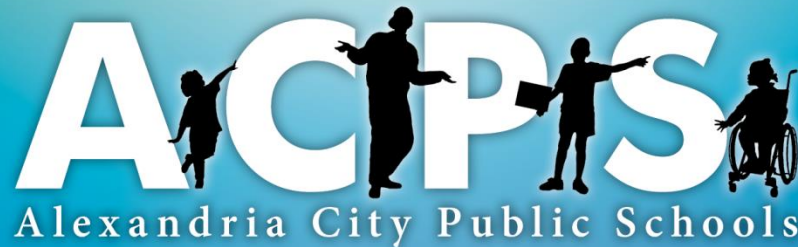


A Snapshot of the 2018-19 School Year

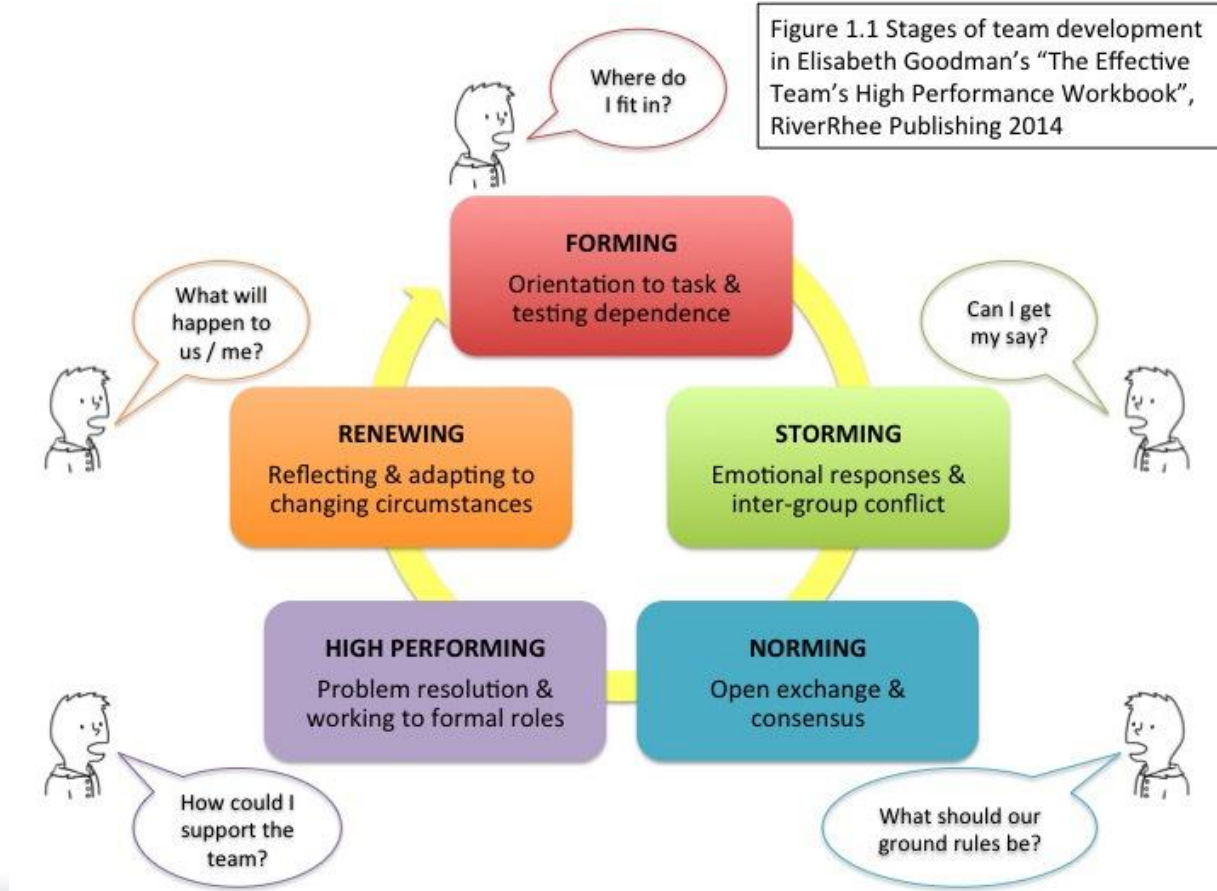
Dr. Gregory C. Hutchings, Jr.
Superintendent of Schools



EVERY STUDENT SUCCEEDS

The Change Process

Figure 1.1 Stages of team development in Elisabeth Goodman's "The Effective Team's High Performance Workbook", RiverRhee Publishing 2014



ACPS 2020 Strategic Plan Goals



Goal 1: Academic Excellence and Educational Equity: Every student will be academically successful and prepared for life, work, and college.

Goal 2: Family and Community Engagement: ACPS will partner with families and the community in the education of Alexandria's youth.

Goal 3: An Exemplary Staff: ACPS will recruit, develop, support, and retain a staff that meets the needs of every student.

Goal 4: Facilities and the Learning Environment: ACPS will provide optimal and equitable learning environments.

Goal 5: Health and Wellness: ACPS will promote efforts to enable students to be healthy and ready to learn.

Goal 6: Effective and Efficient Operations: ACPS will be efficient, effective, and transparent in its business operations.



Academic Excellence and Educational Equity

- Textbook Adoption Cycle and Plan
- Expansion of Curriculum
- Launched The High School Project
- Professional Learning on Equity
- Equity Audits
- School Improvement Plans



Family and Community Engagement

- First 100 days Listen and Learn Tour
- 50 partnerships with colleges and universities for internships, observations and student teachers
- Increase of \$400,000 in annual grant funding





An Exemplary Staff

- Selected new Chief Financial Officer
- Selected new Chief Human Resources Officer
- 1% MRA and Salary Step Eligibility
- Established Executive Coaching Model
- Boosted Instructional Coaching and Intervention Model
- Expanded Leadership Institute



An Exemplary Staff

Refined Instructional Leadership to focus on

- Professional learning opportunities
- Instructional leadership
- Equity



Facilities and the Learning Environment



Opened three new schools



Facilities and the Learning Environment



- Approval for modernization of Parker-Gray Memorial Field at T.C. Williams
- Identified Swing Space for Douglas MacArthur
- Targeted Facilities Assessments





Health and Wellness

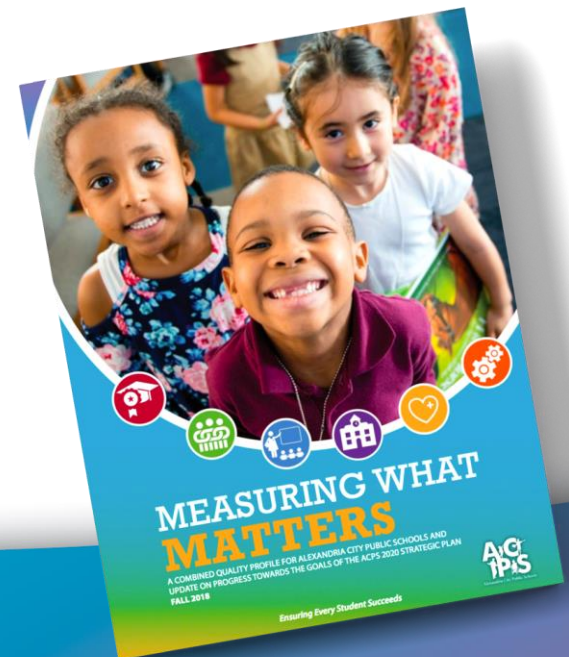
- Congressional Panel Presentation on Social Emotional Supports
- Developed substance abuse seminars in collaboration with city/community partners
- WOW Bus services extended to T.C. Williams



Effective and Efficient Operations



- Improvement planning process for all schools and departments
- Launched ***Measuring What Matters***
- Engaged principals in the budget process





Effective and Efficient Operations

- Developed an action plan to implement recommendations of Specialized Instruction Audit
- Developed implementation plan for HR Audit
- Progress with Facilities Audit

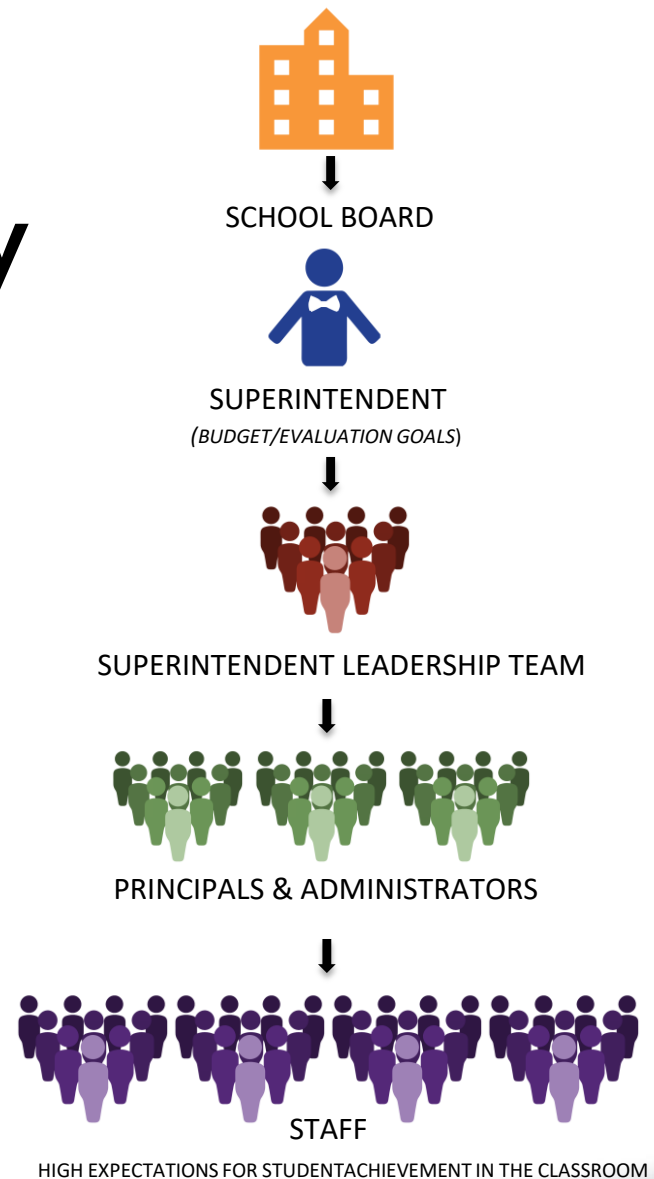


What Lessons Have We Learned?

- Communication must be more ROBUST
- The High School Project should have initially focused solely on educational programming
- Deferred maintenance is not an option
- Facilities management is KEY
- Recruitment, Retention, and Support are CONNECTED

How We Will Be Operating Differently Next Year

Clear expectations set around the ACPS 2020 Strategic Plan that filter down to each and every student



How We Will Be Operating Differently Next Year

- Refine processes and systems to work more strategically
- Establish:
 - Superintendent's Parent Advisory Committee
 - Superintendent's Teacher Advisory Committee
- Preventative maintenance plans and facilities plan
- More robust evaluation training with supports

How We Will Be Operating Differently Next Year

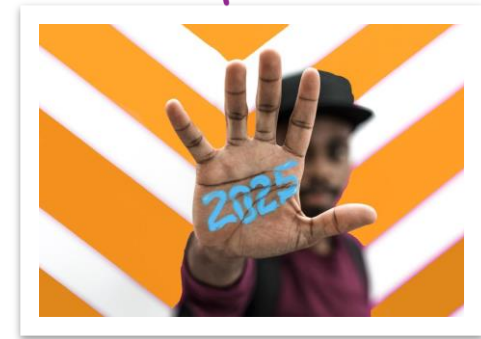
Renewed focus on **Jefferson-Houston I.B. Pre-K-8 School**

- Social emotional learning (additional counselor, part-time dean, PBIS, Restorative Practices and Professional Learning Communities)
- Continued academic learning support
- Coaching, team-building and professional development for all administrators and staff
- Clear expectations with intentional efforts on highly engaged learning environment

How We Will Be Operating Differently Next Year

Engage our staff and community in developing a robust strategic plan for 2025

- Ambitious but attainable
- Clear annual expectations - year by year
- Will foster consistency, intentionality and focus
- Will create meaningful metrics and genuine progress measures



Have You Had Your Breakfast of Champions?

