

BOARD MEMO

Date: March 10, 2022
For ACTION _____
For INFORMATION X
Board Agenda: Yes X
No _____

FROM: Clinton Page, Ed.D, Chief of Accountability and Research
Terri H. Mozingo, Ed.D., Chief Academic Officer
Wendy Gonzalez, Ed.D., Executive Director of School Leadership
Anthony Sims, Ph.D., Executive Director of School Improvement

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

TO: The Honorable Meagan Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Equity for All Dashboard and Mid-Year Update

ACPS 2025 STRATEGIC PLAN GOAL:

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

SY 2021-2022 FOCUS AREA:

- Focus Area 1: Social Emotional and Academic Learning Recovery
- Focus Area 2: Hispanic Males
- Focus Area 3: Middle School Educational Experience
- Focus Area 4: Early College
- Focus Area 5: Talented and Gifted

FY 2022 BUDGET PRIORITY:

- Implementation of 2025 Strategic Plan
- Implementation of Equity Audit of School Board Policies
- K-2 Literacy Continued Implementation
- Reduce Disproportionality in TAG and Advanced Courses
- Complete Educational Programming Design for HS Project
- Implement Monitoring System for Specialized Instruction Action Plan
- MTSS Implementation with Restorative Practices and PBIS

SUMMARY:

An Equity for All 2025 Dashboard launched in March 2021 provides formative and summative measures for the seven key performance indicators from the division’s strategic plan. Formative indicators updated in this mid-year reporting allow for division and school leaders to adjust in order to effect summative outcomes reported at the end of a school year. Formative indicators presented here for 2021-2022 show Hispanic, economically disadvantaged, current English

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Learners (but not former ELs), and student with disabilities student groups show the greatest rates of underrepresentation across student success KPIs. Within KPIs, the Talented and Gifted Program (TAG) referrals and suspensions show the largest disproportionalities across student groups.

BACKGROUND:

The Equity for All 2025 Dashboard displays all KPIs across student groups simultaneously to allow school and division leaders to see a broad picture of disproportionalities across student performance outcomes and within student groups using a representation index. Notable in this mid-year reporting are a few measures that are newly available: NWEA MAP Fall to Winter growth attainment; students with formal pre-K experience; TAG referral rates (as opposed to identification); and suspensions.

In this formative presentation of mid-year KPIs, disproportionately fewer Hispanic, economically disadvantaged, *current* (but not former) ELs, and students with disabilities are meeting KPIs. Disproportionalities are also observed for Black/African American as well as former EL students within specific KPIs. Within KPIs, TAG referrals and student suspensions show the largest inequities across student groups. These patterns, relatively consistent with past reporting, point to systemic long-standing inequities targeted in the Equity for All 2025 Strategic Plan. In addition to inequities, the dashboard provides information on the overall outcomes that provide a measure of excellence.

The long-standing inequities highlighted within the Equity for All KPIs require intentional, systematic, and unrelenting strategies to effect change. Through the Equity for All strategic plan, the Areas of Focus, and School as well as Department Improvement Plans, school and division leaders are doing this work and will leverage learnings from the division and school-specific dashboards to continuously improve.

RECOMMENDATION:

The Superintendent recommends that the School Board review this information to inform future budgetary and programmatic decisions.

IMPACT:

The purposeful and aligned implementation of the Equity for All 2025 strategic plan strategies and the continuous formative and summative monitoring processes is empowering leaders to make equity-focused, data-informed actions in support of student success.

ATTACHMENTS:

1. Equity for All 2025 Dashboard & Mid-Year Update Presentation

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