

**BOARD BRIEF**

Date: April 23, 2021

**BOARD INFORMATION:**   X  

**MEETING PREPARATION:** \_\_\_\_\_

**FROM:** Amber Eby, Ph.D., Evaluation and Assessment Analyst  
Tina Constantine, Evaluation and Assessment Analyst  
Clinton Page, Ed.S., Chief of Accountability and Research

**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 2025 Annual Revision Process

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 1: Systemic Alignment

**SY 2020-2021 FOCUS AREA:**

Focus Area 3: Strategic Plan Implementation

**FY 2021 BUDGET PRIORITY:**

- ALICE Training
- K-2 Literacy Programming
- Specialized Instruction Audit Implementation
- MTSS including Restorative Practices and PBIS
- Chronic Absenteeism among Hispanic Students
- Increased Staff Retention
- Human Resources Audit Implementation
- Facilities Audit Implementation
- Cultural Competence for All Staff
- Outreach to Hispanic Families to Improve Attendance and Graduation
- Outreach to Underserved Communities to Increase Engagement
- Improving Customer Relationship Services and Management
- Communications and Customer Service for Internal Stakeholders

**SUMMARY:**

ACPS continues work on the implementation of strategies outlined in the Equity for All 2025 strategic plan. An annual revision process is currently underway to review and refine the plan as Equity for All was designed to be a living and breathing plan for supporting continuous improvement within the division. The revision process includes a committee (SPARC) of staff, board members, city staff, and parent representatives. SPARC along with strategic plan goal

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leaders and strategy managers will work collaboratively to ensure revisions are aligned with the vision, mission, and core values of the strategic plan and working in concert with the ACPS efforts to recover, retain, and reignite students, staff, and families in response to the dual pandemics of COVID-19 and systemic racism.

### **BACKGROUND:**

The Equity for All 2025 strategic plan is a living, breathing, and growing document. The Department of Accountability and Research has developed an annual revision process to support the idea that ACPS should be responsive to shifting needs and emergent priorities throughout the life of the strategic plan. A key aspect of the annual revision process is the development of a diverse committee, including staff, board members, city staff, and parent representatives to work with Goal Leaders and Strategy Managers on proposed strategic plan changes. Attached you will find a list of SPARC members and their roles. This committee, the Strategic Plan Annual Review Committee (SPARC), will work to ensure revisions are aligned with the vision, mission, and core values of our strategic plan and working in concert with the ACPS efforts to recover, retain, and reignite students, staff, and families in response to the dual pandemics of COVID-19 and systemic racism.

The revision process began with a welcome meeting for SPARC on April 22 to orient them to the Strategic Plan Goal Areas and have them select their Goal Areas of interest. Next week a virtual revision workshop will bring together SPARC, Goal Leaders and Strategy Managers to begin to work collaboratively to develop and refine revisions to the Strategic Plan.

The annual review is a key component of the work of monitoring for continuous improvement. The scope of potential revisions includes Strategies, Highlighted Actions, and Measures. The review process will not include the Vision, Mission, Core Values set by the School Board. The review process will emphasize taking a lens of racial equity and pandemic recovery as the primary rationales for any potential revisions. The proposed strategic plan revisions will be presented to the Board in June.

**RECOMMENDATION:** The Superintendent recommends that the School Board review this information and be aware of upcoming proposed revisions to the strategic plan.

### **IMPACT:**

The purposeful revision process for the Equity for All 2025 strategic plan ensures the plan stays relevant as our context changes, guiding efforts within ACPS to ensure success by inspiring students and addressing barriers to learning.

### **ATTACHMENTS:**

1. SPARC Members Roster

### **CONTACT:**

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