

**BOARD MEMO**

Date: June 1, 2023

For ACTION   X  

For INFORMATION           

Board Agenda: Yes   X  

No           

**FROM:** Clinton Page, Ed.D., Chief Accountability Officer  
Tina Constantine, M.Ed., Evaluation & Assessment Analyst  
Amber Eby, Ph.D., Evaluation & Assessment Analyst

**THROUGH:** Melanie Kay-Wyatt, Ed.D., Interim Superintendent of Schools

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

**TOPIC:** Revisions to the Equity for All 2025 Strategic Plan

**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 2022-2023 FOCUS AREA:**

Strategic Plan Implementation

**FY 2023 BUDGET PRIORITY:**

- Special Instruction Evaluation Implementation as a part of the Strategic Plan
- K-4 Literacy
- Equitable TAG Identification of Black and Hispanic Students
- Address Chronic Absenteeism & High School Graduation Rate Among Hispanic Male Students
- Social and Emotional Supports for Students

**SUMMARY:**

The Equity for All 2025 five-year strategic plan was adopted by the School Board on June 26, 2020 and serves as the roadmap for ACPS through 2025. An annual revision process is conducted each spring 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 a parent representative. SPARC, along with strategic plan Goal Leaders and Strategy Managers, worked collaboratively to ensure revisions are aligned with the vision, mission, and core values of the strategic plan and prioritized equity and pandemic recovery efforts.

**BACKGROUND:**

The Code of Virginia § 22.1-253.13:6 provides that each local school board shall adopt a

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division-wide comprehensive, unified, long-range plan based on data collection, an analysis of the data, and how the data will be utilized to improve classroom instruction and student achievement. The plan is to be developed with staff and community involvement and is to include, or be consistent with, all other division-wide plans required by state and federal laws and regulations. Each local school board shall review the plan biennially and adopt any necessary revisions. ACPS Board policy, AF - Comprehensive Plan, implements the Code of Virginia's requirement.

The Equity for All 2025 strategic plan is a living, breathing, and growing document. The Department of Accountability and Research 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 was the development of a diverse committee, including staff, School Board members, city staff, and parent representation to work with Goal Leaders and Strategy Managers on proposed strategic plan changes. This committee, the Strategic Plan Annual Review Committee (SPARC), worked to ensure revisions are aligned with the vision, mission, and core values of our strategic plan and prioritized equity and pandemic recovery efforts.

There were four phases of the revision process, which began with "preparation" as Goal Leaders, Strategy Managers, and SPARC members reviewed the plan and identified possible revisions to strategies, highlighted actions, and measures. Through a virtual workshop, all aforementioned parties met in Strategic Plan Work Groups to brainstorm and discuss potential revisions by Goal Area during the "creation" phase. In the "refinement" phase, revisions were highlighted within the plan along with the rationale behind the revision and sent to SPARC, Goal Leaders, Strategy Managers, and SLT for review and additional comment. Attached please find a Strategic Plan document with detailed revisions and associated rationales embedded within the document as comments. These materials along with an associated presentation will be presented at the June 1, 2023 School Board Meeting for information and action.

**RECOMMENDATION:** The Interim Superintendent recommends that the School Board review and approve the attached Equity for All 2025 Strategic Plan Revisions.

### **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. PowerPoint Equity for All 2025 Strategic Plan Revisions
2. Equity for All 2025 Strategic Plan Revisions
3. Equity for All 2025 Strategic Plan Revisions Work Groups List

### **CONTACT:**

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