

Date: May 1, 2020

BOARD INFORMATION: X

MEETING PREPARATION:

FROM: Clinton Page, Chief Accountability Officer
Natalie Mitchell, Director of Title I Programs

THROUGH: Terri Mozingo, Ed.D. Chief Academic Officer
Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

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

TOPIC: COVID-19 Response Department Plans

ACPS 2020 STRATEGIC PLAN GOAL:

Goal 1: Academic Excellence and Educational Equity

SY 2019-2020 FOCUS AREA:

Focus Area 1: Educational Equity

FY 2020 BUDGET PRIORITY:

Specialized Instruction, Academics, Leadership and Professional Development

SUMMARY:

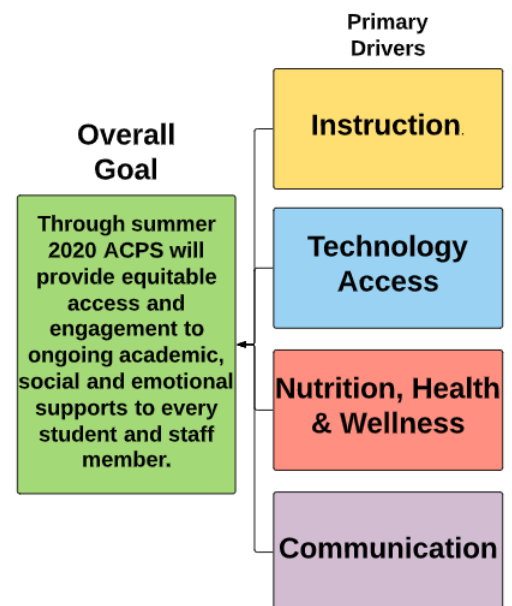
This Board Brief contains information pertaining to department plans drafted in April to map out the division’s strategic response to the closure of school for the remainder of the academic year.

BACKGROUND:

The evolving COVID-19 pandemic and subsequent school closures demanded a need to rapidly and strategically pivot as an organization. The existing department improvement structures put in place over the past two years were leveraged to craft each department’s role in the response. Moving forward these plans will also serve to monitor progress at the department level and the mechanism to ensure continuous improvement and refinement.

Overall Theory of Action

Prior to engaging individual departments in planning, the ACPS Senior Leadership Team took on the work of identifying the overall goal of the organization as well as the key levers necessary to reach that goal. This work, visually displayed on the right-side of the page, served as the foundation for the department plans. Departments focused in on identifying the structures and processes they needed to influence to assist the



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division in reaching the overall goal.

COVID-19 Department Plans

While the department plan structures were based on the existing department improvement planning format, key areas of differentiation were identified and incorporated to meet current needs. Examples of these changes include identifying funding impact, determining collaborative departments, and a focus on measurement of efforts to gauge success and explore potential improvements. Current department COVID-19 plans are attached to this Board Brief. As the situation remains fluid, it is the expectation that these plans will change in the coming weeks based on environmental changes and/or new organizational improvements identified through measurement and refinements.

Next-Steps

Department plans are currently being used to create a more detailed organizational theory of action. This work also includes identifying key areas of measurement across the system to create a unified system of measurement. This information will be shared with the School Board via a brief next week. An example of this expanded measurement work is the need to hear the voice of our stakeholders via a brief survey during this time. Today the Board also received a Board Brief regarding the brief surveys that will be administered periodically over the next two months to staff, students, and parents. This work, along with existing measurements, will be incorporated to best ensure the division remains responsive to emerging needs throughout the current school closure

RECOMMENDATION: The Superintendent recommends that the School Board review this Board Brief and attachments for an understanding of the COVID-19 planning process, and plans that detail the work departments are doing to guide the school division through the current circumstances.

IMPACT: The department planning process ensures alignment, monitoring, and continuous improvement of services within the key areas of focus in the division-level response to school closure for the remainder of the year. Through these actions the division will continue to strive to provide equitable access and engagement to ongoing academic, social and emotional supports to every student and staff member during this unprecedented time.

ATTACHMENTS: *COVID-19 Department Plans*

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