Attachment 2 - Performance Improvement Plan Updates

Academic Supports	Student Supports	Staff Supports

Tier 1 Instruction: Alignment, Rigor, and Engagement
● Central Office Classroom Walkthroughs:
  ○ Continually revised through PDSA cycles
  ○ Tiered by school-level
  ○ Held pre-conferences for planning
  ○ Revised form with Individualized needs of schools
● OSI School Tiering based on VDOE Accreditation Levels:
  ○ CNA informs action steps – OSI working with VDOE on best practices
  ○ Targeted support
● Professional learning alignment
  ○ GLAD training
  ○ Specialized Instruction (PBL, Literacy)
  ○ PLMS to identify PDs being offered
	CASEL Social Emotional Learning Competencies
	● Learning from SEAL Monitoring Walkthroughs at the school level
	● SEL calendar and lessons focused on supporting the 5 dimensions identified by CASEL
	● Implementation of CASEL Walkthroughs assessing the level of implementation of SEL in schools and classrooms
	● Norming using PDSA cycles using paired walks and developing interrater reliability:
	  ○ Video to build capacity for observers using the forms
	  ○ Visits to approx. 100 classrooms so far
	● PBIS implementation
	● *Next steps*: collaborate with DoAR and TLL to analyze and interpret data and develop next steps
		Culture Building
		● Focus on customer service
		● Team building and Process Improvement
		  ○ Recruiting Comps and Benefits Director recruitment in process
		  ○ Developing, enhancing, and testing crisis management processes
		● Cross-departmental IT use in collaboration with Technology Services

The High School Project
● Biweekly progress meetings with refinements, more individualized and departmental meetings
● Project Management System (Monday.com) for status updates in weekly meetings
● Communication Plan: Collaborate with the Communications team. Microsite on ACPS website features Academies
● Milestones for completion on track: Completion by April, final adjustments by Summer
	Student Voice
	● SEAL program evaluation in collaboration with ACPS Department of Accountability and Research and the American Institutes for Research
	● Multiple opportunities to gather student experience data:
	  ○ Innovators' Lab held Jan 31, 2024
	  ○ Equity Summit featuring Affinity groups, Identity exploration, Student presentation to peers
	  ○ Book study
	Student Connection and Attendance
	● Consistent Attendance Task Force meetings using data to track attendance, collaborating with social workers, partnership with DoAR (Dr. Amber Eby)
	● Truancy mitigation strategies with individual students and families
	● All In VA funding
	  ○ Programming
	  ○ Liaison stipends attached to deliverables
		Recruitment and Retention
		● Improved responses to stakeholders
		● Exit and stay interviews with data analysis
		● Expanded coordination of recruitment efforts:
		  ○ Variety of venues (Local events, farmer markets, job fairs)
		  ○ Share benefits of working for ACPS across position-types