



# ACPS 20-21 Areas of Focus

School Board Work Session  
August 27, 2020



**EVERY STUDENT SUCCEEDS**

# Today's Learning Objectives

**Reflect on our current data within ACPS** and apply that to the division areas of focus through the lens of equity.

**Incorporate the current dual pandemics** into our thinking around the Areas of Focus.

**Connect the Areas of Focus** with the ACPS Equity for All strategic plan.



# Strategic Plan as our Roadmap

Why do we need a strategic plan?

What does it do?

- Creates a shared **mission, vision, and core values** across all staff
- Confirms **a few specific priorities** and ensures **alignment**
- Provides **a path** for the removal of barriers to address long standing inequities



# Systemic Alignment



# Equity for All 2025



## Vision

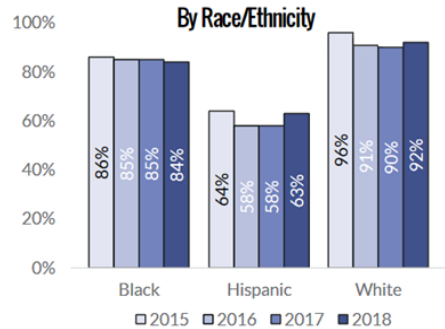
*Empowering all students to thrive  
in a diverse and ever-changing world.*

# Data Informed & Equity-Focused

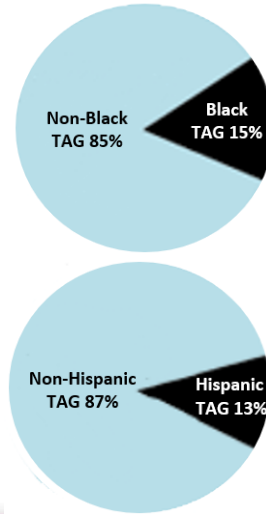
Inequities illuminated through key metrics:

## Readiness

Students Meeting Kindergarten Readiness Standards in Fall -



## TAG Access



## Graduation Rate

71% of Hispanic students in the 2019 cohort graduated within four years



the overall 2019 cohort rate was 83%

# Data Informed & Equity-Focused

Priorities identified through audits and evaluations:

**Communications** - time study, project management system, customer response system, website, and professional learning

**Family Engagement** - relationship building and expanded resource utilization

**Human Resources** - long-term goals, enhanced processes, and employee onboarding

**Facilities** - long-term facilities management plan, repair quality assurance system, and communication efficiency

**Students with Disabilities** - address disproportionality in referrals and identification of “children of color,” or culturally and linguistically diverse students

**Talented and Gifted** - address disproportionality in economically disadvantaged and minority students’ enrollment and participation rates, greater differentiation of the curriculum, instructional techniques, and related materials

# Data Informed & Equity-Focused

COVID-19 response monitored through key drivers:

## **Instruction:**

Engaged students showed academic progress. There is a need to increase engagement across all ACPS students and families.

## **Technology Access:**

ACPS has been responsive to technology needs. There is a need to ensure all students are accessing online learning.

## **Nutrition, Health, and Safety:**

A majority feel supported and are managing their emotional stress well. On average over 30,000 meals were served weekly, peaking in May.

## **Communication:**

Stakeholders feel well informed but connectedness has been impacted. The continued use of multiple communication methods is critical.



# Impact of Dual Pandemics

- **Social-Emotional:** Trauma adversely affects students' capacity to regulate emotions and control behaviors and inhibits relationships with both teachers and peers.
- **Academic:** Trauma causes lower levels of academic achievement. Trauma affected students are more likely to encounter learning difficulties, need additional supports, experience grade retention, and absenteeism, and drop out of school.
- **Disproportionality:** Trauma occurs across all segments of a community, but research has found trauma disproportionality impacts families with lower economic resources, higher parental stress levels, and those experiencing insecurity across critical areas (food, shelter, employment, transportation).

# Equity for All 2025

## Goal Areas



Systemic  
Alignment



Strategic Resource  
Allocation

**RACIAL  
EQUITY**



Instructional  
Excellence



Family and Community  
Engagement



Student Accessibility  
and Support

# Equity for All 2025

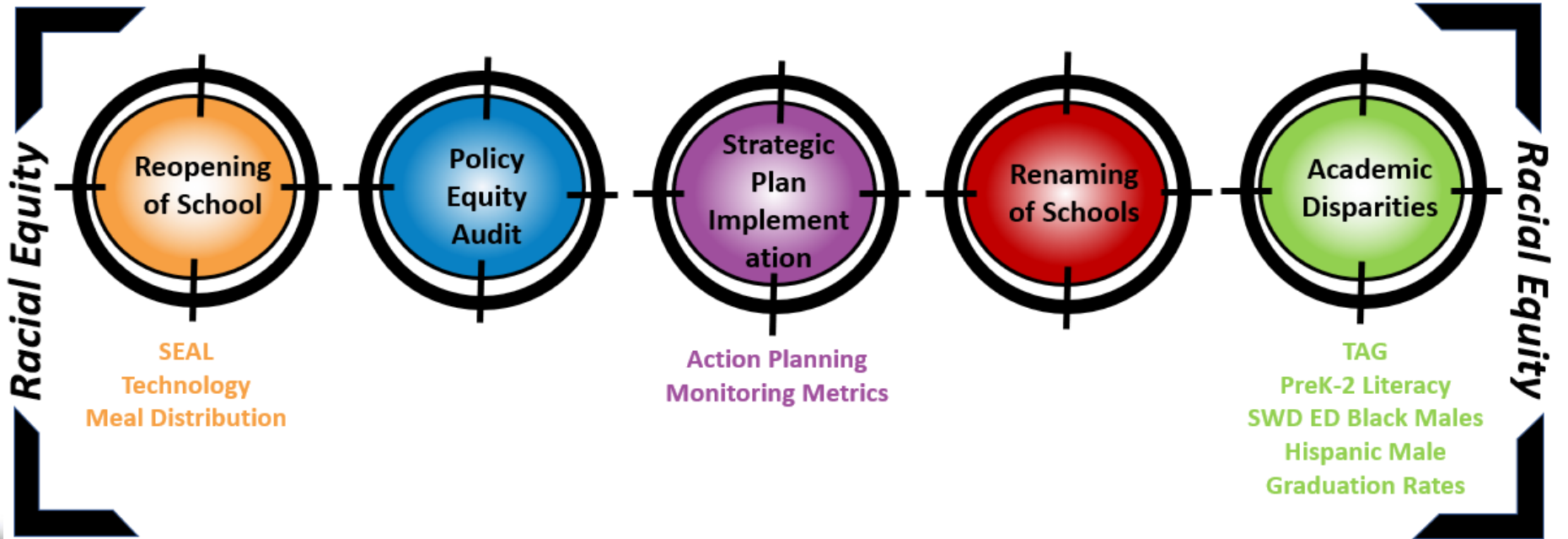
## Mission

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

- What crucial areas require division focus to fulfill our mission during the dual pandemics of:
  - COVID-19?
  - systemic racism?



# Areas of Focus



# Alignment

## 19-20 Focus Areas

- **Strategic Plan** remains an area of focus, including the **High School Project**, and is founded upon **Equity**
- **All audit action plans** will be incorporated into **Department and/or School Improvement Plans**

## 19-20 Budget Priorities

- **PreK-2 Literacy and Hispanic Graduation Rate** remain areas of focus
- **MTSS and PBIS** is carried forwarded in Reopening Plan within SEAL
- **Customer Service, Cultural Competence, and Staff Retention** highlighted within Strategic Plan Action Planning
- **Students with Disabilities, Facilities, and Human Resources** Audit Action Steps are carried forward through Department Improvement Plans

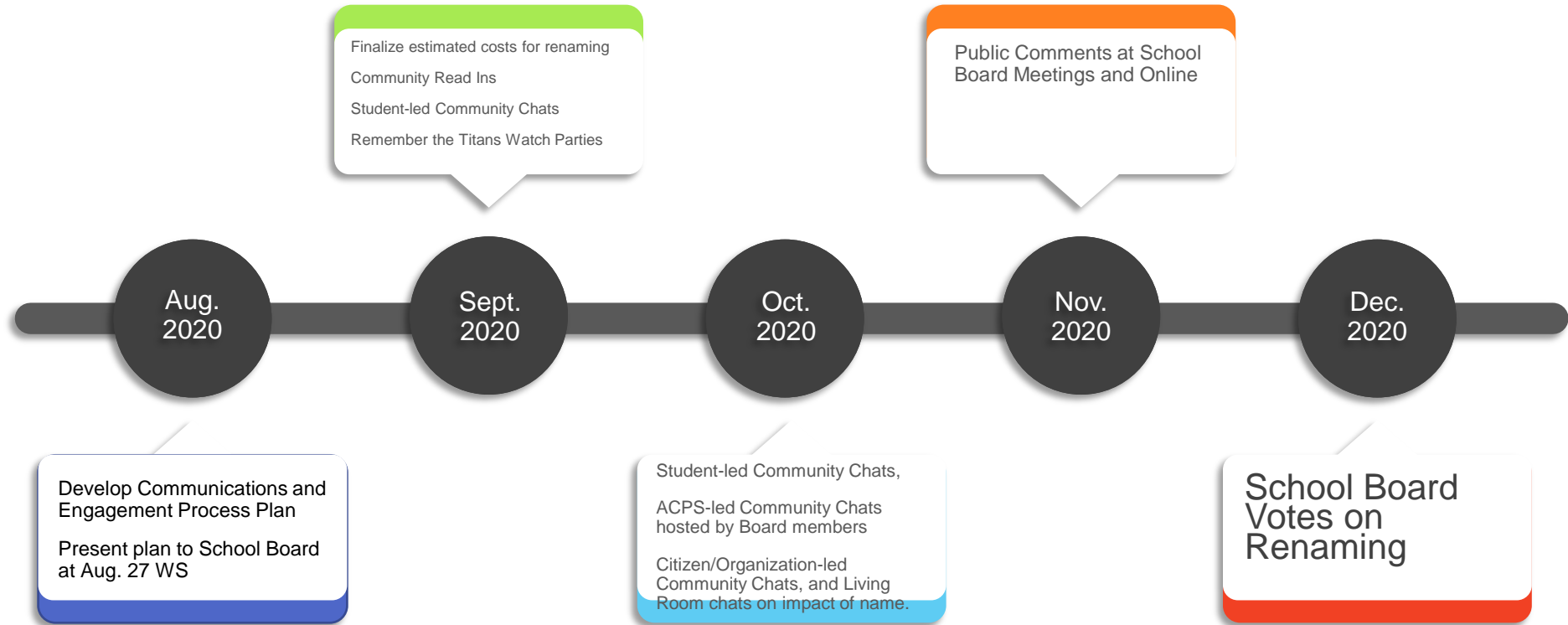
# Equity for All 2025

## Core Values

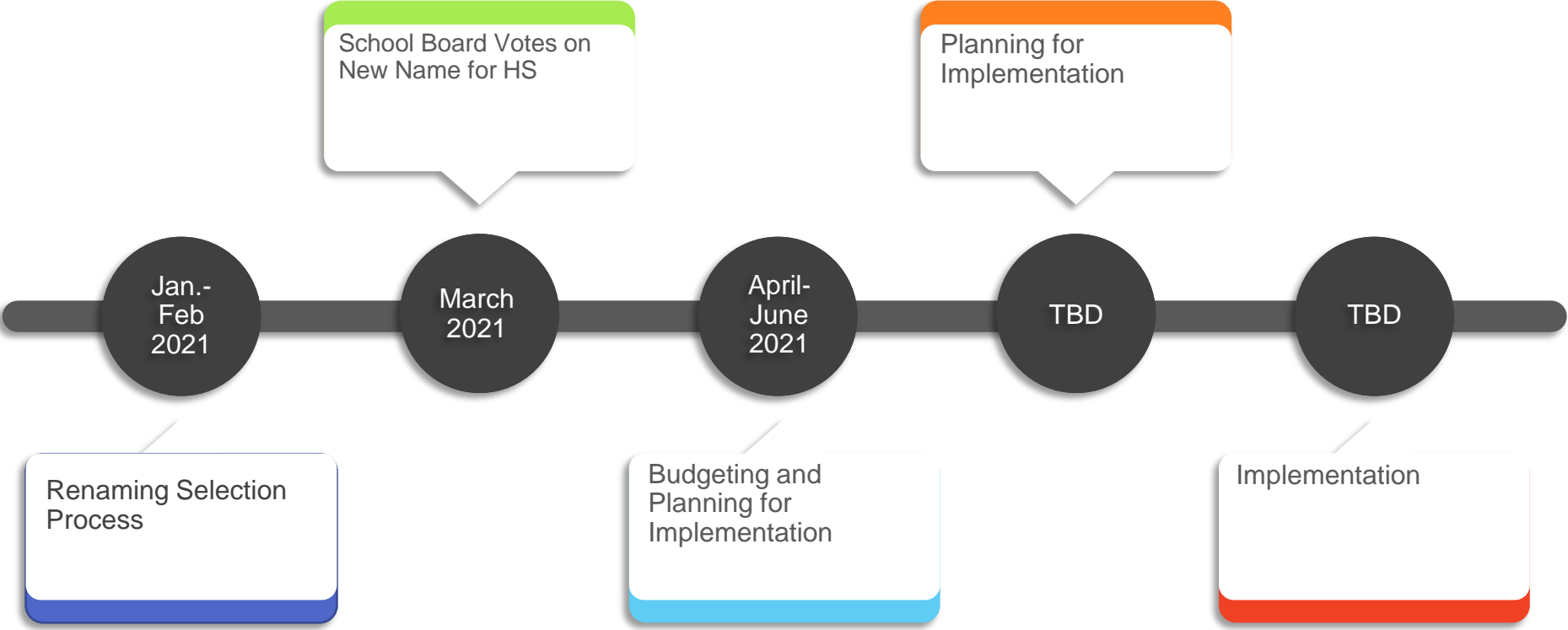
### **ACPS is...**

- **Welcoming:** We take active steps to ensure all stakeholders feel welcomed in schools. We embrace everyone who comes through our doors and respect our differences because we believe our diversity is our greatest strength.
- **Empowering:** We inspire each student and staff member to thrive to their best abilities.
- **Equity-Focused:** We actively work to remove barriers to educational access.
- **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.

# Thomas Chambliss Williams HS Renaming Communications and Engagement Process



# Thomas Chambliss Williams HS Renaming Communications and Engagement Process Timeline if Board Votes to Change





# Next Steps

- **Aligning Superintendent evaluation** processes with new strategic plan and Areas of Focus.
- Incorporating Areas of Focus into **School and Department Improvement Planning** processes.
- **Providing required supports** to staff to implement, measure, and adjust.





# Thank you!

