



FourPoint
Education Partners

Alexandria City Public Schools

Strategic Planning Committee Meeting

December 11, 2019

Agenda

Now that the needs assessment has been completed, we will build on our collaborative work by beginning to define the Division's long-term measures of success, and to think about objectives for increasing equity in our work group focus areas.

- Needs Assessment Recap
- ACPS Equity Glossary
- Vision, Mission, & Core Values
- Big Picture Outcomes for ACPS
- Discussion of Objectives & Measures

NEEDS ASSESSMENT RECAP - RECOMMENDATION: FOCUS ON EQUITY

To address the Division's assessed needs, FourPoint has proposed that ACPS promoted equity throughout the system by ensuring that five key elements are in place - these objective areas are the focus of your work groups (see definitions on handout):

- 1. Systemic Coherence*
- 2. Instructional Excellence*
- 3. Student Accessibility and Support*
- 4. Strategic Resource Allocation*
- 5. Parent and Community Involvement*

REINTRODUCTIONS IN SMALL GROUPS

In 30-45 seconds, share your name, role, organization, and your interest/connection to your work group objective area.

- 1. Systemic Coherence*
- 2. Instructional Excellence*
- 3. Student Accessibility and Support*
- 4. Strategic Resource Allocation*
- 5. Parent and Community Involvement*

ACPS EDUCATIONAL EQUITY GLOSSARY

ACPS staff have continued to engage with other community leaders to incorporate your feedback into the developing focus on increasing educational equity for all students.

We welcome your continued input on additional terms we might include in the glossary, and how we can support for clarity and understanding of the terms presented.

EDUCATIONAL EQUITY: Educational disparities based on race, economics and other dimensions of difference are reduced and eliminated. Positive school outcomes are distributed equitably proportionally across all demographic and identity groups. Negative outcomes and disproportionality are reduced for all groups.²



VISION, MISSION, VALUES – Draft Updates from the Board

Small Group Discussion: What are some ways these connect to our work group's objective area?

Vision

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

Mission

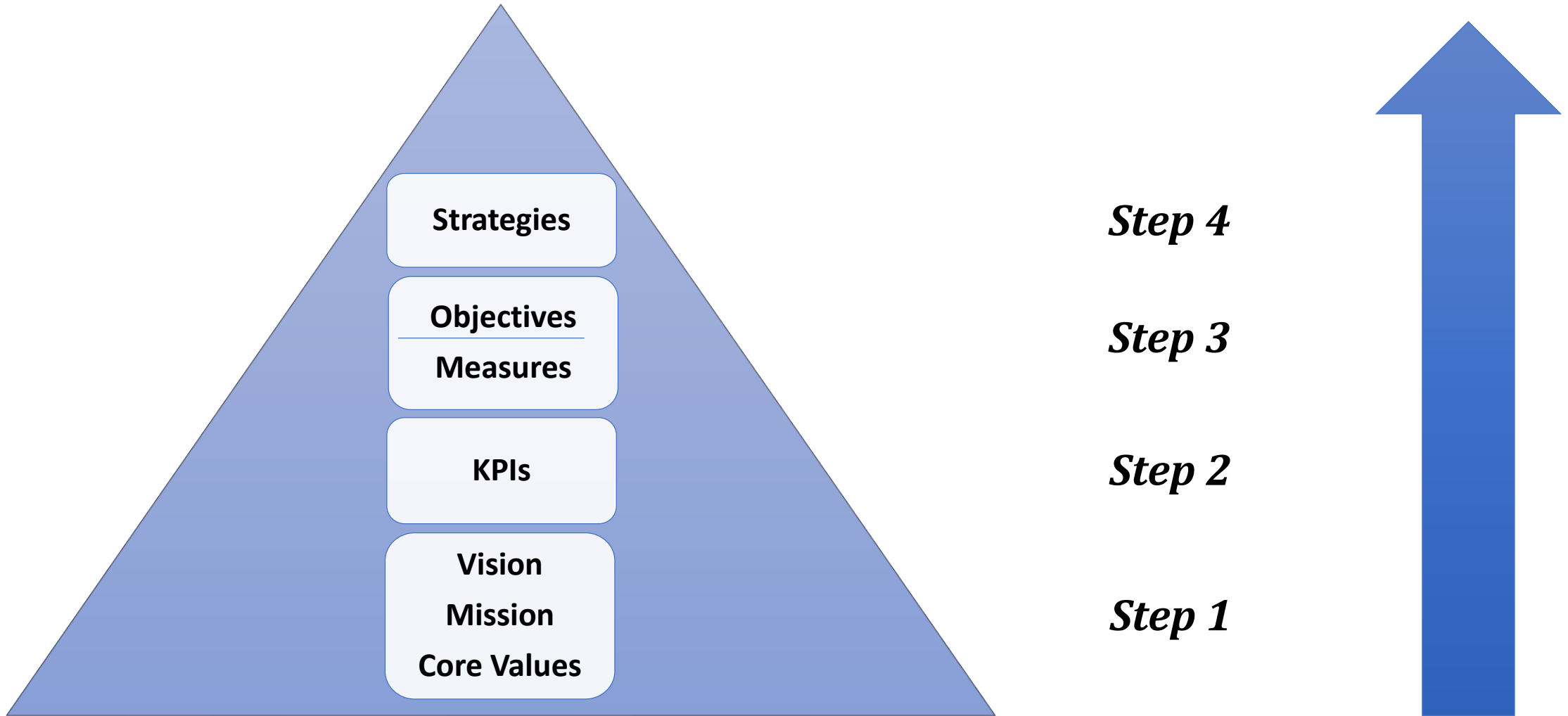
ACPS inspires all students and addresses barriers to learning to ensure success.

Core Values

In all we do, the ACPS learning community strives to live these core values – we are...

- **Welcoming:** We respect and embrace everyone who comes through our doors, because we believe our diversity is our greatest strength.
- **Empowering:** We inspire each student and staff member to thrive.
- **Equity-Focused:** We actively work to remove barriers to educational access and success for all students.
- **Innovative:** We take initiative to solve problems in the classroom and across the system.
- **Results-Driven:** We set ambitious goals to learn, grow, and achieve at high levels.

THE STRATEGIC PLANNING PROCESS



MEASURING SUCCESS

How will we know ACPS is successful in improving student outcomes?

Key Performance Indicators (KPIs)

- Overall student performance outcomes

Sample KPI Measures (for student measures, by student group):

- Elimination of structural deficit
- Kindergarten readiness
- Reading proficiency
- Math proficiency
- Chronic absenteeism
- Identification for special education
- On-track to graduate HS in 4 years
- On-track to graduate w/an advanced studies diploma
- Graduation w/an advanced studies diploma

Small Group Discussion & Share-out:

What big picture goals (KPIs) for students does ACPS need to focus on?

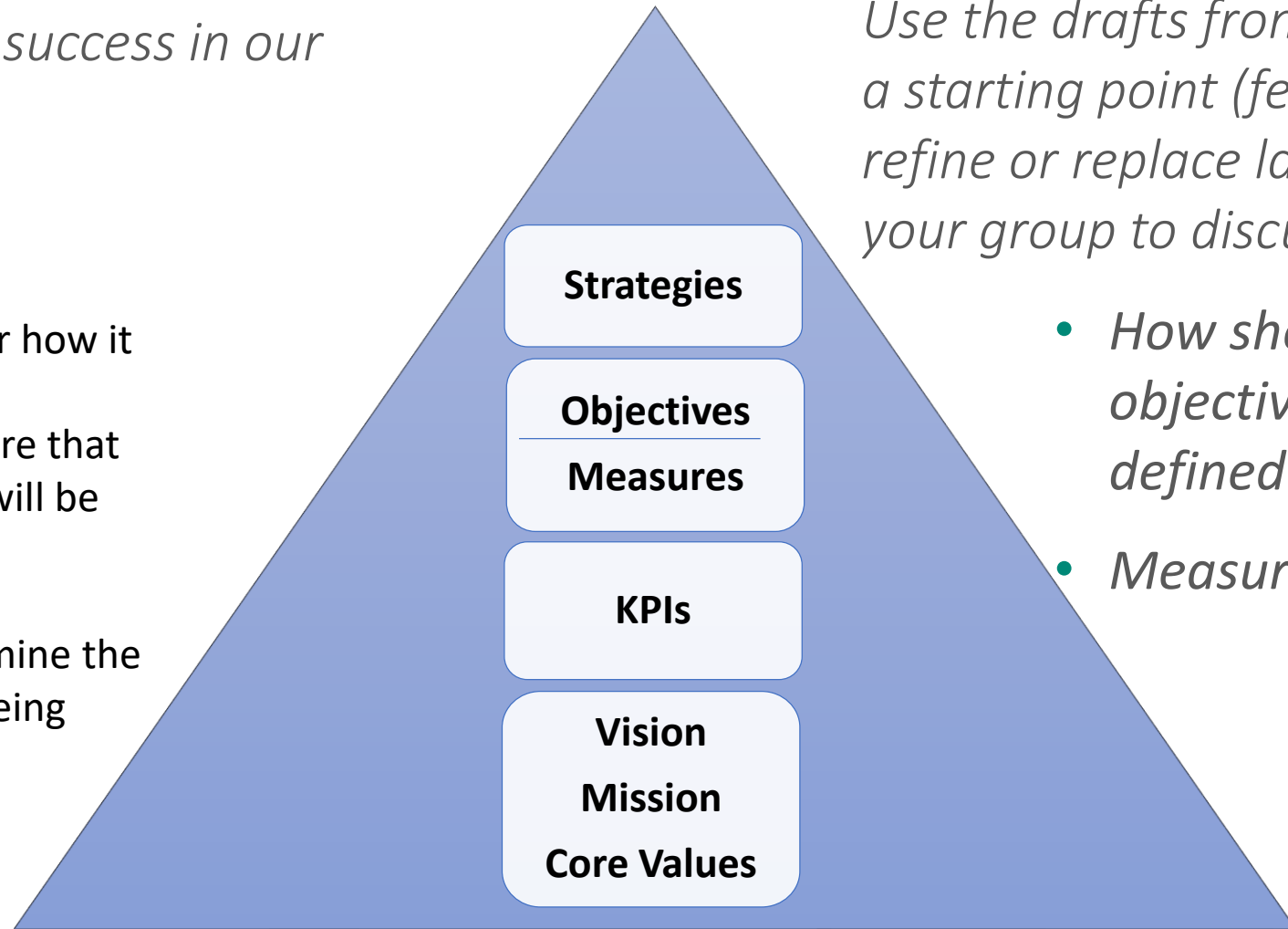
MEASURING SUCCESS

How should ACPS define success in our objective area?

Objectives

- Process outcomes
- Define the Division's belief for how it will achieve the KPIs
- Will have one or more measure that define how implementation will be determined

Measures: How ACPS will determine the extent to which objectives are being implemented



Small Group Discussion

Use the drafts from the report as a starting point (feel free to refine or replace language) for your group to discuss...

- *How should our objective area be defined?*
- *Measured?*

Next Steps

- Feedback on today's session and the strategic planning process
- January work preview
 - We will continue in work groups, beginning with high-level objectives and measures and starting to think about potential shorter term, specific measures