

BOARD BRIEF

Date: December 18, 2020

BOARD INFORMATION:

MEETING PREPARATION:

FROM: Terri H. Mozingo, Ed.D., Chief of Teaching, Learning, and Leadership
Anthony Sims, Ph.D., Executive Director of School Improvement

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Cindy Anderson, Chair, and
Members of the Alexandria City School Board

TOPIC: Update on School and Department Improvement Plan Enhancements

ACPS 2025 STRATEGIC PLAN GOALS

Goal 1: Systemic Alignment

Goal 2: Instructional Excellence

SY 2020-2021 FOCUS AREAS

Focus Area 3: Strategic Plan Implementation

Focus Area 5: Academic Disparities

FY 2021 BUDGET PRIORITY

K-2 Literacy Programming

MTSS Including Restorative Practices and PBIS

Chronic Absenteeism Among Hispanic Students

Outreach to Hispanic Families to Improve Attendance and Graduation

Outreach to Underserved Communities to Increase Engagement

SUMMARY

Enhancing the skills of Alexandria City Public Schools (ACPS) leaders to engage in continuous improvement and innovation are integral to remedying pernicious and persistent educational challenges and achieving the goals identified in the *ACPS Strategic Plan 2025*. Critical inquiry included data analysis, planning to assess progress, and a focus on evidence. Additionally, staff are working diligently to ensure alignment between improvement plan goals, essential actions, and the *ACPS 2025 Strategic Plan*. The improvement planning process was revised to include enhancements to strengthen leaders' understanding and use of theory of action, focus on evidence, and the coherence with the instructional core.

BACKGROUND

For the 2019-2020 school year, ACPS developed improvement plans based on the revised *School and Department Improvement Planning* process initiated in 2018-2019. Due to an interruption in the continuum of learning caused by the COVID-19 dual pandemic in March 2020, the SY 2019-2020 improvement plans were not fully implemented. Schools and

BOARD BRIEF

departments updated existing plans to include enhancements in five areas (see below) to develop SY 2020-2021 School Improvement Plans (SIPs) and Department Improvement Plans (DIPs).

School and department leaders participated in a meeting to discuss an overview of continuous improvement for ACPS. Five enhancements were integrated into the improvement planning process to strengthen continuous improvement processes, improve coherence, and align with the focus areas identified within the *ACPS 2025 Strategic Plan: Equity for All*. School and department teams are addressing the following new areas:

- **Alignment with 2020-2021 Focus Areas** – All goals in the SIP and DIP should align with focus areas identified for SY 2020-2021.
- **Relevant School Profile or Department Data** – Include a snapshot of relevant school profile or departmental data in the first section of the SIP and DIP. The data will provide context for the target areas.
- **Plan to Assess Progress** – Describe the plan for assessing the SIP and DIP progress. The plan should encompass quarterly and annual progress updates.
- **Evidence** – Include evidence to support each Essential Action identified.
- **Monitoring and Supporting Social, Emotional, and Academic Learning (SEAL)** during the global pandemic and virtual learning including chronic absenteeism and grade distribution.

School and department teams are developing and revising plans to address the following timeline:

Schools	Date	Actions
	November 20, 2020	Schools submit draft plans via Google Docs.
	December 11, 2020	All school plans receive feedback from the Review Team.
	January 13, 2021	Revised school plans are submitted via Google Docs.

Departments	Date	Actions
	November 20, 2020	All departments submit draft plans via Google Docs.
	December 18, 2020	All departments receive feedback from the Review Team.
	January 13, 2021	All departments submit revised plans via Google Docs.

RECOMMENDATION

The Superintendent recommends that the School Board review the updates on *School and Department Improvement Plan Enhancements*.

ATTACHMENTS

1. School Improvement Plan (SIP) Template
2. Department Improvement Plan (DIP) Template

IMPACT

The improvement planning process provides a critical professional learning opportunity to

BOARD BRIEF

enhance ACPS leaders' capacity to engage in innovative continuous improvement.

CONTACT

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