disruption in learning due to the pandemic.
  - **Continue framework** within the school schedule for the delivery of **SEAL** to support students beyond pandemic.



# Revisions - Clarification

- There are revisions which provide additional clarity in strategies and actions.
- *Examples:*
  - Adding **preschool enrollment** as a data point to analyze in addition to experiences and kindergarten data.
  - Adding definition of **empowerment**.



# Thank you!



## Department of Accountability and Research

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